

Business Plan

Elpis Restaurant

2016 Kerava

Laurea University of Applied Sciences Kerava Business Plan: Elpis Restaurant

Phong Tran Luu Quoc Degree Programme in Tourism Bachelor's Thesis May, 2016

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Abstract

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The purpose of this Bachelor's thesis is to create a business plan for starting up a restaurant in European – Asian style in Helsinki. While the restaurants are in European or Asian style separately, this restaurant will be unique with dishes which are based on local traditional dishes, traditional Asian dishes and mixture between them as well as creation of new dishes.

This business plan is created to minimize the risk when starting up a restaurant. The plan will not only help the restaurant develop in the future but also help the restaurant get the revenue and avoid failure. Because reasons that make start up and run restaurant be failed are poor planning, people problems and finance. A business plan at least can analyse and show risks to help the business develop and grow more stably. Subsequently, business is a foundation that can be altered when the business grows up from a single restaurant into a restaurant group.

Keywords Business Plan, Vietnamese Restaurant, Finnish Restaurant, marketing tools, business plan failure

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1 Introduction

Elpis Restaurant is under planning to be opened in Helsinki, Finland in the next few years. Presently, there are not many restaurants that can serve customers' breakfast different omit fast food, salads or coffee and bread, but Elpis restaurant is planning on bringing clientele delicious food, hospitality and a comfortable place.

However, failure of starting-up new restaurants is mostly likely to happen. Business plan is the best way to help reduce risk with detailed planning and appropriate capital. Business plans will help new entrepreneurs secure financing by setting goals and strategies to reach success. Although business plans do not mean a way of guaranteeing success in practical, but it is always required to evaluate the risk and benefit. Lastly, business plans will help a business from its initial steps and gaining financing stages and towards the long-term goals.

The main focus of this plan will be business idea, market segmentation, direct and indirect competitors, sales and marketing plans, operations, management structure and financial statement. Finally, this business plan will guide this restaurant to get profit and move to the future.

1.1 Purpose of Thesis

In reality, there are many restaurants' operations failed within three years (H. G. Parsa, John T. Self, David Njite, & Tiffany King, 2005,1), it means most of new entrepreneurs will meet difficulty to reduce the risk of failure.

As a result, the business plan is to reduce to the smallest possible amount of risk. Then, business plan will not only help restaurant have plan for the starting-up the new restaurant but will also help restaurant get more profit.

The business plan is not just a document, but a document is to create a foundation of a business plan that can be revised in accordance with situations of restaurants' future development.

1.2 Justifications

Based on the literature, the way to minimize the risk of failure is to have a reliable business plan. However, there is always the other way is to have enough strong capital. So, increasing capital to be stronger is relevant to business plan as most of investors require a possible study to decide if they will invest the business or not.

1.3 Limitation

There is some limitation that the author need to list here in this thesis. The first serious limitation is the figures which are showed in the business are only an estimate for the planned restaurant. The estimate can change very quickly because of many things, and the most powerful is the economy. The reason is the economy has an impact on everything, not only hospitality industry. The proof is that many restaurants and organizations have been closed because of economic crisis.

The other limitation of this business plan is that it is being written by one researcher, not a team or with business advisor's support. That means this plan almost based on researcher's opinions and experiment. Of course, if this business plan could be carried out, an advisor would be hired to help for financial plan.

2 Business Plan

In accordance with databases from the website of Finland Statistics, the number of bankruptcy increased 6% from January to August 2011. It means that all entrepreneurs can meet risk of failure when they start a new business.

Then, to reduce this risk, there should be a business plan. There are many definition of business plan, but we identified as a written document, that describes about the future of a business, what business plans to do and how to do it.

With business plans, we can give the full particular of future scenarios and plan goals together with the requirements to achieve those goals. Moreover, we can feel more confident about managing and generating sufficient cash flows to meet debt obligations and lead business thrive.

On second thought, some research said no need to have a business plan. For instance, a new business wants to achieve their goals such as providing a better life, satisfying their passion, enjoying the benefits from their invention or even a hobby. In these cases, a business plan may not get benefits. Furthermore, if the business man chooses a field that they have experiences, so without business plan will help business man save time if they get ideas or copy from others.

Because of the conflicting research, most investors always require a business plan so that they can consider investing a small business to get benefit or not.

2.1 Benefit of business plan

The first benefit of business plan is being able to have a vision of a new venture. It helps a business contact with internal and external stakeholders effectively by arranging needs and aspiration of the firm.

Secondly, basing on the business plan, new venture will have the business concept that help them correspond both goals and external conditions, understand more risks and have a better plan for long-term survival with outside changes.

Third, a new venture will have all resources and needs have been already before the business opens. They are arranged through the business plan.

2.2 Marketing for Restaurant Business Plans

Marketing is an important part in a business plan, and the traditional four P's (Product, Price, Place and Promotion) of marketing is an essential part to any new restaurants. Offering a new product to the market, finding a right price to maximize profits, right location and attractive promotion can make profit for new business.

Besides, word of mouth marketing is often the best and cheapest marketing. Restaurant can create environment to influence and maintain customers to return over and over again and they also bring more customers for restaurant.

One more method of marketing is social media. Now is the technology era which can bring restaurant image directly to customers very cheap and fast with advertising events and coupons. This effective method can lead restaurant to grow and make customers intend to dine out rather than cooking for themselves.

2.3 Finance

Finance is a very important part of a business plan. Through the finance, we can estimate and make decision about restaurant expansion, capital structure and firm stability. If the business has a poor financial plan, they cannot get profit and a business cannot be surviving without a financial plan. In the financial plan, it should prove that it is potential to invest to a new restaurant. For instance, in the financial plan, if the cost of debt is lower as comparison with equity, risk and cost of equity as

debt will increase. Nowadays, the insider financing or being financed by friends and family are the most common type of financial plan for starting-up a restaurant.

Besides getting more profit, the consequence of maintaining and creating new funds are also important. A restaurant must know how much profit they are creating, actual cost of capital, making decisions and maintain cash flow.

After all, if a restaurant knows about the current financial status and potential financing needs, it will help them to grow and be successful.

2.4 Operations

Together with the above topics, before opening a new restaurant, location, management style and costs are also important parts in a business plan. A restaurant or a business must have plan to improve the physical environment and employee behaviour to influence guest's satisfaction. To get more profit, a restaurant should have quality employee management relations, training, suitable marketing methods and competitive price.

One more important operation in a restaurant is maintaining and tracking inventory while making a menu that can make potential profit. An effective menu can increase profit and reduce costs of items in a menu.

3 Research Methodology

The final part is also a very important part in a business plan, it is research methodology. Our process is designed to maximize quality and client satisfaction.

Interview: in this step, we collect information directly from customers through asking research questions and create effective databases for business plan.

Market research: we size the relevant market place, analyse competitors and potential customer groups.

Checkpoint: this phrase is creating outline or a draft of an executive summary.

Additional research: we carry out additional research about matters relating to finance, marketing, operations, etc. as well as get opportunity from potential investors.

Draft plan: we create a draft plan which include Executive summary, finance and a complete business plan.

Review and revise the draft plan.

Finalize: finish business plan and present to investors.

Analyse qualitative data:

Organizing the data: we should go back to the interview guide, identify and differentiate between the questions/topics we are trying to answer.

Finding and organizing ideas and concepts: find specific words or ideas keep coming up, make note the different ideas and different responses are read.

Building over-arching themes in the data: each of response categories has one or more associated themes that give a deeper meaning to the data. Different categories can be collapsed under one main over-arching theme.

Ensuring reliability and validity in the data analysis and in the findings: the validity does not belong in some separate stage of the investigation, but instead as a going principle throughout the entire research process.

Finding possible and plausible explanations of the findings: make a summary about findings and themes, ask some questions relevant to findings and combine with important sources to answer those questions.

Overview: think about the implications of findings such as why they are important, etc. and determine who will access to the information and how people will be affected

4 Business Plan for Starting Up Restaurant

4.1 Business Idea

Elpis Restaurant is a restaurant that serves fast breakfast, light lunch and dinner with combination of both European and Asian style in Helsinki, Finland. The restaurant wants to bring customers a comfortable and elegant environment to share a meal.

Take a look the restaurant industry in Helsinki recently, it is very competitive with more than 1,200 restaurants (visithelsinki.fi) with all tastes and many restaurants are opening every year. Based on the status of existing restaurants are specializing about Finnish foods, European foods or Asian foods, Elpis Restaurant want to create a thrust in foods and drinks habit. Because of culture, society development, modern living, and busy lifestyles make rising popularity of dining at restaurants more than at home. Nowadays, an advantage is customers feel restaurants like a place which are separate with their everyday lives, then they choose dining out is

the best way to spend less time than cooking themselves, but a disadvantage is they have more free time and less ability to cook.

Elpis Restaurant will be offering a broad menu with dishes that can be eaten in or to-go food. As well the menu will be changed continuously to make customers feel new every time.

The target market will cover a group spread over a population of 1,420,284 in Helsinki (Housing and construction Trade and labour market, 31 December 2014). Moreover, this is a highly educated group with extra money to spend for eating out. Helsinki is capital where is bringing most tourists annually in Southern region of Finland. In 2014, there are close on 19.8 million overnight stays by tourists as a whole of Finland (Accommodation Statistics. Statistics Finland, 2014). Helsinki is always a place where customers choose to dine on their vacations. Furthermore, Helsinki is known for plenty of hotels, restaurants, shopping and more comfortable climate than the rest of Finland.

It is an obstacle to compete with over 1,200 restaurants in Helsinki, however many of these restaurants will not be competitors as those that do not serve with competitive prices or abundant menu as compared to Elpis's menu.

Despite of a new business in an industry that businesses open or close quite regularly, it is important to gain market with us. Our goal is to serve customers fast, clean and different, thus "Fantastic taste" will be the slogan which everyone is addressed. Customers will realize that their meals are better with Elpis restaurant. They will find to be fun, comfortable and tasteful ever.



Figure 1. Elpis Restaurant's logo

4.1.1 Location

We would like to locate Elpis Restaurant somewhere around Helsinki Centre where is closed to shopping mall, supermarket, cinema and office areas. On the other hand, the restaurant could be situated at Pasila area where is near by to schools, markets as well as train station. We also trend to place the restaurant at other locations where are inside big shopping mall such as Itäkeskus, Malminkaratano or Sello in Espoo. We estimate that the area is approximately 80 square meters in modern and warm style. Then, we can serve at the same time maximum 40-60 people.



Figure 2. Elpis Restaurant's location



Figure 3. Elpis Restaurant's location

4.1.2 Services

The Elpis Restaurant would like to serve customers from 7.00am – 8.00pm with time distance as follow: breakfast from 7.00am – 10.am, lunch from 11.30am –

03.00pm and dinner from 05.00pm – 08.00pm during weekdays. On Saturday and Sunday, meals will be served from 12.00am – 08.00pm. For lunch, we offer foods and street foods from Asia as well as other countries. In the evening, we have dishes from Europe or other continents but they will be processed in Asian style to make them be different. Besides, we also offer complete meals which customers can choose to have a perfect dinner. Customers also can choose street foods for their dinner because those foods are so special that customers will feel full and fun if enjoying themselves or with friends. We do not only bring delicious dishes and our culture but also combine culture into foods to create unique and new tastes.

Furthermore, we organize parties for birthday party, company event in demand or family gathering in Asian way. We also have good place and view for enjoying the free time, listening music and gathering with friends.

4.1.3 Target Customers

Elpis restaurant welcome variety customers from all ages to come and enjoy our creative recipes and tastes. We focus on most customers who are teenager, students, couples, families, tourists and Finnish people. Of course, office staffs, workers and other ones are also welcomed. Market segmentation is divided into as stated here below:

Students: come and enjoy foods from Asian, listening to music and chatting. Couples / families: perfect place to gather and relax in the evening and at the weekend.

Finnish people: come and understand more about Asian culture, specialities as well as dishes in new recipes.

Tourists: have a place to enjoy foods when they are far away their hometown or try new tastes.

Other customers: good place for gathering, meetings, parties, anniversaries, etc. and for who is missing their hometown tastes.

Moreover, Elpis restaurant offer special prize for customers order a full set of traditional Asian dishes for breakfast, lunch or dinner. Discount 10% is also applied for students and 20% if they come at the 30th time. Customers who want to organize a party, meeting or gathering also get discount and additional services.

4.2 Competitor Analysis

Based on location and services that Elpis restaurant offer, here below we list 3 kinds of restaurants that we think they have advantages and disadvantages to compete with us.

Asian restaurants: they serve modern Asian cuisine with unique and fresh flavours which are combined from traditional foods from many Asian countries in modern way. Many of them have been operating for few years or few months, and their flavours, menu or decoration are similar. Locations they chose are in the shopping mall, along the tram and bus's routes and very near the city centre. Beyond the foods, flavours and decoration, they also offer bar, lounge and take away service with average price from 7€ to 20€. About the traditional foods, they bring to customer dishes from their countries with almost original flavours such as Udon noodles, fried rice, Pho, grilled meat, miso Soup, sushi, vegetarian dishes, etc. Of course, all customers are served fast as well as the staffs are friendly, knowledgeable and useful. We list here some highlighted restaurants in Helsinki. For instance, Hoku in Eira district, Tokyo 55 at Runebeginkatu 55, Farang at Ainokatu 3, Gaijin at Bulevardi 6 next to Klausk Hotel, Fuku near Kamppi Bus Station and in Sello Shopping Mall.

Disadvantages are discount for students is applied but not all restaurants, it is not easy to see the restaurant' signs and some places have quite expensive price.



Figure 4. Tre Viet Restaurant in Itäkeskus (Helsinki)



Figure 5. Mango House Restaurant in Pietarsaari, Finland



Figure 6. Gaijin at Bulevardi 6, Helsinki next to Klausk Hotel

Finnish restaurants: there are many Finnish restaurants in Helsinki with diversity of drinks in a delivery of Finnish and Scandinavian microbreweries products. We see that the traditional fish soup is served at almost Finnish restaurants, even at some small shops. Finnish restaurants offer a large of choice of home made classic dishes with high quality ingredients, to suite everyone. Their chefs are always

finding out new and high-class raw recipes to make new menu and more profits. The restaurants are located around city centre, closed to market square, schools, lovely parks and harbour. The opening hours are from 8am − 4am, most of the kitchens will not serve after 10pm, but some others will serve until 2am with average price from 8€ - over 30€. The waiters and waitress are friendly, knowledgeable and useful. Decoration is very beautiful in European style and warming atmosphere. They also have pleasant terrace, bar and cabinet for meetings. Disadvantages at all restaurants are that they serve quite late, so the customers have to wait at least 20 minutes to more than half an hour, and there is no discount for students.

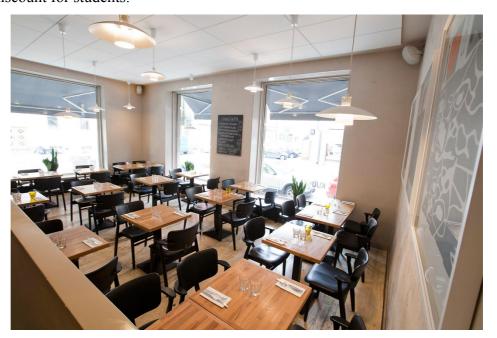


Figure 7. Kuukuu Restaurant in Helsinki



Figure 8. Raflaamo Restaurant in Helsinki



Figure 9. Aino Restaurant in Helsinki

Others: there are many restaurants that are from India, Nepal, Bangladesh, Italy, Korea and other countries. They bring traditional foods with flavours are made to suite everyone. Restaurants are decorated in style of their countries such as flags and souvenirs. They are located in the shopping mall, around stations and near the city centre. There are also bar, lounge and take away service with average price

from 5€ to 20€. Advantage is customers are served fast, staffs are friendly and knowledgeable

Disadvantages are discount for students is not applied, and not so many customers like trying strange dishes because flavour is weird, hot and not good-looking.



Figure 10. Vapiano Restaurant in Helsinki



Figure 11. Base Camp Restaurant (Nepal) in Helsinki

4.3 Strategic Planning

4.3.1 Porter's Five Forces

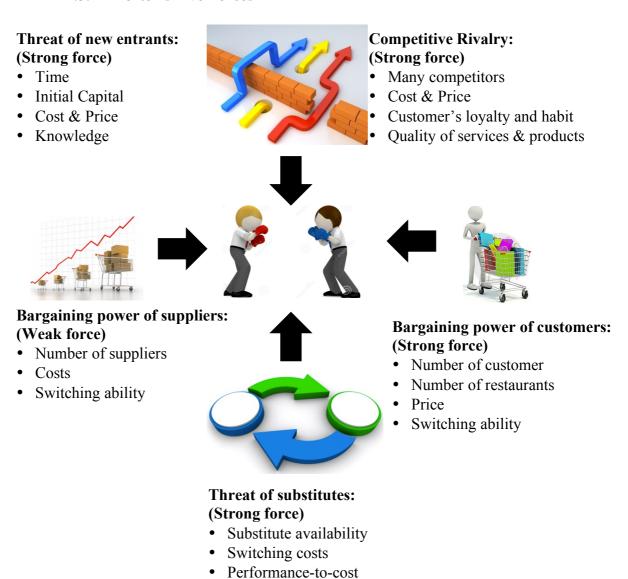


Figure 12. Five Forces Analysis for Elpis Restaurant

Threat of new entrants or new entry: It is necessary to have a plentiful capital in restaurant industry, but the obstacles to entry of starting a new restaurant are not. In the existing economic condition, there are many new restaurants opening or expending, but there are still threats for new business man access. Besides meeting the required certificates and documents, food safety is the most important thing to start up new restaurant. The threats are also increased when the customers come to try something new in a restaurant.

Threat of substitutes: substitutes are worthy of attention for Elpis Restaurant. This element analysis potential chances of substitutes. There are many substitutes to Elpis's products, such as fast foods, seafood, local food producers or specialities from other countries. Customers also choose home-cooked meals, frozen products and already prepared foods from supermarket. Customers also go to a bar, pub or brewery if they only want alcoholic or energy drinks. However, the main threat is that individuals and families are going to cut unnecessary spending and prepare their own meals at home.

Power of suppliers: suppliers also impact Elpis. The huge number of suppliers will weaken the effect of individual suppliers on Elpis. This situation is because of lacking of regional or global connectivity among suppliers. Because Elpis decide who will provide quality food with medium or low prices. Then, once the relationship is established with Elpis, suppliers can increase the price. Thus, this element shows that supplier power is a weak force for Elpis.

Power of customers: Elpis must notice the significant power of customers. They have the great power in the restaurant industry. Customers can drive sales. For instance, when favourite, tastes and behaviour change, restaurants sales can either grow or lose. Because of market saturation, customers can choose fast foods instead of Elpis. Profitability depends on sales, and sales can only come from customers.

Competitive rivalry: there are many rivalries in the restaurant industry, because there are many restaurants from over the world in Helsinki as well as fast foods restaurants. To build the reputation for the restaurant, the important thing is Elpis must provide excellent services and quality of food so that the customers will come back and be loyal. Elpis must compete fiercely and extremely to generate profit and for long-term success. Lastly, in the existing economy, travelling has slowed down, this also make customers go to the restaurants reduced.

4.3.2 Swot Analysis

Strengths: Elpis has relationship with retail vendors who provide high-quality ingredients and frequent delivery. Staffs have all required certificates to work in restaurant and are friendly with customers. Elpis has great space with bright, clean,

separately atmosphere in a crowded and developed city. Providing high-quality food that are different competitors as well as presentation and prices.

Weaknesses: locating in a competitive city, Elpis is a new name with customers. Owner lacks of experiences in restaurant industry. Have a limited marketing budget and capital to develop in short-term.

Opportunities: Elpis' market will be increased, in the meantime the target market do not aware that Elpis is growing. Opportunities of increasing sales with new recipes, environments, menu and prices.

Threats: high competition from local and other countries' restaurants that customers often come for a long time. There are many fast food restaurants offer very cheap prices. The economic crisis reduces customers' income which spends on eating out.

4.3.3 Business Canvas

The Business Canvas of Elpis can be described as follws:

Value propositions: At Elpis customers can enjoy healthy foods as well as combination of them. Customers will be served with fast quality service, high quality food, no long line and diversity of choices for coffee, cakes and beverages. Customers also have the option that their lunches are delivered to their place or workplace.

Customer segments: all customers want to eat healthy such as local communities, office workers, students, kids, families, youngsters and the elderly.

Key partners: The Elpis' partners who can turn business model very powerful are management board, local companies, coffee providers, designers and architects.

Key activities: beside the main mission is serving foods and beverages, Elpis also do other activities that are really need. For instance, marketing, creating website, provide great customer service, qualified employees and customize designs according to customer's needs.

Key resources: to create great value, Elpis use sales people, company website, brand, buildings, machines, kitchens, utensils, social media, human resources, cooks and administrative staff.

Customers relationship: to satisfy customers, they can change their order in case the quality of meals does not meet their requirement. In particular, regular customers can get the option of noting their demands so that employees are aware. Besides,

Elpis want to remain the relationship by keeping customers' personal contacts, provide higher level customer service, create innovative recipes, friendly services, rewards program, coupons and newsletters.

Channels: services are distributed at restaurants, and on-demand. Furthermore, Elpis also show products through website, social media, flyers and advertisements. Cost structure consists of employee salaries, materials, marketing, fees, website, designers, logistics, advertising, maintenance, taxes and rent.

Revenues streams are generated at the restaurants such as prepaid credit cards, cash or through internet sales.

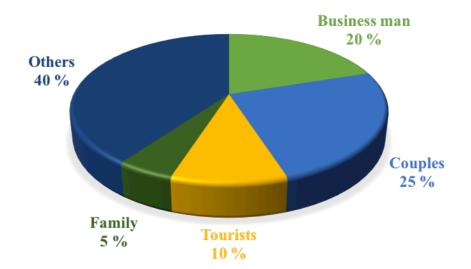


FIGURE 13. MARKET SEGMENTATION

4.4 Marketing Plan

4.4.1 Market Penetration

To enter the market, Elpis restaurant will simply fulfil the demand of customers through quality breakfast in Helsinki. Elpis will take advantages of location, networking and local businesses to build its initial image to customers.

First of all, Elpis will send invitations to local businesses, journalists and other people to the grand opening event to introduce ourselves to local community. Elpis also have special evenings that will be organized once a month for couples to get together as well as design special events in accordance with customers' demands. Secondly, design stunning brochure to provide customers, including pictures of restaurant, menus and prices.

Finally, Elpis will place a lot of ads throughout months to bring its image to everyone. Improve and update frequently website with pictures of restaurant, menu, utensils and qualified staffs.

4.4.2 Marketing Strategy

The strategy is to establish and remain position in customers' mind by offering quality foods, services, reasonable prices and marvellous place.

Restaurant is going to hire a public relations company to popularize the name of Elpis. It is also necessary to print advertisements in styles of coupons with many forms of promotion to customers. To become more extensive of network and number of customers, Elpis use Facebook, Google+, Twitter, LinkedIn, Youtube to develop brand and speed up transmission of information at Elpis restaurant.

4.4.3 Sales forecast

We expect that there is 50 people who will spend average 7€/person for breakfast, 80 people spend average 12€/person for lunch, and 50 people spend average 16€/person for dinner. We can get approximately 5,000€ from catering. Then, restaurant's monthly gross sales will be average €55,000. Total cost for quality foods is 25% of total sales, and sales is expected to increase 10% after Year 1. Here below is table and charts that show our sales forecast.

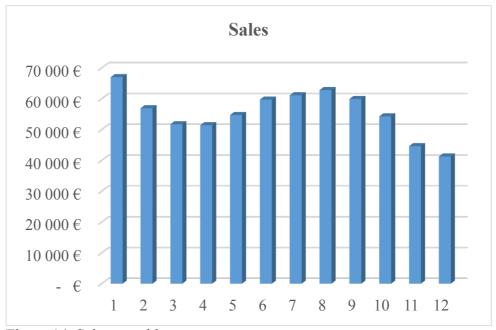


Figure 14. Sales monthly

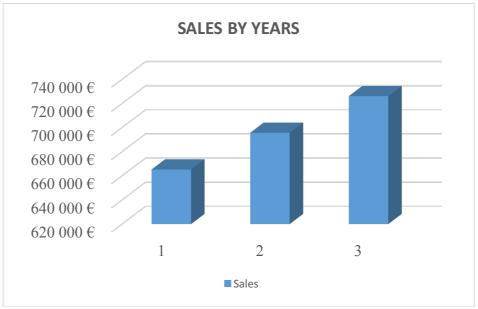


Figure 15. Sales by years

Sales (€)	Year 1	Year 2	Year 3
Breakfast	100100	107250	114400
Lunch	316800	330000	343200
Dinner	228400	265650	273700
Catering	20000	22000	24000
Total Sales (€)	€665 300	€724 900	€755 300
Direct Cost of Sales	Year 1	Year 2	Year 3
Breakfast	33033	35393	37752
Lunch	104544	108900	113256
Dinner	75372	78029	80685
Catering	6600	7260	7920
Subtotal Direct Cost of Sales			

Table 1. Sales Forecast

4.4.4 Marketing Effort

Elpis' marketing strategy is divided into three phrases.

Stage 1 (Preopening): the information of opening and setting up website of Elpis restaurant will be posted on multimedia such as Youtube, Facebook, Google+, Twitter and advertisements on newspapers.

Stage 2 (Grand Opening): Elpis will continue to use the marketing strategy same as stage 1, but addition to receive feedback campaign from customers. This campaign will be supervised regularly to assess effectiveness and settle the necessary changes. Budget for annual marketing is about 3000€ has been kept back. Besides, Elpis also offer coupons at the restaurants and on the discount websites such as Groupon to attract more customers.

Stage 3 (Sales): Elpis restaurant will have game and choose randomly customers to give out meals with 60% discount. We also offer more coupons to customers when they settle a payment by a discount if they bring more friends. Absolutely that Elpis also set up a program for loyal customers to define Elpis Restaurant brand.

4.5 Human Resources

4.5.1 Training

To run any restaurant productively, a training program for the employees is necessary. Then, employees will be trained specifically about Elpis Restaurant's principles and standards to serve customers as best as they can. Moreover, the employees are also trained to work at many places so that they can cover shifts as needed and serve guests if any matters happen. The training for employees also is carried out on group to provide the best service for customers. Training from chef on variety in food to make sure employees know, consult and give advice for the guests.

In particular, Elpis Restaurant will organize some company picnics and barbeques to create a closer relationship among employees and management board.

4.5.2 Organization Structure

Phong Tran Luu Quoc who has had experiences when he worked in hotels and restaurants for few years will be manager. He will take care of financial issues and be in charge of employees, foods, menus in the kitchen and receive orders. Besides, he will invite an experienced friend to be a partner to take care of marketing and advertising including receive feed back from customers.

We will hire chef from our native country who has experiences in food and hospitality industry, because he/she has a wide knowledge about Asian foods as well as knows how to combine and change receipts to make new dishes.

4.5.3 Personnel Plan

Totally, there are 03 full-time employees and 01 part-time employees, who will work frequently and make approximately annual payroll 64,800€ which is 9,74% of total sales. After all, profit will be equal to 02 managers.

Works are assigned as follow:

Chef will work separately or with manager sometimes.

02 waiters exchange together to work with customers and assist in the kitchen at the same time.

01 part-time employee is assigned for dish-washing, cleaning the restaurant and support other employees.

After the first year, there are more part-time employees to share jobs with waiters.

The personnel plan could be changed to be suitable with specific situation of restaurant.

Personnel Plan			
	Year 1	Year 2	Year 3
Chef	24000	24000	24000
Waiter	18000	18000	18000
Waiter	18000	18000	18000
Part-time employees	4800	9600	9600
Total Payroll	€64 800	€69 600	€69 600
Total People	4	5	6

Table 2. Personnel Plan

4.6 Finance

The below table show programs, person in charge, budget and deadline for each. The schedule will be implemented by our commitment and meetings will be hold if there are any corrections and differences.

Milestone	Start Date	End Date	Budget
-----------	------------	----------	--------

Painting/Reconstruction of Restaurant	01/12/15	26/12/15	€5 000
Lighting & Lamps	15/12/15	25/12/15	€300
Furniture for Restaurant & Lounge	20/12/15	25/12/15	\$5,000
Decorations	15/12/15	25/12/15	€500
Completion of Menus	01/12/15	26/12/15	€100
Buy Kitchen Supplies	01/12/15	26/12/15	€5 000
Total			€15 900

Table 3: Milestone Schedule

Based on sales and expenses, the fund of €200,000 is necessary for furniture, equipment, renovations, licenses, suppliers, marketing and personnel. And we assume as follows:

The economy will continue growing, without declining.

There are no unexpected situations for our restaurant.

The funds and capitals are enough to maintain and fulfil our plan.

However, the most important thing is the Profit and Loss Statement. It is showed through below chart:



Figure 16: Monthly Profit / Loss

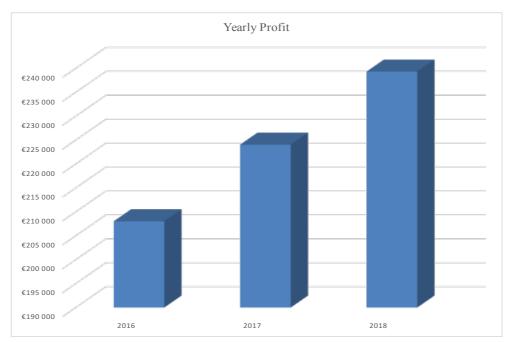


Figure 17: Yearly Profit / Loss

Month	Jan 16	Feb 16	Mar 16	Apr 16	May 16	Jun 16	Jul 16	Aug 16	Sep 16	Oct 16	Nov 16	Dec 16
Income												
Total Sales	67 000	56 900	51 700	51 400	54 700	59 700	61 100	62 800	59 900	54 250	44 600	41 250
Less Total Disc/Comm	0	0	0	0	0	0	0	0	0	0	0	0
Total Net Income	67 000	56 900	51 700	51 400	54 700	59 700	61 100	62 800	59 900	54 250	44 600	41 250
Less Total Cost of Gooods Sold	22 110	18 777	17 061	16 962	18 051	19 701	20 163	20 724	19 767	17 903	14 718	13 613
Gross Profit	44 890	38 123	34 639	34 438	36 649	39 999	40 937	42 076	40 133	36 348	29 882	27 638
Expenses												
General & Administrative	2 200	100	100	100	100	100	100	100	100	100	100	100
Marketing & Promotional	900	250	150	150	150	150	150	150	150	150	150	150
Website Expenses	3 009	6	6	6	6	6	6	6	6	6	6	6
Total Employment Expenses	5 400	5 400	5 400	5 400	5 400	5 400	5 400	5 400	5 400	5 400	5 400	5 400
Occupancy Costs	7 880	7 880	7 880	7 880	7 880	7 880	7 880	7 880	7 880	7 880	7 880	7 880
Total Expenses	19 389	13 636	13 536	13 536	13 536	13 536	13 536	13 536	13 536	13 536	13 536	13 536
Monthly Net Profit / (Loss)	25 501	24 487	21 103	20 902	23 113	26 463	27 401	28 540	26 597	22 811	16 346	14 101
Total Year to Date Net Profit /												
(Loss)	25 501	49 988	71 090	91 992	115 105	141 568	168 969	197 508	224 105	246 917	263 262	277 364

Table 4: Profit & Loss Statement

Item	m Cost Purchase Date		ate
Facilities		Month	Year
Marketing start-up	2650	Dec	2015
Construction	5500	Dec	2015
Equipment and Furniture	10400	Dec	2015
Total	€18 550,00	,	

Table 5: Capital Purchases



Figure 18. Yearly Gross Margin

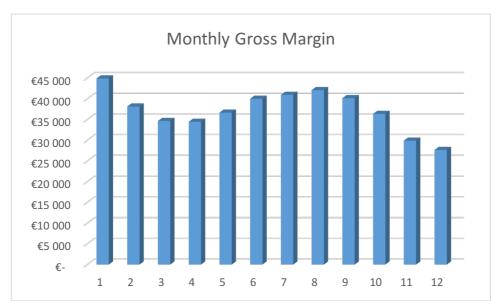


Figure 19. Monthly Gross Margin

Income Statement	2016	2017	2018
	TOTAL	TOTAL	TOTAL
INCOME			
Sales	€665 300	€695 700	€726 100
Cost of Sales	€219 549	€229 581	€239 613
GROSS MARGIN	€445 751	€466 119	€486 487
Gross Margin %	67 %	67 %	67 %
EXPENSES			

General & Administrative	€3 300	€1 900	€1 900
Marketing & Promotional	€2 650	€1 250	€1 250
Website Expenses	€3 077	€77	€77
Total Employment Expenses	€64 800	€69 600	€69 600
Occupancy Costs	€94 560	€94 560	€94 560
TOTAL EXPENSES	€168 387	€167 387	€167 387
Net income before taxes	€277 364	€298 732	€319 100
Provision for taxes on income	€69 341	€74 683	€79 775
NET PROFIT	€208 023	€224 049	€239 325
Net Profit/Sales	31 %	32 %	33 %

Table 6. PRO FORMA PROFIT AND LOSS

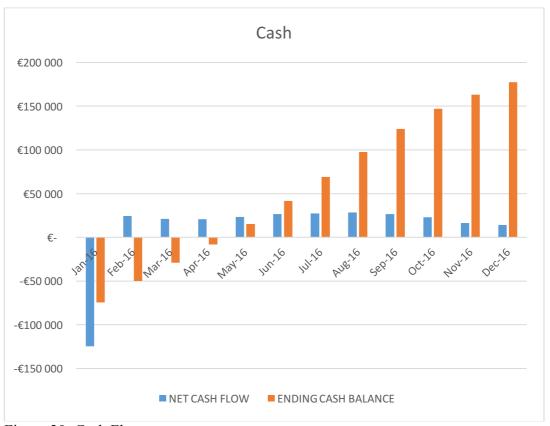


Figure 20: Cash Flow

PRO FORMA CASH FLOW						
	YEA	AR 1	YE	AR 2	YE	AR 3
Cash Received						
Cash Sales	€	665 300	€	695 700	€	726 100
SUBTOTAL CASH FROM OPERATIONS	€	665 300	€	695 700	€	726 100
Expenditures	€	537 936	€	396 968	€	407 000
SUBTOTAL CASH SPENT	€	537 936	€	396 968	€	407 000
Net Cash Flow	€	127 364	€	298 732	€	319 100
Cash Balance	€	177 364	€	476 095	€	795 195

Table 7. Pro Forma Cash Flow

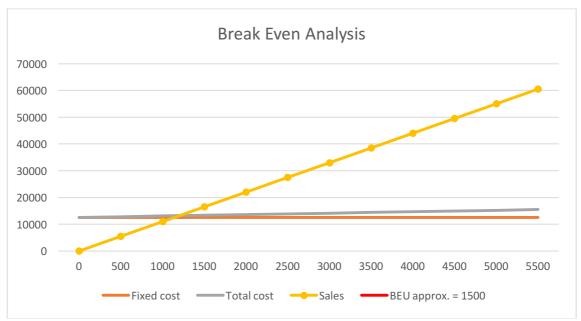


Figure 21. Break Even Analysis

Current Assets € 50 000 € 50 000 € 50 Debtors € - € - € Prepaid Expenses € 1200 € 700 € Marketing & Promotional € 2 650 € 1250 € 1 Website Expenses € 3 000 Total Employment Expenses € 64 800 € 69 600 € 68 Occupancy Costs € 3840 € 3840 € 3840 € 3 Total Prepaid expenses € 75 490 € 75 390 € 75 Total Current Assets € 125 490 € 125 390 € 125 Fixed Assets € 500 € 400 € Computer € 500 € 400 € Office Equipment € 2 100 € 1 200 € 1 Leasehold € 90 720 € 90 720 € 90 Furniture & Fixtures € 15900 € 10 000 € 8 Etc. € 77 € 77 € Total Assets € 234 787 € 227 787 € 22 Liabilities Current Liabilities € 50 000 € 50 000 € 50 Current portion of long term debt € 50 000 € 50 000 € 50 Etc. € - € - € - €	18	Dec		Dec 17		tart of isiness					
Cash on hand € 50 000 € 50 000 € 50 000 € 50 000 € 50 000 € 50 000 € 50 000 € 50 000 € 50 000 € 60 00 € 75 390 € 75 390 € 75 390 € 75 390 € 70 00 € 70 00 € 10 00 € 60 00 <											Assets
Debtors								,			Current
Prepaid Expenses General & Administrative € 1 200 € 700 € Marketing & Promotional € 2 650 € 1 250 € 1 Website Expenses € 3 000 Total Employment Expenses € 64 800 € 69 600 € 68 Occupancy Costs € 3 840 € 3 840 € 3 840 € 3 840 € 3 840 € 3 840 € 3 840 € 75 390 € 75 Total Prepaid expenses € 75 490 € 75 390 € 75 Total Current Assets € 125 490 € 125 390 € 125 390 € 125 Computer € 500 € 400 € Office Equipment € 2 100 € 1 200 € 1 Leasehold € 90 720 € 90 720 € 90 720 € 90 720 € 90 720 € Furniture & Fixtures € 15 900 € 10 000 € 8 Etc. € 77 € 77 € Total Fixed Assets € 234 787 € 227 787 € 22 Liabilities € 2 100 € 50 000 € 5	50 000			50 000		50 000					
General & Administrative	-		€		€	-	€				
Marketing & Promotional € 2 650 € 1 250 €	700		-	700	_	4.000	_				
Website Expenses	700		-		_		+		1		
Total Employment Expenses	1 250		€	1 250	€		+ -				
Occupancy Costs € 3 840 € 3 840 € 3 840 € 3 840 € 3 840 € 3 840 € 3 840 € 3 840 € 3 840 € 3 840 € 3 840 € 3 840 € 75 840 € 75 840 € 75 840 € 75 840 € 75 840 € 75 840 € 75 840 € 125						3 000	€		Website Expenses		
Total Prepaid expenses	69 600	6	€	69 600	€	64 800	€		Total Employment Expenses		
Total Current Assets € 125 490 € 125 390	3 840		€	3 840	€	3 840	€		Occupancy Costs		
Total Current Assets € 125 490 € 125 390	75 390	7	€	75 390	€	75 490	€		Total Prepaid expenses		
Computer € 500 € 400 € Office Equipment € 2 100 € 1 200 € 1 Leasehold € 90 720 € 90 720 € 90 Furniture & Fixtures € 15 900 € 10 000 € 8 Etc. € 77 € 77 € Total Fixed Assets € 109 297 € 102 397 € 10 Total Assets € 234 787 € 227 787 € 22 Liabilities € 234 787 € 227 787 € 22 Current Liabilities € 50 000 € 50 000 € 50 50 € 50 € - € - € - € - € - € - € - € - € - € - € - € - € - € - € - € - € - €	25 390	1	€	125 390	€	125 490	€				Total Curr
Office Equipment € 2 100 € 1 200 € 1 200 € 1 200 € 1 200 € 1 200 € 1 200 € 1 200 € 90 720 € 80 72 € 80 72 € 80 72 € 10 900 € 80 72 € 10 900 € 80 72 € 10 900 € 10 900 € 22 787 € 22 787 € 22 787 € 22 787 € 22 787 € 22 787 € 22 787 €										ets	Fixed As
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Furniture & Fixtures € 15 900 € 10 000 € 8 Etc. € 77 € 77 € Total Fixed Assets € 109 297 € 102 397 € 10 Total Assets € 234 787 € 227 787 € 22 Liabilities Current Liabilities Current portion of long term debt € 50 000 € 50 000 € 50 Etc. € - € - € - €	1 200		€	1 200	€	2 100	€		quipment	Office Equ	
Etc. € 77 € 77 € Total Fixed Assets € 109 297 € 102 397 € 10 Total Assets € 234 787 € 227 787 € 22 Liabilities Current Liabilities Current portion of long term debt € 50 000 € 50 000 € 50 Etc. € - € - €	90 720	ç	€	90 720	€	90 720	€		old	Leasehold	
Total Fixed Assets € 109 297 € 102 397 € 10 Total Assets € 234 787 € 227 787 € 22 Liabilities Current Liabilities Current portion of long term debt € 50 000 € 5	8 000		-				_		e & Fixtures		
Total Assets € 234 787 € 227 787 € 22 22 787 € 22 22 787 € 22 22 787 € 22 22 787 € 22 22 787 € 22 22 787 € 22 22 787 € 22 22 787 € 22 22 787 € 22 22 787 € 22 22 787 € 20 70 00 € 5	77		€	77	€	77	€				
Liabilities Current Liabilities € 50 000	.00 297	1	€	102 397	€	109 297	€			Assets	Total Fixe
Current Liabilities € 50 000 €	25 687	2	€	227 787	€	234 787	€			5	Total Asse
Current portion of long term debt € 50 000 € 50 000 € 50 000 Etc. € - € - €											Liabilitie
Etc.										abilities	Current
	50 000	ŧ	€	50 000	€	50 000	€	•	portion of long term debt	Current p	
	-		€	-	€	-	€			Etc.	
Total Liabilities	50 000		€	50 000	€	50 000	€			ties	Total Liab
Net Assets € 184 787 € 177 787 € 17	75 687	1	€	177 787	€	184 787	€				Net Asset
Shareholders Funds (Equity)									ds (Equity)	lers Funds	Shareho
Owners Funds	50 000	Ę	€	50 000	€	50 000	€		Funds	Owners F	
Current Year Profit € 208 023 € 224 049 € 238	39 325	23	€	224 049	€	208 023	€		Year Profit	Current Y	
Total Shareholders Funds (Equity) € 258 023 € 274 049 € 28	89 325	2	€	274 049	€	258 023	€		unds (Equity)	holders Fun	Total Shar

Table 8: Balance Sheet

5 Conclusion

This business plan somehow is an academic exercise, but we hope to bring this plan to implement. Our goal is to open Elpis restaurant one year after when this plan is finished. It is honoured to have many advisors and mentors to help make this plan reality.

We also have the five-year plan as follow: if the income statement and cash flow analysis could meet our expectations after one year of operation, Elpis Restaurant will begin find a second location to open a new restaurant which is specialized in street food only. Then both restaurants will run at a profit between 200,000€ annually.

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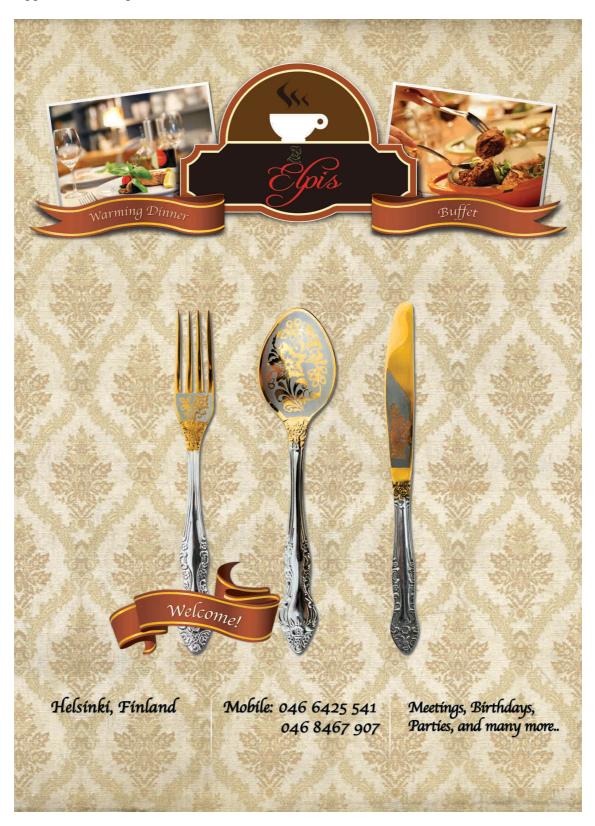
Table 5: Capital Purchases

Table 6. Pro Forma Profit And Loss

Table 7. Pro Forma Cash Flow

Table 8: Balance Sheet

Appendix 1: Sample Menu



Morning Coffee			€3.20)
Filter brewing grind coffee or instant cof	ffee			
Sandwich			€4.50	
sanawich with egg, tomato and cilantro				
Phở				
kice noodie soup with silced medium-ra	ire beer (siicea weii-	aone Hanks, siiced	i cnicken, or meatball)
7-Day Salad			€8.40	0
	No month			16
新发展。				
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Series Stories				1

I tauter	100011
Shrimp Salad Roll	€2.00/each
Pork side, rice noodle, shrimp, salad, chives	
Corn Crab soup	€4.50
Egg white, imitation crab meat, corn, green peas, shredded chicken, boiled quail eggs	
Satay Grilled chicken or pork	€3.00/skewer
Griffed Chicken of Polik	
Lotus roots, shrimps and porks salad	€14 . 50
Lotus roots, shrimps, sliced porks, salad, cucumber, cherry tomatoes, peanuts and sauce	
量不能等值不得针像表際的	
Morning glory water and tofu salad	
worning giory water, tolu, salaa, beansprouts, sesame, bean cura sheet and glutinous rice	Chapatty
Asparagus soup and shredded chicken	€4 . 50
Chicken, asparagus, eggs	
Calad Nicolae	614.50
Salad Nicoise	€14.50
PLANTER AND MALE AND PLANTED AND AND AND AND AND AND AND AND AND AN	
B.B.Q Chicken Salad	€11.50
Shredded BBQ chicken , corn, red onions, cilantro, avocado and cucumber	
Mango Salad	€6.50
Avocado, yogurt, citrus	在中国的



Ni-adla C	
Noodle Soup	
PhởRice noodle soup with sliced medium-rare beef (s or grilled beef) bean-spouts and vegetables.	
Ramen	€8
Served with king prawn, pork, egg and sea weed	
Phnom-penh clear rice noodle soup Rice noodle with boneless pork, shrimp, squid, frie shallot, and vegetables	
CurryServed with tofu, chicken, beef or king prawn and	
Wonton	€8.
Mince meat. pork, shrimp and egg	(高、多、黄、
Vegeterian noodles	€10
Tofu, mushroom, broccoli and carrot	
Fried ramen noodles	
King prawn, mushroom, carrot, bean-sprouts and	d teriyaki sauce
Singapore fried noodles	€1
Shrimp, pork, carrot, eggs, bean-sprouts and onio	ns
Teriyaki beef	€1:
Beef, tofu, carrot and broccoli	





Linguine with seafood in Olive Oil and abalone sauce	€15 . 00
Angel hair pasta with scallop and mushroom in Gallic sauce	€15.00
Spaghetti bolognaise beef	€15.00
Spaghetti Neapolitan with seafood	€15.00
Linguine with mushroom in Pesto sauce	€15.00
RRO	
B.B.Q.	€18.00
Port or Beef B.B.Q served with rice or French fried	
Lamp rack with sautéed potatoes in sweet onion sauce	€20.00
B.B.Q premium ribs	€22.50
BBQ baby back ribs	€20.50
Chicken wing with sweet and hot chili sauce	€15 . 00
Grilled chicken with peach	€13 . 50
Scallops grilled with salmon roe and mozzarella cheese	€16 . 50
Pork and vegetable in honey sauce	€14 . 50
Beef and vegetable in teriyaki sauce	€18 . 50
Smoked salmon in black pepper and lemon juice	€23.50



19月1日 · 日本日本日本日本日本日本日本日本日本日本日本日本日本日本日本日本日本日本	主观义是对社会的
Mochi Creamy ice cream wrapped in a sweetened rice flour (4 pieces	
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Sorberts in fruit shell	€6.00
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Panacota	€5.00
Green tea, chocolate, strawberry	
Flan cake	€5.00
Mixed from eggs and milk	
Fresh baked pies	€5.00
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Appendix 2: Financing

Gross Profit % 67,0% 67,0% 67,0% Breakfast 67,0% 67,0% 67,0% Lunch 67,0% 67,0% 67,0% Dinner 67,0% 67,0% 67,0%	1675 1340 67,0% 67,0% 67,0% 67,0% 67,0% 67.0%	1675 1340 67,0% 67,0% 67,0% 67,0%	1675 1340 67,0% 67,0%	1 675 1 340 67 0% 67 0%	1675 1340	1 675 1 340	-	Dinner 16 080 12 194 11 256	Lunch 20 100 18 492 17 688	Breakfast 7 035 6 097 4 690	Gross Profit 44 890 € 38 123 € 34 639 €	Catering 825 660 4	Dinner 7 920 6 006 5 544	Lunch 9 900 9 108 8 712	Breakfast 3 465 3 003 2 310	Cost of Sales 22 110 € 18 777 € 17 061 €	g 2 500 2 000	24 000 18 200	30 000 27 600	9 100	Sales 67 000 € 56 900 € 51 700 €		5.00 5.00	16,00 14,00	12,00 12,00	7,00 7,00	Selling Price 11 € 11 € 11 €	Catering 500 400	Dinner 1500 1300 1200	Lunch 2 500 2 300 2 200	Breakfast 1500 1300 1000	Volume 6 000 5 300 4 700	6 Feb-2016 N	month 1 month 2 month 3	Sales Forecast
•	0% 67.0%	0% 67,0%	0% 67,0%		% 67.0%		••••	56 12 194	38 16 080	90 5 159	€ 34 438 €	495 495	6 006	12 7 920	10 2 541	€ 16 962 €					€ 51 400 €		•••••				€ 11€	300 300	00 1 300	2 000	00 1 100		, b	month 4	
•••	67,0%	67,0%	67,0%		67.0%		1 005	13 132	16 884	5 628	36 649 €	495	6 468	8 316	2 772	18 051 €	1 500	19 600	25 200	8 400	54 700 €		5 00	14,00	12,00	7,00	11€	300	1 400	2 100	1 200	5 000	May-2016	month 5	
2000	67,0%	67,0%	67,0%	0.,0,0	67.0%	-	1 340	14 070	18 492	6 097	39 999 €	660	6 930	9 108	3 003	19 701 €	2 000	21 000	27 600	9 100	59 700 €	e e	5.00	14,00	12,00	7,00	11€	400	1 500	2 300	1 300	5 500	Jun-2016	month 6	
/80.23	67,0%	67,0%	67,0%	0,00,0	67.0%		1 340	14 070	18 492	7 035	40 937 €	660	6 930	9 108	3 465	20 163 €	2 000	21 000	27 600	10 500	61 100 €	į.	5.00	14,00	12,00	7,00	11€	400	1 500	2 300	1 500	5 700	Jul-2016	month 7	
	67,0%	67,0%	67,0%	0.,0,0	67.0%		1 675	14 070	19 296	7 035	42 076 €	825	6 930	9 504	3 465	20 724 €	2 500	21 000	28 800	10 500	62 800 €	i e	5.00	14,00	12,00	7,00	11€	500	1 500	2 400	1 500	5 900	Aug-2016	month 8	
27 02/	67,0%	67,0%	67,0%	0.,0,0	67.0%		1 005	14 070	18 492	6 566	40 133 €	495	6 930	9 108	3 234	19 767 €	1 500	21 000	27 600	9 800	59 900 €		5.00	14,00	12,00	7,00	11€	300	1 500	2 300	1 400	5 500	Sep-2016	month 9	
67.0%	67,0%	67,0%	67,0%	01,070	67.0%	0	838	13 132	17 688	4 690	36 348 €	413	6 468	8 712	2 310	17 903 €	1 250	19 600	26 400	7 000	54 250 €		5.00	14,00	12,00	7,00	11€	250	1 400	2 200	1 000	4 850	Oct-2016	month 10	
27 Ook	67,0%	67,0%	67,0%	6,90,0	67.0%	9	670	9 380	16 080	3 752	29 882 €	330	4 620	7 920	1 848	14 718 €	1 000	14 000	24 000	5 600	44 600 €	e e	5.00	14,00	12,00	7,00	11€	200	1 000	2 000	800	4 000	Nov-2016	month 11	
2000	67,0%	67,0%	67,0%	6,90,0	67.0%	6	503	9 380	14 472	3 283	27 638 €	248	4 620	7 128	1 617	13 613 €	750	14 000	21 600	4 900	41 250 €	d d	5.00	14,00	12,00	7,00	11€	150	1 000	1 800	700	3 650	Dec-2016	month 12	
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Month Net Profit / (Loss)	Total Expenses	Total Occupancy Costs	Water	Rent	Telephones	Electricity/Gas	Occupancy Costs	Total Employment Expenses	Total Casual Employment Expenses	Salaries/Wages waiters	Casual	Total Perm. Employment Expenses	Salaries/Wages Waiters	Permanent Chef	Employment Expenses	Total Website Expenses	etc	Hosting expenses	Domain name registration	Website Expenses	Total Marketing & Promotional	Promotion - General	Advertising	Marketing & Promotional	Total General & Administrative	The live of the li	Business insurance	license fees	Office Supplies	General & Administrative	Gross Profit	Total Cost of Gales	Total Cost of Sales	Catarina	Dinner	Breakfast	Cost of Sales	Total Net Income	Total Discounts/ Commissions	Sales Commissions paid	Sales Discounts given	Less Discounts/Commissions	Total Sales	Catering	Dinner	Lunch	Breakfast	Sales	Income
	•	•	e	e	•	•		•	•	•	,	•	•	•		6	•	e	•		•	•	e		n 1	n d	m l	n (m,					n 1	n d	n m		•	9	. €	•		9	е	e	e	 e		
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ENDING CASH BALANCE	Cash Disbursements	Cash Receipts	Opening Cash Balance	NET CASH FLOW	TOTAL CASH DISBURSEMENTS	Capital Purchases	Operating Expenses	Inventory	CASH DISBURSEMENTS	TOTAL CASH RECEIPTS	Cash Sales	Income from Sales	CASH RECEIPTS		Cash Flow
φ	Ф	æ	Ф	φ		æ	Ф	Ф		æ	Ф				
74 499 -€ 50 012 -€ 28 910 -€ 8 008 € 15 105 € 41 568 € 68 969	191 499	67 000	50 000	€ 124 499 € 24 487 € 21 103 € 20 902 € 23 113 € 26 463 € 27 401	€ 191 499	150 000	19 389	22 110		67 000 E 56 900 E 51 700 E 51 400 E 54 700 E 59 700 E 61 100	67 000			Jan 16	2016
φ	Ф	Ф	φ	æ	Ф	Φ	Ф	Φ		æ	æ			F	
50 012	32 413	56 900	€ 74499	24 487	€ 32413 € 30597		13 636	€ 18 777		56 900	€ 56 900 € 51 700 € 51 400 € 54 700 € 59 700 € 61 100			Feb 16	
φ	æ	æ	φ	æ	Φ	æ	æ	æ		æ	Φ			Z	
28 910	€ 30 597	€ 51700	€ 50 012	21 103			13 536	€ 17061		51 700	51 700			Mar 16	
φ	Ф	æ	φ	æ	Ф	æ	Ф	Ф		æ	Ф			Α	
8008	30 498	51 400	€ 28910 €	20 902	€ 30498		€ 13536	€ 16962		51 400	51 400			Apr 16	
æ	æ	æ		E	æ	æ	æ	æ		æ	æ			M	
15 105	31 587	54 700	8 008 € 15 105	23 113	€ 31 587 € 33 237		13 536	€ 18 051 € 19 701		54 700	54 700			May 16	
e	Ф	Θ	Ф	æ	Ф	Θ	æ	Φ		æ	Ф			J	
41 568	€ 33 237	€ 59 700	15 105	26 463	33 237		13 536	19 701		59 700	59 700			Jun 16	
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68 969	33 699	€ 61 100	€ 41 568	27 401	€ 33 699		€ 13536	€ 20 163		61 100	61 100			Jul 16	
e	Ф	Θ	Ф	e	Ф	Θ	Ф	Φ		æ	Ф			Α	
97 508	34 260	62 800	68 969	28 540	34 260		13 536	20 724		62 800	62 800			Aug 16	
6.1	æ	æ	æ	e	æ	æ	æ	æ		e	æ			s	
24 105	€ 33 303	59 900	€ 97 508	26 597	€ 33 303		13 536	€ 19767		59 900	€ 59 900 € 54 250			Sep 16	
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97 508 € 124 105 € 146 917 € 163 262 € 177 364	€ 31439	€ 54250	€ 124 105	28 540 € 26 597 € 22 811 € 16 346 € 14 101	€ 31439		€ 13536	€ 17903		62 800 € 59 900 € 54 250 € 44 600 € 41 250	54 250			Oct 16	
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63 262	€ 28254	44 600	€ 146 917	16 346	€ 28 254		€ 13536	€ 14718		44 600	€ 44 600			Nov 16	
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77 364	27 149	41 250	€ 163 262	14 101	€ 27149		13 536	13 613		11 250	€ 41 250			Dec 16	