

Licensee Roles Distribution for \$1 Million Annual Revenue

The following distribution listing is based on an ideal product mix of 50% recurring revenue and 50% project revenue. The hours listed will fluctuate on a seasonal basis per market and environment.

Qty.	Team Member - % of Time based on 40 hours-per-week Salary/Hourly (Low-Mid-High)	Roles – Typical hours-per-week required. Hours stated have a variance of +/- 3-hours.
LEADERSHIP		
1	Owner - 125% \$51,857-65,100-81,121	GM – 14-hours Sales & Marketing Manager – 10-hours Recurring Services Sales Rep – 4-hours Project Services Sales Rep – 4-hours Estimator – 2-hours Account Manager – 6-hours Project Manager – 6-hours Business Systems Manager – 4-hours
RECURRING SERVICES		
1	Recurring Services Team Member - 110% \$36,500-49,000-62,300 (Salary)	Account Manager – 34-hours Crew Leader – 6-hours Procurement Assist. – 2-hours Estimator – 2-hours
1	Recurring Services Team Member - 100% \$13.00 – 18.00 – 23.00 (Hourly)	Crew Leader – 34-hours Service Tech – 6-hours
3	Recurring Services Team Member - 100% \$8.00 – 12.00 – 15.00 (Hourly)	Service Tech – 40-hours
PROJECT SERVICES		
1	Project Services Team Member - 110% \$36,500-49,000-62,300 (Salary)	Project Manager – 26-hours Crew Leader – 10-hours Designer – 4-hours Procurement Assist. – 2-hours Estimator – 2-hours
1	Project Services Team Member - 100% \$13.00 – 18.00 – 23.00 (Hourly)	Crew Leader – 34-hours Project Tech – 6-hours
2	Project Services Team Member - 100% \$8.00 – 12.00 – 15.00 (Hourly)	Project Tech – 40-hours
SALES		
1	Sales Team Member - 100% \$35,000-45,000-55,000 (Salary)	Recurring Services Sales Rep – 24-hours Project Services Sales Rep – 16-hours
BUSINESS SYSTEMS		
1	Business Systems Team Member - 70% \$29,400-42,300-54,000 (Salary)	Office Asst. – 10-hours Business Systems Manager – 8-hours Sales Asst. – 6-hours LandOpt Success Coordinator – 2-hours HR Assistant – 2-hours
Total Number of Personnel Needed: 12		