

Pupil Enrollment Categories	10-13-2017 Actual	10-15-2018 Actual	10-15-2019 Estimate
On Roll Regular Full-Time	1,233.0	1,232.0	1,269.0
On Roll Regular Shared-Time		1.0	0.0
On Roll Special Ed Full-Time	203.0	216.0	197.0
On Roll Subtotal	1,436.0	1,449.0	1,466.0
In Private School Placements	11.0	16.0	19.0
Sent to Other Districts Regular	0.0	5.0	2.0
Sent to Other Districts Special Ed	18.0	16.0	13.0
Received	65.0	78.0	16.0
In State Facilities	2.0	2.0	2.0

Budget Category	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Operating Budget:				
Revenues from Local Sources:				
Local Tax Levy	10-1210	8,439,514	8,608,304	8,780,470
Other Local Governmental Units - Unrestricted	10-12XX	69,281	69,450	69,658
Total Tuition	10-1300	195,207	175,970	182,992
Transportation Fees From Individuals	10-1410	4,916	0	0
Transportation Fees From Other LEAs	10-1420-1440	0	5,762	5,001
Unrestricted Miscellaneous Revenues	10-1XXX	270,193	390,000	299,000
Interest Earned On Capital Reserve Funds	10-1XXX	250	100	250
Subtotal - Revenues From Local Sources		8,979,361	9,249,586	9,337,371
Revenues from State Sources:				
School Choice Aid	10-3116	141,455	128,465	95,670
Categorical Transportation Aid	10-3121	70,560	289,926	289,926
Extraordinary Aid	10-3131	113,801	60,000	85,000
Categorical Special Education Aid	10-3132	742,641	1,061,043	1,061,043
Equalization Aid	10-3176	9,055,079	9,055,079	9,876,633
Categorical Security Aid	10-3177	180,975	269,252	269,252
Under Adequacy Aid	10-3180	77,145	0	0
PARCC Readiness Aid	10-3181	13,055	0	0
Per Pupil Growth Aid	10-3182	13,055	0	0
Professional Learning Community Aid	10-3183	13,740	0	0
Host District Support Aid	10-3184	702	0	0
Other State Aids	10-3XXX	14,790	0	0
Subtotal - Revenues From State Sources		10,436,998	10,863,765	11,677,524
Revenues from Federal Sources:				
Medicaid Reimbursement	10-4200	60,467	46,114	52,871

Budget Category	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Subtotal - Revenues From Federal Sources		60,467	46,114	52,871
Budgeted Fund Balance - Operating Budget	10-303	0	1,247,467	756,732
Adjustment For Prior Year Encumbrances		0	83,158	0
Actual Revenues (Over)/Under Expenditures		-14,367	0	0
Total Operating Budget		19,462,459	21,490,090	21,824,498
Grants and Entitlements:				
Tuition - Preschool	20-1310	27,295	10,852	0
Other Revenue From Local Sources	20-1XXX	315,294	286,990	286,990
Total Revenues From Local Sources	20-1XXX	342,589	297,842	286,990
Revenues from State Sources:				
Preschool Education Aid - Pr Yr Carryover	20-3218	0	30,000	137,272
Preschool Education Aid	20-3218	260,492	322,140	961,275
Other Restricted Entitlements	20-32XX	484,791	486,166	512,216
Total Revenues From State Sources		745,283	838,306	1,610,763
Revenues from Federal Sources:				
Title I	20-4411-4416	432,263	266,905	226,869
Title II	20-4451-4455	45,731	30,125	25,606
Title III	20-4491-4494	9,870	10,880	9,248
I.D.E.A. Part B (Handicapped)	20-4420-4429	374,050	303,026	331,277
Preschool Development Expansion Grant	20-4527	536,041	488,318	0
Preschool Development Expansion Grant-Pr Yr C/O	20-4527	0	23,885	0
Other	20-4XXX	270,646	250,000	250,000
Total Revenues From Federal Sources		1,668,601	1,373,139	843,000
Transfers From Operating Budget-Prek	20-5200	0	4,361	0

Budget Category	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Transfers From Operating Budget-Prek (Special Education)	20-5200	58,145	53,784	130,000
Total Grants And Entitlements		2,814,618	2,567,432	2,870,753
Repayment of Debt:				
Revenues from Local Sources:				
Local Tax Levy	40-1210	1,148,857	1,158,224	1,161,794
Total Revenues From Local Sources		1,148,857	1,158,224	1,161,794
Revenues from State Sources:				
Debt Service Aid Type II	40-3160	108,968	110,270	110,544
Total Local Repayment Of Debt		1,257,825	1,268,494	1,272,338
Total Repayment Of Debt		1,257,825	1,268,494	1,272,338
Total Revenues/Sources		23,534,902	25,326,016	25,967,589
Deduct Transfer-Transfers From Operating Budget-Prek	20-5200	0	4,361	0
Deduct Transfer-Transfers From Operating Budget-Prek (Special Education)	20-5200	58,145	53,784	130,000
Total Revenues/Sources Net of Transfers		23,476,757	25,267,871	25,837,589

Budget Category	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
General Current Expense:				
Instruction:				
Regular Programs - Instruction	11-1XX-100-XXX	6,374,681	6,819,999	7,231,563
Special Education - Instruction	11-2XX-100-XXX	1,318,908	1,085,471	1,129,083
Basic Skills/Remedial - Instruction	11-230-100-XXX	26,767	126,551	99,962
Bilingual Education - Instruction	11-240-100-XXX	64,568	108,958	112,227
School-Spon. Co/Extra Curr. Actvts. - Inst	11-401-100-XXX	123,985	151,473	149,328
School-Sponsored Athletics - Instruction	11-402-100-XXX	351,995	375,272	379,963
Instructional Alternative Ed Program	11-423-XXX-XXX	32,493	35,000	38,768
Support Services:				
Undistributed Expenditures - Instruction (Tuition)	11-000-100-XXX	1,333,148	1,772,154	1,808,503
Undist. Expenditures - Health Services	11-000-213-XXX	132,527	140,775	144,974
Undist. Expend.-Speech, OT, PT And Related Svcs	11-000-216-XXX	234,548	241,734	236,682
Undist Expend-Oth Supp Serv Std-Extra Serv	11-000-217-XXX	109,517	169,908	286,967
Undist. Expenditures - Guidance	11-000-218-XXX	564,046	518,363	477,380
Undist. Expenditures - Child Study Teams	11-000-219-XXX	496,410	509,976	427,942
Undist. Expend.-Improv. Of Inst. Serv.	11-000-221-XXX	261,561	419,376	383,923
Undist. Expend.-Edu. Media Serv./Library	11-000-222-XXX	117,086	188,937	199,768
Undist. Expend.-Instr. Staff Training Serv.	11-000-223-XXX	8,133	12,500	13,000
Undist. Expend.-Support Serv.-Gen. Admin.	11-000-230-XXX	490,636	507,307	514,522
Undist. Expend.-Support Serv.-School Admin.	11-000-240-XXX	851,918	993,835	1,008,321
Undist. Expend. - Central Services	11-000-251-XXX	288,277	289,155	302,059
Undist. Expend. - Admin. Info Technology	11-000-252-XXX	109,349	118,826	145,460
Undist. Expend.-Oper. And Maint. Of Plant Serv.	11-000-26X-XXX	1,398,129	1,520,710	1,569,188
Undist. Expend.-Student Transportation Serv.	11-000-270-XXX	937,162	1,316,255	1,343,688
Personal Services - Employee Benefits	11-XXX-XXX-2XX	3,469,896	3,843,156	3,616,941
Total Undistributed Expenditures		10,802,343	12,562,967	12,479,318

Budget Category	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Total General Current Expense		19,095,740	21,265,691	21,620,212
Capital Expenditures:				
Equipment	12-XXX-XXX-730	111,162	64,230	30,064
Facilities Acquisition And Const. Serv.	12-000-400-XXX	243,341	156,872	156,872
Interest Deposit To Capital Reserve	10-604	0	100	250
Total Capital Outlay		354,503	221,202	187,186
Transfer Of Funds To Charter Schools	10-000-100-56X	12,216	3,197	17,100
General Fund Grand Total		19,462,459	21,490,090	21,824,498
Special Grants and Entitlements:				
Local Projects	20-XXX-XXX-XXX	315,294	286,990	286,990
Preschool Education Aid:				
PEA Instruction	20-218-100-XXX	280,068	334,724	780,202
Support Services	20-218-200-XXX	65,864	86,413	428,345
Fac Acquisition And Constr. Services	20-218-400-XXX	0	0	20,000
Total Preschool Education Aid	20-218-XXX-XXX	345,932	421,137	1,228,547
Other State Projects:				
Nonpublic Textbooks	20-XXX-XXX-XXX	11,675	12,790	12,790
Nonpublic Auxiliary Services	20-XXX-XXX-XXX	88,988	82,132	82,132
Nonpublic Handicapped Services	20-XXX-XXX-XXX	54,184	85,493	85,493
Nonpublic Nursing Services	20-XXX-XXX-XXX	20,758	20,160	20,160
Nonpublic Technology Initiative	20-XXX-XXX-XXX	7,918	5,824	5,824
Nonpublic Security Aid	20-XXX-XXX-XXX	16,050	5,600	31,650
Other	20-XXX-XXX-XXX	285,218	274,167	274,167
Total Other State Projects		484,791	486,166	512,216
Total State Projects	20-XXX-XXX-XXX	830,723	907,303	1,740,763
Preschool Expansion Grant Instruction	20-220-100-XXX	283,164	319,632	0

Budget Category	Account	2017-18 Actual	2018-19 Revised	2019-20 Proposed
Preschool Expansion Grant Support Services	20-220-200-XXX	231,639	192,571	0
Preschool Expansion Grant Fac Acquisition And Constr. Services	20-220-400-XXX	21,238	0	0
Preschool Expansion Grant	20-220-XXX-XXX	536,041	512,203	0
Federal Projects:				
Title I	20-XXX-XXX-XXX	432,263	266,905	226,869
Title II	20-XXX-XXX-XXX	45,731	30,125	25,606
Title III	20-XXX-XXX-XXX	9,870	10,880	9,248
I.D.E.A. Part B (Handicapped)	20-XXX-XXX-XXX	374,050	303,026	331,277
Other	20-XXX-XXX-XXX	270,646	250,000	250,000
Total Federal Projects	20-XXX-XXX-XXX	1,668,601	1,373,139	843,000
Total Special Revenue Funds		2,814,618	2,567,432	2,870,753
Repayment of Debt:				
Total Regular Debt Service	40-701-510-XXX	1,257,825	1,268,494	1,272,338
Total Debt Service Funds		1,257,825	1,268,494	1,272,338
Total Expenditures/Appropriations		23,534,902	25,326,016	25,967,589
Deduct Transfer-Local Contrib. - Trans To Special Rev- Regular	11-105-100-935	0	4,361	0
Deduct Transfer-Local Contrib. - Trans To Special Rev- Inclusion	11-105-100-936	58,145	53,784	130,000
Total Expenditures Net of Transfers		23,476,757	25,267,871	25,837,589

Fund Balance Category	Budget Category	Audited Balance 06/30/2017	Audited Balance 06/30/2018	Estimated Balance 06/30/2019	Estimated Balance 06/30/2020
Unrestricted	General Operating Budget	1,053,883	1,104,234	1,011,852	428,139
Unrestricted	Repayment of Debt	0	0	0	0
Restricted for General Operating Budget	Capital Reserve	166,729	160,527	160,627	160,877
Restricted for General Operating Budget	Adult Education Programs	0	0	0	0
Restricted for General Operating Budget	Maintenance Reserve	0	0	0	0
Restricted for General Operating Budget	Legal Reserve	822,240	774,092	173,019	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 Actual Costs	2017-18 Actual Costs	2018-19 Original Budget	2018-19 Revised Budget	2019-20 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$11,110	\$12,180	\$12,799	\$12,800	\$13,333
Total Classroom Instruction	\$6,665	\$7,288	\$7,492	\$7,493	\$7,903
Classroom-Salaries and Benefits	\$5,888	\$6,338	\$6,536	\$6,593	\$6,755
Classroom-General Supplies and Textbooks	\$256	\$292	\$332	\$317	\$417
Classroom-Purchased Services	\$521	\$659	\$623	\$584	\$731
Total Support Services	\$1,495	\$1,737	\$1,945	\$1,936	\$2,076
Support Services-Salaries and Benefits	\$1,249	\$1,415	\$1,594	\$1,539	\$1,595
Total Administrative Costs	\$1,483	\$1,560	\$1,663	\$1,674	\$1,673
Administration Salaries and Benefits	\$1,251	\$1,302	\$1,408	\$1,415	\$1,403
Total Operations and Maintenance of Plant	\$1,034	\$1,119	\$1,184	\$1,190	\$1,187
Operations and Maintenance-Salaries and Benefits	\$479	\$501	\$558	\$559	\$497
Board Contribution to Food Services	\$0	\$0	\$0	\$0	\$0
Total Extracurricular Costs	\$373	\$418	\$446	\$448	\$436
Total Equipment Costs	\$19	\$79	\$0	\$44	\$34
Legal Costs	\$12	\$14	\$17	\$12	\$14
Employee Benefits as a percentage of salaries*	32.85%	32.83%	33.85%	33.59%	30.67%

*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.

Shared Service Category Type	Shared Service Category Description	Amount Saved (Optional)
Staffing - Other	Share some staff with Gloucester County Special Services School District.	0
Transportation Services, including Fuel	Share Transportation Coordinator with Delsea Regional	0
Municipal/Public Works	Share SRO officers	0
Municipal/Public Works	Share purchase of salt and fuel and allow municipality to share facilities	0

ID=Clayton Borough

Category	Amount
(A) General Fund School Levy	8,780,470
(D) Total School Levy	9,942,264
(B) Estimated Net Taxable Valuation (as of 01/01/19)	468,100,131
(H) Estimated Equalized Valuation (as of 10/01/18)	487,658,122
(C) Estimated 2019-20 General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (B)$	1.8758
(F) Estimated 2019-20 Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (B)$	2.1240
(I) Estimated 2019-20 Equalized General Fund School Tax Rate, Without Repayment of Debt or Adjustments= $100 \times (A) / (H)$	1.8005
(L) Estimated 2019-20 Equalized Total School Tax Rate, With Repayment of Debt and Adjustments= $100 \times (D) / (H)$	2.0388

Name=Charles Shriver III

Category	Measure
Job Title	Coordinator/Director/Manager/Supervisor
Job Title II	Facilities
Base Annual Salary Amount	\$79,374
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	3
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	\$8,220
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,160
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$25,074
Contractual Post-Employment Benefit Description of Payout of Sick days	Max at retirement on per diem basis 1/260th
Contractual Post-Employment Benefit Description of Payout of Vacation days	Max of 30 days based on per diem 1/260th
Contractual Post-Employment Benefit Description of Payout of Personal days	Max 3 days at per diem 1/260th
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported

Name=Charles Shriver III

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=Daniel Marakowski, Jr

Category	Measure
Job Title	Information Technology
Job Title II	None Reported
Base Annual Salary Amount	\$89,000
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	3
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	\$8,220
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$3,187
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$26,296
Contractual Post-Employment Benefit Description of Payout of Sick days	\$100/day upon retirement not to exceed \$150000
Contractual Post-Employment Benefit Description of Payout of Vacation days	Max 30 days at per diem 1/260th
Contractual Post-Employment Benefit Description of Payout of Personal days	Max 3 days per diem 1/260th
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported

Name=Daniel Marakowski, Jr

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=Frances Adler

Category	Measure
Job Title	Business Administrator
Job Title II	None Reported
Base Annual Salary Amount	\$119,325
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	4
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	\$8,860
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$6,239
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$30,604
Contractual Post-Employment Benefit Description of Payout of Sick days	at retirement, days * per diem (1/260)
Contractual Post-Employment Benefit Description of Payout of Vacation days	max 30 @ per diem (1/260)
Contractual Post-Employment Benefit Description of Payout of Personal days	max 4 days @ per diem (1/260)
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported

Name=Frances Adler

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=Nikolaos Koutsogiannis

Category	Measure
Job Title	Superintendent
Job Title II	None Reported
Base Annual Salary Amount	\$145,000
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	01/01/17
End Date of Contract	07/01/20
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	4
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	\$8,960
Total Bonuses Amount	\$0
Total Stipends Amount	\$0
District Contributions Above Teacher Contract for Insurance (Health, Dental, Life, Other)	\$1,268
District Contributions Above Teacher Contract for Retirement Plans	\$0
Total Contractual Post-Employment Benefit Amount	\$33,962
Contractual Post-Employment Benefit Description of Payout of Sick days	Maximum allowable @ per diem 1/260
Contractual Post-Employment Benefit Description of Payout of Vacation days	Per diem (1/260) * 30 days Max
Contractual Post-Employment Benefit Description of Payout of Personal days	Max 4 days at per diem (1/260)
Contractual Post-Employment Benefit Description of Other Benefits 1	None Reported

Name=Nikolaos Koutsogiannis

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