



MARSHALL MATTERS

ANNUAL NEWS UPDATE

WWW.MARSHALLCONSTRUCTION.CO.UK

2015 EDITION ISSUE 2

A MESSAGE FROM ROBERT MARSHALL

Since the last publication of "Marshall Matters", Marshall Construction have over the past year expanded our presence across Scotland and now prepare to launch into new contracts. The company has worked hard to deliver a growing number of high quality projects across a range of sectors.

I am enormously proud to be leading a company full of high performers. Our high calibre, professional staff continue to demonstrate strong leadership skills and are some of the best in Scotland. We measure our success through client feedback, which continues to reaffirm our leading position. Committed to training and development, 2014/2015 has celebrated a number of internal promotions and new recruits with exceptional talent.

We are now starting to see a mood of cautious optimism return to the industry and although encouraging, there will be many challenges. Our strong financial standing continues to be advantageous

while our competitors continue to experience financial difficulties.

We remain extremely confident moving forward with our admirable order book, strong balance sheet and healthy cash reserves. The influx of business secured through framework arrangements, negotiations and tenders is also commendable. I am delighted to report that our investment over the last few years to maintain a sustainable business model in Scotland is continuing to reap rewards. Our ability to progress is underpinned by the exceptional work of our staff across the business to understand and exceed client needs, developing increasingly



innovative solutions and delivering value for money, quality projects within increasingly challenging budgets. Our success is down to our people and I would like to take this opportunity to acknowledge the sterling efforts of the whole Marshall Construction team. In 2015/2016, we aim to further solidify our reputation by constructing quality buildings, safely, on time, within budget, while still having fun along the way.

MARSHALL WINS COLLEGE CONTRACT

Fife College - Framework agreement for maintenance and repair services including minor civils.

We have recently been awarded a 3 year contract to carry out reactive repairs and maintenance along with minor planned works throughout Fife including main facilities at Dunfermline, Kirkcaldy and Glenrothes.

The work includes building refurbishment, vandalism repair, change of activity, maintenance initiated rework along with drainage, concrete, fencing and surfacing works.



Fife College

Alex Hutchison, General Building Director said:

“Winning this contract was down to the hard work our team who were involved in the tendering process. We're delighted to have been able to provide strong evidence of our ability to deliver and to price the work competitively so that we were successful in our bid. It's not just good news for Marshall Construction, but for the area as a whole, supporting local jobs and people.”



INTRODUCING FORTH VALLEY FENCING

Forth Valley Fencing is the newest Division of Marshall Construction and was established in January 2015.

We are dedicated to supplying and installing a complete range of high quality commercial and domestic fencing products. Our professional team offer a fast and reliable service for all aspects of fencing. We believe that our customers are paramount and to that end we are constantly striving to improve our service, deliver better products and build stronger relationships.



Trading division of
MARSHALL CONSTRUCTION

Forth Valley Fencing supply and erect all types of fencing including bespoke acoustic barriers, anti-scale barriers, electrified, agricultural, decorative, play/ball stop, and automated/manual gates. We are unique in the way we approach fencing contracts, as we are part of Marshall Construction we have all the resources you would expect from a large company including all company owned plant and machinery equipment. All fence erectors are trained and experienced company employees. We have complete control from start to finish, providing our client with one point of contact for their fencing requirements.

PROMOTION TO OFFICE MANAGER FOR FRANCES PENDER

Marshall Construction Purchase Ledger & PA to Robert Marshall (Managing Director), Frances Pender has been promoted to take on the role of Office Manager following 13 years of first class service providing administration and organisational support for the Managing Director and General Office.

Referring to Frances's well deserved promotion Robbie Cooke, Marshall Construction HR Director commented:

“The new title is more reflective of Frances's wide ranging role for the company and will enhance the excellent relationships that she has developed with staff, Directors and the wider construction industry.”

As well as maintaining responsibility for administration, co-ordination of capital expenditure, purchasing of company vehicles and Marshall Homes liaison, Frances is also tasked with reviewing all of our current practices and developing more efficient internal and external systems to ensure that Marshall Construction communicates as effectively as possible and achieves the required levels of customer service.”

NEW KIDS ON THE BLOCK AT MARSHALL CONSTRUCTION

Gordon Boal (Accountant)



Gordon recently joined Marshall Construction after 25 years' experience in Construction, Retail & Property services. He is a Chartered Accountant and prepares, develops and analyses key financial information to ensure that the company makes well-informed decisions to ensure future stability, growth and profitability.

Gordon lives in Carnoustie with his wife and two daughters, and can be seen on the golf course and squash court in his spare time.

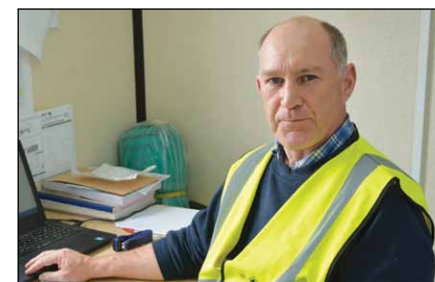
Erin Malley (Assistant Buyer)



Erin started her working life when she was 16 years old as an office administrator, having excelled she was promoted to purchase ledger, before moving to a large housing contractor where she took up the role of Purchase Ledger for a number of years. She was then promoted to Assistant Buyer after showing flare for the new position.

Erin took the decision to become a stay at home mum in 2011, however after 4 years Erin was given a fantastic opportunity with Marshall Construction assisting Ken Smith in her new role as Assistant Buyer. Erin lives in Bridge of Allan with her partner and two daughters. She can be found walking the Ochil Hills, listening to music or watching films.

Alistair Lowe (Engineer)



Alistair began his career in construction straight from school way back before calculators, mobile phones, photocopiers and laptops were the norm. As a trainee setting-out engineer, one of his first jobs was to do the "calcs" for setting out, using seven figure log tables.....how times have changed!

He took up a position with a well-known house builder in Auchterarder for 18 years until the recession hit. Alistair then found himself on a couple of very interesting jobs, the refurbishment of the Victorian aqueduct for Glasgow's water supply through the Queen Elizabeth forest, and replacement of the sea wall in Kirkcaldy with precast concrete units.

Alistair took up his new role with Marshall Construction in May this year and is currently the Engineer on a number of sites in the Central Belt. Alistair lives in Crieff with his wife and daughter, and enjoys motorcycling, competition ploughing with his vintage tractor, and piping.

Karl Pagett (Fencing Manager)



Karl was born in Stirling and lived most of his life in Blair Drummond when he left school to work as a fencing installer for a local contractor which lasted 8 years, before moving into management within the same company for a further 14 years. Karl likes to relax by skiing, shooting, cycling and golfing.

Scott Ritchie (Contracts Manager)



Scott returned to Marshalls having taken a long sabbatical to try life living on the Isle of Arran at the start of 2003. Since then he worked with some of the multi-national construction companies. Scott was delighted to be given another opportunity to re-join the team at Marshalls.

He is from an engineering background, but has spent the last 20 years working on a mix of all types of building projects. Scott is currently managing a large project in Alyth along with several other sites. Scott has lived in Carnoustie for over 10 years with his wife and three sons.

Gareth Bland (Business Development Manager)



Gareth is a qualified Building Surveyor who joined the company at the start of 2014 after 18 years' experience in Surveying, Construction and Project Management roles.

Gareth oversees business strategy, business development, marketing, communications, website and social media across the Company.

He lives in Stirling with his wife and three daughters and enjoys going to the cinema, cooking, listening to music, cycling, travelling and spending time with his family.

Gordon McRoberts (Quantity Surveyor)



Gordon recently joined his dad and twin brother at Marshall Construction as a Quantity Surveyor, with over 15 years' experience in the construction industry working in the education, health care and housing sectors. Gordon's role will be to manage all commercial aspects of his projects and seek to minimise the costs of the projects without jeopardising the standard or quality.

Gordon lives in Bonnybridge with his girlfriend and enjoys playing football and golf in his spare time.

Willie Childs (Site Manager)



Willie is a time served joiner to trade having served his apprenticeship at a well-known building company in Fife. Willie progressed off the tools after several years, moving in to a Site Management role where he found his "calling in life".

Willie was given the opportunity to work for Marshall Construction in March this year and is currently managing various sites in the Central Belt of Scotland. Willie lives in Glenrothes with his girlfriend and son and when not working enjoys cars and going on foreign holidays throughout the year.



NEW STORES FOR DISCOUNT RETAILER HOME BARGAINS

Marshall Construction have recently had a successful run of new build (Shell) projects for Home Bargains, having constructed four in quick succession.

All stores were won through competitive tender (Kilsyth, Larkhall, Falkirk and Fraserburgh). The works consisted of the removal of existing ground to make way for a new substructure, slab and steel frame, together with steel cladding/roofing. External works included a new

car park and associated landscaping/ fencing and the provision of necessary services.

TJ Morris Ltd, trading as Home Bargains, is one of the UK's fastest growing discount retailers. The company has over 370 stores



throughout the UK and plans to expand to over 700 within the next five years. They aim to offer the lowest prices in the UK on top quality, branded goods.

MARSHALL CONSTRUCTION - GOING FROM STRENGTH TO STRENGTH

Record turnover for Marshall Construction as we secure high-profile contracts covering a wide range of projects.

We are currently experiencing an increase in activity across the board. Our success has been achieved due to our flexible approach and the diversity of projects we are able to undertake.

Traditionally our strategy for growth has been organic - driven by entrepreneurs and hard-working staff within the business. This has enabled us to cultivate new acquisitions and continuously grow divisions within the company.

As a result, we have generated a portfolio that includes new build construction, extensions, alterations, term maintenance and repair contracts in the industrial, commercial, sports and residential sectors. This diversity has been reflected in the wide range of projects we have undertaken recently.

We have also maintained our reputation for customer satisfaction through our professional management team and our directly employed, multi-skilled workforce, who ensure our philosophy of customer care is delivered.

Gareth Bland, Business Development Manager commented:

“Marshall Construction has grown from strength to strength over the past 12 months, and as well as producing record turnover, we have also excelled ourselves within our industry and created job opportunities at various levels.

We have worked on a variety of high-profile contracts with the team carrying out numerous projects all over Scotland.”

CONTRACTS AWARDED

Alyth Primary School - £8.1m

Ann Street, Tillicoultry - £2m

St. Andrews Square, Edinburgh - £379k

SRUC (various locations) - £1.5m +

Dens Road, Dundee - £1.8m

Marine Harvest VAP (UK) Ltd, Rosyth (various phases) - £3.5m +

Kinneil Primary School, Larbert - £413k

Friarscroft, University of Stirling - £453k

Students Union (nightclub), University of Stirling - £466k

BUILDING OUR RELATIONSHIP WITH ALDI

Marshall Construction are continuing to build upon our relationship with the award winning retailer Aldi.

Having successfully been involved in over 11 stores throughout Scotland, varying from new build, extensions, refurbishments, ground and minor works, Marshall Construction have recently been appointed on the new build store in Tranent (Builders Package circa £640k).



Derek Clarke, Commercial Executive, Marshall Construction commented:

“We are delighted to be working with the German discount supermarket giant again - This new contract provides us with another exciting opportunity to demonstrate what a diverse and robust building contractor we are to Aldi UK. We understand Aldi plan to invest £600m in an expansion programme which projects opening over 500 new stores over the next few years in the UK to bring its estate up to 1000 stores by 2022. Aldi's investment would appear to be an indication of the continuing change within the supermarket industry in the UK.”



MARSHALL'S ANNUAL GOLF DAY GOES WITH A SWING

On Friday 5 June, twenty seven staff arrived at Muckhart Golf Club, near Dollar to be greeted with bacon rolls, coffee, a goodie bag and the promise of blue skies for a great day of golf.

This year saw the players take on this challenging courses Arndean and Cowden in an eighteen hole, Stableford competition with a range of prizes up for grabs.

Play began at 12.50pm with the first team teeing off with a little cloud and a light breeze giving relief from the unrelenting Scottish summer weather.

Following a two course dinner, the evening was brought to an end by a prize giving ceremony where the group experienced some Robert Marshall wit and repartee – All participants were rewarded with a prize for their efforts. Overall winner was Graham Hunter, the prize for the longest drive went to new kid on the block Gordon McRoberts, who also took the honours for nearest to the pin!!

Robert Marshall, Managing Director, commented:

“The Marshall's Annual Golf Day continues to be a great day out for all the team, and it was good to see some new faces. This is one of my ways of rewarding the staff for all their hard work throughout the year and I would like to thank everyone that took part in making it such a huge success.”

Our thanks to Robert Marshall, Douglas Smith, Colin Grieve, Ken Smith and William Heads for their efforts in making it a thoroughly enjoyable day.

MORE ROOM AT THE PREMIER INN

Marshall Construction have been awarded a contract to undertake an extension to the existing Premier Inn at Cambuslang, Glasgow.



This is our first contract for Premier Inn which was won through competitive tender and we started on site Monday 11 May 2015 which will run for a period of 24 weeks. The 14 bed extension at Cambuslang is the second extension on this site and will bring the total number of bedrooms to 72.

Gareth Bland, Business Development Manager commented:

“We are delighted to have been appointed this project and look forward to furthering our relationship with Premier Inn/Whitbread on what is a very important project being our first development.”

Premier Inn is an award-winning hotel brand, which is the UK's largest budget hotel operator, with over 590 budget hotels and just under 60,000 rooms across the UK and Ireland. They have further plans and aim to add another 15,000 rooms by 2018, cementing their position as the UK's biggest hotel chain.

Premier Inn is part of Whitbread, established in 1742 and is one of the UK's oldest and well-respected companies. Over decades they have reinvented themselves to become the UK's biggest hospitality company and have created the UK's no. 1 hotel brand, Premier Inn and no.1 coffee shop brand, Costa.

SELECTION OF CONTRACTS IN PROGRESS

Burdiehouse Road, Edinburgh - £1.47m



Police Treatment Centre, Auchterarder - £1.7m



Adamson Place, Cornton - £1.4m



Care Home, Newton Mearns - £4.8m



St. Josephs Primary School, Bonneybridge - £1.3m



Fairfield, Sauchie - £1.6m



Chivas Brothers, Beith (Warehouses 6B/C) - £5.8m



TURF CUTTING CEREMONY AT CASTLEBRAE POLICE TREATMENT CENTRE

A special ceremony was held on Thursday 28 May 2015 to mark the cutting of 'first turf' at Castlebrae Police Treatment Centre, Auchterarder.

The event was hosted by Paul Grant, Deputy CEO of the charity and Centre Manager at Castlebrae, and the Honourable Simon Howard, President of the Police Treatment Centres.



The Police Treatment Centres

The short ceremony was also attended by staff, Trustees, supporters of the charity, and representatives from Jim Gordon Associates, Wake Architects and Marshall Construction. Marshall Construction were appointed as Principal Contractor on the £1.7m project which comprises the conversion and extension of an existing single

story building to provide a gymnasium, changing rooms, swimming pool, hydrotherapy pool and associated facilities. The contract is expected to last 45 weeks.

Scott Ritchie, Contracts Manager commented:

“We are delighted to be undertaking this project at Castlebrae on behalf of the Police

Treatment Centre. A huge amount of effort by all has gone into bringing this project from the drawing board to cutting the first turf. We are happy with the programme of works and are excited to see the finished extension which will complement the existing first class facilities.”



TIME-LAPSE PHOTOGRAPHY IN CONSTRUCTION

Time-lapse photography is the process of capturing several photos over a period of time, and then assembling them together to create seamless video footage that appears sped up.

Depending on your subject and your approach to time-lapse, this can result in video footage which is very compelling and always interesting.

Time-lapse photography of construction is a popular way to document how a building was made as well as a unique visual element in a documentary.

Marshall Construction will use this technology on our upcoming build at Alyth Primary School. We were appointed as principal contractor for this job, which will involve creating a new-build primary around the existing building.

We hope that the construction of the new primary school and community wing will be a learning experience for the children, who will perhaps base some of their curriculum activities on the construction of their new school.

We hope to involve the local community through milestones within the construction process and reveal the completed time-lapse video for all to enjoy.

Work commences July 2015 for approx. 15 months.



GOOD VIBRATIONS...!

Marshall Construction are replacing their stock of DRQ's with the Makita HR4013C.

Marshall Construction Director, Robbie Cooke explained that the DRQ is our most commonly used tool with a high vibration level attached to it so for some time we have been looking out for a suitable replacement. The new Makita drill has a vibration level of 4.5m/s², half the level of the old drills and giving four times the length of use before the exposure action level is reached. This is a well worthwhile investment, helping to protect the health of our employees.

DEVELOPING TALENT IN CONSTRUCTION

Marshall Construction is committed to apprenticeships as an important way of bringing a diverse range of talented people into the company and the construction industry.

Our apprentices receive a high standard of teaching at local colleges. The company focuses on job mentoring and support, there is no better apprenticeship - Robert Marshall, Managing Director, commented:

“Our Apprentice Scheme is very close to my heart as I believe that construction is a fantastic career choice for young people today. We always have twelve apprentices across the board at any one time at Marshall Construction, if you do well in construction and gain a trade the scope is endless. Some of our previous apprentices have left and started their own businesses, which sets them up for life. Most of our managers are self-generated too so we look after staff we have trained to our own standards.”

Nicholas Bradie (25) recently passed his Electrical Skills Test in April after commencing his apprenticeship four years ago. Nicholas was also presented with “Apprentice of the Year” in his second year at college. Nicholas commented:

“Marshall Construction gave me a really good opportunity four years ago to show what I could do and achieve - I've learned so much over my time both at college and on my apprenticeship. It has been challenging at times and I have been put under pressure, but it's given me an idea of what I can expect in the future and I'm looking forward to a long career with the company.”



Reuben Dawson, General Building Manager said:

“We're incredibly proud of Nicholas's achievements and we welcome such talent, Marshall Construction gives our apprentices a platform to showcase what they can do. The standard of all our apprentices is extremely high and it just shows that through providing the right guidance and experiences our apprentices are able to thrive. Marshalls is a great place to work, I also served my time here nearly twenty five years ago and have since progressed into a managerial position and one of my duties is looking after the electrical side of the business. We have recently had great success with an influx of new projects and frameworks which is tremendous for the company and local employment.

We recently took on Andrew Flaws (29) as an Electrical Supervisor, he has a wealth of knowledge from small electrical jobs to high voltage complex projects - he will assist me in the day to day running of our electricians.”



DRIVING GROWTH WITH NEW VEHICLES

Marshall Construction has taken delivery of a fleet of new vehicles to support growth across its many active sites in Scotland.

Elaine Marshall, Plant Manager commented:

“Our substantial investment in the new fleet is an important step for Marshall Construction as we continue to grow and secure new projects across Scotland, we also need to minimise our impact on the environment, and these brand new vans are more fuel efficient. The new vehicles will provide us with an increased public presence and help our teams deliver their projects successfully.”

Marshall Construction pride ourselves on delivering a quality service and this extends to the equipment we use to provide that service.

After months of planning and preparation, we are delighted to see the new fleet in action, which include:

- Vauxhall Corsa Vans (10no)
- Ford Hi-Top Transit Vans (3no)
- Iveco Daily Pick-ups (3no)
- Ford Transit Custom (7no)



Robert Marshall, Managing Director added:

“We are delighted to add 23 new vehicles into our current fleet of 130 and they will undoubtedly help our tradesmen carry out their duties. The decision to increase our fleet and continue to replace ageing vans is our on-going initiative that reveals our vibrant forward-thinking and progressive organisation.”



SECTORS: INDUSTRIAL & COMMERCIAL PUBLIC BODIES HEALTHCARE EDUCATION HOUSING RETAIL

DIVISIONS: CONTRACTS GENERAL BUILDING SCAFFOLD MARSHALL HOMES ROOFING PLANT & FLEET FORTH VALLEY FENCING

COMING SOON

**Our exciting, stylish new development
at 'Faulds Green' near Tillicoultry.**



Situated in the central belt of Scotland surrounded by fantastic open views of the Ochil Hills, this development is the perfect location for both business and leisure.

This exciting new development offers an exclusive selection of brand new 2, 3 and 4 bedroom homes, all built with our superb new specification throughout. Each home is spacious and beautifully styled to offer the highest standards in modern living.

To register your interest in this development and to receive further information when it is available, please contact Frances Pender, f.pender@marshallconstruction.co.uk or visit www.marshallconstruction.co.uk/marshall-homes/

BOWMORE



TALISKER



DEANSTON



OBAN



SKYE



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