

EXHIBIT 4
Balanced Scorecard Detail: XYZ Corporation
Beginning date: 1/1/2006; Ending date: 12/31/2006

Category	Element	Weight	Savage	Mintz	Callaghan	Farragher	Purcell
External Direct	Gross margin ratio	25%	...	...	...	...	...
	Asset turnover	10	...	...	...	...	...
	Customer survey	25	...	...	...	...	...
	Warranties	15	...	...	...	...	...
	Other	25%	...	...	...	...	...
	Total	100%	80%	90%	75%	85%	60%
External Indirect	Adverse media reports	20	...	...	...	...	...
	SEC inquiries/complaints	20	...	...	...	...	...
	Lawsuits	20	...	...	...	...	...
	Survey	20	...	...	...	...	...
	Other	20%	...	...	...	...	...
	Total	100%	90%	85%	80%	75%	80%
Internal Direct	Throughput	5	...	...	...	...	...
	Value-added %	20	...	...	...	...	...
	360-assessment	25	...	...	...	...	...
	Other	50%	...	...	...	...	...
	Total	100%	95%	90%	90%	90%	50%
Internal Indirect	360-assessment	25	...	...	...	...	...
	Questionnaire (Exhibit 5)	25	...	...	...	...	...
	Cultural audit	25	...	...	...	...	...
	Other	25%	...	...	...	...	...
	Total	100%	95%	80%	75%	85%	90%