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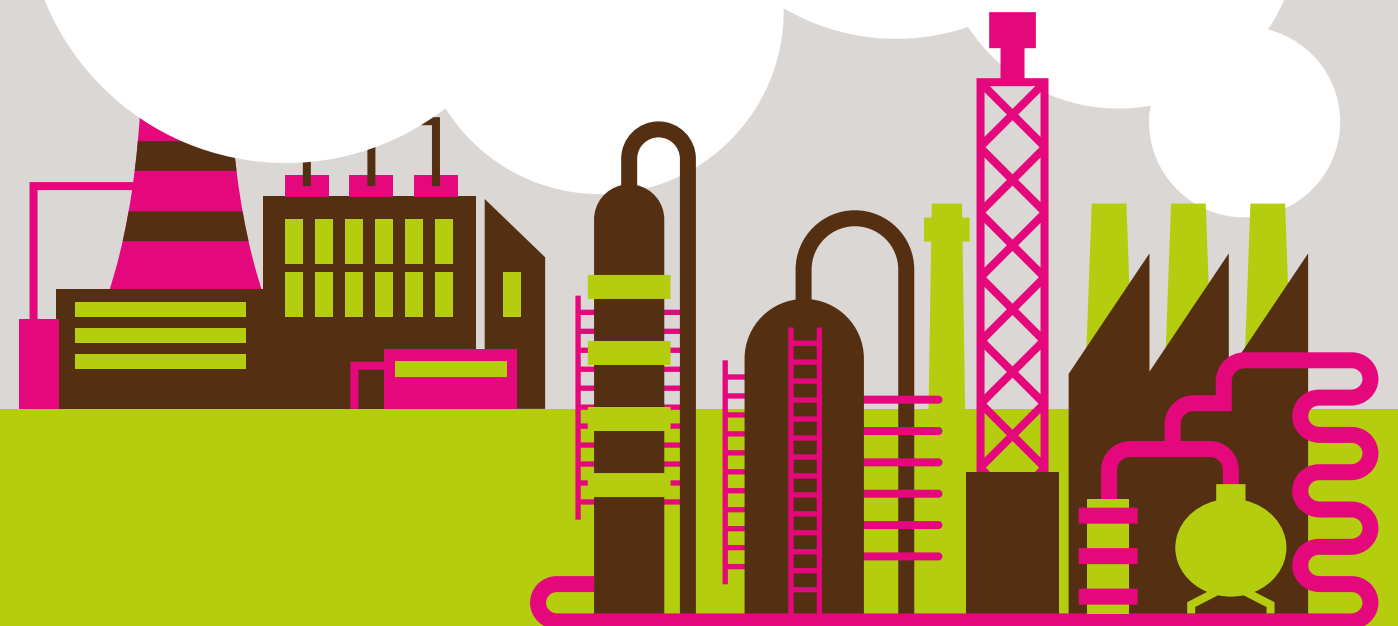
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company overview 2016

www.solomonseurope.co.uk



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Client focused

Open and supportive

Positive about people

Striving for excellence

Performance driven

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what we do

Solomons was established in 1998 to provide integrated project support to clients in the process and engineering sector, in the UK and Europe.

Our Contract and Commercial Teams are experienced in the power and energy, utilities, oil and gas, petrochemical, pharmaceutical and renewables sectors, which means we are able to utilise sector expertise to help clients make informed decisions during the currency of their projects.

It is our aim to become integral to our clients teams by showing that we truly care about their projects, – “going the extra mile”, and working to the principle that we should always treat our client’s money as if it was our own.

We are a 50 strong team of quantity surveyors and project control professionals providing a broad range of project support services, including:

- Tendering and contract formulation
- Contract administration
- Commercial management
- Financial and cost forecasting
- Dispute avoidance and resolution

We are extremely proud of our dedicated team and the quality of service they consistently provide to our clients – which means we, as a business, take client care very, very seriously.

This focus begins at grass roots, with our people, by taking great care in our recruitment, training and induction processes to ensure each member of our team shares our company goals and values, which act as our guiding principles.



Client focused

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where we work

To maintain and grow the expertise offered to clients by our talented teams, we have chosen to specialise in the process and engineering sectors.

This enables us to focus on developing core skills within our teams, working on major projects throughout the UK.

Our EPC Clients, past and present, include:

Siemens
GE Alstom
Amec Foster Wheeler
Doosan Power Systems
Jacobs Engineering
Morgan Sindall
Costain Energy
Addison
MWH
Imtech
VWS
Black & Veatch

We also support specialist and Industrial Services and Utility contractors such as:

William Hare
BIS Industrial Services,
Cape plc
Redhall Nuclear
Hertel
Morrison Utility Services
Balfour Beatty Utility Services
Boulting Group
and many others...

We have worked on UK wide process, energy, oil and gas and nuclear sites, at locations including:

Sellafield
Fawley
Grangemouth
Immingham
Teesside
Runcorn
South Wales
Aberdeen
Inverness
and many more...

"Members of the Solomons team have been part of our project teams for nearly two years and are now a preferred provider for commercial, contractual and training support – they really get into the nitty-gritty of the project and share the burden of responsibility for budget delivery. In addition, the training support they offer can help get project teams on track from the outset, which gives people confidence to manage risks and processes on new contracts."

Aidan Patton
Regional Manager, GE Alstom



business agility

As an SME we can be uniquely agile in reacting to our clients support needs. This gives us the opportunity to become 'small giants' in the specific and specialist sectors in which we work – standing out from our competitors in the tailored and focused solutions we are able to offer our clients by adapting swiftly to their changing needs and priorities.

Why we are different:

- Unlike our competitors – our 50 strong team are mainly permanent staff, invested in our business culture, values and strategy, with specific experience gained in the process and engineering sectors
- Our people are committed to achieving the highest service standards, becoming part of your project teams, working to your systems and processes sharing knowledge and experience gleaned from past project successes
- We only work for approximately 10 Key Clients at a time – this enables us to provide a focused approach unlike some of our larger competitors
- Each of our clients has a dedicated Key Account Manager or Director, focused on responsiveness and ensuring high standards of service delivery and encouraging continuous improvement within our project teams
- We offer economic rates due to lower fixed overheads, high utilisation, minimum overdraft or borrowings

Why it works:

- Client focus, and high quality staff, mean that last year we achieved a 98% utilisation meaning we can continue to offer our clients economic rates
- We monitor performance by taking continuous client feedback and developing improvement plans
- We don't recruit for roles, we focus on recruiting the right people who share our values and support our culture

75%

75% of the 2015/16 turnover has been from long term clients (more than 3 years)

80/90

80 of the 90 incoming opportunities we received last year were from our existing client base

Working with our clients, and with 3 strategic office locations in Cumbria, Warrington and Teesside, we have a flexible team who often work further afield



Why we think it's a win-win

- In addition to integrated QS support, our clients benefit from our joint training, contract reviews, and ongoing claims support
- Unlike agencies who target our clients staff, we operate a strict, reciprocal anti poaching arrangement based on mutual trust and respect
- Our business can be flexible to provide short, medium or long term integrated support
- We can provide a secure service as we haven't experienced the turnover levels facing some of our competitors (staff turnover modest – 5 leavers 2015, 4 leavers 2014) and our Key Account approach means specialist knowledge isn't lost from our teams
- Unlike agencies and freelance resources, we do not leave projects during close out phases – it is a fact that we are often the 'last man standing'
- We deal with our staff issues internally, leaving you free to deliver your projects – this is not the case when you have issues with external freelance staff

demonstrable commitment to quality principles

Service delivery

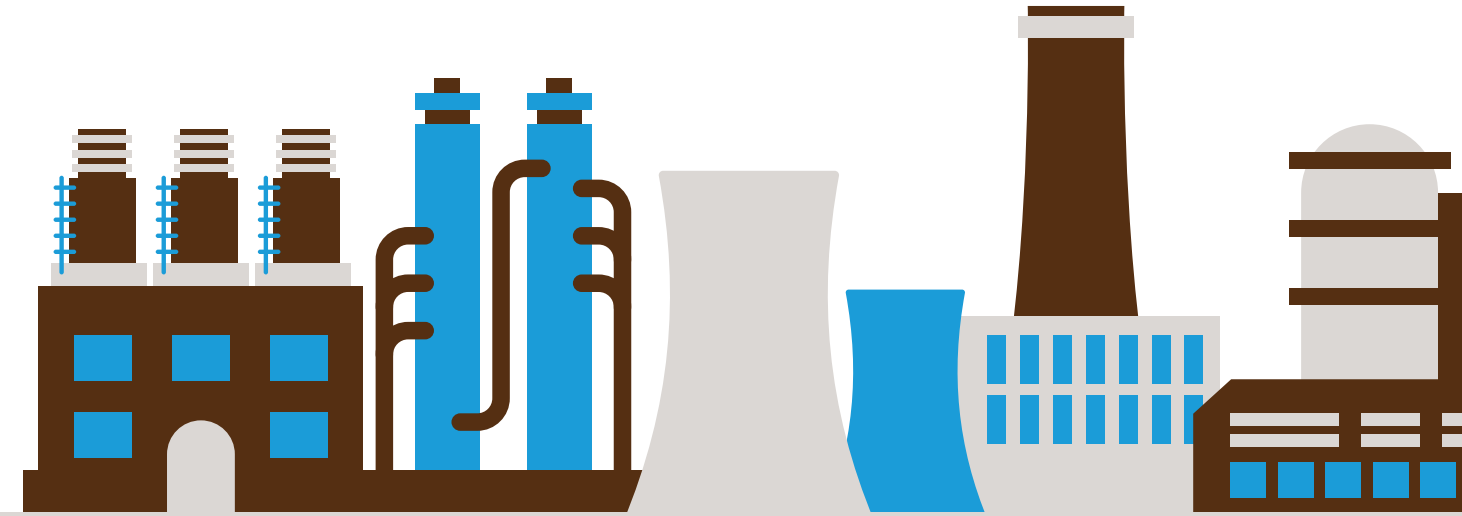
Solomons Europe takes pride in nurturing key client relationships, delivering a high quality, flexible and responsive service. We are honest with our clients about what we are able to deliver, and don't make promises we can't keep. Our senior team and their regional staff teams know the value of a happy client and strive to ensure they have a positive impact on each project they are assigned to. We want all our clients to be long term partners with our business – as the longer we work alongside our clients, the better we can get at delivering a tailored solution to their needs, a win-win outcome for us, our clients and our people.

Staff development investment

Our focus on the people side of the business helps ensure we are able to offer our clients skilled and committed teams by emphasising the importance of relevant training, soft skills and professional development, including:"

- Training and development plans targeted to achieve the skills outlined within the business skills matrix
- Focus on continuous improvement in personal and professional career development areas
- Recruitment of 'like minded' professionals with strong commitment to quality and continuous improvement aligned with our company values

- We treat our people as individuals, tailoring training to their specific development needs, and taking care to understand their personal and family commitments to encourage healthy work life balance
- We invest heavily in training and development, with approximately 20% of annual profits reinvested on training and ongoing development in 2015. Our training budgets are allocated on the basis of business need and future plans, which in turn are driven by our client's needs
- We employ a highly skilled, strong support team - 7 MRICS qualified surveyors, 5 RICS APC Assessors, 9 with second degrees and/or qualifications in construction law and or arbitration
- We aim to be predominantly staff based with a 75:25 staff to consultant ratio.
- No one can let the team down – all approved consultants are required to undergo a prequalification process to demonstrate skills, experience and a strong commitment to CPD and client care
- We employ a Talent Management support team to ensure our people are encouraged and developed every step of the way, starting with tailored Onboarding programmes developed and issued prior to commencement, as well as structured induction days to ensure that new members of the team understand the company's standards and development routes available to ensure continuous improvement in practice



- Our remote teams are kept connected with company news and developments via our InTouch portal, which provides opportunities to share knowledge, seek advice from in house expertise and post legal and industry updates – as well as share personal and professional achievements with the team
- We hold regular staff and family events, to provide our teams opportunities to meet and socialise, as a whole family

Cultural values

Client focused - We know happy clients mean good business, and as such we make great efforts to ensure we meet and exceed client expectations wherever possible. We do this through regular KPI reviews and also by ensuring we get to know our clients as people, as well as their business and project objectives.

Striving for excellence - We feel that one of the key strengths of being an SME in our sector is that we are able to continually adapt and improve our service and performance. We are therefore strongly committed to continuous improvements and strive for excellence in both the quality of our services and the working environment we provide. We hope that all our people share this belief and recognise the importance of personal professional development in enabling us to live this value in practice.

Open and supportive - We promote open communication in our company and all our people have direct access to a nominated member of the senior team who provides support to them in their day to day role and in their career and professional development. We believe that to nurture and grow talent, this open supportive culture is important in developing high performing teams.

Performance driven - Our staff are trained and developed to help support our annual business targets and to promote growth and development. In order to do this, we think it is also important to agree targets and personal career development goals to give all our team members focus for achievement and to clearly link team and individual performance to the overall success of our company.

Positive about people - We recognise that people are our business and are also aware that our people need to feel respected and valued as individuals. Our policies and plans are developed to support these principles and also to aid a healthy work life balance - which is important in enabling our people to perform at their best. We invest heavily in our people, both personally and professionally, to clearly demonstrate our strong commitment to this value in practice. But we also invest in their personal wellbeing through our company holiday lodge in the Lakes 'Willo's Retreat', ensuring every member of staff in the company gets the opportunity to take the whole family on holiday each year.

core business objectives

Key Client focus on quality and service delivery

Year on year growth targets achieved and bettered

Confident 3 year forecast

Sound financial strategy

Strong cultural values and family ethos

Modern Northern Hubs in key locations enable SME business agility and 'small giant' capability

Objectives

- Achievement of sustainable growth over the next 3 years
- Focus on growing our Key Client portfolio in the process and engineering sectors through partnering on frameworks with key clients
- Growing our staff team through recruitment of highly skilled professionals to complement our existing team and support our values in practice
- Ensuring career development opportunities for our people to support them in their personal professional goals to ensure we build a loyal and focused team

Review and forward plan

PAST 3 YEARS

100%

Growth in turnover

65/35

65/35 permanent staff to temporary staff ratio

27 → 50

Increase in staff 27 to 50

NEXT 3 YEARS

20%

Growth in turnover

75/25

75/25 permanent staff to temporary staff ratio

50 → 60

Increase in staff 50 to 60

how it all started, just in case you didn't know

Dominic and Kerry Doig established Solomons Europe Limited, a Chartered Quantity Surveying practice, in 1998 following their return from working on the Leuna Oil Refinery in Germany. The business achieved year on year growth in the first 5 years of trading and to this day continues to be a stable and growing company.

During the period since Solomons was established, Dominic has built strong industry relationships and is well known in his sector across the North West region, chairing the regional Association of Cost Engineers for the North West, and with a broad spread of major clients and specialist contracting organisations within the Solomons portfolio.

Kerry was instrumental in the growth of Solomons as a credible professional practice, pushing the company to achieve ISO and Investors in People recognition in the business' early years – as well as becoming an accredited RICS Structured Training Framework company. These developments continued and helped ensure growth and stability, later developing recruitment strategies and training programmes to help the business recruit, develop and retain talent. Our Board has grown from within, promoting talent and sharing successes.

"Solomons puts the person first."

"You get out of Solomons what you put in."

"It's the best company I've ever worked for."

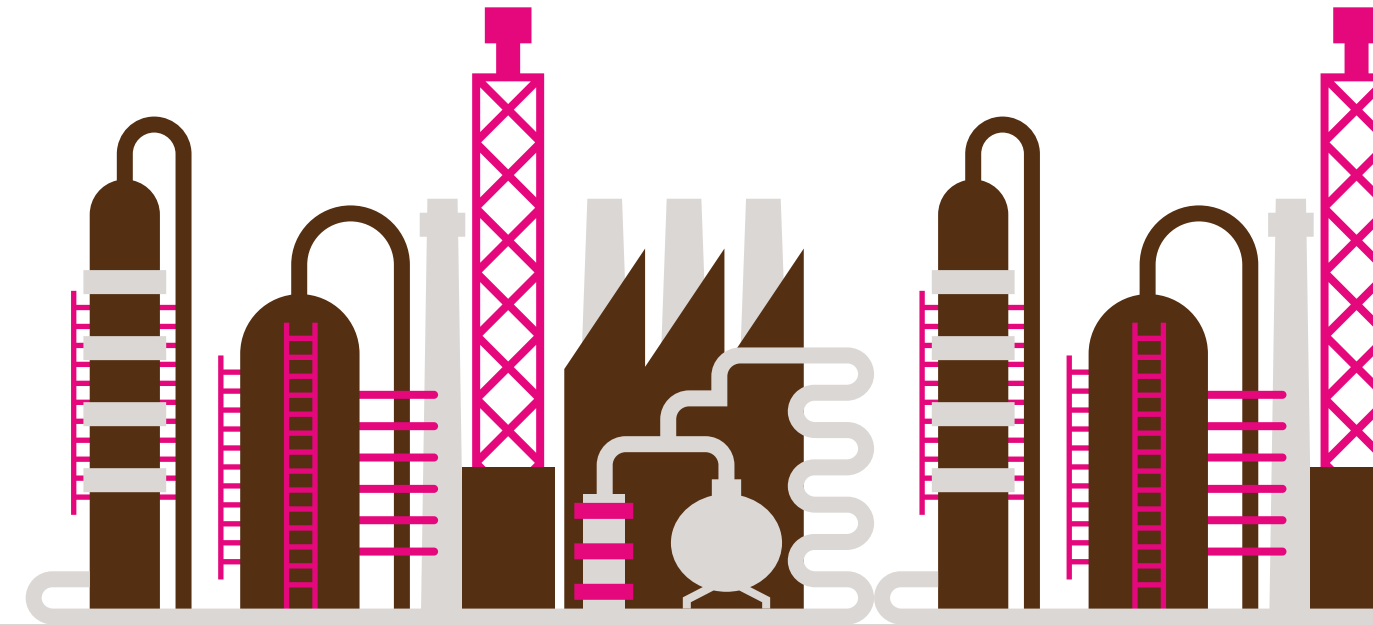
"Really happy here."



our board

From the outset the company's founders were keen to ensure that there was ample opportunity for those with the drive and passion to reach the highest levels within the company –something which was largely restricted in traditional PQS practices.

This was a guiding principle and was designed to ensure that those with enthusiasm and commitment for the QS profession were able to progress on merit, rather than waiting for 'vacancies' in senior roles to arise.



It was therefore natural that the company would eventually see appointment to the Board of team members who had grown and developed with the company. Mark Coburn and Clare White joined Solomons Board of Directors in 2009, after demonstrating a strong commitment to the growth and development of the teams within Solomons and an aptitude for supporting others in their personal professional development - ensuring high standards of service and quality on behalf of our clients.

John Rossiter rejoined Solomons from Doig & Co in May 2015 as Executive Director for the North West Region, as part of a group merger. John takes a lead role in training and developing Solomons and our client teams, with particular focus on NEC 3®.

Ian Hedley was also appointed to the Board after a year of exceptional performance with Solomons as Key Account Manager, growing the North East regional hub in Hartlepool. So much so, that in January 2016, Michelle Harcourt was appointed Executive Director for the North East to support further sustained growth in the region.

The closely knit senior team work hard to ensure consistently high quality services can be offered to our Key Clients across the UK, and that our teams are developed and supported to achieve their personal professional goals.

All this would not be possible without our Head Office Support Team – Dawn Chadwick - Practice Manager, Dawn Powell – Talent & Performance Director, and Victoria Clements – Talent Manager, who provide invaluable support and guidance to all our teams.

Despite a highly competitive UK market for both skills and services, we believe that Solomons has a bright future and that the services we offer will remain in high demand for the long term. Our ability to work as an integrated team with our Key Clients and the agility our size and sector expertise affords, means that we can add value, focusing on specific project goals and objectives.

The Solomons Europe Board is currently 7 strong, and is built from a team with many years' experience in running professional practice businesses in the UK process and engineering sectors.

Dominic Doig

Managing Director

BSc(Hons), FRICS, MCI Arb, AdvDipQSEng,
PGCertConstLaw, MACostE

I am passionate about Solomons Europe, it has given me drive and focus for nearly 20 years, and the opportunity to work with a great team and some longstanding loyal clients.

As a young QS I recognised the need for technical excellence, and that postgraduate qualifications and CPD would allow me to stay ahead of the game and to provide a high level of service to the clients I worked with. This ethos still holds true today, and I enjoy seeing the team further themselves professionally and technically in their journey with our business.

My current drive is to lead and develop the Senior Team at Solomons, developing strategy, targets and development plans so that they will feel able and competent to continue to help achieve growth and success with the business as we grow in the years to come.



Kerry Doig

Strategic Director

MA DPP, PGDipConstLaw, MQSi, MACostE

Dom and I started the business back in 1998, after completing a fixed term contract on a major multinational JV project in Germany. Being part of such a huge project with many diverse people and challenges was exciting, and a massive learning curve! So at the end of the project we took the decision to set up on our own. We knew nothing about business, or the challenges we might face, but were young, focused, and had a strong desire to do a good job and build a team of good people around us.

We quickly learnt that building good relationships with staff and clients was crucial to our future success. As an SME, we are lucky in that we can recognise every one of our people as individuals. It is so important to the future success of our business that we have a loyal team of people who feel valued and supported. This commitment to our grass roots values means we can deliver excellent service to our clients, and our people can feel invested in their projects and challenges.



Mark Coburn

Director

FRICS, BSc(Hons), PGCert, MQSi, MACostE



I have over 18 years of experience working predominantly in the energy and process sectors, with specific experience in the Nuclear Decommissioning, Water and more recently Renewable Energy (Windfarms & HVDC Interconnectors) sectors, providing Cost Engineering, Project Control and Commercial and Contract Services for both clients and contracting organisations throughout the UK.

I joined Solomons Europe in 2003 and prioritised my technical development to become Chartered in 2004. I enjoy continually updating my professional development and helping others to develop further; so as soon as I could I became an APC Assessor to assist employees with becoming Chartered.

I also assisted in the development of Solomons' web based Quality system to increase the level of the service provided to clients. This focus along with a keen desire to develop led to me being appointed as a Service Delivery Associate in 2009.

In 2010 I became an equity director within Solomons and now operate as a Key Account Manager and Director building relationships with long term clients. In this role I ensure that the quality of the service provided to clients is improved on an ongoing basis.

Clare White

Director

BSc(Hons), MACostE MQSi PGDipConstLaw



I've been with Solomons nearly 12 years now and in that time I've progressed from an assistant to a Key Account Director and shareholder and from a carefree youth to a married old mum and wife. Solomons have supported me in every step both professionally and personally allowing challenge, variety, progression together with a healthy work life balance and lots of laughs. It's so rewarding to be part of a team who truly care about the job they do.

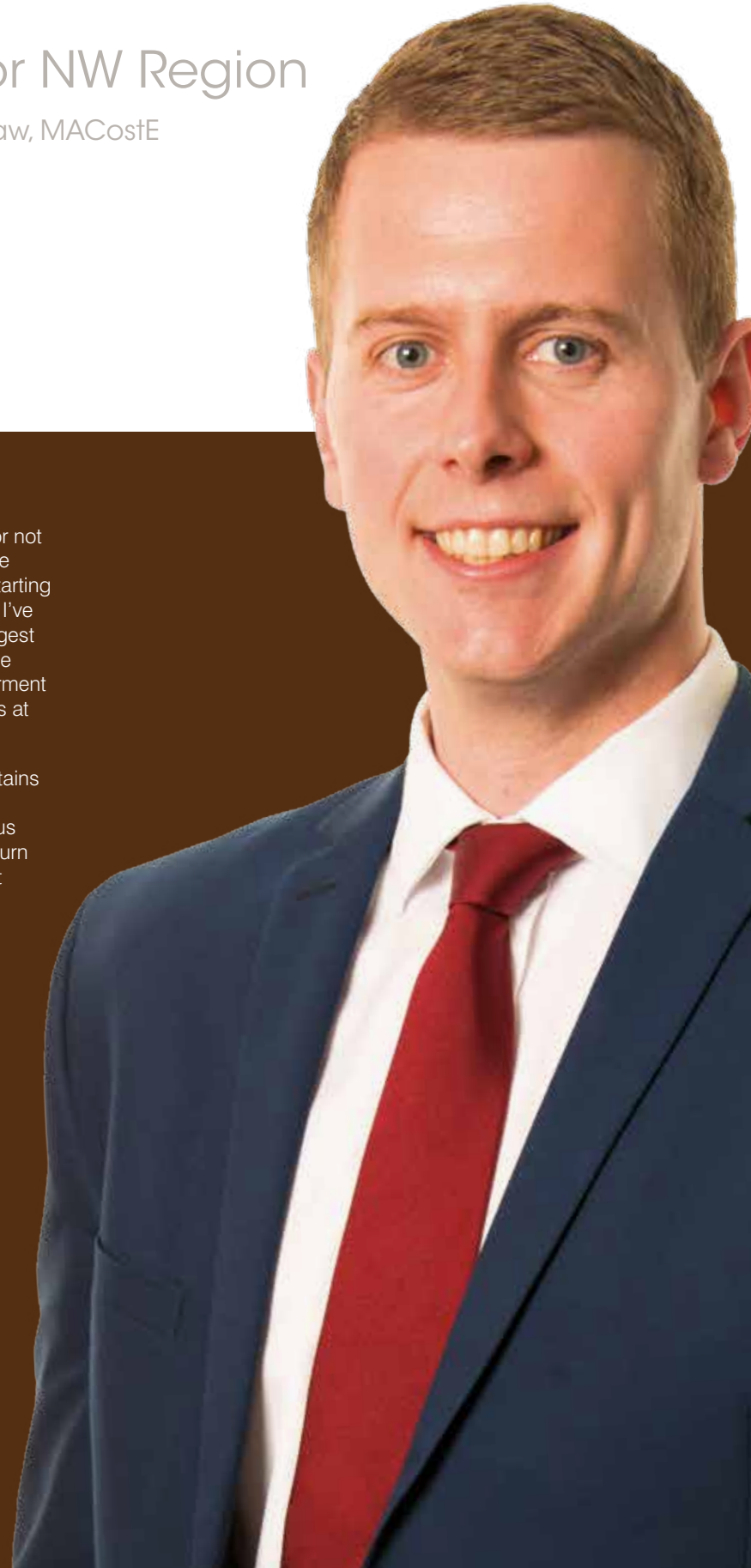
One of my first clients within Solomons joked that our team were so easily recognisable through their behaviour and values that we should call ourselves solomontologists.

Treating my team with this same respect and support and encouraging them to be passionate about their work is natural, that is solomontology!

John Rossiter

Executive Director NW Region

BSc(Hons), MRICS, MScConstLaw, MACostE



I joined Solomons in 2007 as a young surveyor not knowing what to expect when jumping in to the unknown and joining a small company after starting out at one of the big QS practices. Since then I've had the privilege to work with some of the biggest engineering and construction companies in the industry, yet I can safely say that the empowerment and support to achieve your career aspirations at Solomons is unique and feels fantastic.

My role now is to ensure that Solomons' maintains our focus on empowering our staff to achieve their career goals, develop their skills and focus on achieving results for their clients, which in turn ensures that we achieve our goals of excellent service delivery for our clients on some of the biggest engineering projects in the country.

Ian Hedley

Director

MRICS, BSc (Hons.) MAPM,
MACostE, ICE Accredited NEC3 ECC PM



I joined Solomons in 2014 and have really enjoyed my time with the business so far. I have been afforded the opportunity to develop professionally by working with some of the largest, most recognisable contractors in the business, as well as personally in my role working alongside the rest of the senior team.

My focus is on doing an excellent job for each and every client that we work for. I strive to ensure that our staff are committed to delivering a personal service and become integrated members of our client teams. Regular communication with each client is crucial in forging long lasting relationships and open dialogue in terms of our performance – something which we don't take for granted, instead probing for feedback.

Our staff are the key ingredient to our business' success. Maintaining a happy, healthy work life balance for each is crucial in delivering to the high standards which we set ourselves. My aim is to ensure regular contact with our employees by being approachable, trustworthy yet honest at all times.

Michelle Harcourt

Executive Director NE Region

BSc(Hons), MACostE

I am the newest member to the Board of Directors at Solomons, joining in January 2016 after many years in the Oil & Gas and Petrochemical industry sectors. Having worked on both Client and Contractor sides as a Commercial Director, I was looking for a new challenge that would allow me to continue to grow and develop.

I had heard about Solomons and looked at their website, I liked what I read, the values and the commitment and investment the business puts into their staff so I decided to explore new opportunities with them. Having met Kerry and Dom and the rest of the Directors, I was instantly attracted to the business and wanted to be a part of this young, innovative team who were so passionate about what they do and the people they have working for them.

Since joining Solomons I have never looked back, it's an excellent business with a passion for its Clients, its Staff and success. My focus now is being part of the team that takes the Solomons business forward, implementing the strategy, raising brand awareness, and supporting the business and the employees to continue to grow and deliver an excellent service to our Clients.

It's so refreshing to be part of a business that really does live and breathe its values.



our backbone

Dawn Chadwick

Practice Manager

Dawn has over 20 years' experience of monitoring and managing business support and office functions including the human resources and payroll requirements of both large and smaller companies. She is an experienced Practice Manager with skills in Financial Management, Project and Contract Management and Office & HR Management.

Dawn also acts as Personal Assistant to the Board of Directors, and is an invaluable member of the team. Dawn is also known as 'Mary Poppins' – because she is 'practically perfect in every way' and is a real asset to the senior team, the wider business and its clients.



Dawn Powell

Talent & Performance Director

Dawn Powell is part of SEL Talent Solutions and supports the company in its commitment to developing the best talent within our teams – and in helping the business to ensure that individuals within the Solomons Family are able to grow and develop within the company to achieve their full potential.

Dawn acts as guardian of our 'Onboarding' and career development processes within Solomons Europe – ensuring the individual and the company understand and are committed to growing and nurturing talent and developing people to high levels of technical competence within the business. Dawn also supports the company in finding and securing talented individuals to further grow our technical teams.



Victoria Clements

Talent Manager

Victoria is also part of the SEL Talent Solutions team providing recruitment and retention support to Solomons, specialising in online and graduate recruitment, building Solomons online presence and brand.

Victoria has a strong profile in the recruitment sector having previously worked with well known, global brands including Barclays and Thomas Cook and has been able to bring the skills and experiences of working with these established organisations into Solomons, and adapting them effectively to support our 'small giant' ethos.

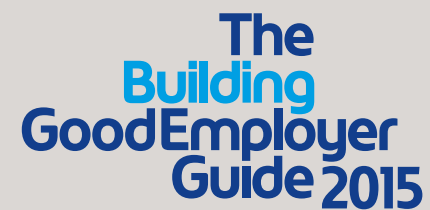


and finally...

Solomons Europe is a thriving practice, and we feel the future holds a great deal of opportunity for us as a strong and committed team, and as we progress onto the next stage of our company's

development we are confident of our ability to achieve our objectives – with the right team alongside us everything is possible.

thank you



"A big thank you to all our team, who helped us this year to achieve a place in the Building Magazine Top 50 QS Practices and feature in the Building Good Employer Guide 2015."

Thanks to Adam C, Adam H, Andy C, Andy H, Andy W, James, Lee, Paul, Ryan, Richard, Jen, Kurt, Simon H, Simon R, Ross, Tom, Eleri, Mike, Phil, Chris R, Chris S, Joe, Alex, Craig, Martin, Dominic T and last, but not least, Steve W!

"I have been fortunate enough to have the Solomons team supporting my department for just over 3 years now and have found them to be focused and passionate about their work and our organisations success. I am always happy to recommend their services to my colleagues. I tell them, if it was my money I'd employ these guys every time."

Mark Smart
Pre-construction Manager - Utility Services
Morgan Sindall Construction and
Infrastructure

