

**GOLDEN RAIN FOUNDATION  
2007 INCENTIVE PLAN RESULTS**

<u>Savings Item</u>	<u>Amount</u>
<b>Additional Work Absorbed</b>	
Positions eliminated, positions left open for some period of time, additional unbudgeted work absorbed, reduced by any attendant decrease in service levels, in Landscape, Maintenance, Financial Services	324,225
<b>Capital</b>	
Centralized irrigation system controllers/CPUs cost avoidances	140,800
Reduced mower replacement costs by rebuilding qualified mowers	15,800
Performed tile work on Clubhouse 1 in-house rather than contracted out	7,200
<b>Other</b>	
Negotiated reductions in workers compensation premium renewal	160,000
Increased revenues at recreation facilities	37,000
Negotiated more advantageous contracts/purchases for copiers, carpeting and fitness equipment	29,700
Increased revenues for composting and nursery	18,900
Negotiated reductions in property insurance premium renewal	16,200
Coordinated free hauling of demolished concrete	10,300
Increased sponsorships for senior games	5,800
Total financial savings accounted for	\$ 765,925
Actual Payouts - 30% of savings	\$ 229,790
Average Payout per Participant	\$ 1,868