



*Presented by:*



**2005 Gaming Corporate Annual Report©**



Presented by:  
**HVS Executive Search**  
<http://www.hvsinternational.com/Services/ExecutiveSearch>

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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 2005 Gaming Corporate Annual Report© has been obtained through written survey and is self-reported. The survey includes 52 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,

A handwritten signature in black ink that reads "Stephen".

Stephen Goebel  
Managing Director – Las Vegas  
HVS Executive Search

A handwritten signature in black ink that reads "Keith Kefgen".

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 Retainer**

HVS has successfully partnered with gaming companies to provide an “independent” perspective on the link between executive rewards and operational/strategic results, stakeholder interests and overall economic enhancement of the organization. Projects include but are not limited to Executive Compensation Reviews, Incentive Program Design and Implementation, Governmental and Regulatory requirements and Compensation Committee design and makeup. Based on the size of your company the annual retainer will range from \$20,000 - \$50,000.

**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, please contact Stephen Goebel, Managing Director, HVS Executive Search-Las Vegas at 702-897-8346 or via email at [sgoebel@hvsinternational.com](mailto:sgoebel@hvsinternational.com).*



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## Nationwide

The 2005 HCE nationwide results include data from 52 gaming companies, both publicly and privately held. The 2005 Gaming Corporate Annual Report© is the sixth national examination of gaming corporate level compensation. Twelve 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. For example, one industry CEO received no base pay, while another was paid \$2,163,200. The survey includes big name companies such as MGM/Mirage, Harrah's Entertainment and Penn National Gaming as well as numerous mid and small-cap companies. As one might expect, company size was a primary factor in compensation levels.

The Chief Executive Officer position continued to receive the highest median base salary, followed by the General Counsel and Chief Operating Officer. The VP Marketing and VP Human Resources earned the lowest median base salaries in this year's survey, confirming that compensation in the gaming industry is connected to the hierarchy of a traditional organizational chart.

Top Three Base Salaried Positions	
Position	Base Salary
Chief Executive Officer	\$487,469.01
General Counsel	\$346,112.00
Chief Operating Officer/President	\$335,027.76

The Chief Executive Officer, General Counsel and Chief Operating Officer were also among the top five bonus earners in this year's survey, while the General Counsel earned the highest bonus as a percentage of salary. These results support the idea that these positions have a high degree of accountability for the success of their companies. The lowest bonus percentage was paid to the Corporate Controller and VP Human Resources who perhaps have less opportunity to directly impact the company's bottom line.

Most bonus plans in the gaming industry were based on financial measurements and paid as a percentage of base salary. Bonus percentages were up across almost the entire spectrum of



executive positions. Only the Chief Information Officer, Senior VP Operations and General Counsel earned smaller bonuses as a percentage of salary. Taken as a whole, incentive compensation remains a very important part of total compensation and while this puts more compensation “at risk” for gaming executives, it also allows them to earn more when they positively affect corporate progress.

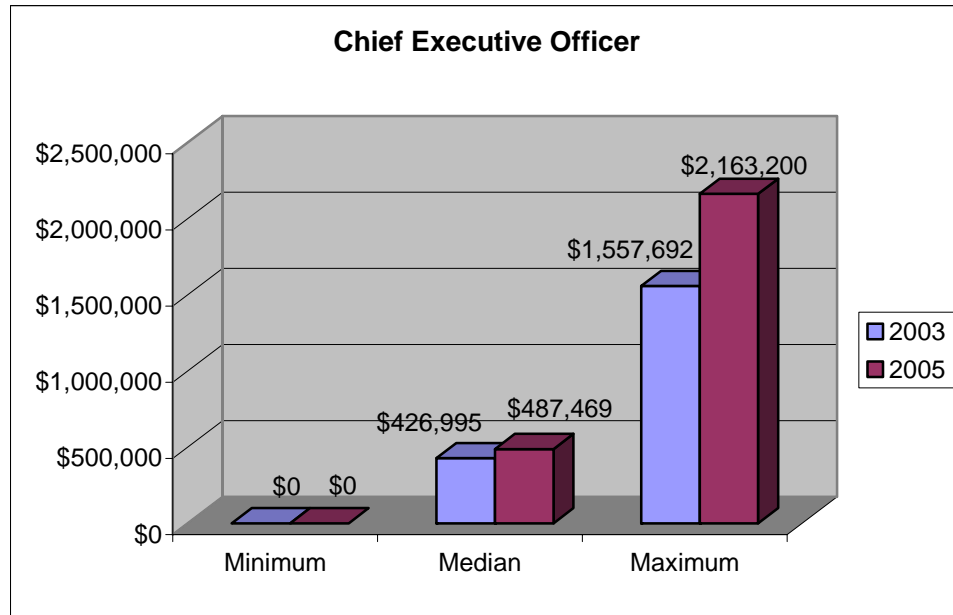
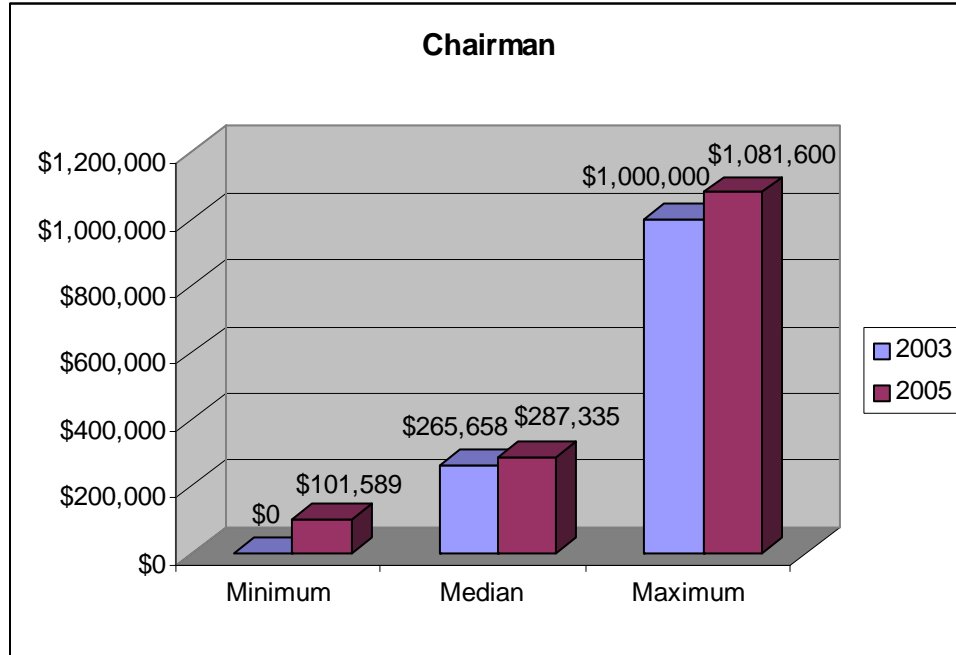
<b>Position</b>	<b>2003 Bonus %</b>	<b>2005 Bonus %</b>
Chairman	0.00%	0.00%
Chief Executive Officer	40.29%	46.67%
Chief Financial Officer	29.41%	31.74%
Chief Information Officer	32.63%	31.04%
Chief Operating Officer/Pres.	41.16%	43.61%
Corporate Controller	23.38%	28.31%
Executive Vice President	35.10%	40.46%
General Counsel	51.89%	50.00%
Senior VP Operations	67.67%	41.18%
VP Development	36.71%	43.59%
VP Human Resources	17.86%	21.74%
VP Marketing	23.99%	28.87%



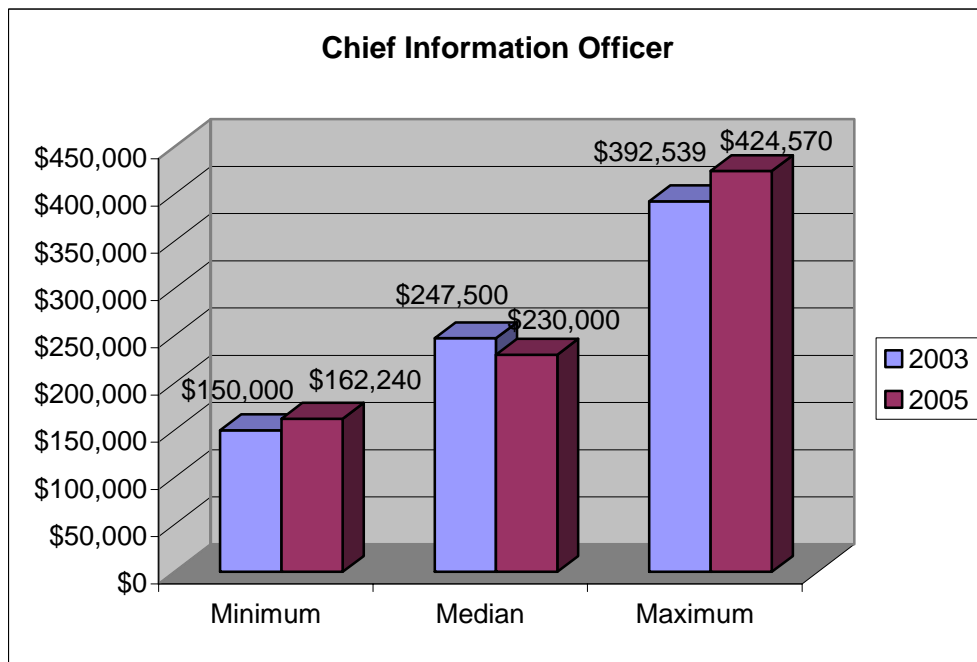
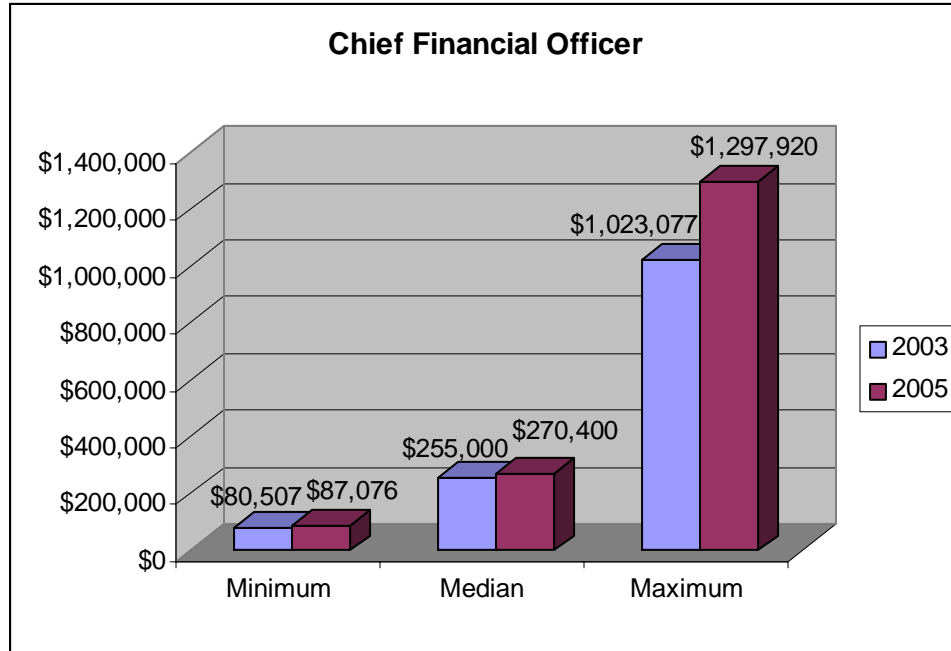
## Nationwide Salaries and Bonuses

Base Salary	Minimum	25 <sup>th</sup> Percentile	50 <sup>th</sup> Percentile	75 <sup>th</sup> Percentile	Maximum	Median Bonus
Chairman	\$101,589.28	\$163,424.62	\$287,335.15	\$631,583.83	\$1,081,600.00	\$0.00
Chief Executive Officer	\$0.00	\$304,200.00	\$487,469.01	\$756,671.14	\$2,163,200.00	\$227,501.78
Chief Financial Officer	\$87,076.37	\$178,547.28	\$270,400.00	\$428,484.49	\$1,297,920.00	\$85,824.96
Chief Information Officer	\$162,240.00	\$216,320.00	\$230,000.00	\$324,480.00	\$424,570.18	\$83,932.16
Chief Operating Officer	\$98,108.64	\$243,360.00	\$335,027.76	\$648,960.00	\$1,625,878.43	\$146,105.43
Corporate Controller	\$91,936.00	\$167,648.00	\$187,116.80	\$239,930.25	\$259,584.00	\$52,972.77
Executive Vice President	\$192,774.87	\$216,320.00	\$256,400.00	\$378,560.00	\$662,272.33	\$109,403.84
General Counsel	\$150,608.47	\$251,264.33	\$346,112.00	\$394,784.00	\$757,120.00	\$173,056.00
Sr. VP Operations	\$121,752.47	\$192,039.16	\$268,600.00	\$386,672.00	\$1,077,092.97	\$165,430.72
VP Development	\$108,160.00	\$152,776.00	\$191,755.24	\$243,765.60	\$351,520.00	\$83,586.11
VP Human Resources	\$100,048.00	\$133,036.80	\$182,078.71	\$244,225.28	\$1,430,623.67	\$39,583.92
VP Marketing	\$68,140.80	\$149,260.80	\$213,872.00	\$234,345.95	\$389,376.00	\$53,083.85

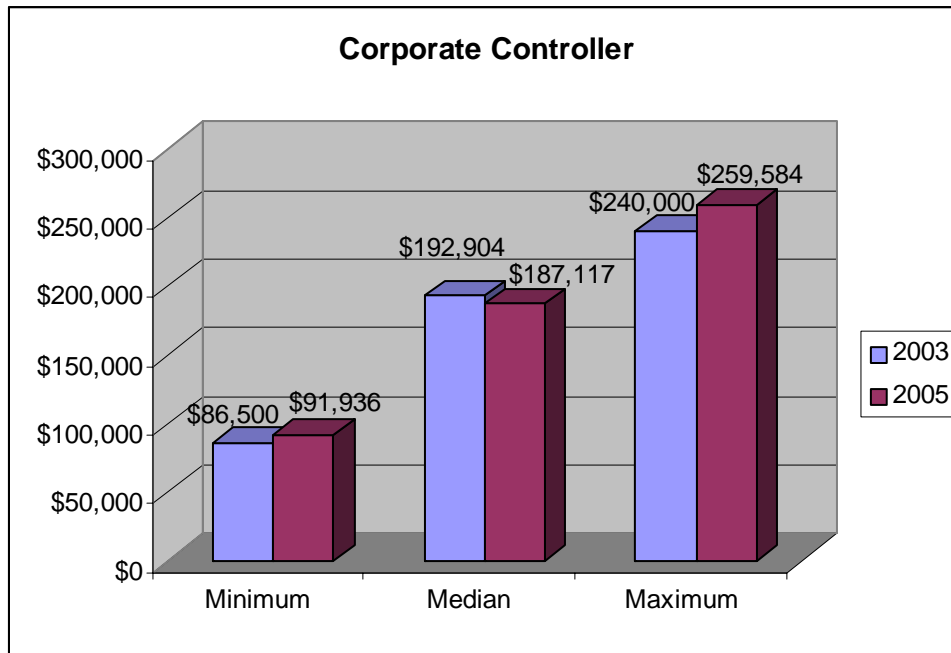
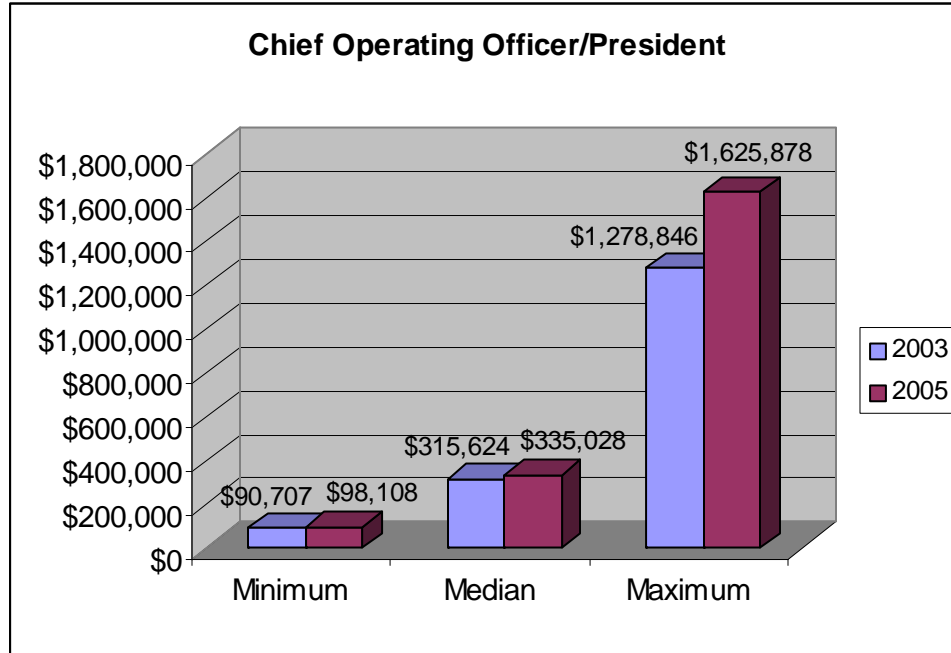
## Nationwide Base Salary Comparisons



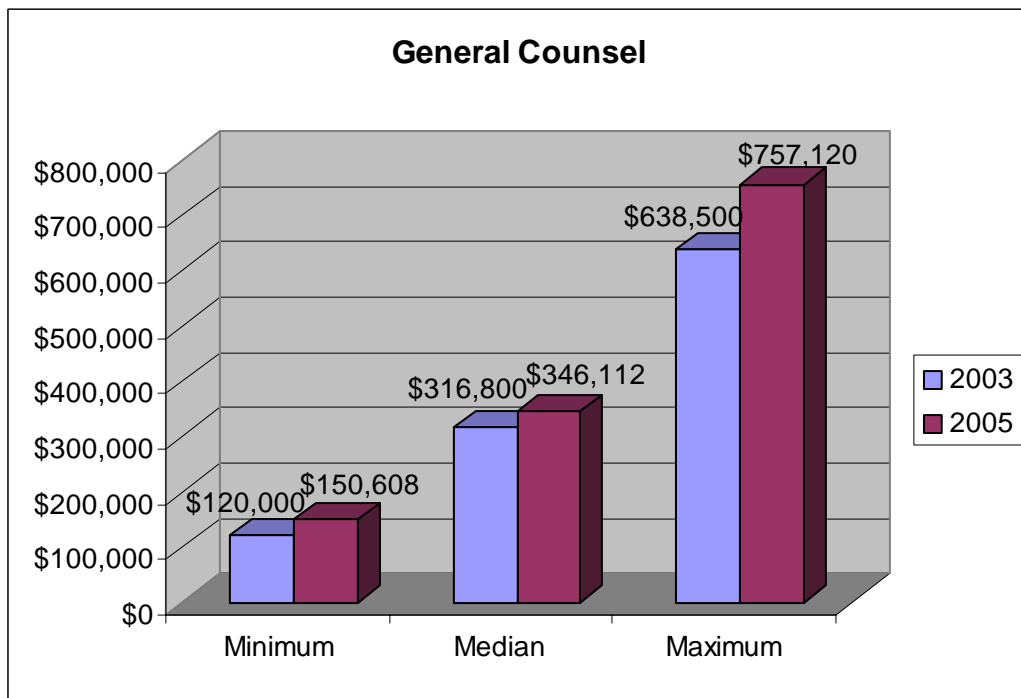
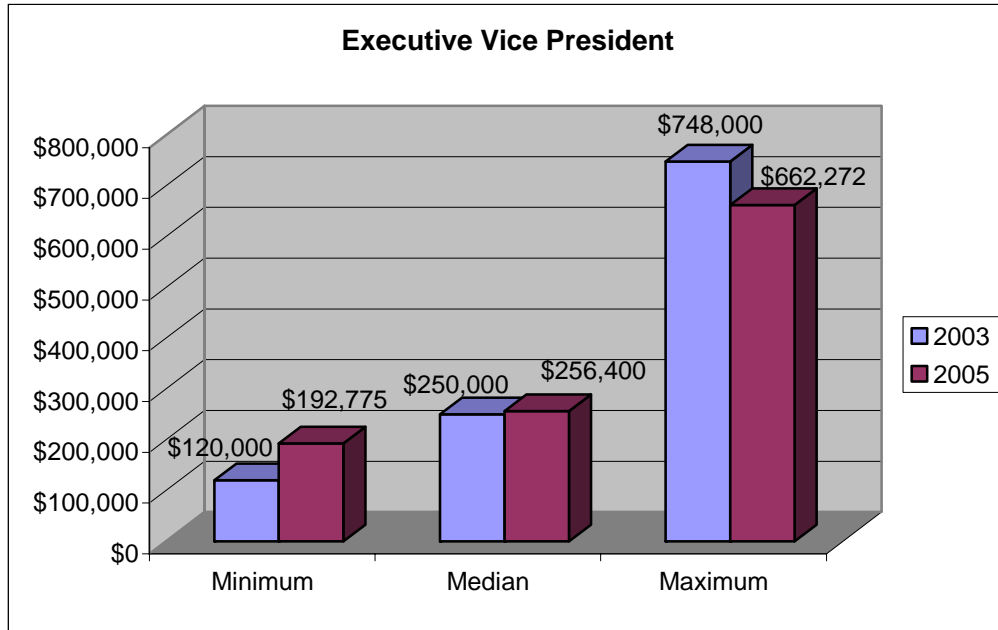
## Nationwide Base Salary Comparisons



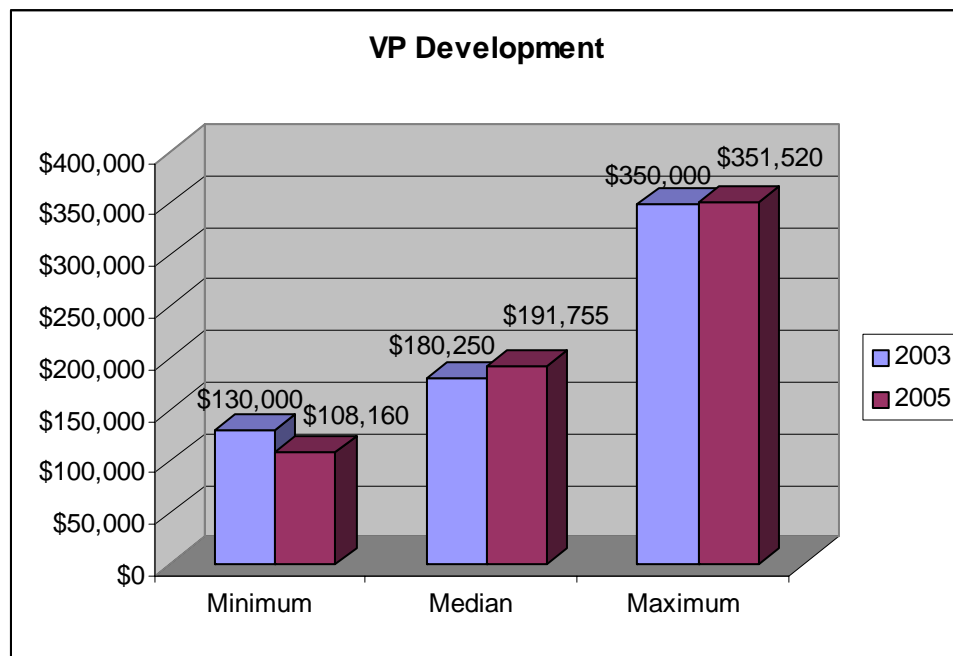
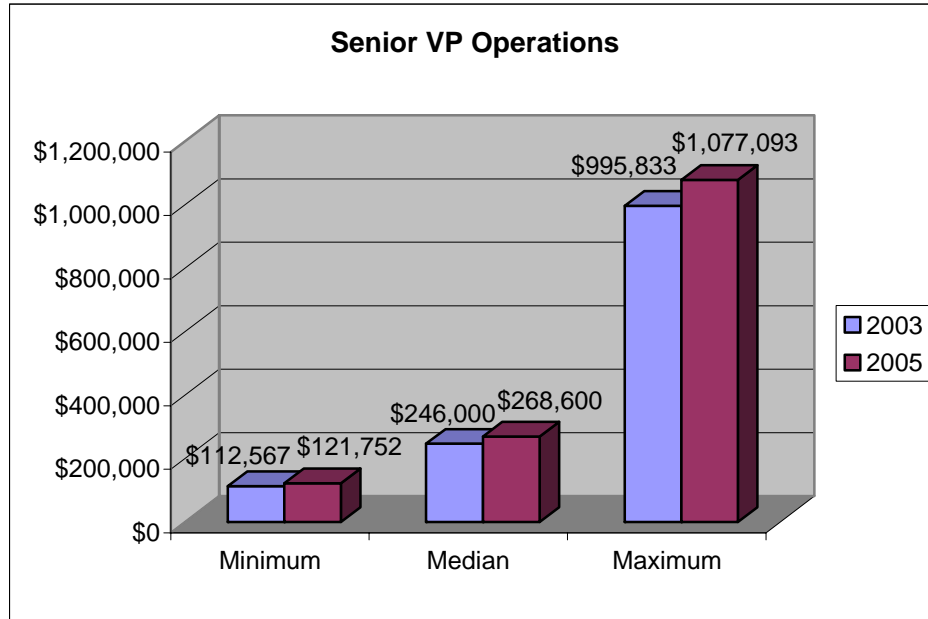
## Nationwide Base Salary Comparisons



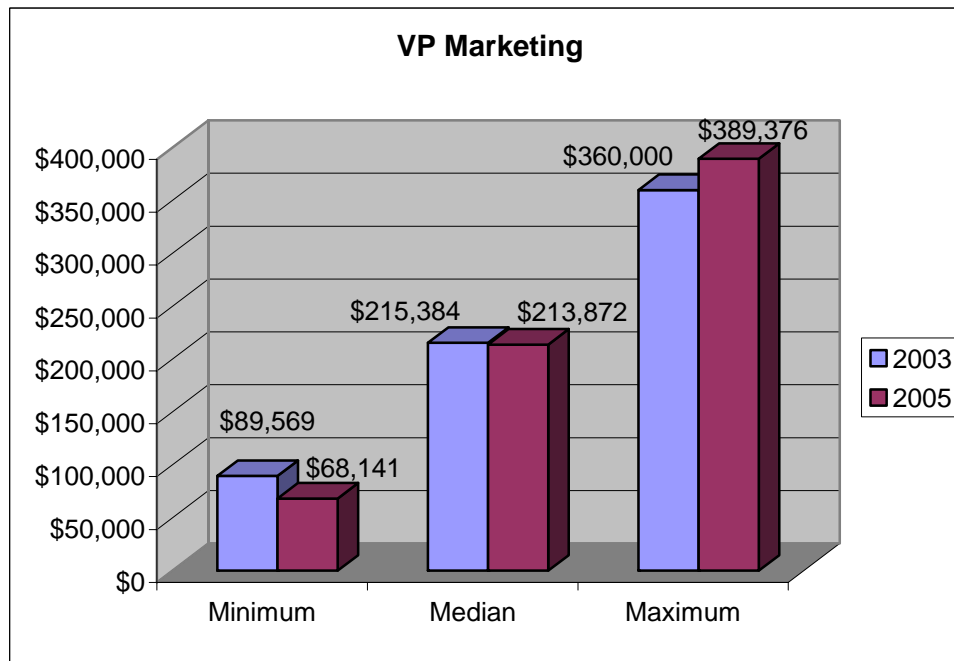
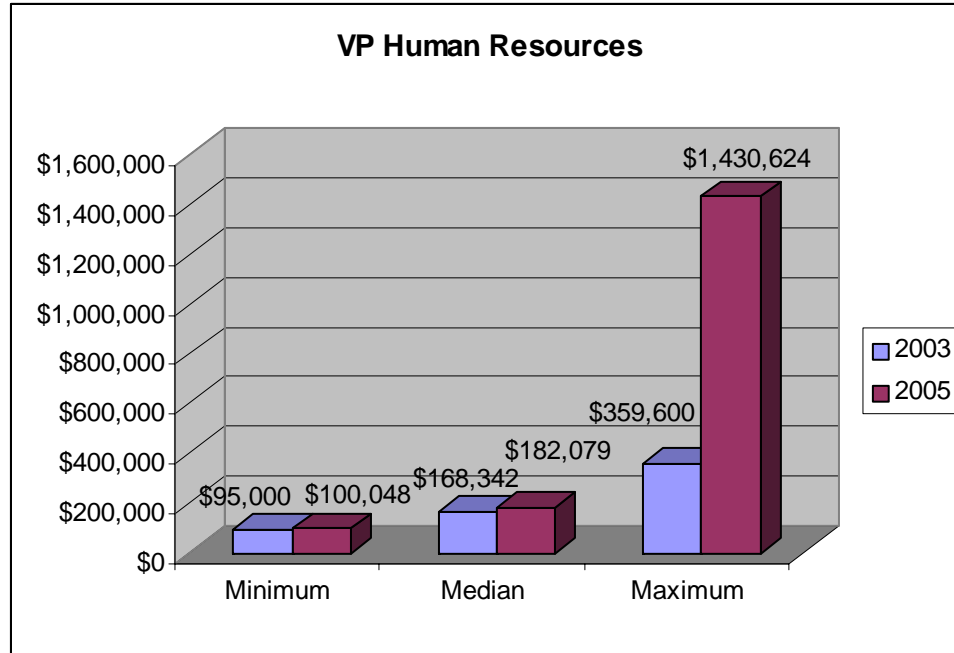
## Nationwide Base Salary Comparisons



## Nationwide Base Salary Comparisons



## Nationwide Base Salary Comparisons





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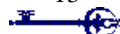
## Salary and Bonus Results by Gross Revenues

Executive compensation is greatly affected by the size of a company. To illustrate, 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 2003 survey; as a company's gross revenues increased, 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 \$290,409 compared to \$863,200 at a large-cap company. All twelve positions followed the same pattern with executives being paid more as the gross revenues increased, although 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, one CEO's \$369,572 bonus being the largest single payment. CEO's had the widest disparity in median bonuses, with small-cap CEO's getting \$71,353 and large-cap receiving \$944,269. Chief Operating Officer and Chief Financial Officer followed with the next most significant variances in bonus levels.

We can also observe that among smaller firms positions like Chief Information Officer, General Counsel or Corporate Controller may not occur as frequently, those duties being out-sourced rather than requiring a full-time executive employee.





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

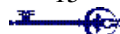
Base Salary	Minimum	25 <sup>th</sup> Percentile	50 <sup>th</sup> Percentile	75 <sup>th</sup> Percentile	Maximum	Median Bonus
Chairman	\$101,589.28	\$137,322.64	\$173,056.00	\$287,335.15	\$401,614.30	\$0.00
Chief Executive Officer	\$0.00	\$183,791.69	\$290,409.60	\$376,918.14	\$540,800.00	\$91,353.00
Chief Financial Officer	\$87,076.37	\$161,378.24	\$172,244.80	\$193,362.50	\$428,484.49	\$52,649.79
Chief Information Officer	N/A	N/A	N/A	N/A	N/A	N/A
Chief Operating Officer	\$98,108.64	\$198,400.05	\$227,136.00	\$270,400.00	\$335,027.76	\$58,686.74
Corporate Controller	N/A	N/A	N/A	N/A	N/A	N/A
Executive Vice President*	\$192,774.87	\$194,582.13	\$205,752.28	\$267,311.76	\$420,287.05	\$27,712.68
General Counsel	N/A	N/A	N/A	N/A	N/A	N/A
Sr. VP Operations	N/A	N/A	N/A	N/A	N/A	N/A
VP Development*	\$158,792.94	\$171,332.47	\$183,872.00	\$213,616.00	\$243,360.00	\$26,535.03
VP Human Resources	N/A	N/A	N/A	N/A	N/A	N/A
VP Marketing*	\$110,883.47	\$125,829.50	\$135,709.76	\$152,256.02	\$187,200.08	\$28,066.64

\*Limited data available for this position



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

Base Salary	Minimum	25 <sup>th</sup> Percentile	50 <sup>th</sup> Percentile	75 <sup>th</sup> Percentile	Maximum	Median Bonus
Chairman	N/A	N/A	N/A	N/A	N/A	N/A
Chief Executive Officer	\$270,400.00	\$419,516.14	\$487,469.01	\$611,780.00	\$1,622,400.00	\$119,859.13
Chief Financial Officer	\$158,860.00	\$226,805.03	\$264,945.49	\$324,480.00	\$475,904.00	\$81,959.59
Chief Information Officer	N/A	N/A	N/A	N/A	N/A	N/A
Chief Operating Officer	\$212,644.72	\$244,312.62	\$290,808.71	\$316,368.00	\$1,625,878.43	\$106,434.98
Corporate Controller	N/A	N/A	N/A	N/A	N/A	N/A
Executive Vice President	\$227,136.00	\$259,584.00	\$302,848.00	\$346,112.00	\$378,560.00	\$77,927.05
General Counsel	\$150,608.47	\$191,984.00	\$228,665.38	\$259,480.17	\$475,904.00	\$88,000.00
Sr. VP Operations	\$151,424.00	\$175,860.32	\$192,039.16	\$209,433.18	\$270,400.00	\$51,326.79
VP Development	\$143,852.80	\$152,776.00	\$172,692.04	\$195,557.61	\$243,900.80	\$54,501.96
VP Human Resources	\$100,048.00	\$110,864.00	\$151,424.00	\$176,404.09	\$243,360.00	\$29,218.34
VP Marketing	\$68,140.80	\$138,404.24	\$167,856.21	\$200,546.49	\$270,400.00	\$36,776.16





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

Base Salary	Minimum	25 <sup>th</sup> Percentile	50 <sup>th</sup> Percentile	75 <sup>th</sup> Percentile	Maximum	Median Bonus
Chairman	N/A	N/A	N/A	N/A	N/A	N/A
Chief Executive Officer	\$443,023.36	\$707,719.81	\$863,200.08	\$1,081,600.00	\$2,163,200.00	\$944,269.25
Chief Financial Officer	\$259,736.51	\$378,560.00	\$486,720.00	\$655,986.07	\$1,297,920.00	\$292,032.00
Chief Information Officer	\$194,688.00	\$252,824.00	\$278,512.00	\$344,760.00	\$424,570.18	\$151,963.18
Chief Operating Officer	\$388,943.36	\$494,832.00	\$648,960.00	\$865,280.00	\$1,406,080.00	\$742,653.60
Corporate Controller	\$91,936.00	\$173,056.00	\$203,881.60	\$231,779.85	\$259,584.00	\$92,039.29
Executive Vice President	N/A	N/A	N/A	N/A	N/A	N/A
General Counsel	\$303,388.80	\$346,112.00	\$389,376.00	\$405,600.00	\$757,120.00	\$285,542.40
Sr. VP Operations	\$178,464.00	\$286,624.00	\$328,644.16	\$486,720.00	\$1,077,092.97	\$272,563.20
VP Development	\$108,160.00	\$151,424.00	\$233,950.08	\$254,176.00	\$351,520.00	\$44,345.60
VP Human Resources	\$130,873.60	\$202,935.20	\$236,113.28	\$287,867.84	\$1,430,623.67	\$83,824.00
VP Marketing	\$118,976.00	\$166,160.26	\$226,494.88	\$251,093.44	\$389,376.00	\$44,660.35



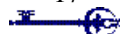
## Long-Term Incentives

As we found in bonus awards, the average value of all Long-Term incentives was higher for almost every executive position we examined, General Counsel and VP Marketing being the only positions that were essentially flat in this regard. Stock option grants were noticeably less frequent in this year's survey and in some cases were entirely replaced by Restricted Stock Awards. The very cautious awards of stock options is almost certainly a response to the new Federal Accounting Standards Board requirement that options be given a dollar value at time of issuance and taken as an expense to the company. This has made Restricted Stock a more attractive medium since typically those awards are made in smaller increments and thus are a smaller expense. Though the gaming industry will have to decide in what form long-term incentives will be awarded we find that they remain a very critical component of executive compensation.

The value of long-term incentives includes Restricted Stock Awards, SARS, stock options and all equity type compensation. Where options were granted the theoretical present value was calculated using the Black-Scholes model.

### Value of all Long-Term Incentives

Base Salary	Minimum	Average	Maximum
Chairman	N/A	N/A	N/A
Chief Executive Officer	\$0.00	\$1,839,478.50	\$14,280,000.00
Chief Financial Officer	\$0.00	\$524,398.11	\$4,760,000.00
Chief Information Officer	\$0.00	\$326,398.56	\$2,220,799.00
Chief Operating Officer/Pres.	\$0.00	\$1,338,512.48	\$9,746,940.00
Corporate Controller	\$0.00	\$157,076.54	\$441,685.00
Executive Vice President	\$0.00	\$940,469.78	\$7,796,287.00
General Counsel	\$0.00	\$186,324.71	\$1,159,633.00
Senior VP Operations	\$0.00	\$509,716.92	\$1,428,911.00
VP Development	\$0.00	\$225,510.79	\$605,033.00
VP Human Resources	\$0.00	\$155,915.73	\$3,233,876.00
VP Marketing	\$0.00	\$186,948.46	\$814,172.00





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## Appendix A- Survey Participants

Alliance Gaming Corp.  
American Coin Merchandising, Inc.  
American Vantage Co. (ACES)  
Azstar Corp.  
Boyd Gaming Corp.  
Caesars Entertainment, Inc.  
Canterbury Park Holding Corp.  
Carnival Corp.  
Century Casinos, Inc.  
Churchill Downs Inc.  
Daktronics, Inc.  
Dover Downs Entertainment Inc.  
Epoch Holdings Corp.  
Florida Gaming Corp.  
Full House Resorts, Inc.  
Game Tech International, Inc.  
Global Payment Technologies, Inc.  
GTECH Holdings Corp  
Harrah's Entertainment, Inc.  
Horseshoe Gaming Holding Corp.  
Interlott Technologies, Inc.  
International Game Technology  
Lakes Entertainment, Inc.  
Littlefield Corp.  
Magna Entertainment Corp.  
Mandalay Resort Group  
MDI Entertainment, Inc.  
MGM Mirage  
Monarch Casino & Resort, Inc.

MTR Gaming Group, Inc.  
Multimedia Games, Inc.  
Nevada Gold & Casinos, Inc.  
PDS Gaming Corp.  
Pinnacle Entertainment  
Riviera Holdings Corp.  
Sands Regent  
Sonesta International Hotels Corp.  
Station Casinos, Inc.  
Venture Catalyst Inc.  
WMS Industries Inc.  
Youbet.com, Inc.

**Above company data obtained  
from public proxy**

American Casino and Entertainment Properties  
Ameristar Casinos, Inc.  
Argosy Gaming Co.  
Aristocrat Technologies, Inc.  
Isle of Capri Casinos  
Jacobs Entertainment, Inc.  
Kerzner International  
Penn National Gaming, Inc.  
Shuffle Master, Inc.  
Trump Entertainment Resorts  
Wynn Resorts



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## Appendix B-Job Descriptions

### **Chairman**

Chairs Board of Directors meeting and reports to shareholders. Responsible for corporate governance, succession planning and other board functions.

### **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 Information Officer**

Reports to CEO, or CFO. Responsible for creating the company's information technology strategies. Identifies and oversees implementation of hardware, and software technology for collecting, sharing, and managing critical company data. Oversees, and directs corporate, and property personnel in use, and maintenance of IS/IT systems.

### **Chief Operating Officer / President**

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.

### **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.

### **Executive Vice President**

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

### **General Council**

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.

### **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.

### **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.

### **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.

### **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.





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## Appendix C-Corporate Survey

### SECTION ONE: COMPANY INFORMATION

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

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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.***





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**SECTION ONE: COMPANY INFORMATION (CONTINUED)**  
PLEASE RESPOND BY FILING 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 number of electronic games? \_\_\_\_\_
- 4) What is the total number of table games? \_\_\_\_\_



**SECTION TWO: SALARY INFORMATION**  
 PLEASE GIVE COMPLETE INFORMATION FOR EACH POSITION. WRITE "NA" IF THE POSITION DOES NOT APPLY TO YOUR COMPANY. PROVIDE \*AVERAGES FOR MULTIPLE INCUMBENTS.

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				
Corporate Executive Chef				
Dir. Marketing				
Dir. Training				
General Counsel				
President				
Director Casino				
Sr. VP Casino Operations				
VP Operations				
Treasurer				
VP Administration				
VP Design &				
VP Development				
VP Engineering				
VP Finance				
VP Government				
VP Hotel Operations				
VP Human Resources				
VP Risk Management				
VP Marketing				
VP Sales				
VP Security &				
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

Medical And Dental Plan Information

1a) Do you offer a Medical plan to your corporate level employees? Yes ( ) No ( )

2a) What type of Medical Plan is offered to your corporate level employees?

Check all that apply

- (a) HMO ( )
(b) PPO ( )
(c) POS ( )
(d) Other ( )

3a) Do you offer Dental Insurance to your corporate level employees? Yes ( ) No ( )

4a) Is the Dental Insurance provided in conjunction with your Medical Plan? Yes ( ) No ( )

Retirement Plan Benefit Information

1b) Do you offer a 401k plan to your corporate level employees? Yes ( ) No ( )

If Yes:

2b) When is the corporate level employee eligible for the 401k Plan?

- (a) Immediately ( )
(b) Less Than 6 Months ( )
(c) 6 Months - 1 Year ( )
(d) After 1 Year ( )

3b) Is there a vesting schedule for the 401k Plan? Yes ( ) No ( )

If Yes:

4b) Describe the vesting schedule:

5b) What is the matching contribution for each dollar a corporate level employee invests? (\$)

6b) Up to what percentage of the corporate level employee's contribution does your company match? (%)

Life Insurance Information



- 
- 1c) Do you provide Life Insurance for your corporate level employee? Yes ( ) No ( )  
If Yes:  
2c) What is the maximum amount of coverage provided for the corporate level employee?  
\$)\_\_\_\_\_
- 3c) Does the corporate level employee have the option to purchase Supplemental Life Insurance? Yes ( ) No ( )
- 4c) Is Dependent Life Insurance offered as an option for your corporate level employee? Yes ( ) No ( )

**Disability Insurance Information**

- 1d) Do you provide Short-Term Disability for your corporate level employee? Yes ( ) No ( )  
If Yes:  
2d) What is the corporate level employee's contribution to the cost of Short-Term Disability benefits per month? \_\_\_\_\_(%)
- 3d) Do you provide Long-Term Disability benefits for your corporate level employee? Yes ( ) No ( )  
If Yes:  
4d) What is the corporate level employee's contribution to the cost of long-term benefits per month? \_\_\_\_\_(%)

**Other Benefit Information**

- 1e) Do you provide child care assistance to your corporate level employees? Yes ( ) No ( )
- 2e) Do you provide elder care assistance to your corporate level employees? Yes ( ) No ( )
- 3e) Do you have a tuition benefit program for your corporate level employees? Yes ( ) No ( )
- 4e) Do you provide legal services for your corporate level employees? Yes ( ) No ( )



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