

Pupil Enrollment Categories	10-14-2016 Actual	10-13-2017 Actual	10-15-2018 Estimate
On Roll Regular Full-Time	762.0	760.0	749.0
On Roll Regular Shared-Time	5.0	6.0	6.0
On Roll Special Ed Full-Time	154.0	152.0	154.0
On Roll Subtotal	921.0	918.0	909.0
In Private School Placements	6.0	7.0	7.0
Sent to Other Districts Regular	1.0	2.0	2.0
Sent to Other Districts Special Ed	6.0	6.0	7.0
Received	53.0	78.5	84.5
In State Facilities		1.0	0.0

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	15,401,826	14,356,619	14,256,964
Total Tuition	10-1300	895,190	1,078,420	1,320,480
Unrestricted Miscellaneous Revenues	10-1XXX	67,832	48,953	64,190
Interest Earned On Maintenance Reserve	10-1XXX	0	357	357
Interest Earned On Capital Reserve Funds	10-1XXX	0	690	690
Subtotal - Revenues From Local Sources		16,364,848	15,485,039	15,642,681
Revenues from State Sources:				
School Choice Aid	10-3116	31,416	31,416	53,832
Categorical Transportation Aid	10-3121	748,822	748,822	748,822
Extraordinary Aid	10-3131	234,510	100,000	212,959
Categorical Special Education Aid	10-3132	606,486	606,486	702,032
Equalization Aid	10-3176	4,284,622	4,284,622	4,284,622
Categorical Security Aid	10-3177	86,130	86,130	86,130
Adjustment Aid	10-3178	623,958	495,765	624,973
Parcc Readiness Aid	10-3181	9,510	9,510	0
Per Pupil Growth Aid	10-3182	9,510	9,510	0
Professional Learning Community Aid	10-3183	9,190	9,190	0
Other State Aids	10-3XXX	15,243	0	0
Subtotal - Revenues From State Sources		6,659,397	6,381,451	6,713,370
Revenues from Federal Sources:				
Medicaid Reimbursement	10-4200	11,617	17,933	19,763
Subtotal - Revenues From Federal Sources		11,617	17,933	19,763
Budgeted Fund Balance - Operating Budget	10-303	0	569,707	441,514
Withdrawal From Cap Res-For Local Share	10-307	0	79,000	300,000
Withdrawal From Maint. Reserve	10-310	0	0	300,000

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
Transfers From Other Funds	10-5200	180,685	0	0
Adjustment For Prior Year Encumbrances		0	265,316	0
Actual Revenues (Over)/Under Expenditures		476,161	0	0
Total Operating Budget		23,692,708	22,798,446	23,417,328
Grants and Entitlements:				
Other Revenue From Local Sources	20-1XXX	6,000	6,500	0
Total Revenues From Local Sources	20-1XXX	6,000	6,500	0
Revenues from Federal Sources:				
Title I	20-4411-4416	74,158	73,768	62,703
Title II	20-4451-4455	20,124	18,189	15,461
Title IV	20-4471-4474	0	10,000	8,500
I.D.E.A. Part B (Handicapped)	20-4420-4429	213,398	203,927	173,338
Vocational Education	20-4430	35,257	28,152	23,929
Total Revenues From Federal Sources		342,937	334,036	283,931
Total Grants And Entitlements		348,937	340,536	283,931
Total Revenues/Sources		24,041,645	23,138,982	23,701,259
Total Revenues/Sources Net of Transfers		24,041,645	23,138,982	23,701,259

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	7,104,146	6,790,566	6,768,673
Special Education - Instruction	11-2XX-100-XXX	1,613,100	1,427,446	1,404,155
Bilingual Education - Instruction	11-240-100-XXX	0	9,168	0
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	267,125	255,441	234,838
School-Sponsored Athletics - Instruction	11-402-100-XXX	740,263	715,842	704,250
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	1,087,347	1,635,821	1,573,561
Undist. Expenditures - Health Services	11-000-213-XXX	170,829	111,841	96,556
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	279,285	293,277	279,092
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	204,191	210,652	208,846
Undist. Expenditures - Guidance	11-000-218-XXX	758,075	678,671	606,055
Undist. Expenditures - Child Study Teams	11-000-219-XXX	518,921	552,945	504,188
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	474,168	453,897	408,629
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	562,417	529,462	507,546
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	25,834	28,378	18,100
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	409,997	598,435	444,910
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	646,730	658,423	533,888
Undist. Expend. - Central Services	11-000-251-XXX	321,226	330,710	325,833
Undist. Expend. - Admin. Info Technology	11-000-252-XXX	30,687	64,971	29,000
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	2,626,618	2,010,479	2,293,069
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	1,746,071	1,791,078	1,867,997
Personal Services - Employee Benefits	11-XXX-XXX-2XX	3,642,304	3,530,650	4,302,599
Total Undistributed Expenditures		13,504,700	13,479,690	13,999,869
Interest Earned On Maintenance Reserve	10-606	0	357	357
Total General Current Expense		23,229,334	22,678,510	23,112,142
Capital Expenditures:				

Budget Category	Account	2016-17 Actual	2017-18 Revised	2018-19 Proposed
Equipment	12-XXX-XXX-730	82,166	28,665	0
Facilities Acquisition And Const. Serv.	12-000-400-XXX	381,208	90,581	304,496
Interest Deposit To Capital Reserve	10-604	0	690	690
Total Capital Outlay		463,374	119,936	305,186
General Fund Grand Total		23,692,708	22,798,446	23,417,328
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	6,000	6,500	0
Federal Projects:				
Title I	20-XXX-XXX-XXX	74,158	73,768	62,703
Title II	20-XXX-XXX-XXX	20,124	18,189	15,461
Title IV	20-XXX-XXX-XXX	0	10,000	8,500
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	213,398	203,927	173,338
Vocational Education	20-XXX-XXX-XXX	35,257	28,152	23,929
Total Federal Projects	20-XXX-XXX-XXX	342,937	334,036	283,931
Total Special Revenue Funds		348,937	340,536	283,931
Total Expenditures/Appropriations		24,041,645	23,138,982	23,701,259
Total Expenditures Net of Transfers		24,041,645	23,138,982	23,701,259

Fund Balance Category	Budget Category	Audited Balance 06/30/2016	Audited Balance 06/30/2017	Estimated Balance 06/30/2018	Estimated Balance 06/30/2019
Unrestricted	General Operating Budget	552,843	751,785	823,592	382,078
Unrestricted	Repayment of Debt	2	0	0	0
Restricted for General Operating Budget	Capital Reserve	729,682	1,002,994	924,684	625,374
Restricted for General Operating Budget	Adult Education Programs	0	0	0	0
Restricted for General Operating Budget	Maintenance Reserve	627,762	357,762	358,119	58,476
Restricted for General Operating Budget	Legal Reserve	598,067	441,514	0	0
Restricted for General Operating Budget	Tuition Reserve	0	0	0	0
Restricted for General Operating Budget	Current Expense Emergency Reserve	0	0	0	0
Restricted for General Operating Budget	Impact Aid Reserve for General Expenses (Sections 8002 and 8003)	0	0	0	0
Restricted for General Operating Budget	Impact Aid Reserve for Capital Expenses (Sections 8007 and 8008)	0	0	0	0
Restricted for Repayment of Debt	Repayment of Debt	0	2	2	2

Per Pupil Cost Calculations	2015-16 Actual Costs	2016-17 Actual Costs	2017-18 Original Budget	2017-18 Revised Budget	2018-19 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$20,242	\$22,425	\$21,025	\$21,040	\$21,711
Total Classroom Instruction	\$11,169	\$11,888	\$11,389	\$11,248	\$11,812
Classroom-Salaries and Benefits	\$10,687	\$11,084	\$10,808	\$10,678	\$11,050
Classroom-General Supplies and Textbooks	\$379	\$688	\$379	\$417	\$529
Classroom-Purchased Services	\$103	\$116	\$202	\$153	\$232
Total Support Services	\$3,515	\$4,058	\$3,784	\$3,843	\$3,767
Support Services-Salaries and Benefits	\$3,101	\$3,688	\$3,455	\$3,398	\$3,426
Total Administrative Costs	\$1,766	\$1,885	\$1,916	\$2,112	\$1,861
Administration Salaries and Benefits	\$1,446	\$1,620	\$1,601	\$1,448	\$1,542
Total Operations and Maintenance of Plant	\$2,547	\$3,182	\$2,533	\$2,473	\$2,849
Operations and Maintenance-Salaries and Benefits	\$1,185	\$1,417	\$1,316	\$1,305	\$1,259
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$1,177	\$1,328	\$1,320	\$1,284	\$1,314
Total Equipment Costs	\$42	\$90	\$0	\$31	\$0
Legal Costs	\$74	\$49	\$44	\$99	\$62
Employee Benefits as a percentage of salaries*	24.36%	26.23%	27.91%	26.80%	33.79%

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

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

The information presented in columns 1 through 3 as well as the related descriptions of the per pupil cost calculations are contained in the Taxpayers' Guide to Education Spending and can be found on the Department of Education's Internet website: <http://www.state.nj.us/education/guide/>. This publication is also available in the board office and public libraries. The same calculations were performed using the 2017-18 revised appropriations and the 2018-19 budgeted appropriations presented in this advertised budget. Total Budgetary Comparative Per Pupil Cost is defined as current expense exclusive of tuition expenditures, transportation, residential costs, and judgments against the school district. For all years it also includes the restricted entitlement aids. With the exception of Total Equipment Cost, each of the other per pupil cost calculations presented is a component of the total comparative per pupil cost, although all components are not shown.

Unusual Revenues and Appropriations

Item	Line Number	Source	Amount	Explanation
1	150	Montague Public School District	1,320,480	84 Stud @ 15720
1	300	Various	48,953	Fess for various usages

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Others	Town Recreation - Share use of fields and facilities	0
Others	Township of Wantage - Share several field maintenance tasks	0
Transportation Services, including Fuel	Shared bus drivers for 3 routes	0
Transportation Services, including Fuel	Transportation Jointures with WVRHS, KRHS, Sussex Wantage, Vernon, Frankford and Lafayette	0
Purchasing	Middlesex Co Op / Hunterdon County ESC	0
Curriculum Services	Regional district curriculum articulation	0
Insurance Coverages and Benefits	Member of SAIF (School Alliance Insurance Fund) Joint Insurance Fund	0

ID=Branchville

Category	Amount
(A) General Fund School Levy	567,350
(D) Total School Levy	567,350
(B) Estimated Net Taxable Valuation (as of 10/01/17)	128,605,150
(H) Estimated Equalized Valuation (as of 10/01/17)	125,713,734
(C) Estimated 2018-19 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	0.4412
(F) Estimated 2018-19 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	0.4412
(I) Estimated 2018-19 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.4513
(L) Estimated 2018-19 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.4513

ID=Frankford Twp

Category	Amount
(A) General Fund School Levy	4,132,335
(D) Total School Levy	4,132,335
(B) Estimated Net Taxable Valuation (as of 10/01/17)	730,783,000
(H) Estimated Equalized Valuation (as of 10/01/17)	792,864,273
(C) Estimated 2018-19 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	0.5655
(F) Estimated 2018-19 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	0.5655
(I) Estimated 2018-19 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.5212
(L) Estimated 2018-19 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.5212

ID=Lafayette

Category	Amount
(A) General Fund School Levy	1,738,406
(D) Total School Levy	1,738,406
(B) Estimated Net Taxable Valuation (as of 10/01/17)	329,428,355
(H) Estimated Equalized Valuation (as of 10/01/17)	341,495,402
(C) Estimated 2018-19 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	0.5277
(F) Estimated 2018-19 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	0.5277
(I) Estimated 2018-19 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.5091
(L) Estimated 2018-19 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.5091

ID=Sussex Boro

Category	Amount
(A) General Fund School Levy	622,591
(D) Total School Levy	622,591
(B) Estimated Net Taxable Valuation (as of 10/01/17)	125,198,800
(H) Estimated Equalized Valuation (as of 10/01/17)	136,130,042
(C) Estimated 2018-19 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	0.4973
(F) Estimated 2018-19 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	0.4973
(I) Estimated 2018-19 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.4574
(L) Estimated 2018-19 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.4574

ID=Wantage Twp

Category	Amount
(A) General Fund School Levy	7,246,112
(D) Total School Levy	7,262,450
(B) Estimated Net Taxable Valuation (as of 10/01/17)	1,198,176,442
(H) Estimated Equalized Valuation (as of 10/01/17)	1,188,077,781
(C) Estimated 2018-19 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$	0.6048
(F) Estimated 2018-19 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$	0.6061
(I) Estimated 2018-19 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$	0.6099
(L) Estimated 2018-19 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$	0.6113

Name=James Minkewicz

Category	Measure
Job Title	Business Administrator
Job Title II	None
Base Annual Salary Amount	\$130,833
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	None Reported
Shared District	None Reported
Job Title Other District	None Reported
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/17
End Date of Contract	06/30/18
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	24
Contracted Number of Annual Sick Days	14
Contracted Number of Annual Personal Days	5
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	0
Description of Other Contracted Non-Working Days	None Reported
Total Allowances Amount	\$2,650
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,000
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$26,832
Contractual Post-Employment Benefit Description of Payout of Sick days	Max of \$125/day for 120 days
Contractual Post-Employment Benefit Description of Payout of Vacation days	Per diem for the fiscal year
Contractual Post-Employment Benefit Description of Payout of Personal days	n/a
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported

Name=James Minkewicz

Category	Measure
Total Other/In-Kind Remuneration Amount	\$0
Description of Other/In-Kind Remuneration Annual Option to Buyback Sick Time in Cash	None Reported
Description of Other/In-Kind Remuneration Annual Option to Buyback Vacation Time in Cash	None Reported
Description of Other/In-Kind Remuneration Annual Option to Buyback Personal Time in Cash	None Reported
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 1	None Reported
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 2	None Reported
Description of Other/In-Kind Remuneration Annual Option to Other Remuneration 3	None Reported
Additional Comment 1	None Reported
Additional Comment 2	None Reported
Additional Comment 3	None Reported

Name=Michael Parigi

Category	Measure
Job Title	Other
Job Title II	None
Base Annual Salary Amount	\$90,363
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	None Reported
Shared District	None Reported
Job Title Other District	None Reported
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/17
End Date of Contract	06/30/18
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	20
Contracted Number of Annual Sick Days	14
Contracted Number of Annual Personal Days	5
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	0
Description of Other Contracted Non-Working Days	None Reported
Total Allowances Amount	\$2,650
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	\$21,695
Contractual Post-Employment Benefit Description of Payout of Sick days	\$85/day x max of 175 days
Contractual Post-Employment Benefit Description of Payout of Vacation days	Per diem upon separation
Contractual Post-Employment Benefit Description of Payout of Personal days	Not in contract
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported

Name=Michael Parigi

Category	Measure
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=Scott Ripley

Category	Measure
Job Title	Superintendent
Job Title II	None
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	09/01/14
End Date of Contract	06/30/19
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	24
Contracted Number of Annual Sick Days	14
Contracted Number of Annual Personal Days	5
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	0
Description of Other Contracted Non-Working Days	None Reported
Total Allowances Amount	\$9,800
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,500
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$28,060
Contractual Post-Employment Benefit Description of Payout of Sick days	\$150/day max 100 days upon retirement
Contractual Post-Employment Benefit Description of Payout of Vacation days	Unused days upon retirement @ per diem
Contractual Post-Employment Benefit Description of Payout of Personal days	No payout of personal days
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported

Name=Scott Ripley

Category	Measure
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=Seamus Campbell

Category	Measure
Job Title	Other
Job Title II	None
Base Annual Salary Amount	\$127,850
Full-Time Equivalent (FTE)	1.0
Shared with Another District?	N
Shared County	None Reported
Shared District	None Reported
Job Title Other District	None Reported
Member of Collective Bargaining Unit (CBU)?	N
Beginning Date of Contract	07/01/17
End Date of Contract	06/30/18
Contracted Number of Annual Work Days	260
Contracted Number of Annual Vacation Days	24
Contracted Number of Annual Sick Days	14
Contracted Number of Annual Personal Days	5
Contracted Number of Annual Consulting Days	0
Number of Other Contracted Non-Working Days	0
Description of Other Contracted Non-Working Days	None Reported
Total Allowances Amount	\$2,650
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	\$21,884
Contractual Post-Employment Benefit Description of Payout of Sick days	\$125/day x up to 120 days
Contractual Post-Employment Benefit Description of Payout of Vacation days	Per diem in fiscal year
Contractual Post-Employment Benefit Description of Payout of Personal days	n/a
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 2	None Reported
Contractual Post-Employment Benefit Description of Other Benefits 3	None Reported

Name=Seamus Campbell

Category	Measure
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