

Pupil Enrollment Categories	10-14-2016 Actual	10-13-2017 Actual	10-15-2018 Estimate
On Roll Regular Full-Time	572.0	551.0	564.0
On Roll Special Ed Full-Time	73.0	79.0	79.0
On Roll Subtotal	645.0	630.0	643.0
In Private School Placements		2.0	2.0
Received	10.0	11.0	11.0

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	5,334,006	5,440,686	5,549,498
Total Tuition	10-1300	50,362	47,500	46,328
Unrestricted Miscellaneous Revenues	10-1XXX	10,872	1,200	1,200
Interest Earned On Current Expense Emergency Res	10-1XXX	0	200	200
Interest Earned On Maintenance Reserve	10-1XXX	0	500	500
Interest Earned On Capital Reserve Funds	10-1XXX	2,822	500	500
Subtotal - Revenues From Local Sources		5,398,062	5,490,586	5,598,226
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	119,772	119,772	273,159
Extraordinary Aid	10-3131	4,767	0	0
Categorical Special Education Aid	10-3132	396,644	396,644	396,644
Equalization Aid	10-3176	2,956,294	2,979,731	2,979,731
Categorical Security Aid	10-3177	85,007	85,007	85,007
Under Adequacy Aid	10-3180	19,421	19,421	0
Parcc Readiness Aid	10-3181	7,110	7,110	0
Per Pupil Growth Aid	10-3182	7,110	7,110	0
Professional Learning Community Aid	10-3183	6,490	6,490	0
Other State Aids	10-3XXX	35,085	0	0
Subtotal - Revenues From State Sources		3,637,700	3,621,285	3,734,541
Revenues from Federal Sources:				
Medicaid Reimbursement	10-4200	30,241	11,711	12,809
Subtotal - Revenues From Federal Sources		30,241	11,711	12,809
Budgeted Fund Balance - Operating Budget	10-303	92,293	25,689	34,941
Withdrawal From Cap Res-For Local Share	10-307	185,847	0	500
Withdraw From Cap Res-Excess Cost & Oth Cap Prj	10-309	0	701,829	545,000

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
Withdrawal From Current Expense Emergency Rsv	10-312	0	0	143,400
Adjustment For Prior Year Encumbrances		0	409,870	0
Actual Revenues (Over)/Under Expenditures		-215,719	0	0
Total Operating Budget		9,128,424	10,260,970	10,069,417
Grants and Entitlements:				
Other Revenue From Local Sources	20-1XXX	1,917	0	0
Total Revenues From Local Sources	20-1XXX	1,917	0	0
Revenues from Federal Sources:				
Title I	20-4411-4416	102,457	87,533	74,400
Title II	20-4451-4455	29,522	23,310	19,814
Title III	20-4491-4494	14,996	16,133	12,460
Title IV	20-4471-4474	0	10,591	10,000
I.D.E.A. Part B (Handicapped)	20-4420-4429	177,529	165,278	141,430
Total Revenues From Federal Sources		324,504	302,845	258,104
Total Grants And Entitlements		326,421	302,845	258,104
Repayment of Debt:				
Revenues from Local Sources:				
Local Tax Levy	40-1210	271,055	273,788	276,172
Total Revenues From Local Sources		271,055	273,788	276,172
Revenues from State Sources:				
Debt Service Aid Type II	40-3160	162,864	164,506	165,940
Total Local Repayment Of Debt		433,919	438,294	442,112
Actual Revenues (Over)/Under Expenditures		-1	0	0
Total Repayment Of Debt		433,918	438,294	442,112

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
Total Revenues/Sources		9,888,763	11,002,109	10,769,633
Total Revenues/Sources Net of Transfers		9,888,763	11,002,109	10,769,633

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	3,281,017	3,034,905	3,054,149
Special Education - Instruction	11-2XX-100-XXX	1,106,680	1,242,804	1,155,353
Basic Skills/Remedial - Instruction	11-230-100-XXX	118,988	148,313	122,211
Bilingual Education - Instruction	11-240-100-XXX	27,676	33,650	34,200
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	5,526	71,349	173,878
Undist. Expend.-Attendance And Social Work	11-000-211-XXX	14,362	15,254	15,711
Undist. Expenditures - Health Services	11-000-213-XXX	90,239	88,379	72,627
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	201,029	208,023	212,676
Undist. Expenditures - Guidance	11-000-218-XXX	79,753	88,694	91,109
Undist. Expenditures - Child Study Teams	11-000-219-XXX	332,146	308,279	296,391
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	5,150	1,500	1,500
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	156,047	152,930	167,081
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	8,666	10,233	22,549
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	288,075	347,575	350,654
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	159,750	164,923	168,044
Undist. Expend. - Central Services	11-000-251-XXX	205,458	178,939	180,491
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	653,208	840,070	691,538
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	434,265	422,802	443,443
Personal Services - Employee Benefits	11-XXX-XXX-2XX	1,830,393	2,014,102	2,199,719
Total Undistributed Expenditures		4,464,067	4,913,052	5,087,411
Interest Earned On Maintenance Reserve	10-606	0	500	500
Interest Earned On Current Expense Emergency Res	10-607	0	200	200
Total General Current Expense		8,998,428	9,373,424	9,454,024
Capital Expenditures:				
Equipment	12-XXX-XXX-730	42,833	23,008	0

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
Facilities Acquisition And Const. Serv.	12-000-400-XXX	77,061	855,949	590,626
Interest Deposit To Capital Reserve	10-604	2,822	500	500
Total Capital Outlay		122,716	879,457	591,126
Transfer Of Funds To Charter Schools	10-000-100-56X	7,280	8,089	24,267
General Fund Grand Total		9,128,424	10,260,970	10,069,417
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	1,917	0	0
Federal Projects:				
Title I	20-XXX-XXX-XXX	102,457	87,533	74,400
Title II	20-XXX-XXX-XXX	29,522	23,310	19,814
Title III	20-XXX-XXX-XXX	14,996	16,133	12,460
Title IV	20-XXX-XXX-XXX	0	10,591	10,000
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	177,529	165,278	141,430
Total Federal Projects	20-XXX-XXX-XXX	324,504	302,845	258,104
Total Special Revenue Funds		326,421	302,845	258,104
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	433,918	438,294	442,112
Total Debt Service Funds		433,918	438,294	442,112
Total Expenditures/Appropriations		9,888,763	11,002,109	10,769,633
Total Expenditures Net of Transfers		9,888,763	11,002,109	10,769,633

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	367,982	281,828	256,139	250,000
Unrestricted	Repayment of Debt	0	1	0	0
Restricted for General Operating Budget	Capital Reserve	922,846	739,821	545,000	0
Restricted for General Operating Budget	Adult Education Programs	0	0	0	0
Restricted for General Operating Budget	Maintenance Reserve	291,251	291,251	291,751	292,251
Restricted for General Operating Budget	Legal Reserve	0	28,802	28,802	0
Restricted for General Operating Budget	Tuition Reserve	0	0	0	0
Restricted for General Operating Budget	Current Expense Emergency Reserve	143,000	143,000	143,200	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	\$12,251	\$13,303	\$13,489	\$14,115	\$13,806
Total Classroom Instruction	\$8,597	\$9,076	\$9,269	\$9,393	\$9,266
Classroom-Salaries and Benefits	\$7,860	\$8,701	\$9,000	\$9,113	\$9,013
Classroom-General Supplies and Textbooks	\$647	\$274	\$142	\$152	\$112
Classroom-Purchased Services	\$89	\$101	\$127	\$128	\$142
Total Support Services	\$1,583	\$1,777	\$1,807	\$1,831	\$1,846
Support Services-Salaries and Benefits	\$1,521	\$1,707	\$1,742	\$1,754	\$1,739
Total Administrative Costs	\$1,154	\$1,270	\$1,368	\$1,396	\$1,412
Administration Salaries and Benefits	\$982	\$1,091	\$1,139	\$1,175	\$1,180
Total Operations and Maintenance of Plant	\$912	\$1,140	\$1,022	\$1,472	\$1,259
Operations and Maintenance-Salaries and Benefits	\$503	\$534	\$532	\$540	\$657
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$0	\$0	\$0	\$0	\$0
Total Equipment Costs	\$119	\$67	\$0	\$37	\$0
Legal Costs	\$15	\$4	\$24	\$24	\$24
Employee Benefits as a percentage of salaries*	28.16%	30.38%	35.01%	33.81%	37.21%

\*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)
Staffing - Other	1/2 ESL Teacher with Washington Borough	0
Staffing - Other	Behavioral shared services with Other Districts	0
Staffing - Other	WeatherWorks shared with cluster districts	0
Transportation Services, including Fuel	Warren Hills - Joint Transportation	0
Transportation Services, including Fuel	Franklin Township - Joint Transportation	0
Transportation Services, including Fuel	WC Special Services - Joint Transportation	0
Transportation Services, including Fuel	Sussex County - Joint Transportation	0
Purchasing	Hunterdon/Warren ESC Purchasing Co-op, Fuel Oil, Propane, School Supplies	0
Purchasing	South Jersey Technology Partnership Technology	0
Purchasing	Hunterdon/Warren ESC Purchasing Co-op: Fuel Oil, Propane, School Supplies	0
Curriculum Services	Curriculum Services Shared with Cluster Schools	0
Insurance Coverages and Benefits	Brown and Brown Heath Insurance Trust	0
Insurance Coverages and Benefits	NJ SBIG - Insurance Coverages - Property, WC, etc...	0

ID=Mansfield Twp

Category	Amount
(A) General Fund School Levy	5,549,498
(D) Total School Levy	5,825,670
(B) Estimated Net Taxable Valuation (as of 10/01/17)	675,600,360
(H) Estimated Equalized Valuation (as of 10/01/17)	729,368,390
(C) Estimated 2018-19 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	0.8214
(F) Estimated 2018-19 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	0.8623
(I) Estimated 2018-19 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.7609
(L) Estimated 2018-19 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.7987

Name=Annette Stankvich

Category	Measure
Job Title	Other
Job Title II	Accountant
Base Annual Salary Amount	\$89,728
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	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	13
Description of Other Contracted Non-Working Days	None Reported
Total Allowances Amount	\$100
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	\$20,425
Contractual Post-Employment Benefit Description of Payout of Sick days	Bal @ 3/2018 Upon Retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	Bal @ 3/2018 Upon Retirement
Contractual Post-Employment Benefit Description of Payout of Personal days	No payout of Personal days
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=Annette Stankvich

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=Edward Kemp

Category	Measure
Job Title	Superintendent
Job Title II	Superintendent
Base Annual Salary Amount	\$150,750
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	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	13
Description of Other Contracted Non-Working Days	None Reported
Total Allowances Amount	\$2,650
Total Bonuses Amount	\$15,000
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	\$26,538
Contractual Post-Employment Benefit Description of Payout of Sick days	Bal @ 3/2018 - Max \$15K per State
Contractual Post-Employment Benefit Description of Payout of Vacation days	Bal @ 3/2018 Upon Retirement
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=Edward Kemp

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=John Melitsky

Category	Measure
Job Title	Principal
Job Title II	Principal
Base Annual Salary Amount	\$107,887
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	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	13
Description of Other Contracted Non-Working Days	None Reported
Total Allowances Amount	\$1,500
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	\$7,475
Contractual Post-Employment Benefit Description of Payout of Sick days	Bal @ 3/ Upon Retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	Bal @ 3/2018 Upon Retirement
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=John Melitsky

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=Paul DeAngelo

Category	Measure
Job Title	Business Administrator
Job Title II	Business Administrator
Base Annual Salary Amount	\$97,280
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	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	13
Description of Other Contracted Non-Working Days	None Reported
Total Allowances Amount	\$9,232
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	\$2,550
Contractual Post-Employment Benefit Description of Payout of Sick days	Bal @ 3/2018 Upon Retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	Bal @ 3/2018 Upon Retirement
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=Paul DeAngelo

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=Randy Wanous

Category	Measure
Job Title	Other
Job Title II	Facilities Manager
Base Annual Salary Amount	\$97,515
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	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	13
Description of Other Contracted Non-Working Days	None Reported
Total Allowances Amount	\$400
Total Bonuses Amount	\$2,700
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	\$19,275
Contractual Post-Employment Benefit Description of Payout of Sick days	Bal @ 3/2018 Upon Retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	Bal @ 3/2018 Upon Retirement
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=Randy Wanous

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