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 activites	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		(1,066)	1,144

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		5,118		4,967	
		5,387		12,534	
Creditors: amounts falling due within one year	7	(79)		(6,454)	
Net current (liabilities)/assets			5,309		6,080
Total assets less current liabilities			5,563		6,630
Capital and reserves					
Called up share capital	8		100		100
Profit and loss account	9		5,463		6,530
Shareholders' funds			5,563		6,630

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

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

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	1,296
Depreciation	
At 1 November 2007	746
Charge for the year	295
At 31 October 2008	1,041
Net book value	
At 1 November 2007	550
At 31 October 2008	255

6	**Debtors**	**2008**	**2007**
		£	**£**
	Other debtors	269	7,567

7	**Creditors: amounts falling due within one year**	**2008**	**2007**
		£	**£**
	Tax creditor	0	1,314
	Other creditors	79	5,140

8	**Share Capital**	**2008**	**2007**
		£	**£**
	Authorised		
	100 Ordinary shares of £1 each	100	100
	Allotted, called up and fully paid		
	100 Ordinary shares of £1 each	100	100

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	5,463	6,530

10 Control

The ultimate controlling parties are D Fowler and S Fowler, directors, who each own 50% of the issued share capital.

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	
		(8,707)		(9,395)
Operating profit/(loss)		(1,072)		6,458
Provision for Current Taxation		6		(1,314)
Profit/(loss) after taxation		(1,066)		5,144