



18 August 2016

Xref announces changes to the board

Xref Limited (ASX:XF1), the human resources technology company which automates the candidate reference process for employers, today announced that Mr Brad Rosser has been appointed Non-Executive Chairman and Mr Nigel Heap has been appointed Non-Executive Director, effective 18 August 2016. The Company also announced that Mr Simon O'Loughlin has resigned as Non-Executive Chairman, effective 18 August 2016.

Mr Rosser is a business builder and entrepreneur who worked for McKinsey and Co from 1992 to 1995 before working directly for Richard Branson as Director of Corporate Development for Virgin from 1995 to 1999, helping to identify and implement start-up businesses. After leaving Virgin, he worked for several successful start-ups as well as assisting Unilever to set up Unilever ventures, Unilever's incubation arm in the UK.

In 2008, he founded the BSF Group, an organisation that helps start-ups to secure funding, launch successfully, and then grow profitably. He is a director of TIE, a not-for-profit entrepreneurial organisation; a founding director of the Centennial Health Club; and a founding partner of Social Check, an Australian technology company that enables people to audit their social media presence. He holds an MBA (with distinction from Cornell University's Johnson Graduate School of Management and a Bachelor of Commerce (First Class Honours) from the University of Western Australia where he won a number of scholarships.

Mr Heap is the UK and Ireland Managing Director, and Chairman of the Asia Pacific business, of Hays plc, the leading global professional recruitment group, and a member of the group's management board. He joined Hays in 1988 and over the last 19 years has successfully led the growth of the Asia-Pacific business. He has completed INSEAD's Advanced Management Program and holds a Bachelor of Laws from Manchester University.

Executive Director / CEO Lee-Martin Seymour said: *"We are delighted that we have been able to appoint a Chairman with such strong entrepreneurial skills and achievement of global targets as Brad Rosser. It is pleasing to welcome Nigel Heap to the Board, as he brings excellent exposure to the human resources and recruitment industry in Australia, Asia and Europe. We believe they will bring great knowledge and insight as we continue our globalisation strategy. We acknowledge Simon O'Loughlin for his contribution particularly during our ASX listing, and thank him for his service."*

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