

X Co. Limited

ACN 999 999 999

X Co. Gain Sharing Simulator

Sample Only

BRASH CONSULTING

*Employee Share Ownership,
Incentive & Performance*

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Inputs

Employee Information

(or other revenue-producing service providers including contractors and owners)

Employee No.	Name	Wage (or other fixed remuneration)	Hours Worked over Period	Total Revenue Generated	Revenue Generated from Referral Revenue	Revenue Attributed to Employee
1	Tony Blair	1,600	160	2,000	1,200	120
2	John Howard	1,800	160	2,400	1,400	120
3	Jacque Chirac	850	160	2,000	1,900	120
4	George Bush	1,600	160	1,600	800	120
5	Steve Bracks	1,800	160	4,500	2,500	120
	John Howard	1,200	180	5,000	2,500	120

Business Information

Non- Employee Specific Revenue	Fixed Costs	Employee-Variable Costs		
		Total	Incurred by Employee	Allocated to Employee
2,700	4,000	2,250	720	1,530

Employee Bonus Structure

Levels of Employee Performance	Description of Performance	Revenue as a Multiple of Employee's Wage			% Bonus
Level 1	Poor	0.00	to	2.00	0.00%
Level 2	Good	2.01	to	3.00	10.00%
Level 3	Very Good	3.01	to	4.00	20.00%
Level 4	Great	4.01	to	5.00	30.00%
Level 5	Fantastic	5.01	and above		50.00%

Performance Bonus - Indicative Benchmarks and Bonus											
Employee No.	Name	Level 1		Level 2		Level 3		Level 4		Level 5	
		Max. Rev	Bonus	Max. Revenue	Bonus	Max. Revenue	Bonus	Max. Revenue	Bonus	Min. Revenue	Bonus
1	Tom Blair	3,000	0.00	4,800	160.00	6,400	400.00	8,000	880.00	8,000	1,840.00
2	John Howard	3,600	0.00	5,400	180.00	7,200	450.00	9,000	990.00	9,000	2,070.00
3	James	1,700	0.00	2,550	85.00	3,400	212.50	4,250	467.50	4,250	977.50
4	George	2,000	0.00	3,000	100.00	4,000	250.00	5,000	550.00	5,000	1,150.00
5	Steve Bracks	3,600	0.00	5,400	180.00	7,200	450.00	9,000	990.00	9,000	2,070.00
6	Jerry Lewis	4,600	0.00	6,900	230.00	9,200	575.00	11,500	1,265.00	11,500	2,645.00

Outputs - Employee Remuneration

Employee No.	Name	Revenue Generated by Employee	Wage (or other fixed remuneration)	Revenue Generated as a Multiple of Wages	Description of Performance	Performance Bonus	Referral/Request Bonus		Total Employee Remuneration
							Revenue Generated from Referrals/Requests	\$ Loading based on Referrals/Requests	
1	Tony Blair	3,000	1,600	1.88		0.00	1,200	0.00	1,600.00
2	John Howard	2,600	1,800	1.44		0.00	400	0.00	1,800.00
3	Jacque Chirac	2,000	850		Good	30.00	1,900	190.00	1,070.00
4	George Bush	1,600	1,000	1.60	Poor	0.00	800	0.00	1,000.00
5	Steve Bracks	2,000	1,100	2.50	Good	90.00	2,500	250.00	2,140.00
6	Jerry Lewis	2,000	2,300	2.17	Good	40.00	2,500	250.00	2,590.00
Totals		18,700	9,350			160.00	9,300	690.00	10,200

Outputs - Business Performance

Employee No.	Name	Employee Revenue	Aggregate Remuneration	Net Revenue to Business	Employee-Variable Costs		Gross Profit per Employee <small>(employee contribution)</small>	Fixed Costs/Revenue Allocated to Employees		Net Profit per Employee
					Incurred by Employee	Allocated to Employee		Costs	Revenue	
1	Tony Blair	3,000	1,600.00	1,400.00	120.00	291.43	988.57	761.90	514.29	740.96
2	John Howard	2,600	1,800.00	800.00	120.00	291.43	388.57	761.90	514.29	140.96
3	Jacque Chirac	2,000	1,070.00	930.00	120.00	145.71	664.29	80.95	257.14	540.48
4	George Bush	1,600	1,000.00	600.00	120.00	112.86	248.57	19.05	321.43	143.10
5	Steve Bracks	4,500	2,140.00	2,360.00	120.00	211.43	1,948.57	761.90	514.29	1,700.96
6	Jerry Lewis	5,000	2,590.00	2,410.00	120.00	321.43	1,62.14	857.14	578.57	1,683.57
Total		18,700	10,200.00	8,500.00	720.00	1,530.00	6,250.00	3,999.98	2,700.00	4,950.02

Employee No.	Name	Costs			Owner's Reward		
		Costs as a % of Total Revenue	Deviation from Average	Revenue as a % of Total Revenue	Deviation from Average	Net Profit as a % of Revenue	% Deviation from Average
1	Tony Blair	21.97%	14.33%	53.33%	-2.22%	24.70%	-6.69%
2	John Howard	13.51%	33.52%	69.23%	26.92%	5.42%	-79.52%
3	Jacque Chirac	10.68%	2.59%	53.50%	-1.92%	27.02%	2.09%
4	George Bush	28.56%	50.43%	62.50%	14.58%	8.94%	-66.21%
5	Steve Bracks	14.65%	-22.85%	47.56%	-12.81%	37.80%	42.80%
6	Jerry Lewis	14.53%	-23.47%	51.80%	-5.03%	33.67%	27.20%
Aggregate		18.98%		54.55%		26.47%	

