

## **Read Prior to Viewing the User Friendly Budget**

In reviewing the User Friendly Budget, you may notice that the Tuition, Operations & Maintenance of Plant (O&M) and the Employee Benefits lines differ from the budget presentation slides.

Due to the inability of the State's budget software to accommodate the significant increase in unemployment compensation in its edit process, as well as the requirement to have no 'fatal' edits, the increased unemployment costs needed to be reallocated among other lines. The Tuition line was increased by \$200,000 and O&M by \$100,000 thus reducing the Employee Benefits line by \$300,000. These costs are true Unemployment costs which must be transferred out of the Tuition and O&M lines and back into the Benefits line at the beginning of the new fiscal year. If anyone needs further explanation regarding this information, please contact the Business Office at 732-214-2365.

□

04/05/2010

MIDDLESEX - MILLTOWN BORO

Advertised Enrollments

| ENROLLMENT CATEGORY                     | October 15, 2008<br>Actual | October 15, 2009<br>Actual | October 15, 2010<br>Estimated |
|---|----------------------------|----------------------------|-------------------------------|
| Pupils on Roll Regular Full-Time        | 627                        | 622                        | 611                           |
| Pupils on Roll - Special Full-Time      | 59                         | 57                         | 51                            |
| Private School Placements               | 9                          | 7                          | 8                             |
| Pupils Sent to Other Districts-Reg Prog | 241                        | 261                        | 272                           |
| Pupils Sent to Other Dists-Spec Ed Prog | 35                         | 36                         | 40                            |
| Pupils Received                         |                            | 17                         |                               |
| Pupils in State Facilities              |                            | 1                          |                               |

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MIDDLESEX - MILLTOWN BORO

Advertised Revenues

| Budget Category                                  | Account      | 2008-09<br>Actual | 2009-10<br>Revised | 2010-11<br>Anticipated |
|--|--------------|-------------------|--------------------|------------------------|
| <b>OPERATING BUDGET</b>                          |              |                   |                    |                        |
| Budgeted Fund Balance - Operating Budget         | 10-303       |                   | 363,962            | 200,000                |
| Withdrawal from Tuition Reserve-for Tuition adj. | 10-311       |                   |                    | 100,000                |
| <b>Revenues from Local Sources:</b>              |              |                   |                    |                        |
| Local Tax Levy                                   | 10-1210      | 11,188,516        | 11,732,690         | 12,725,362             |
| Tuition  | 10-1300      | 22,591            |                    |                        |
| Interest Earned on Capital Reserve Funds         | 10-1XXX      | 1,463             |                    |                        |
| Unrestricted Miscellaneous Revenues              | 10-1XXX      | 36,278            | 72,000             | 57,000                 |
| <b>SUBTOTAL</b>                                  |              | <b>11,248,848</b> | <b>11,804,690</b>  | <b>12,782,362</b>      |
| <b>Revenues from State Sources:</b>              |              |                   |                    |                        |
| Extraordinary Aid                                | 10-3131      | 82,218            |                    | 25,153                 |
| Other State Aids                                 | 10-3XXX      | 8,769             |                    |                        |
| Categorical Special Education Aid                | 10-3132      | 508,193           | 519,734            | 213,731                |
| Equalization Aid                                 | 10-3176      | 526,316           | 416,526            | 489,396                |
| Categorical Security Aid                         | 10-3177      | 71,330            | 71,158             |                        |
| Categorical Transportation Aid                   | 10-3121      | 247,617           | 279,832            |                        |
| <b>SUBTOTAL</b>                                  |              | <b>1,444,443</b>  | <b>1,287,250</b>   | <b>728,280</b>         |
| <b>Revenues from Federal Sources:</b>            |              |                   |                    |                        |
| Medicaid Reimbursement                           | 10-4200      |                   | 2,092              |                        |
| Equalization Aid - ARRA ESF                      | 16-4520      |                   | 88,889             |                        |
| Equalization Aid - ARRA GSF                      | 17-4521      |                   | 3,441              |                        |
| <b>SUBTOTAL</b>                                  |              |                   | <b>94,422</b>      |                        |
| Adjustment for Prior Year Encumbrances           |              |                   | 35,569             |                        |
| Actual Revenues (Over)/Under Expenditures        |              | 494,780           |                    |                        |
| <b>TOTAL OPERATING BUDGET</b>                    |              | <b>13,188,071</b> | <b>13,585,893</b>  | <b>13,810,642</b>      |
| <b>GRANTS AND ENTITLEMENTS</b>                   |              |                   |                    |                        |
| <b>Revenues from State Sources:</b>              |              |                   |                    |                        |
| Other Restricted Entitlements                    | 20-32XX      | 85,567            | 108,407            | 92,146                 |
| <b>TOTAL REVENUES FROM STATE SOURCES</b>         |              | <b>85,567</b>     | <b>108,407</b>     | <b>92,146</b>          |
| <b>Revenues from Federal Sources:</b>            |              |                   |                    |                        |
| Title I  | 20-4411-4416 | 19,273            | 18,863             | 16,034                 |
| I.D.E.A. Part B (Handicapped)                    | 20-4420-4429 | 201,709           | 235,872            | 200,491                |
| Other  | 20-4XXX      | 19,675            | 18,062             | 13,908                 |
| <b>TOTAL REVENUES FROM FEDERAL SOURCES</b>       |              | <b>240,657</b>    | <b>272,797</b>     | <b>230,433</b>         |
| <b>TOTAL GRANTS AND ENTITLEMENTS</b>             |              | <b>326,224</b>    | <b>381,204</b>     | <b>322,579</b>         |
| <b>REPAYMENT OF DEBT</b>                         |              |                   |                    |                        |
| Budgeted Fund Balance                            | 40-303       |                   | 62,467             | 127,249                |
| Transfers from Other Funds                       | 40-5200      | 61,578            | 50,000             |                        |
| <b>Revenues from Local Sources:</b>              |              |                   |                    |                        |
| Local Tax Levy                                   | 40-1210      | 725,392           | 633,753            | 639,456                |
| Miscellaneous                                    | 40-1XXX      | 2,505             |                    |                        |
| <b>TOTAL REVENUES FROM LOCAL SOURCES</b>         |              | <b>727,897</b>    | <b>633,753</b>     | <b>639,456</b>         |
| <b>Revenues from State Sources:</b>              |              |                   |                    |                        |
| Debt Service Aid Type II                         | 40-3160      | 3,645             | 212,901            | 86,726                 |
| <b>TOTAL LOCAL REPAYMENT OF DEBT</b>             |              | <b>793,120</b>    | <b>959,121</b>     | <b>853,431</b>         |
| Actual Revenues (Over)/Under Expenditures        |              | -7,249            |                    |                        |
| <b>TOTAL REPAYMENT OF DEBT</b>                   |              | <b>785,871</b>    | <b>959,121</b>     | <b>853,431</b>         |
| <b>TOTAL REVENUES/SOURCES</b>                    |              | <b>14,300,166</b> | <b>14,926,218</b>  | <b>14,986,652</b>      |

MIDDLESEX - MILLTOWN BORO

Advertised Appropriations

| Budget Category                        | Account        | 2008-09<br>Expenditures | 2009-10<br>Rev. Approp. | 2010-11<br>Appropriations |
|--|----------------|-------------------------|-------------------------|---------------------------|
| <b>GENERAL CURRENT EXPENSE</b>         |                |                         |                         |                           |
| <b>Instruction:</b>                    |                |                         |                         |                           |
| Regular Programs                       | 11-1XX-100-XXX | 3,166,221               | 3,288,576               | 2,746,799                 |
| Special Education                      | 11-2XX-100-XXX | 446,874                 | 487,696                 | 487,996                   |
| Basic Skills/Remedial                  | 11-230-100-XXX | 148,876                 | 108,857                 | 105,767                   |
| Bilingual Education                    | 11-240-100-XXX | 17,164                  | 45,449                  | 47,240                    |
| School-Spon. Co/Extra-Curr. Activities | 11-401-100-XXX | 58,114                  | 71,587                  | 25,856                    |

|  |                |            |            |            |
|--|----------------|------------|------------|------------|
| School Sponsored Athletics                                       | 11-402-100-XXX | 24,773     | 24,695     | 13,460     |
| Support Services:  |                |            |            |            |
| Tuition  | 11-000-100-XXX | 4,440,169  | 4,593,996  | 5,559,747  |
| Attendance and Social Work Services                              | 11-000-211-XXX |            | 4,567      | 4,567      |
| Health Services  | 11-000-213-XXX | 127,345    | 133,087    | 140,879    |
| Speech, OT, PT, Related & Extraordinary Services                 | 11-000-216,217 | 185,906    | 187,299    | 201,159    |
| Guidance   | 11-000-218-XXX | 255,117    | 219,328    | 221,065    |
| Child Study Teams  | 11-000-219-XXX | 239,603    | 274,765    | 222,310    |
| Improvement of Instructional Services                            | 11-000-221-XXX | 122,431    | 174,098    | 96,024     |
| Educational Media Services - School Library                      | 11-000-222-XXX | 145,010    | 120,235    | 86,032     |
| Instructional Staff Training Services                            | 11-000-223-XXX | 24,930     | 6,935      | 4,740      |
| General Administration   | 11-000-230-XXX | 285,561    | 291,114    | 252,338    |
| School Administration  | 11-000-240-XXX | 250,463    | 255,828    | 248,759    |
| Central Svcs & Admin Info Technology                             | 11-000-25X-XXX | 282,657    | 164,842    | 158,813    |
| Operation and Maintenance of Plant Services                      | 11-000-26X-XXX | 802,323    | 883,892    | 890,978    |
| Student Transportation Services                                  | 11-000-270-XXX | 637,578    | 672,440    | 718,322    |
| Personal Services - Employee Benefits                            | 11-XXX-XXX-2XX | 1,301,740  | 1,450,828  | 1,509,076  |
| Food Services  | 11-000-310-XXX | 5,282      |            |            |
| Total Support Services Expenditures                              |                | 9,106,115  | 9,433,254  | 10,314,809 |
| TOTAL GENERAL CURRENT EXPENSE                                    |                | 12,968,137 | 13,460,114 | 13,741,927 |
| CAPITAL EXPENDITURES   |                |            |            |            |
| Equipment  | 12-XXX-XXX-73X | 127,441    | 28,000     | 10,000     |
| Facilities Acquisition and Construction Services                 | 12-000-4XX-XXX | 73,758     | 77,170     | 39,647     |
| TOTAL CAPITAL EXPENDITURES                                       |                | 201,199    | 105,170    | 49,647     |
| Transfer of Funds to Charter Schools                             | 10-000-100-56X | 18,735     | 20,609     | 19,068     |
| OPERATING BUDGET GRAND TOTAL                                     |                | 13,188,071 | 13,585,893 | 13,810,642 |
| SPECIAL GRANTS AND ENTITLEMENTS                                  |                |            |            |            |
| Nonpublic Textbooks  | 20-XXX-XXX-XXX | 9,494      | 11,262     | 9,573      |
| Other State Projects:  |                |            |            |            |
| Nonpublic Auxiliary Services                                     | 20-XXX-XXX-XXX | 29,374     |            |            |
| Nonpublic Handicapped Services                                   | 20-XXX-XXX-XXX | 30,151     |            |            |
| Nonpublic Nursing Services                                       | 20-XXX-XXX-XXX | 9,908      | 13,356     | 11,353     |
| Nonpublic Technology Initiative                                  | 20-XXX-XXX-XXX | 6,640      | 5,644      | 4,797      |
| Other Special Projects   | 20-XXX-XXX-XXX |            | 78,145     | 66,423     |
| Total State Projects   |                | 85,567     | 108,407    | 92,146     |
| Federal Projects:  |                |            |            |            |
| Title I  | 20-XXX-XXX-XXX | 19,273     | 18,863     | 16,034     |
| I.D.E.A. Part B (Handicapped)                                    | 20-XXX-XXX-XXX | 201,709    | 235,872    | 200,491    |
| Other Special Projects   | 20-XXX-XXX-XXX | 19,675     | 18,062     | 13,908     |
| Total Federal Projects   |                | 240,657    | 272,797    | 230,433    |
| TOTAL GRANTS AND ENTITLEMENTS                                    |                | 326,224    | 381,204    | 322,519    |
| REPAYMENT OF DEBT  |                |            |            |            |
| Repayment of Debt - Regular                                      | 40-701-510-XXX | 785,871    | 959,121    | 853,431    |
| TOTAL REPAYMENT OF DEBT  |                | 785,871    | 959,121    | 853,431    |
| Total Expenditures   |                | 14,300,166 | 14,926,218 | 14,986,652 |
| DEDUCT EXPENDITURES INCLUDED IN MULTIPLE FUNDS DUE TO TRANSFERS: |                |            |            |            |
| Local Contrib-Transfer to Grants & Entitlements                  | 11-1XX-100-930 |            |            |            |
| Capital Reserve - Transfer to Repayment of Debt                  | 12-000-400-933 |            |            |            |
| Transfer Property Sale Proceeds to Debt Svc Res                  | 11-000-520-934 |            |            |            |
| TOTAL EXPENDITURES NET OF TRANSFERS                              |                | 14,300,166 | 14,926,218 | 14,986,652 |

MIDDLESEX - MILLTOWN BORO

Advertised Recapitulation of Balance

| Budget Category                   | Audited Balance<br>6/30/2008 | Audited Balance<br>6/30/2009 | Estimated Balance<br>6/30/2010 | Estimated Balance<br>6/30/2011 |
|-----------------------------------|------------------------------|------------------------------|--------------------------------|--------------------------------|
| Unassigned:                       |                              |                              |                                |                                |
| General Operating Budget          | 482,406                      | 259,083                      | 459,083                        | 259,083                        |
| Repayment of Debt                 | 182,467                      | 189,716                      | 127,249                        | 0                              |
| Restricted for Specific Purposes: |                              |                              |                                |                                |
| General Operating Budget:         |                              |                              |                                |                                |
| Capital Reserve                   | 78,983                       | 160,447                      | 160,447                        | 160,447                        |
| Adult Education Programs          | 0                            | 0                            | 0                              | 0                              |
| Maintenance Reserve               | 50,000                       | 50,000                       | 50,000                         | 50,000                         |
| Legal Reserve                     | 433,752                      | 363,962                      | 0                              | 0                              |
| Tuition Reserve                   | 50,000                       | 100,000                      | 100,000                        | 0                              |
| Current Expense Emergency Reserve | 0                            | 0                            | 0                              | 0                              |
| Restricted for Repayment of Debt  | 0                            | 0                            | 0                              | 0                              |

MIDDLESEX - MILLTOWN BORO

Advertised Per Pupil Cost Calculations

| Per Pupil Cost Calculations:             | 2010 - 2011              |                          |                                      |                                     |  |
|--|--------------------------|--------------------------|--------------------------------------|-------------------------------------|--|
|  | 2007-08<br>Actual<br>(1) | 2008-09<br>Actual<br>(2) | 2009-10<br>Original<br>Budget<br>(3) | 2009-10<br>Revised<br>Budget<br>(4) | 2010-2011<br>Proposed<br>Budget<br>(5) |
| Total Comparative Per Pupil Cost         | 10879                    | 11444                    | 12358                                | 12098                               | 11308                                  |
| Total Classroom Instruction              | 6368                     | 6611                     | 7339                                 | 7107                                | 6565                                   |
| Classroom-Salaries and Benefits          | 5791                     | 6028                     | 6743                                 | 6524                                | 6110                                   |
| Classroom-General Supplies and Textbooks | 431                      | 412                      | 395                                  | 385                                 | 267                                    |
| Classroom-Purchased Services and Other   | 147                      | 172                      | 200                                  | 199                                 | 188                                    |
| Total Support Services                   | 1689                     | 1883                     | 1959                                 | 1982                                | 1849                                   |

|   |      |      |      |      |      |
|---|------|------|------|------|------|
| Support Services-Salaries and Benefits          | 1459 | 1531 | 1603 | 1641 | 1576 |
| Total Administrative Costs                      | 1306 | 1377 | 1276 | 1232 | 1229 |
| Administration-Salaries and Benefits            | 952  | 1064 | 987  | 932  | 980  |
| Legal Costs                                     | 0    | 0    | 38   | 43   | 33   |
| Total Operations and Maintenance of Plant       | 1324 | 1326 | 1477 | 1479 | 1539 |
| Operations & Maintenance of Plant-Salary & Ben. | 822  | 865  | 866  | 868  | 808  |
| Total Food Services Costs                       | 0    | 8    | 0    | 0    | 0    |
| Total Extracurricular Costs                     | 119  | 138  | 172  | 165  | 75   |
| Total Equipment Costs                           | 107  | 185  | 15   | 41   | 15   |
| Employee Benefits as a % of Salaries            | 22.7 | 23.0 | 25.0 | 24.9 | 30.6 |

The information presented in columns 1 through 3 as well as the related descriptions of the per pupil cost calculations are contained in the 2010 Comparative Spending Guide and can be found on the Department of Education's Internet address: [http://www.state.nj.us/education/under\\_finance](http://www.state.nj.us/education/under_finance), when available. This publication is available in the board office and public libraries. The same calculations were performed using the 2009-10 revised appropriations and 2010-11 budgeted appropriations presented in this advertised budget. Total 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.

MIDDLESEX - MILLTOWN BORO

Unusual Revenues and Appropriations

| Line Number             | Revenue Source or Approp. Due to | 10-11 Amount                  | Description of circumstances |
|-------------------------|----------------------------------|-------------------------------|------------------------------|
| Total Unusual Revenues: | 0                                | Total Unusual Appropriations: | 0                            |

MIDDLESEX - MILLTOWN BORO

Shared Services -- Description of Shared Services

- Township of East Brunswick - Gasoline
- Borough of Milltown - Snow Removal
- Middlesex Regional Educational Services Commission - Transportation
- MRESC - Purchasing Cooperative, Non-Public Special Education Services
- Alliance for Competitive Telecommunications
- Spotswood Board of Education - 9-12 education
- South Jersey Technical Partnership - Technical Services
- Educational Data Services Cooperative Purchasing

MIDDLESEX - MILLTOWN BORO

22a. Estimated Tax Rate Information

A. Estimated 10-11 School Tax Rate

|  |                 |
|--|-----------------|
| WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS                 |                 |
| General Fund School Levy                                 | 12,725,362 (A)  |
| Estimated Net Taxable Valuation (as of 01/15/2010 )      | 461,722,400 (B) |
| Estimated 10-11 General Fund School Tax Rate=(A)/(B)X100 | 2.7561 (C)      |

WITH REPAYMENT OF DEBT AND ADJUSTMENTS

|   |                 |
|---|-----------------|
| Total School Levy                                   | 13,364,818 (D)  |
| Estimated Net Taxable Valuation (as of 01/15/2010 ) | 461,722,400 (E) |
| Estimated 10-11 Total School Tax Rate=(D)/(E)X100   | 2.8946 (F)      |

B. Estimated 10-11 Equalized School Tax Rate

|  |                   |
|--|-------------------|
| WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS                           |                   |
| General Fund School Levy   | 12,725,362 (G)    |
| Estimated Equalized Valuation (as of 10/01/2009 )                  | 1,030,088,192 (H) |
| Estimated 10-11 Equalized General Fund School Tax Rate=(G)/(H)X100 | 1.2354 (I)        |

WITH REPAYMENT OF DEBT AND ADJUSTMENTS

|   |                   |
|---|-------------------|
| Total School Levy   | 13,364,818 (J)    |
| Estimated Equalized Valuation (as of 10/01/2009 )           | 1,030,088,192 (K) |
| Estimated 10-11 Equalized Total School Tax Rate=(J)/(K)X100 | 1.2974 (L)        |

MIDDLESEX - MILLTOWN BORO

17. Salaries and Benefits of Certain District Employees

|                                   |                |
|-----------------------------------|----------------|
| Name                              | Linda Madison  |
| Job Title                         | Superintendent |
| Basic Annual Salary               | 76,407         |
| FTE                               | 0.5            |
| Shared with Another District?     | N              |
| Member of Collective Bargaining ? | N              |
| Contract Terms:                   |                |

Beginning Date of Contract 07/01/2008  
 Ending Date of Contract 06/30/2013  
 Annual Work Days 130  
 Annual Vacation Days 10  
 Annual Sick Days 6  
 Annual Personal Days 2  
 Annual Consulting Days 0  
 Other Non-working days 0  
 Description-Other Non-working Days

Benefits:  
 Allowances 3,640  
 Bonuses 0  
 Stipends 0  
 District Contributions above Teacher amount for:  
 Health Insurance 803  
 Dental Insurance 72  
 Life Insurance 0  
 Other Insurances 1,017  
 Retirement Plans 0

Post-Employment Benefits 17,016  
 Description of:  
 Buyback of Sick Days 1/260th per day at retire-100 day max  
 Buyback of Vac. Days  
 Buyback of Personal Days  
 Other Post-Emp. Benefits  
 Other Post-Emp. Benefits  
 Other Post-Emp. Benefits

In-Kind and Other Remuneration 0  
 Description of:  
 Annual Buyback of Sick Days  
 Annual Buyback of Vac. Days  
 Annual Buyback of Personal Days  
 All Other In-Kind/Remuneration

Additional Comments

MIDDLESEX - MILLTOWN BORO

17. Salaries and Benefits of Certain District Employees

Name Loriann Dekovics  
 Job Title Business Administrator

Base Annual Salary 95,000  
 FTE 1.0  
 Shared with Another District? N  
 Member of Collective Bargaining ? N

Contract Terms:  
 Beginning Date of Contract 07/01/2009  
 Ending Date of Contract 06/30/2010  
 Annual Work Days 260  
 Annual Vacation Days 20  
 Annual Sick Days 12  
 Annual Personal Days 4  
 Annual Consulting Days 0  
 Other Non-working days 0  
 Description-Other Non-working Days

Benefits:  
 Allowances 3,550  
 Bonuses 0  
 Stipends 0  
 District Contributions above Teacher amount for:  
 Health Insurance 1,605  
 Dental Insurance 145  
 Life Insurance 0  
 Other Insurances 1,438  
 Retirement Plans 0

Post-Employment Benefits 4,365  
 Description of:  
 Buyback of Sick Days 1/260th/day at retirement \$15000 max  
 Buyback of Vac. Days  
 Buyback of Personal Days  
 Other Post-Emp. Benefits  
 Other Post-Emp. Benefits  
 Other Post-Emp. Benefits

In-Kind and Other Remuneration 0  
 Description of:  
 Annual Buyback of Sick Days  
 Annual Buyback of Vac. Days  
 Annual Buyback of Personal Days  
 All Other In-Kind/Remuneration

Additional Comments

## MIDDLESEX - MILLTOWN BORO

## 17. Salaries and Benefits of Certain District Employees

|  |                                       |
|--|---------------------------------------|
| Name   | Linda Madison                         |
| Job Title  | Principal                             |
| Base Annual Salary                               | 76,407                                |
| FTE  | 0.5                                   |
| Shared with Another District?                    | N                                     |
| Member of Collective Bargaining ?                | N                                     |
| Contract Terms:                                  |                                       |
| Beginning Date of Contract                       | 07/01/2008                            |
| Ending Date of Contract                          | 06/30/2013                            |
| Annual Work Days                                 | 130                                   |
| Annual Vacation Days                             | 10                                    |
| Annual Sick Days                                 | 6                                     |
| Annual Personal Days                             | 2                                     |
| Annual Consulting Days                           | 0                                     |
| Other Non-working days                           | 0                                     |
| Description-Other Non-working Days               |                                       |
| Benefits:  |                                       |
| Allowances                                       | 3,640                                 |
| Bonuses  | 0                                     |
| Stipends   | 0                                     |
| District Contributions above Teacher amount for: |                                       |
| Health Insurance                                 | 803                                   |
| Dental Insurance                                 | 72                                    |
| Life Insurance                                   | 0                                     |
| Other Insurances                                 | 1,017                                 |
| Retirement Plans                                 | 0                                     |
| Post-Employment Benefits                         | 17,816                                |
| Description of:                                  |                                       |
| Buyback of Sick Days                             | 1/260th per day at retire-100 day max |
| Buyback of Vac. Days                             |                                       |
| Buyback of Personal Days                         |                                       |
| Other Post-Emp. Benefits                         |                                       |
| Other Post-Emp. Benefits                         |                                       |
| Other Post-Emp. Benefits                         |                                       |
| In-Kind and Other Remuneration                   | 0                                     |
| Description of:                                  |                                       |
| Annual Buyback of Sick Days                      |                                       |
| Annual Buyback of Vac. Days                      |                                       |
| Annual Buyback of Personal Days                  |                                       |
| All Other In-Kind/Remuneration                   |                                       |

Additional Comments