




















2007 ASI Asia Pacific Personal Scorecard

Employee	AP Office (ap@advsol.com)	Manager	AP Office (ap@advsol.com)
Parent Scorecard	Advanced Solutions International	Print Date	02/11/2008
Review Period	Q4 2007	Review Date	10/01/2007

Overall Score	63% green
Manager Evaluation	
Self Evaluation	Another strong quarterly result in Q4 for the AP team boosted by above-budget sales and consulting performance. Only 1 measure remains at 'red' status, a significant improvement on the Q2 results which reported 8 'red' status measures. In summary 12 out of 19 measures are above plan ('green'), a 63% attainment. 6 measures are at caution level, and 1 measure is below plan ('red'). The primary concern is some minor negative trends on customer retention and satisfaction and this needs further focus in 2008.

Parent Objective	Objective	Measure	Target	Status	Self-Evaluation	Manager Evaluation
F-2 Increase Global Consulting Margin	Consulting Contribution Margin (%)	.	31%	At or Above Plan	The Q4 result of 23.1% was significantly impacted by cross-charges in using US consultants to complete Australia work (the cross charge rates are 35% higher than what the customers were billed; 2 US consultants were used and they were billed to the customers at A\$97k, but the cross charges were booked at A\$135k). In removing both the revenue and expenses of the US consultants the adjusted AP-only gross margin is 36.1% and this is on plan, and thus the status has been set to 'green'. A similar story applies to the full year result with that too impacted by the cross charges (\$121k billed to customers and \$167k cross-charge expense). The actual result of 27.6% would be improved to an AP-only gross margin of 32.0% that is ahead of plan for the year. Note however there is an upside to the cross-charges in that the sharing of resources positively impacts the global result, and that led Alan to report a global gross margin upwards of 35%. AP contributed to that result by both delivering above plan local margins and by utilising excess US resources.	
F-4 Increase EBITDA %	EBITDA per Revenue (%)	.	28% (excluding intercompany CoGS)	At or Above Plan	The Q4 result is 7.8% against the budget of 10.2%, and represents two successive quarters of positive EBITDA. There was a negative impact on EBITDA due to the consulting cross charges (see above) - eliminating those gives an adjusted EBITDA number of 10% and right on budget. It was a good quarter but not quite enough to make up the full year results. The full year result was -0.2% against a budget 2.7%. Eliminating consulting cross charges gives an adjusted result of 0.5%, but still below plan. The full year result was missed because of lower consulting headcount than planned.	
F-3 Increase License Related Revenue	License Related Revenue (\$)	.	AU\$4.27m	At or Above Plan	The result for Q4 was AU\$1,410,825 and was 118% of budget. On a YTD basis we could not make up for the poor start to the year and the final number was AU\$4,051,479 for an overall attainment of 95% against budget. Renewal SUP fees were 4% ahead of budget for the year, but licenses fees were 13% below budget (new business 2% below and customer upgrades 29% below). The customer upgrade licenses were negatively impacted by the iMIS 15 rollout and customers deferring purchase decisions.	
F-1 Maximize Value of the Company	Private Company Market Cap (\$)	.	na	Not Defined		
C-1 Create "Customers for Life"	Customer Participation (%)	.	91%	Below Plan	136 customers participated with ASI during the quarter (out of a total of 248) - giving a 55% participation rate. This was a slight improvement on the Q3 number of 54% but still below plan. Open Alms customers were not counted in the results. Overall for the year, 184 customers participated with ASI for a full year participation rate of 74%, also below the plan number of 91%.	
C-1 Create "Customers for Life"	Customer Retention (%)	.	90%	At or Above Plan	The 1 year retention rate for iMIS customers is 92%. This is right on plan. Of some minor concern is a downward trend in the retention number - from a high of 95% in Q2 down to the 92% number reported this quarter. We need to monitor this closely in 2008.	
C-3 Satisfy Fund Raising Customers	Fund Raising Customer Satisfaction Rating (%)	.	85%	Caution	For Q4 a total of 6 customers responded to the survey and 82% of the questions were answered as 3 (agree) or better. This is down slightly from the 85% reported in the previous quarter, and is also just below the plan number of 85%. For the year a total of 26 customers responded with 84% of questions answered as agree or better. The lowest ranking survey question (only 60% of the respondents answered agree or better) was "iMIS provides support for most of my organizations business operations" and needs further investigation in 2008.	

C-2 Satisfy Membership Customers	Membership Customer Satisfaction Rating (%)	.	85%	 Caution	For Q4 a total of 34 customers responded to the survey and 79% of the questions were answered as 3 (agree) or better. This is down from the 86% reported in the previous quarter, and is also below the plan number of 85%. For the year a total of 125 customers responded with 80% of questions answered as agree or better - with the year ending below plan.
P-7 Improve Time to Market	Months to Market (#)	.	na	 Not Defined	
P-4 Acquire New Customers	Number of New Customers (#)	.	14	 At or Above Plan	9 new customers were added this quarter, bringing the total number of new customers for the year to 17. This is above the plan of 14 new customers.
P-6 Expand Partners	Number of Partners (#)	.	1	 At or Above Plan	The number of fully authorised AiSPs that include a CiSE is currently 1 (TAK Systems in Singapore). The total number of AiSP's is 4. We continue to encourage our existing Australia AiSP's (ARMS and Millpost) to invest in dedicated sales resources, but with no result. We are planning sales training for our Malaysia AiSP (N.Selvam Consult) in Q1 of 2008.
P-3 Support Partners	Number of Partners Who Contribute > \$50,000	.	1	 At or Above Plan	ARMS is the only partner to contribute more than \$50k in licenses. Their full year number is AU\$93k, and this was above plan.
P-5 Grow Brand Recognition	Percentage of Company Budget Dedicated to Marketing (%)	.	6.0%	 At or Above Plan	The marketing expense for Q4 was 7.4% of revenue, unchanged from the Q3 result. The full year result is 8.1% of revenue, which is higher than planned due to a combination of higher than budgeted marketing costs and lower than budgeted revenues. The total marketing department costs were AU\$525k vs budget of AU\$465k.
P-7 Improve Time to Market	Percentage of In Process Dev Projects On Time and Withing Budget (%)	.	na	 Not Defined	
P-2 Create High Quality Products	PQI (Product Quality Index) (#)	.	na	 Not Defined	
P-1 Deliver Consistent Product Services	Service Projects Completed on Target (%)	.	75%	 Caution	15 projects were signed off during Q4 for a just below target result of 73%. This is an improvement over the previous 3 quarters. The full year result was 68%, which is below the 75% target (28 projects were assessed). We did not correct the measurement of this objective until Q4 and were not able to make up for the lower first half results. (Note - in the first half of the year, we were measuring on-time/on-budget against the sales process, not the project process; we made the necessary changes to the project processes late in Q4 to ensure an above-plan result for this measure in 2008).
P-1 Deliver Consistent Product Services	Service Projects In Process Which are On Time and On Budget (%)	.	75%	 Caution	A total of 3 phase sign-offs were completed this quarter with 2 assessed as on-time/on-budget - for a just below plan result of 67%. The full year number was however above plan at 79% (a total of 26 phases were assessed). We made the necessary changes to the project processes late in Q4 to ensure a stronger result for this measure in 2008.
P-4 Acquire New Customers	Total Number of Qualified Opportunities	.	220	 Caution	31 new opportunities were added in the quarter against the plan number of 55. This result was impacted by the issues with the rollout of Process Manager and the correct coding of new opportunities (the new opportunities were not able to be entered into the system for over a month). The full year result is 190 new opportunities for an 86% attainment against budget of 220 new opportunities.
L-2 Optimize Talent Continuity	Employee Turnover (%)	.	8%	 At or Above Plan	There were no additions or terminations during the quarter. The full year number is 15.2% for a net headcount decrease of 3 (2 new hires less 5 terminations).
L-4 Develop Key Skill Sets	EQI (Employee Quality Index) (#)	.	100%	 Caution	EQI is slightly up in Q4 to 93% (compared to 90% of the previous quarter). 100% of skills matrices have been completed, and all but 4 training plans have been submitted.
L-1 Optimize Workforce Contribution	Great Places to Work Rating (#)	.	na	 Not Defined	

L-3 Improve Internal Communication	Number of Brown Bags (#)	.	5	 At or Above Plan	3 month-end staff functions were held during the quarter in addition to the CEO address. This is above plan.
L-2 Optimize Talent Continuity	Positions Open More than 60 Days (#)	.	1	 At or Above Plan	No positions are currently open.
L-1 Optimize Workforce Contribution	Revenue per Average Employee (\$)	.	AU\$211k	 At or Above Plan	The annualised result for Q4 was AU\$284k, an outstanding result and a full 29% increase on Q3. We continue to meet revenue targets with a headcount of 5 less than planned. The full year result was AU\$221k for an attainment of 104%.

Employee Signature	Manager Signature