

Behind the Numbers of the 2004 Total Compensation Statement

Putting It All Together

The Full Value of Your 2004 MGM MIRAGE Pay and Benefits

Si usted desea información en español sobre este estado de cuenta, por favor contacte a su Departamento de Recursos Humanos.

YOUR PAY

Regular Pay (includes overtime, declared tips and commissions, if applicable)	\$XX,XXX
Paid Time Off (includes vacation, flex time, floating holidays, etc.)	\$XX,XXX
Other Compensation	\$XX,XXX
Total 2004 Pay	\$XX,XXX

YOUR BENEFITS

	Your Paycheck Contributions	The Company's Contributions	Total Contributions
Health Care Benefits			
Medical, Prescription Drugs, Dental and Vision Insurance – You and/or your family were covered by the MGM MIRAGE Health Plan.	\$X,XXX	\$X,XXX	\$X,XXX
Income Protection			
Workers' Compensation – The company provided this program at no cost to you. (amount shown is the average per employee)	\$0	\$X,XXX	\$X,XXX
Unemployment Insurance – The company contributed to this coverage at no cost to you.	\$0	\$X,XXX	\$X,XXX
Life Insurance – You had life insurance paid entirely by the company. This coverage included accidental death & dismemberment (AD&D) insurance. The company also paid for life insurance for your eligible spouse and/or dependent children.	\$0	\$X,XXX	\$X,XXX
Savings & Retirement Benefits			
401(k) – You did not contribute to the MGM MIRAGE 401(k) Retirement Savings Plan. If you had contributed only 4% of your eligible pay, you would have put in \$XX,XXX and the company would have contributed \$XX,XXX.	\$X,XXX	\$X,XXX	\$XX,XXX
Social Security (FICA) and Medicare – You and the company contributed to these federal programs.	\$X,XXX	\$X,XXX	\$X,XXX
DCP – You and the company contributed to this executive savings plan.	\$X,XXX	\$X,XXX	\$X,XXX
Additional Benefits			
In addition to the benefits described above, many more were provided by the company at a discount or at no cost to you. These additional benefits are described in more detail on the reverse side of this statement. (amount shown is the average per employee)	\$0	\$X,XXX	\$X,XXX
Total 2004 Benefits	\$XX,XXX	\$XX,XXX	\$XX,XXX

This statement was prepared uniquely for:

Jane Sample
12345 Main Street
Anytown, NV 123454

YOUR TOTAL 2004 MGM MIRAGE COMPENSATION

Your Pay	\$XX,XXX
Company Contributions to Your Benefits	\$XX,XXX
Total Value of Your Pay and Benefits	\$XX,XXX

- Your Total Pay
- Company Contributions to Your Benefits



YOUR PAY

Regular Pay is the employee's gross pay during 2004, minus any paid time off, bonuses and incentive pay.

Paid Time Off is the gross amount paid to an employee for approved time taken off.

Other Compensation only appears on applicable statements. This amount includes bonuses and pay earned through incentive plans, such as room "sell up" programs.

Health Care Benefits

The company offers employees quality health insurance through – the MGM MIRAGE Health Plan. The amounts shown are the costs to provide insurance coverage for the employee and any applicable family members. These amounts do not include annual deductibles, coinsurance or co-payments.

Your Paycheck Contributions is the actual amount deducted from the employee's paychecks in 2004 for insurance coverage.

The Company's Contributions is the balance between the cost to provide the insurance coverage and the employee's paycheck contributions.

Information about these sections is on the following pages.

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Other Compensation			\$XX,XXX
Total 2004 Pay			\$XX,XXX

YOUR BENEFITS			
	Your Paycheck Contributions	The Company's Contributions	Total Contributions
Health Care Benefits			
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Income Protection			
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Life Insurance – You had life insurance paid entirely by the company. This coverage included accidental death & dismemberment (AD&D) insurance. The company also paid for life insurance for your eligible spouse and/or dependent children.	\$0	\$X,XXX	\$X,XXX
Savings & Retirement Benefits			
401(k) – You did not contribute to the MGM MIRAGE 401(k) Retirement Savings Plan. If you had contributed only 4% of your eligible pay, you would have put in \$XX,XXX and the company would have contributed \$XX,XXX.	\$X,XXX	\$X,XXX	\$X,XXX
Social Security (FICA) and Medicare – You and the company contributed to these federal programs.	\$X,XXX	\$X,XXX	\$X,XXX
DGP – You and the company contributed to this executive savings plan.	\$X,XXX	\$X,XXX	\$X,XXX
Additional Benefits			
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Total 2004 Benefits	\$XX,XXX	\$XX,XXX	\$XX,XXX

YOUR TOTAL 2004 MGM MIRAGE COMPENSATION	
Your Pay	\$XX,XXX
Company Contributions to Your Benefits	\$XX,XXX
Total Value of Your Pay and Benefits	\$XX,XXX

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Anytown, NV 123454

Income Protection

Workers' Compensation and Unemployment Insurance are state-mandated benefits. The company makes contributions to both programs for all employees.

Workers' Compensation provides income to employees who cannot work due to an on-the-job injury or accident. The amount shown is the average cost to the company per employee. It does not reflect any claims.

Unemployment Insurance provides income to employees who may lose their jobs through no fault of their own.

Life Insurance is provided to eligible employees at no cost to the employee. The **Company's Contributions** is the premium paid by the company for coverage equal to the employee's annual base income (\$15,000 minimum), plus any premium paid to provide the employee's eligible dependents with \$2,500 in life insurance. The amount shown does not include paycheck deductions for additional voluntary life insurance.

Savings & Retirement Benefits

Your Paycheck Contributions to the 401(k) is the actual amount the employee contributed to a personal retirement savings account in 2004.

The Company's Contributions is the amount contributed to the employee's personal account through the company-matching program.

Social Security and Medicare are federally mandated benefits. The company makes contributions to both programs for all employees. The employee and the company contribute equal amounts to the two programs.

Information about this section is on the next page.

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DGP – You and the company contributed to this executive savings plan.	\$X,XXX	\$X,XXX	\$X,XXX

Additional Benefits

In addition to the benefits described above, many more were provided by the company at a discount or at no cost to you. These additional benefits are described in more detail on the reverse side of this statement. (amount shown is the average per employee)

Total 2004 Benefits	\$XX,XXX	\$XX,XXX	\$XX,XXX
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YOUR TOTAL 2004 MGM MIRAGE COMPENSATION

Your Pay	\$XX,XXX
Company Contributions to Your Benefits	\$XX,XXX
Total Value of Your Pay and Benefits	\$XX,XXX

- Your Total Pay
- Company Contributions to Your Benefits



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Jane Sample
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Anytown, NV 123454

Additional Benefits

Additional Benefits is the average cost to provide other key benefits to employees, such as meals, uniforms and employee events. Paycheck deductions for additional voluntary benefits, such as short-term disability or long-term care, are not included.

Questions? Contact Human Resources.