

**Operating income**  
(2007: £96.5m)

**£112.1m**  
+16%

**Margin**  
(2007: 16.3%)

**16.2%**

**Earnings per share**  
(2007: 17.15p)

**19.87p**  
+16%

**Operating profit**  
(2007: £15.7m)

**£18.1m**  
+15%

**Profit before tax**  
(2007: £13.8m)

**£16.3m**  
+19%

**Final dividend (per share)**  
(2007: 2.40p)

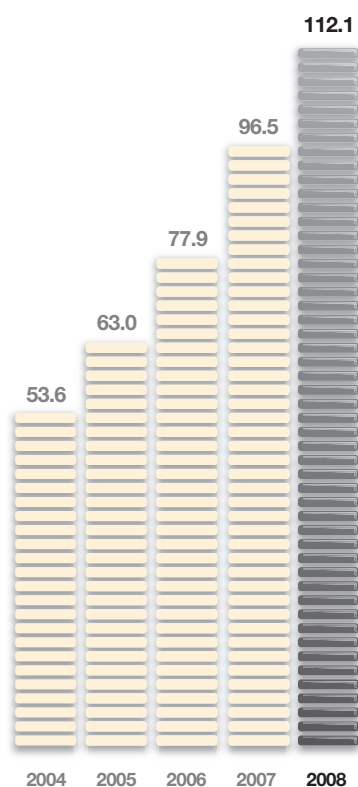
**4.72p**  
+35%

- Operating income up 16% to £112.1 million (2007: £96.5 million) – Organic growth of 9%
- Operating profit up 15% to £18.1 million (2007: £15.7 million) – Organic growth of 10%

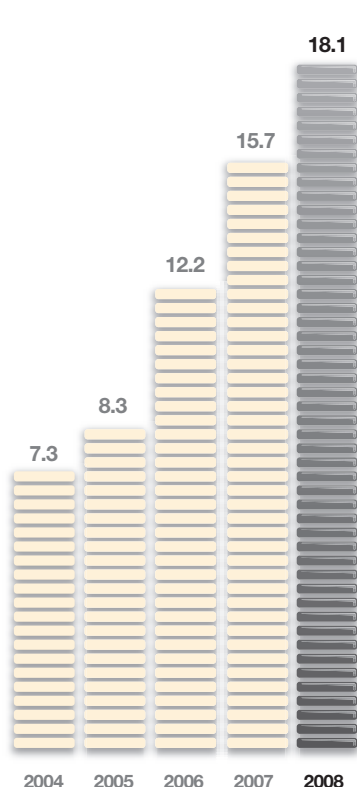
- Margin of 16.2% (2007: 16.3%)
- Profit before tax up 19% to £16.3 million (2007: £13.8 million)

- Earnings per share from continuing operations up 16% to 19.87p (2007: 17.15p)
- Total dividend of 4.72p per share (2007: 2.40p), an increase of 35%  
Total for 2008 of 4.72p per share (2007: 3.50p), an increase of 35%
- Net cash at 31 December 2008 of £6.3 million (2007: £0.80 million)

Operating income (£m)



Operating profit (£m)



Earnings per share (p)

