

<b>ENROLLMENT CATEGORIES</b>	<b>10-15-2015 ACTUAL</b>	<b>10-15-2016 ACTUAL</b>	<b>10-15-2017 ESTIMATE</b>
Pupils On Roll Regular Full-Time	1,051.0	1,012.0	1,078.0
Pupils On Roll Special Ed Full-Time	172.0	179.0	158.0
Pupils On Roll SUBTOTAL	1,223.0	1,191.0	1,236.0
Pupils in Private School Placements	3.0	4.0	6.0
Pupils Sent to Other Districts Special Ed	11.0	10.0	12.0
Pupils Received	28.0	34.0	19.0

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	20,893,623	21,311,495	21,798,681
Total Tuition	10-1300	196,405	162,500	200,250
Unrestricted Miscellaneous Revenues	10-1XXX	85,799	97,000	97,000
Interest Earned On Capital Reserve Funds	10-1XXX	0	300	300
Subtotal - Revenues From Local Sources		21,175,827	21,571,295	22,096,231
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	35,371	39,526	39,526
Extraordinary Aid	10-3131	285,552	0	0
Categorical Special Education Aid	10-3132	451,270	447,379	447,379
Categorical Security Aid	10-3177	19,961	22,454	22,454
Parcc Readiness Aid	10-3181	0	12,770	12,770
Per Pupil Growth Aid	10-3182	0	12,770	12,770
Professional Learning Community Aid	10-3183	0	11,780	11,780
Other State Aids	10-3XXX	34,066	0	0
Subtotal - Revenues From State Sources		826,220	546,679	546,679
Budgeted Fund Balance - Operating Budget	10-303	1,333,383	1,415,620	1,258,206
Withdrawal From Cap Res-For Local Share	10-307	300,000	0	0
Withdraw From Cap Res-Excess Cost & Oth Cap Prj	10-309	0	300,000	300,000
Adjustment For Prior Year Encumbrances		0	173,816	0
Actual Revenues (Over)/Under Expenditures		-1,366,179	0	0
Total Operating Budget		22,269,251	24,007,410	24,201,116
Grants and Entitlements:				
Other Revenue From Local Sources	20-1XXX	123,340	0	0
Total Revenues From Local Sources	20-1XXX	123,340	0	0

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Revenues from Federal Sources:				
Title I	20-4411-4416	80,609	78,295	60,000
Title II	20-4451-4455	15,738	20,635	15,000
I.D.E.A. Part B (Handicapped)	20-4420-4429	262,170	250,201	215,000
Total Revenues From Federal Sources		358,517	349,131	290,000
Total Grants And Entitlements		481,857	349,131	290,000
Repayment of Debt:				
Revenues from Local Sources:				
Local Tax Levy	40-1210	912,440	910,656	900,822
Total Revenues From Local Sources		912,440	910,656	900,822
Revenues from State Sources:				
Debt Service Aid Type II	40-3160	305,387	304,425	301,268
Budgeted Fund Balance	40-303	0	0	1
Total Local Repayment Of Debt		1,217,827	1,215,081	1,202,091
Actual Revenues (Over)/Under Expenditures		-1	0	0
Total Repayment Of Debt		1,217,826	1,215,081	1,202,091
Total Revenues/Sources		23,968,934	25,571,622	25,693,207
Total Revenues/Sources Net of Transfers		23,968,934	25,571,622	25,693,207

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	7,185,528	7,744,680	7,546,568
Special Education - Instruction	11-2XX-100-XXX	1,340,148	1,473,919	1,519,622
Basic Skills/Remedial - Instruction	11-230-100-XXX	128,675	139,450	204,500
Bilingual Education - Instruction	11-240-100-XXX	67,759	71,750	73,500
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	48,471	61,200	58,850
School-Sponsored Athletics - Instruction	11-402-100-XXX	49,692	66,120	68,120
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	1,077,466	1,299,480	1,305,116
Undist. Expenditures - Health Services	11-000-213-XXX	241,042	245,850	248,465
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	513,353	678,838	509,160
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	135,540	89,760	135,000
Undist. Expenditures - Guidance	11-000-218-XXX	382,577	399,480	407,180
Undist. Expenditures - Child Study Teams	11-000-219-XXX	688,650	762,525	761,600
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	193,657	209,900	212,400
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	358,202	428,700	433,900
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	131,285	268,760	247,298
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	499,869	680,879	681,410
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	838,116	854,826	856,960
Undist. Expend. - Central Services	11-000-251-XXX	373,760	388,150	397,950
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	2,084,674	2,255,681	2,232,750
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	451,862	542,000	547,000
Personal Services - Employee Benefits	11-XXX-XXX-2XX	4,346,477	4,803,592	5,213,467
Total Undistributed Expenditures		12,316,530	13,908,421	14,189,656
Total General Current Expense		21,136,803	23,465,540	23,660,816
Capital Expenditures:				
Equipment	12-XXX-XXX-730	58,083	211,570	210,000

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Facilities Acquisition And Const. Serv.	12-000-400-XXX	324,365	330,000	330,000
Capital Reserve - Transfer To Capital Projects	12-000-400-931	300,000	0	0
Increase In Capital Reserve	10-604	450,000	0	0
Interest Deposit To Capital Reserve	10-604	0	300	300
Total Capital Outlay		1,132,448	541,870	540,300
General Fund Grand Total		22,269,251	24,007,410	24,201,116
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	123,340	0	0
Federal Projects:				
Title I	20-XXX-XXX-XXX	80,609	78,295	60,000
Title II	20-XXX-XXX-XXX	15,738	20,635	15,000
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	262,170	250,201	215,000
Total Federal Projects	20-XXX-XXX-XXX	358,517	349,131	290,000
Total Special Revenue Funds		481,857	349,131	290,000
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	1,217,826	1,215,081	1,202,091
Total Debt Service Funds		1,217,826	1,215,081	1,202,091
Total Expenditures/Appropriations		23,968,934	25,571,622	25,693,207
Total Expenditures Net of Transfers		23,968,934	25,571,622	25,693,207

Budget Category	Audited Balance 6-30-2015	Audited Balance 6-30-2016	Estimated Balance 6-30-2017	Estimated Balance 6-30-2018
Unrestricted:				
--General Operating Budget	1,046,614	1,051,652	730,463	473,196
--Repayment of Debt	0	1	1	0
Restricted for Specific Purposes - General Operating Budget:				
--Capital Reserve	1,168,513	1,318,513	1,018,813	719,113
--Adult Education Programs	0	0	0	0
--Maintenance Reserve	0	0	0	0
--Legal Reserve	2,168,768	2,095,370	1,000,939	0
--Tuition Reserve	0	0	0	0
--Current Expense Emergency Reserve	0	0	0	0
--Impact Aid Reserve for General Expenses (Sections 8002 and 8003)	0	0	0	0
--Impact Aid Reserve for Capital Expenses (Sections 8007 and 8008)	0	0	0	0
Repayment of Debt:				
--Restricted for Repayment of Debt	0	0	0	0

Per Pupil Cost Calculations	2014-15 Actual Costs	2015-16 Actual Costs	2016-17 Original Budget	2016-17 Revised Budget	2017-18 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$15,498	\$16,016	\$17,437	\$18,156	\$17,645
Total Classroom Instruction	\$9,032	\$9,374	\$10,084	\$10,484	\$10,219
Classroom-Salaries and Benefits	\$8,312	\$8,753	\$9,339	\$9,637	\$9,496
Classroom-General Supplies and Textbooks	\$677	\$587	\$668	\$768	\$675
Classroom-Purchased Services	\$43	\$34	\$77	\$79	\$48
Total Support Services	\$2,707	\$2,778	\$3,158	\$3,284	\$3,134
Support Services-Salaries and Benefits	\$2,293	\$2,406	\$2,638	\$2,610	\$2,655
Total Administrative Costs	\$1,767	\$1,770	\$1,920	\$2,023	\$2,004
Administration Salaries and Benefits	\$1,454	\$1,446	\$1,477	\$1,531	\$1,562
Total Operations and Maintenance of Plant	\$1,880	\$1,991	\$2,142	\$2,228	\$2,153
Operations and Maintenance-Salaries and Benefits	\$1,057	\$1,121	\$1,208	\$1,253	\$1,240
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$112	\$103	\$133	\$137	\$134
Total Equipment Costs	\$56	\$47	\$95	\$178	\$170
Legal Costs	\$15	\$19	\$41	\$42	\$40
Employee Benefits as a percentage of salaries*	34.42%	34.59%	35.89%	36.30%	38.89%

\*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 2016-17 revised appropriations and the 2017-18 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 Saved (Optional)
Recycling	Recycling services shared with the Borough of Upper Saddle River	0
Others	County Office pick-ups shared with Allendale, Ho-Ho-Kus, Northern Highlands, Saddle River, and Wyckoff BOEs	0
Transportation Services, including Fuel	Purchase of gasoline, for district vehicles, through Borough of Upper Saddle River	0
Transportation Services, including Fuel	Special Education and Non Public transportation shared with Region 1	0
Purchasing	Erate	0
Purchasing	Reverse 911 Emergency Services shared with the Borough of Upper Saddle River	0
Purchasing	ESCNJ	0
Purchasing	Broadband internet services purchased through DRLAP broadband consortium	0
Municipal/Public Works	Garbage removal service shared with the Borough of Upper Saddle River	0
Municipal/Public Works	Maintenance equipment shared with the Borough of Upper Saddle River	0
Municipal/Public Works	Field maintenance shared with the Borough of Upper Saddle River	0
Curriculum Services	Curriculum Coordinator shared with Allendale, Ho-Ho-Kus, and Northern Highlands Boards of Education	0
Technology Services	Technology support services shared with Allendale, Ho-Ho-Kus, and Northern Highlands Boards of Education	0
Insurance Coverages and Benefits	Property, Casualty, Accident, and Worker's Compensation Insurance through NESBIG	0



A. Estimated 17-18 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	21,555,088
(B) Estimated Net Taxable Valuation (as of 10/01/16)	2,224,571,900
(C) Estimated 17-18 General Fund School Tax Rate=(A)/(B)x100	0.9690
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	22,460,827
(E) Estimated Net Taxable Valuation (as of 10/01/16)	2,224,571,900
(F) Estimated 17-18 Total School Tax Rate=(D)/(E)x100	1.0097
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B. Estimated 17-18 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	21,555,088
(H) Estimated Equalized Valuation (as of 10/01/16)	2,792,207,318
(I) Estimated 17-18 Equalized General Fund School Tax Rate=(G)/(H)x100	0.7720
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	22,460,827
(K) Estimated Equalized Valuation (as of 10/01/16)	2,792,207,318
(L) Estimated 17-18 Equalized Total School Tax Rate=(J)/(K)x100	0.8044
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NAME=Dana Imbasciani

CATEGORY	MEASURE
Job Title	Business Administrator
Job Title II	
Base Annual Salary Amount	\$169,200
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	07/01/16
End Date of Contract	06/30/17
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	23
Contracted Number of Annual Sick Days	12
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	24
Description of Other Contracted Non-Working Days	Holidays/Recesses
Total Allowances Amount	\$4,538
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	\$29,968
Contractual Post-Employment Benefit Description of Payout of Sick days	Sick Day Payout Upon Retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum payout upon severance
Contractual Post-Employment Benefit Description of Payout of Personal days	n/a
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=Dana Imbasciani

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=Daniel Cazes

CATEGORY	MEASURE
Job Title	Information Technology
Job Title II	
Base Annual Salary Amount	\$177,556
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	Y
Shared County	03
Shared District	3700
Job Title Other District	Executive Director of Tec
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/16
End Date of Contract	06/30/17
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	23
Contracted Number of Annual Sick Days	12
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	24
Description of Other Contracted Non-Working Days	Holidays/Recesses
Total Allowances Amount	\$5,588
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$90
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$30,707
Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum payout upon retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum payout upon severance
Contractual Post-Employment Benefit Description of Payout of Personal days	n/a
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=Daniel Cazes

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	Shared with Northern Highlands, Allendale &
Additional Comment 2	Ho-Ho-Kus BOEs
Additional Comment 3	

NAME=Monica Browne

CATEGORY	MEASURE
Job Title	Superintendent
Job Title II	
Base Annual Salary Amount	\$145,000
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	07/01/15
End Date of Contract	06/30/20
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	23
Contracted Number of Annual Sick Days	12
Contracted Number of Annual Personal Days	5
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	24
Description of Other Contracted Non-Working Days	Holidays/Recesses
Total Allowances Amount	\$15,300
Total Bonuses Amount	\$21,750
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	\$36,000
Contractual Post-Employment Benefit Description of Payout of Sick days	Sick Day payout upon retirement, if applicable
Contractual Post-Employment Benefit Description of Payout of Vacation days	Vacation Day payout upon retirement, if applicable
Contractual Post-Employment Benefit Description of Payout of Personal days	n/a
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=Monica Browne

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=Nijazi Leka

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Sup'r Buildings & Grounds
Base Annual Salary Amount	\$86,900
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	07/01/16
End Date of Contract	06/30/17
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	23
Contracted Number of Annual Sick Days	12
Contracted Number of Annual Personal Days	2
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	15
Description of Other Contracted Non-Working Days	Holidays/Recesses
Total Allowances Amount	\$500
Total Bonuses Amount	\$0
Total Stipends Amount	\$5,000
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	\$7,687
Contractual Post-Employment Benefit Description of Payout of Sick days	n/a
Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum payout upon severance
Contractual Post-Employment Benefit Description of Payout of Personal days	n/a
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=Nijazi Leka

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=Scott Newman

CATEGORY	MEASURE
Job Title	Information Technology
Job Title II	
Base Annual Salary Amount	\$107,240
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	07/01/16
End Date of Contract	06/30/17
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	12
Contracted Number of Annual Personal Days	2
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	15
Description of Other Contracted Non-Working Days	Holidays/Recesses
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	\$8,250
Contractual Post-Employment Benefit Description of Payout of Sick days	n/a
Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum payout upon severance
Contractual Post-Employment Benefit Description of Payout of Personal days	n/a
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=Scott Newman**

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	