

ABC RECRUITING COMPANY

Strategic Business and Marketing Plan

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ABC RECRUITING COMPANY

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1.0 Executive Summary

The purpose of this business plan is to raise \$100,000 for the development of a ABC Recruiting Company while showcasing the expected financials and operations over the next three years. The ABC Recruiting Company (“the Company”) is a New York based corporation that will provide outsourced HR management and employment solutions for clinics, hospitals, and related medical facilities in its targeted market. The Company was founded in 2009 by John Doe.

1.1 The Services

The ABC Recruiting Company intends to become a regional provider of temporary and permanent employment solutions for nurses/doctors/medical technicians that work in clinics, hospitals, assisted living facilities, and outpatient centers. The Company will also have the ability to easily source other medical professional such as physical therapists, speech pathologists, X-ray technicians, imaging equipment specialists, and other allied health professionals.

There are a number of other related medical staffing services that are in strong demand among the Company’s potential clients. Once the ABC Recruiting Company establishes its initial revenue streams, the business could easily expand into other aspects of the local medical industry.

The third section of the business plan will further describe the services offered by the ABC Recruiting Company.

1.2 Financing

Mr. Doe is seeking to raise \$100,000 from as a bank loan. The interest rate and loan agreement are to be further discussed during negotiation. This business plan assumes that the business will receive a 10 year loan with a 9% fixed interest rate. The financing will be used for the following:

- Development of the Company’s office location.
- Financing for the first six months of operation.
- Capital to develop ongoing relationships with hospitals, clinics, and medical facilities.

Mr. Doe will contribute \$10,000 to the venture.

1.3 Mission Statement

The ABC Recruiting Company’s mission is to become the recognized leader in its targeted market for outsourced employment solutions for medical services businesses.

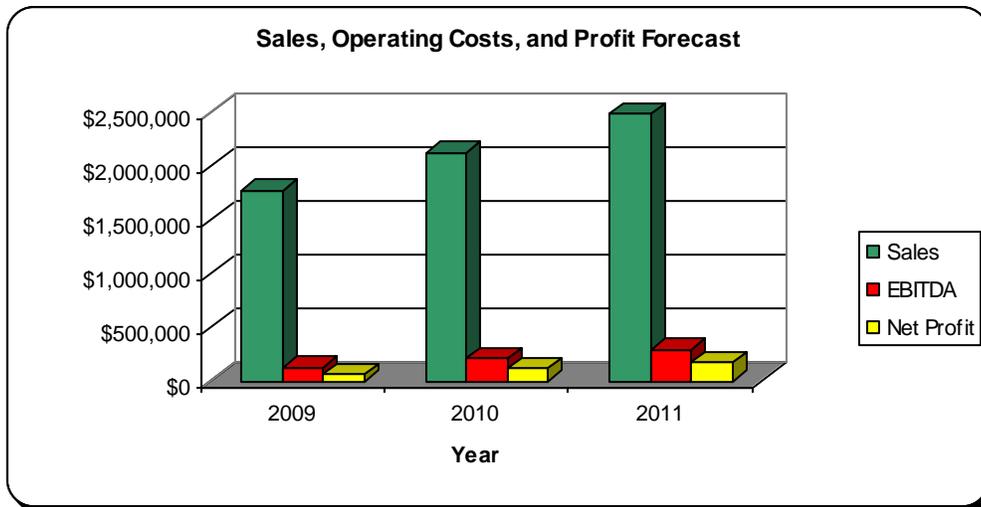
1.4 Management Team

The Company was founded by John Doe. Mr. Doe has more than 10 years of experience in the medical employment and staffing industry. Through his expertise, he will be able to bring the operations of the business to profitability within its first year of operations.

1.5 Sales Forecasts

Mr. Doe expects a strong rate of growth at the start of operations. Below are the expected financials over the next three years.

Proforma Profit and Loss (Yearly)			
Year	2009	2010	2011
Sales	\$1,764,378	\$2,117,254	\$2,477,187
Operating Costs	\$403,716	\$425,817	\$448,534
EBITDA	\$125,598	\$209,359	\$294,622
Taxes, Interest, and Depreciation	\$61,822	\$89,955	\$121,944
Net Profit	\$63,776	\$119,404	\$172,678



1.6 Expansion Plan

The Founder expects that the business will aggressively expand during the first three years of operation. Mr. Doe intends to implement marketing campaigns that will effectively target hospitals, clinics, and other healthcare facilities within the target market.

2.0 Company and Financing Summary

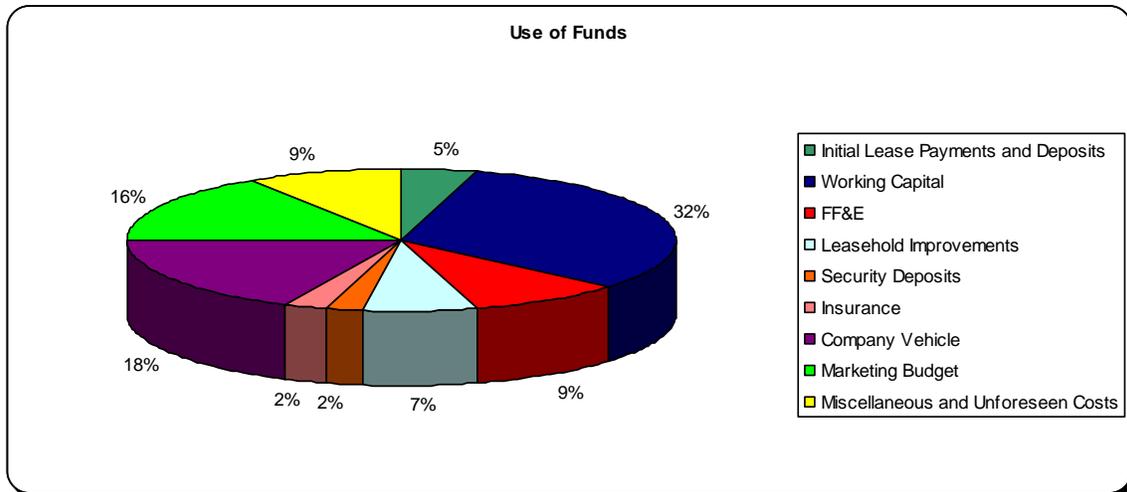
2.1 Registered Name and Corporate Structure

ABC Recruiting Company is registered as a corporation in the State of New York.

2.2 Required Funds

At this time, the ABC Recruiting Company requires \$100,000 of debt funds. Below is a breakdown of how these funds will be used:

Projected Startup Costs	
Business Startup Year	2009
Initial Lease Payments and Deposits	\$5,000
Working Capital	\$35,000
FF&E	\$10,000
Leasehold Improvements	\$7,500
Security Deposits	\$2,500
Insurance	\$2,500
Company Vehicle	\$20,000
Marketing Budget	\$17,500
Miscellaneous and Unforeseen Costs	\$10,000
Total Startup Costs	\$110,000



2.3 Investor Equity

Mr. Doe is not seeking an investment from a third party at this time.

2.4 Management Equity

John Doe owns 100% of the ABC Recruiting Company

2.5 Exit Strategy

If the business is very successful, Mr. Doe may seek to sell the business to a third party for a significant earnings multiple. Most likely, the Company will hire a qualified business broker to sell the business on behalf of the ABC Recruiting Company. Based on historical numbers, the business could fetch a sales premium of up to 4 times earnings.

3.0 Products and Services

As discussed in the executive summary, ABC Recruiting Company will become a regional provider of permanent and temporary employment positions for nurses, doctors, and associated medical staff. Below is a brief overview of the services provided by the business.

The primary focus of the Company's services is the nursing segment of the market. The ABC Recruiting Company will be able to provide its clients with both traditional registered nurses as well as several nurses that have obtained specialties such as their nurse practitioners license or specific training in fields such as neonatal care, surgery, emergency medicine, psychiatric care, and other medical specialties. The Company will generate substantial gross margins from these services.

The ABC Recruiting Company will also be able to provide clients with other health professionals such as:

- Physicians (internists and specialties)
- Physical Therapists
- X-Ray and Imaging Equipment Technicians
- Speech Therapists
- Pharmacists and Pharmacy Technicians
- Healthcare Administrative Staff

In this section of the business plan, you should further describe the products and services that you intend to offer to your customers.

4.0 Strategic and Market Analysis

4.1 Economic Outlook

This section of the analysis will detail the economic climate, the medical staffing industry, the customer profile, and the competition that the business will face as it progresses through its business operations.

Currently, the economic market condition in the United States is in recession. This slowdown in the economy has also greatly impacted real estate sales, which has halted to historical lows. Many economists expect that this recession will continue until mid-2009, at which point the economy will begin a prolonged recovery period. However, medical staffing companies operate with great economic immunity as there is currently a shortage of labor in the medical industry. Additionally, people will continue to get sick and require medical attention despite deleterious economic conditions, and the business will be able to remain profitable in any economic climate.

4.2 Industry Analysis

As a whole, employment leasing services in the United States generate about \$55 billion dollars with of revenue on a yearly basis. Approximately 1/3 of the industry is specifically geared toward the healthcare segment of the market. With strong demand among hospitals and physicians for trained nurses, technicians, and physicians, the industry has grown to accommodate this need. The industry generates \$44 billion dollars a year of payrolls, and employs almost 2 million people. The industry is expected to grow tremendously over the next two decades as more people (especially baby boomers) require medical services.

In the future, the ABC Recruiting Company may be able to develop ancillary services such as direct in home nursing as a complementary service to the healthcare employment services currently offered by the business. Several studies have indicated that there are more than 44 million Americans that active care for an elderly or developmentally disabled person. With hectic work schedules and household responsibilities, the care of an elderly parent can be a daunting task for a regular person. As such, the demand for in-home assisted living care has skyrocketed. With the increased number of providers in most markets, the per cost hour for assisted living services has decreased significant with hourly costs now ranging from \$14 to \$25 per hour based on the experience and qualifications of the in-home caregiver. Additional per hour fees are applied if the in-home assistant is a nurse that has the ability to dispense drugs.

4.3 Customer Profile

The ABC Recruiting Company intends to target physician practices (group and solo), hospitals, and assisted living facilities with the intent to develop ongoing employment contracts. Among these facilities, Management has outlined several demographics that it will use when formulating and executing its marketing strategies:

- Annual revenues exceeding \$1,000,000 per year
- Has continued needs for qualified nurses, technicians, and associate physicians
- Operates as a general hospital or specialty practice
- Operates within 50 miles of the Company's office

In this section of the analysis, you should describe the type of customer you are seeking to acquire. These traits include income size, type of business/occupation; how far away from your business is to your customer, and what the customer is looking for. In this section, you can also put demographic information about your target market including population size, income demographics, level of education, etc.

4.4 Competition

This is one of the sections of the business plan that you must write completely on your own. The key to writing a strong competitive analysis is that you do your research on the local competition. Find out who your competitors are by searching online directories and searching in your local Yellow Pages. If there are a number of competitors in the same industry (meaning that it is not feasible to describe each one) then showcase the number of businesses that compete with you, and why your business will provide customers with service/products that are of better quality or less expensive than your competition.

5.0 Marketing Plan

The ABC Recruiting Company intends to maintain an extensive marketing campaign that will ensure maximum visibility for the business in its targeted market. Below is an overview of the marketing strategies and objectives of the ABC Recruiting Company.

5.1 Marketing Objectives

- Develop an online presence by developing a website and placing the Company's name and contact information with online directories.
- Establish relationships with hospitals, assisted living facilities, out patient surgical centers, physicians' practices, and other medical facilities.

5.2 Marketing Strategies

The Company intends to develop a referral network from doctors, surgeons, hospitals, and post operative clinics within the target market. Since the Company is marketing directly to medical professionals and establishments, the costs associated with advertising are minimal.

The Company will also use traditional forms of marketing that are targeted towards medical professionals in the target market community. Management intends to market directly within locally based medical journals for the medical profession.

In regards to larger clients, like hospitals and outpatient facilities, the ABC Recruiting Company will directly contact these businesses to establish ongoing business relationships. Registered nurse, technician, and physician outsourcing is the most profitable aspect of this business, and the Company should rapidly establish these relationships so that the business can immediately generate revenue from these sources.

Finally, the ABC Recruiting Company will develop its own website that will feature information about the business, contact information, and preliminary pricing schedules for temporary and permanent medical staffing solutions that the Company offers.

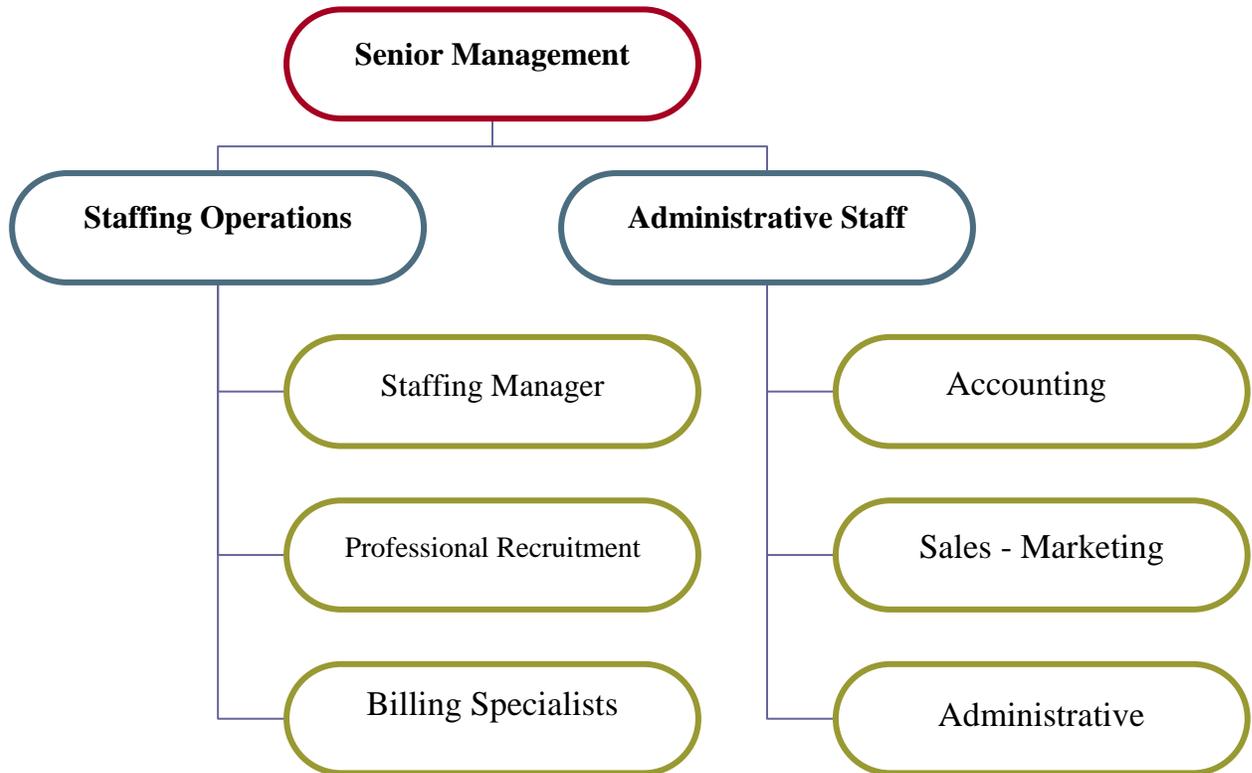
In this section, you should expand on how you intend to implement your marketing. List publications, local newspapers, radio, and other outlets that you will use to promote your business. Discuss how much money you intend to spending on marketing.

5.3 Pricing

In this section, describe the pricing of your services and products. You should provide as much information as possible about your pricing as possible in this section. However, if you have hundreds of items, condense your product list categorically. This section of the business plan should not span more than 1 page.

6.0 Organizational Plan and Personnel Summary

6.1 Corporate Organization

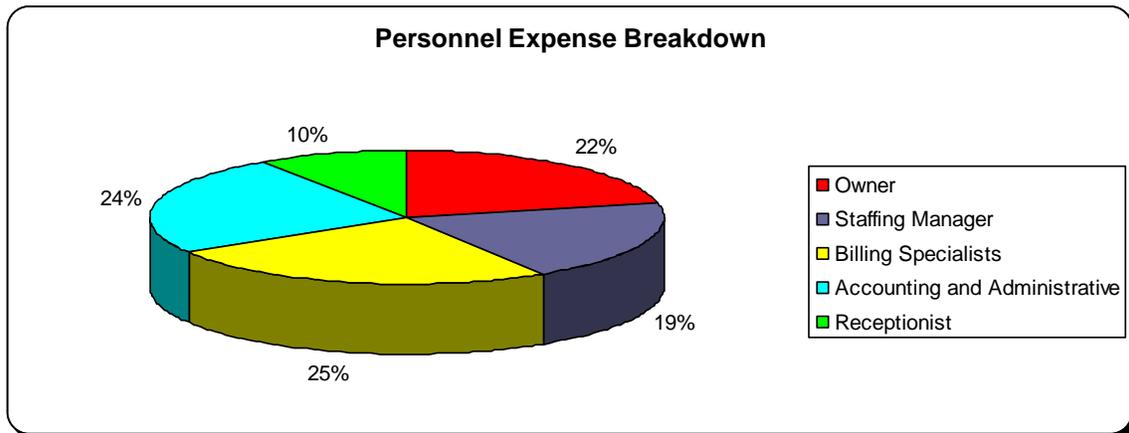


6.2 Organizational Budget

Personnel Plan - Yearly			
Year	2009	2010	2011
Owner	\$50,000	\$51,500	\$53,045
Staffing Manager	\$45,000	\$46,350	\$47,741
Billing Specialists	\$58,000	\$59,740	\$61,532
Accounting and Administrative	\$56,000	\$57,680	\$59,410
Receptionist	\$22,000	\$22,660	\$23,340
Total	\$231,000	\$237,930	\$245,068

Numbers of Personnel			
Year	2009	2010	2011
Owner	1	1	1
Staffing Manager	1	1	1
Billing Specialists	2	2	2
Accounting and Administrative	2	2	2
Receptionist	1	1	1
Totals	7	7	7

6.2 Organizational Budget (Cont.)



6.3 Management Biographies

In this section of the business plan, you should write a two to four paragraph biography about your work experience, your education, and your skill set. For each owner or key employee, you should provide a brief biography in this section.

7.0 Financial Plan

7.1 Underlying Assumptions

The Company has based its proforma financial statements on the following:

- ABC Recruiting Company will have an annual revenue growth rate of 16% per year.
- The Owner will acquire \$100,000 of debt funds to develop the business.
- The loan will have a 10 year term with a 9% interest rate.

7.2 Sensitivity Analysis

The Company's revenues are not sensitive to changes in the economy. The demand for nurses and associated medical professionals has continued to rise, and will continue to do so regardless of the state of the economy. Medical businesses are fully insulated from changes in the general economy as people will continue to require medical care. As such, there is very little risk that the Company will have any issues with generation.

7.3 Source of Funds

Financing	
Equity Contributions	
Management Investment	\$10,000.00
Total Equity Financing	\$10,000.00
Banks and Lenders	
Banks and Lenders	\$100,000.00
Total Debt Financing	\$100,000.00
Total Financing	\$110,000.00

7.4 General Assumptions

General Assumptions			
Year	2009	2010	2011
Short Term Interest Rate	9.5%	9.5%	9.5%
Long Term Interest Rate	10.0%	10.0%	10.0%
Federal Tax Rate	33.0%	33.0%	33.0%
State Tax Rate	5.0%	5.0%	5.0%
Personnel Taxes	15.0%	15.0%	15.0%

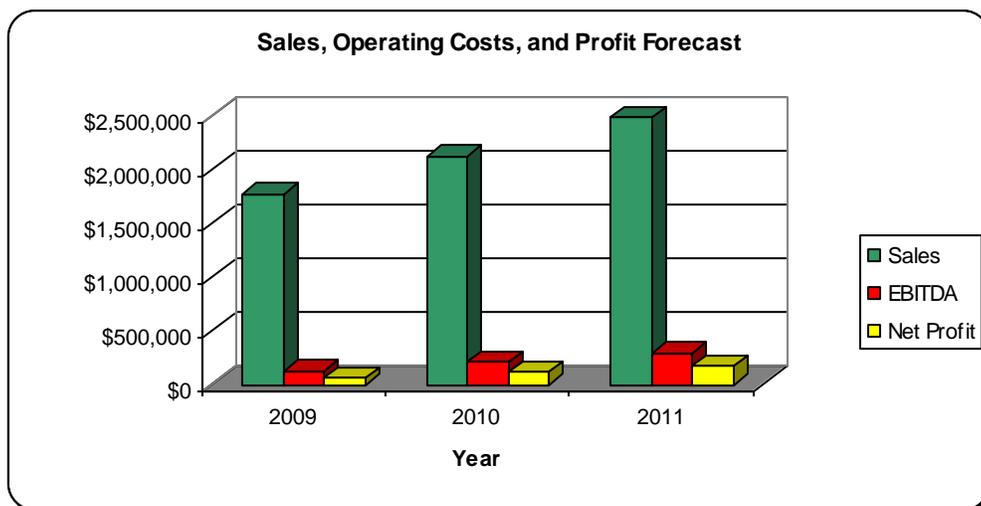
7.5 Profit and Loss Statements

Proforma Profit and Loss (Yearly)			
Year	2009	2010	2011
Sales	\$1,764,378	\$2,117,254	\$2,477,187
Cost of Goods Sold	\$1,235,065	\$1,482,078	\$1,734,031
Gross Margin	30.00%	30.00%	30.00%
Operating Income	\$529,313	\$635,176	\$743,156

Expenses			
Payroll	\$231,000	\$237,930	\$245,068
General and Administrative	\$25,200	\$26,208	\$27,256
Marketing Expenses	\$35,288	\$42,345	\$49,544
Professional Fees and Licensure	\$15,000	\$15,450	\$15,914
Insurance Costs	\$21,743	\$22,830	\$23,972
HR Sourcing Costs	\$7,763	\$9,316	\$10,900
Rent and Utilities	\$24,250	\$25,463	\$26,736
Miscellaneous Costs	\$8,822	\$10,586	\$12,386
Payroll Taxes	\$34,650	\$35,690	\$36,760
Total Operating Costs	\$403,716	\$425,817	\$448,534

EBITDA	\$125,598	\$209,359	\$294,622
Federal Income Tax	\$41,447	\$66,405	\$94,761
State Income Tax	\$6,280	\$10,061	\$14,358
Interest Expense	\$8,738	\$8,131	\$7,468
Depreciation Expenses	\$5,357	\$5,357	\$5,357

Net Profit	\$63,776	\$119,404	\$172,678
Profit Margin	3.61%	5.64%	6.97%



7.6 Cash Flow Analysis

Proforma Cash Flow Analysis - Yearly			
Year	2009	2010	2011
Cash From Operations	\$69,133	\$124,761	\$178,035
Cash From Receivables	\$0	\$0	\$0
Operating Cash Inflow	\$69,133	\$124,761	\$178,035

Other Cash Inflows

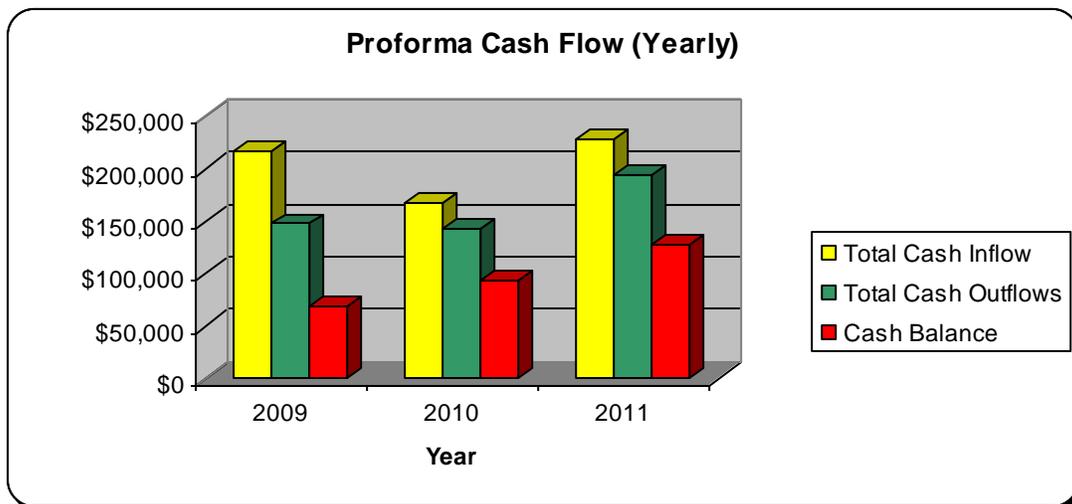
Equity Investment	\$10,000	\$0	\$0
Increased Borrowings	\$100,000	\$0	\$0
Sales of Business Assets	\$0	\$0	\$0
A/P Increases	\$37,902	\$43,587	\$50,125
Total Other Cash Inflows	\$147,902	\$43,587	\$50,125

Total Cash Inflow	\$217,035	\$168,348	\$228,160
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Cash Outflows

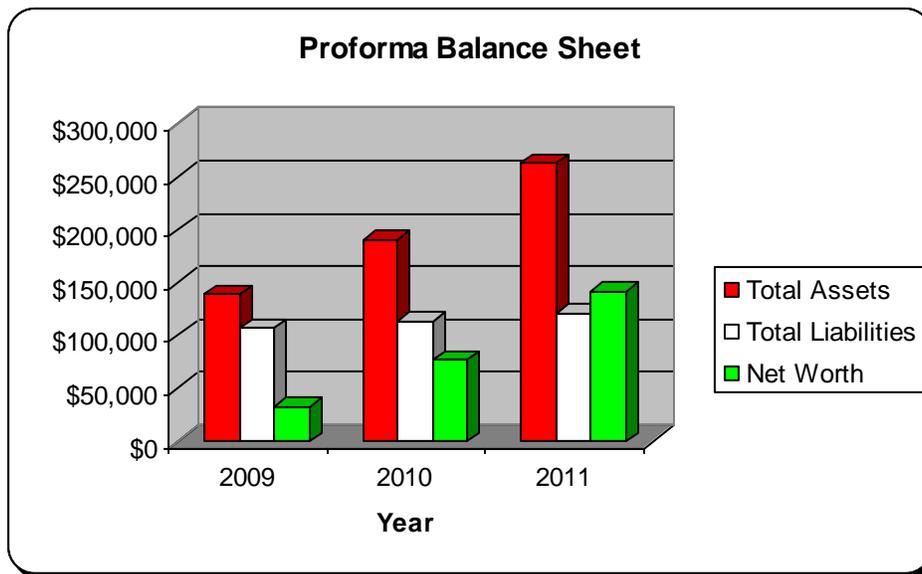
Repayment of Principal	\$6,463	\$7,070	\$7,733
A/P Decreases	\$24,897	\$29,876	\$35,852
A/R Increases	\$0	\$0	\$0
Asset Purchases	\$75,000	\$31,190	\$44,509
Dividends	\$41,480	\$74,857	\$106,821
Total Cash Outflows	\$147,840	\$142,993	\$194,914

Net Cash Flow	\$69,195	\$25,355	\$33,246
Cash Balance	\$69,195	\$94,550	\$127,796



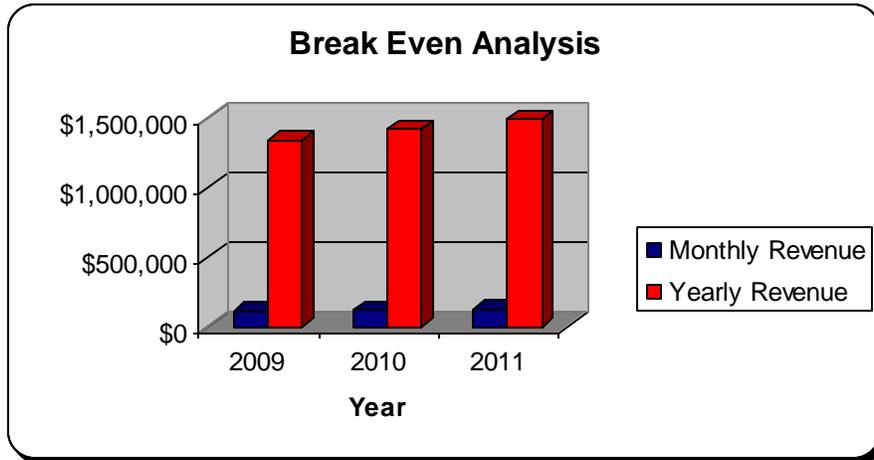
7.7 Balance Sheet

Proforma Balance Sheet - Yearly			
Year	2009	2010	2011
Assets			
Cash	\$69,195	\$94,550	\$127,796
Amortized Development - Expansion Costs	\$45,000	\$48,119	\$52,570
FF&E	\$10,000	\$33,393	\$66,774
Company Vehicle	\$20,000	\$24,679	\$31,355
Accumulated Depreciation	(\$5,357)	(\$10,714)	(\$16,071)
Total Assets	\$138,838	\$190,026	\$262,424
Liabilities and Equity			
Accounts Payable	\$13,005	\$26,716	\$40,990
Long Term Liabilities	\$93,537	\$86,467	\$79,397
Other Liabilities	\$0	\$0	\$0
Total Liabilities	\$106,542	\$113,183	\$120,387
Net Worth	\$32,296	\$76,843	\$142,037
Total Liabilities and Equity	\$138,838	\$190,026	\$262,424



7.8 Breakeven Analysis

Monthly Break Even Analysis			
Year	2009	2010	2011
Monthly Revenue	\$112,143	\$118,283	\$124,593
Yearly Revenue	\$1,345,719	\$1,419,391	\$1,495,115



7.9 Business Ratios

Business Ratios - Yearly			
Year	2009	2010	2011

Sales

Sales Growth	0.0%	20.0%	17.0%
Gross Margin	30.0%	30.0%	30.0%

Financials

Profit Margin	3.61%	5.64%	6.97%
Assets to Liabilities	1.30	1.68	2.18
Equity to Liabilities	0.30	0.68	1.18
Assets to Equity	4.30	2.47	1.85

Liquidity

Acid Test	0.65	0.84	1.06
Cash to Assets	0.50	0.50	0.49

ABC RECRUITING COMPANY

Three Year Profit and Loss Statement

Profit and Loss Statement (First Year)							
Months	1	2	3	4	5	6	7
Sales	\$146,300	\$146,433	\$146,566	\$146,699	\$146,832	\$146,965	\$147,098
Cost of Goods Sold	\$102,410	\$102,503	\$102,596	\$102,689	\$102,782	\$102,876	\$102,969
Gross Margin	30.0%	30.0%	30.0%	30.0%	30.0%	30.0%	30.0%

Operating Income	\$43,890	\$43,930	\$43,970	\$44,010	\$44,050	\$44,090	\$44,129
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Expenses

Payroll	\$19,250	\$19,250	\$19,250	\$19,250	\$19,250	\$19,250	\$19,250
General and Administrative	\$2,100	\$2,100	\$2,100	\$2,100	\$2,100	\$2,100	\$2,100
Marketing Expenses	\$2,941	\$2,941	\$2,941	\$2,941	\$2,941	\$2,941	\$2,941
Professional Fees and Licensure	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250
Insurance Costs	\$1,812	\$1,812	\$1,812	\$1,812	\$1,812	\$1,812	\$1,812
HR Sourcing Costs	\$647	\$647	\$647	\$647	\$647	\$647	\$647
Rent and Utilities	\$2,021	\$2,021	\$2,021	\$2,021	\$2,021	\$2,021	\$2,021
Miscellaneous Costs	\$735	\$735	\$735	\$735	\$735	\$735	\$735
Payroll Taxes	\$2,888	\$2,888	\$2,888	\$2,888	\$2,888	\$2,888	\$2,888
Total Operating Costs	\$33,643						

EBITDA	\$10,247	\$10,287	\$10,327	\$10,367	\$10,407	\$10,447	\$10,486
Federal Income Tax	\$3,437	\$3,440	\$3,443	\$3,446	\$3,449	\$3,452	\$3,455
State Income Tax	\$521	\$521	\$522	\$522	\$523	\$523	\$524
Interest Expense	\$750	\$746	\$742	\$738	\$734	\$730	\$726
Depreciation Expense	\$446	\$446	\$446	\$446	\$446	\$446	\$446

Net Profit	\$5,093	\$5,133	\$5,174	\$5,214	\$5,254	\$5,294	\$5,335
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ABC RECRUITING COMPANY

Profit and Loss Statement (First Year Cont.)						
Month	8	9	10	11	12	2009
Sales	\$147,231	\$147,364	\$147,497	\$147,630	\$147,763	\$1,764,378
Cost of Goods Sold	\$103,062	\$103,155	\$103,248	\$103,341	\$103,434	\$1,235,065
Gross Margin	30.0%	30.0%	30.0%	30.0%	30.0%	30.0%
Operating Income	\$44,169	\$44,209	\$44,249	\$44,289	\$44,329	\$529,313

Expenses

Payroll	\$19,250	\$19,250	\$19,250	\$19,250	\$19,250	\$231,000
General and Administrative	\$2,100	\$2,100	\$2,100	\$2,100	\$2,100	\$25,200
Marketing Expenses	\$2,941	\$2,941	\$2,941	\$2,941	\$2,941	\$35,288
Professional Fees and Licensure	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250	\$15,000
Insurance Costs	\$1,812	\$1,812	\$1,812	\$1,812	\$1,812	\$21,743
HR Sourcing Costs	\$647	\$647	\$647	\$647	\$647	\$7,763
Rent and Utilities	\$2,021	\$2,021	\$2,021	\$2,021	\$2,021	\$24,250
Miscellaneous Costs	\$735	\$735	\$735	\$735	\$735	\$8,822
Payroll Taxes	\$2,888	\$2,888	\$2,888	\$2,888	\$2,888	\$34,650
Total Operating Costs	\$33,643	\$33,643	\$33,643	\$33,643	\$33,643	\$403,716
EBITDA	\$10,526	\$10,566	\$10,606	\$10,646	\$10,686	\$125,598
Federal Income Tax	\$3,459	\$3,462	\$3,465	\$3,468	\$3,471	\$41,447
State Income Tax	\$524	\$525	\$525	\$525	\$526	\$6,280
Interest Expense	\$722	\$718	\$714	\$710	\$706	\$8,738
Depreciation Expense	\$446	\$446	\$446	\$446	\$446	\$5,357
Net Profit	\$5,375	\$5,415	\$5,456	\$5,496	\$5,537	\$63,776

ABC RECRUITING COMPANY

Profit and Loss Statement (Second Year)

2010					
Quarter	Q1	Q2	Q3	Q4	2010
Sales	\$423,451	\$529,313	\$571,658	\$592,831	\$2,117,254
Cost of Goods Sold	\$296,416	\$370,519	\$400,161	\$414,982	\$1,482,078
Gross Margin	30.0%	30.0%	30.0%	30.0%	30.0%

Operating Income	\$127,035	\$158,794	\$171,498	\$177,849	\$635,176
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Expenses

Payroll	\$47,586	\$59,483	\$64,241	\$66,620	\$237,930
General and Administrative	\$5,242	\$6,552	\$7,076	\$7,338	\$26,208
Marketing Expenses	\$8,469	\$10,586	\$11,433	\$11,857	\$42,345
Professional Fees and Licensure	\$3,090	\$3,863	\$4,172	\$4,326	\$15,450
Insurance Costs	\$4,566	\$5,708	\$6,164	\$6,392	\$22,830
HR Sourcing Costs	\$1,863	\$2,329	\$2,515	\$2,608	\$9,316
Rent and Utilities	\$5,093	\$6,366	\$6,875	\$7,130	\$25,463
Miscellaneous Costs	\$2,117	\$2,647	\$2,858	\$2,964	\$10,586
Payroll Taxes	\$7,138	\$8,922	\$9,636	\$9,993	\$35,690
Total Operating Costs	\$85,163	\$106,454	\$114,971	\$119,229	\$425,817

EBITDA	\$41,872	\$52,340	\$56,527	\$58,620	\$209,359
Federal Income Tax	\$13,281	\$16,601	\$17,929	\$18,593	\$66,405
State Income Tax	\$2,012	\$2,515	\$2,717	\$2,817	\$10,061
Interest Expense	\$2,092	\$2,053	\$2,013	\$1,973	\$8,131
Depreciation Expense	\$1,339	\$1,339	\$1,339	\$1,339	\$5,357

Net Profit	\$23,147	\$29,831	\$32,528	\$33,898	\$119,404
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ABC RECRUITING COMPANY

Profit and Loss Statement (Third Year)

2011					
Quarter	Q1	Q2	Q3	Q4	2011
Sales	\$495,437	\$619,297	\$668,840	\$693,612	\$2,477,187
Cost of Goods Sold	\$346,806	\$433,508	\$468,188	\$485,529	\$1,734,031
Gross Margin	30.0%	30.0%	30.0%	30.0%	30.0%

Operating Income	\$148,631	\$185,789	\$200,652	\$208,084	\$743,156
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Expenses

Payroll	\$49,014	\$61,267	\$66,168	\$68,619	\$245,068
General and Administrative	\$5,451	\$6,814	\$7,359	\$7,632	\$27,256
Marketing Expenses	\$9,909	\$12,386	\$13,377	\$13,872	\$49,544
Professional Fees and Licensure	\$3,183	\$3,978	\$4,297	\$4,456	\$15,914
Insurance Costs	\$4,794	\$5,993	\$6,472	\$6,712	\$23,972
HR Sourcing Costs	\$2,180	\$2,725	\$2,943	\$3,052	\$10,900
Rent and Utilities	\$5,347	\$6,684	\$7,219	\$7,486	\$26,736
Miscellaneous Costs	\$2,477	\$3,096	\$3,344	\$3,468	\$12,386
Payroll Taxes	\$7,352	\$9,190	\$9,925	\$10,293	\$36,760
Total Operating Costs	\$89,707	\$112,134	\$121,104	\$125,590	\$448,534

EBITDA	\$58,924	\$73,655	\$79,548	\$82,494	\$294,622
Federal Income Tax	\$18,952	\$23,690	\$25,585	\$26,533	\$94,761
State Income Tax	\$2,872	\$3,589	\$3,877	\$4,020	\$14,358
Interest Expense	\$1,932	\$1,889	\$1,846	\$1,802	\$7,468
Depreciation Expense	\$1,339	\$1,339	\$1,339	\$1,339	\$5,357

Net Profit	\$33,830	\$43,147	\$46,901	\$48,800	\$172,678
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ABC RECRUITING COMPANY

Three Year Cash Flow Analysis

Cash Flow Analysis (First Year)								
Month	1	2	3	4	5	6	7	8
Cash From Operations	\$5,540	\$5,580	\$5,620	\$5,660	\$5,700	\$5,741	\$5,781	\$5,821
Cash From Receivables	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Operating Cash Inflow	\$5,540	\$5,580	\$5,620	\$5,660	\$5,700	\$5,741	\$5,781	\$5,821

Other Cash Inflows

Equity Investment	\$10,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Increased Borrowings	\$100,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Sales of Business Assets	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
A/P Increases	\$3,159	\$3,159	\$3,159	\$3,159	\$3,159	\$3,159	\$3,159	\$3,159
Total Other Cash Inflows	\$113,159	\$3,159						

Total Cash Inflow	\$118,698	\$8,738	\$8,778	\$8,819	\$8,859	\$8,899	\$8,940	\$8,980
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Cash Outflows

Repayment of Principal	\$517	\$521	\$525	\$528	\$532	\$536	\$540	\$545
A/P Decreases	\$2,075	\$2,075	\$2,075	\$2,075	\$2,075	\$2,075	\$2,075	\$2,075
A/R Increases	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Asset Purchases	\$75,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Dividends	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Total Cash Outflows	\$77,592	\$2,595	\$2,599	\$2,603	\$2,607	\$2,611	\$2,615	\$2,619

Net Cash Flow	\$41,107	\$6,143	\$6,179	\$6,215	\$6,252	\$6,288	\$6,324	\$6,361
Cash Balance	\$41,107	\$47,249	\$53,429	\$59,644	\$65,896	\$72,184	\$78,508	\$84,869

ABC RECRUITING COMPANY

Cash Flow Analysis (First Year Cont.)					
Month	9	10	11	12	2009
Cash From Operations	\$5,862	\$5,902	\$5,943	\$5,983	\$69,133
Cash From Receivables	\$0	\$0	\$0	\$0	\$0
Operating Cash Inflow	\$5,862	\$5,902	\$5,943	\$5,983	\$69,133

Other Cash Inflows

Equity Investment	\$0	\$0	\$0	\$0	\$10,000
Increased Borrowings	\$0	\$0	\$0	\$0	\$100,000
Sales of Business Assets	\$0	\$0	\$0	\$0	\$0
A/P Increases	\$3,159	\$3,159	\$3,159	\$3,159	\$37,902
Total Other Cash Inflows	\$3,159	\$3,159	\$3,159	\$3,159	\$147,902

Total Cash Inflow	\$9,020	\$9,061	\$9,101	\$9,142	\$217,035
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Cash Outflows

Repayment of Principal	\$548	\$553	\$557	\$561	\$6,463
A/P Decreases	\$2,075	\$2,075	\$2,075	\$2,075	\$24,897
A/R Increases	\$0	\$0	\$0	\$0	\$0
Asset Purchases	\$0	\$0	\$0	\$0	\$75,000
Dividends	\$0	\$0	\$0	\$41,480	\$41,480
Total Cash Outflows	\$2,622	\$2,627	\$2,632	\$44,116	\$147,840

Net Cash Flow	\$6,398	\$6,433	\$6,470	-\$34,974	\$69,195
Cash Balance	\$91,267	\$97,700	\$104,170	\$69,195	\$69,195

ABC RECRUITING COMPANY

Cash Flow Analysis (Second Year)					
2010					
Quarter	Q1	Q2	Q3	Q4	2010
Cash From Operations	\$24,952	\$31,190	\$33,685	\$34,933	\$124,761
Cash From Receivables	\$0	\$0	\$0	\$0	\$0
Operating Cash Inflow	\$24,952	\$31,190	\$33,685	\$34,933	\$124,761
Other Cash Inflows					
Equity Investment	\$0	\$0	\$0	\$0	\$0
Increased Borrowings	\$0	\$0	\$0	\$0	\$0
Sales of Business Assets	\$0	\$0	\$0	\$0	\$0
A/P Increases	\$8,717	\$10,897	\$11,769	\$12,204	\$43,587
Total Other Cash Inflows	\$8,717	\$10,897	\$11,769	\$12,204	\$43,587
Total Cash Inflow	\$33,670	\$42,087	\$45,454	\$47,138	\$168,348
Cash Outflows					
Repayment of Principal	\$1,708	\$1,747	\$1,787	\$1,827	\$7,070
A/P Decreases	\$5,975	\$7,469	\$8,067	\$8,365	\$29,876
A/R Increases	\$0	\$0	\$0	\$0	\$0
Asset Purchases	\$6,238	\$7,798	\$8,421	\$8,733	\$31,190
Dividends	\$14,971	\$18,714	\$20,211	\$20,960	\$74,857
Total Cash Outflows	\$28,893	\$35,728	\$38,486	\$39,886	\$142,993
Net Cash Flow	\$4,777	\$6,359	\$6,968	\$7,252	\$25,355
Cash Balance	\$73,971	\$80,330	\$87,298	\$94,550	\$94,550

ABC RECRUITING COMPANY

Cash Flow Analysis (Third Year)					
2011					
Quarter	Q1	Q2	Q3	Q4	2011
Cash From Operations	\$35,607	\$44,509	\$48,069	\$49,850	\$178,035
Cash From Receivables	\$0	\$0	\$0	\$0	\$0
Operating Cash Inflow	\$35,607	\$44,509	\$48,069	\$49,850	\$178,035
Other Cash Inflows					
Equity Investment	\$0	\$0	\$0	\$0	\$0
Increased Borrowings	\$0	\$0	\$0	\$0	\$0
Sales of Business Assets	\$0	\$0	\$0	\$0	\$0
A/P Increases	\$10,025	\$12,531	\$13,534	\$14,035	\$50,125
Total Other Cash Inflows	\$10,025	\$12,531	\$13,534	\$14,035	\$50,125
Total Cash Inflow	\$45,632	\$57,040	\$61,603	\$63,885	\$228,160
Cash Outflows					
Repayment of Principal	\$1,869	\$1,911	\$1,954	\$1,999	\$7,733
A/P Decreases	\$7,170	\$8,963	\$9,680	\$10,038	\$35,852
A/R Increases	\$0	\$0	\$0	\$0	\$0
Asset Purchases	\$8,902	\$11,127	\$12,017	\$12,462	\$44,509
Dividends	\$21,364	\$26,705	\$28,842	\$29,910	\$106,821
Total Cash Outflows	\$39,305	\$48,706	\$52,493	\$54,410	\$194,914
Net Cash Flow	\$6,327	\$8,334	\$9,110	\$9,475	\$33,246
Cash Balance	\$100,877	\$109,211	\$118,321	\$127,796	\$127,796