

MBEYA LINE COMPANY LIMITED

**BUSINESS PLAN FOR MOTOR
CYCLE ASSEMBLING PLANT AT MLOWO
MBOZI SONGWE REGION –TANZANIA**

MAY 2022

Prepared By

MBEYALINE COMPANY LIMITED
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EXECUTIVE SUMMARY

This business plan entails establishment of motor cycle assembling plant for the production of motor bikes to strengthen the transport services for both rural and urban dwellers.

Project Location:

The project will be located at Mlowo in Mbozi district in Songwe Region.

The Project Sponsor:

The proposed motor cycle assembling project will be sponsored by Mbeyaline Company Limited of P.O, Box 292 – Mlowo. The project sponsors have the necessary experience in doing such investments and have a number of supporting workforce to successfully undertaking the project to ease the burden of transport problems in rural areas of Mlowo where two wheeled transport equipment are much preferred..

The Business:

The business will involve setting up an assembly plant for motorcycles of patent name T- Better; the cycles to be assembled will be ordered form China, Already the company has taken some initial stages of acquiring a land area and a go-down where the business will be carried out.

The Market:

The Mbeya line Company has carried out an in-depth research on the markets and marketability of the motor cycle brands to be assembled. Mlowo is essentially an agricultural area where most people in the villages are involve I the production of maize, coffee, and other important food crops to feed the growing population in the area and beyond. An assured transport to ferry the farm products is of utmost requirement to enable the farmers and customers reach their markets. Motor cycles will ease the burden of farmers carrying farm product o their heads to the market.

Capital investment:

The business will invest a total of **T.shs 500,000,000** in items to include land and buildings, assembling plant, vehicles for ferrying imported parts and for delivery of finished products to distant selling points, Furniture and fixtures as well as meeting pre-operational expenses including an initial working capital.

The summary of the investment capital is as given in th table 0.1.

Table 0.1: Proposed capital investment. Tshs.

S/N	Item	TOTAL COSTS
1	Land and Buildings	36,000,000
2	The plant	52,000,000
3	Vehicles	70,000,000
4	Furniture and Fittings	4,000,000
5	Pre-expenses	15,000,000
6	Others	6,000,000
7	Working Capital	317,000,000
8	Total capital investment	500,000,000

The financing plan will be met by the company own equity sources. No credit will be sought for financial institutions.

Management;

The business will be under the Board of Directors and managed by the company Executive Director, Mr. Daudi H. Mwakyembe..with telephone number 0767 607 400 and email daudihezron11@gmail.com

Financial Analysis:

The financial analysis on the business operations show the project will be profitable. The development value to the community shows that the business will provide services to a large group of people of different classes who need such services.

1.0 Introduction:

- 1.1 The business plan evaluates the commercial undertakings of a medium scale motor cycle assembling plant at Mlowo in Mbozi District in Songwe Region. M/S Mbeya Line Company Limited intends to develop the business by establishing and operate the assembling plant to make motor cycles of the brand T- Better. The use of motor cycles in rural areas as well as in urban areas is growing considerably and now replacing the use of bicycles which requires the use of human energy to operate them. This is evidenced by facts that the use bicycles are replaced by motor cycles, bajaj and Toyo. M/S Mbeya Line Company Limited has carefully studied this trend and came with a solution to establish a medium assembling plant to ease the transport problems facing the people in the rural and urban areas. This is in line with the transport policy stating that companies which are able to provide transport services at affordable costs are to do so provided regulations and order are followed.
- 1.2 The selected brand T- Better in the market will change the taste of our customers as the quality of the brand is light easy to manage, low fuel consumption and with assured security guards to protect the user.
- 1.3 The company is run by dedicated shareholders, and field operations will be under the supervision of skilled staff and there will be training provisions to operators of the equipment. Other after sale services will include;
- Provision of knowledge on motor cycle parts;
 - Knowledge on maintenance;
 - Lubrication;
 - Provision of knowledge on safety and precautions.

1.4 Vision and Mission

The Mbeya Line Company Limited envisions to provide services to the satisfaction of the customers and plans to be pioneer in assembling and distribution of the Brand T-Better motorcycles in the country.

The mission of the company is to distribute and provide after sale services to customers of the brand t- Better motor cycles.

1.7 Purpose of the Assignment:

The major purpose of this assignment is to prepare a five years business plan that will enable the association meet the identified challenges to get clear projections on costs and profits for the business in the next five years. Priority areas and mode of financing the five years development plan. The five years plan will look on the rationally of implementing each priority options given in the previous section. The study also aim at streamlining and giving shapes to their five years plans by prioritizing the key issues. The output is a business plan which looks into the economic and financial viability of undertaking the investments.

1.8 The Company's Five Years Plans:

The Mbeya Line Company Limited has identified strategic plans that need to be accomplished in the next five years. In order to achieve such plans it requires some expert opinion on consolidating the plans so as the company to achieve the set objectives/goals in the manufacture of T- Better brand motor cycles. A thorough look into the financing plans and operations, location site of the assembling plant have been undertaken while considering costs, and how to finance such plans. The company then undertook to seek the services of external consultant who would prepare a Business Plan that will enable the company access to financial acquisition to establish the proposed project. The plans that were availed to the consultant during the meeting are as follows:

Plans to acquire land for the construction of plant premises have been finalized at Mlowo in Mbozi district in Songwe Region.

- i. Initial contract for renting a go down, which will house assembling plant;
- ii. Company registration with Brella and Memorandum and Articles of Association for the Company;
- iii. TIC form for investment incentives;

2.0 Objective:

The company's objective is to introduce, produce and operate the brand T-Better motor cycles in Tanzania in order to reduce the burden of transport problems of rural and urban dwellers.

Short term objective of the company is to be able to assemble quality motor cycles to be used both in rural and urban areas.

Long term objective:

- a. To provide training to the users and artisans in order to increase awareness and better maintenance for motor cycles;
- b. To create jobs for those using the motor cycles;
- c. To provide stable transport means for rural and urban people;
- d. To expand our business in producing motor cycles gradually to reach up to 8,000 units by 2025;
- e. To improve business by introducing new technologies and machineries hence creating a smooth running of the company;
- f. To improve profits (Net profit) in order to increase capital of the business

3.0 The Company Profile

3.1 Mbeya Line Company Limited is a local private company established, incorporated and registered in Tanzania under the Company Ordinance Cap 212 with "Business Registration and Licensing Authority" (BRELA) as a "Limited by shares Company" vide certificate No. 155844981 issued on 17th April 2022. It is also registered as a Tax payer with TRA Taxpayer Identification Number (TIN) 155-844-981.

3.2 Mbeya Line Company limited has been established to carry out the business of assembling, sale, maintenance, and repair of motorcycles and related parts and accessories as well as to deal with other related areas of operation as a service provider.

Our merit is built on delivering cutting-edge after sale services that meet clients' satisfaction in not only realizing their business objectives, but also

facilitating adoption to ever-changing local and global paths while adhering to the ethical principles of professionalism and mutual relationship. Mbeya Line Company Limited strives to develop and manage center of excellence in private sector development and small entrepreneurship.

3.3 Contact Address:

The office where the company is operating is situated at Mlowo in Mbozi District Songwe Region..

Our postal address is;

P.O.Box 292, Mlowo

Phone: +255 713 407 491/767 607 400

Email: Mbeyaline22@gmail.com

The contact person is Mr. Daudi Hezron Mwakyembe the Executive Director.

3.4 The COMPANY STRUCTURE:

The present structure of Mbeya Line Company Limited comprises office of the Executive Director and three other supporting offices that include Engineering, Marketing and Administration/Accounts.

The Company strategic plan for growth has been made possible by the internal expertise emanating from a thorough sense of responsibility to the client and the society at large. The company started as a small venture in availing staff to a field of graded big and experienced companies in the market. this significantly strengthened the Company's operations and won trust from a wide range of clients in development fields. The Company is managed and operated by well qualified Tanzanians with substantial experience and renowned knowledge in a wide scope of manufacturing, engineering and provision of after sale services to the customers.

Management Team; this company has got two directors namely Mr. Daudi Hezron Mwakyembe and Ms Paulina Simioni Nsenga. The CVs of the directors are attached for reference.

Company Strategy is to become the most respected company in Tanzania and deliver the best of Motor cycles in the country and to employ our to tasks in the assembly plant by assembling motor cycles.

3.5 Share Holders

The Share Capital of the Company is Tanzania shillings Tshs 500,000,000/= only, divided into 1,000 ordinary shares of Tshs.500, 000/= only. The company has two active shareholders as shown below;

s/n	Name , address and occupation of shareholder	Number of Shares	Signature of Shareholder
1	Paulina Simon Senga P..O.Box 66 Mlowo – Songwe Business Woman	400	
2	Daudi Hezron Mwakyembe P.O.Box 66 Mlowo –Songwe Businessman	400	

4.0 The Business Plan:

The Business Plan envisages the establishment of a modern medium sized assembling plant for motor cycles of Brand T- Better. This brand will now be produced in large numbers for distribution throughout the country. The company will establish selling points in all the regions for easy distribution, easy to operate and handle.

4.1 The Production Plan.

The company will get raw material from China for carrying out assembling of motor cycles of the brand T- Better. The plan is to assemble about 6000 units of assembled motor cycles per year equivalent to 500 units per month or 16 units per day. However due to external influences and low workmanship at the start, production capacity will start at the rate of 70% and slowly rise up as more skill is acquired to about 90% capacity, which is the maximum that can be attained. and gradually rise to 12 000 units by the year 2025 onwards. The company will start production in the current year – 2022. Progressively this will rise by 15% annually i.e. 7000 units in 2022/23; 8000 units in 2023/24; 10,000 units in 2024/25 and 12,000 units by the year 2025/26.

4.2 Market Analysis and Marketing:

The Mbeya Line Company Limited, the sponsor of the project has done thorough market research and came up with a workable solution of establishing a medium modern assembling plant for motor cycles with the aim to reduce the problem of transport facing rural and urban dwellers. The brand to be produced will be that of easy to operate, low fuel consumption that most people will afford. The trend of changing from Bicycles to Motor cycles is on the increase as evidenced by the number of motor cycles operating with speed and efficiency in most areas, compared to the use of bicycles.

4.2.1 Products for the Market:

Promoters main products will be motor cycles of the brand T- Better originating from China and to be assembled at the company's plant situated at Mlowo in Songwe Region. It is a brand that will be competitive with other brands operating in the country. The assembling plant will be operated in such a manner that production will go by the laid down specifications and precision in order to command field operations with minimum problems. The assembly plant will always provide after sale services to ensure users have no complaints on the operation of the motor cycles. There will be an assured link to the mechanics at all times who will fix mechanical problems.

4.2.2 Pricing of Motor cycle Units:

Price for the new brand of motor cycle will be competitive enough to attract the use of the brand. Prices will be Tsh. 2,000,000 per unit delivered ex-works. Most of the brands now operating in the country are sold for between Tshs 2,400,000 to 2,500,000 per unit. It is obvious the prices for the new brand will be attractive. Initially this price will stay for some time to convince users to purchase more and more units,

4.2.3 Competition

There are already other assembling companies operating mostly in Dar es Salaam and owned by M/S Cars and General Company and Mohammed Enterprises Limited. Both these plants produce other brands.

The closest competitors are more than 822km away giving monopoly power over the area for a period of time to come.

The prices the company charges per unit lower compared to prices offered by the competitors who charges,

4..2.4 Segmentation Strategy

- Reasonable price level that is affordable by expected users and other off takers
- Establishing wholesale and retail outlets in major town to assure customers ready market which enable them access our brands easily;
- The product will also be segmented on the basis of the easy to operate and good fuel consumption.

5.0 OPERATING EXPENSES

5.1 Introduction:

In order for the M/s Mbeya Line Company Limited at Mlowo assembling plant, they will need an initial working capital as the technology is labour intensive. The working capital will help in meeting costs of hiring labour and purchasing labour, electricity and spear parts. The initial working capital will also help in meeting other costs to enhance production operations.

5.2 Salaries and Wages:

There will be three categories of workers under the entire operations of the activities of the company namely those as administrators, those working in the actual assembling activities in the plant and those that provide after sale services in the field.

It is proposed that a total of 26 people will be employed on permanent basis. The following table shows the manpower requirement of the company activities.

Post	Number	Salary scale	Monthly	Annual
Director	1	2,500,000	2,500,000	30,000,000
Production/Quality control manager	1	1,200,000	1,200,000	14,999,000
Supervisors	3	750,000	2,250,000	27,000,000
Artisans	9	600,000	5,400,000	64,800,000
Stores attendant	3	500,000	1,500,000	18,000,000
Sales attendants	3	500,000	1,500,000	18,000,000
Auxiliaries	6	359,000	2,100,000	25,200,000

5.3 Administrative Expenses

These will be administrative overheads that the assembling plant will incur to fulfill its activities well. They include insurance on fixed assets, audit fees, communication expenses, stationery, protective gears, and others

5.4 Depreciation Costs:

Depreciation costs for the project's assets are worked out on the following basis and are presented in Appendix 2:

- Land and Civil works are depreciated at 4% of original cost;
- Machinery and equipment at 12.5%;
- Furniture and office equipment at 8%;
- Pre-operational expenses at 50%.

5.5 Operating costs

The projected operating expenses in this business plan are all costs directly related to the activities in the assembling plant . These include electricity, water, salaries, advertising costs and others,

5.6 Local Government Tax

Local government taxes will be paid by the company amounting to TShs. 5 billion during the project lifetime.

6.0 FINANCIAL ANALYSIS

6.1 Assumptions

In carrying the financial plan of the project, the following assumptions have been considered.

- All the figures presented are at current market rate;
- Differences on market scenarios between actual market situation and that of project are considered; there may be some difference in the actual market scenario and scenario given by the business.
- The financial figures are only the expected. There may be some deviation.
- The market growth rate is only assumed so; it might contain some differences from actual scenario.

6.2 Investment and Financing Plan

The projected investment cost is TZS 500.00million including the initial working capital of TZS **17 million**. The investment cost mainly will involve construction of the plant structure, purchase of additional equipment and working capital to meet operating expenses. A summary of the investment cost are as shown below:

Table 10: Capital Investment

Item	Local	Foreign	Total
Land and buildings	36,000,000	-	36,000,000
Assembling plant	13,000,000	39,000,000	52,000,000
Vehicles	17,500,000	52,500,000	70,000,000
Furniture and Fittings	4,000,000	-	4,000,000
pre-investment expenses	15,000,000	-	15,000,000
Others	6,000,000	-	6,000,000
sub-total fixed investment	91,500,000	91,500,000	183,000,000
add Working capital	17,000,000	-	17,000,000
Total Capital Investment	108,500,000	91,500,000	200,000,000

The investment will be financed through equity contribution of the business capitalization which is TZS 500,000,000.

6.3 Revenue, Profit and Loss Statement

6.3.1 Revenue

The main source of revenue is from sales of complete assembled motor cycle units and to provide after sale services.

The following schedule shows sales computations on monthly basis

Months	1	2	3	4	5	6-12
Profit and Loss statement on monthly basis						
Number of units imported from source	583	667	833	1000	1000	1000
Operational capacity of assembling plant	70%	80%	90%	90%	90%	90%
Available units for sale	408	467	750	800	800	800
Price of assembled unit in TZS	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000
Monthly sales of assembled units	816,666,667	933,333,333	1,500,000,000	1,600,000,000	1,600,000,000	1,600,000,000
Cost of sales						
Unit purchases (USD 480) TZS 1,116,480	651,280,000	744,320,000	930,400,000	1,116,480,000	1,116,480,000	1,116,480,000
Salaries for director assembling costs	16,450,000	16,450,000	16,450,000	16,450,000	16,450,000	16,450,000
Production profit	634,830,000	727,870,000	913,950,000	1,100,030,000	1,100,030,000	1,100,030,000
Profit margin %	78	78	61	69	69	69
Operating costs						
Utilities Electricity and water	200,000	200,000	200,000	200,000	200,000	200,000
Transport Dar Mbozi	37,500,000	37,500,000	37,500,000	37,500,000	37,500,000	37,500,000
Sales Advertisement	100,000	100,000	100,000	100,000	100,000	100,000
Total operating costs	37,800,000	37,800,000	37,800,000	37,800,000	37,800,000	37,800,000
Operating Profit	597,030,000	690,070,000	876,150,000	1,062,230,000	1,062,230,000	1,062,230,000
Taxation 18%	8,955,450	10,351,050	13,142,250	15,933,450	15,933,450	15,933,450
Monthly Profit after Tax	588,074,550	679,718,950	863,007,750	1,046,296,550	1,046,296,550	1,046,296,550

6.3.2 Profit and Loss Statement (Annual):

The projected profit and loss statement measures the level of profitability generated by sale of white milled rice and bran. The business is expected to operate at a profit and is expected to earn an average of Tshs 1.093 billion annum. This is expected to increase to Tshs 7.176 billion in year five. The profit margin on sales is quite attractive at an average of 24%.

ANNUAL PROJECTIONS	2022/23	2023/24	2024/25	2025/26	2026/27
Annual purchases	7000	8000	10000	12000	12000
Plant capacity %	70	80	90	95	95
Available units for outright sales	4900	6400	9000	11400	11400
Price per unit	2,000,000	2,000,000	2,000,000	2,000,000	2,000,000
Annual sales of assembled units	9,800,000,000	12,800,000,000	18,000,000,000	22,800,000,000	22,800,000,000
Cost of sales					
Purchases from source	7,815,360,000	8,931,840,000	11,164,800,000	13,397,760,000	13,397,760,000
Annual salaries for assembling pant	197,400,000	197,400,000	197,400,000	197,400,000	197,400,000
Total production costs	8,012,760,000	9,129,240,000	11,362,200,000	13,595,160,000	13,595,160,000
Production profit margin	1,787,240,000	3,670,760,000	6,637,800,000	9,204,840,000	9,204,840,000
Percent margin (%)	18	29	37	40	40
Operating costs					
electricity and water	2,400,000	2,400,000	2,400,000	2,400,000	2,400,000
Transport of units to Mbozi	450,000,000	450,000,000	450,000,000	450,000,000	450,000,000
Cost of incidentals	1,200,000	1,200,000	1,200,000	1,200,000	1,200,000
Total operating costs	453,600,000	453,600,000	453,600,000	453,600,000	453,600,000
Operating Profit	1,333,640,000	3,217,160,000	6,184,200,000	8,751,240,000	8,751,240,000
Taxation 18%	240,055,200	579,088,800	1,113,156,000	1,575,223,200	1,575,223,200
Annual profit after tax	1,093,584,800	2,638,071,200	5,071,044,000	7,176,016,800	7,176,016,800
Cumulative profit	1,093,584,800	3,731,656,000	8,802,700,000	15,978,716,800	23,154,733,600

6.4 Projected Cash flows:

The projected cash flow measures the liquidity condition of the company during its years of operation. The liquidity measures the ability of the market center operations to meet its obligations including debt servicing when it falls due. The net cash flow will increase from Tshs,. 2.838 billion year one to Tsh. 7.376 billion in the year five. The cumulative cash balances will increase to Tshs 30.237 billion in year five. The cumulative cash is quite attractive demonstrating the ability of the business operations to be able to finance repayment of the outstanding financial obligations falling due, replacement of fixed assets and expansion of the facility to respond to growing demand at the market.

Annual Cash Flows

	2022/23	2023/24	2024/25	2025/26	2026/27
Cash inflows					
Equity	200,000,000	200,000,000	200,000,000	200,000,000	200,000,000
Profit before Capital Charges	3,217,160,000	6,184,200,000	8,751,240,000	8,751,240,000	8,751,240,000
Total Cash Inflows	3,417,160,000	6,384,200,000	8,951,240,000	8,951,240,000	8,951,240,000
Cash Outflows					
Fixed Assets	0				
Initial working capital	0				
Corporate tax	579,088,800	1,113,156,000	1,575,223,200	1,575,223,200	1,575,223,200
Total cash outflow	579,088,800	1,113,156,000	1,575,223,200	1,575,223,200	1,575,223,200
Net cash flow	2,838,071,200	5,271,044,000	7,376,016,800	7,376,016,800	7,376,016,800
Cumulative cash flow	2,838,071,200	8,109,115,200	15,485,132,000	22,861,148,800	30,237,165,600

6.5 Working Capital

Working capital for the investment will be used to finance initial operating costs of the business. The working capital is expected to be financed either through an overdraft facility is expected to attract an interest of 12% per annum.

6.6 Projected Balance Sheet

The projected balance sheet shows the financial position of the project at any one time. As presented in the schedule below the liabilities of the motor cycle production and other company activates for Mbeya Line Company Limited at Mlowo will be well covered by the net fixed assets over the period under review. Similarly the plant contribution to

the business net-worth rises from Tshs. 1.128 billion in year one to TZS114.072 million in year one and Tshs. 23.261 billion in year five of the project life.

Annex 8. Balance Sheet Projections

DESCRIPTION	YEARS				
	2022/23	2023/24	2024/25	2025/26	2026/27
CURRENT ASSETS					
Cash	2,838,071,200	8,109,115,200	15,485,132,000	22,861,148,800	30,237,165,600
Working Capital	17,000,000	17,000,000	17,000,000	17,000,000	17,000,000
Total Current Assets	2,855,071,200	8,126,115,200	15,502,132,000	22,878,148,800	30,254,165,600
FIXED ASSETS (NET DEP.)					
Land and Buildings	30,000,000	28,800,000	27,600,000	26,400,000	25,200,000
Machinery and Equipment	42,000,000	40,320,000	38,640,000	36,960,000	35,280,000
Furniture and fittings	750,000	720,000	690,000	660,000	630,000
Motor vehicles	11,000,000	10,560,000	10,120,000	9,680,000	9,240,000
Pre operating Expenses	1,600,000	1,536,000	1,472,000	1,408,000	1,344,000
Total Fixed Assets	85,350,000	81,936,000	78,522,000	75,108,000	71,694,000
TOTAL ASSETS	1,329,398,800	3,974,056,000	9,010,100,000	16,185,716,800	23,361,133,600
REPRESENTED BY:					
Equity	200,000,000	200,000,000	200,000,000	200,000,000	200,000,000
Retained Earnings	1,093,584,800	3,731,656,000	8,802,700,000	15,978,716,800	23,154,733,600
Other readings	35,814,000	42,400,000	7,400,000	7,000,000	6,400,000
TOTAL	1,329,398,800	3,974,056,000	9,010,100,000	16,185,716,800	23,361,133,600

6.7 Discounted Cash Flows (IRR)

In determining the commercial viability of group paddy processing, cash-flows have been discounted and calculation of internal rate of return after carried out. An internal rate of return after tax is **35%**. This rate is considered as attractive considering the cost of the capital of 10%

FINANCIAL INTERNAL RATE OF RETURN

Particulars/ Year	2022/23	2023/24	2024/25	2025/26	2026/27
INFLOWS:					
Operating Profit	6,184,200,000	8,751,240,000	8,751,240,000	8,751,240,000	8,751,240,000

Residual Value					10,063,926,000
Total Inflows:	6,184,200,000	8,751,240,000	8,751,240,000	8,751,240,000	18,815,166,000
OUTFLOWS:					
Investments	200,000,000				
Taxation	579,088,800	1,113,156,000	1,575,223,200	1,575,223,200	1,575,223,200
Change in Working Capital	0				
Total Outflows:	779,088,800	1,113,156,000	1,575,223,200	1,575,223,200	1,575,223,200
Net Cash flows	5,405,111,200	7,638,084,000	7,176,016,800	7,176,016,800	17,239,942,800

NPV at 30% = -
37,334,400

NPV at 35% =
66,456,124

After Tax Internal Rate of return is 35%

7.0 MANAGEMENT AND ORGANISATION

7.1 Organization

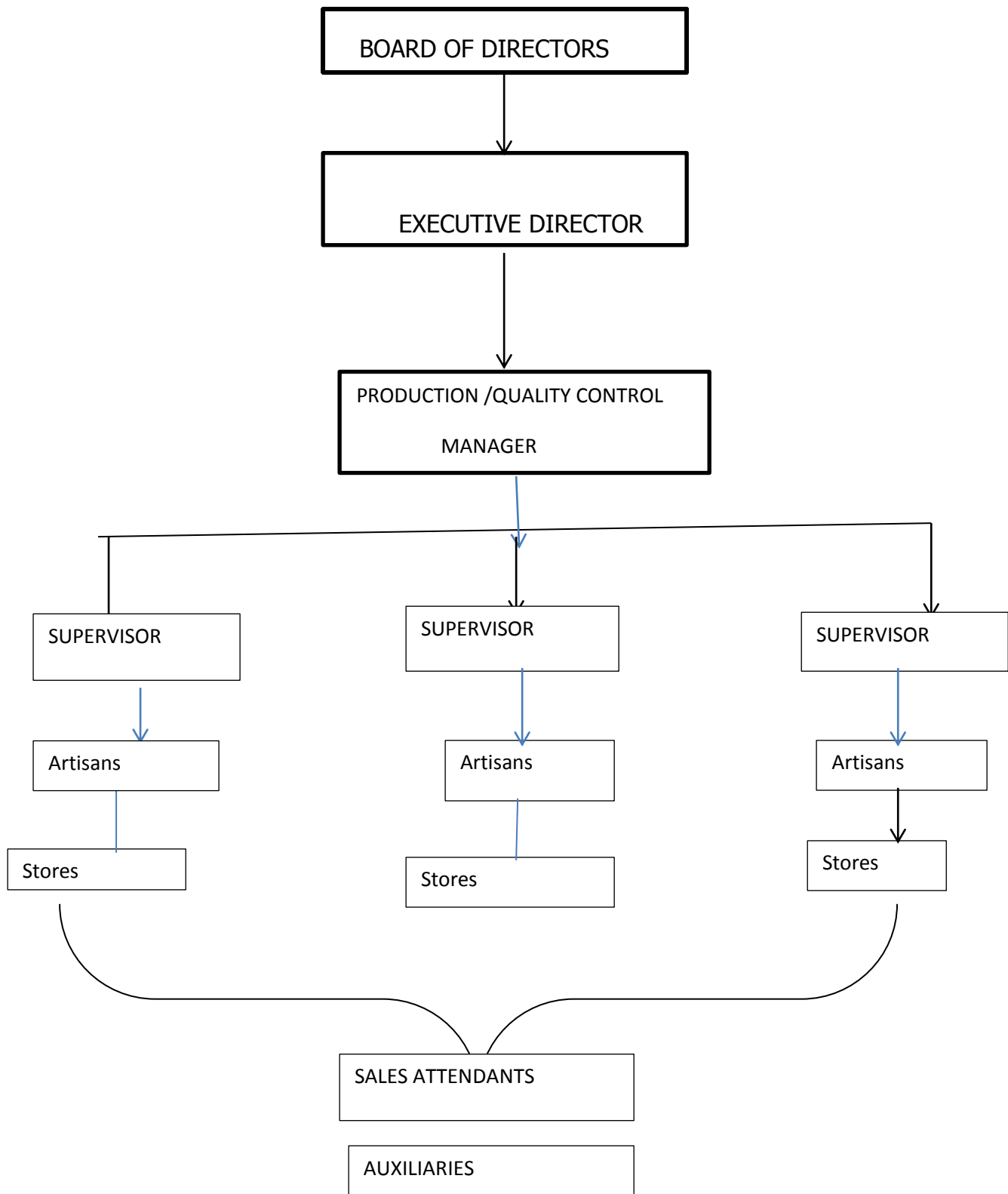
The management and organization will need to be strong to ensure operational activities are executed according to business objectives. This will lead to well-run business towards realization of good profits and increased company profits to be able other development activities in the company.

Focus will be given to the improvement of technologies and adoption of new innovations in order to achieve company's goals of increasing production, quality and good marketing outlets. Further the tasks and strategy of the management and organization of the business will strive to maintain high quality processing facility that can add value and quality to the assembled motor cycles.

The business will have a strategy that will see things going well with all workers practicing quality discipline through which achievement of high sustainable returns to the investments. The overall strategic objectives can be stated as follows:

- Achieving the production and revenue targets in the stipulated timeframe.
- Maintaining a high profitability through sound financial control over expenditures and retain a firm and competitive pricing policy for services and products.
- Increasing the value added for the products and sell them at competitive rates.
- To contribute to the development of the local economy (where the company is operating), and the national economy generally through the creation of jobs in the operations of the company and meeting necessary tax obligations to the government.

The Organizational structure of the entire Business is spearheaded by the Board of Directors, whose decisions are executed by the Executive Director with the support of other junior staff and technicians. All together the company will employ 26 permanent staff. The organizational structure is as follows:



7.2 Management:

The association will implement its strategic plan through a process of Management by Objectives. New planning and interpersonal skills will be developed. The business stronghold foundation blocks will be its employees. The company plans to carry out on - the - job training for most of its staff. In general the Company will ensure that employees get new skills and follow set procedures to increase their productivity throughout. Skills that will be developed will enable the company to react effectively and efficiently to new demands and market trends.

The overall management team will be under The Executive Director

7.4 Gender considerations

The business will closely observe and provide equal opportunities for both men and women when engaging them in executing various works in the business. Special steps will be undertaken to ensure women and youths are given considerations for them to develop technically and financially to earn both knowledge and income.

7.5 HIV/AIDS Action plan

Cross-cutting issues that may intervene and go against plans and objectives of the business will be addressed sufficiently. These include HIV/AIDS and other fast spreading diseases so that the workforce in the business remains strong and productive. Frequent lessons will be provided using the Government agencies and NGOs and other campaigner to create awareness to the workers and the community at large.