



## tie ltd Non-Executive Director Performance Evaluation 2007

|  |  |                              |  |              |                        |
|--|--|------------------------------|--|--------------|------------------------|
| <b>Name of Non-Executive Director</b>      |  | <b>Name of Reviewer</b>      |  |              |                        |
| [REDACTED]                                 |  | Willie Gallagher             |  |              |                        |
| <b>Signature of Non-Executive Director</b> |  | <b>Signature of Reviewer</b> |  |              |                        |
|  |  |                              |  |              |                        |
| <b>Date:</b>                               |  | <b>Date:</b>                 |  |              |                        |
|  |  |                              |  |              |                        |
| <b>Performance Ratings 1- 6</b>            |  |                              |  |              |                        |
| 1 Outstanding                              |  | 2 Excellent                  | 3 Good   | 4 Acceptable | 5 Requires Improvement |
| 6 Unacceptable                             |  |                              |  |              |                        |
|  | <b>Key Issue</b>   |                              | <b>Observations/Comments</b>   |              | <b>Rating</b>          |
| 1  | How well prepared and informed are they for board meetings and is their attendance satisfactory??  |                              | Always well prepared and it is evident that the Board papers have been read and scrutinised.   |              | 3                      |
| 2  | Demonstrate a willingness to invest time and effort to understand the company and its business and a readiness to participate in events outside the boardroom? |                              | Has made excellent connections with tie Executive and provides invaluable support to the Executive Chair in providing an informed "sound board" for CEC discussions. |              | 3                      |
| 3  | What has been the quality and value of their contributions at board meetings?  |                              | Style is to be inquisitive, direct and yet helpful. Will always ensure a discussion has a valid conclusion.  |              | 3                      |
| 4  | What has been their contribution to development of strategy and to risk management?  |                              | These activities are at an early stage of maturity but there is a definite willingness to engage.  |              | 3                      |
| 5  | How successfully have they brought their knowledge and experience to bear in the consideration of strategy and execution?                                      |                              | Has extensive CEC and political contacts. In particular, has a good "antenna" for potential political time bombs which can then be defused.                          |              | 3                      |



|   | Key Issue  | Observations/Comments  | Rating |
|---|--|--|--------|
| 6   | How effectively have they probed to test assumptions and information?  | Best demonstrated via questions at Board meeting and follow-up meetings on specific issues of concern. | 3      |
| 7   | How effectively and proactively have they followed up their areas of concern?  | Diligent in ensuring closure of issues and actions   | 3      |
| 8   | How effective and successful are their relationships with fellow board members and senior management?  | Alan is an excellent Board Member and complements well the skill sets of his fellow Directors.         | 3      |
| 9   | How actively and successfully do they refresh their knowledge and skills and are they up to date with: <ul style="list-style-type: none"> <li>▪ latest developments in corporate governance</li> <li>▪ the industry and market conditions</li> </ul> | Training Courses are being arranged for members of the Board.  | 3      |
| <b>Key areas to be Developed</b> ( <i>Key areas to develop in role of non-executive director</i> )  |  |  |        |
| More of the same in 2008. I look forward to a similar positive contribution at the CEC Tram Committee.  |  |  |        |
| <b>Upward Feedback</b> <i>What ideas are there about how the Executive Chairman could improve their performance? What would be helpful to either board members? Give specific examples to illustrate.</i> |  |  |        |
| What does he/she do well? What should they continue doing?  |  |  |        |
| Meet on a more frequent basis?  |  |  |        |
| What does he/she need to improve on?  |  |  |        |
| Help!!!   |  |  |        |