| ENROLLMENT CATEGORIES                     | 10-15-2015<br>ACTUAL | 10-15-2016<br>ACTUAL | 10-15-2017<br>ESTIMATE |
|---|----------------------|----------------------|------------------------|
| Pupils On Roll Regular Full-Time          | 1,225.0              | 1,244.0              | 1,244.0                |
| Pupils On Roll Regular Shared-Time        | 8.0                  | 10.0                 | 10.0                   |
| Pupils On Roll Special Ed Full-Time       | 279.0                | 334.0                | 334.0                  |
| Pupils On Roll Special Ed Shared-Time     | 7.0                  | 9.0                  | 9.0                    |
| Pupils On Roll SUBTOTAL                   | 1,519.0              | 1,597.0              | 1,597.0                |
| Pupils in Private School Placements       | 34.0                 | 36.0                 | 36.0                   |
| Pupils Sent to Other Districts Regular    | 4.0                  | 2.0                  | 2.0                    |
| Pupils Sent to Other Districts Special Ed | 5.0                  | 6.0                  | 6.0                    |
| Pupils in State Facilities                | 1.0                  | 1.0                  | 0.0                    |

|   |         | 2015-16    | 2016-17    | 2017-18     |
|---|---------|------------|------------|-------------|
| Budget Category                           | Account | Actual     | Revised    | Anticipated |
| Operating Budget:                         |         |            |            |             |
| Revenues from Local Sources:              |         |            |            |             |
| Local Tax Levy                            | 10-1210 | 4,868,294  | 4,965,660  | 5,064,973   |
| Total Tuition                             | 10-1300 | 24,685     | 0          | 0           |
| Unrestricted Miscellaneous Revenues       | 10-1XXX | 178,299    | 0          | 0           |
| Interest Earned On Maintenance Reserve    | 10-1XXX | 2,391      | 0          | 0           |
| Subtotal - Revenues From Local Sources    |         | 5,073,669  | 4,965,660  | 5,064,973   |
| Revenues from State Sources:              |         |            |            |             |
| School Choice Aid                         | 10-3116 | 9,886      | 9,886      | 9,886       |
| Categorical Transportation Aid            | 10-3121 | 244,350    | 244,350    | 244,350     |
| Extraordinary Aid                         | 10-3131 | 115,045    | 115,045    | 0           |
| Categorical Special Education Aid         | 10-3132 | 901,656    | 901,656    | 901,656     |
| Equalization Aid                          | 10-3176 | 16,973,265 | 16,973,265 | 16,973,265  |
| Categorical Security Aid                  | 10-3177 | 535,157    | 535,157    | 535,157     |
| Adjustment Aid                            | 10-3178 | 8,642,285  | 8,642,285  | 8,642,285   |
| Parcc Readiness Aid                       | 10-3181 | 0          | 14,030     | 14,030      |
| Per Pupil Growth Aid                      | 10-3182 | 0          | 14,030     | 14,030      |
| Professional Learning Community Aid       | 10-3183 | 0          | 13,310     | 13,310      |
| Other State Aids                          | 10-3XXX | 28,060     | 0          | 0           |
| Subtotal - Revenues From State Sources    |         | 27,449,704 | 27,463,014 | 27,347,969  |
| Revenues from Federal Sources:            |         |            |            |             |
| Medicaid Reimbursement                    | 10-4200 | 102,423    | 72,464     | 97,277      |
| Subtotal - Revenues From Federal Sources  |         | 102,423    | 72,464     | 97,277      |
| Budgeted Fund Balance - Operating Budget  | 10-303  | 0          | 2,134,429  | 1,508,967   |
| Adjustment For Prior Year Encumbrances    |         | 0          | 5,975      | 0           |
| Actual Revenues (Over)/Under Expenditures |         | 1,057,734  | 0          | 0           |
| Total Operating Budget                    |         | 33,683,530 | 34,641,542 | 34,019,186  |

| Budget Category  | Account      | 2015-16<br>Actual | 2016-17<br>Revised | 2017-18<br>Anticipated |
|--|--------------|-------------------|--------------------|------------------------|
| Grants and Entitlements:   |              |                   |                    |                        |
| Other Revenue From Local Sources   | 20-1XXX      | 103,121           | 0                  | 0                      |
| Total Revenues From Local Sources  | 20-1XXX      | 103,121           | 0                  | 0                      |
| Revenues from State Sources:   |              |                   |                    |                        |
| Preschool Education Aid - Pr Yr Carryover                                | 20-3218      | 0                 | 0                  | 65,205                 |
| Preschool Education Aid  | 20-3218      | 2,849,426         | 2,749,248          | 2,800,160              |
| Other Restricted Entitlements  | 20-32XX      | 274,993           | 0                  | 0                      |
| Total Revenues From State Sources  |              | 3,124,419         | 2,749,248          | 2,865,365              |
| Revenues from Federal Sources:   |              |                   |                    |                        |
| Title I  | 20-4411-4416 | 855,449           | 853,428            | 837,531                |
| Title II   | 20-4451-4455 | 80,464            | 70,500             | 67,226                 |
| Title III  | 20-4491-4494 | 27,438            | 20,917             | 17,711                 |
| I.D.E.A. Part B (Handicapped)  | 20-4420-4429 | 583,897           | 467,118            | 459,726                |
| Other  | 20-4XXX      | 340,760           | 0                  | 0                      |
| Total Revenues From Federal Sources                                      |              | 1,888,008         | 1,411,963          | 1,382,194              |
| Transfers From Operating Budget-Prek (Special Education)                 | 20-5200      | 0                 | 140,008            | 0                      |
| Total Grants And Entitlements  |              | 5,115,548         | 4,301,219          | 4,247,559              |
| Total Revenues/Sources   |              | 38,799,078        | 38,942,761         | 38,266,745             |
| Deduct Transfer-Transfers From Operating Budget-Prek (Special Education) | 20-5200      | 0                 | 140,008            | 0                      |
| Total Revenues/Sources Net of Transfers                                  |              | 38,799,078        | 38,802,753         | 38,266,745             |

|  |                | 2015-16    | 2016-17    | 2017-18     |
|--|----------------|------------|------------|-------------|
| Budget Category                                    | Account        | Actual     | Revised    | Anticipated |
| General Current Expense:                           |                |            |            |             |
| Instruction:                                       |                |            |            |             |
| Regular Programs - Instruction                     | 11-1XX-100-XXX | 1,026,503  | 1,022,162  | 735,543     |
| Bilingual Education - Instruction                  | 11-240-100-XXX | 272,476    | 298,424    | 282,995     |
| Summer School                                      | 11-422-XXX-XXX | 65,500     | 75,010     | 75,010      |
| Other Supplemental/At-Risk Programs                | 11-424-XXX-XXX |            | 73,010     | ,           |
|  |                | 0          | -          | 405,255     |
| Community Services Programs/Operations             | 11-800-330-XXX | 0          | 35,000     | 35,000      |
| Support Services:                                  |                |            |            |             |
| Undistributed Expenditures - Instruction (Tuition) | 11-000-100-XXX | 2,201,253  | 2,599,462  | 2,507,878   |
| Undist. ExpendAttendance And Social Work           | 11-000-211-XXX | 188,743    | 183,163    | 220,654     |
| Undist. Expenditures - Health Services             | 11-000-213-XXX | 88,799     | 161,352    | 175,694     |
| Undist. ExpendSpeech, OT, PT And Related Svcs      | 11-000-216-XXX | 617,843    | 616,047    | 607,472     |
| Undist Expend-Oth Supp Serv Std-Extra Serv         | 11-000-217-XXX | 286,642    | 310,554    | 290,896     |
| Undist. Expenditures - Guidance                    | 11-000-218-XXX | 211,475    | 227,829    | 339,493     |
| Undist. Expenditures - Child Study Teams           | 11-000-219-XXX | 1,213,050  | 1,213,064  | 1,266,648   |
| Undist. ExpendImprov. Of Inst. Serv.               | 11-000-221-XXX | 646,081    | 654,027    | 578,273     |
| Undist. ExpendEdu. Media Serv./Library             | 11-000-222-XXX | 913,671    | 998,028    | 741,054     |
| Undist. ExpendInstr. Staff Training Serv.          | 11-000-223-XXX | 33,136     | 40,500     | 76,250      |
| Undist. ExpendSupport ServGen. Admin.              | 11-000-230-XXX | 648,206    | 757,967    | 738,844     |
| Undist. ExpendSupport ServSchool Admin.            | 11-000-240-XXX | 1,193      | 2,700      | 0           |
| Undist. Expend Central Services                    | 11-000-251-XXX | 368,582    | 357,596    | 378,476     |
| Undist. Expend Admin. Info Technology              | 11-000-252-XXX | 0          | 1,596      | 0           |
| Undist. ExpendOper. And Maint. Of Plant Serv.      | 11-000-26X-XXX | 3,321,987  | 3,459,242  | 3,488,536   |
| Undist. ExpendStudent Transportation Serv.         | 11-000-270-XXX | 1,221,401  | 1,139,222  | 1,205,901   |
| Personal Services - Employee Benefits              | 11-XXX-XXX-2XX |            |            | 2,031,080   |
| Undistributed Expenditures-Food Services           | 11-000-310-930 | 248,575    | 0          | 0           |
| Total Undistributed Expenditures                   | 111 111 119    | 14,301,390 | 14,715,679 | 14,647,149  |
| Total General Current Expense                      |                | 15,665,869 | 16,146,275 | 16,180,952  |
|  |                |            |            |             |

|   |                | 2015-16    | 2016-17    |             |
|---|----------------|------------|------------|-------------|
| Budget Category   | Account        | Actual     | Revised    | Anticipated |
| Capital Expenditures:   |                |            |            |             |
| Equipment   | 12-XXX-XXX-730 | 252,854    | 171,955    | 55,518      |
| Facilities Acquisition And Const. Serv.                       | 12-000-400-XXX | 146,848    | 0          | 0           |
| Total Capital Outlay  |                | 399,702    | 171,955    | 55,518      |
| General Fund Contribution To SBB                              | 10-000-520-930 | 17,617,959 | 18,323,312 | 17,782,716  |
| General Fund Grand Total                                      |                | 33,683,530 | 34,641,542 | 34,019,186  |
| Special Grants and Entitlements:                              |                |            |            |             |
| Local Projects  | 20-XXX-XXX-XXX | 103,121    | 0          | 0           |
| Preschool Education Aid:                                      |                |            |            |             |
| PEA Instruction   | 20-218-100-XXX | 1,539,258  | 1,472,233  | 1,498,072   |
| Support Services  | 20-218-200-XXX | 1,310,168  | 1,417,023  | 1,367,293   |
| Total Preschool Education Aid                                 | 20-218-XXX-XXX | 2,849,426  | 2,889,256  | 2,865,365   |
| Other State Projects:   |                |            |            |             |
| Other   | 20-XXX-XXX-XXX | 274,993    | 0          | 0           |
| Total Other State Projects                                    |                | 274,993    | 0          | 0           |
| Total State Projects  | 20-XXX-XXX-XXX | 3,124,419  | 2,889,256  | 2,865,365   |
| Federal Projects:   |                |            |            |             |
| Title I   | 20-XXX-XXX-XXX | 855,449    | 203,428    | 187,531     |
| Title II  | 20-XXX-XXX-XXX | 80,464     | 70,500     | 67,226      |
| Title III   | 20-XXX-XXX-XXX | 27,438     | 20,917     | 17,711      |
| I.D.E.A. Part B (Handicapped)                                 | 20-XXX-XXX-XXX | 583,897    | 467,118    | 459,726     |
| Other   | 20-XXX-XXX-XXX | 340,760    | 0          | 0           |
| Contribution To SBB - Other Federal Projects                  | 20-XXX-520-930 | 0          | 650,000    | 650,000     |
| Total Federal Projects  | 20-XXX-XXX-XXX | 1,888,008  | 1,411,963  | 1,382,194   |
| Total Special Revenue Funds                                   |                | 5,115,548  | 4,301,219  | 4,247,559   |
| Total Expenditures/Appropriations                             |                | 38,799,078 | 38,942,761 | 38,266,745  |
| Deduct Transfer-Local Contrib Trans To Special Rev- Inclusion | 11-105-100-936 | 0          | 140,008    | 0           |
| Total Expenditures Net of Transfers                           |                | 38,799,078 | 38,802,753 | 38,266,745  |

| Budget Category  | Audited<br>Balance<br>6-30-2015 | Audited<br>Balance<br>6-30-2016 | Estimated<br>Balance<br>6-30-2017 | Estimated<br>Balance<br>6-30-2018 |
|--|---------------------------------|---------------------------------|-----------------------------------|-----------------------------------|
| Unrestricted:  |                                 |                                 |                                   |                                   |
| General Operating Budget   | 1,713,665                       | 819,728                         | 819,728                           | 692,711                           |
| Repayment of Debt  | 0                               | 0                               | 0                                 | 0                                 |
| Restricted for Specific Purposes - General Operating Budget:     |                                 |                                 |                                   |                                   |
| Capital Reserve  | 0                               | 0                               | 0                                 | 0                                 |
| Adult Education Programs   | 0                               | 0                               | 0                                 | 0                                 |
| Maintenance Reserve  | 500,000                         | 500,000                         | 500,000                           | 500,000                           |
| Legal Reserve  | 3,281,738                       | 3,516,379                       | 1,381,950                         | 0                                 |
| Tuition Reserve  | 0                               | 0                               | 0                                 | 0                                 |
| Current Expense Emergency Reserve                                | 130,000                         | 130,000                         | 130,000                           | 130,000                           |
| 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<br>Actual<br>Costs | 2015-16<br>Actual<br>Costs | 2016-17<br>Original<br>Budget | 2016-17<br>Revised<br>Budget | 2017-18<br>Proposed<br>Budget |
|--|----------------------------|----------------------------|-------------------------------|------------------------------|-------------------------------|
| Total Budgetary Comparative Per Pupil Cost   | \$21,306                   | \$21,789                   | \$24,866                      | \$21,338                     | \$21,180                      |
| Total Classroom Instruction  | \$11,819                   | \$12,212                   | \$13,877                      | \$11,872                     | \$11,777                      |
| Classroom-Salaries and Benefits  | \$11,195                   | \$11,137                   | \$12,475                      | \$10,763                     | \$10,763                      |
| Classroom-General Supplies and Textbooks   | \$375                      | \$588                      | \$613                         | \$427                        | \$332                         |
| Classroom-Purchased Services   | \$249                      | \$487                      | \$789                         | \$681                        | \$682                         |
| Total Support Services   | \$5,081                    | \$4,929                    | \$5,850                       | \$4,905                      | \$4,851                       |
| Support Services-Salaries and Benefits   | \$4,214                    | \$4,179                    | \$4,827                       | \$4,041                      | \$4,020                       |
| Total Administrative Costs   | \$1,631                    | \$1,692                    | \$1,795                       | \$1,645                      | \$1,645                       |
| Administration Salaries and Benefits   | \$1,278                    | \$1,336                    | \$1,472                       | \$1,254                      | \$1,257                       |
| Total Operations and Maintenance of Plant  | \$2,055                    | \$2,211                    | \$2,559                       | \$2,196                      | \$2,219                       |
| Operations and Maintenance-Salaries and Benefits   | \$52                       | \$69                       | \$79                          | \$60                         | \$90                          |
| Board Contribution to Food Services  | \$156                      | \$164                      | \$0                           | \$0                          | \$0                           |
| Total Extracurricular Costs  | \$563                      | \$581                      | \$760                         | \$698                        | \$666                         |
| Total Equipment Costs  | \$457                      | \$167                      | \$213                         | \$177                        | \$35                          |
| Legal Costs  | \$45                       | \$22                       | \$26                          | \$23                         | \$31                          |
| Restricted Federal and State Revenue other than Preschool Education Aid Included Above** | \$465                      | \$0                        | \$475                         | \$409                        | \$409                         |
| Employee Benefits as a percentage of salaries*   | 24.21%                     | 25.76%                     | 23.23%                        | 23.36%                       | 24.72%                        |

<sup>\*</sup>Does not include pension and social security paid by the State on-behalf of the district.

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.

<sup>\*\*</sup>Federal and State funds in the blended resource school-based budgets.

# Advertised Blended Resource SBB Statement

| BUDGET CATEGORY                           | 2015-16    | 2016-17    | 2017-18    |
|---|------------|------------|------------|
| Resources:                                |            |            |            |
| Adjustment for Prior Year Encumbrances    | 0          | 0          | 0          |
| General Fund Contribution (15-5200)       | 17,617,959 | 18,323,312 | 17,782,716 |
| Restricted State Entitlements (15-3200)   | 0          | 0          | 0          |
| Restricted Federal Entitlements (15-44XX) | 0          | 650,000    | 650,000    |
| Total SBB Resources                       | 17,617,959 | 18,973,312 | 18,432,716 |
| Appropriations:                           |            |            |            |
| Instruction (15-XXX-100-XXX)              | 12,862,223 | 13,823,042 | 13,318,833 |
| Support Services (15-XXX-2XX-XXX)         | 5,148,654  | 5,041,120  | 5,113,883  |
| Equipment (15-XXX-XXX-73X)                | 0          | 109,150    | 0          |
| Total SBB Appropriations                  | 18,010,877 | 18,973,312 | 18,432,716 |

| A. Estimated 17-18 School Tax Rate                                     |             |
|--|-------------|
| WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS                               |             |
| (A) General Fund School Levy   | 5,015,317   |
| (B) Estimated Net Taxable Valuation (as of 10/01/16)                   | 466,953,770 |
| (C) Estimated 17-18 General Fund School Tax Rate=(A)/(B)x100           | 1.0741      |
| WITH REPAYMENT OF DEBT AND ADJUSTMENTS                                 |             |
| (D) Total School Levy  | 5,015,317   |
| (E) Estimated Net Taxable Valuation (as of 10/01/16)                   | 466,953,770 |
| (F) Estimated 17-18 Total School Tax Rate=(D)/(E)x100                  | 1.0741      |
|  |             |
| B. Estimated 17-18 Equalized School Tax Rate                           |             |
| WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS                               |             |
| (G) General Fund School Levy   | 5,015,317   |
| (H) Estimated Equalized Valuation (as of 10/01/16)                     | 518,557,831 |
| (I) Estimated 17-18 Equalized General Fund School Tax Rate=(G)/(H)x100 | 0.9672      |
| WITH REPAYMENT OF DEBT AND ADJUSTMENTS                                 |             |
| (J) Total School Levy  | 5,015,317   |
| (K) Estimated Equalized Valuation (as of 10/01/16)                     | 518,557,831 |
| (L) Estimated 17-18 Equalized Total School Tax Rate=(J)/(K)x100        | 0.9672      |
|  |             |

### NAME=Daniel Castles

| CATEGORY  | MEASURE                |
|---|------------------------|
| Job Title   | Business Administrator |
| Job Title II  |                        |
| Base Annual Salary Amount   | \$135,000              |
| 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  | 07/01/16               |
| End Date of Contract  | 06/30/17               |
| Contracted Number of Annual Work Days   | 240                    |
| Contracted Number of Annual Vacation Days   | 20                     |
| Contracted Number of Annual Sick Days   | 12                     |
| 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  |                        |
| Total Allowances Amount   | \$1,700                |
| 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  | \$30,000               |
| Contractual Post-Employment Benefit Description of Payout of Sick days                    | Upon Retirement        |
| Contractual Post-Employment Benefit Description of Payout of Vacation days                | Upon Separation        |
| Contractual Post-Employment Benefit Description of Payout of Personal days                | Not Applicable         |
| 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                       |                        |

## **Employee Contract List for District**

### NAME=Daniel Castles

| 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=John Niesz

| CATEGORY  | MEASURE                       |
|---|-------------------------------|
| Job Title   | Superintendent                |
| Job Title II  |                               |
| Base Annual Salary Amount   | \$155,500                     |
| 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  | 06/30/19                      |
| Contracted Number of Annual Work Days   | 240                           |
| Contracted Number of Annual Vacation Days   | 28                            |
| Contracted Number of Annual Sick Days   | 12                            |
| 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  |                               |
| Total Allowances Amount   | \$6,534                       |
| Total Bonuses Amount  | \$23,260                      |
| Total Stipends Amount   | \$0                           |
| District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other) | \$2,225                       |
| District Contributions Above Teacher Contract for Retirement Plans                        | \$0                           |
| Total Contractual Post-Employment Benefit Amount  | \$30,000                      |
| Contractual Post-Employment Benefit Description of Payout of Sick days                    | Upon Retirement               |
| Contractual Post-Employment Benefit Description of Payout of Vacation days                | Upon Retirement or Separation |
| 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                       |                               |

## **Employee Contract List for District**

#### NAME=John Niesz

| 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   |         |