

ON-SITE

SPRINGFIELD NEWSLETTER ISSUE 8 Mar 2008

Ten Years On and Still Growing!

Marking A Busy Decade

ISSUE 8 of our regular 'On-Site' newsletter celebrates a significant milestone for the company with a decade of housebuilding under our belt.

It's been a busy 10 years that gets busier by the month as construction projects grow and new work arrives in our planning department.

What's really significant is the large number of staff who were with us in 1998 who are still on the books and have progressed their career within Springfield – a testament to our close-knit family business and overall success in the market.

The current build schedule sees us busy at various locations with site managers looking forward to the arrival of Spring and better weather to speed progress.

The Moravia scheme's East block has started and new housing projects at Macduff, Buckie and Forres are currently passing through the planning procedures with both Moray and Aberdeenshire local authorities.

In other words – it's all go!

Remember – 'On-Site' is your newsletter. If you hear of something you think could be of interest contact us by calling Jane Innes at the Head Office or drop her a line at Pentland House.

Alness Off-cuts

NOTHING goes to waste at Alness!

Keeping our 'green' credentials in the frame site manager at The Paddock development in Alness, Ryan Mackenzie, is making sure off-cuts from timber used in construction is put to good use.

He's been making sure local organisations get an opportunity to collect quality timber waste that is destined to help the community at large.

Thanks to the tie-up between us and Highland Council Community Services the off-cuts are turned into bird boxes, bird tables, benches and even sheds.



The way we were. This is Mannachie Grove at Forres - the first development built 'in house' by Springfield 10 years ago.

IT'S 10 years since Springfield launched itself on the road to today's vibrant and growing construction company.

In 1998 chairman Sandy Adam took the bold step to take construction 'in house' and John Main set off with 14 men and a plan to erect new homes on a site on the south-west fringe of Forres.

Two years later there were 100 homes at Mannachie Grove and Springfield was on its way to today's busy construction programme. We now have a permanent staff of 216 and an army of sub-contractors.

Some things have changed. Sandy is now company chairman and John Main our managing director – but there are other constants that underline our success.

Of the 14 tradesmen who started work on that first project 10 are still with Springfield including the Mannachie site manager, Brian Hadden, who is now Springfield's Contracts Manager.

Staff retention is a major strength for the company.

Staff Loyalty A Key Factor To Success

John Main says: "I'm proud that 10 out of that original 14 men still work with us. These guys were the foundation of the construction company and it's great to see the vast majority of them now in management roles.

"Today we employ a skilled workforce of 216 personnel throughout all construction trades and disciplines. We also have a strong commitment

to apprenticeships with a minimum of 10% of our workforce employed through CITB training schemes."

From our modest beginnings with two employees at 115 South Street we have grown to a point that there are now 37 employees based at our head office in Grampian Road.

John's birthday message is: "To each and every one of you on site or office-bound, I say a big thank you for all your effort and support during the last decade. Long may it continue and I look forward to working with you for the next 10 years."



And this is today. A decade on this is how our new Moravia apartments block will look at the east end of Elgin.

Ryan Climbs Springfield's Ranks



Ryan Mackenzie – working his way up.

LIKE so many Springfield recruits Ryan Mackenzie has done well in his chosen career.

Born at Invergordon but now keen to call Aberlour home, Ryan joined the firm as a labourer and worked with us for around 10 months before heading Down Under to gain experience in the Australian building trade.

He returned in 2004 and was lucky enough to be offered a post as a trainee site manager with Springfield – and proved he had a talent for looking after construction sites.

He was appointed a fully fledged site manager at Craigellachie, now 28 he is our youngest site manager and oversees the very successful Paddock development at Alness.

"I love the job," he says. "It gives me the responsibility I want and there's always something interesting going on or a challenge to overcome."

Ryan's not the only Mackenzie with connections with Springfield.

His mother Maureen Mackenzie has been part of our accounts team for several years and his younger brother Kyle (22) served his time as a joiner with us before moving on to gain experience.

Moravia Under Way

SITE work has started at our new Moravia apartment block development overlooking East Road in Elgin.

The first part of the 60-unit flatted development to move to the construction phase is the eastern block. Fourteen two and three-bedroomed apartments will emerge with a contemporary design similar to the Pinegrove flats at Forres which were a sell-out success.

Moravia will be a mix of private and rental market accommodation with the majority of the private properties featuring their own balcony and many complete with en-suite facilities.

SPRINGFIELD'S **ON-SITE** SPRINGFIELD NEWSLETTER ISSUE 8 MAR 2008 **COMPETITION...**

IN the 10 years since Springfield started building its own houses we've broken through the 1000-barrier – but by how much?

The company is certainly on a roll and a major house-building player in the North of Scotland, but do you have any idea how many homes we had completed by the beginning of March?

Give it a go. If you're not sure precisely how many just take a guess and look out for the answer in next month's issue of 'On-Site'.

The person who gets closest stands to win a £50 Marks and Spencer voucher – and in the event of a tie the winner will be the first name drawn from the post bag.

Entries to Jane at Head Office – complete with your name and contact number.

And the Winner is....!

FOR the February issue of 'On-Site' we asked you take a stab at the number of permanent staff employed by Springfield at the beginning of February this year.

Employee numbers have been rising steadily over the past few years and our permanent staff has now reached record levels. The correct answer was 207 – a figure that's since grown to 216 as Springfield gets busier and busier.

The winner was Russell Whyte who wins a £50 M&S voucher. Well done!



Springfield homes already under occupation – but how many do you think we've built in the past 10 years?

Najda Family Values!

THE Najda family have plenty to celebrate – the arrival of a little bundle of fun.

On February 22 little Victor Stoczkowski made an appearance at a local maternity hospital and Springfield Polish employee Andre Najda became a grandfather for the first time.

Although a proud addition to the Polish population and the town of Zamość where the family hail from, little Victor has a strong connection with Scotland and Springfield.

His dad Piotr is a fencer with us and mum Agata, Andre's daughter, at one time was one of our cleaning team.

The delighted Polish family and their new arrival make their home at Knockomie Rise in Forres.

Congratulations Andre, Piotr and Agata – and welcome Victor.



Happy family! Piotr and Agata with new arrival Victor.

Macduff Start soon

WE'RE hoping to be on site at Macduff sometime this summer to start work on our most easterly 96-home development at Tarlair.

The mix of two, three and four-bedroomed homes is currently making its way through the planning process with Aberdeenshire Council.

A decision on the proposal is due to be made by May which means there's a good chance that site work will get under way during the summer.

The location has a spectacular elevated position in Macduff overlooking the Moray Firth.

And More For Forres

FORRES has been a popular location for Springfield with many top-selling housing and flatted developments in the town.

And now we're planning a new venture – a 94-home development at the south-west end of the town that will see 94-houses offering two, three and four-bedroomed designs.

The development is called Knockomie Meadows and is currently under consideration by Moray Planners.

Scouting For Bats!

WHEN it comes to looking after local wildlife Keith Scouts and Springfield follow the slogan 'Be Prepared'.

We're helping the Keith Scout Troop with a project to provide homes for the area's bird and bat population by giving the Scouts timber which they turn into bird and bat boxes.

So, thanks to Keith Scouts, Springfield is delighted to be housing Moray people and giving a helping hand to local wildlife.

Buckie Site Named

SPRINGFIELD'S new housing development at Buckie will be called Letterfourie – a name with strong associations in the area.

We plan to build 149 new homes on the site with a mix of designs offering two, three and four-bedroomed accommodation.

The application is still being considered by Moray Council's planning department but we expect to be able to make a start on site later this year.

Show Time

PLANS are in hand to create Springfield's best-ever showhouse and marketing suite at Glassgreen in Elgin. When completed the busy Elgin site will have one of the best equipped showhouse facilities in the group.