



McR

Connect

Alumni newsletter

Issue one
December 2016

Welcome

From our Chairman of Partners



Welcome to the inaugural edition of McRConnect.

McRConnect is a key part of our refreshed alumni program and is designed to engage and reignite connections with former colleagues of McR who at one time played a key role in establishing the firm we are today.

I had the pleasure of welcoming many of you back to McCullough Robertson at our cocktail event in October, and it was tremendous to see so many familiar faces and be reminded of so many fond memories.

As we celebrate our 90th year, we stand close to 400 people with 51 partners. Almost a quarter of our people have been with us for more than 10 years which, given the competitive landscape, is a terrific result. Although we continue to evolve with changing market conditions and business landscapes, our values and culture have remained constant. We are generous with our time, committed to the success of our clients, and we are down to earth. I hope that you will see this reflected in the pages that follow.

In this, our first issue of McRConnect we endeavour to 'catch you up' with all things McR. We've included photographs of our refurbished offices and an overview of our Community Partnership Program, of which we are very proud. Importantly I have the pleasure of introducing you to one of our Partners in the Brisbane office, Louise Horrocks. Louise is our alumni champion and I encourage you to get to know her through her regular column on Page 3.

This publication, however, is very much yours. Each issue will feature members of our alumni, as we relay stories of their time with McR and their pursuits thereafter. I encourage you to connect with us and share your story.

For now, I wish you and your family a safe and happy festive season and look forward to seeing you at future events.

All the best,

Dominic McGann



Season's Greetings

From all of us at McCullough Robertson, we wish you and your family a happy and safe festive season

Brisbane | Sydney | Melbourne | Newcastle

www.mccullough.com.au

Lawyers **McCullough
Robertson**

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They say everything comes full circle. In this issue we feature a Q&A with Peter Williams who left and returned to us, with a swag of stories to tell.

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Be social with @McRlaw

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From Louise

Our alumni champion



Welcome! I'm excited to take the helm of our re-launched alumni program, now known as McRConnect. Through this program, I hope to provide you with rich opportunities to engage with former colleagues and friends.

This will include dedicated alumni events in addition to this newsletter, which will be distributed three times throughout the year. Of course, having been part of McR, you will know we host many education, training and thought leadership-style events at our offices and welcome your attendance. We will keep you informed about these opportunities via email and in each issue of McRConnect.

Through our program, we want you to benefit personally and professionally so I ask that you keep us on track by telling us what's working and what's not. To reiterate Dom's point, our first issue of McRConnect aims to get you up to speed with what's been happening at McR. In future issues, we want this newsletter to be about you and what appeals to you, in your personal and professional life so please don't hesitate to get in touch with me.

"In future issues, we want this newsletter to be about you and what appeals to you, in your personal and professional life..."

I hope you enjoy the first issue of McRConnect. Long-lasting friendships and meaningful connections with past colleagues goes to the heart of our program. To that end in each issue we will endeavour to tell your stories, in your words. This issue we were thrilled to catch up with Michelle Vilaysack and Jayde Falvo, both members of the McR family who are enjoying new and exciting endeavours.

For those of you who were unable to join us for our inaugural cocktail party in October we have included some great snaps from the night. The smiling faces capture what was a wonderful evening with old friends. I hope we will be joined by many more as word of our reinvigorated program begins to spread.

For now, as we approach the end of another year, I wish you and your families a safe and happy festive season and look forward to meeting with many more of you in the New Year.

About Louise

Louise started at McR in 2007 as a commercial lawyer in the Commercial and Tax group and was promoted to partner effective July 2016. Louise is a strong advocate for flexible working arrangements and successfully balances her time working for some of the world's largest mining and resource companies with raising her one-year-old twins. In her spare time Louise enjoys training at her local CrossFit gym and getting out to try new restaurants and cafes around Brisbane.

Diary dates 2017

In-house Counsel CLE Series

This event for in-house lawyers focuses on the use of technology in legal practice, the risks and benefits, and how to ensure these are effectively managed.

Sessions will include:

- Ethics: Managing professional and ethical obligations in the digital age

- Practice management and business skills: The effective use of technology in legal practice
- Professional skills: How to maintain a personal connection in online relationships

3 CPD POINTS

This series will be held across four cities – Brisbane, Sydney, Paramatta and Newcastle – commencing early in the New Year. Further information will be made available on our website shortly.

9-10
Feb

Local Government In-house Counsel Forum

[Click here for more information](#)

McCullough Robertson, Brisbane
12.00pm - 5.30pm Thursday
8.00am - 3.30pm Friday

Are you an in-house lawyer working in local government?

Join specialist partners and staff for this 1 ½ day event on a variety of topics including governance and probity, ethics and fraud prevention, native title and cultural heritage responsibilities, planning and environment, contracts and insurance.

10 CPD POINTS

Just like old times

On 28 October we welcomed 100 members of the McR family, past and present, for a cocktail party at our Brisbane office. We enjoyed some great food, a tour of our refurbished workspace and much laughter and reminiscing, sparked by the volumes of photo albums on display.

For your reference we have displayed the names of current staff members in bold.



(L-R) **Stuart Gregory**, Kerry Prior (former Chairman) and Roger Short



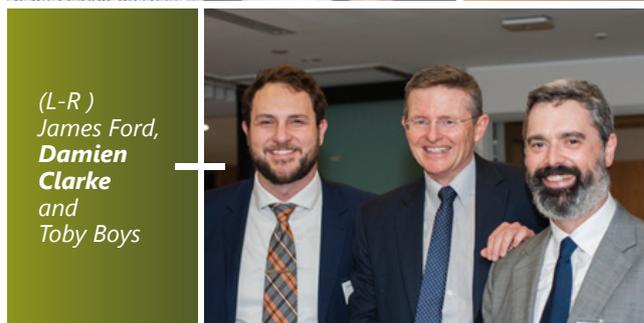
(L-R) John Muir, Chairman of Partners **Dominic McGann** and Justice David Searles



(L-R) Helen Lake and Peter Vilaysack



(L-R) Lyn Kesby, Leigh Boyce and Kathy Banfield



(L-R) James Ford, **Damien Clarke** and Toby Boys



(L-R) **Stuart Gregory**, Lisa Nicholson, Julie Withey, Justice David Searles, **Guy Humble**, **Camille Pascoe**, **Damien Clarke**, Pauline Graham, Denise Brown, John Woodward and Lyn Kesby



(L-R) Kylie Burchardt, Lyn Kesby and **Linda Mavity**



(L-R) John Middleton, Peter Vilaysack and **Hayden Bentley**



(L-R) Julie Withey, Monica Rylands and Michelle Vilaysack



(L-R) Susan Clewley, Tina Graham, Tina Steele, **Helen Czapla** and **Linda O'Leary**



(L-R) Helen Bock and Daryl Hamley

(L-R) David Whitman, Susie Mogridge and John Woodward



(L-R) Lisa Nicholson, **Helen Czapla**, **Camille Pascoe**, Helen Lake, John Woodward, Pauline Graham, Jan Neish, Denise Brown, Gayle Townsend, Leigh Boyce, Sandra Carkeet, Lyn Kesby and Helen Bock

Refurbishments promote collaboration and innovation

McR has embraced a true mobile working style with our newly refurbished offices in Brisbane, Sydney and Newcastle. Our new, open-plan layout has been well received by staff, who enjoy new 'sit or stand' desks and combined computer and phone technology which allows them to connect from anywhere inside or outside the office. Our functional 'breakout' zones are a big hit, giving staff the opportunity to collaborate in a fun and less formal setting.



Brisbane's new reception area provides better visual access to the river. Internal stairs now provide a functional connection across all four floors.

Brisbane

Central Plaza Two,
66 Eagle Street

Size	5,664 sqm
Levels	4
Completion	June 2015
Features	Gym, showers on each floor, in-house café, kids room



Named via a staff competition our Bar & Bench (affectionately referred to as the B&B) provides a great gathering spot for both our people and our clients.



The Kids Room in our Brisbane office is designed for those unplanned occasions when juggling gets the better of us. Coupled with our nanny service, the room provides a great zone with lots of laughter and entertainment. The Kids Room is set up with a desk inside (and one immediately outside) to enable parents to work in close proximity to their children.



Sydney

MLC Building,
19 Martin Place

Size 1,800 sqm

Levels 1.5

Completion September 2015



Sydney staff can enjoy their 'HQ' – a relaxed setting for eating, social events and informal meetings.

Newcastle

Level 2, 16 Telford Street

We have secured a new space within the offices of our client Peabody. Our office features a separate, secured open plan design with dedicated meeting rooms and conferencing facilities. The office accommodation is modern yet retains the former wool store character of the 'Earp Gillam Bond Store'.



We welcome Brad McCosker as our new CEO



This month we had the pleasure of welcoming back to the firm former partner Brad McCosker, in the newly created role of Chief Executive Officer. Brad will drive the firm's strategic priorities and provide a robust platform to ensure our continued competitiveness and profitable growth in a dynamic market.

Brad started with the firm as a partner in 1994. During his 20 year tenure he held various leadership positions, including on the Executive Committee, and advised clients in construction, engineering, mining and infrastructure both in Australia and internationally. Since his departure in 2014 he has remained

connected to the firm as a member of our alumni program and as an adviser to many clients including working closely with our local government industry group.

Brad will drive our leadership programs including partner performance, strengthen partner and staff engagement and champion future leadership initiatives. As part of this broader strategy the focus of the Executive Committee will transition to become more strategic and future orientated. We are certainly very excited to have Brad back at the firm.



by Damien Clarke, Partner



Energy and resources: What keeps our lawyers powering?

While the way our clients create power has changed, our energy for this diverse industry has always been at peak.

As anyone who has seen our Projects lawyers in their RM Williams boots will know, natural resources and energy has long been a key industry capability for McR. We have one of the biggest practices in eastern Australia, nationally even, and we play at every level of the chain or 'pit to port' as we sometimes say. It's this adaptability that's enabled us to grow and prosper as a practice in the 'post boom' era.

Improving productivity to increase volumes and reduce costs is a challenge faced by many of our clients in operation. Technology continues to play a key role, allowing organisations to automate processes, streamline operations and achieve greater visibility, control and collaboration. In this climate our technology, telecommunications and intellectual property advisers are becoming key players in an industry which continues to experience disruption.

Additionally, with the demand for a diverse energy mix finally reaching Australia we are seeing a shift into the renewables sector with many of our clients exploring opportunities for solar, hydro, wind and geothermal energy projects.

This year we have worked with FRV on the development of its solar farms and the rejuvenation of the abandoned Kidston Gold Mine by Genex to provide electricity to the northern Australian electricity market. Importantly this project will be the first in the world to use two disused mines for hydroelectric power.

During the year we also acted in two of the most significant mining transactions in the country – New Hope's purchase of 40% of Rio Tinto's interest in Bengalla and Stanmore's acquisition of Isaac Plains. In time these may be seen as bellwether deals which called the bottom of the market.

In September we welcomed former Queensland Resources Council (QRC) Chief Executive Michael Roche to an advisory role with the resources group. Michael will begin with us in February 2017 and we very much look forward to tapping into his expertise as a true leader in the field.

We were delighted a few months ago to be one of only four firms nominated at the Australian Law Awards for Energy and Resources Law Firm of the Year. This award reflects not only the technical industry knowledge of our lawyers but also the standing of the firm in the resources community.

About Damien Clarke

Damien started at McR in 1987 and was promoted to partner in 1995. He is the Business Unit Leader of Projects and Commercial and specialises in corporate and taxation law with a focus on the mining and resources sector. He acts for public and private clients in unregulated mergers and acquisitions, resources law, taxation, stamp duty, capital gains tax, foreign investment regulations, and business structuring. Damien is known for having designed and implemented many of the more sophisticated structures for asset development and ownership within the resources industry and his team is recognised as 'a prominent feature of Queensland's resources sector' in the Asia Pacific Legal 500.

Thought leadership

An evolving M&A landscape has seen junior and mid-tier energy and resources companies engage in bespoke transaction structures and alternative funding and security arrangements. Check out our six part **Energy and Resources M&A Transaction Guide**, providing valuable hints and tips on navigating modern day M&A transactions.

Topics include:

- inhibitors for M&A transactions involving joint venture arrangements
- what's hot in M&A deal structuring for energy and resources transactions
- managing potential deal killers - liabilities, risks and the impact of the chain of responsibility.



Community



At McR we have a strong community focus and recognise that it's not always about business. In 2009 we established the McCullough Robertson Foundation to support and formalise our engagement with our community partners. Today we work closely with more than 180 community partners, organisations and charities across a range of areas.

Reconciliation Action Plan launch

In May this year we formalised our longstanding commitment to achieving meaningful reconciliation with Australia's First Peoples with the launch of our 2016-17 Reconciliation Action Plan. Our RAP sets measurable targets for us to achieve and will help focus our efforts as we lay strong foundations for our future commitment to fostering Indigenous relationships, respect and opportunities. We believe that education is the key to closing the gap faced by Aboriginal and Torres Strait Islander Peoples and are proud of the work we have done to help Indigenous children broaden their horizons through education, employment and personal development experiences. This will remain a major focus of our reconciliation strategy and will encourage our partners and staff to participate in activities that acknowledge and promote the unique contribution of Indigenous Australians.

During NAIDOC Week, we were delighted to bring our offices together to celebrate the many histories, cultures and achievements of Australia's First Peoples. Inspired by this year's NAIDOC Week theme 'Songlines: a narrative of Australia', the interactive event featured live dance performances from the Aboriginal and Islander Independent Community School and the Aboriginal Centre for the Performing Arts. Staff also had the privilege of sharing traditional stories and art that carry significant spiritual and cultural connection to knowledge, customs and ceremony of many Aboriginal nations and Torres Strait Islander language groups.



Christmas giving tree

Most recently, in the lead up to Christmas, staff and partners across our offices came together to spread some much-needed Christmas cheer among some of the most vulnerable children and families in our community. Our office Christmas trees were festooned with more than 300 beautifully wrapped gifts for our community partners Working Against Violence Support Service (WAVSS), Anglicare, Barnados and Variety – the children's charity.



Suited to Success

In October we embarked on a clothing drive to donate more than 330 items of pre-loved corporate wear to help men and women from all walks of life gain meaningful, lasting employment. As part of our long-term partnership with Suited to Success, we collected suits, dresses, business shirts and blouses, knitwear, belts, ties, shoes and handbags, many of which had hardly been worn.



Amazing careers

Michelle Vilaysack is a busy bee

Started at McR...

in 2003 in WP team.

Left McR...

in 2007 to become a beekeeper.

From law to beekeeping, Michelle Vilaysack (nee Thomas) enjoys her new role working outdoors. Michelle and her father run Apiaries 8 in the Brisbane suburb of Tarragindi. They sell 100% pure Australian natural raw honey, creamed raw honey, beeswax candles, beeswax and honey products. Each of her five honey varieties are named after the areas in which they are harvested such as Toohey Forest, Bundamba and Gympie.

Michelle also sells honeycomb that you can chew like bubble gum until the honey explodes in your mouth!

She said it also works as a fancy addition to cheese platters, matching lighter honey with subtle cheese and darker honey with stronger cheeses. Her honey is stocked at various gourmet delis around Brisbane but she hopes to open her own honey shop on the north side of Brisbane in the New Year.

During Michelle's time at McR she worked in our busy WP team in Business and Revenue, which is where she met her now husband, Peter, who is now a Senior Manager in Private Client Services at Ernst & Young. Peter was a Senior Associate in our Business and Revenue Group from 2005 to 2014.

While not outside working with the bees, Michelle develops marketing materials for her business, manages her Facebook page and online store, personally jars and packages the honey and wrangles her two small children, Thomas (6) and Jade (3).

Sweet deal for McR!

Until 31 December 2016, McR staff and alumni are entitled to 10% off all honey products at Apiaries 8. Michelle is also kindly offering free delivery for all orders shipping to the Brisbane office at 66 Eagle Street.

Visit the **Apiaries 8 website** and enter the promo code **MACULROB10** at the checkout.



Secondments open doors for Jayde Falvo



Started at McR...

in the graduate program in 2009 with Brittany Parker and Jason de Lacy.

Left McR...

in 2012 for his current role as legal counsel at Stanwell Corporation.

"The partners at McR are not just legally adept, they have a clear understanding of the commercial implications of legal advice."

It was never his plan to work in-house, but so far Jayde Falvo hasn't followed a conventional career path.

As a graduate, Jayde worked with Kristen Podagiel and Damien Clarke in Commercial and Tax before moving to Infrastructure, Energy and Government to work with former partner, Darren White. Two years later, in 2011, Jayde was given the opportunity to complete a five month secondment with QGC working on the QCLNG Project. During this time Jayde was approached by Stanwell and accepted a role as legal counsel in the procurement team following the State Generator Restructure to standardise processes and manage procurement and legal matters within the newly formed entity.

At Stanwell Jayde is the first point of contact for a number of key business groups which involves managing a large portfolio of matters relating to supply, procurement and major capital projects. He also works with Michael O'Rourke, another member of our alumni family.

Michael, currently Chief Financial Office at Stanwell, worked at McR from 1995 to 1998 as a lawyer predominantly in the corporate team.

Jayde still catches up with McR staff and, since leaving, has attended two McR weddings! He has fond memories of his time at McR, particularly his time hosting our construction law conferences in Yeppoon and the knowledge and confidence he gained as part of the team. In particular Jayde paid tribute to McR partners; citing their ability to provide legal advice in a commercial context.

Jayde's advice to those starting out in law? Don't expect things to come on a silver platter and recognise that the hard work begins after your study.

Jayde will spend the festive season with family and friends including time at time at Mooloolaba with his wife Irena and daughter Isabella, aged 2.

Welcome back

Peter Williams



"McR was instrumental in helping me secure my role at CMS Cameron McKenna and supported me with an 'open door' policy for my return."

Started at McR...

in the graduate program in 2008.

Left McR...

to work as a commercial lawyer at Thiess (18 months) and as a Senior Associate at CMS Cameron McKenna in London (2 years).

Returned to McR...

in 2015 as a Senior Associate in Commercial and Tax.

You started with McR as a graduate?

Yes, I started with Emma Murray who is in the Commercial team also. It's nice being the last of our graduate cohort and still working together. My master at my graduate admission was Di Lohrisch, who I started with in Corporate. Whilst in Corporate I did some work with Peter Gill (another well-known alumnus) for Mackay Sugar and he convinced Damien Clarke and Kristen Podagiel to take me on in Commercial and Tax.

Tell us about Thiess.

It was good exposure in terms of learning the commercial side of business. I got to stand at the bottom of a mine and travel the country, visiting mines in Queensland, Perth, New South Wales and South Australia.

You then worked and lived in London for two years?

Yes, like many people I wanted to see a bit of the world. McR was instrumental in helping me secure my role at CMS Cameron McKenna and supported me with an 'open door' policy for my return.

How does a UK firm compare to an Australian firm?

The transactions are much faster and the culture is very much 'work hard, play hard'. Australian firms (and Australians in general) seem to be more conservative, which was something I didn't appreciate until I travelled.

Where did you travel while you were overseas?

London was a great base for weekend travel. We visited France, Spain, Italy, Russia, Poland, Hungary, Serbia and Scotland. I spent my 30th birthday in Bordeaux, visited relatives in Sweden and spent a Christmas skiing the French Alps with my family, which was a highlight. On our way home we travelled through South America, visiting Peru, Bolivia, Chile, Argentina and Brazil with the highlight being a five day hike in Patagonia.



Then you returned to McR!

Yes, I had always maintained contact with the McR team and knew I would return one day. Kristen and Emma had a cake delivered to London for my 30th birthday. The cake featured a photo of me in a Ninja Turtle costume and a helium balloon of a horse. This is an inside joke for those in Commercial and Tax – my UK workmates thought that was all very strange!

Did you miss Australia?

Yes, I missed our weather and outdoor lifestyle. I wanted to ride my bike again and escape London's pub culture!

You currently divide your time equally between resources and non-resources work. What do you enjoy about your role?

I try to differentiate my practice within the team by focussing on cross-border

transactional work in other industries, in particular in the software and technology sphere. I have completed acquisitions of six software developers or re-sellers this year for a number of different clients and have now been appointed as company secretary for MSL Solutions Limited in the lead up to their IPO which I am working on with Reece Walker and his team in the Corporate Group. In terms of resources, since returning to McR I have also worked closely with Kristen Podagiel in developing a growing relationship with Mitsubishi, which continues to go from strength to strength.

You said you were a keen bike rider?

Yes, I train and race 5-6 days per week. The longest race I did this year was the Grafton to Inverell Classic which is 228km, including the climb over the Gibraltar range! I also ride Brisbane River loops each Friday morning as part of McR's social bike riding group (the McRollers). Look out for us rollin' round the river.

Where do you see yourself in five years?

Still working at McR, building a practice and contributing to the firm's growth. I'd like to keep riding my bike, travel, get in some more skiing and enjoy life.

Keen to join the McRollers for social rides? Email pwilliams@mccullough.com.au



Refer a friend

We are always on the lookout for talented individuals to join us and invite you to refer friends to job opportunities at McCullough Robertson. You will find our current opportunities on our **careers page**.

Be social



with @McRlaw

Find us on **LinkedIn**, **Twitter** and **Facebook** to stay across our latest news, industry updates, thought leadership, events and career opportunities. Plus you can interact with us, join forums, ask questions and share your feedback.

McCullough Robertson @MCRlaw · Oct 26
 Proud to support RiverPitch ESIC 2016. Inspiring afternoon listening to five high calibre pitches from early stage start ups
 ⤴️ Chris Tiley, Steve Baxter, River City Labs and Morgans



McCullough Robertson added 14 new photos to the album: Property Industry Foundation's National Hard Hat Campaign — at **McCullough Robertson**.
 Published by Sam Small (?) · October 14 · 🌐

Last night our Planning, Property and Finance group hosted guests from St George, Cardno, Mitchell Brandtman and Ellivo Architects for a building challenge in support of the Property Industry Foundation's National Hard Hat Campaign, with money raised from the night being donated to PIF to assist with youth homelessness in Queensland.

Guests were divided into teams and tasked with construction challenges using the ultimate building block – lego!

The competition was fierce with members stealing lego pieces from opponents, judges being bribed and the sledging was hilarious – a great time was had by all!



McCullough Robertson
 Published by Samantha Ryalls (?) · October 24 at 2:06pm · 🌐

Proud to support Yalari Limited which gives Indigenous children from remote communities the opportunity to study at Australia's leading boarding schools. Friday's Yalari Brisbane Dinner 2016 was a fabulous event sharing in the journeys of the students and especially exciting as our sponsored student (who we have supported for the last 5 years) graduates from Year 12 this year.



McCullough Robertson shared Women Lawyers Association of Queensland Inc.'s [photo](#).
 Published by Samantha Ryalls (?) · October 26 at 7:41pm · 🌐

We are very proud of Tegun Middleton - finalist Emergent Women Lawyer of the Year Women Lawyers Association of Queensland Inc.



Women Lawyers Association of Queensland Inc. at **Hilton Hotel Brisbane City**.
 October 25 at 8:36pm · Brisbane · 🌐

Tegun Middleton of McCullough Robertson, Emergent Woman Lawyer of the Year finalist



McCullough Robertson

2w

Our home may be girt by sea but foreign bribery risks extend much further – we consider the applicable domestic criminal offences for overseas bribery, and the consequences of being involved.



Collared Australian criminal and civil consequences for bribery committed overseas
mrcollared.blogspot.com.au

Stay connected

We've made it easy for you to communicate with us because we want to hear about your life, career and progress since leaving the firm.

Email us at

alumni@mccullough.com.au

Join us on LinkedIn

Stay connected with former colleagues and friends via our **alumni group on LinkedIn**

Register or update your details

Visit the **alumni registration page** on our website or email alumni@mccullough.com.au

McRConnect is an online digital publication produced by McCullough Robertson's Marketing and Business Development team. If you have any questions about McR Connect, email alumni@mccullough.com.au.

Opinions expressed in this newsletter may not reflect those of McCullough Robertson. Information contained within this edition of McRConnect was correct at the time of publication and is subject to change. This newsletter covers legal and technical issues in a general way and is intended for information purposes. Further advice should be obtained before taking action on any issue dealt with in this newsletter.

