



"The first method for estimating the intelligence of a ruler is to look at the men he has around him" Niccolo Machiavelli

State of the Market: Board and Executive Movements for March 2015



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We were founded in 2012 by leading figures in Executive Search and Consultancy. Members of the team have advised in Leadership and Succession Planning to over 45 of the ASX 100, 9 FTSE 100, Multinational, Private Family and Mutually Owned Companies.

Our philosophy is to develop deep and committed relationships with a small number of clients and help them deliver a superior performance by optimising the composition of their executive teams.

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- We operate as one firm. We staff each assignment with the best people.
- We support our client’s long term planning capability with Strategic Succession Planning.
- We provide global reach. Over 90% of our searches are international.
- We provide an end to end search process, including Assessment and a 90 day On Boarding Programme.
- We provide a fixed fee of which the final 25% is only payable if our client assesses that expectations have been exceeded.
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ENERGY

Caltex Australia Ltd: Barbara Ward AM has been appointed as a Director of the Board with effect from 1 April 2015.

Cockatoo Coal Ltd: Hyeondong (Henry) Cho and Rod Ruston have resigned as Directors of the company. Peter Kane has been appointed as Chief Executive Officer, effective from 19th April 2015. Damon Barber, Mark Tomek and Stephen Motteram have been appointed to the Board, Neil Dhar has been appointed as an Alternate Director while Will Randall resigned as an Alternate Director. David Smith, current Chief Financial Officer, has been appointed as the Interim Chief Executive Officer.

Drillsearch Energy Ltd: Jean Moore has resigned as Company Secretary.

Dyesol Ltd: Lynette McDonald has been appointed as Alternate Director and Rob McIntyre appointed as a Non-Executive Director.

Marmota Energy Ltd: Neville Alley resigns from the Board.

Maverick Drilling and Exploration Ltd: Nigel H. Smith has been appointed as a Non-Executive Director.

Neptune Marine Services Ltd: Ian Hobson has been appointed as Company Secretary replacing John Loudon, who has resigned from the position.

Santos Ltd: Ken Borda will retire as Chairman at the Annual General Meeting on 30th April 2015. Peter Coates AO, will assume the role of Chairman.

Senex Energy Ltd: Trevor Bourne has been appointed as Chairman to replace Denis Patten. Denis will remain on the board as a Non-Executive Director.

FINANCIAL SERVICES

Bank of Queensland Ltd: Matt Baxby, Group Executive Retail & Online Banking has been appointed Group Executive Retail Banking. Brian Bissaker, Chief Executive Officer of Virgin Money Australia will leave the Company, General Counsel Brad Edwards and Company Secretary Melissa Grundy will also leave the business while Stacey Hester, Head of Legal has been appointed as Company Secretary.

Centuria Capital Ltd: Darren Collins has been appointed as a Director of Centuria Property Funds Ltd.

Colonial First State: Andrew Robert Morgan has been appointed as Chairman of the Colonial Holding Company Limited following the resignation of Michael John Venter.

Commonwealth Bank of Australia: Carolyn Kay retires from the Board of Directors of Directors, and Wendy Stops is appointed as a Non-Executive Director. Vittoria Shortt appointed as Group Executive, Marketing & Strategy. The appointment follows Rob Jesudason's move from Group Executive in November 2014.

Diversified United Investment Ltd: Andrew Larke has been appointed to the Board.

Djerriwarrh Investments Ltd: Robert Edgar has been appointed as an Independent Non-Executive Director.

OzForex Group Ltd: William Allen retires from the Board of Directors while Douglas Snedden is appointed as a Non-Executive Director.

Perpetual Ltd: Chief Risk Officer Michael Vainauskas has been appointed as a Director of The Trust Company Ltd, which is a part of Perpetual Ltd. Ian Hammond has been appointed to the Company's Board.

Platinum Asset Management Ltd: Philip Howard, Executive Director, Chief Financial Officer and Company Secretary has resigned. Stephen Menzies has been appointed as a Non-Executive Independent Director.

SG Fleet Group Ltd: Julianne Lyall-Anderson has resigned as Company Secretary and Kevin Wundram has been appointed to the role on an interim basis.

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Veda Group Ltd: Steven Sargent has been appointed as a Director of the Company, Geoff Hutchinson has resigned as a Director and Anthony Kerwick will remain as a Non-Executive Director.

GAMING/ENTERTAINMENT

Ainsworth Game Technology Ltd: David Macintosh AM has resigned as an Independent Non-Executive Director.

INSURANCE

Insurance Australia Group Ltd: Taryn Morton has been appointed as an additional Company Secretary while Chris Bertuch remains as Company Secretary. Peter Harmer, Chief Executive Commercial Insurance has been appointed as Chief Digital Officer, Ben Bessell has been appointed as Acting Chief Executive Commercial Insurance, Leona Murphy will resume the role of Chief Strategy Officer, Justin Breheny Chief Risk Officer will retire in April and Clayton Whipp has been appointed to the role.

Tower Ltd: Brett Wilson has been appointed as Chief Financial Officer.

MEDIA

APN News & Media Ltd: John Anderson has been appointed as an Independent Non-Executive Director.

Fairfax Media Ltd: Nick Falloon has been appointed as a Non-Executive Director.

Seven West Media Ltd: Bruce McWilliam discontinues his position as an Alternate Director and will continue in his executive role at the company. He is replaced by Peter Gammell with immediate effect.

MINING

AngloGold Ashanti Ltd: Chris Sheppard has been appointed as Chief Operating Officer, South Africa who will replace Mike O'Hare. His appointment is effective 1st June 2015.

Arafura Resources Ltd: Cungen Ding has been appointed as a Non-Executive Director.

Atlas Iron Ltd: David Hannon has resigned as a Non-Executive Director of the Company.

Bathurst Resources Ltd: Hamish Bohannan has resigned as Managing Director and Chief Executive Officer, and Richard Tacon will assume the position as Chief Executive Officer.

Brockman Mining Ltd: Company Secretary Chan Kam Kwan Jason announced to be the Executive Director for the company's certain subsidiaries.

Calibre Group Ltd: Alex Williams has resigned as a Non-Executive Director while Dod Wales has been appointed for the same at the Board of the company.

Gindalbie Metals Ltd: Tang Fuping and Yu Wanyuan have resigned as Non-Executive Directors, and Shao An Lin and Li Ge has been appointed to replace them, effective immediately.

Gold Road Resources Ltd: Sim Lau has been appointed as Development Manager.

Grange Resources Ltd: Honglin Zhao has been appointed as Chief Executive Officer, effective immediately.

Guildford Coal Ltd: Jenya Mesh appointed as Director of Investor Relations.

Iluka Resources Ltd: Chris Cobb, Head of Alliances, New Ventures and Royalties has been appointed as Head of Special Projects, Alan Tate, current Chief Financial Officer and Head of Strategy and Planning has been appointed as Head of Alliances, New Ventures and Royalties and

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Doug Warden, current Head of Resource Development will become Chief Financial Officer and Head of Strategy and Resource Planning. These changes are effective 1st June 2015.

Imdex Ltd: Magnus Lemmel retires as a Non-Executive Director, effective 30th June 2015.

James Hardie Industries Plc: Andrea Gisle Joosen has been appointed as a Non-Executive Director.

Orica Ltd: Ian Smith has stepped down as Managing Director and Chief Executive Officer. Alberto Calderon has been appointed as Interim Managing Director and Chief Executive Officer.

Savcor Group Ltd: Hannu Savisalo, Iikka Savisalo have been removed from the Board of Directors and Peter Marks, Phillip Hains and Vincent Savage were appointed to the Board.

Sphere Minerals Ltd: Current Chief Financial Officer Damian Hogue will be leaving the company at the end of March 2015.

St Barbara Ltd: David Moroney has been appointed as a Non-Executive Director.

PROPERTY

Aspen Group Ltd: Eric Lee has resigned as Company Secretary and Ms Men (Mandy) Chiang has been appointed to the position.

Devine Ltd: Terry Mackenroth retires from the Board of Directors on 27th May 2015 and Ian Frost retires as Non-Executive Director in April.

GPT Group: Swe Guan Lim has been appointed as a Non-Executive Director.

RetireAustralia: Christine Bennett and Peter Spira have been appointed as Non-Executive Directors.

RETAIL/CONSUMER

AP Eagers Ltd: Current Chief Financial Officer and Chief Information Officer Stephen Best will transition into the role of Chief Commercial Officer.

Ardent Leisure Group: Deborah Thomas has been appointed as Group Chief Executive Officer to replace Greg Shaw, who is due to leave the Company in July 2015.

Automotive Holdings Group Ltd: Greg Duncan has been appointed to the Company's Board.

Coca-Cola Amatil Ltd: Martyn Roberts has been appointed as the Group's Chief Financial Officer and will begin his role during CCA's third quarter.

Collins Foods Ltd: Robert Kaye has been appointed as an independent, Non-Executive Chairman of the Board and Graham Maxwell has been appointed as Managing Director.

Dick Smith Holdings Ltd: Phil Cave AM has resigned as Chairman of the Board as Rob Murray replaces him, effective from 28 February 2015. William (Bill) Wavish has resigned as a Non-Executive Director.

G8 Education Ltd: Matthew Reynolds has been appointed as a Non-Executive Director, following the resignation of Andrew Kemp.

Grays eCommerce Group Ltd: Bernie Campbell has been appointed as a Non-Executive Director.

Kathmandu Holdings Ltd: Jolann van Dyk has been appointed as Chief Information Officer following the resignation Grant Taylor.

Metcash Ltd: Fergus Collins resigned as Chief Executive Officer of the Supermarkets division.

Myer Holdings Ltd: Bernie Brookes is stepping down as Chief Executive Officer and Managing Director and Richard Umbers, currently Chief Information and Supply Chain Officer succeeds Brookes in the role. Daniel Bracken has been appointed Deputy Chief Executive Officer in addition to his current role as Chief Merchandise and Marketing Officer. Mark Ashby resigns as Chief Financial Officer.

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Noni B Ltd: Luke Softa has been appointed as Chief Financial Officer and Company Secretary.

Onthehouse Group: Chris Meehan has been appointed as Interim Chief Executive Officer on a contractual agreement with the company.

Oroton Group Ltd: Eddy Chieng resigns as Non-Executive Director while Maria Martin is appointed as a Non-Executive Director.

Vocation Ltd: Vocational Education and Training (VET) Division Chief Executive Officer Ross Robinson is departing the company. Stewart Cummins, current Interim Chief Financial Officer, has been appointed as Chief Executive Officer and Managing Director, replacing Mark Hutchinson, who is also departing, effective from 30th April 2015.

Woolworths Ltd: Ian Macfarlane retires as Non-Executive Director.

TECHNOLOGY, TELECOMMUNICATIONS & SOFTWARE

Chorus Ltd: Chairman Sue Sheldon is stepping down from the Board on 31st March 2015, and Jon Harley has been appointed as an Interim Chairman.

Freelancer Ltd: Christopher Koch has been appointed as Deputy Chief Financial Officer, effective from April 2015.

IRESS Ltd: Stu Bland, Chief Financial Officer will retire from the Company, effective 1st October 2015 and John Harris has been appointed to the position and will join the company on 20th April 2015, assuming official responsibilities on 11th May 2015.

M2 Telecommunications Group Ltd: Rhoda Phillppo has been appointed as an Independent Non-Executive Director.

NEXTDC Ltd: Ted Pretty resigns as a Non-Executive Director, effective immediately.

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Singapore Telecommunications Ltd: David Gonski steps down from the Board of Directors, effective from 1st April 2015.

TRANSPORT/LOGISTICS

Aurizon Holdings Ltd: Andrea Staines retires from the Board, with effect from 15th April 2015.



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