GTI Recruiting Solutions Limited

Directors' Report and Financial Statements

For the year ended 30 April 2019

Registered No. 3977847

Directors
S Coiley (appointed 10 September 2019)
M Halliday (resigned 20 January 2020)
H Harrison
J Mallott
S Martin (appointed 10 September 2019)
G Storey (resigned 20 January 2020)
M Tims

Secretary
S Coiley (appointed 20 January 2020)
M Halliday (resigned 20 January 2020)

Independent Auditors
Ernst & Young LLP
Bedford House
16 Bedford Street
Belfast BT2 7DT

Bankers
Ulster Bank Ireland DAC
George's Quay
Dublin 2

Solicitors
Burges Salmon
One Glass Wharf
Bristol BS2 0ZX

Registered Office
The Fountain Building
Howbery Park
Benson Lane
Wallingford OX10 8BA

Registered No. 3977847

Directors' report

The directors present their report and the audited financial statements for the year ended 30 April 2019.

Results and dividends

The profit for the year after taxation amounted to £266,763 (2018 – profit of £28,718). The directors do not recommend the payment of a final dividend (2018 – £nil).

Principal activity and review of the business

The principal activity of the company in the year under review was the provision of computer database software and the provision of recruitment services.

Directors

The directors who served the company during the year and up to the date of signing the financial statements were as follows:

S Coiley (appointed 10 September 2019)
M Halliday (resigned 20 January 2020)
H Harrison
J Mallott
S Martin (appointed 10 September 2019)
G Storey (resigned 20 January 2020)
M Tims

Disclosure of information to the auditors

So far as each person who was a director at the date of approving this report is aware, there is no relevant audit information, being information needed by the auditor in connection with preparing its report, of which the auditor is unaware. Having made enquiries of fellow directors and the company's auditor, each director has taken all the steps that he/she is obliged to take as a director in order to make himself/herself aware of any relevant audit information and to establish that the auditor is aware of that information.

Small company exemptions

This report has been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime within Part 15 of the Companies Act 2006.

Auditors

A resolution to reappoint Ernst & Young LLP as auditors will be put to the members at the Annual General Meeting.

On behalf of the Board

S Coiley
Director

31st January 2020

Directors' responsibilities statement

The directors are responsible for preparing the directors' report and 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 prepared the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards, comprising FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" 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 of the profit or loss of the company for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and estimates that are reasonable and prudent; and
- 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 safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006.

Independent auditor's report

to the members of GTI Recruiting Solutions Limited

Opinion

We have audited the financial statements of GTI Recruiting Solutions Limited ('the company') for the year ended 30 April 2019 which comprise the Statement of Comprehensive Income, the Balance Sheet, the Statement of Changes in Equity and the related notes 1 to 18. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice, including FRS 102 "The Financial Reporting standard' applicable in the UK and Republic of Ireland").

In our opinion, the financial statements:

- give a true and fair view of the company's affairs as at 30 April 2019 and of its 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 Auditor's responsibilities for the audit of the financial statements section of our report below. We are independent of the company 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 were:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements are not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company'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.

Independent auditor's report (continued)

to the members of GTI Recruiting Solutions Limited

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The directors are responsible for the other information.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in this 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 the 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 directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and

- the directors' report has 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 company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the 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; or
- the directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Independent auditor's report (continued) (continued)

to the members of GTI Recruiting Solutions Limited

Responsibilities of directors

As explained more fully in the directors' responsibilities statement set out on page 3, 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 is 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 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 company or to cease operations, or have no realistic alternative but to do so.

Auditor's 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 an auditor's report 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 https://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

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 an auditor's report 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.

Ernst & Young LLP

Michael Kidd (Senior statutory auditor)
for and on behalf of Ernst & Young LLP, Statutory Auditor
Belfast

31 January 2020

Statement of comprehensive income

for the year ended 30 April 2019

	Notes	2019 £	2018 £
Turnover	4	4,382,538	3,835,869
Cost of sales		(1,028,909)	(830,716)
Gross profit		3,353,629	3,005,153
Administrative expenses		(2,829,454)	(2,352,175)
Operating profit before amortisation of intangibles		524,175	652,978
Amortisation of intangibles		(224,157)	(648,968)
Operating profit	5	300,018	4,010
Interest receivable and similar income		441	185
Profit before taxation		300,459	4,195
Tax on profit	8	(33,696)	24,523
Profit after taxation		266,763	28,718
Other comprehensive income		-	–
Total comprehensive income for the year		266,763	28,718

Registered No. 3977847

Balance sheet

at 30 April 2019

	Notes	2019 £	2018 £
Fixed assets			
Intangible assets	9	275,345	323,240
Tangible assets	10	1,906	42,823
		277,251	366,063
Current assets			
Debtors: amounts falling due in one year	11	7,890,034	7,424,413
Debtors: amounts falling due after one year	11	13,453	24,523
		7,903,487	7,448,936
Cash at bank and in hand		167,948	85,566
		8,071,435	7,534,502
Creditors: amounts falling due within one year	12	(5,401,025)	(5,219,667)
Net current assets		2,670,410	2,314,835
Total assets less current liabilities		2,947,661	2,680,898
Capital and reserves			
Called up share capital	13	2	2
Profit and loss account		2,947,659	2,680,896
Total shareholder's funds		2,947,661	2,680,898

The financial statements were approved and authorised for issue by the board and were signed on its behalf by:

S Coiley

Director
31st January 2020

Statement of changes in equity

for the year ended 30 April 2019

	Called up share capital	*Profit and loss account*	*Total shareholder's funds*
	£	*£*	*£*
At 1 May 2017	2	2,652,178	2,652,180
Profit for the year	–	28,718	28,718
At 1 May 2018	2	2,680,896	2,680,898
Profit for the year	–	266,763	266,763
At 30 April 2019	2	2,947,659	2,947,661

Notes to the financial statements

at 30 April 2019

1. General information

GTI Recruiting Solutions Limited is a private company limited by shares incorporated in England, United Kingdom. The address of the registered office is given in the company information of these financial statements. The nature of the company's operations and principal activity is the provision of computer database software and the provision of recruitment services.

2. Statement of compliance

The company financial statements of GTI Recruiting Solutions Limited have been prepared in accordance with United Kingdom Accounting Standards, including Financial Reporting Standard 102, "The Financial Reporting Standard applicable in the UK and the Republic of Ireland" ("FRS102") and applied in accordance with the provisions of the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared under the historical cost convention unless otherwise specified within these accounting policies and in accordance with Financial Reporting Standard 102, "The Financial Reporting Standard applicable in the UK and the Republic of Ireland" and the Companies Act 2006.

The financial statements are prepared in Sterling which is the functional currency of the company. No rounding has been applied.

Comparative figures have been reclassified where necessary on a basis consistent with the current year.

Reduced disclosure framework

The company has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland":

- From preparing a statement of cash flows, required under Section 7 of FRS 102 and paragraph 3.17 (d), on the basis that it is a qualifying entity and its immediate parent company, Group GTI Ltd, includes the company's cash flow in its own consolidated financial statements;
- From disclosing certain financial instruments disclosures, required under FRS 102 paragraph 11.39 to 11.48A and paragraph 12.26 to 12.29, as the information is provided in the consolidated financial statements disclosures;
- From disclosing the company's key management personnel compensation as required by FRS 102 paragraph 33.7; and
- From disclosing related party transactions that are wholly owned within the same group under paragraph 33.1A from the provisions of FRS 102, on the grounds that at 30 April 2019 it was a wholly owned subsidiary.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are set out below.

Critical accounting judgements and estimation uncertainty

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Notes to the financial statements

at 30 April 2019

3. Accounting policies (continued)

Critical accounting judgements and estimation uncertainty (continued)

a) Critical judgements in applying the company's accounting policies

There are no critical judgements identified.

b) Key accounting estimates and assumptions

The company makes estimates and assumptions concerning the future. The resulting accounting estimates will by definition seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next financial year are addressed below.

Goodwill and intangible assets

The company establishes a reliable estimate of the useful life of goodwill and intangible assets arising on business combinations. This estimate is based on a variety of factors such as the expected use of the acquired business, the expected usual life of the cash generating units to which the goodwill is attributed, any legal, regulatory or contractual provisions that can limit useful life and assumptions that market participants would consider in respect of similar businesses.

Impairment of non-financial assets

Where there are indicators of impairment of individual assets, the company performs impairment tests based on fair value less costs to sell or a value in use calculation. The fair value less costs to sell calculation is based on available data from binding sales transactions in an arm's length transaction on similar assets or observable market prices less incremental costs for disposing of the asset. The value in use calculation is based on a discounted cash flow model. The cash flows are derived from the budget for the next five years and do not include restructuring activities that the company is not yet committed to or significant future investments that will enhance the asset's performance of the cash generating unit being tested. The recoverable amount is most sensitive to the discount rate used for the discounted cash flow model as well as the expected future cash flows and the growth rate used for extrapolation purposes.

Taxation

The company establishes provisions based on reasonable estimates, for possible consequences of audits by the tax authorities of the respective countries in which it operates. The amount of such provisions is based on various factors, such as experience with previous tax audits and differing interpretations of tax regulations by the taxable entity and the responsible tax authority.

Management estimation is required to determine the amount of deferred tax assets that can be recognised, based upon likely timing and level of future taxable profits together with an assessment of the effect of future tax planning strategies. Further details are contained in note 8.

Research and development

Expenditure on research and development is written off in the year in which it is incurred, except that development expenditure incurred on an individual project is carried forward when its future recoverability can reasonably be regarded as assured. Any expenditure carried forward is amortised in line with the expected future sales from the related project.

Tangible assets

All tangible fixed assets are initially recorded at cost.

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

Leasehold buildings – straight-line over 17 months

Intangible assets

Development expenditure is capitalised at cost and amortised evenly over their estimated useful life of 3 years.

Notes to the financial statements

at 30 April 2019

3. Accounting policies (continued)

Current and deferred taxation

The tax expense for the year comprises current and deferred tax. Tax is recognised in the Income statement, except that a charge attributable to an item of income and expense recognised as other comprehensive income or to an item recognised directly in equity is also recognised in other comprehensive income or directly in equity respectively.

The current income tax charge is calculated on the basis of tax rates and laws that have been enacted or substantively enacted by the balance sheet date in countries where the group operates and generates income.

Where the company is in receipt of Small and Medium Enterprises (SME) research and development tax credits they have elected to treat such credits as government grants.

Deferred taxation is recognised in respect of all timing differences that have originated but not reversed at the balance sheet date where transactions or events have occurred at that date that will result in an obligation to pay more, or right to pay less or to receive more, tax, with the following exception:

- Deferred tax assets are recognised only to the extent that the directors consider that it is more likely than not that there will be suitable taxable profits from which the future reversal of the underlying timing differences can be deducted.

Deferred tax is measured on an undiscounted basis at the tax rates that are expected to apply in the periods in which timing differences reverse, based on tax rates and laws enacted or substantively enacted at the balance sheet date.

Foreign currencies

Transactions in foreign currencies are recorded at the rate ruling at the date of the transaction or at the contracted rate if the transaction is covered by a forward currency contract. Monetary assets and liabilities denominated in foreign currencies are retranslated at the rate of exchange ruling at the balance sheet date or if appropriate at the forward contract rate.

Pensions

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. Contributions payable for the year are charged to the profit and loss account.

Financial instruments

The company has chosen to adopt sections 11 and 12 of FRS 102 in respect of financial instruments.

(i) Financial assets

Basic financial assets, including trade and other debtors and cash and bank balances are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the transaction is measured at present value of the futurc receipts discounted at a market rate of interest.

Such assets are subsequently carried at amortised cost using the effective interest method.

At the end of each reporting period financial assets measured at amortised cost are assessed for objective evidence of impairment. If an asset is impaired the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in the statement of comprehensive income.

If there is decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been had the impairment not previously been recognised. The impairment reversal is recognised in the statement of comprehensive income.

Notes to the financial statements

at 30 April 2019

3. Accounting policies (continued)

Financial instruments (continued)

Financial assets are derecognised when (a) the contractual rights to the cash flows from the asset expire or are settled, or (b) substantially all the risks and rewards of the ownership of the asset are transferred to another party or (c) despite having retained some significant risks and rewards of ownership, control of the asset has been transferred to another party who has the practical ability to unilaterally sell the asset to an unrelated third party without imposing additional restrictions.

(ii) Financial liabilities

Basic financial liabilities, including trade and other payables are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest.

Trade payables are obligations to pay for goods or services that have been received in the ordinary course of business from suppliers. Trade payables are classified into amounts falling due within one year if payment is due within one year or less. If not, they are presented as amounts falling due after one year. Trade payables are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Financial liabilities are derecognised when the liability is extinguished, that is when the contractual obligation is discharged, cancelled or expires.

Operating leases

Rentals paid under operating leases are charged to the profit and loss account on a straight-line basis.

4. Turnover

Turnover, which arises from the continuing principal activities of the provision of computer database software and recruitment services, comprises the invoice value of goods and services supplied by the company exclusive of value added tax.

Disclosure of the turnover for each business and geographical segment is not given because in the opinion of the directors, such disclosure would be seriously prejudicial to the interests of the company.

Revenue is recognised:

- Upon the delivery of computer database software and recruitment services to customers.
- Upon the renewal of licences and subscriptions.
- On a straight-line basis in relation to income received for maintenance and hosting services over the period of the service.

Notes to the financial statements
at 30 April 2019

5. Operating profit
This is stated after charging:

	2019	*2018*
	£	*£*
Fees payable to the company's auditors for the audit of the company's annual financial statements*	13,811	14,424
Amortisation of intangible assets	224,157	648,968
Depreciation of tangible assets	41,189	21,249
Operating lease charges - land and buildings	128,833	76,131

* Fees paid to the company's auditor, Ernst & Young LLP, for services other than the statutory audit of the company are not disclosed in GTI Recruiting Solutions Limited's financial statements since the group financial statements of GTI Recruiting Solutions Limited's immediate parent, Group GTI Ltd, are required to disclose non-audit fees on a group basis.

6. Directors' remuneration
Directors' remuneration (excluding pension contributions) of £1,333,204 (2018 – £782,439) is paid to the company's directors by other Group GTI Ltd undertakings. The directors do not believe that it is practical to apportion this remuneration between their services as directors of the company and their services as directors of other Group GTI Ltd undertakings.

7. Staff costs

	2019	*2018*
	£	*£*
Wages and salaries	2,303,577	2,215,046
Social security costs	247,514	240,417
Other pension costs	75,126	76,011
	2,626,217	2,531,474

Included in wages and salaries are capitalised salaries of £176,262 (2018: £171,394).

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

	No.	*No.*
Managers	10	10
Staff	50	46
	60	56

Notes to the financial statements

at 30 April 2019

8. Tax on profit

(a) Tax on profit

The tax charge/(credit) is made up as follows:

	2019	2018
	£	£
Group relief:		
Group relief payable	22,591	–
Prior year group relief	35	–
Total current tax for the year	22,626	–
Deferred tax:		
Increase in deferred tax asset	(1,558)	–
Adjustments in respect of previous periods	12,628	(24,523)
Total deferred tax	11,070	(24,523)
Total tax on profit	33,696	(24,523)

(b) Factors affecting current tax charge for the year

The tax assessed for the year differs from the standard rate of corporation tax in the UK of 19% (2018 – 19%). The differences are explained below:

	2019	2018
	£	£
Profit before tax	300,459	4,195
Profit before tax multiplied by standard rate of corporation tax in the UK of 19% (2018 – 19%)	57,087	797
Effects of:		
Expenses not deductible and income not taxable	8,031	7,890
Movement in deferred tax asset not recognised	–	(32,296)
Effect of change in tax laws and rates	183	(914)
Adjustments in respect of previous periods	12,663	–
Group relief not paid for	(44,268)	–
Total tax	33,696	(24,523)

Notes to the financial statements

at 30 April 2019

8. Tax on profit (continued)

(c) Deferred tax

The elements of the provided deferred tax asset at 30 April are as follows:

	2019	*2018*
	£	£
Accelerated capital allowances	(6,514)	(10,966)
Short-term timing differences	(6,939)	(9,258)
Losses carried forward	–	(4,299)
	(13,453)	(24,523)

(d) Factors that may affect future tax charges

Reductions to the rate of UK corporation tax to 19% (effective 1 April 2017) and 17% (effective 1 April 2020) have been enacted. The company's deferred tax balances recognised or disclosed above have been measured at the enacted rates at which it is currently estimated that they will reverse.

9. Intangible assets

	Purchased goodwill	*Development expenditure*	*Total*
	£	£	£
Cost:			
At 1 May 2018	4,163,287	1,467,485	5,630,772
Additions	-	176,262	176,262
At 30 April 2019	4,163,287	1,643,747	5,807,034
Amortisation:			
At 1 May 2018	4,137,125	1,170,407	5,307,532
Charge for the year	26,162	197,995	224,157
At 30 April 2019	4,163,287	1,368,402	5,531,689
Net book value:			
At 30 April 2019	-	275,345	275,345
At 1 May 2018	26,162	297,078	323,240

The intangible asset arising on acquisition of purchased goodwill has been capitalised and is being amortised over its estimated useful economic life from the date of acquisition. The directors have estimated that the useful economic life of the goodwill is 10 years.

Notes to the financial statements

at 30 April 2019

10. Tangible assets

	Leasehold Buildings
	£
Cost:	
At 1 May 2018	64,072
Additions	272
At 30 April 2019	64,344
Depreciation:	
At 1 May 2018	21,249
Charge for the year	41,189
At 30 April 2019	62,438
Net book value:	
At 30 April 2019	1,906
At 1 May 2018	42,823

11. Debtors

	2019	*2018*
	£	*£*
Amounts falling due after more than one year:		
Deferred tax asset	13,453	24,523
	13,453	24,523
Trade debtors	956,006	879,456
Other debtors	71,473	54,981
Prepayments and accrued income	106,575	70,491
Amounts owed by group undertakings	6,755,980	6,419,485
	7,890,034	7,424,413
Total debtors	7,903,847	7,448,936

Amounts due from group undertakings are unsecured, interest free and repayable on demand.

12. Creditors: amounts falling due within one year

	2019	*2018*
	£	*£*
Trade creditors	194,013	53,539
Other creditors	123,725	179,889
Other taxes and social security costs	198,016	157,834
Group relief payable	448,899	426,273
Amounts owing to group undertakings	4,215,466	4,215,466
Accruals and deferred income	220,906	186,666
	5,401,025	5,219,667

Amounts due to group undertakings are unsecured, interest free and repayable on demand.

Notes to the financial statements

at 30 April 2019

13. Called up share capital

Allotted, called up and fully paid	*No.*	*2019* *£*	*No.*	*2018* *£*
Ordinary shares of £1 each	2	2	2	2

14. Reserves

The following describes the nature and purpose of each reserve within equity:

Reserve	**Nature and Purpose**
Called up share capital	Nominal value of share capital subscribed for.
Profit and loss account	This reserve records the cumulative profits and losses of the company.

For movement in reserves during the year, refer to 'Statement of changes in equity' page 9.

15. Other financial commitments

At 30 April 2019 the company had total commitments under non-cancellable operating leases as set out below:

	Land and buildings	
	2019	*2018*
	£	*£*
Operating leases which expire:		
Within one year	67,483	134,967
	67,483	134,967

16. Pensions

The company operates a defined contribution pension scheme. Contributions during the year amounted to £75,126 (2018 – £76,011). At the year-end there were no pension contributions outstanding (2018 – £nil outstanding).

17. Related party transactions

At 30 April 2019 the company was a wholly owned subsidiary of Group GTI Ltd and as such has taken advantage of the exemption permitted by Section 33 'Related party disclosures' not to provide disclosures of transactions entered into with other wholly owned members of the group. The company and its subsidiary undertakings are included within the consolidated financial statements of Group GTI Ltd, which can be obtained at The Fountain Building, Howbery Park, Benson Lane, Wallingford, OX10 8BA.

Notes to the financial statements

at 30 April 2019

18. Ultimate parent undertaking and controlling party

The parent undertaking of the smallest and largest group of which the company is a member and for which group financial statements are prepared is Group GTI Ltd, a company incorporated in the United Kingdom.

A copy of the group financial statements of Group GTI Ltd is available from:

The Fountain Building
Howbery Park
Benson Lane
Wallingford OX10 8BA

The company's ultimate parent undertaking up until 28 February 2019 was Exponent Private Equity Partners, LP, a partnership registered in the United Kingdom. On 1 March 2019 Group GTI Ltd and its subsidiaries, including GTI Recruiting Solutions Limited, were acquired by Pleasantdale Limited, a company incorporated in the Republic of Ireland and owned by Causeway Capital Partners I LP. The company's ultimate controlling party and ultimate parent undertaking from 1 March 2019 is therefore Causeway Capital Partners I LP, a partnership registered in the United Kingdom.