

The Kensington Friendly Collecting Society Limited
Trading as Tees Mutual

Committee of Management Biographies
for the Year Ended 31 December 2018

Mark Brooks BSC (Hons) - Chair and Chair of Finance & Investment Committee and Nomination Committee

Mark was elected on to the Committee of Management at the 2005 annual general meeting and was Chair from September 2009 serving until September 2013, when he took on a compliance role for the Society. Mark re-joined the Committee of Management in 2015 and served as Senior Independent Director from January 2016 to January 2018. He was re-appointed as Chair in September 2017 and has served on all the Society Committees. He currently also chairs the Finance & Investment Committee and the Nomination Committee and serves on the Remuneration & Assessment Committee.

Mark lives in Middlesbrough with his wife and children and works in the chemical industry on Teesside, which he has been involved in for more than 25 years.

Jamie Brown BSc - Vice Chair, Chair of Audit & Risk Committee

Jamie was elected to the Committee of Management in June 2011, he is currently Chair of the Audit & Risk Committee. He also serves on the Nomination Committee and the Remuneration & Assessment Committee. Jamie was elected Vice-Chair in 2016.

After obtaining a degree in Geology from Manchester University, Jamie was employed as a geologist in oil exploration before re-training and qualifying as a solicitor in 2002. He is now a partner in a firm of business lawyers based in the Tees Valley, specialising in commercial property transactions and agricultural law.

Jamie is also a Board Director of the Nicholas Postgate Catholic Academy Trust which oversees the running of 25 local schools.

Philip Carey BA (Dip PFS) - Chief Executive

Philip has been employed by the Society since 1987. He started work with the Society as a clerk, then as a Society Representative, becoming Sales Manager in 1992. He was appointed Chief Executive in June 2004 and elected on to the Committee of Management in 2006. Philip also serves on the Finance & Investment Committee and the Nomination Committee. Philip served on the Financial Conduct Authority's Small Business Practitioner Panel from September 2015 to October 2016 and is currently chair of the Consumer Credit Association.

Christine Scott - Senior Independent Director

Christine was elected on to the Committee of Management in June 2011 and serves on the Finance & Investment Committee, the Remuneration & Assessment Committee and the Nomination Committee, having previously also served on the Audit & Risk Committee. Christine was appointed Senior Independent Director in January 2018. Christine worked in local government finance for over 20 years, including five years as Deputy Chief Finance Officer responsible for the proper administration of the local authority's financial affairs. During her time in local government she also worked as an accountant, holding corporate and strategic planning roles at senior management level and, developing medium-term financial and service delivery plans.

Gary Ferguson

Gary was elected to the Committee of Management in June 2012 and also serves on the Finance & Investment Committee and the Remuneration & Assessment Committee. Gary lives in Middlesbrough. He left the local steel industry in 1985 to work in financial services as an agent with the Prudential based in its Middlesbrough office. He left the Prudential in 1991 to become an Independent Financial Adviser (IFA) and formed a partnership with several local IFA's. In 1992 he left the partnership to start his own business and since then has been based in the offices of a firm of local accountants as a general IFA dealing with pensions, investments, life assurance and mortgages.

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Committee of Management Biographies
for the Year Ended 31 December 2018 (continued)

Brian Douglass BA(Hons) FCCA - Company Secretary

Brian joined the Society as Company Secretary in May 2012 and was elected on to the Committee of Management in June 2012. He is currently the Compliance Officer of the Society and also serves on the Audit & Risk Committee and the Finance & Investment Committee. After graduating from Teesside University in 1988 with a degree in Business Studies he trained as an accountant, qualifying in 1996. Brian worked in the accountancy profession on Teesside for 22 years and was latterly a partner in a local firm of accountants. Before joining the Society Brian worked within the Finance Department of a local professional sports club.

Debra Barker CeMap

Debra joined the Committee of Management in 2014 and also serves on the Audit & Risk Committee and the Remuneration & Assessment Committee. Debra brings a vast knowledge and experience of the financial services industry to the Society, having worked in this environment for over 25 years. She spent 21 years with Lloyds Banking Group in a number of roles, managing risk and compliance along with business development and sales across branches in the North East. She has experience of working within a regulated industry and has also worked in HR and was a business partner to a senior manager of the business.

Gillian Dobson BA(Hons), ACA DChA

Gillian is a Chartered Accountant with a diploma in Charity Accounting. She is Director of Finance for Mental Health Matters, having previously worked as Finance Director of Tees Valley Leisure, Head of Finance and Governance for the Learning and Skills Council Tees Valley and Chief Accountant of Teesside Training and Enterprise Council. Gillian is formerly a trustee of Unite Limited, a mediation and restorative practice charity based in Middlesbrough, and a governor and audit committee member of Prior Pursglove College, in Guisborough.

Gillian also serves on the Remuneration & Assessment Committee and the Audit & Risk Committee.

Andrew Douthwaite BSc

Andrew joined the Committee of Management in November 2016 and also serves on the Audit & Risk Committee and the Finance & Investment Committee. After obtaining a degree in Software Engineering from Leeds Metropolitan University, Andrew was employed in security centric application and web developer positions as well as roles within the telecommunications industry, before moving into advanced networking and cyber security at his current company, where he is now Chief Technology Officer.

Dominic Gardner BA(Hons) ACA

Dominic lives in Middlesbrough with his wife and four children and has been Managing Director of Sunderland based road repair specialist Velocity UK Ltd since 2013, having previously held the posts of Financial Controller and Finance Director at Velocity. Dominic holds a degree in Modern History and Politics from the University of Liverpool and qualified as a Chartered Accountant in 2005 whilst working for a small accountancy practice.

Dominic serves on the Audit & Risk Committee and the Remuneration & Assessment Committee.