

ENROLLMENT CATEGORIES	10-15-2014 ACTUAL	10-15-2015 ACTUAL	10-15-2016 ESTIMATE
Pupils On Roll Regular Full-Time	2,008.0	2,031.0	2,132.0
Pupils On Roll Regular Shared-Time	28.0	38.0	29.0
Pupils On Roll Special Ed Full-Time	440.0	437.0	437.0
Pupils On Roll Special Ed Shared-Time	58.0	55.0	39.0
Pupils On Roll SUBTOTAL	2,534.0	2,561.0	2,637.0
Pupils in Private School Placements	4.0	7.0	7.0
Pupils Sent to Other Districts Regular	13.0	6.0	7.0
Pupils Sent to Other Districts Special Ed	63.0	60.0	51.5
Pupils Received	173.5	176.5	199.0
Pupils in State Facilities	9.0	8.0	8.0

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	24,040,144	24,520,947	25,011,366
Total Tuition	10-1300	2,554,250	2,544,315	2,389,227
Transportation Fees From Other LEAs	10-1420-1440	22,083	10,000	10,000
Unrestricted Miscellaneous Revenues	10-1XXX	216,300	121,582	121,582
Interest Earned On Capital Reserve Funds	10-1XXX	61	50	50
Subtotal - Revenues From Local Sources		26,832,838	27,196,894	27,532,225
Revenues from State Sources:				
School Choice Aid	10-3116	251,196	131,307	194,106
Categorical Transportation Aid	10-3121	1,479,169	1,479,169	1,481,841
Extraordinary Aid	10-3131	89,098	0	0
Categorical Special Education Aid	10-3132	1,295,884	1,295,884	1,313,489
Equalization Aid	10-3176	6,233,727	6,233,727	6,227,922
Categorical Security Aid	10-3177	455,997	455,997	460,710
Adjustment Aid	10-3178	3,724,488	3,724,488	3,844,377
Parcc Readiness Aid	10-3181		0	22,560
Per Pupil Growth Aid	10-3182		0	22,560
Professional Learning Community Aid	10-3183		0	22,505
Other State Aids	10-3XXX	58,902	165,009	0
Subtotal - Revenues From State Sources		13,588,461	13,485,581	13,590,070
Revenues from Federal Sources:				
Medicaid Reimbursement	10-4200	68,524	106,865	108,942
ARRA/SEMI Revenue	10-4210	45,578	0	0
Subtotal - Revenues From Federal Sources		114,102	106,865	108,942
Budgeted Fund Balance - Operating Budget	10-303	0	1,212,045	971,544
Withdrawal From Maint. Reserve	10-310	0	1,099,513	0

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Adjustment For Prior Year Encumbrances		0	129,281	0
Actual Revenues (Over)/Under Expenditures		-800,724	0	0
Total Operating Budget		39,734,677	43,230,179	42,202,781
Grants and Entitlements:				
Revenues from State Sources:				
Preschool Education Aid - Pr Yr Carryover	20-3218	0	42,417	90,075
Preschool Education Aid	20-3218	896,235	816,324	857,832
Other Restricted Entitlements	20-32XX	32,989	56,187	0
Total Revenues From State Sources		929,224	914,928	947,907
Revenues from Federal Sources:				
Title I	20-4411-4416	671,050	691,919	675,509
Title II	20-4451-4455	134,015	110,133	95,030
Title III	20-4491-4494	16,377	22,191	16,902
I.D.E.A. Part B (Handicapped)	20-4420-4429	638,529	662,188	543,305
Vocational Education	20-4430	14,568	13,813	9,500
Other	20-4XXX	1,395	0	0
Total Revenues From Federal Sources		1,475,934	1,500,244	1,340,246
Total Grants And Entitlements		2,405,158	2,415,172	2,288,153
Repayment of Debt:				
Transfers From Other Funds	40-5200	3,000	0	0
Revenues from Local Sources:				
Local Tax Levy	40-1210	1,621,050	1,639,250	1,589,992
Total Revenues From Local Sources		1,621,050	1,639,250	1,589,992
Total Local Repayment Of Debt		1,624,050	1,639,250	1,589,992
Total Repayment Of Debt		1,624,050	1,639,250	1,589,992

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Total Revenues/Sources		43,763,885	47,284,601	46,080,926
Total Revenues/Sources Net of Transfers		43,763,885	47,284,601	46,080,926

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	10,565,016	11,198,210	11,072,495
Special Education - Instruction	11-2XX-100-XXX	3,260,883	3,322,540	3,320,477
Bilingual Education - Instruction	11-240-100-XXX	120,806	107,902	112,813
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	147,149	190,276	213,214
School-Sponsored Athletics - Instruction	11-402-100-XXX	565,559	567,424	571,392
Other Alternative Education Program	11-425-XXX-XXX	67,018	90,000	75,000
Other Instructional Programs - Instruction	11-4XX-100-XXX	13,252	26,260	16,260
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	4,808,683	5,493,456	5,648,043
Undist. Expenditures - Health Services	11-000-213-XXX	327,798	335,051	343,093
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	769,704	823,003	616,961
Undist. Expenditures - Guidance	11-000-218-XXX	424,642	449,410	446,379
Undist. Expenditures - Child Study Teams	11-000-219-XXX	1,173,681	1,371,463	1,379,422
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	372,243	435,096	462,461
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	335,206	363,303	367,046
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	101,182	127,733	111,279
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	1,114,844	1,185,976	1,186,135
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	1,046,587	1,127,859	1,167,789
Undist. Expend. - Central Services	11-000-251-XXX	403,660	505,331	482,486
Undist. Expend. - Admin. Info Technology	11-000-252-XXX	246,094	271,092	266,773
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	3,710,155	4,522,483	3,477,849
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	2,913,461	2,819,096	2,953,342
Personal Services - Employee Benefits	11-XXX-XXX-2XX	7,041,777	7,707,901	7,743,018
Total Undistributed Expenditures		24,789,717	27,538,253	26,652,076
Total General Current Expense		39,529,400	43,040,865	42,033,727
Capital Expenditures:				

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Facilities Acquisition And Const. Serv.	12-000-400-XXX	139,087	139,087	139,087
Capital Reserve - Transfer To Repayment Of Debt	12-000-400-933	3,000	0	0
Interest Deposit To Capital Reserve	10-604	0	50	50
Total Capital Outlay		142,087	139,137	139,137
Transfer Of Funds To Charter Schools	10-000-100-56X	63,190	50,177	29,917
General Fund Grand Total		39,734,677	43,230,179	42,202,781
Special Grants and Entitlements:				
Preschool Education Aid:				
PEA Instruction	20-218-100-XXX	419,902	533,080	425,798
Support Services	20-218-200-XXX	476,333	325,661	522,109
Total Preschool Education Aid	20-218-XXX-XXX	896,235	858,741	947,907
Other State Projects:				
Nonpublic Textbooks	20-XXX-XXX-XXX	5,147	4,796	0
Nonpublic Auxiliary Services	20-XXX-XXX-XXX	8,111	8,747	0
Nonpublic Handicapped Services	20-XXX-XXX-XXX	8,188	4,456	0
Nonpublic Nursing Services	20-XXX-XXX-XXX	8,631	7,560	0
Nonpublic Technology Initiative	20-XXX-XXX-XXX	2,912	2,184	0
Nonpublic Security Aid	20-XXX-XXX-XXX	0	2,100	0
Other	20-XXX-XXX-XXX	0	26,344	0
Total Other State Projects		32,989	56,187	0
Total State Projects	20-XXX-XXX-XXX	929,224	914,928	947,907
Federal Projects:				
Title I	20-XXX-XXX-XXX	671,050	691,919	675,509
Title II	20-XXX-XXX-XXX	134,015	110,133	95,030
Title III	20-XXX-XXX-XXX	16,377	22,191	16,902
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	638,529	662,188	543,305
Vocational Education	20-XXX-XXX-XXX	14,568	13,813	9,500
Other	20-XXX-XXX-XXX	1,395	0	0
Total Federal Projects	20-XXX-XXX-XXX	1,475,934	1,500,244	1,340,246

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Total Special Revenue Funds		2,405,158	2,415,172	2,288,153
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	1,624,050	1,639,250	1,589,992
Total Debt Service Funds		1,624,050	1,639,250	1,589,992
Total Expenditures/Appropriations		43,763,885	47,284,601	46,080,926
Deduct Transfer-Capital Reserve - Transfer To Repayment Of Debt	12-000-400-933	3,000	0	0
Total Expenditures Net of Transfers		43,760,885	47,284,601	46,080,926

Budget Category	Audited Balance 6-30-2014	Audited Balance 6-30-2015	Estimated Balance 6-30-2016	Estimated Balance 6-30-2017
Unrestricted:				
--General Operating Budget	902,817	1,023,139	943,092	862,018
--Repayment of Debt	0	0	0	0
Restricted for Specific Purposes - General Operating Budget:				
--Capital Reserve	115,419	112,481	112,531	112,581
--Adult Education Programs	0	0	0	0
--Maintenance Reserve	1,249,589	1,863,224	763,711	763,711
--Legal Reserve	1,936,373	2,022,468	890,470	0
--Tuition Reserve	0	0	0	0
--Current Expense Emergency Reserve	0	0	0	0
--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	2013-14 Actual Costs	2014-15 Actual Costs	2015-16 Original Budget	2015-16 Revised Budget	2016-17 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$13,439	\$13,067	\$13,200	\$13,941	\$12,994
Total Classroom Instruction	\$7,385	\$7,539	\$7,709	\$7,889	\$7,518
Classroom-Salaries and Benefits	\$7,047	\$7,255	\$7,384	\$7,551	\$7,217
Classroom-General Supplies and Textbooks	\$302	\$254	\$271	\$283	\$247
Classroom-Purchased Services	\$36	\$30	\$54	\$54	\$54
Total Support Services	\$1,893	\$1,923	\$2,007	\$2,053	\$1,966
Support Services-Salaries and Benefits	\$1,728	\$1,704	\$1,756	\$1,800	\$1,724
Total Administrative Costs	\$1,323	\$1,335	\$1,411	\$1,437	\$1,405
Administration Salaries and Benefits	\$862	\$845	\$847	\$867	\$876
Total Operations and Maintenance of Plant	\$2,246	\$1,681	\$1,499	\$1,972	\$1,516
Operations and Maintenance-Salaries and Benefits	\$729	\$766	\$709	\$718	\$739
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$351	\$360	\$367	\$378	\$380
Total Equipment Costs	\$5	\$0	\$0	\$0	\$0
Legal Costs	\$31	\$47	\$39	\$43	\$38
Employee Benefits as a percentage of salaries*	31.49%	32.28%	33.92%	33.89%	34.33%

*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 (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 2015-16 revised appropriations and the 2016-17 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.

Item	Line Number	Source	Amount	Explanation
1	300	Interest on Investments	4,000	interest earned on checking account
2	300	Driver's Ed, ERate, CST Revenue, Rentals	105,000	Fees for Driver's Ed, Refunds from ERATE, CST management Avalon and Stone Harbor, Building Rentals
3	300	Athletic ticket sales, Miscellaneous	12,582	athletic admissions, miscellaneous

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Special Education Services	Share services with Avalon and Stone Harbor districts for Child Study Team services	0
Recycling	Cooperative agreement with the Township of Middle for recycling and trash collection	0
Others	Cooperative pricing agreement for electrical services with CMC Technical School, Upper Township BOE and CMCSSTD	0
Transportation Services, including Fuel	Share services with Avalon and Stone Harbor for transportation maintenance, driver training and substitute bus drivers	0
Purchasing	Purchase of electricity and gas through ACES	0
Purchasing	Purchase of telecommunications through ACT	0
Purchasing	Purchase of fuel from County of Cape May	0
Purchasing	Purchase of general school supplies through educational data services	0
Insurance Coverages and Benefits	Member of Atlantic/Cape May County School Business Officials Joint Insurance Fund	0

A. Estimated 16-17 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	25,011,366
(B) Estimated Net Taxable Valuation (as of 10/01/15)	2,725,641,739
(C) Estimated 16-17 General Fund School Tax Rate=(A)/(B)x100	0.9176
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	26,601,358
(E) Estimated Net Taxable Valuation (as of 10/01/15)	2,725,641,739
(F) Estimated 16-17 Total School Tax Rate=(D)/(E)x100	0.9760

B. Estimated 16-17 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	25,011,366
(H) Estimated Equalized Valuation (as of 10/01/15)	2,617,299,616
(I) Estimated 16-17 Equalized General Fund School Tax Rate=(G)/(H)x100	0.9556
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	26,601,358
(K) Estimated Equalized Valuation (as of 10/01/15)	2,617,299,616
(L) Estimated 16-17 Equalized Total School Tax Rate=(J)/(K)x100	1.0164

NAME=Diane S. Fox

CATEGORY	MEASURE
Job Title	Business Administrator
Job Title II	
Base Annual Salary Amount	\$121,334
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	07/01/15
End Date of Contract	06/30/16
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	15
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	
Total Allowances Amount	\$2,000
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$0
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$15,000
Contractual Post-Employment Benefit Description of Payout of Sick days	maximum per contract
Contractual Post-Employment Benefit Description of Payout of Vacation days	no days at end of contract
Contractual Post-Employment Benefit Description of Payout of Personal days	convert to sick days/no days left
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	

NAME=Diane S. Fox

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=Dr. David Salvo

CATEGORY	MEASURE
Job Title	Superintendent
Job Title II	
Base Annual Salary Amount	\$157,500
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	07/01/15
End Date of Contract	06/30/16
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	14
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	
Total Allowances Amount	\$1,800
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$4,000
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$15,000
Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum allowed per contract
Contractual Post-Employment Benefit Description of Payout of Vacation days	No days at end of contract
Contractual Post-Employment Benefit Description of Payout of Personal days	Convert to Sick/ no days left
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	

NAME=Dr. David Salvo

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=Kathleen McDonald

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Director of Curriculum
Base Annual Salary Amount	\$112,020
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	07/01/15
End Date of Contract	06/30/16
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	14
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	
Total Allowances Amount	\$2,000
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$0
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$15,000
Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum per contract
Contractual Post-Employment Benefit Description of Payout of Vacation days	no days left at end of contract
Contractual Post-Employment Benefit Description of Payout of Personal days	convert to sick days/no days left
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	

NAME=Kathleen McDonald

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=Robert Johnson

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Director of CST
Base Annual Salary Amount	\$115,560
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	07/01/15
End Date of Contract	06/30/16
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	14
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	
Total Allowances Amount	\$2,000
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$0
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$15,000
Contractual Post-Employment Benefit Description of Payout of Sick days	maximum per contract
Contractual Post-Employment Benefit Description of Payout of Vacation days	no days at end of contract
Contractual Post-Employment Benefit Description of Payout of Personal days	convert to sick days/no days left
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	

NAME=Robert Johnson

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	