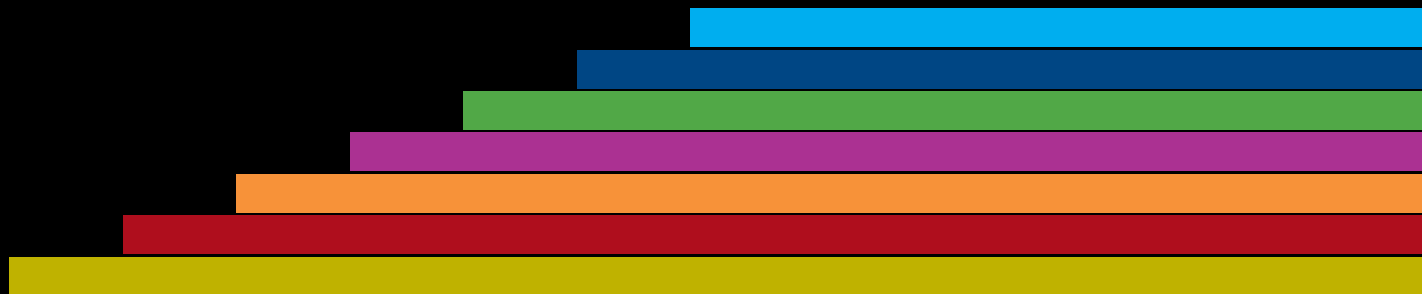




Group Profile

First Quarter: 2011





introduction



Circa 500
permanent
placements
successfully
completed
each year.

Established in 1962, the McGinley Group is primarily an investment business whose principal role is to act as a consolidator of recruitment associated business within the UK and on an International basis. Our subsidiary companies and trading partners act in the capacity of Employment Businesses or Agencies and undertake consultancy and specialist package works with an aim to provide cost effective personnel resourcing and support services to their clients.

Today, the McGinley Group employs 195 people, supply some 3,000 temporary and contract staff each day and place circa 500 candidates each year into permanent positions via our network of 20 offices.

The Group specialises in supplying Interim Executives, technical, commercial, sales, managerial, supervisory and administrative staff plus semi skilled and skilled workers.

group structure

The Group consists of five subsidiary companies, two trading brands and four trading partners (as noted below). We continue to implement our five year plan which recognises the importance of organic growth, acquisitions, business development and consolidation.

Group Subsidiary Companies

- JSB McGinley Systems Ltd
- McGinley Infrastructure Services Ltd
- McGinley Support Services Ltd
- Storm McGinley Support Services Ltd
- McGinley Resourcing Solutions Ltd

Group Additional Brands

- Aaron Personnel
- HSS Resource

Group Trading Partners

- Leda Support Services Ltd
- MCG Staff Ltd
- Endeavour Human Capital Solutions Ltd
- Resourcing Services (UK) Ltd

Advisors

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Our Team

Directors

Seamus McGinley FRICS: Chairman

Seamus leads the group's strategy relating to our acquisition, merger and joint venture policy, participates in all primary discussions and negotiations with third parties and, following the successful acquisition of a business, implements our post-purchase plan.

Dermot McGinley: Group Managing Director

Dermot works closely with each Managing Director; offering direction, guidance and support. He assists each subsidiary in preparing their individual business plans, annual projections and overhead budgets and sales and marketing plans. By working closely with each business throughout the group, synergies and commercial opportunities can be maximised.

Len Loveday: Financial Director

Works closely with the Chairman implementing the group's acquisition, merger and joint venture policy by reviewing all financial and commercial matters associated with potential opportunities. On an ongoing basis he works closely with each Financial Director/Controller; monitoring results, offering direction as well as guidance and support, in order to ensure financial and commercial targets are achieved and group financial procedures are maintained.



forward thinking

A projected turnover of circa £100m in 2011.

Acquisition Policy

Our Acquisition policy surrounds two key areas: Firstly, with the identification of stand-alone or subsidiary recruitment companies for sale, with a minimum Net Fee Income of £0.6m (thus ensuring a small team has been created and consolidated) to a maximum of c£10m. As part of the negotiation, we will consider a partner as opposed to an outright purchase should an existing manager or owner wish to remain with the business and take advantage of future growth.

Secondly, we aim to identify employment businesses or agencies which are owned by major or corporate groups whose principal activities are not within the Recruitment Industry. The recruitment activity undertaken will not be core to the group's business; however it may support their activities. The group may wish to dispose of the recruitment business entirely in order to generate value, or they may wish to simply dispose of a proportion of their shareholding in order to strengthen the management and increase the business value for a potential exit in the future.

New Business Development Policy

We are also committed to the development of:

- 'Start up' businesses associated with entrepreneurial individuals with the drive to create their own business.
- Branding opportunities where we can leverage a partner's market position.
- Joint ventures with other recruitment or non-recruitment companies where a recruitment related opportunity exists.
- On-line recruitment technology which can generate commercial advantage for the McGinley Group or deliver a new product to the market.

Buy and Build Policy

Based on our 30 years 'hands on' experience and knowledge of directing and managing recruitment businesses we are now refocusing our expertise on supporting both the group and individual subsidiary businesses to acquire and develop multi disciplined activities. These can then be restructured or merged with existing or new businesses to create stronger niche operators who can be built, sold or floated as a singular or combined offering.

Projected Sales

In summary, our five year plan which commenced in 2010 is based on achieving sales of circa £185m and an EBIT of £20m, by 2014, with a sales split of 75% temporary/contract hired personnel, 15% permanent placement fees and 10% consultancy or package works.

With an annualised projection of £100m and an EBIT of £6.4m we are aiming to consolidate the group's financial position and create a good foundation for achieving our future plans during 2011.



changes and opportunities

Changes since Last Quarter

Restructure

- **McGinley Resourcing Solutions Ltd**

Rebranded in November 2010, McGinley Resourcing Solutions Ltd has been created as a result of streamlining the Group's businesses to deliver a more focussed approach to helping private, public and not-for-profit organisations recruit new talent. Originally delivered via a number of businesses within the Group, McGinley resourcing Services Ltd has been tasked with the principal aim of securing long term revenue streams by engaging in formal tendering processes.

This has proved to be a winning formula with prestigious public sector clients such as the NHS, Procurement for Housing and the University Purchasing Consortium and as a result McGinley has been a top 2 scoring company within each of these frameworks.

New Investments

- **Endeavour Human Capital Solutions LLP**

McGinley Group is delighted to announce our investment into Endeavour Human Capital Solutions (EHCS) and welcome them as a new trading partner. EHCS will add strategic Executive Search solutions for the finance and banking sectors to McGinley's recruitment services portfolio.

The strategic investment in EHCS enables McGinley to extend its services into the top-level financial and banking sectors, and deliver a tailor-made search and recruitment service to place the highest calibre candidates on behalf of clients in these markets.

Further Opportunities

Having completed one new investment in the final quarter of 2010 the group is now looking for our advisors, partners, associates, staff and clients to bring new investments, acquisitions, mergers, joint ventures, entrepreneurs or branding opportunities in order to underpin our growth.

We constantly review opportunities, however, we remain cautious on the type, size and management culture within the businesses we are considering, as we wish to ensure there is a 'win win' situation for all parties. It is essential that each business brings added value to the group and fits within our strategic plan.

In turn we are keen to work closely with new sources of opportunity, in order to widen the scope of our activity.



Our markets and clients

Over 1800
locations
supplied
per year.

Our Markets

Our various subsidiaries are active in seven distinct markets, and supply various grades of personnel.

Aerospace - Currently accounts for 7% of our annual sales. This includes the supply of technical and project management staff on a contract and permanent basis.

Construction - Currently accounts for 26% of our annual sales. Providing staff at all levels on a temporary, contract and permanent basis. We continue to invest in the expansion of our market share, developing clients whose activities are within the Infrastructure sector and focus on Design, Build, Maintain, Operation or Ownership functions.

Health and Social Care - Represents 5% of annual sales. We supply staff and Interim Executives on a temporary, contract or permanent basis.

Industrial - This fast growing sector currently represents 10% of our annual sales. We place staff right across all areas of our business from Drivers to Flight Crew, Interim Executives to Sales staff again on a temporary, contract or permanent basis.

Pharmaceutical - Currently accounts for 5% of our annual sales, specialising in sales staff on a contract hire or permanent basis.

Public Sector - Represents 8% of our annual sales, where we presently focus on the supply of professional, general and social care staff, whether this is on a permanent, contract or temporary hire basis.

Railway - Our largest sector, this represents 39% of our annual sales and covers all aspects of the business from on-track through to the management team and on to the design function.

Major Client Listing

Our client portfolio is made of principally blue chip companies as well as a selection of successful SMEs.

On an annual basis the Group supplies approximately 440 clients per year at approximately 1800 locations. We have therefore only listed a sample of our client base:

- EADS Airbus
- Amey Plc
- Aspire Defence Services Limited
- Babcock International Group Plc
- Balfour Beatty Plc
- Ballymore Group
- BAM Group
- Berkeley Group
- Bristol-Myers Squibb
- Cambridgeshire County Council
- Carillion Plc
- Colas Rail Ltd
- Costain Plc
- EADS Astrium Ltd
- EADS Astrium Gmbh/sas
- Ferrovial Agroman Airports
- Hill Partnerships Ltd
- Invensys Plc
- ISG Plc
- Laing O'Rourke Plc
- London Borough of Camden
- Lovell Partnership Limited
- McCarthy and Stone Retirement Lifestyles Ltd
- Miller Construction (UK) Ltd
- Nasair
- Network Rail Infrastructure limited
- Newham Homes
- OHB Systeme Gmbh
- Ryanair
- Merck & Co. Inc.
- Skanska Plc
- Smith and Nephew UK Limited
- Thales Alenia Space Sas
- Tube Lines Ltd
- VINCI Construction UK Limited
- Wates Group Limited
- Wizz Air Hungary Airlines Ltd

workload



Compliance and Development

One of our key strengths within the McGinley Group is our specialist Compliance and Development teams who manage and control sector and client specifications. With the increase in demand for compliance and the ongoing assessments of personnel we ensure that we always meet the required needs. This has become a majority contributor to our success in recent months and has led to the group securing a number of security and safety reliant contracts.

At the foundation of our compliance and development program is our Equality, Diversity and Inclusion policy which is promoted throughout our entire group and underpins all of our processes.

Geographical Workload

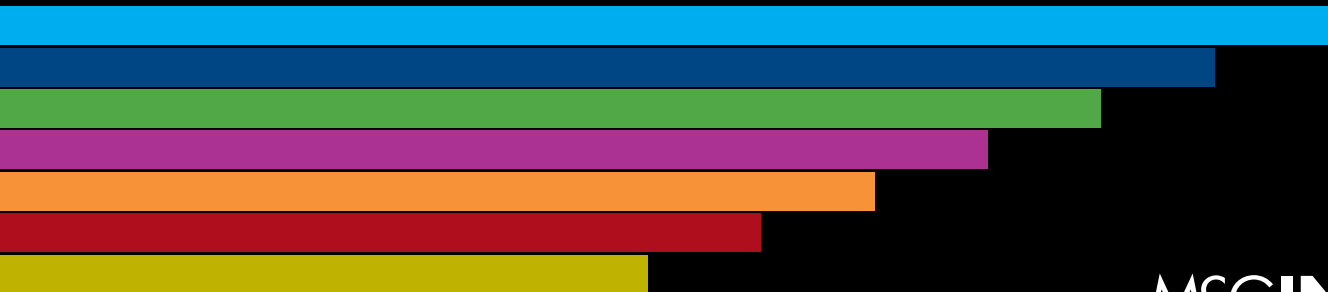
The Group maintains a workload in various geographical areas of the UK and internationally, particularly Europe, Africa and the Middle East. We are focused on balancing the workload throughout our area of operations.

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