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<sup>1</sup> The employee data and the location of the employees in this report refer to the year end data. The wage data refers to the wages paid throughout the year. To the extent that there is employee turnover, one cannot combine this data to generate average wage data. In addition, the Pechanga tribal government operates many different programs that provide payments to tribal members. In this report, any payments to individuals are included in the wages and benefits categories. As a result, one cannot use the wage and benefit figures and the employee figures to calculate an average employee wage.

<sup>2</sup> The purchase figures reported here include construction expenditures. If construction expenditures are lower in the future, then the ongoing impact will be lower.

<sup>3</sup> The wages and benefits multiplier is 1.8 and the purchases multiplier is 2.3. For indirect job creation, a total of 27.9 jobs are created for each \$1,000,000 in wages or purchases indirectly created by the Tribe's activities.