

To whom it may concern

27th August 2014

Dear Sir

Re: DON GLOSSOP, ANDON FRÈRES BUSINESS CONSULTANTS

I have worked with Don Glossop of Andon Frères for around 26 years.

He was first introduced to me by my then financial adviser as my company, Pre-Press Services Ltd, was in trading difficulties. He undertook a review of the business, advised on and implemented a cost reduction programme that returned the company to profitability, and also the buy out of my former co-directors/shareholders.

Since then Don has provided ongoing support and advice in a non-executive, mentoring role, covering many projects, briefly including:

- Designing and implementing computer based accountancy systems to enable the preparation of monthly management accounts.
- Implementing budgetary control systems and processes to enable to measure the profit potential of the business and provide a basis for monitoring/measuring future performance.
- Advising on the sale of the company to a USA based printing organisation in around 1997.
- Advising the re-purchase of the company (as Progressive Print Solutions Ltd) in 2000.
- Providing ongoing financial direction, liaison with the company's bankers and machinery.
- Advised on the establishment of a management structure for the company, assisted with Team building, the setting up a framework for more professional management and regular meetings.
- Set up incentive schemes for the sales force including regular meetings and monitoring.
- Evaluated proposed capital expenditure on new printing machinery and organisation of hire purchase/leasing finance.
- Advised on the acquisition of a number of companies, in particular what is now the current company, PPS Grasmere Ltd.

PPS Grasmere Limited

Bramley Business Centre | Stanningley Road | Leeds West Yorks | LS13 4EN
Telephone 0113 224 8600 Facsimile 0113 239 3166 Web www.pps-grasmere.co.uk

Registered in England. Company No. 5234016 Vat Registration No. 847390792

FSC Registration Number SGS-COC-006289

Over the years Don's advice has been invaluable to me personally and professionally, he has always provided a sensible, considered and much appreciated point of view on whatever challenges have presented themselves. He has always been a great help giving sound and professional advice at all times.

I would have no hesitation in recommending the services of Don Glossop to any SME/owner-managed company.

Yours faithfully



Howard Dean
Managing Director