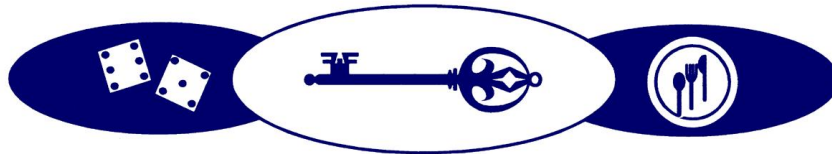

HCE

Hospitality Compensation Exchange[®]



2001 Gaming Corporate Annual Report©



HCE Hospitality Compensation Exchange®
372 Willis Avenue, Mineola, NY 11501

Dear Gaming Executive:

Welcome to the HCE Hospitality Compensation Exchange®, the gaming industry's most comprehensive guide to compensation and benefits. We have created the HCE to provide casino owners and operators with current and credible information concerning salary and incentive trends. Data from the 2001 Gaming Corporate Annual Report© has been obtained through written survey and is self-reported. The survey includes 43 gaming companies. We hope that you will find the HCE an exciting tool for managing your business, allowing you to attract and retain management talent through equitable compensation practices.

With kind regards, I am,

Keith Kefgen
President
HVS Executive Search





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Hospitality Compensation Exchange

The HCE Hospitality Compensation Exchange® is the largest industry forum for the exchange of compensation and benefit information. Annual HCE Surveys are conducted for the lodging, gaming, and restaurant industries, and encompass corporate and property-level positions. Furthermore, clients have access to more focused reports through HCE Select and HCE Custom.

HCE Annual Report

HCE Annual Reports contain an executive summary of the national HCE survey data. The data is categorized by suitable industry criteria. Lodging, Gaming and Restaurant Annual Reports are available for both corporate and property level positions. An HCE Annual Report is \$350.

HCE Select

HCE Select generates criteria-specific reports based on data from the national survey. Users can determine their own query parameters for an HCE Select Report. The HCE Select program allows for numerous parameters to be considered simultaneously. A typical HCE Select is \$500-\$1,000.

HCE Custom

HCE Custom creates client-defined reports from newly gathered data. HCE Custom gives clients access to information not collected in the national HCE surveys. Custom surveys are designed to consider an unlimited number of parameters, positions and questions. It is specifically targeted to competitive properties. This ground-up approach results in a fully customized report. A typical HCE Custom is \$2,500-\$10,000.

Participating in the HCE

There is no charge to become a participant in the HCE Hospitality Compensation Exchange®. HCE participants are eligible to receive discounts on HCE services. As confidentiality is the cornerstone of our business, protecting the reputation and data integrity of the participants is of critical importance. To that end, we only provide results in aggregate format.

For More Information

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Nationwide

The 2001 HCE nationwide results include representation from 43 gaming companies, both publicly and privately held. The 2001 Gaming Corporate Annual Report© is the fourth national examination of gaming corporate level compensation. Eleven of the most common executive positions are represented in our survey report. The positions were chosen based on feedback from industry executives. Period comparisons are discussed when significant movement has occurred.

As can be expected, the compensation ranges varied greatly as a testament to the diversity of the gaming industry. The survey includes big name companies such as MGM/Mirage, Harrah's Entertainment and Park Place Entertainment as well as numerous mid and small-cap companies. For example, one industry CEO was paid just \$130,000 while another was paid \$1,286,538.

Chief Executive Officers received the highest base salaries, followed by Chairmen and Chief Operating Officers. Consistent with our previous surveys the Corporate Controller and VP Human Resources earned the lowest median base salaries in this year's survey. The nationwide results confirm that compensation in the gaming industry is connected to the hierarchy of a traditional organizational chart.

Top Three Base Salaried Positions

	Base Salary
Chief Executive Officer	\$404,000.00
Chairman	\$318,270.00
Chief Operating Officer	\$270,112.50

The highest bonuses were also given to the Chief Executive Officer, Chairman and Chief Operating Officer. These results support the idea that these positions have a high degree of accountability for the success of their companies. The lowest bonus percentages were given to VP Human Resources and Corporate Controller, both positions with less influence on the outcome of the bottom line.

Cash compensation for corporate level executives in the gaming industry has remained relatively flat, with the exception of Operations and Marketing positions. This was in sharp contrast to our previous survey, where finance and development positions saw the largest increases. We believe that the economic downturn has focused gaming companies on getting their "house in order" rather than growth.



Most bonus plans in the gaming industry were based on financial measurements and paid as a percentage of base salary. Sr. VP Operations experienced the largest percentage increase, moving from 27.18% to 41.68% of base salary. Chief Financial Officer followed with an increase from 22.64% to 34.03%. Several positions including VP Human Resources, Corporate Controller and Executive Vice President received a decrease in bonus compensation. On a whole, incentive compensation increased as a portion of total compensation. While this put more compensation “at risk” for gaming executives, it also allowed them to earn more if they produced.

	<u>1999 Bonus %¹</u>	<u>2001 Bonus %*</u>
Sr. VP Operations	27.18%	41.68%
Chief Financial Officer	22.64%	34.03%
Chief Executive Officer	30.38%	39.37%
VP Marketing	15.69%	23.72%
Chief Operating Officer	31.45%	34.73%
VP Development	40.97%	42.86%
General Counsel	30.24%	28.21%
VP Human Resources	14.01%	11.88%
Corporate Controller	26.65%	19.13%
Executive Vice President	50.60%	42.29%
Chairman	N/A	N/A

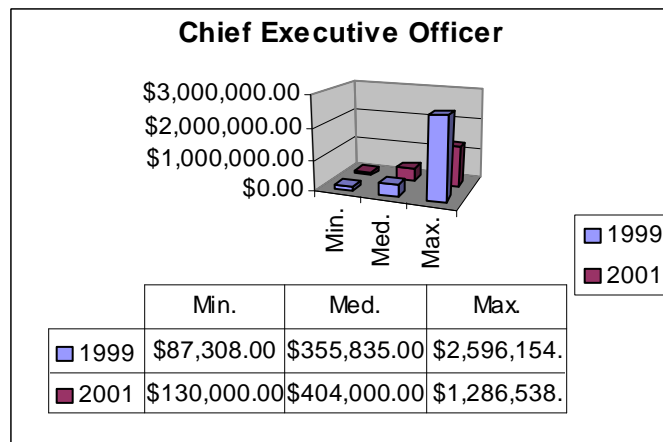
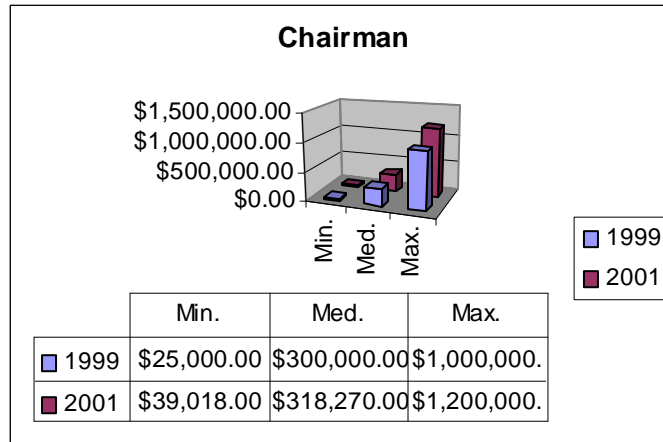
¹ As a % of base salary



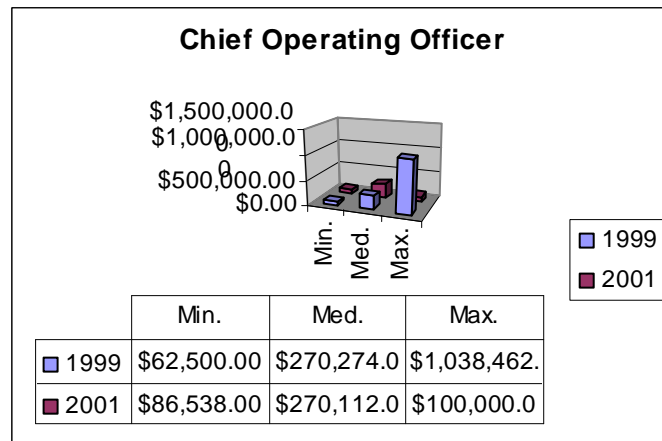
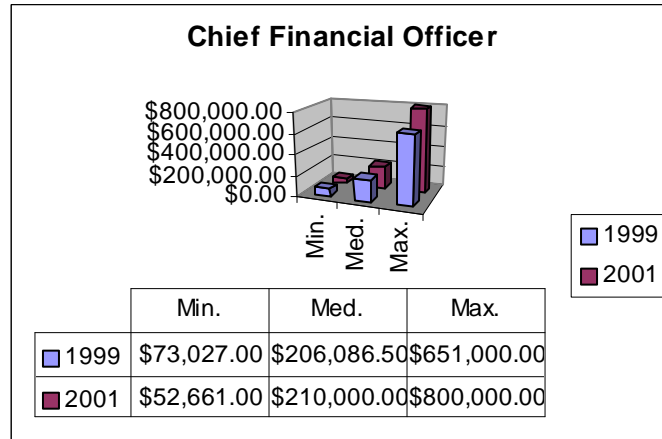
Nationwide Salaries and Bonuses

Position	Minimum	25th Percentile	50th Percentile	75th Percentile	Maximum
Base Salary	Minimum	25th Percentile	50th Percentile	75th Percentile	Maximum
Chairman	\$39,018.00	\$255,840.00	\$318,270.00	\$710,000.00	\$1,200,000.00
Chief Executive Officer	\$130,000.00	\$300,000.00	\$404,000.00	\$600,000.00	\$1,286,538.00
Chief Financial Officer	\$52,661.00	\$152,900.00	\$210,000.00	\$283,550.00	\$800,000.00
Chief Operating Officer/Pres.	\$86,538.00	\$220,000.00	\$270,112.50	\$450,063.00	\$1,000,000.00
Corporate Controller	\$111,446.00	\$123,750.00	\$144,750.00	\$165,450.00	\$175,000.00
Executive Vice President	\$125,677.00	\$170,889.75	\$195,923.00	\$251,067.25	\$636,538.00
General Counsel	\$138,000.00	\$200,000.00	\$217,305.00	\$300,000.00	\$493,269.00
Sr. VP Operations	\$145,000.00	\$180,481.00	\$200,753.00	\$300,000.00	\$400,000.00
VP Development	\$149,638.00	\$175,000.00	\$175,000.00	\$202,000.00	\$300,000.00
VP Human Resources	\$110,000.00	\$125,000.00	\$168,342.00	\$175,000.00	\$310,000.00
VP Marketing	\$130,000.00	\$163,999.06	\$186,198.13	\$218,750.00	\$325,000.00
Bonus	Minimum	25th Percentile	50th Percentile	75th Percentile	Maximum
Chairman	\$0.00	\$0.00	\$112,188.00	\$195,000.00	\$504,945.00
Chief Executive Officer	\$0.00	\$1,550.00	\$159,073.00	\$448,800.00	\$2,540,000.00
Chief Financial Officer	\$0.00	\$23,750.00	\$71,472.00	\$169,350.00	\$1,630,000.00
Chief Operating Officer/Pres.	\$0.00	\$54,750.00	\$93,812.00	\$224,199.50	\$1,300,000.00
Corporate Controller	\$0.00	\$4,088.75	\$27,684.00	\$42,565.75	\$72,855.00
Executive Vice President	\$0.00	\$0.00	\$82,862.00	\$168,768.00	\$215,000.00
General Counsel	\$0.00	\$25,000.00	\$61,307.00	\$193,800.00	\$530,000.00
Sr. VP Operations	\$0.00	\$28,510.00	\$83,675.00	\$200,000.00	\$263,501.00
VP Development	\$0.00	\$30,000.00	\$75,000.00	\$300,000.00	\$367,759.00
VP Human Resources	\$0.00	\$0.00	\$20,000.00	\$42,000.00	\$312,511.00
VP Marketing	\$0.00	\$23,750.75	\$44,163.50	\$54,581.00	\$70,077.00

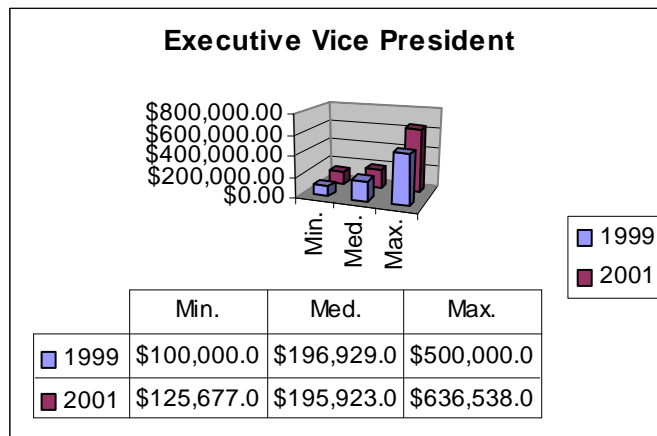
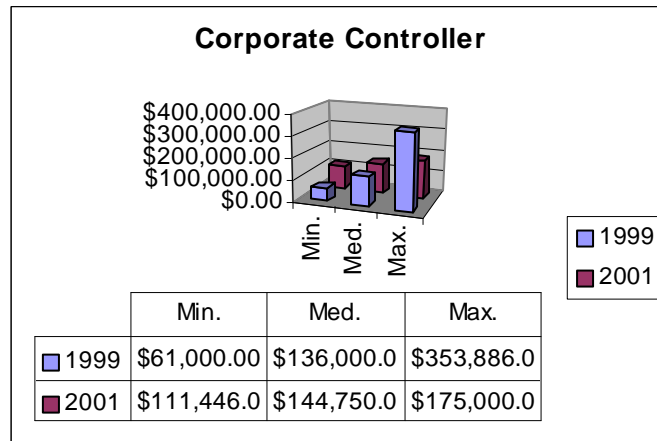
Nationwide Base Salary Comparisons



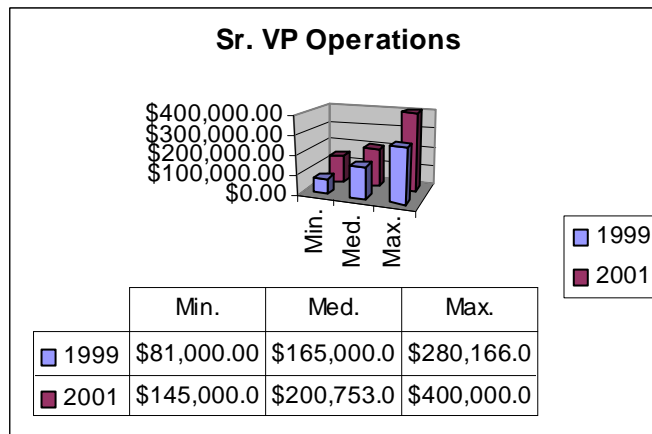
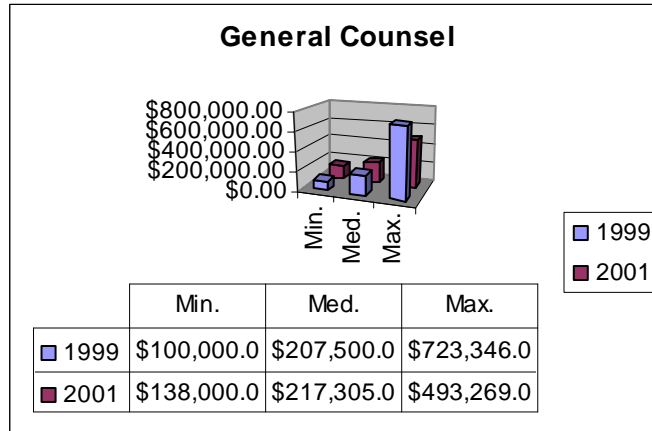
Nationwide Base Salary Comparisons



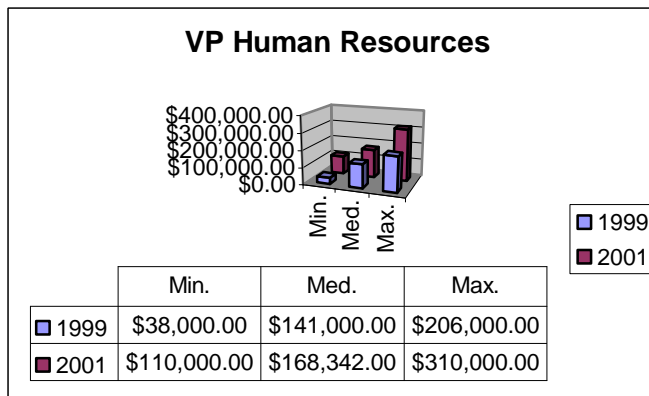
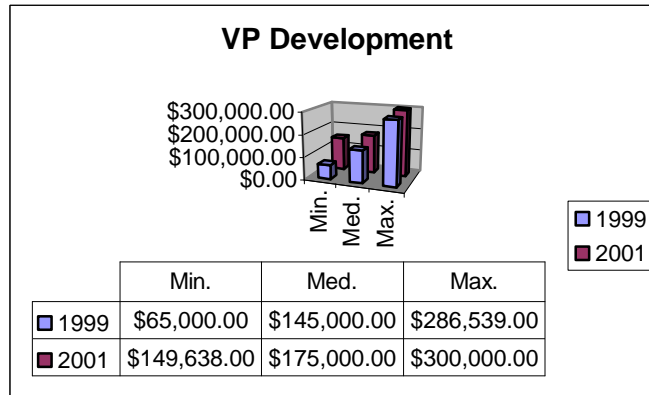
Nationwide Base Salary Comparisons



Nationwide Base Salary Comparisons

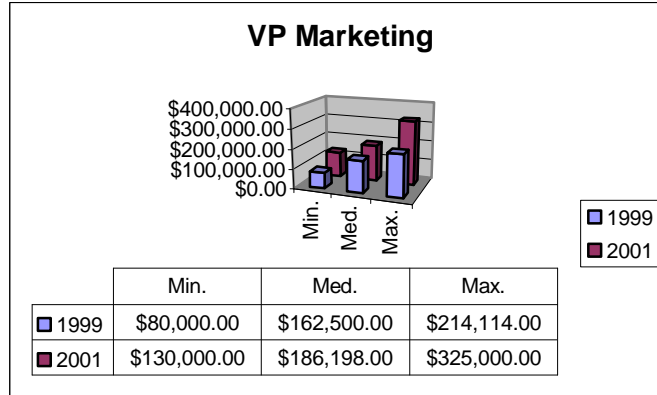


Nationwide Base Salary Comparisons





Nationwide Base Salary Comparisons





Salary and Bonus Results by Gross Revenues

Executive compensation is greatly affected by the size of a company. To illustrate this trend, we grouped the companies into one of three categories: gross revenues less than \$100 million, gross revenues between \$100 and \$500 million, and gross revenues over \$500 million.

This year's survey followed the same pattern as our 1999 survey; as a company's gross revenues increase, so did compensation levels. This is due largely to the fact that as companies get larger and more complex, executives are compensated accordingly. For example, a Chief Executive Officer at a company with gross revenues of less than \$100 million (small-cap) received a median salary of \$250,000 compared to \$885,572 at a large-cap company. All eleven positions followed the same pattern with executives being paid more as the gross revenues increased. The positions lower on the hierarchical chart received less variance over the three different gross revenue cuts.

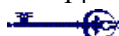
Bonus levels were modest for all positions in small-cap companies, although one CEO bagged more than \$1 million in bonus compensation. CEO's had the widest disparity in median bonuses, with small-cap CEO's getting \$41,550 and large-cap receiving \$629,048. Chief Operating Officer and Executive Vice President followed with next most significant variances in bonus levels.





Salary and Bonus Results by Gross Revenues: Less than \$100M

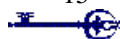
Position					
Base Salary	Minimum	25th Percentile	50th Percentile	75th Percentile	Maximum
Chairman	N/A	N/A	N/A	N/A	N/A
Chief Executive Officer	\$130,000.00	\$155,070.00	\$250,000.00	\$306,846.00	\$532,500.00
Chief Financial Officer	\$52,661.00	\$126,750.00	\$153,833.24	\$162,810.00	\$200,000.00
Chief Operating Officer/Pres.	\$86,538.00	\$171,667.00	\$184,616.00	\$185,424.00	\$187,683.00
Corporate Controller	N/A	N/A	N/A	N/A	N/A
Executive Vice President	\$125,677.00	\$157,419.25	\$169,050.00	\$170,889.75	\$173,259.00
General Counsel	N/A	N/A	N/A	N/A	N/A
Sr. VP Operations	N/A	N/A	N/A	N/A	N/A
VP Development	N/A	N/A	N/A	N/A	N/A
VP Human Resources	N/A	N/A	N/A	N/A	N/A
VP Marketing	\$130,000.00	\$145,600.00	\$161,200.00	\$166,798.13	\$172,396.25
Bonus	Minimum	25th Percentile	50th Percentile	75th Percentile	Maximum
Chairman	N/A	N/A	N/A	N/A	N/A
Chief Executive Officer	\$0.00	\$0.00	\$41,550.00	\$75,045.00	\$1,139,680.00
Chief Financial Officer	\$0.00	\$0.00	\$37,476.50	\$64,625.00	\$89,250.00
Chief Operating Officer/Pres.	\$0.00	\$0.00	\$23,450.00	\$36,000.00	\$144,932.00
Corporate Controller	N/A	N/A	N/A	N/A	N/A
Executive Vice President	\$0.00	\$0.00	\$7,500.00	\$42,000.00	\$70,000.00
General Counsel	N/A	N/A	N/A	N/A	N/A
Sr. VP Operations	N/A	N/A	N/A	N/A	N/A
VP Development	N/A	N/A	N/A	N/A	N/A
VP Human Resources	N/A	N/A	N/A	N/A	N/A
VP Marketing	\$0.00	\$0.00	\$35,003.00	\$52,540.00	\$70,077.00





Salaries and Bonus Results by Gross Revenues: \$100M to \$500M

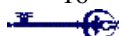
Position	Minimum	25th Percentile	50th Percentile	75th Percentile	Maximum
Chairman	N/A	N/A	N/A	N/A	N/A
Chief Executive Officer	\$200,000.00	\$356,250.00	\$427,086.50	\$498,992.69	\$742,630.00
Chief Financial Officer	\$124,231.00	\$168,550.00	\$225,040.00	\$251,855.53	\$300,000.00
Chief Operating Officer/Pres.	\$200,000.00	\$236,100.00	\$305,000.00	\$392,923.49	\$611,241.78
Corporate Controller	N/A	N/A	N/A	N/A	N/A
Executive Vice President	\$175,000.00	\$196,634.50	\$218,269.00	\$240,134.50	\$262,000.00
General Counsel	\$180,000.00	\$196,414.38	\$220,100.00	\$286,651.82	\$333,986.00
Sr. VP Operations	\$183,333.00	\$231,395.25	\$249,084.63	\$258,689.95	\$282,500.00
VP Development	\$149,638.00	\$162,319.00	\$175,000.00	\$188,500.00	\$202,000.00
VP Human Resources	N/A	N/A	N/A	N/A	N/A
VP Marketing	N/A	N/A	N/A	N/A	N/A
Bonus	Minimum	25th Percentile	50th Percentile	75th Percentile	Maximum
Chairman	N/A	N/A	N/A	N/A	N/A
Chief Executive Officer	\$0.00	\$134,268.25	\$319,014.50	\$393,750.00	\$900,000.00
Chief Financial Officer	\$0.00	\$46,506.75	\$87,500.00	\$156,825.00	\$243,967.00
Chief Operating Officer/Pres.	\$0.00	\$80,309.50	\$107,188.00	\$212,233.00	\$400,000.00
Corporate Controller	N/A	N/A	N/A	N/A	N/A
Executive Vice President	\$0.00	\$57,249.00	\$88,773.00	\$95,436.50	\$102,100.00
General Counsel	\$0.00	\$25,000.00	\$55,653.50	\$104,700.00	\$268,000.00
Sr. VP Operations	\$0.00	\$69,883.00	\$81,837.00	\$202,791.50	\$211,166.00
VP Development	\$0.00	\$15,000.00	\$50,000.00	\$62,500.00	\$75,000.00
VP Human Resources	N/A	N/A	N/A	N/A	N/A
VP Marketing	N/A	N/A	N/A	N/A	N/A





Salary and Bonus Results by Gross Revenues: Greater than \$500M

Position	Minimum	25th Percentile	50th Percentile	75th Percentile	Maximum
Chairman	N/A	N/A	N/A	N/A	N/A
Chief Executive Officer	\$375,000.00	\$600,000.00	\$885,572.00	\$1,100,000.00	\$1,286,538.00
Chief Financial Officer	\$200,000.00	\$349,840.00	\$400,000.00	\$599,402.50	\$800,000.00
Chief Operating Officer/Pres.	\$218,750.00	\$351,057.50	\$499,615.50	\$676,730.50	\$1,000,000.00
Corporate Controller	N/A	N/A	N/A	N/A	N/A
Executive Vice President	\$216,846.00	\$276,242.50	\$335,639.00	\$486,088.50	\$636,538.00
General Counsel	\$181,250.00	\$205,000.00	\$291,667.00	\$319,395.00	\$493,269.00
Sr. VP Operations	\$230,481.00	\$282,620.25	\$313,215.00	\$344,822.50	\$400,000.00
VP Development	N/A	N/A	N/A	N/A	N/A
VP Human Resources	\$110,000.00	\$142,500.00	\$175,000.00	\$242,500.00	\$310,000.00
VP Marketing	\$200,000.00	\$212,500.00	\$225,000.00	\$275,000.00	\$325,000.00
Bonus	Minimum	25th Percentile	50th Percentile	75th Percentile	Maximum
Chairman	N/A	N/A	N/A	N/A	N/A
Chief Executive Officer	\$0.00	\$50,000.00	\$629,048.00	\$900,000.00	\$2,540,000.00
Chief Financial Officer	\$0.00	\$86,250.00	\$183,250.00	\$422,002.25	\$1,630,000.00
Chief Operating Officer/Pres.	\$0.00	\$66,752.50	\$225,018.00	\$524,375.00	\$1,300,000.00
Corporate Controller					
Executive Vice President	\$0.00	\$97,500.00	\$195,000.00	\$205,000.00	\$215,000.00
General Counsel	\$0.00	\$26,250.00	\$150,000.00	\$309,050.50	\$530,000.00
Sr. VP Operations	\$0.00	\$119,338.50	\$173,924.00	\$207,422.75	\$263,501.00
VP Development	N/A	N/A	N/A	N/A	N/A
VP Human Resources	\$0.00	\$11,000.00	\$42,000.00	\$167,255.50	\$312,511.00
VP Marketing	\$0.00	\$26,662.00	\$83,324.00	\$154,162.00	\$255,000.00





Stock Options

Stock option grants were predominately lower in this year's survey. The average stock grant decreased nearly 20% for most positions except for Chairman, Sr. VP Operations, VP Development and VP Marketing. It appeared that less "mega grants" were made to CEOs, CFOs and COOs.

Number of Stock Options Granted in 2000

Position	Minimum	Average	Maximum
Chairman	0	175,000	350,000
Chief Executive Officer	0	147,140	1,000,000
Chief Financial Officer	0	46,473	350,000
Chief Operating Officer/Pres.	0	62,039	350,000
Corporate Controller	0	7,000	20,000
Executive Vice President	0	9,678	35,000
General Counsel	0	58,486	500,000
Sr. VP Operations	0	39,375	75,000
VP Development	0	18,937	54,500
VP Human Resources	0	1,037	5,184
VP Marketing	0	30,161	43,370

We calculated the theoretical present value of these options using the Black-Scholes model. Because fewer stocks options were granted, the values were generally lower, although some significant earnings are possible for gaming executives.

Value of Stock Options Granted in 2000 Using Black-Scholes Pricing Model

Position	Minimum	Average	Maximum
Chairman	\$0.00	\$2,086,845.00	\$5,593,577.00
Chief Executive Officer	\$0.00	\$1,002,581.11	\$16,220,153.00
Chief Financial Officer	\$0.00	\$492,194.69	\$5,593,577.00
Chief Operating Officer/Pres.	\$0.00	\$621,221.65	\$5,593,577.00
Corporate Controller	\$0.00	\$58,910.00	\$147,400.00
Executive Vice President	\$0.00	\$27,005.50	\$105,000.00
General Counsel	\$0.00	\$741,827.79	\$8,110,000.00
Sr. VP Operations	\$0.00	\$242,983.75	\$446,400.00
VP Development	\$0.00	\$89,068.40	\$231,080.00
VP Human Resources	\$0.00	\$18,662.40	\$93,312.00
VP Marketing	\$0.00	\$353,765.25	\$648,900.00





Appendix A- Survey Participants

Acres Gaming Inc.
American Vantage Co. (ACES)
Ameristar Casinos, Inc.
Anchor Gaming
Argosy Gaming Co.
Autotote Corp.
Aztar Corp.
Black Hawk Gaming Co.
Boyd Gaming Corp.
Casino Data Systems
Churchill Downs Inc.
Coast Resorts
Dover Downs Entertainment Inc.
Europa Cruises Corp.
Florida Gaming Corp.
Full House Resorts, Inc.
GTECH Holdings Corp.
Harrah's Entertainment, Inc.
Harveys Casino Resorts
Hollywood Casino Corp.
International Game Technology
Isle Of Capri Casinos

J Net Enterprises, Inc.
Lady Luck Gaming Corp.
Lakes Gaming
Las Vegas Entertainment Network, Inc.
Latin American Casinos, Inc.
Mandalay Resort Group
MGM Mirage
Mikohn Gaming Corp.
Monarch Casino & Resort, Inc.
Multimedia Games, Inc.
Paul-Son Gaming Corp.
Penn National Gaming, Inc.
President Casinos, Inc.
Riviera Holdings Corp.
Sands Regent
Shuffle Master, Inc.
Silicon Gaming, Inc.
Station Casinos, Inc.
Sun International
Trump Hotels & Casino Resorts
WMS Industries Inc.





Appendix B-Job Descriptions

Chief Executive Officer

Reports to Board of Directors and/or shareholders. Oversees entire company. Makes final decisions on financial and corporate matters. Responsible for development of corporate vision, as well as short and long term business plans.

Chief Financial Officer

Reports to Chief Executive Officer. Acts as chief strategist with CEO to define company financial performance goals. Supervises finance, treasury and accounting staff. Implements and manages a comprehensive financial reporting system for performance measures and budgeting purposes. Develops and maintains control of expenditures and profit maximization.

Chief Operating Officer

Reports to Chief Executive Officer. Responsible for all operating aspects of the company. Assesses operational performance of properties and advise Board Members and/or CEO of trends. Ensures that hotel operations correspond to federal, state, and local laws or regulations.

Senior Vice President of Operations

Reports to Chief Operating Officer and Chief Executive Officer. Develops operating strategies for increasing financial performance of properties. Focuses operating team of company according to corporate culture and business goals.

Executive Vice President

Reports to Chief Operating Officer and Chief Executive Officer. Typically has specific departmental responsibility.

Corporate Controller

Reports to Chief Financial Officer. Responsible for accounting, financial reporting, budgeting, internal audit, expense control, and systems support for entire company. Leads property level and/or regional controllers in developing and following accounting procedures.

Vice President of Marketing

Strategize overall sales and marketing directions for all properties. Provides market analysis for each property local to ensure that target markets are being pursued. Develops advertising, PR and promotions strategy for the company.

Vice President of Human Resources

Reports to Chief Executive Officer and/or Chief Operating Officer. Provides counsel to senior executives in labor laws and human resource management. Implements company-wide procedures to manage human resources including, compensation & benefits, recruiting, terminating, organizational development, succession planning, employee relations, training and manpower planning.

General Counsel

Report to Chief Executive Officer. Provides legal counsel to senior executives in all business matters including mergers and acquisitions, franchising, development, and so forth. Writes and edits contracts and researches legal precedents for business purposes.

Vice President of Development

Senior development officer responsible for company business development. Directs management contract negotiations, joint ventures, equity partnerships, franchise sales, sale/leasebacks, mergers and acquisitions, when and where appropriate. Supervises development team and support staff.





Appendix C-Corporate Survey

SECTION ONE: COMPANY INFORMATION

PLEASE GIVE COMPLETE ADDRESS INFORMATION FOR YOUR COMPANY. ALL ADDRESS INFORMATION MUST BE COMPLETED.

Company Name

Company Street Address

City

State

Zip

Phone

Fax

Your Name

Your Title

Fill out the survey as completely and accurately as possible. All information is strictly confidential. Only tabulated results will be released.





SECTION ONE - COMPANY INFORMATION (CONTINUED)
PLEASE COMPLETE BY FILLING IN OR CIRCLING THE
APPROPRIATE RESPONSES FOR YOUR COMPANY.

- 1) How many gaming concerns does your company operate?
- | | |
|-----------------|-------|
| Land-Based | _____ |
| Riverboat | _____ |
| Native American | _____ |
| Lotteries | _____ |
| Paramutuals | _____ |
| Total | _____ |
- 2) What is the company's annual gross revenues (\$)? _____
- 3) What is the total # of electronic games? _____
- 4) What is the total # of table games? _____



SECTION TWO - SALARY INFORMATION
 PLEASE GIVE COMPLETE INFORMATION FOR EACH POSITION.
 WRITE "NA" IF A POSITION DOES NOT APPLY TO YOUR COMPANY.

Positions	Current Annualized Base Salary [\$]	Most Recent Annual Bonus [\$]	Number Stock Options Granted in Last Fiscal Year [#]	Any Other Income [\$]*
Chairman				
Chief Executive Officer				
Chief Financial Officer				
Chief Information Officer				
Chief Operating Officer				
Corporate Controller				
Dir. Marketing				
Dir. Training				
General Counsel				
President				
Dir. Casino Operations				
Sr. VP Casino Operations				
VP Operations				
Treasurer				
VP Administration				
VP Design & Construction				
VP Development				
VP Engineering				
VP Finance				
VP Government Relations				
VP Hotel Operations				
VP Human Resources				
VP Risk Management				
VP Marketing				
VP Sales				
VP Security & Compliance				
VP Strategic Planning				
VP Taxes				

* Value of "Any Other Income" includes 401K contributions, relocation compensation, etc., that has been paid to the executive during the last fiscal year.



SECTION THREE - BENEFITS INFORMATION
 PLEASE INDICATE WHICH OF THE FOLLOWING BENEFITS ARE
 OFFERED TO YOUR CORPORATE EMPLOYEES.

Benefit:	Paid Completely	Paid Partially	Not Offered or Not Paid At All
Pension Plan			
401 (k) Plan			
Severance Pay			
HMO			
Major Medical			
Preventative Maintenance			
Short-term Disability			
Long-term Disability			
Life Insurance			
Dental Care			
Prescription Plan			
Vision Care			
Child Care Assistance			
Elder Care Assistance			
Vacation			
Professional Dues			
Professional Seminars			
Tuition Benefits			
Financial Services			
Legal Services			
Matched Gift Contributions			
Meals			
Housing			
Automobile			
Country Club Membership			