

| ENROLLMENT CATEGORIES | 10-15-2014 ACTUAL | 10-15-2015 ACTUAL | 10-15-2016 ESTIMATE |
|---|----------------------|----------------------|------------------------|
| Pupils On Roll Regular Full-Time | 654.0 | 638.0 | 727.0 |
| Pupils On Roll Regular Shared-Time | 20.0 | 19.0 | 0.0 |
| Pupils On Roll Special Ed Full-Time | 83.0 | 82.0 | 47.0 |
| Pupils On Roll Special Ed Shared-Time | 13.0 | 13.0 | 0.0 |
| Pupils On Roll SUBTOTAL | 770.0 | 752.0 | 774.0 |
| Pupils in Private School Placements | 1.0 | 1.0 | 0.0 |
| Pupils Sent to Other Districts Regular | 0.0 | 0.0 | 2.0 |
| Pupils Sent to Other Districts Special Ed | 5.0 | 6.0 | 5.0 |
| Pupils Received | 27.0 | 24.0 | 66.0 |

| Budget Category | Account | 2014-15 Actual | 2015-16 Revised | 2016-17 Anticipated |
|--|---------|-------------------|--------------------|------------------------|
| Operating Budget: | | | | |
| Revenues from Local Sources: | | | | |
| Local Tax Levy | 10-1210 | 3,505,220 | 3,592,852 | 3,592,852 |
| Total Tuition | 10-1300 | 607,305 | 516,347 | 727,547 |
| Unrestricted Miscellaneous Revenues | 10-1XXX | 87,266 | 81,238 | 91,856 |
| Interest Earned On Capital Reserve Funds | 10-1XXX | 0 | 0 | 1,000 |
| Subtotal - Revenues From Local Sources | | 4,199,791 | 4,190,437 | 4,413,255 |
| Revenues from State Sources: | | | | |
| Categorical Transportation Aid | 10-3121 | 231,267 | 231,267 | 236,446 |
| Extraordinary Aid | 10-3131 | 25,741 | 0 | 0 |
| Categorical Special Education Aid | 10-3132 | 361,974 | 361,974 | 368,568 |
| Equalization Aid | 10-3176 | 4,048,982 | 4,048,982 | 4,089,951 |
| Categorical Security Aid | 10-3177 | 145,886 | 145,886 | 147,565 |
| Adjustment Aid | 10-3178 | 554,184 | 554,184 | 534,788 |
| Under Adequacy Aid | 10-3180 | 0 | 0 | 11,546 |
| Parcc Readiness Aid | 10-3181 | 0 | 0 | 6,170 |
| Per Pupil Growth Aid | 10-3182 | 0 | 0 | 6,170 |
| Professional Learning Community Aid | 10-3183 | 0 | 0 | 6,720 |
| Other State Aids | 10-3XXX | 26,148 | 23,886 | 0 |
| Subtotal - Revenues From State Sources | | 5,394,182 | 5,366,179 | 5,407,924 |
| Revenues from Federal Sources: | | | | |
| Medicaid Reimbursement | 10-4200 | 38,480 | 16,103 | 18,665 |
| ARRA/SEMI Revenue | 10-4210 | 7,264 | 0 | 0 |
| Subtotal - Revenues From Federal Sources | | 45,744 | 16,103 | 18,665 |
| Budgeted Fund Balance - Operating Budget | 10-303 | 0 | 584,931 | 1,071,784 |
| Withdrawal From Maint. Reserve | 10-310 | 0 | 100,000 | 100,000 |
| Transfers From Other Funds | 10-5200 | 152,576 | 101,800 | 100,000 |

| Budget Category | Account | 2014-15 Actual | 2015-16 Revised | 2016-17 Anticipated |
|--|--------------|-------------------|--------------------|------------------------|
| Adjustment For Prior Year Encumbrances | | 0 | 79,451 | 0 |
| Actual Revenues (Over)/Under Expenditures | | -406,485 | 0 | 0 |
| Total Operating Budget | | 9,385,808 | 10,438,901 | 11,111,628 |
| Grants and Entitlements: | | | | |
| Other Revenue From Local Sources | 20-1XXX | 258 | 8,592 | 0 |
| Total Revenues From Local Sources | 20-1XXX | 258 | 8,592 | 0 |
| Revenues from State Sources: | | | | |
| Preschool Education Aid - Pr Yr Carryover | 20-3218 | 0 | 15,264 | 15,264 |
| Preschool Education Aid | 20-3218 | 461,145 | 520,452 | 401,004 |
| Total Revenues From State Sources | | 461,145 | 535,716 | 416,268 |
| Revenues from Federal Sources: | | | | |
| Title I | 20-4411-4416 | 204,914 | 202,967 | 172,522 |
| Title II | 20-4451-4455 | 48,230 | 50,100 | 42,585 |
| I.D.E.A. Part B (Handicapped) | 20-4420-4429 | 151,509 | 227,502 | 193,377 |
| Other | 20-4XXX | 431,534 | 650,345 | 0 |
| Total Revenues From Federal Sources | | 836,187 | 1,130,914 | 408,484 |
| Transfers From Operating Budget-Prek | 20-5200 | 67,546 | 80,578 | 245,274 |
| Transfers From Operating Budget-Prek (Special Education) | 20-5200 | 67,546 | 77,515 | 41,749 |
| Total Grants And Entitlements | | 1,432,682 | 1,833,315 | 1,111,775 |
| Repayment of Debt: | | | | |
| Revenues from Local Sources: | | | | |
| Local Tax Levy | 40-1210 | 313,777 | 294,744 | 298,892 |
| Total Revenues From Local Sources | | 313,777 | 294,744 | 298,892 |
| Revenues from State Sources: | | | | |

| Budget Category | Account | 2014-15 Actual | 2015-16 Revised | 2016-17 Anticipated |
|--|---------|-------------------|--------------------|------------------------|
| Debt Service Aid Type II | 40-3160 | 28,437 | 0 | 0 |
| Budgeted Fund Balance | 40-303 | 0 | 0 | 1 |
| Total Local Repayment Of Debt | | 342,214 | 294,744 | 298,893 |
| Actual Revenues (Over)/Under Expenditures | | -1 | 0 | 0 |
| Total Repayment Of Debt | | 342,213 | 294,744 | 298,893 |
| Total Revenues/Sources | | 11,160,703 | 12,566,960 | 12,522,296 |
| Deduct Transfer-Transfers From Operating Budget-Prek | 20-5200 | 67,546 | 80,578 | 245,274 |
| Deduct Transfer-Transfers From Operating Budget-Prek (Special Education) | 20-5200 | 67,546 | 77,515 | 41,749 |
| Total Revenues/Sources Net of Transfers | | 11,025,611 | 12,408,867 | 12,235,273 |

| Budget Category | Account | 2014-15 Actual | 2015-16 Revised | 2016-17 Anticipated |
|--|----------------|-------------------|--------------------|------------------------|
| General Current Expense: | | | | |
| Instruction: | | | | |
| Regular Programs - Instruction | 11-1XX-100-XXX | 3,415,229 | 3,534,984 | 3,842,533 |
| Special Education - Instruction | 11-2XX-100-XXX | 864,139 | 871,340 | 855,159 |
| Basic Skills/Remedial - Instruction | 11-230-100-XXX | 67,628 | 56,514 | 62,835 |
| Bilingual Education - Instruction | 11-240-100-XXX | 30,176 | 27,954 | 26,200 |
| School-Spon. Co/Extra Curr. Actvts. - Inst | 11-401-100-XXX | 24,443 | 32,545 | 34,000 |
| School-Sponsored Athletics - Instruction | 11-402-100-XXX | 13,462 | 24,720 | 27,095 |
| Summer School | 11-422-XXX-XXX | 11,571 | 17,823 | 18,816 |
| Support Services: | | | | |
| Undistributed Expenditures - Instruction (Tuition) | 11-000-100-XXX | 140,711 | 280,921 | 202,051 |
| Undist. Expend.-Attendance And Social Work | 11-000-211-XXX | 6,623 | 6,482 | 6,608 |
| Undist. Expenditures - Health Services | 11-000-213-XXX | 90,802 | 98,915 | 151,433 |
| Undist. Expend.-Speech, OT, PT And Related Svcs | 11-000-216-XXX | 133,965 | 149,316 | 152,637 |
| Undist Expend-Oth Supp Serv Std-Extra Serv | 11-000-217-XXX | 0 | 69,785 | 245,833 |
| Undist. Expenditures - Child Study Teams | 11-000-219-XXX | 285,058 | 356,220 | 423,139 |
| Undist. Expend.-Improv. Of Inst. Serv. | 11-000-221-XXX | 116,466 | 122,527 | 146,546 |
| Undist. Expend.-Edu. Media Serv./Library | 11-000-222-XXX | 14,307 | 51,490 | 44,414 |
| Undist. Expend.-Instr. Staff Training Serv. | 11-000-223-XXX | 2,977 | 4,099 | 500 |
| Undist. Expend.-Support Serv.-Gen. Admin. | 11-000-230-XXX | 302,668 | 344,789 | 350,143 |
| Undist. Expend.-Support Serv.-School Admin. | 11-000-240-XXX | 297,806 | 317,629 | 365,199 |
| Undist. Expend. - Central Services | 11-000-251-XXX | 211,251 | 205,599 | 203,866 |
| Undist. Expend. - Admin. Info Technology | 11-000-252-XXX | 127,801 | 161,311 | 152,426 |
| Undist. Expend.-Oper. And Maint. Of Plant Serv. | 11-000-26X-XXX | 930,817 | 1,038,157 | 1,041,388 |
| Undist. Expend.-Student Transportation Serv. | 11-000-270-XXX | 443,913 | 525,825 | 482,119 |
| Personal Services - Employee Benefits | 11-XXX-XXX-2XX | 1,777,019 | 1,998,577 | 2,158,185 |
| Undistributed Expenditures-Food Services | 11-000-310-930 | 0 | 17,000 | 17,000 |
| Total Undistributed Expenditures | | 4,882,184 | 5,748,642 | 6,143,487 |
| Total General Current Expense | | 9,308,832 | 10,314,522 | 11,010,125 |

| Budget Category | Account | 2014-15 Actual | 2015-16 Revised | 2016-17 Anticipated |
|--|----------------|-------------------|--------------------|------------------------|
| Capital Expenditures: | | | | |
| Equipment | 12-XXX-XXX-730 | 23,898 | 14,900 | 17,425 |
| Facilities Acquisition And Const. Serv. | 12-000-400-XXX | 53,078 | 85,884 | 83,078 |
| Interest Deposit To Capital Reserve | 10-604 | 0 | 0 | 1,000 |
| Total Capital Outlay | | 76,976 | 100,784 | 101,503 |
| Transfer Of Funds To Charter Schools | 10-000-100-56X | 0 | 23,595 | 0 |
| General Fund Grand Total | | 9,385,808 | 10,438,901 | 11,111,628 |
| Special Grants and Entitlements: | | | | |
| Local Projects | 20-XXX-XXX-XXX | 258 | 8,592 | 0 |
| Preschool Education Aid: | | | | |
| PEA Instruction | 20-218-100-XXX | 453,146 | 478,157 | 467,289 |
| Support Services | 20-218-200-XXX | 143,091 | 215,652 | 236,002 |
| Total Preschool Education Aid | 20-218-XXX-XXX | 596,237 | 693,809 | 703,291 |
| Total State Projects | 20-XXX-XXX-XXX | 596,237 | 693,809 | 703,291 |
| Federal Projects: | | | | |
| Title I | 20-XXX-XXX-XXX | 204,914 | 202,967 | 172,522 |
| Title II | 20-XXX-XXX-XXX | 48,230 | 50,100 | 42,585 |
| I.D.E.A. Part B (Handicapped) | 20-XXX-XXX-XXX | 151,509 | 227,502 | 193,377 |
| Other | 20-XXX-XXX-XXX | 431,534 | 650,345 | 0 |
| Total Federal Projects | 20-XXX-XXX-XXX | 836,187 | 1,130,914 | 408,484 |
| Total Special Revenue Funds | | 1,432,682 | 1,833,315 | 1,111,775 |
| Repayment of Debt: | | | | |
| Total Regular Debt Service | 40-701-510-XXX | 342,213 | 294,744 | 298,893 |
| Total Debt Service Funds | | 342,213 | 294,744 | 298,893 |
| Total Expenditures/Appropriations | | 11,160,703 | 12,566,960 | 12,522,296 |
| Deduct Transfer-Local Contrib. - Trans To Special Rev- Regular | 11-105-100-935 | 67,546 | 80,578 | 245,274 |

| Budget Category | Account | 2014-15 Actual | 2015-16 Revised | 2016-17 Anticipated |
|--|----------------|-------------------|--------------------|------------------------|
| Deduct Transfer-Local Contrib. - Trans To Special Rev- Inclusion | 11-105-100-936 | 67,546 | 77,515 | 41,749 |
| Total Expenditures Net of Transfers | | 11,025,611 | 12,408,867 | 12,235,273 |

| Budget Category | Audited Balance 6-30-2014 | Audited Balance 6-30-2015 | Estimated Balance 6-30-2016 | Estimated Balance 6-30-2017 |
|--|------------------------------|------------------------------|--------------------------------|--------------------------------|
| Unrestricted: | | | | |
| --General Operating Budget | 356,751 | 320,198 | 285,267 | 250,000 |
| --Repayment of Debt | 0 | 1 | 1 | 0 |
| Restricted for Specific Purposes - General Operating Budget: | | | | |
| --Capital Reserve | 355,175 | 455,175 | 455,175 | 456,175 |
| --Adult Education Programs | 0 | 0 | 0 | 0 |
| --Maintenance Reserve | 331,533 | 352,483 | 252,483 | 152,483 |
| --Legal Reserve | 1,110,001 | 1,586,517 | 1,036,517 | 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 Actual Costs | 2014-15 Actual Costs | 2015-16 Original Budget | 2015-16 Revised Budget | 2016-17 Proposed Budget |
|--|----------------------------|----------------------------|-------------------------------|------------------------------|-------------------------------|
| Total Budgetary Comparative Per Pupil Cost | \$12,826 | \$12,019 | \$13,077 | \$13,646 | \$13,879 |
| Total Classroom Instruction | \$8,486 | \$7,862 | \$8,348 | \$8,517 | \$8,361 |
| Classroom-Salaries and Benefits | \$8,169 | \$7,572 | \$7,935 | \$7,950 | \$7,573 |
| Classroom-General Supplies and Textbooks | \$199 | \$28 | \$331 | \$330 | \$474 |
| Classroom-Purchased Services | \$118 | \$262 | \$82 | \$237 | \$314 |
| Total Support Services | \$1,457 | \$1,218 | \$1,457 | \$1,691 | \$2,118 |
| Support Services-Salaries and Benefits | \$1,166 | \$993 | \$1,160 | \$1,461 | \$1,884 |
| Total Administrative Costs | \$1,572 | \$1,510 | \$1,647 | \$1,729 | \$1,729 |
| Administration Salaries and Benefits | \$1,255 | \$1,248 | \$1,316 | \$1,343 | \$1,359 |
| Total Operations and Maintenance of Plant | \$1,273 | \$1,365 | \$1,506 | \$1,586 | \$1,548 |
| Operations and Maintenance-Salaries and Benefits | \$701 | \$654 | \$725 | \$714 | \$797 |
| Board Contribution to Food Services | \$0 | \$0 | \$22 | \$23 | \$22 |
| Total Extracurricular Costs | \$39 | \$64 | \$97 | \$99 | \$101 |
| Total Equipment Costs | \$127 | \$31 | \$20 | \$20 | \$23 |
| Legal Costs | \$108 | \$57 | \$66 | \$68 | \$78 |
| Employee Benefits as a percentage of salaries* | 28.61% | 29.02% | 31.99% | 32.65% | 33.96% |

*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.

| Shared Service Category Type | Shared Service Category Description | Amount Saved (Optional) |
|---|---|-------------------------|
| Business Services | Provide Business Administrator services as well as payroll/personnel services through Systems 3000 Information Technology Center/Global Connect with the Washington Township School District. | 0 |
| Special Education Services | Provide CST services to the Washington Township School District through a shared service agreement. | 0 |
| Custodial and Maintenance Services | Shared facilities with municipal recreation at no charge. Provide a Supervisor of Buildings and Grounds to the Washington Township School District through a shared service agreement. | 0 |
| Food Services | Provide a food service director and food services to the Washington Township School District through a shared service agreement. | 0 |
| Social Worker/Psychologist | Provide a social worker/psychologist to the Washington Township School District through a shared service agreement. | 0 |
| Superintendent and Assistant Sup. | Provide a Superintendent to the Washington Township School District through a shared service agreement. | 0 |
| Others | Community: Program enhancements via PTA fundraising contributions for student enrichment/Parent donations: enrichment and pride towards educational achievement. | 0 |
| Transportation Services, including Fuel | Greater Egg Harbor Regional Transportation Consortium and Atlantic County Special Services for non-public and special education transportation. | 0 |
| Purchasing | Alliance for Competitive Telecommunications; E-Rate; Shared Global Connect with Washington Township School District; Ed Data Purchasing Consortium; Middlesex Regional Educational Services Commission (MRESC) Co-Op; Hi-Nella Shared Services Agreement | 0 |
| Municipal/Public Works | Snow Removal; Resource Officer | 0 |
| Curriculum Services | Provide curriculum services to the Washington Township School District through a shared services agreement. | 0 |
| Professional Staff Development | ETTC Consortium; Integrated resource between Mullica and Washington Township School Districts. Also satisfies board member training utilizing NJSBA. Grant participation with higher education/regional participation on collaborative curriculum and articulation. | 0 |
| Insurance Coverages and Benefits | General liability insurance through NJSIG and State Health Benefits | 0 |

| | |
|--|-------------|
| | |
| A. Estimated 16-17 School Tax Rate | |
| WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS | |
| (A) General Fund School Levy | 3,592,852 |
| (B) Estimated Net Taxable Valuation (as of 10/01/15) | 293,017,172 |
| (C) Estimated 16-17 General Fund School Tax Rate=(A)/(B)x100 | 1.2262 |
| WITH REPAYMENT OF DEBT AND ADJUSTMENTS | |
| (D) Total School Levy | 3,891,744 |
| (E) Estimated Net Taxable Valuation (as of 10/01/15) | 293,017,172 |
| (F) Estimated 16-17 Total School Tax Rate=(D)/(E)x100 | 1.3282 |
| ----- | |
| B. Estimated 16-17 Equalized School Tax Rate | |
| WITHOUT REPAYMENT OF DEBT OR ADJUSTMENTS | |
| (G) General Fund School Levy | 3,592,852 |
| (H) Estimated Equalized Valuation (as of 10/01/15) | 507,403,762 |
| (I) Estimated 16-17 Equalized General Fund School Tax Rate=(G)/(H)x100 | 0.7081 |
| WITH REPAYMENT OF DEBT AND ADJUSTMENTS | |
| (J) Total School Levy | 3,891,744 |
| (K) Estimated Equalized Valuation (as of 10/01/15) | 507,403,762 |
| (L) Estimated 16-17 Equalized Total School Tax Rate=(J)/(K)x100 | 0.7670 |
| ----- | |

NAME=Karen Gfroehrer

| CATEGORY | MEASURE |
|---|--------------------------|
| Job Title | Business Administrator |
| Job Title II | |
| Base Annual Salary Amount | \$118,092 |
| Full-Time Equivalent (FTE) | 1.0 |
| Shared with Another District? | Y |
| Shared County | 05 |
| Shared District | 5490 |
| Job Title Other District | Business Administrator |
| 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 | \$2,285 |
| Total Bonuses Amount | \$0 |
| Total Stipends Amount | \$13,195 |
| District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other) | \$3,607 |
| District Contributions Above Teacher Contract for Retirement Plans | \$0 |
| Total Contractual Post-Employment Benefit Amount | \$28,626 |
| Contractual Post-Employment Benefit Description of Payout of Sick days | Upon retirement |
| Contractual Post-Employment Benefit Description of Payout of Vacation days | Per diem/maximum 30 days |
| 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 2 | |
| Contractual Post-Employment Benefit Description of Other Benefits 3 | |

NAME=Karen Gfroehrer

| 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=Thomas Baruffi

| CATEGORY | MEASURE |
|---|------------------------------|
| Job Title | Superintendent |
| Job Title II | |
| Base Annual Salary Amount | \$155,000 |
| Full-Time Equivalent (FTE) | 1.0 |
| Shared with Another District? | Y |
| Shared County | 05 |
| Shared District | 5490 |
| Job Title Other District | Interim Superintendent |
| 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 | 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 | Interim Superintendent - N/A |
| Contractual Post-Employment Benefit Description of Payout of Vacation days | Interim Superintendent - N/A |
| Contractual Post-Employment Benefit Description of Payout of Personal days | Interim Superintendent - N/A |
| 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=Thomas Baruffi

| 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 | |