

Pupil Enrollment Categories	10-13-2017 Actual	10-15-2018 Actual	10-15-2019 Estimate
On Roll Regular Full-Time	936.0	966.0	974.0
On Roll Special Ed Full-Time	132.0	121.0	121.0
On Roll Subtotal	1,068.0	1,087.0	1,095.0
In Private School Placements	4.0	6.0	3.0
Received	38.0	31.0	2.0

Budget Category	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	20,284,089	20,385,509	20,650,521
Total Tuition	10-1300	297,046	240,000	270,000
Rents And Royalties	10-1910	34,759	20,000	35,500
Unrestricted Miscellaneous Revenues	10-1XXX	106,815	75,086	95,000
Interest Earned On Maintenance Reserve	10-1XXX	0	6,000	34,000
Interest Earned On Capital Reserve Funds	10-1XXX	45,026	6,000	6,000
Subtotal - Revenues From Local Sources		20,767,735	20,732,595	21,091,021
Revenues from State Sources:				
Categorical Transportation Aid	10-3121	119,934	269,121	269,121
Extraordinary Aid	10-3131	141,366	50,000	0
Categorical Special Education Aid	10-3132	862,238	862,238	920,640
Categorical Security Aid	10-3177	62,405	62,405	62,405
Adjustment Aid	10-3178	10,550	0	0
PARCC Readiness Aid	10-3181	11,430	0	0
Per Pupil Growth Aid	10-3182	11,430	0	0
Professional Learning Community Aid	10-3183	10,740	0	0
Other State Aids	10-3XXX	33,283	0	0
Subtotal - Revenues From State Sources		1,263,376	1,243,764	1,252,166
Budgeted Fund Balance - Operating Budget	10-303	0	459,460	392,000
Withdrawal From Cap Res-For Local Share	10-307	0	0	1,910,000
Withdraw From Cap Res-Excess Cost & Oth Cap Prj	10-309	0	430,385	0
Transfers From Other Funds	10-5200	-17,224	0	0
Adjustment For Prior Year Encumbrances		0	79,443	0
Actual Revenues (Over)/Under Expenditures		-316,115	0	0

Budget Category	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Total Operating Budget		21,697,772	22,945,647	24,645,187
Grants and Entitlements:				
Other Revenue From Local Sources	20-1XXX	33,731	0	0
Total Revenues From Local Sources	20-1XXX	33,731	0	0
Revenues from State Sources:				
Other Restricted Entitlements	20-32XX	123,348	0	0
Total Revenues From State Sources		123,348	0	0
Revenues from Federal Sources:				
Title I	20-4411-4416	83,269	77,325	60,761
Title II	20-4451-4455	12,204	12,190	12,971
Title III	20-4491-4494	13,034	15,055	6,576
Title IV	20-4471-4474	0	0	8,000
I.D.E.A. Part B (Handicapped)	20-4420-4429	303,007	243,280	239,838
Total Revenues From Federal Sources		411,514	347,850	328,146
Total Grants And Entitlements		568,593	347,850	328,146
Repayment of Debt:				
Transfers From Other Funds	40-5200	84,306	0	0
Revenues from Local Sources:				
Local Tax Levy	40-1210	1,400,500	1,154,000	1,079,444
Total Revenues From Local Sources		1,400,500	1,154,000	1,079,444
Budgeted Fund Balance	40-303	0	0	84,306
Total Local Repayment Of Debt		1,484,806	1,154,000	1,163,750
Actual Revenues (Over)/Under Expenditures		-84,306	0	0

Budget Category	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Total Repayment Of Debt		1,400,500	1,154,000	1,163,750
Total Revenues/Sources		23,666,865	24,447,497	26,137,083
Total Revenues/Sources Net of Transfers		23,666,865	24,447,497	26,137,083

Budget Category	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	6,585,967	6,613,118	6,966,989
Special Education - Instruction	11-2XX-100-XXX	1,652,046	1,643,136	1,761,436
Basic Skills/Remedial - Instruction	11-230-100-XXX	303,293	321,108	318,829
Bilingual Education - Instruction	11-240-100-XXX	156,213	166,822	186,277
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	113,438	121,565	137,421
School-Sponsored Athletics - Instruction	11-402-100-XXX	92,319	115,426	113,706
Summer School	11-422-XXX-XXX	0	0	165,243
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	155,293	353,075	248,573
Undist. Expend.-Attendance And Social Work	11-000-211-XXX	68,788	72,477	76,892
Undist. Expenditures - Health Services	11-000-213-XXX	278,923	286,654	308,133
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	524,967	473,498	422,991
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	0	50,000	50,000
Undist. Expenditures - Guidance	11-000-218-XXX	291,538	364,386	372,750
Undist. Expenditures - Child Study Teams	11-000-219-XXX	499,275	561,965	565,983
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	308,191	332,672	318,025
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	367,524	379,395	390,843
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	98,760	117,501	134,680
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	448,817	493,539	468,339
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	806,015	809,142	789,065
Undist. Expend. - Central Services	11-000-251-XXX	357,567	365,659	378,386
Undist. Expend. - Admin. Info Technology	11-000-252-XXX	222,828	282,420	274,283
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	2,133,275	2,380,920	2,368,606
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	1,259,228	1,390,342	1,570,230
Personal Services - Employee Benefits	11-XXX-XXX-2XX	3,401,173	3,861,486	4,073,872

Budget Category	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Total Undistributed Expenditures		11,222,162	12,575,131	12,811,651
Interest Earned On Maintenance Reserve	10-606	0	6,000	34,000
Total General Current Expense		20,125,438	21,562,306	22,495,552
Capital Expenditures:				
Equipment	12-XXX-XXX-730	347,817	258,600	175,177
Facilities Acquisition And Const. Serv.	12-000-400-XXX	1,081,101	928,458	1,968,458
Interest Deposit To Capital Reserve	10-604	0	6,000	6,000
Total Capital Outlay		1,428,918	1,193,058	2,149,635
Special Schools:				
Summer School:				
Summer School - Instruction	13-422-100-XXX	28,889	148,400	0
Total Summer School	13-422-X00-XXX	28,889	148,400	0
Other Special Schools:				
Other Special Schools - Instruction	13-4XX-100-XXX	0	26,500	0
Other Special Schools - Support Services	13-4XX-200-XXX	114,527	0	0
Total Other Special Schools	13-4XX-X00-XXX	114,527	26,500	0
Total Special Schools	13-XXX-XXX-XXX	143,416	174,900	0
Transfer Of Funds To Charter Schools	10-000-100-56X	0	15,383	0
General Fund Grand Total		21,697,772	22,945,647	24,645,187
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	33,731	0	0
Other State Projects:				
Nonpublic Textbooks	20-XXX-XXX-XXX	17,858	0	0
Nonpublic Handicapped Services	20-XXX-XXX-XXX	19,912	0	0
Nonpublic Nursing Services	20-XXX-XXX-XXX	23,716	0	0

Budget Category	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Nonpublic Technology Initiative	20-XXX-XXX-XXX	12,062	0	0
Nonpublic Security Aid	20-XXX-XXX-XXX	49,800	0	0
Total Other State Projects		123,348	0	0
Total State Projects	20-XXX-XXX-XXX	123,348	0	0
Federal Projects:				
Title I	20-XXX-XXX-XXX	83,269	77,325	60,761
Title II	20-XXX-XXX-XXX	12,204	12,190	12,971
Title III	20-XXX-XXX-XXX	13,034	15,055	6,576
Title IV	20-XXX-XXX-XXX	0	0	8,000
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	303,007	243,280	239,838
Total Federal Projects	20-XXX-XXX-XXX	411,514	347,850	328,146
Total Special Revenue Funds		568,593	347,850	328,146
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	1,400,500	1,154,000	1,163,750
Total Debt Service Funds		1,400,500	1,154,000	1,163,750
Total Expenditures/Appropriations		23,666,865	24,447,497	26,137,083
Total Expenditures Net of Transfers		23,666,865	24,447,497	26,137,083

Fund Balance Category	Budget Category	Audited Balance 06/30/2017	Audited Balance 06/30/2018	Estimated Balance 06/30/2019	Estimated Balance 06/30/2020
Unrestricted	General Operating Budget	517,014	1,068,064	608,604	216,604
Unrestricted	Repayment of Debt	0	84,306	84,306	0
Restricted for General Operating Budget	Capital Reserve	3,819,321	4,871,810	4,447,425	2,543,425
Restricted for General Operating Budget	Adult Education Programs	0	0	0	0
Restricted for General Operating Budget	Maintenance Reserve	1,088,962	1,013,962	1,019,962	1,053,962
Restricted for General Operating Budget	Legal Reserve	400,000	0	0	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	2016-17 Actual Costs	2017-18 Actual Costs	2018-19 Original Budget	2018-19 Revised Budget	2019-20 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$16,252	\$17,432	\$18,446	\$18,227	\$18,852
Total Classroom Instruction	\$9,461	\$10,054	\$10,417	\$10,157	\$10,894
Classroom-Salaries and Benefits	\$8,871	\$9,354	\$9,622	\$9,423	\$9,967
Classroom-General Supplies and Textbooks	\$423	\$482	\$474	\$407	\$497
Classroom-Purchased Services	\$166	\$217	\$321	\$327	\$430
Total Support Services	\$2,578	\$2,786	\$3,051	\$3,024	\$3,032
Support Services-Salaries and Benefits	\$2,192	\$2,467	\$2,693	\$2,663	\$2,677
Total Administrative Costs	\$2,009	\$2,057	\$2,157	\$2,215	\$2,169
Administration Salaries and Benefits	\$1,569	\$1,752	\$1,798	\$1,876	\$1,831
Total Operations and Maintenance of Plant	\$1,877	\$2,199	\$2,440	\$2,453	\$2,388
Operations and Maintenance-Salaries and Benefits	\$870	\$1,008	\$1,186	\$1,171	\$969
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$226	\$235	\$273	\$268	\$284
Total Equipment Costs	\$185	\$324	\$242	\$238	\$160
Legal Costs	\$23	\$14	\$23	\$23	\$23
Employee Benefits as a percentage of salaries*	26.10%	26.20%	29.19%	28.90%	30.18%

*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 2018-19 revised appropriations and the 2019-20 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)
Transportation Services, including Fuel	Shared Services agreement with Chester Twp. and Borough for transportation of seniors	0
Transportation Services, including Fuel	Shared Services agreement with Chester Twp. DPW for fuel and bus repairs	0
Transportation Services, including Fuel	Jointures with Mendham and Washington Twp. for transportation	0
Purchasing	Participation in various cooperative purchasing services including Morris & Middlesex ESC	0
Purchasing	Participation in ACT for phone services	0
Purchasing	Participate in ACES program for natural gas	0

ID=Chester Borough

Category	Amount
(A) General Fund School Levy	3,463,943
(D) Total School Levy	3,659,593
(B) Estimated Net Taxable Valuation (as of 10/01/18)	401,160,100
(H) Estimated Equalized Valuation (as of 10/01/18)	385,064,408
(C) Estimated 2019-20 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (B)$	0.8635
(F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (B)$	0.9123
(I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (H)$	0.8996
(L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (H)$	0.9504

ID=Chester Township

Category	Amount
(A) General Fund School Levy	17,054,208
(D) Total School Levy	18,017,434
(B) Estimated Net Taxable Valuation (as of 10/01/18)	1,827,134,319
(H) Estimated Equalized Valuation (as of 10/01/18)	1,915,217,009
(C) Estimated 2019-20 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	0.9334
(F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	0.9861
(I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.8905
(L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.9408

Name=Christina Van Woert

Category	Measure
Job Title	Superintendent
Job Title II	None Reported
Base Annual Salary Amount	\$181,747
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	06/30/22
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	25
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	0
Description of Other Contracted Non-Working Days	None Reported
Total Allowances Amount	\$6,460
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	\$22,369
Contractual Post-Employment Benefit Description of Payout of Sick days	Upon Retirement Max \$15,000
Contractual Post-Employment Benefit Description of Payout of Vacation days	Upon Separation/Retirement; Daily Rate
Contractual Post-Employment Benefit Description of Payout of Personal days	No Payout
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported

Name=Christina Van Woert

Category	Measure
Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
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=Drew Vanderzee

Category	Measure
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Buildings & Grounds
Base Annual Salary Amount	\$88,000
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	07/01/18
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	\$400
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	\$0
Contractual Post-Employment Benefit Description of Payout of Sick days	Upon Retirement Max \$15,000
Contractual Post-Employment Benefit Description of Payout of Vacation days	No Payout
Contractual Post-Employment Benefit Description of Payout of Personal days	No Payout
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported

Name=Drew Vanderzee

Category	Measure
Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
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 Dougherty

Category	Measure
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Technology
Base Annual Salary Amount	\$87,338
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	07/01/18
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	\$400
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$4,774
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	Upon Retirement Max \$15,000
Contractual Post-Employment Benefit Description of Payout of Vacation days	No Payout
Contractual Post-Employment Benefit Description of Payout of Personal days	No Payout
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported

Name=Michael Dougherty

Category	Measure
Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
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=Tanya Dawson

Category	Measure
Job Title	Business Administrator
Job Title II	BA
Base Annual Salary Amount	\$145,000
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	07/01/18
End Date of Contract	06/30/19
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	25
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	0
Description of Other Contracted Non-Working Days	None Reported
Total Allowances Amount	\$3,050
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	\$16,702
Contractual Post-Employment Benefit Description of Payout of Sick days	Upon Retirement; Max \$15,000
Contractual Post-Employment Benefit Description of Payout of Vacation days	Upon Separation/retirement; Daily Rate
Contractual Post-Employment Benefit Description of Payout of Personal days	No Payout
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported

Name=Tanya Dawson

Category	Measure
Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported
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