# Advertised Enrollments



| ENROLLMENT CATEGORIES | October 14, 2012 Actual | October 15, 2013 Actual | October 15, 2014 Estimated |
|---|---|---|---|
| Pupils On Roll Regular Full-Time | 1,208 | 1,259 | 1,276 |
| Pupils On Roll - Special Full-Time | 277 | 288 | 288 |
| Subtotal - Pupils On Roll | 1,485 | 1,547 | 1,564 |
| Private School Placements | 17 | 15 | 12 |
| Pupils Sent to Other Districts-Reg Prog | 1 | 0 | 0 |
| Pupils Sent to Other Dists-Spec Ed Prog | 7 | 10 | 7 |
| Pupils Received | 178 | 185 | 187 |
| Pupils in State Facilities | 2 | 0 | 0 |

# Advertised Revenues



| Budget Category | Account | 2012-13 Actual | 2013-14 Revised | 2014-15 Anticipated |
|---|---|---|---|---|
| Operating Budget: | | | | |
| Revenues from Local Sources: | | | | |
| Local Tax Levy | 10-1210 | 10,110,372 | 10,312,579 | 10,518,831 |
| Total Tuition | 10-1300 | 2,749,838 | 2,679,181 | 2,515,047 |
| Unrestricted Miscellaneous Revenues | 10-1XXX | 263,243 | 220,000 | 239,500 |
| Interest Earned On Capital Reserve Funds | 10-1XXX | 0 | 0 | 115 |
| Subtotal - Revenues From Local Sources | | 13,123,453 | 13,211,760 | 13,273,493 |
| | | | | |
| Revenues from State Sources: | | | | |
| School Choice Aid | 10-3116 | 417,450 | 868,344 | 922,056 |
| Categorical Transportation Aid | 10-3121 | 62,985 | 62,679 | 62,679 |
| Extraordinary Aid | 10-3131 | 72,632 | 0 | 0 |
| Categorical Special Education Aid | 10-3132 | 678,250 | 698,294 | 698,294 |
| Equalization Aid | 10-3176 | 5,595,174 | 5,833,566 | 5,833,566 |
| Categorical Security Aid | 10-3177 | 116,863 | 129,718 | 129,718 |
| Adjustment Aid | 10-3178 | 525,615 | 530,382 | 530,382 |
| Other State Aids | 10-3XXX | 0 | 25,300 | 52,160 |
| Subtotal - Revenues From State Sources | | 7,468,969 | 8,148,283 | 8,228,855 |
| | | | | |
| Revenues from Federal Sources: | | | | |
| Medicaid Reimbursement | 10-4200 | 0 | 20,213 | 26,486 |
| Education Jobs Fund | 18-4522 | 653 | 0 | 0 |
| Subtotal - Revenues From Federal Sources | | 653 | 20,213 | 26,486 |
| | | | | |
| Budgeted Fund Balance - Operating Budget | 10-303 | 0 | 495,345 | 485,110 |
| Actual Revenues (Over)/Under Expenditures | | 116,164 | 0 | 0 |
| Total Operating Budget | | 20,709,239 | 21,875,601 | 22,013,944 |
| | | | | |
| Grants and Entitlements: | | | | |
| | | | | |

# Advertised Revenues



| Budget Category | Account | 2012-13 Actual | 2013-14 Revised | 2014-15 Anticipated |
|---|---|---|---|---|
| Revenues from Federal Sources: | | | | |
| Title I | 20-4411-4416 | 119,597 | 79,100 | 154,000 |
| Title II | 20-4451-4455 | 52,672 | 31,921 | 39,000 |
| I.D.E.A. Part B (Handicapped) | 20-4420-4429 | 390,417 | 269,051 | 280,000 |
| Total Revenues From Federal Sources | | 562,686 | 380,072 | 473,000 |
| Total Grants And Entitlements | | 562,686 | 380,072 | 473,000 |
| | | | | |
| Repayment of Debt: | | | | |
| | | | | |
| Revenues from Local Sources: | | | | |
| Local Tax Levy | 40-1210 | 938,312 | 0 | 0 |
| Local Tax Levy - Premerger Debt | 40-1210 | 0 | 1,163,570 | 987,503 |
| Total Revenues From Local Sources | | 938,312 | 1,163,570 | 987,503 |
| | | | | |
| Revenues from State Sources: | | | | |
| Debt Service Aid Type II | 40-3160 | 107,364 | 95,510 | 0 |
| Budgeted Fund Balance | 40-303 | 0 | 0 | 18,497 |
| Total Local Repayment Of Debt | | 1,045,676 | 1,259,080 | 1,006,000 |
| Actual Revenues (Over)/Under Expenditures | | -18,497 | 0 | 0 |
| Total Repayment Of Debt | | 1,027,179 | 1,259,080 | 1,006,000 |
| Total Revenues/Sources | | 22,299,104 | 23,514,753 | 23,492,944 |
| Total Revenues/Sources Net of Transfers | | 22,299,104 | 23,514,753 | 23,492,944 |

| Budget Category | Account | 2012-13 Actual | 2013-14 Revised | 2014-15 Anticipated |
|---|---|---|---|---|
| | | | | |
| General Current Expense: | | | | |
| Instruction: | | | | |
| Regular Programs - Instruction | 11-1XX-100-XXX | 6,732,283 | 7,098,024 | 7,122,238 |
| Special Education - Instruction | 11-2XX-100-XXX | 1,654,269 | 1,757,604 | 1,795,869 |
| Basic Skills/Remedial - Instruction | 11-230-100-XXX | 303,227 | 244,042 | 442,241 |
| School-Spon. Co/Extra Curr. Actvts. - Inst | 11-401-100-XXX | 311,625 | 283,888 | 295,627 |
| School-Sponsored Athletics - Instruction | 11-402-100-XXX | 452,650 | 469,876 | 474,721 |
| Community Services Programs/Operations | 11-800-330-XXX | 36,720 | 42,000 | 40,000 |
| Support Services: | | | | |
| Undistributed Expenditures - Instruction (Tuition) | 11-000-100-XXX | 913,270 | 943,837 | 788,087 |
| Undist. Expend.-Attendance And Social Work | 11-000-211-XXX | 23,325 | 24,175 | 24,350 |
| Undist. Expenditures - Health Services | 11-000-213-XXX | 233,995 | 247,600 | 253,550 |
| Undist. Expend.-Speech, OT, PT And Related Svcs | 11-000-216-XXX | 313,384 | 357,510 | 402,282 |
| Undist. Expenditures - Guidance | 11-000-218-XXX | 569,692 | 604,637 | 630,326 |
| Undist. Expenditures - Child Study Teams | 11-000-219-XXX | 627,033 | 658,051 | 664,503 |
| Undist. Expend.-Improv. Of Inst. Serv. | 11-000-221-XXX | 150,066 | 183,823 | 238,148 |
| Undist. Expend.-Edu. Media Serv./Library | 11-000-222-XXX | 128,823 | 133,794 | 134,510 |
| Undist. Expend.-Instr. Staff Training Serv. | 11-000-223-XXX | 143,139 | 165,199 | 197,260 |
| Undist. Expend.-Support Serv.-Gen. Admin. | 11-000-230-XXX | 400,261 | 410,813 | 406,473 |
| Undist. Expend.-Support Serv.-School Admin. | 11-000-240-XXX | 1,015,206 | 1,001,629 | 1,006,797 |
| Undist. Expend. - Central Services | 11-000-251-XXX | 403,375 | 409,185 | 378,095 |
| Undist. Expend. - Admin. Info Technology | 11-000-252-XXX | 122,116 | 106,500 | 153,794 |
| Undist. Expend.-Oper. And Maint. Of Plant Serv. | 11-000-26X-XXX | 1,665,454 | 1,864,970 | 1,909,943 |
| Undist. Expend.-Student Transportation Serv. | 11-000-270-XXX | 340,979 | 385,000 | 369,000 |
| Personal Services - Employee Benefits | 11-XXX-XXX-2XX | 3,659,793 | 3,913,488 | 3,980,259 |
| Undistributed Expenditures-Food Services | 11-000-310-930 | 30,000 | 38,000 | 38,000 |
| Total Undistributed Expenditures | | 10,739,911 | 11,448,211 | 11,575,377 |
| Total General Current Expense | | 20,230,685 | 21,343,645 | 21,746,073 |
| | | | | |

| Budget Category | Account | 2012-13 Actual | 2013-14 Revised | 2014-15 Anticipated |
|---|---|---|---|---|
| Capital Expenditures: | | | | |
| Equipment | 12-XXX-XXX-730 | 61,867 | 35,000 | 0 |
| Facilities Acquisition And Const. Serv. | 12-000-400-XXX | 394,559 | 479,451 | 255,391 |
| Interest Deposit To Capital Reserve | 10-604 | 0 | 0 | 115 |
| Total Capital Outlay | | 456,426 | 514,451 | 255,506 |
| Transfer Of Funds To Charter Schools | 10-000-100-56X | 22,128 | 17,505 | 12,365 |
| General Fund Grand Total | | 20,709,239 | 21,875,601 | 22,013,944 |
| | | | | |
| Special Grants and Entitlements: | | | | |
| Federal Projects: | | | | |
| Title I | 20-XXX-XXX-XXX | 119,597 | 79,100 | 154,000 |
| Title II | 20-XXX-XXX-XXX | 52,672 | 31,921 | 39,000 |
| I.D.E.A. Part B (Handicapped) | 20-XXX-XXX-XXX | 390,417 | 269,051 | 280,000 |
| Total Federal Projects | 20-XXX-XXX-XXX | 562,686 | 380,072 | 473,000 |
| Total Special Revenue Funds | | 562,686 | 380,072 | 473,000 |
| | | | | |
| Repayment of Debt: | | | | |
| Total Regular Debt Service | 40-701-510-XXX | 1,027,179 | 1,259,080 | 1,006,000 |
| Total Debt Service Funds | | 1,027,179 | 1,259,080 | 1,006,000 |
| Total Expenditures/Appropriations | | 22,299,104 | 23,514,753 | 23,492,944 |
| Total Expenditures Net of Transfers | | 22,299,104 | 23,514,753 | 23,492,944 |

# Advertised Recapitulation of Balances



| Budget Category | Audited Balance 6-30-2012 | Audited Balance 6-30-2013 | Estimated Balance 6-30-2014 | Estimated Balance 6-30-2015 |
|---|---|---|---|---|
| Unrestricted: | | | | |
| --General Operating Budget | 934,968 | 678,849 | 809,590 | 436,752 |
| --Repayment of Debt | 0 | 18,497 | 18,497 | 0 |
| Restricted for Specific Purposes- General Operating Budget: | | | | |
| --Capital Reserve | 15,113 | 115,113 | 115,113 | 115,228 |
| --Adult Education Programs | 0 | 0 | 0 | 0 |
| --Maintenance Reserve | 0 | 0 | 0 | 0 |
| --Legal Reserve | 302,713 | 414,985 | 112,272 | 0 |
| --Tuition Reserve | 72,317 | 0 | 0 | 0 |
| --Current Expense Emergency Reserve | 0 | 0 | 0 | 0 |
| Repayment of Debt: | | | | |
| --Restricted for Repayment of Debt | 0 | 0 | 0 | 0 |

# Advertised Per Pupil Cost Calculations



| Per Pupil Cost Calculations | 2011-12 Actual Costs | 2012-13 Actual Costs | 2013-14 Original Budget | 2013-14 Revised Budget | 2014-15 Proposed Budget |
|---|---|---|---|---|---|
| Total Budgetary Comparative Per Pupil Cost | $13,330 | $13,460 | $13,043 | $12,941 | $13,160 |
| Total Classroom Instruction | $7,712 | $7,753 | $7,495 | $7,444 | $7,532 |
| Classroom-Salaries and Benefits | $7,410 | $7,452 | $7,184 | $7,132 | $7,181 |
| Classroom-General Supplies and Textbooks | $268 | $237 | $251 | $253 | $267 |
| Classroom-Purchased Services | $34 | $65 | $60 | $60 | $84 |
| Total Support Services | $1,867 | $1,931 | $1,929 | $1,914 | $2,032 |
| Support Services-Salaries and Benefits | $1,748 | $1,771 | $1,742 | $1,730 | $1,877 |
| Total Administrative Costs | $1,672 | $1,692 | $1,549 | $1,537 | $1,535 |
| Administration Salaries and Benefits | $1,437 | $1,479 | $1,358 | $1,351 | $1,370 |
| Total Operations and Maintenance of Plant | $1,395 | $1,365 | $1,405 | $1,386 | $1,400 |
| Operations and Maintenance-Salaries and Benefits | $862 | $861 | $830 | $824 | $829 |
| Board Contribution to Food Services | $8 | $21 | $25 | $25 | $24 |
| Total Extracurricular Costs | $632 | $656 | $596 | $591 | $596 |
| Total Equipment Costs | $12 | $44 | $23 | $23 | $0 |
| Legal Costs | $15 | $15 | $16 | $16 | $16 |
| Employee Benefits as a percentage of salaries* | 25.94% | 27.11% | 27.99% | 27.96% | 27.47% |

*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 2013-14 revised appropriations and the 2014-15 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 Services



| Shared Service Category Type | Shared Service Category Description | Amount Spent (Optional) |
|---|---|---|
| Business Services | Business Office services to Brooklawn School District | 0.00 |
| Special Education Services | CST services for the Magnolia School District | 0.00 |
| Custodial and Maintenance Services | Oversight of custodial an maintenance services for the Brooklawn School District | 0.00 |
| Others | Rental of classroom space to the Yale School | 0.00 |
| Others | Purchase of fuel through the Collingswood school district | 0.00 |
| Transportation Services, including Fuel | Limited transportation services to the Brooklawn School District | 0.00 |
| Municipal/Public Works | Trash removal through Audubon Boro | 0.00 |
| Technology Services | Technology consulting services as needed to Brooklawn School District | 0.00 |

# Estimated Tax Rate Information



| | |
|---|---|
| AUDUBON BOROUGH | |
| | |
| A. Estimated 14-15 School Tax Rate | |
| WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS | |
| (A) General Fund School Levy | 10,201,776 |
| (B) Estimated Net Taxable Valuation (as of 10/01/13) | 734,261,919 |
| (C) Estimated 14-15 General Fund School Tax Rate=(A)/(B)x100 | 1.3894 |
| WITH REPAYMENT OF DEBT AND ADJUSTMENTS | |
| (D) Total School Levy | 11,465,346 |
| (E) Estimated Net Taxable Valuation (as of 10/01/13) | 734,261,919 |
| (F) Estimated 14-15 Total School Tax Rate=(D)/(E)x100 | 1.5615 |
| ---------- | |
| B. Estimated 14-15 Equalized School Tax Rate | |
| WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS | |
| (G) General Fund School Levy | 10,201,776 |
| (H) Estimated Equalized Valuation (as of 10/01/13) | 710,647,246 |
| (I) Estimated 14-15 Equalized General Fund School Tax Rate=(G)/(H)x100 | 1.4356 |
| WITH REPAYMENT OF DEBT AND ADJUSTMENTS | |
| (J) Total School Levy | 11,465,346 |
| (K) Estimated Equalized Valuation (as of 10/01/13) | 710,647,246 |
| (L) Estimated 14-15 Equalized Total School Tax Rate=(J)/(K)x100 | 1.6134 |
| ---------- | |
| AUDUBON PARK BOR | |
| | |
| A. Estimated 14-15 School Tax Rate | |
| WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS | |
| (A) General Fund School Levy | 317,055 |
| (B) Estimated Net Taxable Valuation (as of 10/01/13) | 20,882,211 |
| (C) Estimated 14-15 General Fund School Tax Rate=(A)/(B)x100 | 1.5183 |
| WITH REPAYMENT OF DEBT AND ADJUSTMENTS | |
| (D) Total School Levy | 317,055 |
| (E) Estimated Net Taxable Valuation (as of 10/01/13) | 20,882,211 |

# Estimated Tax Rate Information



| | |
|---|---|
| (F) Estimated 14-15 Total School Tax Rate=(D)/(E)x100 | 1.5183 |
| ---------- | |
| B. Estimated 14-15 Equalized School Tax Rate | |
| WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS | |
| (G) General Fund School Levy | 317,055 |
| (H) Estimated Equalized Valuation (as of 10/01/13) | 21,601,913 |
| (I) Estimated 14-15 Equalized General Fund School Tax Rate=(G)/(H)x100 | 1.4677 |
| WITH REPAYMENT OF DEBT AND ADJUSTMENTS | |
| (J) Total School Levy | 317,055 |
| (K) Estimated Equalized Valuation (as of 10/01/13) | 21,601,913 |
| (L) Estimated 14-15 Equalized Total School Tax Rate=(J)/(K)x100 | 1.4677 |
| ---------- | |

# Employee Contract List for District



**NAME=Edward Wasilewski**

| CATEGORY | MEASURE |
|---|---|
| Job Title | Superintendent |
| Job Title II | None |
| Base Annual Salary Amount | $127,500 |
| Full-Time Equivalent (FTE) | 1.0 |
| Shared with Another District? | N |
| Shared County | |
| Shared District | |
| Job Title Other District | |
| Member of Collective Bargaining Unit (CBU)? | N |
| Beginning Date of Contract | 07/09/13 |
| End Date of Contract | 06/30/14 |
| Contracted Number of Annual Work Days | 255 |
| Contracted Number of Annual Vacation Days | 0 |
| Contracted Number of Annual Sick Days | 0 |
| Contracted Number of Annual Personal Days | 0 |
| 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 | 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 | 0 |
| Contractual Post-Employment Benefit Description of Payout of Sick days | |
| Contractual Post-Employment Benefit Description of Payout of Vacation days | |
| Contractual Post-Employment Benefit Description of Payout of Personal days | |
| 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=Edward Wasilewski**

| 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=Harry Rutter**

| CATEGORY | MEASURE |
|---|---|
| Job Title | Coordinator/Director/Manager/Supervisor |
| Job Title II | None |
| Base Annual Salary Amount | $118,588 |
| Full-Time Equivalent (FTE) | 1.0 |
| Shared with Another District? | Y |
| Shared County | 07 |
| Shared District | 0580 |
| Job Title Other District | Facilities Consultant |
| Member of Collective Bargaining Unit (CBU)? | N |
| Beginning Date of Contract | 07/01/13 |
| End Date of Contract | 06/30/14 |
| 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 |

**NAME=Harry Rutter**

| CATEGORY | MEASURE |
|---|---|
| Description of Other Contracted Non-Working Days | |
| Total Allowances Amount | 2775 |
| 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 | 0 |
| Contractual Post-Employment Benefit Description of Payout of Sick days | Maximum 100 days @ 1/2 per diem |
| Contractual Post-Employment Benefit Description of Payout of Vacation days | Unused days at retirement |
| Contractual Post-Employment Benefit Description of Payout of Personal days | None |
| 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 | |
| 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=Robert Delengowski**

| CATEGORY | MEASURE |
|---|---|
| Job Title | Business Administrator |
| Job Title II | None |
| Base Annual Salary Amount | $137,594 |
| Full-Time Equivalent (FTE) | 1.0 |

**NAME=Robert Delengowski**

| CATEGORY | MEASURE |
|---|---|
| Shared with Another District? | Y |
| Shared County | 07 |
| Shared District | 0580 |
| Job Title Other District | Business Administrator |
| Member of Collective Bargaining Unit (CBU)? | N |
| Beginning Date of Contract | 07/01/13 |
| End Date of Contract | 06/30/14 |
| Contracted Number of Annual Work Days | 260 |
| Contracted Number of Annual Vacation Days | 18 |
| 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 | 3825 |
| 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 | 25149 |
| Contractual Post-Employment Benefit Description of Payout of Sick days | Maximum as of 6/8/2008 |
| Contractual Post-Employment Benefit Description of Payout of Vacation days | Unused at retirement |
| Contractual Post-Employment Benefit Description of Payout of Personal days | None |
| 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 | |
| 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 | |

**NAME=Robert Delengowski**

| CATEGORY | MEASURE |
|---|---|
| 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 | |