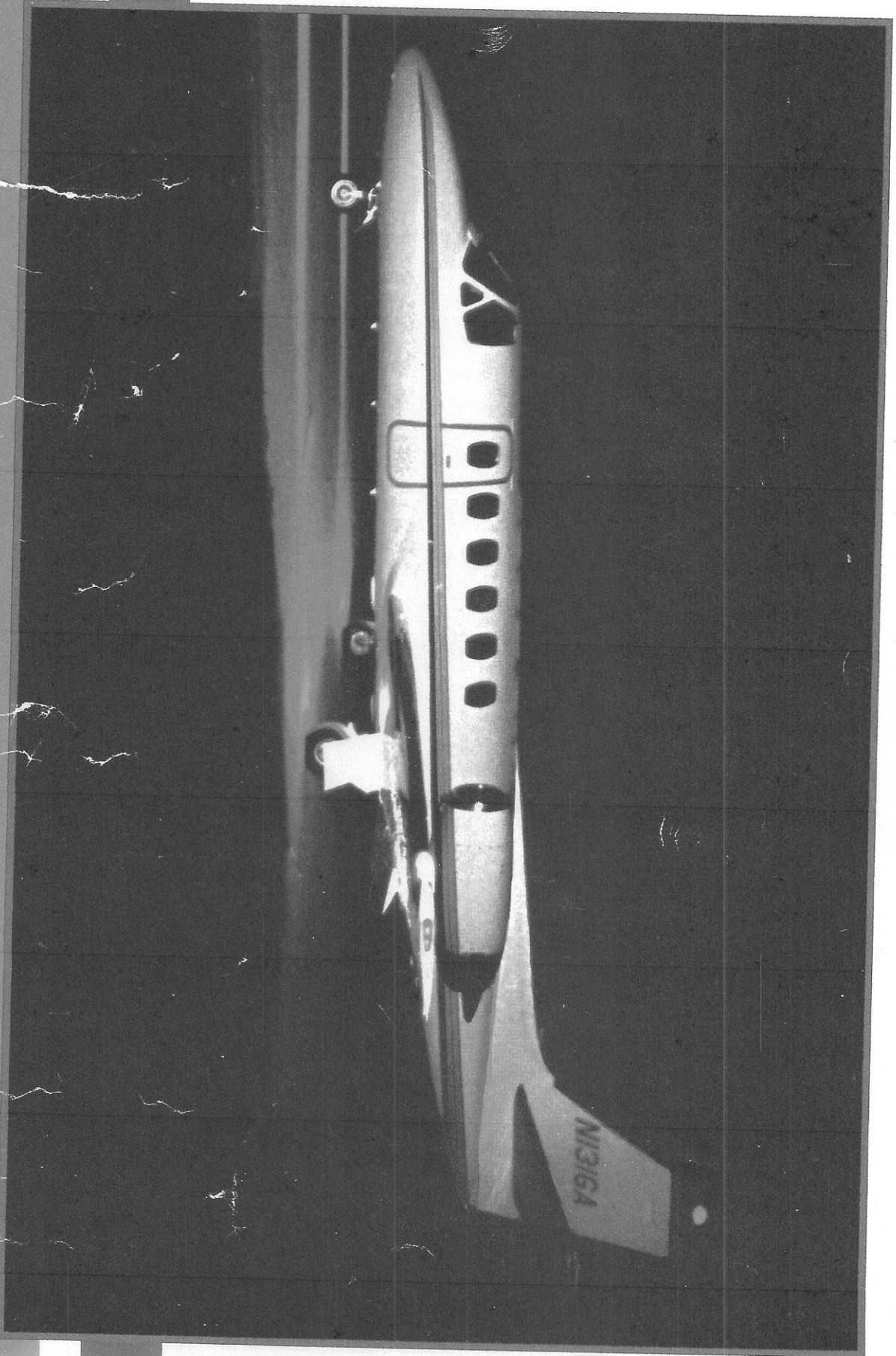


Goodner Aircraft Painting, I.





Goodner Aircraft Painting, Inc. has been providing continuous quality service for private, corporate and commuter aircraft for over 30 years. We are dedicated to providing our clients with an exterior that compliments their style and meets their needs.

We now provide computer imaging, so our clients can see the scheme and colors they have chosen for their aircraft for final approval. Goodner Aircraft Painting maintains color mixing capabilities for Pratt & Lambert Jet-Glo, Acry-Glo and DuPont Imron to provide a full range of color choices; and is a Pratt & Lambert Authorized Applicator. Our FAA licensed mechanics and inspectors are capable of any general aviation repair or service our clients may require.

Mena Intermountain Municipal Airport is known for its full service capabilities and Goodner Aircraft Painting will provide coordination services for any work your aircraft requires - paint, interior, avionics, maintenance, powerplant or DAR services.

GOODNER AIRCRAFT PAINTING, INC., the only name you need to know.



GOODNER AIRCRAFT PAINTING, INC.

MENA, ARKANSAS

Jim Curry

PRESIDENT

With over 30 years of training and production experience in the aircraft painting industry, Jim brings with him "hands on" expertise of each phase of production. This includes aircraft inspection, masking, stripping, prep work, priming, painting, design layout and detail work. Having this diversified experience has enabled Jim to implement programs that are functionally suitable to the task at hand and oriented towards meeting customer needs. He was recently appointed president and is developing innovative training programs, human resource incentive plan and state-of-the-art safety procedures and facilities programs.

Background:

Jim was one of the original founders of the company, which started in 1966. While in its infancy stages, Jim trained in all phases of production, from masking to final inspections.

In 1975 he became shop foreman and contributed to the operational growth of the company, which grossed \$1,000,000 in sales. By implementing improved production standards he was able to handle the additional volume with a crew of 20 employees.

In 1993, he took over the major share of the company and was promoted to President in 1995. He is now responsible for establishing new quality production standards that are consistent with National Quality Standards to meet current market trends.

OBSERVATION: After a number of discussions with you with respect to increasing productivity and reducing "re-work" in the shop you indicated a need and desire to have an employee incentive plan and to improve production.

CONCLUSION: Therefore, as part of the program we are providing an incentive program for production staff that would be equally beneficial for you and the employees and that help you achieve your goals.

You have already been paying for two shifts (40 hour week plus benefits) without setting production standards to meet scheduled delivery dates. Work orders are coming in that you are not sure you can be filled within the time frame your customers are requesting. In fact you indicated that you are afraid to bid work for fear of not being able to fill orders. In addition, you indicated that you have had up to 3 weeks delay on delivery for work currently in production and your "re-work" is at 20%, as a result of you inefficiencies in the shop.

COST: None. This should actually give you additional returns and benefits, as by setting goals it will help your employees focus on the production work they need to do within a given time frame to meet the company goals.

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RECOMMENDATION: Develop an incentive plan that only rewards production efforts that meet or exceed your company production and profit goals. The production standards will be established at the onset of the job when the work order is issued to the shop and employees will need to meet the projected scheduled delivery times and quality standard to reduce "re-work" by 15%.

BENEFITS: The incentive plan will help you achieve your production goals. The plan will reward those who give you superior results and help you keep and attract quality employees. The plan will also make your employees sensitive to the company production issues, rework costs and production standards that need to be achieved. In the long run, your projected profit margins will be improved as a result of meeting your scheduled delivery dates and reducing "re-work".

SAVINGS: Assumptions:

1. Annual sales @ 466,899
2. Rework (20%) @ 93,380
3. Incentive plan improvements (15% of \$466,899)
= 70,035

Net Annual Savings: \$ 70,035

THE PLAN: To be developed with owner and shop foreman.