## SECURITIES AND EXCHANGE COMMISSION

WASHINGTON, D.C. 20549

## FORM 11-K

## (Mark One)

[x] ANNUAL REPORT PURSUANT TO SECTION 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934
For the fiscal year ended December 31, 1996

## OR

[ ] TRANSITION REPORT PURSUANT TO SECTION 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934 [NO FEE REQUIRED] For the transition period from
A. Full title of the plan and address of the plan, if different from that of the issuer named below:

Harrah's Entertainment, Inc.
Savings and Retirement Plan
B. Name of issuer of the securities held pursuant to the plan and the address of its principal executive office:

Harrah's Entertainment, Inc.
1023 Cherry Road
Memphis, Tennessee 38117

HARRAH'S ENTERTAINMENT, INC.
SAVINGS AND RETIREMENT PLAN
FINANCIAL STATEMENTS AS OF DECEMBER 31, 1996 AND 1995
AND FOR THE YEARS ENDED DECEMBER 31, 1996, 1995 AND 1994
TOGETHER WITH AUDITORS' REPORT

To the Trustees of Harrah's Entertainment, Inc.
Savings and Retirement Plan:
We have audited the accompanying statements of net assets available for
benefits, with fund information, of HARRAH'S ENTERTAINMENT, INC. SAVINGS AND RETIREMENT PLAN as of December 31, 1996 and 1995, and the related statements of changes in net assets available for benefits, with fund information, for each of the three years ended December 31, 1996. These financial statements and the schedules referred to below are the responsibility of the Plan Administrator. Our responsibility is to express an opinion on these financial statements and schedules based on our audits.

We conducted our audits in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits, with fund information, of Harrah's Entertainment, Inc. Savings and Retirement Plan as of December 31, 1996 and 1995, and the changes in its net assets available for benefits, with fund information, for each of the three years ended December 31, 1996, in conformity with generally accepted accounting principles.

Our audits were made for the purpose of forming an opinion on the basic financial statements taken as a whole. The supplemental schedules of assets held for investment purposes as of December 31, 1996 (Exhibit I), of loans or fixed income obligations in default as of December 31, 1996 (Exhibit II) and of reportable transactions for the year ended December 31, 1996 (Exhibit III) are presented for purposes of additional analysis and are not a required part of the basic financial statements, but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

The fund information in the statements of net assets available for benefits and the statements of changes in net assets available for benefits is presented for purposes of additional analysis rather than to present the net assets available for benefits and changes in net assets available for benefits of each fund. The supplemental schedules and fund information have been subjected to the auditing procedures applied in the audits of the basic financial statements and, in our opinion, are fairly stated in all material respects in relation to the basic financial statements taken as a whole.

## Memphis, Tennessee,

April 14, 1997.

HARRAH'S ENTERTAINMENT, INC.
SAVINGS AND RETIREMENT PLAN
STATEMENT OF NET ASSETS AVAILABLE FOR BENEFITS, WITH FUND INFORMATION AS OF DECEMBER 31, 1996

## Fund Information


(Note 5)

ASSETS
Investments (Notes 1 and 2)

Harrah's Common stock
Mutual funds
Common/collective trust fund
Guaranteed investment contracts
Corporate securities
U.S. government and agency securities

Other
Temporary investments
$\begin{array}{rrrr}- & 17,773,235 & - & 8,902,563 \\ - & - & 52,537,865 & - \\ - & - & - & - \\ - & - & - & - \\ - & - & - & - \\ - & - & - & - \\ 2,110,694 & 236,466 & 302,150 & 39,411\end{array}$
$\begin{array}{rrrr}- & 17,773,235 & - & 8,902,563 \\ - & - & 52,537,865 & - \\ - & - & - & - \\ - & - & - & - \\ - & - & - & - \\ - & - & - & - \\ 2,110,694 & 236,466 & 302,150 & 39,411\end{array}$
$\begin{array}{rrrr}- & 17,773,235 & - & 8,902,563 \\ - & - & 52,537,865 & - \\ - & - & - & - \\ - & - & - & - \\ - & - & - & - \\ - & - & - & - \\ 2,110,694 & 236,466 & 302,150 & 39,411\end{array}$

\$
\$ -
\$ $17,164,516$

| - | - | $7,840,674$ |
| ---: | ---: | ---: |
| $33,710,806$ | - | - |
| $23,225,678$ | - | - |
| $2,049,979$ | - | - |
| 489,352 | 108,380 | 235,544 |

Receivables
Due from participants (Note 1)
Interest and dividends
Due (to) from other funds
Contributions
Other

Cash
Total assets

| - | - | - | - |
| ---: | ---: | ---: | ---: |
| - | - | - | - |
| 495,533 | 934,948 | 548,072 | $(33,116)$ |
| 168,851 | 38,056 | 45,266 | 7,485 |
| 684 | - | - | - |
|  |  | 93,014 | 93,296 |


| 511,449 | - | - |
| :---: | :---: | :---: |
| $(879,066)$ | $(1,136,291)$ | 151,977 |
| 43,182 | 14,123 | - |
| - | - | 82,203 |
| 151,099 | 33,465 | - |
| 59,302,479 | 16,184,193 | 8,310,398 |

Advances from Harrah's
Bank overdrafts
Accrued expenses
Accounts payable
Other
Total liabilities
NET ASSETS AVAILABLE FOR BENEFITS

| $(1,518,147)$ | $(170,260)$ | $(217,554)$ | $(28,377)$ |
| :---: | :---: | :---: | :---: |
| $(199,960)$ | $(52,718)$ | $(61,572)$ | $(10,653)$ |
| - | - | $(10,431)$ | - |
| $(31,069)$ | $(2,717)$ | $(13,097)$ | $(1,948)$ |
| $(1,749,176)$ | $(225,695)$ | $(302,654)$ | $(40,978)$ |
| \$137, 309,758 | \$18, 830, 024 | \$53,223,995 | \$8,887,534 |

Non-
Participant
Directed

Fund $\quad$|  |
| :--- |
| --------1 |

ASSETS
Investments (Notes 1 and 2)

| Harrah's Common stock | \$10,809,098 | \$ | - | \$146,441, 226 |
| :---: | :---: | :---: | :---: | :---: |
| Mutual funds | - |  |  | 43, 840, 314 |
| Common/collective trust fund | - |  |  | 52,537,865 |
| Guaranteed investment contracts | - |  | - | 7,840,674 |
| Corporate securities |  |  | - | 33,710, 806 |
| U.S. government and agency securities | - |  |  | 23,225,678 |
| Other | - |  |  | 2,049,979 |
| Temporary investments | 1,752 |  | - | 3,523,749 |

Receivables
Due from participants (Note 1)
Interest and dividends
Due (to) from other funds
Contributions
Other

| - | 21,687,690 | 21,687,690 |
| :---: | :---: | :---: |
| - | - | 511,449 |
| $(82,057)$ | - | - |
| - | - | 316,963 |
| - | - | 82,887 |
| - | - | 1,014,087 |
| 10,728,793 | 21,687,690 | 336,783,367 |

$(2,340,947)$
$(352,343) \quad(78,036)$
$(60,393) \quad(78,036)$
$(60,393) \quad(18,514)$
$(2,286,159)$
$(3,484)$
$(5,924)$
$(552,032)$
$(105,958)(2,892,979)$
$(2,713,530)$
\$16, 078, 235
$\$ 5,417,419$
$===========$

## LIABILITIES

| Advances from Harrah's | - | - | $(2,340,947)$ |
| :---: | :---: | :---: | :---: |
| Bank overdrafts | - | - | $(2,364,717)$ |
| Accrued expenses | - | - | $(403,810)$ |
| Accounts payable | $(14,326)$ | - | $(2,866,432)$ |
| Other | - | - | $(69,390)$ |
| Total liabilities | $(14,326)$ | - | $(8,045,296)$ |
| NET ASSETS AVAILABLE FOR BENEFITS | \$10, 714, 467 | \$21, 687, 690 | \$328, 738, 071 |

The accompanying Notes to Financial Statements are an integral part of this statement.

HARRAH'S ENTERTAINMENT, INC. SAVINGS AND RETIREMENT PLAN STATEMENT OF NET ASSETS AVAILABLE FOR BENEFITS, WITH FUND INFORMATION AS OF DECEMBER 31, 1995
$\qquad$

Participant Directed Funds

| Company | Aggressive | S\&P 500 | Long-Term | Income |
| ---: | ---: | ---: | ---: | ---: | Treasury $\quad$ Executive

ASSETS
Investments (Notes 1 and 2)

Harrah's Common stock
Mutual funds
Common/collective trust fund

| $\$ 160,163,755$ | $\$$ | - | $\$$ |
| ---: | :--- | ---: | :--- |
| - | $8,007,657$ |  |  |
| - | - | $36,722,025$ |  |

Guaranteed investment contracts
36, 722, 025
Corporate securities
U.S. government and agency securities

Other
Temporary investments
2,359,298 259,654
471, 371

```
\$ -
7,514,110
```

- 
- 
- 
- 

\$
$1,128,109$
$\$$
\$

| $2,045,697$ | - | $9,451,578$ |
| ---: | ---: | ---: |
| $19,189,663$ | - | - |
| $40,736,885$ | - | - |
| 15,585 | - | - |
| 631,077 | 183,755 | 203,015 |

Receivables
Due from participants (Note 1)
Interest and dividends
Due (to) from other funds
Contributions
Other

Cash
Total assets

| $(658,790)$ | 1,023,690 |
| :---: | :---: |
| 813, 137 | 75,874 |
| 264,323 | 9,647 |
| 1,182 | 130 |
| 162,942,905 | 9,376,652 |


| - | - |
| ---: | ---: |
| $1,529,977$ | 543,451 |
| 152,317 | 29,465 |
| 208,441 | 10,104 |
|  | 44 |
| 236 | ...------ |

776, 309
$(915,244) \quad(1,661,867) \quad 104,902$

| $(1,661,867)$ | 104,902 |
| ---: | ---: |
| 70,208 | - |
| 12,894 | 384,803 |

$\qquad$
63, 868, 297

| --------- | -------- |
| :--- | :--- |
| $15,697,777$ | $10,144,298$ |

## LIABILITIES

Advances from Harrah's
Bank overdrafts
Accrued expenses
Accounts payable Other

Total liabilities

NET ASSETS AVAILABLE FOR BENEFITS


| - | - |
| :---: | :---: |
| $(251,026)$ | $(46,801)$ |
| $(35,179)$ | $(5,056)$ |
| - | - |
| $(13,465)$ | $(4,726)$ |
| $(299,670)$ | $(56,583)$ |
| \$38,784,697 | \$8, 128, 474 |


| - | - | $(2,543,851)$ |
| :---: | :---: | :---: |
| $(334,172)$ | $(97,858)$ | - |
| $(79,253)$ | $(16,261)$ | - |
| $(834,973)$ | - | $(549,145)$ |
| $(7,569)$ | (38) | - |
| $(1,255,967)$ | $(114,157)$ | $(3,092,996)$ |
| \$62, 612, 330 | \$15,583, 620 | \$ 7, 051, 302 |

ASSETS
Investments (Notes 1 and 2)
Loan Fund
ESOP Fund
Non-
Participant
Directed
Fund

Harrah's Common stock
Mutual funds
Common/collective trust fund
Guaranteed investment contracts
Corporate securities
U.S. government and agency securities

Other
Temporary investments
\$13, 861, 665
\$
*
-

Receivables
Due from participants (Note 1)

\$174, 025, 420
33,742,571
36, 722, 025
11, 497, 275
19, 189, 663
$40,736,885$
15,585
4, 197, 687

Interest and dividends
Due (to) from other funds
Contributions
Other
$14,268,818$
21, 850, 295
Cash

Total
-=-==-

Advances from Harrah's
Bank overdrafts
Accrued expenses Accrued expenses Other $(44,032)$

208

| - | - | $(2,543,851)$ |
| :---: | :---: | :---: |
| - | - | $(2,123,265)$ |
| - | - | (322, 718 ) |
| $(44,032)$ | - | $(1,432,086)$ |
| 208 | - | $(61,349)$ |
| (43, 824 ) | ---------- | $(6,483,269)$ |
| --------- |  |  |
| \$14, 224,994 | \$21, 850, 295 | \$338, 935, 197 |
| =========== | =========== | ============ |

The accompanying Notes to Financial Statements are an integral part of this statement.

HARRAH'S ENTERTAINMENT, INC.
SAVINGS AND RETIREMENT PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS, WITH FUND INFORMATION
FOR THE YEAR ENDED DECEMBER 31, 1996
Fund Information

Participant Directed Funds


Distributions to participants and
beneficiaries
Transfers between funds
Administrative expenses
NET INCREASE (DECREASE) IN NET
ASSETS AVAILABLE FOR BENEFITS
NET ASSETS AVAILABLE FOR BENEFITS,
Beginning of year

End of year

| $(13,300,851)$ | $(1,476,339)$ | (3,990, 424) | $(472,704)$ | $(6,439,459)$ | $(2,787,806)$ | $(511,468)$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| $(2,627,784)$ | 5,738,338 | 4,058,146 | 213,219 | $(6,466,019)$ | 827,018 | $(2,886)$ |
| $(756,772)$ | $(250,745)$ | $(333,707)$ | $(54,044)$ | $(88,717)$ | $(65,162)$ | - |
| $(24,162,759)$ | 9,603, 056 | 14,439,298 | 759,060 | $(6,023,381)$ | 494,615 | $(1,633,883)$ |


| 161,472,517 | 9,226,968 |
| :---: | :---: |
| \$137, 309, 758 | \$18, 830, 024 |
|  | === $=$ |


| 38,784,697 | 8,128,474 |  | 62,612,330 |
| :---: | :---: | :---: | :---: |
| \$53, 223,995 | \$ 8,887,534 | \$ | 56,588,949 |

15,583,620 7,051,302
\$ 5, 417, 419
Non-
Participant
Directed
Fund

| NET INVESTMENT INCOME |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
| Interest | \$ | 118 | \$ 1,527, 305 | \$ 5,790,775 |
| Dividends |  | - | - | 3,219,986 |
|  |  | 118 | 1,527,305 | 9,010,761 |
| REALIZED GAIN (LOSS) ON INVESTMENTS |  |  |  |  |
| Aggregate proceeds |  | 1,022,357 | - | 393, 911, 463 |
| Aggregate cost |  | $(999,591)$ | - | $(388,584,980)$ |
| Net realized gain (loss) |  | 22,766 | - | 5,326,483 |
| UNREALIZED APPRECIATION |  |  |  |  |
| (DEPRECIATION) OF INVESTMENTS |  | $(2,462,944)$ | - | $(28,052,601)$ |

OTHER
Distributions to participants and
beneficiaries
Transfers between funds
Administrative expenses
NET INCREASE (DECREASE) IN NET
ASSETS AVAILABLE FOR BENEFITS
NET ASSETS AVAILABLE FOR BENEFITS,

## Beginning of year

End of year

| $(755,793)$ | - | $(29,734,844)$ |
| :---: | :---: | :---: |
| $(50,122)$ | $(1,689,910)$ |  |
| $(264,552)$ | - | $(1,813,699)$ |
| $(3,510,527)$ | $(162,605)$ | $(10,197,126)$ |
| 14,224,994 | 21,850,295 | 338,935,197 |
| \$10, 714, 467 | \$21,687,690 | \$ 328,738, 071 |
| ========== | $===$ | ============ |

The accompanying Notes to Financial Statements are an integral part of this statement.

HARRAH'S ENTERTAINMENT, INC.
SAVINGS AND RETIREMENT PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS, WITH FUND INFORMATION FOR THE YEAR ENDED DECEMBER 31, 1995

Fund Information


| Beginning of year | 14,952,925 | 21,846,770 | 331, 031,453 |
| :---: | :---: | :---: | :---: |
| End of year | \$14, 224,994 | \$21, 850, 295 | \$ 338,935,197 |

The accompanying Notes to Financial Statements are an integral part of this statement.

HARRAH'S ENTERTAINMENT, INC.
SAVINGS AND RETIREMENT PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS, WITH FUND INFORMATION FOR THE YEAR ENDED DECEMBER 31, 1994

## Fund Information

Participant Directed Funds

| Company Stock Fund | Aggressive <br> Stock Fund | S\&P 500 Index Fund | Long-Term Bond Fund | Income Fund | Treasury Fund | Executive <br> Life Fund |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  | (Note 5) |
| \$ 74,748 | \$ 145 | \$ 8,842 | \$ 102 | \$ 4, 274,148 | \$ 4,484 | \$ 2,875 |
| - | - | 603,276 | 11,584 |  | 456,209 | - |
| 74,748 | 145 | 612,118 | 11,686 | 4,274,148 | 460,693 | 2,875 |
| 17,486,151 | - | 3,124,163 | - | 2,879,687 | - | - |
| $(5,599,712)$ | - | $(2,717,751)$ | - | $(2,971,295)$ | - | - |
| 11,886,439 | - | 406,412 | - | $(91,608)$ | - | - |
| $(92,596,671)$ | $(28,813)$ | $(2,382,635)$ | 9,075 | $(2,262,385)$ | - | - |
| 13,313,603 | 75,217 | 2,169,629 | 25,989 | 3,618,366 | 754,159 | - |
| 9,058,805 | 47,402 | 1,415,552 | 17,370 | 2,575,445 | 621,675 | - |
| 22,372,408 | 122,619 | 3,585,181 | 43,359 | 6,193,811 | 1,375,834 | - |
| $(13,819,311)$ | (91) | $(2,121,419)$ | (549) | $(5,767,763)$ | $(1,145,732)$ | $(286,300)$ |
| $(12,149,250)$ | 2,173,104 | 1,222,398 | 1,741,979 | 2,482,193 | 4,539, 095 | $(61,541)$ |
| $(675,971)$ | $(6,409)$ | $(136,023)$ | $(2,304)$ | $(373,372)$ | $(45,847)$ | - |
| $(84,907,608)$ | 2,260,555 | 1,186,032 | 1,803,246 | 4,455, 024 | 5,184, 043 | $(344,966)$ |
| 260,441,404 | - | 27,331,806 | - | 60,358,583 | 8,019,745 | 8,443,894 |
| \$175,533,796 | \$2,260,555 | \$28,517,838 | \$1,803,246 | \$64,813,607 | \$13,203,788 | \$8,098,928 |
| ============ | =========== | ============= | ========== | ========== | ----- | ======== |


| NonParticipant Directed Fund |  |  |
| :---: | :---: | :---: |
| ESOP Fund | Loan Fund | Total |
| \$ | \$ 1,616, 847 | \$ 5,982,191 |
| - | - | 1,071,069 |
| - | 1,616,847 | 7,053,260 |
| 1,276,173 | - | 24,766,174 |
| $(693,131)$ | - | (11, 981, 889 ) |
| 583,042 | - | 12,784,285 |
| $(8,085,372)$ | - | $(105,346,801)$ |
| - | - | 19, 956,963 |
| 540,119 | - | 14,276,368 |
| 540,119 | - | 34,233,331 |
| $(1,242,271)$ | - | $(24,383,436)$ |


| Transfers between funds | 6,646 | 45,376 | - |
| :---: | :---: | :---: | :---: |
| Administrative expenses | - | - | $(1,239,926)$ |
| NET INCREASE (DECREASE) IN NET |  |  |  |
| ASSETS AVAILABLE FOR BENEFITS | $(8,197,836)$ | 1,662,223 | (76,899, 287 ) |
| NET ASSETS AVAILABLE FOR |  |  |  |
| BENEFITS, |  |  |  |
| Beginning of year | 23,150,761 | 20,184,547 | 407, 930,740 |
| End of year | \$14,952,925 | \$21, 846, 770 | \$331, 031, 453 |

The accompanying Notes to Financial Statements are an integral part of this statement.

NOTE 1 - SUMMARY DESCRIPTION OF THE PLAN

The following description of Harrah's Entertainment, Inc. Savings and Retirement Plan (the "Plan," formerly The Promus Companies Incorporated Savings and Retirement Plan) is provided for general information purposes only. Reference should be made to the Plan Document for a more complete description of the Plan's provisions.

## The Plan

Effective June 30, 1995, The Promus Companies Incorporated ("Promus") was split into two independent public corporations (the "Spin-off"). Promus, which was renamed Harrah's Entertainment, Inc. ("Harrah's"), retained the casino entertainment business. Promus' hotel operations were transferred to a newly created company, Promus Hotel Corporation ("PHC"). The agreements governing the terms of the Spin-off transaction required that the assets allocable to those participants in the Plan who became employees of PHC be transferred to a new savings and retirement plan (the "PHC Plan"), which was established for the benefit of the eligible employees of PHC and its affiliates. Concurrent with the completion of the Spin-off, the Plan was renamed the Harrah's Entertainment, Inc. Savings and Retirement Plan. Participants' investments in Promus common stock through the Company Stock Fund and the ESOP Fund were converted into investments in the common stock of their employer, either Harrah's or PHC, after the Spin-off.

The Plan was established by Harrah's effective February 6, 1990, to include eligible employees of Harrah's and its affiliates (the "Company") for the primary purpose of allowing these employees to accumulate capital for their retirement. Participants can contribute either pre-tax payroll dollars (i.e., temporary deferral of federal and/or state income taxes) or after-tax dollars to the Plan, as provided for under Sections $401(k)$ and $401(\mathrm{~m})$ of the Internal Revenue Code.

The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

Plan Investment Funds

By election of a participant, his or her account balance (comprised of contributions, Company matching funds and accumulated earnings) can be invested in one or in a combination of up to six separate funds of the Plan in $1 \%$ increments as follows. Prior to October 1, 1996, funds could be invested in $10 \%$ increments.
I. Company Stock Fund - invested in Harrah's common stock which provides a return based on the change in market value of Harrah's common stock, including any dividends declared thereon;

## NOTE 1 - SUMMARY DESCRIPTION OF THE PLAN (Continued)

II. Aggressive Stock Fund - invested in the Delaware Trend Institutional Fund, a mutual fund comprised primarily of a mix of common stocks of emerging and other growth-oriented companies, including securities convertible to common stocks;
III. S\&P 500 Index Fund (formerly called the Diversified Stock Fund) invested in the State Street Bank Flagship Fund, an S\&P 500 Indexed common/collective trust fund, which provides a return based on the performance of the stocks included within the Flagship Fund, including dividends thereon;
IV. Long-Term Bond Fund - invested in the Vanguard Long-Term Corporate Portfolio, a mutual fund with investments in a diversified mix of long-term investment grade bonds;
V. Income Fund - invested primarily in intermediate-term bonds issued by corporations and by the U.S. Government and its agencies, as directed by Western Asset Management Company, the fund's investment manager; or
VI. Treasury Fund - invested in the Dreyfus Treasury Fund, a money market mutual fund that invests solely in United States Treasury Department backed short-term securities issued by the U.S. Government.

The Plan also includes three other special purpose funds, as follows:
VII. Executive Life Fund - segregates the assets and participants' equity accounts related to the investment in Executive Life Insurance Company's guaranteed investment contract. See Note 5 - Executive Life Investment for further details.
VIII. ESOP Fund - accounts for special contributions by Harrah's of its common stock or cash equivalents to eligible employees. The ESOP Fund was established within the Plan to serve as a means to monitor the accounts and records of the participants. Participants are not allowed to make contributions to their ESOP account and distributions can be made only after a participant terminates employment.
IX. Loan Fund - separately tracks loans to participants as provided for under the Plan. See "How To Borrow Money" in the Summary Plan Description for further details.

Occasionally, the Funds hold cash on a temporary basis pending investment or withdrawals. Cash balances are invested in temporary investments.

Plan Administration
The general administration of the Plan is the responsibility of its Trustees, who are appointed by the Human Resources Committee of the Harrah's Board of Directors, and who act as the Plan Administrator. The Trustees perform the duties and exercise the authority set forth in the Plan and Trustee Agreements. The Trustees have delegated certain of their authority to individuals for purposes of day-to-day administration.

NOTE 1 - SUMMARY DESCRIPTION OF THE PLAN (Continued)
Employee Eligibility, Vesting and Termination
Employees of the Company become eligible to join the Plan on the first entry date (January 1 or July 1) following completion of 12 months during which the employee is credited with at least 1,000 hours of service. Participants vest in Company matching contributions over seven calendar years of credited service as follows:

| Years of | Vested |
| :--- | ---: |
| Credited Service | Percentage |
| One | $10 \%$ |
| Two | $20 \%$ |
| Three | $30 \%$ |
| Four | $40 \%$ |
| Five | $60 \%$ |
| Six | $80 \%$ |
| Seven | $100 \%$ |

An employee's active participation in the Plan ceases upon separation of service at which time his or her vested account balance can either be withdrawn or remain in the Plan according to the Plan Document.

Plan Expenses
As sponsor of the Plan, Harrah's, through its wholly-owned subsidiary Harrah's Operating Company, Inc. ("HOC"), initially pays many of the costs associated with the operation of the Plan. These costs include salaries for employees who perform administrative services solely for the Plan, rent, various service charges and other direct costs of operation. The Plan reimbursed HOC for these costs in the amounts of approximately $\$ 1.1$ million, $\$ 1.2$ million and $\$ 1.2$ million for 1996,1995 and 1994, respectively. Such costs are included in administrative expenses in the accompanying statements of changes in net assets available for benefits.

Participants' Contributions and Withdrawals
Participants can elect to make basic contributions ranging from two to six percent of their eligible earnings, as defined. These contributions are then matched by the company. If a non-highly compensated participant is making basic pre-tax contributions of six percent of his earnings to the Plan, the participant could elect to make supplemental contributions of up to an additional $10 \%$ of which $8 \%$ can be pre-tax dollars. Highly compensated employees could contribute up to an additional $10 \%$ of after-tax dollars as supplemental contributions. The Company will match the first six percent of all participants' contributions.

NOTE 1 - SUMMARY DESCRIPTION OF THE PLAN (Continued)
Participants' contributions, vested matching Company contributions and related income may be withdrawn by giving 30 days written notice subject to Plan and Internal Revenue Service rules. In-service withdrawals of pre-tax contributions are subject to hardship rules if the withdrawal occurs before age $591 / 2$. Withdrawal of basic after-tax and matching contributions will not prohibit participants from making further contributions; however, if these contributions or any other funds are withdrawn, the Company will not match subsequent contributions for six months. Supplemental after-tax contributions and any earnings thereon may be withdrawn without this penalty. If a participant ceases to make contributions to the Plan, the participant's equity may remain constant, except for allocation of earnings, gains and losses on the Plan's investments.

Allocation of Forfeitures and Net Plan Income
As required by the Plan, forfeited amounts attributed to non-vested Company matching contributions of terminated employees will not be reallocated to remaining participants for a period of five years. Employees who return to service within that period will be credited, subject to further vesting, at the date of rehire with the unallocated equity amount. The total amount of potential forfeitures of terminated non-vested participants at December 31, 1996 was approximately $\$ 2.1$ million. Forfeitures are allocated to active participants based upon their total basic contributions for the year. The Plan Administrator reallocated approximately $\$ 0.3$ million, $\$ 0.5$ million and $\$ 0.7$ million of forfeited funds during 1996, 1995 and 1994, respectively.

Net Plan income (i.e. unrealized appreciation/depreciation of investments, dividend and interest income, and realized gains or losses on the sale of investments) is allocated monthly to active participants based upon the individual's prior month-end equity balance. For purposes of calculating the realized gains or losses on investments, the Plan uses a cumulative average cost per share.

Loans
Loans may be made to participants upon written application to the Plan Administrator. All loans, other than those used to acquire or construct the principal residence of the participant, shall be repaid within five years. The minimum amount that may be borrowed is $\$ 500$. The balance of loans outstanding under the Plan to a participant may not exceed $\$ 50,000$ (which maximum is subject to reduction if another loan is outstanding) or one-half of the vested balance of the participant's account, whichever is less. Loans bear interest at a rate set by the Plan Administrator, and are secured by the account balance of the participant equal to the outstanding loan amount. Principal and interest paid by a participant are credited to the participant's account. At both December 31, 1996 and 1995, these loans had interest rates ranging from 7.5\% to 9.5\%.

## NOTE 1 - SUMMARY DESCRIPTION OF THE PLAN (Continued)

Accounting Policies
The American Institute of Certified Public Accountants issued Statement of Position 94-4 ("SOP 94-4"), "Reporting of Investment Contracts Held by Health and Welfare Benefit Plans and Defined-Contribution Pension Plans," effective for fiscal years beginning after December 15, 1994. The application of SOP 94-4 to investment contracts entered into before December 31, 1993, is delayed to plan years beginning after December 15, 1995. SOP 94-4 changes the Plan's reporting for certain investment contracts (as defined in SOP 94-4) from contract value to fair market value. The Plan adopted SOP 94-4 during 1996, which resulted in a reduction in the carrying value of the Executive Life Insurance guaranteed investment contract of approximately $\$ 1.1$ million. This reduction is included in unrealized appreciation (depreciation) of investments in the accompanying statement of changes in net assets available for benefits. The contract value as of December 31,1996 was approximately $\$ 9.0$ million. See Note 5 for further discussion.

Use of Estimates
The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the amounts of income and expenses during the reporting period. Actual results could differ from those estimates.

## NOTE 2 - VALUATION OF INVESTMENTS

Investments in securities, common/collective trust funds and mutual funds are stated at market values on the last business day of the plan year.

NOTE 3 - INVESTMENTS
The fair market values of individual investments that represent $5 \%$ or more of the Plan's total net assets as of December 31, 1996 and 1995, were as follows:

NOTE 4 - EXCESS CONTRIBUTIONS
Certain plan participants received a refund of a portion of their contributions and attributable earnings totaling approximately $\$ 54,000, \$ 53,000$ and $\$ 63,000$ in 1996, 1995 and 1994, respectively. These refunds were paid in accordance with Internal Revenue Code Section $401(\mathrm{~m})$ which requires that certain
nondiscriminatory tests related to the overall composition of participants' contributions be met and Section 415 which requires annual contributions not to exceed $25 \%$ of the participant's compensation, as defined.

## NOTE 5 - EXECUTIVE LIFE INVESTMENT

On May 1, 1991, the Plan was amended to provide that approximately $\$ 12.9$ million attributable to a guaranteed investment contract issued by Executive Life
Insurance Company ("Executive Life") and held in the Plan's Income Investment Fund would be frozen until such time as the contract is finally paid out. The $\$ 12.9$ million represented the book value of this contract as of March 31, 1991. The action was taken by the Company due to the conservatorship imposed on Executive Life by the State of California Insurance Commissioner. The Company has agreed to pay to the Plan any deficiency between the $\$ 12.9$ million and any amounts finally paid under the contract. The Company has also agreed to make interest free loans to the Plan, which are to be repaid out of any amounts received under the contract, so that persons who leave or who have already left the Company's employment may withdraw the vested portion of the Executive Life guaranteed investment contract, as well as other vested funds. Amounts loaned to the Plan are reflected in the accompanying statements of net assets available for benefits as advances from Harrah's.

On September 3, 1993, the California Department of Insurance closed on a rehabilitation transaction with Aurora National Life Assurance Company
("Aurora"), whereby substantially all Executive Life assets and restructured liabilities were transferred to Aurora. Additionally, on September 3, 1993, Aurora made a payment of approximately $\$ 1.9$ million to the Plan which reduced the principal of the Executive Life contract. Of this payment, approximately $\$ 0.4$ million was paid to Harrah's to reduce the advances from Harrah's balance. The remaining amount was used to unfreeze part of the Executive Life Fund for each participant on a pro-rata basis.

On February 4, 1994, the Plan elected to participate in an ongoing rehabilitation plan offered by Aurora. This plan provides for recovery of a minimum of $77.7 \%$ of the March 31, 1991, book value.

On July 29, 1996, Aurora made a payment of approximately $\$ 0.1$ million to the Plan which reduced the principal of the Executive Life contract. This payment will be used to unfreeze part of the Executive Life Fund for each participant on a pro-rata basis.

Under the Plan Amendment that governs the Executive Life contract, non-benefit responsive distributions are allocated pro-rata among the remaining participants (based upon their investment in the contract) and to the Company (based on the Plan's payable to the Company). Benefit responsive distributions are allocated to the Company as the

## NOTE 5 - EXECUTIVE LIFE INVESTMENT (Continued)

Company previously loaned the Plan the funds for the distributions. In April 1995, Aurora began honoring requests for distributions for terminated participants, as well as for hardship withdrawals. During 1996, Aurora discontinued reimbursements for hardship withdrawals. Harrah's remains liable to the Plan for any deficiency between the book value and amounts ultimately received. The restructured contract matures on September 3, 1998, and is presently earning interest at approximately 5\%.

The accounts payable balance for the Executive Life Fund as of December 31, 1996 and 1995, primarily represents a payable to the PHC Plan for that plan's portion of the Executive Life contract (see Note 1). The plan administrator expects the contract to be split into two separate contracts during 1997.

NOTE 6 - PLAN QUALIFICATION
The Plan is intended to satisfy the tax qualification requirements under Section 401(a) of the Internal Revenue Code ("IRC"); therefore, the trust funds of the Plan are intended to be exempt from federal income taxes under Section 501(a). A favorable determination letter regarding the Plan's status, dated November 19, 1992, has been received from the Internal Revenue Service. The Plan has been amended since receiving the determination letter; however, the plan administrator and the Plan's legal counsel believe that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC.

## NOTE 7 - PLAN TERMINATION

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants will become $100 \%$ vested in their accounts.

NOTE 8 - RECONCILIATION TO FORM 5500
As of December 31, 1996 and 1995, the Plan had approximately $\$ 0.7$ million and $\$ 2.0$ million, respectively, of pending distributions to participants who elected to withdraw from the Plan. These amounts are recorded as a liability in the Plan's Form 5500; however, these amounts are not recorded as a liability in the accompanying statement of net assets available for benefits in accordance with generally accepted accounting principles.

The following table reconciles net assets available for benefits per the financial statements to the Form 5500 as filed by the Company for the years ended December 31, 1996 and 1995:

|  | BENEFITS PAYABLE TO PARTICIPANTS | BENEFITS PAID | NET ASSETS AVAILABLE FOR BENEFITS DECEMBER 31,1995 | NET ASSETS AVAILABLE FOR BENEFITS DECEMBER 31, 1996 |
| :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |
| Per financial |  |  |  |  |
| statements | \$ | \$29,734,844 | \$338, 935, 197 | \$328, 738, 071 |
| Accrued benefit | 700, 000 | 700, |  |  |
|  | 100,000 | 迷, |  | 700,000) |
| Reversal of 1995 accrual for benefit |  |  |  |  |
| payment | - | $(2,000,000)$ | (2,000, 000) | - |
| Per Form 5500 | \$700, 000 | \$28,434, 844 | \$336, 935, 197 | \$328, 038, 071 |

## NOTE 9 - SUBSEQUENT EVENT

Subsequent to December 31, 1996, Harrah's announced the sale of its ownership interest in two limited stakes casinos located in Colorado, subject to
regulatory approval, and discontinued managing those casinos on March 31, 1997.
This event qualifies as a disposition of a subsidiary as defined in the Plan Document, which resulted in the immediate vesting of all affected participants.

EXHIBIT I
Page 1 of 4

HARRAH'S ENTERTAINMENT, INC.
SAVINGS AND RETIREMENT PLAN
SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES AS OF DECEMBER 31, 1996

HARRAH'S ENTERTAINMENT, INC.
COMMON STOCK
Company Stock Fund*
\$108, 400, 619
9, 035, 933
$117,436,552$
\$135, 632, 128
10, 809, 098
146, 441, 226

MUTUAL FUNDS
Delaware Trend Institutional Fund Dreyfus Treasury Fund
Vanguard - Long-Term Corporate Portfolio

COMMON/COLLECTIVE TRUST FUND

State Street Bank Flagship Fund
36, 059, 519

8, 971, 756
$7,840,674$

CORPORATE SECURITIES
Asset Securitization Corporation Series 1996-MD6
Class A1A, 6.72\%, dated 12/17/96, due 11/13/26
Bridgestone/Firestone Master Trust Series 1996-1 Class A, 6.17\%, dated 11/8/96, due $7 / 1 / 03$

Champion Home Equity Loan Series 1995-2 Class A2,
Variable Rate, dated 5/1/95, due 5/25/50
Citibank Credit Card Master Trust Series 1996-1 Class A, $0.00 \%$, dated $1 / 29 / 96$, due $2 / 7 / 03$
Cityscape Home Equity Loan Trust Series 1996-4 Class AIO, $7.40 \%$, dated $12 / 9 / 96$, due $9 / 25 / 27$
Contimortgage Home Equity Loan Trust Series 1995-1 Class A2A, 8.60\%, dated 2/23/95, due $2 / 15 / 10$
Deutsche Bank Financial, 6.70\%, dated 12/13/96, due 12/13/06
DLJ Mortgage Acceptance Corporation Series 1996-CF2, Class A1A, 6.86\%, dated $11 / 1 / 96$, due $7 / 1 / 05$
$1,112,375$
$1,592,000$
520, 928
$1,156,250$
1,000,000
481, 944
1,694,747
875, 633
$1,108,910$
1,591,648
521, 601
$1,249,680$
1,000,000
485, 271
1,665,592
872,348

EXHIBIT I

## HARRAH'S ENTERTAINMENT, INC <br> SAVINGS AND RETIREMENT PLAN SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES AS OF DECEMBER 31, 1996

CORPORATE SECURITIES (CONTINUED)
Donaldson Lufkin and Jenrette, 5.625\%, dated 2/15/96, due 2/15/16 due $3 / 13 / 03$
Ford Motor Credit Corporation Note, 7.75\%, dated 11/15/92, due 11/15/02
First Boston Mortgage Securities Corporation, Series A Class IO, 9.488\%, dated 3/1/87, due 5/16/18
First Boston Mortgage Securities Corporation, Series A Class PO, 0.00\%, dated $3 / 1 / 87$, due $5 / 16 / 18$

| COST | MARKET VALUE |
| :---: | :---: |
| \$ 1,241,136 | \$ 1,245,491 |
| 945,950 | 948,503 |
| 1,232,539 | 1,209,625 |
| 316,816 | 331,632 |
| 960,474 | 970,299 |
| 1,064,721 | 1,082,927 |
| 996,730 | 989,860 |
| 1,622,790 | 1,659,167 |
| 949,113 | 956,029 |
| 815,247 | 806,655 |
| 1,235,287 | 1,204,782 |
| 97,573 | 101,410 |
| 1,045,313 | 1,037,100 |
| 266,161 | 200,862 |
| 999,640 | 1,013,100 |
| 2,000,000 | 1,992,200 |
| 144,889 | 170,527 |
| 1,468,713 | 1,473,390 |
| 1,188,552 | 1,192,128 |

EXHIBIT I

HARRAH'S ENTERTAINMENT, INC.
SAVINGS AND RETIREMENT PLAN
SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES AS OF DECEMBER 31, 1996

CORPORATE SECURITIES (CONTINUED)
The Money Store Home Equity Trust Series 1995-A2

Class A7, Floating Rate, dated $3 / 30 / 95$, due $6 / 15 / 25$
Time Warner Inc., $7.75 \%$, dated $6 / 15 / 95$, due $6 / 15 / 05$
USL Capital Corporation Mtn, 7.76\%, dated 3/29/95, due 3/29/02
Wachovia Capital Trust I, 7.64\%, dated 12/16/96, due $1 / 15 / 27$
World Financial Network Credit Card Master Trust Series 1996-B Class A, 6.95\%, dated 5/9/96, due 4/15/06
YPF Sociedad Anonima, 7.5\%, dated 10/26/95, due 10/26/02
U.S. GOVERNMENT AND AGENCY SECURITIES
U.S. Treasury Bill, due 1/9/97
U.S. Treasury Note, 6.875\%, dated 5/15/96, due 5/15/06
U.S. Treasury Note, $7.00 \%$, dated $7 / 15 / 96$, due 7/15/06
U.S. Treasury Note, $6.125 \%$, dated $12 / 31 / 96$, due $12 / 31 / 01$

FHLMC Multiclass Mortgage Partn CTFS GTD REMIC Trust Series 1345 Class A, $0.00 \%$, dated $7 / 1 / 92$, due $7 / 15 / 22$
FHLMC Gold Pool \#C90020, 6.50\%, dated 6/1/93, due 6/1/13
FHLMC Pool \#181282, $7.50 \%$, dated $8 / 1 / 82$, due $9 / 1 / 07$
FNMA GTD REMIC Pass Thru CTF REMIC Trust Series 4
Class 2 Strip, $9.50 \%$, dated $3 / 1 / 87$, due $2 / 25 / 17$
FNMA Pool \#303323, 9.00\%, dated $4 / 1 / 95$, due $4 / 1 / 25$
GNMA II Pool \#8585, Adjustable Rate, dated 1/1/95, due $1 / 20 / 25$
GNMA Pool \#286149, 9.50\%, dated 1/1/90, due 1/15/05 GNMA Pool \#302318, $9.50 \%$, dated $1 / 1 / 91$, due $1 / 15 / 06$ Resolution Trust Corporation Series 1991-3 Class 3A, Floating Rate, dated 8/1/91, due 8/25/21

| $\begin{array}{r} 582,657 \\ 1,450,932 \end{array}$ |  |
| :---: | :---: |
|  |  |
|  | 924,449 |
| 1,300,000 |  |
| 1,197,375 |  |
| 1,178,405 |  |
|  | 33,659,339 |

583, 074
$1,424,500$
915,710
1,300, 000
1,222,501
1,184,284
33, 710, 806
----------

| 194,591 | 194,591 |
| ---: | ---: |
| $1,715,354$ | $1,762,907$ |
| $2,953,248$ | $2,909,368$ |
| $2,994,401$ | $2,988,750$ |
|  |  |
| 251,529 | 248,401 |
| 522,435 | 523,641 |
| 635,363 | 631,198 |
| 78,897 | 97,929 |
| 597,493 | 613,252 |
| $1,950,764$ | $1,944,777$ |
| 369,674 | 361,305 |
| 567,679 | 555,360 |
| 419,424 | 429,490 |
|  |  |
| 716,453 | 747,871 |
| 257,470 | 264,949 |
| 568,981 | 580,832 |

EXHIBIT I

## HARRAH＇S ENTERTAINMENT，INC． <br> SAVINGS AND RETIREMENT PLAN <br> SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES AS OF DECEMBER 31， 1996

U．S．GOVERNMENT AND AGENCY SECURITIES（CONTINUED）
Resolution Trust Corporation Series 1991－11 Class 3A， Adjustable Rate，dated 10／1／91，due 10／25／21
Resolution Trust Corporation Series 1991－15 Class A2， Floating Rate，dated 10／1／91，due 7／25／20
Resolution Trust Corporation Series 1991－M6 Class A2， Floating Rate，dated 12／1／91，due 6／25／21
Resolution Trust Corporation Series 1992－3 Class A1， Adjustable Rate，dated 2／1／92，due 11／25／21
Resolution Trust Corporation Series 1992－M4 Class A2， Floating Rate，dated 5／1／92，due 9／25／21
Resolution Trust Corporation Series 1992－12 Class A1， Variable Rate，dated $9 / 1 / 92$ ，due $8 / 25 / 22$
Resolution Trust Corporation Series 1992－15 Class A3， $10.00 \%$ ，dated $4 / 1 / 96$ ，due $7 / 25 / 27$

OTHER
Long－term bond futures，expire 3／19／97
United Mexican States，Floating Rate，dated 8／5／96， due 8／6／01
Province of Quebec，step up，dated 2／29／96，due 2／27／26

LOANS TO PARTICIPANTS，7．5\％to 9．5\％

TEMPORARY INVESTMENTS
Salomon Brothers，Inc．investment cash
Company Stock Fund
2，210
ESOP Fund
1，752
Fidelity Money Market Trust

Total Investments

| 497，070 | \＄499，724 |
| :---: | :---: |
| 2，169，967 | 2，265，339 |
| 1，646，179 | 1，808，315 |
| 871，766 | 869，374 |
| 935，698 | 956，546 |
| 799，848 | 802，844 |
| 1，180，362 | 1，168，915 |
| 22，894，646 | 23，225，678 |


| $(14,954)$ | $(14,954)$ |
| :---: | :---: |
| 895，500 | 901，125 |
| 1，200，000 | 1，163，808 |
| 2，080，546 | 2，049，979 |

21，687， 690
$\qquad$
N／A

519， 787
3，523，749
\＄267，449， 661
\＄334，857， 981
＝＝ニニニ＝＝＝＝＝＝＝
＊Represents a party－in－interest transaction．

## EXHIBIT II

HARRAH'S ENTERTAINMENT, INC
SAVINGS AND RETIREMENT PLAN SCHEDULE OF REPORTABLE TRANSACTIONS FOR THE YEAR ENDED DECEMBER 31, 1996

| Description | Purchase Price | Selling Price | Cost of Assets Sold | Current Value of Assets on Transaction Date | $\begin{aligned} & \text { Gain } \\ & \text { (Loss) } \end{aligned}$ |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Fidelity Institutional Cash Purchases/sales | \$80, 779, 838 | \$81, 907, 946 | \$(81, 907, 946 ) | \$81, 907, 946 | \$ |
| Fidelity Money Market Trust Purchases/sales | 62, 034, 000 | 62, 884, 509 | $(62,884,509)$ | 62,884,509 | - |
| U.S. Treasury Note, 5.25\%, dated 1/31/96, due 1/31/01 Purchases/sales | 17, 915, 069 | 17,934, 695 | $(17,915,069)$ | 17,934,695 | 19,626 |
| U.S. Treasury Note, 6.125\%, dated 4/10/96, due 3/31/98 Purchases/sales | 22,151,800 | 22,042,460 | $(22,151,800)$ | 22,042,460 | $(109,340)$ |

Pursuant to the requirements of the Securities Exchange Act of 1934, the Trustees have duly caused this annual report to be signed on its behalf by the undersigned hereunto duly authorized.

HARRAH'S ENTERTAINMENT, INC. SAVINGS AND RETIREMENT PLAN

Dated: June 23, 1997
By: /S/ MICHAEL N. REGAN
MICHAEL N. REGAN
Authorized Trustee of the Plan and
Vice President and Controller of Harrah's Entertainment, Inc.

As independent public accountants, we hereby consent to the
incorporation of our report dated April 14, 1997, included in this Form
11-K for the year ended December 31, 1996, into Harrah's previously
filed Registration Statement File No. 33-59975.

ARTHUR ANDERSEN LLP

Memphis, Tennessee, April 14, 1997.

