

2009 IBC AGM - EXPLANATORY NOTES

ITEM 4 – ELECTION OF DIRECTORS

Background Information

An election to fill eight (8) vacant director positions is to be held.

Ms Janine Cullen, Mr Mark McDonald, Mr Les Dion, Mr Dom Figliomeni, Ms Michelle Greig & Ms Wendy Fogarty retire by rotation in accordance with the Company's constitution. Each of these Directors except Ms Greig offers themselves for re-election. Further, during the year Mr Eddy De Gabrielle and Mr Mike Halloran have resigned their position as Directors and those positions remain vacant.

Ms Sue Baker-Finch, Mr Paul Budrikis, Ms Deborah De Santis, Ms Diane Murray, Mrs Glenda Papac and Mr David Willcocks offer themselves for election.

Profiles of those members standing for Election are as follows:

Ms Sue Baker-Finch

Ms Baker-Finch is currently the Chief Operating Officer (COO) of the newly established Illawarra Health and Medical Research Institute, based at the University of Wollongong. Following an early career in science education, Sue moved into public administration and has over 15 years experience in senior and executive roles across all levels of government, business, and not-for-profit organisations.

Previously Sue has served as the COO of Wollongong City Council with responsibility for about 75% of Council's staff and budgets. She was instrumental in launching the Blue Mile Vision and substantial funding for the Belmore Basin improvements. Sue says 'the Masterplan continues to provide the forethought and impetus to drive the staged upgrade of the Wollongong city foreshore and resulting economic and tourism benefits for the city.' Further, as Chief Executive of ACTTAB, Canberra's \$150 million wagering enterprise, Sue led the business to embrace new technologies and achieve record revenue and profitability targets during her tenure.

Likewise, as an Executive at the Australian Sports Commission/Institute of Sport, Sue directed government funding for national sports and implemented many initiatives that underpin Australia's ongoing sporting success. Sue's experience includes the staging of major tourism events as GM of the 1997 Australian Masters Games in Canberra and as a Director of Canberra's involvement in the 2000 Olympics and Centenary of Federation celebrations in 2001. These events delivered substantial economic impacts and built new capability in the Canberra tourism industry.

Sue, a graduate of the Australian Institute of Company Directors, has held numerous board positions and company directorships. She sees her 'potential contribution as a director of the IBC in the application of the same philosophy to the role as for any of her professional roles – *Value lies not in what one did in the past, but what one does in the future, using learnings from the past.* Sue says 'I'm keen to use my background knowledge and skills I've gained during an extensive and varied career to do something useful and to add new value to the IBC and our Illawarra community. The IBC is an effective and successful membership organisation – its core concern of providing member services to local businesses is growing and doing well. But the

business environment is continually changing and the IBC, like any business, needs to be responsive to changing needs of customers to ensure its business model is effective, profitable and able to reinvest back into new, improved or expanded member services aided by new technology where relevant.'

As a Director, Sue says 'I would have an eye on the health of the current business, its effective governance, and its sustainability and relevance for the future in providing new value for IBC members. The IBC also plays an important policy role on behalf of Illawarra businesses. I can offer my experience with all tiers of government, including our local government, to make a useful contribution on policy issues. The IBC alone will not determine the economic future of our region, but the IBC can play a key role in the civic and regional leadership, voicing issues on behalf of its extensive membership. I'm keen to be part of an IBC leadership team that will actively represent the business community on policy issues, and in that way bring new value for the Illawarra community'

Mr Paul Budrikis

Mr Budrikis, the Chief Financial Officer for the IRT (formerly known as the Illawarra Retirement Trust) and a Chartered Accountant, lives at Wombarra.

Paul commenced his career with KPMG Wollongong in 1990, working for the firm for 9 years including a 2 year secondment to KPMG's Birmingham Office in the UK. Paul graduated from the University of Wollongong with a Bachelor of Commerce Degree (with Merit) in 1994 and completed his professional studies with the Institute of Chartered Accountants in 1996, achieving atop 5% of the candidature result in all 5 modules and receiving the KPMG's 'Managing Partners' Prize award in the same year.

Following a 4 year stint with Serco Asia Pacific Pty Limited, the last 3 as the Group's Corporate Finance Manager in Europe and the UK (with Serco's ultimate parent company, Serco plc), Paul returned to Australia in 2002, as the Commercial Manager-Business Analysis with BlueScope Steel in Port Kembla. Paul's focus was on large commercial / business development projects being undertaken by BlueScope Steel including the recently constructed paint line facility in Western Sydney. Most recently, Paul spent 3 years with Billabong International Limited as the Group's 2iC to the CFO, in the role of International Finance Manager with responsibility for all key finance areas, including ASX reporting, Treasury and significant Mergers & Acquisition activity both in Australia and internationally.

Now with IRT, an organisation boasting over \$500 million in assets stretching from Sydney to the Victorian border and west to Canberra, Paul is responsible for finance, procurement, risk and legal activities. IRT is Australia's largest community based Retirement Village / Aged Care provider and continues to pursue 'further business growth opportunities.

Paul says 'with my significant experience in both the finance and business development spheres, both locally, nationally and internationally, I am confident that my skill set will enable me to make a significant contribution to the IBC Board in promoting business development and sound corporate leadership in the Illawarra. I share a strong passion for the Illawarra and I am keen to make a strong contribution to its growth in a sustainable and positive manner. This as a unique opportunity for me to help foster business activity in the area and give back to a region that has provided me with the backing to a sound professional career to date.

Ms Janine Cullen

Ms Cullen, an inaugural Director of the Illawarra Business Chamber, has made contributions to and commitments for the IBC for all of its 11 year history. She would like to support her application for the Illawarra Business Chamber based on her passion for the Illawarra region and her economic development and business experience.

Janine says that 'one of my strengths as a board member is being a Fellow of the Australian Institute of Company Directors, an accomplishment that is an asset to any board to ensure it keeps abreast of best practice governance.'

Janine believes she has the fundamental qualities for a good director, such as integrity, competence, judgement, openness, the ability to "play by the rules" and respect.

Janine says 'while all board members should be selected on their individual merits, having a gender balance on a board is also imperative, considering at least 40 per cent of IBC members are businesswomen. I also have a proven track record of commitment.'

Ms Deborah De Santis

Ms De Santis is a Public Relations Consultant with more than 20 years experience in public relations in the Illawarra. Deborah has managed the public relations function for some of the region's largest businesses and provides a consultancy service to a range of high profile local organisations.

Deborah's previous roles include Public Affairs Manager for BHP Steel Port Kembla (now BlueScope Steel) and BHP Illawarra Coal (now BHP Billiton), where she was responsible for managing a range of significant industrial and environmental issues.

For the past 10 years she has owned and operated De Santis Public Relations, a boutique public relations consultancy specialising in crisis and issues management, media and community relations and project and event management. Deborah has close working relationships with the local media and has developed an extensive range of business contacts through her work on various projects, including Illawarra Innovation Showcase, which she co-ordinated for five years. Deborah is a qualified journalist, with a significant portfolio of written work.

Deborah is a long time Illawarra resident and a graduate of the University of Wollongong. Deborah says 'as a business owner and mother of two small children, I understand the challenges of achieving a work / life balance and I am well placed to represent the needs of small and home based businesses.

Deborah has been an active member of the Illawarra Business Chamber since 2004 and has been a judge for the Integral Energy Illawarra Business Awards for several years. Deborah says 'I am passionate about the continued success of the Illawarra region. I understand the local area and the issues affecting the business community and as such see myself as an asset to the Illawarra Business Chamber Board of Directors.'

Mr Les Dion

Mr Dion has been a Director of the IBC since 2003 and has served on the Marketing & Membership and the Events Committees throughout that time. He is currently the President of the IBC and also sits on the NSW Business Chamber's State Council as one of the two IBC Board appointments.

Les says 'as a Director of the IBC, I have had a strong focus on ensuring that the IBC continues to be a strong and viable business and in turn is able to deliver relevant services to its members. In particular, the areas of networking, business advice and lobbying have been a major focus.'

Further Les says 'as the Managing Director of Dion's Bus Service, which employs 27 people, I am all too aware of the concerns relating to business in general and throughout the Illawarra.

Les has and currently does serve on a number of regional and state-wide committees including the City of Wollongong Traffic Committee (advisory on bus issues only), the NSW Business Chamber Membership Committee, the IBC Marketing & Membership Committee, the Wollongong Harbour Consultative Committee and as a Wollongong Branch Delegate to the Bus & Coach Association (Now Bus NSW).

Les says 'sitting on these committees has earned me a great deal of experience and knowledge which can contribute to the IBC board. I have a passion for the IBC and its members in addition to the region for which it represents. I am keen to continue as a Director of the IBC to ensure that it can grow as a business and in return deliver good, worthwhile and relevant services to its members. Further, I have a keen interest in ensuring that the IBC's strong lobbying arm strengthens and continues to represent the best interest of its members and our region.

Mr Dom Figliomeni

Mr Figliomeni, the CEO of the Port Kembla Port Corporation, is currently a Director of the Illawarra Business Chamber. Dom has both Under and Post Graduate University qualifications and holds Director Qualifications.

Dom's experience and qualifications gives him me a good understanding on the needs and challenges facing small and large business such as financial planning, day to day management, industrial relations, working with and through governments at all levels, strategy development and importantly in ensuring that the real issues are being addressed. Further, his understanding of national and international affairs can be used to further the interests of the Chamber and its members.

Since moving to the Illawarra, Dom says 'I have been active in the local business community and I have and will continue to promote economic and sustainable development for the Illawarra. I have a good understanding on the diversity of issues facing business in the Illawarra and I bring to the IBC Broad business experience which I believe will be of assistance to the Chamber in the provision of services to its members.

My vision is for a strong and cohesive Business Chamber that represents and services the needs of its members and provides objective input into Government policy and decision making.'

Ms Wendy Fogarty

Ms Fogarty, a Small Business Management Consultant and Owner of Important & Imperative Business Solutions based in the Illawarra, works directly with business owners to improve their profitability and long term success through strategic planning and mentoring programs.

With over 25 years experience across a diverse range of industries, Wendy has a particular passion for the small business sector and working with women in business, mentoring many executives and young emerging leaders.

Wendy's core qualifications are in Small Business Management and Workplace Training. She has extensive experience in the areas of: business planning, strategy, management, sales, marketing, human resources, training and development, systems, events management and Intellectual Property.

Wendy, a current Director of the IBC, is the Chair of the Board's Membership & Marketing Committee. Prior to her position on the Board, she served 2 years on the Executive of the Corrimal Business Chamber and is still an active member of this local Chamber.

Wendy, a Small Business owner for the past 12 years, obtained some significant business achievements and contributions to the Illawarra Region including winner the 2009 NSW / ACT Small Business Champion Awards – Champion Entrepreneur, winner the 2009 Rotary Corrimal Small Business Award – Contribution to the local Community, a finalist in the 2009 Australian Home Based Business Awards – Business Services, a finalist in the 2009 & 2008 NSW / ACT Small Business Champion Awards – Business Services, a finalist in the 2008 NSW / ACT Small Business Champion Awards – Champion Entrepreneur and a finalist in the 2005 / 2006 Integral Energy Illawarra Business Awards. In addition, Wendy has been a business awards judge for both the Integral Energy Illawarra Business Awards and Illawarra Women in Business (Business Woman of the Year) and a Business Mentor for the DRSD Women in Business Mentoring Program.

Wendy continues to involve herself in projects and on boards or committees where she can further drive and cultivate small business growth and contribute to the overall advancement of the Illawarra region. Wendy is aligned to numerous business groups and associations both locally and throughout Australia which include the home based business sector, small business sector and women in business.

Wendy sees her genuine community focus and her ability to build strong supportive relationships with her both her Illawarra based clients and diverse range of business colleagues within the region have been the key to her success in business to date. She is seeking to continue in her Directorship on the Board of the Illawarra Business Chamber as an active and supportive voice for both the small business sector and women in business.

Mr Mark McDonald

Mr McDonald, an inaugural Director of the Illawarra Business Chamber, has made contributions and commitments for the IBC for all of its 11 year history. He is a partner in Maguire & McInerney, a local legal firm and has always taken a very strong interest in local and community issues, in an effort to seek to improve both the opportunities for business throughout the Illawarra and to improve the quality of life for Illawarra residents.

Mark, who has served the Chamber both on the Events Committee and the Policy Committee; has always taken a very active interest in all of the affairs of the Chamber. He has consistently and constantly sought to encourage the Chamber to have a more active and aggressive role in holding local government and state government representatives accountable to Illawarra business.

Mark says that 'if I am re-elected to the Board, I will continue to maintain my energy and enthusiasm in the Chamber and its work.'

Ms Dianne Murray

Ms Murray, a Director of the Illawarra Institute, has a vast experience in strategic planning, policy setting, systems development and resource management. Dianne says she has a 'highly successful history of developing and maintaining strategic partnerships with industry, government and the local community. The Institute builds its community to increase skills for innovation and to support business enterprises.'

Dianne, a Board member of the Regional Development Australia – Illawarra, has extensive experience in providing leadership to support improvements in regional services including the development and delivery of major capital projects. She has established key relationships with regional employer organisations and actively engages with them in delivery of regional initiatives to support community and business sustainability.

As a senior executive in TAFE NSW, Dianne has had an ongoing involvement with providing advice to Ministers on regional issues, policies and initiatives. She has actively participated in the implementation of changes driven by the reforms of both State and Commonwealth governments and undertake regular consultations with the Department of Education, Employment and Workplace Relations (DEEWR).

Dianne says that 'if elected to the Illawarra Business Chamber, I am able to provide expertise in supporting business innovation and growth and promote services to the broader community to develop their capability. I am able to support businesses in enhancing their skills and employment prospects through continuous improvement and workforce planning. I am a committed, enthusiastic senior executive with a track record of successful business management and organisational development in a complex and diverse organisation.'

Mrs Glenda Papac

Mrs Papac, the Practice Manager of Tony Papac & Associates, Lawyers for the last 16 years and co-director of Illawarra Women in Business (IWIB), a high profile business networking group for women in the Illawarra, has vast experience in all facets of business management and through IWIB is responsible for events and marketing and has successfully branded IWIB throughout the Illawarra.

Glenda has brought together the business community, from home based businesses to corporate businesses attending IWIB events, with the prime focus being on all businesses expanding their own business networks. She has implemented many innovative networking strategies in the last 12 months, from speed business networking, networking workshops and the IWIB Business Women's Awards. Glenda also encourages all business men to attend the IWIB meetings and events.

Through her tireless energy and commitment, Glenda is well respected in the business community; she is known for her impeccable business ethics and professional values.

On a personal level Glenda is an active community member and has a genuine interest in social justice. She holds the position as secretary on the board of the Illawarra Citizen Advocacy, is a member on the board of the Salvation Army Illawarra Advisory Board, a member of the Illawarra International Women's Day Committee and a judge for the Illawarra Business Chamber Integral Energy Business Awards.

Glenda believes 'she would be an asset to the Board of the Illawarra Business Chamber and if elected she would bring her innovative ideas regarding marketing, event management and membership growth.' She has direct daily contact with a multitude of business people and is happy to take the request and suggestions of Illawarra businesses to the Illawarra Business Chamber.

Mr Mark Willcocks

Mr Willcocks, a Partner at KPMG Wollongong and a member of the Institute of Chartered Accountants, lives and works in the Illawarra.

David believes he has the skills and experience to contribute to the IBC in a broad range of areas. His role at KPMG has exposed him to the boards of clients across a wide range of industries in the Illawarra. He interacts with these boards and provides guidance on their corporate governance and oversight responsibilities and provides advice on improving their business processes and controls.

Likewise, as a qualified Chartered Accountant, David has a detailed knowledge of the accounting and financial fundamentals that drive a successful business and has an extensive knowledge of financial reporting requirements.

If elected, David says 'he will use his knowledge to assist the IBC in ensuring its own financial position and performance is maintained at a level that allows it to achieve its own business objectives. Further, he understands the pressures and concerns that his Illawarra based clients face on a day-to-day basis and he will use this understanding of local business issues to ensure that the IBC is focused on providing relevant services that address the concerns of members, in particular support to adapt to and comply with the increasingly complex occupation, health and safety and employment laws and the lobbying to the State and Federal government for funding to support infrastructure development in the Illawarra region.'

