

| ENROLLMENT CATEGORIES                     | 10-15-2014<br>ACTUAL | 10-15-2015<br>ACTUAL | 10-15-2016<br>ESTIMATE |
|-------------------------------------------|----------------------|----------------------|------------------------|
| Pupils On Roll Regular Full-Time          | 67.0                 | 66.0                 | 77.0                   |
| Pupils On Roll Special Ed Full-Time       | 1.0                  | 2.0                  | 1.0                    |
| Pupils On Roll SUBTOTAL                   | 68.0                 | 68.0                 | 78.0                   |
| Pupils Sent to Other Districts Regular    | 17.0                 | 13.0                 | 19.0                   |
| Pupils Sent to Other Districts Special Ed | 4.0                  | 2.0                  | 0.0                    |
| Pupils Received                           | 55.0                 | 48.0                 | 61.0                   |

| Budget Category                           | Account | 2014-15<br>Actual | 2015-16<br>Revised | 2016-17<br>Anticipated |
|-------------------------------------------|---------|-------------------|--------------------|------------------------|
| Operating Budget:                         |         |                   |                    |                        |
| Revenues from Local Sources:              |         |                   |                    |                        |
| Local Tax Levy                            | 10-1210 | 2,396,585         | 2,396,585          | 2,444,516              |
| Total Tuition                             | 10-1300 | 497,400           | 494,900            | 436,000                |
| Unrestricted Miscellaneous Revenues       | 10-1XXX | 1,651             | 0                  | 152                    |
| Interest Earned On Capital Reserve Funds  | 10-1XXX | 0                 | 101                | 100                    |
| Subtotal - Revenues From Local Sources    |         | 2,895,636         | 2,891,586          | 2,880,768              |
| Revenues from State Sources:              |         |                   |                    |                        |
| Categorical Transportation Aid            | 10-3121 | 19,782            | 19,782             | 19,876                 |
| Categorical Special Education Aid         | 10-3132 | 23,240            | 23,240             | 23,364                 |
| Categorical Security Aid                  | 10-3177 | 2,817             | 2,817              | 2,797                  |
| Adjustment Aid                            | 10-3178 | 6,924             | 6,924              | 6,924                  |
| Parcc Readiness Aid                       | 10-3181 |                   | 0                  | 350                    |
| Per Pupil Growth Aid                      | 10-3182 |                   | 0                  | 350                    |
| Professional Learning Community Aid       | 10-3183 |                   | 0                  | 310                    |
| Other State Aids                          | 10-3XXX | 700               | 700                | 0                      |
| Subtotal - Revenues From State Sources    |         | 53,463            | 53,463             | 53,971                 |
| Budgeted Fund Balance - Operating Budget  | 10-303  | 0                 | 144,610            | 0                      |
| Withdrawal From Cap Res-For Local Share   | 10-307  | 0                 | 45,000             | 0                      |
| Adjustment For Prior Year Encumbrances    |         | 0                 | 13,989             | 0                      |
| Actual Revenues (Over)/Under Expenditures |         | -441              | 0                  | 0                      |
| Total Operating Budget                    |         | 2,948,658         | 3,148,648          | 2,934,739              |
| Grants and Entitlements:                  |         |                   |                    |                        |
| Other Revenue From Local Sources          | 20-1XXX | 3,130             | 0                  | 0                      |
| Total Revenues From Local Sources         | 20-1XXX | 3,130             | 0                  | 0                      |
| Revenues from Federal Sources:            |         |                   |                    |                        |

| Budget Category                         | Account      | 2014-15 Actual | 2015-16 Revised | 2016-17 Anticipated |
|-----------------------------------------|--------------|----------------|-----------------|---------------------|
| I.D.E.A. Part B (Handicapped)           | 20-4420-4429 | 12,537         | 12,416          | 10,650              |
| Total Revenues From Federal Sources     |              | 12,537         | 12,416          | 10,650              |
| Total Grants And Entitlements           |              | 15,667         | 12,416          | 10,650              |
| Total Revenues/Sources                  |              | 2,964,325      | 3,161,064       | 2,945,389           |
| Total Revenues/Sources Net of Transfers |              | 2,964,325      | 3,161,064       | 2,945,389           |

| Budget Category                                    | Account        | 2014-15<br>Actual | 2015-16<br>Revised | 2016-17<br>Anticipated |
|----------------------------------------------------|----------------|-------------------|--------------------|------------------------|
| General Current Expense:                           |                |                   |                    |                        |
| Instruction:                                       |                |                   |                    |                        |
| Regular Programs - Instruction                     | 11-1XX-100-XXX | 880,509           | 862,603            | 844,116                |
| Special Education - Instruction                    | 11-2XX-100-XXX | 111,122           | 98,326             | 98,326                 |
| Basic Skills/Remedial - Instruction                | 11-230-100-XXX | 22,933            | 28,819             | 28,819                 |
| School-Spon. Co/Extra Curr. Actvts. - Inst         | 11-401-100-XXX | 1,662             | 5,875              | 5,875                  |
| Support Services:                                  |                |                   |                    |                        |
| Undistributed Expenditures - Instruction (Tuition) | 11-000-100-XXX | 548,383           | 515,748            | 451,411                |
| Undist. Expend.-Attendance And Social Work         | 11-000-211-XXX | 19,470            | 18,679             | 21,433                 |
| Undist. Expenditures - Health Services             | 11-000-213-XXX | 90,993            | 76,835             | 73,437                 |
| Undist. Expend.-Speech, OT, PT And Related Svcs    | 11-000-216-XXX | 7,401             | 11,190             | 11,190                 |
| Undist. Expenditures - Guidance                    | 11-000-218-XXX | 1,152             | 1,500              | 1,500                  |
| Undist. Expenditures - Child Study Teams           | 11-000-219-XXX | 30,703            | 43,308             | 41,024                 |
| Undist. Expend.-Improv. Of Inst. Serv.             | 11-000-221-XXX | 78,860            | 84,287             | 86,089                 |
| Undist. Expend.-Edu. Media Serv./Library           | 11-000-222-XXX | 43,052            | 48,358             | 55,829                 |
| Undist. Expend.-Instr. Staff Training Serv.        | 11-000-223-XXX | 18,484            | 23,393             | 24,705                 |
| Undist. Expend.-Support Serv.-Gen. Admin.          | 11-000-230-XXX | 102,565           | 90,614             | 81,794                 |
| Undist. Expend.-Support Serv.-School Admin.        | 11-000-240-XXX | 30,938            | 35,292             | 32,256                 |
| Undist. Expend. - Central Services                 | 11-000-251-XXX | 32,068            | 35,514             | 31,810                 |
| Undist. Expend.-Oper. And Maint. Of Plant Serv.    | 11-000-26X-XXX | 418,392           | 338,734            | 342,685                |
| Undist. Expend.-Student Transportation Serv.       | 11-000-270-XXX | 41,833            | 46,732             | 48,457                 |
| Personal Services - Employee Benefits              | 11-XXX-XXX-2XX | 364,784           | 391,790            | 387,666                |
| Total Undistributed Expenditures                   |                | 1,829,078         | 1,761,974          | 1,691,286              |
| Total General Current Expense                      |                | 2,845,304         | 2,757,597          | 2,668,422              |
| Capital Expenditures:                              |                |                   |                    |                        |
| Equipment                                          | 12-XXX-XXX-730 | 47,265            | 86,258             | 25,000                 |
| Facilities Acquisition And Const. Serv.            | 12-000-400-XXX | 56,089            | 301,215            | 239,204                |
| Interest Deposit To Capital Reserve                | 10-604         | 0                 | 101                | 100                    |

| Budget Category                     | Account        | 2014-15<br>Actual | 2015-16<br>Revised | 2016-17<br>Anticipated |
|-------------------------------------|----------------|-------------------|--------------------|------------------------|
| Total Capital Outlay                |                | 103,354           | 387,574            | 264,304                |
| Special Schools:                    |                |                   |                    |                        |
| Summer School:                      |                |                   |                    |                        |
| Summer School - Instruction         | 13-422-100-XXX | 0                 | 3,477              | 2,013                  |
| Total Summer School                 | 13-422-X00-XXX | 0                 | 3,477              | 2,013                  |
| Total Special Schools               | 13-XXX-XXX-XXX | 0                 | 3,477              | 2,013                  |
| General Fund Grand Total            |                | 2,948,658         | 3,148,648          | 2,934,739              |
| Special Grants and Entitlements:    |                |                   |                    |                        |
| Local Projects                      | 20-XXX-XXX-XXX | 3,130             | 0                  | 0                      |
| Federal Projects:                   |                |                   |                    |                        |
| I.D.E.A. Part B (Handicapped)       | 20-XXX-XXX-XXX | 12,537            | 12,416             | 10,650                 |
| Total Federal Projects              | 20-XXX-XXX-XXX | 12,537            | 12,416             | 10,650                 |
| Total Special Revenue Funds         |                | 15,667            | 12,416             | 10,650                 |
| Total Expenditures/Appropriations   |                | 2,964,325         | 3,161,064          | 2,945,389              |
| Total Expenditures Net of Transfers |                | 2,964,325         | 3,161,064          | 2,945,389              |

| Budget Category                                                    | Audited Balance<br>6-30-2014 | Audited Balance<br>6-30-2015 | Estimated Balance<br>6-30-2016 | Estimated Balance<br>6-30-2017 |
|--------------------------------------------------------------------|------------------------------|------------------------------|--------------------------------|--------------------------------|
| Unrestricted:                                                      |                              |                              |                                |                                |
| --General Operating Budget                                         | 250,169                      | 249,405                      | 249,236                        | 249,236                        |
| --Repayment of Debt                                                | 0                            | 0                            | 0                              | 0                              |
| Restricted for Specific Purposes - General Operating Budget:       |                              |                              |                                |                                |
| --Capital Reserve                                                  | 31,046                       | 210,105                      | 165,206                        | 165,306                        |
| --Adult Education Programs                                         | 0                            | 0                            | 0                              | 0                              |
| --Maintenance Reserve                                              | 140,000                      | 140,000                      | 140,000                        | 140,000                        |
| --Legal Reserve                                                    | 326,037                      | 144,441                      | 0                              | 0                              |
| --Tuition Reserve                                                  | 0                            | 0                            | 0                              | 0                              |
| --Current Expense Emergency Reserve                                | 250,000                      | 250,000                      | 250,000                        | 250,000                        |
| --Impact Aid Reserve for General Expenses (Sections 8002 and 8003) | 0                            | 0                            | 0                              | 0                              |
| --Impact Aid Reserve for Capital Expenses (Sections 8007 and 8008) | 0                            | 0                            | 0                              | 0                              |
| Repayment of Debt:                                                 |                              |                              |                                |                                |
| --Restricted for Repayment of Debt                                 | 0                            | 0                            | 0                              | 0                              |

| Per Pupil Cost Calculations                      | 2013-14<br>Actual<br>Costs | 2014-15<br>Actual<br>Costs | 2015-16<br>Original<br>Budget | 2015-16<br>Revised<br>Budget | 2016-17<br>Proposed<br>Budget |
|--------------------------------------------------|----------------------------|----------------------------|-------------------------------|------------------------------|-------------------------------|
| Total Budgetary Comparative Per Pupil Cost       | \$29,840                   | \$34,168                   | \$28,463                      | \$32,281                     | \$27,802                      |
| Total Classroom Instruction                      | \$17,943                   | \$19,530                   | \$17,371                      | \$19,113                     | \$16,393                      |
| Classroom-Salaries and Benefits                  | \$15,158                   | \$17,019                   | \$14,953                      | \$16,292                     | \$13,945                      |
| Classroom-General Supplies and Textbooks         | \$1,735                    | \$1,239                    | \$1,299                       | \$1,463                      | \$1,314                       |
| Classroom-Purchased Services                     | \$1,050                    | \$1,272                    | \$1,120                       | \$1,359                      | \$1,135                       |
| Total Support Services                           | \$4,913                    | \$5,204                    | \$4,358                       | \$5,065                      | \$4,512                       |
| Support Services-Salaries and Benefits           | \$2,989                    | \$3,307                    | \$1,739                       | \$1,939                      | \$1,664                       |
| Total Administrative Costs                       | \$2,392                    | \$2,610                    | \$1,934                       | \$2,495                      | \$1,981                       |
| Administration Salaries and Benefits             | \$367                      | \$413                      | \$368                         | \$434                        | \$394                         |
| Total Operations and Maintenance of Plant        | \$4,501                    | \$6,754                    | \$4,661                       | \$5,434                      | \$4,769                       |
| Operations and Maintenance-Salaries and Benefits | \$1,426                    | \$1,699                    | \$1,369                       | \$1,617                      | \$1,328                       |
| Board Contribution to Food Services              | \$0                        | \$0                        | \$0                           | \$0                          | \$0                           |
| Total Extracurricular Costs                      | \$61                       | \$33                       | \$97                          | \$114                        | \$100                         |
| Total Equipment Costs                            | \$291                      | \$716                      | \$0                           | \$1,269                      | \$321                         |
| Legal Costs                                      | \$271                      | \$273                      | \$27                          | \$160                        | \$27                          |
| Employee Benefits as a percentage of salaries*   | 33.41%                     | 32.33%                     | 36.58%                        | 38.84%                       | 39.40%                        |

\*Does not include pension and social security paid by the State on-behalf of the district.

\*\*Federal and State funds in the blended resource school-based budgets.

The information presented in columns 1 through 3 as well as the related descriptions of the per pupil cost calculations are contained in the Taxpayers' Guide to Education Spending (formerly the Comparative Spending Guide) and can be found on the Department of Education's Internet website: <http://www.state.nj.us/education/guide/>. This publication is also available in the board office and public libraries. The same calculations were performed using the 2015-16 revised appropriations and the 2016-17 budgeted appropriations presented in this advertised budget. Total Budgetary Comparative Per Pupil Cost is defined as current expense exclusive of tuition expenditures, transportation, residential costs, and judgments against the school district. For all years it also includes the restricted entitlement aids. With the exception of Total Equipment Cost, each of the other per pupil cost calculations presented is a component of the total comparative per pupil cost, although all components are not shown.

Unusual Revenues and Appropriations

| Item | Line Number | Source     | Amount  | Explanation            |
|------|-------------|------------|---------|------------------------|
| 1    | 140         | Parents    | 112,000 | Non resident students  |
| 1    | 150         | Avalon BOE | 324,000 | Send/Receive agreement |



| Shared Service Category Type            | Shared Service Category Description                                                           | Amount Saved (Optional) |
|-----------------------------------------|-----------------------------------------------------------------------------------------------|-------------------------|
| Business Services                       | Shared service agreement with Avalon BOE for Business Administration Services                 | 0                       |
| Special Education Services              | Contract with Middle Township BOE for CST services                                            | 0                       |
| Special Education Services              | Contracts with CMCSSTD for Itinerant services                                                 | 0                       |
| Staffing - Other                        | Shares staff as needed with Avalon to save cost : Art, music, library, nursing, PE and health | 0                       |
| Superintendent and Assistant Sup.       | District shares a Superintendent with Avalon BOE                                              | 0                       |
| Transportation Services, including Fuel | District shares a bus with Avalon; joinure with Dennis Twsp School for non public route       | 0                       |
| Purchasing                              | Contracts with ACES for electric                                                              | 0                       |
| Municipal/Public Works                  | Interlocal Agreement with SH Borough for snow removal and grounds maintenance                 | 0                       |
| Curriculum Services                     | Shared Service Agreement with Avalon                                                          | 0                       |
| Professional Staff Development          | Share cost with Avalon                                                                        | 0                       |
| Insurance Coverages and Benefits        | Member of NJSIG                                                                               | 0                       |

|                                                                        |               |
|------------------------------------------------------------------------|---------------|
|                                                                        |               |
| A. Estimated 16-17 School Tax Rate                                     |               |
| WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS                               |               |
| (A) General Fund School Levy                                           | 2,444,516     |
| (B) Estimated Net Taxable Valuation (as of 01/01/16)                   | 4,441,452,700 |
| (C) Estimated 16-17 General Fund School Tax Rate=(A)/(B)x100           | 0.0550        |
| WITH REPAYMENT OF DEBT AND ADJUSTMENTS                                 |               |
| (D) Total School Levy                                                  | 2,444,516     |
| (E) Estimated Net Taxable Valuation (as of 01/01/16)                   | 4,441,452,700 |
| (F) Estimated 16-17 Total School Tax Rate=(D)/(E)x100                  | 0.0550        |
| -----                                                                  |               |
| B. Estimated 16-17 Equalized School Tax Rate                           |               |
| WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS                               |               |
| (G) General Fund School Levy                                           | 2,444,516     |
| (H) Estimated Equalized Valuation (as of 10/01/15)                     | 4,120,024,549 |
| (I) Estimated 16-17 Equalized General Fund School Tax Rate=(G)/(H)x100 | 0.0593        |
| WITH REPAYMENT OF DEBT AND ADJUSTMENTS                                 |               |
| (J) Total School Levy                                                  | 2,444,516     |
| (K) Estimated Equalized Valuation (as of 10/01/15)                     | 4,120,024,549 |
| (L) Estimated 16-17 Equalized Total School Tax Rate=(J)/(K)x100        | 0.0593        |
| -----                                                                  |               |

NAME=Renee Murtaugh

| CATEGORY                                                                                  | MEASURE                                 |
|-------------------------------------------------------------------------------------------|-----------------------------------------|
| Job Title                                                                                 | Coordinator/Director/Manager/Supervisor |
| Job Title II                                                                              | Supervisor of C&I                       |
| Base Annual Salary Amount                                                                 | \$95,509                                |
| Full-Time Equivalent (FTE)                                                                | 1.0                                     |
| Shared with Another District?                                                             | Y                                       |
| Shared County                                                                             | 09                                      |
| Shared District                                                                           | 0170                                    |
| Job Title Other District                                                                  | Supervisor of C&I                       |
| Member of Collective Bargaining Unit (CBU)?                                               | N                                       |
| Beginning Date of Contract                                                                | 07/01/15                                |
| End Date of Contract                                                                      | 06/30/16                                |
| Contracted Number of Annual Work Days                                                     | 260                                     |
| Contracted Number of Annual Vacation Days                                                 | 20                                      |
| Contracted Number of Annual Sick Days                                                     | 12                                      |
| Contracted Number of Annual Personal Days                                                 | 3                                       |
| Contracted Number of Annual Consulting Days                                               | 0                                       |
| Number of Other Contracted Non-Working Days                                               | 0                                       |
| Description of Other Contracted Non-Working Days                                          |                                         |
| Total Allowances Amount                                                                   | \$0                                     |
| 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                        | \$0                                     |
| Total Contractual Post-Employment Benefit Amount                                          | \$5,585                                 |
| Contractual Post-Employment Benefit Description of Payout of Sick days                    | \$45 per day                            |
| Contractual Post-Employment Benefit Description of Payout of Vacation days                | Per diem rate X 10 days                 |
| Contractual Post-Employment Benefit Description of Payout of Personal days                | Days convert to sick                    |
| Contractual Post-Employment Benefit Description of Other Benefits 1                       |                                         |
| Contractual Post-Employment Benefit Description of Other Benefits 2                       |                                         |
| Contractual Post-Employment Benefit Description of Other Benefits 3                       |                                         |

NAME=Renee Murtaugh

| CATEGORY                                                                                 | MEASURE |
|------------------------------------------------------------------------------------------|---------|
| Total Other/In-Kind Remuneration Amount                                                  | \$0     |
| Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash     |         |
| Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash |         |
| Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash |         |
| Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1          |         |
| Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2          |         |
| Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3          |         |
| Additional Comment 1                                                                     |         |
| Additional Comment 2                                                                     |         |
| Additional Comment 3                                                                     |         |

NAME=Shared Service Agreement

| CATEGORY                                    | MEASURE                |
|---------------------------------------------|------------------------|
| Job Title                                   | Superintendent         |
| Job Title                                   | Business Administrator |
| Job Title II                                |                        |
| Job Title II                                |                        |
| Base Annual Salary Amount                   | \$0                    |
| Base Annual Salary Amount                   | \$0                    |
| Full-Time Equivalent (FTE)                  | 0.5                    |
| Full-Time Equivalent (FTE)                  | 0.5                    |
| Shared with Another District?               | Y                      |
| Shared with Another District?               | Y                      |
| Shared County                               | 09                     |
| Shared County                               | 09                     |
| Shared District                             | 0170                   |
| Shared District                             | 0170                   |
| Job Title Other District                    | Superintendent         |
| Job Title Other District                    | Business Administrator |
| Member of Collective Bargaining Unit (CBU)? | N                      |
| Member of Collective Bargaining Unit (CBU)? | N                      |
| Beginning Date of Contract                  | 07/01/15               |
| Beginning Date of Contract                  | 07/01/15               |
| End Date of Contract                        | 06/30/18               |
| End Date of Contract                        | 06/30/16               |
| Contracted Number of Annual Work Days       | 0                      |
| Contracted Number of Annual Work Days       | 0                      |
| Contracted Number of Annual Vacation Days   | 0                      |
| Contracted Number of Annual Vacation Days   | 0                      |
| Contracted Number of Annual Sick Days       | 0                      |
| Contracted Number of Annual Sick Days       | 0                      |
| Contracted Number of Annual Personal Days   | 0                      |
| Contracted Number of Annual Personal Days   | 0                      |

NAME=Shared Service Agreement

| CATEGORY                                                                                  | MEASURE |
|-------------------------------------------------------------------------------------------|---------|
| Contracted Number of Annual Consulting Days                                               | 0       |
| Contracted Number of Annual Consulting Days                                               | 0       |
| Number of Other Contracted Non-Working Days                                               | 0       |
| Number of Other Contracted Non-Working Days                                               | 0       |
| Description of Other Contracted Non-Working Days                                          |         |
| Description of Other Contracted Non-Working Days                                          |         |
| Total Allowances Amount                                                                   | \$0     |
| Total Allowances Amount                                                                   | \$0     |
| Total Bonuses Amount                                                                      | \$0     |
| Total Bonuses Amount                                                                      | \$0     |
| Total Stipends Amount                                                                     | \$0     |
| Total Stipends Amount                                                                     | \$0     |
| District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other) | \$0     |
| District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other) | \$0     |
| District Contributions Above Teacher Contract for Retirement Plans                        | \$0     |
| District Contributions Above Teacher Contract for Retirement Plans                        | \$0     |
| Total Contractual Post-Employment Benefit Amount                                          | \$0     |
| Total Contractual Post-Employment Benefit Amount                                          | \$0     |
| Contractual Post-Employment Benefit Description of Payout of Sick days                    | N/A     |
| Contractual Post-Employment Benefit Description of Payout of Sick days                    | N/A     |
| Contractual Post-Employment Benefit Description of Payout of Vacation days                | N/A     |
| Contractual Post-Employment Benefit Description of Payout of Vacation days                | N/A     |
| Contractual Post-Employment Benefit Description of Payout of Personal days                | N/A     |
| Contractual Post-Employment Benefit Description of Payout of Personal days                | N/A     |
| Contractual Post-Employment Benefit Description of Other Benefits 1                       |         |
| Contractual Post-Employment Benefit Description of Other Benefits 1                       |         |
| Contractual Post-Employment Benefit Description of Other Benefits 2                       |         |
| Contractual Post-Employment Benefit Description of Other Benefits 2                       |         |
| Contractual Post-Employment Benefit Description of Other Benefits 3                       |         |
| Contractual Post-Employment Benefit Description of Other Benefits 3                       |         |

NAME=Shared Service Agreement

| CATEGORY                                                                                 | MEASURE                    |
|------------------------------------------------------------------------------------------|----------------------------|
| Total Other/In-Kind Remuneration Amount                                                  | \$0                        |
| Total Other/In-Kind Remuneration Amount                                                  | \$0                        |
| Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash     |                            |
| Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash     |                            |
| Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash |                            |
| Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash |                            |
| Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash |                            |
| Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash |                            |
| Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1          |                            |
| Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1          |                            |
| Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2          |                            |
| Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2          |                            |
| Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3          |                            |
| Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3          |                            |
| Additional Comment 1                                                                     | Shared Service with Avalon |
| Additional Comment 1                                                                     | Shared Service with Avalon |
| Additional Comment 2                                                                     |                            |
| Additional Comment 2                                                                     |                            |
| Additional Comment 3                                                                     |                            |
| Additional Comment 3                                                                     |                            |