

| Pupil Enrollment Categories        | 10-13-2017 Actual | 10-15-2018 Actual | 10-15-2019 Estimate |
|------------------------------------|-------------------|-------------------|---------------------|
| On Roll Regular Full-Time          | 328.0             | 318.0             | 370.0               |
| On Roll Special Ed Full-Time       | 32.0              | 27.0              | 30.0                |
| On Roll Subtotal                   | 360.0             | 345.0             | 400.0               |
| In Private School Placements       | 5.0               | 4.0               | 0.0                 |
| Sent to Other Districts Regular    | 128.5             | 103.5             | 116.0               |
| Sent to Other Districts Special Ed | 23.5              | 23.5              | 10.0                |
| In State Facilities                | 1.0               |                   | 0.0                 |

| Budget Category  | Account | 2017-18<br>Actual | 2018-19<br>Revised | 2019-20<br>Proposed |
|--|---------|-------------------|--------------------|---------------------|
| Operating Budget:                                      |         |                   |                    |                     |
| Revenues from Local Sources:                           |         |                   |                    |                     |
| Local Tax Levy   | 10-1210 | 6,868,167         | 7,005,530          | 7,097,116           |
| Total Tuition  | 10-1300 | 10,608            | 0                  | 0                   |
| Unrestricted Miscellaneous Revenues                    | 10-1XXX | 78,962            | 40,000             | 75,000              |
| Interest Earned On Maintenance Reserve                 | 10-1XXX | 0                 | 500                | 500                 |
| Interest Earned On Capital Reserve Funds               | 10-1XXX | 0                 | 3,000              | 3,000               |
| Subtotal - Revenues From Local Sources                 |         | 6,957,737         | 7,049,030          | 7,175,616           |
|  |         |                   |                    |                     |
| Revenues from State Sources:                           |         |                   |                    |                     |
| School Choice Aid                                      | 10-3116 | 1,114,730         | 1,229,965          | 1,167,808           |
| Categorical Transportation Aid                         | 10-3121 | 51,150            | 171,868            | 171,868             |
| Extraordinary Aid                                      | 10-3131 | 184,442           | 0                  | 0                   |
| Categorical Special Education Aid                      | 10-3132 | 348,338           | 348,338            | 348,338             |
| Equalization Aid                                       | 10-3176 | 1,237,812         | 1,237,812          | 1,201,619           |
| Categorical Security Aid                               | 10-3177 | 41,980            | 41,980             | 41,980              |
| Adjustment Aid   | 10-3178 | 60,785            | 0                  | 0                   |
| PARCC Readiness Aid                                    | 10-3181 | 5,480             | 0                  | 0                   |
| Per Pupil Growth Aid                                   | 10-3182 | 5,480             | 0                  | 0                   |
| Professional Learning Community Aid                    | 10-3183 | 5,070             | 0                  | 0                   |
| Other State Aids                                       | 10-3XXX | 2,831             | 0                  | 0                   |
| State Reimbursement For Lead Testing Of Drinking Water | 10-3300 | 2,635             | 0                  | 0                   |
| Subtotal - Revenues From State Sources                 |         | 3,060,733         | 3,029,963          | 2,931,613           |
|  |         |                   |                    |                     |
| Budgeted Fund Balance - Operating Budget               | 10-303  | 0                 | 50,000             | 0                   |
| Withdrawal From Cap Res-For Local Share                | 10-307  | 0                 | 727,091            | 994,500             |
| Withdrawal From Maint. Reserve                         | 10-310  | 0                 | 50,855             | 0                   |
| Adjustment For Prior Year Encumbrances                 |         | 0                 | 42,334             | 0                   |

| Budget Category                           | Account      | 2017-18<br>Actual | 2018-19<br>Revised | 2019-20<br>Proposed |
|---|--------------|-------------------|--------------------|---------------------|
| Actual Revenues (Over)/Under Expenditures |              | -1,149,000        | 0                  | 0                   |
| Total Operating Budget                    |              | 8,869,470         | 10,949,273         | 11,101,729          |
| Grants and Entitlements:                  |              |                   |                    |                     |
| Revenues from Federal Sources:            |              |                   |                    |                     |
| Title I                                   | 20-4411-4416 | 89,558            | 94,999             | 92,362              |
| Title II                                  | 20-4451-4455 | 16,789            | 16,810             | 17,534              |
| I.D.E.A. Part B (Handicapped)             | 20-4420-4429 | 118,465           | 106,566            | 105,200             |
| Other                                     | 20-4XXX      | 13,125            | 0                  | 0                   |
| Total Revenues From Federal Sources       |              | 237,937           | 218,375            | 215,096             |
| Total Grants And Entitlements             |              | 237,937           | 218,375            | 215,096             |
| Repayment of Debt:                        |              |                   |                    |                     |
| Revenues from Local Sources:              |              |                   |                    |                     |
| Local Tax Levy                            | 40-1210      | 196,168           | 198,072            | 186,118             |
| Total Revenues From Local Sources         |              | 196,168           | 198,072            | 186,118             |
| Budgeted Fund Balance                     | 40-303       | 0                 | 0                  | 13,772              |
| Total Local Repayment Of Debt             |              | 196,168           | 198,072            | 199,890             |
| Total Repayment Of Debt                   |              | 196,168           | 198,072            | 199,890             |
| Total Revenues/Sources                    |              | 9,303,575         | 11,365,720         | 11,516,715          |
| Total Revenues/Sources Net of Transfers   |              | 9,303,575         | 11,365,720         | 11,516,715          |

| Budget Category                                    | Account        | 2017-18<br>Actual | 2018-19<br>Revised | 2019-20<br>Proposed |
|--|----------------|-------------------|--------------------|---------------------|
| General Current Expense:                           |                |                   |                    |                     |
| Instruction:                                       |                |                   |                    |                     |
| Regular Programs - Instruction                     | 11-1XX-100-XXX | 2,059,421         | 2,242,140          | 2,233,106           |
| Special Education - Instruction                    | 11-2XX-100-XXX | 463,489           | 474,404            | 439,292             |
| School-Spon. Co/Extra Curr. Actvts. - Inst         | 11-401-100-XXX | 19,477            | 24,000             | 24,000              |
| Support Services:                                  |                |                   |                    |                     |
| Undistributed Expenditures - Instruction (Tuition) | 11-000-100-XXX | 2,481,900         | 2,949,765          | 2,786,005           |
| Undist. Expend.-Attendance And Social Work         | 11-000-211-XXX | 9,444             | 11,005             | 11,015              |
| Undist. Expenditures - Health Services             | 11-000-213-XXX | 67,285            | 72,710             | 73,175              |
| Undist. Expend.-Speech, OT, PT And Related Svcs    | 11-000-216-XXX | 142,028           | 171,800            | 173,700             |
| Undist Expend-Oth Supp Serv Std-Extra Serv         | 11-000-217-XXX | 195,632           | 265,000            | 260,000             |
| Undist. Expenditures - Guidance                    | 11-000-218-XXX | 63,069            | 65,436             | 66,775              |
| Undist. Expenditures - Child Study Teams           | 11-000-219-XXX | 159,660           | 186,383            | 199,734             |
| Undist. Expend.-Improv. Of Inst. Serv.             | 11-000-221-XXX | 52,960            | 79,406             | 65,808              |
| Undist. Expend.-Edu. Media Serv./Library           | 11-000-222-XXX | 119,254           | 138,313            | 138,685             |
| Undist. Expend.-Instr. Staff Training Serv.        | 11-000-223-XXX | 54,182            | 88,983             | 91,150              |
| Undist. Expend.-Support Serv.-Gen. Admin.          | 11-000-230-XXX | 292,158           | 291,311            | 289,506             |
| Undist. Expend.-Support Serv.-School Admin.        | 11-000-240-XXX | 154,397           | 160,504            | 166,442             |
| Undist. Expend. - Central Services                 | 11-000-251-XXX | 224,851           | 242,580            | 242,417             |
| Undist. Expend.-Oper. And Maint. Of Plant Serv.    | 11-000-26X-XXX | 551,292           | 732,241            | 749,287             |
| Undist. Expend.-Student Transportation Serv.       | 11-000-270-XXX | 762,195           | 836,530            | 880,632             |
| Personal Services - Employee Benefits              | 11-XXX-XXX-2XX | 957,422           | 1,138,254          | 1,081,179           |
| Total Undistributed Expenditures                   |                | 6,287,729         | 7,430,221          | 7,275,510           |
| Interest Earned On Maintenance Reserve             | 10-606         | 0                 | 500                | 500                 |
| Total General Current Expense                      |                | 8,830,116         | 10,171,265         | 9,972,408           |
| Capital Expenditures:                              |                |                   |                    |                     |

| Budget Category                                | Account        | 2017-18<br>Actual | 2018-19<br>Revised | 2019-20<br>Proposed |
|--|----------------|-------------------|--------------------|---------------------|
| Equipment                                      | 12-XXX-XXX-730 | 27,533            | 36,096             | 55,000              |
| Facilities Acquisition And Const. Serv.        | 12-000-400-XXX | 11,821            | 11,821             | 76,821              |
| Capital Reserve - Transfer To Capital Projects | 12-000-400-931 | 0                 | 727,091            | 994,500             |
| Interest Deposit To Capital Reserve            | 10-604         | 0                 | 3,000              | 3,000               |
| Total Capital Outlay                           |                | 39,354            | 778,008            | 1,129,321           |
| General Fund Grand Total                       |                | 8,869,470         | 10,949,273         | 11,101,729          |
|  |                |                   |                    |                     |
| Special Grants and Entitlements:               |                |                   |                    |                     |
| Federal Projects:                              |                |                   |                    |                     |
| Title I  | 20-XXX-XXX-XXX | 89,558            | 94,999             | 92,362              |
| Title II                                       | 20-XXX-XXX-XXX | 16,789            | 16,810             | 17,534              |
| I.D.E.A. Part B (Handicapped)                  | 20-XXX-XXX-XXX | 118,465           | 106,566            | 105,200             |
| Other  | 20-XXX-XXX-XXX | 13,125            | 0                  | 0                   |
| Total Federal Projects                         | 20-XXX-XXX-XXX | 237,937           | 218,375            | 215,096             |
| Total Special Revenue Funds                    |                | 237,937           | 218,375            | 215,096             |
|  |                |                   |                    |                     |
| Repayment of Debt:                             |                |                   |                    |                     |
| Total Regular Debt Service                     | 40-701-510-XXX | 196,168           | 198,072            | 199,890             |
| Total Debt Service Funds                       |                | 196,168           | 198,072            | 199,890             |
| Total Expenditures/Appropriations              |                | 9,303,575         | 11,365,720         | 11,516,715          |
| Total Expenditures Net of Transfers            |                | 9,303,575         | 11,365,720         | 11,516,715          |

| Fund Balance Category                   | Budget Category  | Audited Balance<br>06/30/2017 | Audited Balance<br>06/30/2018 | Estimated Balance<br>06/30/2019 | Estimated Balance<br>06/30/2020 |
|---|--|-------------------------------|-------------------------------|---------------------------------|---------------------------------|
| Unrestricted                            | General Operating Budget   | 374,446                       | 437,273                       | 250,000                         | 250,000                         |
| Unrestricted                            | Repayment of Debt  | 13,772                        | 13,772                        | 13,772                          | 0                               |
| Restricted for General Operating Budget | Capital Reserve  | 1,348,680                     | 2,200,742                     | 1,663,924                       | 672,424                         |
| Restricted for General Operating Budget | Adult Education Programs   | 0                             | 0                             | 0                               | 0                               |
| Restricted for General Operating Budget | Maintenance Reserve  | 232,000                       | 332,000                       | 281,645                         | 282,145                         |
| Restricted for General Operating Budget | Legal Reserve  | 50,000                        | 50,000                        | 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                             | 0                             | 0                               | 0                               |

| Per Pupil Cost Calculations                      | 2016-17<br>Actual<br>Costs | 2017-18<br>Actual<br>Costs | 2018-19<br>Original<br>Budget | 2018-19<br>Revised<br>Budget | 2019-20<br>Proposed<br>Budget |
|--|----------------------------|----------------------------|-------------------------------|------------------------------|-------------------------------|
| Total Budgetary Comparative Per Pupil Cost       | \$14,285                   | \$15,302                   | \$12,600                      | \$18,497                     | \$15,755                      |
| Total Classroom Instruction                      | \$8,215                    | \$8,807                    | \$7,046                       | \$10,335                     | \$8,632                       |
| Classroom-Salaries and Benefits                  | \$7,681                    | \$7,993                    | \$6,214                       | \$9,124                      | \$7,607                       |
| Classroom-General Supplies and Textbooks         | \$349                      | \$487                      | \$623                         | \$848                        | \$687                         |
| Classroom-Purchased Services                     | \$184                      | \$327                      | \$209                         | \$363                        | \$338                         |
| Total Support Services                           | \$2,230                    | \$2,595                    | \$2,314                       | \$3,402                      | \$2,945                       |
| Support Services-Salaries and Benefits           | \$904                      | \$966                      | \$770                         | \$1,148                      | \$972                         |
| Total Administrative Costs                       | \$2,370                    | \$2,288                    | \$1,683                       | \$2,354                      | \$2,053                       |
| Administration Salaries and Benefits             | \$1,949                    | \$1,891                    | \$1,372                       | \$1,897                      | \$1,690                       |
| Total Operations and Maintenance of Plant        | \$1,398                    | \$1,539                    | \$1,505                       | \$2,330                      | \$2,060                       |
| Operations and Maintenance-Salaries and Benefits | \$137                      | \$122                      | \$203                         | \$327                        | \$283                         |
| Board Contribution to Food Services              | \$0                        | \$0                        | \$0                           | \$0                          | \$0                           |
| Total Extracurricular Costs                      | \$67                       | \$70                       | \$51                          | \$74                         | \$64                          |
| Total Equipment Costs                            | \$22                       | \$75                       | \$56                          | \$105                        | \$138                         |
| Legal Costs                                      | \$105                      | \$56                       | \$40                          | \$58                         | \$38                          |
| Employee Benefits as a percentage of salaries*   | 29.49%                     | 31.09%                     | 35.51%                        | 35.51%                       | 34.08%                        |

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

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

The information presented in columns 1 through 3 as well as the related descriptions of the per pupil cost calculations are contained in the Taxpayers' Guide to Education Spending and can be found on the Department of Education's Internet website: <http://www.state.nj.us/education/guide/>. This publication is also available in the board office and public libraries. The same calculations were performed using the 2018-19 revised appropriations and the 2019-20 budgeted appropriations presented in this advertised budget. Total Budgetary Comparative Per Pupil Cost is defined as current expense exclusive of tuition expenditures, transportation, residential costs, and judgments against the school district. For all years it also includes the restricted entitlement aids. With the exception of Total Equipment Cost, each of the other per pupil cost calculations presented is a component of the total comparative per pupil cost, although all components are not shown.

| Item | Line Number | Source                | Amount | Explanation   |
|------|-------------|-----------------------|--------|---|
| 1    | 300         | Miscellaneous Revenue | 75,000 | Increase in interest and based on prior years actual. |



| Shared Service Category Type            | Shared Service Category Description  | Amount Saved (Optional) |
|---|--|-------------------------|
| Special Education Services              | Shared services with Morris Hill for CST   | 0                       |
| Custodial and Maintenance Services      | Shared services with Morris Hills to provide custodial services  | 0                       |
| Others                                  | Shared service agreement with our Township for snow plowing for use of facilities                                    | 0                       |
| Others                                  | District is part of ACES for gas and electric  | 0                       |
| Transportation Services, including Fuel | Shared Services with ESC, Sussex and Roxbury for our Dover school routes, Special Ed and any special routes required | 0                       |
| Purchasing                              | District is part of Ed Data, MCECSC, US Communities and Middlesex purchasing cooperative                             | 0                       |
| Technology Services                     | Shared service with Roxbury for technology support 2 days a week   | 0                       |
| Insurance Coverages and Benefits        | District is in consortiums with Morris Essex Insurance Group and SAIF  | 0                       |

ID=Mine Hill Township

| Category   | Amount      |
|--|-------------|
| (A) General Fund School Levy   | 7,051,323   |
| (D) Total School Levy  | 7,243,418   |
| (B) Estimated Net Taxable Valuation (as of 10/01/19)   | 448,157,300 |
| (H) Estimated Equalized Valuation (as of 10/01/19)   | 448,157,300 |
| (C) Estimated 2019-20 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(B)$           | 1.5734      |
| (F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(B)$                    | 1.6163      |
| (I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A)/(H)$ | 1.5734      |
| (L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D)/(H)$          | 1.6163      |

Name=Adam Zygmunt

| Category  | Measure                               |
|---|---------------------------------------|
| Job Title   | Principal                             |
| Job Title II  | Curriculum Supervisor                 |
| Base Annual Salary Amount   | \$126,379                             |
| Full-Time Equivalent (FTE)  | 1.0                                   |
| Shared with Another District?   | N                                     |
| Shared County   | None Reported                         |
| Shared District   | None Reported                         |
| Job Title Other District  | None Reported                         |
| Member of Collective Bargaining Unit (CBU)?   | N                                     |
| Beginning Date of Contract  | 07/01/18                              |
| End Date of Contract  | 06/30/19                              |
| Contracted Number of Annual Work Days   | 260                                   |
| Contracted Number of Annual Vacation Days   | 20                                    |
| Contracted Number of Annual Sick Days   | 12                                    |
| 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   | \$450                                 |
| Total Bonuses Amount  | \$1,000                               |
| Total Stipends Amount   | \$0                                   |
| District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other) | \$2,569                               |
| District Contributions Above Teacher Contract for Retirement Plans                        | \$0                                   |
| Total Contractual Post-Employment Benefit Amount  | \$12,427                              |
| Contractual Post-Employment Benefit Description of Payout of Sick days                    | Payout of days at \$60 per day        |
| Contractual Post-Employment Benefit Description of Payout of Vacation days                | Payout of days based on 1/260 per day |
| Contractual Post-Employment Benefit Description of Payout of Personal days                | Payout of days at \$60 per day        |
| Contractual Post-Employment Benefit Description of Other Benefits 1                       | None Reported                         |

Name=Adam Zygmunt

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

Name=Carolina Rodriguez

| Category  | Measure                               |
|---|---------------------------------------|
| Job Title   | Business Administrator                |
| Job Title II  | None Reported                         |
| Base Annual Salary Amount   | \$116,302                             |
| Full-Time Equivalent (FTE)  | 1.0                                   |
| Shared with Another District?   | N                                     |
| Shared County   | None Reported                         |
| Shared District   | None Reported                         |
| Job Title Other District  | None Reported                         |
| Member of Collective Bargaining Unit (CBU)?   | N                                     |
| Beginning Date of Contract  | 07/01/18                              |
| End Date of Contract  | 06/30/19                              |
| Contracted Number of Annual Work Days   | 260                                   |
| Contracted Number of Annual Vacation Days   | 20                                    |
| Contracted Number of Annual Sick Days   | 12                                    |
| 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   | \$7,450                               |
| Total Bonuses Amount  | \$17,434                              |
| Total Stipends Amount   | \$0                                   |
| District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other) | \$4,542                               |
| District Contributions Above Teacher Contract for Retirement Plans                        | \$0                                   |
| Total Contractual Post-Employment Benefit Amount  | \$10,239                              |
| Contractual Post-Employment Benefit Description of Payout of Sick days                    | Payout of \$60 per day                |
| Contractual Post-Employment Benefit Description of Payout of Vacation days                | Payout of days based on 1/260 per day |
| Contractual Post-Employment Benefit Description of Payout of Personal days                | Payout of days at \$60 per day        |
| Contractual Post-Employment Benefit Description of Other Benefits 1                       | None Reported                         |

Name=Carolina Rodriguez

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

Name=Lee Nittel

| Category  | Measure   |
|---|---|
| Job Title   | Superintendent  |
| Job Title II  | None Reported   |
| Base Annual Salary Amount   | \$133,623   |
| 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  | 06/30/22  |
| 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   | 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   | \$9,550   |
| Total Bonuses Amount  | \$20,030  |
| 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  | \$24,037  |
| Contractual Post-Employment Benefit Description of Payout of Sick days                    | payout of 1/260th of annual salary x # of unused sick up to a max of \$15,000 |
| Contractual Post-Employment Benefit Description of Payout of Vacation days                | Payout of days based on 1/260 per day   |
| Contractual Post-Employment Benefit Description of Payout of Personal days                | Payout at \$60 per day  |
| Contractual Post-Employment Benefit Description of Other Benefits 1                       | None Reported   |

Name=Lee Nittel

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