



STATE OF ARKANSAS ARKANSAS LOTTERY COMMISSION

Post Office Box 3238 Little Rock, Arkansas 72203-3238 Phone: (501) 683-2000 Fax: (501) 683-1878 http://myarkansaslottery.com

August 25, 2014

The Honorable Robert Thompson, Co-Chair The Honorable Mark Perry, Co-Chair Arkansas Lottery Commission Legislative Oversight Committee One Capitol Mall, Room R-501 Little Rock, AR 72201

RE: Revised 2015 Annual Budget

Gentlemen:

On behalf of our agency and the Commissioners of the Arkansas Lottery Commission, please accept the attached proposed Revised Annual Budget pursuant to \S 23-115-206(a)(10)(A), which replaces the one ALC submitted on June 30, 2014.

On August 20, 2014, the Arkansas Lottery Commission approved a reduction in the projected online game revenue for FY 2015 from \$97,206,000 to \$84,700,000, with a correlating reduction in the projected net proceeds from \$81,200,000 to \$78,185,000.

Please call me if you have any questions or need additional information.

Respectfully submitted,

Bishop Woosley Director

Enclosures

cc: John C. "Smokey" Campbell III, Chairman, Arkansas Lottery Commission

Arkansas Lottery Commission Budget Detail Schedules For the Fiscal Year Ending June 30, 2015

	2013 Audited	% of Revenue	2014 Budget (Original)	% of Revenue	2014 Budget Revised 01/2014	% of Revenue	<u>2015 Budget</u>	% of Revenue	Revised 2015 Budget (no monitor gms)	% of Revenue	Explanation for Change in Budget Amounts
Operating Revenues:											Instant Game sales are forecast approximately \$40 million below the F2014 budget, but are forecast to
Instant Games	\$ 355,061,785	80.676%	\$ 375,000,000	81.559%	\$ 324,907,460	77.714%	\$ 331,750,000	77.281%	\$ 331,750,000	79.600%	increase slightly from the revised FY2014 budget.
OnLine Games	84,486,209	19.197%	84,500,000	18.378%	92,858,087	22.211%	97,206,000	22.644%	84,700,000	20.323%	Online game revenues are forecast to increase due primarily to sales from new games
Less: Promotions Discount	-	0.000%	(250,000)	-0.054%	(250,000)	-0.060%	(250,000)	-0.058%	(250,000)	-0.060%	Promotional discounts remain at the same level as FY2014
Retailer application, fidelity	556,792	0.127%	530.000	0.115%	553,583	0.132%	560.000	0.130%	560.000	0.134%	Retailer communication and licensing fees reflect an increase consistent with the estimated FY2014 level
Non Gaming Revenue	4,490	0.001%	10,000	0.002%	10,000	0.002%	10,000	0.002%	10,000	0.002%	Other miscellaneous revenues are consistent with estimated FY2014.
Total Operating Revenues	440,109,276	100.000%	459,790,000	100.000%	418,079,130	100.000%	429,276,000	100.000%	416,770,000	100.000%	
Operating Expenses:											
Instant Game Prizes	250,246,337	56.860%	264,200,000	57.461%	226,753,686	54.237%	237,022,500	55.214%	237,022,500	56.871%	Decrease in instant games prizes is proportionate to the decrease in instant games revenues
On-Line Game Prizes	41,877,845	9.515%	42,461,250	9.235%	50,490,758	12.077%	52,000,600	12.114%	43,825,600	10.516%	Online games prizes increase is proportionate to the increase in online games revenues
											No significant change in percentage paid to retailers. Amount also reflects \$250,000 for retailer bonuses
Retailer Commissions	24,986,551	5.677%	25,982,000	5.651%	23,924,657	5.723%	24,007,600	5.593%	23,307,262	5.592%	which is the same as for FY2014. Forecast decrease is consistent with decrease in revenues.
Coming Contract Contr	22 116 162	5 0250/	22 ((1.250	5 1 470/	21 219 095	5.0750/	21 117 000	4.0100/	20,500,085	4.0100/	No significant change in percentage paid to gaming vendors. Lower FY2015 budget amount is due
Gaming Contract Costs	22,116,163	5.025%	23,664,250	5.147%	21,218,085	5.075%	21,117,000	4.919%	20,500,985	4.919%	primarily to decrease in ticket revenues Increase relates to the forecast to backfill five to seven currently vacant positions and estimating a 3%
Staff Compensation & Benefits	6.049.048	1.374%	6,350,000	1.381%	5,780,332	1.383%	6.450.000	1.503%	6,450,000	1.548%	merciase rotates to the forecast to starting in 5 % merciase rotates and estimating a 5 % merciase forecast of the forecast of
Marketing, Advertising & Promotions	4,414,655	1.003%	4,500,000	0.979%	4,499,223	1.076%	5,000,000	1.165%	5.000.000	1.200%	\$500,000 increase is to be used to promote 5 Year Anniversary plan.
General and administrative expenses	1,231,212	0.280%	1,370,000	0.298%	1,388,301	0.332%	1,420,000	0.331%	1,420,000	0.341%	Increase for FY2015 is due to expected increases for lease costs and DIS fees.
											The ADHE adminstrative fees are budgeted for \$650,000, as the actual fees billed for FY2014 were
Services Provided by Other Agencies:	936,736	0.213%	1,550,000	0.337%	1,117,411	0.267%	800,000	0.186%	800,000	0.192%	\$615,000. An additional \$150,000 is budgeted for Legislative Audit fees for the annual audit.
Level and Declarized Comises	22,507	0.005%	25.000	0.005%	12.674	0.003%	10.000	0.002%	10.000	0.002%	Decrease in the budget for legal and professional services is due to the hiring of a full time Chief Legal Counsel position
Legal and Professional Services	22,507	0.005%	25,000	0.005%	12,074	0.005%	10,000	0.002%	10,000	0.002%	Increase reflects impact of the purchase of approx. \$125,000 of depreciable assets which is expected to
Capital asset depreciation	182.158	0.041%	185.000	0.040%	183,343	0.044%	210.000	0.049%	210.000	0.050%	occur in FY2015
Total Operating Expenses	352,063,212	79.994%	370,287,500	80.534%	335,368,470	80.217%	348,037,700	81.076%	338,546,347	81.231%	
Operating Income	88,046,064	20.006%	89,502,500	19.466%	82,710,660	19.783%	81,238,300	18.924%	78,223,653	18.769%	
Non-Operating Revenue (Expense):											
Interest Income	322,722	0.073%	240,000	0.052%	270,027	0.065%	140,000	0.033%	140,000	0.034%	Based upon an average balance of approximately \$27 million at 55 basis points
Other Non-Operating Income	-	0.000%	-	0.000%	270,027	0.000%	-	0.000%		0.000%	No non-operating income for FY2015 is identified
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Income before Transfers	\$ 88,368,786	20.079%	\$ 89,742,500	19.518%	\$ 82,980,687	19.848%	\$ 81,378,300	18.957%	\$ 78,363,653	18.803%	
Transfers To:	(200.000)	0.045%	¢ (000.000)	0.0423/	¢ (000.000)	0.040**	¢ (200.000)	0.045%	¢ (200.000)	0.0400/	
Arkansas Department of Health Services	(200,000)	-0.045%	\$ (200,000)	-0.043%	\$ (200,000)	-0.048%	\$ (200,000)	-0.047%	\$ (200,000)	-0.048%	This amount is specified by statute
ADHE Education Trust Account (Regular)	(85,216,747)	-19.363%	(84,241,200)	-18.322%	(77,000,790)	-18.418%	(75,500,000)	-17.588%	(72,530,000)	-17.403%	This is the amount of the expected transfer of Net Proceeds to ADHE for F2014
Unclaimed Prizes Reserve-transferred at June 30 by statute	(5,040,414)	-1.145%	\$ (5,258,800)	-1.144%	(5,779,897)	-1.382%	\$ (5,700,000)	-1.328%	\$ (5,655,000)	-1.357%	•
Total Transfers to ADHE Education Trust Account	(90,257,161)	-20.508%	\$ (89,500,000)	-19.465%	\$ (82,780,687)	-19.800%	\$ (81,200,000)	-18.916%	\$ (78,185,000)	-18.760%	
Change in Net Assets	(\$ 2.088.375)	-0.475%	\$ 42.500	0.009%	\$ 0	0.000%	(\$ 21,700)	-0.005%	(\$ 21,347)	-0.005%	
0111150 11 1 00 1 100010	(# 2,000,575)	0.47570	φ 72,500	0.007/0	Ψ Ū	0.00070	(* 21,700)	0.000/0	(* 21,547)	0.00570	

Arkansas Lottery C	Commission																	
Compensation & Be	nefits																	
Budget 2015																	14.76%	
	Career	D 10 TW	_							Budgeted	Meri		Adj Budgeted		. –			
Employee	Grades	Position Title	Race	Gross		Medicare_C		Annual Gross	-	Gross	3.00		Gross		nnual Taxes			Comp and Benefits
Ali K. Mustafa	C120	Marketing Sales Representative	OM	1,609.64	-99.80	-23.34	-239.51	\$ 41,850.57	\$	41,850.57		255.52	\$ 43,106.09	\$ \$	3,297.62		6,362.46 \$	52,766.
Amber C. Fiser	C114	Graphic Specialist Administrative Analyst	CF	1,819.88	-112.83	-26.39	-270.80	\$ 47,317.00	\$	47,317.00		419.51	\$ 48,736.51	ծ Տ	3,728.34		7,193.51 \$	59,658.
Ana M. Rodriguez	C115	Marketing Sales Representative	OM	1,251.88	-77.62	-18.15	-186.28	\$ 32,548.80	\$	32,548.80		976.46	\$ 33,525.26	ծ \$	2,564.68		4,948.33 \$	41,038.2
Andrew J. Biernat	C120	Security Specialist	CM	1,609.64	-99.80	-23.34	-239.51	\$ 41,850.57	\$ \$	41,850.57		255.52	\$ 43,106.09	\$ \$	3,297.62		6,362.46 \$	52,766.
Angela D. Meredith	C120	Product Developer	BF BF	2,812.15	-174.35	-40.78	-418.45	\$ 73,116.00		73,116.00		193.48	\$ 75,309.48	\$	5,761.18	¥ .	1,115.68 \$	92,186.
Anita J. Junior Anttwon D. Ross	N904 C112	Administrative Support Specialist III	BF	2,868.40	-177.84 -77.83	-41.59 -18.20	-426.82 -186.80	\$ 74,578.32 \$ 32,640.00	\$	74,578.32 32,640.00		237.35 979.20	\$ 76,815.67 \$ 33,619.20	\$ \$	5,876.40 2,571.87		1,337.99 \$ 4,962.19 \$	94,030.0
Audra L. McCaskill	C122	Claims Center Manager	BF	1,235.38	-110.03	-25.73	-264.06		\$	46,140.07		384.20	\$ 47,524.27	\$	3,635.61			58,174.4
Barbara G. Campbell	C122 C120	Marketing Sales Representative	CF	1,464.56	-110.03	-25.73	-264.06	\$ 46,140.07 \$ 38,078.64	۵ ۶	38,078.64		142.36	\$ 39,221.00	э \$	3,000.41		7,014.58 \$ 5,789.02 \$	48,010.4
Babbara G. Campbell Bob C. Coleman Jr	C120	QA Systems Analyst	CM	2,163.81	-134.16	-21.24	-321.98		\$	56,259.12		687.77	\$ 57,946.89	\$	4,432.94		8,552.96 \$	70,932.
Charles E. Freeman	C120	Marketing Sales Representative	BM	1,597.74	-99.06	-31.30	-237.74	\$ 41,541.34	\$	41,541.34		246.24	\$ 42,787.58	\$	3,273.25		6,315.45 \$	52,376.2
Christopher M. Pabin	C120	Payroll Specialist	CM	1,464.56	-99.80	-23.17	-237.74	\$ 38,078.64	\$	38,078.64		142.36	\$ 39,221.00	\$	3,000.41	-	5,789.02 \$	48,010.4
Cindy L. Carlock	C120	Marketing Sales Representative	CF	1,404.50	-90.80	-21.24	-239.51	\$ 41,850.57	\$	41,850.57		255.52	\$ 43,106.09	\$	3,297.62		6,362.46 \$	52,766.
-	C120	QA Systems Analyst	OM	2,620.51	-162.47	-23.34		\$ 68,133.20	\$	68,133.20		044.00	\$ 70,177.20	\$			0,358.15 \$	
Clifton C. Rassmann Cynthia L. Burnett	C128 C122	Claims Center Manager	CF OM	2,620.51	-162.47 -109.21	-38.00 -25.54	-389.93 -262.11	\$ 68,133.20 \$ 45,799.13	\$	68,133.20 45,799.13		373.97	\$ 70,177.20 \$ 47,173.10	\$	5,368.56 3,608.74	•	0,358.15 \$ 6,962.75 \$	85,903.9 57,744.0
Daryl L. Backes	N910	Security Director	CF	3,788.46	-109.21	-25.54	-262.11		ې \$	45,799.13 98,500.00	ψ 1,3	0.00	\$ 98,500.00	э \$	7,535.25		4,538.60 \$	120,573.8
Daryi L. Backes Dean E. Heard	C120	Marketing Sales Representative	BF	1,585.85	-234.88	-54.93 -22.99	-563.72 -235.97	\$ 98,500.00 \$ 41,232.09	\$ \$	98,500.00	¢ 10	236.96	\$ 98,500.00 \$ 42,469.05	\$ \$	3,248.88		4,538.60 \$ 6,268.43 \$	51,986.3
Dean E. Heard Debbie M. Stobaugh	C120 C120	Marketing Sales Representative	CF	1,585.85	-98.32 -99.80	-22.99 -23.34	-235.97 -239.51	\$ 41,232.09 \$ 41,850.57	\$ \$	41,232.09		236.96	\$ 43,106.09	ծ \$	3,248.88		6,362.46 \$	51,986.
ě		Accountant	BF							-				\$				
Demetria P. King Don S. Smith	C122 C120	Marketing Sales Representative	CM	1,761.51	-109.21 -99.80	-25.54 -23.34	-262.11 -239.51		\$ \$	45,799.13 41,850.57		373.97 \$ 255.52 \$	\$ 47,173.10 \$ 43,106.09	\$	3,608.74		6,962.75 \$ 6,362.46 \$	57,744.
		Internal Auditor		1,609.64						-					3,297.62			52,766.
Donald M. Brown	Q146U		CM	4,315.38	-267.55	-62.57	-642.13		\$	112,200.00		366.00		\$	8,840.80		7,057.54 \$	141,464.
onna C. Brooks	C112	Claims Assistant	CF	1,081.42	-67.05	-15.68	-160.92	\$ 28,116.99	\$	28,116.99	ъ 8	843.51	\$ 28,960.50	\$	2,215.48		4,274.57 \$	35,450.
onna M. Barnhart	C120	Marketing Sales Representative	CF	1,435.85	-89.02	-20.82	-213.65	\$ 37,332.00	\$	37,332.00		0.00 \$	\$ 37,332.00	\$	2,855.90		5,510.20 \$	45,698.
llen R. Seaton	C120	Marketing Sales Representative	CF	1,435.85	-89.02	-20.82	-213.65	\$ 37,332.00	\$	37,332.00		0.00	\$ 37,332.00	\$	2,855.90		5,510.20 \$	45,698.
ric L. Huffstutlar	C113	Computer Operator	CM	1,346.40	-83.48	-19.52	-200.34	\$ 35,006.40	\$	35,006.40		050.19	\$ 36,056.59	\$	2,758.33		5,321.95 \$	44,136.
elicia R. Morehead	C112	Claims Assistant	BF	1,089.47	-67.55	-15.80	-162.11	\$ 28,326.31	\$	28,326.31	\$8	849.79	\$ 29,176.10	\$	2,231.97		4,306.39 \$	35,714.
Gregory D. Mote	C120	Security Specialist	CM	1,596.15	-98.96	-23.14	-237.51	\$ 41,500.00	\$	41,500.00		0.00 \$	\$ 41,500.00	\$	3,174.75		6,125.40 \$	50,800.
Gwen N. Armbrust	C121	HR Generalist	CF	1,783.68	-110.59	-25.86	-265.41	\$ 46,375.79	\$	46,375.79		391.27	\$ 47,767.06	\$	3,654.18		7,050.42 \$	58,471.
lenry B. Gilmore Jr	C125	Application Support Specialist	BM	2,054.34	-127.37	-29.79	-305.69	\$ 53,412.78	\$	53,412.78		602.38	\$ 55,015.16	\$	4,208.66		8,120.24 \$	67,344.
ames H. Springer	C121	Draw Manager	BM	1,665.12	-103.24	-24.14	-247.77	\$ 43,293.12	\$	43,293.12		298.79	\$ 44,591.91	\$	3,411.28		6,581.77 \$	54,584.9
ean C. Block	N910	Chief Legal Counsel	OM	4,119.23	-255.39	-59.73	-612.94	\$ 107,100.00	\$	107,100.00		213.00		\$	8,438.94		6,282.20 \$	135,034.
leffery C. Fitch	C120	Marketing Sales Representative	CM	1,597.74	-99.06	-23.17	-		\$	41,541.34		246.24	. ,	\$	3,273.25		6,315.45 \$	52,376.2
eremy K. Smith	C130	Network Engineer	CM	2,680.63	-166.20	-38.87	-398.88	\$ 69,696.40	\$	69,696.40		090.89	\$ 71,787.29	\$	5,491.73		0,595.80 \$	87,874.
erold K. Fetzer	N910	Chief Fiscal Officer	OM	3,844.62	-238.37	-55.75	-572.08	\$ 99,960.00	\$	99,960.00	\$ 2,9	998.80	\$ 102,958.80	\$	7,876.35	\$ 1	5,196.72 \$	126,031.8
loanna M. Bunten	N906	Advertising & Marketing Director	CF	3,102.45	-192.35	-44.99	-461.64	\$ 80,663.64	\$	80,663.64	\$ 2,4	419.91 \$	\$ 83,083.55	\$	6,355.89	\$ 1	2,263.13 \$	101,702.5
lustin M. Webb	C115	Administrative Analyst	CM	1,628.08	-100.94	-23.61	-242.26	\$ 42,330.00	\$	42,330.00	\$ 1,2	269.90	\$ 43,599.90	\$	3,335.39		6,435.35 \$	53,370.0
Kenneth K. McCarthy	N904	Sales Training & Retail Coordinator	CM	3,201.23	-198.48	-46.42	-476.34	\$ 83,232.00	\$	83,232.00	\$ 2,4	496.96	\$ 85,728.96	\$	6,558.27	\$ 1	2,653.59 \$	104,940.8
a'Tonyalyn K. White	C120	Marketing Sales Representative	BF	1,609.64	-99.80	-23.34	-239.51	\$ 41,850.57	\$	41,850.57	\$ 1,2	255.52	\$ 43,106.09	\$	3,297.62	\$	6,362.46 \$	52,766.
inda G. Chambers	C120	Marketing Sales Representative	CF	1,609.64	-99.80	-23.34	-239.51	\$ 41,850.57	\$	41,850.57	\$ 1,2	255.52	\$ 43,106.09	\$	3,297.62	\$	6,362.46 \$	52,766.7
indsey E. Teague	C124	Promotions & Events Manager	CF	2,163.81	-134.16	-31.38	-321.98	\$ 56,259.12	\$	56,259.12	\$ 1,6	687.77	\$ 57,946.89	\$	4,432.94	\$	8,552.96 \$	70,932.
isa Tater	N901	Regional Sales Manager	CF	2,601.00	-161.26	-37.71	-387.03	\$ 67,626.00	\$	67,626.00	\$ 2,0	028.78	\$ 69,654.78	\$	5,328.59	\$ 1	0,281.05 \$	85,264.4
/laria C. Craig	C122	Accountant	CF	2,176.92	-134.97	-31.57	-323.93	\$ 56,599.80	\$	56,599.80	\$ 1,6	697.99	\$ 58,297.79	\$	4,459.78	\$	8,604.75 \$	71,362.3
/lark A. Olsen	C117	Graphic Web Coordinator	CM	1,569.23	-97.29	-22.75	-233.50	\$ 40,800.00	\$	40,800.00	\$ 1,2	224.00 \$	\$ 42,024.00	\$	3,214.84	\$	6,202.74 \$	51,441.
/lark D. Hearn	N901	Regional Sales Manager	BM	2,601.00	-161.26	-37.71	-387.03	\$ 67,626.00	\$	67,626.00	\$ 2,0	028.78	\$ 69,654.78	\$	5,328.59	\$ 1	0,281.05 \$	85,264.
/ary C. Ogden	C117	Application Support Specialist	CF	1,538.46	-95.38	-22.31	-228.92	\$ 40,000.00	\$	40,000.00	\$ 1,2	200.00 \$	\$ 41,200.00	\$	3,151.80	\$	6,081.12 \$	50,432.9
laureen M. Gladden	C122	Accountant	CF	1,680.77	-104.21	-24.37	-250.10	\$ 43,700.00	\$	43,700.00	\$ 1,3	311.00 \$	\$ 45,011.00	\$	3,443.34	\$	6,643.62 \$	55,097.
ferrill M. Forte	C120	Marketing Sales Representative	BM	1,597.74	-99.06	-23.17	-237.74	\$ 41,541.34	\$	41,541.34	\$ 1,2	246.24 \$	\$ 42,787.58	\$	3,273.25	\$	6,315.45 \$	52,376.
lichael C. Smith	N919	IT Gaming Director	CM	6,002.31	-372.14	-87.03	-893.14	\$ 156,060.00	\$	156,060.00	\$ 4,6	681.80	\$ 160,741.80	\$	12,296.75	\$ 2	3,725.49 \$	196,764.
Iolly K. Harris	C120	Marketing Sales Representative	CF	1,597.74	-99.06	-23.17	-237.74	\$ 41,541.34	\$	41,541.34	\$ 1,2	246.24	\$ 42,787.58	\$	3,273.25		6,315.45 \$	52,376.
atricia D. Vick	C126	Paralegal	CF	2,157.06	-133.74	-31.28	-320.97		\$	56,083.43		682.50		\$	4,419.09		8,526.25 \$	70,711.
atrick L. Ralston	N909	Executive Assistant	CM	3,421.42	-212.13	-49.61			\$	88,957.00		668.71		\$	7,009.37		3,523.95 \$	112,159.
aula K. O'Brien	C112	Claims Assistant	CF	1,089.47	-67.55	-15.80	-162.11		\$	28,326.32		849.79		\$	2,231.97		4,306.39 \$	35,714.
ebecca L. Clark	C122	Claims Center Manager	CF	1,761.51	-109.21	-25.54	-262.11		\$	45,799.13		373.97		\$	3,608.74		6,962.75 \$	57,744.
ichard F. Roeben	C112	Claims Assistant	CM	1,416.31	-87.81	-20.54	-210.75		\$	36,823.99		104.72		\$	2,901.55		5,598.28 \$	46,428.
ick G. Conrad	C120	Marketing Sales Representative	CM	1,609.64	-99.80	-23.34	-239.51		\$	41,850.57		255.52		\$	3,297.62		6,362.46 \$	52,766.
obert B. Stebbins	N910	Sales Director	CM	3,702.02	-229.53	-53.68	-550.86		\$	96,252.61		887.58		\$	7,584.22		4,633.09 \$	121,357.
obert L. Smith	C120	Marketing Sales Representative	OM	1,585.85	-98.32	-22.99	-235.97		\$	41,232.09		236.96	\$ 42,469.05	\$	3,248.88		6,268.43 \$	51,986.
losalynn R. Bogard	C120	Postal Courier	BF	1,261.20	-98.32	-18.29	-187.67		\$	32,791.10		983.73		\$	2,583.77		4,985.17 \$	41,343.
osibel Solano	C110	Graphic Specialist	OM	1,334.20	-78.19	-19.35	-198.53		\$	34,689.18		040.68	\$ 35,729.86	\$	2,733.33		5,273.73 \$	43,736.
	C114 C115	Licensing Specialist	CM		-62.72				۵ ۶					э \$				
Alackley		Sr. Database Administrator	CM	1,125.04		-16.31 -38.02	-167.41 -390.14		\$	29,251.00				\$	2,304.83		4,446.97 \$	36,880.
Samuel L. Burks	C130	Marketing Sales Representative	CM CM	2,621.90	-162.56 -99.80	-38.02 -23.34	-390.14 -239.51		\$	68,169.42 41,850.57		045.08 \$ 255.52 \$	\$ 70,214.50 \$ 43,106.09	\$	5,371.41 3,297.62		0,363.66 \$ 6,362.46 \$	85,949. 52,766.
Samuel W. Tatom Jr	C120										\$ 1.2							

																1			
Arkansas Lottery C																			
Compensation & Be	nefits																		
Budget 2015																	14.76%		
	Career									Budgeted		Merit	Adj Budgeted						
Employee	Grades	Position Title	Race	Gross	Soc_Sec_C		_	Annual Gross	_	Gross		3.00%	Gross	Annual Taxes				Total Co	mp and Benefits
Sherry S. Eckhart	C113	Administrative Support Specialist III	OM	1,032.79	-64.03	-14.98	-153.68	\$ 26,852.42	-	\$ 26,852.42		805.57	\$ 27,657.99	\$ 2,115.84		\$	4,082.32	\$	33,856.15
Stephen L. Koch	C117	Publication Specialist	CM	1,600.62	-99.24	-23.21	-238.17	\$ 41,616.00	-	•	\$	1,248.48	\$ 42,864.48	\$ 3,279.13		\$	6,326.80	\$	52,470.41
Susan D. Chamberlain	C115	Licensing Specialist	CF	1,883.08	-116.75	-27.30	-280.20	\$ 48,960.00		φ	\$	1,468.80	\$ 50,428.80	\$ 3,857.80		\$	7,443.29	\$	61,729.89
Susan D. Devecki	C120	Marketing Sales Representative	CF	1,609.64	-99.80	-23.34	-239.51	\$ 41,850.57		\$ 41,850.57	\$	1,255.52	\$ 43,106.09	\$ 3,297.62		\$	6,362.46	\$	52,766.16
Teressa A. Holloway	C122	Accountant	BF	1,761.51	-109.21	-25.54	-262.11	\$ 45,799.13		\$ 45,799.13	\$	1,373.97	\$ 47,173.10	\$ 3,608.74		\$	6,962.75	\$	57,744.60
Terry L. Williams	N901	Controller	CM	2,550.00	-158.10	-36.98	-379.44			+	\$	1,989.00	\$ 68,289.00	\$ 5,224.11		\$	10,079.46	\$	83,592.56
	C113	Administrative Support Supervisor	BF	1,087.00	-67.39	-15.76	-161.74			¢ 20,201.00	\$	847.86	\$ 29,109.75	\$ 2,226.90		\$	4,296.60	\$	35,633.24
Timothy A. Parrish	N903	Banking Claims & Licenses Manager	CM	2,813.24	-174.42	-40.79	-418.61	\$ 73,144.28		¢ 10,11120	\$	2,194.33	\$ 75,338.61	\$ 5,763.40		\$	11,119.98	\$	92,221.99
Tyler L. Pate	C128	IT Security Analyst	CM	2,640.02	-163.68	-38.28	-392.83	\$ 68,640.39		\$ 68,640.39	\$	2,059.21	\$ 70,699.60	\$ 5,408.52		\$	10,435.26	\$	86,543.38
Undrea Ellis	C122	Accountant	BF	1,949.55	-120.87	-28.27	-290.09	\$ 50,688.29		\$ 50,688.29	\$	1,520.65	\$ 52,208.94	\$ 3,993.98		\$	7,706.04	\$	63,908.96
Valerie N. Basham	C130	HR Manager	CF	2,583.15	-160.16	-37.46	-384.37	\$ 67,161.98		\$ 67,161.98	\$	2,014.86	\$ 69,176.84	\$ 5,292.03		\$	10,210.50	\$	84,679.37
Wendi R. Nix	C120	Marketing Sales Representative	CF	1,761.51	-109.21	-25.54	-262.11	\$ 45,799.13		\$ 45,799.13	\$	1,373.97	\$ 47,173.10	\$ 3,608.74		\$	6,962.75	\$	57,744.60
William B. Beall	C112	Administrative Support Specialist III	CM	991.28	-61.46	-14.37	-147.50	\$ 25,773.36		\$ 25,773.36	\$	773.20	\$ 26,546.56	\$ 2,030.81		\$	3,918.27	\$	32,495.65
William B. Woosley	Q145U	Lottery Commission Director	CM	6,346.15	-393.46	-92.02	-944.31	\$ 165,000.00		\$ 165,000.00	\$	4,950.00	\$ 169,950.00	\$ 13,001.18		\$	25,084.62	\$	208,035.80
William P. Lawson	C122	Accountant	CM	1,748.39	-108.40	-25.35	-260.16	\$ 45,458.20		\$ 45,458.20	\$	1,363.75	\$ 46,821.95	\$ 3,581.88		\$	6,910.92	\$	57,314.74
William W. Cotton	C120	Marketing Sales Representative	CM	1,609.64	-99.80	-23.34	-239.51	\$ 41,850.57		\$ 41,850.57	\$	1,255.52	\$ 43,106.09	\$ 3,297.62		\$	6,362.46	\$	52,766.16
				161,427.71	-10,008.52	-2,340.70	-24,020.44												
Annual				4,197,120.46	-260,221.47	-60,858.25	-624,531.52												
					TOTALS			\$ 4,197,120.46		\$ 4,197,120.46	\$ ·	119,473.69	\$ 4,316,594.15	\$ 330,219.45		\$	637,129.30	\$	5,283,942.90
Total employees	78													Employer Health Pr	emium	า		\$	348,000.00
														Other Post Employr	nent B	Benefit	s	\$	330,000.00
Employee breakdown	By group/gender	Total by group												Unfilled/new positio					491,895.00
BF=black female	11													Career Service bon				\$	6,860.00
BM=black male	6	17												subtotal				\$	6,460,697.90
CF=caucasian female	24													TOTAL COMP AND	BEN	EFITS	;		
CM=caucasian male	29	53												Use for Budget					\$6,450,000
OM=other minority	8	8							+										
2 Suidi filliony	78	78																	
	10								-							+			
	+								-							+			
									-							+			
									-							-			
									-										
L																			

Vacant positions	Position Title		Base	Midpoint	Max
C112	Administrative Supp Spec III	\$	26,824.00	\$ 34,871.00	\$ 42,918.00
C112	Administrative Supp Spec III	\$	26,824.00	\$ 34,871.00	\$ 42,918.00
C112	Claims Assistant	\$	26,824.00	\$ 34,871.00	\$ 42,918.00
C117	Promotions/Spc Event Coordinator	\$	34,234.00	\$ 44,505.00	\$ 54,775.00
C121	Draw Manager	\$	41,612.00	\$ 53,264.00	\$ 64,915.00
N901	SMB Project Coordinator	\$	65,000.00	\$ 73,125.00	\$ 81,250.00
N922	V.P. Gaming Operations	\$	180,524.00	\$ 203,090.00	\$ 225,655.00
		\$	401,842.00	\$ 478,597.00	\$ 555,349.00
Employer taxes		\$	30,740.91	\$ 36,612.67	\$ 42,484.20
APERS		\$	59,311.88	\$ 70,640.92	\$ 81,969.51
Total budget		\$	491,894.79	\$ 585,850.59	\$ 679,802.71
		-			

Vacant positions	Position Title	 Base	Annual		APERS	A	dj Budgeted
				Taxes	14.76%		Gross
C112	Administrative Supp Spec III	\$ 26,824.00	\$	2,052.04	\$ 3,959.22	\$	32,835.26
C112	Administrative Supp Spec III	\$ 26,824.00	\$	2,052.04	\$ 3,959.22	\$	32,835.26
C112	Claims Assistant	\$ 26,824.00	\$	2,052.04	\$ 3,959.22	\$	32,835.26
C117	Promotions/Spc Event Coordinator	\$ 34,234.00	\$	2,618.90	\$ 5,052.94	\$	41,905.84
C121	Draw Manager	\$ 41,612.00	\$	3,183.32	\$ 6,141.93	\$	50,937.25
N901	SMB Project Coordinator	\$ 65,000.00	\$	4,972.50	\$ 9,594.00	\$	79,566.50
N922	VP Administration	\$ 180,524.00	\$	13,810.09	\$ 26,645.34	\$	220,979.43
Total budget		\$ 401,842.00	\$	30,740.91	\$ 59,311.88	\$	491,894.79

Other Compensation Benefits

Unemployment Experience Rate= 2.00% (paid quarterly) Quarterly Salaries= \$955,000 x 2%= \$19,000 x 4= **\$76,000**

Worker's Comp Experience Rate= 0%

no work comp claims. This will be 0% until claims are filed

WC Premium Tax 2014= \$3,820,000 x .000435= **\$1,662.00** (annual fee)

this fee is paid by each agency for administrative maintenance.

Notes

Employer Health Premiums = \$466 per covered employee (referred to as State Match)	
Avg monthly= 62 employees @ \$466= \$28,892 (rounded up to \$29,000 x 12 months)= \$348,000	CELL R91. Comp and Benefits

Career Service is given to employees with at least 10 years of service.CELL R94. Comp and Benefits10 fulltime employees1 part time employees are based on a % of hours worked.

	Active Positions			
Vacant	pos Position titles	Base	Midpoint	Max
C112	Administrative Supp Spec III	\$ 26,824.00	\$ 34,871.00	\$ 42,918.00
C112	Administrative Supp Spec III	\$ 26,824.00	\$ 34,871.00	\$ 42,918.00
C117	Promotions/Spc Event Coordinator	\$ 34,234.00	\$ 44,505.00	\$ 54,775.00
C121	Draw Manager	\$ 41,612.00	\$ 53,264.00	\$ 64,915.00
N901	SMB Project Coordinator	\$ 65,000.00	\$ 73,125.00	\$ 81,250.00
N922	V.P. Gaming Operations	\$ 180,524.00	\$ 203,090.00	\$ 225,655.00
		\$ 375,018.00	\$ 443,726.00	\$ 512,431.00
Employe	er taxes	\$ 28,688.88	\$ 33,945.04	\$ 39,200.97
APERS		\$ 55,352.66	\$ 65,493.96	\$ 75,634.82
Total bu	Idget	\$ 459,059.53	\$ 543,165.00	\$ 627,266.79

Inactive Positions

Vacant p	os Position titles	Base	Midpoint	Max	Notes
C112	Administrative Supp Spec III	\$ 26,824.00	\$ 34,871.00	\$ 42,918.00	
C112	Administrative Supp Spec III	\$ 26,824.00	\$ 34,871.00	\$ 42,918.00	
C113	Computer Operator	\$ 28,165.00	\$ 36,614.00	\$ 45,064.00	
N908	Procurement Director	\$ 85,536.00	\$ 96,228.00	\$ 106,919.00	
N909	Marketing & Product Dev Director	\$ 88,957.00	\$ 100,077.00	\$ 111,196.00	
N909	Sales/Retail Relations Director	\$ 88,957.00	\$ 100,077.00	\$ 111,196.00	
N912	Admin & Operations Director	\$ 100,065.00	\$ 112,573.00	\$ 125,081.00	
N912	Information Technology Director	\$ 100,065.00	\$ 112,573.00	\$ 125,081.00	
					This position is set by Lottery Act with
Q147U	Chief Operating Officer	\$ 126,050.00		\$ 315,125.00	a special salary allowance. See below.
		\$ 1,835,086.07	\$ 1,990,428.99	\$ 2,586,936.57	_

Employer taxes	\$ 140,384.08	\$ 152,267.82	\$ 197,900.65
APERS	\$ 270,858.70	\$ 293,787.32	\$ 381,831.84
Total budget	\$ 2,246,328.86	\$ 2,436,484.13	\$ 3,166,669.06

Salary Allowances set forth by Arkansas Scholarship Lottery Act

	Max No. of	Ν	/lax Annual	
TITLE	Employees	S	alary Rate	Position
(01) LOTTERY CMSN DIRECTOR	1	\$	141,603.00	Q145
(02) LOTTERY CMSN INTERNAL Auditor	1	\$	141,603.00	Q146
(03) LOTTERY CMSN CHIEF OPERATING OFFICER	1	\$	126,050.00	Q147

23-115-306. Special salary allowances.

(a) The Arkansas Lottery Commission, upon approval of the Arkansas Lottery Commission Legislative Oversight Committee, may make special salary allowances authorized by this section for recruitment or retention in amounts as the commission may determine equitable in view of the exacting duties that are involved as a part of the salary of the:

(1) Director of the Arkansas Lottery Commission;

(2) Internal auditor of the commission; and

(3) Chief operating officer of the commission.

(b) The total compensation for a position subject to an allowance under subsection (a) of this section, including the salary authorized by the General Assembly and a special salary allowance, shall not exceed an amount equal to two and one-half (2 1/2) times the salary for the position authorized by the General Assembly.

(c)(1) The requirement of approval by the Arkansas Lottery Commission Legislative Oversight Committee before granting a special salary allowance under this section is not a severable part of this section.

(2) If the requirement of approval by the Arkansas Lottery Commission

Legislative Oversight Committee is ruled unconstitutional by a court of competent jurisdiction, this section is void.

Employee	Annual Salary	Job Title
Ali K. Mustafa	41,850.57	Marketing Sales Representative
Amber C. Fiser	47,317.00	Graphic Specialist
Ana M. Rodriguez	32,548.80	Administrative Analyst
Andrew J. Biernat	41,850.57	Marketing Sales Representative
Angela D. Springer	73,116.00	Security Deputy
Anita J. Junior	74,578.32	Product Developer
Anttwon D. Ross	32,640.00	Administrative Support Specialist III
Audra L. McCaskill	46,140.07	Claims Center Manager
Barbara G. Campbell	38,078.64	Marketing Sales Representative
Bob C. Coleman Jr	56,259.12	QA Systems Analyst
Charles E. Freeman	41,541.34	Marketing Sales Representative
Christopher M. Pabin	38,078.64	Payroll Specialist
Cindy L. Carlock	41,850.57	Marketing Sales Representative
Clifton C. Rassmann	68,133.20	QA Systems Analyst
Cynthia L. Burnett	45,799.13	Claims Center Manager
Daryl L. Backes		-
	98,500.00	Director of Security and Compliance
Dean E. Heard Jones	41,232.09	Marketing Sales Representative
Debbie M. Stobaugh	41,850.57	Marketing Sales Representative
Demetria P. King	45,799.13	Accountant
Don S. Smith	41,850.57	Marketing Sales Representative
Donald M. Brown	112,200.00	Internal Auditor
Donna C. Brooks	28,116.99	Claims Assistant
Donna M. Barnhart	37,332.00	Marketing Sales Representative
Ellen R. Seaton	37,332.00	Marketing Sales Representative
Eric L. Huffstutlar	35,006.40	Computer Operator
Felicia R. Morehead	28,326.31	Claims Assistant
Gregory D. Mote	41,500.00	Security Specialist
Gwen N. Armbrust	46,375.79	HR Generalist
Henry B. Gilmore Jr	53,412.78	Application Support Specialist
James H. Springer	43,293.12	Draw Manager
Jean C. Block	107,100.00	Chief Legal Counsel
Jeffery C. Fitch	41,541.34	Marketing Sales Representative
Jeremy K. Smith	69,696.40	Network Engineer
Jerold K. Fetzer	99,960.00	Chief Fiscal Officer
Joanna M. Bunten	80,663.64	Advertising & Marketing Director
Justin M. Webb	42,330.00	Administrative Analyst
Kenneth K. McCarthy	83,232.00	Sales Training & Retail Coordinator
La'Tonyalyn K. White	41,850.57	Marketing Sales Representative
Linda G. Chambers	41,850.57	Marketing Sales Representative
Lindsey E. Teague	56,259.12	Promotions & Events Manager
Lisa Tater	67,626.00	Regional Sales Manager
Maria C. Craig	56,599.80	Accountant
Mark A. Olsen	40,800.00	Graphic Web Coordinator
Mark D. Hearn	67,626.00	Regional Sales Manager
Mary C. Ogden	40,000.00	Application Support Specialist
Maureen M. Gladden	43,700.00	Accountant
Merrill M. Forte	41,541.34	Marketing Sales Representative
Michael C. Smith	156,060.00	IT Gaming Director
Molly K. Harris	41,541.34	Marketing Sales Representative
Patricia D. Vick	56,083.43	Paralegal
Patrick L. Ralston	88,957.00	Executive Assistant
Paula K. O'Brien	28,326.32	Claims Assistant
Rebecca L. Clark	45,799.13	Claims Center Manager
Richard F. Roeben	36,823.99	Claims Assistant
Rick G. Conrad	41,850.57	Marketing Sales Representative
Robert B. Stebbins	96,252.61	Sales Director
Robert L. Smith	41,232.09	Marketing Sales Representative
Rosalynn R. Bogard	32,791.10	Postal Courier
Nosalymin N. Doyaru	02,101.10	

Rosibel Solano	34,689.18	Graphic Specialist
		· · ·
Ryan A. Hackley	29,251.00	Licensing Specialist
Samuel L. Burks	68,169.42	Sr. Database Administrator
Samuel W. Tatom Jr	41,850.57	Marketing Sales Representative
Servando Garcia	42,432.00	Draw Manager
Sherry S. Eckhart	26,852.42	Administrative Support Supervisor
Stephen L. Koch	41,616.00	Publication Specialist
Susan D. Chamberlain	48,960.00	Licensing Specialist
Susan D. Devecki	41,850.57	Marketing Sales Representative
Teressa A. Holloway	45,799.13	Accountant
Terry L. Williams	66,300.00	Controller
Tewanda R. Kinchen	28,261.89	Administrative Support Supervisor
Timothy A. Parrish	73,144.28	Banking Claims & Licenses Manager
Tyler L. Pate	68,640.39	IT Security Analyst
Undrea Ellis	50,688.29	Accountant
Valerie N. Basham	67,161.98	HR Manager
Wendi R. Nix	45,799.13	Marketing Sales Representative
William B. Beall	25,773.36	Administrative Support Specialist III
William B. Woosley	165,000.00	Lottery Commission Director
William P. Lawson	45,458.20	Accountant
William W. Cotton	41,850.57	Marketing Sales Representative

Personnel #	First Name	Last Name	Career	Years of	Eligibility	Career	
			Service	Service	Date	Service	
62928	W. Bishop	Woosley	07/01/01	13	07/01/14	600.00	
78105	Gwen	Armbrust	10/20/00	14	10/24/14	600.00	
48807	Barbara	Campbell	12/05/04	10	12/05/14	600.00	
78680	La'Tonyalyn	White	12/10/03	11	12/10/14	600.00	
00013	Stephen	Koch	01/01/04	11	01/01/15	600.00	
03316	Samuel	Burks	01/21/02	13	01/21/15	600.00	
27434	Don	Smith	02/11/80	35	02/11/15	900.00	
08048	Felicia	Morehead	02/27/94	21	02/27/15	800.00	
63012	Patricia	Vick	04/15/99	16	04/15/15	700.00	
00025	Webb	Justin	04/25/05	10	04/25/15	600.00	(% of Hours Worked-
16562	James	Springer	06/16/96	19	06/16/15	259.98	Estimate)
		6,859.98					

Arkansas Lottery Commission Detailed Schedule of General and Administrative Expenses For Budget Fiscal Year Ended June 30, 2015

	GL#-Cost Center	FY2013 Audited	FY2014 Budget	FY 2015 Budget	Comments
Public Information Expense	5722-E-GL-00000	868	1,000	1,000	Legal postings in newspapers Little Rock office includes annual rent
Office Lease & Improvements	5750-C-SH-00000	406,134	425,000	432,000	increases
Jonesboro Lease & Office expen	5751-A-CC-00000	36,903	38,500	35,000	Lease ,utilities, security contract
Springdale Lease & Office expe	5753-A-CC-00000	39,957	40,000	35,000	Lease ,utilities, security contract
Camden Lease & Office expense	5754-A-CC-00000	25,111	26,000	26,000	Lease ,utilities, security contract
Office Parking	5755-C-SH-00000	19,091	20,000	23,000	LR building parking
Retailer background checks	5760-D-GE-00000	5,582	6,000	5,500	Background checks for new retailers
Equipment-Low Value	5810-C-SH-10000	32,708	45,000	50,000	IT infrastructure
Equipment-Low Value	5810-G-00-10000	1,827	10,000	5,000	Administrative & other
Equipment-Low Value	5810-I-IA-10000	1,519	2,500	2,000	Internal Audit
Equipment Lease	5830-A-00-10000	300	-	-	Copiers
Equipment Lease	5830-C-SH-10000	25,305	26,000	25,000	Copiers and postage machine
Equipment Lease	5830-M-AD-10000	-	-	3,000	Copiers
Maintenance & Repairs	5840-C-SH-10000	11,600	12,000	14,000	Building maintenance
Lottery Vehicle expenses	5845-C-SH-10000	9,161	10,000	11,000	Vehicle gas, oil, maintenance
Office Administrative expense	5850-C-SH-00000	226	500	500	General Office expense
Postage & Freight	5850-C-SH-10000	12,587	12,000	13,000	Postage & Package Delivery
Postage & Freight	5850-G-00-10000	8	-	-	Postage
Office Supplies & Expense	5855-A-00-10000	2,315	500	500	Departmental Office Supplies costs
Office Supplies & Expense	5855-A-AC-10000	250	500	500	Departmental Office Supplies costs
Office Supplies & Expense	5855-A-CC-10000	957	1,200	1,500	Departmental Office Supplies costs
Office Supplies & Expense	5855-C-SH-10000	35,560	40,000	45,000	Common office supplies
Office Supplies & Expense	5855-E-00-10000	217	500	500	Departmental Office Supplies costs
Office Supplies & Expense	5855-S-GS-10000	-	-	3,000	Departmental Office Supplies costs
Office Supplies & Expense	5855-G-00-10000	583	800		Departmental Office Supplies costs
Office Expense	5856-C-SH-10000	2,732	4,000	3,000	General Office Expense
Office Expense	5856-E-AH-10000	-	-	1,000	General Office Expense
Software Costs	5870-A-00-20000	398	1,000	-	Data processing supplies & software
Data Processing supplies	5870-C-SH-10000	3,595	3,000	1,500	Data processing supplies & software

Data Processing support & Srvc	5870-C-SH-11000	12,420	15,000	10,000	Data processing supplies & software
Software Costs	5870-C-SH-20000	12,458	15,000	20,000	Data processing supplies & software
Data Processing supplies	5870-G-00-10000	110	-	-	Data processing supplies & software
Telecommunications Services	5875-C-SH-10000	888	-	2,000	Monitoring Service
					Paid to DIS for phones and
Telephone	5880-C-SH-10000	272,393	254,000	260,000	Communications
Mobil Telephones	5881-C-SH-10000	36,458	38,000	32,000	Cell phones and air cards
Mobil Telephones	5881-D-GE-00000	45	-	-	Cell phones and air cards
Travel and Mileage expense	5905-A-00-10000	229	500	-	General travel reimbursements
Travel and Mileage expense	5905-A-AC-10000	1,428	1,500	3,000	General travel reimbursements
Travel and Mileage expense	5905-A-AI-10000	465	1,000	500	General travel reimbursements
Travel and Mileage expense	5905-A-AT-10000	-	-	500	General travel reimbursements
Travel and Mileage expense	5905-A-CC-10000	747	1,000	500	General travel reimbursements
Travel and Mileage expense	5905-D-GE-10000	3,042	3,000	2,500	MSR Mileage
Travel and Mileage expense	5905-E-00-10000	321	1,500	9,000	MSR Mileage
Travel and Mileage expense	5905-E-AH-10000	16	-	1,000	MSR Mileage
Travel and Mileage expense	5905-E-GL-10000	1,383	1,000	5,000	MSR Mileage
Travel and Mileage expense	5905-E-LF-10000	816	1,000	500	MSR Mileage
Travel and Mileage expense	5905-G-00-10000	145	2,000	-	General travel reimbursements
Travel and Mileage expense	5905-G-GI-10000	560	1,000	500	General travel reimbursements
Travel and Mileage expense	5905-G-PD-10000	(938)	-	-	General travel reimbursements
Travel and Mileage expense	5905-I-IA-10000	5,448	4,500	4,000	Internal Audit Travel
Travel and Mileage expense	5905-M-AD-10000	761	2,500	8,500	General travel reimbursements
					Primary ALC travel account for
Travel and Mileage expense	5905-S-GS-10000	196,148	200,000	200,000	conferences and other trips
Commission Travel and Mileage	e 5910-E-EC-10000	8,472	10,000	9,000	Commision Travel & Mileage
					Travel reimbursement for some ticket
Winner Travel Reimbursements	5913-S-GS-00000	36	500	500	winners
					Professional licenses and association
Dues and Memberships	5915-A-00-10000	534	600	1,000	dues
					Professional licenses and association
Dues and Memberships	5915-A-AC-10000	819	1,000	2,000	dues
					Professional licenses and association
Dues and Memberships	5915-A-AI-10000	-	-	1,000	dues
					Professional licenses and association
Dues and Memberships	5915-A-AT-10000	-	-	1,000	dues

					Professional licenses and association
Dues and Memberships	5915-A-CC-10000	114	200	-	dues
-					Professional licenses and association
Dues and Memberships	5915-C-SH-10000	16,000	18,000	-	dues
					Professional licenses and association
Dues and Memberships	5915-D-GE-10000	-	-	1,000	dues
					Professional licenses and association
Dues and Memberships	5915-E-00-10000	65	100	20,000	dues
					Professional licenses and association
Dues and Memberships	5915-E-AH-10000	1,599	2,000	2,000	dues
					Professional licenses and association
Dues and Memberships	5915-E-GL-10000	215	300	500	dues
					Professional licenses and association
Dues and Memberships	5915-E-LF-10000	-	-	1,000	
					Professional licenses and association
Dues and Memberships	5915-G-00-10000	279	300	1,000	
					Professional licenses and association
Dues and Memberships	5915-G-GI-10000	-	-	-	dues
					Professional licenses and association
Dues and Memberships	5915-I-IA-10000	575	400	1,000	
					Professional licenses and association
Dues and Memberships	5915-M-AD-10000	-	-	1,000	
~					Professional licenses and association
Dues and Memberships	5915-S-GS-10000	-	-	2,000	
		100	100		Conferences and continuing education
Education and Training	5917-A-00-10000	190	400	-	costs
	5017 A AC 10000	2 0 4 4	2 000	2 000	Conferences and continuing education
Education and Training	5917-A-AC-10000	2,944	2,000	2,000	
Education and Tasiaina	5917-D-GE-10000	425		F.0.0	Conferences and continuing education costs
Education and Training	3917-D-GE-10000	425	-	500	Conferences and continuing education
Education and Training	5917-E-00-10000	_	_	2,000	_
Education and Training	J717-L-00-10000	-	-	2,000	Conferences and continuing education
Education and Training	5917-E-AH-10000	_	-	500	costs
Education and Training	5717 L 111-10000			500	Conferences and continuing education
Education and Training	5917-E-GL-10000	2,924	2,500	1,000	-
Education and Training	5717-L-OL-10000	2,527	2,500	1,000	

					Conferences and continuing education
Education and Training	5917-I-IA-10000	1,243	200	500	costs
					Conferences and continuing education
Education and Training	5917-M-AD-10000	-	-	3,000	costs
					Conferences and continuing education
Education and Training	5917-S-GS-10000	-	-	1,000	costs
Property Insurance	5925-C-SH-10000	1,447	2,000	1,500	For office equipment and vehicles
					Includes directors/officers liability
Liability Insurance	5930-C-SH-10000	63,635	53,000	63,000	annual premium
Over & Short -Claim Centers	5955-A-CC-10000	29	-	-	Claim Center Sales Shortages
Other Operating Expenses	5990-A-AC-10000	(92,439)	6,000	500	Other Expenses
Other Operating Expenses	5990-A-AT-10000	-	-	1,000	Other Expenses
Other Operating Expenses	5990-A-CC-10000	10	-	-	Other Expenses
Other Operating Expenses	5990-C-SH-10000	259	-	2,000	Other Expenses
Other Operating Expenses	5990-G-00-10000	1,000	2,000	-	Other Expenses
Other Operating Expenses	5990-I-IA-10000	-	-	500	Other Expenses
Totals		1,231,212	1,370,000	1,420,000	-
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