STRATEGIC REPORT, REPORT OF THE DIRECTORS AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2018 FOR ENTIER ASSOCIATES LIMITED

VEDNESDAY



COMPANIES HOUSE

CONTENTS OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2018

	Page
Company Information	1
Strategic Report	2
Report of the Directors	4
Report of the Independent Auditors	5
Income Statement	· 7
Other Comprehensive Income	8
Statement of Financial Position	9
Statement of Changes in Equity	10
Statement of Cash Flows	11
Notes to the Statement of Cash Flows	12
Notes to the Financial Statements	13

COMPANY INFORMATION FOR THE YEAR ENDED 31 MARCH 2018

DIRECTORS:

C G Jones

Mrs R J Jones

REGISTERED OFFICE:

Unit 15 Basepoint Business Centre

Oakfield close Tewkesbury Gloucestershire GL20 8SD

REGISTERED NUMBER:

05083106 (England and Wales)

SENIOR STATUTORY AUDITOR: J Swann FCA

AUDITORS:

Baldwins Audit Services Limited

Churchill House 59 Lichfield Street

Walsall

West Midlands WS4 2BX

STRATEGIC REPORT FOR THE YEAR ENDED 31 MARCH 2018

The directors present their strategic report for the year ended 31 March 2018.

REVIEW OF BUSINESS

Founded in 2004, the company's (Entier Associates Limited) principal activities are as a niche technology consultancy and recruitment agency focused in helping its customers with digital transformational change through the provision of project delivery, testing, technology services and subject matter expertise. The company has offices in Gloucestershire and provides services to UK and international customers.

Revenue for this year is up 20% to £25.25 million largely due to supporting customers with a wider scope of services leading to increased engagement of partners. Whilst this is not Entier's core business we will continue to engage partners to fulfil bespoke requirements for customers as needed.

The company's balance sheet at 31 March 2018 had net current assets of £2.085 million (2017: £1.109 million) and net assets of £2.089 million (2017: £1.115 million).

The performance of the Company is measured using the above financial information.

PRINCIPAL RISKS AND UNCERTAINTIES

The Company's activities expose it to a number of financial risks including liquidity, project delivery, credit risks and economic downturns. The Directors do not believe that the company is significantly exposed to liquidity risk as it benefits from a non-recourse finance facility tied to one of its major clients. The facility has room for expansion for further business growth as needed.

Specific risk areas that potentially could have a material impact on the Company's long term performance could include but are not limited to the following:

Economic downturn

Economic downturns do affect the Company's customers particularly in the retail sector which is the target market for the Company. However, it is assessed as a moderate risk as experience has shown that customers tend to continue to invest in digital and agile capabilities for competitive advantage especially in economic downturns. The Company is primarily a services business trading through its consultants experience and expertise. The risk of any type of business downturn is mitigated by the Company's business model of using bespoke teams built from independent contractors, providing the flexibility to scale services to meet demand at short notice. Following the referendum result where it was decided for the UK to leave the European Union the Directors are assessing the impact. Whilst the country trades with European customers it currently does not envisage any significant risk to continued trade of its services.

Project delivery issues

Digital transformation projects are complex and can occasionally be delayed or run into other issues. The Company mitigates this by the use of dedicated and experienced project management consultants, supported by a programme management office and an executive focus on any issues.

Competitor risk

The company will continue to provide niche services and bespoke teams of technology SME's using its combination of the best of Contracting and Consulting engagement channels. It is this niche and value add approach that continues to maintain our edge in a competitive market place.

Credit risk

The company mitigates the risk of any bad debts by carefully assessing potential clients, monitoring and following up on overdue receivables. Whilst Entier's model is only to work with a small number of customers on very large digital change programmes this is mitigated by building strong relationships with those customers. Since its foundation in 2004 the company has had no bad debts.

STRATEGIC REPORT FOR THE YEAR ENDED 31 MARCH 2018

POST BALANCE SHEET EVENTS

There are no material reportable events after the balance sheet date.

ON BEHALF OF THE BOARD:

C G Jones

Date: 28 10 20 18

REPORT OF THE DIRECTORS FOR THE YEAR ENDED 31 MARCH 2018

The directors present their report with the financial statements of the company for the year ended 31 March 2018.

PRINCIPAL ACTIVITY

The principal activity of the company in the year under review was that of specialist recruitment consultants.

DIVIDENDS

No interim dividend was paid during the year. The directors recommend a final dividend of 2013.84 per share.

The total distribution of dividends for the year ended 31 March 2018 will be £281,937.

DIRECTORS

The directors shown below have held office during the whole of the period from 1 April 2017 to the date of this report.

C G Jones Mrs R J Jones

STATEMENT OF DIRECTORS' RESPONSIBILITIES

The directors are responsible for preparing the 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), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'. 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 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 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. They are also responsible for safeguarding the assets of the company 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 company'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 company's auditors are aware of that information.

AUDITORS

The auditors, Baldwins Audit Services Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

ON BEHALF OF THE BOARD:

C G Jones Director

28 / 10 / 20 18

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF ENTIER ASSOCIATES LIMITED

Opinion

We have audited the financial statements of Entier Associates Limited (the 'company') for the year ended 31 March 2018 which comprise the Income Statement, Other Comprehensive Income, Statement of Financial Position, Statement of Changes in Equity, Statement of Cash Flows and Notes to the Statement of Cash Flows, 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 company's affairs as at 31 March 2018 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 Auditors' responsibilities for the audit of the financial statements section of our report. 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 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 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.

Other information

The directors are responsible for the other information. The other information comprises the information in the 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 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, 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.

Opinion 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 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 Strategic Report and the Report of the Directors have been prepared in accordance with applicable legal requirements.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF ENTIER ASSOCIATES LIMITED

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 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, 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.

Responsibilities of directors

As explained more fully in the Statement of Directors' Responsibilities set out on page four, 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 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.

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.

J Swann FCA (Senior Statutory Auditor)

for and on behalf of Baldwins Audit Services Limited

Javins Audit Services Ltd

Churchill House

59 Lichfield Street

Walsall

West Midlands

WS4 2BX

Date: 28 10 2018

INCOME STATEMENT FOR THE YEAR ENDED 31 MARCH			R ENDED 31 MARCH 2018
	Notes	2018 £	2017 £
REVENUE	3	25,249,839	21,121,725
Cost of sales		23,344,931	19,618,186
GROSS PROFIT		1,904,908	1,503,539
Administrative expenses		279,864	353,500
OPERATING PROFIT	5	1,625,044	1,150,039
Interest receivable and similar incom	ne	6,553	19
	•	1,631,597	1,150,058
Interest payable and similar expense	es 6	80,693	59,038
PROFIT BEFORE TAXATION		1,550,904	1,091,020
Tax on profit	7	<u>294,725</u>	216,100
PROFIT FOR THE FINANCIAL YEA	AR	1,256,179	874,920

OTHER COMPREHENSIVE INCOME		FOR THE YEAR ENDED	31 MARCH 2018
	Notes	2018 £	2017 £
PROFIT FOR THE YEAR		1,256,179	874,920
OTHER COMPREHENSIVE INCOM	E	.	
TOTAL COMPREHENSIVE INCOME FOR THE YEAR	Ē	1,256,179	874,920

STATEMENT OF FINANCIAL POSITION 31 MARCH 2018

		2018		2017	
	Notes	£	£	£	£
FIXED ASSETS Property, plant and equipment	9		5,516		7,354
CURRENT ASSETS Debtors Cash at bank	10	12,622,172 17,990		12,425,841 298,600	
CREDITORS		12,640,162		12,724,441	
Amounts falling due within one year	11	10,555,675		11,615,121	
NET CURRENT ASSETS			2,084,487		1,109,320
TOTAL ASSETS LESS CURRENT LIABILITIES			2,090,003		1,116,674
PROVISIONS FOR LIABILITIES	13		1,048		1,961
NET ASSETS			2,088,955		1,114,713
CAPITAL AND RESERVES Called up share capital Retained earnings	14 15		140 2,088,81 <u>5</u>		140
SHAREHOLDERS' FUNDS			2,088,955		1,114,713

The financial statements were approved by the Board of Directors on $\frac{28}{10}$ $\frac{10}{2018}$ and were signed on its behalf by:

C G Jones Director

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 31 MARCH 2018

	Called up share capital £	Retained earnings	Total equity £
Balance at 1 April 2016	140	521,453	521,593
Changes in equity Dividends Total comprehensive income Balance at 31 March 2017		(281,800) 874,920 1,114,573	(281,800) 874,920 1,114,713
Changes in equity Dividends Total comprehensive income	<u>-</u> -	(281,937) 1,256,179	(281,937) 1,256,179
Balance at 31 March 2018	140	2,088,815	2,088,955

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2018

		2018	2017
	Notes	£	£
Cash flows from operating activities	•		
Cash generated from operations	1	523,906	602,626
Interest paid		(80,693)	(59,038)
Tax paid		<u>(219,132</u>)	<u>(86,594</u>)
Net cash from operating activities		224,081	456,994
Cash flows from investing activities	i		
Interest received		<u>6,553</u>	19
Net cash from investing activities		<u>6,553</u>	19
Cash flows from financing activities	;		
Amount introduced by directors		(6,193)	282,578
Amount withdrawn by directors		(223,114)	(282,373)
Equity dividends paid		<u>(281,937</u>)	<u>(281,800</u>)
Net cash from financing activities		<u>(511,244</u>)	<u>(281,595</u>)
Decrease in cash and cash equivale	ents	(280,610)	175,418
Cash and cash equivalents at beginning of year	2	298,600	123,182
beginning of year	2	298,000	120,102
			
Cash and cash equivalents at end o			
year	2	<u>17,990</u>	298,600

NOTES TO THE STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2018

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

	2018 £	2017 £
Profit before taxation Depreciation charges	1,550,904 1,838	1,091,020 2,451
Finance costs Finance income	80,693 (6,55 <u>3</u>)	59,038 (19)
Decrease/(increase) in trade and other debtors (Decrease)/increase in trade and other creditors	1,626,882 32,911 (1,135,887)	1,152,490 (10,249,156) 9,699,292
Cash generated from operations	523,906	602,626

2. CASH AND CASH EQUIVALENTS

The amounts disclosed on the Statement of Cash Flows in respect of cash and cash equivalents are in respect of these Statement of Financial Position amounts:

Vear	ended	31	March	2018
i eai	enaea	J.	Marcin	2010

Cash and cash equivalents	31.3.18 £ 17,990	1.4.17 £ 298,600
Year ended 31 March 2017	04.0.47	4.440
	31.3.17 £	1.4.16 £
Cash and cash equivalents	298,600	123,182

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2018

1. STATUTORY INFORMATION

Entier Associates Limited is a private company, limited by shares, registered in England and Wales. The company's registered number and registered office address can be found on the Company Information page.

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.

Turnover

The turnover shown in the profit and loss account represents revenue recognised by the company in respect of goods and services supplied during the period, exclusive of Value Added Tax and trade discounts.

Tangible fixed assets

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

Fixtures and fittings

- 25% on reducing balance

Taxation

Taxation for the year comprises current and deferred tax. Tax is recognised in the 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 statement of financial position date.

Deferred tax

Deferred tax is recognised in respect of all timing differences that have originated but not reversed at the statement of financial position 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.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to profit or loss on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

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

Page 13 continued...

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2018

3. **REVENUE**

The revenue and profit before taxation are attributable to the one principal activity of the company.

An analysis of revenue by geographical market is given below:

	United Kingdom	2018 £ 2,272,485	2017 £ 1,900,955
	Europe	22,977,354 25,249,839	19,220,770 21,121,725
4.	EMPLOYEES AND DIRECTORS		
		2018 £	2017 £
	Wages and salaries	53,506	53,660
	Social security costs	1,001	4,046
	Other pension costs	<u>79,619</u>	146,000
		134,126	203,706
	The green a number of ampleyons during the year was as follows:		
	The average number of employees during the year was as follows:	2018	2017
	Administrative	3	3
		2018	2017
	Directors' remuneration	£ <u>16,320</u>	£ 16,320
5.	OPERATING PROFIT		
	The operating profit is stated after charging:		
		2018 £	2017 £
	Hire of plant and machinery	9,579	18,704
	Other operating leases	19,529	17,559
	Depreciation - owned assets	1,838	2,451
	Auditors' remuneration Directors pensions	5,000 79,850	146,000
6.	INTEREST PAYABLE AND SIMILAR EXPENSES		
-		2018	2017
	Bank interest	80 603 £	£ 59.038
	Daily lifterest	<u>80,693</u>	<u>59,038</u>

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2018

7. TAXATION

Analysis of the tax charge The tax charge on the profit for the year was as follows:		
The tax onalge on the premier are year was as tenemen	2018 £	2017 £
Current tax: UK corporation tax	295,650	219,144
Underprovision in earlier years	(12)	(3,044)
Total current tax	295,638	216,100
Deferred tax	<u>(913</u>)	<u> </u>
Tax on profit	<u>294,725</u>	216,100

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:

		2018	2017
	Profit before tax	£ <u>1,550,904</u>	£ 1,091,020
	Profit multiplied by the standard rate of corporation tax in the UK of 19% (2017 - 20%)	294,672	218,204
	Effects of: Expenses not deductible for tax purposes Capital allowances in excess of depreciation Adjustments to tax charge in respect of previous periods	978 (913) <u>(12</u>)	940 (3,044)
	Total tax charge	294,725	216,100
8.	DIVIDENDS	2018	2017
	Ordinary shares of £1 each Final	£ _281,937	£ _281,800

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2018

9.	COST At 1 April 2017 and 31 March 2018 DEPRECIATION At 1 April 2017 Charge for year		Fixtures and fittings £ 27,901 20,547 1,838
	At 31 March 2018		22,385
	NET BOOK VALUE At 31 March 2018		5,516
	At 31 March 2017		7,354
10.	DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR Trade debtors Directors' loan accounts VAT Prepayments and accrued income	2018 £ 11,582,190 229,242 807,265 3,475 12,622,172	2017 £ 11,388,947 - 1,033,932 2,962 12,425,841
11.	CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		
	Trade creditors Tax Social security and other taxes Directors' loan accounts Accruals and deferred income	2018 £ 10,250,139 295,650 - 9,886 10,555,675	2017 £ 11,391,015 219,144 1,097 65 3,800 11,615,121
12.	SECURED DEBTS		
	The following secured debts are included within creditors:	•	
·	BNP Paribas Comm finance	2018 £ <u>5,558,736</u>	2017 £ <u>6,575,795</u>
13.	PROVISIONS FOR LIABILITIES	2018	2017
	Deferred tax	£ 1,048	£ 1,961

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2018

13. PROVISIONS FOR LIABILITIES - continued

	t 1 April 2017 o profit and loss			tax £ 1,961
Balance a	t 31 March 2018			1,048
CALLED	UP SHARE CAPITAL			
Allotted, is Number: 140	sued and fully paid: Class: Ordinary	Nominal value: £1	2018 £ 	2017 £ <u>140</u>
RESERVE	ES .			Retained earnings £

At 1 April 2017 Profit for the year Dividends

14.

15.

At 31 March 2018

2,088,815

1,114,573

1,256,179

(281,937)

Deferred

16. RELATED PARTY DISCLOSURES

During the year, total dividends of £281,937 (2017 - £281,800) were paid to the directors.

The company was under the control of Mr and Mrs C G Jones in both this and the preceding year.

The company made a loan to its directors and the balance at 31 March 2018 was £229242 (2017: £nil). This was the highest balance and interest was paid on the loan. No terms are set down for its repayment.