

**GOLDEN RAIN FOUNDATION
2001 INCENTIVE PLAN RESULTS**

<u>Savings Item</u>	<u>Amount</u>
Additional Work Absorbed	
Positions eliminated, positions left open for some period of time, additional unbudgeted work absorbed, reduced by any attendant decrease in service levels in Community Relations, Finance, Landscape, and Recreation	388,994
Capital	
In-house management and engineering of Gate 12 West in lieu of contracted management	223,449
Other savings initiated by staff on various capital projects (e.g. CH4 renovation and equipment)	35,213
Other	
2001 income tax avoidance - 501(c)(4) determination	269,998
Savings initiated by staff in various operations (e.g. telephone service credits, regulatory fees)	77,119
Reimbursement of payroll processing fees	71,013
Used in-house resources to avoid outside professional fees	32,965
Increased net revenues through promotion of recreation events and HVAC rebate	32,046
Negotiated favorable terms in 401K and pension plan	10,767
Total financial savings accounted for	\$ 1,141,564
Actual Payouts - 30% of savings	\$ 342,469
Average Payout per Participant	\$ 2,878