



Rubicor Group Ltd  
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29 January 2009

The Manager  
Company Announcements  
ASX Limited  
20 Bridge Street  
SYDNEY NSW 2000

Dear Sir

**RE: APPOINTMENT OF DIRECTORS AND EXECUTIVE SERVICES CONTRACT: CEO DESIGNATE**

Please see attached for details of appointments to the Board of Rubicor and a summary of the terms of the Executive Services Contract of Ms Jane Beaumont, CEO designate.

Yours sincerely

A handwritten signature in black ink that reads "S. Loomba".

**SHARAD LOOMBA**  
Company Secretary  
Rubicor Group Limited



29 January 2009

## **Rubicor announces appointment of directors**

The Chairman of Rubicor, Mr Rob Aitken, today announced the appointment of Ms Jane Beaumont as an Executive Director. Ms Beaumont is currently the Chief Operating Officer of Rubicor and as earlier announced, will become Chief Executive Officer at the end of March following the retirement of Mr Wayman Chapman.

Mr Aitken also advised that Mr Chapman will remain on the Board of Rubicor as a non-executive Director upon his retirement as Chief Executive Officer. In announcing the appointment, Mr Aitken said that “we are delighted that the Board will continue to benefit from Wayman’s extensive industry knowledge.”

In accordance with ASX Listing Rule 3.1 and ASX Policy on Disclosure of CEO Remuneration, a summary of the terms of the Executive Services Contract between Ms Beaumont and Rubicor are attached.

Enquiries:

Robert Aitken  
Chairman, Rubicor  
Tel 02 8061 0000

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Symbol Strategic Communications  
Tel 02 9324 4287

### **About Rubicor**

Established in 2005, Rubicor has 22 strong operating companies offering search, selection, bulk recruitment, professional and support level contracting services and organizational development.

Each operating company possesses distinct competitive advantages including a strong business culture; integrity; specialist industry focus; excellent profitability and solid growth prospects. The businesses are directed and staffed by industry professionals with extensive experience in their field.

For more information, please visit [www.rubicorgroup.com.au](http://www.rubicorgroup.com.au)



**KEY PROVISIONS OF EXECUTIVE SERVICES CONTRACT WITH CEO DESIGNATE**

Item	Description
<p><b>Term</b></p>	<ul style="list-style-type: none"> <li>Ms Beaumont is to be appointed as CEO on a date to be agreed, but no later than the end of March 2009; and</li> <li>Ms Beaumont's employment will continue indefinitely until terminated in accordance with the agreement.</li> </ul>
<p><b>Remuneration</b></p>	<p><u>Fixed</u></p> <ul style="list-style-type: none"> <li>Base salary of \$440,000 (inclusive of superannuation) (Total Fixed Remuneration).</li> </ul> <p><u>Short Term Incentive (STI)</u></p> <ul style="list-style-type: none"> <li>Target of 50% of Total Fixed Remuneration – if Ms Beaumont meets the STI performance targets (as outlined below), with STI potential for FY09 equaling \$185,000; and</li> <li>The performance threshold for STI awards is weighted 60% on EBITA performance against budgeted EBITA for FY09, 20% on debtor recovery and 20% on consultant and management costs / net disposable revenue. Any STI amounts will be payable when FY09 results are approved by the Board i.e. end of August 2009.</li> </ul> <p><u>Long Term Incentive (LTI)</u></p> <ul style="list-style-type: none"> <li>Potential award of \$250,000 for FY09 weighted 25% if Ms Beaumont remains as CEO until 30 June 2011 (and payable on that date) and 75% for achievement of STI targets (above) with the same weightings applied. Any LTI amounts to be paid 50% after FY09 results are approved by the Board and 50% on 30 June 2010.</li> </ul>
<p><b>Termination</b></p>	<p><u>By RUB</u></p> <ul style="list-style-type: none"> <li>With notice: 6 months' notice to be given to the CEO.</li> <li>Without notice: immediately with cause.</li> </ul> <p><u>By the CEO</u></p> <ul style="list-style-type: none"> <li>With notice: 6 months' notice to be given to Rubicor.</li> </ul>