



ASX Announcement

1 April 2016

## ASX: DSB

### Board of Directors

Chairman – G Galt

Managing Director – S Bizzaca

Non-executive Director – G Dawkins

Non-executive Director – G Garside

### Company Secretary

M Etccl

### Principal Contact

S Bizzaca – Managing Director

### Registered office

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Campbelltown NSW 2560

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Facsimile: +61 2 4629 0399

Website: [www.deltasbd.com.au](http://www.deltasbd.com.au)

### Employment Terms of newly appointed CEO

In accordance with ASX Listing Rule 3.16.4, Delta SBD Ltd (**Delta** or **Company**) provides the following material aspects of the employment contract with Neville McAlary, who is scheduled to commence as Chief Executive Officer (**CEO**) with the Company on 4 April 2016:

1. Base salary of \$350,000 per annum plus statutory superannuation.
2. Term of 3 years, notice period 3 months.
3. A short term incentive of up to 50% of base salary, payable in August each year. The short term incentive is based on the CEO meeting key performance indicators as determined by the Board, and payment is at discretion of the Board.
4. Long term incentive equivalent to 1,500,000 fully paid ordinary shares in the Company, subject to the following vesting conditions:

No. of Shares	Vesting Date	Vesting Conditions*
500,000	Third anniversary of employment.	Average growth in underlying earnings per share (UEPS) of 50% pa from commencement to third anniversary of employment.
500,000	Fourth anniversary of employment.	40% UEPS growth in fourth year of employment
500,000	Fifth anniversary of employment.	30% UEPS growth in fifth year of employment

\* CEO must also be an employee at the time vesting conditions are met.

For all enquiries, please contact:

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