



THAMES VALLEY
BUSINESS
MAGAZINE
AWARDS 2015

#TVBMA

THAMES VALLEY BUSINESS MAGAZINE AWARDS 2015

Welcome

Welcome to the Thames Valley Business Magazine Awards (TVBMA), the premier annual business awards scheme in the region.

We are delighted to see you here at this special 21st awards night, an unbroken run that makes our event the longest running business awards in the Thames Valley.

At *The Business Magazine* we have always highlighted successful and growing companies in the Thames Valley, and it is fitting that TVBMA is our flagship event – bringing together companies and organisations that have excelled in the past year and that stand out as some of the most dynamic enterprises in their sector.

Our thanks go to the sponsors and judges, without whose support and endeavour TVBMA would not have such an impressive list of finalists.

And our thanks to you, the shortlisted companies in the room tonight, for submitting your entries, and supporting the process. Over the years, TVBMA's winners have included the region's most successful companies. Tonight your business may be joining this hall of fame.

We welcome our special guest speaker Huw Edwards, a very familiar face to viewers of television news, and we welcome back Nadine Dereza, an award-winning journalist, who will guide us through the evening.

Very good luck to all the finalists – and enjoy the evening!

David Murray, TVBMA Chairman
Publisher, The Business Magazine

The Business Magazine

The Business Magazine is the leading B2B events and publishing house in the south, engaging with tens of thousands of businessmen and women every month through magazines, websites, newsletters, seminars, roundtable discussions and awards evenings.

Founded in 1993, *The Business Magazine* stages, as well as tonight's awards, the Thames Valley Property Awards, Thames Valley Deals Awards, Women in Business, Southern Tech 100, Southern Manufacturing 100, Thames Valley 250, Southern Entrepreneurs and SME 100 Growth Index.

www.businessmag.co.uk and www.businessawards.co.uk

Judges

Toni Robinson, Anthony Foxlee-Brown, Sean Taylor, Ian Smith, David Bird, Nick Bray, Toby Wright, Paul Zimmerman, Phillip Lane, Mark Allen, Kevin Freeman, John Hutchinson, Suzanne Brooker, William Richmond-Coggan, Angela Shields, Andrew Peddie, Mark Symons, Philip Weaver, Richard Devall, Sarah Potter, Andrew Davies, Stephanie Perry, Sean Kelly, Phil Smith, John Hargrave, Andy Cowie, Alan Poole, Andrew Smardon, Darren O'Connor, Sarah Stevenson, Mehran Yadegari

Nadine Dereza



Award-winning journalist Nadine Dereza is a highly experienced business presenter, conference and live events moderator, and co-author of *Insider Secrets of Public Speaking*.

Nadine has presented for CNN, BBC, Sky TV, SABC, Global Business TV, Simply Money and Associated Press. As London markets correspondent for the Financial Times and Summit TV, she was awarded 'Financial Journalist of the Year'.

Nadine chairs, moderates and speaks at conferences and live events for a diverse range of clients across many industries and sectors globally.

She has a wealth of international experience and has worked in Europe, Middle East, Asia Pacific, Africa and North America.

Nadine was a non-executive director of WorldSkills London, appointed for the duration of the three-year project with a clearly defined remit to promote best practice apprenticeships and vocational training throughout the world.

She is also media director of PS Programmes, delivering coaching programmes, which include presentation skills, media training and crisis media management training.



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Huw Edwards



Huw Edwards anchors Britain's most popular TV news bulletin, television's Ten O'Clock News. He also led the commentary of the spectacular opening ceremony at the London Olympics, watched by a record 27 million viewers in the UK alone.

Originally a parliamentary correspondent, Huw has since won a BAFTA award, made a cameo appearance in the Bond movie *Skyfall* and commented on Barack Obama's inauguration from a Washington rooftop. He has interviewed presidents, prime ministers and major figures in all areas of public life.

Huw combines newsroom duties with presenting major state events, from Trooping the Colour to The Queen's Diamond Jubilee. He has filmed *The History of Wales* and made documentaries on Gladstone and Mozart, among many others, and regularly visits schools as ambassador for television's News School Report.

Huw has a natural warmth and authority as an awards host and conference chair. He is also a gifted raconteur with a ready wit, as demonstrated in the panel game *Would I Lie To You?*



AWARD WINNING CORPORATE FINANCE ADVICE IN THE HEART OF THE THAMES VALLEY

2015	2015	2015	2014	2014
CORPORATE FINANCE TEAM OF THE YEAR	DEAL MAKER OF THE YEAR	MBO ADVISORY TEAM OF THE YEAR	CORPORATE FINANCE TEAM OF THE YEAR	READING-BASED CORPORATE FINANCE ADVISER OF THE YEAR

- Management Buy-outs
- Management Buy-Ins
- Company Sales
- Company Acquisitions
- Debt Advisory & Restructuring
- Capital Raising

CONTACT SPECTRUM:

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www.spectrumcf.co.uk



Who could you turn to for help if you were diagnosed with a terminal illness or if the mother or father of your children died suddenly?

Where could you get support to help you talk with your children?

Who could you turn to when children and young people in your care are grieving?

No one ever expects to face such difficult situations but SeeSaw is here to help.

We have been working with grieving families in Oxfordshire since 2000. We offer a rapid response to need without a waiting list. We provide a caring, compassionate service tailored to the needs of each individual family.

85% of our funding relies on the generosity of individuals, local businesses and community organisations who support us.

Further information can be found on our website:

www.seesaw.org.uk

If you are concerned about a young person in your care then please call us to talk to a member of our support team on 01865 744768 during office hours.

Menu

Starter

Wild mushroom terrine, spinach aioli, forage mushroom salad (v)

Dinner

Chicken supreme, thyme and garlic infusion,
celeriac and potato gratin, sticky parsnips and red wine jus

*Wood fire vegetables, spiced tomato fondue with patty pan,
olives, courgette and shoe string fries (v)

Dessert

Sticky toffee pudding with salted caramel sauce

Wine

Pez de Rio Macabeo/Sauvignon Blanc
Pez de Rio Tempranillo/Merlot D.O. Carinena

*Vegetarian option available to guests who have pre-ordered.

Brand Value. Great cars. Great offers.



Ridgeway are proud to have been nominated for the 'Business of the Year' and 'Best Company to Work For' awards. Best of luck to our fellow nominees.

For special rates on any of our brands email thamesvalley@ridgeway.co.uk with your vehicle requirements. Nationwide service.

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We provide part-time FDs to entrepreneurial and owner managed businesses, typically with turnover between £2m and £50m, who don't want, don't need or can't afford a full-time FD but recognise they need the skill set on an ongoing basis or for particular situations as they arise.

Our aim is to make a real difference for these clients and their businesses, by specifically helping them make more money and generate more time to do the things they love and are good at. This lowers the risk within the business, providing our clients with greater peace of mind.

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.....
Our 12 Box methodology enables us to help our clients strengthen their existing finance function and create a strong infrastructure for growth.

There's a reason we're the Number 1 provider of part-time FDs

info@thefdccentre.co.uk

Supported Charity

Berkshire Community Foundation

Who are we?

We raise funds for, and make grants to, local charities and community groups addressing key issues across Berkshire. In 2014/15 we awarded £901,854 to local Berkshire causes, the highest total in our 30-year history; with particular focus on child poverty, unemployment, social isolation and homelessness.

What makes us different?

Many people, families, large companies, small businesses and charitable trusts give locally through Berkshire Community Foundation. With over 6,000 voluntary groups and charities in Berkshire, it's not easy knowing where to start. We use our expert, local knowledge to connect supporters to the groups and communities they want to help, making sure their donations are effective and bring the greatest benefit to those most in need.

Giving to Berkshire Community Foundation is the easiest and most effective way to support hundreds of local charities. We inspire local philanthropy and charitable giving that makes a lasting and sustainable difference to our local community.

For more information, go to our website at www.berkshirecf.org or call 0118-9303021.



**BERKSHIRE
COMMUNITY
FOUNDATION**

Registered Charity No: 1155173



FINALISTS

Best Use of Technology Award

ACCESSO TECHNOLOGY GROUP

accesso Technology Group plc (AIM: ACSO) is the premier technology solutions provider to leisure, entertainment and cultural markets. Its patented virtual queuing and sector-leading ticketing solutions deliver major revenue and visitor satisfaction benefits for clients. Virtual queuing frees amusement park visitors from tedious waits in ride queues by allowing them to reserve a place in the line so they can spend more time enjoying the park. In theme parks the hand-held Qbot or the visitor's own smart phone is used to make the reservation, while an RFID wristband allows visitors to water parks to similarly benefit.

BDO LLP

Accountancy and business advisory firm, BDO LLP, is part of BDO International, the world's fifth largest professional services network. The Thames Valley office employs over 200 people – offering a comprehensive range of tax, audit, advisory and outsourcing services – who were proud to be last year's "Best Company To Work For". The Thames Valley team specialises in coordinating global operations to deliver consistently exceptional outsourcing services in all 152 countries where BDO has offices. It is only made possible by a highly-skilled team exploiting sophisticated collaborative-working technology that has made BDO a finalist for "Best Use of Technology" this year.

VOLUME

Volume is an award-winning global provider of digital content, technology and innovation, operating across the Americas, UK, EMEA and Asia-Pacific. It is an agent of change and positive disruption, turning business challenges into competitive advantages and opportunities. As companies strive to adapt their resources, operational structures and go-to-market models, Volume leads the way in helping established and emerging businesses compete in the ever-evolving digital marketplace. It works closely with leading international clients such as Castrol, Dell, Epson, HP, Oracle, Plantronics and Virgin Media Business, as well as ambitious and fast growing start-ups.

Redwood Technologies

sponsors

Best Use of Technology

Redwood Technologies is a leading provider of communications technology. Founded in 1993, Redwood has been headquartered in the Thames Valley since inception, developing into an international business with deployments in more than 60 countries.

We feel very privileged to have benefited from being part of Europe's foremost technology hub. Our region continues to play an integral part in driving the UK economy, playing host to the world's biggest blue-chip technology brands and a thriving community of innovative SMEs.

We are delighted to have the opportunity again to recognise the Thames Valley's technology champions with the Best Use of Technology award. This year we acknowledge our standout finalists with Silver, Gold and Platinum categories. The quality of entries has been very high.

We would like to congratulate our finalists on their impressive submissions, and thank them for their ongoing contributions to our region's outstanding technology heritage.



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your business **grow**

Enabling Big Communications...

- Contact Centre
- Unified Comms
- M2M (Machine-to-Machine)
- Payments & Billing



FINALISTS

SME of the Year Award

BERKELEY PUBLIC RELATIONS INTERNATIONAL

Berkeley PR is an international PR agency specialising in creating campaigns with emotional connections that help shape how people see a brand and whether they want to buy from them. By applying creative storytelling to all inherently linked PR, content marketing, social and digital campaigns, it persuades and moves people to action. Berkeley PR calls this the power of story.

ROC TECHNOLOGIES

Founded in 2011 Roc is a fast-growing company that provides services and solutions that help organisations to transform. Roc works with large enterprises and the public sector to optimise their business processes, to manage their change programmes and to implement innovative technology solutions.

CLARIFY SOLUTION SELLING

A specialist in strategic business development, Clarify works with B2B organisations and dynamic technology start-ups which take high-value consultative propositions to market. Clarify has challenged conventional thinking within the sales domain by developing a fundamentally different operating model for enterprise sales: one that delivers predictable pipeline and revenue, provides a measureable increase in sales productivity and creates long-term transformational change.

SPECTRUM CORPORATE FINANCE

Spectrum Corporate Finance was founded in 2010 to fulfil a market demand for high quality, value-added and independent advice. Five years on, Spectrum is now the leading advisory team in the South with a team of 13 experienced professionals with significant external expertise. It is passionate about its business and ensuring the best deals are achieved for clients, who are at the forefront of everything it does.

FISCO (UK)

FISco UK is a procurement specialist and strategic cost reduction company focusing on facilities management, centred on delivering to customer expectations through "best practice" and doing what it says it will do. Services range from specialised, technical and white-collar disciplines to the blue-collar activities that also form a vital part of any infrastructure support.

THE WINDOW FILM COMPANY

The Window Film Company is a leading supplier and installer of window films and printed graphics. Headquartered in Chesham, Buckinghamshire and operating nationwide, the company serves both the residential and commercial markets by utilising state of the art technology, innovative products and skilled staff to deliver solutions for solar control, safety and security, privacy, manifestation and branding.

James Cowper Kreston sponsors **SME** of the Year

James Cowper Kreston accountants and business advisers deliver focused, innovative advice to a diverse range of businesses, ranging from start-up ventures to large international businesses and plcs. It also provides private client tax services to individuals. James Cowper Kreston is a member of Kreston International, the global network of independent accountants and business advisers, giving its clients access to advisers across the globe. James Cowper Kreston is ideally placed to provide informed local, national and international advice. The firm has a client base of over 5,000 businesses and private individuals. Our main areas of specialisation include business assurance, business direction, business restructuring and insolvency, business tax, corporate finance, outsourcing and private client tax. Unlike some, James Cowper Kreston offers a dedicated service. That means you'll enjoy regular personal contact from the same people – far more reassuring than being treated like a number, and far easier to get answers fast. We place relationships very high on our agenda.

James Cowper Kreston are proud sponsors of the SME of the Year award. This sector is widely acknowledged as a key driver of the UK economy and we encourage the Thames Valley business community to get involved with this award so we can acknowledge their contribution and recognise their success. Our sponsored award recognises the significant impact that SME businesses have across the region.

0118-9590261
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WHAT SETS **JAMES COWPER KRESTON** APART FROM OTHER LEADING ACCOUNTANTS AND BUSINESS ADVISERS?

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ARE THE SAME, SO WHY
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Taking the time to really understand your individual needs and goals, as well as your concerns.

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James Cowper Kreston is a member of Kreston International, the global network of independent accountants and business advisers. Registered to carry on audit work in the UK and Ireland and regulated for a range of investments business activities by the Institute of Chartered Accountants in England and Wales.

FINALISTS

Green Progress Award

COLOURFUL COFFINS

Mary and Kevin Tomes developed Colourful Coffins in 2004. The concept became a catalyst for change in the funeral industry. Driven by the passion to ensure bereaved families have choice beyond 'brown wooden boxes', Colourful Coffins pushed boundaries of product innovation creating Coffins, ashes caskets, memory boxes and scatter tubes featuring bespoke designs reflecting lives and loves of the deceased.

DELL CORPORATION

Dell, looks beyond its walls to inspire sustainable practices throughout its entire ecosystem, making sustainability easier for customers, communities and partners. It believes technology combined with the expertise and an entrepreneurial spirit can solve many of the world's most pressing issues and transform the communities it serves. Social and environmental issues are increasingly important to its customers, operations, employees, brand and bottom lines.

LEGOLAND WINDSOR RESORT

The LEGOLAND Windsor Resort is the ultimate day out for families with children aged 2 to 12. It has over 55 interactive rides, live shows, attractions and the UK's only LEGO-themed hotel, all set in 150 acres of beautiful parkland.

R COLLARD

R Collard is one of the region's most respected providers of sustainable construction services, operating from headquarters in Eversley, Hampshire. The company delivers demolition, waste management, haulage and secondary aggregates services to main contractors, consultancies, property developers and public sector organisations. Founded in 1995, R Collard has an annual turnover of over £20 million and is currently celebrating its 20th year in business.

Grundon Waste Management sponsors **Green Progress**

Grundon is one of the UK's leading suppliers of integrated waste management and environmental services. Working in partnership with our customers, we help to minimise the financial and environmental impacts of their waste.

Operating from depots across the south of England, our services encompass the collection, recycling, treatment and disposal of waste, with particular emphasis on diversion from landfill and resource recovery.

Our state-of-the-art treatment plants include Materials Recovery Facilities at Leatherhead, Reading and Slough; a Hazardous Waste Transfer Station near Oxford; and the iconic Lakeside Energy from Waste facility at Colnbrook, near Heathrow.

As a third generation, family-owned company, our distinctive approach and quality of service is underpinned by our reputation for innovation and technical expertise, combined with a genuine and demonstrable concern for the environment.

We know it is only by engaging all employees in the waste management process that optimum recycling and environmental performance can be achieved, which is why we pride ourselves on providing the advice and guidance to enable you to succeed.

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GRUNDON

TOTAL WASTE MANAGEMENT



FINALISTS

Management Team of the Year Award

BLACK SWAN ANALYSIS

Formed in 2007, Black Swan Analysis is devoted exclusively to delivering high-quality epidemiology data, forecast modelling and market research within the healthcare sector which generates insightful outputs that makes business decisions clear for its clients.

ROC SEARCH

Roc Search is the global IT and engineering recruiter of choice. Being specialist allows it to provide the best service to its clients and candidates. Roc Search's expertise covers a range of job verticals within the IT and engineering sectors and it serves across the permanent and contract markets and has professional teams dedicated to the needs of its clients and candidates.

CV-LIBRARY

CV-Library is one of the UK's largest online job sites. CV-Library attracts over 3.5 million unique job seekers every month and holds the UK's largest database of 9.3 million CVs, growing at a rate of 190,000 a month. It consistently delivers over 2.4 million applications a month for advertised roles. With a client list crammed full of the biggest brand names in recruitment it is rapidly evolving into one of the biggest and most dynamic online media organisations in the UK.

ROC TECHNOLOGIES

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FISCO (UK)

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THOMAS INTERNATIONAL

Thomas International is the global champion of the people assessment industry empowering people in business, education and sport to transform and improve the performance of individuals and teams. At the forefront of assessment innovation for over 30 years, Thomas is passionate about changing lives.

NatWest

sponsors

Management Team of the Year

NatWest is actively committed to serving corporate and commercial businesses within the Thames Valley Region. Our experienced local team of relationship directors are based in five offices in Reading, Slough, Newbury, High Wycombe and Oxford and work with customers that have an annual turnover of between £2 million and £1 billion.

We are delighted to continue our involvement with the Thames Valley Business Magazine Awards sponsoring The NatWest Management Team award and I would like to thank the judging panel for their time and commitment. We also want to take this opportunity to congratulate not only the winner but also all the finalists for having performed so strongly.

Robin Barnes

Regional director, corporate and commercial banking, Thames Valley region
07789-271751

robin.barnes@rbs.co.uk

Corporate & Commercial Banking

We are proud to support the Thames
Valley Business Magazine Awards



At NatWest we know what it takes to build a great partnership which is why we are delighted to support this year's awards.

To find out how we can help you, contact Robin Barnes, Regional Director on 07789 271751 or email robin.barnes@natwest.com



FINALISTS

Charity of the Year Award

CHILTERN MS CENTRE

Living with multiple sclerosis (MS) can be tough. The Chilterns MS Centre is an independent charity that has been providing care to people with MS and their families for 30 years. MS is a lifelong neurological condition that is endlessly variable, unpredictable and can lead to severe disability. The Centre offers supportive therapies and treatments such as physiotherapy, hydrotherapy and reflexology. The comprehensive care provided has a genuine impact on the individual; changing the quality of their daily life. Chiltern MS is very proud that "lifeline" has often been used to describe its Centre by a number of the 300 patients treated each week.

SEESAW

SeeSaw has been supporting children before and after the death of a parent or sibling since 2000. In this time it has worked with over 4500 children and young people and its schools support service has been used by 80% of Oxfordshire schools for support for bereaved children and staff training. Its free and rapidly responsive service is available to any family in need and centres on home visits so that no family is denied access to support. SeeSaw has great support from local businesses and community groups for 85% of funding. Winning a Thames Valley Business Magazine award would be a huge boost to fundraising and sustainability.

DEBRA

DEBRA is the national charity that supports individuals and families affected by epidermolysis bullosa (EB) – a painful genetic skin blistering condition which, in the worst cases, can be fatal. There are at least 5,000 people living with this devastating condition in the UK and 500,000 worldwide. DEBRA focuses its work in two areas; the charity provides care and support to individuals and families living with EB and funds pioneering research to find effective treatments and, ultimately, a cure for EB.

THAMES VALLEY AIR AMBULANCE

Thames Valley Air Ambulance has evolved over 15 years into one of the UK's leading air ambulance charities, delivering a unique life-saving service to patients, where and when they need it most. Its doctor and paramedic crews are able to deliver an advanced level of critical care to the roadside to treat seriously ill or injured patients at the scene, across Berkshire, Oxfordshire, Buckinghamshire and beyond. Medical innovations on board have developed into a full range of life-saving equipment. Since introducing blood on board in 2014 it has already performed over 50 life-saving blood transfusions by the roadside.

OXFORDSHIRE COMMUNITY FOUNDATION

OCF is an independent charity that connects donors with their community to create a culture of giving. It is one of 48 community foundations across the UK and over 1,700 worldwide. Thanks to its donors, it is growing a permanent endowment fund that will meet the needs of the county in perpetuity. Throughout its 20-year history the Foundation has awarded grants to more than 1,150 charitable organisations across Oxfordshire. It aims to inspire more community philanthropy, convening local people interested in taking action for the common good.

UFTON COURT EDUCATIONAL TRUST

Ufton Court is an Elizabethan manor House surrounded by woodland, rivers and a farm. It changes children's lives through challenging and inspirational learning outside the classroom. Ufton Court's special surroundings motivate and ignite the imaginations of 10,000 children a year. They take part in activities such as archery, farming and reliving the past in a historic setting. The Trust runs repeated residential for disadvantaged children, recognising it takes more than one visit to turn a life around. The aim is that they leave with increased self-esteem and confidence, equipped with new skills to help them succeed at school and in life.

James Cowper Kreston sponsors Charity of the Year

James Cowper Kreston has a long history of involvement with charities, schools, academies and other not-for-profit organisations and acts for over 180 clients in this sector. Our specialist team keeps fully up-to-date with all the changes in accounting, tax and other legislation which affect charities and educational organisations.

Committed to high standards of technical expertise, whether focused on audit, tax or other advisory services, members of our team have a strong charity sector focus, and receive training and support ensuring we are aware of changing technical, tax and other issues affecting charities and educational organisations.

Key individuals are members of the ICAEW charity group and a number have specialist charity accounting qualifications.

James Cowper Kreston is a member of the Kreston UK charities group, a network of independent accounting firms which share a common interest and specialisation in the charity sector.

0118-9590261
info@jamescowperkreston.co.uk
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There are some great reasons to give us a call

You'll never be 'just a number' to us. Our dedicated service means you'll enjoy regular, personal contact from the same people – we place relationships very high on our agenda.

We consider all the angles when it comes to giving you the widest levels of help, service and support. Whatever your needs, our specialist charity team work together on your behalf, placing a high value on sound communication. This integrated approach lies at the very heart of our business ethos.

Whatever your accounting or business advisory needs, our innovative approach and wealth of expertise offers real results.



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FINALISTS

Best Company to Work For Award

CV-LIBRARY

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PETER BRETT ASSOCIATES

Peter Brett Associates is an independent practice of engineers, planners, scientists, and economists. Established in Reading in 1965, it has spent 50 years helping to shape infrastructure and neighbourhoods throughout the Thames Valley. By unlocking potential for urban and rural sites, delivering landmark projects and sustainable transport solutions and engaging with communities it drives economic benefit for the region.

ELLA'S KITCHEN

Based in Henley-on-Thames, Ella's Kitchen creates baby food and toddler snacks with simple, natural ingredients that ooze goodness. Paul Lindley founded Ella's Kitchen in 2006 as he believed children should have the opportunity to eat better food and also to discover that healthy food can be fun, tasty and cool.

PREMIER GROUP RECRUITMENT

Premier Group, established in 2000, is one of the UK's leading privately-owned recruitment agencies. Specialising in the IT, media and engineering sectors, Premier has offices in London, Reading, Manchester and Birmingham. Dedicated to providing a service that goes above and beyond client's expectations, the business has grown every single year since conception with 2015 being the company's best year to date.

GRANT THORNTON

Grant Thornton is one of the Thames Valleys leading organisations of independent assurance, tax and advisory firms. Its purpose is to help dynamic organisations unlock their potential for growth by providing meaningful, forward-thinking advice. The firm uses insights, experience and instinct to help the leaders of privately-owned and publicly-listed businesses navigate the complex challenges and opportunities they face on their growth journeys.

RIDGEWAY

Ridgeway's story has been one of continual growth and expansion and is now ranked as one of the Top 20 largest motor retail groups in the UK. Winner of the Motor Trader "Employer of the Year" 2015. Ridgeway is a leading new and used passenger car dealer for Audi, BMW, Mercedes-Benz, Maserati, Volkswagen, Land Rover, Range Rover, Jaguar, MINI, SKODA and smart and also provides new and used vans and trucks from Mercedes-Benz Commercial Vehicles and Volkswagen Commercial Vehicles. Ridgeway also operates five Ridgeway Select prestige multi-brand used-car centres and two Paint & Body Repair Centres.

Hays sponsors

Best Company to Work For

We don't build skyscrapers, but we find the architects to shape city skylines.

We don't teach children, but we place teachers who can inspire our future generations.

We don't explore for oil and gas, but we dig deep to find talent for those that do.

We don't build computers or design software, but our networks know how to find the experts.

We don't look after savings or pensions. We don't administer justice, nor do we heal the sick.

But we do connect the organisations that do all these things with the people that can. We believe there's nothing more rewarding than placing the right person in the right job at the right company at the right time.

That's our expertise. It's called Powering the World of Work.

Sarah Stevenson
Director
07889-414609

Mehran Yadegari
Director
07889-747875

HAYS Recruiting experts
worldwide

BEST COMPANY TO WORK FOR AWARD

With a team of 70 recruitment consultants covering the Thames Valley region we know first-hand how important workplace culture is in attracting and motivating employees.

Across the diverse range of Thames Valley employers that we work with, we have seen the difference that workplace culture and practices can make to the success of an organisation. Cultural fit plays a huge role in both an individual's success at work and the overall success of the organisation, and the Best Company to Work For award is a great way of recognising those companies that understand and embrace this.

FINALISTS

Dynamic Business of the Year Awards

CENNOX

Cennox is a Global Brand in ATM services and the largest independent ATM service company in the UK. It comprehensively supports the world's ATM machines, from their installation, branding and maintenance, to the supply, repair and refurbishment of parts. Cennox also provides security products designed in-house which protect against ATM fraud and banknote theft. Customers include the world's leading banks.

FOCUSRITE AUDIO ENGINEERING

Focusrite is a global music company supplying hardware and software to musicians. Focusrite has two brands: Focusrite and Novation. Focusrite makes audio interface products for recording musicians. Novation enables the making of electronic music using synthesisers and computer-enabled technology. Focusrite has a global customer base covering over 160 territories. Focusrite is headquartered in High Wycombe with over 160 employees.

COHORT

Cohort plc, based in Theale, is the AIM-quoted parent of four defence technology businesses providing equipment, software and services to customers in the UK and internationally. It aims for growth through a dynamic strategy of quick response to market opportunities complemented by acquisitions. Revenue grew 40% in 2015 to £99.9 million, with adjusted operating profit up 23% to £10.1m.

MCSA GROUP

The MCSa Group, through its brands Maindec and CSA Waverley, offers Enterprise-level IT services and solutions. Its mission is to deliver both excellence and value for customers. Quality of service is at the heart of everything it does, an ethos supported by its team which goes the extra mile to consistently deliver the highest levels of satisfaction.

CONTENT GURU

Content Guru's cloud technology hosts front-line communications for thousands of organisations worldwide. The company's storm platform provides a single environment for all channels of corporate contact, including social media, web chat, text and voice. Integration with any data source makes Content Guru the go-to provider for all information-based communications requirements. Operating internationally from its Bracknell headquarters, Content Guru's services include cloud contact centre, secure payments and disaster recovery, for customers such as EDF Energy, National Rail Enquiries, Rightmove and Autotrader.

ROC TECHNOLOGIES

Founded in 2011 Roc is a fast-growing company that provides services and solutions that help organisations to transform. Roc works with large enterprises and the public sector to optimise their business processes, to manage their change programmes and to implement innovative technology solutions.

Deloitte sponsors Dynamic Business of the Year

The Thames Valley has more than earned its reputation as one of the most dynamic and entrepreneurial regions in the UK. Each year the innovation and tenacity of local businesses is celebrated through the Deloitte Dynamic Business of the Year awards.

Once again Deloitte has focused on those businesses that have demonstrated ambition and drive to seize opportunities in their marketplace. Those that have moved quickly to emerge as leaders in their field.

The term 'dynamic' can be defined in many different ways. As such the awards celebrate companies that have achieved success in diverse areas, not just commercially. Our judges were interested in the companies' people management, development of new products, merger and acquisition strategies, capitalisation of new funding, technological and commercial opportunities.

This year's finalists reflect the diverse and exciting nature of businesses in the Thames Valley.



Deloitte.

Ambition has no limits
Where's your next
destination?

Congratulations to all finalists of the Deloitte
Dynamic Business of the Year Awards 2015.
Celebrating innovation and technical
excellence in the Thames Valley.

FINALISTS

Business of the Year Award

CONTENT GURU

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RIDGEWAY

Ridgeway's story has been one of continual growth and expansion and is now ranked as one of the Top 20 largest motor retail groups in the UK. Winner of the Motor Trader "Employer of the Year" 2015, Ridgeway is a leading new and used passenger car dealer for Audi, BMW, Mercedes-Benz, Maserati, Volkswagen, Land Rover, Range Rover, Jaguar, MINI, SKODA and smart and also provides new and used vans and trucks from Mercedes-Benz Commercial Vehicles and Volkswagen Commercial Vehicles. Ridgeway also operates five Ridgeway Select prestige multi-brand used-car centres and two Paint & Body Repair Centres.

MAGAL ENGINEERING

Magal Engineering is committed to achieve quality excellence through standardisation of quality systems, the continual improvement of process capabilities and further enhancement of lean manufacturing. Customers benefit from a one point Group quality contact. Magal is committed to anticipating, understanding and meeting customer needs. It commits to its employees by promoting opportunities for personal development and providing a safe working environment.

THOMAS INTERNATIONAL

Thomas International is the global champion of the people assessment industry empowering people in business, education and sport to transform and improve the performance of individuals and teams. At the forefront of assessment innovation for over 30 years, Thomas is passionate about changing lives.

PETER BRETT ASSOCIATES

Peter Brett Associates is an independent practice of engineers, planners, scientists, and economists. Established in Reading in 1965, it has spent 50 years helping to shape infrastructure and neighbourhoods throughout the Thames Valley. By unlocking potential for urban and rural sites, delivering landmark projects and sustainable transport solutions and engaging with communities it drives economic benefit for the region.

WESTCOAST

Westcoast was founded in 1984 and is a leading IT distributor with a product portfolio spanning the whole computing spectrum ranging from desktop PC and notebook products through to high-end server solutions, network products, printers, peripherals, spare parts and consumables. The group sells to resellers, retailers and dealers in the UK and Ireland providing creative credit, marketing and logistics services to over 5,000 customers.

Pitmans Business sponsors of the Year

We are looking for a business that's profitable and growing fast with exciting future development plans. The Business of the Year award is open to every company in the area and recognises not only profitability, innovation and employment but also the contribution made to the local economic community and the provision of support to culture and charities in the region.

Britain is in a global race to succeed right now and the Thames Valley is playing a big part. The Thames Valley is an extremely buoyant region, boasting some of the most dynamic and successful companies in the UK. It remains the cauldron of the country's high technology industries, the home of many manufacturing companies and a base for a wide variety of excellent service and professional service organisations.

It is not surprising therefore that the calibre of entrants has been incredibly high.

We would like to congratulate everyone who made it through to the interview stage.



Pitmans LLP - delivering expert legal advice for over 150 years





AN 80s CHRISTMAS

Royal Berkshire
Conference Centre

We're travelling back in time this year with 'An 80s Christmas'! Join us for dinner, drinks and dancing with retro entertainment and games!

Alternatively for smaller numbers we also have our pitch facing rooms available for a more traditional Christmas party, with DJ and disco until 1.00am.

Or we can accommodate Christmas lunches for parties of various sizes.

Package prices start from:
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On booking please quote: **RBCCF&D15**
Receive an additional 5% discount on shared party night enquiries – for bookings made before 30/09/15

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**THAMES VALLEY
PROPERTY
AWARDS** | **2016**

Open for entries:
December 6, 2015

Awards dinner:
Ascot Racecourse - May 12, 2016

Book your table:
[email libby@elcot.co.uk](mailto:libby@elcot.co.uk)

2014 Finalists

Best Use of Technology

Sponsored by Redwood Technologies

1st: Ridgeway

2nd: Volume

3rd: Drivenlower

Highly commended: Coms PLC, iPresent, NewVoiceMedia

SME of the Year Award

Sponsored by James Cowper Kreston

1st: FISCAL Technologies

2nd: Clarify

3rd: Blue Apple Contract Catering

Highly commended: Epoq IT, Exclaimer, Zigzag Associates

Green Progress

Sponsored by Grundon

1st: Cofely GDF Suez

2nd: Chiltern Railways

3rd: GE Healthcare

Highly commended: Dell Corporation

Management Team of the Year (over £25m turnover)

Sponsored by RBS

1st: Furniture Village

2nd: Henley Business School

3rd: Hammer

Highly commended: Pegasystems

Management Team of the Year (under £25m turnover)

Sponsored by RBS

1st: Premier Group Recruitment

2nd: The Knowledge Academy

3rd: Thomas International

Highly commended: ULS Group, iPresent, NewVoiceMedia, P2i

Charity of the Year

Sponsored by James Cowper

1st: Alexander Devine Children's Hospice

2nd: Aspire Oxfordshire Community Enterprise

3rd: SpecialEffect

Highly commended: Parents and Children Together, Step by Step, Acre Housing

Best Company to Work For (professional services and larger companies)

Sponsored by Hays

1st: BDO

2nd: Ridgeway

3rd: HMT

Highly commended: Brethertons Solicitors

Best Company to Work For (creative, agency and hi-tech companies)

Sponsored by Hays

1st: Retail Marketing

2nd: FISCAL Technologies

3rd: Opsview

Highly commended: Berkeley PR

Dynamic Business of the Year

Sponsored By Deloitte

1st: Accumuli Security

2nd: Ridgeway

3rd: The Knowledge Academy

Highly commended: NewVoiceMedia, Oxford Products, ULS Group

Thames Valley Business of the Year

Sponsored by Pitmans

1st: Westcoast

2nd: Content Guru

3rd: Sun Mark

Highly commended: Oxford Products, Peter Brett Associates, Thomas International

Chairman's Award

Sponsored by The Business Magazine

Presented to: WSH (Westbury Street Holdings, trading through BaxterStorey, Portico, Caterlink, Holroyd Howe, Benugo)



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HAYS Recruiting experts
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 **JAMES COWPER**
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TECHNOLOGIES



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