

GOLDEN RAIN FOUNDATION 2004 INCENTIVE PLAN RESULTS

Savings Item	Amount
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, Security, Landscape, and Recreation	269,457
Capital	
Achieved capital savings during implementation of high-speed Internet and ad insertion services	138,590
Other savings initiated by staff on various capital projects and equipment	24,772
Rebuilt mowers in lieu of capital purchase	16,652
Other	
GRF property tax exemption (refund) for years 1996 to 2003	1,408,488
2004 GRF property tax avoidance	508,847
2004 GRF income tax refund - 501(c)(4) determination	276,060
Achieved operating savings during implementation of high-speed Internet service	144,235
Achieved operating savings through use of in-house staff vs. contractor in Broadband Services and HR	127,961
Additional revenues generated by Broadband Services	97,365
Savings and cost avoidances initiated by staff in various operations (e.g. industrial hygiene surveys)	31,488
Streamlined procedures for resale inspections, permits, and gate entry passes - 1/2 year	24,412
Negotiated favorable terms in copyright fees and per-employee Mass Mutual charges	21,262
Increased net revenues through promotion of recreation events and plant/mulch sales	6,781
Total financial savings accounted for	\$ 3,096,370
Actual Payouts - 30% of savings	\$ 928,911
Average Payout per Participant	\$ 7,552