

Company Registration No. 02725459 (England and Wales)

ADJUSTOPEN LIMITED
T/A SOLUTIONS RECRUITMENT
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2016

ADJUSTOPEN LIMITED
T/A SOLUTIONS RECRUITMENT
COMPANY INFORMATION

Directors	Mr I O'Brien Mr M Grayson Mr Andrew Mears	(Appointed 1 October 2015)
Secretary	Mr Ian O'Brien	
Company number	02725459	
Registered office	Rowlands House Portobello Road Birtley Chester le Street Co Durham DH3 2RY	
Auditor	Baldwins Audit Services Limited Churchill House 59 Lichfield Street Walsall West Midlands WS4 2BX	

ADJUSTOPEN LIMITED
T/A SOLUTIONS RECRUITMENT
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ADJUSTOPEN LIMITED
T/A SOLUTIONS RECRUITMENT
STRATEGIC REPORT

FOR THE YEAR ENDED 31 MARCH 2016

The directors present the strategic report for the year ended 31 March 2016.

Fair review of the business

The market continues to be buoyant, but highly competitive. The Directors believe that the performance for this financial year was encouraging and in line with expectation.

The company has experienced significant growth towards the end of the year and post year end, opening new offices that will tap into previously untapped geographical markets. The Directors are committed to an ambitious growth strategy that will drive increases in both revenue and profitability.

Principal risks and uncertainties

The external economic climate remains the most significant risk. Overall growth in the North East continues to be sluggish, but this is being mitigated by expansion into new geographical markets.

Despite the low average growth levels our core markets are showing sign of significant growth that is likely to be sustained over the coming years.

Development and performance

The strong overall performance of the company is evidenced by the increase in turnover and improved profitability. This has resulted in a healthy balance sheet with significant increases in shareholder reserves.

Key performance indicators

The Directors continue to monitor the gross and net profit figures, along with overall customer satisfaction levels.

On behalf of the board

Mr I O'Brien

Director

17 January 2017

ADJUSTOPEN LIMITED
T/A SOLUTIONS RECRUITMENT
DIRECTORS' REPORT
FOR THE YEAR ENDED 31 MARCH 2016

The directors present their annual report and financial statements for the year ended 31 March 2016.

Principal activities

The principal activity of the company continued to be that of providing recruitment services for individuals and companies.

Directors

The directors who held office during the year and up to the date of signature of the financial statements were as follows:

Mr I O'Brien

Mr M Grayson

Mr Andrew Mears

(Appointed 1 October 2015)

Results and dividends

The results for the year are set out on page 6.

No ordinary dividends were paid. The directors do not recommend payment of a final dividend.

Auditor

Baldwins Audit Services Limited were appointed as auditor to the company and in accordance with section 485 of the Companies Act 2006, a resolution proposing that they be re-appointed will be put at a General Meeting.

Statement of disclosure to auditor

So far as each person who was a director at the date of approving this report is aware, there is no relevant audit information of which the company's auditor is unaware. Additionally, the directors individually have taken all the necessary steps that they ought to have taken as directors in order to make themselves aware of all relevant audit information and to establish that the company's auditor is aware of that information.

On behalf of the board

Mr I O'Brien

Director

17 January 2017

ADJUSTOPEN LIMITED
T/A SOLUTIONS RECRUITMENT
DIRECTORS' RESPONSIBILITIES STATEMENT
FOR THE YEAR ENDED 31 MARCH 2016

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 Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

ADJUSTOPEN LIMITED
T/A SOLUTIONS RECRUITMENT
INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF ADJUSTOPEN LIMITED

We have audited the financial statements of Adjustopen Limited for the year ended 31 March 2016 set out on pages 6 to 21. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

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.

Respective responsibilities of directors and auditor

As explained more fully in the Directors' Responsibilities Statement set out on page 3, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the annual report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the company's affairs as at 31 March 2016 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.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion the information given in the Strategic Report and the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

ADJUSTOPEN LIMITED
T/A SOLUTIONS RECRUITMENT
INDEPENDENT AUDITOR'S REPORT (CONTINUED)
TO THE MEMBERS OF ADJUSTOPEN LIMITED

Matters on which we are required to report by exception

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Other matter

The prior year comparatives have not been audited.

Colin Chater (Senior Statutory Auditor)
for and on behalf of Baldwins Audit Services Limited

17 January 2017

Chartered Accountants
Statutory Auditor

Churchill House
59 Lichfield Street
Walsall
West Midlands
WS4 2BX

ADJUSTOPEN LIMITED
T/A SOLUTIONS RECRUITMENT
STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 MARCH 2016

		2016	2015
	Notes	£	£
Turnover	3	12,355,641	10,999,633
Cost of sales		(9,181,895)	(8,818,739)
Gross profit		3,173,746	2,180,894
Administrative expenses		(2,809,046)	(2,040,208)
Other operating income		68,359	90,610
Operating profit	4	433,059	231,296
Interest payable and similar charges	8	(74,604)	(96,934)
Profit before taxation		358,455	134,362
Taxation	9	(91,130)	(31,484)
Profit for the financial year		267,325	102,878

The profit and loss account has been prepared on the basis that all operations are continuing operations.

ADJUSTOPEN LIMITED
T/A SOLUTIONS RECRUITMENT
BALANCE SHEET

AS AT 31 MARCH 2016

		2016		2015	
	Notes	£	£	£	£
Fixed assets					
Intangible assets	10		1,500		2,000
Tangible assets	11		1,347,087		1,345,343
			<u>1,348,587</u>		<u>1,347,343</u>
Current assets					
Debtors	13	2,830,363		2,698,942	
Cash at bank and in hand		56,644		280,471	
		<u>2,887,007</u>		<u>2,979,413</u>	
Creditors: amounts falling due within one year	14	<u>(2,788,321)</u>		<u>(2,740,890)</u>	
Net current assets			<u>98,686</u>		<u>238,523</u>
Total assets less current liabilities			<u>1,447,273</u>		<u>1,585,866</u>
Creditors: amounts falling due after more than one year	15		(869,543)		(1,153,934)
Provisions for liabilities	18		<u>(10,139)</u>		<u>(2,666)</u>
Net assets			<u><u>567,591</u></u>		<u><u>429,266</u></u>
Capital and reserves					
Called up share capital	20		58		70
Capital redemption reserve			24		12
Profit and loss reserves			<u>567,509</u>		<u>429,184</u>
Total equity			<u><u>567,591</u></u>		<u><u>429,266</u></u>

The financial statements were approved by the board of directors and authorised for issue on 17 January 2017 and are signed on its behalf by:

Mr I O'Brien
Director

Mr M Grayson
Director

Company Registration No. 02725459

ADJUSTOPEN LIMITED
T/A SOLUTIONS RECRUITMENT
STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 MARCH 2016

	Notes	Share capital £	Capital redemption reserve £	Profit and loss reserves £	Total £
Balance at 1 April 2014		70	12	326,306	326,388
Year ended 31 March 2015:					
Profit and total comprehensive income for the year		-	-	102,878	102,878
Balance at 31 March 2015		70	12	429,184	429,266
Year ended 31 March 2016:					
Profit and total comprehensive income for the year		-	-	267,325	267,325
Redemption of shares	20	-	12	-	12
Reduction of shares	20	(12)	-	(129,000)	(129,012)
Balance at 31 March 2016		58	24	567,509	567,591

ADJUSTOPEN LIMITED
T/A SOLUTIONS RECRUITMENT
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2016

	Notes	2016 £	£	2015 £	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	22		(65,474)		834,013
Interest paid			(74,604)		(96,934)
Income taxes refunded/(paid)			813		(20,040)
Net cash (outflow)/inflow from operating activities			(139,265)		717,039
Investing activities					
Purchase of tangible fixed assets		(17,329)		(29,952)	
Net cash used in investing activities			(17,329)		(29,952)
Financing activities					
Redemption of shares		(129,000)		-	
Repayment of borrowings		-		(63,554)	
Repayment of bank loans		(25,083)		(344,648)	
Net cash used in financing activities			(154,083)		(408,202)
Net (decrease)/increase in cash and cash equivalents			(310,677)		278,885
Cash and cash equivalents at beginning of year			279,320		435
Cash and cash equivalents at end of year			(31,357)		279,320
Relating to:					
Cash at bank and in hand			56,644		280,471
Bank overdrafts included in creditors payable within one year			(88,001)		(1,151)

ADJUSTOPEN LIMITED
T/A SOLUTIONS RECRUITMENT
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2016

1 Accounting policies

Company information

Adjustopen Limited is a company limited by shares incorporated in England and Wales. The registered office is Rowlands House, Portobello Road, Birtley, Chester le Street, Co Durham, DH3 2RY.

1.1 Accounting convention

These financial statements have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the requirements of the Companies Act 2006.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

These financial statements for the year ended 31 March 2016 are the first financial statements of Adjustopen Limited prepared in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland. The date of transition to FRS 102 was 1 April 2014. The reported financial position and financial performance for the previous period are not affected by the transition to FRS 102. The previous period information was not subject to an audit.

1.2 Going concern

At the time of approving the financial statements, the directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. Thus the directors continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Turnover

Turnover is recognised at the fair value of the consideration received or receivable for goods and services provided in the normal course of business, and is shown net of VAT and other sales related taxes. The fair value of consideration takes into account trade discounts, settlement discounts and volume rebates.

When cash inflows are deferred and represent a financing arrangement, the fair value of the consideration is the present value of the future receipts. The difference between the fair value of the consideration and the nominal amount received is recognised as interest income.

Revenue from contracts for the provision of professional services is recognised by reference to the stage of completion when the stage of completion, costs incurred and costs to complete can be estimated reliably. The stage of completion is calculated by comparing costs incurred, mainly in relation to contractual hourly staff rates and materials, as a proportion of total costs. Where the outcome cannot be estimated reliably, revenue is recognised only to the extent of the expenses recognised that are recoverable.

ADJUSTOPEN LIMITED
T/A SOLUTIONS RECRUITMENT
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2016

1 Accounting policies

(Continued)

1.4 Intangible fixed assets - goodwill

Goodwill represents the excess of the cost of acquisition of unincorporated businesses over the fair value of net assets acquired. It is initially recognised as an asset at cost and is subsequently measured at cost less accumulated amortisation and accumulated impairment losses. Goodwill is considered to have a finite useful life and is amortised on a systematic basis over its expected life, which is 10 years.

For the purposes of impairment testing, goodwill is allocated to the cash-generating units expected to benefit from the acquisition. Cash-generating units to which goodwill has been allocated are tested for impairment at least annually, or more frequently when there is an indication that the unit may be impaired. If the recoverable amount of the cash-generating unit is less than the carrying amount of the unit, the impairment loss is allocated first to reduce the carrying amount of any goodwill allocated to the unit and then to the other assets of the unit pro-rata on the basis of the carrying amount of each asset in the unit.

1.5 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Land and buildings Freehold	Not depreciated
Fixtures, fittings & equipment	25% reducing balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is credited or charged to profit or loss.

The Director's have not depreciated the freehold land and buildings as in their opinion the money spent on the building has maintained its value to the equivalent of cost.

1.6 Impairment of fixed assets

At each reporting period end date, the company reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any). Where it is not possible to estimate the recoverable amount of an individual asset, the company estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

If the recoverable amount of an asset (or cash-generating unit) is estimated to be less than its carrying amount, the carrying amount of the asset (or cash-generating unit) is reduced to its recoverable amount. An impairment loss is recognised immediately in profit or loss, unless the relevant asset is carried at a revalued amount, in which case the impairment loss is treated as a revaluation decrease.

ADJUSTOPEN LIMITED
T/A SOLUTIONS RECRUITMENT
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2016

1 Accounting policies

(Continued)

Recognised impairment losses are reversed if, and only if, the reasons for the impairment loss have ceased to apply. 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, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset (or cash-generating unit) in prior years. A reversal of an impairment loss is recognised immediately in profit or loss, unless the relevant asset is carried at a revalued amount, in which case the reversal of the impairment loss is treated as a revaluation increase.

1.7 Cash and cash equivalents

Cash and cash equivalents are basic financial assets and include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Financial instruments

The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the company's statement of financial position when the company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Other financial assets

Other financial assets, including investments in equity instruments which are not subsidiaries, associates or joint ventures, are initially measured at fair value, which is normally the transaction price. Such assets are subsequently carried at fair value and the changes in fair value are recognised in profit or loss, except that investments in equity instruments that are not publically traded and whose fair values cannot be measured reliably are measured at cost less impairment.

Impairment of financial assets

Financial assets, other than those held at fair value through profit and loss, are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. If an asset is impaired, the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in profit or loss.

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

ADJUSTOPEN LIMITED
T/A SOLUTIONS RECRUITMENT
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2016

1 Accounting policies

(Continued)

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the company transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

Classification of financial liabilities

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the company after deducting all of its liabilities.

Basic financial liabilities

Basic financial liabilities, including creditors, bank loans, loans from fellow group companies and preference shares that are classified as debt, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Other financial liabilities

Derivatives, including interest rate swaps and forward foreign exchange contracts, are not basic financial instruments. Derivatives are initially recognised at fair value on the date a derivative contract is entered into and are subsequently re-measured at their fair value. Changes in the fair value of derivatives are recognised in profit or loss in finance costs or finance income as appropriate, unless hedge accounting is applied and the hedge is a cash flow hedge.

Debt instruments that do not meet the conditions in FRS 102 paragraph 11.9 are subsequently measured at fair value through profit or loss. Debt instruments may be designated as being measured at fair value through profit or loss to eliminate or reduce an accounting mismatch or if the instruments are measured and their performance evaluated on a fair value basis in accordance with a documented risk management or investment strategy.

Derecognition of financial liabilities

Financial liabilities are derecognised when the company's contractual obligations expire or are discharged or cancelled.

1.9 Equity instruments

Equity instruments issued by the company are recorded at the proceeds received, net of direct issue costs.

Dividends payable on equity instruments are recognised as liabilities once they are no longer at the discretion of the company.

1.10 Taxation

The tax expense represents the sum of the tax currently payable and deferred tax.

ADJUSTOPEN LIMITED
T/A SOLUTIONS RECRUITMENT
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2016

1 Accounting policies

(Continued)

Current tax

The tax currently payable is based on taxable profit for the year. Taxable profit differs from net profit as reported in the profit and loss account because it excludes items of income or expense that are taxable or deductible in other years and it further excludes items that are never taxable or deductible. The company's liability for current tax is calculated using tax rates that have been enacted or substantively enacted by the reporting end date.

Deferred tax

Deferred tax liabilities are generally recognised for all timing differences and deferred tax assets are recognised to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits. Such assets and liabilities are not recognised if the timing difference arises from goodwill or from the initial recognition of other assets and liabilities in a transaction that affects neither the tax profit nor the accounting profit.

The carrying amount of deferred tax assets is reviewed at each reporting end date and reduced to the extent that it is no longer probable that sufficient taxable profits will be available to allow all or part of the asset to be recovered. Deferred tax is calculated at the tax rates that are expected to apply in the period when the liability is settled or the asset is realised. Deferred tax is charged or credited in the profit and loss account, except when it relates to items charged or credited directly to equity, in which case the deferred tax is also dealt with in equity. Deferred tax assets and liabilities are offset when the company has a legally enforceable right to offset current tax assets and liabilities and the deferred tax assets and liabilities relate to taxes levied by the same tax authority.

1.11 Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.13 Leases

Rental income from operating leases is recognised on a straight line basis over the term of the relevant lease. Initial direct costs incurred in negotiating and arranging an operating lease are added to the carrying amount of the leased asset and recognised on a straight line basis over the lease term.

Rentals payable under operating leases, including any lease incentives received, are charged to income on a straight line basis over the term of the relevant lease except where another more systematic basis is more representative of the time pattern in which economic benefits from the lease asset are consumed.

ADJUSTOPEN LIMITED
T/A SOLUTIONS RECRUITMENT
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2016

2 Judgements and key sources of estimation uncertainty

In the application of the company's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Turnover and other revenue

An analysis of the company's turnover is as follows:

	2016 £	2015 £
Turnover		
Recruitment Services	12,355,641	10,999,633
	<u>12,355,641</u>	<u>10,999,633</u>

Turnover analysed by geographical market

	2016 £	2015 £
UK	12,355,641	10,999,633
	<u>12,355,641</u>	<u>10,999,633</u>

All the income is derived in the UK.

4 Operating profit

	2016 £	2015 £
Operating profit for the year is stated after charging/(crediting):		
Depreciation of owned tangible fixed assets	15,585	17,868
Amortisation of intangible assets	500	500
Operating lease charges	42,656	20,487
	<u>58,741</u>	<u>38,855</u>

5 Auditor's remuneration

	2016 £	2015 £
Fees payable to the company's auditor and associates:		
For audit services		
Audit of the company's financial statements	7,200	-
	<u>7,200</u>	<u>-</u>

ADJUSTOPEN LIMITED
T/A SOLUTIONS RECRUITMENT
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2016

6 Employees

The average monthly number of persons (including directors) employed by the company during the year was:

2016	2015
48	44

Their aggregate remuneration comprised:

	2016 £	2015 £
Wages and salaries	1,681,505	1,374,305
Social security costs	182,509	112,139
Pension costs	128,923	48,124
	<u>1,992,937</u>	<u>1,534,568</u>

7 Directors' remuneration

	2016 £	2015 £
Remuneration for qualifying services	375,404	273,083
Company pension contributions to defined contribution schemes	73,333	-
	<u>448,737</u>	<u>273,083</u>

Remuneration disclosed above include the following amounts paid to the highest paid director:

Remuneration for qualifying services	<u>163,500</u>	<u>-</u>
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8 Interest payable and similar charges

	2016 £	2015 £
Interest on financial liabilities measured at amortised cost:		
Interest on bank overdrafts and loans	72,770	96,934
Other finance costs:		
Other interest	1,834	-
	<u>74,604</u>	<u>96,934</u>

9 Taxation

	2016 £	2015 £
Current tax		
UK corporation tax on profits for the current period	<u>83,656</u>	<u>28,818</u>

ADJUSTOPEN LIMITED
T/A SOLUTIONS RECRUITMENT
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2016

9 Taxation (Continued)

Deferred tax

Origination and reversal of timing differences	7,474	2,666
	<u> </u>	<u> </u>
Total tax charge	91,130	31,484
	<u> </u>	<u> </u>

The actual charge for the year can be reconciled to the expected charge based on the profit or loss and the standard rate of tax as follows:

	2016 £	2015 £
Profit before taxation	358,455	134,362
	<u> </u>	<u> </u>
Expected tax charge based on the standard rate of corporation tax in the UK of 20.00% (2015: 20.00%)	71,691	26,872
Tax effect of expenses that are not deductible in determining taxable profit	15,635	40,924
Tax effect of income not taxable in determining taxable profit	(3,669)	(121,807)
Gains not taxable	-	90,610
Change in unrecognised deferred tax assets	-	(2,667)
Permanent capital allowances in excess of depreciation	7,473	-
Other non-reversing timing differences	-	(2,448)
	<u> </u>	<u> </u>
Tax expense for the year	91,130	31,484
	<u> </u>	<u> </u>

10 Intangible fixed assets

	Intangible Assets £
Cost	
At 1 April 2015 and 31 March 2016	5,000
	<u> </u>
Amortisation and impairment	
At 1 April 2015	3,000
Amortisation charged for the year	500
	<u> </u>
At 31 March 2016	3,500
	<u> </u>
Carrying amount	
At 31 March 2016	1,500
	<u> </u>
At 31 March 2015	2,000
	<u> </u>

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11 Tangible fixed assets

	Land and buildings Freehold £	Fixtures, fittings & equipment £	Total £
Cost			
At 1 April 2015	1,291,741	362,867	1,654,608
Additions	-	17,328	17,328
At 31 March 2016	1,291,741	380,195	1,671,936
Depreciation and impairment			
At 1 April 2015	-	309,264	309,264
Depreciation charged in the year	-	15,585	15,585
At 31 March 2016	-	324,849	324,849
Carrying amount			
At 31 March 2016	1,291,741	55,346	1,347,087
At 31 March 2015	1,291,741	53,602	1,345,343

12 Financial instruments

	2016 £	2015 £
Carrying amount of financial assets		
Debt instruments measured at amortised cost	2,777,698	2,662,737
Carrying amount of financial liabilities		
Measured at amortised cost	3,339,008	3,689,306

13 Debtors

	2016 £	2015 £
Amounts falling due within one year:		
Trade debtors	2,772,619	2,454,319
Amounts due from associate undertakings	4,729	-
Other debtors	350	208,418
Prepayments and accrued income	52,665	36,205
	2,830,363	2,698,942

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14 Creditors: amounts falling due within one year

	Notes	2016 £	2015 £
Bank loans and overdrafts	16	428,378	82,220
Trade creditors		361,293	231,174
Corporation tax		113,288	28,818
Other taxation and social security		154,589	171,691
Other creditors		1,679,794	2,221,978
Accruals and deferred income		50,979	5,009
		<u>2,788,321</u>	<u>2,740,890</u>

15 Creditors: amounts falling due after more than one year

	Notes	2016 £	2015 £
Bank loans and overdrafts	16	869,543	1,153,934
		<u>869,543</u>	<u>1,153,934</u>

16 Loans and overdrafts

	2016 £	2015 £
Bank loans	1,209,920	1,235,003
Bank overdrafts	88,001	1,151
	<u>1,297,921</u>	<u>1,236,154</u>
Payable within one year	428,378	82,220
Payable after one year	869,543	1,153,934
	<u>1,297,921</u>	<u>1,236,154</u>

The long-term loans are secured by fixed charges over Yorkshire Chambers premises, Newcastle.

17 Provisions for liabilities

	2016 £	2015 £
Deferred tax liabilities	10,139	2,666
	<u>10,139</u>	<u>2,666</u>

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18 Deferred taxation

Deferred tax assets and liabilities are offset where the company has a legally enforceable right to do so. The following is the analysis of the deferred tax balances (after offset) for financial reporting purposes:

	Liabilities	Liabilities
	2016	2015
	£	£
Balances:		
ACAs	10,139	2,666
	<u> </u>	<u> </u>
Movements in the year:		2016
		£
Liability at 1 April 2015		2,666
Charge to profit or loss		7,473
		<u> </u>
Liability at 31 March 2016		10,139
		<u> </u>

19 Retirement benefit schemes

	2016	2015
	£	£
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	128,923	48,124
	<u> </u>	<u> </u>

The company operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the company in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £128,923 (2015 - £48,124).

20 Share capital

	2016	2015
	£	£
Ordinary share capital		
Issued and fully paid		
70 Ordinary shares of £1 each	58	70
	<u> </u>	<u> </u>

21 Operating lease commitments

Lessor

The operating leases represent leases of property to third parties. The leases are negotiated over terms of 2 to 3 years and rentals are fixed for 2 to 3 years.

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22	Cash generated from operations	2016	2015
		£	£
	Profit for the year after tax	267,325	102,878
	Adjustments for:		
	Taxation charged	91,130	31,484
	Finance costs	74,604	96,934
	Amortisation and impairment of intangible assets	500	500
	Depreciation and impairment of tangible fixed assets	15,585	17,868
	Movements in working capital:		
	(Increase)/decrease in debtors	(131,421)	57,438
	(Decrease)/increase in creditors	(383,197)	526,911
	Cash (absorbed by)/generated from operations	(65,474)	834,013

This document was delivered using electronic communications and authenticated in accordance with the registrar's rules relating to electronic form, authentication and manner of delivery under section 1072 of the Companies Act 2006.