



# WORK FLOW



## 1 ANALYZE

We began by diving deep into communication with every Buchi team member, in order to connect their past, present, and future goals. What we determined was that they needed support in ways they hadn't realized yet. Instead of simply stepping in to help with bookkeeping, we integrated ourselves into the company as Buchi's CFO support — a much larger undertaking. We got to work analyzing their current financial systems and identifying inefficiencies and areas of potential improvement. We also identified which tax strategies best suited their business. The ultimate goal was to increase profitability across all areas of the business — from financials to inventory management to standard operating procedures.

## 2 FACILITATE

We acted as Buchi's Controller, optimizing all of their financial systems. We collaborated with them to discuss a rebuild of all their books — transaction by transaction — while simultaneously working toward a new financial system for their Management Team to use in times of major decision-making. In addition, we determined the best resources and tools for them to use throughout their operations, including a Human Resource Management System (that linked directly to their books) to track benefits, PTO, employee evaluations, and streamlined the onboarding process. We also jumped right in to the financing of Buchi's new manufacturing facility in Marshall — working to help shape the deal, recruiting an SBA expert, reconfiguring their loan needs and negotiating/partnering with the Management team and the bank to help close the deal.

## 3 IMPLEMENT

This is where we really set things in motion! We implemented Buchi's new financial and HR systems, allowing them greater insight into the everyday details of their company's operations, processes, and people. We ensured communications through multiple channels of the company were productive and transparent. This allowed for a serious improvement in efficiency and reduced the risk for error in operations.

## 4 EVALUATE

Next, we incorporated ongoing trainings with individuals, weekly Management team meetings, and additional HR policies. We worked with each and every Buchi team member to standardize job descriptions, titles, job offers, and employee evaluations. Additionally, we helped Buchi standardize their inventory purchases, retain industry experts as part of the team, and helped structure complex growth opportunities.

## 5 SCALE

The outcome of this process includes (and will continue to include) a new brewery, several new team members, and new systems, which all result in a stronger, more risk-averse company that can focus less on implementation and more on creating the vision that sets them apart from their competition. We continue to future-proof Buchi's finance, strategy, and HR departments, both internally and externally. We also continue to work with Buchi on planning for future investments and obtaining certifications (such as B-corp) that will leverage and augment their brand and their networks well into the future.