

Marshall's Mail

Issue No. 2

Prestigious Acquisition

Next time you pass a new Tesco or Safeway's store take a look at the bricks. There's a chance they were supplied by Stairfoot works (formerly Yorkshire Brick), Marshalls Clay Products' latest acquisition.

The firm, based in Barnsley, specialises in producing bricks for prestige projects and offers an innovative product range thanks to special brick-making technology which it has imported from the USA.

This technology creates bricks which look much softer than traditional bricks and are available in more colours. Consequently they have more of a national appeal and will enable Marshalls Clay Products to compete in new markets.

Says Mike Lancaster of Marshalls Clay Products: "Customer reaction to the £5.75m acquisition of the Stairfoot works has been very encouraging. Many have said that they will now consider us for prestige projects when previously they had not been able to."

As well as acquiring a firm which broadens its product portfolio, Marshalls has got an environmentally responsible site into the bargain (see page 3).



The Stairfoot works

Results Show Good Progress

I would like to take this opportunity to thank everyone at Marshalls for their individual contributions to our recently announced annual results.

As a result of your efforts, and improvements in market conditions, we were able to report an increase on the £12.4m pre-tax profits we achieved in the previous year with profits for the year of £20.4m. Turnover increased to a record figure of £191.5m from £169.5m.

Thus we have taken the first step back to results that can be compared with those of the late 80's and early 90's.

Also during the year we invested £13.9m in plant and capital equipment to help the future growth of Marshalls.

Some £2m of the improvement in profits came from changing the assessment of the life of certain types of plants which have demonstrated a useful life much in excess of the depreciation life previously used.

The concrete and stone division returned excellent results with sales up 12 per cent and operating profits improved by 46 per cent. A part of this success has been assisted by our concentration on developing new projects.

And it is pleasing to be able to report that the amalgamation of our Hoveringham site with concrete and stone is now beginning to pay off with the factory in sight of returning to profitability over a full 12 month period.

Clay products has also performed better, recording operating profits of £3.1m, much improved on the £0.3m of the previous year, on sales of £22.5m.

During the year the Group made two in-fill acquisitions which have now been successfully consolidated.

The concrete block business at Newport, South Wales, is set to provide a significant presence in the markets of South Wales and the South West, and we are considering plans to expand production at the site.

Our latest acquisition, Yorkshire Brick, at Stairfoot, Barnsley, has added a further range of quality facing bricks to the clay products' portfolio as well as providing capacity for future development.

Whilst we are considering further acquisitions, we are concentrating on organic growth through increased capital expenditure, and already £12.3m spending has been committed for this year.

In America, conditions for our business remain tough but Florida-based Paver Systems traded profitably throughout the year and improving performance is anticipated from Hamilton Concrete.

As you can see, the past year produced results which are a fairer reflection of both the Group's innate strengths and the hard work and determination of all employees.

I thank you all for your efforts and with your continued support look to the future with some optimism.

John Marshall

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A Viking Galley? — No Problem

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Marshalls People

New CEO for USA

Welcome to Chris Oliver who has been appointed chief executive officer of Marshalls USA Inc.

Chris joins Marshalls from Zeneca Specialties Ltd in Miami where he was general manager of Thoro System Products, specialists in concrete products. Prior to this he held senior positions with ICI group companies in the UK, South Africa and Hong Kong.

Chris will be based in Chattanooga, Tennessee, and will be responsible to the Board of Marshalls Plc for the entire US operation which incorporates seven businesses.

The six concrete plants and one engineering plant employ a total of 150 people.

Chris, 50, is married with a son who is about to start at Nottingham University.



Alan Winlow Appointed as Development Director

Alan Winlow has recently joined the Board of Marshalls Clay Products as development director, with special responsibility for product quality.



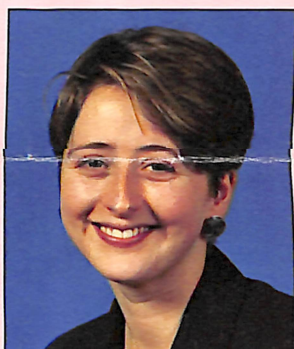
Alan, 53, was previously managing director of Marshalls Clay Products' latest acquisition, Stairfoot works, for 21 years. Under his guidance the company became a specialist in the manufacture of high grade facing bricks, supplying markets in the UK and as far afield as Japan.

New Marketing and Export Assistant

Marshalls Clay Products, Robin Hood, has appointed Joanne Donnelly as marketing and export assistant.

Joanne, 24, joins Marshalls after finishing a two year teaching contract in Japan where she was also editor of an English language journal.

In her new position, Joanne will help marketing manager Paul Stark to develop new and existing international business links. She will also be responsible for Marshalls Clay Products' PR work.



Silver Servers

Marshalls' annual awards ceremony in April at Southwram, Halifax, recognised another 20 employees who have 25 years' service. All were congratulated by chairman Andrew Marshall and each was presented with a gold watch as a token of thanks on behalf of Marshalls.

The silver servers, pictured above with Andrew Marshall were: (left to right) Charles Smith, West Lane; Norman French, West Lane; Colin Westwood, Cannock; Tony Cross,

Marshalls Hard Metals; Howard McLenahan, West Lane; Kenneth McLenahan, West Lane; Peter Beedle, Stockton; John Hudson, Halifax Tool Company; Donald Booth, Polymer Dept; Edna Tilson, Hambrook; James Foster, Hoveringham; Alan Stanger, Hall Ings; John Little, Hall Ings; Roy Gregory, Marshalls Hard Metals; Dennis Senior, Brookfoot; David Beecroft, Hipperholme; Ken Fleming, Hall Ings; Dennis Cragg, West Lane HGV.

Two employees were unable to attend the presentation - Tony Parnham, Hoveringham, and Jimmy Hobson, Stockton, who has sadly since died.



Pictured on site (left to right) are: Nicholas Scott MP, John Scally, director, Tyne & Wear Development Corporation, Michael Astin, Peter McGuckin and David Burdus

First Choice Underfoot

Tactile paving, a recent development by Marshalls, got a Government thumbs up recently from Nicholas Scott MP, Minister for Social Security and the Disabled.

Mr Scott was visiting a quayside development at Newcastle-upon-Tyne, where the paving display has been installed.

The paving stones have a raised surface enabling the partially-sighted to tell where they are on the pavement and detect possible crossings and hazards such as steps.

Marshalls already produces tactile paving in concrete and clay but this particular display used natural stone to blend in with the local environment.

Tyne & Wear Development Corporation, which is responsible for the quayside scheme, approached Marshalls Mono when it heard of its research into tactile paving.

Said Marshalls Mono's Natural Stone sales manager Michael Astin: "It is an interesting project with a worthwhile objective, combining the interests of the disabled with the needs of the local authority."

The quayside development also involves extensive co-operation with access and disability consultants David Burdus Associates and landscape architects and environmental consultants Branson McGuckin Associates.

Treated Like Royalty



David and his colleagues inspect Prince Charles's helicopter

Bosses at Sandy works can rest assured that the firm's expensive plant and machinery will be treated like royalty by fitter David Racher.

For David once served in the Royal Navy Fleet Air Arm which maintained Prince Charles's Wessex Mark 4 helicopter during the future King of England's 18-month flight training programme.

Says David: "The maintenance team and myself spoke to Prince Charles on a daily basis during his Wessex training. After a training session he would often let us know of faults on the helicopter. On several occasions we had to work round the clock to make sure that the helicopter was ready for the next day."

While working with Prince Charles, David was based on HMS Hermes. He serviced Phantom and Sea Vixen jets during the ship's tours of the Caribbean, USA and Canada.

He joined the maintenance department at Sandy works in 1987 and believes that although the fitters' work area at Marshalls Mono is tidy, it's not quite up to the standards his Royal Navy superiors demanded.

Says David: "In the Royal Navy every tool had to be spotlessly clean and hidden away in its specified box, whereas the area at Sandy is there to be worked in and not looked at."



Neil Feather at Paver Systems

Marshalls' Neil Feather is currently on secondment in the USA where he has taken up the position of chief financial officer at Marshalls USA Inc.

Based in Chattanooga, Tennessee, he is responsible for the finance and administration at the three offices and seven manufacturing sites which comprise its US operations.

So that Neil's friends and colleagues here in the UK can find out how he's faring, he sent Marshalls Mail the following letter.

Dear All,
I hope that you are keeping well and looking forward to a long hot summer.

The weather has been great over here - not that you would expect any different. I think I've seen more sunshine in the months of February, March, April and May than I saw in the last three summers in England.



American weather does seem to be a bit different though. It is not all sitting out on my balcony an evening after work in shorts and a t-shirt.

Over here the temperature can change during the course of one day by up to 40 degrees Fahrenheit and tornadoes are common. Although these worry me slightly, the locals casually dismiss them as useful for cleaning the dust from the yard.

The same locals have been very friendly to me and I have made many good friends. One slight drawback is that everybody I meet believes that I am Rowan Atkinson's TV character Mr Bean, who is currently extremely popular with American viewers.

I have to listen carefully when I meet the locals. The observation that America and Britain are countries divided by a common language is true today than it ever was.

Still Scrummaging After All These Years

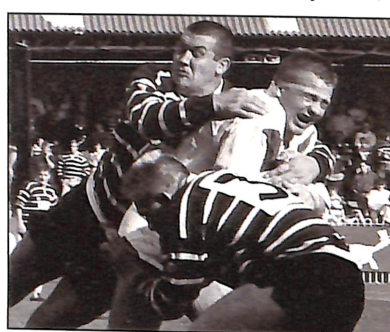
At 45, Marshalls' Howley Park shift foreman Jeff Grayshon is the oldest professional rugby league player in England and can still scrum down with the best of them having more than 120 tries and 800 games under his belt.

He currently plays for Batley RL as open side prop and his 26-year playing career has seen him captain England in 1978 and Great Britain in 1982.

These achievements, coupled with seasons at Leeds and Dewsbury, make Jeff one of the game's most experienced players and resulted in him being awarded the MBE - for his services to sport - by the Queen at Buckingham Palace in 1992.

When asked how long he intends to continue playing, Jeff says he'll play for as long as he can. And, although he admits to being a little slower than in his early days, Jeff remains a cornerstone of the Batley team.

Should he decide to hang up his boots, his son, Paul, who is a maintenance fitter at Howley Park, is waiting in the wings.



Jeff (left) makes his presence felt

Currently playing for Bradford Northern, Paul has over seven years' professional experience. But he will have to stay in his father's shadow for a little while longer though, because Jeff has just signed up with Batley for another season.



WE WANT YOUR NEWS

If you have an idea for the next issue of Marshalls Mail please send details and any black and white or colour photography to Sue Beesley, Marshalls Plc, Hall Ings, Southwram, Halifax, West Yorkshire, HX3 9TW.

aining a Smooth Operation

The Sandy maintenance team



For the departmental focus in this issue of Marshalls Mail we visited Marshalls Mono's maintenance department at Sandy Works, Bedfordshire.

The Sandy plant became part of Marshalls when it was acquired with Mono Concrete in 1981 to enhance Marshalls' position in the growing block paving market.

Today the plant produces an impressive range of block paving products, and its manufacturing facilities have been constantly updated.

To compliment the Schlosser - the German block paving machine which was present when Marshalls purchased the Sandy site - three large Danish block machines have been added.

According to the works engineer John Vincent, who has been at Sandy since 1982, each of these machines is almost a factory in itself and the role of the department is to ensure around the clock maintenance to keep down-time to a minimum.

The maintenance team (front row left to right): Ron Pillay, Bob Payne, Chris Butler, Alan Fred Orlando Ratcliffe, (middle row) Russ Smith, Trevor Seldon, Gary Currington, John Vincent, Tony McKeirnan, Paul Chadwick, (back row) David Racher and David Gladstone.

Contract and Product round-up

■ Marshalls Clay Products, Robin Hood, has shown its thirst for knowledge by supplying landscape pavers for the New British Library, St Pancras, London.

■ The Robin Hood plant has also been supplying scholars of a different kind with the contract for Leeds University's Sentinel Towers halls of residence.

■ Accrington Brick and Tile Company has fulfilled a major contract for a sulphuric acid plant in Syria.

The order, which came through an Indian contractor and has taken three months to complete, involved the design and supply of Nori chemical and abrasion resistant bricks.

■ Marshalls has shown its metal by introducing a new range of cast iron, steel and aluminium furniture, with over 100 traditional and contemporary designs suitable for a wide range of landscaping applications.

Top photo: New British Library, St Pancras

Inset: New street furniture

It is no good talking about; lorries, turnover, purchase ledgers, stocks, Sellotape, lifts, Elastoplast or rubbers. If you want to avoid total confusion you must quickly learn to refer to wagons, sales, accounts payable, inventories, Scotch tape, elevators, band aid and erasers.

The most important saying to learn as a visitor is "uh-huh". This is a general purpose phrase which can be used as a response to almost any question where either you don't know or can't be bothered to think up an answer.

The only drawbacks of my placement are the beer, the quality of news reporting on England and the absence of Coronation Street. Tetley Bitter is not available but I have come across a pub in West Palm Beach which sells Fullers ESB and one in Atlanta where draught Guinness is available.

News coverage is obtained via the BBC World Service and I also subscribe to the Financial Times, which is printed in New York and comes five days late. I have not solved the problem of not being able to see Coronation Street yet.

If anyone is prepared to put up with these slight inconveniences they would be most welcome to stop off in Chattanooga. My colleagues and I would be more than happy to show you some famous "Southern" hospitality.

Well its time to go now, the Catfish are jumping and there's grits and pinto beans on the stove.

Bye y'all - Neil.

Honeymoon sparks off Comeback Kid

An incident on Sandy sales office manager Carl Kingston's honeymoon (he will not elaborate further) caused him to start fencing again after a 15 year break from the sport.

Since picking up his sword again Carl has not looked back having won the Cambridgeshire Foil Intermediate Championship in 1993 and this year the Cambridgeshire Epee Team Championship, both with the Huntingdon Fencing Club.



Marshalls Engineering and Architectural, Problems and Solutions, Seminar and Exhibition, Imperial War Museum, Duxford, Cambridgeshire.

Back on the Road

The last issue of Marshalls Mail reported how the technical team was taking to the road to reach specifiers via a series of roadshows tackling subjects such as the importance of brick masonry in civil engineering.

This successful tour keeps on rolling with sell-out events during May at Maidstone, Newbury and Oxford.

Says marketing manager Jeff Laverack, whose staff organise the events: "The roadshows have such a good reputation in the trade that we are having to turn people away due to demand for places."

With further roadshows planned for November in Nottingham, Worcester and Manchester, it looks like the whole team will be clocking up a few more miles before the year is out.

Developing a Sweet Tooth

Marshall Control Systems, Halifax, has developed a sweet tooth with an order for a new confectionery plant in Poland on behalf of Cadbury-Schweppes.

The contract, through Brighthouse confectionery equipment manufacturer Yorkshire Process Plant, is for process automation equipment which saves time and labour by combining weighing, mixing and cooking operations in the production of confectionery bars.

The technology is currently being built by design and software engineers in Halifax and will be installed in Poland by the end of the year.

Sales manager David Weatherhead commented: "This will be our third contract for Cadbury-Schweppes in partnership with Yorkshire Process Plant.

"Our relationship has given us the opportunity to export our technology and we hope that it will continue to be mutually beneficial."

Other recent contracts Marshall Control Systems has been involved with on behalf of Yorkshire Process Plant and Cadbury-Schweppes include similar projects on the African continent.

Closer to home, the company is also busy serving other Marshalls sites at Falkirk and Llay.

An Environmental Approach

For many years the Stairfoot works - formerly Yorkshire Brick - has been aware of its responsibility for the effects of quarrying and brick making on the local environment around Barnsley.

So, to set the balance straight, the company has embarked on a land restoration and conservation scheme since the 1970's.

This scheme has been nationally recognised as one of the most successful of its kind, winning the CBI's Business Commitment To The Environment award for the overall programme of restoration work on land around Stairfoot.

The firm's efforts also received royal recognition when its fast growing willow coppice plantation on newly restored land at Stairfoot, close to Ardsley Oaks School, was given the Royal Anniversary Trust bronze, silver and gold awards.



The bat cave during construction

To mark the achievement pupils from the school, who the company worked in conjunction with, visited St James' Palace to receive the three awards from the Queen and Duke of Edinburgh.

The latest project at Stairfoot is a bat cave to help stem the decline in the bat population by providing a good roost site, which is neither too warm or cold, sufficiently humid and, most of all, free from disturbance.

The bat cave has been developed with the help of local wildlife groups and local schoolchildren, and uses a combination of stone and other natural materials close to the site, together with bricks from the company's stocks.

The thousands of new trees and hedgerows planted by the Stairfoot works in the surrounding area will provide extensive new feeding grounds for the bats and should result in a steady increase in their local population as the cave becomes occupied.

All this conservation and restoration work goes on above the Stairfoot works' landfill gas scheme which, as at Howley Park, extracts methane gas given off as the organic part of domestic waste naturally decomposes.

Most of Britain's household rubbish is simply dumped and left to rot at refuse sites all over the country. As the refuse decomposes, large quantities of methane, the second largest contributor to the greenhouse effect gases (after CO2) which result from industry and agriculture, are given off and escape into the atmosphere.

The scheme at Stairfoot involved burying a grid of perforated pipes within the refuse before permanently sealing the quarry top with clay. The gas is controlled and regularly monitored as it is gently extracted by pump, before being immediately burned in the brick kilns.

Apart from the obvious environmental benefits of turning a worked-out quarry into a green field again, the scheme also reduces the Stairfoot works' dependence on finite fossil fuels and its energy bills by approximately £100,000 a year.

Head in the Clouds

Nigel Baker of Sandy's telesales office may have his feet firmly on the ground when he's at work, but once the clock strikes five his head is in the clouds.

For Nigel, already a qualified glider pilot, hopes to become the first British civilian to be licensed to fly a 1949 Percival Prentice (RAF training plane). He aims to finish his training later this year, an element of which will be his first solo flight.

Aside from his exploits in the air he is also a member of the Military Auster Flight aeronautical display team ground crew which travels the UK helping out at air shows.

We Want Your Help!

Julie Robb, office manager at Marshalls Clay Products, Accrington, is appealing to fellow Marshalls' employees to provide everyday items for a planned children's hospital and hostel at Mayak in the Ukraine.

Items required include children's clothes and shoes, toys, dried foods, sweets, medicines (clearly labelled and not out of date) and toiletries.

The project is being organised by registered charity International Aid Services (IAS) which is also creating the hospital and hostel by converting a disused 62 room building.

Anyone wishing to donate items or willing to organise a site collection should contact Julie on 0254 232684 for more information.

Mayor's Visit to Halifax

The Mayor of Calderdale, Councillor Tony Mazey, recently visited Halifax Tool Company and Marshalls Mono, West Lane, as part of his tour of Calderdale manufacturing firms.

The visit was organised at the request of the Mayor and highlights of his tour included seeing new rock-drilling equipment for world-wide export and the concrete manufacturing plant at West Lane.

Pictured with the Mayor are chairman Andrew Marshall and NC operator Barry Sutcliffe.



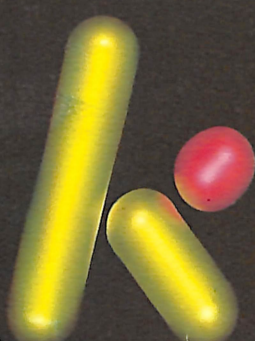
Krypton Factor Charity Challenge

Volunteers from Ramsbottom will be doing the death slide on the Krypton Factor assault course for a charity challenge in August.

Last year, Ramsbottom's two teams raised £600 for a local children's hospital by completing the gruelling 50 yard course. They were among 180 teams gathered for the three day event hosted by Bernard Manning.

This year, three teams representing the quarry, block plant and staff are hoping to beat last year's total - any donations will be gratefully received.

Extra Marshalls teams can fill spare places by contacting Lynn George at Ramsbottom on 0706 824911 as soon as possible.



The KRYPTON FACTOR



Gordon Bird to the rescue

The Fourth Emergency Service

One afternoon last February proved to be snow-go for motorists on the A56 at Ramsbottom.

That is until Marshalls Mono's fourth emergency service came to the rescue in the form of yard foreman Gordon Bird, loading shovel operator Mick Baker and quarry manager John Rogers.

Gordon, Mick and John responded to a police call for help in clearing the A56 of eight feet of drifting snow which had caused a four mile tailback to the M66.

Mick, driving a Komatsu 350 and Gordon, a Volvo L90, both are wheeled loading shovels, spent five hours clearing snow and rescued five stranded vehicles in the process.

After their heroic effort the men received an official vote of thanks when Divisional police chief superintendent Hewitt wrote a note of appreciation to Marshalls.

Reticent rescuers Gordon, Mick and John simply said: "We were glad to be able to help."

Notable Retirement

Last month saw the retirement of one of Marshalls' best known characters, group development manager Leonard Berry, who worked for Brookes Ltd and Marshalls for over 50 years.

Leonard joined Marshalls in 1970, when Brookes Ltd of Hipperholme was acquired, and was involved in the design and commissioning of plant and equipment for all Marshalls' sites.

His approach to engineering was always to keep things simple and this is reflected in the fact that he was just as happy developing a new piece of plant on a scrap of paper as on a technical drawing board.

Leonard's final major project was the development and installation of a sophisticated flag pressing plant - utilising the latest available technology.

Says Leonard: "I have been working on the machine for the last two years and it should prove to be a valuable asset to Marshalls. You could say that I've brought all my engineering experience to bear on it."



Leonard (left) and David

Given Leonard's involvement with all Marshalls' sites he will be sorely missed. However, development director Keith Bentley is sure that Leonard's son David, who has been with Marshalls for 23 years, will prove to be an excellent replacement.

Our Man in Black

After two broken cheekbones sustained while playing rugby league, Nick Oddy, a computer programmer with Marshalls in Halifax, decided to stop taking the punishment and start trying to control it.

Nick took up refereeing and five years on he is at the top of his profession.

He has just passed trials to progress to grade 1 - the top level in the sport - which will enable him to officiate any 1st team game, including full internationals.

He already has international experience. Last year he supervised the Under-19 amateur game between France and Great Britain in Marseille plus Great Britain's open age fixture at home to Russia.

As well as having the respect of the players, Nick believes it is also vitally important for today's referees to be very fit so that they can keep up with play.



Says Nick: "Because rugby league is getting faster all the time, I have to undergo a medical at the start of the season. This is then topped up with fitness checks during it."

Now Nick has achieved grade 1 status, his ambition to take charge of the Challenge Cup final at Wembley is a possibility. Any Halifax Rugby League fans hoping for a few favourable refereeing decisions if their team reaches the final when Nick is in charge will be disappointed though.

For Nick cannot officiate any matches involving his home town team, Halifax RL.

Commenting on his recent promotion to grade 1, Nick said: "I'm delighted that all my hard work and dedication have paid off and I am looking forward to refereeing some of next year's big games."

A Viking Galley? - No Problem

Members of the maintenance department at Sandy works are not averse to applying their engineering skills to worthy causes.

Trevor Seldon and Alan Ratcliffe, members of the Queen's Head pub Rafter's team in Sandy, designed a Viking galley from old oil drums so that they could travel down the river Great Ouse running into pubs and demanding money for charity.

The Queen's Head Rafter's team was recreating an incident where Vikings

rowed down the Ouse to Willington and received a pasting from the locals.

To avoid the same fate as the Vikings, Trevor and Alan took a slightly different route starting from Willington, near Bedfordshire, and rowing to Denver Sluice.

The galley succeeded in its mission and the Rafter's club's efforts raised enough money to sponsor two guide dogs plus make a donation to Headway, a local charity which helps people with serious head injuries.

Times Change

Things have changed more than a bit over the past few decades at Clay Products' Stairfoot works according to Pete Dawson.

And Pete should know for he's the company's longest serving employee on the site. He joined Yorkshire Brick in 1955 earning just £3 a week.

Today Pete drives a forklift truck but it's a far cry from his early days. Every process was undertaken by hand.

Raw materials were brought into the factory and finished bricks taken out in wheelbarrows with iron wheels.

And the barrows were also used to wheel pressed unfired bricks into the kilns, ready for stacking by hand.

In true Yorkshire fashion Pete agreed that his forklift made life a little bit easier!

BOOST Your Pension

You may be aware that a number of pensions 'clinics' were held at Marshalls sites during 1993, with more scheduled this year.

One of the surprise results of these clinics was the number of Pension Scheme members who decided to pay more to 'top up' their pension benefits.

These Additional Voluntary Contributions (AVCs) are an extremely tax-efficient way of saving for your retirement, as they qualify for full tax relief at your highest rate and they accumulate in a tax-free fund.

AVCs can:

- increase your own pension
- increase/provide a spouse's pension
- provide increases to your pension, when in payment
- improve your benefits available in the event of early retirement
- provide increased benefits on death in service

If you want to pay AVCs to supplement your pension, or just want to know more about AVCs, contact Simeon Marshall at Hall Ings office on 0422 364521.

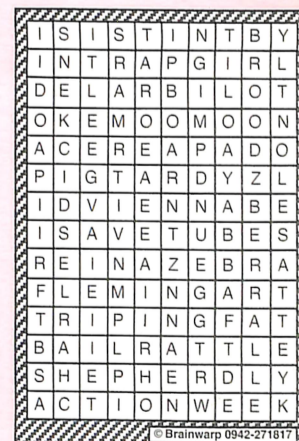
Competition WIN A MEAL FOR TWO

In our latest Marshalls competition you have the opportunity to win a meal for two, to the value of £30 at a restaurant of your choice. We will pick the winner at the end of August, so send your entries to Sue Beesley, Marshalls Plc, Hall Ings, Southowram, Halifax, West Yorkshire, HX3 9TW.

Last issue's winner was Carol Houston of Falkirk's transport office who successfully deduced that the odd word out was BODY.

The answers to the questions can be found in the grid and may be read across, down or diagonally in any direction.

- 1 Traditional home of an eskimo (5)
- 2 Who discovered penicillin? (7)
- 3 Longest river in Africa (4)
- 4 Who wrote Oliver Twist? (7,7)
- 5 Zodiac sign-Sept 23-Oct 23 (5)
- 6 Roman God of war (4)
- 7 Collective term for chickens (5)
- 8 FA Cup winners in 1992 (9)
- 9 Capital of Austria (6)
- 10 Who had a hit record in 1974 with "Waterloo" (5)



NAME _____

DEPARTMENT _____

SITE _____