Registration number: 07113794

Verizon Connect Telo UK Limited

Annual Report and Financial Statements

for the Year Ended 31 December 2019

Verizon Connect Telo UK Limited

Contents

Verizon Connect Telo UK Limited

Company Information

Directors	C Aitkenhead F De Maio
Registered office	Reading International Business Park Basingstoke Road Reading Berkshire RG2 6DA
Auditors	Ernst & Young LLP Statutory Auditor Reading RG1 1YE

Verizon Connect Telo UK Limited

Strategic Report for the Year Ended 31 December 2019

The directors present their Strategic Report for the year ended 31 December 2019.

Business review

The principal activity of Verizon Connect Telo UK Limited (the "Company") is to support the sales and development of telematics, GPS, automatic vehicle location and other location-based services and software.

The profit for the year ended 31 December 2019 before taxation amounted to £129,962 (2018:£161,611).

In comparison with the preceding year, the 2019 operating profit has decreased by £31,649.

Key performance indicators

As a result of the straightforward nature of the business, the directors do not consider the use of key performance indicators necessary to provide an understanding of the development, performance or position of the business.

Principal risks and uncertainties

The principal risks and uncertainties facing the Company are similar to those facing other companies in the Telematics sector, namely, competition from businesses with competing products, rapidly changing technology and price pressure. The Company also has exposure to foreign currency risk which arises from purchases in currencies other than its functional currency. These risks are managed at a global and a European regional level, and are significantly mitigated by being an integral part of a leading global communications provider, delivering innovative, cost-effective, advanced communications connectivity to businesses, governments and consumers.

Approved by the Board on 20 November 2020 and signed on its behalf by:

Clare Aitkenhead
....
C Aitkenhead
Director

Verizon Connect Telo UK Limited

Directors' Report for the Year Ended 31 December 2019

The directors present their report and the financial statements for the year ended 31 December 2019.

The audited financial statements for the year ended 31 December 2019 are set out on pages 9 to 24.

Future developments
The directors are satisfied with the performance of the Company for the year and do not expect any significant changes in future activities of the business.

Going concern
The Company's business activities are set out in the Strategic Report.

The directors' assessment is that due to the nature of the core businesses, the likelihood of a significant impact from COVID-19 is seen as low for the Company.

The Company has a service agreement with Verizon Connect Telo Inc. for the provision of promotion and marketing services. This, combined with the level of financial support available from Verizon Communications Inc., gives the directors no reason to believe that a material uncertainty exists about the ability of the Company to ensure that it meets its liabilities to third parties as they fall due and continue as a going concern for a period of at least a year from the date of approval of these financial statements.

Dividends
No interim dividend (2018: £nil) was paid during the year. The directors do not recommend the payment of a final dividend (2018: £nil).

Directors of the Company
The directors, who served during the year and to the date of this report were as follows:

C Aitkenhead

F De Maio

Events since the balance sheet date
Impact of the Coronavirus (COVID-19) outbreak

Subsequent to the end of the financial year, the COVID-19 outbreak was declared a pandemic by the World Health Organization in March 2020.

There has not been a significant impact on the business to date. The outbreak and the response of Governments in dealing with the pandemic is interfering with general activity levels within the community, the economy and the operations of our business. The scale and duration of these developments remain uncertain as at the date of this report however they may have an impact on our earnings, cash flow and financial position.

It is not possible to estimate the impact of the outbreak's short term and longer effects or the Governments' varying efforts to combat the outbreak and support businesses. This being the case, we do not consider it practicable to provide a quantitative or qualitative estimate of the potential impact of this outbreak on the Company at this time.

The Directors assessment is that due to the nature of the core business, the likelihood of a significant impact from COVID-19 is seen as low for the Company. There are no current indicators that the level of work will decrease, notwithstanding the pandemic makes predicting cash flows for the wider group in the short to medium term difficult to be certain.

The financial statements have been prepared based upon conditions existing at 31 December 2019 and considering those events occurring subsequent to that date, that provide evidence of conditions that existed at the end of the reporting period. As the outbreak of COVID-19 occurred after 31 December 2019, its impact is considered an event that is indicative of conditions that arose after the reporting period and accordingly, no adjustments have been made to financial statements as at 31 December 2019 for the impacts of COVID-19.

There were no other significant events after the end of the reporting period.

Auditors
The directors have appointed Ernst & Young LLP as auditors for the Company. Ernst & Young LLP have been reappointed as auditors of the Company for the financial year ended 31 December 2020.

Disclosure of information to the auditors
So far as the directors at the date of approving this report are aware, there is no relevant audit information, being information needed by the auditor in connection with preparing this report, of which the auditor is unaware. Having made enquiries of the Company's auditor, the directors have taken all the steps that they are obliged to take as directors in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Approved by the Board on 20 November 2020 and signed on its behalf by:

Clare Aitkenhead
....
C Aitkenhead
Director

Verizon Connect Telo UK Limited

Directors' Responsibilities Statement

The directors are responsible for preparing the Annual Report 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 Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 101 'Reduced Disclosure Framework' ('FRS 101'). 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 apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether FRS 101 has been followed, subject to any material departures disclosed and explained in the financial statements; 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 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.

Independent Auditor's Report to the Members of Verizon Connect Telo UK Limited

Opinion

We have audited the financial statements of Verizon Connect Telo UK Limited for the year ended 31 December 2019, which comprise the Statement of Profit or Loss and Other Comprehensive Income, the Statement of Changes in Equity, the Balance Sheet and the related notes 1 to 15, 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 FRS 101 'Reduced Disclosure Framework' (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 December 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.

Emphasis of matter - Effects of COVID-19

We draw attention to notes 2 and 16 of the financial statements, which describe the economic disruption the Company is facing as a result of COVID-19, which is impacting financial markets. Our opinion is not modified in respect of this matter.

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.

Independent Auditor's Report to the Members of Verizon Connect Telo UK Limited (continued)

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.

Opinion on other matter 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 Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic Report and Directors' Report have been prepared in accordance with applicable legal requirements.

In the light of our 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 and the Directors' Report.

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 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

Responsibilities of directors

As explained more fully in the Directors' Responsibilities Statement (set out on page 5), 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.

Independent Auditor's Report to the Members of Verizon Connect Telo UK Limited (continued)

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

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Evangelos Gkirtsos (Senior Statutory Auditor)
For and on behalf of Ernst & Young LLP, Statutory Auditor
Reading
RG1 1YE

20 November 2020

Verizon Connect Telo UK Limited

Statement of Profit or Loss Account and Other Comprehensive Income for the Year Ended 31 December 2019

	Note	2019 £	2018 £
Turnover	3	2,729,200	3,393,835
Expenditure			
Distribution costs		(2,481,161)	(3,017,761)
Administrative expenses		(118,077)	(214,463)
Operating profit	4	129,962	161,611
Profit on ordinary activities before taxation		129,962	161,611
Tax on profit on ordinary activities	7	19,164	(422)
Profit for the year		149,126	161,189
Other comprehensive income for the year, net of tax		-	-
Total comprehensive income for the year		149,126	161,189

The above results were derived from continuing operations.

The notes on pages 12 to 24 form an integral part of these financial statements.

Verizon Connect Telo UK Limited

Balance Sheet as at 31 December 2019

	Note	31 December 2019 £	31 December 2018 £
Fixed assets			
Tangible assets	8	11,046	19,660
Current assets			
Debtors - due within one year	9	1,005,373	1,151,364
Debtors - due after one year	9	77,088	85,773
Cash at bank and in hand	10	280,029	186,466
		1,362,490	1,423,603
Creditors: Amounts falling due within one year	11	(678,334)	(897,187)
Net current assets		684,156	526,416
Net assets		695,202	546,076
Capital and reserves			
Called up share capital	12	100	100
Reserves		695,102	545,976
Shareholders' funds		695,202	546,076

Approved by the Board on 20 November 2020 and signed on its behalf by:

Clare Aitkenhead
....

C Aitkenhead

Director

The notes on pages 12 to 24 form an integral part of these financial statements.

Verizon Connect Telo UK Limited

Statement of Changes in Equity for the Year Ended 31 December 2019

	Called-up Share capital £	Reserves £	Total £
At 1 January 2019	100	545,976	546,076
Profit for the year	-	149,126	149,126
At 31 December 2019	100	695,102	695,202

	Called-up Share capital £	Reserves £	Total £
At 1 January 2018	100	379,826	379,926
Effect of adoption of IFRS 15	-	4,961	4,961
Profit for the year	-	161,189	161,189
At 31 December 2018	100	545,976	546,076

The notes on pages 12 to 24 form an integral part of these financial statements.

1 Authorisation of financial statements and statement of compliance

The financial statements of the Company for the year ended 31 December 2019 were authorised for issue by the board of directors on 20 November 2020 and the Balance Sheet was signed on the board's behalf by Clare Aitkenhead. The Company is a private company limited by shares, incorporated and domiciled in England and Wales.

These financial statements were prepared in accordance with Financial Reporting Standard 101 Reduced Disclosure Framework (FRS 101) and in accordance with applicable accounting standards.

The Company's financial statements are presented in Sterling.

The results of the Company are included in the consolidated financial statements of Verizon Communications Inc. which are available from 1095 Avenue of the Americas, New York, New York 10036 USA.

The principal accounting policies adopted by the Company are set out in note 2.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates
The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Basis of preparation
These financial statements are prepared in accordance with Financial Reporting Standard 101 Reduced Disclose Framework.

Summary of disclosure exemptions
The Company has taken advantage of the following disclosure exemptions under FRS 101:

(i) the requirements of paragraph 17 of IAS 24 Related Party Disclosures

(ii) the requirements in IAS 24 Related Party Disclosures to disclose related party transactions entered into between two or more members of a group, provided that any subsidiary which is a party to the transaction is wholly owned by such a member

(iii) the requirements of IAS 7 Statement of Cash Flows

(iv) the requirements of paragraphs 45b and 46-52 of IFRS 2 Share Based Payment because the share based payment arrangement concerns the instruments of another group entity

(v) the requirements of paragraphs 91-99 of IFRS 13 Fair Value Measurement

(vi) the requirement in paragraph 38 of IAS 1 Presentation of Financial Statements to present comparative information in respect of paragraph 79(a)(iv) of IAS 1 and paragraph 73(e) of IAS 16 Property Plant and Equipment

(vii) the requirements of paragraphs 10(d), 10(f) and 134-136 of IAS 1 Presentation of Financial Statements

(viii) the requirements of paragraph 30 and 31 of IAS 8 Accounting Polices, Changes in Accounting Estimates and Errors

(ix) the requirements of IFRS 7 Financial Instruments: Disclosures

2 Accounting policies (continued)

(x) the requirements of IFRS 9 Financial Instruments: Disclosures

Going concern

The directors' assessment is that due to the nature of the core businesses, the likelihood of a significant impact from COVID-19 is seen as low for the Company.

The financial statements have been prepared on a going concern basis. The Company has a service agreement with Verizon Connect Telo Inc. for the provision of promotion and marketing services. This, combined with the level of financial support available from Verizon Communications Inc., gives the directors no reason to believe that a material uncertainty exists about the ability of the Company to ensure that it meets its liabilities to third parties as they fall due and continue as a going concern for a period of at least a year from the date of approval of these financial statements.

New standards, amendments and IFRIC interpretations

The Company has no leases and therefore there is no impact on the financial statements due to the adoption of IFRS16 Leases.

Several other amendments and interpretations apply for the first time in 2019, but do not have an impact on the financial statements of the Company. The Company has not early adopted any standards, interpretations or amendments that have been issued but which are not yet effective.

Revenue from contracts with customers

The Company has a service agreement with Verizon Connect Telo Inc. for the provision of promotion and marketing services.

Expenses incurred by the Company in the performance of agreed upon services and any other expenses as agreed between the parties, except income taxes (in aggregate, the "Expenses"), are incorporated into the service agreement.

Revenue is recognised on an accruals basis when the underlying services are performed and expenses are incurred.

IFRS 15 requires the deferral of incremental costs incurred to obtain a customer contract, which are then amortised to expense, over the respective period. 50% of sales commissions costs are deferred and amortised over the weighted-average contract term.

2 Accounting policies (continued)

Tax

Current tax assets and liabilities are measured at the amount expected to be recovered from or paid to the taxation authorities, based on tax rates and laws that are enacted or substantively enacted by the balance sheet date.

Deferred income tax is recognised on all temporary differences arising between the tax bases of assets and liabilities and their carrying amounts in the financial statements.

Deferred income tax assets are recognised only to the extent that it is probable that taxable profit will be available against which the deductible temporary differences, carried forward tax credits or tax losses can be utilised. Deferred income tax assets and liabilities are measured on an undiscounted basis at the tax rates that are expected to apply when the related asset is realised or liability is settled, based on tax rates and laws enacted substantively at the balance sheet date.

The carrying amount of deferred income tax assets is reviewed at each balance sheet date. Deferred income tax assets and liabilities are offset, only if a legally enforcement right exists to set off current tax assets against current tax liabilities, the deferred income taxes relate to the same taxation authority and that authority permits the Company to make a single net payment.

Income tax is charged or credited to other comprehensive income if it relates to items that are charged or credited to other comprehensive income. Similarly, income tax is charged or credited directly to equity if it relates to items that are credited or charged directly to equity. Otherwise income tax is recognised in the Statement of Profit or Loss.

Foreign currencies

Transactions denominated in foreign currencies are recorded at the rate of exchange at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated at the rates of exchange ruling at the balance sheet date. Any gains or loss arising from a change in exchange rates subsequent to the date of the transaction is included as an exchange gain or loss in the Statement of Profit or Loss.

2 Accounting policies (continued)

Tangible fixed assets and depreciation

Property, plant and equipment are stated at historic purchase cost less accumulated depreciation and any provisions for impairment. Cost includes the original purchase price of the asset and the costs attributable to bringing the asset to its working condition for its intended use.

Depreciation is calculated to write off the cost of tangible fixed assets, less their estimated residual values, over their expected useful lives using the straight line basis.

Fixtures and equipment 5 years.

Financial Instruments

Financial Assets

The Company has applied IFRS 9 with effect from 1 January 2018 and going forward.

The Company has availed of the disclosure exemptions available in accordance with FRS 101 as mentioned in the summary of disclosure exemptions.

Following review of the Company's financial assets and financial liabilities, no material recognition, measurement or transition impacts from the application of IFRS 9 have been identified with financial assets and liabilities being recognised in the same manner under IFRS 9 as was recognised under the previously applicable standard IAS 39, Financial Instruments.

Initial recognition and measurement

Financial assets within the scope of IFRS 9 are classified as financial assets at amortized cost, and financial assets at fair value through profit or loss.

Derecognition of financial assets:

A financial asset (or, where applicable, a part of a financial asset) is primarily derecognised (i.e. removed from the Company's statement of financial position) when:
· The rights to receive cash flows from the asset have expired
or
· The Company has transferred its rights to receive cash flows from the asset or has assumed an obligation to pay the received cash flows in full without material delay to a third-party under a 'pass-through' arrangement; and either (a) the Company has transferred substantially all the risks and rewards of the asset, or (b) the Company has neither transferred nor retained substantially all the risks and rewards of the asset, but has transferred control of the asset.

2 Accounting policies (continued)

Financial Instruments (comtinued)

When the Company has transferred its rights to receive cash flows from an asset or has entered into a pass-through arrangement, it evaluates if, and to what extent, it has retained the risks and rewards of ownership. When it has neither transferred nor retained substantially all of the risks and rewards of the asset, nor transferred control of the asset, the company continues to recognise the transferred asset to the extent of its continuing involvement. In that case, the Company also recognises an associated liability. The transferred asset and the associated liability are measured on a basis that reflects the rights and obligations that the company has retained. Continuing involvement that takes the form of a guarantee over the transferred asset is measured at the lower of the original carrying amount of the asset and the maximum amount of consideration that the Company could be required to repay.

The Company's financial assets are classified as loans and receivables and include cash, intercompany and other receivables.

Cash at bank and in hand

Cash in the balance sheet comprises cash at banks and in hand.

Intercompany and other debtors

The Company impairs intercompany receivables using the IFRS 9 general impairment approach, which involves calculating an amount equal to 12 months expected credit losses where the Credit Risk is assessed below.

Changes in the credit risk associated with these assets are assessed on both an individual basis and collective basis. To date, there has been no indication of impairment on a collective basis.

Financial Liabilities

Initial recognition and measurement

Financial liabilities within the scope of IFRS 9 are classified as financial liabilities at fair value through profit or loss, financial liabilities that arise when a transfer of a financial asset does not qualify for derecognition or when the Company retains continuing involvement, financial guarantee contracts, commitments to provide a loan at a below market interest rate, and contingent consideration recognized by an acquirer in accordance with IFRS 3, Business Combinations.

Derecognition of financial liabilities:

A financial liability is derecognised when the obligation under the liability is discharged, cancelled or expires. When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as the derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised in the statement of profit or loss.

2 Accounting policies (continued)

Financial Instruments (comtinued)

Trade and other creditors

Trade and other short term creditors are carried at the lower of their original invoiced value and payable amount.

Loans and borrowings

Loans and borrowings are measured initially at fair value, net of transaction costs and are measured subsequently at amortised cost using the effective interest method.

Cash and cash equivalents

Cash and cash equivalents comprise cash in hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of changes in value.

Defined contribution pension obligation

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. The amount charged to the Statement of Profit or Loss represents the contributions payable to the scheme in respect of the accounting period.

Impairment of non-financial assets

The Company assesses at each reporting date whether there is an indication that an asset may be impaired. If any such indication exists, or when annual impairment testing for an asset is required, the Company makes an estimate of the assets recoverable amount in order to determine the extent of the impairment loss. An assets recoverable amount is the higher of an assets or cash generating unit's fair value less costs to sell and its value in use and is determined for an individual asset, unless the asset does not generate cash flows that are largely independent of those from other assets or groups of assets. Where the carrying amount of an asset exceeds its recoverable amount, the asset is considered impaired and is written down to its recoverable amount. Impairment losses on continuing operations are recognised in the Statement of Profit or Loss in those expense categories consistent with the function of the impaired asset.

For assets where an impairment loss subsequently reverses, the carrying amount of the asset or cash generating unit is increased to the revised estimate of its recoverable amount, not to exceed the carrying amount that would have been determined, net of depreciation, had no impairment losses been recognised for the asset or cash generating unit in prior years. A reversal of impairment losses is recognised immediately in the Statement of Profit or Loss, unless the asset is carried at a revalued amount when it is treated as a revaluation increase.

2 Accounting policies (continued)

Share based payments

The cost of equity settled transactions with employees is measured by reference to the fair value at the date on which they are granted and is recognised as an expense over the vesting period, which ends on the date on which the relevant employees become fully entitled to the award. Fair value is determined by using an appropriate pricing model.

No expense is recognised for awards that do not ultimately vest. At each balance sheet date before vesting, the cumulative expense is calculated, representing the extent to which the vesting period has expired and management's best estimate of the number of equity instruments which will ultimately vest. The movement in cumulative expense since the previous balance sheet date is recognised in the income statement with a corresponding entry in equity.

Where the terms of an equity settled award are modified or a new award is designated as replacing a cancelled or settled award, the cost based on the original award terms continues to be recognised over the original vesting period.

In addition, an expense is recognised over the remainder of the new vesting period for the incremental fair value of any modification, based on the difference between the fair value of the original award and the fair value of the modified award, both as measured on the date of the modification. No reduction is recognised if the difference is negative.

Where an equity settled award is cancelled it is treated as if it had vested on the date of the cancellation and any cost not yet recognised in the income statement for the award is expensed immediately. Any compensation paid up to the fair value of the award at the cancellation or settlement date is deducted from equity, with any excess over fair value being treated as an expense in the income statement.

Verizon Connect Telo UK Limited

Notes to the Financial Statements for the Year Ended 31 December 2019 (continued)

3 Turnover

An analysis of the Company's turnover which is wholly derived from its US parent is as follows:

	2019 £	2018 £
Cost plus basis on expenses	2,729,200	3,393,835

4 Operating profit

Operating profit is stated after charging/(crediting):

	2019 £	2018 £
Depreciation of property, plant and equipment	8,614	10,735
Rental expense	119,310	121,133
Staff costs	1,607,521	2,143,599
Auditor's remuneration		
- audit of the financial statements	31,300	31,300
- other services	-	-

5 Staff costs

The average number of persons employed by the Company during the year, was:

	2019 No.	2018 No.
Selling and administrative employees	19	27

Their aggregate remuneration comprised:

	2019 £	2018 £
Wages and salaries	1,340,577	1,804,155
Social security costs	173,358	231,030
Other pension costs	93,586	108,414
	1,607,521	2,143,599

6 Directors' remuneration

The directors are employed by Verizon group companies and their services as directors is incidental to their main employment. Consequently, they do not receive emoluments for their services as directors of the Company.

The directors are employed by Verizon UK Limited and their total remuneration for the year, including bonus, benefits and pension contributions to a money purchase scheme was £709,000 (2018: £644,000). The aggregate remuneration of the highest paid director was £381,000 (2018: £354,000).

Verizon Connect Telo UK Limited

Notes to the Financial Statements for the Year Ended 31 December 2019 (continued)

7 Income tax

Tax charged/(credited) in the profit and loss account

	2019 £	2018 £
Current taxation		
UK corporation tax	-	-
Total current income tax	-	-
Deferred taxation		
Arising from origination and reversal of temporary differences	(19,164)	422
Tax (credit)/charge in the profit and loss account	(19,164)	422

Reconciliation of the total tax charge

	2019 £	2018 £
Profit before tax	129,962	161,611
Tax at UK statutory rate of 19% (2018:19%)	24,693	30,706
Expenses not deductible for tax purposes	401	760
Fixed asset timing differences	926	1,381
Other timing differences	690	(3,218)
Deferred tax (asset)/liability recognised during the year	(3,885)	422
Group relief claimed	(26,710)	(29,629)
Prior year corporation tax charge	(15,279)	-
Total tax (credit)/charge	(19,164)	422

Change in Corporation Tax Rate

The UK corporation tax rate was reduced to 19% with effect from 1 April 2017. A further reduction to 17% was due to take effect from 1 April 2020 as enacted in the Finance Act 2016, however this was subsequently reversed and the 19% rate reintroduced. As the reintroduction of the 19% rate with effect from 1 April 2020 was substantively enacted on 17 March 2020 (ie after the balance sheet date) deferred tax balances have been calculated at 17%.

9 Trade and other debtors (continued)

	2019 £	2018 £
Due after one year:		
Deferred commissions	77,088	85,773

10 Cash at bank and in hand

	2019 £	2018 £
Cash at bank	280,029	186,466

11 Creditors: amounts falling due within one year

	2019 £	2018 £
Trade creditors	48,052	307,007
Accrued expenses	191,440	256,235
Amounts due to group undertakings	376,307	214,442
Social security and other taxes	62,535	103,568
Corporation tax payable	-	15,279
Deferred tax liability	-	656
	678,334	897,187

12 Share capital

	2019 £	2018 £
Issued		
100 (2018:100) ordinary shares of GBP 1 each	100	100

13 Pension and other schemes

Defined contribution pension scheme

The Company operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the Company to the scheme and amounted to £93,586 (2018:£108,414).

As at 31 December 2019 there was a pension scheme accrual relating to the Company contributions of £8,356 (2018: £16,364) which is included within accrued expenses in Note 11.

14 Share-based payments

On 1 February 2018 employees were issued the Verizon Special Award grant of Restricted Stock Units ("RSUs"). Eligible full-time employees received 50 RSUs and eligible part-time employees receive 25 RSUs. Employees will receive a cash bonus opportunity based on the value of Verizon Communications Inc's stock price at the vesting date plus any dividend payments.

If an employee satisfies the vesting requirements for the award, 50% of the award vests on 31 January 2019 and the remaining 50% vests on 31 January 2020.

The RSUs are paid in cash upon vesting by the Company and the award is recognised as a liability.

The charge for the year amounted to £30,851 (2018: £21,578).

The carrying amount of the liability is £26,029 (2018: £21,578) which is included within accrued expenses in Note 11.

The number of RSUs granted during 2018 was 1,250, with a fair value at grant date of £44,770.

15 Parent and ultimate parent undertaking

The Company is a subsidiary undertaking of Verizon Connect Telo Inc. a company incorporated in the USA. The Company is a wholly owned indirect subsidiary of Verizon Communications Inc., a company incorporated in the United States of America, whose principal place of business is 1095 Avenue of the Americas, New York, New York 10036 USA and is the ultimate parent undertaking and controlling party of the Company.

Verizon Communications Inc. is the ultimate parent company of the largest and smallest group in which the results of the Company are consolidated.

16 Events since the balance sheet date

Impact of the Coronavirus (COVID-19) outbreak

Subsequent to the end of the financial year, the COVID-19 outbreak was declared a pandemic by the World Health Organization in March 2020.

There has not been a significant impact on the business to date. The outbreak and the response of Governments in dealing with the pandemic is interfering with general activity levels within the community, the economy and the operations of our business. The scale and duration of these developments remain uncertain as at the date of this report however they may have an impact on our earnings, cash flow and financial position.

It is not possible to estimate the impact of the outbreak's short term and longer effects or the Governments' varying efforts to combat the outbreak and support businesses. This being the case, we do not consider it practicable to provide a quantitative or qualitative estimate of the potential impact of this outbreak on the Company at this time.

The Directors assessment is that due to the nature of the core business, the likelihood of a significant impact from COVID-19 is seen as low for the Company. There are no current indicators that the level of work will decrease, notwithstanding the pandemic makes predicting cash flows for the wider group in the short to medium term difficult to be certain.

The financial statements have been prepared based upon conditions existing at 31 December 2019 and considering those events occurring subsequent to that date, that provide evidence of conditions that existed at the end of the reporting period. As the outbreak of COVID-19 occurred after 31 December 2019, its impact is considered an event that is indicative of conditions that arose after the reporting period and accordingly, no adjustments have been made to financial statements as at 31 December 2019 for the impacts of COVID-19.

There were no other significant events after the end of the reporting period.