

New look brochure

For those who have not seen our new brochure yet, here is a preview.

As a business we recognise the benefits of advertising and projecting our business in an appropriate way. There is considerable restriction on funds available for these methods of promoting the company but it should not be ignored otherwise we may fall behind the market. My thanks are extended to "Countrywide Publications" and "Flashback Photography" for their considerable professional assistance with this project.

More work has also been carried out in the development of our website of late. In future, it means we will have an improved access to update and modify the content of



the site

This newsletter publication, besides helping to keep staff abreast of company matters, also creates an impression with our clients. If you would like to see particular information published in this newsletter please inform Lisa Cootes.

University of East Anglia – Biomass Woodchip Gasification System

PNP is nearing completion of the pipework installation for the University of East Anglia's Biomass project.

Briefly, this project is a new type of electricity and heat generating facility which will provide heat and electricity for the university campus with a near-zero carbon impact.

The plant will gasify woodchip biomass to provide base heat and electricity, at the same time improving the UEA's carbon emission rating by at least 34%.

PNP's scope of works consisted of the fabrication and installation of the following pipework systems: low temperature cooling water, low

pressure hot water, chilled water, natural gas, synthetic gas, exhaust flue, compressed air, process water and various drains.

These were predominately carbon steel standard weight, welded installations, ranging in size from 2 1/2"nb to 8"nb. The exhaust flues however were 24"nb and 20"nb stainless steel schd 10 grade 304 welded installations.

This project expended in the region of 6500 man hours, resulting in a site presence of 7 months.

PNP's highly skilled workforce led by Graeme Terry in the main, have ensured that the client's

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PNP MESSAGE

Barry Edwards
Managing Director



We get by with a little help from our friends. So far so good!

The expected downturn in trade was avoided mainly due to the sudden investment programme at the Bayer Crop Science site in Norwich. I am hopeful that this injection will take us into the early period of the New Year. More than half of our turnover for the second and third quarter of our trading year is taking place at this site and keeping many staff gainfully employed.

There is more good news from this particular client. Negotiations to renew the 3 year contract have been successful and we embark on a new challenge to fulfil our obligations under the new agreement. We are again trusted to make further improvements to the services upon which we are engaged by providing added value to the client. In exchange, they agree to an extended commitment to PNP for another term within the spirit of co-operation and an open relationship. We need to clearly understand the challenges and respond as efficiently as possible.

This, of course, is not enough to maintain an effective and profitable business such as ours. We should not therefore be complacent. There is a definite need to look for and create other new opportunities in order to develop the company's security beyond Bayer and the other regular client base especially during these particularly tough times.

I call upon all staff to retain the edge over our competitors by improving internal relationships, maintaining high quality and safety standards, together with ensuring efficient and productive operational methods are implemented.

Yours, mine and the company future is largely dependent on our enthusiasm and determination to beat the recession. Let's all go for it!

I thank all staff for their service and contribution through 2009 and wish you all a very Happy and Healthy New Year.

Who knows about the 'Zero Series'?

Many employees may not be aware that Pruce Newman has an operational division to provide a service to customers on a 'labour only' basis.

If you have checked or completed a time sheet with job prefix number of 0 (zero), e.g. 0901, 0910, 0810, 0814 etc, you would have had involvement with this division series.

The business operates five external sales divisions and one support division.

The fifth and less well know section is described here as 'PN Facilities'. As the description is listed you can see that the division specialises in a small domain or niche business for client convenience. Essentially, it deploys craftsmen from our resources to service term contracts and shutdowns/breakdowns to supplement our clients' long or short term deficiency in skills. It is like a 'mini agency' service provided by PNP Ltd.

Unusually, this service is not restricted or limited to pipework associated trades only. Over the years we have provided mechanical fitters, fork lift operators and process workers to fulfil the needs of clients particularly when these types of skills are required by existing clients or are needed for long duration contracts.

To add to the uniqueness of the series, the hourly rates at which the business sells at are very low because there is less overhead cost associated with the management of the staff. Whilst training, PPE, safety and quality are not compromised, there is less office staff management required on planning, design, procurement, estimating, tendering, supervision, productivity and financial controls etc. This is not to say we do not assist the client with some of these disciplines from time to time.

Here is a sample of the client's who have taken advantage of arrangements provided by the Zero Series Division: DOW Chemical, Bayer Crop Science, British Sugar, UCP (Crown Packaging), BAE, Synthomer, ICI/PPG, Bernard Matthews, Lotus Cars.

Overall responsibility for the performance of this business section is down to me, but there are some significant and major players in our ranks who deserve special recognition for the part they play in the success of the division.

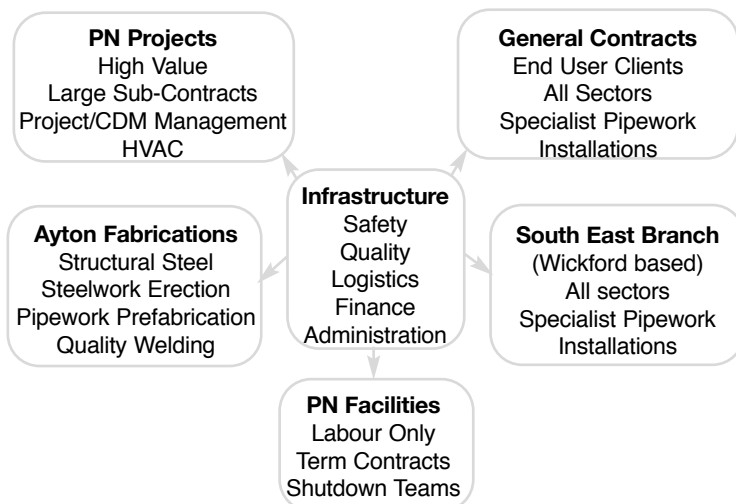
The maintenance of tooling & PPE still comes from John Tanner's team



(including Colin Lee & Michael Cox). Payroll, invoicing and costings are routinely dealt with by Lisa Cootes and Michael Luff. Dave Todd is the main link between site and office. As you would expect he, deals with deployment, recruitment and training of site based staff including those with diverse skills. Dave remains enthusiastic when dealing with work of this nature. He is aware that although the section is relatively small in size, it still represents up to 10% of our turnover!

Steve Cleveland helps to keep these sites' standards high by including them in the Safety & Quality audit programme.

Site based staff who are currently and regularly involved with 'labour





only' contracts include Kenny Fryman in Norwich, John Kerrison and his team at Cantley, Wayne Hart at Sweet Briar Rd and Jason Woolner at Stowmarket. Many others have contributed over the years.

Kenny Fryman has helped to look after our client UCP Crown Packaging for more years than I care to remember. He and Barry Prior have developed as a small department within the customer's site and they fly a high bright flag for the business. Kenny is very highly regarded as a dependable asset to the both the client and PNP.

In more recent times, John Kerrison has taken over the reins for us at British Sugar by running a small team currently comprising of Justin Edwards, Lee Emmett, Steve Masters and Richard Eastell. They tend to concentrate on maintenance work and have developed some unique skills for pipework repair and replacement. They are also held in high esteem by the client.

Wayne Hart is seconded by BCS to assist with their Plant Inspection Programme and Jason Woolner assists with a large variety of maintenance disciplines for PPG.

The Zero Series operations will continue to develop and we will look for more opportunities for the division to expand and thrive.

Long Service & Retirement Acknowledgements

The big milestone with Pruce Newman is 25 years of service and Dave Todd is now part of that special club. According to my records Dave joined the firm on 16th August 1984 and hasn't looked back since. Initially, he was employed as a Pipefitter's Mate and subsequently took up opportunities to learn the skills necessary to climb into the skilled grades and eventually to Chargehand status. Some years since (1997/98), he elected to take a position in the office as a Site Supervisor & then Labour (HR) Manager. Dave is an important and integral part of the company's management structure. His work ethic and enthusiasm in his job role are particularly evident and appreciated by the company. His practical knowledge & experience helps to bring another dimension into the office for others of us to learn from.

Dave is a fine example of what can be achieved as an employee within PNP!

Andy Messent has already received his share of accolades at public occasion or in written word but it should finally be recorded that he did actually reach an amazing 35 years with the firm in March 2009 before officially retiring on 11th November.

How can the other trouper, Derek Smith, be forgotten! Derek is still in our ranks after fulfilling 35 years employment with PNP in July 2009. It is difficult to keep him down as he says he loves and lives to work. Another fantastic achievement.

Not far behind these are two of their friends who are threatening to equal the 35 year goal:

Kenny Fryman reached the magic milestone of 30 years PNP employment in May 2009. Kenny has made a client home for himself (or at least he is part of their furniture) at UCP, Norwich. He should be commended for helping to maintain a long, successful & dependable relationship at the site with Mr John Leamon.

Ian McKenzie seems like he's been around forever! He also made the big Three Zero on 3rd December 2009. Ian has occupied a place on a whole variety of sites in his time and has always been rated as one of our top welders. He is 'old school' and thrives on his ability to make the difference in his job.

All of these employees are thanked for their service to the company. Let's hope there are more long service employees out there as the firm approaches its fortieth year since incorporation (2011).

University of East Anglia – Biomass Woodchip Gasification System

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expectations of workmanship have been achieved. This, in conjunction with support of site CDM management (Jon Edwards), has resulted in high levels of safety and quality.

PNP are proud to be an integral part of this pioneering project, in the rapidly developing sector of 'green' combined heat and power generation.

Mel Pascoe, the UEA's project manager has said in recognition of

PNP's efforts: "I am delighted with the attentive way the whole workforce has diligently put together this complex, prototype system. As project manager for the UEA over a period in excess of ten years, often involving Pruce Newman services, I am again very pleased to note that the PN staff have been a joy to work with, always happy to assist in not only the obvious contracted elements, but also to go the extra mile with good humour – WELL DONE!"

SAFETY AUDIT SCORES 2008-09 (%)

LOCATION	BEST SCORE (TO DATE)	LATEST SCORE
AMCOR FLEXIBLES	98%	98%
AYTON FABRICATIONS	99%	98%
BAYER	100%	94%
BAYER STEAM PROJECT	93%	93%
B S NEWARK	96%	96%
CARLESS (HARWICH)	96%	96%
COLCHESTER STW	100%	100%
COLMANS	100%	95%
DOW CHEMICALS	99%	97%
GRAFHAM WTW	100%	98%
ICI STOWMARKET	97%	97%
HINKLEY POINT B	98%	98%
HUNTSMAN	91%	91%
JOHN LAKE	98%	97%
KINSALE SCHOOL	97%	97%
LAYER WTW	96%	96%
LITTLETON WTW	97%	97%
MARKET GATES	96%	96%
PPG	100%	99%
PURTON WTW	99%	99%
TATE & LYLE	98%	98%
UCP	100%	100%
UEA	100%	95%
UEA (BIOMASS)	98%	93%
UEA (BOILERHOUSE)	100%	100%
UNILEVER (PURFLEET)	89%	89%
VOPAK	96%	96%
WALPOLE WTW	98%	98%
WALTON WTW	100%	100%
WEST SUFFOLK HOS	97%	94%
WICKFORD	98%	97%
WINCHESTER TOWERS	99%	99%
WYMONDHAM	96%	90%
ZOTEFOAMS	95%	95%

INCIDENT OCCURRENCES FROM END OF NOVEMBER 2008 TO END OF NOVEMBER 2009

TYPE OF INCIDENT	OCCURRENCE	SYMBOL
FATAL	0	X
MAJOR (AS RIDDOR)	1	A
MINOR	29	B
CONTACT WITH MOVING MACHINERY/ MATERIAL BEING MACHINED	0	C
HIT BY FLYING / FALLING / MOVING OBJECTS	7	D
CONTACT WITH FIXED / STATIONARY OBJECT	8	E
INJURED WHILE HANDLING/LIFTING/CARRYING / PUSHING	7	F
SLIPPED / TRIPPED / FELL (SAME LEVEL)	3	G
FALL FROM HEIGHT	0	H
TRAPPED BY SOMETHING COLLAPSING	0	J
EXPOSURE TO FIRE/EXPLOSION/HARMFUL SUBSTANCE / AIR POLLUTION	2	K
CONTACT WITH ELECTRICITY / ELECTRICAL DISCHARGE	0	L
PHYSICALLY ASSAULTED BY PERSON / ANIMAL	0	M
OTHERS (MISCELLANEOUS)	3	N
TOTAL	30	

BIRTHS

Congratulations to...

Justin and Rachel Edwards on the birth of a baby boy, Joseph, on 12th October 2009 weighing in at 10lb 14oz

Matthew Webster and his partner Rachel on the birth of a baby girl, Roxanne Summer, on 24th September 2009 weighing in at 6lb 12oz.

SERVICE 2010

30 YEARS: Alfie Smith

15 YEARS: Darren Clubb, Mark Taylor, Paul Hayhoe, Chris Cootes

10 YEARS: John Kerrison, Danny Hunter, Matthew Webster, David Leonard

5 YEARS: Jamie Key, Neil Betts, Lisa Cootes, Chris Bone, Gavin Durham, Danny Walpole, Wayne Hart, Jason Woolner, Mick Mackney

EXTRA CURRICULA ACTIVITIES

Golf

The 2009 PNP Golf Pairs Knock Out final was contested between Alan Pruce and Danny Hunter (runners up) and Dave Todd & Mark Blaxter (winners). Congratulations to the winners who receive a trophy for their success! Entries forms for the 2010 competition will be sent out in the Spring (the competition will be started earlier this year to avoid busy work periods and holidays). Unless there are objections Phil Hoy and I will form the 'committee' again this year.

Barry Edwards

CONTACTS

Pruce Newman Pipework Ltd

Incorporating Ayton Fabrications, Pruce Newman Projects

Head Office

Ayton Road, Wymondham
Norfolk NR18 0QJ
Tel 01953 605123 Fax 01953 601115
Email: mail@prucenewman.co.uk
Web: www.prucenewman.co.uk

Southern Area Office

Suite 5, Riverside House,
Lower Southend Road, Wickford,
Essex. SS11 8BB
Tel 01268 739470 Fax 01268 764183

Barry Edwards

Managing Director
Tel 01953 609666
Email: barry.e@prucenewman.co.uk

Graham Newman

Director, Southern Region
Tel 0126 739471
Email: graham.n@prucenewman.co.uk

Alan Pruce

Director, East Anglian Region
Tel 01953 609621
Email: alan.p@prucenewman.co.uk

Tim Moore

Sales Projects Director
Tel 01953 609671
Email: tim.m@prucenewman.co.uk

GUESS WHAT?!

Who is prepared to lay claim to this amazing workmanship? If anyone can guess what and where this installation is, I will buy them a pack of beer!

