



# ASX ANNOUNCEMENT

25 November 2019

Market Announcement Officer  
Australian Securities Exchange Limited  
Level 4 Stock Exchange Centre  
20 Bridge Street  
SYDNEY NSW 2000

Dear Sir/Madam

## **Collection House announces change of CEO**

Collection House Limited (ASX: CLH) today announced that Managing Director and Chief Executive Officer (CEO) Anthony Rivas has tendered his resignation, effective from 24 November 2019.

Mr Rivas has been with the Company since 16 July 2016.

Collection House Chairman, Leigh Berkley, thanked Mr Rivas for his service to the Group. "We appreciate Anthony's contribution during his tenure with Collection House. He leaves us with a very strong Executive Team that is well placed to take the Company to its next stage of customer focused development, under new leadership."

As the outgoing CEO, Mr Rivas said: "I leave Collection House in a good position and I am proud of our achievements. I would like to thank the Board for their support at this time and wish Collection House great success in the future."

The Company has announced that Chief Financial Officer, Doug McAlpine will take on the role of CEO with immediate effect. Mr Berkley welcomed Mr McAlpine's appointment: "Doug has already made a strong contribution to the business, and I am sure that as CEO he will play a pivotal role in taking the company forward to providing even better outcomes for our people, our customers and clients, our shareholders, and the wider community."

### **Collection House Limited**

Level 12, 100 Skyring Terrace  
Newstead QLD 4006 Australia

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PO Box 2247  
Fortitude Valley BC QLD 4006



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Prior to joining Collection House as Chief Financial Officer in July 2019, Mr McAlpine was the Executive General Manager for Silver Chef Limited's lending operations in Australia and New Zealand. He has strong financial and commercial capability gained through a long career in senior roles across a variety of sectors. He has a people first approach, with relevant experience leading teams in the financial services community.

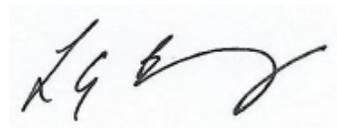
Mr McAlpine stated: "I'm delighted to be taking on this new challenge at Collection House and look forward to working with the Board and our exceptional Leadership Team to build on the important work that Anthony has already started. There is significant work to do, but with a focus on improving customer experience and creating a deeper level of engagement with our people, I am confident that we can become an even better business."

The Company will be undertaking a process to identify a suitably qualified replacement for Mr McAlpine in the CFO and Company Secretary roles.

ENDS

Yours faithfully

Collection House Limited

A handwritten signature in black ink, appearing to read 'L Berkley', is written over a light blue rectangular background.

Leigh Berkley, Chairman

*For more information please contact:*

Collection House Limited Investor Enquiries

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**Material terms of employment:**

The material terms of the Agreement between Doug McAlpine and Collection House Limited for the role of Chief Executive Officer are as follows:

Commencement date	25 November 2019
Term	3 years
Total Fixed Annual Remuneration	\$500,000 per annum, excluding superannuation guarantee contributions
Short Term Incentive	The maximum potential STI in respect of any year is 60% of Base Salary, gross inclusive of tax and any applicable superannuation contributions that Collection House Limited may be required to make. STI does not form part of the Agreement and is based on the achievement of KPIs annually set by the Board.
Long Term Incentive	To be separately documented in accordance with Collection House Limited's Performance Rights Plan to be agreed. LTI does not form part of the Agreement.
Notice period / termination entitlements	6 months by either party. Employment may be ended immediately in certain circumstances including misconduct. Collection House Limited may elect to make payment in lieu of any unserved notice period in its discretion.
Post-employment restraint	12 months

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