



*"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 April 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 do not have “Conflicts of Interest” or “Off Limits” restrictions as a result of our partnering model.
- 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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## COMMERCIAL SERVICES

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**Spotless Group Holdings Ltd:** Bruce Dixon is stepping down as Chief Executive Officer, effective from 31<sup>st</sup> December 2015.

## ENERGY

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**AGL Energy Ltd:** Current Chief Information Officer Owen Copping and Chief Economist and Group Head of Corporate Affairs Paul Simshauser will be leaving the company as a result of leadership restructure.

**Beach Energy Ltd:** Colin Beckett appointed as Non-Executive Director with immediate effect.

**Buru Energy Ltd:** Peter Jones resigned as Non-Executive Director.

**Caltex Australia Ltd:** Barbara Burger, Richard Brown and Ryan Krogmeier have resigned as Non-Executive Directors with immediate effect.

**Carbon Energy Ltd:** Max Cozijn will retire from the Board of the Company.

**Central Petroleum Ltd:** Robert Hubbard will be appointed as Deputy Chairman and Richard Cottee's contract as Chief Executive Officer has been extended for three years.

**Dyesol Ltd:** Lynette McDonald has been appointed as a Non-Executive Director of the Company and Antoine Shirfan will become Lynette McDonald's Alternate Director.

**Energy Resources of Australia Ltd:** Peter Taylor and John Pegler have resigned as Non-Executive Directors with immediate effect.

**Marmota Energy Ltd:** David Williams has been appointed as Executive Chairman following the departure of Robert Kennedy.

**New Hope Corporation Ltd:** Todd Barlow has been appointed as Non-Executive Director with immediate effect.

**Origin Energy:** Marta Kielich has resigned as Company Secretary.

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**Senex Energy Ltd:** David Spring has been appointed as Executive General Manager of Exploration, commencing on early May 2015.

**UGL Ltd:** John Cooper has been appointed as Non-Executive Director.

**Z Energy Ltd:** Debra Blackett has been appointed as Company Secretary, commencing on 1<sup>st</sup> June 2015.

### FINANCIAL SERVICES

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**Bank of New Zealand:** Mai Chen has been appointed to the Board of Directors.

**FlexiGroup Ltd:** Julianne Lyall-Anderson has been appointed as Company Secretary and General Counsel following the resignation of Matt Beaman, who will continue to serve as Group General Counsel.

**MyState Ltd:** Chris Thornton has been appointed as General Manager, Product and Marketing, commencing on 20<sup>th</sup> April 2015.

### GAMING

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**Echo Entertainment Group Ltd:** Gregory Hayes has been appointed as Non-Executive Director.

### INSURANCE

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**Cover-More Group Ltd:** Michael Alscher retires as Non-Executive Director, effective immediately.

**Suncorp Group Ltd:** Michael Cameron has been appointed as Group Chief Executive Officer following the resignation of Patrick Snowball, who is stepping down in October 2015.

## INDUSTRIAL/MANUFACTURING

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**Ancor Ltd:** Current Chief Financial Officer Ron Delia has been appointed as Chief Executive Officer following the retirement of Ken MacKenzie, effective immediately. Michael Casamento has been appointed as Acting Chief Financial Officer.

**BlueScope Steel Ltd:** Ron McNeilly, Deputy Chairman has retired from the Company.

**Brickworks Ltd:** Susan Leppinus has been appointed as General Counsel and Company Secretary following the resignation of Iain Thompson, effective immediately.

**GWA Group Ltd:** Patrick Gibson has been appointed as Group Chief Financial Officer, effective 27<sup>th</sup> April 2015.

**Pact Group Holdings Ltd:** Richard Betts has been appointed as Chief Financial Officer, effective from 1<sup>st</sup> July 2015.

## MEDIA

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**Nine Entertainment Co:** Rajath Shourie and Edgar Lee have resigned as Non-Executive Directors, effective immediately.

**Prime Media Group Ltd:** Cass O'Connor has been appointed as a Director of the Company.

**Southern Cross Media Group Ltd:** Helen Nash has been appointed as Non-Executive Director.

## MINING

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**Ausdrill Ltd:** Alex McCulloch has resigned as Chief Operating Officer with effect from 10<sup>th</sup> July 2015.

**Austin Engineering Ltd:** Charlie Sartain has been appointed to the Board of the Company.

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**Bathurst Resources Ltd:** Richard Tacon, Russell Middleton and Peter Westerhuis have been appointed as Non-Executive Directors. Chairman Malcolm Macpherson will be retiring in May following the resignation of Chief Executive Officer and Managing Director Hamish Bohannan.

**BHP Billiton Ltd:** Frank Copper, Peter Kukielski, Futhi Mtoba and Wayne Osborne have been appointed as Non-Executive Directors of South32, effective 7<sup>th</sup> May 2015.

**Boart Longyear Ltd:** Tanya Fratto and David McLemore will retire from the Board of the Directors, effective 26<sup>th</sup> May 2015.

**Coalspur Mines Ltd:** Robert Gough has resigned as Chief Financial Officer and Gillian Winckler, Executive Director and Chief Executive Officer will assume the Chief Financial Officer responsibilities.

**Guildford Coal Ltd:** Craig Ransley has resigned as Chairman of the Board, effective immediately. Existing board director Craig Wallace will be Acting Chairman until the company's next board meeting. Phillip Forrest and Loo Hwee Fang appointed as Non-Executive Directors, effective immediately.

**Kingsgate Consolidated Ltd:** Greg Foulis has been appointed as Chief Executive Officer, effective from 1<sup>st</sup> June 2015.

**Newcrest Mining Ltd:** Michael Nossal has been appointed as Chief Development Officer, commencing on 6<sup>th</sup> July 2015.

**Saracen Mineral Holdings Ltd:** Mark Connelly has been appointed as Non-Executive Director, effective from 1<sup>st</sup> May 2015.

**Silver Lake Resources Ltd:** Peter Johnston resigns as Non-Executive Director, effective from 30<sup>th</sup> April 2015.

**Sphere Minerals Ltd:** Lionel Mages has been appointed as Chief Financial Officer.

**Troy Resources Ltd:** Robin Parish has resigned and Sean Harvey resigned as Non-Executive Directors, effective immediately.

**Yancoal Australia Ltd:** Fuqi Wang has been appointed as Non-Executive Director following the retirement of departing director Xinghua Ni, effective immediately.

## PHARMACEUTICALS/HEALTH CARE

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**Invion Ltd:** Brett Heading has been appointed as Chairman of the Board.

**Ramsay Health Care Ltd:** Patricia Akopiantz and Margaret Seale have been appointed as Non-Executive Directors of the Board.

## PROPERTY

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**Devine Ltd:** Graeme McOrist is stepping down as Non-Executive Director in late May 2015.

**GPT Group:** Michael Cameron is stepping down as Chief Executive Officer and Managing Director.

**Nomad Building Solutions Ltd:** David Franklyn has retired from the Board. Current Non-Executive Director Peter Constable will assume the role of Non-Executive Chairman. Pat McMahon has been appointed as Chief Financial Officer.

**Onthehouse Group:** Lisa Hickson has been appointed as Non-Executive Director following the resignation of Anthony Eisen from the same, effective immediately.

## RETAIL/CONSUMER

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**Automotive Holdings Group Ltd:** The current Head of Business Development Hamish Williams is retiring effective 1<sup>st</sup> July 2015.

**Breville Group Ltd:** Jim Clayton has been appointed as Chief Executive Officer, effective 1<sup>st</sup> July 2015. Mervyn Cohen will continue as Interim Chief Executive Officer until 1<sup>st</sup> July 2015 and will then return to his role of Chief Financial Officer.

**Dick Smith Holdings Ltd:** Jamie Tomlinson has been appointed as Non-Executive Director.

**Domino's Pizza Enterprises Ltd:** Lynda O'Grady has been appointed as Non-Executive Director following the retirement of Barry Alty.

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**Fonterra Co-operative Group Ltd:** Current Managing Director for global brands and nutrition, Jacqueline Chow is stepping into a new role as Chief Operating Officer. Velocity and Rene Dedoncker will fill the position for Managing Director Global Brands and Nutrition, effective from 1<sup>st</sup> June 2015. Johan Priem has been appointed as President and Managing Director for Asia Middle East and Africa region.

**Lovisa Holdings Ltd:** Neil Osborne has been appointed as a Non-Executive Director of the Board and Paul Cave as Chairman.

**Super Retail Group Ltd:** Rob Murray has resigned as Non-Executive Director following his appointment as Non-Executive Director at Metcash Ltd.

### TECHNOLOGY, TELECOMMUNICATIONS & SOFTWARE

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**BSA Ltd:** Ross Johnston steps down as Chairman of the Board, effective from 28<sup>th</sup> April 2015 and current Board Director Michael Givoni has been appointed on the same position as Chairman to replace Ross Johnston.

**Chorus Ltd:** Dr Patrick Strange has been appointed to the Board.

**DWS Ltd:** Lachlan Armstrong has resigned as Chief Executive Officer, effective from 1<sup>st</sup> June 2015.

**eServGlobal Ltd:** John Conoley has been appointed as Executive Chairman.

**Singapore Telecommunications Ltd:** Lim Cheng Cheng has been appointed as Group Chief Financial Officer, Jeann Low appointed as Group Chief Operating Officer, Samba Natarajan appointed as Chief Executive Officer of Group Digital Life segment, Jonathan Auerbach ceases to be the Group Chief Executive Officer but will remain as Group Chairman of HOOQ and a Director. Teo Swee Lian has been appointed as Non-Executive Director with immediate effect.

**Spark New Zealand Ltd:** Charlotte Swan has been appointed as Acting Company Secretary from 8<sup>th</sup> April 2015 to 6<sup>th</sup> April 2016.

**Telstra Corporation Ltd:** Warwick Bray has been appointed as Chief Financial Officer. He replaces Andrew Penn, who commences as Chief Executive Officer effective 1<sup>st</sup> May 2015. Karsten Wildberger will assume the role of Group Managing Director, Consumer and Products.

**Xero Ltd:** Ross Jenkins has been appointed as Chief Financial Officer following the resignation of Douglas Jeffries.



## TRANSPORT/LOGISTICS

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**McAleese Group Ltd:** Keith Price, Heavy Haulage & Lifting Divisional General Manager, has retired from his position, however, will continue with the company in a Non-Executive advisory role for 12 months.

**Qube Holdings Ltd:** Yoshiaki Kato has resigned as a Director of the Company. Mr Kato was an alternate director for Alan Miles.

**Sydney Airport Ltd:** Trevor Gerber has been appointed as Chairman of the Board, effective from 14<sup>th</sup> May 2015, following the retirement of Max Moore-Wilton.

**Virgin Australia Holdings Ltd:** Elizabeth Bryan has been appointed as Chairman of the Board, effective 20<sup>th</sup> May 2015. Neil Chatfield will step down from his position as Chairman on 20<sup>th</sup> May 2015.



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