

GROSS	
LATAM	
Overview - Year 1	
Total Turnover	€72,394,445.73
Total Sportsbook margin	€11,271,387.21
Total Casino Margin	€3,398,901.04
TOTAL MARGIN	€14,670,288.25
MKT IINVESTMENT	€ 660,000.00

EUROPE	
Overview - Year 1	
Total Turnover	\$21,560,916.40
Total Sportsbook margin	\$3,917,744.50
Total Casino Margin	\$1,035,303.12
TOTAL MARGIN	\$4,953,047.61
MKT IINVESTMENT	\$360,000.00

NET	
LATAM	
Overview - Year 1	
Total Turnover	€72,394,445.73
TOTAL Profit	€2,528,542.96
MKT % of Margin	22.57%

EUROPE	
Overview - Year 1	
Total Turnover	\$21,560,916.40
TOTAL Profit	\$1,305,173.41
MKT % of Profit	7.26%

Business Plan EUROPE

Budget	M1	M2	M3	M4
Sportsbook Turnover	202,500.00 \$	285,187.50 \$	390,881.25 \$	593,532.19 \$
Sportsbook GGR	24,300.00 \$	34,222.50 \$	46,905.75 \$	89,029.83 \$
Casino GGR	6,075.00 \$	8,555.63 \$	11,726.44 \$	22,257.46 \$
TOTAL GROSS GAMING REVENUE	30,375.00 \$	42,778.13 \$	58,632.19 \$	111,287.29 \$
Affiliates Comission	12,150.00 \$	17,111.25 \$	23,452.88 \$	44,514.91 \$
Bonus Cost	4,050.00 \$	5,703.75 \$	7,817.63 \$	11,870.64 \$
PSP	10,125.00 \$	14,259.38 \$	19,544.06 \$	29,676.61 \$
GROSS GAMING REVENUE	4,050.00 \$	5,703.75 \$	7,817.63 \$	25,225.12 \$

Operational Costs	M1	M2	M3	M4
Marketing	30,000.00 \$	30,000.00 \$	30,000.00 \$	30,000.00 \$
Staff	19,625.00 \$	19,625.00 \$	19,625.00 \$	19,625.00 \$
NET GAMING REVENUE	-45,575.00 \$	-43,921.25 \$	-41,807.38 \$	-24,399.88 \$

NOTES	M1	M2	M3	M4
Growth Sign Ups	-	25%	30%	30%
TOTAL SIGN ups	1,500	1,875	2,438	3,169
% funded	35%	35%	40%	40%
Total Funded	525	656	975	1,268
CPA acquisition	300	300	300	300
Total Acquisition	825	956	1,275	1,568
Turnover per customer	150	150	150	175
Churn rate		30%	30%	30%
TOTAL Active Customers	1,350	1,901	2,606	3,392
% Affiliates comission Fee (net)	40%	40%	40%	40%
Bonus on turnover cost	2.0%	2.0%	2.0%	2.0%
Sportsbook Margin	12%	12%	12%	15%

M5	M6	M7	M8	M9	M10
756,328.78 \$	956,793.27 \$	1,228,320.51 \$	1,823,442.74 \$	2,390,471.48 \$	3,156,313.13 \$
113,449.32 \$	143,518.99 \$	184,248.08 \$	328,219.69 \$	430,284.87 \$	568,136.36 \$
28,362.33 \$	35,879.75 \$	46,062.02 \$	82,054.92 \$	107,571.22 \$	142,034.09 \$
141,811.65 \$	179,398.74 \$	230,310.10 \$	410,274.62 \$	537,856.08 \$	710,170.46 \$
<u>56,724.66 \$</u>	<u>71,759.50 \$</u>	<u>92,124.04 \$</u>	<u>164,109.85 \$</u>	<u>215,142.43 \$</u>	<u>284,068.18 \$</u>
<u>15,126.58 \$</u>	<u>14,351.90 \$</u>	<u>18,424.81 \$</u>	<u>27,351.64 \$</u>	<u>35,857.07 \$</u>	<u>47,344.70 \$</u>
<u>37,816.44 \$</u>	<u>47,839.66 \$</u>	<u>61,416.03 \$</u>	<u>91,172.14 \$</u>	<u>119,523.57 \$</u>	<u>157,815.66 \$</u>
<u>32,143.97 \$</u>	<u>45,447.68 \$</u>	<u>58,345.22 \$</u>	<u>127,640.99 \$</u>	<u>167,333.00 \$</u>	<u>220,941.92 \$</u>

M5	M6	M7	M8	M9	M10
30,000.00 \$	30,000.00 \$	30,000.00 \$	30,000.00 \$	30,000.00 \$	30,000.00 \$
19,625.00 \$	19,625.00 \$	19,625.00 \$	19,625.00 \$	19,625.00 \$	19,625.00 \$
<u>-17,481.03 \$</u>	<u>-4,177.32 \$</u>	<u>8,720.22 \$</u>	<u>78,015.99 \$</u>	<u>117,708.00 \$</u>	<u>171,316.92 \$</u>

M5	M6	M7	M8	M9	M10
30%	30%	35%	35%	35%	35%
4,119	5,355	7,230	9,760	13,176	17,787
40%	40%	40%	40%	40%	40%
1,648	2,142	2,892	3,904	5,270	7,115
300	300	300	300	300	300
1,948	2,442	3,192	4,204	5,570	7,415
175	175	175	200	200	200
30%	30%	30%	30%	30%	30%
4,322	5,467	7,019	9,117	11,952	15,782
40%	40%	40%	40%	40%	40%
2.0%	1.5%	1.5%	1.5%	1.5%	1.5%
15%	15%	15%	18%	18%	18%

M11	M12	TOTAL
4,190,446.38 \$	5,586,699.17 \$	21,560,916.40 \$
838,089.28 \$	1,117,339.83 \$	3,917,744.50 \$
209,522.32 \$	335,201.95 \$	1,035,303.12 \$
1,047,611.59 \$	1,452,541.78 \$	4,953,047.61 \$
<u>419,044.64 \$</u>	<u>581,016.71 \$</u>	1,981,219.04 \$
<u>62,856.70 \$</u>	<u>83,800.49 \$</u>	334,555.89 \$
<u>209,522.32 \$</u>	<u>279,334.96 \$</u>	1,078,045.82 \$
<u>356,187.94 \$</u>	<u>508,389.62 \$</u>	1,559,226.85 \$

M11	M12	TOTAL
30,000.00 \$	30,000.00 \$	360,000.00 \$
19,625.00 \$	19,625.00 \$	235,500.00 \$
<u>306,562.94 \$</u>	<u>458,764.62 \$</u>	963,726.85 \$

M11	M12	TOTAL
35%	35%	-
24,013	32,417	122,838
40%	40%	-
9,605	12,967	48,967
300	300	
9,905	13,267	
200	200	-
30%	30%	-
20,952	27,933	111,794
40%	40%	-
1.5%	1.5%	-
20%	20%	-

Business Plan BR

Budget	M1	M2	M3	M4
Sportsbook Turnover	€472,500.00	€966,875.00	€1,340,193.75	€1,640,023.44
Sportsbook GGR	€47,250.00	€96,687.50	€134,019.38	€196,802.81
Casino GGR	€16,537.50	€33,840.63	€46,906.78	€68,880.98
TOTAL GROSS GAMING REVENUE	€63,787.50	€130,528.13	€180,926.16	€265,683.80
Affiliates Comission	€19,136.25	€39,158.44	€54,277.85	€79,705.14
Bonus Cost	€4,725.00	€9,668.75	€13,401.94	€16,400.23
PSP	€4,725.00	€9,668.75	€13,401.94	€16,400.23
GROSS GAMING REVENUE	€35,201.25	€72,032.19	€99,844.43	€153,178.19

Operational Costs	M1	M2	M3	M4
Marketing	€25,000.00	€25,000.00	€25,000.00	€25,000.00
STAFF	19,625.00 €	19,625.00 €	19,625.00 €	19,625.00 €
SPORTSBOOK TAX	€10,395.00	€21,271.25	€29,484.26	€43,296.62
CASINO TAX	€3,307.50	€6,768.13	€9,381.36	€13,776.20
NET GAMING REVENUE	-€23,126.25	-€632.19	€16,353.82	€51,480.37

NOTES	M1	M2	M3	M4
Growth Sign Ups	-	10%	10%	10%
TOTAL SIGN ups	4,500	4,950	5,445	5,990
% funded	30%	30%	30%	30%
Total Funded	1,350	1,485	1,634	1,797
CPA acquisition	400	400	400	400
Total Acquisition	1,750	1,885	2,034	2,197
Turnover per customer	350	350	350	350
Churn rate		35%	35%	35%
TOTAL Active Customers	1,350	2,763	3,829	4,686
% Affiliates comission Fee (net)	30%	30%	30%	30%
Bonus on turnover cost	1.0%	1.0%	1.0%	1.0%
Sportsbook Margin	10%	10%	10%	12%
Betting tax	22%	22%	22%	22%
Casino Tax	20%	20%	20%	20%

M5	M6	M7	M8	M9	M10
#####	#####	€2,364,512.01	#####	€2,841,351.77	#####
€227,736.30	€256,144.51	€283,741.44	€311,724.20	€426,202.77	€465,151.34
€79,707.70	€89,650.58	€99,309.50	€109,103.47	€149,170.97	€162,802.97
€307,444.00	€345,795.09	€383,050.94	€420,827.66	€575,373.73	€627,954.31
<u>€92,233.20</u>	<u>€103,738.53</u>	<u>€114,915.28</u>	<u>€126,248.30</u>	<u>€172,612.12</u>	<u>€188,386.29</u>
<u>€18,978.02</u>	<u>€21,345.38</u>	<u>€23,645.12</u>	<u>€25,977.02</u>	<u>€28,413.52</u>	<u>€31,010.09</u>
<u>€18,978.02</u>	<u>€21,345.38</u>	<u>€23,645.12</u>	<u>€25,977.02</u>	<u>€28,413.52</u>	<u>€31,010.09</u>
€177,254.75	€199,365.81	€220,845.42	€242,625.33	€345,934.58	€377,547.84

M5	M6	M7	M8	M9	M10
€25,000.00	€25,000.00	€25,000.00	€25,000.00	€25,000.00	€25,000.00
19,625.00 €	19,625.00 €	19,625.00 €	19,625.00 €	19,625.00 €	19,625.00 €
€50,101.99	€56,351.79	€62,423.12	€68,579.32	€93,764.61	€102,333.29
€15,941.54	€17,930.12	€19,861.90	€21,820.69	€29,834.19	€32,560.59
€66,586.23	€80,458.90	€93,935.40	€107,600.32	€177,710.78	€198,028.95

M5	M6	M7	M8	M9	M10
10%	10%	10%	10%	10%	10%
6,588	7,247	7,972	8,769	9,646	10,611
30%	30%	30%	30%	30%	30%
1,977	2,174	2,392	2,631	2,894	3,183
400	400	400	400	400	400
2,377	2,574	2,792	3,031	3,294	3,583
350	350	350	350	350	350
35%	35%	35%	35%	35%	35%
5,422	6,099	6,756	7,422	8,118	8,860
30%	30%	30%	30%	30%	30%
1.0%	1.0%	1.0%	1.0%	1.0%	1.0%
12%	12%	12%	12%	15%	15%
22%	22%	22%	22%	22%	22%
20%	20%	20%	20%	20%	20%

M11	M12	TOTAL
€3,381,199.12	€3,685,877.07	€26,423,582.81
€507,179.87	€552,881.56	€3,505,521.67
€177,512.95	€193,508.55	€1,226,932.58
€684,692.82	€746,390.11	€4,732,454.25
<u>€205,407.85</u>	<u>€223,917.03</u>	€1,419,736.28
<u>€33,811.99</u>	<u>€36,858.77</u>	€264,235.83
<u>€33,811.99</u>	<u>€36,858.77</u>	€264,235.83
<u>€411,660.99</u>	<u>€448,755.53</u>	€2,784,246.32

M11	M12	TOTAL
€25,000.00	€25,000.00	€ 300,000.00
19,625.00 €	19,625.00 €	235,500.00 \$
€111,579.57	€121,633.94	€771,214.77
€35,502.59	€38,701.71	€245,386.52
€219,953.83	€243,794.88	€1,232,145.04

M11	M12	TOTAL
10%	10%	-
11,672	12,839	96,229
30%	30%	-
3,502	3,852	28,869
400	400	
3,902	4,252	
350	350	-
35%	35%	-
9,661	10,531	75,496
30%	30%	-
1.0%	1.0%	-
15%	15%	-
22%	22%	
20%	20%	

Business Plan CL

Budget	M1	M2	M3	M4
Sportsbook Turnover	€270,000.00	€424,250.00	€589,550.00	€878,064.61
Sportsbook GGR	€32,400.00	€50,910.00	€88,432.50	€131,709.69
Casino GGR	€8,100.00	€12,727.50	€22,108.13	€32,927.42
TOTAL GROSS GAMING REVENUE	€40,500.00	€63,637.50	€110,540.63	€164,637.11
<u>Affiliates Comission</u>	<u>€14,175.00</u>	<u>€22,273.13</u>	<u>€38,689.22</u>	<u>€57,622.99</u>
<u>Bonus Cost</u>	<u>€4,050.00</u>	<u>€6,363.75</u>	<u>€5,895.50</u>	<u>€8,780.65</u>
<u>PSP</u>	<u>€2,700.00</u>	<u>€4,242.50</u>	<u>€5,895.50</u>	<u>€8,780.65</u>
GROSS GAMING REVENUE	€19,575.00	€30,758.13	€60,060.41	€89,452.83

Operational Costs	M1	M2	M3	M4
Marketing	€25,000.00	€25,000.00	€25,000.00	€25,000.00
IEJO Sportsbook	€21,600.00	€33,940.00	€47,164.00	€70,245.17
IEJO Casino	€1,215.00	€1,909.13	€3,316.22	€4,939.11
STAFF	10,000.00 €	10,000.00 €	10,000.00 €	10,000.00 €
NET GAMING REVENUE	-€28,240.00	-€30,091.00	-€15,419.81	-€10,731.45

NOTES	M1	M2	M3	M4
Growth Sign Ups	-	35%	35%	35%
TOTAL SIGN ups	1,500	2,025	2,734	3,691
% funded	35%	35%	35%	35%
Total Funded	525	709	957	1,292
CPA acquisition	400	400	400	400
Total Acquisition	925	1,109	1,357	1,692
Turnover per customer	200	200	200	225
Churn rate		25%	25%	25%
TOTAL Active Customers	1,350	2,121	2,948	3,903
% Affiliates comission Fee (net)	35%	35%	35%	35%
Bonus on turnover cost	1.5%	1.5%	1.0%	1.0%
Sportsbook Margin	12%	12%	15%	15%
Betting tax	8%	8%	8%	8%
Casino Tax	15%	15%	15%	15%

M5	M6	M7	M8	M9	M10
€1,126,369.79	€1,425,945.08	€1,997,752.08	#####	€3,325,777.00	€4,177,958.88
€168,955.47	€256,670.11	€359,595.37	€470,130.26	€665,155.40	€835,591.78
€42,238.87	€64,167.53	€89,898.84	€117,532.57	€166,288.85	€208,897.94
€211,194.34	€320,837.64	€449,494.22	€587,662.83	€831,444.25	€1,044,489.72
<u>€73,918.02</u>	<u>€112,293.18</u>	<u>€157,322.98</u>	<u>€205,681.99</u>	<u>€291,005.49</u>	<u>€365,571.40</u>
<u>€11,263.70</u>	<u>€14,259.45</u>	<u>€19,977.52</u>	<u>€26,118.35</u>	<u>€33,257.77</u>	<u>€41,779.59</u>
<u>€11,263.70</u>	<u>€14,259.45</u>	<u>€19,977.52</u>	<u>€26,118.35</u>	<u>€33,257.77</u>	<u>€41,779.59</u>
€114,748.92	€180,025.57	€252,216.20	€329,744.14	€473,923.22	€595,359.14

M5	M6	M7	M8	M9	M10
€25,000.00	€25,000.00	€25,000.00	€25,000.00	€25,000.00	€25,000.00
€90,109.58	€114,075.61	€159,820.17	€208,946.78	€266,062.16	€334,236.71
€6,335.83	€9,625.13	€13,484.83	€17,629.88	€24,943.33	€31,334.69
10,000.00 €	10,000.00 €	10,000.00 €	10,000.00 €	10,000.00 €	10,000.00 €
-€6,696.49	€31,324.83	€53,911.21	€78,167.47	€157,917.73	€204,787.74

M5	M6	M7	M8	M9	M10
30%	30%	30%	25%	25%	25%
4,798	6,237	8,108	10,135	12,669	15,836
35%	35%	35%	40%	40%	40%
1,679	2,183	2,838	4,054	5,068	6,335
400	400	400	400	400	400
2,079	2,583	3,238	4,454	5,468	6,735
225	225	250	250	250	250
25%	25%	25%	25%	25%	25%
5,006	6,338	7,991	10,447	13,303	16,712
35%	35%	35%	35%	35%	35%
1.0%	1.0%	1.0%	1.0%	1.0%	1.0%
15%	18%	18%	18%	20%	20%
8%	8%	8%	8%	8%	8%
15%	15%	15%	15%	15%	15%

M11	M12	TOTAL
€5,213,001.83	€6,793,469.19	€28,833,973.24
€1,042,600.37	€1,358,693.84	€5,460,844.79
€260,650.09	€339,673.46	€1,365,211.20
€1,303,250.46	€1,698,367.30	€6,826,055.99
<u>€456,137.66</u>	<u>€509,510.19</u>	<u>€2,304,201.23</u>
<u>€52,130.02</u>	<u>€67,934.69</u>	<u>€291,810.98</u>
<u>€52,130.02</u>	<u>€67,934.69</u>	<u>€288,339.73</u>
<u>€742,852.76</u>	<u>€1,052,987.72</u>	<u>€3,941,704.04</u>

M11	M12	TOTAL
€25,000.00	€25,000.00	€ 300,000.00
€417,040.15	€543,477.54	€2,306,717.86
€39,097.51	€50,951.02	€204,781.68
10,000.00 €	10,000.00 €	€120,000.00
<u>€261,715.10</u>	<u>€433,559.17</u>	<u>€1,130,204.50</u>

M11	M12	TOTAL
25%	25%	-
19,795	24,744	112,272
40%	45%	-
7,918	11,135	44,691
400	400	
8,318	11,535	
250	250	-
25%	25%	-
20,852	27,174	118,144
35%	30%	-
1.0%	1.0%	-
20%	20%	-
8%	8%	
15%	15%	

Business Plan EC

Budget	M1	M2	M3	M4	M5	M6	M7
Sportsbook Turnover	€472,500.00	€609,000.00	€743,006.25	€882,183.75	#####	#####	€1,386,611.71
Sportsbook GGR	€37,800.00	€48,720.00	€74,300.63	€88,218.38	€123,904.03	€143,895.37	€166,393.40
Casino GGR	€13,230.00	€17,052.00	€26,005.22	€30,876.43	€43,366.41	€50,363.38	€58,237.69
TOTAL GROSS GAMING REVENUE	€51,030.00	€65,772.00	€100,305.84	€119,094.81	€167,270.44	€194,258.75	€224,631.10
Affiliates Comission	€20,412.00	€26,308.80	€40,122.34	€47,637.92	€66,908.18	€77,703.50	€89,852.44
Bonus Cost	€9,450.00	€12,180.00	€14,860.13	€17,643.68	€20,650.67	€23,982.56	€27,732.23
PSP	€4,725.00	€6,090.00	€7,430.06	€8,821.84	€10,325.34	€11,991.28	€13,866.12
GROSS GAMING REVENUE	€16,443.00	€21,193.20	€37,893.32	€44,991.37	€69,386.26	€80,581.41	€93,180.31

Operational Costs	M1	M2	M3	M4	M5	M6	M7
Marketing	€5,000.00	€5,000.00	€5,000.00	€5,000.00	€5,000.00	€5,000.00	€5,000.00
STAFF	€10,000.00	€10,000.00	€10,000.00	€10,000.00	€10,000.00	€10,000.00	€10,000.00
SPORTSBOOK TAX	€5,670.00	€7,308.00	€11,145.09	€13,232.76	€18,585.60	€21,584.31	€24,959.01
CASINO TAX	€1,984.50	€2,557.80	€3,900.78	€4,631.46	€6,504.96	€7,554.51	€8,735.65
NET GAMING REVENUE	€3,788.50	€6,327.40	€17,847.44	€22,127.15	€39,295.69	€46,442.59	€54,485.64

NOTES	M1	M2	M3	M4	M5	M6	M7
Growth Sign Ups	-	15%	15%	15%	15%	15%	15%
TOTAL SIGN ups	2,500	2,875	3,306	3,802	4,373	5,028	5,783
% funded	30%	30%	30%	30%	30%	30%	30%
Total Funded	750	863	992	1,141	1,312	1,509	1,735
CPA acquisition	-	-	-	-	-	-	-
Total Acquisition	750	863	992	1,141	1,312	1,509	1,735
Turnover per customer	350	350	350	350	350	350	350
Churn rate		35%	35%	35%	35%	35%	35%
TOTAL Active Customers	1,350	1,740	2,123	2,521	2,950	3,426	3,962
% Affiliates comission Fee (net)	40%	40%	40%	40%	40%	40%	40%

Bonus on turnover cost

Sportsbook Margin

Betting tax

Casino Tax

2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%
8%	8%	10%	10%	12%	12%	12%
15%	15%	15%	15%	15%	15%	15%
15%	15%	15%	15%	15%	15%	15%

M8	M9	M10	M11	M12	TOTAL
#####	€1,842,702.84	#####	€2,440,738.50	€2,807,732.77	€17,136,889.68
€239,932.92	€276,405.43	€318,179.91	€366,110.77	€421,159.91	€2,305,020.75
€83,976.52	€96,741.90	€111,362.97	€128,138.77	€147,405.97	€806,757.26
€323,909.45	€373,147.33	€429,542.87	€494,249.55	€568,565.88	€3,111,778.01
<u>€129,563.78</u>	<u>€149,258.93</u>	<u>€171,817.15</u>	<u>€197,699.82</u>	<u>€227,426.35</u>	<u>€1,244,711.21</u>
<u>€31,991.06</u>	<u>€36,854.06</u>	<u>€42,423.99</u>	<u>€48,814.77</u>	<u>€56,154.66</u>	€342,737.79
<u>€15,995.53</u>	<u>€18,427.03</u>	<u>€21,211.99</u>	<u>€24,407.38</u>	<u>€28,077.33</u>	€171,368.90
<u>€146,359.08</u>	<u>€168,607.31</u>	<u>€194,089.74</u>	<u>€223,327.57</u>	<u>€256,907.55</u>	<u>€1,352,960.12</u>

M8	M9	M10	M11	M12	TOTAL
€5,000.00	€5,000.00	€5,000.00	€5,000.00	€5,000.00	€ 60,000.00
€10,000.00	€10,000.00	€10,000.00	€10,000.00	€10,000.00	120,000.00 \$
€35,989.94	€41,460.81	€47,726.99	€54,916.62	€63,173.99	€345,753.11
€12,596.48	€14,511.28	€16,704.45	€19,220.82	€22,110.90	€121,013.59
€92,772.67	€107,635.21	€124,658.31	€144,190.14	€166,622.67	€826,193.42

M8	M9	M10	M11	M12	TOTAL
15%	15%	15%	15%	15%	-
6,650	7,648	8,795	10,114	11,631	72,504
30%	30%	30%	30%	30%	-
1,995	2,294	2,638	3,034	3,489	21,751
-	-	-	-	-	
1,995	2,294	2,638	3,034	3,489	
350	350	350	350	350	-
35%	35%	35%	35%	35%	-
4,570	5,265	6,061	6,974	8,022	48,963
40%	40%	40%	40%	40%	-

2.0%	2.0%	2.0%	2.0%	2.0%	-
15%	15%	15%	15%	15%	-
15%	15%	15%	15%	15%	
15%	15%	15%	15%	15%	

CENTRAL OFFICE

IT	Cost
IT developer 1	€5,000.00
IT developer 2	€5,000.00
IT developer 3	€5,000.00
IT developer 4	€3,500.00
IT developer 5	€3,500.00
IT developer 6	€3,500.00
IT developer 7	€6,000.00
IT developer 8	€6,000.00
IT developer 9	€6,000.00
IT developer 10	€10,000.00
TOTAL	€53,500.00
Traders	
Trader 1	€2,000.00
Trader 2	€2,000.00
Trader 3	€2,000.00
Trader 4	€2,000.00
Trader 5	€2,000.00
Trader 6	€2,000.00
TOTAL	€12,000.00
Customer Care	
CC 1	€1,500.00
CC 2	€1,500.00
CC 3	€1,500.00
CC 4	€1,500.00
CC 5	€1,500.00
CC 6	€1,500.00
CC 7	€1,800.00
CC 8	€2,200.00
TOTAL	€13,000.00
TOTAL	€78,500.00
Yearly Cost	€942,000.00

Management	Unit Cost	Units
Country Manager	€ 3,500.00	1
Sub Total	€ 3,500.00	-
Sub Total Taxes	€ 1,216.25	-
TOTAL	€ 4,716.25	1

<u>Business and Sales</u>	Unit Cost	Units
Affiliate Manager	€ 2,500.00	1
Sub-Total	€ 2,500.00	-
Sub-total Taxes	€ 868.75	-
TOTAL	€ 3,368.75	

<u>Operations</u>	Unit Cost	Units
CS Agent I	€ 1,100.00	1
CS Agent II	€ 1,100.00	1
CS Agent III	€ 1,100.00	1
Sub-Total	€ 3,300.00	-
Sub-total Taxes	€ 1,146.75	-
TOTAL	€ 4,446.75	3

<u>Marketing</u>	Unit Cost	Units
Marketing Manager	€ 2,500.00	1
Sub-Total	€ 2,500.00	
Sub-total Taxes	€ 868.75	-
TOTAL	€ 3,368.75	

Office	€ 1,800.00	1
Hardware		8
TOTAL	€ 1,800.00	

<u>Taxes</u>			
Monthly Total Salaries	€ 11,800.00		

TSU	34.75%	4100.50	
Food allowance	€6.83	1,202.08 €	
Vacations + Christmas	€ 1,966.67		€13,766.67
vacations + Christmas Taxes	€ 683.42		
Insurances	€154.34		
Other	€149.69		
TOTAL Month	21,857 €		
TOTAL YEARLY	262,280 €		