

Confidential

Paramour business plan for investors

Business plan

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1 Introduction

To put it in worker's rights terms, sex workers have endured some of the worst working conditions in human history for hundreds of years.

As the experts -- sex worker founders of this collective with decades of experience in the sex industry -- we expect to be **believed** when we say:

This is NOT just the "nature of the work."

The legal, social, financial, and political context is always culprit in our notorious ongoing exploitation and trauma.

But it doesn't have to be that way.

The German sex industry is unique in that, despite legalization and heavy regulation, industry standard practice is often not only unethical but also actually *illegal*. This is the inevitable result of a profit motive in which a boss benefits off the sexual services of another person. Sexual services are a very specialized industry in that the consequences of bad working conditions are not just stressful or economically damaging -- working for an exploitative boss can feel like a violation of one's body just as much as a bad client. Consent, therefore, must have top priority -- not just in the bedroom, but also structurally. Additionally, when the who-what-when-how of sexual services are determined by someone other than the worker themselves, this is inevitably a prerequisite to violations of consent.

With a collectively-owned, profit-sharing, democratic, and non-hierarchical structure, Paramour Collective shifts power and self-determination into the hands of individual sex workers -- where it should have been all along.

Welcome to the sexual revolution.

2 Business Idea

2.1 Concept

Paramour Collective starts from the model of a traditional escort agency, and then radically shifts it: We manages an online advertising platform and booking tool -- a website with a profile page and booking form for each sex worker-member. This page serves as a direct user interface for clients. When a client wishes to book an escort, they communicate their preferences to our communications team via the contact form, an email, or a phone call. We contact the escort, book the date, negotiate conditions, process deposits and payments, and organize travel if required. We also coordinate marketing and drive traffic to our website. Each escort profile page contains photos, text about the escort, their services, prices, and any other details the escort wishes to add.

The company obtains its profit by keeping 7% of each booking fee for workers who volunteer their time towards the running of the collective and 19% for workers who prefer not to volunteer.

2.2 Key Differences

A departure from tradition. Most agencies set the prices for their escorts, which is not only inappropriate but actually illegal. They often coerce workers into offering services or accepting conditions against their will. They also closely regulate the look of their escorts and discriminate against escorts based on weight, tattoos, gender, pronouns, race, and personality (with a strong prejudice against those who know their rights and stand up for themselves.) This is where we diverge from the current industry standard: Each escort has 100% control over the content of their profile page, including their prices, services, look, pronouns, and any and all other conditions under which they do and do not work. We accept all registered escorts as members, regardless of any aesthetic or identity-based factor.

Worker safety. Of all the struggles for workers' rights, the fight for sex workers' rights is unique in that one of the rights we must fight for is the right not to be murdered. The need for safety in sex work is one of the many aspects of workers' rights in this industry that were central to the founding of Paramour Collective.

To this end, we also provide a safe call service for all escorts to ensure they feel safe and comfortable before and after each booking. Paramour maintains a "bad client list" -- an internal database that includes all clients reported by the community or our members. In the future, we hope to be able to offer other tools. Such services already exist in the USA and the UK, but there is no comparable service in Germany. For example, due to the fact that the government regulates sex workers but *not* clients, there is currently no system in place (and no provision in law) that can prevent a convicted rapist from seeking out a professional escort, which we all consider to be an excessive risk to our personal safety. As our company grows, we plan to innovate in the realm of sex worker security.

Ethical concern. When working on other platforms or for other companies, many of us have experienced that customers have had concerns about whether we are acting in our own interests and on our own initiative. Such concerns are entirely justified: There are many cases of exploitation and nonconsensual sex in the industry, whether it be due to a bad client, ruthless employer, an absurd legal system, organized crime, or economic pressure.

Shared profits. At Paramour, the assurance that all our employees are empowered to decide for themselves what is right for them is borne out in our company structure. As a Genossenschaft (German worker's collective business form), no one person in the company benefits from the sexual labor of anyone else. Members of the Board of Directors serve at the pleasure of the membership and are not permitted to act on their own initiative. An Oversight Board ensures the board acts only according to the instructions of the General Assembly of the members. All profits are equally shared among the members at the end of each fiscal year. This means that, for the first time, clients can be absolutely sure that the escort they book is acting in their own economic interest and in the interests of their own personal fulfillment -- and that no one individual is reaping high percentages of a worker's fee.

Aesthetics. We offer a tasteful, user-friendly website and a straightforward and clear booking process. We believe that the safety features we offer workers will enhance our reputation as a company that sets new standards for safe and ethical working conditions.

2.3 Expertise

The founders of Paramour are all experienced escorts. We have all built our own businesses as individual escorts and have made a name for ourselves in the industry. This gives us deep insight into our clients and their psychology and motivations. Many of us spend time in queer spaces, providing a window into that potential client base. Both the founding team and the members we have since recruited are deeply rooted in the sex worker community and the various harm-reduction groups, activist initiatives, union struggles, historical research, and political situation, which gives us a deep understanding of what sex workers want and what they are currently not getting within the industry.

Our team has spent the past 3.5 years using this combined wealth of experience to create exactly what workers need and want, what the industry is lacking, and what our customers are looking for.

In order to be an independent escort, one must be more or less a Renaissance woman/man/nonbinary person; that is, competent in marketing, client communications, social media, visual branding, and financial management. Therefore, each of us brought these skills to the table from administering our own sole proprietorships. We also have members with expertise in SEO, graphic design, photography, lobbying, press work, and other relevant skills.

In areas where we didn't yet have expertise, we received support from many institutions that specialize in advising collective businesses and founders, including from business owners in the community who have been very generous with their advice and support.

3 Sales & Competition

3.1 Client Base

In our self-employed work, each of us has a "typical client": A white cis man from the upper middle class, usually middle aged or older. We are experts in the desires of this target group. With this cooperative, however, we want to expand the industry's customer base to reflect the fact (and the opportunity) that the understanding of gender and sexual freedom is rapidly evolving.

There is a huge potential customer base interested in paid sexual services that no existing business yet serves. There is also a huge untapped group of people who, once they have been educated about the possibility that people like them can use sexual services in an ethical way, will do so.

For example, women's sexual pleasure is largely undervalued and neglected in the sex industry (and in society as a whole). Women have always been taught (a) that their pleasure is not important and not a priority and (b) that even if it were important, sexual satisfaction is not something it's worth spending money on. Now, however, more and more women are finally prioritizing their own needs. Many women will be both surprised and intrigued to find an escort site that explicitly names them as potential clients and presents escorts who are not only open to offering such experiences safely and appreciatively, but also enthusiastically. We have actually already heard from a few such women.

Furthermore, to the best of our knowledge, trans customers have never been addressed as a separate target group by any existing sexual services company. For such customers, it is particularly important that they feel safe and know that escorts have a sophisticated fluency in issues of trans identity and associated stigmas and triggers. It is important for them to have sexual experiences that confirm their gender identity. Such experiences are not always easy for them to find. As a company that already employs trans workers and prioritizes unconditional acceptance of all gender identities, we are in a unique position to meet these needs. One such client was already referred to us by their therapist. To us, this felt like our dream is already coming true.

The sexual revolution continues: Ideas about what constitutes a healthy relationship have become more diverse. Open relationships are enjoying increasing acceptance and popularity. This provides another potentially enormous, practically untapped customer base: Couples can hardly find any offers in the industry at the moment. Once, a couple knocked on the door of my brothel. This was so unusual that it was initially assumed that the woman was looking for a job and the man was accompanying her as her interpreter. This laughable occurrence shows how underserved couples are in the existing sex work ecosystem. At the same time, a look at any dating app also shows how many couples are looking for new adventures. Other couples want an open relationship but don't know how to go about it.

Many of us are experts in such matters. That's why some of us not only offer the traditional "Girlfriend Experience", but also a "Unicorn Experience" for couples to explore welcoming a "special guest star" (unicorn) into their sex life.

We have had the good luck to be the first company to specifically target all of these new client demographics. This offers not only unprecedented opportunities in terms of revenue but also positions Paramour Collective as the vanguard of sexual practice, for which we have already received media attention (a documentary about us is also in progress).

As far as our regular customer base is concerned, every escort that joins our cooperative brings their own regular customers with them. That's why it's important to attract workers by offering them better working conditions than are otherwise available in Germany -- and possibly across Europe. Existing escort agencies, for example, retain 30-50% of an escort's fee (coming dangerously close to the internationally recognized lower limit of 50% for forced prostitution). Paramour is determined to collect the smallest possible percentage of the escort's fee -- according to our current budget model, this is 7-19%. By adopting the cooperative model, we have also abolished the relationship between employer and employee. All decisions are made democratically, and all profits are shared. Without an employer trying to make the largest possible profit margin from the sexual services of others -- a questionable model to begin with that makes many people uncomfortable on principle -- the cooperative not only offers its members a considerable financial advantage, but also serves to prevent trauma: A self-determined path to prosperity that does not have to lead through the purse of a boss.

3.2 Sales & Communication

Successfully attracting customers for sexual services requires several components:

1. **Outstanding SEO.** Despite being hampered by international regulations that downgrade certain search terms, we already know exactly what keywords our customers are searching for. We also find that other escort sites are surprisingly out of date: For example, "shemale" is still the preferred term on sites offering services from trans women. Language is important. We are aware of the importance of search engine optimization and have spent a lot of time, research and energy on SEO optimization. We reassess our site traffic data periodically and evolve our practices accordingly.
2. **A website that invites you to linger.** Our team already includes members with experience in branding and marketing, website creation, IT, photography and other highly relevant skills. In collaboration with innovative photographers who are deeply passionate about our work, our exceptionally photogenic team is on full display. Conventional escort agencies reject originality and individuality and retouch their photos until all employees have a similar plastic-like appearance; their faces are blurred, robbing them of their humanity. We foreground our diversity and humanity. We know this visual messaging has an outsized effect on worker safety, and -- unlike most of our competition -- that's important to us.
3. **Converting the curious into clients.** Stunning images don't always guarantee open wallets. We've already taken an in-depth look at our unique value proposition to understand how to turn users into paying customers. Visual branding plays a key role here.

The sex industry is teeming with cheap, illegal- and dangerous-looking websites. Many of them seem to cater to the lowest common denominator of masculinity and -- frankly -- kitsch. Creating something upscale was child's play for our branding team.

The difference? Respect. We recognize the intelligence and judgment of our customers and meet them where they are. With our customized, thoughtful and deeply human profiles, we will attract and retain the interest of those who are looking for quality with a high ethical standard.

4. **The unique charisma of empowered workers.** The stereotype of a "john" is a man who has no interest in consent or well-being of sex workers. In our experience of the escorting market, this is usually inaccurate. Such clients can also be identified and avoided relatively easily with the right communication strategy. Moreover, we find that our typical client type often has daughters, which is why they are particularly interested in our quality of life. These clients -- and many other people who would like to hire a sex worker but isn't sure if it's ethical -- worry about the structural exploitation inherent in existing escort agencies' business models. Even worse are often the advertising platforms for independent escorts, which feature a large number of women (yes, usually only women) for whom it is not always clear why they do sex work and who benefits from their work. Such sites are teeming with fake profiles, misleading photos, and in some cases even phishing and fraud. Using such platforms can lead to a flood of spam in your email inbox. This is a bad fit for a customer base that values discretion and confidentiality - not to mention user-friendliness. In addition, the industry struggles with the unfortunately often true cliché of being inextricably linked to organized crime. Consequently, any business offering sexual services is immediately suspect to concerned eyes.

Paramour Collective is the antidote to this slate of fertile ground for exploitation. We can capitalize on the market potential this opens up through education and transparency about what a Genossenschaft actually is -- both in legal terms and in our extensively debated version of a worker's collective escort agency. That is, community ownership; one member, one vote; democratic decision-making processes; decentralized hierarchies; collective ownership; equally distributed profits; and DEI policies.

5. **Customer loyalty.** Once funding is secured, it will be relatively easy for us to provide (a) a smooth and pleasant booking experience, (b) fabulous erotic experiences, and (c) consistency and reliability. These practices in themselves ensure customer loyalty. In addition, sex work has a unique aspect: our clients often literally fall in love with us, which often gives us years of customer loyalty.

However, Paramour Collective has set itself even higher goals: With workers' rights and inclusivity in terms of race/gender/sexual orientation/+, we can retain educated, ethical consumers who favor only those companies that are committed to the greater good. In short: Our goal is to become the Biomarkt of sex work.

6. **Global reach.** The escort business is a highly international industry. Sex tourism to Germany has rebounded post-Covid. Business people travel a lot. Many discerning clients look for their ideal escort and pay their travel expenses to the destination of their choice. Many clients like to travel with a paid companion. That is why our marketing is not only aimed at Berliners or even Germans but also Europe-wide. Our website will soon be available in multiple languages, and multilingual escorts (which most of us are) are clearly labeled as such. Traveling escorts are often associated with a sense of elitism -- a perception we will of course capitalize on.

7. **Marketing to new target groups.** How can we appeal to non-traditional target groups such as women, couples, trans people and non-binary people? Berlin is already known as an international venue for special events for these diverse target groups. We will study closely where and how they spend their time and how we can reach them with our marketing, preparing a specific strategy for each demographic. By participating in Pride events, sex-positive festivals and other similar events, we come into contact with these target groups. We have already started networking within the growing sex-positive industry more generally, which is expanding rapidly. All it takes is a little willingness and research. We have already had success reaching such clients through our main form of free advertising so far -- press. Specifically, we have had inquiries from straight women based off our feature in Missy Magazine. It's only onward and upward from here.

3.3 Market & Competition

The marketing of most of our competitors (other escort agencies) represents the absolute minimum in our eyes: They create a website -- sometimes appealing, sometimes clearly with the aesthetic of the early 2000s. They place ads with photos on all major ad pages, which tend to have junky pop-ups and flashing ads dominated by black, pink, and images of plasticky breasts with faces cropped out or blurred. They are catering to a very limited idea of sexuality, as seen in movies like "Pretty Woman" or "50 Shades of Grey". This is unimaginative and short-sighted when it comes to something as boundless and diverse as human sexuality, which thrives on freedom, curiosity, and adventure.

Their mistake is that they do not approach the subject by intellectually engaging with the customer's psyche; worse still, they underestimate it. They use simple marketing terms such as "exotic," "pleasure," "unforgettable," "erotic," or "enchanting," as if all customers want to have sex with a Disney princess. Their wording and images are all about the "forbidden," the "underground," as if the "hidden secrets of women" in dark dungeons and alleyways were the only thing that could interest potential customers. They don't trust customers to have the intelligence to be attracted to anything other than a living sex doll without personality or intellect. Conveniently, there is now a cyber-brothel specifically for this type of client. People often ask us if we're worried about being replaced by such businesses. We absolutely are not. We find the majority of clients prefer a human being. Conversation is a primary and even dominant fixture in most of our bookings. In addition, clients looking for a doll are -- as you are no doubt already imagining -- not so enjoyable for the worker. Therefore, when speaking in terms of alive escorts, this is an advertising practice that primarily attracts men who are unpleasant or even dangerous. We have all had too many bad experiences with clients from these platforms. We would like to render them obsolete, as with any business that does not prioritize its workers and their prosperity and safety.

Our market offering is, therefore, exactly the opposite: As sex workers, we step out of the shadows; we are all individuals. We are not ashamed of what we do, and our customers should not feel ashamed either

of exploring their own lust. We have made our customers the "protagonists of their own sex journey." Our brand's key words are:

Authenticity. Our escorts have nothing to hide. They act as free, conscious and empowered people. They can decide for themselves everything about the circumstances in which they offer sexual services (as required by oft-ignored law). Not only are they given the freedom to work in the way that is most authentic to them; they are experts in authentic relating to clients as well. This is something that clients are almost always looking for but often struggle to find.

Transcendence. The physical body is only the messenger. Orgasms are easy to accomplish (for most of us). We are more interested in what lies beyond mere physical sensation. We use sex to explore the basic human needs and deepest dreams of our clients. The possibilities are limitless. Sex can be a means of transformation.

Broadening horizons. It's not just about a relaxed evening -- although we offer that too. It's also about showing our customers a way out of the mundane, the predictable, and the mediocrity that many of them fall into in the constant pursuit of providing for their families and being productive members of society. Life should offer more. It should be big and rich. The dreams we help them fulfill give them an awareness of the limitless possibilities of everyday life.

Revolution. This cooperative is a tool for social change. By empowering our workers, we empower everyone, by offering them (and you!) the chance to become a part of it. It is the human condition to search for meaning. Most people don't think of looking for it at an escort agency. We believe they should.

4 Team & Partners

4.1 Founders & Team

Founding member Joy Richard is a Berlin-based professional lover, dominatrix and tantra practitioner who specializes in blending Eros, art and ritual to help people find their own sexual voice so they can live it to the fullest.

Founding member and board member Prima K. Cristofalo is a Berlin-based Sicilian-American sex worker and activist. A professionally trained ballet dancer, she began sex work in Boston at the age of 26. Recognizing the injustice of the system there that criminalizes sex work, she became an activist almost immediately, working with the Sex Worker's Outreach Project and participating in the first Sex Worker Lobby Day in Washington, D.C. She is a trade union activist and former Press Secretary and General Secretary of FAU Berlin. Since moving to Germany, she has founded multiple sex-worker's-rights organizations. Most recently, she researched and curated the museum exhibition "With Legs Wide Open: A Whore's Ride Through History" at the Schwules Museum.

Member Ruby H. is a British and German citizen, born in London. She came to Berlin in 2014 as an experienced catering worker. Since 2018 she has been working in the Berlin sex industry as a self-employed butch escort for all genders. She also runs a massage practice.

By day, member Juicy Darling, aka Dominus Rex, is a queer historian and sex educator. By night, Darling works in a BDSM studio as a leather cowboy and tickle dominatrix. Darling has a lot of experience with founding cooperatives and working in a collective. Darling applies this knowledge to Paramour and is confident that the project will be long-term and profitable.

The collective currently has 18 members, but some have decided not to add their names to this document for fear of stigmatization.

4.2 Values

Paramour centers worker's rights, good working conditions, choice, and sovereignty over one's own body. Not only do we hold these values deeply; we expect to cause a sea change in the industry. By breaking down the traditional power inequality between boss and worker, the very existence of the Paramour Collective will continue to raise the bar for what conditions sex workers can expect - and what society demands for them. We expect to steadily build up enormous reach and market share. Once Paramour is widely known, workers will be freed from the assumption that they must simply accept poor working conditions and see what conditions are possible, expectations for all other workplaces will change. The business models of sex work businesses that structurally exploit their workers will no longer be economically viable, increasing the market share for Paramour and other ethical businesses we have paved the way for.

Once our PR strategy has taken hold, the prevailing narrative that sex workers are by definition - and for structural reasons - oppressed and suffering will gradually disappear. Stories of healthy, successful sex workers will pave the way for a shift in public opinion. Once this has taken place, the inevitable consequence will be political and social reform, leading to an end to stigmatization and discriminatory regulations and practices.

4.3 Key partners

Studio LUX

This dominatrix studio is one of the best brick-and-mortar workplaces in Berlin, and the owner has been very generous in supporting our project and acting as a mentor. She has given us consultations on all aspects of running a sex work business and also taught us a lot about the intricacies of marketing in this unique field. She is also our youth protection officer and made her premises available for our launch gala fundraiser.

Free Workers' Union (FAU) Berlin

The membership of many of the founding members of Paramour Collective in FAU Berlin was and still is an important source of support. The catalyst for founding Paramour was workplace conflicts with a brothel and escort agency and discovering that many standard industry practices not only feel horrible but are also blatantly illegal. Stigma, fear, and economic coercion often prevent sex workers from reporting their experiences to the authorities. If they do, they are often ignored. For example, the authority responsible for prostitution in Berlin is currently refusing to enforce a provision of the Prostitutes Protection Act, which stipulates that condoms must be used in prostitution establishments.

In such an environment, the union offered crucial encouragement to take matters into our own hands and found a worker-run company in which we could democratically determine our own working conditions. We took aspects of our structure from FAU in terms of decision-making processes and the horizontal basic organization of roles and responsibilities.

FAU Berlin hosts our plenary meetings on its premises as concrete support. Union members have donated to our start-up fund.

We are also a member of the nationwide association of Genossenschaften in the FAU, and we have had wonderful exchanges and a lot of support from them. Through our ongoing involvement in trade union activities, we always remain focused on the interests of the workers.

Allies

In Berlin, there is a large community of individuals, activists, and like-minded organizations (for example, pro-choice organizations) fighting alongside sex workers for their rights and safety. Paramour has been extremely successful in mobilizing this community. As marginalized people, we found ourselves in the unusual situation that none of the founding members had excess capital to invest in the company (we all proved our commitment through enormous investments of time). This has continuously been an almost insurmountable barrier to the existence of Paramour (and still is). We turned to the community and raised all of our previous seed capital from these partners in the form of donations:

IndieGoGo campaign, Fall 2022: €4,737

Soli party, March 2023: €2,574

Gala, November 2023: €2,138

Soli-Bar, April 2024: €300

Donations from a customer: €300

Donations from BesD: €500

Total donations from the community: €10,549.00

Our supporters have also helped us in non-monetary ways, such as through emotional support, translation and bookkeeping. They continue to play an important role in word-of-mouth promotion of the cooperative.

Press

Thanks to skillful public relations work and the historic, groundbreaking nature of the company, Paramour Collective has already attracted a great deal of media attention, which has become an important pillar of our PR strategy. See:

["Sold bodies," Frankfurter Allgemeine Zeitung, 18.05.2024](#)

["Is prostitution a job like any other?" Die Presse, 13.03.2024](#)

["Whip, suspenders and ethics - the first fair escort service?", Tagesanzeiger, 02.03.2024](#)

["An escort agency like no other", Missy Magazine, 8.1.24](#)

["Self-determination in sex work: first cooperative founded", nd Magazine, 5.11.23](#)

["We want to raise the bar for the entire sex work industry", hiv.magazin, 16.12.22](#)

In addition, the cooperative is being accompanied by a documentary crew and we will be featured in an upcoming film on the topic of self-organization in sex work.

BesD

The Professional Association for Sexual Services came to our aid regarding the legal gray area in the application of the Prostitutes Protection Act to the first sex work cooperative. Enthusiastic about the idea from the outset, they stepped in with funding for legal expertise in this area.

5 The company

5.1 Production (core activities)

Paramour Collective's main "product" is promotional and middle-person services between the member-escorts and clients. Paramour fulfills the following tasks:

1. Providing a user-friendly, visually appealing online presence that makes it easy for clients to find a desirable companion
2. Communicating clearly, promptly and in a friendly (multilingual) manner with customers and ensuring that the booking process runs as smoothly as possible
3. Increasing the reach of the platform - and thus of the escorts - through a dynamic and innovative marketing strategy
4. Ensuring a healthy and supportive working atmosphere for all employees in order to foster loyalty to the company for existing members; and attractiveness to a large, dynamic, and diverse selection of potential future members
5. Reaching out to demographics of sex workers who are underrepresented or discriminated against by traditional escort agencies. (For example, trans women are not welcome in most agencies, so active outreach is necessary to make them aware of our platform and make them feel welcome.) As these underserved workers are otherwise difficult to find and even more difficult to book under safe conditions, this also benefits clients with diverse tastes and unexplored desires.
6. Maintaining a blacklist to protect our workers and thus minimize the risk of them having to leave the industry due to trauma
7. Providing support and resources for workers who have had adverse experiences
8. Pursuing an offensive political strategy to ensure that the company remains legal.

We provide these services through (a) a dedicated board of directors who ensure that the company meets its financial and legal requirements and "keep the trains running on time," (b) paid employees for client communication who are also available for general administrative work, and (c) specific working groups that take care of all other work. Members of a working group make their contribution on a voluntary basis, but receive a reduced booking fee as remuneration. This is a temporary arrangement to keep personnel costs as low as possible during the start-up phase of the cooperative. We hope to be able to delegate these tasks to paid full-time employees in the future, as there has been much self-exploitation required of members in the founding phase.

A note on the importance of agencies for the health of sex workers

While I was writing this business plan, I received a text message from a customer. He had found my profile on a website I had never heard of. This company had taken my contact information and revealing photos from another advertising site without contacting me (this is a good example

of a company that operates illegally in a way that is common in the industry). The exchange with this potential client ended abruptly when I asked him to be polite and make an appointment by paying a deposit. His response:

"I've seen this before. Go to hell, you piece of shit."

It is a common, if not daily, occurrence for sex workers who have professional standards in ways that are normal in all other service industries to be confronted with this specific form of gender-based aggression. The purpose of an agency is to protect workers from having to deal with such interactions themselves.

Furthermore, communicating with a professional company discourages such discriminatory or inappropriate comments in the first place. Agencies can play a crucial role in maintaining workers' mental health by creating a barrier between workers and potentially abusive or otherwise dangerous clients. While such clients make up only a small percentage of clientele, they can cause a disproportionate amount of harm if they get through the door.

Currently, there are laws in Germany that protect clients by aggressively regulating sex workers. However, there are no laws or institutions that protect workers from clients who are known to be badly behaved or even dangerous. Our communications team will take the time to build a bad client database from all available reports and data as a solution to this problem. Ideally, there is a criminal record check we could access. This requires further research and counsel from a lawyer who specializes in data protection.

5.2 Location

We are based in Berlin. However, we will market our services to customers throughout Europe and gradually represent workers from all over Germany.

5.3 Legal form & Regulations

Paramour Collective is a registered cooperative (*eingetragenes Genossenschaft*). Paramour provides advertising services in accordance with the Commercial Code.

Sexual services and their procurement are regulated by the Prostitution Act and the Prostitutes Protection Act.

Consensuality is regulated in § 181a (pimping) and § 177 (sexual assault; rape) of the Criminal Code.

The protection of personal data is regulated by the General Data Protection Regulation (GDPR).

5.4 Risks

Changes in law. The biggest risk with this project is that a future government could change the prostitution law and

declare prostitution illegal. We are already struggling with regulations that prohibit us from employing unregistered sex workers in our business, which hurts us personally and financially. However, we believe that the success of this business is the best argument against both the illegalization of sex work and the registration requirement, as the rationale for both is based on the idea that sex workers cannot possibly be self-determined and physically and mentally unharmed. Our company will refute this claim, and we want to be politically engaged in spreading this message for the benefit of our company and our community. This is where the press skills of our founding members play a crucial role.

We also know that it is difficult to start a business in today's turbulent economic times. However, our industry responds very positively to new developments, so we intend to launch the company with as much publicity as possible to capitalize on customers' curiosity about the "next big new thing" and then use our skills to retain as many customers as possible as repeat customers. Since what we offer does not yet exist on the market, we believe that being the only company occupying this space benefits our financial interests.

Member burnout from assault. Aside from this legal uncertainty, a second challenge we have faced so far is that several of our members have been assaulted or raped since we began this process. These members have needed to either take a long break or drop out of the collective altogether. We have lost vital human power in this way. This has been one factor that has drawn out the process and has made our effort much harder to sustain. These occurrences, however, redouble our resolve, as systemically increasing worker safety is one of our primary goals. Paramour also needs administrative laborers to function, and so we have created a structure whereby we give these jobs to qualified members who need a break from sex work. This will allow them to recover in an environment in which they are supported and not pressured to return to sex work before they're ready.

Pushback from competitors. Paramour will challenge the status quo in the German sex industry. Therefore, we expect to generate animosity from other businesses trying to defeat us in a bid to cling to old, exploitative norms. This fact and the historic nature of our business means we have been preparing ourselves all along to face a higher level of scrutiny than traditional sex work businesses. For this reason, we have had in mind all along that Paramour must take extra care to be compliant with all laws and regulations. We have had extensive lawyer consultations and documented every stage of the process for legal security and transparency.

Such pushback can also take more nefarious forms. Some sex work businesses are owned by criminal organizations. Infamously, motorcycle gangs control the industry in many major German cities. Therefore, violence and threats of violence or other forms of intimidation against our most visible and exposed members (such as our board of directors) is entirely within the realm of possibility. We will stay watchful and are aware that, at some point, private security may be needed.

6 Finances

Turnover

from Jan. 2025 to Dec. 2027

Table shows net values (excluding VAT)

Name	2025	2026	2027
Income from escort bookings	39.978 €	80.436 €	129.000 €
Total sales	39.978 €	80.436 €	129.000 €

6.2 Costs

Operating expenses

from Jan. 2025 to Dec. 2027

Table shows net values (excluding VAT)

Name	2025	2026	2027
Office supplies	240 €	240 €	240 €
Telephone, fax, internet	90 €	120 €	120 €
Insurances	300 €	300 €	300 €
Advertising, PR	3.600 €	6.000 €	8.400 €
Cooperative Association Audit	500 €	0 €	500 €
Accounting	54 €	108 €	108 €
Website costs	270 €	270 €	270 €
Bank charges	240 €	240 €	240 €
Youth protection check	79 €	79 €	79 €
Communication (e.g. e-mail, document storage)	84 €	84 €	84 €
Photo shoot	4.000 €	4.000 €	4.000 €
Tax consultant	300 €	400 €	500 €
Repayment of personal loans	1.115 €	0 €	0 €
Outstanding amount from first cooperative association audit	2.700 €	0 €	0 €
Total operating expenses	13.572 €	11.841 €	14.841 €

Personnel expenses

from Jan. 2025 to Dec. 2027

Personnel expenses include all non-wage labor costs (colloquially referred to as "employer gross")

Name	2025	2026	2027
Board member	13.248 €	13.910 €	14.606 €
Customer communication (part-time)	8.832 €	13.690 €	14.374 €
Total personnel expenses	22.080 €	27.600 €	28.980 €

6.3 Private withdrawal

6.4 Capital requirements & Financing

Capital requirements

from Jan. 2025 to Dec. 2027

Table shows net values (excluding VAT)

Name	Value
Investments	0 €
Contributions in kind	0 €
Formation costs	6.500 €
Working capital requirements	6.444 €
Liquidity reserve	0 €
Total capital requirement	12.944 €

The working capital requirement arises as long as sales are not sufficient to finance ongoing business (direct costs, personnel expenses, etc.). It corresponds to the deficit that would arise without financing (see liquidity table on a monthly basis: month with largest total deficit).

Financing

from Jan. 2025 to Dec. 2027

Name	Value	Nominal amount	Interest	Runtime
Shares	1.900 €			
Contributions in kind	0 €			
Total equity	1.900 €			
Total loans	0 €			

Overdraft facility	0 €	0 %
Total borrowed capital	0 €	

Matching capital requirements and financing

Total capital requirement	12.944 €
Total equity & debt	1.900 €
Lack of capital	11.044 €

6.5 Profitability

Profitability

from Jan. 2025 to Dec. 2027

Table shows net values (excluding VAT)

Name	2025	2026	2027
Sales revenue	39.978 €	80.436 €	129.000 €
Direct costs	0 €	0 €	0 €
Gross profit	39.978 €	80.436 €	129.000 €
Formation costs	6.500 €		
Personnel expenses	22.080 €	27.600 €	28.980 €
Operating expenses	13.572 €	11.841 €	14.841 €
Depreciation and amortization	0 €	0 €	0 €
Operating result	2.174 €	40.995 €	85.179 €
Interest	0 €	0 €	0 €
Result (before taxes)	2.174 €	40.995 €	85.179 €
Income taxes	0 €	0 €	0 €
Surplus / deficit	2.174 €	40.995 €	85.179 €

Profitability in percent

from Jan. 2025 to Dec. 2027

Name	2025	2026	2027
Sales revenue	100 %	100 %	100 %
Direct costs	0 %	0 %	0 %
Gross profit	100 %	100 %	100 %
Formation costs	16 %		
Personnel expenses	55 %	34 %	22 %
Operating expenses	34 %	15 %	12 %
Depreciation and amortization	0 %	0 %	0 %
Operating result	-5 %	51 %	66 %
Interest	0 %	0 %	0 %
Result (before taxes)	-5 %	51 %	66 %
Income taxes	0 %	0 %	0 %
Surplus / deficit	-5 %	51 %	66 %

6.6 Liquidity

Liquidity at the start of business

Table shows gross values (incl. VAT)

	Foundation
Cash deposits	1.900 €
Loans	0 €
Investments	0 €
Formation costs	7.735 €
Refund of VAT on investments	0 €
Refund of VAT start-up costs	1.235 €
Account balance at the start of business activity	4.600 €

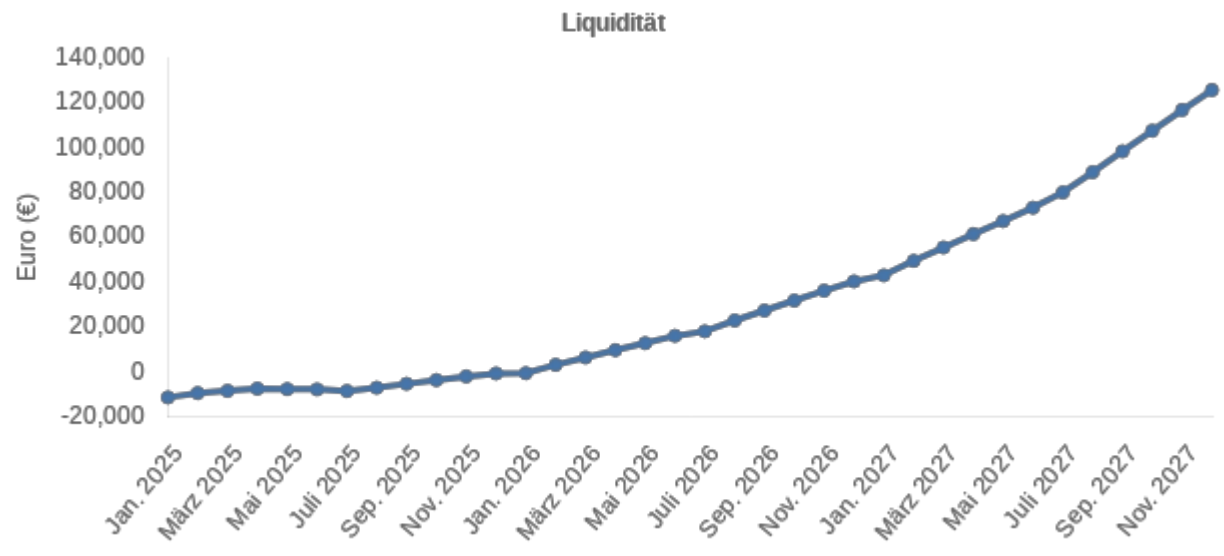
Liquidity

from Jan. 2025 to Dec. 2027

Table shows gross values (incl. VAT)

	2025	2026	2027
Account balance at the beginning of the year	4.600 €	395 €	40.562 €
Sales revenue	39.978 €	80.436 €	129.000 €
Direct costs	0 €	0 €	0 €
Personnel expenses	22.080 €	27.600 €	28.980 €
Operating expenses	15.882 €	14.034 €	17.604 €
Interest	0 €	0 €	0 €
Repayment	0 €	0 €	0 €
VAT payment to/from tax office	2.189 €	2.155 €	2.725 €
Income taxes	0 €	0 €	0 €
Private withdrawals	0 €	0 €	0 €
Surplus / deficit	4.205 €	40.957 €	85.141 €
Surplus / deficit (total)	4.205 €	45.162 €	130.303 €
Account balance at the end of the year	395 €	40.562 €	125.703 €

The "Private withdrawals" item is determined by the difference between private expenditure and private income. If private income exceeds private expenditure, the private withdrawals are automatically set to zero.



Appendix Monthly financial planning

Profitability - Year 2025

Table shows net values (excluding VAT)

All values in €	Jan. 2025	Feb. 2025	March 2025	Apr. 2025	May 2025	June 2025	July 2025	Aug. 2025	Sep. 2025	Oct. 2025	Nov. 2025	Dec. 2025	Total
Sales revenue	2.438	2.438	2.438	2.438	2.438	2.438	4.225	4.225	4.225	4.225	4.225	4.225	39.978
Direct costs	0	0	0	0	0	0	0	0	0	0	0	0	0
Gross profit	2.438	2.438	2.438	2.438	2.438	2.438	4.225	4.225	4.225	4.225	4.225	4.225	39.978
Formation costs	6.500	0	0	0	0	0	0	0	0	0	0	0	6.500
Personnel expenses	1.104	1.104	1.104	1.104	2.208	2.208	2.208	2.208	2.208	2.208	2.208	2.208	22.080
Operating expenses	6.762	347	347	357	436	357	2.366	866	366	366	366	636	13.572
Depreciation and amortization	0	0	0	0	0	0	0	0	0	0	0	0	0
Operating result	11.928	987	987	977	206	127	349	1.151	1.651	1.651	1.651	1.381	2.174
Interest	0	0	0	0	0	0	0	0	0	0	0	0	0
Result (before taxes)	11.928	987	987	977	206	127	349	1.151	1.651	1.651	1.651	1.381	2.174
Difference	11.928	987	987	977	206	127	349	1.151	1.651	1.651	1.651	1.381	2.174

Profitability - Year 2026

Table shows net values (excluding VAT)

All values in €	Jan. 2026	Feb. 2026	March 2026	Apr. 2026	May 2026	June 2026	July 2026	Aug. 2026	Sep. 2026	Oct. 2026	Nov. 2026	Dec. 2026	Total
Sales revenue	6.094	6.094	6.094	6.094	6.094	6.094	7.312	7.312	7.312	7.312	7.312	7.312	80.436
Direct costs	0	0	0	0	0	0	0	0	0	0	0	0	0
Gross profit	6.094	6.094	6.094	6.094	6.094	6.094	7.312	7.312	7.312	7.312	7.312	7.312	80.436
Formation costs													
Personnel expenses	2.263	2.263	2.263	2.263	2.318	2.318	2.318	2.318	2.318	2.318	2.318	2.318	27.600
Operating expenses	3.266	566	566	566	645	566	2.566	566	566	566	566	836	11.841
Depreciation and amortization	0	0	0	0	0	0	0	0	0	0	0	0	0
Operating result	565	3.265	3.265	3.265	3.131	3.210	2.428	4.428	4.428	4.428	4.428	4.158	40.995
Interest	0	0	0	0	0	0	0	0	0	0	0	0	0
Result (before taxes)	565	3.265	3.265	3.265	3.131	3.210	2.428	4.428	4.428	4.428	4.428	4.158	40.995
Difference	565	3.265	3.265	3.265	3.131	3.210	2.428	4.428	4.428	4.428	4.428	4.158	40.995

Profitability - Year 2027

Table shows net values (excluding VAT)

All values in €	Jan. 2027	Feb. 2027	March 2027	Apr. 2027	May 2027	June 2027	July 2027	Aug. 2027	Sep. 2027	Oct. 2027	Nov. 2027	Dec. 2027	Total
Sales revenue	9.100	9.100	9.100	9.100	9.100	9.100	12.400	12.400	12.400	12.400	12.400	12.400	129.000
Direct costs	0	0	0	0	0	0	0	0	0	0	0	0	0
Gross profit	9.100	9.100	9.100	9.100	9.100	9.100	12.400	12.400	12.400	12.400	12.400	12.400	129.000
Formation costs													
Personnel expenses	2.376	2.376	2.376	2.376	2.434	2.434	2.434	2.434	2.434	2.434	2.434	2.434	28.980
Operating expenses	3.566	766	766	766	845	766	2.766	1.266	766	766	766	1.036	14.841
Depreciation and amortization	0	0	0	0	0	0	0	0	0	0	0	0	0
Operating result	3.158	5.958	5.958	5.958	5.821	5.900	7.200	8.700	9.200	9.200	9.200	8.930	85.179
Interest	0	0	0	0	0	0	0	0	0	0	0	0	0
Result (before taxes)	3.158	5.958	5.958	5.958	5.821	5.900	7.200	8.700	9.200	9.200	9.200	8.930	85.179
Difference	3.158	5.958	5.958	5.958	5.821	5.900	7.200	8.700	9.200	9.200	9.200	8.930	85.179

Liquidity - Year 2025

Table shows gross values (incl. VAT)

All values in €	Jan. 2025	Feb. 2025	March 2025	Apr. 2025	May 2025	June 2025	July 2025	Aug. 2025	Sep. 2025	Oct. 2025	Nov. 2025	Dec. 2025	Total
Account balance at the beginning	4.600	11.044	9.107	8.120	7.145	7.366	7.478	8.209	6.773	5.027	3.376	1.725	4.600
Sales revenue	2.438	2.438	2.438	2.438	2.438	2.438	4.225	4.225	4.225	4.225	4.225	4.225	39.978
Direct costs	0	0	0	0	0	0	0	0	0	0	0	0	0
Personnel expenses	1.104	1.104	1.104	1.104	2.208	2.208	2.208	2.208	2.208	2.208	2.208	2.208	22.080
Operating expenses	7.778	413	413	425	519	425	2.816	1.031	436	436	436	757	15.882
Interest	0	0	0	0	0	0	0	0	0	0	0	0	0
Repayment	0	0	0	0	0	0	0	0	0	0	0	0	0
Income taxes	0	0	0	0	0	0	0	0	0	0	0	0	0
VAT payment to/from tax office	0	1.016	66	66	68	83	68	450	165	70	70	70	2.189
Private withdrawals	0	0	0	0	0	0	0	0	0	0	0	0	0
Surplus / deficit	6.444	1.937	987	975	221	112	731	1.436	1.746	1.651	1.651	1.330	4.205
Surplus / deficit (total)	6.444	4.507	3.520	2.545	2.766	2.878	3.609	2.173	427	1.224	2.875	4.205	4.205
Account balance at the end	11.044	9.107	8.120	7.145	7.366	7.478	8.209	6.773	5.027	3.376	1.725	395	395

Liquidity - Year 2026

Table shows gross values (incl. VAT)

All values in €	Jan. 2026	Feb. 2026	March 2026	Apr. 2026	May 2026	June 2026	July 2026	Aug. 2026	Sep. 2026	Oct. 2026	Nov. 2026	Dec. 2026	Total
Account balance at the beginning	395	273	3.448	6.713	9.978	13.093	16.318	18.365	23.173	27.601	32.028	36.456	395
Sales revenue	6.094	6.094	6.094	6.094	6.094	6.094	7.312	7.312	7.312	7.312	7.312	7.312	80.436
Direct costs	0	0	0	0	0	0	0	0	0	0	0	0	0
Personnel expenses	2.263	2.263	2.263	2.263	2.318	2.318	2.318	2.318	2.318	2.318	2.318	2.318	27.600
Operating expenses	3.830	674	674	674	768	674	3.054	674	674	674	674	995	14.034
Interest	0	0	0	0	0	0	0	0	0	0	0	0	0
Repayment	0	0	0	0	0	0	0	0	0	0	0	0	0
Income taxes	0	0	0	0	0	0	0	0	0	0	0	0	0
VAT payment to/from tax office	121	564	108	108	108	123	108	488	108	108	108	108	2.155
Private withdrawals	0	0	0	0	0	0	0	0	0	0	0	0	0
Surplus / deficit	122	3.721	3.265	3.265	3.116	3.225	2.048	4.808	4.428	4.428	4.428	4.106	40.957
Surplus / deficit (total)	4.327	8.048	11.313	14.578	17.693	20.918	22.965	27.773	32.201	36.628	41.056	45.162	45.162
Account balance at the end	273	3.448	6.713	9.978	13.093	16.318	18.365	23.173	27.601	32.028	36.456	40.562	40.562

Liquidity - Year 2027

Table shows gross values (incl. VAT)

All values in €	Jan. 2027	Feb. 2027	March 2027	Apr. 2027	May 2027	June 2027	July 2027	Aug. 2027	Sep. 2027	Oct. 2027	Nov. 2027	Dec. 2027	Total
Account balance at the beginning	40.562	43.258	49.691	55.648	61.606	67.412	73.326	80.146	89.131	98.425	107.625	116.825	40.562
Sales revenue	9.100	9.100	9.100	9.100	9.100	9.100	12.400	12.400	12.400	12.400	12.400	12.400	129.000
Direct costs	0	0	0	0	0	0	0	0	0	0	0	0	0
Personnel expenses	2.376	2.376	2.376	2.376	2.434	2.434	2.434	2.434	2.434	2.434	2.434	2.434	28.980
Operating expenses	4.187	912	912	912	1.006	912	3.292	1.507	912	912	912	1.233	17.604
Interest	0	0	0	0	0	0	0	0	0	0	0	0	0
Repayment	0	0	0	0	0	0	0	0	0	0	0	0	0
Income taxes	0	0	0	0	0	0	0	0	0	0	0	0	0
VAT payment to/from tax office	159	621	146	146	146	161	146	526	241	146	146	146	2.725
Private withdrawals	0	0	0	0	0	0	0	0	0	0	0	0	0
Surplus / deficit	2.696	6.433	5.958	5.958	5.806	5.915	6.820	8.985	9.295	9.200	9.200	8.878	85.141
Surplus / deficit (total)	47.858	54.291	60.248	66.206	72.012	77.926	84.746	93.731	103.025	112.225	121.425	130.303	130.303
Account balance at the end	43.258	49.691	55.648	61.606	67.412	73.326	80.146	89.131	98.425	107.625	116.825	125.703	125.703

Turnover - Year 2027

Table shows net values (excluding VAT)

[illegible]

Direct costs - year 2025

Table shows net values (excluding VAT)

All values in €	Jan. 2025	Feb. 2025	March 2025	Apr. 2025	May 2025	June 2025	July 2025	Aug. 2025	Sep. 2025	Oct. 2025	Nov. 2025	Dec. 2025	Total
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Direct costs - year 2026

Table shows net values (excluding VAT)

All values in €	Jan. 2026	Feb. 2026	March 2026	Apr. 2026	May 2026	June 2026	July 2026	Aug. 2026	Sep. 2026	Oct. 2026	Nov. 2026	Dec. 2026	Total
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Direct costs - year 2027

Table shows net values (excluding VAT)

All values in €	Jan. 2027	Feb. 2027	March 2027	Apr. 2027	May 2027	June 2027	July 2027	Aug. 2027	Sep. 2027	Oct. 2027	Nov. 2027	Dec. 2027	Total
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Operating expenses - year 2025

Table shows net values (excluding VAT)

All values in €	Jan. 2025	Feb. 2025	March 2025	Apr. 2025	May 2025	June 2025	July 2025	Aug. 2025	Sep. 2025	Oct. 2025	Nov. 2025	Dec. 2025	Total
Office supplies	20	20	20	20	20	20	20	20	20	20	20	20	240
Telephone, fax, internet	0	0	0	10	10	10	10	10	10	10	10	10	90
Insurances	300	0	0	0	0	0	0	0	0	0	0	0	300
Advertising, PR	300	300	300	300	300	300	300	300	300	300	300	300	3.600
Cooperative Association Audit	0	0	0	0	0	0	0	500	0	0	0	0	500
Accounting	0	0	0	0	0	0	9	9	9	9	9	9	54
Website costs	0	0	0	0	0	0	0	0	0	0	0	270	270
Bank charges	20	20	20	20	20	20	20	20	20	20	20	20	240
Youth protection check	0	0	0	0	79	0	0	0	0	0	0	0	79
Communication (e.g. e-mail, document storage)	7	7	7	7	7	7	7	7	7	7	7	7	84
Photo shoot	2.000	0	0	0	0	0	2.000	0	0	0	0	0	4.000
Tax consultant	300	0	0	0	0	0	0	0	0	0	0	0	300
Repayment of personal loans	1.115	0	0	0	0	0	0	0	0	0	0	0	1.115
Outstanding amount from first cooperative association audit	2.700	0	0	0	0	0	0	0	0	0	0	0	2.700
Total operating expenses	6.762	347	347	357	436	357	2.366	866	366	366	366	636	13.572

Operating expenses - year 2026

Table shows net values (excluding VAT)

All values in €	Jan. 2026	Feb. 2026	March 2026	Apr. 2026	May 2026	June 2026	July 2026	Aug. 2026	Sep. 2026	Oct. 2026	Nov. 2026	Dec. 2026	Total
Office supplies	20	20	20	20	20	20	20	20	20	20	20	20	240
Telephone, fax, internet	10	10	10	10	10	10	10	10	10	10	10	10	120
Insurances	300	0	0	0	0	0	0	0	0	0	0	0	300
Advertising, PR	500	500	500	500	500	500	500	500	500	500	500	500	6.000
Cooperative Association Audit	0	0	0	0	0	0	0	0	0	0	0	0	0
Accounting	9	9	9	9	9	9	9	9	9	9	9	9	108
Website costs	0	0	0	0	0	0	0	0	0	0	0	270	270
Bank charges	20	20	20	20	20	20	20	20	20	20	20	20	240
Youth protection check	0	0	0	0	79	0	0	0	0	0	0	0	79
Communication (e.g. e-mail, document storage)	7	7	7	7	7	7	7	7	7	7	7	7	84
Photo shoot	2.000	0	0	0	0	0	2.000	0	0	0	0	0	4.000
Tax consultant	400	0	0	0	0	0	0	0	0	0	0	0	400
Repayment of personal loans	0	0	0	0	0	0	0	0	0	0	0	0	0
Outstanding amount from first cooperative association audit	0	0	0	0	0	0	0	0	0	0	0	0	0
Total operating expenses	3.266	566	566	566	645	566	2.566	566	566	566	566	836	11.841

Operating expenses - year 2027

Table shows net values (excluding VAT)

All values in €	Jan. 2027	Feb. 2027	March 2027	Apr. 2027	May 2027	June 2027	July 2027	Aug. 2027	Sep. 2027	Oct. 2027	Nov. 2027	Dec. 2027	Total
Office supplies	20	20	20	20	20	20	20	20	20	20	20	20	240
Telephone, fax, internet	10	10	10	10	10	10	10	10	10	10	10	10	120
Insurances	300	0	0	0	0	0	0	0	0	0	0	0	300
Advertising, PR	700	700	700	700	700	700	700	700	700	700	700	700	8.400
Cooperative Association Audit	0	0	0	0	0	0	0	500	0	0	0	0	500
Accounting	9	9	9	9	9	9	9	9	9	9	9	9	108
Website costs	0	0	0	0	0	0	0	0	0	0	0	270	270
Bank charges	20	20	20	20	20	20	20	20	20	20	20	20	240
Youth protection check	0	0	0	0	79	0	0	0	0	0	0	0	79
Communication (e.g. e-mail, document storage)	7	7	7	7	7	7	7	7	7	7	7	7	84
Photo shoot	2.000	0	0	0	0	0	2.000	0	0	0	0	0	4.000
Tax consultant	500	0	0	0	0	0	0	0	0	0	0	0	500
Repayment of personal loans	0	0	0	0	0	0	0	0	0	0	0	0	0
Outstanding amount from first cooperative association audit	0	0	0	0	0	0	0	0	0	0	0	0	0
Total operating expenses	3.566	766	766	766	845	766	2.766	1.266	766	766	766	1.036	14.841

Appendix

Vollversammlung
20 members

- each member owns 5% of the company and has 1 vote 4 times a year
- The members vote on all important proposals and all financial decisions over EUR 500 a.o.

Fully empowered

Member of the Management Board

Prima K. Critstofalo

- Implements the resolutions of the plenary meeting
- Ensures that the cooperative complies with its legal and financial requirements

Hussa Janko

- Representation of the cooperative vis-à-vis the members of the Supervisory Board in legal proceedings
- Conclusion of contracts in the name of the cooperative with the Executive Board

**Current
1013 B**

printoutGnR

Register of Cooperatives
Charlottenburg Local Court

1. Number of entries to date

1 entry(s)

2.a) Company

Paramour Collective e.G.

b) Registered office, branch office, domestic business address, authorized recipient of the European Cooperative, branch offices

Berlin

c) Object of the company

The purpose of the cooperative is to promote the economic and social interests of its members and to improve both the quality of life and the financial benefits of its members through joint business activities, such as the creation of a joint IT platform, joint purchasing, centrally organized administrative and event activities, etc. in the field of sex work.

3. Obligation to make additional contributions, minimum capital; share capital of the European Cooperative Society

No obligation to make additional contributions

4.a) General representation rules

If only one member of the Management Board has been appointed, this member shall represent the cooperative alone. If several members of the Executive Board have been appointed, the cooperative is represented by two members of the Executive Board.

b) Board of Directors; management body or managing directors of the European Cooperative; authorized representatives and special power of representation

Board of Directors:

Cristofalo, Prima Kline, *19.12.1986, Berlin

6.a) Legal form and articles of association

Registered cooperative

The Articles of Association were established on 10.08.2023.

7th day of the last entry

15.02.2024

PRIMA K. CRISTOFALO

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PROFILE

Prima K. Cristofalo E is a Sicilian-American sex worker, historian, and human rights activist. She trained to be a professional ballet dancer from the age of 7 and continued her study of dance and production design, obtaining a Bachelor of the Arts degree at Hampshire College in Amherst, Massachusetts, USA. After an injury, she discovered a new career niche as an escort in Boston, Massachusetts, where both sex workers and clients are not just fully criminalized but actively hunted by police, she was struck by the injustice of the system and began her human rights activism career. She worked with several local groups and lobbied in Washington, D.C., against SESTA/FOSTA. She relocated her sex work and activism careers to Berlin, Germany in 2020 to save her mental and physical health due to criminalization stress. She now enjoys the freedoms offered to sex workers here and battles the injustices that remain. She cofounded the Sex Worker Action Group and a sex worker union section. She is a member of the board of directors of Paramour Collective, the first all-gender, worker-owned escort agency in Europe. Most recently, she co-curated the exhibition "With Legs Wide Open: A Whore's Ride Through History" at the Schwules Museum in Berlin, a widely-acclaimed telling of Berlin whorestory by a collective of sex-worker historians.

EXPERIENCE

DANCE AND THEATER

DANCER, COTERIE DANCE, OAKLAND, CALIFORNIA, 2002-2004

DANCER AND CHOREOGRAPHER, DNAGA DANCE COMPANY, 2002-2004

INTERN, ASIAN AMERICAN DANCE PERFORMANCES, OAKLAND/SAN FRANCISCO, CALIFORNIA 2004

STAGE MANAGER, FIVE COLLEGE DANCE DEPARTMENT, 2005-2009

CHOREOGRAPHER, PERFORMER, AND COSTUMER, "THE RED THREAD," AMHERST, MASSACHUSETTS, DECEMBER 2009

STAGE MANAGER, OBERLIN DANCE COMPANY, SAN FRANCISCO, CALIFORNIA, 2010

DANCER, COPIOUS DANCE THEATER, "SECRET'S LAMENT," Z SPACE, SAN FRANCISCO, CALIFORNIA, MAY 2011

CHOREOGRAPHER, DANCER, AND COSTUMER, "ONE THIRD FREE," FOG FEST

CHOREOGRAPHER'S SHOWCASE, DANCE MISSION, SAN FRANCISCO, CALIFORNIA, JULY 2011

CHOREOGRAPHER, DANCER, AND COSTUMER, "BITTERSWEET," HARVEST 23 SEPTEMBER 2011

CHOREOGRAPHER'S SHOWCASE, DANCE MISSION, SAN FRANCISCO, CALIFORNIA

CHOREOGRAPHER-IN-RESIDENCE, EARTHDANCE, PLAINFIELD, MASSACHUSETTS, APRIL-DECEMBER 2019

SEX WORK

INDEPENDENT ESCORT, BOSTON, MASSACHUSETTS, 2014-2020

Private, full-service sex worker under full criminalization, entertaining clients primarily in Boston, but also in the greater New England area.

INDEPENDENT ESCORT, BERLIN, GERMANY, 2020-PRESENT

Private, full-service sex worker entertaining clients in Berlin and other European cities.

FREELEANCE ESCORT, GLAMOURESSE FETISH ESCORT, GERMANY, SWITZERLAND, 2020-PRESENT

Entertained clients with sexual and BDSM services in Germany and Switzerland under contract with Glamouresse Fetish Escort.

"FREELEANCE" ESCORT, AGENCY LIBERTY, GERMANY, 2022-2023

Entertained clients at Berlin's oldest extant bordello.

FREELEANCE ESCORT, PARAMOUR COLLECTIVE, GERMANY, 2023-PRESENT

Private, full-service sex worker entertaining clients in Berlin and beyond.

ACTIVISM

MEMBER, SEX WORKER OUTREACH PROJECT, BOSTON BRANCH, BOSTON, MASSACHUSETTS, 2014-2018

Participated in harm reduction and political action with sex worker colleagues in the Boston branch of the national American nonprofit, Sex Worker Outreach Project. <https://boston.swopusa.org>

SECRETARY, SEX WORKER OUTREACH PROJECT, BOSTON BRANCH, BOSTON, MASSACHUSETTS, 2016-2018

Notated during meetings, administered e-mail account, and booked support groups and meetings for the Boston branch of the national American nonprofit, Sex Worker Outreach Project.

MEMBER, MASSACHUSETTS SEX WORKER ALLY NETWORK, BOSTON, MASSACHUSETTS, 2014-2019

Participated in harm reduction, press outreach, and political action with sex worker colleagues and allies in the Boston area.

LOBBYIST, SURVIVORS AGAINST SESTA, 2017-2018

Participated in the social media campaign against sex work criminalization bills "Stop Enabling Sex Traffickers Act" (SESTA) and "Fight Online Sex Trafficking Act" (FOSTA), helping to obtain over 5 million hits for the hashtag #SurvivorsAgainstSESTA. Lobbied House staffers on Capitol Hill on Sex Worker Lobby Day in Washington, D.C. on June 2nd, 2017.

FOUNDING MEMBER, SEX WORKER ACTION GROUP, BERLIN, GERMANY, 2020-2024

Organized events for International Whoresday and Sex Worker Action Week; spoke regularly about sex workers' rights issues at demonstrations and events and organizes for harm reduction in the Berlin sex-worker community.

PANELIST, "SO WHAT IS CONSENT?", "FLAWED" PODCAST, 4 JULY 2021

Represented a sex worker viewpoint on the subject of consent for a webinar hosted by journalists Louise Osborne and Jennifer Collins, recorded for their podcast "Flawed."

FOUNDING MEMBER, SEX WORK SECTION OF FREIARBEITER*INNEN UNION (FAU) BERLIN, 2021-2024

Founded and participated in one of the first sex worker unions in the history of Berlin, which fought for better working conditions and full sex work decriminalization in Germany.

PRESS SECRETARY, FAU BERLIN, 2022-2023

Maintained public presence of the union and ensured social media and press coverage of all workplace conflicts of members.

GENERAL SECRETARY, FAU BERLIN, 2023

General administrative role of the union, ensuring it adhered to legal requirements, kept members engaged, and furthered mission of worker liberation.

FOUNDING MEMBER AND MEMBER OF THE BOARD OF DIRECTORS, PARAMOUR COLLECTIVE, 2023-PRESENT

Founded and administrates the first all-gender, worker owned escort agency. Ensures adherence to all applicable legal and financial requirements. Furthers vision and mission of raising the bar for working conditions in the sex industry.

EDUCATION

HAMPSHIRE COLLEGE, AMHERST, MASSACHUSETTS, 2005-2009

Graduated with a Bachelor of Arts in contemporary ballet, choreography, and production design.

Income forecasts, Paramour Collective, 2024-2026

Revenue to date

Under German law, a special permit is required for escort agencies to act as an "intermediary" between the escort and the client. We applied for this registration in April 2024.^[1] Due to the lengthy processing times for such registrations, we are still waiting (the process is also taking longer than usual because we are the first sex work cooperative (workers' collective) to be subject to more scrutiny as the bureaucrats have to figure out how to apply the law to us. That's why the process is being led by a lawyer with a lot of experience in this field). This means that we do not yet have the necessary permit to generate income.

In November 2023, we launched a minimum viable product version of our website. This allowed members to create public profiles, with the temporary proviso that they must process booking requests themselves. Since then, members have received a large number of booking requests. Most of them have donated 19% of their booking, even though the agency is not yet able to offer customer communication. For us, this is a sign of the great support and belief in Paramour's mission and the understanding that we all need to pull together and be generous with our resources to make this historic venture a reality.

The booking fees donated so far amount to € 328.50. This equates to €1,728.95 in booking income, or around 7 hours of bookings for our staff - even though we don't yet have the funds to run paid advertising of any kind. This means that customers are already finding our website through social media, word of mouth and (mainly) press articles about our ground-breaking company - especially in Missy Magazine. This encourages and empowers us.

^[1] This is the last of three registrations we had to make; the first two were a review of our business model and business plan by the Cooperative Federation, an organization that must verify the legality and financial viability of all collectives (received in October 2023); and the registration of the company in the company register (received in May 2024).

About our income forecasts

The data on which our income forecasts are based are as follows:

- Our current members receive an average of 1 to 5 bookings per month in their self-employment. Once we implement a comprehensive advertising strategy, we expect this number to increase. One of the main reasons for starting our business was that our members find the administrative side of self-accompaniment tedious and cumbersome. Once we have received our final registration, some members will handle all their bookings through the agency - including regular and
- We assume that the number of members will increase by around 10 each year. This is a conservative estimate - this year we had an average of 4 new members per quarter. Our email list of people interested in becoming members contains about 30 people. However, we have also taken into account members who have left the community, as well as -members taking vacation, medical leave or breaks from sex work.
- As the company grows and becomes better known, each employee receives more bookings.
- We have already received referrals from the healthcare industry from clients whose therapists or doctors have recommended us as a therapeutic resource. There is also a growing market for "sexual assistance" professionals who are covered by health insurance. We plan to target this growing market as soon as we have the resources to do so.
- In view of these factors, these estimates are quite conservative. We assume that we will exceed these income forecasts
- Members who work on a voluntary basis (at least 6 hours per week) pay the collective 7% of each booking fee. Members who do not volunteer pay 19%. In this model, 13% is used because we assume that half of the employees pay 7% and the other half pay 19%, so I have taken the average.

Time window	Member Remuneration per Hour (gross)	Average hours per month per member	Percentage of the collective	Number of members	Total income of the collective
Q1 & 2, 2025	€250,00	5 hours/month	13%	15	€14,625 (2,437.50/mo.)
Q3 & 4, 2025	€250,00	6.5 hours/month	13%	20	€25,350 (4,225/mo.)
Q1 & 2, 2026	€250,00	7.5 hours/month	13%	25	€36,562.50 (6093.75/mo.)
Q3 & 4, 2026	€250,00	7.5 hours/month	13%	30	€43,875 (7312.50/mo.)
Q1 & 2, 2027	€250,00	8 hours/month	13%	35	€ 54,600 (€9,100/mo.)
Q3 & 4, 2027	€250,00	8 hours/month	13%	40	€ 74,400 (€12,400/mo.)