



blenheim partners

no limitations

Executive Search & Board Advisory

State of the Market: Board and Executive Movements for May 2016



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

Niccolo Machiavelli

Blenheim Partners specialise in:

- Executive Search;
- Non-Executive Director Search;
- Board Strategy and Structure Consulting;
- External Strategic Succession Planning; and
- Executive Re-Engagement / Transition.

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

Our consultants have worked with clients from all sectors and a broad range of geographies. They include over 80 of the ASX 100, 10% of the FTSE 100, Private Equity, Multinational, Private Family and Mutually Owned Companies.

Our work includes assignments that are both local and international in scope.

Our team consists of senior Search Consultants, Human Resource Directors, Psychologists, Coaches

and exceptionally experienced Researchers.

Blenheim Partners is continually investing in knowledge and understanding as exemplified by our Thought Leadership "The Challenges of Attaining Growth", Industry Papers and monthly Market Intelligence reports.

Our philosophy is to develop deep and committed relationships with a select number of clients and help them deliver a superior performance by optimising the composition of their Board and Executive team.

Our culture is built on pride, professionalism, esprit de corps and client service.

Confidentiality

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COMMERCIAL SERVICES

Collection House Ltd: Anthony Rivas has been appointed as Chief Executive Officer, effective 6 July 2016 to succeed Matthew Thomas who will retire on 30 June 2016.

IPH Ltd: Philip Heuzenroeder has been appointed as Group General Counsel and Company Secretary to replace Malcolm Mitchell. Malcolm remains as Group Chief Financial Officer.

ENERGY

ADX Energy Ltd: Wolfgang Zimmer was not re-elected to the ADX Energy Ltd Board.

AWE Ltd: David Biggs has assumed the position of Managing Director, effective 3 May 2016. Bruce Clement is no longer Managing Director, effective 2 May 2016.

Cockatoo Coal Ltd: Peter Kane will no longer be Chief Executive Officer, effective 27 May 2016. Brian Wyatt, current General Manager of the Baralaba Mine has been appointed as Interim Chief Executive Officer.

Energy Resources of Australia Ltd: Bruce Cox has resigned as a Non-Executive Director, effective 3 May 2016.

Infratil Ltd: H.R.L Morrison & Co has appointed Paul Newfield as Chief Investment Officer.

Mighty River Power: Kevin Angland has been appointed as GM Digital Services, effective later this year. Julia Jack has been appointed as Chief Marketing Officer.

Origin Energy Ltd: Karen Moses will step down from her role as Executive Director, Finance and Strategy, effective 16 May 2016. Gary Mallett, current Group Financial Controller has been appointed as Chief Financial Officer until a permanent appointment is made.

Santos Ltd: Peter Hearl and Guy Cowan have been appointed as Independent Non-Executive Directors, effective 10 May 2016.

Tap Oil Ltd: Frank Sakda Sreesangkom, James Menzies and Peter Mansell have been appointed as Directors of the Company. James Menzies will replace Mike Sandy as an Independent Non-Executive Director, effective 27 May 2016. Doug Schwebel will retire as a Director, effective 27 May 2016. Troy Hayden will step down as Managing Director of the Company. Doug Bailey, current Chairman will be retiring once a replacement Independent Non-Executive Director and a new Chief Executive Officer is appointed.

White Energy Company Ltd: Damian Galvin has been appointed as Chief Financial Officer, effective 23 May 2016.

Z Energy Ltd: Lindis Jones has been appointed as General Manager Corporate, effective 1 July.

FINANCIAL SERVICES

Australia and New Zealand Banking Group Ltd: Michelle Jablko has been appointed as Chief Financial Officer, effective 18 July 2016. Graham Hodges, current Acting Chief Financial Officer will focus on his position of Deputy Chief Executive Officer. Simon Pordage has been appointed as Company Secretary, effective 30 May 2016.

Australian Leaders Fund Ltd: Peter Roberts of White Outsourcing Pty Ltd has resigned as Company Secretary, effective 27 April 2016. Matthew McShane of White Outsourcing Pty Ltd has been appointed as Company Secretary.

Bank of Queensland Ltd: Neil Berkett, Non-Executive Director has resigned from the Board, effective 31 May 2016.

Centuria Capital Ltd: Simon Holt has been appointed as Chief Financial Officer. Christopher Johnston will remain as Group Financial Controller.

Genworth Mortgage Insurance Australia Ltd: Georgette Nicholas has been appointed as Managing Director and David Foster as Non-Executive Director. Samuel Marsico has retired as a Non-Executive Director.

Henderson Group Plc: Philip Wagstaff has been appointed as an Executive Director of the Henderson Group Board, effective 24 May 2016.

HFA Holdings Ltd: Henry Capra has been appointed as Chief Financial Officer and Company Secretary, effective 9 May 2016. The incumbent Chief Financial Officer and Company Secretary, Amber Stoney will remain at the company until June 2016. She resigns from her position as Company Secretary on 9 May 2016.

Hunter Hall Global Value Ltd: David Groves has been appointed as an Alternate Director to Peter Hall AM, effective 27 May 2016.

Keybridge Capital Ltd: Craig Coleman has resigned his directorship, effective 18 May 2016.

MyState Ltd: Ian Mansbridge has retired as a Non-Executive Director, effective 30 April 2016. Brian Bissaker has been appointed as a Non-Executive Director, effective 1 May 2016.

Perpetual Equity Investment Company Ltd: David Kiddie has been appointed as an Executive Director, effective 12 May 2016. Michael Gordon will step down as Director of the Board, effective 12 May 2016.

Yellow Brick Road Holdings Ltd: Melanie Kansil, Non-Executive Director has resigned from the Board of Directors.

GAMING

SkyCity Entertainment Group Ltd: David Christian has been appointed as General Manager, SKYCITY Darwin to replace Callum Mallett.

INDUSTRIAL/MANUFACTURING

Pact Group Holdings Ltd: Penny Grau, General Counsel and Company Secretary will be leaving the company, effective 15 May 2016. Jonathon West has been appointed as Chief Legal Officer and Head of Corporate Development, effective 1 June 2016. Jonathon has also been appointed as Company Secretary, effective 1 June 2016, following the resignation of Richard Betts from the position.

INSURANCE

ClearView Wealth Ltd: Gary Weiss has resigned as Chairman and as a Director. Bruce Edwards, current Director has been appointed as Chairman. Jennifer Newmarch has resigned as a Director. Michael Lukin has been appointed as Alternate Director for Michael Alscher.

Cover-More Group Ltd: Peter Edwards, Group Chief Executive Officer will retire from his role in 2016 and will be succeeded by Mike Emmett, effective 4 July 2016.

Medibank Private Ltd: Sarah Harland, Executive General Manager Technology and Operations will be leaving the Company, effective 3 June 2016.

QBE Insurance Group Ltd: Russell Johnston has been appointed as Chief Executive Officer, North American Operations, effective 31 May 2016 to succeed David Duclos who will remain with QBE as a Non-Executive Director of QBE Emerging Markets and Equator Re.

Suncorp Group Ltd: Sarah Harland has been appointed as Chief Information Officer, effective 1 September 2016. Clayton Herbert will continue in the role until this date.

MEDIA

Nine Entertainment Co. Holdings Ltd: Catherine West has been appointed as a Non-Executive Independent Director to replace Steve Martinez, effective 9 May 2016.

oOh!media Ltd: Patrick Rodden, an Alternate Non-Executive Director to Darren Smorgon has stepped down.

Pacific Star Network Ltd: Cathy Thomas has been appointed as General Manager – Broadcasting, effective 13 May 2016. George Papadopoulos is no longer Group Chief Executive Officer of the Company, effective 11 May 2016.

Southern Cross Media Group Ltd: Melanie Willis has been appointed as Non-Executive Director to replace Chris de Boer.

MINING

ABM Resources NL: Brett Smith was appointed as a Non-Executive Director, Andrew Ferguson stepped down as a Non-Executive Director and Brett Lambert stepped down as Executive Director and has returned to the role of Chief Executive Officer.

Arrium Ltd: Andrew Roberts, Chief Executive Officer and Naomi James, Chief Executive Strategy and Company Secretary have left the company.

Austin Engineering Ltd: Jessica Neale, Joint Company Secretary has resigned, effective 13 May 2016. Scott Richardson will be the Sole Company Secretary. Jim Walker and Christopher Indermaur have been appointed to the Board of Directors.

BC Iron Ltd: Morgan Ball, Managing Director will be stepping down from his position. Alwyn Vorster has been appointed as Chief Executive Officer, effective 23 May 2016.

Broadspectrum Ltd: Non-Executive Directors Douglas Snedden, Roy McKelvie, Katherine Hirschfeld and Geoffrey Kleemann have resigned from the Board, effective 13 May 2016 and have been replaced by Santiago Olivares Blazquez, Andres Camacho Donezar, Fidel Lopez Soria and Alfredo Garcia Lopez.

Cardno Ltd: Nathaniel Thomson has been appointed as a Non-Executive Director nominee of Crescent Capital.

CuDECO Ltd: Dianmin Chen has been appointed as Managing Director to replace Interim Managing Director Peter Hutchinson.

Decmil Group Ltd: David Saxelby has been appointed to the Board of Directors of the Company.

Gindalbie Metals Ltd: Chris Stevens, current Acting Chief Executive Officer has been appointed as Chief Executive Officer, effective 23 May 2016.

Intrepid Mines Ltd: Mark Davison has been appointed as Chief Financial Officer, effective 23 May 2016. Ravi Underwood, Chief Financial Officer has ceased employment with the Company, effective 29 April 2016.

MacPhersons Resources Ltd: Jeff Williams has been appointed as Managing Director. Brendan James, Chief Executive Officer will now work in a consulting capacity.

OZ Minerals Ltd: Dean Pritchard will retire from the Board.

Rio Tinto Ltd: Stephen McIntosh has been appointed as Acting Group Executive, Technology and Innovation to succeed Greg Lilleyman.

Syrah Resources Ltd: Christina Lampe-Onnerud has been appointed as a Non-Executive Director.

Tiger Resources Ltd: Stephen Hills has resigned as a member of the Company's Board, effective 25 May 2016.

PHARMACEUTICALS/HEALTH CARE

Sirtex Medical Ltd: Kevin Richardson has been appointed as Chief Executive Officer, Americas, effective 1 July 2016.

PROPERTY

Charter Hall Group: Sean McMahon has been appointed as Chief Investment Officer, effective August 2016.

Investa Office Fund: Jonathan Callaghan has been appointed as Chief Executive Officer of Investa Property Group and Peter Menegazzo as Chief Investment Officer. Penny Ransom has been appointed as Group Executive and Fund Manager, effective in August 2016.

LionHub Group Ltd: Geoffrey McIntyre has retired as a Non-Executive Director and Deputy Chairman.

Simonds Group Ltd: Gerard Healy has resigned as Chief Executive Officer of Builders Academy Australia and will conclude employment with Simonds Group on 3 June 2016.

RETAIL/CONSUMER

Australian Agricultural Company Ltd: Neil Reisman has been appointed as a Non-Executive Director.

Burson Group Ltd: Margaret Haseltine FAICD has been appointed as a Non-Executive Director, effective 30 May 2016.

Donaco International Ltd: Att Asavanund has been appointed as Deputy Chief Executive Officer, effective 1 May 2016.

G8 Education Ltd: Gary Carroll has been appointed as Chief Financial Officer, effective 25 July 2016.

iSelect Ltd: Darryl Inns has been appointed as Chief Financial Officer, effective 4 July 2016.

Kresta Holdings Ltd: Sean Shwe has resigned as a Director, effective 23 May 2016. Brendan Cocks has resigned as Company Secretary, effective 31 May 2016. Neil Perkins has been appointed as Company Secretary, effective 31 May 2016.

Lovisa Holdings Ltd: James King has been appointed as an Independent Non-Executive Director, effective 17 May 2016.

Murray Goulburn Co-operative Co. Ltd: Duncan Morris, western region Supplier Director has resigned from the Board and also resigns as a Director of MG Responsible Entity Ltd. Kiera Grant, Special Director has resigned from the Board of Murray Goulburn and will also cease to be a Director of MG Responsible Entity Ltd. Max Jelbart, Supplier Director has resigned.

Retail Food Group Ltd: Tracy Bartley has resigned as Joint Company Secretary, effective 10 May 2016. Mark Connors remains as the sole Company Secretary.

Spicers Ltd: Andrew Preece will vacate the role of Chief Executive Officer, effective 24 May 2016. Wayne Johnston, current Finance Director has been appointed as Acting Chief Executive Officer.

Super Retail Group Ltd: Gary Carroll, Chief Supply Chain Officer will be leaving the company, effective 22 July 2016.

Wesfarmers Ltd: Stewart Butel, Managing Director of Wesfarmers Resources has retired, effective at the end of July. Craig McCabe, current General Manager of Wesfarmers Curragh has been appointed as Chief Operating Officer, Wesfarmers Resources, effective 1 June 2016.

Woolworths Ltd: Kathee Tesija has been appointed as a Non-Executive Director.

TECHNOLOGY/TELECOMMUNICATIONS

Codan Ltd: Peter Griffiths will retire from the Board on 31 May 2016.

SkyFii: John Rankin has been appointed as Managing Director of Australian Operations and Chief Operating Officer.

SMS Management & Technology Ltd: Rick Rostolis has resigned as Company Secretary and has been appointed as Managing Director and Chief Executive Officer. Peter Sherar has been appointed as Chief Financial Officer and Company Secretary. Anna Gorton has resigned as General Counsel and Company Secretary, effective 2 June 2016. Penny Grau has been appointed as

General Counsel and Company Secretary, effective 2 June 2016. Jacqueline Korhonen has resigned as Chief Executive Officer and Director of the Company, effective immediately.

Spark New Zealand Ltd: Alison Gerry has been appointed as an Independent Non-Executive Director, effective 1 July 2016. Murray Horn will retire.

Urbanise.com Ltd: Arvind Satyam has been appointed to the Advisory Board.

WiseTech Global: Natasha Davidson has been appointed as General Counsel. Adam Kossak, General Counsel and Chief Commercial Officer is stepping down from these roles, effective in July 2016.

TRANSPORT/LOGISTICS

Aurizon Holdings Ltd: Kate Vidgen has been appointed as a Non-Executive Director, effective 25 July 2016.

KEY MEMBERS OF OUR GLOBAL TEAM

Gregory W. Robinson

Founder & Managing Partner, Search & Advisory

Mr. Robinson has been specialising in senior international executive appointments for over 19 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 BComm 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

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. 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. 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

Dr. Wright has advised many of Australia's premier organisations on board and executive structure, performance and assessment, competitor analysis and succession planning. 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. Dr. Wright was responsible for all aspects of the people strategy for over 9,000 employees. He was a key driver behind many of the Group's initiatives including flexible working arrangements. More recently Dr. Wright was Executive Director People for Ashurst, reporting to the Managing Partner. Dr. Wright has a PhD in Organisational Behaviour and has been the Adjunct Professor to the University of Western Australia. He also holds a BE(Hons), MEngSc, an MBA from the University of Sydney and is a Fellow of the Australian Institute of Company Directors(FAICD). He is a key member of the Board, CEO, and HR Practices. He also leads the Leadership Advisory and Re-Engagement Practices.

Alison Tovey

Partner, Research & Diversity

Ms. Tovey leads our Research and Diversity Practices. Ms. Tovey is highly experienced at handling critical appointments and ensures that the 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 and the Foreign Investment Review Branch of the Federal Treasury. Ms. Tovey holds a BEc, BComm and is a CPA.

Karsten M. Hansen

Partner, Research & Advisory

Mr. Hansen has 19 years' experience in the Executive Search industry with an extensive track record including ASX Top 50 C-Level Executive appointments as well as numerous international projects across all industry sectors.

He has undertaken a broad range of assignments, including a significant number in the financial services, mining, construction, energy, industrial, consumer and retail sectors. He has also been a Director with two boutique search firms where he diversified his consulting to include Government and larger infrastructure government organisations. Prior to his time in Executive Search, Mr. Hansen built a career in the financial markets for 10 years in Tokyo, London and Copenhagen with a focus on the debt markets. Mr. Hansen holds a Post Graduate Diploma and Graduate Diploma in Psychology, University of New England, Graduate Diploma Financial Planning, Finsia, Sloan Management Course, London Business School and Candidate Science, Political Science and Economics, Aarhus Universitet.

Sarah Morgan

Head of Research International, United Kingdom, Europe & USA

Ms. Morgan is a member of the Board and CEO Practice and heads the research capability in the northern hemisphere. She manages the coverage of the United Kingdom, European and US markets supported by a network of Senior researchers/consultants. Ms. Morgan is an independent consultant and has worked with Blenheim Partners since 2015 focusing on Board appointments. She has over 16 years' search experience specialising in Chairmen, Non-Executive Director, Advisory and main board appointments. Previously she spent seven years with Russell Reynolds in their board practice. Based in London she worked internationally and coordinated the European board practice. Prior to this Ms. Morgan worked for two years with Hanson Green, a non-executive boutique. Ms. Morgan began her career with Heidrick & Struggles, in their board practice. She has worked across all sectors covering FTSE 100, FTSE 250, Private Equity and Not for Profit Boards. She is a graduate in Geography from the University of Nottingham. We have been working closely with Ms. Morgan to extend the reach of global appointments.

Jeremy Low

Partner, Asia

Mr. Low is a member of the Board, CEO, Financial Services, Legal and Digital Practices.

Darrell Sham

Partner, Asia

Mr. Sham is a member of the Board, CEO, CFO and Consumer Practices.

Matthew Morris

Partner, United Kingdom, Europe & USA

Mr. Morris is a member of the Board, CEO and Financial Services Practices.

Andrew Shestopal

Partner, United Kingdom, Europe & USA

Mr. Shestopal is a member of the Board, CEO and Property/ Real Estate Practices.

Simon Keating

Partner, United Kingdom, Europe & USA

Mr. Keating is a member of the Board, CEO and Financial Services Practices.

Anna Papahristos

Partner, Elite Performance

Ms. Papahristos is a leading organisational Psychologist and has been consulting Chief Executives in the ASX 300, Senior Executives in Government agencies, and members specialised units of the Emergency services and Armed Forces for 10 years.

Luke McKenna

Associate, Research & Integrity

Kerry Larkin

Associate, Research & Succession Planning

Clare McKenna

Associate, Research & Succession Planning

Melissa Huang

Associate, Research

Brooke Lane

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