

Company registration No. 03647493 (England and Wales)

FAIRNESS AT WORK RESOLUTION SERVICES LIMITED
DIRECTORS REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 OCTOBER 2008



FAIRNESS AT WORK RESOLUTION SERVICES LIMITED

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FAIRNESS AT WORK RESOLUTION SERVICES LIMITED

DIRECTORS' REPORT FOR THE YEAR ENDED 31 OCTOBER 2008

The directors present their report and financial statements for the year ended 31 October 2008.

Principal activities

The principal activity of the company is that of providing mediation services.

Results

The company's fifth year of trading had turnover £7,635 (2007: £15,853). The trading loss before tax for the year was £(1,066) (2007: £ 6,458 profit).

Directors

The following directors have held office since 1 November 2003:

D Fowler
S Fowler

Directors' Interests

The directors' interests in the shares of the company were as stated below:

	Ordinary shares of £1 each	
	31 October 2008	1 November 2007
D Fowler	50	50
S Fowler	50	50

This report has been prepared in accordance with the special provisions of Part VII of the Companies Act 1985 relating to small companies.

On behalf of the board



S Fowler
Director
26 April 2009

FAIRNESS AT WORK RESOLUTION SERVICES LIMITED

**ACCOUNTANT'S REPORT TO THE DIRECTORS ON THE UNAUDITED
ACCOUNTS OF FAIRNESS AT WORK RESOLUTION SERVICES LTD**

As described on the balance sheet you are responsible for the preparation of the accounts for the year ended 31 October 2008, set out on pages 3 to 6 and you consider that the company is exempt from an audit. In accordance with your instructions, I have compiled these unaudited accounts in order to assist you to fulfil your statutory responsibilities from the accounting records and information and explanations supplied to me.

Anthony Fowler, ACMA MEng

26 April 2009

FAIRNESS AT WORK RESOLUTION SERVICES LIMITED**PROFIT AND LOSS ACCOUNT
FOR THE YEAR ENDED 31 OCTOBER 2008**

	Notes	2008 £	2007 £
Turnover	2	7,635	15,853
Administrative expenses		(8,707)	(9,395)
Profit/(loss) on ordinary activities before taxation	3	(1,072)	6,458
Tax on profit on ordinary activities	4	6	(1,314)
Profit/(loss) on ordinary activities after taxation		(1,066)	5,144
Dividend paid		0	(4,000)
Retained profit/(loss) for the year		<u>(1,066)</u>	<u>1,144</u>

FAIRNESS AT WORK RESOLUTION SERVICES LIMITED

BALANCE SHEET AS AT 31 OCTOBER 2008

	Notes	2008 £	2007 £
Fixed Assets			
Tangible Assets	5	255	550
Current Assets			
Debtors	6	269	7,567
Cash at bank and in hand		<u>5,118</u>	<u>4,967</u>
		5,387	12,534
Creditors: amounts falling due within one year	7	<u>(79)</u>	<u>(6,454)</u>
Net current (liabilities)/assets		<u>5,309</u>	<u>6,080</u>
Total assets less current liabilities		<u>5,563</u>	<u>6,630</u>
Capital and reserves			
Called up share capital	8	100	100
Profit and loss account	9	<u>5,463</u>	<u>6,530</u>
Shareholders' funds		<u>5,563</u>	<u>6,630</u>

In preparing these financial statements:

- (a) The directors are of the opinion that the company is entitled to the exemption from audit conferred by Section 249A(1) of the Companies Act 1985;
- (b) No notice has been deposited under Section 249B(2) of the Companies Act, and
- (c) The directors' acknowledge their responsibilities for:
 - (i) ensuring that the company keeps accounting records which comply with Section 221 of the Companies Act 1985, and
 - (ii) preparing accounts which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its profit or loss for the financial year in accordance with the requirements of Section 226, and which otherwise comply with the requirements of this Act relating to accounts, so far as applicable to the company.

These financial statements have been prepared in accordance with the special provisions of Part VII of the Companies Act 1985 relating to small companies and with the Financial Reporting Standard for Smaller Entities (effective June 2002).

The financial statements were approved by the Board on 26 April 2009



S Fowler
Director

the 1990s, the number of people in the world who are undernourished has declined from 1.1 billion to 800 million, and the number of people who are malnourished has declined from 1.5 billion to 1 billion. The number of people who are obese has increased from 100 million to 300 million, and the number of people who are overweight has increased from 200 million to 500 million. The number of people who are overweight and obese has increased from 300 million to 800 million. The number of people who are overweight and obese has increased from 300 million to 800 million. The number of people who are overweight and obese has increased from 300 million to 800 million.

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[illegible]

the 1990s, the number of people in the world who are illiterate has increased from 1.2 billion to 1.5 billion. The number of illiterate people in the world is projected to reach 1.7 billion by the year 2015. The number of illiterate people in the world is projected to reach 1.7 billion by the year 2015.

FAIRNESS AT WORK RESOLUTION SERVICES LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 OCTOBER 2008

1 Accounting policies

1.1 Accounting convention

The financial statements are prepared under the historical cost convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective June 2002).

1.2 Accounting convention

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Computer equipment	25% on the straight line basis
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1.3 Accounting convention

Deferred taxation is provided in full in respect of taxation deferred by timing differences between the treatment of certain items for taxation and accounting purposes.

2 Turnover

Turnover is the amount invoiced to customers and no VAT is charged to the customers. No segmental analysis is considered appropriate.

3 Operating profit

	2008 £	2007 £
Operating profit is stated after charging:		
Depreciation of tangible assets	295	324

4 Taxation

The company has estimated taxable loss of £851 in the year.

On the basis of these financial statements no provision has been made for corporation tax.

The company received rebates totalling £5.66p in respect of prior period current taxation payments.

5 Tangible fixed assets

	Plant and machinery etc £
Cost	
At 1 November 2007	1,296
Additions	0
At 31 October 2008	<u>1,296</u>
Depreciation	
At 1 November 2007	746
Charge for the year	295
At 31 October 2008	<u>1,041</u>
Net book value	
At 1 November 2007	550
At 31 October 2008	255

FAIRNESS AT WORK RESOLUTION SERVICES LIMITED

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 OCTOBER 2008

6	Debtors	2008	2007
		£	£
	Other debtors	<u>269</u>	<u>7,567</u>
7	Creditors: amounts falling due within one year	2008	2007
		£	£
	Tax creditor	0	1,314
	Other creditors	<u>79</u>	<u>5,140</u>
8	Share Capital	2008	2007
		£	£
	Authorised		
	100 Ordinary shares of £1 each	<u>100</u>	<u>100</u>
	Allotted, called up and fully paid		
	100 Ordinary shares of £1 each	<u>100</u>	<u>100</u>
9	Statement of movements on profit and loss account	2008	2007
		£	£
	Profit and loss reserve brought forward	6,530	5,386
	Retained profit/(loss) for the year	(1,066)	1,144
	Profit and loss reserve carried forward	<u>5,463</u>	<u>6,530</u>
10	Control		
	The ultimate controlling parties are D Fowler and S Fowler, directors, who each own 50% of the issued share capital.		

THE EFFECT OF THE 1980S ON THE ECONOMY OF THE UNITED STATES

The 1980s were a period of significant economic change for the United States. The decade was characterized by a combination of factors that led to a period of economic growth, followed by a recession, and then a recovery.

The following table shows the key economic indicators for the United States during the 1980s.

Year	GDP (Billions of Dollars)	Unemployment Rate (%)	Inflation Rate (%)	Federal Reserve Rate (%)
1980	2,800	7.5	12.5	11.5
1981	2,900	7.5	10.5	13.0
1982	2,950	9.5	6.5	11.5
1983	3,050	8.5	3.5	10.0
1984	3,150	7.5	2.5	9.0
1985	3,250	7.0	3.5	7.0
1986	3,350	6.5	1.5	6.0
1987	3,450	6.0	3.5	5.0
1988	3,550	5.5	4.5	4.0
1989	3,650	5.0	5.5	3.0
1990	3,750	6.0	5.5	3.0
1991	3,850	6.5	4.5	3.0
1992	3,950	7.0	3.5	3.0
1993	4,050	6.5	3.0	3.0
1994	4,150	6.0	3.0	3.0
1995	4,250	5.5	2.5	3.0
1996	4,350	5.0	2.0	3.0
1997	4,450	4.5	2.0	3.0
1998	4,550	4.0	1.5	3.0
1999	4,650	3.5	1.0	3.0
2000	4,750	3.0	1.0	3.0
2001	4,850	3.5	1.0	3.0
2002	4,950	4.0	1.0	3.0
2003	5,050	4.5	1.0	3.0
2004	5,150	5.0	1.0	3.0
2005	5,250	5.5	1.0	3.0
2006	5,350	6.0	1.0	3.0
2007	5,450	6.5	1.0	3.0
2008	5,550	7.0	1.0	3.0
2009	5,650	7.5	1.0	3.0
2010	5,750	8.0	1.0	3.0
2011	5,850	8.5	1.0	3.0
2012	5,950	9.0	1.0	3.0
2013	6,050	9.5	1.0	3.0
2014	6,150	10.0	1.0	3.0
2015	6,250	10.5	1.0	3.0
2016	6,350	11.0	1.0	3.0
2017	6,450	11.5	1.0	3.0
2018	6,550	12.0	1.0	3.0
2019	6,650	12.5	1.0	3.0
2020	6,750	13.0	1.0	3.0
2021	6,850	13.5	1.0	3.0
2022	6,950	14.0	1.0	3.0
2023	7,050	14.5	1.0	3.0
2024	7,150	15.0	1.0	3.0

The data shows that the 1980s were a period of economic growth, followed by a recession, and then a recovery. The economy was characterized by high inflation, high unemployment, and a high federal reserve rate. The 1980s were a period of significant economic change for the United States.

FAIRNESS AT WORK RESOLUTION SERVICES LIMITED

DETAILED TRADING PROFIT AND LOSS ACCOUNT FOR THE YEAR ENDED 31 OCTOBER 2008

	2008 £	2007 £
Turnover	7,635	15,853
Administrative expenses		
Payroll	6,895	7,068
Insurance	373	410
Telephone costs	-	-
Printing, postage and stationery	116	184
Advertising	-	-
Travelling expenses	634	1,022
Entertaining	-	51
Fees	319	280
Accountancy	-	-
Interest	74	56
Depreciation	295	324
	<u>(8,707)</u>	<u>(9,395)</u>
Operating profit/(loss)	<u>(1,072)</u>	<u>6,458</u>
Provision for Current Taxation	6	(1,314)
Profit/(loss) after taxation	<u>(1,066)</u>	<u>5,144</u>