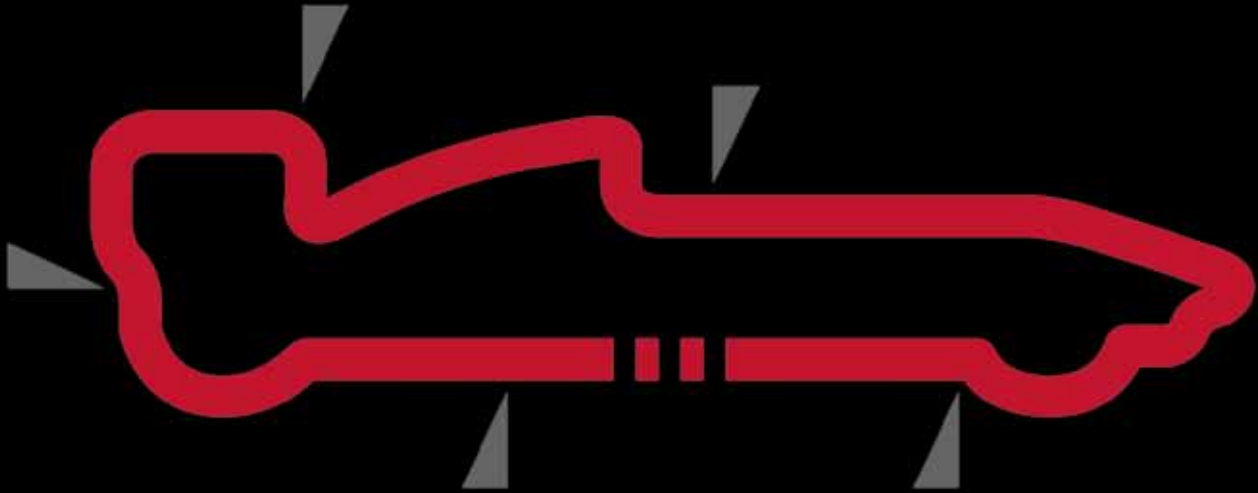


Innovate UK

Technology Strategy Board



Motorsport Valley
Launchpad Showcase

Directory of projects

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R&D funding of innovation projects in motorsport

This directory features 21 companies in the UK's Motorsport Valley cluster centred on Oxfordshire and Northamptonshire. Fourteen of these companies have conditional offers of Innovate UK grant funding for their R&D projects. A further five companies were shortlisted in the competition and two more from the cluster are presenting at the investor showcase day.

Many of these companies are seeking further private investment to take their projects forward. Innovate UK is investing up to £1.14m in innovative R&D-led projects in motorsport, high-performance engineering and

consultancy through the Motorsport Valley Launchpad competition.

The competition aims to accelerate these projects towards commercial success, and stimulate the development of the cluster by encouraging high-growth companies to engage with it. This competition not only provides SMEs with funding for R&D projects but, with the support of the Motorsport Industry Association (MIA) as cluster champion, supports the growth of their businesses through connections with expert advisors, as well as increasing access to the investor community.

Innovate UK is the new name for the Technology Strategy Board – the UK's innovation agency. We know that taking a new idea to market is a challenge. We fund, support and connect innovative businesses through a unique mix of people and programmes to accelerate sustainable economic growth.

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The Motorsport Industry Association (MIA) is the world's leading trade association for the motorsport, performance engineering, services and tuning sectors. The MIA represents the specialised needs of this highly successful global industry as it undergoes continuing rapid development throughout the world.

The Right Honourable Lord Drayson of Kensington is the Honorary President. Lord Drayson brings a unique range of business, motorsport and Parliamentary experience to the MIA, having been a working peer in the UK Parliament in 2004, and managing partner of Drayson Racing Technologies.

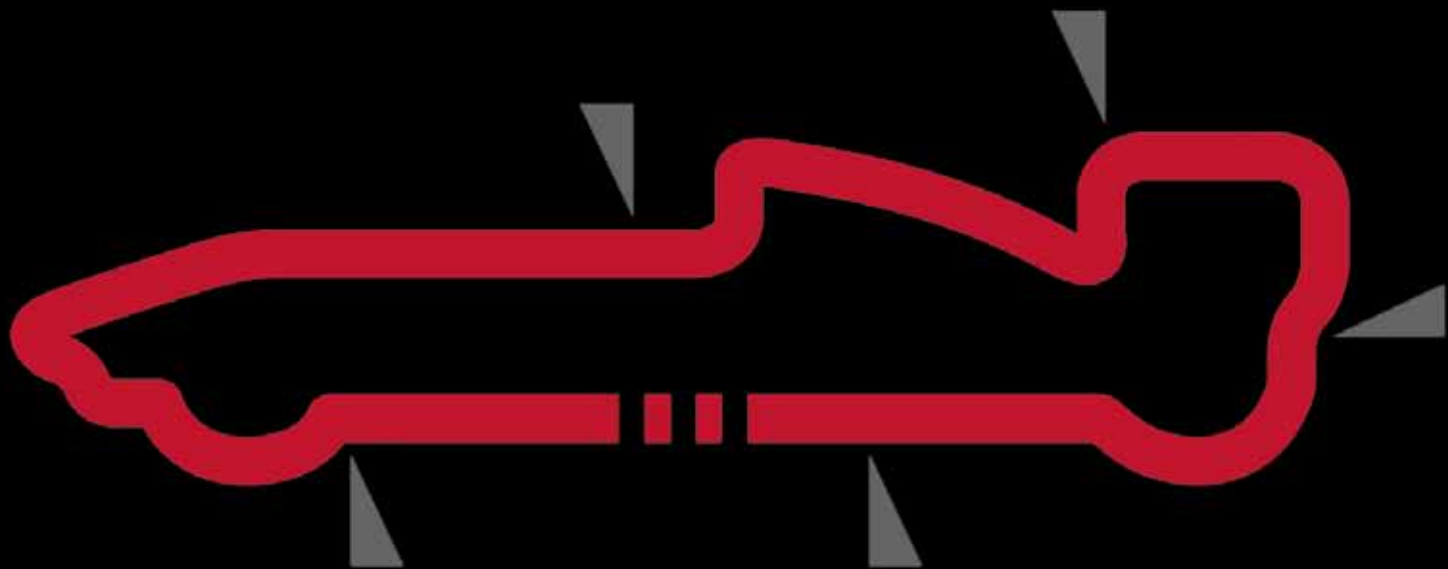
The MIA has embraced an ever-expanding international network of business contacts, the result being that today it boasts nearly 400 global members whose companies transact more than £9bn of motorsport business worldwide.

As part of the MIA's diversification programme, which seeks to encourage the continued transfer of 'race bred' innovation and capability from motorsport into many other sectors, we operate the following technology transfer initiatives;

- motorsport to automotive
- motorsport to defence
- motorsport to marine
- motorsport to aerospace
- motorsport to space

The MIA represents its members from motorsport, high performance engineering and tuning companies; race and rally teams; governing bodies; motorsport services; research organisations; race circuits; Universities and colleges – among many others.





Axon has developed a low-cost carbon-fibre technology for use in mass market vehicles

What is the market opportunity that you have identified?

Axon's material reduces the cost of using carbon-fibre so as to be competitive with aluminium (rapidly becoming the material of choice) at volumes of around 20,000 per year. Already offering niche vehicle makers a route to cutting-edge technology, current developments are aimed at making our material cost-effective in mass market applications of more than 100,000 units a year.

What is your business model?

Axon will design, prototype and test vehicle structures and then install and license the patented technology for producers. This model focuses on higher value-adding activities and can be scaled with lower capital requirements. Axon offers new entrants and early adopters a turnkey solution to deliver an advanced technology vehicle.

Who is in your team?

Key individuals have been involved since the technology was invented at Cranfield University. We employ a team of engineers who are specialised in materials, structural vehicle design and vehicle crash-worthiness; several hold PhDs in their field. We also have a team of volume manufacturing specialists with the skills to bring the technology into series production within a customer facility.

What is your funding strategy for growth?

Axon works with customers to bring this technology to a range of markets. We are seeking investment in a specific vehicle application that we can bring to market. Using Axon's low cost technology we believe this vehicle can get to market with a low investment, high speed development approach.

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epm:technology is a high performance engineering business, manufacturing carbon fibre components and assemblies

What is the market opportunity that you have identified?

We create value for clients by taking on complex challenges, cross-fertilising technology from high-end motorsport to allow volume production of composites parts and assemblies. We are entering new markets on the back of a £6.5m investment in our new technology centre. This will enable us to demonstrate real-time R&D activities, and grow sales with the extra capacity.

What is your business model?

Our model is to work alongside customers to engineer and pioneer new solutions for their products. We then push these developments into production or transfer production to an OEM under a licensing agreement. Our model is all about 'the customer', so we capture relationships and make them long term opportunities for epm technology.

Who is in your team?

Every team member is important to our business and to making it better. We are currently growing from 70 employees to 150 per shift.

What is your funding strategy for growth?

We are funded through hard work and generating cash from the opportunities we tackle daily. We have also been successful in winning £4.75m regional development funding for our technology centre. However, we are also exploring other funds to help develop staff and to build our new R&D centre.

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Ginetta-Juno designs and manufactures racing cars

What is the market opportunity that you have identified?

We are looking at the composite manufacturing process along with our collaborators, epm:technology, with a particular focus on cutting the cost of producing structural advanced composite components. The project will result in the development of a carbon fibre chassis and crashbox, which will constitute the key components for our latest race car and also for a dedicated trackday car.

What is your business model?

Our customers tend to be young, career racing drivers with financial backing or wealthy business people who race as a hobby. As with many automotive companies, our business model means that we make modest margins on new car sales but enjoy greater margins with spare parts, service and technical support. As we operate in a competitive environment, our worldwide customer base is hungry for performance upgrades.

Who is in your team?

Ewan Baldry, technical director, is formerly a design engineer with Rolls-Royce/Bentley, TVR Sportscars and Williams F1. Ewan established Juno Racing Cars in the late 1990s. Lawrence Tomlinson, shareholder/investor, recently invested in the business, which has been renamed Ginetta-Juno. Lawrence is a very successful businessman with interests in a number of areas including the already established Ginetta Cars.

What is your funding strategy for growth?

The recent tie-up with Ginetta provides Ginetta-Juno with the funding and investment necessary to make a success of the car projects on which the Launchpad project is focused.

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KW Motorsport uses motorsport technology and experience to exploit composite and digital manufacturing technology

What is the market opportunity that you have identified?

Lightweight, safe, carbon composite chassis are currently limited to supercars and high-end motorsport applications. Using labour-intensive materials and processes, they are expensive to produce. There is a market for thermoplastic carbon composite chassis – a proven technology from aerospace – resulting in lower production cost and greater recyclability. KWM's solution, ToPCaT, is a lightweight, recyclable carbon fibre chassis that will be accessible to a wide range of affordable applications.

What is your business model?

We use our experience in motorsport to transfer technology to other sectors. Our ethos is to identify the technological advantages that high-performance engineering in motorsport can bring to other sectors. We have expanded from a design consultancy of performance engineers into a combined engineering and advanced manufacturing business. We focus on high-performance engineering, transferability of technology, digital fabrication and, in particular, the latest additive manufacturing techniques.

Who is in your team?

Kieron Salter, founder and MD of KW Motorsport and KW Special Projects, has 20 years' experience as a motorsport engineer. KWSP has recently developed the capability to directly transfer motorsport technology to other sectors. Focusing on performance engineering, advanced composites and digital fabrication, our engineers have complementary skills – including design, software, simulation, automation and advanced materials – and a common determination to exploit technology into high performance sectors.

What is your funding strategy for growth?

Traditionally, we have been self-funded through sales and organic growth; we typically re-invest 20 per cent of profits in R&D in the form of internal projects and match-funded projects with bodies such as Innovate UK. We are seeking investment to make 'a step change' to increase the level of R&D invested and to take the growth step of commercialising the ToPCaT project into a niche vehicle application.

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Lyra Electronics develops cutting-edge electronics for green industries

What is the market opportunity that you have identified?

Lyra Electronics is developing a rapid charging system for electric vehicles. The market prediction for this type of charging system is 60,000 units a year by 2019. This would result in estimated £15m profit, assuming 5 per cent market share. The technology can also be used with fuel cells, wind turbines, military vehicles and complements Lyra's product portfolio, which includes EV control units and sensors and advanced battery cell management systems.

What is your business model?

Lyra sells products to companies developing electric vehicles and those installing charging infrastructure, and also licenses to other companies. The consultancy side enables us to keep up to date with the needs of the industry while our portfolio addresses the product requirements of our customers. Financial support enables development of advanced technology and higher value products, resulting in higher profits.

Who is in your team?

Lyra Electronics has more than 40 years' automotive experience, designing, developing and manufacturing electronic control systems. That includes more than 15 years in electric and hybrid vehicles. This gives us a keen insight into how the industry is developing and the issues it is facing with new technologies. The CEO of Lyra has previously run and grown an electronics department, involving business development, financial, personnel and technical responsibilities.

What is your funding strategy for growth?

Having grown organically, Lyra Electronics is now seeking investment to accelerate growth, initially to provide matched funding for the Motorsport Valley Launchpad project. Further investment will enable Lyra to grow and exploit that and other projects, including through a Smart award. This investment will enable Lyra to grow more quickly and to be a leader in the electric vehicle and green industries markets.

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Oxford nanoSystems (ONS) is developing engineered nano surfaces for more efficient heat transfer

What is the market opportunity that you have identified?

Heat transfer is a critical process for temperature management and energy production. ONS has developed a surface nanocoating which can more than double the rate of heat transfer in heat exchangers in automotive applications, such as energy recovery, cooling and air conditioning, saving energy and weight. Further applications are in industrial waste heat recovery, air-conditioning and geothermal and ground-sourced heat generation – all key green technology targets.

What is your business model?

ONS's nano-coating is highly effective, yet simple to apply to complex shapes such as heat exchangers and their components. We can offer a contract service to coat small parts but has a licensing model for larger assemblies and industrial volumes.

Who is in your team?

Our team at the Harwell Oxford site is headed by experienced entrepreneur David Gahan (founder: Oxsensis Ltd) and nanotechnologist Alex Reip. The company is supported by Professor Peter Dobson, a national adviser on nanotechnology, and benefits from world class test and characterisation facilities on site provided by the Science and Technology Facilities Council's Innovation Technology Access Centre.

What is your funding strategy for growth?

We are already fulfilling sample orders for evaluation and characterisation from engineering and scientific groups. ONS is benefiting from support under the Launchpad programme to develop its technology and engage with large industrial and automotive customers. The company has been privately funded to date but is expecting to raise funds on the angel investor/VC market in early 2015.

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Race Technology designs and manufactures electronics for motorsport, automotive, rail and off-highway vehicles

What is the market opportunity that you have identified?

We are developing an innovative distributed power control network. The traditional wiring loom will be replaced by a network of small solid state electronic modules that are more robust, easier to install, easily expandable, cheaper, and allow improved electrical power management – reducing carbon emissions through reduced weight and improved efficiency. The traditional wiring loom is replaced by a single wire that connects the modules and carries power and data around the vehicle.

What is your business model?

Race Technology has been operating since early 2002 and activities can be broadly split into three categories: supply of data loggers, display units and sensors from our standard product range; development of custom products for clients; and consultancy work.

Who is in your team?

We have 20 employees, including experts in mechanical, electronic and software engineering, technicians, sales and support staff

What is your funding strategy for growth?

Race Technology develops ideas through to manufacture of finished products for sale directly and through an existing and expanding network of worldwide distributors.

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SS Tube Technology designs and manufactures bespoke, advanced tubular fabrications and thermal management systems for high tech industries

What is the market opportunity that you have identified?

We develop metallic-based insulation products for the motorsport and energy markets, in harsh environments where extreme temperatures, highly corrosive conditions and severe vibration loads are experienced. Current products are heavy, have temperature limitations and are costly to produce. SSTT sees an opportunity to overcome these problems by developing a commercial ceramic matrix insulation solution.

What is your business model?

We will undertake initial sample trials through existing customers in the motorsport fraternity. We then plan to diversify the product into other sectors who will be more receptive, knowing the product is already part-proven to a technology readiness level 3-4. Once fully exploited, our potential business opportunity from this product stream is an estimated revenue of around £5.2m sales in four to five years.

Who is in your team?

The project will be driven by our strong team of engineers, who have experience in designing products in high temperature applications also in composites. We will work with Imperial College to draw upon the skills and experience they have in the field of ceramics.

What is your funding strategy for growth?

Our strategy will combine capital and shareholder investment with part-funded technologically driven projects, working with Innovate UK and regional growth fund to ensure our technology offering and facilities are world class and set us apart from the competition.

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Torotrak is a low carbon vehicle technology developer and manufacturer, offering three core technologies across a wide range of vehicle applications

What is the market opportunity that you have identified?

Each of our innovative products meets a different market need; focus for the MSVLP project is an ultra-low cost, ultra-lightweight Flybrid KERS unit, initially destined for karting. However, the scaling down of this already lightweight and low-cost technology will also open up opportunities in small passenger vehicles such as three-wheelers, motorbikes and scooters. This market is extensive in both Europe and Asia, where fuel efficiency improvements are key.

What is your business model?

Torotrak offers a full engineering service to the customer, using its extensive IP portfolio in the three core technologies to deliver projects from concept to low volume manufacture. For larger volume applications, we apply a licensing model, with extensive engineering support available from the team of experienced designers and development engineers, and in-house build and test facilities.

Who is in your team?

Following the purchase of Flybrid Automotive, developers of Flybrid KERS technology, Torotrak's team now includes industry-leading expertise in the development and manufacture of flywheel hybrid technology, in addition to outstanding existing expertise in toroidal CVT or traction drive transmission technology. With an executive team representing the best of both Torotrak and Flybrid, the enlarged group is pushing forward to market with the first application for Flybrid KERS in buses in 2015.

What is your funding strategy for growth?

Torotrak generates revenues from granting pre-production licences to Tier 1 and OEMs such as Allison Transmission, Inc, undertaking paid-for customer development programmes and offering application engineering services. From 2015, we expect to generate revenue from the manufacture and sale of lower volume products, starting with Flybrid KERS for buses. For higher volume markets, such as passenger cars, we will earn per-unit royalties based on product sales by licensees.

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Weald Technology is an award-winning company collaborating in the development of high-efficiency electric vehicle drivetrains

What is the market opportunity that you have identified?

Low-carbon drivetrains have not been adopted in the HGV, off-highway and defence sectors, yet they represent a huge potential market. Electric drivetrain systems, while able to capture the huge amounts of energy they generate and deliver the peak power required, are heavy and bulky. That limits the operational capacity of the vehicle to the point that it is not yet commercially viable. Our funded project aims to demonstrate a s capable and viable system.

What is your business model?

We are technology developers. Our collaborative, grant-funded project will take our novel technology to demonstrator level, and collaboration with a global engineering organisation provides us with a route to high-volume manufacturing capability. Revenues will be generated initially from engineering consultancy and then from sales of drivetrains.

Who is in your team?

Phil Edwards, founder and managing director, works full-time in the business. The engineering, strategy, and finance roles are currently filled part-time in return for 'sweat equity'. These individuals will assume full-time or non-executive positions in due course. All team members have a track record at board level in technology and engineering organisations, and our finance director has steered a company through AIM flotation.

What is your funding strategy for growth?

We are seeking investment to match-fund the Innovate UK grant, allowing us to undertake the 12-month project and deliver a proof-of-concept demonstrator. During that time we will secure our IP, undertake further market testing, and continue talking to fleet operators to ensure market pull. We will seek further grants, and another round of funding, in 12 months to move from demonstrator to prototype and on to production. We hold SEIS/EIS Advanced Assurance.

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Advanced Fuel Systems

Using a monolithic cell construction process unique to Advanced Fuel Systems, our FIA-approved fuel cells can be manufactured with compound curves which our competitors cannot achieve. The result is that your car can carry more fuel and carry it lower – improving tank range whilst lowering your car's centre of gravity.

www.advancedfuelsystems.com

GEM MC

GEM MC specialises in bespoke advanced electric motor/generator systems with unique integrated controls. We strive to deliver a highly efficient drive train solution for a given power and torque requirement that is significantly smaller and lighter, and with greater cost effectiveness than any other competing technology.

www.gemmc.com

Equipmake

Equipmake is working with Delta Motorsport Ltd to design a new 'inverter', converting direct electrical current (DC) into alternating current (AC) to efficiently deliver electrical power for low-volume production applications. This will allow hybrid systems to be used in motorsport and low-volume niche vehicle manufacturing.

www.equipmake.co.uk

SMT Developments

SMT Developments has been a specialist in highest quality electronics assembly for more than 13 years. As specialists in printed circuit board (PCB) prototyping and assembly, and as one of the UK's leading electronics manufacturers, our knowledge and expertise provides the highest quality PCBs, exactly when you need them.

www.smtdevelopments.co.uk

Innovate 2 Make is an engineering company that provides a comprehensive range of metal 3D printing services for developing industrial 3D printing

What is the market opportunity that you have identified?

3D printing is a high-growth market with a clear and current opportunity in high-tech manufacturing, especially in F1/motorsport, space, aerospace and medical. Longer term, there is also an opportunity in mainstream manufacturing, which will be considerably greater, but slower to build.

What is your business model?

We aim to be the premier 3D print provider to the high-tech and high-precision engineering industry in the UK. We will use the design and fulfilment expertise of our team to meet current demand through our relationships in F1, motorsport and aerospace. We have a full service offering – we are not just a ‘jobbing shop’ – and offer best technology, highest spec materials and market-leading design expertise.

Who is in your team?

Ian Campbell began in the aerospace sector with British Aerospace (Air Weapons Division) and was one of the first in the UK to use computer-aided design. Mike Kelly had a long career in production engineering within the UK avionics and communications industry. Dr Bruno Le Razer has over 15 years’ experience with metal 3D printing. Dave Cooper graduated in 2010 with a MEng (First) in mechanical engineering from the University of Warwick.

What is your funding strategy for growth?

Both management shareholders have made significant personal investments and there has been funding from high net worth individuals, angel investors and/or VCT funding in the early stages, supported by significant government grants. We will involve banks in the medium term.

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Meteor Power is developing the only electric motorcycle capable of taking on the best of the petrol superbikes

What is the market opportunity that you have identified?

Forecasts suggest the electric motorcycle market will be more than three times bigger than for electric cars and Western Europe will be a bigger market than the US. There are a few electric commuter bikes, such as Brammo and Zero, plus a few medium-sized sports bikes but no electric superbikes as yet. A niche market in electric superbikes will open up for machines faster than petrol bikes.

What is your business model?

Completing our prototype should prove performance and handling benefits with chassis design, electronic strategies and electric powertrain developments. Being capable of beating petrol bikes on a race track will help drive sales in the niche high-performance electric motorcycle market. New electronic control systems, innovations in battery pack cooling and class-leading energy and motor technology will usurp petrol as the powertrain of choice.

Who is in your team?

Founder Mike Edwards is a former global head of technology strategy, turned motorcycle racer, turned race team manager. Several years in the World SuperBike paddock were followed by race wins and lap records in British SuperBikes. He is joined by the most capable electronics strategy guru in the UK, a proven MotoGP chassis designer and a brace of highly experienced electronics hardware and firmware engineers. Meteor also has partnerships with F1-focused FEA and CFD companies and manufacturers.

What is your funding strategy for growth?

Starting with a Smart award for innovation, Meteor is now seeking funding for all three development phases, to take us all the way through to bringing high performance electric motorcycles to market. Sales of bikes, licensing of patented and other protected technology, coupled with tax credits and patent box, will yield a profitable and enduring business.

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Exhaust and emissions systems for diesel, gas and petrol engines

What is the market opportunity that you have identified?

Our aim is to develop low carbon fuel saving systems for all forms of road transport vehicles, off-road, marine, rotary engine drone, motorbike, generator, racing vehicles, and plant and equipment.

What is your business model?

All of our products are created from new patents, tested and refined into commercial products. We devote more than half of our resources to R&D.

Who is in your team?

Barry Mead, Andrew Martin, Natalie Stitchman and Mark Messer.

What is your funding strategy for growth?

We are growing by product development for all four-stroke engines. We get funds from local government (Tiger fund), grants for R&D from Innovate UK and other development funds. We have commercialised fleet vehicle systems.

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Virrttech Consulting

Virrttech Consulting offers clients an individually tailored service depending on their requirements. We provide added value to a client's existing engineering resource. That can be either through on-site consultancy and training using existing resources or by performing analyses back at our offices using leading edge commercial hardware and software.

www.virrttech.co.uk

Xtrac

Xtrac is the world leader in the design and manufacture of gearboxes, differentials and driveline in F1, IndyCar, Touring Car, Rallying, GRAND-AM and Endurance Sportscar races. Employing 270 staff, we have built on our motorsport successes by securing projects in the aerospace, automotive, military, hybrid vehicle and marine industries.

www.xtrac.com

Libertine makes efficient linear power systems for small scale power generation, heating, cooling and transport

What is the market opportunity that you have identified?

The global market for sub-150kWe power generation, waste heat recovery, and cooling (including transport applications) is worth in excess of £150bn annually. Libertine's initial markets include UK and EU waste heat recovery and biogas power generation. Intellectual property sales from 2016 will be targeted at OEMs in static/transportable small power generator industries and at automotive OEMs/Tier 1 contractors worldwide.

What is your business model?

Libertine's core business is the development and licensing of intellectual property for linear power and free piston systems. In addition, Libertine will manufacture and sell linear electrical machines and expander devices.

Who is in your team?

Sam Cockerill, founder and chief executive, has 20 years in motorsport, consumer product development and consulting with Bain & Company and holds an MBA from INSEAD. Ed Haynes, chief technology officer and co-founder, led kinetic energy recovery development at Williams F1 and has 20 years' experience in F1 powertrain systems design and development. Chairman Derek Shepherd was main board director of Aggreko plc, building Aggreko International into a \$1bn revenue business.

What is your funding strategy for growth?

Libertine is raising £300k to complete an £800k funding round (Enterprise Investment Scheme approved) to support development and marketing of its linear power systems during 2014-15. In June 2014 Libertine successfully closed £530k of new equity investment as part of this round. This is an opportunity to participate in a high-growth clean technology business with potential to generate substantial capital growth within a five-year timeframe.

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Vayon specialises in the design and development of electric and hybrid power systems, primarily for vehicles

What is the market opportunity that you have identified?

The clean technology market is expanding rapidly, driven by new legislation restricting emissions. By combining a number of smaller but expert companies, Vayon has created an outstanding technical resource for vehicle manufacturers and system integrators to call upon for special projects. As well as a full system consultancy and prototyping service, we supply modular high voltage lithium battery systems, intelligent chargers, telematics software, power electronics and high voltage components.

What is your business model?

Vayon provides specialist expertise in the form of a one-stop-shop to support OEMs working on electric and hybrid power systems including automotive, marine, solar, wind and industrial projects. Projects are consultancy led and encompass design, prototyping, testing, integration and pre-production manufacture. Products include configurable high voltage battery systems (patents pending), power distribution modules, intelligent chargers, cable assemblies, harnessing, power electronics and software.

Who is in your team?

Vayon provides a structured environment within which its group companies can flourish without restrictions. The experienced senior management team takes responsibility for finance, administration, marketing, HR, and IT, leaving our rising stars to focus on what they do best – design, innovate and deliver. Vayon is backed by a group of venture capital and private equity investors including Yellow&Blue, a Dutch-based investment fund, and led by entrepreneurial chairman Shane Hussain.

What is your funding strategy for growth?

Vayon operates a 'buy and build' strategy with three acquisitions so far in 2014 and another two scheduled for this year, subject to contract. Vayon will continue to expand its capabilities within the clean tech sector with more acquisitions. Further investment of £1.5m is planned for late 2014 and a final round of £3m is expected to be required for 2015.

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www.northamptonshireep.co.uk



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www.motorsportrecruitment.com



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www.cma-marketing.net



Coller IP Management

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Ellis Clowes & Company Limited has provided professional and personal insurance services to the global motorsport industry for over 30 years. We represent world-class clients within all sectors of motorsport including Formula One, A1, GP2, Touring Cars, NASCAR, WRC, Moto GP, Superbikes and various Works Formula. Our experience and passion for the industry has given us a deep understanding of the structure of motorsport. Our products and services protect and add value to racing teams, racing drivers/riders, sponsors, organising bodies and event co-ordinators.

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Jonathan Lee Recruitment has offices in Wakefield, Leicester, Stourbridge, St.Albans and Basildon supported by overseas recruitment partners. We have been providing a specialist recruitment service to the international engineering and manufacturing industries for 33 years. This now covers contract and permanent roles up to senior management level in engineering, manufacturing, purchasing and supply chain and finance and to director level through our executive search arm Factura. www.jonlee.co.uk



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Merrys began trading in 1926, supplying the local hat trade and the Whitbread Group of companies. In the last 40 years we have grown to include clients from the motor industry and racing fraternity. For business cards and short runs we recommend our four-colour digital service and for runs over 1,000 copies our conventional litho printing. www.merryprinters.co.uk



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www.thempagroup.co.uk



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Prova PR is one of the country's leading motorsport and automotive communications consultancies and widely respected as a trusted provider of leading edge PR programmes. The British motorsport industry leads the world in terms of imaginative solutions and processes – and we seek to mirror the work of our clients with PR programmes driven by passion, purpose and the demand for results.

www.provapr.co.uk



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www.pulse8media.co.uk



Rupert Barker

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His key areas of expertise are leadership and team development, coaching and mentoring, organisational analyses, corporate change and development programmes, and management skills training. He has designed executive development centres, from the initial analysis through scenario construction to implementation and delivery, allied to the development of value and competency sets.

www.rbmg.co.uk



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