



For further information, please  
refer to our guidance at  
[www.gov.uk/companieshouse](http://www.gov.uk/companieshouse)

### 1 Company details

Company number 0 2 8 9 5 3 1 5

Company name in full Zoggs International Ltd

#### → Filling in this form

Please complete in typescript or in  
bold black capitals.

### 2 Administrator's name

Full forename(s) Michael

Surname Chamberlain

### 3 Administrator's address

Building name/number Resolution House

Street 12 Mill Hill

Post town Leeds

County/Region

Postcode L S 1 5 D Q

Country

### 4 Administrator's name ①

Full forename(s)

Surname

#### ① Other administrator

Use this section to tell us about  
another administrator.

### 5 Administrator's address ②

Building name/number

Street

Post town

County/Region

Postcode

Country

#### ② Other administrator

Use this section to tell us about  
another administrator.

# AM10

## Notice of administrator's progress report

### 6 Period of progress report

From date	<sup>d</sup> 2	<sup>d</sup> 9	<sup>m</sup> 1	<sup>m</sup> 2	<sup>y</sup> 2	<sup>y</sup> 0	<sup>y</sup> 2	<sup>y</sup> 0
To date	<sup>d</sup> 2	<sup>d</sup> 8	<sup>m</sup> 0	<sup>m</sup> 6	<sup>y</sup> 2	<sup>y</sup> 0	<sup>y</sup> 2	<sup>y</sup> 1

### 7 Progress report

☒ I attach a copy of the progress report

### 8 Sign and date

Administrator's  
signature

Signature

X M Chamberlain

X

Signature date

<sup>d</sup> 2	<sup>d</sup> 1	<sup>m</sup> 0	<sup>m</sup> 7	<sup>y</sup> 2	<sup>y</sup> 0	<sup>y</sup> 2	<sup>y</sup> 1
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**Presenter information**

You do not have to give any contact information, but if you do it will help Companies House if there is a query on the form. The contact information you give will be visible to searchers of the public record.

Contact name **David Render**

Company name **Chamberlain & Co**

Address **Resolution House**

**12 Mill Hill**

Post town **Leeds**

County/Region

Postcode **L S 1 5 D Q**

Country

DX

Telephone **0113 2420808**

**Checklist**

**We may return forms completed incorrectly or with information missing.**

**Please make sure you have remembered the following:**

- ☐ The company name and number match the information held on the public Register.
- ☐ You have attached the required documents.
- ☐ You have signed the form.

**Important information**

**All information on this form will appear on the public record.**

**Where to send**

**You may return this form to any Companies House address, however for expediency we advise you to return it to the address below:**

The Registrar of Companies, Companies House,  
Crown Way, Cardiff, Wales, CF14 3UZ.  
DX 33050 Cardiff.

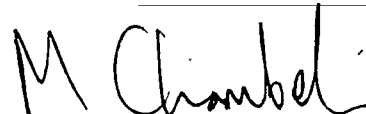
**Further information**

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**This form is available in an alternative format. Please visit the forms page on the website at [www.gov.uk/companieshouse](http://www.gov.uk/companieshouse)**

**Zoggs International Ltd**  
**(In Administration)**  
**Administrator's Summary of Receipts & Payments**

Statement of Affairs £	From 29/12/2020 To 28/06/2021 £	From 29/06/2020 To 28/06/2021 £
SECURED ASSETS		
Sellers Records	NIL	1.00
Stock	NIL	1,738,000.00
Plant & Machinery	NIL	25,000.00
Goodwill	NIL	1.00
Business Intellectual Property Rights	NIL	100,000.00
Book Debts	221.62	800,221.62
Busines Contracts	NIL	1.00
Domain Names	NIL	1,250,000.00
Customer Database	NIL	1.00
Third Party Funds - Book Debt Receipt	(67.30)	140,149.41
Sale Consideration	NIL	52,000.00
Cash at Bank	67.30	67.30
Franking Machine Refund	624.29	624.29
	845.91	4,106,066.62
COSTS OF REALISATION		
Legal Fees	NIL	7,500.00
Agents/Valuers Fees	NIL	1,250.00
Courier	395.00	395.00
Rent	58,019.25	58,019.25
	(58,414.25)	(67,164.25)
SECURED CREDITORS		
Head UK Limited	NIL	1,738,000.00
Arcturus Investments Limited	NIL	2,175,004.00
	NIL	(3,913,004.00)
ASSET REALISATIONS		
Bank Interest Gross	5.50	5.50
	5.50	5.50
COST OF REALISATIONS		
Court Fee	NIL	50.00
Irrecoverable VAT	NIL	15.80
Specific Bond	NIL	30.00
Statutory Advertising	NIL	79.00
Storage Costs	NIL	81.94
	NIL	(256.74)
	<b>(57,562.84)</b>	<b>125,647.13</b>
REPRESENTED BY		
Current A/c		221.62
Fixed Deposit A/c		112,151.06
Office		(174.80)
VAT Receivable		13,449.25
		<b>125,647.13</b>

  
 Michael Chamberlain  
 Administrator

# Administrator's Progress Report

Zoggs International Ltd  
- In Administration

For the period from 29 December 2020 to 28 June 2021

Dated: 21 July 2021

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- 7** Ending the Administration
- 8** Next Report

APPENDICES

- A** Receipts and Payments Account for the Period 29 December 2020 to 28 June 2021, together with a Cumulative Receipts and Payments Account from the date since the Administrator's Appointment to the end of the Period.
- B** Time Analysis for the Period from 29 December 2020 to 28 June 2021
- C** A Cumulative Time Analysis from the date since the Administrator's Appointment to the end of the Period.
- D** Additional Information in relation to the Administrator's Fees, Expenses & the use of Subcontractors

## THE ADMINISTRATOR'S PROGRESS REPORT

### 1 Introduction

- 1.1 I was appointed Administrator of Zoggs International Ltd (the Company) on 29 June 2020. The appointment was made by the Director.
- 1.2 This Administration is being handled by Chamberlain & Co at Resolution House, 12 Mill Hill, Leeds, LS1 5DQ. The Administrator's contact details are by phone on 0113 2420808 or via email at [mail@chamberlain-co.co.uk](mailto:mail@chamberlain-co.co.uk). The Administration is registered in the High Court of Justice, Business and Property Courts of England and Wales, reference number 2907 of 2020.
- 1.3 As Administrator, I am required to provide a progress report covering the period of six months commencing from the date the Company entered Administration and every subsequent period of six months. This progress report covers the period from 29 December 2020 to 28 June 2021 (the Period) and should be read in conjunction with my earlier proposals report and any previous progress reports which have been issued.
- 1.4 Information about the way that we will use, and store personal data in relation to insolvency appointments can be found on our website [www.chamberlain-co.co.uk](http://www.chamberlain-co.co.uk) and is located in General Data Protection Regulation (GDPR) in the Creditors Area > Resources section. If you are unable to download this, please contact my office and a hard copy will be provided to you.
- 1.5 The trading address of the Company was Theta Building Lyon Way, Frimley, Camberley, GU16 7ER.
- 1.6 The registered office of the Company is Resolution House, 12 Mill Hill, Leeds, LS1 5DQ and its registered number 02895315.

### 2 Receipts and Payments

- 2.1 My Receipts and Payments Account covering the Period of this report is attached at Appendix A, together with a cumulative Receipts and Payments Account from the date of my appointment as Administrator to 28 June 2021.
- 2.2 In addition to asset realisations, £5.50 has been received in respect of interest during the Period.
- 2.3 In Section 3 below, you will find an update on the progress made during the Period in realising the Company's assets and dealing with its affairs.

### 3 Progress of the Administration

- 3.1 The Administrator must perform his functions with the purpose of achieving one of the following objectives:
  - 1. Rescuing the Company as a going concern; or
  - 2. Achieving a better result for the Company's creditors as a whole than would be likely if the Company were wound up (without first being in Administration); or
  - 3. Realising property in order to make a distribution to one or more secured or preferential creditors.
- 3.2 You may recall that the statutory objective being pursued in the Administration objective of realising property in order to make a distribution to one or more secured or preferential creditors (Objective 3) which fulfils a purpose of the Administration defined under Paragraph 3 of Schedule B1 of the Insolvency Act 1986.

- 3.3 I have realised sufficient property to make a distribution to the secured creditors. In addition to the pursuance of this statutory objective, the Administrator has duties imposed by insolvency and other legislation, some of which may not provide any financial benefit to creditors.
- 3.4 This section of the report provides creditors with an update on the progress made in the Period, both in terms of the achievement of the statutory objective, but also work which is required of the Administrator under other related legislation.

Administration (including statutory compliance)

- 3.5 As noted above, the Administrator must comply with certain statutory obligations under the Insolvency Act 1986 and other related legislation. Details about the work that I anticipated would need to be done in this area were outlined in my initial fees estimate/information, which was previously agreed by creditors.
- 3.6 Where the costs of statutory compliance work exceed the initial estimate, it will usually be because the duration of the case has taken longer than anticipated, possibly due to protracted asset realisations, which have in turn placed a further statutory requirement on the Administrator.
- 3.7 As noted in my initial fees estimate/information, this work will not necessarily bring any financial benefit to creditors but is required on every case by statute.

Realisation of Assets

Sundry Receipts

- 3.8 A review of the Company's statements on appointment detailed that £67.30 was held in the account on appointment and the relevant adjustment of funds in respect of book debts received, as detailed in the previous progress report, has been made to reflect the position upon appointment. These funds are caught by the fixed charge security of Head UK Limited and Risk Capital Partners LLP.
- 3.9 A franking machine refund of £624.29 was received during the Period.
- 3.10 It is considered that the work the Administrator and his staff have undertaken to date will bring a financial benefit to creditors. This may be a distribution to secured creditors of the Company only (from which a Prescribed Part fund may be derived for the benefit of unsecured creditors) or may, depending on realisations and the extent of any 3<sup>rd</sup> party security, result in a distribution to the preferential and unsecured creditors of the Company.

Creditors (claims and distributions & reporting)

- 3.11 Where the costs of reporting to creditors exceeded the initial estimate, it will usually be because the duration of the case has taken longer than anticipated, possibly due to protracted asset realisations, which have in turn placed further statutory reporting requirements on the Administrator.
- 3.12 Administrators are not only required to deal with correspondence and claims from unsecured creditors (which may include retention of title claims), but also those of any secured and preferential creditors of the Company. This may involve separate reporting to any secured creditor and dealing with distributions from asset realisations caught under their security, most typically a debenture.
- 3.13 Claims from preferential creditors typically involve employee claims and payments made on behalf of the Company by the Redundancy Payments Service, following dismissal.
- 3.14 Work undertaken by Administrators in dealing with a company's creditors may only bring a financial benefit to certain classes of creditor such as a secured creditor or the preferential creditors, however an Administrator is required by statute to undertake this work. Similarly, if a distribution is to be paid to any class of creditor, work will be required to agree those claims and process the dividend payments to each relevant class of creditor. The more creditors a company has, the more time and cost will be involved by the Administrator in dealing with those claims.



- 3.15 More information on the anticipated outcome for all classes of creditor in this case can be found in Section 4 below.
- 3.16 At this stage, I consider the following matters worth bringing to the attention of creditors:
- There are approximately 106 of unsecured creditor claims in this case with a value per the directors' statement of affairs of £25,877,077, excluding employees
  - There are two secured creditors who are owed approximately £8,151,790,
  - There are claims from 11 employees which require dealing with
  - I anticipate claims from preferential creditors totalling £31,221

#### Investigations

- 3.17 You may recall from my first progress report to creditors that some of the work Administrators are required to undertake is to comply with legislation such as the Company Directors Disqualification Act 1986 (CDDA 1986) and Statement of Insolvency Practice 2 – Investigations by Office Holders in Administration and Insolvent Liquidations and may not necessarily bring any financial benefit to creditors, unless these investigations reveal potential asset recoveries that can be pursued for the benefit of creditors.
- 3.18 My report on the conduct of the Directors of the Company to the Department for Business, Energy & Industrial Strategy under the CDDA 1986 was submitted during the first period of the Administration and is confidential.
- 3.19 Since my last progress report, I would advise that no further asset realisations have come to light that may be pursued by me for the benefit of creditors.

#### What remains to be done in the Administration

- 3.20 The final paperwork and costs in the Administration remain to be finalised as does the outstanding VAT position.

### 4 Estimated Outcome for Creditors

- 4.1 At the present time, it is anticipated there will be insufficient funds realised after defraying the expenses of the Administration to pay a dividend to creditors, other than to the secured creditors and as a result, it is anticipated the Company will move to dissolution once the Administrator's work is complete. Further updates will however be provided in future progress reports.

#### Secured Creditors

- 4.2 Head UK Limited ("HUL") and Risk Capital Partners LLP ("Risk") holds a fixed and floating charge over the Company's assets. The charge of Risk was assigned to Arcturus Investments Asset Limited on 26 June 2020.
- 4.3 At the date of the Administration the indebtedness to HUL is £2,452,204 and the amount due to Risk is £5,699,586 being amounts due to Group companies which are covered by cross guarantees. To date £1,738,000 and £2,175,004 has been paid on account to HUL and Risk respectively.
- 4.4 As detailed in my previous report the sale agreement consideration was set off in the amount of £3,913,004 against the debt owed by the Company to the secured creditors. This can be seen in the attached receipts and payments account.

#### Preferential Creditors

- 4.5 A summary of the preferential claims and details of any distributions paid to date can be found below:

	Claims £	Statement of Affairs Claim £	Dividend paid p in the £1	Date dividend paid
Employee claims (Total number of claims = [Number])	No claims received to date	31,121	0.00	
Department for Business, Energy & Industrial Strategy (BEIS)	No claim received to date	0	0.00	

4.6 Based in current information it is unlikely that a payment will be made to preferential creditors.

#### Unsecured Creditors

4.1 I have received claims totalling £959,579.71 from 37 creditors.

#### Funds available by way of the Prescribed Part

4.2 The Company granted floating charges to HUL and Risk on 20 May 2020 and 25 September 2018 respectively. The charge of Risk was assigned to Arcturus Investments Asset Limited on 26 June 2020. Accordingly, I am required to create a fund out of the Company's net floating charge property for unsecured creditors (known as the Prescribed Part).

4.3 Based on present information, I estimate the value of the Company's net floating charge property to be nil. Arising from this, the value of the unsecured creditors' fund is presently estimated to be nil. Please note that this estimate is subject to fluctuation and the final outcome can only be determined once all asset realisations have been made.

#### Funds available generally to unsecured creditors

4.4 I would confirm that it is currently anticipated there will be insufficient funds realised after defraying the expenses of the Administration to pay a dividend to unsecured creditors other than from the Prescribed Part.

### 5 Administrator's Remuneration

5.1 The basis of the Administrator's fees has been fixed by the secured creditors in the Administration as a set amount of £40,000. It is considered that the fixed fee represents a fair and reasonable reflection of the work that Chamberlain & Co have undertaken and actual time costs recorded are in excess of this amount. To date, no amounts have been drawn on account.

5.2 I would confirm that it has not been necessary during the Administration to seek further approval to increase this estimate, although this will be reviewed prior to closure.

5.3 My time costs for the Period are £15,650.50. This represents 51.20 hours at an average rate of £306 per hour. Attached at Appendix B is a Time Analysis which provides details of the activity costs incurred by staff grade during the Period in respect of the costs fixed by reference to time properly spent in managing the Administration.

5.4 Attached at Appendix C is a cumulative Time Analysis for the period from 29 June 2020 to 28 June 2021 which provides details of the activity costs incurred by staff grade since my appointment. The cumulative time costs incurred to date are £64,718.03 and this represents 237.30 hours at an average rate of £273 per hour.

5.5 No fees were charged on account during the period.

5.6 A copy of "A Creditors' Guide to Administrators' Fees Version 5" is available on request or can be downloaded from our website [www.chamberlain-co.co.uk](http://www.chamberlain-co.co.uk) and is located in Creditors Guides to Fees in the Creditors Area > Resources section.

- 5.7 Attached at Appendix D is additional information in relation to the Administrator's fees, expenses and the use of subcontractors and other professional advisers.

## **6 Creditors' Rights**

- 6.1 Within 21 days of the receipt of this report, a secured creditor, or an unsecured creditor (with the concurrence of at least 5% in value of the unsecured creditors) may request in writing that the Administrator provide further information about his remuneration or expenses (other than pre-administration costs) which have been itemised in this progress report.
- 6.2 Any secured creditor, or an unsecured creditor (with the concurrence of at least 10% in value of the unsecured creditors) may within 8 weeks of receipt of this progress report make an application to court on the grounds that, in all the circumstances, the basis fixed for the Administrator's remuneration is inappropriate and/or the remuneration charged or the expenses incurred by the Administrator, as set out in this progress report, are excessive.

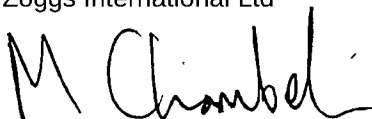
## **7 Ending the Administration**

- 7.1 I can confirm that the secured creditors of the Company, consented that the Administration to be extended for 12 months to 28 June 2022.
- 7.2 In accordance with the terms of the administrator's proposals, dependent upon the realisations, the Company will be dissolved under the provisions of Paragraph 84, Schedule B1, of the Insolvency Act 1986.
- 7.3 The Administrator will be discharged from liability under Paragraph 98(3) of Schedule B1 to the Insolvency Act 1986 immediately upon his appointment as Administrator ceasing to have effect.

## **8 Next Report**

- 8.1 The Administrator is required to provide a progress report within one month of the end of the next six months of the Administration or earlier if the Administration has been finalised or he wishes to extend it.

For and on behalf of  
Zoggs International Ltd



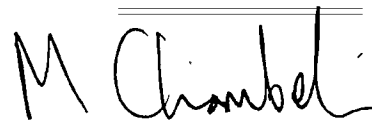
Michael Chamberlain  
Administrator

Appendix A

Receipts and Payments Account for the Period 29 December 2020 to 28 June 2021, together with a Cumulative Receipts and Payments Account from the date since the Administrator's Appointment to the end of the Period.

Zoggs International Ltd  
(In Administration)  
Administrator's Summary of Receipts & Payments

Statement of Affairs £	From 29/12/2020 To 28/06/2021 £	From 29/06/2020 To 28/06/2021 £
SECURED ASSETS		
Sellers Records	NIL	1.00
Stock	NIL	1,738,000.00
Plant & Machinery	NIL	25,000.00
Goodwill	NIL	1.00
Business Intellectual Property Rights	NIL	100,000.00
Book Debts	221.62	800,221.62
Busines Contracts	NIL	1.00
Domain Names	NIL	1,250,000.00
Customer Database	NIL	1.00
Third Party Funds - Book Debt Receipt	(67.30)	140,149.41
Sale Consideration	NIL	52,000.00
Cash at Bank	67.30	67.30
Franking Machine Refund	624.29	624.29
	845.91	4,106,066.62
COSTS OF REALISATION		
Legal Fees	NIL	7,500.00
Agents/Valuers Fees	NIL	1,250.00
Courier	395.00	395.00
	(395.00)	(9,145.00)
SECURED CREDITORS		
Head UK Limited	NIL	1,738,000.00
Arcturus Investments Limited	NIL	2,175,004.00
	NIL	(3,913,004.00)
ASSET REALISATIONS		
Bank Interest Gross	5.50	5.50
	5.50	5.50
COST OF REALISATIONS		
Court Fee	NIL	50.00
Irrecoverable VAT	NIL	15.80
Specific Bond	NIL	30.00
Statutory Advertising	NIL	79.00
Storage Costs	NIL	81.94
	NIL	(256.74)
	456.41	183,666.38
REPRESENTED BY		
Current A/c		221.62
Deposit A/C		69,623.11
Fixed Deposit A/c		112,151.06
Office		(174.80)
VAT Receivable		1,845.39
		183,666.38



Michael Chamberlain  
Administrator

Appendix B

Time Analysis for the Period from 29 December 2020 to 28 June 2021

# Time Entry - SIP9 Time & Cost Summary

10506 - Zoggs International Ltd  
All Post Appointment Project Codes  
From: 29/12/2020 To: 28/06/2021

Classification of Work Function	Partner	Manager	Other Senior Professionals	Assistants & Support Staff	Total Hours	Time Cost (£)	Average Hourly Rate (£)
Admin & Planning	10.20	15.20	4.10	2.20	31.70	9,699.00	305.96
Case Specific Matters	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Creditors	4.50	11.50	1.10	0.00	17.10	5,156.00	301.52
Investigations	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Realisation of Assets	0.10	1.30	0.00	0.00	1.40	405.00	289.29
Trading	0.70	0.30	0.00	0.00	1.00	390.50	390.50
Total Hours	15.50	28.30	5.20	2.20	51.20	15,650.50	305.67
Total Fees Claimed						0.00	
Total Disbursements Claimed						0.00	

Appendix C

A Cumulative Time Analysis from the date since the Administrator's Appointment to the end of the Period.



# Time Entry - SIP9 Time & Cost Summary

10506 - Zoggs International Ltd  
All Post Appointment Project Codes  
From: 29/06/2020 To: 28/06/2021

Classification of Work Function	Partner	Manager	Other Senior Professionals	Assistants & Support Staff	Total Hours	Time Cost (£)	Average Hourly Rate (£)
Admin & Planning	23.70	30.00	29.70	13.90	97.30	25,231.00	259.31
Case Specific Matters	0.00	0.00	1.20	0.00	1.20	180.00	150.00
Creditors	29.10	39.20	48.20	0.00	116.50	32,105.03	275.58
Investigations	0.90	6.10	0.30	0.00	7.30	2,038.00	279.18
Realisation of Assets	8.40	4.70	0.90	0.00	14.00	4,773.50	340.96
Trading	0.70	0.30	0.00	0.00	1.00	390.50	390.50
Total Hours	62.80	80.30	80.30	13.90	237.30	64,718.03	272.73
Total Fees Claimed						0.00	
Total Disbursements Claimed						0.00	

## Appendix D

## Additional Information in Relation to the Administrator's Fees, Expenses &amp; the use of Subcontractors

**1 Staff Allocation and the Use of Subcontractors**

- 1.1 The general approach to resourcing our assignments is to allocate staff with the skills and experience to meet the specific requirements of the case.
- 1.2 The constitution of the case team will usually consist of a Partner, a Manager, and an Administrator or Assistant. The exact constitution of the case team will depend on the anticipated size and complexity of the assignment and the experience requirements of the assignment.
- 1.3 We are not proposing to utilise the services of any subcontractors in this case.

**2 Professional Advisors**

- 2.1 On this assignment we have used the professional advisors listed below. We have also indicated alongside, the basis of our fee arrangement with them, which is subject to review on a regular basis.

Name of Professional Advisor	Basis of Fee Arrangement
MRS Legal Limited (legal advice)	Hourly rate and disbursements
Pinder Asset Solution Ltd (valuation and disposal advice)	Hourly rate and disbursements
Walker Singleton (valuation and disposal advice)	Hourly rate and disbursements

- 2.2 Our choice was based on our perception of their experience and ability to perform this type of work, the complexity and nature of the assignment and the basis of our fee arrangement with them.

**3 Administrator's Expenses**

- 3.1 The estimate of expenses which were anticipated in the Administration was provided to creditors when the basis of my fees was approved. The table below compares the anticipated costs against those incurred to date.

Category 1 expenses

- 3.2 These expenses do not require prior approval by creditors. The type of expenses that may be charged to a case as a Category 1 expense generally comprise of external supplies of incidental services specifically identifiable to the case, such as postage, case advertising, invoiced travel and external printing, external room hire and external storage costs. Also chargeable, will be any properly reimbursed expenses incurred by personnel in connection with the case. These expenses may include disbursements which are payments first met by an office holder and then reimbursed from the estate.

Expense	Estimated overall cost £	Paid in Prior Period £	Paid in the period covered by this report £	Incurred but not paid to date £	Total anticipated cost £
Agents' costs	2,000.00	1,250.00	750.00	0.00	2,000.00
Solicitors' costs	7,500.00	7,500.00	0.00	0.00	7,500.00
Statutory advertising	79.00	79.00	0.00	0.00	79.00
Specific penalty bond	30.00	30.00	0.00	0.00	30.00
Advertisement re Sale of Business	325.00		0.00	0.00	
Court Fee	50.00	50.00	0.00	0.00	50.00
Courier	0.00	0.00	395.00	0.00	395.00

Category 2 Expenses

- 3.3 Category 2 expenses do require approval from creditors. These are costs which are directly referable to the appointment in question but are not payments which are made to an independent third party and may include payments to associates of the office holder or shared or allocated costs that can be allocated to the appointment on a proper and reasonable basis. Details of Category 2 expenses charged by this firm (where appropriate) were provided at the time the Administrator's fees were approved by creditors. It is my firm's current policy not to charge category 2 expenses. However, if this were to change, I would seek approval before they were drawn.

**4 Charge-Out Rates**

- 4.1 Chamberlain & Co's charge-out rates effective from 1 September 2019 are detailed below. Where rates have changed during the Administration, the new charge-out rates are also detailed below. Please note this firm records its time in minimum units of 6 minutes.

	£ per hour 01/09/2019	£ per hour 01/05/2021
Director	315-395	400-480
Manager	215-310	295-395
Administrator	105-210	150-290
Support	30-100	75-145