

Pupil Enrollment Categories	10-14-2016 Actual	10-13-2017 Actual	10-15-2018 Estimate
On Roll Regular Full-Time	367.0	361.0	363.0
On Roll Special Ed Full-Time	72.0	65.0	66.0
On Roll Subtotal	439.0	426.0	429.0
In Private School Placements	8.0	7.0	6.0
Sent to Other Districts Regular	70.0	49.0	61.0
Sent to Other Districts Special Ed	27.0	29.0	16.0
Received	1.0	11.0	0.0

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	9,891,074	10,088,895	10,290,673
Total Tuition	10-1300	48,291	0	0
Transportation Fees From Individuals	10-1410	0	750	750
Unrestricted Miscellaneous Revenues	10-1XXX	13,208	5,402	7,150
Interest Earned On Maintenance Reserve	10-1XXX	643	500	1,000
Interest Earned On Capital Reserve Funds	10-1XXX	1,962	1,500	2,000
Subtotal - Revenues From Local Sources		9,955,178	10,097,047	10,301,573
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	272,578	272,578	272,578
Extraordinary Aid	10-3131	151,350	0	0
Categorical Special Education Aid	10-3132	346,767	346,767	399,234
Categorical Security Aid	10-3177	86,030	86,030	133,562
Adjustment Aid	10-3178	410,720	388,061	388,061
Parcc Readiness Aid	10-3181	5,670	5,670	0
Per Pupil Growth Aid	10-3182	5,670	5,670	0
Professional Learning Community Aid	10-3183	5,510	5,510	0
Other State Aids	10-3XXX	8,650	0	0
Subtotal - Revenues From State Sources		1,292,945	1,110,286	1,193,435
Revenues from Federal Sources:				
Medicaid Reimbursement	10-4200	23,398	0	0
ARRA/SEMI Revenue	10-4210	2,700	0	0
Subtotal - Revenues From Federal Sources		26,098	0	0
Budgeted Fund Balance - Operating Budget	10-303	0	460,808	525,088
Adjustment For Prior Year Encumbrances		0	126,198	0
Actual Revenues (Over)/Under Expenditures		-99,946	0	0

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
Total Operating Budget		11,174,275	11,794,339	12,020,096
Grants and Entitlements:				
Other Revenue From Local Sources	20-1XXX	6,496	10,680	0
Total Revenues From Local Sources	20-1XXX	6,496	10,680	0
Revenues from State Sources:				
Other Restricted Entitlements	20-32XX	54,075	81,600	64,633
Total Revenues From State Sources		54,075	81,600	64,633
Revenues from Federal Sources:				
Title I	20-4411-4416	107,431	106,402	90,442
Title II	20-4451-4455	17,547	15,175	12,899
Title IV	20-4471-4474	0	10,000	8,500
I.D.E.A. Part B (Handicapped)	20-4420-4429	175,273	173,740	147,353
Total Revenues From Federal Sources		300,251	305,317	259,194
Total Grants And Entitlements		360,822	397,597	323,827
Total Revenues/Sources		11,535,097	12,191,936	12,343,923
Total Revenues/Sources Net of Transfers		11,535,097	12,191,936	12,343,923

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	2,576,599	2,510,585	2,439,593
Special Education - Instruction	11-2XX-100-XXX	863,591	1,076,494	1,157,666
Basic Skills/Remedial - Instruction	11-230-100-XXX	117,769	128,130	110,147
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	16,925	20,840	21,530
Community Services Programs/Operations	11-800-330-XXX	924	1,901	1,674
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	2,368,283	2,381,358	2,181,894
Undist. Expend.-Attendance And Social Work	11-000-211-XXX	779	3,512	3,500
Undist. Expenditures - Health Services	11-000-213-XXX	181,299	274,718	188,966
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	255,811	188,477	197,416
Undist. Expenditures - Guidance	11-000-218-XXX	88,481	136,347	145,702
Undist. Expenditures - Child Study Teams	11-000-219-XXX	289,998	274,629	278,240
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	129,199	135,200	137,294
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	188,561	267,192	292,922
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	3,713	9,631	10,400
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	256,318	281,718	276,455
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	159,118	165,869	170,406
Undist. Expend. - Central Services	11-000-251-XXX	207,918	225,990	212,485
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	951,627	1,041,787	1,375,989
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	807,383	771,125	762,839
Personal Services - Employee Benefits	11-XXX-XXX-2XX	1,689,964	1,851,289	1,972,379
Total Undistributed Expenditures		7,578,452	8,008,842	8,206,887
Interest Earned On Maintenance Reserve	10-606	0	500	1,000
Increase In Maintenance Reserve	10-606	0	10,000	25,000
Total General Current Expense		11,154,260	11,757,292	11,963,497
Capital Expenditures:				

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
Facilities Acquisition And Const. Serv.	12-000-400-XXX	2,097	2,097	2,097
Increase In Capital Reserve	10-604	0	15,000	25,000
Interest Deposit To Capital Reserve	10-604	0	1,500	2,000
Total Capital Outlay		2,097	18,597	29,097
Special Schools:				
Summer School:				
Summer School - Instruction	13-422-100-XXX	17,918	18,450	14,280
Total Summer School	13-422-X00-XXX	17,918	18,450	14,280
Total Special Schools	13-XXX-XXX-XXX	17,918	18,450	14,280
Transfer Of Funds To Charter Schools	10-000-100-56X	0	0	13,222
General Fund Grand Total		11,174,275	11,794,339	12,020,096
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	6,496	10,680	0
Other State Projects:				
Nonpublic Textbooks	20-XXX-XXX-XXX	4,644	4,711	4,004
Nonpublic Auxiliary Services	20-XXX-XXX-XXX	6,252	19,842	16,866
Nonpublic Handicapped Services	20-XXX-XXX-XXX	29,733	33,511	28,484
Nonpublic Nursing Services	20-XXX-XXX-XXX	7,290	8,342	7,091
Nonpublic Technology Initiative	20-XXX-XXX-XXX	2,106	3,182	2,705
Nonpublic Security Aid	20-XXX-XXX-XXX	4,050	6,450	5,483
Other	20-XXX-XXX-XXX	0	5,562	0
Total Other State Projects		54,075	81,600	64,633
Total State Projects	20-XXX-XXX-XXX	54,075	81,600	64,633
Federal Projects:				
Title I	20-XXX-XXX-XXX	107,431	106,402	90,442
Title II	20-XXX-XXX-XXX	17,547	15,175	12,899
Title IV	20-XXX-XXX-XXX	0	10,000	8,500
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	175,273	173,740	147,353

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
Total Federal Projects	20-XXX-XXX-XXX	300,251	305,317	259,194
Total Special Revenue Funds		360,822	397,597	323,827
Total Expenditures/Appropriations		11,535,097	12,191,936	12,343,923
Total Expenditures Net of Transfers		11,535,097	12,191,936	12,343,923

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	471,658	557,682	410,662	197,000
Unrestricted	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	466,783	493,745	510,245	537,245
Restricted for General Operating Budget	Adult Education Programs	0	0	0	0
Restricted for General Operating Budget	Maintenance Reserve	135,877	161,520	172,020	198,020
Restricted for General Operating Budget	Legal Reserve	737,752	625,214	311,426	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	\$18,719	\$17,981	\$19,320	\$20,222	\$21,011
Total Classroom Instruction	\$10,818	\$10,469	\$11,250	\$11,569	\$11,636
Classroom-Salaries and Benefits	\$9,698	\$10,009	\$10,701	\$10,830	\$10,905
Classroom-General Supplies and Textbooks	\$317	\$118	\$145	\$319	\$267
Classroom-Purchased Services	\$802	\$342	\$404	\$420	\$464
Total Support Services	\$3,594	\$3,208	\$3,442	\$3,715	\$3,669
Support Services-Salaries and Benefits	\$2,606	\$2,630	\$2,458	\$2,606	\$2,706
Total Administrative Costs	\$1,713	\$1,731	\$1,834	\$1,970	\$1,958
Administration Salaries and Benefits	\$1,276	\$1,333	\$1,431	\$1,477	\$1,532
Total Operations and Maintenance of Plant	\$2,518	\$2,497	\$2,698	\$2,868	\$3,649
Operations and Maintenance-Salaries and Benefits	\$1,408	\$1,441	\$1,547	\$1,598	\$1,590
Board Contribution to Food Services	\$22	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$41	\$50	\$64	\$66	\$69
Total Equipment Costs	\$118	\$0	\$0	\$0	\$0
Legal Costs	\$30	\$11	\$25	\$26	\$37
Employee Benefits as a percentage of salaries*	33.08%	32.42%	35.95%	35.34%	37.50%

\*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)
Others	Participate in Federal E-rate program.	0
Transportation Services, including Fuel	Interlocal services agreement with municipality for fuel on district vehicles.	0
Purchasing	Member of the Education Services Commission of New Jersey purchasing group.	0
Purchasing	Participate in ACES program for electricity and natural gas.	0
Municipal/Public Works	Township provide snow removal, trash/recycling services, electrician, and free water/sewer.	0
Insurance Coverages and Benefits	Participant in workers compensation ERIC South consortium.	0

ID=Greenwich Township

Category	Amount
(A) General Fund School Levy	10,189,784
(D) Total School Levy	10,189,784
(B) Estimated Net Taxable Valuation (as of 04/19/18)	746,625,206
(H) Estimated Equalized Valuation (as of 03/01/18)	785,056,429
(C) Estimated 2018-19 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	1.3648
(F) Estimated 2018-19 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	1.3648
(I) Estimated 2018-19 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	1.2980
(L) Estimated 2018-19 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	1.2980

Name=Alisa E. Whitcraft

Category	Measure
Job Title	Principal
Job Title II	None Reported
Base Annual Salary Amount	\$125,020
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	1
Description of Other Contracted Non-Working Days	Floating Holiday
Total Allowances Amount	\$1,909
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	\$10,000
Contractual Post-Employment Benefit Description of Payout of Sick days	As per employment contract.
Contractual Post-Employment Benefit Description of Payout of Vacation days	Not applicable.
Contractual Post-Employment Benefit Description of Payout of Personal days	Not applicable.
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=Alisa E. Whitcraft

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=Dr. Jennifer Foley-Hindman

Category	Measure
Job Title	Superintendent
Job Title II	NMS Principal
Base Annual Salary Amount	\$132,352
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	08/01/15
End Date of Contract	06/30/19
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	0
Description of Other Contracted Non-Working Days	None Reported
Total Allowances Amount	\$5,814
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	\$25,181
Contractual Post-Employment Benefit Description of Payout of Sick days	As per employment contract with the BOE.
Contractual Post-Employment Benefit Description of Payout of Vacation days	As per employment contract with the BOE.
Contractual Post-Employment Benefit Description of Payout of Personal days	Not applicable
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=Dr. Jennifer Foley-Hindman

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 A. Tirico

Category	Measure
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	CST
Base Annual Salary Amount	\$102,000
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	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	1
Description of Other Contracted Non-Working Days	Floating Holiday
Total Allowances Amount	\$1,820
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$5,000
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$10,000
Contractual Post-Employment Benefit Description of Payout of Sick days	As per employment contract.
Contractual Post-Employment Benefit Description of Payout of Vacation days	Not applicable.
Contractual Post-Employment Benefit Description of Payout of Personal days	Not applicable.
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 A. Tirico

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=Michael A. Grelli

Category	Measure
Job Title	Guidance Counselor
Job Title II	Technology Coordinator
Base Annual Salary Amount	\$84,180
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	0
Description of Other Contracted Non-Working Days	None Reported
Total Allowances Amount	\$1,000
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$5,000
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$0
Contractual Post-Employment Benefit Description of Payout of Sick days	Not applicable.
Contractual Post-Employment Benefit Description of Payout of Vacation days	Not applicable.
Contractual Post-Employment Benefit Description of Payout of Personal days	Not applicable.
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=Michael A. Grelli

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 A. Campbell

Category	Measure
Job Title	Business Administrator
Job Title II	Board Secretary
Base Annual Salary Amount	\$116,215
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	22
Contracted Number of Annual Sick Days	10
Contracted Number of Annual Personal Days	3
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	1
Description of Other Contracted Non-Working Days	Floating Holiday
Total Allowances Amount	\$6,214
Total Bonuses Amount	\$800
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$750
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$32,843
Contractual Post-Employment Benefit Description of Payout of Sick days	As per employment contract. Memorialized as of 2008/2009 contract.
Contractual Post-Employment Benefit Description of Payout of Vacation days	As per employment contract.
Contractual Post-Employment Benefit Description of Payout of Personal days	Not applicable.
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 A. Campbell

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