

Group Strategic Report, Report of the Directors and
Consolidated Financial Statements for the Year Ended 30 November 2019
for
DC Recruitment Limited

Contents of the Consolidated Financial Statements
for the Year Ended 30 November 2019

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DIRECTORS:

Ms D A Connelly
W Sim

REGISTERED OFFICE:

200 Bath Street
Glasgow
Lanarkshire
G2 4HG

REGISTERED NUMBER:

SC467042 (Scotland)

AUDITORS:

McLay McAlister & McGibbon LLP
Chartered Accountants and Statutory Auditors
145 St Vincent Street
Glasgow
G2 5JF

Group Strategic Report
for the Year Ended 30 November 2019

The directors present their strategic report of the company and the group for the year ended 30 November 2019.

REVIEW OF BUSINESS

DC Recruitment Limited offers temporary and permanent recruitment services to clients across a variety of sectors and geographical areas.

The company retains a majority interest in the share capital of the following companies:

Connect Driver Solutions Ltd
Connect Appointments North East Ltd
Connect Appointments Tayfife Ltd
Connect Appointments Hospitality Ltd
Connect Driver Solutions North East Ltd
Connect Driver Solutions North West Ltd

The directors of the business are pleased to report a performance in line with expectation. Turnover has risen by 29% to £22.46m (2018: £17.43m). Overall the directors consider the profitability of the business to be satisfactory.

PRINCIPAL RISKS AND UNCERTAINTIES

Risk management is addressed by the company through a structured framework of policies, procedures and internal controls. At the date of writing this report we have navigated the COVID threat satisfactory and continue to operate profitably.

STRATEGY

The company's strategy is to continue to deliver a service to clients that exceeds their expectations.

ON BEHALF OF THE BOARD:

Ms D A Connelly - Director

15 September 2020

Report of the Directors
for the Year Ended 30 November 2019

The directors present their report with the financial statements of the company and the group for the year ended 30 November 2019.

PRINCIPAL ACTIVITY

The principal activity of the group in the year under review was that of

DIVIDENDS

The total distribution of dividends for the year ended 30 November 2019 will be £487,000 for the company and £502,500 for the group.

EVENTS SINCE THE END OF THE YEAR

Information relating to events since the end of the year is given in the notes to the financial statements.

DIRECTORS

The directors shown below have held office during the whole of the period from 1 December 2018 to the date of this report.

Ms D A Connelly
W Sim

STATEMENT OF DIRECTORS' RESPONSIBILITIES

The directors are responsible for preparing the Group Strategic Report, the Report of the Directors and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and the group and of the profit or loss of the group for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's and the group's transactions and disclose with reasonable accuracy at any time the financial position of the company and the group and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

So far as the directors are aware, there is no relevant audit information (as defined by Section 418 of the Companies Act 2006) of which the group's auditors are unaware, and each director has taken all the steps that he or she ought to have taken as a director in order to make himself or herself aware of any relevant audit information and to establish that the group's auditors are aware of that information.

ON BEHALF OF THE BOARD:

Ms D A Connelly - Director

15 September 2020

Opinion

We have audited the financial statements of DC Recruitment Limited (the 'parent company') and its subsidiaries (the 'group') for the year ended 30 November 2019 which comprise the Consolidated Income Statement, Consolidated Other Comprehensive Income, Consolidated Balance Sheet, Company Balance Sheet, Consolidated Statement of Changes in Equity, Company Statement of Changes in Equity, Consolidated Cash Flow Statement and Notes to the Consolidated Cash Flow Statement, Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and of the parent company affairs as at 30 November 2019 and of the group's profit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The directors are responsible for the other information. The other information comprises the information in the Group Strategic Report and the Report of the Directors, but does not include the financial statements and our Report of the Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Group Strategic Report and the Report of the Directors for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Group Strategic Report and the Report of the Directors have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the parent company and its environment obtained in the course of the audit, we have not identified material misstatements in the Group Strategic Report or the Report of the Directors.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of directors

As explained more fully in the Statement of Directors' Responsibilities set out on page three, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the group's and the parent company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the group or the parent company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Auditors.

Use of our report

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in a Report of the Auditors and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Paul Martin (Senior Statutory Auditor)
for and on behalf of McLay McAlister & McGibbon LLP
Chartered Accountants and Statutory Auditors
145 St Vincent Street
Glasgow
G2 5JF

16 September 2020

Consolidated Income Statement
for the Year Ended 30 November 2019

	Notes	30.11.19 £	30.11.18 £
TURNOVER		22,464,337	17,431,628
Cost of sales		(19,344,110)	(14,981,439)
GROSS PROFIT		<u>3,120,227</u>	<u>2,450,189</u>
Administrative expenses		(2,299,884)	(1,871,095)
		820,343	579,094
Other operating income		-	5,541
OPERATING PROFIT	4	<u>820,343</u>	<u>584,635</u>
Interest receivable and similar income		550	550
PROFIT BEFORE TAXATION		<u>820,893</u>	<u>585,185</u>
Tax on profit	5	(165,790)	(131,944)
PROFIT FOR THE FINANCIAL YEAR		<u>655,103</u>	<u>453,241</u>
Profit attributable to:			
Owners of the parent		629,569	447,733
Non-controlling interests		25,534	5,508
		<u>655,103</u>	<u>453,241</u>

The notes form part of these financial statements

Consolidated Other Comprehensive Income
for the Year Ended 30 November 2019

	Notes	30.11.19 £	30.11.18 £
PROFIT FOR THE YEAR		655,103	453,241
OTHER COMPREHENSIVE INCOME		-	-
TOTAL COMPREHENSIVE INCOME		-	-
FOR THE YEAR		<u>655,103</u>	<u>453,241</u>
Total comprehensive income attributable to:			
Owners of the parent		629,569	447,733
Non-controlling interests		<u>25,534</u>	<u>5,508</u>
		<u>655,103</u>	<u>453,241</u>

Consolidated Balance Sheet
30 November 2019

	Notes	30.11.19 £	30.11.18 £
FIXED ASSETS			
Intangible assets	8	-	-
Tangible assets	9	414,687	229,361
Investments	10	-	-
		<u>414,687</u>	<u>229,361</u>
CURRENT ASSETS			
Debtors	11	4,238,352	3,476,186
Cash at bank		350,269	31,198
		<u>4,588,621</u>	<u>3,507,384</u>
CREDITORS			
Amounts falling due within one year	12	(4,556,698)	(3,442,738)
NET CURRENT ASSETS		<u>31,923</u>	<u>64,646</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>446,610</u>	<u>294,007</u>
CAPITAL AND RESERVES			
Called up share capital	16	142	142
Retained earnings	17	413,395	286,326
SHAREHOLDERS' FUNDS		<u>413,537</u>	<u>286,468</u>
NON-CONTROLLING INTERESTS		<u>33,073</u>	<u>7,539</u>
TOTAL EQUITY		<u>446,610</u>	<u>294,007</u>

The financial statements were approved by the Board of Directors and authorised for issue on 15 September 2020 and were signed on its behalf by:

Ms D A Connelly - Director

Company Balance Sheet
30 November 2019

	Notes	30.11.19 £	30.11.18 £
FIXED ASSETS			
Intangible assets	8	-	-
Tangible assets	9	414,687	229,361
Investments	10	741	661
		<u>415,428</u>	<u>230,022</u>
CURRENT ASSETS			
Debtors	11	4,218,300	3,478,552
Cash at bank		326,285	-
		<u>4,544,585</u>	<u>3,478,552</u>
CREDITORS			
Amounts falling due within one year	12	(4,573,856)	(3,421,127)
NET CURRENT (LIABILITIES)/ASSETS		<u>(29,271)</u>	<u>57,425</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>386,157</u>	<u>287,447</u>
CAPITAL AND RESERVES			
Called up share capital	16	142	142
Retained earnings		386,015	287,305
SHAREHOLDERS' FUNDS		<u>386,157</u>	<u>287,447</u>
Company's profit for the financial year		<u>585,710</u>	<u>450,963</u>

The financial statements were approved by the Board of Directors and authorised for issue on 15 September 2020 and were signed on its behalf by:

Ms D A Connelly - Director

Consolidated Statement of Changes in Equity
for the Year Ended 30 November 2019

	Called up share capital £	Retained earnings £	Total £	Non-controlling interests £	Total equity £
Balance at 1 December 2017	142	244,593	244,735	2,031	246,766
Changes in equity					
Dividends	-	(406,000)	(406,000)	-	(406,000)
Total comprehensive income	-	447,733	447,733	5,508	453,241
Balance at 30 November 2018	142	286,326	286,468	7,539	294,007
Changes in equity					
Dividends	-	(502,500)	(502,500)	-	(502,500)
Total comprehensive income	-	629,569	629,569	25,534	655,103
Balance at 30 November 2019	142	413,395	413,537	33,073	446,610

The notes form part of these financial statements

Company Statement of Changes in Equity
for the Year Ended 30 November 2019

	Called up share capital £	Retained earnings £	Total equity £
Balance at 1 December 2017	142	236,342	236,484
Changes in equity			
Dividends	-	(400,000)	(400,000)
Total comprehensive income	-	450,963	450,963
Balance at 30 November 2018	142	287,305	287,447
Changes in equity			
Dividends	-	(487,000)	(487,000)
Total comprehensive income	-	585,710	585,710
Balance at 30 November 2019	142	386,015	386,157

Consolidated Cash Flow Statement
for the Year Ended 30 November 2019

	Notes	30.11.19 £	30.11.18 £
Cash flows from operating activities			
Cash generated from operations	1	1,166,662	435,865
Tax paid		<u>(131,944)</u>	<u>(92,852)</u>
Net cash from operating activities		<u>1,034,718</u>	<u>343,013</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(266,215)	(135,284)
Sale of tangible fixed assets		37,341	26,675
Interest received		<u>550</u>	<u>550</u>
Net cash from investing activities		<u>(228,324)</u>	<u>(108,059)</u>
Cash flows from financing activities			
Amount introduced by directors		45,921	45,846
Amount withdrawn by directors		(27,951)	(5,486)
Equity dividends paid		<u>(502,500)</u>	<u>(406,000)</u>
Net cash from financing activities		<u>(484,530)</u>	<u>(365,640)</u>
Increase/(decrease) in cash and cash equivalents		<u>321,864</u>	<u>(130,686)</u>
Cash and cash equivalents at beginning of year	2	28,405	159,091
Cash and cash equivalents at end of year	2	<u>350,269</u>	<u>28,405</u>

The notes form part of these financial statements

Notes to the Consolidated Cash Flow Statement
for the Year Ended 30 November 2019

1. **RECONCILIATION OF PROFIT BEFORE TAXATION TO CASH GENERATED FROM OPERATIONS**

	30.11.19	30.11.18
	£	£
Profit before taxation	820,893	585,185
Depreciation charges	47,421	24,476
(Profit)/loss on disposal of fixed assets	(3,873)	3,723
Finance income	(550)	(550)
	<u>863,891</u>	<u>612,834</u>
Increase in trade and other debtors	(776,856)	(777,965)
Increase in trade and other creditors	<u>1,079,627</u>	<u>600,996</u>
Cash generated from operations	<u>1,166,662</u>	<u>435,865</u>

2. **CASH AND CASH EQUIVALENTS**

The amounts disclosed on the Cash Flow Statement in respect of cash and cash equivalents are in respect of these Balance Sheet amounts:

Year ended 30 November 2019

	30.11.19	1.12.18
	£	£
Cash and cash equivalents	350,269	31,198
Bank overdrafts	-	(2,793)
	<u>350,269</u>	<u>28,405</u>

Year ended 30 November 2018

	30.11.18	1.12.17
	£	£
Cash and cash equivalents	31,198	159,091
Bank overdrafts	(2,793)	-
	<u>28,405</u>	<u>159,091</u>

Notes to the Consolidated Financial Statements
for the Year Ended 30 November 2019

1. **STATUTORY INFORMATION**

DC Recruitment Limited is a private company, limited by shares, registered in Scotland. The company's registered number and registered office address can be found on the General Information page.

The presentation currency of the financial statements is the Pound Sterling (£).

2. **ACCOUNTING POLICIES**

Basis of preparing the financial statements

These financial statements have been prepared in accordance with Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The financial statements have been prepared on the trading results for the period 25 November 2018 to 30 November 2019.

Due to the current economic climate arising from Covid-19 the Directors recognise that there are certain matters that might influence the business that are out with the company's control. The Directors are therefore monitoring the Covid-19 situation and managing its effect on the business on a continuous basis.

Given the information presented the Directors continue to adopt a going concern basis in preparing the financial statements.

Basis of consolidation

The group financial statements consolidate the results of the company and its subsidiary undertakings for the year ended 30 November 2019.

Transactions between group entities which have been eliminated on consolidation are not disclosed within the financial statements.

Turnover

Turnover is measured at the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes.

Goodwill

Goodwill, being the amount paid in connection with the acquisition of a business in 2014, was amortised evenly over its estimated useful life of three years.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold property	- 2% on cost
Motor vehicles	- 25% on cost
Computer equipment	- 25% on cost

The company's policy is to review the remaining useful economic lives and residual value of all tangible fixed assets on an on-going basis and to adjust the depreciation charge to reflect the remaining useful economic life and residual value.

Fully depreciated assets are retained in cost and related accumulated depreciation until they are removed from service. In the case of disposals, assets and related depreciation are removed from the financial statements and the net amount, less proceeds from disposal, is charged or credited to the income statement.

Notes to the Consolidated Financial Statements - continued
for the Year Ended 30 November 2019

2. **ACCOUNTING POLICIES - continued**

Taxation

Taxation for the year comprises current and deferred tax. Tax is recognised in the Consolidated Income Statement, except to the extent that it relates to items recognised in other comprehensive income or directly in equity.

Current or deferred taxation assets and liabilities are not discounted.

Current tax is recognised at the amount of tax payable using the tax rates and laws that have been enacted or substantively enacted by the balance sheet date.

Deferred tax

Deferred tax is recognised in respect of all timing differences that have originated but not reversed at the balance sheet date.

Timing differences arise from the inclusion of income and expenses in tax assessments in periods different from those in which they are recognised in financial statements. Deferred tax is measured using tax rates and laws that have been enacted or substantively enacted by the year end and that are expected to apply to the reversal of the timing difference.

Unrelieved tax losses and other deferred tax assets are recognised only to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits.

Pension costs and other post-retirement benefits

The group operates a defined contribution pension scheme. Contributions payable to the group's pension scheme are charged to profit or loss in the period to which they relate.

Debtors

Trade debtors and other debtors are recognised at the settlement amount due with appropriate allowances for any irrecoverable amounts when there is objective evidence the asset is impaired.

Cash and cash equivalents

Cash and cash equivalent in the balance sheet comprise cash in hand and bank overdrafts.

Creditors

Trade creditors and other creditors are recognised where the company has a present obligation resulting from a past event and are recognised at the settlement amount due after allowing for any trade discounts due.

Going concern

Due to the current economic climate arising from Covid-19 the Directors recognise that there are certain matters that might influence the business that are out with the company's control. The Directors are therefore monitoring the Covid-19 situation and managing its effect on the business on a continuous basis.

Given the information presented the Directors continue to adopt a going concern basis in preparing the financial statements.

3. **EMPLOYEES AND DIRECTORS**

	30.11.19	30.11.18
	£	£
Wages and salaries	19,743,091	15,304,818
Social security costs	754,468	615,519
Other pension costs	150,009	69,763
	<u>20,647,568</u>	<u>15,990,100</u>

Notes to the Consolidated Financial Statements - continued
for the Year Ended 30 November 2019

3. **EMPLOYEES AND DIRECTORS - continued**

The average number of employees during the year was as follows:

	30.11.19	30.11.18
Temporary	747	575
Permanent	<u>52</u>	<u>39</u>
	<u>799</u>	<u>614</u>

The average number of employees by undertakings that were proportionately consolidated during the year was 799 (2018 - 623) .

	30.11.19	30.11.18
	£	£
Directors' remuneration	<u>195,141</u>	<u>96,846</u>

The number of directors to whom retirement benefits were accruing was as follows:

Money purchase schemes	<u>6</u>	<u>2</u>
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4. **OPERATING PROFIT**

The operating profit is stated after charging/(crediting):

	30.11.19	30.11.18
	£	£
Depreciation - owned assets	47,421	24,506
(Profit)/loss on disposal of fixed assets	(3,873)	3,723
Auditors' remuneration	<u>12,208</u>	<u>8,000</u>

5. **TAXATION**

Analysis of the tax charge

The tax charge on the profit for the year was as follows:

	30.11.19	30.11.18
	£	£
Current tax:		
UK corporation tax	165,852	131,944
Adjustment re prior years	<u>(62)</u>	<u>-</u>
Tax on profit	<u>165,790</u>	<u>131,944</u>

UK corporation tax has been charged at 19% (2018 - 19%).

Notes to the Consolidated Financial Statements - continued
for the Year Ended 30 November 2019

5. **TAXATION - continued**

Reconciliation of total tax charge included in profit and loss

The tax assessed for the year is higher than the standard rate of corporation tax in the UK. The difference is explained below:

	30.11.19	30.11.18
	£	£
Profit before tax	<u>820,893</u>	<u>585,185</u>
Profit multiplied by the standard rate of corporation tax in the UK of 19% (2018 - 19%)	155,970	111,185
Effects of:		
Expenses not deductible for tax purposes	26,810	22,580
Income not taxable for tax purposes	(15,936)	-
Capital allowances in excess of depreciation	(992)	(1,821)
Adjustments to tax charge in respect of previous periods	(62)	-
Total tax charge	<u>165,790</u>	<u>131,944</u>

6. **INDIVIDUAL INCOME STATEMENT**

As permitted by Section 408 of the Companies Act 2006, the Statement of Comprehensive Income of the parent company is not presented as part of these financial statements.

7. **DIVIDENDS**

	30.11.19	30.11.18
	£	£
Ordinary shares of £1 each		
Final	<u>502,500</u>	<u>406,000</u>

8. **INTANGIBLE FIXED ASSETS**

Group

	Goodwill
	£
COST	
At 1 December 2018	
and 30 November 2019	<u>150,000</u>
AMORTISATION	
At 1 December 2018	
and 30 November 2019	<u>150,000</u>
NET BOOK VALUE	
At 30 November 2019	<u>-</u>
At 30 November 2018	<u>-</u>

Notes to the Consolidated Financial Statements - continued
for the Year Ended 30 November 2019

8. INTANGIBLE FIXED ASSETS - continued

Company

Goodwill
£**COST**At 1 December 2018
and 30 November 2019150,000**AMORTISATION**At 1 December 2018
and 30 November 2019150,000**NET BOOK VALUE**

At 30 November 2019

-

At 30 November 2018

-

9. TANGIBLE FIXED ASSETS

Group

	Freehold property £	Fixtures and fittings £	Motor vehicles £	Computer equipment £	Totals £
COST					
At 1 December 2018	115,000	-	112,130	41,002	268,132
Additions	164,150	12,170	74,716	15,179	266,215
Disposals	-	-	(43,366)	-	(43,366)
At 30 November 2019	<u>279,150</u>	<u>12,170</u>	<u>143,480</u>	<u>56,181</u>	<u>490,981</u>
DEPRECIATION					
At 1 December 2018	4,600	-	12,219	21,952	38,771
Charge for year	5,583	1,268	31,909	8,661	47,421
Eliminated on disposal	-	-	(9,898)	-	(9,898)
At 30 November 2019	<u>10,183</u>	<u>1,268</u>	<u>34,230</u>	<u>30,613</u>	<u>76,294</u>
NET BOOK VALUE					
At 30 November 2019	<u>268,967</u>	<u>10,902</u>	<u>109,250</u>	<u>25,568</u>	<u>414,687</u>
At 30 November 2018	<u>110,400</u>	<u>-</u>	<u>99,911</u>	<u>19,050</u>	<u>229,361</u>

Notes to the Consolidated Financial Statements - continued
for the Year Ended 30 November 2019

9. **TANGIBLE FIXED ASSETS - continued**

Company

	Freehold property £	Fixtures and fittings £	Motor vehicles £	Computer equipment £	Totals £
COST					
At 1 December 2018	115,000	-	112,130	41,002	268,132
Additions	164,150	12,170	74,716	15,179	266,215
Disposals	-	-	(43,366)	-	(43,366)
At 30 November 2019	<u>279,150</u>	<u>12,170</u>	<u>143,480</u>	<u>56,181</u>	<u>490,981</u>
DEPRECIATION					
At 1 December 2018	4,600	-	12,219	21,952	38,771
Charge for year	5,583	1,268	31,909	8,661	47,421
Eliminated on disposal	-	-	(9,898)	-	(9,898)
At 30 November 2019	<u>10,183</u>	<u>1,268</u>	<u>34,230</u>	<u>30,613</u>	<u>76,294</u>
NET BOOK VALUE					
At 30 November 2019	<u>268,967</u>	<u>10,902</u>	<u>109,250</u>	<u>25,568</u>	<u>414,687</u>
At 30 November 2018	<u>110,400</u>	<u>-</u>	<u>99,911</u>	<u>19,050</u>	<u>229,361</u>

10. **FIXED ASSET INVESTMENTS**

Company

	Unlisted investments £
COST	
At 1 December 2018	661
Additions	80
At 30 November 2019	<u>741</u>
NET BOOK VALUE	
At 30 November 2019	<u>741</u>
At 30 November 2018	<u>661</u>

The group or the company's investments at the Balance Sheet date in the share capital of companies include the following:

Subsidiaries

Connect Driver Solutions Limited

Registered office: 200 Bath Street, Glasgow, G2 4HG

Nature of business: Employment Agency

Class of shares:	% holding
Ordinary	80.00

Notes to the Consolidated Financial Statements - continued
for the Year Ended 30 November 2019

10. **FIXED ASSET INVESTMENTS - continued**

Connect Construction Limited

Registered office: 200 Bath Street, Glasgow, G2 4HG
Nature of business: Dormant

Class of shares:	%
Ordinary	holding 100.00

Connect Site Services Limited

Registered office: 200 Bath Street, Glasgow, G2 4HG
Nature of business: Dormant

Class of shares:	%
Ordinary	holding 100.00

Connect Appointments North East Limited

Registered office: 200 Bath Street, Glasgow, G2 4HG
Nature of business: Employment Agency

Class of shares:	%
Ordinary	holding 80.00

Connect Appointments Limited

Registered office: 200 Bath Street, Glasgow, G2 4HG
Nature of business: Non-Trading

Class of shares:	%
Ordinary	holding 100.00

Connect Appointments Yorkshire Limited

Registered office: 200 Bath Street, Glasgow, G2 4HG
Nature of business: Dormant

Class of shares:	%
Ordinary	holding 100.00

Connect Appointments North West Limited

Registered office: 200 Bath Street, Glasgow, G2 4HG
Nature of business: Dormant

Class of shares:	%
Ordinary	holding 100.00

Connect Appointments Tayfife Limited

Registered office: 200 Bath Street, Glasgow, G2 4HG
Nature of business: Employment Agency

Class of shares:	%
Ordinary	holding 90.00

Connect Appointments Hospitality Ltd

Registered office: 200 Bath Street, Glasgow, G2 4HG
Nature of business: Employment Agency

Class of shares:	%
Ordinary	holding 80.00

Notes to the Consolidated Financial Statements - continued
for the Year Ended 30 November 2019

10. **FIXED ASSET INVESTMENTS - continued**

Connect Driver Solutions North West Ltd

Registered office: 200 Bath Street, Glasgow, G2 4HG

Nature of business: Employment Agency

Class of shares:	%
Ordinary	holding 90.00

Connect Driver Solutions North East Ltd

Registered office: 200 Bath Street, Glasgow, G2 4HG

Nature of business: Employment Agency

Class of shares:	%
Ordinary	holding 72.00

11. **DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	Group		Company	
	30.11.19	30.11.18	30.11.19	30.11.18
	£	£	£	£
Trade debtors	4,147,894	3,393,493	4,099,610	3,392,012
Amounts owed by group undertakings	-	-	31,921	10,852
Other debtors	60,636	35,310	57,659	33,791
Directors' current accounts	-	14,690	-	9,204
Prepayments and accrued income	29,822	32,693	29,110	32,693
	<u>4,238,352</u>	<u>3,476,186</u>	<u>4,218,300</u>	<u>3,478,552</u>

12. **CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	Group		Company	
	30.11.19	30.11.18	30.11.19	30.11.18
	£	£	£	£
Bank loans and overdrafts (see note 13)	-	2,793	-	3,218
Trade creditors	837,203	415,629	837,126	414,148
Amounts owed to group undertakings	-	-	147,470	6,005
Tax	165,852	132,006	124,242	124,899
Social security and other taxes	236,578	183,722	217,387	175,596
VAT	479,139	493,319	431,404	487,464
Other creditors	28,998	15,226	25,999	11,354
Advance from factor	2,388,317	1,796,238	2,388,317	1,796,238
Directors' current accounts	31,231	27,951	15,731	27,951
Accrued expenses	389,380	375,854	386,180	374,254
	<u>4,556,698</u>	<u>3,442,738</u>	<u>4,573,856</u>	<u>3,421,127</u>

Notes to the Consolidated Financial Statements - continued
for the Year Ended 30 November 2019

13. **LOANS**

An analysis of the maturity of loans is given below:

	Group		Company	
	30.11.19	30.11.18	30.11.19	30.11.18
	£	£	£	£
Amounts falling due within one year or on demand:				
Bank overdrafts	<u>-</u>	<u>2,793</u>	<u>-</u>	<u>3,218</u>

14. **LEASING AGREEMENTS**

Minimum lease payments fall due as follows:

Company

	Non-cancellable operating leases	
	30.11.19	30.11.18
	£	£
Within one year	18,753	22,805
Between one and five years	<u>8,813</u>	<u>20,406</u>
	<u>27,566</u>	<u>43,211</u>

15. **SECURED DEBTS**

The following secured debts are included within creditors:

	Group		Company	
	30.11.19	30.11.18	30.11.19	30.11.18
	£	£	£	£
Advance from factor	<u>2,388,317</u>	<u>1,799,456</u>	<u>2,388,317</u>	<u>1,799,456</u>

The advance from factor is secured by a floating charge over all the company's assets.

16. **CALLED UP SHARE CAPITAL**

Allotted, issued and fully paid:		Nominal value:		
Number:	Class:		30.11.19	30.11.18
			£	£
100	Ordinary	£1	100	100
16	Ordinary B	£1	16	16
22	Ordinary C	£1	<u>26</u>	<u>26</u>
			<u>142</u>	<u>142</u>

Notes to the Consolidated Financial Statements - continued
for the Year Ended 30 November 2019

17. **RESERVES**

Group

	Retained earnings £
At 1 December 2018	286,326
Profit for the year	629,569
Dividends	(502,500)
At 30 November 2019	<u>413,395</u>

Company

	Retained earnings £
At 1 December 2018	287,305
Profit for the year	585,710
Dividends	(487,000)
At 30 November 2019	<u>386,015</u>

18. **DIRECTORS' ADVANCES, CREDITS AND GUARANTEES**

The following advances and credits to a director subsisted during the years ended 30 November 2019 and 30 November 2018:

	30.11.19 £	30.11.18 £
Ms D A Connelly		
Balance outstanding at start of year	9,204	19,650
Amounts advanced	182,630	180,011
Amounts repaid	(207,565)	(190,457)
Amounts written off	-	-
Amounts waived	-	-
Balance outstanding at end of year	<u>(15,731)</u>	<u>9,204</u>

19. **RELATED PARTY DISCLOSURES**

During the year the company paid management charges totalling £120,000 (2018: £90,000) to DC Publishing Limited, a company under common control.

20. **POST BALANCE SHEET EVENTS**

Following the year end, the COVID-19 pandemic has had an impact on the company's operations. This represents a non-adjusting subsequent event which may have an impact on the company's revenues and profits for the year to 30 November 2020, however it is not possible for this to be fully quantified at this stage. Given the company's current trading, the impact is not expected to be significant.

This document was delivered using electronic communications and authenticated in accordance with the registrar's rules relating to electronic form, authentication and manner of delivery under section 1072 of the Companies Act 2006.