



Dear LionHeart,

Thank You for the opportunity to be so deeply involved with your team during the last 2 years.

We've been able to accomplish a lot together, including:

- A **full company re-organization**, including new teams, positions, etc.
- A **full re-branding**, including a new website, logo, update of online profiles, etc.
- Creation of **core values, a mission and vision statement**
- Training and development of a **middle-management team** (8 managers, 9 leads)
- Creation, development and execution of **multi-year budget plans**
- Creation, development and execution of **profit sharing program**
- Development of **Employee Success Team**
- Achievement of **13.5 Million in revenue for 2 consecutive years**

- Creation, development, presentation, approval and commitment to a **clear multi-year revenue development plan**

- Creation, development and execution of **multiple new training programs** including annual FSE Bootcamp, technical continuing education classes, proprietary "LionWay" safety program, team competitions, new-hire training processes, etc.

- Creation, development and execution of **multiple new employee engagement programs including** annual FSE appreciation week, chatter praise, newsletters, annual awards, performance reviews, compensation reviews, volunteer partnership, etc.

- Creation, development and execution of **inter-team planning and communication habits** including team meetings, SYNC meetings, quarterly meetings, annual planning meeting, etc.

These tasks could not have been completed without the dedication of the ownership team, an outrageously hardworking management team, and desire for continual improvement from all LionHeart team members.

As we move into 2019, I am excited to continue working with LionHeart. Now that all the foundational programs have been put in place, I will narrow my focus on the execution of LionHeart's revenue development strategy.

In order to refine my focus with the LionHeart team, I will no longer be functioning in a W2 employee role, but working with LionHeart in a vendor partnership role. Therefore, I will be



restructuring my compensation to match my growth-focused role. Please see attached service and pricing proposal.

Jan 2019-Jan 2020 Service Proposal

- Recruitment, training and preparation of resources for key roles for the revenue development plan
 - o Inside Sales Role
 - o Account Executive – Wi.
 - o Field Service Engineer – Wi.
 - o Account Executive – In.
 - o Field Service Engineer – In.
 - o Enterprise Sales Specialist – Midwest

- Coordination of marketing efforts and budget management for revenue development plan
 - o Pardot automated marketing implementation and development
 - o Creation and coordination of templates, lists, automation, etc.
 - o Social media and website management

- Company-wide communication of revenue development plan progress
- Monitoring and management of revenue growth model efficiency
- Continual oversight and planning for financial projections, profit margin goals, etc.

- Continual development of foundational programming
 - o Continue to plan and lead quarterly management team meetings
 - o Assist in the training and progress of Employee Success programs
 - o Continual assistance for all teams regarding strategic program implementation

Jan 2019 – Jan 2020 Pricing Proposal

Hourly Rate | **\$78.000** Estimated Activity Hours Per Month | **110 Hours**

Growth Target Commission | **1.75% of year over year revenue growth**

Example 2018-19 Revenue = \$13,500,000

Example 2019-20 Revenue = \$14,500,000

Net Revenue Growth = \$1,000,000

Reverie Commission = \$17,500



Reverie Organizational Development Specialists
655 W. Irving Park Rd. Unit 5010
Chicago, Il. 60613

Bill To

Lionheart Critical Power Specialists Inc.
13151 Executive CT
Huntley, Il. 60142

Invoice # 1901
Date 01/31/2019
Due Date 02 /28/2019

Date	Activity Hours	Rate	Amount
01/31/2019	110	\$78.00	\$8,580

Total Balance Due: \$8,580