FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 SEPTEMBER 2003

A10 COMPANIES HOUSE

MEAGER WOOD LOCKE & COMPANY 123 HAGLEY ROAD **EDGBASTON** BIRMINGHAM B16 8LD

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DIRECTORS' REPORT FOR THE YEAR ENDED 30 SEPTEMBER 2003

The directors present their report and the financial statements of the company for the year ended 30 September 2003.

Directors' Responsibilities

Company law requires the directors to prepare financial statements for each financial year which 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 those financial statements, the directors are required to:

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

The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 1985. 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.

Directors

J P Bostock
D A Bostock
D Bostock
J Wiseman
W A Vickers
V Stait
D J Lewis (appointed 6th August 2003)

Secretary

W A Vickers

Registered Office

Holt Court North Heneage Street West Aston Science Park Birmingham B7 4AX

Principal Activities

The principal activity of the company throughout the year was that of market research.

Review of Business

The results for the year and the financial position at the year end are considered very satisfactory by the directors. The company continues to invest in its infrastructure, the introduction of new technology, and the research and development of new IT applications.

DIRECTORS' REPORT FOR THE YEAR ENDED 30 SEPTEMBER 2003 (CONT) Future Developments

The directors believe that the prospects for continued growth are good and that the company is well placed to take advantage of market opportunities as they arise.

Results and Dividends

The results of the year's trading and the financial position of the company are shown in the annexed accounts.

The company's profit for the year, after taxation, amounted to £303,367 (2002 - £444,076).

On 30 September 2003, a dividend of 8.03 pence per ordinary share was paid amounting to £20,000 (2002 - £20,000).

Directors

The present directors are as shown above. All served on the board throughout the year, with the exception of D J Lewis who was appointed on 6th August 2003.

The company's Articles of Association do not require directors to retire by rotation.

Directors' Interests

The interests of the directors in the shares of the company at the beginning and end of the year, were as follows:

	30 September 2003	1 October 2002
J P Bostock Ordinary shares of £1 each	130,500	130,500
D A Bostock Ordinary shares of £1 each	89,140	94,500
D Bostock Ordinary shares of £1 each	12,500	12,500
J Wiseman Ordinary shares of £1 each	12,500	12,500
W A Vickers Ordinary shares of £1 each	2,838	-
V Stait Ordinary shares of £1 each	1,588	1,588

Auditors

The auditors, Meager Wood Locke & Company, have indicated their willingness to accept re-appointment under Section 385(2) of the Companies Act 1985.

ON BEHALF OF THE BOARD

W A VICKERS - SECRETARY

Date: December 17, 2003

Colin G. Menger BSc (Econ), FCA Christopher B. Locke BA (Econ),FCA

Chartered Accountants & Registered Auditors



123 Hagley Road, Edgbaston, Birmingbam B16 8LD

Telephone: 0121 450 4900 Fax: 0121 450 4901 e.mail: gb@mwlacc.demon.co.uk

Meager Wood Locke

& Company

BOSTOCK MARKETING GROUP LIMITED

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF BOSTOCK MARKETING GROUP LIMITED

We have audited the financial statements of Bostock Marketing Group Limited for the year ended 30 September 2003 which comprise the Profit and Loss Account, the Balance Sheet, the Cash Flow Statement and the related notes. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein.

This report is made solely to the company's members, as a body, in accordance with Section 235 of the Companies Act 1985. 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 auditors

As described in the directors' report, the company's directors are responsible for the preparation of financial statements in accordance with applicable law and United Kingdom Accounting Standards.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and United Kingdom Auditing Standards.

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Act 1985. We also report to you if, in our opinion, The Directors' Report is not consistent with the financial statements, if the company has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding directors' remuneration and transactions with the company is not disclosed.

We read the Directors' Report and consider the implications for our report if we become aware of any apparent misstatement within it.

Basis of opinion

We conducted our audit in accordance with United Kingdom Auditing Standards issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the directors in the preparation of the financial statements, and of whether the accounting policies are appropriate to the company's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

Colin G. Meager BSc (Econ), FCA Christopher B. Locke BA (Econ),FCA

Chartered Accountants
& Registered Auditors



123 Hagley Road, Edgbaston, Birmingbam B16 8LD

Telephone: 0121 450 4900 Fax: 0121 450 4901 e.mail: gb@mwlacc.demon.co.uk

Meager Wood Locke

— & Company

BOSTOCK MARKETING GROUP LIMITED

AUDITORS' REPORT TO THE MEMBERS OF BOSTOCK MARKETING GROUP LIMITED (CONT)

Opinion

In our opinion the financial statements give a true and fair view of the state of the company's affairs as at 30 September 2003 and of its profit for the year then ended and have been properly prepared in accordance with the Companies Act 1985.

MEAGER WOOD LOCKE & COMPANY

Registered Auditors

Date: December 17, 2003

123 HAGLEY ROAD EDGBASTON BIRMINGHAM B16 8LD

PROFIT AND LOSS ACCOUNT FOR THE YEAR ENDED 30 SEPTEMBER 2003

	Note	2003 £	2002 £
TURNOVER	2	6,226,281	6,211,329
Cost of sales ·		2,383,725	2,570,673
GROSS PROFIT		3,842,556	3,640,656
Net operating expenses	3	3,427,249	3,033,174
OPERATING PROFIT Other interest receivable and	4	415,307	607,482
similar income		27,360	30,148
Interest payable and similar charges	7	(13,300)	(13,950)
PROFIT ON ORDINARY ACTIVITIES			
BEFORE TAXATION		429,367	623,680
Tax on profit on ordinary activities	8	126,000	179,604
DDODER BOD WILL BINITETOLIS CONT.		202.267	444.077
PROFIT FOR THE FINANCIAL YEAR Dividend	9	303,367 20,000	444,076 20,000
Dividend	9	20,000	
RETAINED PROFIT FOR THE			
FINANCIAL YEAR	20	283,367	424,076

The company's turnover and expenses all relate to continuing operations.

There are no recognised gains or losses other than the profit for the financial year shown above.

BALANCE SHEET AT 30 SEPTEMBER 2003

	Note		2003 £		2002 £
FIXED ASSETS					
Intangible assets	10		_		39,052
Tangible assets	11		223,356		239,305
Investments	12		4		4
			223,360		278,361
CURRENT ASSETS			·		•
Work in progress	13	160,939		42,661	
Debtors	14	1,407,216		1,544,051	
Cash at bank and in hand		859,602		537,719	
		2,427,757		2,124,431	
CREDITORS		, ,			
Amounts falling due within					
one year	15	1,209,937		1,076,261	
NET CURRENT ASSETS			1,217,820		1,048,170
TOTAL ASSETS LESS CURRENT LIABILITIES			1,441,180		1,326,531
CREDITORS					
Amounts falling due after more than one					
year	16		48,276		73,266
NET ASSETS			1,392,904		1,253,265
CAPITAL AND RESERVES					
Called up share capital	17		249,066		251,588
Share premium account	18		5,653		2,139
Other reserves	19		205,360		200,000
Profit and loss account	20		932,825		799,538
SHAREHOLDERS' FUNDS	21		1,392,904		1,253,265
<i>f</i>					

These financial statements were approved by the board on December 17, 2003

N BEHALF OF THE BOARD

JP BOSTOCK - DIRECTOR

CASH FLOW STATEMENT FOR THE YEAR ENDED 30 SEPTEMBER 2003

	Note		2003 £		2002 £
NET CASH INFLOW FROM					
OPERATING ACTIVITIES	26		774,461		293,166
RETURNS ON INVESTMENTS AND SERVICING OF FINANCE					
Interest received		27,360		30,148	
Interest paid		(552)		(1,248)	
Interest element of finance		` ,		,	
lease rental payments		(12,748)		(12,702)	
			14,060		16,198
TAXATION			(164,627)		(161,255)
CAPITAL EXPENDITURE			, , ,		, ,
Payments to acquire fixed					
assets		(45,075)		(36,067)	
Receipts from sales of fixed assets		1,865		1,283	
			(43,210)		(34,784)
EQUITY DIVIDENDS PAID			(20,000)		(20,000)
			560,684		93,325
FINANCING					
Issue of shares		6,352		3,727	
Purchase of the company's own		0,552		3,727	
shares		(150,080)		(240,000)	
Capital element of finance		(150,000)		(240,000)	
lease repayments		(95,073)		(100,110)	
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			(238,801)		(336,383)
INCREASE/(DECREASE) IN CASH			321,883		(243,058)
II CREADE/(DECREASE) II CASII			J21,00J		(2-15,050)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 30 SEPTEMBER 2003

1. ACCOUNTING POLICIES

The principal accounting policies adopted in the preparation of the financial statements are set out below and have remained unchanged from the previous year, and also have been consistently applied.

Consolidation

The parent company and its subsidiary undertakings comprise a medium sized group. The company has therefore taken advantage of the exemption provided by Section 248 of the Companies Act 1985 not to prepare group accounts.

Basis of Preparation of Financial Statements

The financial statements have been prepared under the historical cost convention.

The effect of events in relation to the year ended 30 September 2003 which occurred before the date of approval of the financial statements by the Board of Directors, have been included in the statements to the extent required to show a true and fair view of the state of affairs at 30 September 2003 and of the results for the year ended on that date.

Depreciation

Depreciation has been computed to write off the cost of tangible fixed assets over their expected useful lives using the following rates:

Computer equipment Fixtures and fittings

- 33% per annum of cost
- 20% per annum of cost

Intangible Fixed Assets

Depending upon the circumstances of each acquisition, purchased and consolidated goodwill is amortised through the profit and loss account over the directors' estimate of its useful life.

If a subsidiary, associate or business is subsequently sold or closed, any goodwill arising on acquisition that has not been amortised through the profit and loss account is taken into account in determining the profit or loss on sale or closure.

Work in progress

Work in progress has been valued at the lower of cost and net realisable value and includes a relevant proportion of overheads, according to the stage of completion.

Deferred Taxation

Deferred taxation is provided using the liability method on all timing differences between the profit computed for taxation purposes and the profit stated in the financial statements. Deferred tax assets are only included in the financial statements if recovery is more likely than not. This policy was changed during the year following the introduction of Financial Reporting Standard 19. There were no changes to the amounts included in the financial statements as a result of this change in accounting policy.

Research and Development

Expenditure on research and development is written off against profits for the year in which it is incurred.

Leasing

Tangible fixed assets acquired under finance leases or hire purchase contracts are capitalised and depreciated in the same manner as other tangible fixed assets. The related obligations, net of future finance charges, are included in creditors.

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

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 30 SEPTEMBER 2003 (CONT)

Pension Costs

The company operates a pension scheme for the benefit of certain directors and employees. The scheme is a defined contribution scheme, and the contributions are charged against profits as they are paid.

2. TURNOVER

The company's turnover represents the value, excluding Value Added Tax, of goods and services supplied to customers during the year.

3. NET OPERATING EXPENSES	2003 £	2002 £
Overhead expenses	3,427,249	3,033,174
4. OPERATING PROFIT		
Operating profit is stated after charging:	2003 £	2002 £
Directors' emoluments Directors' pension contributions in respect of money purchase benefits	481,586 25,996	460,808 25,385
Total directors` emoluments	507,582	486,193
Hire of plant and machinery - operating leases Hire of other assets - operating leases Depreciation and amortisation of owned assets Depreciation of assets held under finance leases and hire purchase Amortisation of goodwill Auditors' remuneration Profit on sale of fixed assets 5. DIRECTORS' REMUNERATION	80,163 128,745 62,801 68,405 39,052 5,100 (1,076)	81,693 105,709 46,302 62,316 39,268 5,100 (723)
Highest paid director:	2003 £	2002 £
Emoluments Pension contributions in respect of money purchase benefits	117,000 7,980	112,500 7,980

There are 7 directors to whom retirement benefits are accruing under money purchase pension schemes in respect of qualifying services (2002 - 6).

¹ director exercised share options during the year (2002 - 1).

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 30 SEPTEMBER 2003 (CONT)

6. STAFF COSTS

The average number of persons employed by the company, including directors, during the year was as follows:

	2003 Number	2002 Number
Operations Research Management and administration	186 25 24	189 22 22
	235	233
The aggregate payroll costs of these persons were as follows:	2003 £	2002 £
Wages and salaries Social security Other pension costs	3,328,101 279,257 77,548	3,119,510 246,686 67,811
	3,684,906	3,434,007
7. INTEREST PAYABLE AND SIMILAR CHARGES		
	2003 £	2002 £
Other loans Finance charges payable - finance leases and	552	1,248
hire purchase	12,748	12,702
	13,300	13,950
8. TAXATION		
Analysis of charge in period	2003 £	2002 £
Current tax:		
UK corporation tax on profits of the year Adjustments in respect of prior periods	126,000	183,000 (3,396)
Tax on profit on ordinary activities	126,000	179,604
9. DIVIDEND		
	2003 £	2002 £
Final dividend paid on ordinary shares	20,000	20,000

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 30 SEPTEMBER 2003 (CONT)

10. INTANGIBLE FIXED ASSETS

	Goodwill £
Cost At 1 October 2002	196,339
At 30 September 2003	196,339
Amortisation At 1 October 2002	157,287
Charge for the year	39,052
At 30 September 2003	196,339
Net book value At 30 September 2003	
At 30 September 2002	39,052

Goodwill arose on the purchase, on 29 September 1998, of the client base of Bostock Marketing, a partnership operated by J P Bostock and D A Bostock. The goodwill has been amortised over 5 years from the date of acquisition in accordance with the directors' estimate of its useful life.

11. TANGIBLE FIXED ASSETS

		Fixtures	
	Computer	and	90-4-1
	Equipment	fittings	Total
	£	£	£
Cost		445.040	560,000
At 1 October 2002	423,077	145,913	568,990
Additions	102,098	13,948	116,046
Disposals	(140,476)	-	(140,476)
At 30 September 2003	384,699	159,861	544,560
Depreciation			
At 1 October 2002	259,960	69,725	329,685
Charge for the year	100,981	30,226	131,207
Eliminated on disposals	(139,688)	-	(139,688)
At 30 September 2003	221,253	99,951	321,204
		<u> </u>	
Net book value			
At 30 September 2003	163,446	59,910	223,356
At 30 September 2002	163,117	76,188	239,305

Included in the total net book value of tangible fixed assets held at 30 September 2003 was £124,280 in respect of assets held under finance leases and hire purchase contracts.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 30 SEPTEMBER 2003 (CONT)

12. INVESTMENTS

Participating interests	2003 £
Cost	L
At 1 October 2002	4
Additions	-
At 30 September 2003	4
Provision	
At 1 October 2002	-
During the year	-
At 30 September 2003	-
Net book value at September 30, 2002 and 2003	4

The company owns more than 20% of the issued share capital of the following companies:

Name	Nature of business	Country of registration	Shares held, class/percentage
Bostock Marketing International Limited People Matters Network Limited	Dormant Dormant	England England	Ordinary 100% Ordinary 100%
13. WORK IN PROGRESS		2003 £	2002 £
Work in progress		160,939	42,661
14. DEBTORS			
Receivable within one year:		2003 £	2002 £
Trade debtors Prepayments and accrued income		1,242,998 164,218	1,482,736 61,315
		1,407,216	1,544,051

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 30 SEPTEMBER 2003 (CONT)

15. CREDITORS - AMOUNTS DUE WITHIN ONE YEAR

	2003	2002
	£	£
Obligations under finance leases and hire		
purchase contracts	75,101	74,212
Trade creditors	438,218	299,907
Social security and other taxes	319,392	322,164
Other creditors	100,266	60,140
Corporation tax payable	144,373	183,000
Accruals and deferred income	132,587	136,838
recitals and deterred modific	152,567	150,050
	1,209,937	1,076,261
		
16. CREDITORS - AMOUNTS DUE AFTER ONE YEAR		
	2003	2002
	£	£
Obligations under finance leases and hire		
purchase contracts	48,272	73,262
Amounts owed to group undertakings	4	4
ranounts owed to group undertakings		
	48,276	73,266
		
Obligations under finance leases and hire purchase contracts a	re secured by related assets.	
Obligations under finance leases and hire purchase contra	ots	
Obligations under imance leases and fine pur chase contra	2003	2002
	£	£
Amounts payable:	*	
	48,272	73,262
Within two to five years	40,272	13,202
	48,272	73,262
	40,272	75,202
	<u></u>	
17. SHARE CAPITAL		
17. OHAKE CALITAL	2003	2002
	£	£ 2002
Anthoniand	£	Z.
Authorised	500,000	500 000
500,000 ordinary shares of £1 each	500,000	500,000
200,000 redeemable preference shares of £1 each	200,000	200,000
	700.000	700 000
	700,000	700,000
	,	<u></u>
Allotted, called up and fully paid		
249,066 ordinary shares of £1 each	249,066	251,588
277,000 ordinary situres or 21 cacil	277,000	201,000
	·	

2003

2002

During the year the share capital was increased by £2,838 by the issue of 2,838 ordinary shares of £1 each. Shares were issued as follows:

On 1st June 2003, 2,500 ordinary shares of £1 each were issued for a total consideration of £5,000.

On 1st June 2003, 338 ordinary shares of £1 each were issued for a total consideration of £1,352.

All shares were fully paid.

During the year the company redeemed 5,360 ordinary shares of £1 each at a premium of £27 per share.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 30 SEPTEMBER 2003 (CONT)

18. SHARE PREMIUM ACCOUNT

	2003 £
At 1 October 2002 Share premium on new issue	2,139 3,514
At 30 September 2003	5,653
19. OTHER RESERVES	
	2003

Capital redemption reserve	
At 1 October 2002 Transfer from profit and loss account	200,000 5,360
At 30 September 2003	205,360

20. PROFIT AND LOSS ACCOUNT

	2003 £
At 1 October 2002	799,538
Retained profit for the financial year Redemption of shares	283,367 (150,080)
At 30 September 2003	932,825

21. RECONCILIATION OF MOVEMENTS IN SHAREHOLDERS' FUNDS

	2003 £	2002 £
Profit for the financial year Dividends	303,367 20,000	444,076 20,000
	283,367	424,076
New share capital subscribed Redemption of shares	6,352 (150,080)	3,727 (240,000)
Net addition to shareholders' funds	139,639	187,803
Opening shareholders' funds	1,253,265	1,065,462
Closing shareholders' funds	1,392,904	1,253,265

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 30 SEPTEMBER 2003 (CONT)

22. LEASING COMMITMENTS

At 30 September 2003 the company had annual commitments under non-cancellable operating leases as detailed below:

	2003			2002	
	Land and buildings £	Other £	Land and buildings	Other £	
Operating leases which expire:					
Within one year	-	28,000	-	53,420	
Within two to five years	-	70,792	-	36,292	
	<u> </u>	98,792 ———		89,712	

23. PENSION COSTS

The company operates a contributory pension scheme. It is a defined contribution scheme and contributions are charged in the profit and loss account as they accrue. The charge for the year was £77,548 (2002 - £67,811). There were no outstanding premiums at the year end.

24. TRANSACTIONS WITH DIRECTORS

Transactions with Directors

During the year the company purchased its own shares from a director, Mrs D A Bostock.

5,360 ordinary shares of £1 each were purchased at a premium of £27. The total consideration was £150,080. The transaction was completed during the year and no monies were outstanding at the year end.

Directors' share options

Directors share oper	Number of ordinary shares	Cost of Option	Exercise Price	Dates Exercisable
W A Vickers At 1 October 2002	2,500 338	£1.00 £1.00		31.05.03 to 31.05.10 31.05.01 to 31.05.11
Exercised during the	2,838 year 2,500 338	£1.00 £1.00	£2.00 each £4.00 each	
At September 30, 200			2	
V Stait At 1 October 2002 and 30 September 20	1,250	£1.00	£2.00 each	a 31.05.03 - 31.05.10
J Wiseman At 1 October 2002 and 30 September 20	1,689	£1.00	£4.00 eacl	n 31.05.01 to 31.05.11
D Bostock At 1 October 2002 and 30 September 20	003 1,689	£1.00	£4.00 eac	h 31.05.01 to 31.05.11

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 30 SEPTEMBER 2003 (CONT)

25. CONTROLLING PARTY

The company is controlled by J P Bostock by virtue of his shareholding as described in the directors' report.

26. RECONCILIATION OF OPERATING PROFIT TO NET CASH INFLOW FROM OPERATING ACTIVITIES

ACTIVITIES				
		200		2002
			£	£
Operating profit		415,30	17	607,482
Depreciation charge		170,25		147,886
Profit on sale of fixed assets		(1,070	6)	(723)
(Increase)/decrease in work in progress		(118,278	8)	1,526
Decrease/(increase) in debtors		136,83	35	(425,071)
Increase/(decrease) in creditors		171,41	14	(37,934)
Net cash inflow from operating activities		774,46	 51	293,166
				====
27. ANALYSIS OF NET FUNDS				
		Cash	Other	
	2002	flow	changes	2003
	£	£	£	£
Cash at bank and in hand	537,719	321,883	**	859,602
Finance leases	(147,474)	95,073	(70,972)	(123,373)
Total	390,245	416,956	(70,972)	736,229
28. RECONCILIATION OF NET CASH FLO	OW TO MOVEN		UNDS 003 £	2002 £
Increase/(decrease) in cash in the year		321,8	383	(243,058)
Cash outflow from decrease in lease financing		95,0		100,110
Change in net funds resulting from cash flows		416,9	956	(142,948)
New finance leases		(70,	972)	(139,841)
Movement in net funds in the year		345,	984	(282,789)
Net funds at 1 October 2002		390,	245	673,034

29. NON-CASH TRANSACTIONS

Net funds at 30 September 2003

During the year the company entered into finance lease arrangements in respect of assets with a total capital value at the inception of the leases of £70,972 (2002 - £139,841).

736,229

390,245