



**WASHINGTON H SOUL PATTINSON  
AND COMPANY LIMITED**

ABN: 49 000 002 728

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**ASX Announcement – 15 April 2015**

**Chief Executive Officer**

As previously announced, Mr. Todd J. Barlow became the Chief Executive Officer of Washington H. Soul Pattinson and Company Limited (WHSP) on 1 April 2015.

Mr. Barlow has an in depth knowledge of WHSP and its investments. Prior to his appointment he was the Managing Director of Pitt Capital Partners Limited.

An employment agreement was entered into with Mr. Barlow on 15 April 2015. The key terms of this employment agreement are set out in the attached schedule.

I.D. Bloodworth  
Company Secretary

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**Mr. Todd J. Barlow**

**Summary of key terms of employment agreement**

Position	Chief Executive Officer
Commencement	1 April 2015
Fixed Remuneration	\$850,000 per annum on a gross cost to WHSP basis comprising base salary, superannuation and other benefits as agreed.
Short Term Incentive	nil
Long Term Incentive	nil
Director's Fees	Where Mr. Barlow sits on the board of directors of an investee company he may be entitled to receive director's fees from that company.
Notice Period	By Mr. Barlow: six months notice By WHSP: six months notice or such greater period as is required by applicable legislation
Termination Payments	WHSP may make a payment in lieu of part or all of the notice period. Redundancy entitlements will be determined in accordance with the National Employment Standards in Part 2-2 of the Fair Work Act (Cth). Termination payments are subject to the provisions of the Corporations Act 2001 (Cth).
Post-Employment Activities	A 12 month restraint period applies.

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