



blenheim partners

no limitations

Executive Search & Board Advisory

STATE OF THE MARKET: BOARD AND EXECUTIVE MOVEMENTS FOR JULY 2017



"Never interrupt someone doing what you said couldn't be done" Amelia Earhart

Blenheim Partners specialise in:

- Executive Search;
- Non-Executive Director Search;
- Board Strategy and Structure Consulting;
- External 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

This report and the information contained in it are confidential and proprietary information belonging to Blenheim Partners. The report contains confidential and proprietary information based on data from public and private sources, including Blenheim Partners' proprietary database of information. The recipient will not use or disclose, or permit the use or disclosure of, this Report by any other person or for any other purpose. The information contained in this report is preliminary in nature and subject to verification by Blenheim Partners. Blenheim Partners does not guarantee its accuracy or completeness.

ENERGY

Beach Energy Ltd: Peter Moore has been appointed as a Non-Executive Director, with effect from 1 July 2017.

ERM Power Ltd: Non-Executive Director, Trevor St Baker, has resigned from the Board and will be replaced by Philip St Baker as Non-Executive Director.

Santos Ltd: Philip Byrne has been appointed as Executive Vice President Marketing and Trading and will commence on 14 August 2017. Executive Vice President John Anderson announced his retirement from the company to pursue other interests.

Strike Energy Ltd: Chief Financial Officer, Matthew Montano has resigned. Justin Ferravant has been appointed Chief Financial Officer and Company Secretary effective from the 21st August 2017.

White Energy Ltd: Chief Financial Officer, Damian Galvin, has announced his intention to resign at the end of August 2017.

FINANCIAL SERVICES

Aberdeen Leaders Ltd: John Martin appointed as Independent Non-Executive Director. David Elsum resigned as Director.

ASX Ltd: Amanda Harkness has resigned as Company Secretary, effective 12 July 2017.

Perpetual Ltd: Eleanor Padman appointed as Company Secretary.

GAMING

Aristocrat Leisure Ltd: Group Chief Financial Officer, Toni Korsanos has resigned due to the role of Group Chief Financial Officer being relocated to Las Vegas in March 2018.

Donaco International Ltd: Paul Porntat has resigned as a Non-Executive Director, effective 3 July 2017.

INSURANCE

Medibank Ltd: Tracey Batten has been appointed as a Non-Executive Director and takes over from recently retired Non-Executive Director Cherrell Hirst.

MEDIA

REA Group Ltd: Susan Panuccio will step down from the Board on 14 July 2017. News Corporation Executive, Ryan O'Hara, will be appointed to the Board of REA Group, effective 14 July 2017.

MINING

Boart Longyear Ltd: Chief Commercial Officer, Mark Irwin, will be leaving the Company on 30 September 2017.

Carbon Energy Ltd: Ian Morgan appointed as Company Secretary. Catherine Costello has resigned as Company Secretary.

Gold Road Resources Ltd: Brian Levet has been appointed as a Non-Executive Director

Ramelius Resources Ltd: Tim Manners has been appointed as Chief Financial Officer. Simon Lacopetta has resigned as Chief Financial Officer, following the Company decision to relocate the Finance Team from Adelaide to Perth.

Saracen Holdings Ltd: Roric Smith has appointed as a Non-Executive Director, effective 4 July 2017.

Watpac Ltd: Peter Watson has been appointed as a Non-Executive Director.

PHARMACEUTICALS/HEALTH CARE

Cochlear Ltd: Dig Howitt has been appointed as Chief Executive Officer and President. Chris Smith has resigned as Chief Executive Officer and President, effective handover and transition of duties occurs on 2 January 2018.

PROPERTY

Cedar Woods Properties Ltd: Managing Director Paul Sadleir will step down in September to be replaced by current Chief Operating Officer Nathan Blackburne.

Growthpoint Properties Ltd: Josephine Sukkar AM, has been appointed as a Non-Executive Director.

Mirvac Group Ltd: Bay Warburton has been appointed to the Executive Leadership Team as Head of Stakeholder Relations and commences on 7 August 2017.

Vicinity Centres Ltd: Janette Kendall has been appointed as a Independent Non-executive Director, effective from 1 December 2017. Charles Macek and Debra Stirling will retire as Non-Executive Directors at Vicinity AGM on 16 November 2017.

Villa World Ltd: Brett Delaney has been appointed as Acting Chief Financial Officer commencing on 3 July 2017.

RETAIL/CONSUMER

Kathmandu Holdings Ltd: Directors Christine Cross and John Holland will retire from the Board in September. Philip Bowman and Brent Scrimshaw have both been appointed as Non-Executive Directors, starting prior to the company's AGM on 24 November 2017.

Reece Group Ltd: Megan Quinn and Georgina Williams have been appointed as Non-Executive Directors effective from 1st September 2017. Andrzej (Andrew) Gorecki has retired from the Board, effective 31st August 2017.

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Retail Food Group Ltd: Non-Executive Director, Anthony Alford, has resigned.

The PAS Group Ltd: Adam Gray has been appointed as Chairman effective 1 August 2017. Rod Walker to step down as Chairman effective 30 September 2017. Matt Lavelle resigned as Director and member of the Audit and Risk Committee. Chris Murphy has been appointed as a Director and a member of the Audit and Risk Committee.

Trade Me Group Ltd: Trent Mankelow has been appointed as Chief Customer Officer and David Wasley has been appointed as Interim Chief Product and Technology Officer.

TECHNOLOGY/TELECOMMUNICATIONS

Adslot Ltd: Felicity Conlan has been appointed as Chief Financial Officer and Company Secretary following the resignation of Brendan Maher, effective 14 July 2017.

Reckon Ltd: Christopher Woodforde has resigned as a Non-Executive Director, effective 27 July 2017.

Salmat Ltd: Stuart Nash has joined the Board as a Non-Executive Director and commences on 1 August 2017.

The Gruden Group: Tim Parker has stepped aside as Chief Executive Officer, Interim Director Stephen Harrison and Chief Operating Officer Todd Trevillion will assume responsibilities of the former Chief Executive Officer

Vocus Group Ltd: David Wiadrowski has been appointed as a Non-Executive Director, effective 24 July 2017.

TRANSPORT

MMA Offshore Ltd: Peter Raynor has resigned as Chief Financial Officer and will stay with the Company until a suitable replacement can be found.

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.

Joseph Marsella

Partner, Search & Advisory

Mr. Marsella leads the Technology Markets Practice. He is responsible for Blenheim Partners talent solutions for the technology sector which includes Chief Information Officer, Chief Digital Officer, Chief Technology Officer, Chief Information Security and Heads of Analytics, Infrastructure, Applications and, Project Management. Mr. Marsella also assists Boards with the appointments of IT Non-Executive Directors. Mr. Marsella has an extensive background in global business and leading Information and Technology divisions with experience across a broad range of industries including Consumer, Health Care, Banking and Financial Services and Education. Prior to Executive Search, Mr. Marsella was the Chief Information Officer, Asia Pacific for Kimberly-Clark. He also held senior technology roles with AMP Financial Services and Westpac Banking Corporation and was a Lecturer at Sydney Institute of Technology. Mr. Marsella, as a former Chief Information Officer, brings deep experience and understanding of business, strategic planning, change management, and delivery of initiatives with current technology insight. Mr. Marsella holds a B.Science.

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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.

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.

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.

Luke McKenna

Associate, Research & Integrity

Brooke Lane

Associate, Research & Succession Planning

Robert Hitchings

Associate, Research & Succession Planning

Bill Filippopoulos

Associate, Research & Succession Planning

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