

Alliance Industry

Revision 1.11

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History list:

[25.04.2006]

Initial Document

[26.04.2006]

[+] Salary and Output calculation for R&P Division

[+] Division Head

[+] Table of Contents

[+] R&P Division vacancies roles and duties

[30.04.2006]

[+] Sales Division vacancies and duties

[+] Sales Salary calculation

[02.05.2006]

[+] Logistics & Sales Division vacancies and duties

[+] Logistics & Sales Division salary calculation

[+] Control structure finalization

[+] Charter finalization

[03.05.2006]

[+] Description of production process

[+] Description of transportation process

[+] Description of storage process

[+] Cairdeas Industry Co. and Initial Funds topic

[08.05.2006]

[+] Description of Sales Process

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Overall Structure

Industrial department consists of 4 divisions: Mining, Research & Production, Logistics & Storage and Sales. These divisions are closely integrated to each other and mostly work in close interaction.

Industrial department is controlled by a committee of 4 divisional heads, 1 for each division. This committee reports the gross value of industrial activities to Chancellors and the Senate, including detailed reports on all industrial activities. More detailed view on command chain and staffing see in Appendix B: Stuffing.

Division Head

Division head is a position of most importance. He coordinates sub-departments of his division, represents Division in Committee and can be one of the sub-departments managers. Division Head is elected by Senate after Chancellors purpose. Division Head's salary depends on how well his Division is doing, assuming all the factors such as: financial outcome, satisfaction of internal market, customer support, and so on and so forth.

After election senate decides the base salary of Division's head, and each month his salary is affected by corrections based on above statements.

This part is similar to heads of all divisions, look for more detailed info on following pages.

Cairdeas Industry Co.

To run industry account, and to held Alliance Industry Department assets and ISKs a corporation - Cairdeas Industry is formed. Every player having a Division Head or Manager position should have an alt in that corporation. Access rights are as following Division Heads – Director Rights. Managers – Accountants and access full to their divisional hangars. If any other personnel will have access to Cairdeas Industry it will be stated in their position description.

Initial Funds

Initial funds for Cairdeas Industry are formed by selling Cairdeas Industry shares at internal market. Only Alliance Members will be allowed to buy Industry shares. Initial shares emission will have 5000 shares at 500,000.00 ISK each. Shares will give dividends to holding corporations after Industry Startup, at rate declared by committee and holding corporation.

Mining Division

General Information:

The role of the mining sub-department is to insure the supply of minerals and ores to the alliance.

Vacancies

Division Head (Director)

The director is the person coordinating everything, setting purchase prices and insuring proper redistribution of stored ores and minerals.

Refiner

The refiners are people with relatively high skills in refining and good NPC standings in the refining stations that refine a certain amount of ores into minerals upon request by the director.

Responsibilities

To achieve its mandate, the sub-department has the following responsibilities:

- Buy ores and minerals from alliance members (corporations or individuals) at reduced prices, comparable to the ones on the market. These prices are set by the mining director. The director may change any of these prices at any time depending on the market situation.
- Oversee proper storage of the ores and minerals by means of the Logistics department.
- Manage mineral and ore orders from alliance corporations, departments or the alliance itself.
- Insure that the orders are filled. Oversee proper transportation of the ores and minerals by means of the Logistics department, as required.
- Insure refining of ores into minerals according to order requirements.

Refining

Refining of the ores is requested and authorized by the director to a refiner. A refiner may not manipulate any departmental ores without written authorization.

Transportation and Storage

Transportation and storage of the minerals and ores are done by the industrial department's logistics sub-department. The mining director must request transportation from the logistics department.

Research & Production Division

General information

Research & Production are close linked processes including BPO acquisition, research and usage to manufacture various ships and modules used by the sales department and the alliance. For more clear view of the process R&P division is viewed as a 2 sub-department organization of Research sub-department and Production sub-department.

Vacancies:

Division Head

Coordinates what, where and for whom to build, decides on amounts and any price corrections with approval of Chancellors.

Research Manager

Coordinates Research sub-department, decides on BPO access rights and keeps track of BPC prices and researchers salaries. Interacts on sales of BPCs with Production Manager.

Production Manager

Coordinates Production sub-department, decides on BPC access rights, keep track of production batches, producer salaries. Interacts on sales of goods with L&S Division. Arranges resource orders in Mining and L&S Divisions.

Researcher

Does the dirty job of researching, using his full abilities. Keeps track of his own research jobs, helping the Research Manager to mark them Pending, In Progress or Done.

Producer

Does the dirty job of production, using his full abilities. Keeps track of his own production jobs, helping the Production Manager to mark them Pending, In Progress or Done.

Research

Research process starts with BPO acquisition, for that Alliance Industry spends a part of it's budget. Right after that a couple of copies are made, so them will fulfill the need of that particular BP in the production process. Right after copying the research ME and TE process started. The amount of ME and TE levels researched are decided to best fit research efficiency with research time depending on the blueprint. The Researcher, who will actually install research should find the less expensive place to make the research, as he will be compensated for this expenses. He will also receive payment for the research with will be calculated on the time and skills of researcher. (ex.: a Lvl5 metallurgy researcher will get for his work more than just got the skill lvl1 metallurgy noob). After research is complete the blueprint will be used for copying only, locking in the holding division on the non-used time to ensure it's safety. In case when the BPO is not reliable to copy (like t2 ships and capital ships) the BPO could be acquired and used only by personnel authorized by the Chancellors.

When giving the copy to the Production there should be set an 1 run price of the blueprint, so it will be added to the final internal value. The tracking of the BPO's path will ensure knowing it's current location, the name of person responsible for it.

Research Salaries

Depending on type of research activity done researcher will get a wage calculated by one of following formulas.

For Material Efficiency Research it is

$$S_{ME} = (L_{Metallurgy} \cdot T_{Full}) \cdot (P_{HM} + B_{T2})$$

For Time Efficiency Research it is

$$S_{TE} = (L_{Research} \cdot T_{Full}) \cdot (P_{HT} + B_{T2})$$

For Copying it is

$$S_{CP} = (L_{Science} \cdot T_{Full}) \cdot (P_{HC} + B_{T2})$$

Where S are salaries, L are skill levels, T – job time in hours, P are internal hour price, set by Financial Department, B are Tech 2 skill bonuses calculated as:

$$B_{T2} = \sum_{All\ T2\ Skills\ used} L_{Skill} \cdot P_{Bonus}$$

Research manager, who is coordinating entire Research Subdivision, gets a fixed salary in the end of a week, and a bonus based of sub-division's financial outcome. The amount of that bonus is under Committee's control, and must be approved by Chancellors.

Research Output

Research outputs BPC's to directly to Production. The value of BPC produced is calculated by a formula:

$$P_{BPC} = P_{BPO} \cdot 0.01 + (\sum S_{Research}) / R_{BPC}$$

Where P are prices, S are salaries and R are Runs

Production

Production process starts with fulfilling the req's for the BP in both skills and materials. The next step is finding a suitable manufacturing location to ensure lowest additional manufacturing payment. After production is done, the goods are transferred to the Logistics & Storage Division for their internal price.

The producers receive payment on per hour of manufacturing job basis depending on Production Efficiency skill, like researches are. The main difference is that if the Production needs some materials not supplied by internal means (eg. Tritanium, Pyerite, Adv. Materials at current state) these are bought from the open market and their costs adds to final product internal price.

Production Salaries

Producer salary is calculate in similar manner as researcher's is:

$$S_{PRD} = (L_{ProductionEfficiency} \cdot T_{Full}) \cdot (P_{HP} + B_{T2})$$

Formula for T2 bonuses calculations remains the same.

Production manager who is coordinating entire Production Subdivision, gets a fixed salary in the end of a week, and a bonus based of sub-division's financial outcome. The amount of that bonus is under Committee's control, and must be approved by Chancellors.

Production Output

Productions outputs goods, manufactured from mined resources with usage of BPCs. There is a list of 3 formulas used for quick calculations, the 1st of them returns internal market price of a single unit with assertion that the only one unit is produced. The 2nd is used to calculate whole batch value, and is always used if more than one unit is produced. The 3rd formula is used to calculate price of a single unit in a batch.

$$P_1 = M_{Unit} \cdot 1.05 + P_{BPC} / R_{BPC} + S_{PRD}$$

$$P_{Batch} = M_{Batch} \cdot 1.05 + (P_{BPC} \cdot A_{Batch}) / R_{BPC} + S_{PRD}$$

$$P_{1B} = P_{Batch} / A_{Batch}$$

Logistics & Storage

Vacancies:

Division Head

Works with other division heads, and with other alliance departments. Can replace any manager under his command in case of manager's absence.

Logistics Manager

Directs transportation needs of the Industry and Alliance. Works closely with all divisions requiring transportation of large amounts of resources or goods. His authorization is required to use Freighters and T2 transport ships in operations.

Storage Manager

Manages storage locations list, keeps track on goods stored with assistance of Storage Accountants. His authorization is required to release goods from storage in quantities larger than allowed to release to single person.

Storage Accountants

Manages single storage locations, keeps track of goods stored, submits reports to Storage Manager. Releases goods allowed for release at quantities determined on case-to-case base.

Heavy Cargo Pilots

Players who have most cargo capacity are required to this vacancy. They actually do transfer required goods to required location.

Logistics

Logistics main target is to maintain good material count for any producer in the alliance by requests of R&P division. The other target is to link up all Departments and Divisions of the Alliance to the whole solid body. Logistics transfers minerals and materials, goods and ships and any other cargo of high volume. To fill the storage the department requires massive freighters and industrial ships to get the goods to storage facility.

Storage

Storage is a settled division which keeps track of resources, goods and other Alliance Assets. It also acts as General Store where every alliance member can buy any available ship or module at Internal Price, but not stored minerals or materials. The priority of transferring minerals and materials from storage stands as following: R&P division, Sales division.

Salaries

Salaries for personnel are calculated in following manner:

For Heavy Cargo Pilots: $S_{HC} = J_T \cdot P_{1J} + C_C \cdot P_{CT}$

For all other vacancies salary pays on fixed per week basis, determined by committee.

Sales

General Information

Sales division is main alliance moneymaker as it actually represents alliance made goods to the open market. Sales managers ask logistics (via Marketing manager) to transfer amount of goods to sales region and then using their own ships transfer goods to actual sales locations to ensure optimal sellout price and time.

Vacancies:

Division Head

Oversees all divisional operation, orders goods and transportation form other Industry sub-divisions. Makes reports and hold answer for sales in committee. Calculates Marketing managers salary.

Marketing Manager

Oversees market, looks for good sellout price and time goods, orders them from Industry, orders goods transportation from Logistics. Names minimal goods prices for Sale Managers. Calculates sales managers' salary.

Sales Manager

Places actual sell orders into open markets. Ensures best sell location and price.

Salaries calculations

Marketing manager has fixed part of salary and variable part. Fixed part is determined by Division head with approval by committee. Variable part is calculated as a % of profit his sales managers made.

Sales manager receives only based on sales salary. It is a % of profit generated by particular manager.

Profit distribution

Profit is distributed across sales division and holding company. After receiving of sales income, all expenses (goods prices, salaries) are subtracted, giving us profit. That profit is divided between holding corp and sales division at rate approved by Senate.

Industry Processes

Production

Whole process starts after approved production request by any Division Head, or Department. Production is done by a Producer, who has free production slots and minimum skill requirements to be assigned to particular job. Production Manager is responsible for assigning jobs to Producers. After assignment is made, Production Managers chooses station or other location where production will be held, calculates resources amount required and requests resources and transportation to desired location from Logistics & Storage, naming all resources and recipient.

After transportation of resources Production Managers escrows them to Producer, who produces goods and escrows them back with any leftovers at price of his salary. After that Production Manager escrows goods to requesting person at their internal value, and submits leftovers to L&S. All money transfers made to Managers account from Cairdeas Industry Co. account with order id in description.

Transportation

After receiving of any transportation request L&S assignees Heavy Cargo Pilot. Then side who is in possession of assets sets up a named courier mission for Pilot with collateral of $Pv * Volume$ and wage based on formulas in L&S, Salaries. Upon mission completion Pilot reports to Logistics Manager as ready for duty.

Storage

Storage is area of activity which requires attention and clean sight on numbers. Storage Manager selects stations for storage locations and places there offices for Cairdeas Industry Every Storage Accountant should have an alt in Cairdeas Industry always have him at his storage location.

Storage inputs (player submits) assets for interdivisional needs (e.g. from minerals from mining div.) for free, and for interdepartmental or from individuals at internal value. For input an alliance member should write an EVE-Mail to Storage Manager or Storage Accountant of a storage location with amount of goods, and if transportation is required then the pick-up location is stated. Then an escrow is set at storage location on goods internal value or start a transportation process.

Storage outputs (player requests) assets for interdivisional needs (e.g. minerals to production div.) just for storage fee, and for interdepartmental or from individuals at internal value + storage fee. Individual mails Storage Accountant, and if the output is possible then the SA will put an escrow for it, using internal value and adding a storage fee %.

Storage fee is calculated as described in L&S, Salaries

Sales

Sales process consists of 3 phases:

1. Market Investigation to determine what goods market requires
2. Industry Request to manufacture the goods
3. Sales

The Market Investigation is held by Marketing Manager or Sales Division Head. They are looking into market, determining goods markets and checking the profit with help of R&P Division. After making a decision Sales Division Head requests goods from R&P, their internal work is made and goods are given into possession of sales division. Here comes the tricky part: Sales manager gives goods to his salesman, but to minimize losses the salesman should buy the

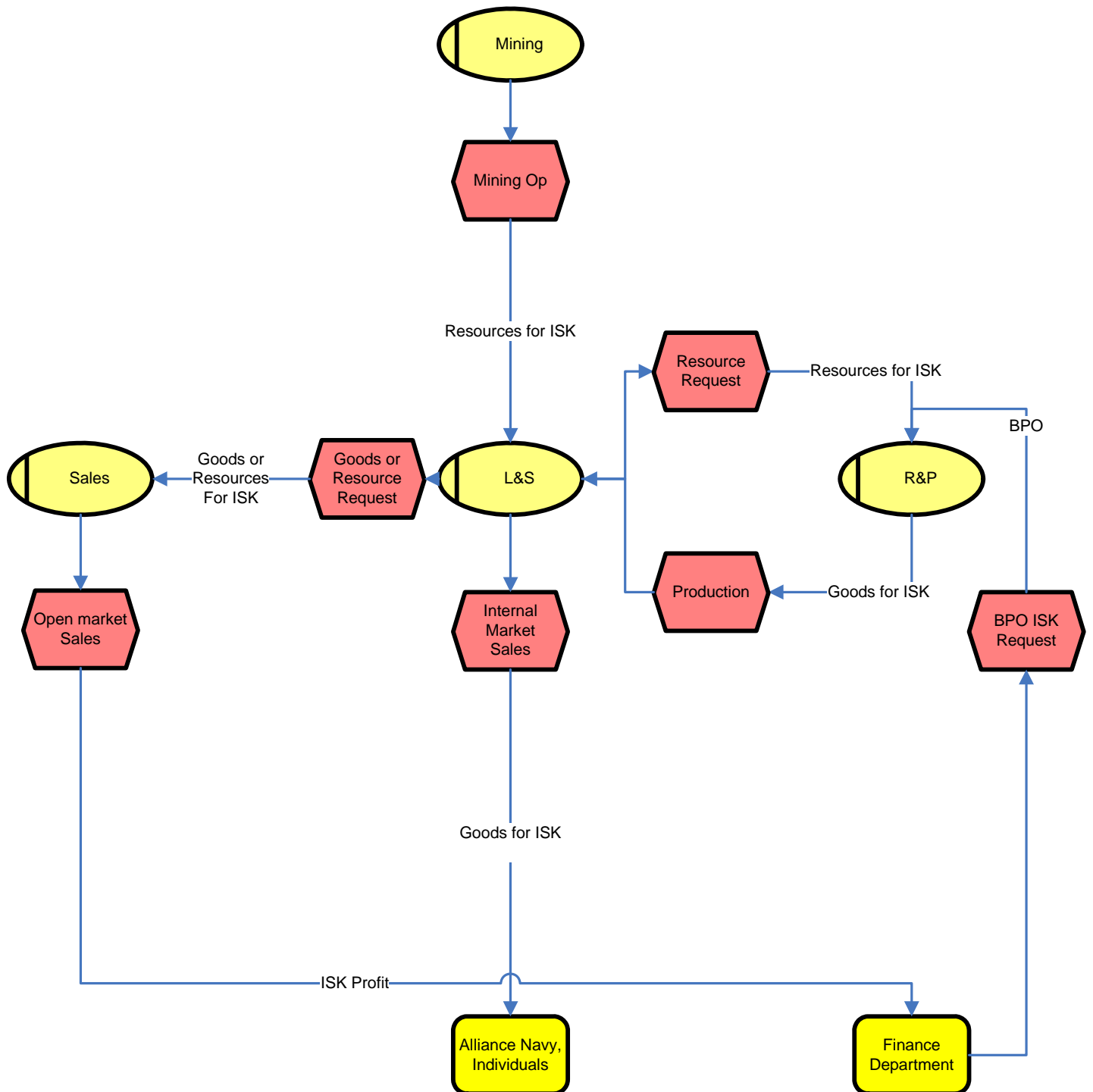
goods on internal price, sell them on market and transfer profit minus their n% salary to Industry Corp account.

Appendix A: Interdivisional Links

Interdivisional and external links of whole Alliance Industry are described by following diagram.

Alliance Industry

Process Diagram



Appendix B: Staffing