

Steven Skinner

From: Mark Ryan
Sent: Thursday, 5 June 2014 3:31 PM
To: Steven Skinner
Cc: Robert Hughes; Sam Pahl
Subject: Re: Contact...

My decision which is no longer up for discussion:

1. ITR's, SMSF's, BAS/IAS, and Corporate Secretarial, FFR, an audit assistance fees will bear a fixed fee customised for each firm calculated in accordance with historical charging and market sensitivities. These fees account for at least 50% of revenue and I want these fees to be fixed and have no debtors. I am happy to record the time and cost for analysis purposes only.
2. All other compliance work will have a minimum fee and then the final fee approved by the Practice Principal once the billable time has been analysed. In due course we will move towards a fixed fee for most of this work once we have better analysis.
3. Other work will be charged on an estimate and then analysed after billable value has been understood and market sensitivities taken into account before the Practice Principal approves the final invoice.
4. Fees relating to paragraphs 2 and 3 will be used to calculate WIP write offs and then affect the principal's and firm's annual bonus.

Speak to you at 4. I will be host.

Cheers,
Mark

Kind Regards,

MARK RYAN



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e: mark.ryan@ryanadvisory.com
P.O. Box R403, Royal Exchange NSW 1225

On 5 June 2014 13:56, Mark Ryan <mark.ryan@ryanadvisory.com> wrote:
We are hooking up at 4 after I have sent an email to all of you in regards to my decision on the fees. Bo please act as the central host for the hook up.

Mark

Steven Skinner

From: Mark Ryan
Sent: Thursday, 3 July 2014 11:40 AM
To: Stephen Lacy; Robert Hughes; Steven Skinner; Lynley Hukins
Subject: Presentations for tomorrow
Attachments: PPT Template.pptx

I will be releasing the agenda before 1 pm but I want to give you all heads up in the meantime for tomorrow. We will start at 10 am and the presentations in the morning from 10 to 12 are as follows:

Overall Vision and Strategy	Stephen Lacy
Future of Operations	Bob Hughes
Future of Client Services	Steve Skinner
Future of Financial Services	Lynley Hukins

I have enclosed the template Powerpoint presentation for you to be completed. Each presentation is ten slides long and you will speak 2 minutes on each slide and then allow ten minutes for discussion - you have 30 minutes in total each.

I will need to see each presentation today before it goes to air. I will speak to each of you in regard to your presentation shortly.

Kind Regards,

MARK RYAN

RYAN
ADVISORY

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