



ISSUED CAPITAL
 Shares 369.4M
 Options 4.4M

**KPS CONTRACT
 CAPACITY**
 205MW

**HYDRO CONTRACT
 CAPACITY**
 6MW

14 May 2015

PACIFIC ENERGY APPOINTS NEW MANAGING DIRECTOR

Power generation company Pacific Energy Limited ('Pacific Energy') is pleased to announce it has appointed Mr James Cullen as Managing Director and Chief Executive Officer, effective 1 June 2015.

Mr Cullen has 20 years' experience leading ASX-listed companies in the mining services sector.

Most recently, Mr Cullen was CEO of ASX-listed Resource Equipment Limited for 6 years, where he led the acquisition of a number of businesses and organic growth to raise annual revenue from \$22M to a high of \$105M, and ensured the company retained a strong balance sheet to respond to difficult market conditions.

Previously, Mr Cullen was CEO of ASX-listed PCH Group for 14 years. During his tenure, Mr Cullen grew PCH through organic and acquisitive growth from a small earthmoving business with 16 employees to a diversified mining services business that was sold to Cape Plc for approximately \$250M in 2007.

Pacific Energy Chairman Cliff Lawrenson said the Board was delighted to announce the appointment of Mr Cullen as the company's new Managing Director.

"James is an experienced public company CEO who brings tremendous leadership credentials to the role and a proven ability to successfully grow businesses during the mining cycle," Mr Lawrenson said.

"The Board considers that James's skills and background will ensure Pacific Energy's existing operations continue to be advanced while also identifying opportunities to grow the company."

Mr Cullen said: "I am excited about leading Pacific Energy and look forward to working closely with the executive team and Board in implementing strategies that will enhance and grow the business from its strong platform."

Mr Cullen is a Chartered Accountant, holds a Bachelor of Commerce and a Graduate Diploma in Applied Finance, and is a Fellow of the Australian Institute of Company Directors.

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A summary of the material terms of Mr Cullen's Employment Agreement is set out below. The remuneration package was determined with reference to market data provided by executive search firm CT Partners.

Commencement date	1 June 2015			
Fixed Remuneration:	\$495,000 per annum inclusive of superannuation.			
Short-Term Incentive:	Annual cash bonus payment of up to 20% of Fixed Remuneration upon the achievement of Key Performance Indicators to be agreed with the Board.			
Long-Term Incentive:	Total of 5,000,000 options with the following terms:			
	No. options	Exercise Price	Vesting Date	Expiry Date
	1,000,000	55 cents	12 months after appointment	5 years after issue date
	2,000,000	60 cents	24 months after appointment	5 years after issue date
	2,000,000	65 cents	36 months after appointment	5 years after issue date
Termination:	<p>Either Pacific Energy or Mr Cullen may terminate his employment with 6 months' notice. Pacific Energy may pay a portion of the Fixed Remuneration in lieu of all or part of the notice period. Upon termination, Mr Cullen would also be entitled to any accrued statutory entitlements such as earned but untaken annual leave.</p> <p>Pacific Energy may terminate without notice for misconduct and other summary dismissal grounds.</p>			
Post-Employment Restraint:	Mr Cullen is restricted from competing with the Pacific Energy group and/or soliciting its customers and/or employees for up to 24 months following termination of his employment with Pacific Energy.			
Term	Indefinite term. On-going appointment.			

End

About Pacific Energy

Pacific Energy is an ASX listed (ASX: PEA) power generation project developer and owner.

Headquartered in Perth, Western Australia, Pacific Energy is focused on the development, ownership and maintenance of mine site and renewable energy power stations.

Kalgoorlie Power Systems, a wholly owned subsidiary of Pacific Energy Limited, is a leading provider of power generation infrastructure to the mining and resources sector in Australia. The business operates a build, own, maintain execution model with 205MW of contracted capacity at 19 mine site locations across Australia.

Pacific Energy Hydro, a wholly owned subsidiary of Pacific Energy Limited, owns and operates 6MW of hydro power generation capacity located approximately 70 kilometres east of Melbourne, Victoria. The company's hydro assets commenced operation in 1992 and comprise two separate power stations located at the Cardinia Reservoir and Blue Rock Dam.