

Pupil Enrollment Categories	10-13-2017 Actual	10-15-2018 Actual	10-15-2019 Estimate
On Roll Regular Full-Time	1,888.0	1,972.0	1,981.0
On Roll Special Ed Full-Time	292.0	315.0	350.0
On Roll Subtotal	2,180.0	2,287.0	2,331.0
In Private School Placements	11.0	13.0	21.0
Sent to Other Districts Special Ed	5.0	5.0	0.0
Received	4.0	6.0	0.0
In State Facilities	1.0	1.0	0.0

Budget Category	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	34,667,422	35,360,770	36,067,984
Total Tuition	10-1300	124,950	112,500	82,500
Rents And Royalties	10-1910	72,203	53,000	70,000
Unrestricted Miscellaneous Revenues	10-1XXX	261,887	170,000	60,000
Interest Earned On Current Expense Emergency Res	10-1XXX	0	0	125
Interest Earned On Maintenance Reserve	10-1XXX	0	0	100
Interest Earned On Capital Reserve Funds	10-1XXX	0	0	1,076
Subtotal - Revenues From Local Sources		35,126,462	35,696,270	36,281,785
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	86,193	546,399	546,399
Extraordinary Aid	10-3131	140,589	145,000	135,000
Categorical Special Education Aid	10-3132	905,004	905,004	1,119,390
Categorical Security Aid	10-3177	75,507	191,170	191,170
PARCC Readiness Aid	10-3181	21,370	0	0
Per Pupil Growth Aid	10-3182	21,370	0	0
Professional Learning Community Aid	10-3183	21,230	0	0
Other State Aids	10-3XXX	30,190	0	0
State Reimbursement For Lead Testing Of Drinking Water	10-3300	4,213	0	0
Subtotal - Revenues From State Sources		1,305,666	1,787,573	1,991,959
Revenues from Federal Sources:				
Medicaid Reimbursement	10-4200	42,829	36,064	66,953
Subtotal - Revenues From Federal Sources		42,829	36,064	66,953
Budgeted Fund Balance - Operating Budget	10-303	0	313,553	200,000

Budget Category	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Withdrawal From Cap Res-For Local Share	10-307	0	471,500	1,525,150
Adjustment For Prior Year Encumbrances		0	272,334	0
Actual Revenues (Over)/Under Expenditures		-1,016,619	0	0
Total Operating Budget		35,458,338	38,577,294	40,065,847
Grants and Entitlements:				
Revenues from Federal Sources:				
Title I	20-4411-4416	380,625	482,500	410,125
Title II	20-4451-4455	40,081	135,824	115,450
Title III	20-4491-4494	13,292	30,733	26,123
Title IV	20-4471-4474	4,024	30,084	25,571
I.D.E.A. Part B (Handicapped)	20-4420-4429	306,481	555,958	472,564
Total Revenues From Federal Sources		744,503	1,235,099	1,049,833
Total Grants And Entitlements		744,503	1,235,099	1,049,833
Repayment of Debt:				
Revenues from Local Sources:				
Local Tax Levy	40-1210	2,526,693	1,554,633	1,534,459
Total Revenues From Local Sources		2,526,693	1,554,633	1,534,459
Revenues from State Sources:				
Debt Service Aid Type II	40-3160	647,938	645,142	640,416
Total Local Repayment Of Debt		3,174,631	2,199,775	2,174,875
Total Repayment Of Debt		3,174,631	2,199,775	2,174,875
Total Revenues/Sources		39,377,472	42,012,168	43,290,555
Total Revenues/Sources Net of Transfers		39,377,472	42,012,168	43,290,555

Budget Category	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	12,071,480	12,765,678	12,429,515
Special Education - Instruction	11-2XX-100-XXX	2,779,453	2,998,043	3,546,534
Basic Skills/Remedial - Instruction	11-230-100-XXX	63,802	126,386	173,671
Bilingual Education - Instruction	11-240-100-XXX	138,858	201,807	210,668
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	231,046	284,775	281,000
School-Sponsored Athletics - Instruction	11-402-100-XXX	659,088	710,104	679,688
Other Instructional Programs - Instruction	11-4XX-100-XXX	81,775	90,599	97,216
Community Services Programs/Operations	11-800-330-XXX	30,480	31,500	35,000
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	1,085,884	1,280,657	1,415,378
Undist. Expenditures - Health Services	11-000-213-XXX	400,621	403,066	423,623
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	338,437	326,842	357,464
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	323,542	392,000	313,000
Undist. Expenditures - Guidance	11-000-218-XXX	761,098	769,190	794,024
Undist. Expenditures - Child Study Teams	11-000-219-XXX	879,343	912,988	1,009,257
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	104,166	125,132	175,630
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	227,582	241,920	228,494
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	9,265	31,350	40,900
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	939,821	1,016,428	944,618
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	1,614,691	1,622,765	1,606,570
Undist. Expend. - Central Services	11-000-251-XXX	522,726	647,983	608,798
Undist. Expend. - Admin. Info Technology	11-000-252-XXX	551,189	552,002	338,367
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	3,585,271	3,816,016	3,694,865
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	1,221,376	1,434,518	1,489,023
Personal Services - Employee Benefits	11-XXX-XXX-2XX	5,988,476	6,964,902	7,365,370

Budget Category	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Total Undistributed Expenditures		18,553,488	20,537,759	20,805,381
Interest Earned On Maintenance Reserve	10-606	0	0	100
Interest Earned On Current Expense Emergency Res	10-607	0	0	125
Total General Current Expense		34,609,470	37,746,651	38,258,898
Capital Expenditures:				
Equipment	12-XXX-XXX-730	134,001	104,607	0
Facilities Acquisition And Const. Serv.	12-000-400-XXX	462,033	490,372	55,872
Capital Reserve - Transfer To Capital Projects	12-000-400-931	0	0	1,525,150
Interest Deposit To Capital Reserve	10-604	0	0	1,076
Total Capital Outlay		596,034	594,979	1,582,098
Transfer Of Funds To Charter Schools	10-000-100-56X	252,834	235,664	224,851
General Fund Grand Total		35,458,338	38,577,294	40,065,847
Special Grants and Entitlements:				
Federal Projects:				
Title I	20-XXX-XXX-XXX	380,625	482,500	410,125
Title II	20-XXX-XXX-XXX	40,081	135,824	115,450
Title III	20-XXX-XXX-XXX	13,292	30,733	26,123
Title IV	20-XXX-XXX-XXX	4,024	30,084	25,571
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	306,481	555,958	472,564
Total Federal Projects	20-XXX-XXX-XXX	744,503	1,235,099	1,049,833
Total Special Revenue Funds		744,503	1,235,099	1,049,833
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	3,174,631	2,199,775	2,174,875
Total Debt Service Funds		3,174,631	2,199,775	2,174,875

Budget Category	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Total Expenditures/Appropriations		39,377,472	42,012,168	43,290,555
Total Expenditures Net of Transfers		39,377,472	42,012,168	43,290,555

Fund Balance Category	Budget Category	Audited Balance 06/30/2017	Audited Balance 06/30/2018	Estimated Balance 06/30/2019	Estimated Balance 06/30/2020
Unrestricted	General Operating Budget	788,121	752,910	766,099	766,099
Unrestricted	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	3,041,745	4,149,830	3,678,330	2,154,256
Restricted for General Operating Budget	Adult Education Programs	0	0	0	0
Restricted for General Operating Budget	Maintenance Reserve	0	200,000	200,000	200,100
Restricted for General Operating Budget	Legal Reserve	700,000	500,000	200,000	0
Restricted for General Operating Budget	Tuition Reserve	0	0	0	0
Restricted for General Operating Budget	Current Expense Emergency Reserve	100,000	250,000	250,000	250,125
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	2016-17 Actual Costs	2017-18 Actual Costs	2018-19 Original Budget	2018-19 Revised Budget	2019-20 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$14,975	\$14,877	\$15,770	\$15,421	\$15,272
Total Classroom Instruction	\$8,638	\$8,675	\$9,338	\$9,038	\$9,108
Classroom-Salaries and Benefits	\$7,908	\$8,024	\$8,637	\$8,346	\$8,414
Classroom-General Supplies and Textbooks	\$230	\$192	\$241	\$238	\$232
Classroom-Purchased Services	\$501	\$459	\$460	\$454	\$461
Total Support Services	\$1,699	\$1,701	\$1,775	\$1,731	\$1,797
Support Services-Salaries and Benefits	\$1,439	\$1,409	\$1,453	\$1,398	\$1,488
Total Administrative Costs	\$1,978	\$1,991	\$2,046	\$2,030	\$1,844
Administration Salaries and Benefits	\$1,539	\$1,505	\$1,559	\$1,501	\$1,402
Total Operations and Maintenance of Plant	\$2,047	\$1,890	\$1,904	\$1,931	\$1,848
Operations and Maintenance-Salaries and Benefits	\$1,219	\$1,125	\$1,209	\$1,095	\$1,061
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$495	\$495	\$550	\$540	\$520
Total Equipment Costs	\$204	\$62	\$0	\$46	\$0
Legal Costs	\$46	\$70	\$50	\$54	\$48
Employee Benefits as a percentage of salaries*	25.17%	26.98%	29.63%	29.72%	31.15%

*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 2018-19 revised appropriations and the 2019-20 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.

Unusual Revenues and Appropriations

Item	Line Number	Source	Amount	Explanation
1	300	300	45,000	Reimbursement from ERate
2	300	300	15,000	Interest earned on Bank Accounts

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Municipal/Public Works	Lawn/Field Maintenance and Snow Removal	0
Municipal/Public Works	Electrical/Plumbing	0
Municipal/Public Works	Use of Facilities-Summer/Recreational Programs	0

ID=Secaucus Town

Category	Amount
(A) General Fund School Levy	35,714,377
(D) Total School Levy	37,258,923
(B) Estimated Net Taxable Valuation (as of 10/01/18)	2,771,569,462
(H) Estimated Equalized Valuation (as of 10/01/18)	5,345,425,788
(C) Estimated 2019-20 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.2886
(F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.3443
(I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.6681
(L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.6970

Name=Charles Poindexter

Category	Measure
Job Title	Accountant
Job Title II	Accountant
Base Annual Salary Amount	\$86,145
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	07/01/18
End Date of Contract	06/30/19
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	22
Contracted Number of Annual Sick Days	14
Contracted Number of Annual Personal Days	5
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	0
Description of Other Contracted Non-Working Days	None Reported
Total Allowances Amount	\$250
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$512
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$22,289
Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum as per contract
Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum 22 days x per diem
Contractual Post-Employment Benefit Description of Payout of Personal days	Not stipulated in contract
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported

Name=Charles Poindexter

Category	Measure
Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
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=Deborah Zapoluch

Category	Measure
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Transportation Supv
Base Annual Salary Amount	\$87,568
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	07/01/18
End Date of Contract	06/30/19
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	25
Contracted Number of Annual Sick Days	14
Contracted Number of Annual Personal Days	5
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	0
Description of Other Contracted Non-Working Days	None Reported
Total Allowances Amount	\$250
Total Bonuses Amount	\$1,400
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	\$41,382
Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum as per contract
Contractual Post-Employment Benefit Description of Payout of Vacation days	Maximum 62 days X per diem
Contractual Post-Employment Benefit Description of Payout of Personal days	\$55 per day x number of days banked, no maximum
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported

Name=Deborah Zapoluch

Category	Measure
Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
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=Grace Yeo

Category	Measure
Job Title	Business Administrator
Job Title II	Board Secretary
Base Annual Salary Amount	\$136,620
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	07/01/18
End Date of Contract	06/30/19
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	22
Contracted Number of Annual Sick Days	14
Contracted Number of Annual Personal Days	4
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	0
Description of Other Contracted Non-Working Days	None Reported
Total Allowances Amount	\$3,115
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	\$38,120
Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum as per contract
Contractual Post-Employment Benefit Description of Payout of Vacation days	44 Day Contractual Ceiling x per diem
Contractual Post-Employment Benefit Description of Payout of Personal days	N/A
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported

Name=Grace Yeo

Category	Measure
Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
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=Jennifer Montesano

Category	Measure
Job Title	Superintendent
Job Title II	Superintendent
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	11/01/17
End Date of Contract	06/30/21
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	22
Contracted Number of Annual Sick Days	14
Contracted Number of Annual Personal Days	5
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	0
Description of Other Contracted Non-Working Days	None Reported
Total Allowances Amount	\$7,967
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	\$35,885
Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum allowed as per terms of contract
Contractual Post-Employment Benefit Description of Payout of Vacation days	10 day Carry forward limit
Contractual Post-Employment Benefit Description of Payout of Personal days	None
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported

Name=Jennifer Montesano

Category	Measure
Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
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=Salvatore Cioffi

Category	Measure
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Director of Bldgs & Grds
Base Annual Salary Amount	\$103,000
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	09/17/18
End Date of Contract	06/30/19
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	18
Contracted Number of Annual Sick Days	14
Contracted Number of Annual Personal Days	5
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	0
Description of Other Contracted Non-Working Days	None Reported
Total Allowances Amount	\$250
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	\$23,715
Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum per contract
Contractual Post-Employment Benefit Description of Payout of Vacation days	Ceiling of 22 days x per diem
Contractual Post-Employment Benefit Description of Payout of Personal days	Not stipulated in contract
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported

Name=Salvatore Cioffi

Category	Measure
Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
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