# Staff Retreat – December 7th

## Tolano Environmental Consulting (TEC)

### Revenues

It’s been a tough year and, like so many companies, we have felt the impact of the international economic downturn. Although we expected a decrease in revenues, we hoped to avoid serious impact given that our services are so environmentally friendly.

We have seen a slight improvement following some of the Environmental Conferences during the year, especially in Southern Asian and Australia where we have worked hard to expand the business.

The following shows the revenues for last year and anticipated revenues for the next quarter:

### Upcoming Business

Each location has a target of five new customers per month - we are currently averaging three. The areas with the biggest growth are Asia and Australia. Both have met their target for last year and, during the summer months, saw an increase of 5%.

Our latest focus is to target specific companies to build partnerships. This has been successful in Canada where there has been an increase in environmental interest in the last few years.

With the expansion of services to the public through our Adventures division, another strategy is to establish specific branding.

## Tolano Adventures

### Revenues

In our second year of business, we saw a significant increase in revenues, especially internationally. The economic downturn has forced consumers to spend their money more wisely with an emphasis on becoming, or staying, green.

Through our partnerships with a variety of travel services, we have been able to secure more tours that match the company’s vision.

The following table shows pricing of the more popular tours:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Tour Prices Breakdown (Average based on 7-day Trip)** | | | | | | |
| **Travel Item** | **Group** | **Tour** | **Flight** | **Hotel (Daily)** | **Misc.** | **Total Cost** |
| Kilimanjaro Climb | RC | 4,000 |  |  | 1,000 | 5,000 |
| Mt. Shasta Climb | RC | 700 |  |  |  | 700 |
| North Carolina | RC | 500 |  |  |  | 500 |
| Tucson, Mt. Lemmon, Cochise Stronghold | RC | 350 |  |  |  | 350 |
| Antarctica | E |  |  |  |  |  |
| Sydney Whale Watching (\*Family of 4) | E | 250 |  |  |  |  |
| Vancouver Whale Watching (\*Family of 4) | E | 500 |  |  | 100 | 600 |
| Maui Whale Watching (\*Family of 4) | E | 200 | 2,000 | 1,000 |  | 3,200 |
| Bogota Cycling (\*Two People) | Eco |  | 1,500 | 1,500 | 200 | 3,200 |
| Perth Cycling (\*Two People) | Eco |  | 4,000 | 3,500 | 500 |  |
| Copenhagen Cycling (\*Two People) | Eco |  | 2,100 | 3,000 | 400 | 5,500 |
|  |  |  |  |  |  |  |

## Strengths & Weaknesses

Break up into groups of no more than five or six people.

Each group needs a notebook to list what each group considers to be our strengths and weaknesses.

We will discuss these tomorrow when we look at strategies on how to improve.