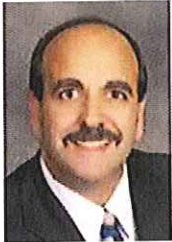


# Salary Index & Casino Statistics



As bad as the economy has been the last couple of years, one might think that the casino industry would have been hit harder than it was. For example, the closing of many casinos. Let's take a look.

According to Casino City's Gaming Business Directory, currently in the United States there are 1,379 Casinos with at least 1 Slot machine. As we have done for the last 5 years writing for Gaming & Leisure Magazine, here is the break down of the properties:

- Small Casino: ..... 300-999 Machines
- Mid Casino: ..... 1,000-1,999 Machines
- Large Casino: ..... 2,000-2,999 Machines
- Mega Casinos: .... More than 3,000 Machines

Utilizing our chart, there are a total of 676 Casinos (up from 665 last year): 331 Small Casinos (up 2), 202 Mid Sized Casinos (up 4), 91 Large Casinos (no change), and 52 Mega Casinos (up 5), which had the largest percentage increase. While the economy has had a detrimental effect on casino revenues and staffing levels, the overall number of casinos has increased.

Of the Mega Casinos the largest is Foxwoods Resort & Casino, located in Connecticut, with 7,600 machines. Next is VictoryLand and Quinicy's 777 Casino in Shorter, Alabama, with 6,400 machines, and is a dog racing facility. Then we go back to Connecticut to find the Mohegan Sun Casino with 6,200 machines. Next is WinStar World Casino in Thackerville, Oklahoma with 6,000 machines and 70 Table games. And currently the fifth largest property is Empire City at Yonkers Raceway in

Yonkers, New York with 5,300 machines, and has harness racing all year long.

Our chart is arbitrary utilizing the number of Machines that a casino has. We used to title them Slot Machines, however many machines do not have slots for tokens or coins anymore. Let's create a chart utilizing Table Games, which exclude Poker, as a comparison:

- Small Casino: ..... 1-19 Tables
- Mid Casino: ..... 20-39 Tables
- Large Casino: ..... 40-79 Tables
- Mega Casinos: ..... More than 80 Tables

By honing in on this chart we learn that there is a total of 912 Casinos with Table Games in the United States which are either: open, under construction, planned or temporarily closed. Of these, there are 586 Small Casinos, 150 Mid

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Sized Casinos, 112 Large Casinos, and 64 Mega Casinos. Of these, the five largest Mega Casinos which are currently in operation consist of:

Mohegan Sun Casino - Connecticut .....	350 Tables
Foxwoods Resort Casino - Connecticut .....	280 Tables
Bally's/Wild Wild West/Claridge - Atlantic City ..	212 Tables
Borgata Hotel Casino & Spa - Atlantic City .....	200 Tables
MGM Grand - Las Vegas .....	172 Tables

According to the American Gaming Association's 2010 State of the States survey, nationwide Commercial gaming revenues fell to \$30.74 billion in 2009, 5.5% lower than the figures from 2008. Commercial Casinos, which include land-based, riverboat, dockside casinos, and racinos, are located in 13 states. Of these, the largest revenue decreases year-over-year were:

New Jersey .....	13.3%
Nevada .....	10.4%
Mississippi .....	9.4%

The 13 states that have Commercial Casinos (exclusive of Native American Casinos), and their current number of operating casinos are:

Nevada, 260; Colorado, 40; South Dakota, 35; Mississippi, 30; Louisiana, 18; Iowa, 17; Indiana, 13; Missouri, 12; New Jersey, 11; Illinois and Pennsylvania, 9; Michigan, 3; and Kansas, 1.

In 2009 Commercial Casinos employed 328,377 people, paid wages of \$13.1 billion, and contributed \$5.59 billion in direct gaming taxes. Consumers spent more on Commercial Casino gaming than they did on Candy, Movie Tickets, or Outdoor Equipment during 2009, but considerably less than they did on Home Remodeling, Cable Television, or Consumer Electronics.

There are nearly 833,000 gaming machines spread out across the 38 states that offer machine gaming. The most machines reside in Nevada: a total of 191,110 machines for a population of roughly 2.6 million, which equates to about one machine for every 14 residents!

Travel and leisure industries dependent on consumer discretionary spending were severely impacted as the nation struggled through a full year of the recession in 2009. We believe that the industry is starting to see signs of improvement in both the economy and discretionary spending, and that in our opinion the Casino industry in general is moving in a positive direction.

Salary ranges for the Casino industry have been flat for the last year, as proven by the accompanying chart. We are starting to see a slight upward trend in these ranges and believe, barring any unforeseen economic or terrorist disasters that around this time next year the wages will show signs of improvement, probably across the board. The next couple of quarters will be the true harbinger as states currently without gaming offer casinos, and/or table games.

From our company's perspective we are starting to see more and more candidates who will consider relocation who otherwise would not have considered this a year ago. There are also more job orders being placed quarter over quarter, and this is a very positive indicator as employers still have the option of not filling new openings as they arise, or having current staff take over more responsibilities for the same pay. As you view the salary index chart please remember that this is just a broad-brushed gauge, and that sometimes the Manager level title could be interchangeable with a Director or Vice President level title, depending on the organizational chart.

Part of a long term employee retention plan is to have a quantifiable and attainable bonus program in place as a motivational tool, and annual performance reviews given in a timely fashion. If you do not have these in place, there is a good chance your competitor does and as the industry gets healthier this could be the deciding factor in whether your team member will make a move, or not. We hope this information has been helpful, and if you have any questions or comments, we'd love to hear from you. Otherwise, look for us in the next issue!

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**Small Casino**

	Manager	Director	Vice Pres
Facilities	45K-55K	50K-65K	65K-75K
Finance	50K-65K	65-85K	85K-110K
Food & Beverage	55K-65K	65K-80K	75K-90K
Hotel	50K-65K	65K-75K	80K-90K
Human Resources	55K-65K	65K-75K	75K-85K
IT	55K-70K	70K-85K	85K-115K
Marketing	55K-65K	65K-80K	80K-90K
Security	50K-65K	65K-75K	75K-85K
Slot Ops	60K-70K	70K-85K	85K-105K
Surveillance	50K-65K	65K-75K	75K-85K
Table Games	55K-65K	65K-80K	75K-95K
General Manager			90K-135K

**Mid Sized Casino**

	Manager	Director	Vice Pres
Facilities	55K-70K	70K-85K	85K-100K
Finance	65K-80K	85K-110K	115K-130K
Food & Beverage	60K-75K	75K-100K	100K-125K
Hotel	60K-75K	75K-100K	100K-125K
Human Resources	60K-70K	75K-95K	95K-115K
IT	60K-75K	75K-105K	110K-130K
Marketing	60K-75K	75K-105K	110K-130K
Security	50K-70K	70K-90K	90K-110K
Slot Ops	60K-75K	80K-105K	105K-130K
Surveillance	55K-70K	70K-95K	95K-115K
Table Games	60K-70K	75K-100K	90K-120K
General Manager			150K-250K

**Large Casino**

	Manager	Director	Vice Pres
Facilities	65K-75K	75K-100K	100K-125K
Finance	65K-85K	85K-115K	120K-155K
Food & Beverage	65K-85K	90K-115K	115K-140K
Hotel	65K-75K	90K-120K	120K-150K
Human Resources	65K-80K	85K-105K	105K-130K
IT	70K-90K	95K-120K	125K-155K
Marketing	70K-90K	95K-125K	125K-150K
Security	65K-75K	80K-105K	100K-125K
Slot Ops	70K-85K	90K-115K	120K-155K
Surveillance	65K-80K	85K-105K	105K-130K
Table Games	65K-75K	75K-105K	100K-135K
General Manager			250K-350K

**Mega Casino**

	Manager	Director	Vice Pres
Facilities	70K-85K	90K-120K	120K-145K
Finance	75K-95K	100K-140K	145K-200K
Food & Beverage	70K-95K	100K-130K	130K-170K
Hotel	70K-95K	100K-130K	130K-170K
Human Resources	70K-90K	95K-125K	125K-160K
IT	75K-100K	115K-145K	145K-200K
Marketing	75K-95K	100K-140K	145K-185K
Security	70K-90K	95K-125K	125K-160K
Slot Ops	75K-105K	110K-145K	150K-200K
Surveillance	70K-90K	95K-125K	125K-160K
Table Games	75K-100K	105K-140K	160K-195K
General Manager			350K-600K+