

ENROLLMENT CATEGORIES	October 14, 2012 Actual	October 15, 2013 Actual	October 15, 2014 Estimated
Pupils On Roll Regular Full-Time	778	712	718
Pupils On Roll - Special Full-Time	67	66	71
Subtotal - Pupils On Roll	845	778	789
Private School Placements	10	0	0
Pupils Sent to Other Districts-Reg Prog	237	242	242
Pupils Sent to Other Dists-Spec Ed Prog	32	38	36

Budget Category	Account	2012-13 Actual	2013-14 Revised	2014-15 Anticipated
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	13,937,074	14,215,815	14,457,484
Total Tuition	10-1300	17,640	19,800	23,100
Transportation Fees From Individuals	10-1410	47,941	48,150	51,000
Unrestricted Miscellaneous Revenues	10-1XXX	70,245	27,639	15,000
Other Restricted Miscellaneous Revenues	10-1XXX	52,774	35,550	39,879
Subtotal - Revenues From Local Sources		14,125,674	14,346,954	14,586,463
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	68,893	65,170	65,170
Extraordinary Aid	10-3131	151,951	167,000	167,000
Categorical Special Education Aid	10-3132	380,439	382,540	382,540
Categorical Security Aid	10-3177	15,872	17,494	17,494
Other State Aids	10-3XXX	31,687	5,780	27,160
Subtotal - Revenues From State Sources		648,842	637,984	659,364
Budgeted Fund Balance - Operating Budget	10-303	0	131,395	210,461
Withdraw From Cap Res-Excess Cost & Oth Cap Prj	10-309	0	54,500	0
Withdrawal From Cap Res - Transfer To Debt Svc Fund	10-317		100,000	100,000
Withdrawal From Maint. Reserve	10-310	0	30,000	35,333
Actual Revenues (Over)/Under Expenditures		-388,851	0	0
Total Operating Budget		14,385,665	15,300,833	15,591,621
Grants and Entitlements:				
Revenues from Federal Sources:				
Title II	20-4451-4455	11,356	10,697	10,697
I.D.E.A. Part B (Handicapped)	20-4420-4429	0	188,735	188,735
Other	20-4XXX	193,823	0	0

Budget Category	Account	2012-13 Actual	2013-14 Revised	2014-15 Anticipated
Total Revenues From Federal Sources		205,179	199,432	199,432
Total Grants And Entitlements		205,179	199,432	199,432
Repayment of Debt:				
Other Financing Sources	40-5xxx	100,000	0	0
Transfers From Capital Reserve	40-5210	0	100,000	100,000
Revenues from Local Sources:				
Local Tax Levy	40-1210	268,600	270,000	649,800
Total Revenues From Local Sources		268,600	270,000	649,800
Total Local Repayment Of Debt		368,600	370,000	749,800
Total Repayment Of Debt		368,600	370,000	749,800
Total Revenues/Sources		14,959,444	15,870,265	16,540,853
Deduct Transfer-Transfers From Capital Reserve	40-5210	0	100,000	100,000
Total Revenues/Sources Net of Transfers		14,959,444	15,770,265	16,440,853

Budget Category	Account	2012-13 Actual	2013-14 Revised	2014-15 Anticipated
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	3,412,885	3,665,101	3,789,202
Special Education - Instruction	11-2XX-100-XXX	631,127	624,461	582,393
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	49,069	49,779	45,512
School-Sponsored Athletics - Instruction	11-402-100-XXX	21,895	25,900	25,750
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	4,868,576	4,995,894	5,222,004
Undist. Expend.-Attendance And Social Work	11-000-211-XXX	57,087	57,087	59,944
Undist. Expenditures - Health Services	11-000-213-XXX	136,600	133,824	139,272
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	254,782	194,001	180,624
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	73,908	89,960	78,900
Undist. Expenditures - Guidance	11-000-218-XXX	56,181	56,983	59,647
Undist. Expenditures - Child Study Teams	11-000-219-XXX	229,337	252,621	243,833
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	110,894	113,970	122,877
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	270,838	299,448	273,969
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	1,559	4,800	2,200
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	353,404	298,129	288,918
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	369,922	402,894	380,229
Undist. Expend. - Central Services	11-000-251-XXX	191,223	225,801	193,996
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	901,194	1,047,175	1,072,383
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	665,779	725,592	708,155
Personal Services - Employee Benefits	11-XXX-XXX-2XX	1,613,716	1,915,944	2,000,344
Total Undistributed Expenditures		10,155,000	10,814,123	11,027,295
Total General Current Expense		14,269,976	15,179,364	15,470,152
Capital Expenditures:				
Facilities Acquisition And Const. Serv.	12-000-400-XXX	15,689	21,469	21,469
Capital Reserve - Transfer To Repayment Of Debt	12-000-400-933	100,000	100,000	100,000

Budget Category	Account	2012-13 Actual	2013-14 Revised	2014-15 Anticipated
Total Capital Outlay		115,689	121,469	121,469
General Fund Grand Total		14,385,665	15,300,833	15,591,621
Special Grants and Entitlements:				
Federal Projects:				
Title II	20-XXX-XXX-XXX	11,356	10,697	10,697
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	0	188,735	188,735
Other	20-XXX-XXX-XXX	193,823	0	0
Total Federal Projects	20-XXX-XXX-XXX	205,179	199,432	199,432
Total Special Revenue Funds		205,179	199,432	199,432
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	368,600	370,000	749,800
Total Debt Service Funds		368,600	370,000	749,800
Total Expenditures/Appropriations		14,959,444	15,870,265	16,540,853
Deduct Transfer-Capital Reserve - Transfer To Repayment Of Debt	12-000-400-933	100,000	100,000	100,000
Total Expenditures Net of Transfers		14,859,444	15,770,265	16,440,853

Budget Category	Audited Balance 6-30-2012	Audited Balance 6-30-2013	Estimated Balance 6-30-2014	Estimated Balance 6-30-2015
Unrestricted:				
--General Operating Budget	427,627	319,351	319,351	306,017
--Repayment of Debt	0	0	0	0
Restricted for Specific Purposes- General Operating Budget:				
--Capital Reserve	200,000	500,000	345,500	245,500
--Adult Education Programs	0	0	0	0
--Maintenance Reserve	65,333	65,333	35,333	0
--Legal Reserve	131,395	328,522	197,127	0
--Tuition Reserve	0	0	0	0
--Current Expense Emergency Reserve	0	0	0	0
Repayment of Debt:				
--Restricted for Repayment of Debt	0	0	0	0

Per Pupil Cost Calculations	2011-12 Actual Costs	2012-13 Actual Costs	2013-14 Original Budget	2013-14 Revised Budget	2014-15 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$10,571	\$11,139	\$10,688	\$12,157	\$12,091
Total Classroom Instruction	\$6,228	\$6,601	\$6,464	\$7,193	\$7,274
Classroom-Salaries and Benefits	\$6,076	\$6,392	\$6,258	\$6,960	\$7,026
Classroom-General Supplies and Textbooks	\$127	\$184	\$177	\$200	\$222
Classroom-Purchased Services	\$25	\$26	\$29	\$33	\$25
Total Support Services	\$1,713	\$1,827	\$1,658	\$1,870	\$1,806
Support Services-Salaries and Benefits	\$1,231	\$1,347	\$1,161	\$1,343	\$1,355
Total Administrative Costs	\$1,323	\$1,303	\$1,218	\$1,479	\$1,366
Administration Salaries and Benefits	\$1,002	\$1,031	\$995	\$1,192	\$1,104
Total Operations and Maintenance of Plant	\$1,194	\$1,296	\$1,240	\$1,494	\$1,533
Operations and Maintenance-Salaries and Benefits	\$609	\$625	\$554	\$611	\$704
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$113	\$111	\$110	\$121	\$112
Total Equipment Costs	\$0	\$0	\$0	\$0	\$0
Legal Costs	\$103	\$67	\$33	\$41	\$36
Employee Benefits as a percentage of salaries*	28.36%	28.01%	34.84%	31.80%	32.75%

*Does not include pension and social security paid by the State on-behalf of the district.

**Federal and State funds in the blended resource school-based budgets.

The information presented in columns 1 through 3 as well as the related descriptions of the per pupil cost calculations are contained in the Taxpayers' Guide to Education Spending (formerly the Comparative Spending Guide) and can be found on the Department of Education's Internet website: <http://www.state.nj.us/education/guide/>. This publication is also available in the board office and public libraries. The same calculations were performed using the 2013-14 revised appropriations and the 2014-15 budgeted appropriations presented in this advertised budget. Total Budgetary Comparative Per Pupil Cost is defined as current expense exclusive of tuition expenditures, transportation, residential costs, and judgments against the school district. For all years it also includes the restricted entitlement aids. With the exception of Total Equipment Cost, each of the other per pupil cost calculations presented is a component of the total comparative per pupil cost, although all components are not shown.

Shared Service Category Type	Shared Service Category Description	Amount Spent (Optional)
Custodial and Maintenance Services	Borough of Mountainside shared services for grounds maintenance	0.00
Custodial and Maintenance Services	Borough of Mountainside shared services for snow removal	0.00
Transportation Services, including Fuel	UCES Shared transportation services with other County BOE'S	0.00
Transportation Services, including Fuel	MUJC - Consortium of transportation routes	0.00
Purchasing	ACES COOP - Consortium for purchase of energy services	0.00
Purchasing	ED DATA Consortium for purchase of educational supplies	0.00
Insurance Coverages and Benefits	SAIF - School Alliance Insurance Fund - Consortium for purchase of insurance	0.00

A. Estimated 14-15 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	14,336,649
(B) Estimated Net Taxable Valuation (as of 10/01/13)	483,153,137
(C) Estimated 14-15 General Fund School Tax Rate=(A)/(B)x100	2.9673
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	14,611,649
(E) Estimated Net Taxable Valuation (as of 10/01/13)	483,153,137
(F) Estimated 14-15 Total School Tax Rate=(D)/(E)x100	3.0242

B. Estimated 14-15 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	14,336,649
(H) Estimated Equalized Valuation (as of 10/01/13)	1,682,723,544
(I) Estimated 14-15 Equalized General Fund School Tax Rate=(G)/(H)x100	0.8520
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	14,611,649
(K) Estimated Equalized Valuation (as of 10/01/13)	1,682,723,544
(L) Estimated 14-15 Equalized Total School Tax Rate=(J)/(K)x100	0.8683

NAME=Charles Milewski

CATEGORY	MEASURE
Job Title	Business Administrator
Job Title II	n
Base Annual Salary Amount	\$93,600
Full-Time Equivalent (FTE)	0.6
Shared with Another District?	N
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/13
End Date of Contract	06/30/14
Contracted Number of Annual Work Days	156
Contracted Number of Annual Vacation Days	0
Contracted Number of Annual Sick Days	0
Contracted Number of Annual Personal Days	0
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	0
Description of Other Contracted Non-Working Days	
Total Allowances Amount	0
Total Bonuses Amount	0
Total Stipends Amount	0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	0
District Contributions Above Teacher Contract for Retirement Plans	0
Total Contractual Post-Employment Benefit Amount	0
Contractual Post-Employment Benefit Description of Payout of Sick days	
Contractual Post-Employment Benefit Description of Payout of Vacation days	
Contractual Post-Employment Benefit Description of Payout of Personal days	
Contractual Post-Employment Benefit Description of Other Benefits 1	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	

NAME=Charles Milewski

CATEGORY	MEASURE
Total Other/In-Kind Remuneration Amount	0
Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	
Additional Comment 1	
Additional Comment 2	
Additional Comment 3	

NAME=Joy Blom

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	n
Base Annual Salary Amount	\$103,855
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/13
End Date of Contract	06/30/14
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	13
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	0

NAME=Joy Blom

CATEGORY	MEASURE
Description of Other Contracted Non-Working Days	
Total Allowances Amount	6075
Total Bonuses Amount	0
Total Stipends Amount	0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	0
District Contributions Above Teacher Contract for Retirement Plans	0
Total Contractual Post-Employment Benefit Amount	0
Contractual Post-Employment Benefit Description of Payout of Sick days	Not Eligible
Contractual Post-Employment Benefit Description of Payout of Vacation days	Not Eligible
Contractual Post-Employment Benefit Description of Payout of Personal days	Not Eligible
Contractual Post-Employment Benefit Description of Other Benefits 1	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	
Total Other/In-Kind Remuneration Amount	0
Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	
Additional Comment 1	
Additional Comment 2	
Additional Comment 3	

NAME=Kimberly Richards

CATEGORY	MEASURE
Job Title	Principal
Job Title II	n
Base Annual Salary Amount	\$126,116
Full-Time Equivalent (FTE)	1.0

NAME=Kimberly Richards

CATEGORY	MEASURE
Shared with Another District?	N
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/13
End Date of Contract	06/30/14
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	13
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	0
Description of Other Contracted Non-Working Days	
Total Allowances Amount	6075
Total Bonuses Amount	0
Total Stipends Amount	0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	2500
District Contributions Above Teacher Contract for Retirement Plans	0
Total Contractual Post-Employment Benefit Amount	0
Contractual Post-Employment Benefit Description of Payout of Sick days	Not Eligible
Contractual Post-Employment Benefit Description of Payout of Vacation days	Not Eligible
Contractual Post-Employment Benefit Description of Payout of Personal days	Not Eligible
Contractual Post-Employment Benefit Description of Other Benefits 1	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	
Total Other/In-Kind Remuneration Amount	0
Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	

NAME=Kimberly Richards

CATEGORY	MEASURE
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	
Additional Comment 1	
Additional Comment 2	
Additional Comment 3	

NAME=Nancy Lubarsky

CATEGORY	MEASURE
Job Title	Superintendent
Job Title II	n
Base Annual Salary Amount	\$144,866
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	11/14/11
End Date of Contract	06/30/15
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	22
Contracted Number of Annual Sick Days	13
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	0
Description of Other Contracted Non-Working Days	
Total Allowances Amount	3800
Total Bonuses Amount	14486
Total Stipends Amount	0

NAME=Nancy Lubarsky

CATEGORY	MEASURE
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	0
District Contributions Above Teacher Contract for Retirement Plans	0
Total Contractual Post-Employment Benefit Amount	15000
Contractual Post-Employment Benefit Description of Payout of Sick days	Reimbursement for sick days
Contractual Post-Employment Benefit Description of Payout of Vacation days	Not eligible
Contractual Post-Employment Benefit Description of Payout of Personal days	Not eligibl
Contractual Post-Employment Benefit Description of Other Benefits 1	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	
Total Other/In-Kind Remuneration Amount	0
Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	
Additional Comment 1	
Additional Comment 2	
Additional Comment 3	

NAME=Nicole Osher

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	n
Base Annual Salary Amount	\$83,000
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	
Shared District	
Job Title Other District	

NAME=Nicole Osher

CATEGORY	MEASURE
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/13
End Date of Contract	06/30/14
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	13
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	0
Description of Other Contracted Non-Working Days	
Total Allowances Amount	0
Total Bonuses Amount	0
Total Stipends Amount	0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	2000
District Contributions Above Teacher Contract for Retirement Plans	0
Total Contractual Post-Employment Benefit Amount	0
Contractual Post-Employment Benefit Description of Payout of Sick days	Not Eligible
Contractual Post-Employment Benefit Description of Payout of Vacation days	Not Eligible
Contractual Post-Employment Benefit Description of Payout of Personal days	Not Eligible
Contractual Post-Employment Benefit Description of Other Benefits 1	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	
Total Other/In-Kind Remuneration Amount	0
Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	
Additional Comment 1	

NAME=Nicole Osher

CATEGORY	MEASURE
Additional Comment 2	
Additional Comment 3	

NAME=Wayne DeVico

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	n
Base Annual Salary Amount	\$84,128
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	
Shared District	
Job Title Other District	
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/13
End Date of Contract	06/30/14
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	13
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	0
Description of Other Contracted Non-Working Days	
Total Allowances Amount	800
Total Bonuses Amount	0
Total Stipends Amount	0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	0
District Contributions Above Teacher Contract for Retirement Plans	0
Total Contractual Post-Employment Benefit Amount	0
Contractual Post-Employment Benefit Description of Payout of Sick days	Employee not eligible for sick day payout

NAME=Wayne DeVico

CATEGORY	MEASURE
Contractual Post-Employment Benefit Description of Payout of Vacation days	Employee not eligible for vacation day payout
Contractual Post-Employment Benefit Description of Payout of Personal days	Employee not eligible for personal day payout
Contractual Post-Employment Benefit Description of Other Benefits 1	
Contractual Post-Employment Benefit Description of Other Benefits 2	
Contractual Post-Employment Benefit Description of Other Benefits 3	
Total Other/In-Kind Remuneration Amount	0
Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	
Additional Comment 1	
Additional Comment 2	
Additional Comment 3	