

ENROLLMENT CATEGORIES	10-15-2015 ACTUAL	10-15-2016 ACTUAL	10-15-2017 ESTIMATE
Pupils On Roll Regular Full-Time	407.0	411.0	510.0
Pupils On Roll Regular Shared-Time	12.0	8.0	14.0
Pupils On Roll Special Ed Full-Time	49.0	53.0	30.0
Pupils On Roll Special Ed Shared-Time	3.0	5.0	7.0
Pupils On Roll SUBTOTAL	471.0	477.0	561.0
Pupils in Private School Placements	12.0	13.0	21.0
Pupils Sent to Other Districts Special Ed	26.0	19.5	29.5
Pupils Received		2.0	0.0
Pupils in State Facilities	1.0	1.0	1.0

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	12,310,738	12,556,953	12,808,092
Unrestricted Miscellaneous Revenues	10-1XXX	392,774	185,460	275,460
Interest Earned On Maintenance Reserve	10-1XXX	0	0	1,000
Interest Earned On Capital Reserve Funds	10-1XXX	0	1,000	1,000
Subtotal - Revenues From Local Sources		12,703,512	12,743,413	13,085,552
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	28,233	33,623	33,623
Extraordinary Aid	10-3131	33,029	0	0
Categorical Special Education Aid	10-3132	305,342	299,321	299,321
Categorical Security Aid	10-3177	16,537	18,800	18,800
Parcc Readiness Aid	10-3181	0	5,280	5,280
Per Pupil Growth Aid	10-3182	0	5,280	5,280
Professional Learning Community Aid	10-3183	0	5,010	5,010
Other State Aids	10-3XXX	10,560	0	0
Subtotal - Revenues From State Sources		393,701	367,314	367,314
Budgeted Fund Balance - Operating Budget	10-303	0	551,859	573,833
Withdraw From Cap Res-Excess Cost & Oth Cap Prj	10-309	0	180,000	180,000
Adjustment For Prior Year Encumbrances		0	500	0
Actual Revenues (Over)/Under Expenditures		533,016	0	0
Total Operating Budget		13,630,229	13,843,086	14,206,699
Grants and Entitlements:				
Revenues from Federal Sources:				
Title I	20-4411-4416	74,216	55,000	55,000
Title II	20-4451-4455	6,149	0	4,000

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Title III	20-4491-4494	1,533	0	0
I.D.E.A. Part B (Handicapped)	20-4420-4429	116,256	100,000	100,000
Total Revenues From Federal Sources		198,154	155,000	159,000
Total Grants And Entitlements		198,154	155,000	159,000
Total Revenues/Sources		13,828,383	13,998,086	14,365,699
Total Revenues/Sources Net of Transfers		13,828,383	13,998,086	14,365,699

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	3,651,720	3,569,445	3,512,369
Special Education - Instruction	11-2XX-100-XXX	326,174	456,735	374,039
Basic Skills/Remedial - Instruction	11-230-100-XXX	0	38,524	49,699
Bilingual Education - Instruction	11-240-100-XXX	119,246	122,164	121,964
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	35,215	53,000	53,000
School-Sponsored Athletics - Instruction	11-402-100-XXX	306,727	357,150	359,500
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	2,607,282	2,465,919	2,462,316
Undist. Expend.-Attendance And Social Work	11-000-211-XXX	66,785	68,835	70,534
Undist. Expenditures - Health Services	11-000-213-XXX	140,581	139,831	210,831
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	38,966	45,000	115,000
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	54,516	62,000	62,000
Undist. Expenditures - Guidance	11-000-218-XXX	336,383	348,046	434,017
Undist. Expenditures - Child Study Teams	11-000-219-XXX	422,558	731,693	844,407
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	136	40,000	40,000
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	153,330	244,605	266,737
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	10,713	20,000	25,000
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	619,892	487,937	496,832
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	196,755	201,000	208,765
Undist. Expend. - Central Services	11-000-251-XXX	293,674	292,626	280,858
Undist. Expend. - Admin. Info Technology	11-000-252-XXX	121,389	27,000	30,000
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	1,087,438	1,456,962	1,503,405
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	556,431	571,700	597,700
Personal Services - Employee Benefits	11-XXX-XXX-2XX	1,618,238	1,792,967	1,797,075
Undistributed Expenditures-Food Services	11-000-310-930	0	5,000	5,000
Total Undistributed Expenditures		8,325,067	9,001,121	9,450,477
Interest Earned On Maintenance Reserve	10-606	0	0	1,000

Budget Category	Account	2015-16 Actual	2016-17 Revised	2017-18 Anticipated
Total General Current Expense		12,764,149	13,598,139	13,922,048
Capital Expenditures:				
Facilities Acquisition And Const. Serv.	12-000-400-XXX	175,745	180,000	180,000
Capital Reserve - Transfer To Capital Projects	12-000-400-931	625,000	0	0
Interest Deposit To Capital Reserve	10-604	0	1,000	1,000
Total Capital Outlay		800,745	181,000	181,000
Transfer Of Funds To Charter Schools	10-000-100-56X	65,335	63,947	103,651
General Fund Grand Total		13,630,229	13,843,086	14,206,699
Special Grants and Entitlements:				
Federal Projects:				
Title I	20-XXX-XXX-XXX	74,216	55,000	55,000
Title II	20-XXX-XXX-XXX	6,149	0	4,000
Title III	20-XXX-XXX-XXX	1,533	0	0
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	116,256	100,000	100,000
Total Federal Projects	20-XXX-XXX-XXX	198,154	155,000	159,000
Total Special Revenue Funds		198,154	155,000	159,000
Total Expenditures/Appropriations		13,828,383	13,998,086	14,365,699
Total Expenditures Net of Transfers		13,828,383	13,998,086	14,365,699

Budget Category	Audited Balance 6-30-2015	Audited Balance 6-30-2016	Estimated Balance 6-30-2017	Estimated Balance 6-30-2018
Unrestricted:				
--General Operating Budget	371,547	357,493	305,634	276,752
--Repayment of Debt	0	0	0	0
Restricted for Specific Purposes - General Operating Budget:				
--Capital Reserve	1,599,992	994,992	815,992	636,992
--Adult Education Programs	0	0	0	0
--Maintenance Reserve	0	100,000	100,000	101,000
--Legal Reserve	1,000,000	1,044,951	544,951	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	2014-15 Actual Costs	2015-16 Actual Costs	2016-17 Original Budget	2016-17 Revised Budget	2017-18 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$18,754	\$20,988	\$19,144	\$22,613	\$19,709
Total Classroom Instruction	\$9,872	\$11,183	\$9,614	\$11,355	\$9,336
Classroom-Salaries and Benefits	\$9,314	\$10,497	\$9,113	\$10,764	\$8,806
Classroom-General Supplies and Textbooks	\$516	\$634	\$406	\$479	\$429
Classroom-Purchased Services	\$42	\$52	\$95	\$112	\$102
Total Support Services	\$2,908	\$3,066	\$3,506	\$4,140	\$4,236
Support Services-Salaries and Benefits	\$1,749	\$1,840	\$1,906	\$2,251	\$2,154
Total Administrative Costs	\$2,574	\$3,112	\$2,136	\$2,523	\$2,167
Administration Salaries and Benefits	\$1,873	\$2,002	\$1,502	\$1,775	\$1,553
Total Operations and Maintenance of Plant	\$2,491	\$2,658	\$2,890	\$3,416	\$2,965
Operations and Maintenance-Salaries and Benefits	\$1,265	\$1,324	\$1,126	\$1,330	\$1,051
Board Contribution to Food Services	\$0	\$0	\$9	\$11	\$9
Total Extracurricular Costs	\$834	\$895	\$899	\$1,061	\$905
Total Equipment Costs	\$15	\$0	\$0	\$0	\$0
Legal Costs	\$218	\$420	\$54	\$64	\$54
Employee Benefits as a percentage of salaries*	27.98%	26.92%	28.33%	28.33%	28.65%

*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 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.

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Food Services	Participate in shared food service with neighboring districts.	0
Transportation Services, including Fuel	Use South Bergen Jointure for transportation services.	0
Transportation Services, including Fuel	Participate in shared busing with neighboring districts.	0
Purchasing	Member of ACES bulk energy purchasing.	0
Purchasing	Member of ED Data purchasing consortium.	0
Municipal/Public Works	Shared services with the Boroughs of Carlstadt and East Rutherford for snow and garbage removal and any other misc items where they can help.	0
Insurance Coverages and Benefits	Member of NESBIG joint insurance and workers comp pool.	0

CARLSTADT	
A. Estimated 17-18 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	7,307,335
(B) Estimated Net Taxable Valuation (as of 10/01/16)	1,981,422,279
(C) Estimated 17-18 General Fund School Tax Rate=(A)/(B)x100	0.3688
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	7,307,335
(E) Estimated Net Taxable Valuation (as of 10/01/16)	1,981,422,279
(F) Estimated 17-18 Total School Tax Rate=(D)/(E)x100	0.3688

B. Estimated 17-18 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	7,307,335
(H) Estimated Equalized Valuation (as of 10/01/16)	2,292,236,329
(I) Estimated 17-18 Equalized General Fund School Tax Rate=(G)/(H)x100	0.3188
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	7,307,335
(K) Estimated Equalized Valuation (as of 10/01/16)	2,292,236,329
(L) Estimated 17-18 Equalized Total School Tax Rate=(J)/(K)x100	0.3188

E RUTHERFORD	
A. Estimated 17-18 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	5,500,757
(B) Estimated Net Taxable Valuation (as of 10/01/16)	1,893,227,849
(C) Estimated 17-18 General Fund School Tax Rate=(A)/(B)x100	0.2905
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	5,500,757
(E) Estimated Net Taxable Valuation (as of 10/01/16)	1,893,227,849

(F) Estimated 17-18 Total School Tax Rate=(D)/(E)x100	0.2905

B. Estimated 17-18 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	5,500,757
(H) Estimated Equalized Valuation (as of 10/01/16)	2,109,674,544
(I) Estimated 17-18 Equalized General Fund School Tax Rate=(G)/(H)x100	0.2607
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	5,500,757
(K) Estimated Equalized Valuation (as of 10/01/16)	2,109,674,544
(L) Estimated 17-18 Equalized Total School Tax Rate=(J)/(K)x100	0.2607

NAME=Dario Sforza

CATEGORY	MEASURE
Job Title	Principal
Job Title II	
Base Annual Salary Amount	\$132,600
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	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	14
Description of Other Contracted Non-Working Days	holidays
Total Allowances Amount	\$5,840
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	\$21,300
Contractual Post-Employment Benefit Description of Payout of Sick days	maximum sick day payout
Contractual Post-Employment Benefit Description of Payout of Vacation days	maximum payout of vacation days
Contractual Post-Employment Benefit Description of Payout of Personal days	no personal day payout
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=Dario Sforza

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=Louise Clarke

CATEGORY	MEASURE
Job Title	Superintendent
Job Title II	
Base Annual Salary Amount	\$137,500
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	260
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	12
Contracted Number of Annual Personal Days	5
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	14
Description of Other Contracted Non-Working Days	holidays
Total Allowances Amount	\$4,840
Total Bonuses Amount	\$20,625
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	\$21,866
Contractual Post-Employment Benefit Description of Payout of Sick days	maximum payout of sick days
Contractual Post-Employment Benefit Description of Payout of Vacation days	maximum payout of vacation days
Contractual Post-Employment Benefit Description of Payout of Personal days	no payment of personal days
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=Louise Clarke

CATEGORY	MEASURE
Total Other/In-Kind Remuneration Amount	\$5,000
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	waiver of health benefits
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=Nicholas Annitti

CATEGORY	MEASURE
Job Title	Business Administrator
Job Title II	
Base Annual Salary Amount	\$160,546
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	260
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	12
Contracted Number of Annual Personal Days	5
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	14
Description of Other Contracted Non-Working Days	holidays
Total Allowances Amount	\$4,840
Total Bonuses Amount	\$5,000
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$0
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$24,738
Contractual Post-Employment Benefit Description of Payout of Sick days	maximum payout of sick days
Contractual Post-Employment Benefit Description of Payout of Vacation days	maximum payout of 30 days
Contractual Post-Employment Benefit Description of Payout of Personal days	no payout of personal days
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=Nicholas Annitti

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=Phil Caputo

CATEGORY	MEASURE
Job Title	Other
Job Title II	B&G
Base Annual Salary Amount	\$95,508
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	260
Contracted Number of Annual Vacation Days	15
Contracted Number of Annual Sick Days	12
Contracted Number of Annual Personal Days	2
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	14
Description of Other Contracted Non-Working Days	holidays
Total Allowances Amount	\$4,840
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	\$15,183
Contractual Post-Employment Benefit Description of Payout of Sick days	maximum payout of sick days
Contractual Post-Employment Benefit Description of Payout of Vacation days	maximum payout of 25 days
Contractual Post-Employment Benefit Description of Payout of Personal days	no payout of personal days
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=Phil Caputo

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=Richard Ghabuidi

CATEGORY	MEASURE
Job Title	Information Technology
Job Title II	
Base Annual Salary Amount	\$92,836
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	260
Contracted Number of Annual Vacation Days	15
Contracted Number of Annual Sick Days	12
Contracted Number of Annual Personal Days	2
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	14
Description of Other Contracted Non-Working Days	holidays
Total Allowances Amount	\$4,840
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	\$14,926
Contractual Post-Employment Benefit Description of Payout of Sick days	maximum payout of sick days
Contractual Post-Employment Benefit Description of Payout of Vacation days	maximum payout of 25 days
Contractual Post-Employment Benefit Description of Payout of Personal days	no personal day payout
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=Richard Ghabuidi

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	