

Pupil Enrollment Categories	10-13-2017 Actual	10-15-2018 Actual	10-15-2019 Estimate
On Roll Regular Full-Time	309.0	299.0	297.0
On Roll Special Ed Full-Time	64.0	73.0	73.0
On Roll Subtotal	373.0	372.0	370.0
In Private School Placements	1.0		0.0
Received	1.0	2.0	0.0

Budget Category	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	5,808,499	6,116,349	6,380,576
Total Tuition	10-1300	75,684	121,888	82,961
Rents And Royalties	10-1910	8,575	10,000	8,500
Interest Earned On Maintenance Reserve	10-1XXX	1,045	400	400
Interest Earned On Capital Reserve Funds	10-1XXX	314	400	400
Other Restricted Miscellaneous Revenues	10-1XXX	1,150	0	0
Subtotal - Revenues From Local Sources		5,895,267	6,249,037	6,472,837
Revenues from State Sources:				
School Choice Aid	10-3116	30,348	32,997	20,977
Categorical Transportation Aid	10-3121	14,338	14,338	14,338
Extraordinary Aid	10-3131	299,144	95,000	95,000
Categorical Special Education Aid	10-3132	210,436	273,011	273,011
Equalization Aid	10-3176	1,051,015	1,051,015	1,051,015
Categorical Security Aid	10-3177	29,836	34,384	34,384
Adjustment Aid	10-3178	142,509	116,374	23,008
PARCC Readiness Aid	10-3181	3,330	0	0
Per Pupil Growth Aid	10-3182	3,330	0	0
Professional Learning Community Aid	10-3183	3,580	0	0
Other State Aids	10-3XXX	1,740	0	0
Subtotal - Revenues From State Sources		1,789,606	1,617,119	1,511,733
Budgeted Fund Balance - Operating Budget	10-303	0	425,240	349,802
Withdraw From Cap Res-Excess Cost & Oth Cap Prj	10-309	0	527,008	250,000
Adjustment For Prior Year Encumbrances		0	5,883	0
Actual Revenues (Over)/Under Expenditures		-108,757	0	0

Budget Category	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Total Operating Budget		7,576,116	8,824,287	8,584,372
Grants and Entitlements:				
Tuition - Preschool	20-1310	0	28,560	24,276
Other Revenue From Local Sources	20-1XXX	1,031	0	0
Total Revenues From Local Sources	20-1XXX	1,031	28,560	24,276
Revenues from State Sources:				
Preschool Education Aid	20-3218	6,600	6,600	6,600
Total Revenues From State Sources		6,600	6,600	6,600
Revenues from Federal Sources:				
Title I	20-4411-4416	18,675	27,478	21,143
Title II	20-4451-4455	6,201	6,187	4,746
Title IV	20-4471-4474	7,748	10,000	7,225
I.D.E.A. Part B (Handicapped)	20-4420-4429	89,965	105,217	75,064
Total Revenues From Federal Sources		122,589	148,882	108,178
Transfers From Operating Budget-Prek (Special Education)	20-5200	0	81,828	91,724
Total Grants And Entitlements		130,220	265,870	230,778
Repayment of Debt:				
Revenues from Local Sources:				
Local Tax Levy	40-1210	445,729	449,357	452,184
Total Revenues From Local Sources		445,729	449,357	452,184
Revenues from State Sources:				
Debt Service Aid Type II	40-3160	76,951	77,578	78,066

Budget Category	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Total Local Repayment Of Debt		522,680	526,935	530,250
Total Repayment Of Debt		522,680	526,935	530,250
Total Revenues/Sources		8,229,016	9,617,092	9,345,400
Deduct Transfer-Transfers From Operating Budget-Prek (Special Education)	20-5200	0	81,828	91,724
Total Revenues/Sources Net of Transfers		8,229,016	9,535,264	9,253,676

Budget Category	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	2,245,158	2,134,794	2,204,429
Special Education - Instruction	11-2XX-100-XXX	850,536	1,095,723	1,029,529
Basic Skills/Remedial - Instruction	11-230-100-XXX	165,944	161,381	166,300
Bilingual Education - Instruction	11-240-100-XXX	0	250	250
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	44,778	30,107	30,107
School-Sponsored Athletics - Instruction	11-402-100-XXX	0	16,748	16,748
Before/After School Programs	11-421-XXX-XXX	0	1,165	1,165
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	57,241	62,392	62,392
Undist. Expend.-Attendance And Social Work	11-000-211-XXX	49,701	51,097	52,653
Undist. Expenditures - Health Services	11-000-213-XXX	143,849	146,997	151,114
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	124,155	131,289	135,012
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	436,127	512,650	458,651
Undist. Expenditures - Guidance	11-000-218-XXX	154,806	169,556	174,448
Undist. Expenditures - Child Study Teams	11-000-219-XXX	306,434	326,272	327,510
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	76,414	74,879	75,829
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	45,109	81,484	115,848
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	3,580	5,990	5,990
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	241,429	246,361	225,607
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	163,342	163,324	167,778
Undist. Expend. - Central Services	11-000-251-XXX	132,161	133,359	135,352
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	906,502	710,964	752,399
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	76,905	108,982	109,084
Personal Services - Employee Benefits	11-XXX-XXX-2XX	1,280,114	1,479,908	1,585,567
Total Undistributed Expenditures		4,197,869	4,405,504	4,535,234

Budget Category	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Interest Earned On Maintenance Reserve	10-606	0	400	400
Increase In Maintenance Reserve	10-606	0	0	99,802
Total General Current Expense		7,504,285	7,846,072	8,083,964
Capital Expenditures:				
Equipment	12-XXX-XXX-730	24,016	0	0
Facilities Acquisition And Const. Serv.	12-000-400-XXX	47,815	564,747	250,008
Increase In Capital Reserve	10-604	0	413,068	250,000
Interest Deposit To Capital Reserve	10-604	0	400	400
Total Capital Outlay		71,831	978,215	500,408
General Fund Grand Total		7,576,116	8,824,287	8,584,372
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	1,031	0	0
Preschool Education Aid:				
PEA Instruction	20-218-100-XXX	6,600	84,006	89,034
Support Services	20-218-200-XXX	0	32,982	33,566
Total Preschool Education Aid	20-218-XXX-XXX	6,600	116,988	122,600
Total State Projects	20-XXX-XXX-XXX	6,600	116,988	122,600
Federal Projects:				
Title I	20-XXX-XXX-XXX	18,675	27,478	21,143
Title II	20-XXX-XXX-XXX	6,201	6,187	4,746
Title IV	20-XXX-XXX-XXX	7,748	10,000	7,225
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	89,965	105,217	75,064
Total Federal Projects	20-XXX-XXX-XXX	122,589	148,882	108,178
Total Special Revenue Funds		130,220	265,870	230,778
Repayment of Debt:				

Budget Category	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Total Regular Debt Service	40-701-510-XXX	522,680	526,935	530,250
Total Debt Service Funds		522,680	526,935	530,250
Total Expenditures/Appropriations		8,229,016	9,617,092	9,345,400
Deduct Transfer-Local Contrib. - Trans To Special Rev- Inclusion	11-105-100-936	0	81,828	91,724
Total Expenditures Net of Transfers		8,229,016	9,535,264	9,253,676

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	459,911	599,915	440,004	250,000
Unrestricted	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	601,157	588,491	474,951	475,351
Restricted for General Operating Budget	Adult Education Programs	0	0	0	0
Restricted for General Operating Budget	Maintenance Reserve	361,795	177,533	177,933	278,135
Restricted for General Operating Budget	Legal Reserve	265,329	425,127	159,798	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	\$18,761	\$19,986	\$20,449	\$20,709	\$21,198
Total Classroom Instruction	\$11,200	\$11,129	\$11,435	\$11,756	\$11,976
Classroom-Salaries and Benefits	\$9,899	\$10,325	\$10,713	\$10,997	\$11,194
Classroom-General Supplies and Textbooks	\$415	\$336	\$211	\$232	\$243
Classroom-Purchased Services	\$886	\$468	\$511	\$528	\$539
Total Support Services	\$3,581	\$4,273	\$4,816	\$4,854	\$4,971
Support Services-Salaries and Benefits	\$3,458	\$2,916	\$3,247	\$3,250	\$3,518
Total Administrative Costs	\$1,741	\$1,727	\$1,817	\$1,751	\$1,745
Administration Salaries and Benefits	\$1,337	\$1,235	\$1,332	\$1,280	\$1,269
Total Operations and Maintenance of Plant	\$2,074	\$2,714	\$2,216	\$2,185	\$2,348
Operations and Maintenance-Salaries and Benefits	\$1,157	\$1,172	\$1,171	\$1,145	\$1,261
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$137	\$143	\$157	\$155	\$157
Total Equipment Costs	\$60	\$65	\$0	\$0	\$0
Legal Costs	\$85	\$96	\$120	\$106	\$106
Employee Benefits as a percentage of salaries*	25.91%	28.25%	31.02%	31.41%	33.20%

\*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)
Special Education Services	Agreement to receive tuition students from Clinton Glen Gardner	0
Recycling	Partnership with the town to dispose of electronics and other materials to minimize costs	0
Others	Agreement with Work Family Connection for facility use for before and after care	0
Others	Share school facility with borough recreation programs and community events. School district uses borough fields.	0
Municipal/Public Works	Shared services for salting and plowing the parking lot, gas, waste, and water	0
Curriculum Services	Articulation with Clinton Public, Bethlehem, Lebanon Township, Tewksbury schools for shared curriculum mapping services	0
Professional Staff Development	Partnership with high Bridge Police Department for use of the building for training, shared training program	0
Technology Services	Agreement with local ESC for technology support	0
Insurance Coverages and Benefits	Insurance and training is through the School Alliance Fund	0

ID=High Bridge

Category	Amount
(A) General Fund School Levy	6,380,576
(D) Total School Levy	6,832,760
(B) Estimated Net Taxable Valuation (as of 10/01/18)	329,281,000
(H) Estimated Equalized Valuation (as of 10/01/18)	373,800,658
(C) Estimated 2019-20 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (B)$	1.9377
(F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (B)$	2.0751
(I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (H)$	1.7069
(L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (H)$	1.8279

Name=Christopher Jones

Category	Measure
Job Title	Business Administrator
Job Title II	None Reported
Base Annual Salary Amount	\$91,800
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	22
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	\$2,520
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	\$22,615
Contractual Post-Employment Benefit Description of Payout of Sick days	Consistent with law
Contractual Post-Employment Benefit Description of Payout of Vacation days	Earned but unused days only upon termination
Contractual Post-Employment Benefit Description of Payout of Personal days	No payout for personal days
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported

Name=Christopher Jones

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=Emma Alparone

Category	Measure
Job Title	Assistant Principal
Job Title II	None Reported
Base Annual Salary Amount	\$99,790
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	22
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	\$30,910
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$4,805
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$25,768
Contractual Post-Employment Benefit Description of Payout of Sick days	As per contract
Contractual Post-Employment Benefit Description of Payout of Vacation days	Payable only upon termination
Contractual Post-Employment Benefit Description of Payout of Personal days	No payout for personal days
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported

Name=Emma Alparone

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=Gregory Hobaugh

Category	Measure
Job Title	Superintendent
Job Title II	Principal
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	07/01/18
End Date of Contract	06/30/22
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	22
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	\$3,300
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	\$25,828
Contractual Post-Employment Benefit Description of Payout of Sick days	Consistent with law
Contractual Post-Employment Benefit Description of Payout of Vacation days	Earned but unused days only upon termination
Contractual Post-Employment Benefit Description of Payout of Personal days	No payouts for personal days
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported



Name=Gregory Hobaugh

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=Lisa Fallon

Category	Measure
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	CST
Base Annual Salary Amount	\$118,971
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	22
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	\$30,410
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	\$27,484
Contractual Post-Employment Benefit Description of Payout of Sick days	As per contract
Contractual Post-Employment Benefit Description of Payout of Vacation days	Earned but unused days only upon termination
Contractual Post-Employment Benefit Description of Payout of Personal days	No payout for personal days
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported

Name=Lisa Fallon

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=Richard Kolton

Category	Measure
Job Title	Principal
Job Title II	None Reported
Base Annual Salary Amount	\$102,104
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	22
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	\$30,410
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	\$26,199
Contractual Post-Employment Benefit Description of Payout of Sick days	As per contract
Contractual Post-Employment Benefit Description of Payout of Vacation days	Earned but unused days only upon termination
Contractual Post-Employment Benefit Description of Payout of Personal days	No payout for personal days
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported

Name=Richard Kolton

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