

Pupil Enrollment Categories	10-14-2016 Actual	10-13-2017 Actual	10-15-2018 Estimate
On Roll Regular Full-Time	1,012.0	1,000.0	983.0
On Roll Special Ed Full-Time	179.0	164.0	165.0
On Roll Subtotal	1,191.0	1,164.0	1,148.0
In Private School Placements	4.0	8.0	20.0
Sent to Other Districts Special Ed	10.0	8.0	0.0
Received	34.0	36.0	24.0

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	21,311,495	21,798,681	22,228,242
Total Tuition	10-1300	260,305	200,250	240,000
Unrestricted Miscellaneous Revenues	10-1XXX	37,811	97,000	99,300
Interest Earned On Capital Reserve Funds	10-1XXX	300	300	300
Subtotal - Revenues From Local Sources		21,609,911	22,096,231	22,567,842
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	39,526	39,526	139,428
Extraordinary Aid	10-3131	297,373	0	0
Categorical Special Education Aid	10-3132	447,379	447,379	489,279
Categorical Security Aid	10-3177	22,454	22,454	22,454
Parcc Readiness Aid	10-3181	12,770	12,770	0
Per Pupil Growth Aid	10-3182	12,770	12,770	0
Professional Learning Community Aid	10-3183	11,780	11,780	0
Other State Aids	10-3XXX	7,830	0	0
Subtotal - Revenues From State Sources		851,882	546,679	651,161
Budgeted Fund Balance - Operating Budget	10-303	1,415,620	1,258,206	1,385,178
Withdraw From Cap Res-Excess Cost & Oth Cap Prj	10-309	300,000	300,000	300,000
Adjustment For Prior Year Encumbrances		0	90,416	0
Actual Revenues (Over)/Under Expenditures		-1,312,304	0	0
Total Operating Budget		22,865,109	24,291,532	24,904,181
Grants and Entitlements:				
Other Revenue From Local Sources	20-1XXX	103,214	0	0
Total Revenues From Local Sources	20-1XXX	103,214	0	0
Revenues from Federal Sources:				

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
Title I	20-4411-4416	75,658	78,247	70,350
Title II	20-4451-4455	27,302	16,644	0
Title IV	20-4471-4474	0	10,000	0
I.D.E.A. Part B (Handicapped)	20-4420-4429	250,201	243,071	230,000
Total Revenues From Federal Sources		353,161	347,962	300,350
Total Grants And Entitlements		456,375	347,962	300,350
Repayment of Debt:				
Revenues from Local Sources:				
Local Tax Levy	40-1210	910,656	900,822	891,571
Total Revenues From Local Sources		910,656	900,822	891,571
Revenues from State Sources:				
Debt Service Aid Type II	40-3160	304,425	301,268	298,047
Budgeted Fund Balance	40-303	0	1	1
Total Local Repayment Of Debt		1,215,081	1,202,091	1,189,619
Actual Revenues (Over)/Under Expenditures		-1	0	0
Total Repayment Of Debt		1,215,080	1,202,091	1,189,619
Total Revenues/Sources		24,536,564	25,841,585	26,394,150
Total Revenues/Sources Net of Transfers		24,536,564	25,841,585	26,394,150

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	7,357,277	7,591,406	7,903,023
Special Education - Instruction	11-2XX-100-XXX	1,391,108	1,622,243	1,567,465
Basic Skills/Remedial - Instruction	11-230-100-XXX	172,172	201,537	212,900
Bilingual Education - Instruction	11-240-100-XXX	71,567	73,500	77,300
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	51,049	58,850	57,000
School-Sponsored Athletics - Instruction	11-402-100-XXX	62,517	68,120	74,620
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	1,111,971	1,220,111	1,567,671
Undist. Expenditures - Health Services	11-000-213-XXX	242,128	258,979	262,305
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	601,710	534,800	566,760
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	91,300	98,410	135,000
Undist. Expenditures - Guidance	11-000-218-XXX	394,988	409,984	429,600
Undist. Expenditures - Child Study Teams	11-000-219-XXX	656,399	755,381	704,800
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	200,826	212,400	228,400
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	384,366	432,400	389,125
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	108,527	247,298	194,133
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	493,362	717,686	633,250
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	851,025	856,960	883,750
Undist. Expend. - Central Services	11-000-251-XXX	381,310	397,950	415,550
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	2,081,331	2,232,750	2,302,850
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	449,611	547,000	562,000
Personal Services - Employee Benefits	11-XXX-XXX-2XX	4,663,663	5,213,467	5,312,379
Total Undistributed Expenditures		12,712,517	14,135,576	14,587,573
Total General Current Expense		21,818,207	23,751,232	24,479,881
Capital Expenditures:				
Equipment	12-XXX-XXX-730	246,602	224,141	94,000

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
Facilities Acquisition And Const. Serv.	12-000-400-XXX	0	315,859	330,000
Capital Reserve - Transfer To Capital Projects	12-000-400-931	300,000	0	0
Increase In Capital Reserve	10-604	500,000	0	0
Interest Deposit To Capital Reserve	10-604	300	300	300
Total Capital Outlay		1,046,902	540,300	424,300
General Fund Grand Total		22,865,109	24,291,532	24,904,181
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	103,214	0	0
Federal Projects:				
Title I	20-XXX-XXX-XXX	75,658	78,247	70,350
Title II	20-XXX-XXX-XXX	27,302	16,644	0
Title IV	20-XXX-XXX-XXX	0	10,000	0
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	250,201	243,071	230,000
Total Federal Projects	20-XXX-XXX-XXX	353,161	347,962	300,350
Total Special Revenue Funds		456,375	347,962	300,350
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	1,215,080	1,202,091	1,189,619
Total Debt Service Funds		1,215,080	1,202,091	1,189,619
Total Expenditures/Appropriations		24,536,564	25,841,585	26,394,150
Total Expenditures Net of Transfers		24,536,564	25,841,585	26,394,150

Fund Balance Category	Budget Category	Audited Balance 06/30/2016	Audited Balance 06/30/2017	Estimated Balance 06/30/2018	Estimated Balance 06/30/2019
Unrestricted	General Operating Budget	1,051,652	1,009,766	752,499	484,022
Unrestricted	Repayment of Debt	1	2	1	0
Restricted for General Operating Budget	Capital Reserve	1,318,513	1,518,513	1,218,813	919,113
Restricted for General Operating Budget	Adult Education Programs	0	0	0	0
Restricted for General Operating Budget	Maintenance Reserve	0	0	0	0
Restricted for General Operating Budget	Legal Reserve	2,095,370	2,117,640	1,116,701	0
Restricted for General Operating Budget	Tuition Reserve	0	0	0	0
Restricted for General Operating Budget	Current Expense Emergency Reserve	0	0	0	0
Restricted for General Operating Budget	Impact Aid Reserve for General Expenses (Sections 8002 and 8003)	0	0	0	0
Restricted for General Operating Budget	Impact Aid Reserve for Capital Expenses (Sections 8007 and 8008)	0	0	0	0
Restricted for Repayment of Debt	Repayment of Debt	0	0	0	0

Per Pupil Cost Calculations	2015-16 Actual Costs	2016-17 Actual Costs	2017-18 Original Budget	2017-18 Revised Budget	2018-19 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$16,016	\$16,890	\$17,645	\$18,887	\$19,469
Total Classroom Instruction	\$9,374	\$9,989	\$10,219	\$10,979	\$11,425
Classroom-Salaries and Benefits	\$8,753	\$9,306	\$9,496	\$10,090	\$10,494
Classroom-General Supplies and Textbooks	\$587	\$640	\$675	\$760	\$877
Classroom-Purchased Services	\$34	\$42	\$48	\$130	\$54
Total Support Services	\$2,778	\$2,876	\$3,134	\$3,313	\$3,335
Support Services-Salaries and Benefits	\$2,406	\$2,396	\$2,655	\$2,781	\$2,874
Total Administrative Costs	\$1,770	\$1,847	\$2,004	\$2,165	\$2,160
Administration Salaries and Benefits	\$1,446	\$1,525	\$1,562	\$1,677	\$1,711
Total Operations and Maintenance of Plant	\$1,991	\$2,055	\$2,153	\$2,287	\$2,399
Operations and Maintenance-Salaries and Benefits	\$1,121	\$1,195	\$1,240	\$1,317	\$1,411
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$103	\$122	\$134	\$143	\$150
Total Equipment Costs	\$47	\$206	\$170	\$193	\$82
Legal Costs	\$19	\$27	\$40	\$37	\$44
Employee Benefits as a percentage of salaries*	34.59%	36.56%	38.89%	38.93%	38.59%

\*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 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 2017-18 revised appropriations and the 2018-19 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	Special Education and Non Public transportation shared with Region 1	0
Transportation Services, including Fuel	Purchase of gasoline for district vehicles through the Borough of Upper Saddle River	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	Field maintenance 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	Garbage removal services 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



ID=Upper Saddle River

Category	Amount
(A) General Fund School Levy	22,013,461
(D) Total School Levy	22,909,658
(B) Estimated Net Taxable Valuation (as of 10/01/17)	2,208,210,100
(H) Estimated Equalized Valuation (as of 10/01/17)	2,752,324,978
(C) Estimated 2018-19 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	0.9969
(F) Estimated 2018-19 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.0375
(I) Estimated 2018-19 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.7998
(L) Estimated 2018-19 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.8324

Name=Dana Imbasciani

Category	Measure
Job Title	Business Administrator
Job Title II	Board Secretary
Base Annual Salary Amount	\$173,768
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	None Reported
Shared District	None Reported
Job Title Other District	None Reported
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/17
End Date of Contract	06/30/18
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	\$4,588
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	\$30,372
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	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported

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	None Reported
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
Additional Comment 1	None Reported
Additional Comment 2	None Reported
Additional Comment 3	None Reported

Name=Daniel Cazes

Category	Measure
Job Title	Information Technology
Job Title II	None Reported
Base Annual Salary Amount	\$182,350
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	07/01/17
End Date of Contract	06/30/18
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	\$31,131
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	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported

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	None Reported
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
Additional Comment 1	Total contribution for salary and benefits shared
Additional Comment 2	with Allendale, Ho-Ho-Kus and Northern Highlands
Additional Comment 3	Boards of Education

Name=Nijazi Leka

Category	Measure
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Sup'r Buildings & Grounds
Base Annual Salary Amount	\$94,246
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	None Reported
Shared District	None Reported
Job Title Other District	None Reported
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/17
End Date of Contract	06/30/18
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	14
Description of Other Contracted Non-Working Days	Holidays/Recesses
Total Allowances Amount	\$1,000
Total Bonuses Amount	\$0
Total Stipends Amount	\$400
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	\$8,337
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	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported

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	None Reported
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
Additional Comment 1	None Reported
Additional Comment 2	None Reported
Additional Comment 3	None Reported

Name=Richard Brockel

Category	Measure
Job Title	Superintendent
Job Title II	None Reported
Base Annual Salary Amount	\$169,689
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	None Reported
Shared District	None Reported
Job Title Other District	None Reported
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	09/01/17
End Date of Contract	06/30/18
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	15
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	\$8,000
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	\$9,790
Contractual Post-Employment Benefit Description of Payout of Sick days	Retired; 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	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported



Name=Richard Brockel

Category	Measure
Total Other/In-Kind Remuneration Amount	\$0
Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
Additional Comment 1	None Reported
Additional Comment 2	None Reported
Additional Comment 3	None Reported

Name=Scott Newman

Category	Measure
Job Title	Information Technology
Job Title II	None Reported
Base Annual Salary Amount	\$110,135
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	None Reported
Shared District	None Reported
Job Title Other District	None Reported
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/17
End Date of Contract	06/30/18
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	14
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	\$8,475
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	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported

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	None Reported
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
Additional Comment 1	None Reported
Additional Comment 2	None Reported
Additional Comment 3	None Reported