



2010/2011 Rottnest Channel Swim Association Committee Nominations

President – Raymond Yong

nominated by Shelley Hatton; seconded by David Corney

Financial Controller – Richard Atkins

nominated by Karen Heagney; seconded by Shelley Hatton

Committee Member – Shelley Hatton

nominated by Raymond Yong; seconded by Andrew Rose

Committee Member – Stephen Hicks

nominated by Raymond Yong; seconded by Shelley Hatton

Committee Member – Kimberley Leunig

nominated by Andrew Rose; seconded by Karen Heagney

Committee Member – Ralph McManis

nominated by Julie Pynt; seconded by Roy Colom

Committee Member – Andrew Rose

nominated by Kimberley Leunig; seconded by Karen Heagney

CURRICULUM VITAE- RAYMOND YONG

PERSONAL DETAILS:

CONTACT DETAILS: 7 Chandler Avenue East, Floreat, WA 6014
T: (08) 9387 1652
M: 0404 315 243

OTHER LANGUAGES: Malay and two Chinese dialects

QUALIFICATIONS, EDUCATION & PROFESSIONAL DEVELOPMENT:

QUALIFICATIONS: Australian Institute of Company Directors (Graduate)
Certified Practising Accountants (Associate)
Bachelor of Commerce – University of Western Australia

SECONDARY EDUCATION: Hale School, Perth, Western Australia

PROFESSIONAL DEVELOPMENT:

- Monash Mt Eliza Business School - Leadership
- Australian Institute of Management – Negotiation
- Accelerated Management Development Initiative, HBOS Australia – Leadership & Management during times of significant change
- National Institute of Dramatic Arts – Corporate Presentations
- Risk Management – Predictive Analytics, SAS Institute
- Foreign Exchange – Risk Management, Australian Institute of Company Directors

EXTERNAL ACTIVITIES:

- Rottneet Channel Swimming Association, Board Member (2008 – present)
- HBOSA Foundation, WA State Committee Member – Corporate Charity Foundation (2007 – 2009)
- Burnside Primary School – Adelaide, South Australia, Chairman School Council (1999 - 2001)
- Australia China Business Council, Committee Member (1999 – 2001)

CAREER SUMMARY:

OVERLAND CONSULTING

2009 – Current Director Consulting

BANKWEST & HBOS AUSTRALIA (Bankwest is now owned by CBA)

2002 – 2009 Head of Risk, Recoveries, Credit Policy & Portfolio Management¹
2001 – 2002 Director Strategy & Ventures
1999 – 2001 State Manager South Australia
1995 – 1999 Senior Manager Corporate Banking

BANK OF SINGAPORE, OCBC GROUP

1993 – 1995 State Manager, Western Australia
1992 – 1993 Senior Manager Corporate Banking, New South Wales
1988 – 1992 Manager Corporate Banking, Perth WA

PARKHILLS BDO (NOW KPMG)

1985 – 1988 Senior Manager Corporate Insolvency, Perth WA

TOUCHE ROSS (NOW DELOITTES)

1985 Senior Accountant Audit, Singapore (secondment)
1982 – 1985 Senior Accountant, Perth Western Australia²

¹ Incorporates various risk based roles across BWA & HBOSA Group

² Incorporating Graduate Trainee role in Hong Kong (1982 – 1983)

CURRICULUM VITAE- RAYMOND YONG

CAREER / ACHIEVEMENT AND HIGHLIGHTS:

- **Commercial expertise**

With business experience spanning multiple sectors including, professional services, corporate insolvency and financial services, I have gained valuable experience in the fundamentals (and difficulties) encountered in running businesses – both businesses in growth phases and businesses confronted by tight liquidity. That commercial experience has included senior relationship management of commercial and corporate portfolios, developing and growing the profitability of two state based operations for culturally different organisations and being entrusted with legal Power of Attorney to execute a wide range of commercially significant and binding documents. I have also applied that commercial expertise to the not for profit sector in assisting charitable fund raising through an employee sponsor scheme, as well as serving on the Board of the RCSA – the organising body of the largest open water swimming event in the world. My commercial experience spans from the transaction level through to strategic overview.

- **International and national experience**

Born in Malaysia, educated in Australia and having worked in Hong Kong, Perth, Singapore, Sydney and Adelaide, I have developed a sound understanding of the cultural differences underpinning Western and Asian business practices.

- **Strategic and Operational expertise**

In addition to developing the strategic, business and financial plan for two significant businesses and contributed to the strategy development for the RCSA, I have also formally held the role of Director of Strategy and Ventures in the state's largest financial institution. Importantly, I have gained experience in delivering value and profitability by turning strategic and business plans into clear operational implementation and change plans. I have delivered a profit uplift of 40% year on year in the business sector and ~180% in surpluses in the not for profit sector (applied to reserves and charitable causes).

- **Flexible and Commercially Adaptive**

Whilst I have gained my experience across 4 very different organisations (culturally, sector and organisationally), the roles I have held within those organisations further demonstrate that I earned the trust and developed the reputation of being considered adaptive and able to quickly pick up a brief, build an energetic and cohesive team and deliver positive results.

- **Leadership and Communication**

I have developed a supportive, versatile and decisive leadership approach. I lead by example and communicate regularly. I have implemented a change program which achieved a cultural turnaround from poor colleague engagement to a record positive result for colleague feedback. This resulted in a reduction of staff turnover by more than 50% over 2 years.

- **Risk and Governance**

I have held organisational responsibility for risk for a national retail organisation and in that time reduced risk and increased profitability in various market sectors by up to 70%. I have prepared risk teams and presented to international and federal regulatory authorities and rating agencies. I have chaired and been a member of numerous risk committees and I have both developed and managed whole of organisation governance and policy risk frameworks.

REFERENCES:

Available on request

RICHARD M. ATKINS

B.Comm, ACA, MAICD, Post Grad Dip Bus.

CURRICULUM VITAE

PROFESSIONAL CAREER HIGHLIGHTS

- 2007 to Current Chief Financial Officer – McRae Investments (Clough Family Private Investment Company)
- 2006 to 2007 Director of Operations - Hall and Prior Aged Care Organisation
- 2005 to 2006 Finance Manager – Hall and Prior Aged Care Organisation
- 2005 Admitted to Institute of Company Directors
- 2003 to 2006 Finance Director – Covenant Securities Pty Ltd
- 2002 to 2006 Managing Director and Owner- Empire Jewellers
- 1999 to 2001 Finance Director - Foundation HealthCare Limited
- 1997 to 1999 General Manager Finance and Administration - Heytesbury Beef
Board Member - Heytesbury Group Superannuation Fund
- 1995 to 2007 Silver Chain Nursing Association. Board and Finance Committee Member -
Chair of Finance Committee and Vice President of the Association.
- 1992 to 1997 General Manager - LifeCare/ Lifesport Group
- 1992 Management Consultant - Tullett and Tokyo, London
- 1985 to 1991 Manager Audit and Corporate Services - Arthur Andersen
- 1988 Post Graduate Diploma of Business Curtin University
- 1988 Admitted to Institute of Chartered Accountants
- 1985 Bachelor of Commerce UWA

Shelley Hatton M Psych

I have been involved in all of the Rottneest Channel Swims, except the second one.

I have swum four teams, two duos and three solos.

Committee positions in order:

- Secretary, three years
- Ordinary committee member, two years
- Treasurer, two years
- Ordinary committee member, one year
- Vice President, one year
- President, three years
- Immediate Past President, one year

I have seen this event grow from 43 swimmers in the first year to the 2,300 it is now. I became involved at a committee level when there were about 500 swimmers. In order to improve the swim I have negotiated many things on behalf of the RCSA. The first of these was to negotiate with the Fremantle Ports Authority and earlier start (5.30am) for the solos. Others include:

- A Deputy Commissioner of the Police regarding their involvement
- Lawyers with regards to the event manager
- Events Corp
- The Chairperson of the Rottneest Island Authority
- The CEO and other staff of the Rottneest Island Authority
- Many contractors and other service providers
- Sponsors
- Sea Rescue groups
- Island-based organisations, eg Nursing Post, Police, Rangers

My goal has been to move the RCSA towards being a professional organisation, with a professionally conducted event. In order to do this some of the major initiatives that I have instituted include:

- An office
- A part-time administrator then a full-time Executive Officer
- Engaging professional organisations as service providers
- Developing scopes of service for service providers
- Developing a strategic plan
- Moving the committee from an operational level to a strategic non-operational level (for example, we used to set up the start line ourselves at 3am)

In my professional life I run a small business with another director. We have been doing this for 16 years. The business sources service providers for clients and the interactions we have with the client and service providers are much like those the RCSA has with its stakeholders and service providers.

I look forward to helping the RCSA move to its next level.

for more
than just law.



Stephen Hicks.

Stephen has over 18 years experience in commercial and business law, with particular expertise in property and land development, contract drafting and claims assessment. Prior to establishing Lawfield in December 2008, Stephen was an Associate Principal at Pullinger Readhead Lucas (now Allion Legal) in West Perth. He was involved in advising on a wide range of residential and industrial land developmental issues throughout Western Australia including:

- Australian Maritime Complex in Henderson
- Pretty Pool in Port Hedland
- Nickol West and Baynton West in Karratha
- Karlkurla in the Goldfields
- the Newman and Pinjarra Industrial Estates
- Cockburn Central
- Revolution Road display precinct for sustainable housing

His career before Pullinger Readhead Lucas was in litigation. Stephen consulted to various firms as a sole practitioner and in the consulting firm of Hicks Retallack Litigation Consultants from 2000 to 2006. Prior to 2000, Stephen also headed the commercial litigation team at Phillips Fox in Perth, managing a team of 10 professional staff and other support staff, and handled a very wide range of disputes involving property, building contracts, leases, distribution and franchise agreements, tax, stamp duty, intellectual property, mortgage loan and guarantee enforcement, insolvency, corporations matters and other commercial disputes of every sort, in the Magistrates, District and Supreme Courts of WA and the Federal Court.

Stephen holds professional memberships to the Law Society of WA and the Law Society of NSW as well as the UDIA.

He also has many skills and talents outside of the legal arena. He is an avid swimmer and white water paddler, completing both the Rottneet Channel swim and the Avon Valley descent. He speaks Italian and French, grows olives on his hobby farm, and coaches junior sport for his three young children.

Since the commencement of Lawfield, Stephen has worked with developers, local government, builders, land owners, commercial property investors, commercial and residential tenants, medium and small businesses in manufacturing, export and service industries from 2 to 450 employees.

At Lawfield, Stephen has been involved in many transactions including:

- leases and contracts for the sale and purchase of land
- building contracts for residential and commercial builders
- planning appeals in the SAT
- advising Local Government regarding land and development issues, tendering and miscellaneous other issues
- claims for compensation for the compulsory acquisition of land
- standard consumer and commercial loan and security agreements and documents
- claims in the Building Disputes Tribunal and before Adjudicators appointed under the Construction Contracts Act, and investigations by the Builders Registration Board
- sale and purchase of medium and small businesses, ranging from \$0.5m to \$12m in value
- investigations and enquiries by the ACCC and advising on the cartel provisions of the Trade Practices Act
- advice to agents and brokers under the real estate and business agents act
- reviewing and drafting employment contracts in light of the Fair Work Act, and advising on dismissal and termination of employees
- commissions of inquiry
- assessment of claims and early dispute analysis and resolution
- drafting of standard conditions of sale and purchase
- reviewing contracts for the international sale of goods and advising on incoterms, sale of goods Vienna convention, commercial bills of exchange and international financing documents

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lawfield

Curriculum Vitae

Kimberley Bruce Leunig

Address 7 McKenna Glen
Mt Claremont
WA 6010

Phone 08 9321 3206
Mobile 0419 044 668
E-mail kbl@iinet.net.au

DOB 25/5/1956

Experience

Professional Business Proprietor –
1988 → Current Financial Services
Authorised Representative & Dealer Principal
Licensed Dealer in Securities

1979 → 1988 Marine Industry
Employed Navigator / Skipper
Vessel management & delivery
International & Australian waters

1985 → 1988 Maritime Instructor – TAFE

1977 → 1978 Teacher Secondary School
Physical Education, Mathematics

Sporting Australian Sailing Representation
Windsurfing Worlds - 1981 – Nahariya – Israel
1984 – Perth - Australia
Southern Cross Cup 1985, 1987
Olympic 470 Trialist 1975 – 1979

Rottneest Swim 1999 – 2010
7 Team crossings as Swimmer
1 Failed crossing as Swimmer
3 Administrative crossings

Qualifications Graduate Diploma Financial Planning
Graduate Diploma Financial Services
Certificate in Financial Markets
Senior First Aid Certificate
Master Class IV – Trading & Fishing
Marine Engine Certificate II
Graduate Diploma of Education
Master Degree Physical Education

Interests Sailing, Swimming, Cycling, Diving ,Children's sport

Achievements Circumnavigation
Father of 2

Curriculum Vitae - 2010

RALPH LANCE MCMANIS

PO BOX 983
SUBAICO WA 6904

Contact numbers: 0411 11 8630
Email: ralph@capebrand.com.au



Strategist - Journalist - Brand Specialist - Team Leader - Sports Coach

Ralph is one of Western Australia's most experienced marketing strategists having created some of the most successful brand names in WA for some of the states largest companies and organizations.

He is renowned as a brand builder and was a founding partner of Perth's Brand Agency, voted agency of the year in 1997 and 2001 and has been ranked in the top 20 advertising agencies in Australia since 1994. He has spoken to final year students at both the University of WA and Edith Cowan University on creative advertising communications as well as sitting on numerous advertising and marketing advisory boards and Government committees.

Ralph has also played a large part in developing the WA new housing industry where he spent over 10 years as a director on the WA Housing Industry Association board. He has also collected many national and international advertising awards including Caxtons, PADC and Golden Stylus Awards recognizing Ralph's unique blend of common sense and creative executions.

Ralph has also been an active member of the Perth Art Directors Club and was the advertising industry's national representative on the prestigious Award Committee from 1995-2000.

In addition to Ralph's creative and strategic roles he is also highly experienced with the management and development of sport and sporting identities across Australia and South East Asia and was a director of Sportsgroup Australia which included management of Western Australia's leading Olympians with their involvement in Sydney 2000 Olympics and in developing new sports infra-structure for the Singapore Government.

With his early background as a journalist Ralph was involved with the establishment of the Western Mail newspaper for the late Robert Holmes 'A Court as well as being part of the team that successfully launched the major Perth radio stations of 96FM

and Coast FM as well as helping to establish a new radio network in the South West and in Margaret River.

Finally in the area of branding Ralph is considered to be the state's leading exponent as evidenced by the success of his many campaigns and the ongoing success of many of his protégés now working with some of the top agencies across the country.

Ralph brings experience and hands - on involvement from the boardroom to the shop floor.

Career Summary:

Over a period of 25 years I have been involved in leading teams of both creative and management personnel in launching new products and services from commercial enterprises to educational to public service to sporting to political campaigns. My experience as a creative management director has seen me both create successful advertising campaigns and then put them into place in marketplaces from Perth to South East Asia. From retail to product advertising to public service campaigns designed to change community attitudes I have successfully created brands that today are part of the everyday marketplace. From getting people back to the races to helping communities lift their standard of living to lifting awareness of various diseases or health problems. I also served for over 10 years on the state executive of the Housing Industry Association and was responsible for many sweeping changes in both urban and residential development with the establishment of what are today some of the country's biggest and most successful new home construction groups. In the radio industry I have assisted in relaunching major Perth AM stations along with the launch of the Western Mail newspaper which led to me becoming part of the successful team that launched the first FM station (96FM) to Perth and its corresponding successful years. As founder and creative director at the Brand Agency I was again involved with many of the states major brands including the establishment of Coast FM in Mandurah in 1996 and then in 2001 Margaret River with AM1611.

Career Achievements & Highlights:

- Created the successful bid for the license of the Perth Western Reds Football Team and was then appointed a director of the board from its inception in 1993.
- Vice Chairman Housing Industry Association (WA) Services and State Marketing Delegate for 10 years
- WA Representative on national AWARD Committee and Perth Art Directors Club Executive for 5 years

- Successfully engineered the transfer of amateur basketball to private ownership establishing the Perth Wildcats and their eventual sale to Kerry Stokes and Bob Williams
- Successfully introduced the "RYDERS" brand of sports sunglasses to Australia and NZ
- Winner of major creative awards (PADC, Golden Stylus)
- Chairman Events Corp Committee (Marketing & Media) 1997 World Windsurfing Championships, Fina World Swimming Championships
- Committee member of WA Swimming Special Projects Team
- Past President WA Rugby League Inc.
- Past Vice President Aussi Masters Swimming Inc
- Established Swimathlon WA (Major swimming technique classes for triathletes and open water swimmers)

Other interests:

- Sailing (Past Committee member RFBYC)
- Swimming Coach (Bronze License holder & Accredited Open Water Swim Coach)
- Triathlete competitor and Level 1 Coach

Educational:

- BA (Journalism) UNSW and UTAS
- Cadet Journalist Programme/News Corp/Sydney Technical College
- Diploma of Management (AIM)
- Lecturer Media and Advertising (Curtain University)

Personal details:

- Australian national
- Born Waverley NSW
- Married (No dependents)
- Health excellent

Referees:

- Terry Creasey - McDonalds Australia Ltd - 0412 364 956

- Trevor Pugh - Oz Brewing - 0417 964 981
- David Green - DG Global Events - 0413 870 977

Andrew J. Rose
Claremont WA 6010
Age: 45 Married

Currently working as a consultant helping growing businesses commercialise technology and telecoms products. I specialise in taking new businesses to market, and my expertise ranges from product strategy and development to management and sales for new products and new businesses. I have developed a strong customer focus based on over 13 years in leading, autonomous marketing and sales roles with responsibilities for Asia-Pacific and Europe, following 9 years in commercial property.

I possess good communication and presentation skills, and have demonstrated the ability to work autonomously or with both direct and matrix-based teams. I have a Bachelor of Business from Curtin University.

EMPLOYMENT HISTORY

SINGTEL OPTUS - Senior account manager for government	2008 to 2009
NEWSAT LTD – State Sales Manager	2006 to 2008
OCEAN BROADBAND LTD - Head of Sales and Marketing	2005 to 2006
NORWOOD SYSTEMS LTD – Marketing Manager, Australia + UK	2000 to 2004
EARTH RESOURCE MAPPING LTD - Product Manager	1999 to 2000
SEVEN ENTERTAINMENT LTD – National sales & marketing	1996 to 1999
WESTEL CALL PROCESSING LTD – Account Manager	1995 to 1996

COMMERCIAL PROPERTY 1987 to 1995

Started out in retail property management and leasing with Jones Lang Wootton, then Hillier Parker and spent the last 5 years in fully autonomous roles including Satterley Property Group. Worked in all facets of the property industry from sales and leasing to management and valuation.

BACKGROUND

Education: Curtin University of Technology, Western Australia
1991 **Bachelor of Business** with a Valuation major.
(Ex-Associate of the Australian Institute of Valuers and Land Economists)
Christ Church Grammar School (TAE 1981)

Leisure Interests: Tennis (member Nedlands Tennis Club)
Swimming (2009 Rottnest Channel Swim Team)
Committee member – Rottnest Channel Swim Association
Sailing