

OVERVIEW OF SERVICES AND COMPENSATION SCHEME

	Service	Description	Comp. model	Compensation/Euro)
1	Business Advisory	Opinion or advice on a business subject in writing or verbally.	hourly base	300 per hour
2	BoD membership	Participation in the BoD, Supervisory Boards or Assemblies; representing interests of the investors	per session	2500 per session
3	Speeches and Presentations	Public speaking at conventions and conferences, motivation of employees, idea promotion	per event	2500 per event
4	Talent Management	We define the strategies and plans while taking care of talents in your organization. This assumes identification and development of your key management in the organization.	as per approved Proposal	as of 2500 per month
5	Project Management	If Client does not have resources or from the reasons of confidentiality does not want to manage the project in the company we can enable turn key project management with or without Clients team.	as per approved Proposal	as of 2500 per month
6	Business Planning	Development or revision of all strategic documents and/or short or long term business plans	as per approved Proposal	as of 5000
7	Market Analysis	Market Analysis from the area of FMCG or services. Strategy recommendations. We do use data of all leading research agencies in the local market	as per approved Proposal	as of 5000
8	Temporary Management	We can provide Client with some of our management data base for temporary assignment. Temporary is assuming assignments up to 12 months.	as per approved Proposal	as of 2500 per month
9	New Marketing Projects	Development and New Product Launch. We assume R&D, planning and portfolio management; Marketing mix definition and follow up	as per approved Proposal	as of 20.000
10	Organizational development	This service assumes all projects related to the internal organization. Typically it would assume internal systematization, policies and procedures, org. changes, separation, acquisitions or mergers, job descriptions, goals setting and evaluation. We have the capacity to design organization tailored to Clients needs.	as per approved Proposal	as of 20.000
11	Company Turnaround	This is the most complex service of ours. It assumes that company is at the cross road for its future. This type of projects are done during the period of one to three years including larger number of associates. Typically we scan the company and propose the measures for turnaround. Result is setting up the company at a sustainable level.	as per approved Proposal	as of 20.000; success fee
12	Discrete Projects	Negotiations, initiatives, conflict resolutions, mediations	as per approved Proposal	as of 5000

Each service provided based on a written request and Client approval. Payments in CSD for all services provided in the local market