

KoSource's Portfolio Of Professional Services

HUMAN RESOURCE SERVICES

- △ Human Resources Audit
- △ Shared Director of Human Resources program
- △ Compensation surveys and analysis
- △ Salary administration and benefit programs
- △ Policy and employee handbook development
- △ Performance appraisal services
- △ Recruiting and hiring assistance
- △ Job analysis and organizational structure development
- △ Human Resource compliance training for Supervisors
- △ Internet based behavioral assessments
- △ Succession planning and career pathing
- △ HR Staff development & mentoring

BUSINESS PLANNING

- △ Corporate strategic planning facilitation
- △ Division or departmental planning facilitation
- △ Fuels profitability analysis
- △ Division, Department, or Operations financial analysis and projections.
- △ Human Resource strategies in acquisitions & mergers
- △ Coordinator of outsourced business services & solutions

MANAGEMENT SERVICES

- △ Interim executive management
- △ Interim division or department management
- △ Human Resources department management
- △ Executive recruitment
- △ Board of Directors & CEO compensation negotiations



Your Business. Our Resources.

Matt McNew

Matt McNew is a KoSource Associate who has created a model for conducting an analysis of a company's liquid fuels delivery and dispensing profitability.

This model assists businesses by examining their fiscal year liquid fuels business financial results and identifies areas for liquid fuels profit improvement. His detailed reports highlight profit and loss per route giving you the ability to measure each individual route's profitability, and efficiency.

In this time of high prices, high risk, and low margins, delivery and route efficiency is critical in achieving profitable liquid fuels results.

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**LIQUID
FUELS
PROFIT
ANALYSIS**

KoSource

AN ANALYSIS THAT AIDS IN MAKING PROFITABLE DECISIONS

Profit or loss derived by multiplying variance, margin, and miles driven as you can see it equals the net income from the income statement

Profit and Loss Summary 2007 (Liquid Fuel Drivers)

Dept.	Driver	Gal Del.	Revenue	Miles Driven	Ave Del.	Total Exp.	Cost/Mile	Margin	Break Even	Variance	Profit/Loss	Profit Margin	To Break Even By Volume	To Break Even By Margin
0	Driver 1	534,070	1,297,800	25,837	20.67	120,959	4.68	0.3756	12.46	8.21	79,650	6.14%		
0	Driver 2	1,338,880	2,969,646	26,065	51.37	281,008	10.78	0.1738	62.03	(10.66)	(48,291)	-1.63%	277,832	0.2099
0	Driver 3	644,050	1,556,700	17,083	37.70	142,434	8.34	0.3912	21.31	16.39	109,515	7.04%		
0	Driver 4	975,291	2,345,837	30,147	32.35	242,177	8.03	0.3616	22.21	10.14	110,502	4.71%		

Profit and Loss Summary 2007 (Unattended Fueling Sites)

Dept.	Site	Gal Sold	Revenue	Total Expense	Margin	Break Even	Variance	Profit/Loss	Profit Margin	To Break Even By Volume	To Break Even By Margin
0	EP 24	748,000	1,623,263	95,082	0.1665	571,089	176,911	29,454	1.81%		

Gallons taken from Income statement derived from margin report

Revenue taken from income statement derived from margin report

Gross margin as derived from margin report

Since driver 2 did not make a profit, it was determined that he would have needed to break even by delivering an extra 277,832 gallons or attain a margin of .2099 per gallon.

The above example was done for fiscal years 2005-2007. The client is now using gallons delivered per mile as a benchmark for measuring increases or decreases in route efficiency. Also a monthly margin tracking system was developed to keep track of driver margin by fuel type and as a measurement of performance.

What makes up the fuel analysis?

1. The margin report is derived from the individual driver's fuel sales and "cost of goods sold" reports.
2. An income statement for each individual driver that allocates direct and indirect expenses.
3. A profit and loss summary that offers options to aid management in making business and profit decisions.

Let's Schedule An Appointment So We Can Demonstrate How The Analysis Can Work For You.