



blenheim partners

no limitations

Executive Search & Board Advisory

STATE OF THE MARKET: BOARD AND EXECUTIVE MOVEMENTS FOR JUNE 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

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ENERGY

AGL Energy Ltd: Graeme Hunt is to succeed Jerry Maycock as Chairman following the Annual General Meeting on 27 September 2017.

Cooper Energy Ltd: Interim Chief Financial Officer, Virginia Suttell, has been appointed as the permanent Chief Financial Officer, effective 1 July 2017.

Energy World Corporation Ltd: Henry Clarke has resigned as a Non-Executive Director.

Infigen Ltd: Len Gill has been appointed to the Board as a Non-Executive Director.

Liquefied Natural Gas Ltd: John Baguley has been appointed as Chief Operating Officer and will be based in Houston, Texas and commences on 16 June 2017.

Marmota Ltd: Colin Rose has been appointed as Executive Chairman and Kevin Wills has been appointed as an Executive Director, Exploration. Both changes are effective as of 5 June 2017.

Meridian Energy Ltd: Mark Binns has announced his intention to retire as Chief Executive from 21 December 2017.

Santos Ltd: Christian Paech and Amanda Devonish have both been appointed Company Secretaries. The appointments coincide with David Lim's resignation as Company Secretary on 29 June 2017.

Stanmore Coal Ltd: Chief Financial Officer, Ian Poole, has been appointed as Company Secretary following the resignation of Andrew Roach.

FINANCIAL SERVICES

Australian Finance Group Ltd: Current Interim Chief Executive Officer, David Bailey, has been appointed as the permanent Chief Executive Officer.

Aveo Group Ltd: Anna Wyke has been appointed as Company secretary, effective 21 June 2017.

Credit Corp Group Ltd: Geoff Templeton has retired from the Company and has resigned as a Company Secretary.

EQT Holdings Ltd: Martin Geoffrey has resigned as Joint Company Secretary, effective 9 June 2017.

Hunter Hall Global Value Ltd: Hean Siew has resigned as Company Secretary and will be replaced by Paula Ferrao, effective as of 2 June 2017.

Magellan Financial Group Ltd: John Eales has been appointed as a Non-Executive Director, effective 1 July 2017.

Mortgage Choice Ltd: Vicki Allen has appointed as a Non-Executive Director and will succeed Peter Ritchie as Chairman upon his retirement on 1 July 2017.

Perpetual Equity Investment Company Ltd: Nancy Fox has been appointed as Chairman and will replace Peter Scott who will retire from the position on 30 June 2017.

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Platinum Asset Management Ltd: Bruce Coleman has retired as a Non-Executive Director, effective 19 June 2017.

GAMING

Crown Resorts Ltd: Michael Neilson has stepped down as Company Secretary and will be replaced by Mary Manos as Company Secretary and General Counsel. Robert Rankin has resigned as a Non-Executive Director.

Skycity Entertainment Group Ltd: Chris Moller has announced his retirement as Chairman which will be effective on 31 December 2017. The Board has selected Rob Campbell to be the next Chairman of Skycity and will commence his role as Chairman on 1 January 2017. Rob Campbell has been appointed as a Non-Executive Director, effective 25 June 2017.

INDUSTRIALS/MANUFACTURING

Amcor Ltd: Tom Long has been appointed as a Non-Executive Director, effective 15 June 2017.

Incitec Pivot Ltd: Joseph Breunig and Brian Kruger have both been appointed as Non-Executive Directors.

INSURANCE

Suncorp Group Ltd: Current Executive General Manager, Insurance Operations, Lisa Harrison, has been appointed to the position of Chief Program Excellence Officer.

MEDIA

Nine Entertainment Co. Ltd: Janette Kendall has been appointed as a Non-Executive Director.

MINING

ABM Resources Ltd: Mark Faul has been appointed as a Non-Executive Director, effective 13 June 2017.

BHP Billiton Ltd: Ken MacKenzie has been elected to succeed Jac Nasser as Chairman and will take on the role on 1 September 2017.

Blackham Resources Ltd: Anthony Rechichi has been appointed as Chief Financial Officer.

CIMIC Group Ltd: Lyn Nikolopoulos has been appointed as Group Company Secretary, effective 9 June 2017. Stefan Camphausen has been appointed as Chief Financial Officer to succeed Angel Muriel.

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Danakali Ltd: Stuart Tarrant has been appointed as Chief Financial Officer and will commence his role on 12 June 2017.

Energy Resources of Australia Ltd: Paul Arnold has been appointed Chief Executive Officer and Managing Director, effective 2 August.

Gascoyne Resources Ltd: Sally-Anne Layman has been appointed as a Non-Executive Director and will commence her role on 7 June 2017.

Leigh Creek Energy Ltd: Zhe Wang has been appointed as a Non-Executive Director, effective 1 July 2017.

Logicamms Ltd: Dan Drewe has been appointed as Interim Chief Financial Officer, effective 9 June 2017.

Mincor Resources NL: Jack Gardner has indicated that he will not seek re-election at the Company's upcoming Annual General Meeting and will retire from the Board effective 30 September 2017.

Resolute Mining Ltd: Marthinus (Martin) Botha has been appointed Chairman of the Company. Mr Botha takes over as Chairman from Peter Huston, effective 29 June 2017. Yasmin Broughton and Mark Potts have been appointed as Non-Executive Directors.

Rio Tinto Ltd: Non-Executive Director, John Varley, has resigned and will leave the Company on 21 June 2017.

South32 Ltd: Peter Kukielski has resigned as a Non-Executive Director, effective 21 June 2017.

Tempo Australia Ltd: Ian Widdicombe and Guido Bressani have both been appointed as Non-Executive Directors.

TNG Ltd: Philippe Guillemaille has been appointed as Titanium Business Manager.

Troy Resources Ltd: Fred Grimwade has resigned as Chairman and will step down on 16 June 2017 and will be replaced by Peter Stern as Interim Chairman.

PHARMACEUTICALS/HEALTH CARE

Novogen Ltd: Iain Ross has been appointed as Chairman and Non-Executive Director and Ian Phillips has stepped down as a Non-Executive Director.

Pharmaxis Ltd: Kathleen Metters has been appointed as a Non-Executive Director.

Sirtex Medical Ltd: Chief Executive Officer, Andrew McLean, has been appointed as an Executive Director and takes effect 16 June 2017.

PROPERTY

AVJennings Ltd: Tan Boon Leong has been appointed as a Non-Executive Director and will commence on 9 June 2017. David Tsang has resigned as a Non-Executive Director and will leave the Company on 9 June 2017.

Bluescope Steel Ltd: Michael Barron has retired as Company Secretary and will be replaced by Debra Counsell.

Centuria Property Funds Ltd: Centuria have announced that Darren Collins, Peter Done and Matthew Hardy have all been appointed as Non-Executive Directors and Jason Hujich as an Executive Director. Non-Executive Directors, Michael Figg, Robert Lloyd and John Slater have all resigned. James Lonie has been appointed as Company Secretary and will be replacing Charisse Nortje who will be retiring, changes are effective 16 June 2017.

Cromwell Property Group Ltd: Leon Blitz has been appointed as a Non-Executive Director, effective 28 June 2017.

Servcorp Ltd: Non-Executive Director, Taine Moufarrige, has been appointed as an Executive Director, effective 1 July 2017.

Vicinity Centres: Chief Executive Officer and Managing Director, Angus McNaughton, has given his intention to retire on 31 December 2017.

Villaworld Ltd: Paulene Henderson has resigned as Chief Financial Officer and Company Secretary.

RETAIL/CONSUMER

Ardent Leisure Ltd: Geoff Richardson has been appointed as Interim Chief Financial Officer and will commence this role on 3 July 2017.

Autosports Group Ltd: Malcolm Tilbrook has resigned as a Non-Executive Director with effect from 3 July 2017.

Billabong International Ltd: Jim Howell has been appointed as Chief Financial Officer to succeed Peter Myers, effective 12 June 2017.

Blackmores Ltd: Chief Executive Officer and Managing Director, Christine Holgate will be leaving Blackmores. Christine leaves as she has accepted the Chief Executive Officer role at Australia Post on 29 September 2017.

Helloworld Travel Ltd: Peter Prowse has been appointed as Group General Manager, Global Head of Sales effective on 3 July 2017.

Metcash Ltd: Current Group Chief Executive Officer, Ian Morrice, will retire following in 2018 following the completion of his tenure as Chief Executive Officer.

Specialty Fashion Group: Tim Fawaz has been appointed as Chief Financial Officer and will commence his new role on 1 July 2017.

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Super Retail Group Ltd: Robert Wright will step down as Chairman at the Annual General Meeting in October 2017 and will be replaced by current Non-Executive Director Sally Pitkin. Howard Mowlem has been appointed as a Non-Executive Director and commences on 13 June 2017.

The Reject Shop Ltd: Melinda Conrad will retire from the Board effective 30 June 2017.

TECHNOLOGY/TELECOMMUNICATIONS

Covata Ltd: Current Financial Controller, Steven Bliim, has been appointed as Joint Company Secretary, effective 14 June 2017.

Cre8tek Ltd: Faldi Ismail has resigned as a Non-Executive Director of the Company.

DTI Group Ltd: Bruce Mitchell has resigned as Chief Financial Officer and Company Secretary, effective 24 July 2017. Raj Surendran has been appointed as Chief Financial Officer and Company Secretary, effective 10 June 2017.

Infomedia Ltd: Mark Grodzicky has been appointed as Head of Legal and Commercial following the resignation of Nick Georges, effective 3 July 2017.

Integrated Research Ltd: John Merakovsky has been appointed as Chief Executive Officer with effect from 17 July 2017.

Isentia Ltd: James Orlando has been appointed as Chief Financial Officer and will be commencing on 28 June 2017.

Melbourne IT Ltd: Simon Jones has retired as a Non-Executive Director, effective after the Annual General Meeting held on 29 May 2017.

Reffind Ltd: Frank Liardet has been appointed as Chief Executive Officer and will commence on 5 June 2017.

Superloop Ltd: Bevan Slattery has been appointed as Chief Executive Officer and Michael Malone has been appointed as Chairman.

The Gruden Group Ltd: Warren Barry will step down from his role as an Executive Director and will be replaced by Terry Butler. Warren will continue on in his Executive sales Position. Chairman, Gary Castledine, will step down as Chairman and be replaced by current Non-Executive Director, Stephen Harrison.

TRANSPORT/LOGISTICS

Aurizon Holdings Ltd: Ed McKeiver has been appointed as Group Executive, Coal, Clayton McDonald as Group Executive, Bulk and Michael Riches as Group Executive, Network. All changes are effective 1 July 2017.

Brambles Ltd: Rod Hefford has been appointed as Chief Information Officer and will commence his role on 8 June 2017. Rod replaces Jean Holley who will be retiring in late July 2017.

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Macquarie Atlas Roads International Ltd: Non-Executive Director, Mac de Cure, has resigned and will leave the Company on 30 June 2017.

Qube Holdings Ltd: Christopher Corrigan has resigned as Chairman and the role of Chairman will be taken over by Allan Davies.

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

Clare McKenna

Associate, Research & Succession Planning

Brooke Lane

Associate, Research & Succession Planning

Robert Hitchings

Associate, Research & Succession Planning

Melissa Huang

Associate, Research & Succession Planning

Brandon Needham

Associate, Research & Succession Planning

Fiona Sin

Project Manager



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Contact us

Sydney p +61 2 9253 0950

Melbourne p +61 3 9653 9510

w www.blenheimpartners.com