

## RESIGNATION AND APPOINTMENT OF MANAGING DIRECTOR

Spirit Telecom Limited ("Spirit" ASX:STI) wishes to advise its shareholders that after 15 years since co-founding Spirit Telecom, Mr Geoff Neate is resigning as Managing Director.

Whilst Mr Neate will step off the Board, he will stay on to consult in M&A activity and continue to work with the Chairman to look for attractive and accretive acquisitions.

The Board wish to acknowledge that since the inception of Spirit, Mr Neate has navigated the company from a simple telecommunications reseller to a carrier that has been heralded as one of Australia's fastest internet service providers. He has guided Spirit from a 2004 start up to publicly listing in June 2016. Since listing Spirit has continued to grow through a series of acquisitions and organic growth.

With the recent run of acquisitions, the conversion of \$5.6M of options and the \$8M CBA facility Mr Neate has positioned Spirit for a long-term growth opportunity.

Commenting on his decision Mr Neate said "It has been an enormous privilege to serve the shareholders that believed in Spirit over the past near 15 years. The company has transformed over the journey, but at our core has always been the will to build an impressive company. Taking Spirit to where it is today has meant that we have been able to provide a return to our shareholders and, more importantly, we have a significant platform to continue to grow."

Appointed to the role of Managing Director will be Mr Sol Lukatsky who, with fellow Executive Director Mark Dioguardi, will lead Spirit through its next growth chapter.

### **New Managing Director appointed – Mr Sol Lukatsky**

Mr Lukatsky joined Spirit in 2018, most recently he has held the role of Chief Sales & Marketing Officer as well as Executive Director (appointed to the board in June 2019). He has over 15 years' experience in senior leadership roles covering: M&A, capital market transactions, sales & marketing, digital and operations within blue chip organisations including: Dun & Bradstreet, Challenger and NAB. In addition, as CEO he has led two Private Equity backed companies in the online services and digital technology markets. This included, Global P&L responsibilities, +650 team members with offices across Australia, Asia and Europe.

Spirit Chairman James Joughin said: "I wish to acknowledge the hard work and leadership Geoff has provided Spirit over the past three years in the position of Managing Director. Over that time, he has developed, grown and diversified the business and provided shareholders with significant value since listing. Whilst we will miss him as Managing Director, the Board is delighted he will still make a valuable contribution to Spirit assisting with our M&A activities.

I am also happy the Board is to be able to make a seamless transition to Sol as the new Managing Director of Spirit. Since joining Spirit, Sol has been vital in the development and execution of our growth strategy both organically and across our M&A activities. The business continues to show very strong growth as evidenced in the H2/19 results. With a well funded balance sheet and new growth strategy, Spirit is very well positioned to take advantage of the demand for high speed data links and IT Services."

The Company has entered into a Consultancy Agreement with Mr Neate providing for a monthly fee of \$12,500 for a period of 12 months in relation to his services in assisting the Company with M&A activity. The Consultancy Agreement is subject to potential extension by mutual agreement.

A summary of the key terms of Mr Lukatsky's Managing Director Agreement is attached.

### **For further information, please contact**

James Joughin  
Chairman  
03 8554 1320

Sol Lukatsky  
Managing Director  
03 8554 1320

**Material terms of Sol Lukatsky's Managing Director Agreement:**

The material terms of the Managing Director Agreement between Sol Lukatsky and the Company are as follows:

Term	4 years
Fixed Remuneration	\$300,000 per annum (excluding superannuation)
Short-term incentive	Up to \$100,000 per annum
Long-term incentive	Mr Lukatsky is eligible to receive a long-term incentive of up to \$100,000 performance rights in accordance with the terms and conditions governing those LTI arrangements, subject to shareholder approval
Termination - Notice by Company	26 weeks
Termination - Notice by Executive	12 weeks

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