



THE PRINCE'S
SCOTTISH YOUTH
BUSINESS TRUST

CELEBRATING
100 OF THE BEST
PSYBT SUPPORTED
BUSINESSES

 **RBS Group**

Supported by The Royal Bank of Scotland Group

“PSYBT has made a staggering contribution to Scotland and to the whole enterprise agenda. The economic and social return delivered by PSYBT must make it the most bankable investment anyone could make in young entrepreneurship.”

Sir Tom Hunter, West Coast Capital

“In times when confidence is low and uncertainty is high, it is important to celebrate success. The 100 companies in this list all deserve to be recognised for the important contributions they have made to the Scottish economy – not least the 2,200 jobs they have created across a variety of sectors. It is easy to forget that today’s household names were once fledgling companies, struggling against the odds to achieve a foothold in their market. This report contains a wealth of advice and experience, which will give Scotland’s young entrepreneurs the confidence to follow in their footsteps.”

David Fenton, Senior Economist, RBS Group

CELEBRATING 100 OF THE BEST PSYBT SUPPORTED BUSINESSES

The Prince's Scottish Youth Business Trust (PSYBT) is Scotland's leading charity in helping young people aged 18 – 25, whoever they are and wherever they come from, to start up and continue in business. Since launching in 1989 we have had the great pleasure of working with over 12,000 young people to realise their dreams of self-employment. Every year, we discuss business ideas with over 3,000 aspiring entrepreneurs and provide support in the form of free and confidential advice on business start-up, assistance in writing a business plan, loans of up to £5,000 and grants of up to £1,000 and book-keeping training.

This report is a celebration of all of their achievements; not just those that feature here. It is also a testament to the fantastic network of 800 volunteers that have given time, expertise and encouragement to helping these fledgling companies.

Here we present the best 100 PSYBT supported businesses in Scotland, and feature case studies on ten of them.

The impact of these businesses is clear. Within their industries, local communities and Scotland as a whole they have created over 2,200 jobs and have a combined turnover of some £157m. 71% have traded longer than 5 years, 47% have been trading for more than 10 years, and 28% have a combined turnover of between £1m and £5m.

These businesses have overcome challenges both personally and professionally, set up businesses in the most difficult of times and location, embraced technology, invented revolutionary products and generated income and employment.

The charity could not do what it does without the on-going support of our many donors and supporters, a very warm thank you to all of you. At the heart of everything that PSYBT does is people and we hope that you enjoy reading about some of Scotland's brightest young stars. A special thanks to Professor Colin Mason and Audrey Mutongi of Strathclyde University for their assistance in preparing this report. We are also very grateful to The Royal Bank of Scotland Group for their support to help us to produce this document.

MARK STRUDWICK CBE,

CHIEF EXECUTIVE,
THE PRINCE'S SCOTTISH YOUTH
BUSINESS TRUST



After 11 years with The Prince's Scottish Youth Business Trust, I am naturally thrilled that The Royal Bank of Scotland Group has supported an independently verified analysis of 100 businesses funded by PSYBT since 1989 when the charity was formed.

PSYBT's regional network is fundamental to our niche in the enterprise arena of

Scotland and so important to the young people we support and the communities they live in.

The 100 businesses featured in this report are all exceptional; but we must not forget that they started off as micro-businesses without the funding and support in place to become sustainable businesses. PSYBT provided that support and, through our volunteer network, helped build the confidence and skills necessary for these businesses to flourish.

It is so important that major organisations like RBS engender in their staff a natural desire to do all they can to help young people.

The 100 PSYBT supported businesses have a combined turnover of some £157m. This has a huge impact on the Scottish economy and is well recognised by all those who know about PSYBT's work. It is important for us to spread the word – advances in the social media arena are making this easier; nearly 60% of PSYBT's referrals now come through these platforms.

There is no doubt that youth enterprise and entrepreneurship is alive and well in Scotland, and that so much can be achieved from small beginnings. I am confident that this work will stimulate us all to play an even larger part in supporting entrepreneurial young people to grow their businesses.

Good Hunting!

 RBS Group

SUPPORTING THE PRINCE'S SCOTTISH YOUTH BUSINESS TRUST



THIS IS WHERE WE
OIL THE WHEELS OF INDUSTRY.



Gregor Mackintosh
Mackintosh of Glendayona



THE PRINCE'S
SCOTTISH YOUTH
BUSINESS TRUST

GORDON MERRYLEES,

REGIONAL MANAGING DIRECTOR,
THE ROYAL BANK OF SCOTLAND GROUP

The Royal Bank of Scotland Group (RBS) is proud to support The Prince's Scottish Youth Business Trust best 100 businesses. This report evidences the wealth of entrepreneurial talent that exists throughout Scotland and shows that a young person from any background can achieve their ambitions through hard work and dedication, and with the right support and expertise.



RBS has worked closely with PSYBT for 23 years. We are very proud of our strong relationship with PSYBT and recognise the role we have to play, investing in communities across Scotland to make a long-term difference. We are especially committed to helping entrepreneurs and small businesses achieve their ambitions. Small businesses make a critical contribution to their communities and to the economy, not least by creating jobs. We are therefore delighted to celebrate the contribution of PSYBT and their best 100 businesses with the publication of this report.

RBS is committed to supporting enterprise, helping young entrepreneurs at every stage of their journey. We want to ensure that young entrepreneurs are in the best possible position to achieve their ambitions, whatever their background. Many of the businesses featured in this report would not have been able to achieve their success without initial support, advice, mentoring or funding from PSYBT. This is why we go beyond banking services and partner with organisations such as PSYBT, and why many of our employees volunteer as mentors to PSYBT supported businesses. It makes sense because it's good for the young people, good for their communities, good for the economy and ultimately good for business.

I would like to personally congratulate not only the 100 businesses who feature in this report, but all 12,000 young people who have had the courage to pursue their dreams and start a business with PSYBT over the last 23 years. It is truly great to see so much success.

TURNOVER > £5M

NUMBER OF COMPANIES: 8

JOBS CREATED: 440

TOTAL TURNOVER: £61M

“PSYBT has been the catalyst for creating and growing some of the best and most interesting companies I know – the opportunity, the funding and the support can turn dreams into realities – keep going.”

Bob Keiller, CEO, Wood Group PSN



AIRCRAFT MEDICAL LTD

EDINBURGH

ESTABLISHED: 2002 | JOBS CREATED: 40 | TURNOVER: £5M+

WHEN A patient is under a general anaesthetic, an endotracheal tube is placed into the patient's airway to secure oxygen delivery. In order to facilitate the placement, a piece of medical equipment called a laryngoscope is used. And when, over a decade ago, a young student, Matt McGrath, decided to enter a design competition to develop an improved version of the laryngoscope, he could never have predicted how his career was about to unfold.

Not only did the prototypes of McGRATH® laryngoscope attract the highest award from the RSA, as recognition of outstanding design achievement, but his company, Aircraft Medical, subsequently attracted industry awards from the Audi Design Foundation, the Scottish Executive and Scottish Enterprise, and today is backed by the Wellcome Trust and private equity.

Backed by The Prince's Scottish Youth Business Trust at the very outset, Aircraft Medical operates out of an Edinburgh HQ and relatively new manufacturing premises in Dalgety Bay, in Fife. Plus, it runs a dedicated research and development subsidiary in Barcelona, Spain.

Today, the most-up-to-date version of the McGRATH® laryngoscope is the McGRATH® MAC, which includes a camera and a small video screen.

The company is also developing technology that monitors a patient's depth of consciousness while undergoing a general anaesthetic.

Says McGrath: "We are now recognised globally as a leader in medical product design and as a founding member of the emerging video laryngoscope market. The support we received from PSYBT at an early stage was invaluable in setting up the business and we are delighted to now be a supporter of the organisation."

www.aircraftmedical.com

TURNOVER >£5M

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BREWDOG LTD

GRAMPIAN

ESTABLISHED: 2007 | JOBS CREATED: 50 | TURNOVER: £5M+

BrewDog is Scotland's largest independent brewery. They are dedicated to making cool, contemporary and progressive beers showcasing some of the world's classic beer styles, all with an innovative twist and customary BrewDog bite. BrewDog beers are stocked by Tesco, ASDA, Sainsbury's and Oddbins and available in 13 other countries. Most recently they opened BrewDog bars in Aberdeen, Edinburgh and Glasgow.

If you could have a superhero power what would it be? 8 fingers on each hand so I could hold more beer glasses.

Future plans: making enough beer to supply demand.

www.brewdog.com

DADA EVENTS LTD

GLASGOW

ESTABLISHED: 2002 | JOBS CREATED: 80+ | TURNOVER: £5M+

DADA create integrated marketing to make business happen for their clients and the company. They own successful businesses, run joint ventures and deliver their services and ideas to clients. DADA have been responsible for some of the UK's most successful marketing campaigns; creating and selling out major events, driving global media campaigns and delivering brand strategies with exceptional new media and design.

Future plans: We have offices in each of Scotland's four major cities and are planning a move into England and Ireland as well as the launch of a major new product and aiming to pass the millionth member mark this year.

www.dada.co.uk

"The Moffat Charitable Trust has been involved as a major supporter of PSYBT for 12 years. In that time we have met many inspiring young people and it has been a privilege to be involved in helping them to build businesses that go on to prosper and support the Scottish economy."

Jamie Moffat, Chairman, The Moffat Charitable Trust

TURNOVER >£5M

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LIGHTWEIGHT MEDICAL LTD

EDINBURGH

ESTABLISHED: 2003 | JOBS CREATED: 70 | TURNOVER: £5M+

Lightweight Medical developed a new business model for product innovation. Partnering with the NHS and others to capture long-term value by licensing intellectual property to healthcare companies in exchange for a royalty of sales.

If you could have a superhero power what would it be? Time travel.

Future plans: Attract new clients and deliver on our 3rd round of investment.

www.lightweight-medical.co.uk

LINGO 24 LTD

GRAMPIAN

ESTABLISHED: 2002 | JOBS CREATED: 150 | TURNOVER: £5M+

UK translation company Lingo24 was founded in Aberdeen, and today they're one of the fastest growing translation companies in the world. They have over 150 team members (Lingo-ists) worldwide, with hubs in Edinburgh, London, Timisoara (Romania), Panama City, the Philippines and New Zealand.

If you could have a superhero power what would it be? The ability to motivate people remotely.

Future plans: Maintain at least 30% annual top line growth. Achieve profitability above £500k. Reach top of search engines for key industry-related terms in top 50 country markets worldwide. Build on an already strong company culture, and do more good for others.

www.lingo24.com

“Launching a new business can be a daunting prospect at any age. PSYBT ensures that young entrepreneurs get the best possible start by not only providing funding, but also offering much needed practical support and guidance through its network of advisers and business mentors. It has a very impressive track record of success and we are proud to be supporters of PSYBT.”

Calum Paterson, Managing Partner, Scottish Equity Partners

TURNOVER >£5M

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MJM INTERNATIONAL LTD

GLASGOW

ESTABLISHED: 1997

The idea for the business stemmed from the realisation that there was a gap in the market for a comfortable cleavage-enhancing bra. MJM International set out to recreate the enhancement effect with the convenience, comfort and affordability of a quality everyday undergarment. The leading designer lingerie brand is a favourite amongst celebrities. After the enormous success of its patented silicone technology, Ultimo expanded its expertise into solution underwear – delivering problem solving styles for every occasion. Today, Ultimo remains committed to delivering gorgeous and expertly crafted lingerie for every occasion.

www.ultimo.co.uk

SERIC SYSTEMS LTD

PAISLEY

ESTABLISHED: 1997 | JOBS CREATED:13 | TURNOVER: £5M+

Seric is a multi-award winning IT infrastructure solutions and support provider. As an IBM Premier Business Partner, they are well positioned to fulfil all technology requirements.

If you could have a superhero power what would it be? The ability to complete a survey..., any survey..., in fact even one over the phone..., in only 3 seconds. Future plans: Within 18 months to have an office in England. Expand our Software services business and introduce another key vendor into our tool bag.

www.seric.co.uk

THORPE MOLLOY RECRUITMENT LTD

GRAMPIAN

ESTABLISHED: 1997 | JOBS CREATED: 37 | TURNOVER: £5M+

Thorpe Molloy Recruitment Limited recruit for permanent, temporary and interim roles across all sectors. Their clients range from small independent firms to large, multi-national organisations.

Future Plans: Continue to expand across disciplines and exploit global opportunities.

www.thorpemolloy.com

TURNOVER £1M – £5M

NUMBER OF COMPANIES: 28

JOBS CREATED: 915

TOTAL TURNOVER: £74M

“PSYBT’s support to such a wide cross-section of business start-ups is not only hugely important to the Scottish economy but critical to so many young people who have aspirations to start their own business.”
Crawford Gillies, Chairman, Scottish Enterprise

TURNOVER £1M – £5M

911 RESCUE RECOVERY LTD

GLASGOW

ESTABLISHED:1998 | JOBS CREATED: 54 | TURNOVER: £1M – £5M

The vision to create a 24-hour breakdown and accident recovery service now means that 911 vehicles have become a welcome sight for stranded motorists on the roads across Central Scotland.

If you could have a superhero power what would it be? Turn 24hrs into 48hrs in a day to manage work-life balance.

www.911recovery.co.uk

AGM INTERIORS LTD

INVERCLYDE

ESTABLISHED: 2004 | JOBS CREATED:12 | TURNOVER: £1M – £5M

AGM has been providing office refurbishment and shop fitting services to property companies, building surveyors and retail chains since 2004.

If you could have a superhero power what would it be? Mind control – just think of the damage you could do!

Future plans: Increasing profitability in a tight market, sourcing new, good quality clients and getting paid on time.

www.agminteriors.com

AJM (SPRAYING) SERVICES

WEST LOTHIAN

ESTABLISHED: 1989 | JOBS CREATED:19 | TURNOVER: £1M – £5M

Heavy & light commercial vehicle body repair, refinishing & maintenance.

www.ajmsprayingervices.co.uk

“I have a huge admiration for the essential work of PSYBT. The young people they support are the future of Scotland in Business.”

Linda H Urquhart OBE WS, Chief Executive, Morton Fraser

TURNOVER £1M – £5M

ATTIC

GRAMPIAN

ESTABLISHED: 2001 | JOBS CREATED: 23 | TURNOVER: £1M – £5M

Clothing store with a mix of cutting edge brands, new up and coming designers and a selection of established collections thrown together to make an eclectic statement. In 2007 Attic renovated their shop in Aberdeen to create a 4000 sq ft store, and won a Scottish Architecture and Design award for Interior Design.

If you could have a superhero power what would it be? The ability to freeze time, it would let me squeeze more hours into my day.

Future plans: Increase gross margin. Maintain clean stock management program. Locate key areas for future expansion.

www.atticlothing.com

AUTOPARTS STORNOWAY LTD

OUTER HEBRIDES

ESTABLISHED: 1997 | JOBS CREATED: 12 | TURNOVER: £1M – £5M

Autoparts Stornoway Ltd have a massive range of over 20,000 products, from in-car entertainment to cycle carriers, roof boxes, satellite navigation and car cleaning products, from all the leading manufacturers.

If you could have a superhero power what would it be? Foresight.

Future plans: To be consistent in our growth and remain sustainable.

www.carpartment.com

BOCADILLO LTD

GLASGOW

ESTABLISHED: 2002 | JOBS CREATED: 32 | TURNOVER: £1M – £5M

Catering company who provide delicious, fresh food to your door. With a fleet of four vans they provide corporate catering and produce for coffee shops and they also have a thriving vending operation.

Future plans: launch a website, continue catering sales growth and open a new coffee shop site. This will add to the three current sites as well as the state of the art catering facility that opened in 2007.

www.bocadillo.co.uk

TURNOVER £1M – £5M

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BORDER EMBROIDERIES LTD

BORDERS

ESTABLISHED: 1989 | JOBS CREATED: 73 | TURNOVER: £1M – £5M

IT IS now truly a family affair at the UK's biggest provider of embroidered apparel.

Greenlaw-based Border Embroideries was founded in 1989 by Billy and Shirley-Anne Smillie and was one of the first businesses backed by PSYBT.

At first, the couple had a single machine that was able to embroider garments one at a time. Now, they can do dozens, they also operate four shops: in Glasgow, Falkirk, Ayr and Wishaw, each with their own embroidery machine.

At peak times, Border Embroideries can employ as many as 75 staff across its manufacturing and retail outlets. Daughter Aynsley and son William joined the company in 2005 and 2010 respectively.

More than 20 years on, Border Embroideries still values the vital assistance provided by PSYBT.

Says Billy: "Without PSYBT, we would not have started; I am sure of that. It was PSYBT funding that helped us buy our first machine. The aftercare in terms of the advice we received was brilliant."

Border Embroideries now donate monthly to the charity, helping fund the next generation of young entrepreneurs. Billy also serves as a volunteer for PSYBT.

He continues: "We began servicing mainly sports clubs and textile mills. Now, we supply over 600 schools.. The Ayr shop is our most recent and soon we'll have an online shop."

To complete the family set, the couple's son Ross joined the business, from school, in December 2011.

www.border-embroideries.co.uk

TURNOVER £1M – £5M

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D8 LTD

GLASGOW

ESTABLISHED: 1999 | JOBS CREATED: 34 | TURNOVER: £1M – £5M

D8 ARE an integrated creative agency, meaning they bring brands and ideas to life across multiple platforms and channels, including online, offline and interiors.

There are 34 of them, all specialists in their own fields, providing a considerable in-house resource. The scale and depth of their offering is a great asset for their clients – it benefits them because they deliver all of the services they require in-house, ensuring continuity and value for money. Their integrated setup also means they are accustomed to working in cross-discipline teams. This results in clients reaping the benefits of a creatively rich environment where innovation is encouraged at all times.

They work with clients at local, national and international levels, focusing on efficiencies in service delivery and results oriented work that improves performance and maximises marketing spend. D8 have the range of experience and the flexible processes to handle each of these accounts in line with their unique requirements but always with a core emphasis on quality and effectiveness.

They invest a great deal in their account management staff, methodologies and quality control. They are ISO 9001 accredited and all processes have been created with a focus on delivering client satisfaction.

Ultimately, however, D8 exists to create and in doing so they strive to innovate and challenge. They are serious about what they do but their job is to think differently – that's why their clients like them. D8 are very grateful to PSYBT who were very helpful to them in their youth and greatly enjoy working with the charity with many of their design requirements.

www.wear8.com

TURNOVER £1M – £5M

“We have been delighted to have been able to assist the PSYBT in its aims with the donations raised from the Alliance Trust Cateran Yomp. We have been extremely impressed by the determination and drive shown by the young people who have been helped by the PSYBT and by their enthusiasm to support the next generation of entrepreneurs.”
Katherine Garrett-Cox, Chief Executive, Alliance Trust PLC

DAVID PATERSON GENERAL ENGINEERS LTD

GRAMPIAN

ESTABLISHED: 1994 | JOBS CREATED: 24 | TURNOVER: £1M – £5M

David Paterson General Engineers Ltd produce competitive tenders for all types of steel and metal work. They provide their service to: the Malt Whisky industry, construction trades, RAF bases, the food industry and domestic clients.

Future plans: Continue developing the business – and working away steadily in profit.

www.david-paterson.co.uk

“I have been involved with PSYBT for the last 15 years and it is undoubtedly an organisation that transforms lives and communities. It fills a unique niche in the enterprise arena and Scotland is all the richer for its existence”.

Ronnie McLaren, Director, Business Development Advisers Ltd

TURNOVER £1M – £5M

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DIGITAL GOLDFISH

TAYSIDE

ESTABLISHED: 2005 | JOBS CREATED: 14 | TURNOVER: £1M – £5M

OF THE many businesses that have been backed by PSYBT and have since gone on to become not just UK-wide 'players' but worldwide ones, Dundee based Digital Goldfish began earning their global reputation three years ago. It followed the company's conversion of a 'balloons shooting' computer game developed in New Zealand so that it could be played on the iPhone.

Bloons ranked as No.1 iPhone game in the USA, with over one million sales via the iTunes Store. Since then, Bloons has been developed four times over offering different gaming experiences. There are now versions for Android phones, Nintendo DSi and Sony PSP.

Directors David Hamilton and Barry Petrie set the company up seven years ago with PSYBT support on graduating from Abertay University with degrees in computer games design. Says David: "Bloons is easy to play, anyone can play it – that's its secret. It's the sort of game you play, casually, for 20 minutes or so."

He continues: "It's been a remarkable turnaround from when we were just a couple of university graduates trying to get things going. After we went No.1 in the USA, people started to contact us, and it's grown from there. And we've done it while retaining 100 per cent of the equity."

"We've had other number one rankings and have games in association with the Mr Men books, the English Football League and the magazine, FourFourTwo. We're in the middle of negotiations with the owners of the World's Strongest Man brand."

www.digital-goldfish.com

TURNOVER £1M – £5M

EAT SUPER LTD

EDINBURGH

ESTABLISHED: 2005 | JOBS CREATED: 5 | TURNOVER: £1M – £5M

SuperJam™ is a range of 100% pure fruit jams; sweetened with grape juice and made using Super Fruits, such as blueberries and cranberries. From humble beginnings, the company has gone on to sell millions of jars, has won a variety of awards and has even exhibited in the National Museum of Scotland as an example of an 'Iconic Scottish Food Brand'

www.superjam.co.uk

FIRSTPOINTUSA

GLASGOW

ESTABLISHED: 2001 | JOBS CREATED: 100 | TURNOVER: £1M – £5M

The key focus for Andrew Kean and his team is providing an excellent service to international sportsmen and women seeking the opportunity to pursue their academic and sporting careers in the USA.

If you could have a superhero power what would it be? The ability to read, write and type one million times faster than is currently humanly possible.

www.firstpointusa.com

FLEURTATIONS

EDINBURGH

ESTABLISHED: 1991 | JOBS CREATED: 15 | TURNOVER: £1M – £5M

Fleurtations Plantscapes design, create, install and maintain interior plant displays, window boxes and hanging baskets throughout the UK.

If you could have a superhero power what would it be? I'd choose not to need sleep so that I could fit more into each day and maybe even have time to smell the roses!

More realistically I'd choose to be able to relax "on command"!!

Future plans: Our objective is always to make a profit every month.

www.fleurtations.co.uk

TURNOVER £1M – £5M

“IoD Scotland has been delighted to support the work of PSYBT over the years and the young businesses they help never fail to impress our members by their dedication, passion and commitment.”

David Watt, Executive Director, Institute of Directors

G.A. ENGINEERING (SCOTLAND) LTD

TAYSIDE

ESTABLISHED: 1992 | JOBS CREATED: 51 | TURNOVER: £1M – £5M

G.A. Engineering grows its business and reputation by offering clients the latest manufacturing techniques allied to the finest craftsmanship, supporting a diverse customer base within oil and gas, chemical, computer, nuclear, medical and machine tool industries.

If you could have a superhero power what would it be? The power to see into the future so as to be able to plan and make the right decisions.

Future plans: For the business to grow with a 50% increase in turnover to allow us to create more jobs.

www.gaeng.freeserve.co.uk

GECKOTECH SOLUTIONS LTD

EDINBURGH

ESTABLISHED: 2008 | JOBS CREATED: 34 | TURNOVER: £1M – £5M

Geckotech Solutions Ltd has been supplying clients with access engineering solutions, including industrial rope access, confined space entry and the installation of temporary working platforms such as tension netting systems.

If you could have a superhero power what would it be? The ability to fly. Then I could win all the work off my competitors who would be slowed down having to use ropes and harness to get anywhere. I would of course be required to change the company name which would be a shame!

Future plans: The current objectives are to settle into our new office, train the new staff and to work hard gaining new clients in a range of sectors. Our two main target sectors are renewables and offshore oil and gas at the moment with us recently gaining work in the Dutch Offshore Sector.

www.geckotechsolutions.com

TURNOVER £1M – £5M

“The partnership that Business Gateway has with PSYBT is such a strong one that has lasted many years and one that we value very much. It is great to see these businesses perform so well with the support of PSYBT.”

Dave Valentine, Chair, Business Gateway

INTERNATIONAL SUMMER SCHOOL OF SCOTLAND

GLASGOW

ESTABLISHED: 2005 | JOBS CREATED: 73 | TURNOVER: £1M – £5M

The exclusive ISSOS summer school program offers high school students from all over the world (aged 13-18) the unique opportunity to combine learning, creative enrichment and action-packed adventure in one of two amazing, historic and picturesque UK university towns of St Andrews and Cambridge.

If you could have a superhero power what would it be? Teleportation/flying – that way I would not have to wait in airport lounges going between St Andrews and Cambridge in the summer and could go to the US really quickly. Plus who would not want to be able to fly?

Future plans: We are looking to expand our second location and have just over 600 students coming to ISSOS between St Andrews and Cambridge by 2013 and then looking at opening a third location in the USA as that is where our students want to study in the summer after trying St Andrews or Cambridge. Our biggest objective is to expand while still offering a high level of personalized service to all our clients and to make sure that whatever we do it is of a high quality and makes a profit but most importantly that everyone involved with us is having fun.

www.summerschoolscotland.com

“As someone who is a part of the Scottish Business Community I have a real insight to the role and value that PSYBT has. Meeting the businesses at the funding stage and seeing them develop is a privilege”

Julie Grieve, PSYBT Regional Chairman, Edinburgh

TURNOVER £1M – £5M

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KERR'S BAKERY

LANARKSHIRE

ESTABLISHED: 1998 | JOBS CREATED: 30 | TURNOVER: £1M – £5M

Famous for their caramel shortcake, Kerr's Bakery produce a wide range of hand made caramel cakes, popular confectionery products and cakes for the supermarkets.

www.kerrsbakery.com

MELLEX PLANT & CONSTRUCTION

ARGYLL

ESTABLISHED: 1999 | JOBS CREATED: 20 | TURNOVER: £1M – £5M

A tool hire company that can offer the DIY enthusiast or the construction expert all the equipment and machinery to carry out the most demanding task – from a cordless screwdriver to a digger.

If you could have a superhero power what would it be? Psychic – this way you could see what new work and demands were coming in your direction. As there is always continuous demands for different plant and equipment by the time the request has come in and if you don't have it, it is too late. So I am continuously trying to gain as much knowledge as possible of any up and coming contracts and potential customers in our area so I am ready for them. If you are not fast, you are last.

www.westcoastplanthire.co.uk

"Microfinance needs to be embedded in an overall package of support to the individual. PSYBT provides a strong example for other organisations in the rest of the European Union of how such a package can be designed and can deliver results."

Raymond Maes, Acting Head Youth Employment, Entrepreneurship and Microfinance Unit, DG Employment, Social Affairs and Inclusion, European Commission

TURNOVER £1M – £5M

“My freelance career has taken a number of twists and turns – all for the better I'm glad to say – and one of the reasons why PSYBT has been an ever-present are the fantastic stories: I often find myself in awe of the young entrepreneurs I interview. Scotland should be proud of PSYBT.”

Mike Wilson, Journalist

METROPHONICS

HIGHLAND

ESTABLISHED: 2002 | JOBS CREATED: 10 | TURNOVER: £1M – £5M

Lorne Balfe is a Grammy award-winning film composer from Inverness. Lorne is known for composing the scores to the Dreamworks animation Megamind, and Ron Howard's film The Dilemma, in collaboration with Academy award-winning composer, Hans Zimmer. In addition to being recognized for producing two of Zimmer's Oscar-nominated scores, Sherlock Holmes and Inception, Lorne has also received significant recognition for his work in the United Kingdom. Now he splits his time between America and his family home in Inverness where he has set up his own music company. He also composed the theme for BBC soap River City.

Future plans: I'd like to branch out more into other multimedia platforms. Music for games and applications etc and to try and get more Scottish business.

NATIONWIDE GAS CARE

FIFE

ESTABLISHED: 1993 | JOBS CREATED: 14 | TURNOVER: £1M – £5M

Provides boiler and heating installation, repairs and affordable maintenance plans for boilers, heating systems, plumbing and electrics for customers across Scotland.

Future plans: Expand our business and build profits.

www.nationwidegascare.com

TURNOVER £1M – £5M

PAUL'S QUALITY BUTCHERS

LANARKSHIRE

ESTABLISHED: 2002 | JOBS CREATED: 30 | TURNOVER: £1M – £5M

After leaving school, Paul became an apprentice with a local butcher, gaining experience in different butchers' shops. He opened his first shop in 2002 and with lots of hard work he now has several shops and a factory for producing his own products.

Future plans: Having just opened the factory, Paul would like to open more shops in the coming years.

www.paulsqualitybutchers.com

THE CRESS COMPANY

FIFE

ESTABLISHED: 2008 | JOBS CREATED: 18 | TURNOVER: £1M – £5M

Supplier of an original and diverse range of products from some of the finest food producers across Scotland, the UK and the globe.

Future plans: Continue to grow, planning on opening another site in 2012

www.thecressco.co.uk

TRADSTOCKS LTD

FORTH VALLEY

ESTABLISHED: 1989 | JOBS CREATED: 40 | TURNOVER: £1M – £5M

Whether you require natural stone for an entire building, extension, restoration or landscaping project, Tradstocks quarry, cut and supply natural stone products for all your needs.

If you could have a superhero power what would it be? To be able to get my day's work done in 8 hours instead of 12. Geological x-ray vision, so I could see deposits of stone in the ground without having to drill etc.

Future plans: Survival and organic growth.

www.tradstocks.co.uk

TURNOVER £1M – £5M

UNIQUE CARE SOLUTIONS

WEST LOTHIAN

ESTABLISHED: 2006 | JOBS CREATED: 70 | TURNOVER: £1M – £5M

Unique Care Solutions offer a user-friendly home based care service in and around West Lothian. They provide a friendly and fully customisable service in your own home or sheltered accommodation.

If you could have a superhero power what would it be? The ability to stand still for a week to get up to date with everything!!

Future plans: To expand into another local authority area and to grow the private client base, to ensure we do not have all our eggs in one basket!!

www.ucs-care.com

W & D MCCULLOCH

AYRSHIRE

ESTABLISHED: 1992 | JOBS CREATED: 42 | TURNOVER: £1M – 5M

Brothers Daniel and William McCulloch own a fleet of road and rail vehicles as well as Trac Rail Transposers that were all manufactured on their premises in Ballantrae, Scotland. Their equipment is tested and approved to work on the Railway Infrastructure.

If you could have a superhero power what would it be? To be invisible.

Future plans: To grow the business and take our services to Europe.

www.mccullochrail.com

WILD WEST FOODS (UK) LTD

OUTER HEBRIDES

ESTABLISHED: 2004 | JOBS CREATED: 15 | TURNOVER: £1M – £5M

Richard Davies and wife Gillian sell beef jerky, marinated slabs or strips of beef which are cured and smoked in large kilns, imported from South America.

If you could have a superhero power what would it be? Foresight!

Future plans: Target the USA market and move into other complementary products.

www.wildwestjerky.co.uk

TURNOVER £1M – £5M

24

WILDERNESS SCOTLAND LTD

HIGHLAND

ESTABLISHED: 2001 | JOBS CREATED: 31 | TURNOVER: £1M – £5M

Wilderness Scotland is an award-winning adventure travel and ecotourism company. They specialise in small group walking holidays and adventure holidays in the Highlands and Islands of Scotland.

If you could have a superhero power what would it be? To be invisible – so we could get super close to the customer and understand what really motivates them. Future plans: Increase revenue to £3m in next three years, and to £10m in next seven. Double operating profit margin to 8.0%. Continuing to contribute to the local communities and environments in which we work.

www.wildernessscotland.com

WORLDWIDE JOBS LTD

GLASGOW

ESTABLISHED: 2003 | JOBS CREATED: 20 | TURNOVER: £1M – £5M

Bettingjobs.com is the premier recruitment solution operating within the global betting and gaming market.

www.bettingjobs.com

“I never cease to be inspired by the motivation of the young people who approach us for help. PSYBT’s support across Scotland, particularly in the more rural regions, has a huge impact not only on the individuals concerned but in their local communities”.

Peter Leggate, PSYBT Regional Chairman Borders

TURNOVER <£1M

NUMBER OF COMPANIES: 64

JOBS CREATED: 800

TOTAL TURNOVER: £22M

“Young people with enterprising ideas and a ‘can do’ attitude need help to build their confidence and business skills if they are to become successful entrepreneurs. PSYBT fills this niche and the mentoring by volunteers is invaluable. I have a very high regard for PSYBT for their engagement and influence.”

Sir Tom Farmer CVO CBE KCSG DL

TURNOVER <£1M

26

4C DESIGN LTD

GLASGOW

ESTABLISHED: 2002 | JOBS CREATED:10 | TURNOVER: £200K – £500K

A talented team of designers, engineers and model-makers who provide innovation and expertise at every stage of a project.

If you could have a superhero power what would it be? Telepathy – so I could understand what is going on in our office manager’s head!

Future plans: Sustained business growth, building long-term (non fee based) finance models.

www.4cdesign.co.uk

A1 TYRES

LANARKSHIRE

ESTABLISHED: 1990 | JOBS CREATED: 8 | TURNOVER:£500K – £1M

The A1 Tyres team are performance tyre and wheel specialists. They believe it’s not only product and performance knowledge that bring value to the customer, it’s the products themselves – products that must first meet A1 Tyres standards.

If you could have a superhero power what would it be? Walking on water.

Future plans: To prosper and keep everyone in a job.

www.a1-tyres.co.uk

“I have been a PSYBT Ambassador for many years and it fills me with pride whenever I get the chance to mix with the inspirational young people who are helping to shape the future of Scotland through their desire to provide employment for themselves and their wider community.”

Fred MacAulay, Comedian, Broadcaster and PSYBT Ambassador

TURNOVER <£1M

27

“Mentoring and training, linked to ‘funding of last resort’ are precisely what young prospective entrepreneurs need. If it did not already exist, PSYBT would have to be invented”.

Dr Jonathan Levie, Hunter Centre for Entrepreneurship, University of Strathclyde

ADVANCED MAILING SOLUTIONS LTD

LANARKSHIRE

ESTABLISHED: 2002 | JOBS CREATED: 11 | TURNOVER: £500K – £1M

For the owners of Advanced Mailing Solutions, a name is more than an identity; it’s a statement of their intent! They aim to provide the most advanced mailing solutions possible in terms of the services they provide and the innovation that they bring to the market.

Future plans: Increase turnover and profitability.

www.amsnet.co.uk

AMSPORTSTOURS

FIFE

ESTABLISHED: 2010 | JOBS CREATED: 28 | TURNOVER: £500K – £1M

AMsportstours has built up a global network of international football connections across six continents and in over 40 countries. It has earned an excellent reputation for its worldwide soccer tours and deals with teams at every level, from national and club sides to youth soccer clubs and amateur teams.

If you could have a superhero power what would it be? Mind reader – because people lie.

Future plans: Improve website now we have a team that can handle the next wave of growth. Define roles and create departments so the whole business becomes more efficient. Open a remote office in USA, with banking facilities to make it easier for customers to pay and to handle foreign exchange. Develop a marketing strategy for 2012-14.

www.amsportstours.com

TURNOVER <£1M

28



ANGELA STEWART CREATIVE

HIGHLAND

ESTABLISHED: 2006 | JOBS CREATED: 7 | TURNOVER: £200K – £500K

IT TAKES courage to change the name of a company that's been trading for several years, but that's the decision Angela Stewart took two years ago.

Recognising the need to expand her brand to reflect the full range of design, production and management services Angela Stewart Flowers was providing to clients, the company was rebranded as Angela Stewart Creative.

The new name reflects a much broader portfolio, including event styling and management (weddings, corporate events, etc), lighting and stationery design.

The Highlands based entrepreneur was joined in her second year by events director, Grant Campbell. The change in name coincided with an expansion in the business supported by PSYBT, through its Growth Fund.

Says Angela: "We were all set to receive a bank loan and then the banking crisis hit and the loan was withdrawn. So, PSYBT's stepping in was vital, I had been helped by PSYBT to set up in 2005, and it was there again for me five years later."

Angela continues: "The rebrand was to allow us to reflect our full range of event services and to recognise the design, production and management skills our team possesses. We were confident it would be well received by current and potential clients who were looking for a single source company that could fully manage, design and produce their special event."

Adds Grant: "The financial results for the last 12 months reflect our confidence in our expansion plans, turnover has increased by 35 per cent from the previous year's trading.

"With further development of the business throughout 2012, we will continue to produce stunning events for both private and corporate clients."

www.angelastewartcreative.com

TURNOVER <£1M

29

BAGUETTE N GO

BORDERS

ESTABLISHED: 2004 | JOBS CREATED:12 | TURNOVER: £500K – £1M

Baguette N Go is a small chain of sandwich shops in the Scottish Borders selling freshly baked bread and fresh fillings at a competitive price.

www.baguettenngo.com

BANK STREET AUTO CLINIC

AYRSHIRE

ESTABLISHED: 2010 | JOBS CREATED: 6 | TURNOVER £200 – £500K

Bank Street Auto Clinic is operated by Christopher Craig and Hayley Linton who took over an existing business. They have significantly expanded the range of services provided, and although their main customer base is in Irvine, they have customers form as far as Greenock, Inverkip and Ayr.

Future plans: Building an MOT station and another shed.

www.bankstreetautoclinic.co.uk

BEBAROQUE

EDINBURGH

ESTABLISHED: 2007 | JOBS CREATED: 3 | TURNOVER: £200 – £500K

Bebaroque combine elaborate hand embroidery and intricate drawing skills upon hosiery to create bespoke leg wear which is sold by well-known and desirable stockists all over the world.

If you could have a superhero power what would it be? Freeze time.

Future plans: Developing internationally and developing our website.

www.bebaroque.co.uk

TURNOVER <£1M

30

BLAKE GEOSERVICES LTD

HIGHLAND

ESTABLISHED: 2006 | JOBS CREATED: 5 | TURNOVER: £200 – £500K

Blake Geoservices Limited offers site investigation contracting services with a high understanding of environmental and geotechnical issues, coupled with enthusiastic and highly professional management.

If you could have a superhero power what would it be? See what's under the ground to allow us to drill holes.

Future plans: To grow year on year – employ a graduate geologist.

www.blake-geoservices.co.uk

BORG-GRECH PHOTOGRAPHY

FORTH VALLEY

ESTABLISHED: 1989 | JOBS CREATED: 24 | TURNOVER: £200K – £500K

Specialising in all types of photography, producing high quality photographs in a range of styles, from Modern, Traditional, Black & White, Informal and Fun.

If you could have a superhero power what would it be? Vision – insight – to see into the future.

www.borg-grechphoto.com

BROUGHTON DELICATESSEN LTD

EDINBURGH

ESTABLISHED: 2008 | JOBS CREATED: 11 | TURNOVER: £200K – £500K

Broughton Delicatessen was voted among the top 50 delis in the UK, this little deli/café champions the relaxed, community-based ethos of Broughton Street in Edinburgh.

If you could have a superhero power what would it be? Maybe the power of persuasion to get the bank to lend me lots of money interest free!

Future plans: Securing our property either buying it or securing a longer lease.

www.broughton-deli.co.uk

TURNOVER <£1M

31

CAIL BRUICH

PAISLEY

ESTABLISHED: 2006 | JOBS CREATED: 11 | TURNOVER: £200K – £500K

Brothers Paul and Chris Charalambous had a vision to offer their customers the ultimate in Scottish cuisine. Accolades were soon bestowed upon their restaurant, particularly “The Metro New Scottish Restaurant of the year 2009”.

Future plans: Continue to develop menus based on the finest seasonal produce.
www.cailbruich.co.uk

CAPITAL EVENTS (SCOTLAND) LTD

EDINBURGH

ESTABLISHED: 2010 | JOBS CREATED: 3 | TURNOVER: £200 – £500K

Event management company offering fresh, and innovative ideas to suit individual tastes, requirements and budget.

www.capital-events.co.uk

CLEAN MACHINE HIGHLANDS LTD

HIGHLAND

ESTABLISHED: 1996 | JOBS CREATED: 28 | TURNOVER: £500K – £1M

This company describe themselves as ‘The North’s best cleaning service’. They provide cleaning and facilities management services to businesses and homes throughout the North of Scotland.

If you could have a superhero power what would it be? To see into the future
Future plans: Continue to grow the business.

“We must continue to nurture the next generation of entrepreneurs and take inspiration from their ambition and motivation to succeed. Growing companies are vital for our economic future and PSYBT 100 shows just what can be done in Scotland”.

John Anderson, Chief Executive, The Entrepreneurial Exchange

TURNOVER <£1M

32

DC 7 VENDING

AYRSHIRE

ESTABLISHED: 2001 | JOBS CREATED: 7 | TURNOVER: £500K – £1M

DC 7 Vending provide quality vending machines and products.

Future plans: Growth and profitability

www.dc7vending.com

DALBEATTIE FINE FOODS

DUMFRIES & GALLOWAY

ESTABLISHED: 2009 | JOBS CREATED: 9 | TURNOVER: £200K – £500K

Butcher Alan Elliott has collected an unprecedented number of top awards for traditional Scottish meat products including: Champion Haggis, Champion Black Pudding and Champion Steak. The focus on product development and product excellence is at the very heart of the company's success.

If you could have a superhero power what would it be? Time Travel.

Future plans: Recession has caused a drop in disposable income. Looking to create value for money for customers while maintaining top quality produce.

www.dalbeattiefinefoods.co.uk

DIAMOND EVENT SERVICES LTD

EDINBURGH

ESTABLISHED: 1990 | JOBS CREATED: 155 (150 SEASONAL)
TURNOVER: £500K – £1M

Brothers John and Paul Diamond provide Scotland's live events industry with a dedicated and professional crew company. They work on events ranging from T in the Park and MTV Europe Music Awards to the annual Hogmanay celebrations in Edinburgh.

If you could have a superhero power, what would it be? Instant teleportation of myself and others between locations.

Future plans: Provide wider range of services to even out the seasonal nature of our business. Improve the standard of delivery of our services.

www.diamondeventlighting.co.uk

TURNOVER <£1M

33

DYNAMO GAMES

TAYSIDE

ESTABLISHED: 2004 | JOBS CREATED: 22 | TURNOVER: £200K – £500K

Dundee based games company, who saw its first success when it landed a deal with Eidos, the creator of 'Lara Croft Tomb Raider', to develop a version of the bestselling football game 'Championship Manager' for mobile phones.

If you could have a superhero power what would it be? Genie power with three wishes to be granted

Future plans: Profitability.

www.dynamocomputing.com

FIRST DRIVE CARS

GRAMPIAN

ESTABLISHED: 1995 | JOBS CREATED: 5 | TURNOVER: £200K – £500K

Paul Mackie started his business with no staff or premises, selling 2nd hand cars through the local papers. Several years of hard work, a few changes of ideas and premises and he now has 4 mechanics, 1 office administrator, and his wife Kate, together they run the successful business.

If you could have a superhero power what would it be? Time travel; there are never enough hours in the day to do all the work if you are self-employed.

Future plans: Continue steady growth and continued customer satisfaction.

www.firstdrivecars.co.uk

FISHERMAN DIRECT

HIGHLAND

ESTABLISHED: 2008 | JOBS CREATED: 7 | TURNOVER: £200 – £500K

David Skea, along with a team of hired professional divers, fishes and hand dives for shellfish from the West Coast of Scotland, which are then sold to European markets.

Future plans: Continue as we are and slow controlled expansion.

www.fishermandirect.co.uk

TURNOVER <£1M

34

FLAVA COFFEE CO

INVERCLYDE

ESTABLISHED: 2000 | JOBS CREATED: 25 | TURNOVER: £500K – £1M

A coffee shop run by Joe Cannon which has grown and developed over the past 12 years. The business has expanded from a small unit with 15 seats to a unit over two floors with 90 seats.

Future plans: In the near future, we plan to consolidate and grow with an awareness of the economic climate. Long term we aim to increase our present site and increase our profitability.

www.flavacoffee.com

FUSION

WEST LOTHIAN

ESTABLISHED: 1999 | JOBS CREATED: 25 | TURNOVER: £500K – £1M

Fusion provide the complete pampering package, with treatments ranging from hair and nail extensions, to teeth whitening and botox to flabelos!

Future plans: to create a system that consistently delivers WOW factor service which will allow us to either enjoy sustained success from one location or to expand into other areas with a suitable demographic.

GILLIAN KYLE LTD

GLASGOW

ESTABLISHED: 2009 | JOBS CREATED: 3 | TURNOVER: £200 – £500K

Gillian Kyle is a design company who create quirky gifts and items for your home. Everything is made locally using the best materials possible and the products celebrate all things 'Scottish'.

Future plans: Future plans for Gillian Kyle Ltd include directly targeting ex-pat markets across the globe and beginning to export to key areas in Canada, USA, Europe & Australia/NZ. We also plan to expand the 'high-end merchandising' branch of the business by working closely with Scottish and other brands in a similar way to our bespoke range of giftware that we created for Glenfiddich in July 2011.

www.gilliankyle.com

TURNOVER <£1M

35

GOODSTEAD LTD

EDINBURGH

ESTABLISHED: 2009 | JOBS CREATED: 6 | TURNOVER: £200K – £500K

Goodstead Ltd is a men and women's clothing store in Edinburgh city centre and has a whole host of high street and designer clothes.

If you could have a superhero power what would it be? The power to stop or create time.

Future plans: To increase our sales and improve the service we offer our existing customers.

www.goodstead.co.uk

HATSTON MOTORS

ORKNEY

ESTABLISHED: 2007 | JOBS CREATED: 3 | TURNOVER: £200K – £500K

Hatston specialise in the maintenance and repair of motor vehicles, providing a much needed service on the island.

If you could have a superhero power what would it be? More hours in a day.

Future plans: Increase profitability.

HEX FABRICATION AND ENGINEERING

FORTH VALLEY

ESTABLISHED: 2002 | JOBS CREATED: 3 | TURNOVER: £200K – £500K

Hex Fabrication and Engineering specialise in blacksmith work for railings, gates and balconies as well as commercial welding projects. They undertake and complete structural and architectural contracts from plans to completion.

Future plans: Survive this downturn and continue to trade.

www.hexfab.com

TURNOVER <£1M

“Building up more entrepreneurship opportunities for young people in Europe will not only be a prerequisite for the well-being of our future generations, but also a guarantor of economic growth and political stability. PSYBT is a fine example of the potential that exists for microfinance across Europe.”

Sandra Moreau, General Manager, European Microfinance Network

HIGHLAND CHIROPRACTIC LTD

HIGHLAND

ESTABLISHED: 1995 | JOBS CREATED: 12 | TURNOVER: £200K – £500K

Highland Chiropractic offer a multi-disciplinary approach to physical medicine in a friendly environment at clinics in both Inverness and Dornoch.

Future plans: To hopefully see a greater integration of clinic use with the NHS. We have one of the most well equipped private physiotherapy rooms in Inverness which is, in my opinion, under used and yet there is a waiting list for physiotherapy, it makes no sense. With increased capacity, we would look to build a dedicated clinic facility aimed specifically at musculoskeletal disorders with integration of Orthopaedic surgeons, Chiropractors, GPs and Physios with on site DEXA, X-ray, and Diagnostic Ultrasound, and Ultrasound guided injection, and spinal rehabilitation.

www.highlandchiro.co.uk

HIGHLAND EGGS

HIGHLAND

ESTABLISHED: 2005 | JOBS CREATED: 1 | TURNOVER: £200K – £500K

Highland Eggs' philosophy is simple: happy hens lay better-tasting eggs. At Highland Eggs all of the hens are 100% free-range and are fed an organic diet. They believe that's why their eggs taste so good.

Future plans: Continue to grow both turnover and profitability.

www.highlandeggs.co.uk

TURNOVER <£1M

ISLAND BAKERY ORGANICS

ARGYLL

ESTABLISHED: 1994 | JOBS CREATED:11 | TURNOVER: £500K – £1M

Based on the Isle of Mull, this family concern produce some of the most tasty organic produce sold in UK supermarkets and also exported worldwide.

If you could have a superhero power what would it be? Slow down time.

Future plans: Moving into new premises to allow us to do more.

www.islandbakery.co.uk

J PUDDLEDUCKS CHILDCARE

GRAMPIAN

ESTABLISHED: 2008 | JOBS CREATED: 14 | TURNOVER: £200K – £500K

Established childcare specialists with 2 nurseries in the village of Dyce, Aberdeenshire. They pride themselves on their friendly 'home from home' atmosphere and on their personal approach to childcare.

If you could have a superhero power what would it be? The power to do boring paperwork really quickly because my paperwork is never ending. If I had to pick a real superpower it would be the ability to hear what others are thinking because I'm really nosey.

Future plans: Always striving to improve the standard of care and education we provide and continue to grow.

www.puddleduckschildcare.co.uk

JOHN CRAIG CONTRACTING LTD

FORTH VALLEY

ESTABLISHED: 1997 | JOBS CREATED: 5 | TURNOVER: £200K – £500K

A multi-disciplined company engaged in the supply of plant and equipment to the recycling, plant hire and civil engineering industries

www.jccengcongroup.com

TURNOVER <£1M

“Deloitte is proud to support PSYBT, providing guidance to their young entrepreneurs to ensure they are in the best position when developing their businesses.”

Judith Howson, Assistant Director, Deloitte

JOHN MACIVER & SONS LTD

OUTER HEBRIDES

ESTABLISHED: 1999 | JOBS CREATED: 10 | TURNOVER: £500K – £1M

John MacIver & Sons is the only crane hire company on the island of Stornoway. Over the years, they have expanded the plant hire business, have improved the machinery and created employment.

If you could have a superhero power what would it be? To see into the future, to ensure we had no bad debt and avoid any unforeseen problems. Future plans: To remain profitable during the current economic climate. Ensure customers pay on time.

www.johnmaciverandsons.co.uk

KELPIE FILMS LTD

GLASGOW

ESTABLISHED: 2000 | JOBS CREATED: 3 | TURNOVER: £200K – £500K

Kelpie Media is one of the premier Web Design, SEO (Online Marketing) and Corporate Video Production companies in the UK. They also supply a number of Graphic Design services which complement their New Media offerings.

www.kelpiefilms.com

“Through Accenture’s “Skills to Succeed” initiative, we work with organisations which really make a difference, to equip people with the skills to get a job or build a business. PSYBT is one such organisation and its impact continues to grow, demonstrating a sizable investment in the Scottish economy.”

Bill McDonald, Managing Director, Accenture Scotland

TURNOVER <£1M

39

KUSTOM PCS

AYRSHIRE

ESTABLISHED: 2000 | JOBS CREATED: 5 | TURNOVER: £500K – £1M

UK based retailer catering specifically for computer enthusiasts. A one stop shop for anyone interested in PC Gaming, Case Modding or integration of computers into home and mobile environments.

If you could have a superhero power what would it be? Reverse hindsight. People say hindsight is a marvellous thing, but seeing into the future to evaluate choices would be mighty handy. If not available, would settle for x-ray vision. Future plans: Increase turnover, and hopefully refurbish our store to provide a larger retail area and create a new gaming cafe centre within the building. www.kustompcs.co.uk

LIGGY'S CAKES

FORTH VALLEY

ESTABLISHED: 2008 | JOBS CREATED: 4 | TURNOVER: £200K – £500K

Liggy and her team make delicious, freshly baked cakes and goodies from their shop in Edinburgh. Whether you're getting married, celebrating a birthday or looking to send a special gift, they have a gorgeous range of cakes available to order.

Future plans: To open a new shop in Milngavie. To eventually have 5 shops in Scotland, and be a recognised brand and leading supplier of wedding cakes. www.liggycakes.co.uk

LITTLE DEVILS DIRECT

GLASGOW

ESTABLISHED: 2010 | JOBS CREATED: 3 | TURNOVER: £200K – £500K

An on-line store selling an exclusive range of baby products.

If you could have a superhero power what would it be? Invincibility. Future plans: Concentrate on local growth as well as establishing a solid online customer base. www.littledevilsdirect.co.uk

TURNOVER <£1M

40



LOMOND ESTATE AGENTS LTD

AYRSHIRE

ESTABLISHED: 2009 | JOBS CREATED: 9 | TURNOVER: £200K – £500K

WHEN FRIENDS Stephen Spence and Ross Cowan found themselves contemplating going into business together, it wasn't obvious that they would end up in property management, including letting out flats for clients and providing a maintenance and repair service too, however they formed Lomond Property, based in Ayr.

At first, they concentrated on selling property on behalf of their clients, since after recession hit, their main focus has been on property management, with some 300 properties on its books. With the property management came maintenance and repair.

Says Ross: "Collecting rent, conducting inventories, formalising leases and overseeing moving in and moving out: they are part and parcel of the lettings business. But very often, clients would also ask for us to make sure the property was being well looked after, including having carpets replaced and walls decorated ahead of new tenants moving in. It was a natural extension to the business and we have since established our own stand-alone maintenance company."

Another extension came with the help of PSYBT's acclaimed Growth Fund, which helps businesses to expand, particularly when there is no other funding available. Lomond acquired a rival lettings agency including, of course, its managed portfolio. Says Ross: "That was a massive turning point for us, that was huge."

Since then, there has been a move to new office premises, an increase in the number of staff and, this year, the acquisition of further competitor letting agencies is planned. "How's business? Good, really good," says Ross.

www.lomondproperty.com

TURNOVER <£1M

41

M.F.V ISBJORN

OUTER HEBRIDES

ESTABLISHED: 2008 | JOBS CREATED: 3 | TURNOVER: £200K – £500K

From a base on the Isle of Harris, two brothers run a successful fishing business.

If you could have a superhero power what would it be? Not needing to sleep.
Future plans: make the first million and be profitable.

MACKINTOSH OF GLENDAVENY

GRAMPIAN

ESTABLISHED: 2009 | JOBS CREATED: 5 | TURNOVER: £200 – £500K

The business produces cold pressed rapeseed oil which is home grown, pressed and bottled on the family's farm, and sold in supermarkets across the country.

If you could have as superhero power what would it be? Teleportation.
Future plans: Expansion. I'd like to get my stock into more supermarkets and start exporting.
www.mackintoshofglendaveny.co.uk

MCCALLUM CEILINGS LTD

FORTH VALLEY

ESTABLISHED: 1998 | JOBS CREATED: 6 | TURNOVER: £200K – £500K

McCallum Ceilings Ltd specialise in the design, supply and installation of suspended ceilings and partitions. This includes installed services such as integrated lighting, security and sound systems, and ducting for heating and ventilation.

If you could have a superhero power what would it be? Mind reading – I would then know when dealing with clients who my competitors were, what price to beat and what my client really wanted.
Future plans: Staying competitive in the current economic climate. Making larger profit margins. Striving to always provide a better service. Keeping up with good customer service. Always being as efficient as possible. Keeping up to date with the latest products.
www.mccallumceilings.co.uk

TURNOVER <£1M

42

“Highland Opportunity Limited and PSYBT share common goals; to promote the start up and growth of business ventures, thereby helping to create new jobs and improve access to employment. PSYBT’s Top 100 list epitomises the art of the possible”.

Marie Mackintosh, Chief Executive, Highland Opportunity Limited

MO-LAWN LTD

FORTH VALLEY

ESTABLISHED: 1992 | JOBS CREATED: 15 | TURNOVER: £500K – £1M

Mo-Lawn Landscape Supplies and Services operate throughout Scotland. As well as landscaping services they also provide Garden Machinery Sales, Repairs and Servicing.

Future plans: To keep ahead of the doom and gloom and keep on working hard at our business.

www.molawn.com

MORGAN BLACKSMITHS

LANARKSHIRE

ESTABLISHED: 1998 | JOBS CREATED: 11 | TURNOVER: £500K – £1M

Morgan Blacksmiths are specialists in providing custom iron design services. Their work includes garden entry gates, stair railings and banisters, ornamental seats and garden furniture.

Future plans: to continue to slowly and steadily grow and expand our profitable business.

www.morganblacksmiths.co.uk

“ScottishPower is committed to doing business responsibly and is proud of its long association with PSYBT – helping develop sustainable solutions within a challenging environment.”

Ann Loughrey, Head of CSR, ScottishPower

TURNOVER <£1M

43

NATASHA MARSHALL LTD

GLASGOW

ESTABLISHED: 1997 | JOBS CREATED: 6 | TURNOVER: £500K – £1M

Natasha, together with her partner Neil Fullerton, launched their unique design style upon the world of interiors in 1997. From the outset, the vision was to create a brand of fabrics and wallpapers that would reflect Natasha's passion for design and the way pattern, colour and texture can be combined to enhance interior space.

If you could have a superhero power what would it be? To freeze time when I choose – to enjoy special experiences, spend more time on causes that mean a lot to me, enjoy the successes before moving to the next project.

Future plans: Relaunching own brand in 2012!

www.natashamarshall.co.uk

NITH VALLEY EGGS

DUMFRIES AND GALLOWAY

ESTABLISHED: 2009 | JOBS CREATED: 3 | TURNOVER: £200K – £500K

Based just north of Dumfries, and home to some 9,000 chickens which lay around 8,000 eggs every day.

Future plans: Continued expansion and profitability.

www.nithvalleyeggs.co.uk

OBSCURE COUTURE

GLASGOW

ESTABLISHED: 2010 | JOBS CREATED: 12 | TURNOVER: £200K – £500K

Obscure Couture's limited edition, individually numbered collections are all hand-made with love in the UK. They create statement garments for women who aren't afraid to stand out, proud, from the crowd!

Future plans: To increase company turnover by 500% in 2012. To raise even more awareness of the brand in the UK and overseas. To increase stockists both in the UK and globally. To showcase our new collections at relevant fashion weeks and trade shows.

www.obscure-couture.com



ONLINE PRINT AND DESIGN LTD

GRAMPIAN

ESTABLISHED: 2005 | JOBS CREATED: 7 | TURNOVER: £500K – £1M

WHEN STUART Ebdy set up his online printing company, the internet was a very different proposition to what it is now. His main company is called Online Print and Design Ltd: “I know how to get a website to the top of online searches, how to get prospective customers to buy and how to get customers to buy more.” He was winner of the PSYBT’s Young Entrepreneur of the Year Award in 2006.

Back then, to enable people to find his business, he needed various websites to have the requests all funnel to him; hence www.edinburghprint.com and

www.aberdeenprint.com and, in fact, hundreds of different URLs. Not that the Edinburgh-based entrepreneur has since ditched his near 1000 website addresses: they still do a job for him, delivering requests for print quotes for the likes of leaflets, books and business cards.

Nowadays, search engine optimisation is as much to do with constantly changing content than simply a name, and Stuart’s expertise is proving useful as he now volunteers for PSYBT.

Adds Stuart: “Things have changed a lot since I started. I have made many mistakes along the way and tried to learn from them. I love working for myself, chatting and advising other people. Small businesses can adapt a lot quicker than the ‘big boys’ through innovation and clever new ways of doing things. My knowledge has now allowed me to work in other businesses who are looking to sell their products online.

www.edinburghprint.com

www.aberdeenprint.com

TURNOVER <£1M

45

PAUL BRADFORD SUGARCRAFT SCHOOL LTD

WEST LOTHIAN

ESTABLISHED: 2008 | JOBS CREATED: 20 | TURNOVER: £200K – £500K

Paul and David are partners in Paul Bradford Sugarcraft School Ltd. Their mission is to 'Empower people to achieve their cake decorating dreams' by providing a range of cake decorating courses and online tutorials.

Future plans: Include getting the book I've written on sugarcraft, published. Expand the business into Spain, Italy and Australia. Continue to build the online tutorial library and develop the Cupcake Café side of the business. Finish renovations. Get a liquor license. Look at franchising.

www.designer-cakes.com

PCR IT LTD

PAISLEY

ESTABLISHED: 2010 | JOBS CREATED: 8 | TURNOVER: £200K – £500K

PCR Computer Services are a Glasgow based organisation which specialises in providing effective solutions to all your IT requirements

If you could have a superhero power what would it be? Ability to control minds! That will rule out a lot of possible staffing issues!!!

Future plans: To maintain current staff numbers and push profitability. To continue to grow.

www.pcrcomputerservices.com

"PSYBT provides fuel to help young Scottish Entrepreneurs power on to their goals. Having PSYBT alongside for the early part of the entrepreneurial journey gives young Scottish Entrepreneurs a raft of valuable resources to tap into providing clarity, definition, encouragement and knowledge."

Tony Banks, Chairman, Balhousie Care Group

TURNOVER <£1M

46

PLANET PERFORMANCE (UK) LTD

PAISLEY

ESTABLISHED: 2004 | JOBS CREATED: 9 | TURNOVER: £500K – £1M

Planet Performance (UK) Ltd offer a special garage experience from changing a windscreen wiper or a full car service, MOT or even a custom respray. They are also one of Europe's largest distributors of Japanese Performance Car Parts & Accessories.

If you could have a superhero power what would it be? Read People's Minds.

Future Plans: Just keep expanding/growing the business.

www.planetperformance.co.uk

POWERDOORS

PAISLEY

ESTABLISHED: 1996 | JOBS CREATED: 10 | TURNOVER: £500K – £1M

Powerdoors are specialists in the supply, installation and repair of garage doors in Central Scotland.

If you could have a superhero power what would it be? To get round customers quicker and expand my business area.

Future plans: To be the number 1 in our field and keep staff and customers happy.

www.powerdoors.co.uk

PEARL WHITE

LANARKSHIRE

ESTABLISHED: 1990 | JOBS CREATED:16 | TURNOVER: £500K – £1M

After running a successful dental laboratory for 20 years, Alexander and John decided to use their wisdom and expertise to take on a new venture in "Pearl White Dental". Their aim is fulfilling the demands of modern dentistry through technical excellence and thorough attentiveness to the individual requests of their clients and their patients.

www.pearlwhitedental.co.uk

TURNOVER <£1M

47



PUDDLEDUB BUFFALO LTD

FIFE

ESTABLISHED: 2004 | JOBS CREATED: 23 | TURNOVER: £500K – £1M

Ever-present on the farmers' market circuit, selling a range of meats, including beef and lamb, but perhaps best known for its cuts of water buffalo, reared on a farm in Fife.

Puddledub Buffalo Ltd – set up seven years ago with the help of PSYBT – has a herd of 350 water buffalo, with owner Steve Mitchell partly using land owned by his aunt and uncle to keep his stock.

Steve also rears about 350 ewes and a couple of hundred calves – for fattening up – with three retail outlets to supply (one his own, the other two as concessions in existing premises) as well as the markets.

He manages his stock, provides a butcher's service for the retail outlets and markets and cooks. A Puddledub Buffalo catering van is often to be found at music festivals, such as T in the Park. About 85 per cent of Puddledub's sales at farmers' markets is buffalo.

Begins Steve: "The attractions of water buffalo are countless: they produce a very healthy meat that is lower in cholesterol, higher in mineral content and less than half the total fat content of conventional lean beef.

"They are a breed of animal that has never been intensively farmed, which may have something to do with their excellent flavour."

He has 14 full-time staff. Continues the 29 year-old: "I am very proud of them, I have a nice team of people. It's been a very rapid expansion; when I see an opportunity, I often go for it. In fact, last year was the first year the turnover hadn't doubled over 12 months, and I am quite happy with that, because I think perhaps the next couple of years should be about stabilising things."

www.puddledubbuffalo.co.uk

TURNOVER <£1M

48

REGIS BANQUETING

LANARKSHIRE

ESTABLISHED: 2006 | JOBS CREATED: 20 | TURNOVER: £500K – £1M

Regis Banqueting cater for all occasions such as weddings, parties and corporate hospitality events and count Bentley motor cars and O2 mobile phones amongst their customer base.

If you could have a superhero power what would it be? to read minds.

Future plans: We plan to break the £1M a year turnover barrier and are well on our way with a new contract win of £70K already in January 2012.

www.regisbanqueting.co.uk

RT FRANCHISE LIMITED

EDINBURGH

ESTABLISHED: 2010 | JOBS CREATED: 8 | TURNOVER: £500K – £1M

Robertson Technologies delivers honest and straightforward computer support services across the UK. After a successful three years operating in Central Scotland, Robertson Technologies set up a franchise community and expanded across the UK. They are in offices across the UK and on track to have 20 offices open by 2014.

If you could have a superhero power what would it be? Ability to teleport myself and others. To get around faster

Future plans: Award 6 franchises in 2012.

www.robertsontech.com

“PSYBT is an organisation that provides the seed capital and knowledge to hundreds of young people each year. It is great to see these businesses perform so well. Johnston Carmichael is delighted to support via our accounting and tax helpline.”

Adam Hardie, Director of Business Development, Johnston Carmichael

TURNOVER <£1M

“PSYBT’s existence is crucial to rural communities which rely on the increase and growth of small and medium enterprises.”

James Dracup, Managing Director, Johnstons of Elgin

SAFEHINGE LTD

PAISLEY

ESTABLISHED: 2008 | JOBS CREATED: 9 | TURNOVER: £500K – £1M

Safehinge Ltd is an award winning, design led business. Their flagship range is called Safehinge ALU. The ALU concept is simple – prevent finger trappings in doors by eliminating the dangerous gap normally found at the hinge side of doors. They supply leading local authorities, such as Manchester City Council, Dundee City Council and Neath Port Talbot Council, and are working together with them to establish new standards in safety and buildings fit for the 21st century.

If you could have a superhero power what would it be? Slow down time!

Future plans: Introduce new products to grow revenue. Launch existing products into new markets and overseas. Continued cost reduction.

www.safehinge.com

SEMPER SAMIL LTD

EDINBURGH

ESTABLISHED: 2001 | JOBS CREATED: 24 | TURNOVER: £500K – £1M

Hotel, bar and restaurant

“ PSYBT plays an important part in generating businesses in the entrepreneurial pipeline. Some of these will go on to raise equity to grow and become significant job and wealth generators in the Scottish economy.”

David Grahame OBE, Director, Linc Scotland

TURNOVER <£1M

50

SIMPLE CITY

AYRSHIRE

ESTABLISHED: 2004 | JOBS CREATED: 3 | TURNOVER: £200K – £500K

Nick Lobnitz is a mechanical engineer and silversmith. He designs tools for simple lives and friendly societies. Because he is familiar with all steps in the life of a product, Nick can design something that is easy to manufacture, easy to sell, and a pleasure to use.

If you could have a superhero power what would it be? Foresight.

Future plans: Survival and organic growth.

www.simple-city.com

SKERRYVORE

ARGYLL & THE ISLANDS

ESTABLISHED: 2008 | JOBS CREATED: 15 | TURNOVER: £200K – £500K

From traditional roots on the Isle of Tiree, Skerryvore band have developed both in size and sound to create a unique fusion of their traditional music and songs with the urban sounds of rock and funk. With their outstanding musicianship and the mesmerising voice of singer Alec DalGLISH, Skerryvore have become an international sensation, performing worldwide in cities such as Chicago, Beijing, Shanghai, and Dubai, as well as performances at premier festivals such as T in the Park.

If you could have a superhero power what would it be? The ability to fly or have 'Star Trek style' transportation – would save us a fortune in flights and travel!!!

Future plans: SHORT TERM: Develop our brand in business in the USA, Canada and Central Europe MID & LONG TERM: Introduce Skerryvore to Australia, New Zealand and South America. Develop Tyree Records by offering record deals to new up and coming bands.

www.skerryvore.com

"The passion, drive and energy that comes from a PSYBT business is infectious. It's so refreshing to work with such a progressive organisation and to see the benefit that they bring to young businesses in Scotland".

Brian Aitken, Partner, Nevis Capital

TURNOVER <£1M

51



ST ANDREWS GOLF EXPERIENCE

FIFE

ESTABLISHED: 2008 | JOBS CREATED: 5 | TURNOVER: £500K – £1M

BETWEEN THEM, they speak five languages, making them ideal hosts for golf tourists to St Andrews.

Young Entrepreneurs of the Year at the PSYBT Business Awards in 2010, Frenchman Raphael Métayer and his Brazilian partner Carina Neubert Favero, founders of the St Andrews Golf Experience in Fife, are now speaking the language of business success.

With their language skills and located at the ‘home of golf’, they provide bespoke golf packages across the UK aimed at both European and American markets.

The pair founded St Andrews Golf Experience after identifying what they perceived to be a gap in the market: for a multi-lingual travel operator which could offer golfing holidays in Scotland, and cater for holidaymakers interested in combining golf with English-speaking lessons and other educational and cultural experiences.

Despite the highly competitive market they operate in, they have catered for almost two thousand visitors, exceeding the original targets set for the business.

They also organise golf holidays in Ireland, Wales and England, albeit without the lessons/culture element that is still available in Scotland.

Says Raphael: “We had to be careful how we used the PSYBT win. In particular, the ‘young entrepreneur’ aspect – we didn’t want people to think we were inexperienced. But of course the win overall added a huge amount of credibility; for instance, with our suppliers, including hotels, golf courses, airline operators, taxi operators and restaurants.”

www.standrewsgolfexperience.com

TURNOVER <£1M

“Mentoring is such a valuable support to all businesses especially those started by young people. The BBA is delighted to see these businesses perform so well with the mentoring support provided by PSYBT.”
Alastair Hutt, Strategic Partnerships, British Bankers Association

STOATS PORRIDGE BARS LTD

EDINBURGH

ESTABLISHED: 2005 | JOBS CREATED:12 | TURNOVER: £500K – £1M

Stoats Porridge Bars began with an idea to launch the world’s first porridge bar, serving fresh flavoured organic porridge. Since then, they have grown to provide fresh porridge at farmers’ markets, music festivals and through retail outlets across the UK.

Future plans: Grow our range of products and our retailer network.
www.stoatsporridgebars.co.uk

TANGENT GRAPHIC LTD

GLASGOW

ESTABLISHED: 2007 | JOBS CREATED: 5 | TURNOVER: £200K – £500K

Tangent Graphic is a multi-award winning design agency and are experts in brand identity and art direction.

If you could have a superhero power what would it be? Invisibility. Infinite opportunities.

Future plans: Expand reach within the sport, leisure, hospitality, arts and events sectors.
www.tangentgraphic.co.uk

“I have been extremely impressed by the calibre, integrity and commitment of all those involved within PSYBT.”
Roger Green, Owner, Spotless Commercial Cleaning Ltd

TURNOVER <£1M

53



THE FOODIE COMPANY LTD

EDINBURGH

ESTABLISHED: 2009 | JOBS CREATED: 20 | TURNOVER: £200K – £500K

PETER MCLEAN is mad about food and when the winter weather of 2010/2011 almost dealt a fatal blow to his business, his positive response was entirely typical.

He set up The Foodie Company in 2007, from his bedroom, sending out food hampers with an emphasis on locally-sourced, seasonal produce, from modern, young suppliers. Such was the success of his hampers, some three months later, he was operating out of a 1,000 sq. ft. warehouse on the edge of town.

And then, suddenly, with 600 hampers due to go out on the last delivery day before Christmas 2010, the blizzard conditions brought a halt to the whole operation.

By then, he was also running a cafe – located on Holyrood Road behind the Scottish Parliament which was proving to be a roaring success.

Of that testing Christmas, Peter begins: “It was a pretty delicate time, but you have to stay positive. You don’t factor snow into your business plan. The cafe is run along the same lines as the hamper business: locally-sourced, seasonal, modern and young, with great service on top.”

Now operating from 4,000 sq. ft. premises, Peter has moved into outside catering, providing for The Scotsman – based across the road – plus various other offices throughout the capital.

“I have found since setting up that you have to be flexible and be prepared to listen. You listen to what your customers and prospective customers are saying and react. The hampers business will be back, but the cafe and outside catering is my focus for the moment. You just have to keep adapting.”

www.thefoodiecompany.com

TURNOVER <£1M

54

TIMOROUS BEASTIES

GLASGOW

ESTABLISHED: 1990 | JOBS CREATED: 8 | TURNOVER: £500K – £1M

Noted for surreal and provocative textiles and wallpapers, Timorous Beasties' designs include heavily illustrative insects, plants, birds and other animals. Investment in new design and manufacturing techniques have allowed them to move into other product areas including lace, jacquards, lighting, rugs and ceramics.

If you could have a superhero power what would it be? Persuasion, wouldn't you say it was obvious.

Future plans: Communicating to a larger audience and generating more sales. Creating an E-commerce site and updating/improving all our internal systems.
www.timorousbeasties.com

XLTEC RECRUITMENT

LANARKSHIRE

ESTABLISHED: 2008 | JOBS CREATED: 8 | TURNOVER: £500K – £1M

Xltec is leading recruiter within the Oil & Gas market, specialising in the Drilling, Marine and Engineering sectors. The company was created with the aim of offering both employers and candidates a service that provides value for money and a successful outcome.

If you could have a superhero power what would it be? To see into the future.

Future plans: Develop Xltec and open an office in Brazil.
www.xltecrecruitment.co.uk

"Leadership is a combination of both strategy and character – PSYBT has led the way for over 20 years by supporting over 12,000 young people to choose an enterprising pathway to self-employment."
Derrick McCourt, Regional Director, Scotland & Wales, Microsoft



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