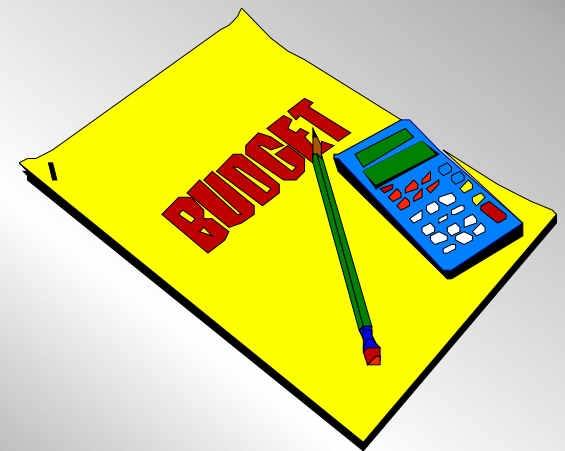


Kenilworth Board of Education

ANNUAL SCHOOL BUDGET
USER FRIENDLY BUDGET
Fiscal Year 2019
School Year 2018-2019



April 25, 2018

Adopted April 25, 2018 (Final)

| Pupil Enrollment Categories | 10-14-2016 Actual | 10-13-2017 Actual | 10-15-2018 Estimate |
|------------------------------------|----------------------|----------------------|------------------------|
| On Roll Regular Full-Time | 1,186.0 | 1,219.0 | 1,227.0 |
| On Roll Regular Shared-Time | 21.0 | 28.0 | 24.0 |
| On Roll Special Ed Full-Time | 186.0 | 191.0 | 201.0 |
| On Roll Special Ed Shared-Time | 14.0 | 19.0 | 19.0 |
| On Roll Subtotal | 1,407.0 | 1,457.0 | 1,471.0 |
| In Private School Placements | 18.0 | 13.0 | 17.0 |
| Sent to Other Districts Special Ed | 8.0 | 10.5 | 6.0 |
| Received | 35.5 | 31.5 | 37.5 |
| In State Facilities | 1.0 | 1.0 | 1.0 |

| Budget Category | Account | 2016-17 Actual | 2017-18 Revised | 2018-19 Proposed |
|--|---------|-------------------|--------------------|---------------------|
| Operating Budget: | | | | |
| Revenues from Local Sources: | | | | |
| Local Tax Levy | 10-1210 | 19,384,980 | 19,733,356 | 20,115,136 |
| Total Tuition | 10-1300 | 550,660 | 378,272 | 362,920 |
| Unrestricted Miscellaneous Revenues | 10-1XXX | 113,816 | 159,249 | 178,997 |
| Interest Earned On Maintenance Reserve | 10-1XXX | 0 | 1 | 1 |
| Interest Earned On Capital Reserve Funds | 10-1XXX | 0 | 1 | 1 |
| Subtotal - Revenues From Local Sources | | 20,049,456 | 20,270,879 | 20,657,055 |
| Revenues from State Sources: | | | | |
| School Choice Aid | 10-3116 | 2,079,015 | 2,125,960 | 2,311,520 |
| Categorical Transportation Aid | 10-3121 | 33,288 | 33,288 | 173,781 |
| Extraordinary Aid | 10-3131 | 124,238 | 64,000 | 64,000 |
| Categorical Special Education Aid | 10-3132 | 821,279 | 821,279 | 821,279 |
| Equalization Aid | 10-3176 | 1,243,266 | 1,243,266 | 1,482,580 |
| Categorical Security Aid | 10-3177 | 43,234 | 43,234 | 198,847 |
| Adjustment Aid | 10-3178 | 80,478 | 80,478 | 0 |
| Under Adequacy Aid | 10-3180 | 46,156 | 46,156 | 0 |
| Parcc Readiness Aid | 10-3181 | 14,180 | 14,180 | 0 |
| Per Pupil Growth Aid | 10-3182 | 14,180 | 14,180 | 0 |
| Professional Learning Community Aid | 10-3183 | 13,660 | 13,660 | 0 |
| Subtotal - Revenues From State Sources | | 4,512,974 | 4,499,681 | 5,052,007 |
| Revenues from Federal Sources: | | | | |
| Medicaid Reimbursement | 10-4200 | 0 | 21,227 | 22,325 |
| ARRA/SEMI Revenue | 10-4210 | 9,813 | 0 | 0 |
| Subtotal - Revenues From Federal Sources | | 9,813 | 21,227 | 22,325 |
| Budgeted Fund Balance - Operating Budget | 10-303 | 0 | 150,000 | 296,000 |
| Withdrawal From Cap Res-For Local Share | 10-307 | 0 | 0 | 150,000 |

| Budget Category | Account | 2016-17 Actual | 2017-18 Revised | 2018-19 Proposed |
|---|--------------|-------------------|--------------------|---------------------|
| Withdrawal From Current Expense Emergency Rsv | 10-312 | 0 | 250,000 | 0 |
| Adjustment For Prior Year Encumbrances | | 0 | 151,835 | 0 |
| Actual Revenues (Over)/Under Expenditures | | -996,146 | 0 | 0 |
| Total Operating Budget | | 23,576,097 | 25,343,622 | 26,177,387 |
| Grants and Entitlements: | | | | |
| Other Revenue From Local Sources | 20-1XXX | 73,152 | 0 | 0 |
| Total Revenues From Local Sources | 20-1XXX | 73,152 | 0 | 0 |
| Revenues from State Sources: | | | | |
| Other Restricted Entitlements | 20-32XX | 105,590 | 141,000 | 141,000 |
| Total Revenues From State Sources | | 105,590 | 141,000 | 141,000 |
| Revenues from Federal Sources: | | | | |
| Title I | 20-4411-4416 | 132,869 | 116,000 | 116,000 |
| Title II | 20-4451-4455 | 19,800 | 0 | 15,000 |
| Title III | 20-4491-4494 | 13,399 | 10,000 | 10,000 |
| I.D.E.A. Part B (Handicapped) | 20-4420-4429 | 310,309 | 324,000 | 324,000 |
| Total Revenues From Federal Sources | | 476,377 | 450,000 | 465,000 |
| Total Grants And Entitlements | | 655,119 | 591,000 | 606,000 |
| Repayment of Debt: | | | | |
| Revenues from Local Sources: | | | | |
| Local Tax Levy | 40-1210 | 849,641 | 840,369 | 786,818 |
| Total Revenues From Local Sources | | 849,641 | 840,369 | 786,818 |
| Revenues from State Sources: | | | | |
| Debt Service Aid Type II | 40-3160 | 417,990 | 394,126 | 407,592 |
| Budgeted Fund Balance | 40-303 | 0 | 5,505 | 44,203 |

| Budget Category | Account | 2016-17 Actual | 2017-18 Revised | 2018-19 Proposed |
|---|---------|----------------|-----------------|------------------|
| Total Local Repayment Of Debt | | 1,267,631 | 1,240,000 | 1,238,613 |
| Actual Revenues (Over)/Under Expenditures | | -44,202 | 0 | 0 |
| Total Repayment Of Debt | | 1,223,429 | 1,240,000 | 1,238,613 |
| Total Revenues/Sources | | 25,454,645 | 27,174,622 | 28,022,000 |
| Total Revenues/Sources Net of Transfers | | 25,454,645 | 27,174,622 | 28,022,000 |

| Budget Category | Account | 2016-17 Actual | 2017-18 Revised | 2018-19 Proposed |
|--|----------------|-------------------|--------------------|---------------------|
| General Current Expense: | | | | |
| Instruction: | | | | |
| Regular Programs - Instruction | 11-1XX-100-XXX | 7,781,065 | 8,144,979 | 8,429,710 |
| Special Education - Instruction | 11-2XX-100-XXX | 2,568,039 | 2,447,171 | 2,487,208 |
| Basic Skills/Remedial - Instruction | 11-230-100-XXX | 467,557 | 477,378 | 477,328 |
| Bilingual Education - Instruction | 11-240-100-XXX | 135,445 | 137,675 | 141,925 |
| School-Spon. Co/Extra Curr. Actvts. - Inst | 11-401-100-XXX | 222,714 | 225,802 | 180,765 |
| School-Sponsored Athletics - Instruction | 11-402-100-XXX | 329,632 | 367,081 | 363,740 |
| Support Services: | | | | |
| Undistributed Expenditures - Instruction (Tuition) | 11-000-100-XXX | 1,942,494 | 2,004,865 | 1,808,213 |
| Undist. Expend.-Attendance And Social Work | 11-000-211-XXX | 17,333 | 20,459 | 23,375 |
| Undist. Expenditures - Health Services | 11-000-213-XXX | 149,040 | 154,538 | 163,384 |
| Undist. Expend.-Speech, OT, PT And Related Svcs | 11-000-216-XXX | 378,690 | 440,492 | 476,246 |
| Undist. Expenditures - Guidance | 11-000-218-XXX | 492,459 | 592,062 | 598,865 |
| Undist. Expenditures - Child Study Teams | 11-000-219-XXX | 582,893 | 587,379 | 691,890 |
| Undist. Expend.-Improv. Of Inst. Serv. | 11-000-221-XXX | 406,153 | 541,362 | 585,145 |
| Undist. Expend.-Edu. Media Serv./Library | 11-000-222-XXX | 259,891 | 276,440 | 282,718 |
| Undist. Expend.-Instr. Staff Training Serv. | 11-000-223-XXX | 64,042 | 81,285 | 73,168 |
| Undist. Expend.-Support Serv.-Gen. Admin. | 11-000-230-XXX | 504,056 | 596,678 | 576,209 |
| Undist. Expend.-Support Serv.-School Admin. | 11-000-240-XXX | 669,683 | 696,118 | 708,437 |
| Undist. Expend. - Central Services | 11-000-251-XXX | 323,505 | 316,546 | 322,632 |
| Undist. Expend. - Admin. Info Technology | 11-000-252-XXX | 191,046 | 179,941 | 182,132 |
| Undist. Expend.-Oper. And Maint. Of Plant Serv. | 11-000-26X-XXX | 1,605,136 | 1,733,084 | 1,748,918 |
| Undist. Expend.-Student Transportation Serv. | 11-000-270-XXX | 816,755 | 853,852 | 840,500 |
| Personal Services - Employee Benefits | 11-XXX-XXX-2XX | 3,584,691 | 4,162,435 | 4,535,692 |
| Total Undistributed Expenditures | | 11,987,867 | 13,237,536 | 13,617,524 |
| Interest Earned On Maintenance Reserve | 10-606 | 0 | 1 | 1 |
| Total General Current Expense | | 23,492,319 | 25,037,623 | 25,698,201 |

| Budget Category | Account | 2016-17 Actual | 2017-18 Revised | 2018-19 Proposed |
|---|----------------|-------------------|--------------------|---------------------|
| Capital Expenditures: | | | | |
| Equipment | 12-XXX-XXX-730 | 6,800 | 0 | 0 |
| Facilities Acquisition And Const. Serv. | 12-000-400-XXX | 0 | 250,000 | 425,000 |
| Interest Deposit To Capital Reserve | 10-604 | 0 | 1 | 1 |
| Total Capital Outlay | | 6,800 | 250,001 | 425,001 |
| | | | | |
| Special Schools: | | | | |
| Summer School: | | | | |
| Summer School - Instruction | 13-422-100-XXX | 71,665 | 52,428 | 51,210 |
| Summer School - Support Services | 13-422-200-XXX | 5,313 | 3,570 | 2,975 |
| Total Summer School | 13-422-X00-XXX | 76,978 | 55,998 | 54,185 |
| Total Special Schools | 13-XXX-XXX-XXX | 76,978 | 55,998 | 54,185 |
| General Fund Grand Total | | 23,576,097 | 25,343,622 | 26,177,387 |
| | | | | |
| Special Grants and Entitlements: | | | | |
| Local Projects | 20-XXX-XXX-XXX | 73,152 | 0 | 0 |
| Other State Projects: | | | | |
| Nonpublic Textbooks | 20-XXX-XXX-XXX | 10,585 | 10,500 | 10,500 |
| Nonpublic Auxiliary Services | 20-XXX-XXX-XXX | 37,144 | 60,000 | 60,000 |
| Nonpublic Handicapped Services | 20-XXX-XXX-XXX | 29,808 | 50,000 | 50,000 |
| Nonpublic Nursing Services | 20-XXX-XXX-XXX | 14,273 | 16,000 | 16,000 |
| Nonpublic Technology Initiative | 20-XXX-XXX-XXX | 4,580 | 4,500 | 4,500 |
| Nonpublic Security Aid | 20-XXX-XXX-XXX | 9,200 | 0 | 0 |
| Total Other State Projects | | 105,590 | 141,000 | 141,000 |
| Total State Projects | 20-XXX-XXX-XXX | 105,590 | 141,000 | 141,000 |
| Federal Projects: | | | | |
| Title I | 20-XXX-XXX-XXX | 132,869 | 116,000 | 116,000 |
| Title II | 20-XXX-XXX-XXX | 19,800 | 0 | 15,000 |
| Title III | 20-XXX-XXX-XXX | 13,399 | 10,000 | 10,000 |
| I.D.E.A. Part B (Handicapped) | 20-XXX-XXX-XXX | 310,309 | 324,000 | 324,000 |

| Budget Category | Account | 2016-17 Actual | 2017-18 Revised | 2018-19 Proposed |
|-------------------------------------|----------------|-------------------|--------------------|---------------------|
| Total Federal Projects | 20-XXX-XXX-XXX | 476,377 | 450,000 | 465,000 |
| Total Special Revenue Funds | | 655,119 | 591,000 | 606,000 |
| | | | | |
| Repayment of Debt: | | | | |
| Total Regular Debt Service | 40-701-510-XXX | 1,223,429 | 1,240,000 | 1,238,613 |
| Total Debt Service Funds | | 1,223,429 | 1,240,000 | 1,238,613 |
| Total Expenditures/Appropriations | | 25,454,645 | 27,174,622 | 28,022,000 |
| Total Expenditures Net of Transfers | | 25,454,645 | 27,174,622 | 28,022,000 |

| 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 | 667,836 | 681,760 | 799,635 | 503,635 |
| Unrestricted | Repayment of Debt | 5,506 | 49,708 | 44,203 | 0 |
| Restricted for General Operating Budget | Capital Reserve | 720,281 | 1,776,020 | 1,776,021 | 1,626,022 |
| Restricted for General Operating Budget | Adult Education Programs | 0 | 0 | 0 | 0 |
| Restricted for General Operating Budget | Maintenance Reserve | 400,000 | 300,000 | 300,001 | 300,002 |
| Restricted for General Operating Budget | Legal Reserve | 0 | 0 | 0 | 0 |
| Restricted for General Operating Budget | Tuition Reserve | 0 | 0 | 0 | 0 |
| Restricted for General Operating Budget | Current Expense Emergency Reserve | 250,000 | 250,000 | 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 | \$14,852 | \$14,459 | \$15,638 | \$15,476 | \$15,905 |
| Total Classroom Instruction | \$9,783 | \$9,384 | \$9,938 | \$9,814 | \$10,109 |
| Classroom-Salaries and Benefits | \$9,340 | \$9,053 | \$9,564 | \$9,411 | \$9,736 |
| Classroom-General Supplies and Textbooks | \$373 | \$265 | \$294 | \$325 | \$266 |
| Classroom-Purchased Services | \$70 | \$65 | \$80 | \$79 | \$106 |
| Total Support Services | \$1,974 | \$2,004 | \$2,381 | \$2,344 | \$2,518 |
| Support Services-Salaries and Benefits | \$1,848 | \$1,890 | \$2,227 | \$2,191 | \$2,358 |
| Total Administrative Costs | \$1,415 | \$1,386 | \$1,500 | \$1,490 | \$1,490 |
| Administration Salaries and Benefits | \$1,083 | \$1,084 | \$1,157 | \$1,138 | \$1,158 |
| Total Operations and Maintenance of Plant | \$1,214 | \$1,198 | \$1,287 | \$1,305 | \$1,305 |
| Operations and Maintenance-Salaries and Benefits | \$418 | \$408 | \$458 | \$450 | \$445 |
| Board Contribution to Food Services | \$0 | \$0 | \$0 | \$0 | \$0 |
| Total Extracurricular Costs | \$447 | \$460 | \$506 | \$498 | \$455 |
| Total Equipment Costs | \$20 | \$5 | \$0 | \$0 | \$0 |
| Legal Costs | \$53 | \$41 | \$46 | \$52 | \$45 |
| Employee Benefits as a percentage of salaries* | 22.84% | 23.90% | 26.92% | 26.92% | 28.34% |

*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) |
|---|--|-------------------------|
| Food Services | BOE coordinates with all Union County Schools to advertise free/reduced lunch opportunities for students | 0 |
| Staffing - Other | Share in the cost of maintaining a School Resource Officer with the Boro | 0 |
| Others | Boro extensively uses BOE fields and facilities for recreational programs | 0 |
| Others | Member of UCESC which provides an array of services including but not limited to RTK Training and BPP Training | 0 |
| Others | Athletic Program Cooperative with Springfield School District for certain sports programs | 0 |
| Transportation Services, including Fuel | District allow MUJC to park buses on site in an effort to reduce route costs which would otherwise originate in Berkeley Heights | 0 |
| Purchasing | ACES natural gas & electric cooperative purchasing program | 0 |
| Purchasing | ACT Cooperative purchasing of telecommunications services | 0 |
| Purchasing | Member of Ed-Data Services & MRESC Cooperative for bidding and purchasing | 0 |
| Municipal/Public Works | Boro provides garbage collection for all schools | 0 |
| Municipal/Public Works | Boro provides salt for snow removal for the schools sidewalks and parking lots | 0 |
| Municipal/Public Works | Boro provides parking lot sweeping services on an annual basis. | 0 |
| Professional Staff Development | Professional Development opportunities coordinated through the MUJC | 0 |
| Professional Staff Development | Offer local districts opportunity to share in PD programs sponsored by the KBOE | 0 |

ID=Kenilworth Borough

| Category | Amount |
|--|---------------|
| (A) General Fund School Levy | 20,115,136 |
| (D) Total School Levy | 20,901,954 |
| (B) Estimated Net Taxable Valuation (as of 10/01/17) | 816,824,870 |
| (H) Estimated Equalized Valuation (as of 10/01/17) | 1,408,678,908 |
| (C) Estimated 2018-19 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$ | 2.4626 |
| (F) Estimated 2018-19 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$ | 2.5589 |
| (I) Estimated 2018-19 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$ | 1.4279 |
| (L) Estimated 2018-19 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$ | 1.4838 |

Name=Thomas Tramaglino

| Category | Measure |
|---|--------------------------|
| Job Title | Superintendent |
| Job Title II | None Reported |
| Base Annual Salary Amount | \$147,500 |
| 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 | 02/17/16 |
| End Date of Contract | 06/30/20 |
| Contracted Number of Annual Work Days | 260 |
| Contracted Number of Annual Vacation Days | 30 |
| Contracted Number of Annual Sick Days | 15 |
| Contracted Number of Annual Personal Days | 4 |
| 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 | \$11,250 |
| 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 | \$7,970 |
| Contractual Post-Employment Benefit Description of Payout of Sick days | Max Capped at \$15,000 |
| Contractual Post-Employment Benefit Description of Payout of Vacation days | Max Capped at 60 days |
| Contractual Post-Employment Benefit Description of Payout of Personal days | No reimbursement allowed |
| 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=Thomas Tramaglino

| Category | Measure |
|--|------------------------------------|
| Total Other/In-Kind Remuneration Amount | \$3,000 |
| 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 | Employer Contri to HDP if selected |
| 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=Vincent Gonnella

| Category | Measure |
|---|------------------------------|
| Job Title | Business Administrator |
| Job Title II | None Reported |
| Base Annual Salary Amount | \$170,696 |
| 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 | 30 |
| Contracted Number of Annual Sick Days | 15 |
| Contracted Number of Annual Personal Days | 4 |
| 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 | \$3,890 |
| Total Bonuses Amount | \$0 |
| Total Stipends Amount | \$5,000 |
| District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other) | \$0 |
| District Contributions Above Teacher Contract for Retirement Plans | \$5,129 |
| Total Contractual Post-Employment Benefit Amount | \$54,454 |
| Contractual Post-Employment Benefit Description of Payout of Sick days | Capped at \$15,000 (at Max) |
| Contractual Post-Employment Benefit Description of Payout of Vacation days | Capped at 60 Days |
| Contractual Post-Employment Benefit Description of Payout of Personal days | No payment for personal days |
| 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=Vincent Gonnella

| Category | Measure |
|--|------------------------------------|
| Total Other/In-Kind Remuneration Amount | \$5,500 |
| 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 | Waiver of Benefits if selected |
| Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2 | Employer Contri to HDP if selected |
| 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 |