

Financial Summary										Operational Metrics										Compliance & Risk									
Item	Q1	Q2	Q3	Q4	YTD	Target	Variance	Unit	Notes	Item	Q1	Q2	Q3	Q4	YTD	Target	Variance	Unit	Notes	Item	Q1	Q2	Q3	Q4	YTD	Target	Variance	Unit	Notes
Revenue	100	110	120	130	460	450	10	M		Production	1000	1100	1200	1300	4600	4500	100	Units		Audit	100	110	120	130	460	450	10	Score	
Cost of Goods Sold	60	65	70	75	270	260	10	M		Quality	95	96	97	98	386	380	6	%		Legal	10	11	12	13	46	45	1	Score	
Gross Profit	40	45	50	55	190	190	0	M		Efficiency	85	86	87	88	346	340	6	%		HR	10	11	12	13	46	45	1	Score	
Operating Expenses	20	22	24	26	92	90	2	M		Customer	90	91	92	93	366	360	6	%		IT	10	11	12	13	46	45	1	Score	
Operating Income	20	23	26	29	98	100	-2	M		Retention	85	86	87	88	346	340	6	%		Finance	10	11	12	13	46	45	1	Score	
Interest Expense	5	5	5	5	20	20	0	M		Churn	80	81	82	83	326	320	6	%		Marketing	10	11	12	13	46	45	1	Score	
Income Before Tax	15	18	21	24	78	80	-2	M		Acquisition	75	76	77	78	306	300	6	%		Operations	10	11	12	13	46	45	1	Score	
Income Tax	3	4	4	5	16	16	0	M		Referral	70	71	72	73	286	280	6	%		Support	10	11	12	13	46	45	1	Score	
Net Income	12	14	17	19	62	64	-2	M		Partnership	65	66	67	68	266	260	6	%		Training	10	11	12	13	46	45	1	Score	
EPS	1.2	1.4	1.7	1.9	6.2	6.4	-0.2	Share		Consulting	60	61	62	63	246	240	6	%		Development	10	11	12	13	46	45	1	Score	
Dividends	0	0	0	0	0	0	0	M		Research	55	56	57	58	226	220	6	%		Design	10	11	12	13	46	45	1	Score	
Retained Earnings	12	14	17	19	62	64	-2	M		Marketing	50	51	52	53	206	200	6	%		QA	10	11	12	13	46	45	1	Score	
Capital Expenditures	10	10	10	10	40	40	0	M		Operations	45	46	47	48	186	180	6	%		Finance	10	11	12	13	46	45	1	Score	
Depreciation	5	5	5	5	20	20	0	M		Support	40	41	42	43	166	160	6	%		Marketing	10	11	12	13	46	45	1	Score	
Amortization	5	5	5	5	20	20	0	M		Training	35	36	37	38	146	140	6	%		Development	10	11	12	13	46	45	1	Score	
Net Change in Cash	2	4	7	9	22	22	0	M		Design	30	31	32	33	126	120	6	%		QA	10	11	12	13	46	45	1	Score	
Free Cash Flow	15	17	20	22	74	74	0	M		Operations	25	26	27	28	106	100	6	%		Finance	10	11	12	13	46	45	1	Score	
Operating Assets	100	110	120	130	460	460	0	M		Support	20	21	22	23	86	80	6	%		Marketing	10	11	12	13	46	45	1	Score	
Operating Liabilities	80	85	90	95	350	350	0	M		Training	15	16	17	18	66	60	6	%		Development	10	11	12	13	46	45	1	Score	
Operating Equity	20	25	30	35	110	110	0	M		Design	10	11	12	13	46	40	6	%		QA	10	11	12	13	46	45	1	Score	

[illegible]