



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

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



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Blenheim Partners is an elite international Executive Search and Board Advisory firm. We specialise in top-level Executive Search, Non-Executive Director Search, and Board Performance Consulting.

Founded in 2012, our team has acted as specialist adviser to many of the world's leading corporations on Board and Executive performance, capability and succession planning.

Our clients come from all sectors and a broad range of geographies. They include over 70 of the ASX 100, 10% of the FTSE 100, Private Equity, Multinational, Private Family and Mutually Owned Companies.

Our work is highly international with over 90% of our assignments global in scope.

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 Board and Executive team.

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COMMERCIAL SERVICES

Credit Corp Group Ltd: Simon Calleia will step down as a Director of the Company, effective 30 November 2015.

Slater & Gordon Ltd: Bryce Houhgtton has been appointed as Group Chief Financial Officer, commencing 30 November 2015. This follows current Group Chief Financial Officer, Wayne Brown's decision to step down from the position.

ENERGY

AGL Energy Ltd: Doug Jackson has been appointed as Executive General Manager, Group Operations, effective immediately.

Liquefied Natural Gas Ltd: Anthony Gelotti has been appointed as Chief Development Officer and John Baguley as Chief Technical Officer. Both appointments are effective 1 December 2015.

Santos Ltd: Kevin Gallagher has been appointed as Managing Director and Chief Executive Officer, effective early 2016. David Knox will step down as Managing Director and Chief Executive Officer.

Sino Gas and Energy Holdings Ltd: Ian Weatherdon has been appointed as Chief Financial Officer, effective 1 January 2016. James (Jim) Hodgson has resigned from the Company.

Spark Infrastructure Group: Brian Scullin, Chairman has decided to retire from the Board, effective at the next Annual General Meeting in May 2016. Doug McTaggart has been appointed as Deputy Chair, effective 11 December 2015.

WorleyParsons Ltd: Tom Honan has been appointed as Group Managing Director Finance/Chief Financial Officer, effective 1 December 2015. After a three month transition period, current Chief Financial Officer, Simon Holt will leave the Company.

FINANCIAL SERVICES

Arowana International Ltd: Tony Kinnear has been appointed as a Non-Executive Director, effective immediately.

Australian Finance Group Ltd: Ben Jenkins has been appointed as the company's Chief Financial Officer.

Bailador Technology Investments Ltd: Helen Plesek has been appointed as Company Secretary, effective 10 November 2015. Paul Wilson has resigned as Company Secretary.

Bank of Queensland: Karen Penrose has been appointed as a Non-Executive Director, effective immediately.

FlexiGroup Ltd: Symon Brewis-Weston has been appointed as Chief Executive Officer, effective in 2016. David Stevens, Chief Financial Officer has been appointed as Managing Director and Chief Executive Officer of FlexiGroup New Zealand.

IMF Bentham Ltd: Diane Jones will step down from the positions of Chief Operating Officer, Chief Financial Officer and Company Secretary, effective 28 February 2016. Julia Yetsenga has been appointed as Company Secretary and Chief Financial Officer on an interim basis.

IOOF Holdings Ltd: Danielle Corcoran has resigned, effective 4 December 2015. Paul Vine will assume the position of Company Secretary.

McMillan Shakespeare Ltd: Sue Dahn has been appointed as a Non-Executive Director of the Company, effective 1 January 2016.

Thorn Group Ltd: Peter Ryan has been appointed as General Counsel and Company Secretary and Wendy Yip appointed as Chief Risk Officer. Both appointments are effective from 7 December 2015.

GAMING

Ainsworth Game Technology Ltd: Scott Clarebrough has resigned as Group General Manager Strategy and Development.

INDUSTRIAL/MANUFACTURING

Adelaide Brighton Ltd: Martin Brydon has been appointed as Managing Director, effective 24 November 2015.

Austin Engineering Ltd: Paul Reading will retire as Chairman of the Board at the Annual General Meeting. Peter Pursey AM has been appointed as Chairman on an interim basis, with effect from the AGM.

Bisalloy Steel Group: Greg Albert will be joining Bisalloy Steel Group on 1 December 2015, commencing as CEO Elect and as Chief Executive Officer and Managing Director from 4 January 2016, after Robert Tarpensing's retirement.

Bradken Ltd: Eileen Doyle and Peter Richards have resigned as Directors of Bradken, effective immediately. Nick Greiner AC has resigned as Chairman and a Director of Bradken. Phil Arnall assumed the position as Chairman.

Fleetwood Corporation Ltd: Peter Gunzburg has retired as a Non-Executive Director.

GWA Group Ltd: Peter Crowley will step down as Managing Director, effective 31 December 2015 and Tim Salt will be appointed as Chief Executive Officer, effective 1 January 2016.

Spicers Ltd: Frank Glynn has been appointed as Company Secretary, effective 1 December 2015.

INSURANCE

AMP Ltd: Vanessa Wallace has been appointed as a Non-Executive Director, effective 1 March 2016. Paul Fegan has retired from the Board, effective 30 November 2015.

Austbrokers Holdings Ltd: Richard Longes has retired as Chairman and a Director of the Company. David Clarke will replace Richard as Chairman of the Board. Stephen Rouvray will retire as Company Secretary, effective 30 November and will be replaced by Justin Coss.

QBE Insurance Group Ltd: Carolyn Scobie has been appointed as Group General Counsel and Company Secretary, effective 18 January 2016, following the resignation of Peter Horton.

MEDIA

APN News & Media Ltd: Christine Holman has been appointed as a Non-Executive Director, effective immediately.

Macquarie Media Ltd: Ariel Sivikofsky has been appointed as an additional Company Secretary.

Nine Entertainment Co. Holdings Ltd: Hugh Marks has been appointed as Chief Executive Officer, effective 10 November 2015, following the decision of David Gyngell to step down from the position. David Gyngell will remain on the Board as a Non-Executive Director. Kevin Crowe has resigned as a Non-Executive Director, effective immediately.

Seven Group Holdings Ltd: Annabelle Chaplain has been appointed as a Non-Executive Director.

Southern Cross Media Group Ltd: John Kelly has been appointed as Chief Operating Officer, effective 1 February 2016.

Village Roadshow Ltd: Dr Peter Jonson has retired as a Director. The Company has appointed Jennifer Fox Gambrell as a Non-Executive Director.

MINING

Arrium Ltd: Graham Smorgon AM has retired as a Director of the Company, effective from the Company's 2015 Annual General Meeting.

Atlas Iron Ltd: Sook Yee Tai has resigned as a Non-Executive Director of the Company, effective 12 November 2015.

Ausdrill Ltd: Ian Cochrane has been appointed as a Non-Executive Director and Deputy Chairman, effective immediately.

Beadell Resources Ltd: Simon Jackson has been appointed as Chief Executive Officer and Managing Director. Peter Bowler has retired as Managing Director, effective immediately. Mike Donaldson and Ross Kestel have retired from the Board of Directors. Rob Watkins has retired as a Director of the Company but will remain as Head of Geology. Brant Hinze has been appointed as a Non-Executive Director and Glen Masterman as Executive Director, Geology and Corporate Development. Peter Holmes has been appointed as Chief Operating Officer replacing Boyd Timler.

Boart Longyear Ltd: Gretchen McClain has joined the Company's Board, effective 15 November 2015.

Boral Ltd: Karen Moses has been appointed as a Non-Executive Director, effective 1 March 2016.

Brockman Mining Ltd: Yip Kwok Cheung Danny has tendered his resignation as an Independent Non-Executive Director of the Company, effective 2 November 2015.

Cape Lambert Resources Ltd: Ross Levin has retired as a Non-Executive Director of the Company, effective 26 November 2015.

CSR Ltd: Penny Winn has been appointed as a Non-Executive Director, effective 9 November 2015. Kathleen Conlon will retire from the Board.

Elemental Minerals Ltd: David Hathorn has been appointed as Non-Executive Chairman of the Board and Sean Bennett as Managing Director. Tom Borman has stepped down as Chairman and John Sanders from his position as Chief Executive Officer. Michael Golding has resigned as a Non-Executive Director.

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Gindalbie Metals Ltd: Chris Stevens has been appointed as Business Development Manager and sadly due to the passing of Michael O’Neill, Chris Stevens will assume the role of Acting Chief Executive Officer, effective 23 November 2015.

Golden Cross Resources: Ken Hellsten, interim Chief Executive Officer has resigned from the Company, effective 23 November 2015.

Highfield Resources Ltd: James Dietz has been appointed to the Board as an Independent Non-Executive Director.

Hot Chilli Ltd: Melanie Leighton, General Manager Technical Services has been appointed as an Alternate Director for Murray Black.

Independence Group NL: Rob Dennis has been appointed as Chief Operating Officer and Brett Hartmann appointed as General Manager – Nova. Appointments are effective 1 March 2016.

MacPhersons Resources Ltd: Ashok Parekh has stepped down as Executive Chairman of the Company and will continue as Chairman in a Non-Executive capacity.

Medusa Mining Ltd: Geoff Davis has retired as Chief Executive Officer. Andrew Teo has been appointed as Executive Chairman on an interim basis until the appointment of a new Chief Executive Officer is made. Roy Daniel has been appointed as a Non-Executive Director.

Niuminco Group Ltd: Matthew Roberts and Neill Arthur have been appointed as Non-Executive Directors to the Board. Terry Willsted has retired from the Board. Ian Plimer has been appointed as Non-Executive Chairman of the Company.

NRW Holdings Ltd: John Cooper has indicated his intention to retire from the Board, effective 23 November 2015.

Phoenix Gold Ltd: Aaron Colleran has been appointed to the Board of Directors.

Silver Lake Resources Ltd: David Griffiths has advised of his intention to resign as Non-Executive Director with effect from the close of the AGM on 20 November 2015.

Sphere Minerals Ltd: Jonathan Romcke has tendered his resignation as Managing Director, effective 28 November 2015.

PHARMACEUTICALS/HEALTH CARE

Ansell Ltd: Leslie Desjardins has been appointed as an Independent Non-Executive Director. Annie Lo departs as an Independent Non-Executive Director, effective 30 November 2015.

Japara Healthcare Ltd: Kathryn Davies has resigned as Company Secretary.

Sirtex Medical Ltd: Burwood Chew, Chief Executive – Asia Pacific will depart the Company, effective immediately. Nigel Lange, Chief Executive – EMEA has assumed responsibility for the Asia Pacific business pending the appointment of a replacement.

PROPERTY

Charter Hall Retail REIT: Sue Palmer has been appointed as an Independent Director, effective 10 November 2015.

Cromwell Property Group: Robert Pullar has retired as a Non-Executive Director, effective from the end of the Annual General Meeting.

Devine Ltd: David Keir has resigned from his position as Managing Director and Chief Executive Officer. Chief Financial Officer and Company Secretary, Craig Bellamy has been appointed as Acting Chief Executive Officer in the interim. Michelle Randall has been appointed as Company Secretary.

Goodman Group: Carolyn Scobie has resigned as Group General Counsel, effective from mid-January 2016.

GPT Group: Michelle Somerville has been appointed as a Non-Executive Director, effective 1 December 2015 as Anne McDonald is stepping down as a Director at the 2016 AGM. Mark Fookes has been appointed as Chief Operating Officer, Anastasia Clarke as Chief Financial Officer, Matthew Faddy as Head of Office and Logistics, Vanessa Orth as Head of Retail and Nicholas Harris will be responsible for Group Strategy and Research. John Thomas, Head of Logistics and Business Parks Development will be leaving the Company.

National Storage Holdings Ltd: Claire Fidler has been appointed as Company Secretary, effective 26 November 2015.

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Stockland Corporation Ltd: Derwyn Williams ceases to act as Company Secretary for Stockland Corporation Ltd and Stockland Trust Management Ltd effective 20 November 2015.

United Overseas Australia Ltd: Kong Sze Choon has been appointed as an Alternate Director of the Company, for Chee Seng Teo, effective 2 November 2015.

Vicinity Centres: Carolyn Reynolds has been appointed as a Company Secretary. Simone Carroll has been appointed as Executive General Manager Digital, Marketing, People and Culture, effective 16 November 2015. Colleen Harris will be leaving the group.

RETAIL/CONSUMER

Australian Careers Network Ltd: Samantha Martin-Williams has resigned from the Board, effective immediately.

G8 Education Ltd: Mark Johnson has been appointed as Chairman, effective 1 January 2016.

GrainCorp Ltd: David Trebeck will retire from the Board at the Annual General Meeting. Peter Richards has been appointed to the Board as a Non-Executive Director, effective 9 November 2015.

Grays Ecommerce Group Ltd: David Grbin has been appointed as Chief Financial Officer and Joint Company Secretary.

Lovisa Holdings Ltd: Neil Osborne has resigned as a Director, effective 17 November 2015.

Myer Holdings Ltd: David Whittle has been appointed as a Non-Executive Director.

Navitas Ltd: David Buckingham has been appointed as Chief Financial Officer, effective in late January 2016.

Oroton Group Ltd: Sam Weiss has retired from the Board.

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RCG Corporation Ltd: Leanne Ralph has been appointed as Company Secretary, effective immediately. Michael Hirschowitz has stepped down from the position as Company Secretary.

Ruralco Holdings Ltd: Travis Dillon has been appointed as Chief Executive Officer and Managing Director.

Treasury Wine Estates Ltd: Noel Meehan has been appointed as Chief Financial Officer, joining the Company on 1 December 2015, prior to taking up his position on 1 January 2016. Noel replaces Tony Reeves, with his last day on 31 January 2016.

Woolworths Ltd: Christine Cross has retired as a Non-Executive Director, effective immediately. Holly Kramer has been appointed as a Non-Executive Director, effective in the first half of 2016.

TECHNOLOGY/TELECOMMUNICATIONS

Codan Ltd: Kathy Gramp has been appointed to the Board.

Computershare Ltd: Chris Morris will step down as Chairman of the Company. Simon Jones has been appointed as Chairman.

Service Stream Ltd: Raelene Murphy has been appointed as a Non-Executive Director, effective 18 November 2015. Stephe Wilks will retire effective 31 December 2015.

Xero Ltd: Tony Stewart has been appointed as Chief Data Officer.

TRANSPORT/LOGISTICS

Virgin Australia Holdings Ltd: Geoff Smith has been appointed as Chief Financial Officer, effective 13 November 2015. Adam Thatcher has resigned as Company Secretary, effective 1 February 2016. Sharyn Page has been appointed as Company Secretary, effective 1 February 2016.



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Executive Search & Board Advisory

For further information on the current Executive and Board market or to better understand Blenheim Partners Executive Search & Board Advisory practices, please contact a Partner below.

Gregory Robinson

Founder & Managing Partner, Search & Advisory

p + 61 2 9253 0954

e gregory.robinson@blenheimpartners.com

Mr. Robinson has been specialising in senior international executive appointments for over 18 years. Sector experience is broad and includes consumer retail, natural resources, infrastructure, industrial, manufacturing, telecommunications, technology, financial services, health and sport. He has acted as an adviser to many of Australia's leading corporations on board performance, capability and succession. Mr. Robinson has been involved in Board Advisory and C-Level appointments in three continents and was a Director of Australian Business in Europe whilst in London. Mr. Robinson holds a B.Comm with Merit and was awarded with the coveted Green Beret when in the Australian military. He is a member of Blenheim Partners' Board, CEO & CFO Practices.

Ian Smith

Partner, Search & Advisory

p + 61 2 9253 0955

e ian.smith@blenheimpartners.com

Mr. Smith has over 26 years' experience working with global media, marketing and technology companies in Australia, the US, Europe and Asia and is heavily involved with Blenheim Partners' Board, CEO, TMT & Private Equity Practices. Prior to joining Blenheim Partners, he was Managing Partner of Heidrick & Struggles Australasia and member of the Board, CEO, Media, Entertainment, and Private Equity practices.



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Before his career in executive search, Mr. Smith was Chief Executive Officer of Yahoo!7, one of Australia's leading online portals and Chairman of Yahoo!Xtra, a joint venture with Telecom New Zealand.

He has also held Chief Executive Officer and senior executive roles in global media, marketing communications and advertising companies, including APAC regional Chief Executive Officer for Bates, and international president of Bates Worldwide based in New York. He was also a director of Cordiant PLC based in London. Mr. Smith was Chief Executive Officer of The Communications Group (TCG), Australia's largest marketing services holding company which included ownership of George Patterson Advertising, Zenith Media, Professional Public Relations and a dozen other marketing, technology, sponsorship, branded content and communications companies. In 2002, Ian led a private equity backed buyout of TCG which was subsequently sold to WPP in 2005. He has also served as a Trustee of the State Library of New South Wales and a Director of the Garvan Institute of Medical Research Foundation. Mr. Smith holds a Bachelor degree in Sociology and Psychology from La Trobe University in Melbourne.

Brett Wright

Partner, Search & Advisory

p + 61 2 9253 0958

e brett.wright@blenheimpartners.com

Dr. Wright has advised many of Australia's premier organisations on board and executive structure, performance and assessment, competitor analysis and succession planning. He has an extensive background in human resource leadership, strategy and management. Prior to Executive Search he had a range of line management, academic and consulting roles which include nine years as the Group Executive Human Resources in St George Bank. At St George, Dr. Wright was a member of the Executive Committee reporting to the Chief Executive Officer and Managing Director. Dr. Wright was responsible for all aspects of the people strategy for over 9,000 employees. This included developing and implementing human resource programs aimed at providing the competitive advantage through people. He was a key driver behind many of the Group's initiatives including flexible working arrangements.



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More recently Dr. Wright was Executive Director People for Ashurst, reporting to the Managing Partner. He managed all aspects of the people strategy for the Australian and Asian offices of the firm. Dr. Wright has a PhD in Organisational Behaviour and has been the Adjunct Professor to the University of Western Australia. He also holds a B.E(Hons), M.EngSc and an MBA from the University of Sydney. He is a key member of the Board, CEO, HR, Practices. He also leads the Leadership Advisory and Re-Engagement Practices.

Alison Tovey

Partner, Research & Gender Diversity

p + 61 2 9253 0953

e alison.tovey@blenheimpartners.com

Ms. Tovey leads both our Research and Gender Diversity Practices and is committed to enhancing the gender diversity of the Boards and the top executive management teams of our clients recognising the need to optimise overall Board and organisation effectiveness. Ms. Tovey is highly experienced at handling critical appointments and ensures our rigour and thoroughness of our research methodology highlights lateral and innovative suggestions.

Ms. Tovey commenced work in the executive search industry in 2000 with Korn/Ferry International in Sydney and later moved to London where she was involved in searches in financial and professional services covering the European, North American and Asian markets. Before commencing in search Ms. Tovey worked in Business and Private Banking at ANZ Bank. Prior to this Ms. Tovey was employed by the Foreign Investment Review Branch of the Federal Treasury. Ms. Tovey holds a B.Ec, B.Comm and is a CPA.