

Senior Leadership Team

James Hardie co-ordinates its global operations through its Senior Leadership Team. Members are responsible for the key areas of fibre cement research and development, production, manufacturing, sales, human resources, investor relations, finance and legal.



Jamie Chilcoff



Mark Fisher



Grant Gustafson

US-based team members (in alphabetical order) are:

Jamie Chilcoff BBA, MBA

*Vice President – International Business
Age 41*

Jamie Chilcoff joined James Hardie in 1997 as a Senior Product Manager for Siding. He has held a variety of roles with the company in the United States, including Siding Product Development Manager – Marketing; Siding Product Manager; Exterior Marketing Manager; Southern Division Sales/Marketing Manager; and Vice President Sales/Marketing. In 2003, he was appointed General Manager of our Australian and New Zealand business and in August 2004, became Vice President – International. In July 2005, his role was expanded to include overseeing the US Marketing Group and the Repair & Remodel section of James Hardie.

Before joining James Hardie, Mr Chilcoff held various positions with CertainTeed Corporation, SC Johnson Wax, Formica Corporation and Armstrong World Industries. He has a Bachelor of Business Administration from Eastern Michigan University, USA and an MBA from Xavier University in Ohio, USA.

Mark Fisher BSc, MBA

*Vice President – Research and Development
Age 35*

Mark Fisher joined James Hardie in 1993 as a Production Engineer. Since then, he has worked for the company as Finishing Manager, Production Manager and Product Manager at various locations; Sales and Marketing Manager; and as General Manager of our Europe Fibre Cement business. Mr Fisher was appointed Vice President – Specialty Products in November 2004, then Vice President – Research and Development in December 2005.

Before joining James Hardie, Mr Fisher worked in engineering for Chevron Corporation. He has a Bachelor of Science in Mechanical Engineering and an MBA from the University of Southern California, USA.

Grant Gustafson BA, MBA

*Vice President – Interiors and Business Development
Age 43*

Grant Gustafson joined James Hardie as Vice President – Interiors and Business Development in April 2006. Before joining James Hardie, Mr Gustafson held various consulting and consulting management positions, including serving as Managing Director of Arthur D Little (Southeast Asia and Greater China) from 2000 to 2004, and as a Consultant with Bain & Company from 1986 to 1988. Mr Gustafson has also held senior management positions in the commercial building products sector, including serving as Vice President of Marketing for American Buildings Company from 2005 to 2006 and Director of Marketing with Varco-Pruden from 1988 to 1993. He was also Senior Vice President of investment firm Markmore Sdn Bhd of Malaysia from 2004 to 2005. He has lived and worked in the United States, Australia and Asia.

Mr Gustafson has a Bachelor of Arts from the University of California at Santa Barbara, USA and an MBA from the University of Chicago, USA.

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Dave Merkley

Dave Merkley BSc

*Executive Vice President –
Engineering and Process Development
Age 43*

Dave Merkley joined James Hardie in 1994 as Plant Manager of the Fontana fibre cement plant in California. His subsequent roles included Manager, Research and Development; Plant Manager, Plant City, Florida; Process Development Manager; and Operations Manager for James Hardie Building Products USA.

In 2002, he was made Executive Vice President Manufacturing and Engineering with global responsibility. In 2004, he became Executive Vice President Engineering and Process Development, responsible for further development of new flat sheets, pipes and trim technologies, new product engineering and plant design and construction.

Before joining James Hardie, Mr Merkley held various engineering positions in the civil construction industry. He has a Bachelor of Science in Construction from Arizona State University, USA.



Nigel Rigby

Nigel Rigby

*Vice President – Emerging Markets
Age 38*

Nigel Rigby joined James Hardie in 1998 as a Planning Manager for our New Zealand business. He has worked as Sales and Marketing Manager and Product Development Manager for the New Zealand business; Strategic Marketing Manager for our Australian business; and Business Development Manager and Vice President Exterior Sales - Emerging Markets for our US business. In November 2004, Mr Rigby was appointed Vice President - Emerging Markets.

Before joining James Hardie, Mr Rigby held various management positions at Fletcher Challenge, a New Zealand-based company involved in energy, pulp and paper, forestry and building materials.



Robert Russell

Robert Russell BSc, MBA

*Vice President – Established Markets
Age 40*

Robert Russell joined James Hardie in 1996 as a Production Engineer. Mr Russell's roles with the company have included Production Manager; Plant Manager; Interior Products & Retail Sales Manager; Vice President Marketing and Sales (James Hardie Gypsum); Business Development Manager; and Vice President Exterior Sales and Marketing - Established Markets. In November 2004, Mr Russell became Vice President - Established Markets.

Before joining James Hardie, Mr Russell held various engineering positions with USG Corp. He has a Bachelor of Science Degree in Industrial Engineering from the University of Arizona, USA and an MBA from the University of California Los Angeles, USA.



Cathy Wallace

Cathy Wallace BS

*Vice President – Global Human Resources
Age 49*

Cathy Wallace joined James Hardie as Vice President – Global Human resources in September 2005. She has over 20 years' experience in the fields of human resources, organisational development, customer service and quality management and has provided strategic leadership for the planning, implementation and measurement of these functions in the service, distribution and manufacturing industries.

Before joining James Hardie, Ms Wallace was Vice President, Human Resources and a member of the senior management team for The Home Depot Supply, responsible for aligning HR and organisational strategies. Her other roles have included Vice President, Human Resources and member of the senior management team for the publicly-traded US data storage company, ANACOMP, and Director, Human Resources and member of the international management team for Solar Turbines, a subsidiary of Caterpillar, Inc.

Ms Wallace has a Bachelor of Science Psychology, summa cum laude from Gordon College, Wenham, Massachusetts, USA, and has completed all course work for a Master of Science Industrial/Organisational Psychology from San Diego State University in California, USA.

Explanation of Senior Leadership Team members' degrees and abbreviations: ACA, Australian Chartered Accountant; BA, Bachelor of Arts; BBA, Bachelor of Business Administration; BBus, Bachelor of Business; BCom, Bachelor of Commerce; BSc, BS, Bachelor of Science; JD, Juris Doctor; MBA, Master of Business Administration; MSc, Master of Science.



Steve Ashe

Australian-based team members (in alphabetical order) are:

Steve Ashe BBus, ACA

*Vice President – Investor Relations
Age 46*

Steve Ashe joined James Hardie in January 2000 as Vice President Public Affairs and was appointed Vice President Investor Relations in October 2001, responsible for managing the company's relationships with the investment market.

Before joining James Hardie, Mr Ashe worked with PricewaterhouseCoopers and the former Coopers&Lybrand spending ten years specialising in accounting, taxation and business advice and six years on regulation and government matters.

He has a Bachelor of Business degree from the University of Technology Sydney and is a member of the Australian Institute of Chartered Accountants.



Peter W Baker

Peter W Baker BSc, MSc, MBA

*Executive Vice President Australia
Age 55*

Peter Baker joined James Hardie in October 2004 as General Manager External Affairs and was made Executive Vice President Australia in September 2005.

He has been involved in various aspects of the resolution of James Hardie's asbestos compensation matters and his current role includes managing James Hardie's corporate activities in Australia.

Mr Baker is an experienced corporate executive who has held a number of senior positions in Australian public and private companies, including the MIA Group, the Tenix Group and TNT Ltd. In a number of these senior roles he was responsible for formulating corporate strategy, new market expansions in Australia and overseas and mergers and acquisitions.

He has a Bachelor of Science with first class honours from the University of Leicester, UK; a Master of Science in Operational Research with distinction from the London School of Economics, UK; and an MBA from the University of Chicago, USA.