

Z-TEC, Inc. – Consolidated Plan

Jerome Johnson, CEO

FY2017 Plan



vision

Within the next three years build Z-TEC, Inc. into a \$2 billion global provider of integrated workflow management solutions for Fortune 1000 companies, major municipalities and significant governmental agencies at the country, state, regional and federal level. Z-TEC, Inc. will be headquartered in San Francisco with offices in New York, Dallas, London, Singapore and Rio de Janeiro.



mission

Building Industrial Strength Business Systems!

Our systems improve productivity, and reduce the costs of maintenance, materials, and facilities for large process oriented companies and municipalities.



objectives

- FY2017 Revenue of at least \$900 Million.
- FY2017 Profit before Interest & Taxes of \$85 Million.
- Complete at least 300 new installations and obtain 500 new clients by EOY 2017.
- Migrate at least 250 existing clients to Z-TEC web product cost reduction program.
- Increase Gross Margin from 51% to 55% through product cost reduction program.
- Increase sales per field employee from \$250,000 to \$300,000 by 9/30.
- Reduce Accounts Receivables from 60 days to 45 days.
- Achieve FTE head count of 1,500 by 11/30.



strategies

- Growth: Grow 50% each year by development of new clients and migration of existing clients.
- Reputation: Product position & strong reputation from existing client/partner referrals.
- Partnering: Align with industry leaders, partnering for marketing & solution development.
- Competitive Position: Optimize user/based pricing & modular system concepts for flexibility.
- Product Approach: Configure rather than Customize, Business Rules vs. custom programs.
- R&D: WorkFlow Solutions, Open Systems, multiple environments, Object-Oriented, flexible.
- Develop aligned team, know the plan, have sense of urgency, responsibility & accountability.
- Develop Employee Incentive Program to allow the team to share in the rewards & have fun.



action plans

- Implement Power Partner Initiatives w/Oracle UK by 3/31.
- Complete development of the Z-TEC client/server product by 3/31.
- Develop Sales & Marketing Resource Plan by 4/31.
- Develop Partner strategies w/PeopleSoft, Sun Micro, IBM by 4/30.
- Launch Europe Customer Forum in London at June 08 Convention.
- Develop Sales Force Automation Plan by August, implement in 4th Quarter.
- Implement financial reporting system at project/dept. level by Oct. 31.
- Implement professional skills development program by Nov. 30.