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ZAD UNITS - PAYROLL COST ANALYSIS FOR THE MONTH & YEAR TO DATE DECEMBER 2024										
Payroll Cost Analysis FTM & YTD Dec 2024										
	Actuals FTM Dec 2023	Budget FTM Dec 2024	Actuals FTM Dec 2024	% Change over LY	% Change over Budget	Actuals YTD Dec 2023	Budget YTD Dec 2024	Actuals YTD Dec 2024	% Change over LY	% Change over Budget
ZAD Holding Co										
Payroll Cost	1,154,235	1,241,449	1,309,974	13%	6%	12,831,991	14,064,387	14,678,502	14%	4%
Revenue										
Payroll Cost as a % of Revenue	2.5%	2.7%	3.3%			2.6%	2.8%	3.3%		
QFM										
Payroll Cost	1,035,615	1,021,350	1,158,312	12%	13%	12,171,780	12,256,198	13,118,842	8%	7%
Revenue	41,891,028	38,383,238	35,407,491			474,012,781	435,295,457	401,952,245		
Payroll Cost as a % of Revenue	2.5%	2.7%	3.3%			2.6%	2.8%	3.3%		
QFI & QFO										
Payroll Cost	1,257,171	1,419,753	1,465,828	17%	3%	14,285,129	16,437,777	15,819,714	11%	-4%
Revenue	40,056,340	48,032,889	42,043,445			456,853,977	545,371,923	428,805,288		
Payroll Cost as a % of Revenue	3.1%	3.0%	3.5%			3.1%	3.0%	3.7%		
USB & UNB										
Payroll Cost	3,225,903	3,512,422	3,124,807	-3%	-11%	38,600,460	42,113,653	36,576,252	-5%	-13%
Revenue	18,708,447	21,609,458	20,018,221			222,952,780	238,998,395	222,090,364		
Payroll Cost as a % of Revenue	17.2%	16.3%	15.6%			17.3%	17.6%	16.5%		
QFM Trading										
Payroll Cost	191,319	220,533	224,559	17%	2%	2,323,351	2,646,396	2,356,093	1%	-11%
Revenue	20,414,567	30,015,000	18,421,350			358,701,162	440,005,000	406,919,145		
Payroll Cost as a % of Revenue	0.9%	0.7%	1.2%			0.6%	0.6%	0.6%		
GUC										
Payroll Cost	748,015	713,156	745,236	0%	4%	8,352,542	8,557,872	8,393,483	0%	-2%
Revenue	6,160,621	6,214,626	6,288,367			77,256,698	75,390,077	75,950,905		
Payroll Cost as a % of Revenue	12.1%	11.5%	11.9%			10.8%	11.4%	11.1%		
ACC										
Payroll Cost	2,040,692	2,721,245	2,074,152	2%	-24%	22,420,591	37,452,961	21,558,534	-4%	-42%
Revenue	13,451,385	28,348,094	29,018,347			214,027,325	413,538,903	151,457,848		
Payroll Cost as a % of Revenue	15.2%	9.6%	7.1%			10.5%	9.1%	14.2%		
ASP										
Payroll Cost	333,880	402,864	364,247	9%	-10%	4,075,664	4,709,639	4,004,693	-2%	-15%
Revenue	9,600,000	16,963,339	7,221,414			106,188,621	182,439,651	73,577,569		
Payroll Cost as a % of Revenue	3.5%	2.4%	5.0%			3.8%	2.6%	5.4%		
ALC										
Payroll Cost	818,874	968,526	904,390	10%	-7%	9,689,680	11,504,057	10,079,999	4%	-12%
Revenue	4,381,141	4,831,119	3,888,682			50,073,311	55,232,314	47,793,949		
Payroll Cost as a % of Revenue	18.7%	20.0%	23.3%			19.4%	20.8%	21.1%		
Total										
Payroll Cost	10,805,704	12,221,298	11,371,505	5%	-7%	124,751,188	149,742,940	126,586,112	1%	-15%
Revenue	154,663,529	194,397,763	162,307,318			1,960,066,655	2,386,271,720	1,808,547,314		
Payroll Cost as a % of Revenue	7.0%	6.3%	7.0%			6.4%	6.3%	7.0%		