

# Welcome!

Yes, that's the most exciting headline I could come up with for the first S.E.H Group Newsletter! I say the first but suspect I will be corrected by some of the longer serving staff within the business. No doubt somewhere within the Group's past there was a previous version although this is definitely my first attempt.

So, as the first of hopefully many, this edition starts with the basics of who's in the Group and what they do. You will find a simplified structure below, followed by a resume of each company on page 2. Whilst this is a brief snapshot I intend on spotlighting different companies in future newsletters. As you can see we truly do offer a "Complete Construction Capability" which is increasingly uncommon as our competitors continue to thin out.

As you might expect, the bulk of the articles are snippets as submitted from each operating company. You will see completed projects from all over the country, along with articles on some of our Framework contracts which are so vitally important at the moment. The Group's commitment to growth is also obvious, with significant recent plant purchases, new showrooms for SEHBAC and depot for Emmitt Plant.

I have taken the chance to request your personal involvement in Group Business Development. It has never been more important than now to capture every opportunity, no matter which company it relates to. Whilst that article relates primarily to the construction sector, please don't forget our retail arm in SEHBAC.

The sales managers (who you will see on page 5) will provide great discounts to any Group employee or their family for windows, doors, conservatories etc. Just tell them I sent you ....

You will also find lots of people news which is perhaps the most important of the lot in my eyes. We believe we have the best people and hopefully that will be evident in this and future newsletters.

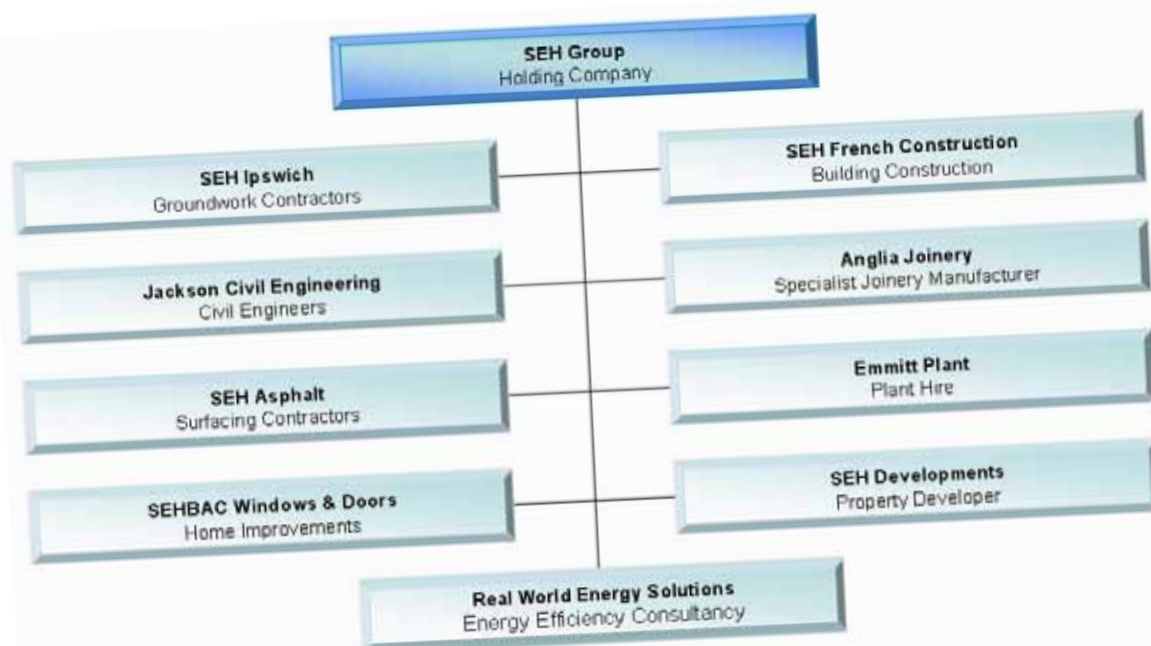
Finally, it's worth mentioning why we decided to produce this newsletter at all. The idea started a few months back with the realisation that very few individuals actually have an overall view of what the Group is all about. Certainly Graham Emmerson, Paul Smith and I have the best chance but even we don't hear about many of the good things that go on. I therefore hope we can use this forum as a mechanism to collect this information as well as the means to share it more widely. Whilst it is intended to be an internal document and therefore will continue to be a little rough around the edges, it may even be of interest to some of our clients and suppliers.

So this is your newsletter so please let your Directors know of any news you would like to see in future editions. With over 500 staff plus their families, clients, etc it's your chance to be a star at least for a day or two.

I hope you enjoy it.



Richard Neall  
Chief Executive



## SO, WHO'S IN THE S.E.H GROUP?



### S.E.H FRENCH CONSTRUCTION

One of East Anglia's leading construction companies with extensive knowledge and experience constructing commercial buildings and residential properties for over 60 years. More recently specialising in sustainability, the company prides itself in quality workmanship and therefore enjoys a high proportion of repeat business with long term clients.

[www.sehfrench.co.uk](http://www.sehfrench.co.uk)

### S.E.H IPSWICH

Founded in 1971, SEH Ipswich are one of the East Anglia's premier civil engineering and groundworks contractors. They undertake medium scale infrastructure works, roads, sewers, bridges and utility services. They also complete foundations and superstructure concrete works. Long term clients include Persimmon Homes, Belway Homes, Hallmark Developments, Chater Homes, Taylor Wimpey and Barratt Homes.



[www.sehipswich.co.uk](http://www.sehipswich.co.uk)

### JACKSON CIVIL ENGINEERING GROUP

Jackson Civil Engineering is one of the country's leading regionally based civil engineering contractors. Established in 1952 the company works for a wide range of clients in the private and public sector. With Regions from Cornwall to North Yorkshire and everywhere in between, they complete contracts up to £50 million on an individual basis.



### SEHBAC (formerly SEH Windows & Doors)

The company is the marriage of two of the biggest names in residential and commercial PVCU, timber and aluminium windows, doors & conservatories. Both SEH and BAC have excellent reputations and when combined through the acquisition of B.A.C in 2007, created the most professional Group of its type in East Anglia and Greater London.

[www.sehbc.com](http://www.sehbc.com)

### S.E.H ASPHALT

Based in Suffolk, SEH Asphalt, as the name suggests, are asphalt and bituminous surfacing contractors. The company works throughout the region but can travel further afield for specific clients and projects. Whilst able to supply all local infrastructure schemes for the group construction companies, the majority of work is undertaken in the open market for a wide variety of public and private clients.



[www.sehasphalt.co.uk](http://www.sehasphalt.co.uk)

### EMMITT PLANT



Emmitt supplies the plant and equipment needs for our Group companies as well as providing an excellent external hire facility. All plant needs are catered for with the added advantage of being able to purchase specialist equipment when required. With depots in East Anglia and the midlands the company is very well placed for future growth.

[www.emmittplant.co.uk](http://www.emmittplant.co.uk)

### ANGLIA JOINERY

Based in Needham Market, Anglia Joinery provide specialist timber solutions for the private and public sector. Specialist joinery design and manufacture includes staircases, reception counters, bars, windows, doors and kitchens. Long term clients include Ingleton Wood, Barnes Construction, Seamans, SEH French and SEHBAC.



[www.sehgroup.com](http://www.sehgroup.com)



### REAL WORLD ENERGY SOLUTIONS

With the recent requirements for Energy Performance Certificates for commercial and industrial buildings, RWES is now providing commercial energy efficiency solutions around the UK. They provide clients with solutions which either save money, make money or ensure they meet ever tightening legal requirements.

[www.realworldenergysolutions.co.uk](http://www.realworldenergysolutions.co.uk)

### SEH DEVELOPMENTS

A highly important part of the Group, SEH Developments buy, sell and develop land, residential and commercial property. Working primarily in Suffolk, they are able to make excellent use of the Groups 'Complete Construction, Capabilities' by creating in-house work opportunities for all our of companies.



## STOKE FRAMEWORK



JCE were recently awarded a Framework Contract for Minor Works within the City of Stoke-on-Trent.

Geographically, the City of Stoke-on-Trent comprises the six old industrial towns of Longton, Fenton, Stoke, Hanley, Burslem & Tunstall, so the "site" covers a wide area and the work is a varied mix of schemes, ranging between £5K — £200K in value and covering roadworks, cycleways, landscaping, fencing and minor structural works.

Work to date has varied between sensitive areas such as the local crematorium to old industrial areas and busy commuter routes where work has had to be undertaken off-peak.

Needless to say, a pre-requisite for site staff is a good A-Z or, better still, a reliable Sat-Nav!

Key staff on the project are:-

- Dudley Taylor - Framework Manager
- Craig Savidge - Sub Agent
- Pete O'Brien - General Foreman
- Carl Griffiths - General Foreman
- Damian Bartlett - Quantity Surveyor

## NEW FOR OLD!



Emmitt Plant were recently approached by Wirtgen Ltd (Hamm Rollers) to see if they were interested in trading in all their older Hamm Rollers for new ones (a mixture of 1000mm & 1200mm in size).

After lengthy negotiations (would you expect anything less from the plant boys!) a deal was done. The deal was to trade in 12 rollers & buy in 14 new ones. All trade-ins were sent back to Germany.



## FAREWELL - DAVID WILSON



David Wilson, a Service Engineer at Emmitt Plant, retired at the end of May after nearly 18 years' service. He was presented with an engraved Raymond Weil watch, together with a scale model of his works van, complete with livery and even the correct registration number (see below)!

We wish him all the very best and will certainly miss his knowledge and skills.



## LONG SERVICE AWARDS



### 30 Years' Service

- Marian Burgess—Administrator (July 09)
- Paul Reason—Sub-Contract Clerk (Sept 09)

### 25 Years' Service

- Andy Wargent—Site Agent (Oct 09)

### 20 Years' Service

- George Thomson—General Operative (Jun 09)
- Mark Scrivener—Senior Buyer (Sept 09)
- Paul Bennett—Senior Estimator (Sept 09)



## NEW SEHBAC SHOWCENTRE

The latest SEHBAC show centre opened late last year and is situated in Romford, just off Gallows Corner on the Southend Arterial Road.



Windows, doors and conservatories are displayed in lifestyle settings and the facility provides offices for the sales force based in this area, all within a 6,000 sq ft facility.

## RECENTLY COMPLETED FRENCH PROJECTS

### Culford Tennis Facility

Construction of a revolutionary covered 4 court tennis centre, built to Lawn Tennis Association standards. The enclosure was a steel latticed beam construction complete with a PVC-coated polyester fabric built within the school grounds to improve their current sports facilities. With this project being delivered in a time frame of 22 weeks and a budget of £900,000, the facility was officially opened on 5 May 2009 by Greg Rusedski.



### New Extension at Attleborough

Construction of a new 10 bedroom extension in association with the 12 bedroom refurbishment that was carried out, this was a traditional build with rendered blockwork. The programme was a completed project in 48 weeks and a budget of £1 million.

### Garons Park , Southend

Construction of an external four court netball facility for Southend Borough Council. This was a fast duration of 10 weeks with a limited budget of £265,000. Since the completion of this facility we have had numerous letters of thanks from the users of the courts.



### Developments keep rolling on .....

Martin Blake and his team continue to snap up development opportunities in and around Ipswich. The most recent deal is the purchase of the old Racecourse Pub which will be demolished and replaced with a 4000 sq feet supermarket and 5, 2 bedroom houses. With planning now received, construction by S.E.H French will commence shortly.



### SEHBAC SCHOOL VISIT

SEHBAC was proud to show its state-of-the-art manufacturing facility to six Year 10 pupils from Raphael Independent School on 13 May 2009. SEHBAC was contacted by the Headmistress to see if they could help with a field visit as part of Year 10's Business Understanding course.



The visit was well received and all pupils, in keeping with our passive sales policy, signed a binding contract for life to purchase only from SEHBAC when replacing their windows in years to come!





Anglia Joinery have just completed all the joinery works for two prestigious properties for the same client - one at Drinkstone, the other at Tostock.

All the items were made in hardwood and included a 'sweeping' black walnut staircase, elaborate entrance gates, garden room with lantern light and all the windows and doors, etc.



They have also recently completed an oak staircase and kitchen for a 'mystery famous person' at Long Melford. The architect recommended Anglia Joinery to the contractor and this has led them to be considered for other imminent projects.



Earlier this year they did some works on an artist's studio at Aldeburgh and have just completed a new shop front for the same clients at their art gallery in Chelsea.

## NEW SEHBAC SALES & MARKETING STRUCTURE



In order to accelerate and complete the merging of the SEH and BAC sales operations, a brand new structure has been put in place during April of this year:-

**Martin Dunnett** has been promoted to Area Sales Manager looking after Ipswich, Colchester and Chelmsford. Martin has 22 years' experience within the industry and has consistently been one of the top salesmen for SEH over the last 19 years.



**Chris Phillips** has been promoted to Area Sales Manager for BAC looking after Romford, Sidcup and Worcester Park. Chris, having joined S.E.H three years ago, has been hugely successful working out of our Chelmsford Show Centre. Chris has enjoyed success in sales for over 13 years but as a true Essex boy you would expect nothing less!



**Gary Emmerson** has taken on the role of Marketing Consultant to support the above roles in generating the leads required for the businesses.

Gary will bring his wealth of experience gained over the last 15 years with SEH and now focus specifically on the marketing requirements.



Already this team is taking the businesses forward and helping to continue to buck the recession.

## IT'S BEEN TANGO'D!!!



SEH Asphalt have commenced the introduction of its striking new orange livery. The new colour scheme will replace our traditional blue as the fleet is expanded and renewed. As can be seen from the photo below, a Bitelli BB650 paver was the first to receive the new colour look and logo.

This mid range paver complements the existing fleet of machines (all of which are under three and a half years old) ranging in size from a large AP600 Caterpillar paver through to a Bomag 223C mini paver. The fleet allows them to be flexible in the works undertaken, ranging from small domestic contracts to major highway schemes.



## Boston Waterways Project



On a sunny March afternoon Richard Neall joined assembled dignitaries, and Michaela Strachan, to celebrate the completion of another successful Jackson contract and open the Boston Lock and surrounding areas for public use.

The Boston Lock project is the first phase of the Fen Waterway Link, the largest, most ambitious inland waterways project in the UK for 200 years and the largest externally-funded project the Environment Agency will manage. The project for Phase 1 comprised of:-

- A lock to allow navigation between the tidal waters of the Boston Haven and South Forty Foot Drain
- Upstream and downstream moorings
- Offices, café, shop and visitor centre in renovated cottages
- Scour protection of downstream apron
- Local environmental enhancements
- Remote fish and bird refuges and angling facilities

To successfully deliver the project the Environment Agency used its established framework partnerships and, via the mini bid procedure, selected Jackson Civil Engineering and Halcrow as the preferred design/construction team.

The project was designed and constructed within 16 months, to a fixed budget of £8.5m and delivered the client's objectives through sound project management and engineering design that overcame challenging technical constraints.

In total 250 tonne of rebar and 1500m<sup>3</sup> of concrete were completed in 16 weeks. This was only achieved with fantastic customer relations, many long shifts were required and weekend working was normal.



The immediate neighbours recognised the enhancements that would be provided and were totally supportive of the project.

Whilst the focus was on the new lock structure, the requirement was to also refurbish the original lock-keepers cottages to provide office space, a café and shop along with a visitor centre. The existing building housed bats, asbestos, subsidence, wood rot and marginal service connections but on the opening day the refurbished establishment impressed the 150 VIP guests and now awaits a new tenant to overlook the original mitre gates, which have been used to create a carved memorial to the original men of the Fens who hand dug the drains which the project is now revitalising as a recreation facility.



## NEW COMMERCIAL DIVISION

SEHBAC have now established a Commercial Division in order to service independent commercial opportunities as well as take advantage of opportunities generated within Group. The division was formed in August 2008 and the first 5 months trading secured contracts in excess of £150K. The division consists of a small, highly experienced team headed up by Glen Swatman who has joined us from Everest Home Improvements. Glen is supported by Graham Jupp and Craig Forder.

In 2009 the team is going from strength to strength and have already secured over £655K of contracts, with many other verbal assurances of imminent wins. Some of the completed contracts include: NHS (one at Mistley Clinic and 3 at Clacton Hospital); Clarke Hyiller – Butterfields – Phase 1 & 2; SEH French – A number of small opportunities have been secured; Wells Park School; Britannia School



## S.E.H IPSWICH WORKING IN PARTNERSHIP WITHIN THE GROUP



It has never been more important than now to maximise opportunities for inter-company trading. Whilst Asphalt and Emmitt Plant are long term strong performers in that regard, S.E.H Ipswich are also now enjoying a number of opportunities that only a large Group can provide. For example they have recently completed the following excellent work in partnership with their sister companies:

- Stowmarket Care Home—S.E.H French
- Ipswich Dock Concrete Plant—Jackson Civil Engineering
- New Corby Plant Depot—Emmitt Plant
- Tarmac Asphalt Plant—Jackson Civil Engineering
- Culford Tennis Centre—S.E.H French
- Garons Tennis Park Southend—S.E.H French

## BUSINESS DEVELOPMENT STARTS AT HOME

In the current economic climate it is becoming increasingly more difficult to both find and secure future opportunities. As an organisation we all need to be constantly looking for opportunities. As members of staff we all live within our operating areas and therefore have exposure to new developments and planning leads near to home.

### WHAT CAN YOU DO?

#### • Be vigilant and aware of changes around your communities

Look for development boards as these boards are vital sources of information showing us who is the client, the developer and contact details.

Look for demolition sites because these will give an indication of works to follow along with a source of cheap, local recycled material.



#### • Be up-to-date with local developments through the press

Read your local newspapers. Normally the best are the local free press. They have all your local news that follows any large planning application, development, etc. Please read the boring pages at the back. They contain the public announcements. These will cover all the recent planning applications, road closures, re-zoning, etc.



#### • Communicate with our clients and designers

One of the best sources of new leads is from people who know us. When you are on site either full time or just visiting, speak to the client and/or Project Manager. Find out what they are working on, what's coming up, etc. Show our interest and how we can help. You will be amazed at how this normally can result in more work!

#### • Read the trade press publications

These publications often cover new developments, eg. wind farms, waste, etc that we can follow up, as well as planning leads and/or tenders. If you see something report it, it does not matter if it has already been tracked. We need your involvement.

#### • Look out for the Time Team and Drilling Rigs

One of the clearest signs of something big about to happen is the appearance of soil investigation drilling rigs and/or archaeological topsoil strips. If you see these, stop and enquire what is going on as there will normally not be any sign boards up at this stage.



## HOW DO YOU LET SOMEONE KNOW?

**Communicate**—Please contact either the relevant Manager in your business or, one of the Directors of a sister company if you think it may involve their business. Without good communication we cannot expect to maximise our opportunities.

**Details**—As with most things in life the “devil is in the detail”. When you record a lead please try to obtain as much information as possible. Please try to get a contact name and/or number as this can really speed up the process!

In summary, Business Development is a function that everyone in the company can help with, no matter what your position. Please communicate and keep a look out for leads. You will be amazed at what you will see.....

## NEW PLANT DEPOT AT CORBY

SEH

EMMITT  
PLANT HIRE

Emmitt Plant's new depot at Corby, Northants is now fully operational with offices, workshops and plant wash-down area. Serving alongside our other depots in Diss and Ipswich, it is obvious to say that between us we can now cover a much larger area. Recent hires have taken us as far as Lincoln and Swindon.

Back to the build, thanks goes out to all those involved with the site, especially to Gary Bevis at S.E.H Ipswich and Keith Luckie at S.E.H French and their teams for their efforts to complete our new depot. The actual building was manufactured and erected by Miracle Span. It took a team of 8 men, 2x scissor lifts, 1x 12m telehandler and several nuts and bolts to assemble. All in all, taking only 10 days to erect! After two long, cold winters and numerous upsets with environmental issues, it's nice to resume business as normal!

We have already gained custom with another small plant firm who will be using us for breakdowns and maintenance on their own machinery, as well as hiring from Emmitt. We are also beginning to get a customer base of small builders/roofing contractors and alike within the local community.



## Jackson

CIVIL ENGINEERING

## M1 MOTORWAY CONTRACT

Jackson Civil Engineering are about to start work on their thirteenth contract to upgrade parapets on the M1 motorway near Milton Keynes on behalf of the Highways Agency. The programme of works to upgrade the original 1950's designed Owen Williams bridges has been undertaken over a six year period in order to upgrade the existing structures to comply with current specifications and loading criteria.

Originally, the schemes were carried out under the MAC8 agreement with Carillion-URS, with JCE acting as a sub-contractor to the Highways Agency and Managing Agent Carillion-URS. Since 2006 the projects have been procured and delivered under the South East Framework Contract, with JCE working alongside JV partner Cemex. The works have all involved installation of temporary edge restraint systems, demolition of existing concrete bridge walls and reconstruction of new reinforced parapet edge beams and new safety fencing and high containment fencing.

One of the key issues of the works is ensuring that the disruption to the public using the M1 motorway is minimal. To achieve the Highways Agency's objectives of no disruption or lane restrictions during peak hours there was a large proportion of the works that could only be carried out at night using a contra-flow on the motorway. The continued programme of works allowed JCE to engage with the client, the design team and the supply chain and many examples of best practice and partnering were in evidence as the project team continually improved performance with each completed scheme.



The clearest demonstration of continuous improvement was that originally contracts were awarded to upgrade a single bridge over a twenty four week programme; the last completed scheme saw JCE deliver four bridges concurrently within a twenty six week programme.

This continuous improvement saved the client both money and negative publicity by having prolonged phases of traffic management on this vital part of the motorway network.

There have been a number of JCE staff involved in this programme of works since its commencement including Jason Gibson, Ahmed Bakir, Peter Langan, Dave Allen, Jon Holland, William Wallace, Matthew Thornton, Paul Watson, Carl Griffiths and numerous other staff.

**Don't forget to email stories to [BRiches@Jackson-Civils.co.uk](mailto:BRiches@Jackson-Civils.co.uk)**