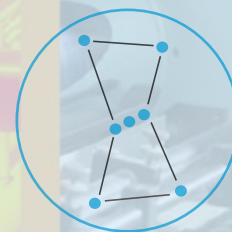


Star Gazer



The OrionGroup Newsletter

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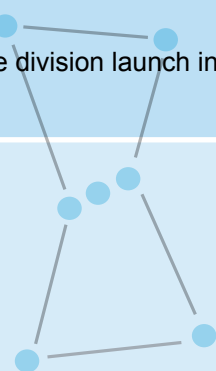
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Scotland's first Minister unveils new Orion Head Office



Earlier this year Orion Technical Services completed their project to extend the **OrionGroup** head office in Inverness. After only four years from the creation of the original office, the massive growth of Orion led the requirement of an extension bigger than the original space.

We were proud to have the then, Scottish First Minister, Jack McConnell, conducting the opening ceremony, unveiling the plaque and attending a presentation on the Group.

The extension was required to maximize the space available and to link the new building to the existing structure with a single storey link. The final design has led to the office space increasing by 110% and

storage space by 250% with the creation of an enormous basement!

The new extension also houses an impressive reception area, a spacious staff kitchen/communal area, and technologically advanced Conference and Training Rooms.

The new phone system is IP based which makes use of the IT network cabling system, making it more robust and allowing us more points around the building. Air conditioning and a digitally based under-floor heating system have also been installed to make working conditions comfortable all year round.

The new office is a great benefit to Orion, and has already provided training for recruiting staff from all over the UK.

What's going on?

Alan awarded Entrepreneur of the year

After being convinced by many of his colleagues and friends, our chairman, Alan Savage entered the Ernst & Young 'Entrepreneur of the Year' Awards Programme earlier this year. The awards programme has been running for more than 20 years and consists of regional and national awards.

On commencing their search for the best business leaders in the UK, he was picked due to his strong management skills and business vision.

Alan did extremely well at the award ceremony in Glasgow, not only winning Entrepreneur of the Year in the 'People Solutions' category but being also selected as the overall winner of the 'Entrepreneur of the Year for Scotland 2007'. This means he will progress to the National final in London later this year. On the success of the awards, he said: *'It is an honour to receive the Entrepreneur of the Year accolade and is a credit to the team at Orion'.*



Mark Harvey, E&Y Partner and Leader of Entrepreneur of the Year in Scotland commented: *'The success achieved by Alan highlights the drive and determination of Scottish companies to succeed in today's global climate. His focused approach and willingness to take risks, makes him a fitting role model of other indigenous businesses to follow and a worthy winner for Scotland'.*

Alan has now ordered his kilt in the 'Savage' tartan to show even more commitment to Scotland for the awards ceremony on 1 October at the Grosvenor Hotel.

New additions to Aberdeen office



Laura, Steve and Jenny

Orion in Aberdeen have made several key appointments this year to strengthen their existing Engineering Recruitment Team.

Steve Greig joins as Recruitment Manager, overseeing recruitment activity within the Engineering Division. Steve has 12 years recruitment experience and was latterly branch manager for Roevin Management Services.

Jenny Chalmers also began her career at Roevin, and with 11 years engineering recruitment experience, has joined as a Senior Recruiter. **Ruth Leuchars** joins from Raeburn recruitment, specialising in service and engineering sectors for over 10 years and also joins as a Senior Recruiter. Jenny and Ruth are working on a job share basis within civil, structural, HSE, safety and process sectors.

Laura Jerrard joins Orion from 7 years recruiting in the engineering and technical sectors for Roevin. She now manages the electrical and instrument engineering sectors for the Aberdeen office.

Welcome to all the new staff in **OrionGroup**, overseas and at home.

Management of change

January 2007 saw a restructure of Orion's management team with Paul Savage, previously Company Secretary appointed as Managing Director of the **OrionGroup**.

Paul now has overall responsibility for the eight UK offices. Having been with the company for eleven years, seven as Company Secretary, he brings extensive experience in HR, contractual matters and strategic development. Paul's focus will be the continued growth of UK divisions whilst facilitating diversity across all sectors of the business.

The previous MD, Alan Savage has now become Chairman of Orion, with Ian Martin, taking on the role of Deputy Chairman. Barry Cann has replaced Ian as Orion's Deputy MD, while maintaining his role as Technical Director.

Resourceful department

Our new Resourcing department based in Inverness HQ is now officially up and running. The Resourcing department is a dedicated call centre which provides extra support to our offices worldwide finding candidates who are currently available and interested in work.

This gives us a competitive advantage, allowing us frequent contact with candidates and up-to-date information on their employment status.

To date the department has contacted over 15000 candidates, updated their CV's and records on Adapt and assisted recruiters in making over 370 placements.

The Resourcing department will be growing in numbers over the coming year and will be able to provide an increasing level of assistance to all our offices. For more information contact Gavin Beaton, Resourcing Manager: gavin.beaton@orioneng.com

What's going on?

Kazakh joint-partners update

Orion Chairman Alan Savage and Deputy Chairman Ian Martin spent the early part of June in Kazakhstan to attend the annual board meeting with our Kazakh partners in the KIS/Orion LLP Joint Venture. The joint venture has consistently grown year on year, from start up in November 2001 to a turnover of \$113 million during 2007.

From a reliance on one client TCO KIS/Orion now supply 884 contractors to blue chip clients including TCO, AGIP, Nations Energy, KPO, British Gas, Wood Group and PSN. The business continues to expand with 2007 half year results on budget and the team in Kazakhstan performing very well. The completion and installation of our IT director's new recruitment tool 'Trinity' is of great benefit for the team, especially in the recruitment of local Kazakh's. The addition of the system will also streamline the Visa/Work Permit and travel information service, benefitting the local support service supplied in Kazakhstan.



Kazakh hospitality was at its best during a celebratory banquet, where Alan and Ian were presented with a replica of the new Kazakh capital city's national monument. The new 'Tree of life' monument stands 131 meters tall and is open for visitors in Astana.

During the trip they had time to visit the local Atyrau football club. On match days the team attracts an average home crowd of 5,000 supporters. This is similar to Alan's team Inverness Caledonian Thistle. Discussions with the Chief Executive, the head coach and the players revealed that running a football club in Scotland and Atyrau have much in common. Good financial management has proved just as important as the performance on the park, to achieve long term stability for each club.

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RECRUITMENT success



The Aberdeen office are leading by example, now having 4 members of staff accredited by the REC (Recruitment and Employment Federation). The REC is the leading

body providing recruitment consultants with industry specific professional qualifications.

Following the success of Jamie Leese and Anoushka Frain on passing the REC exams, both Rebecca Wilson and Diane Ramage undertook the Certificate in Recruitment Practice qualification. Commencing in October 2006, the distance learning course comprised of four assignments and attending a study workshop in London.

On successfully completing their assignments they were then allowed entry to the REC examination on 17th February 2007. Convinced they had failed, they had to wait more than a month until 23 March before they found out the results... However congratulations are in order as they both passed with flying colours and are now Individual Members of the REC and Qualified Recruiters with the following designation MREC CertRP.

Recruited for training

This summer, all recruiting staff in Orion UK are being invited to Head Office to attend a two-day training course in the new state-of-the-art training facility.



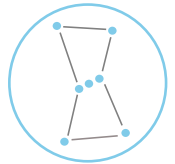
The course aims to provide 'best practice' for our recruiting staff and covers many topics from time management to preparing a job order. There is also time allocated

to our document management portal 'Sharepoint', which allows each member of staff access to Orion's Quality Management System documentation.

The second day covers the more technical aspects of our recruitment software package 'Adapt'. All attendees are provided with laptops and are connected to a test version of the software to follow the training.

The training room contains new technology such as the 'Smartboard', which is a large interactive whiteboard connected to the PC, which allows the trainers freedom of movement and assists with their overall presentation.

So far, the training has been a great success with almost 70 members of staff having attended the course.



Golfing glory



Orion have been showing their usual golfing flair this year with success at the Tyco Texas Scramble. Congratulations to the Inverness office who won the golf day at Portlethen on 19th June this year. The team of (L to R) Paul Savage, Alan Savage and Barry Cann (flanked by Chris Milling and Mark Clegg) won with a fantastic score of 56 (-14 under par), after holding off a late charge from WoodGroup. Despite "hitting the wall" on the 18th they had just enough left in the tank to close out the competition with a winning par!

Orion held their own golfing day at Banchory in June with representatives from twelve clients in attendance. The winning team are shown in the insert picture, comprising of Andy Christie - Orion, David Williamson - PSN and George Green - Bond Helicopters. They achieved the highest stableford points of 85 which was 6 points higher than the nearest team! David did very well on the day and won the low handicap prize too, with 39 points. Phil Bentley from PSL won the high handicap prize with 34 points.

Marathon training

The Glasgow office are taking part in a half marathon in aid of Marie Curie cancer care and Glasgow-based, Erskine Hospital. Erskine has provided nursing and medical care for former members of our Armed



Forces through two world wars and the more recent conflicts. Re-building shattered lives, restoring dignity and providing care to ex-Service men and women both young and old have been the cornerstones on which Erskine has built an unrivalled reputation.

There are three Orion members of staff running; Paul Carr, Darren Dickson and Dominic McKenna and six Orion Rail contract engineers. At the moment, we can confirm that Paul is the oldest runner!

If you would like to sponsor the boys, please get in touch with Paul Carr on paul.carr@orioneng.com. Good luck to them all, and we look forward to the photos in the next edition of Stargazer!

Moving forward on an International Scale

This past year has been a time of International growth and re-structure in the OrionGroup, from the closure and new setup in Nigeria, to the exciting new development in the United Arab Emirates (UAE) and growth in Dubai.



Akin Muyiwa, Paulina Amilegbe & Karo Arubasa

Nigeria is never an easy place for foreign nationals to set up business, as has been shown in the press recently. Orion were no different and had to close the initial office after operating differences emerged with local partners. However, within a few months Orion created a new company: Orion Engineering Services Nigeria Limited, which has proved very successful. This new partnership is under the responsibility of Francis Ogboro, the local partner and Chairman. Primarily a recruitment-based business, logistical and immigration support to client companies is anticipated in the future.

Orion have also set up a local branch office in Dubai this year. The office's primary function will be to process the necessary visas, support logistics and develop the UAE operation. Sanjay Vincent is the local Operations Co-ordinator, who has been connected with the manpower business in Dubai for several years. Orion have recently won a new and exciting contract within Abu Dhabi, and are in the process of establishing another local branch in the Emirate to support Orion.

The business is furthering the success abroad with a move to larger offices in Qatar. The move takes Orion to the prestigious Rydges Plaza in Doha alongside a local sponsor and partner, Dyarco. This move allows Orion access to shared services and meeting rooms and improves communication and more efficient visa processing. Antony Thomas, the resident co-ordinator in Doha, joined Orion in October last year. Antony has 20 years experience working in recruitment in Qatar. At present Orion operates as a foreign company under the sponsorship of a Qatari Organisation.

Orion welcome the new offices to the Group and wishes them every success for the future. You can follow Orion's international expansion on our website www.orioneng.com.

What's going on?

Sakhalin news

Orion has now opened an office in Yuzhno on the Island of Sakhalin. The office will be managed on a daily basis by Yuri Klimov and overseen from the Moscow Office by Oleg Medvedev.

They are presently recruiting for a Visa/Work permit administrator and a 'meet & greet' coordinator to expand the present team.

The office based in the Sakhalin Business Centre is ideally located to service our client SEIC who from August 2007 will receive a full support service for 'meet & greet', Visa/Work Permit, medicals and accommodation on the Island.

The **OrionGroup** are the largest supplier of ex-pat personnel to SEIC, the operating company on



Oleg Medvedev



Yuri Klimov

the Sakhalin II project in the Russian Far East. We currently have 200 people assigned to the project, providing engineering and technical expertise as well as business and project services support to the teams. The project has ongoing requirements for appropriately experienced individuals.

The **OrionGroup** were recently awarded a 3-year extension to their contract, enabling them to provide enhanced support capability both to SEIC and our people. The Sakhalin II project is the largest of its kind in the world and involves the construction and installation of two offshore platforms, an on/offshore pipeline and an onshore processing plant and LNG terminal to handle oil and gas from the Piltun and Lunskeye fields.



The sky's the limit for OrionAerospace

Orion are excited to announce the new division of Aerospace. Recently launched in Aberdeen on the 7th June, the new division is managed by Phil Hall Internationally and Karen Jack in the UK. Karen discusses her new adventure here:



"Well here we are... I can't quite believe that we are finally up and running and where better to start than home. Since the 1st May we have been working closely with local clients and have been thrown into the thick of it. To date we currently have contractors placed with Bristow Helicopters, KLM UK and have several others booked for placement in July. We have just been assigned the almighty task of finding a dozen permanent engineers for starts between now and September '07. We are currently working closely with Bond Helicopters and CHC Europe.

We have huge opportunities coming up with the massive extension plan of Aberdeen Airport over the next 3 years. They have already introduced more flights, being supported across Europe by BMI Regional, KLM, City Star Airlines and the new introductory routes brought

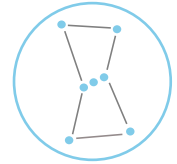
onboard this year by Globespan. We are currently working with Storm Aviation who provide maintenance support as a third party to many of these companies.

We had a very successful Launch Party in the Thistle Airport Hotel which brought many of the big players in Aberdeen's aviation; including Ace Aviation, CHC, Storm, Bond Helicopters, Bristow Helicopters, BMI Regional and ASCO Freight Management. Thanks to all the staff from the Aberdeen office who helped out to make the day a success.

Many aviation companies have their head office within the UK but have global recruitment needs. We are in a perfect position to provide recruitment solutions to these companies with Phil Hall and his team doing a great job tackling the European market, and the Aberdeen team developing the UK market.

We have had a fantastic start here in Aberdeen and the sky is the limit. We have a fantastic product with Orion Aerospace and one to be proud of. Keep watching for the next update, we will be back with even more exciting news!"





Focus On... OrionOffice division launch in Inverness



The Inverness office launched their commercial division, **OrionOffice**, on the 14th June. The day brought more than 60 clients, both new and existing. The local Whisky Shop ran a nosing and tasting competition which proved popular! The girls arranged some delicious belgian chocs, and a local caterer provided a mouth-watering buffet.



With all hands on deck, Brian Urquhart, Steve Cairns and his wife, Anca, Marian Grant, Avril MacDonald, Jim Oliver and Audrey Parker, all pulled together to make the day a huge success. They would also like to thank the people behind the scenes, such as George the photographer, Barry and Jackie for the presentation and sound system and Andrew who managed our car park.



The following week Inverness held a candidate open day for **OrionOffice**, which was advertised in the local press and on local radio. There was a fantastic attendance with candidates interested in the diversification of Orion into the commercial sector.



Audrey Parker discussing the Office Division

Ladies night of cyn?



What do you think goes on at a Ladies Night ?

No, this didn't involve scantily clad waiters or Tupperware but the female consultants from the Aberdeen office being treated to an evening of Cyn recently. The ladies attended a Ladies Only charity dinner in aid of the Hilton Foundation Charity and guest speaker was the famous British madam Cynthia Payne.

Aberdeen office consultants Ruth Leuchars, Anoushka Frain, Karen Jack, Anne Neave, Morag McWilliam, Lorna Kurilko, Rebecca Wilson and Isla Mercer were joined by clients from Sonsub (Leanne Duncan, Nicole Luck and Tina Welsh pictured here having a great time), PSN, Lloyds Register, KCA Deutag and Petrofac as they enjoyed a 4-course meal and entertainment by female comedian Pauline Daniels and Madame Cyn.

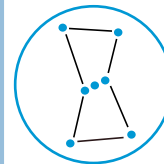
US footie sponsorship



Malcolm and his team in our Houston office, sponsored the Klein Soccer Clubs U9 Boys. This sponsorship enabled the boys to participate in the Dallas Cup tournament, as well as providing them with strips to compete in the games.

The sponsorship enabled a number of the boys who are under privileged, to travel and compete in football out with Houston for the first time in their lives. The boys did fantastically well, enjoying a draw in their first game and a win in the second. This win put them in a play-off situation to achieve an overall win, which went to penalty kicks but unfortunately brought an end to the adventure.

Corporate Identity



OrionGroup

With the **OrionGroup** developing their new brand values at the end of last year, 2007/8 will see further developments in this marketing function.

As the organisation expands into new fields and disciplines, it is key that our business is represented correctly, through its core values and recognised name.

Over the coming months there will be numerous initiatives, internally and externally to monitor and implement our successful corporate image, as we look forward to taking the **OrionGroup** to the next stage in our business model.

For further information email: scott.burns-smith@orioneng.com

