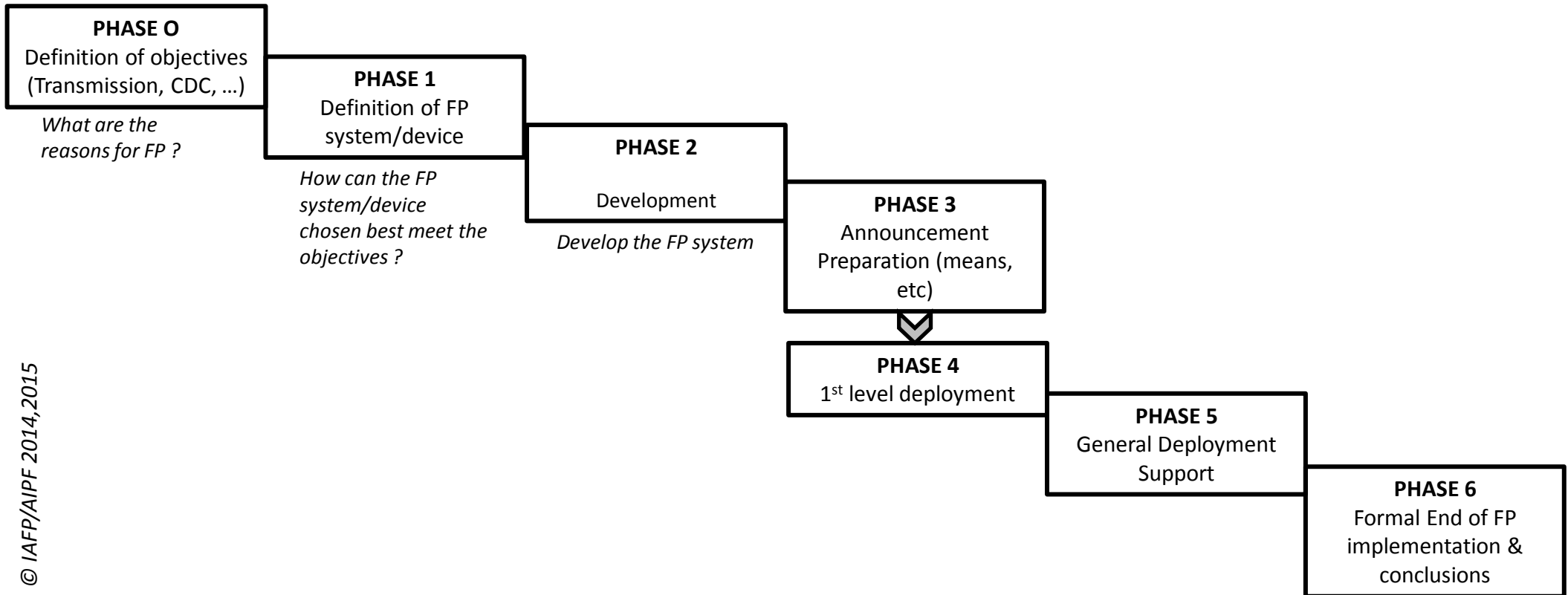


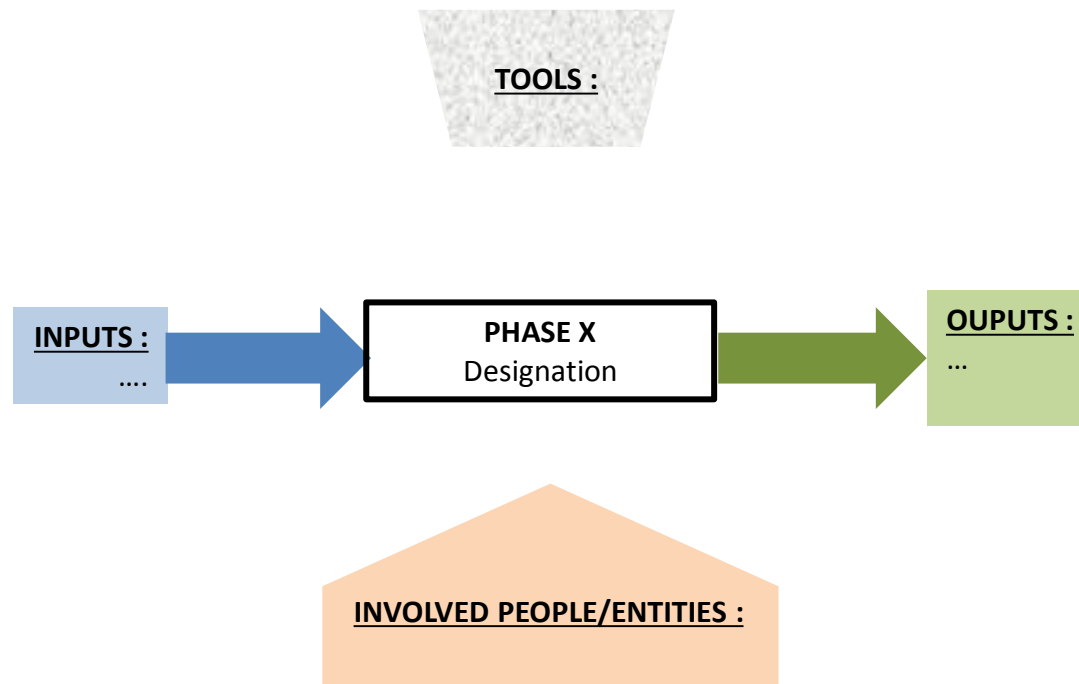
FP LIFE CYCLE PROCESS for SM and Family Enterprises

GLOBAL BACKBONE



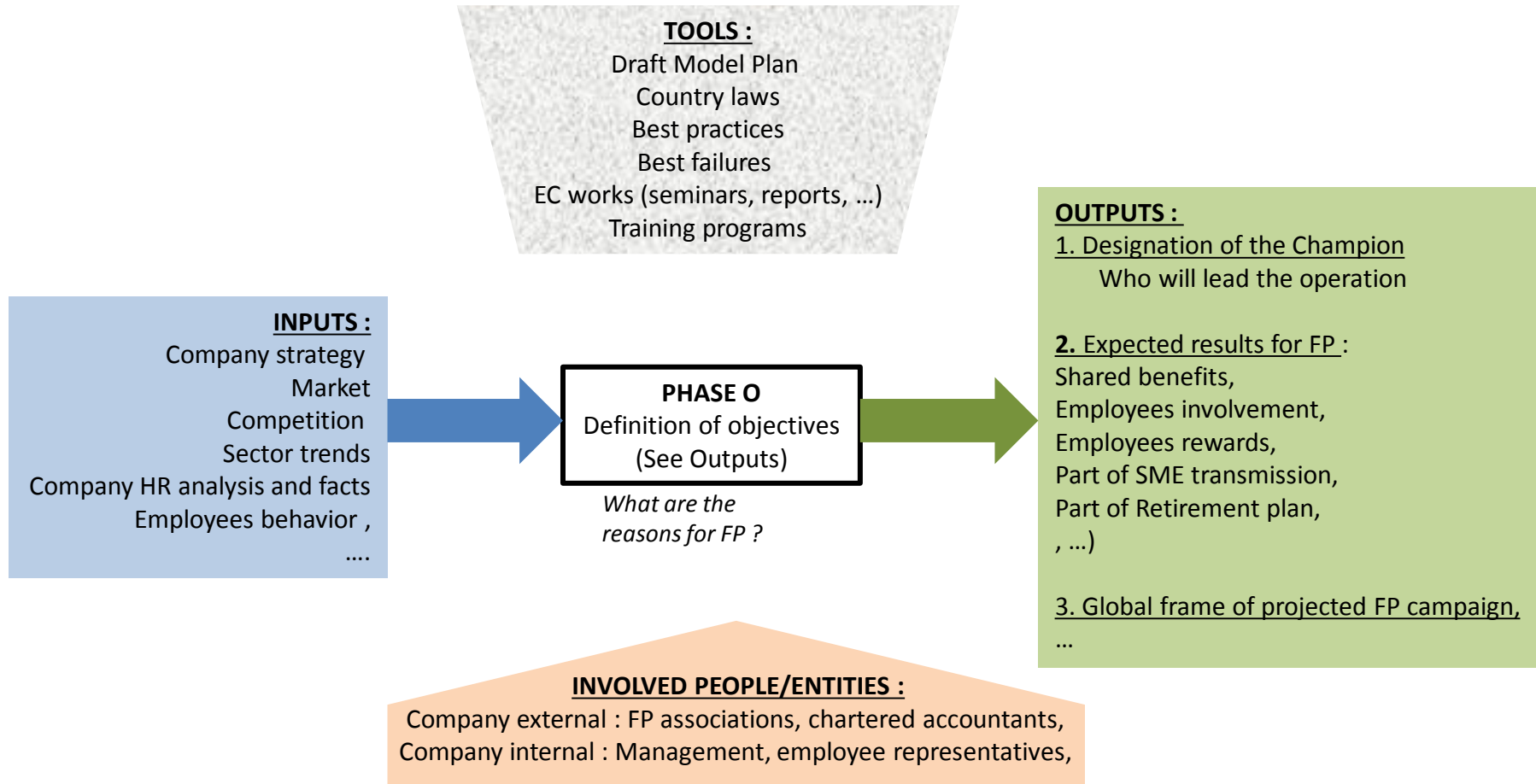
FP LIFE CYCLE PROCESS for SM and Family Enterprises

Operating diagram of components for each phase



FP LIFE CYCLE PROCESS for SM and Family Enterprises

PHASE 0



FP LIFE CYCLE PROCESS for SM and Family Enterprises

PHASE 1

TOOLS :
Internal : Updated company structure and chart,
External : Various existing FP models,
 ...

INPUTS :
 1. Expected results for FP :
 Shared benefits,
 Employees involvement,
 Employees rewards,
 Part of SME transmission,
 Part of Retirement plan,
 , ...)
 2. Global frame of projected FP campaign,
 ...

PHASE 1
 Definition of FP
 system/device

*How can the chosen
 FP system/device
 best meet the
 objectives ?*

OUTPUTS : FP system
 1. Choice made between pure Profit Sharing,
 Employee Ownership or mix...
 2. Control compliance with legal and taxes rules

INVOLVED PEOPLE/ENTITIES :
Internal : legal, finance & HR
External : FP associations (local & international),
 Service Providers,

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PHASE 2

TOOLS :
Internal : Chosen FP system(s)
External : Legal and Taxes Rules

INPUTS : FP system

1. Choice made between pure Profit Sharing, Employee Ownership or mix...
2. Control compliance with legal and taxes rules
3. Check with the support of external advisors (IAFP members) viability of FP system

....



PHASE 2
 Development

Develop the FP system



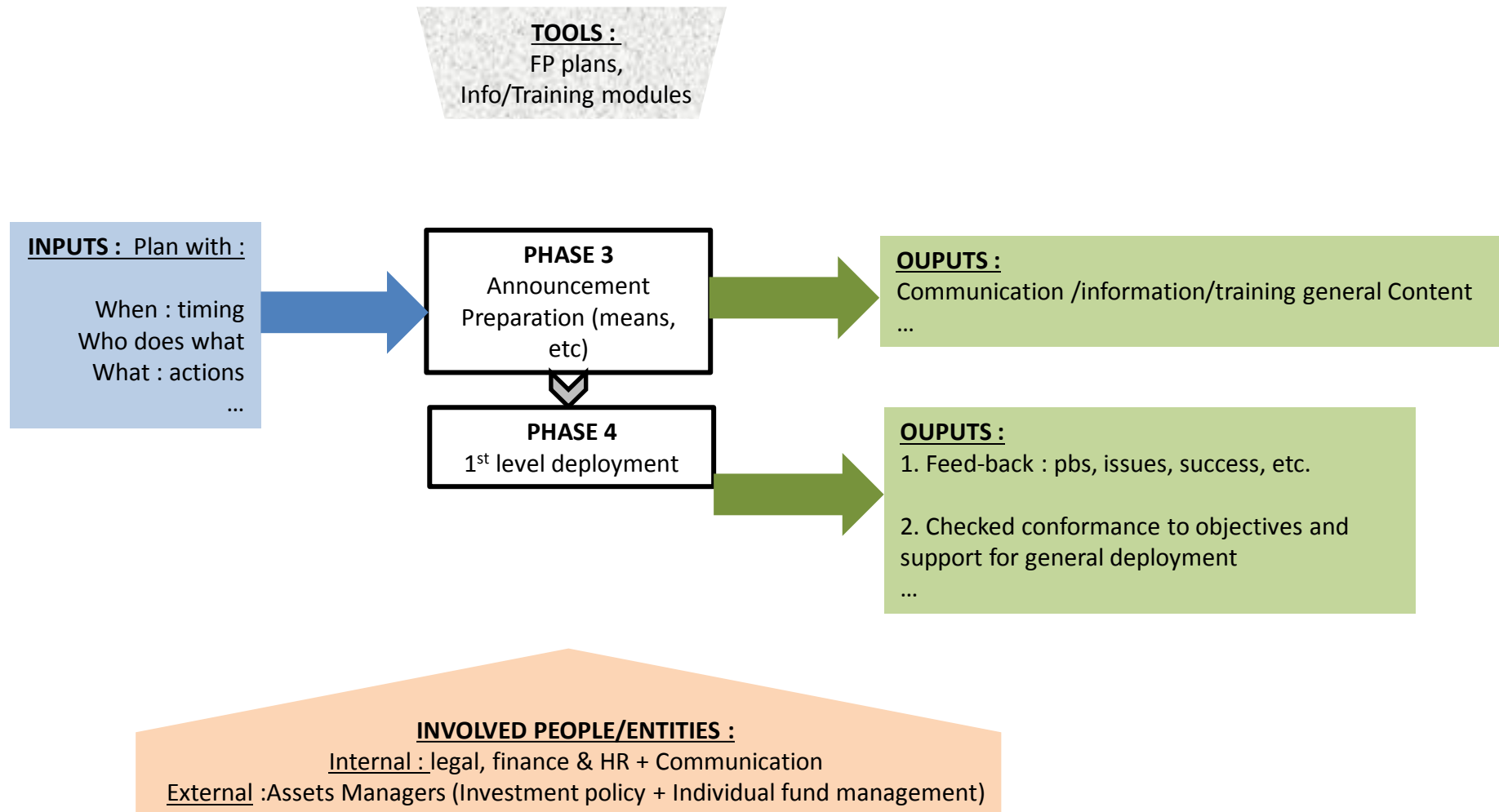
OUTPUTS : Plan with :

When : timing
 Who does what
 What : actions
 ...

INVOLVED PEOPLE/ENTITIES :
Internal : legal, finance & HR + Communication,
External : Service Providers, external advisors (IAFP members)

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PHASES 3 & 4



FP LIFE CYCLE PROCESS for SM and Family Enterprises

PHASE 5

TOOLS :
 Updated (if necessary) Plan
 Info/training modules (updated if necessary)

INPUTS :

1. Communication /information/training general Content
2. Feed-back : pbs, issues, success, etc.
3. Checked conformance to objectives and support for general deployment

....



PHASE 5
 General Deployment Support



OUPUTS :
 Concrete realization matched,
 All impacted employees involved...
 ...

INVOLVED PEOPLE/ENTITIES :
 Communicators/trainers,
 Assets Managers,
 All employees

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PHASE 6

