

# Board members

## The Board of Directors

To support our growth, we made some changes to the Board in 2008. In March 2008, Martin Bolland joined Capita as a Non-Executive Director and is now Senior Independent Director. He has already made an excellent contribution to the business.

At the end of September 2008, Peter Cawdron stepped down as Non-Executive Director, after serving 11 years on the Board. We thank him for his valuable contribution and wish him well.

In August 2008, Simon Pilling, who previously shared the role of Joint Chief Operating Officer with Paddy Doyle, took on this role exclusively and became Capita's Chief Operating Officer. Paddy Doyle decided to move to a part-time role and from 1 January 2009, he is working 2 days a week for Capita and remains an active Executive Board member.

Also in August 2008, Maggi Bell joined the Board as Business Development Director. She adds significant value to our Board as we continue to broaden and strengthen our Board's skills.

## Eric Walters

### Non-Executive Chairman, Age 64

Joined the Board in January 2001 and became Non-Executive Chairman with effect from 1 August 2006. Chair of the Nomination Committee and Member of the Remuneration Committee. He has held senior positions with Alchemy Partners LLP, Englefield Capital, Schroder Ventures, Grand Metropolitan plc and Lex Service plc.

## Paul Pindar

### Chief Executive, Age 49

Responsible for managing and developing Capita's operations to achieve the Group's strategic objectives. Joined the Group in 1987 from 3i, after advising Capita on its management buy-out. A chartered accountant since 1984, Paul is also Chair of the Great Ormond Street Hospital's Corporate Partnerships Board and Non-Executive Director of Debenhams Plc. Paul has overall responsibility for the Group's charitable and community approach.

## Gordon Hurst

### Group Finance Director, Age 47

Joined the Group in 1988 from Sun Microsystems Ltd. First appointed to the Board as Commercial Director in February 1995 and then as Group Finance Director in 1996. A chartered accountant since 1986, he is also Company Secretary. He has Board responsibility for the Group's overall corporate social responsibility policy and specific responsibility for our environment, health and safety approach and supplier relationships.



Paddy Doyle, Eric Walters



Simon Pilling, Gordon Hurst

**Simon Pilling****Chief Operating Officer, Age 46**

Joined the Board on 1 August 2006 serving as Joint Chief Operating Officer alongside Paddy Doyle until August 2008. He is now Chief Operating Officer with overall responsibility for the management of the Group's operations. Simon has a strong background in managing major programme developments. He joined Capita in 1999 from Sema (now Atos Origin) and, prior to joining the Board, held various senior management positions across the Group. He has Board responsibility for client service quality and for our employee and human resources policies.

**Maggi Bell****Business Development Director, Age 53**

Joined the Board on 1 August 2008. Moved to Capita in January 1999 from Manpower where she was UK Operations Director. She ran Capita's recruitment businesses until she was promoted to lead the Business Services Division in June 2001. In 2002, she moved to head the Corporate Services Division, which included responsibility for business development activity across the Group. Since January 2005, she has been head of the Group Sales & Marketing Division and continues to drive forward Capita's sales activity.

**Paddy Doyle****Executive Director, Age 58**

Joined the Group in 1992 and was appointed to the Board in 1994. His background is in IT and outsourcing, previously with Cap Gemini UK (formerly Hoskyns). As Group Operations Director he was responsible for the ongoing operational management of the Group's business units. From 1 August 2006 to the end of August 2008 he was Joint Chief Operating Officer alongside Simon Pilling. With effect from 1 January 2009 Paddy has moved to a part-time role, spending 2 days per week continuing with his client facing activities and remaining an active member of the Board.

**Martin Bolland****Senior Independent Director, Age 52**

Joined the Board on 1 March 2008. Chair of the Audit Committee and member of the Remuneration and Nomination Committees. Martin is a Chartered Accountant and is currently Chairman of QHotels, a privately owned UK hotel company. He previously held a number of positions including Chief Executive and Vice President Finance within Lonrho Hotels and was a founding partner of Alchemy Partners LLP. He was also Non-Executive Director at Jacques Vert plc from 2003 to 2004.

**Martina King****Non-Executive Director, Age 47**

Joined the Board on 1 January 2005. Chair of the Remuneration Committee and member of the Audit and Nomination Committees. Former Yahoo! Managing Director for Europe, and the first Managing Director of Yahoo! UK and Ireland. A Non-Executive Director of Johnston Press plc and IMD PLC. Martina is also Treasurer of the Marketing Group of Great Britain, a Trustee of Coram, a Trustee of the Ahoy Centre and a Governor at Woodbridge School.

**Bill Grimsey****Non-Executive Director, Age 57**

Joined the Board on 9 October 2006. Member of the Audit, Remuneration and Nomination Committees. Bill has held a number of senior positions across the retail sector over the past 20 years, including Chief Executive of The Big Food Group and Wickes Plc. Bill is currently Chief Executive of Focus DIY Limited. He does not hold any other Non-Executive positions.



Paul Pindar



Martin Bolland, Martina King



Bill Grimsey, Maggi Bell