



Case Studies in Success

Customer: HVAC Contractor

Location: Georgia

Presenting Problem

Company had lost several hundred thousand dollars over the past three years. Identified a significant gross margin problem.

Solutions

Company earned \$300,000 in the first year and \$700,000 in the second year. Achieved this result through various processes including but not limited to:

- Performed analysis of Fully Burdened Labor Cost and found that pricing model was too low. Instructed owners in the appropriate billing rates. Created Estimator Compensation plan to incent Estimator to maximize efforts.
- Implemented MOSAIC based Pay for Performance Plan designed to drive profits throughout the Company. Created Job Descriptions for each position.
- Created and implemented Accounts Receivable Collection process designed to reduce the average number of day's receivable outstanding. Reduced days in receivable by 10.
- Created and implemented Flash Reports which allow Management to understand where the various divisions of the Company are on a weekly basis. Developed and implemented weekly staff meeting format.
- Established labor standards for each labor task. Created measurement process.

Call today for a free, confidential analysis of your situation.

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