

ENROLLMENT CATEGORIES	10-15-2014 ACTUAL	10-15-2015 ACTUAL	10-15-2016 ESTIMATE
Pupils On Roll Regular Full-Time	1,094.0	1,060.0	1,075.0
Pupils On Roll Special Ed Full-Time	137.0	124.0	131.0
Pupils On Roll SUBTOTAL	1,231.0	1,184.0	1,206.0
Pupils in Private School Placements	1.0		1.0
Pupils Sent to Other Districts Regular	1.0	1.0	0.0
Pupils Sent to Other Districts Special Ed	6.0	5.0	6.0
Pupils Received	8.0	8.0	10.0

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	2,520,776	2,705,329	2,759,436
Total Tuition	10-1300	25,197	10,000	70,466
Transportation Fees From Other LEAs	10-1420-1440	106,545	92,174	125,216
Unrestricted Miscellaneous Revenues	10-1XXX	0	259,592	259,592
Interest Earned On Capital Reserve Funds	10-1XXX	127,333	4,000	4,000
Other Restricted Miscellaneous Revenues	10-1XXX	152,560	0	0
Subtotal - Revenues From Local Sources		2,932,411	3,071,095	3,218,710
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	426,591	426,591	427,515
Extraordinary Aid	10-3131	115,815	95,000	84,000
Categorical Special Education Aid	10-3132	588,916	588,916	599,422
Equalization Aid	10-3176	9,648,284	9,648,284	9,729,390
Categorical Security Aid	10-3177	189,856	189,856	192,147
Adjustment Aid	10-3178	417,899	417,899	403,273
Under Adequacy Aid	10-3180		0	145,182
Parcc Readiness Aid	10-3181		0	11,980
Per Pupil Growth Aid	10-3182		0	11,980
Professional Learning Community Aid	10-3183		0	10,670
Other State Aids	10-3XXX	171,926	169,142	0
Subtotal - Revenues From State Sources		11,559,287	11,535,688	11,615,559
Revenues from Federal Sources:				
Impact Aid	10-4100	8,593,683	6,291,553	0
Impact Aid - 8002 Or 8003 General	10-4101	0	0	6,291,553
Medicaid Reimbursement	10-4200	10,160	0	0
Subtotal - Revenues From Federal Sources		8,603,843	6,291,553	6,291,553

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Withdrawal From Cap Res-For Local Share	10-307	0	208,188	0
Withdrawal From Impact Aid Reserve (General)	10-318	0	1,600,538	918,622
Withdrawal From Impact Aid Reserve (Capital)	10-319	0	0	5,768,202
Adjustment For Prior Year Encumbrances		0	2,299,790	0
Actual Revenues (Over)/Under Expenditures		-1,697,195	0	0
Total Operating Budget		21,398,346	25,006,852	27,812,646
Grants and Entitlements:				
Revenues from Federal Sources:				
Title I	20-4411-4416	146,769	129,823	103,858
Title II	20-4451-4455	17,071	49,290	39,432
Title III	20-4491-4494	0	5,909	4,727
I.D.E.A. Part B (Handicapped)	20-4420-4429	296,723	327,089	261,671
Total Revenues From Federal Sources		460,563	512,111	409,688
Total Grants And Entitlements		460,563	512,111	409,688
Total Revenues/Sources		21,858,909	25,518,963	28,222,334
Total Revenues/Sources Net of Transfers		21,858,909	25,518,963	28,222,334

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	5,281,992	5,682,860	5,757,928
Special Education - Instruction	11-2XX-100-XXX	2,233,963	2,002,053	2,185,768
Basic Skills/Remedial - Instruction	11-230-100-XXX	915,591	943,965	949,049
Bilingual Education - Instruction	11-240-100-XXX	49,120	51,649	52,388
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	59,368	90,309	81,200
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	369,555	454,395	333,140
Undist. Expend.-Attendance And Social Work	11-000-211-XXX	19,000	19,000	0
Undist. Expenditures - Health Services	11-000-213-XXX	364,743	381,086	364,685
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	299,415	449,508	470,822
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	0	174,050	179,284
Undist. Expenditures - Guidance	11-000-218-XXX	295,580	267,064	276,399
Undist. Expenditures - Child Study Teams	11-000-219-XXX	562,111	686,656	618,947
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	352,152	494,671	508,101
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	286,092	432,870	410,742
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	455,255	546,789	450,816
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	820,989	764,902	692,382
Undist. Expend. - Central Services	11-000-251-XXX	361,546	362,385	322,217
Undist. Expend. - Admin. Info Technology	11-000-252-XXX	31,318	39,843	40,638
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	1,877,948	2,467,997	1,971,208
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	1,497,840	1,569,872	1,496,179
Personal Services - Employee Benefits	11-XXX-XXX-2XX	4,438,310	4,621,128	4,323,237
Total Undistributed Expenditures		12,031,854	13,732,216	12,458,797
Total General Current Expense		20,571,888	22,503,052	21,485,130
Capital Expenditures:				
Equipment	12-XXX-XXX-730	224,551	418,992	375,314

Budget Category	Account	2014-15 Actual	2015-16 Revised	2016-17 Anticipated
Facilities Acquisition And Const. Serv.	12-000-400-XXX	601,907	2,080,808	180,000
Interest Deposit To Capital Reserve	10-604	0	4,000	4,000
Impact Aid Reserve (Capital) - Transfer To Capital Projects	12-000-400-938	0	0	5,768,202
Total Capital Outlay		826,458	2,503,800	6,327,516
General Fund Grand Total		21,398,346	25,006,852	27,812,646
Special Grants and Entitlements:				
Federal Projects:				
Title I	20-XXX-XXX-XXX	146,769	129,823	103,858
Title II	20-XXX-XXX-XXX	17,071	49,290	39,432
Title III	20-XXX-XXX-XXX	0	5,909	4,727
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	296,723	327,089	261,671
Total Federal Projects	20-XXX-XXX-XXX	460,563	512,111	409,688
Total Special Revenue Funds		460,563	512,111	409,688
Total Expenditures/Appropriations		21,858,909	25,518,963	28,222,334
Total Expenditures Net of Transfers		21,858,909	25,518,963	28,222,334

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	1,959,822	1,470,337	1,470,337	1,470,337
--Repayment of Debt	0	0	0	0
Restricted for Specific Purposes - General Operating Budget:				
--Capital Reserve	2,032,606	2,033,093	1,828,905	1,832,905
--Adult Education Programs	0	0	0	0
--Maintenance Reserve	0	0	0	0
--Legal Reserve	0	0	0	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)	11,241,303	11,731,329	10,130,791	9,212,169
--Impact Aid Reserve for Capital Expenses (Sections 8007 and 8008)	8,914,187	10,549,796	10,549,796	4,781,594
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	\$15,739	\$15,393	\$16,281	\$17,250	\$16,298
Total Classroom Instruction	\$9,682	\$9,432	\$9,622	\$9,741	\$9,654
Classroom-Salaries and Benefits	\$9,152	\$9,034	\$8,999	\$9,082	\$8,994
Classroom-General Supplies and Textbooks	\$252	\$185	\$355	\$366	\$377
Classroom-Purchased Services	\$278	\$212	\$267	\$293	\$283
Total Support Services	\$2,396	\$2,330	\$2,879	\$3,223	\$3,053
Support Services-Salaries and Benefits	\$2,185	\$2,119	\$2,593	\$2,902	\$2,845
Total Administrative Costs	\$1,731	\$1,746	\$1,705	\$1,796	\$1,585
Administration Salaries and Benefits	\$1,503	\$1,467	\$1,416	\$1,466	\$1,344
Total Operations and Maintenance of Plant	\$1,826	\$1,780	\$1,937	\$2,344	\$1,878
Operations and Maintenance-Salaries and Benefits	\$933	\$913	\$806	\$977	\$979
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$37	\$52	\$73	\$80	\$70
Total Equipment Costs	\$83	\$186	\$121	\$354	\$311
Legal Costs	\$42	\$44	\$24	\$26	\$22
Employee Benefits as a percentage of salaries*	38.22%	36.10%	37.15%	36.17%	33.12%

*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	SOLAR RENEWABLE ENERGY CERTIFICATES	69,000	SALE OF SRECs
1	340	TD Bank	4,000	Interest on funds in reserve account
1	140	PARENT PAID PRESCHOOL TUITION POLICY	10,000	PARENT PAID PRESCHOOL TUITION POLICY
2	300	TD BANK and FIRST BANK	100,000	INTEREST ON INVESTMENTS
3	300	Other LEAs and Municipalities	43,750	Sale of Fuel
4	300	Phone Companies	46,842	Erate Funding

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Special Education Services	SHARED SERVICE AGREEMENT WITH NEW HANOVER TOWNSHIP SCHOOL DISTRICT TO PROVIDE SHARED CST SERVICES	0
Transportation Services, including Fuel	JOINTURE TRANSPORTATION CONTRACTS AND SERVICES WITH NEW HANOVER TOWNSHIP SCHOOL DISTRICT	0
Transportation Services, including Fuel	JOINTURE TRANSPORTATION CONTRACTS WITH PLUMSTED AND PEMBERTON SCHOOL DISTRICTS	0
Transportation Services, including Fuel	HOST FUEL PURCHASING AND DISPENSING WITH NH TWP., PLUMSTED TWP AND SCHOOLS, LOCAL EMS AND FIRE COMPANIES IN THE REGION	0
Purchasing	PARTICIPATE IN ALLIANCE FOR COMPETITIVE ENERGY SERVICES - COLLABORATIVE PURCHASE OF ELECTRIC AND GAS WITH OTHER NJ SCHOOL DISTRICTS	0
Purchasing	MEMBER OF MRESC AND USE OF NJ STATE CONTRACT TO PURCHASE COMPUTER EQUIPMENT AND SUPPLIES	0
Purchasing	MEMBER OF BURLINGTON COUNTY COOP PRICING PROGRAM	0
Purchasing	MEMBER OF MIDDLESEX REGIONAL EDUCATIONAL SERVICES COMMISSION FOR COLLABORATIVE PURCHASING OF CUSTODIAL AND TECHNOLOGY SUPPLIES AND OTHER BUILDING MAINTENANCE SERVICES	0
Municipal/Public Works	PARTNER WITH NORTH HANOVER TWP FOR ROAD SALT PURCHASES	0
Municipal/Public Works	PARTNER WITH NORTH HANOVER POLICE FOR RESOURCE OFFICER	0
Municipal/Public Works	PARTNER WITH NORTH HANOVER TWP ORGANIZATIONS FOR USE OF SCHOOL FACILITIES	0
Municipal/Public Works	PROVIDE TRANSPORTATION SERVICES FOR MUNICIPAL SUMMER PROGRAM	0
Municipal/Public Works	PROVIDE FINANCIAL SUPPORT FOR MUNICIPAL SUMMER PROGRAM	0
Municipal/Public Works	SHARED SERVICE AGREEMENT WITH NORTH HANOVER TOWNSHIP TO PROVIDE TECHNOLOGY SERVICES AND DSL	0
Municipal/Public Works	PARTNER WITH NORTH HANOVER TWP FOR MAINTENANCE OF FIELDS	0
Professional Staff Development	SHARED PROFESSIONAL DEVELOPMENT FOR IN SERVICE DAYS WITH OTHER REGIONAL DISTRICTS	0
Professional Staff Development	SHARED TRAINING FOR BUS DRIVERS WITH NORTHERN BURLINGTON REGIONAL	0
Insurance Coverages and Benefits	PARTICIPATE WITH OTHER NJ SCHOOL DISTRICTS IN THE BURLINGTON COUNTY INSURANCE POOL JOINT INSURANCE FUND FOR THE COLLABORATIVE PURCHASE OF LIABILITY, WORKERS COMPENSATION, STUDENT ACCIDENT INSURANCE POLICIES	0

A. Estimated 16-17 School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(A) General Fund School Levy	2,759,436
(B) Estimated Net Taxable Valuation (as of 10/01/15)	422,232,797
(C) Estimated 16-17 General Fund School Tax Rate=(A)/(B)x100	0.6535
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(D) Total School Levy	2,759,436
(E) Estimated Net Taxable Valuation (as of 10/01/15)	422,232,797
(F) Estimated 16-17 Total School Tax Rate=(D)/(E)x100	0.6535

B. Estimated 16-17 Equalized School Tax Rate	
WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS	
(G) General Fund School Levy	2,759,436
(H) Estimated Equalized Valuation (as of 10/01/15)	416,826,073
(I) Estimated 16-17 Equalized General Fund School Tax Rate=(G)/(H)x100	0.6620
WITH REPAYMENT OF DEBT AND ADJUSTMENTS	
(J) Total School Levy	2,759,436
(K) Estimated Equalized Valuation (as of 10/01/15)	416,826,073
(L) Estimated 16-17 Equalized Total School Tax Rate=(J)/(K)x100	0.6620

NAME=Amy Lerner

CATEGORY	MEASURE
Job Title	Business Administrator
Job Title II	Business Administrator
Base Annual Salary Amount	\$129,030
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	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	
Total Allowances Amount	\$1,860
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	MUST RETIRE; CAP AT \$15,000
Contractual Post-Employment Benefit Description of Payout of Vacation days	N/A
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	

NAME=Amy Lerner

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=Helen Payne

CATEGORY	MEASURE
Job Title	Superintendent
Job Title II	
Base Annual Salary Amount	\$145,000
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	07/01/14
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	
Total Allowances Amount	\$2,360
Total Bonuses Amount	\$21,750
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$2,500
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$18,500
Contractual Post-Employment Benefit Description of Payout of Sick days	MUST RETIRE, \$15,000 CAP
Contractual Post-Employment Benefit Description of Payout of Vacation days	PER DIEM RATE
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	

NAME=Helen Payne

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=Lee Hill

CATEGORY	MEASURE
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Director of Facilities
Base Annual Salary Amount	\$87,398
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	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	
Total Allowances Amount	\$510
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	MUST RETIRE; CAP AT \$15,000
Contractual Post-Employment Benefit Description of Payout of Vacation days	N/A
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	

NAME=Lee Hill

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 Follmer

CATEGORY	MEASURE
Job Title	Information Technology
Job Title II	Technology Coordinator
Base Annual Salary Amount	\$99,800
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	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	
Total Allowances Amount	\$1,360
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	Must Retire; Cap at \$15,000
Contractual Post-Employment Benefit Description of Payout of Vacation days	n/a
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	

NAME=Richard Follmer

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	