



**HENRY DAVIS YORK**  
LAWYERS

# Initial Investigation Report

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**PRIVATE & CONFIDENTIAL**

**6 February 2013**

## Report

### 1 Introduction and background

- 1.1 This report concerns the conduct of a senior RailCorp employee, Joe Camilleri, who throughout 2012 borrowed \$413,570 from 38 of his RailCorp colleagues and 1 contractor.
- 1.2 Mr Camilleri's substantive position is General Manager MC&C. Since late 2011 he has been working in the RailCorp reform team. At times Mr Camilleri also acts in the position of Group General Manager Maintenance. He is a long serving RailCorp employee, having about 37 years' service. I understand Mr Camilleri has an unblemished history.
- 1.3 Mr Gavin Campbell, Director Maintenance, first became aware of this matter in June 2012 when 2 employees approached him separately to inform him that Mr Camilleri had approached them requesting loans, which both had agreed to provide.
- 1.4 Mr Campbell spoke to Mr Camilleri on 26 June 2012, and directed him not to approach any other RailCorp employees asking for money. Mr Camilleri apologised and agreed.
- 1.5 Despite this, Mr Camilleri continued to approach staff requesting loans, and in August another employee raised this issue with Mr Campbell. Mr Campbell again spoke to Mr Camilleri who again agreed he would not request any further loans from his colleagues.
- 1.6 On 22 October an employee informed Mr Campbell that Mr Camilleri had requested a loan from a staff member who reports to her. Mr Campbell met with Mr Camilleri, who explained his behaviour in a letter dated 8 November 2012. Mr Camilleri also provided a list of the 38 RailCorp employees from whom he had borrowed money and the amounts (Appendix 1).

### 2 HDY's role

- 2.1 HDY was engaged in November 2012 to conduct an initial investigation and establish:
- (a) Whether Mr Camilleri's conduct could substantiate disciplinary action;
  - (b) Whether Mr Camilleri's conduct could impact on his ability to properly exercise his functions; and
  - (c) Whether Mr Camilleri's conduct, and the circumstances giving rise to it, have impacted on his ability to perform his duties, or the ability of the employees he approached to perform their duties.
- 2.2 As part of HDY's investigation of this matter, I considered:
- (a) The reason for Mr Camilleri requesting the loans, as far as this could be established;

HENRY DAVIS YORK

- (b) When Mr Camilleri made the requests;
- (c) Whether Mr Camilleri approached direct subordinates;
- (d) Whether Mr Camilleri pressured any of the employees to agree to the loans;
- (e) What arrangements were made at the time of the loan to repay it, and what arrangements have been made since; and
- (f) The impact, if any, of the loan requests and whether or not a loan was provided, on Mr Camilleri's work performance, and the work performance of the employees he approached.

### 3 Investigation

3.1 HDY initially interviewed Mr Camilleri on 30 November 2012. A follow up interview took place on 11 January 2013.

3.2 HDY also interviewed 3 RailCorp employees who lent money to Mr Camilleri:

- (a) Tanya Johnston, interviewed on 7 December 2012;
- (b) John Minchin, interviewed on 11 December 2012; and
- (c) Theo Vayayis, interviewed on 13 December 2012.

### 3.3 Reason for borrowing the money

Mr Camilleri told us that he borrowed the money from his colleagues to assist in funding his daughter's legal case involving fraud, which has been going on for 5 or 6 years. He first exhausted his personal funds and that of his family and friends outside of work, before he approached his work colleagues. He had also been advancing his pay for some time. He said he didn't know the full details of his daughter's case.

Ms Johnston, Mr Minchin and Mr Vayayis all similarly described Mr Camilleri explaining to them that he needed to borrow money as he was supporting his daughter sort out legal issues involving identify theft. To some people he added that ASIO was involved, and he needed to pay a lot of money in legal fees to try to avoid his daughter going to gaol. He expanded to Ms Johnston that his daughter had fallen in with a bad crowd who had stolen her ID, set up bank accounts and gone on a spending spree including purchasing international property. Mr Minchin asked for some proof, but Mr Camilleri said he couldn't provide any. The lenders described Mr Camilleri's story as somewhat confusing and unclear.

Mr Woods requested that Mr Camilleri provide a letter from his daughter's solicitors confirming that his daughter had received the funds, and what they were used for. Initially Mr Camilleri said that his daughter's solicitors were reluctant to provide any confirmation, and saw this issue as a matter between Mr Camilleri and his employer.

At HDY's 11 January 2013 interview Mr Camilleri told us that his daughter's solicitor had prepared "something brief", but was currently on leave. He agreed to provide us with a copy of this letter when the solicitor returned from leave. To date I have

HENRY DAVIS YORK

not received it, even though Mr Camilleri told us on 1 February that he expected he could provide it to us early this week.

### 3.4 Process for requesting loans

Mr Camilleri said he approached people at RailCorp that he knew and considered friends. However, the range of people he asked is broad and in fact are workplace colleagues with whom he had had contact over various lengths of time. He briefly explained his daughter's legal issue, and said that he needed to borrow some money to get their funds back. He then asked if they could help him. He always asked for a loan of a specific amount of money, which is the amount he said he needed at the time. The amounts varied.

Mr Camilleri said he made it clear to the people he approached that it was a personal issue, and had nothing to do with work or his or their positions. He also asked the people he approached to keep it confidential, as he didn't want other people to know about his situation. Ms Johnston, Mr Minchin and Mr Vayayis all described Mr Camilleri approaching them in a similar way.

At times Mr Camilleri would receive a phone call from his daughter and would need to get some money that same day. He acknowledged that the people he approached would have recognised that he was desperate and upset.

Mr Camilleri made a distinction between people he considered asking beforehand, and people he approached spontaneously when he happened to encounter them when he needed money. His categorisation is in Appendix 2. For example, Mr Camilleri said the first time he asked Peter McGregor for a loan, he just happened to bump into him at lunchtime and spontaneously asked him. For other people, such as Rob Mason, Mr Camilleri considered asking him before approaching him. Mr Camilleri made multiple requests for loans from some people (see Appendix 2).

The loans were either provided in cash to Mr Camilleri, or the lender deposited cash directly into his daughter's account. Sometimes Mr Camilleri waited outside the bank while a lender withdrew cash. None of the loans were by bank transfer as Mr Camilleri always said the money was required immediately and a transfer would take too long.

Mr Camilleri also approached another 17 people at RailCorp who declined to loan him money. A list of these people is at Appendix 3.

### 3.5 Arrangements for repayment

Mr Camilleri told most people that the loan "wouldn't be for too long" or "should only be for a few weeks", with the worst case scenario being that he would repay them "towards December/ Christmas time". Where he couldn't repay people in the time frame he initially told them, Mr Camilleri said he spoke to them again, and apologised.

Mr Camilleri has repaid a number of the smaller amounts and said that he is using his salary, his daughter's salary and her husband's salary to pay people back.

In his 8 November 2012 letter to Mr Campbell, and his initial interview with HDY, Mr Camilleri said he was expecting his daughter would receive a settlement pay out on or before 17 December 2012, which would allow him to repay all the money he

HENRY DAVIS YORK

has borrowed. This payout did not eventuate, though some more have been repaid, and the payment was then expected on 7 January 2013. The payment was not received by this date either.

During his interview with HDY on 11 January 2013 Mr Camilleri said the money has been deposited into his daughter's account, but that they were waiting for his daughter's solicitor to return from leave to "see what the holdup is".

On 1 February 2013 Mr Camilleri told us that his daughter received part of the settlement on 31 January 2013, which is enough to repay all the people from RailCorp from whom he has borrowed money. Mr Camilleri told us his daughter still needs to "sign some papers" so he isn't "100%" that the money is available. As at the time of writing this report I have received no confirmation that the loans have been repaid.

Mr Camilleri also had an alternative plan to repay his loans if the settlement did not come through. This involves arranging for a reverse mortgage on his parents' house, reducing his superannuation contributions (which I understand he has done), selling his house, redirecting his mortgage repayments to repay the loans, and using excess money from the sale of his house to pay back his colleagues. This is outlined in his letter to Mr Campbell of 8 November 2012. This alternate plan has not been activated.

### 3.6 When the requests were made

Mr Camilleri provided us with what he described as his "best recollection" of when he received loans, as he says he did not keep a record of this. Mr Camilleri says he kept a hand written note of who had loaned him money and the amount. The paper eventually disintegrated so he rewrote the list. He told us he didn't keep a spread sheet, although Ms Johnston told us that he told her that he had. (See table at Appendix 2 for dates).

There were differences in the dates Mr Camilleri told us he received loans from Ms Johnston, Mr Minchin and Mr Vayayis, and the dates they told us they provided the loans:

- (a) Mr Vayayis stated he lent \$2000 to Mr Camilleri in the first or second week of July 2012, while Mr Camilleri was acting as Group General Manager and Mr Vayayis was acting as General Manager of Renewals. Mr Camilleri told us that he received the loan from Mr Vayayis in June 2012.
- (b) Mr Minchin told us he lent \$5000 on 25 June 2012. Mr Camilleri said the loan was in in May.
- (c) Ms Johnston stated that she lent Mr Camilleri \$6000 in the first week of August, or 9 August 2012. Mr Camilleri reported he received a \$6000 loan from Ms Johnston in June 2012.

### 3.7 Requests to subordinates

Mr Camilleri requested loans from numerous employees who were his subordinates in the reform team, his subordinates in his normal position, and potentially his subordinates after the restructure. It is likely that this had some influence over those people agreeing to loans, and caused some employees to be concerned that there could be adverse consequences if they declined to provide a loan.

HENRY DAVIS YORK

We spoke to 2 lenders, Mr Minchin and Mr Vayayis, who Mr Camilleri approached while he was acting as Group General Manager and their boss. Although Mr Camilleri told both men that they shouldn't feel obligated to provide the loan, and didn't imply that if they didn't help him there would be consequences at work, Mr Vayayis told us that this did influence his decision to provide the loan, along with his knowledge that after the restructure Mr Camilleri could potentially be his line manager. Mr Minchin also mentioned another employee, Peter Kemp, a level 4 manager seconded to the reform team, who declined to loan Mr Camilleri money, and now "wonders whether this will affect his chances of applying for jobs later on".

### 3.8 Requests to Contractors

Mr Camilleri initially told us he didn't request loans from any contractors to RailCorp. During our interviews with lenders we were told that Mr Camilleri had approached a contractor named Andy Taylor. When I asked Mr Camilleri directly about Andy Taylor he acknowledged that he had received a \$1000 loan from him, and had repaid it. Mr Camilleri apologised for not mentioning Mr Taylor earlier, and said he had forgotten about it. Mr Camilleri said he hasn't approached any other contractors. Mr Taylor's name does not appear in Mr Camilleri's 8 November list.

### 3.9 Reaction of people Mr Camilleri approached

All three lenders we spoke to reported feeling uncomfortable with Mr Camilleri requesting a loan from them. Mr Vayayis stated that he felt worried when he saw Mr Camilleri in the corridor. Mr Minchin described his relationship with Mr Camilleri following the loan as "a bit tense", "pretty ordinary" and "strained" and stated that he doesn't trust Mr Camilleri. Ms Johnston reported feeling "very put upon" when Mr Camilleri requested a loan from her.

### 3.10 Directions by Mr Campbell

Mr Campbell twice directed Mr Camilleri to refrain from requesting loans from RailCorp employees. On 26 June 2012 Mr Campbell said to Mr Camilleri, "Do not approach any other RailCorp employees asking for money". Mr Camilleri responded by apologising and saying he was embarrassed and didn't realise that the matter would come to Mr Campbell, "that it was over" and he "would bring it to an end right now".

Another employee approached Mr Campbell in August, and informed him that Mr Camilleri was requesting loans. Mr Campbell again met with Mr Camilleri, and verbally directed him to stop asking RailCorp employees for loans. Mr Camilleri again apologised, and agreed he would not approach anyone else.

Neither direction was in writing; however Mr Camilleri acknowledges the direction given by Mr Campbell, though he claims it was in late August.

Despite these directions, Mr Camilleri continued to approach RailCorp employees requesting loans. The list of dates Mr Camilleri provided in his 8 November list indicates that he disregarded both directions from Mr Campbell.

## 4 Consideration

### 4.1 Mr Camilleri has breached part 12 of RailCorp's Code of Conduct, regarding conflict of interest.

HENRY DAVIS YORK

In requesting and accepting loans from colleagues, Mr Camilleri has created a situation where he has a conflict of interest. While there is no suggestion that Mr Camilleri has treated people who provided him with loans more favourably, or treated those who didn't adversely, our interviews with lenders indicates that there is a perception that agreeing or declining to loan money could impact on someone's career at RailCorp.

Mr Camilleri has also received a loan from a contractor to RailCorp, Andy Taylor, creating at least the perception that a conflict of interest might exist.

- 4.2 Mr Camilleri did not overtly pressure colleagues or associates of RailCorp to provide him with loans, and he saw his requests as a personal issue outside of his work relationship with the people he approached. Regardless of this, he should have been aware that his position as a senior manager at RailCorp in itself could exert pressure on other employees, particularly subordinates, to agree to provide loans.

Mr Camilleri's behaviour has made some of the people he approached feel uncomfortable. All three lenders reported feeling very uncomfortable with Mr Camilleri's request, and described it as having a negative impact on their relationship with him.

- 4.3 Mr Camilleri twice disregarded Mr Campbell's direction to stop approaching staff for loans. There is no doubt that Mr Campbell's directions were lawful. Mr Camilleri's behaviour in deliberately not complying with Mr Campbell's lawful directions is a breach of his duty as an employee and breaches several aspects of the general duty of acceptable behaviour and responsibilities outlined in part 2 of the RailCorp Code of Conduct. This includes the requirements that employees carry out lawful directions from managers/ supervisors to the best of their ability, and that managers and supervisors lead by example, and promote the highest standards of professional conduct.

- 4.4 Mr Camilleri's behaviour is also likely to have a detrimental impact on his reputation and relationship with colleagues in the future. Some staff feel concerned that Mr Camilleri may be biased in favour of employees who provided him with loans, or against those who didn't. Staff members who Mr Camilleri approached also reported feeling uncomfortable around Mr Camilleri, and that they didn't trust him. How RailCorp responds to this issue will also impact how staff perceive their work environment, the fairness of the disciplinary process, the type of behaviour that is appropriate at work, and the support provided by the organisation.

## 5 Conclusion

- 5.1 In a number of cases Mr Camilleri identified events occurring on about a particular date that is different to dates provided by others with whom we spoke. When I first spoke to Mr Camilleri he claimed that he did know anything substantial about his daughter's case. Yet when we spoke to the 3 employees he approached it was clear that they he gave them much more detail. When I pressed him on the story as told to us by others he confirmed that he was aware of those matters, but claimed little else.

Mr Camilleri was generally open about events and it is not clear that he was deliberately lying about the dates of various events. The pressure that he felt during the times when he borrowed the money, as confirmed by those interviewed, may

HENRY DAVIS YORK

have resulted in some vagueness. However, in my view he was not as truthful and forthcoming as he could have been and was telling his story to place him in the best possible outlook.

- 5.2 In responding to Mr Camilleri's conduct I recommend that RailCorp consider disciplining Mr Camilleri, and introducing measures to address concerns that he may have a conflict of interest.
- 5.3 In my view, Mr Camilleri's behaviour does not warrant summary dismissal. Determining what type of action should be taken will depend on the extent to which RailCorp perceives that Mr Camilleri's conduct has damaged RailCorp's ability to maintain trust and confidence in him. If RailCorp comes to the opinion that it no longer has sufficient trust and confidence in Mr Camilleri's ability to perform his senior management role, then it may be necessary to consider options such as transferring Mr Camilleri to another position or dismissal on notice in accordance with his contract, which I assume will include the 8 month payment.
- 5.4 If Mr Camilleri stays in his substantive position, or is transferred to another position, it is still appropriate for him to be counselled and disciplined regarding this matter. Mr Camilleri has breached RailCorp's code of conduct, made staff members feel uncomfortable and disregarded lawful directions. It is open to RailCorp after informing Mr Camilleri of its findings in respect of his conduct to, at a minimum, in writing:
- (a) Confirm to Mr Camilleri that his behaviour was inappropriate and made staff members feel uncomfortable;
  - (b) Direct Mr Camilleri not to ever approach any employee, contractor or supplier to borrow money; and
  - (c) Formally warn Mr Camilleri that he must follow all lawful directions in the future, and if he does not, more serious disciplinary action, including dismissal may follow.
- 5.5 To address conflict issues, we suggest that arrangements are made so that Mr Camilleri is either not involved at all in promotion selection or performance reviews of people he requested loans from (whether those people agreed to loan him money or not), or if he is involved, ensuring another person is part of both of these processes along with Mr Camilleri. The aim of this is to address concerns that whether or not a person agreed to loan Mr Camilleri money could influence his decisions regarding their career progression or performance appraisal. How viable it is for RailCorp to accommodate these measures may determine whether Mr Camilleri is able to return to his substantive position of GM MC&C.

A similar issue arises in respect of the performance management or promotion selection of Mr Camilleri. Those who have lent money or who have declined should either not take part in these activities or if on a selection panel declare it to the other members of the panel. Similarly in a performance management a third person should be involved.

Given the current reform the management of these issues are most likely to arise in the context of Sydney Trains. In my view the same approach should be adopted. The current recruitment is in reality being done by RailCorp on behalf of Sydney



HENRY DAVIS YORK

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Trains. Future performance management will involve many of the same people and the issues will be seen to have traversed entities.

If this approach is adopted Mr Camilleri will have to be informed of what will occur.

If RailCorp determines that due to the nature of the GM MC&C position, it is not feasible to introduce the measures outlined above, then RailCorp could consider alternative positions Mr Camilleri could be suitable for.

- 5.6 Should you decide to proceed on the basis of this report without further investigation it will be necessary to apply your discipline policy. As no formal allegations have been put and no disciplinary interview has been held you can inform Mr Camilleri that you consider that the information to date, setting it out in summary form, demonstrates a specified breach or breaches and before deciding that it has occurred and considering a penalty ask him to put any further material for you to consider. Following a response you can proceed to outlining your proposed response.



Anthony Woods  
Partner

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6 February 2013

Appendix 1

Joe Camilleri

8 November 2012

To Gavin Campbell,

**RE: Current Personal Financial Situation – Joe Camilleri**

Over the past 5 years I have been supporting my daughter financially with reference to a personal Legal issue. After seeking Legal advice on the matter, unfortunately I am unable to supply any details of the case at this stage, as this was a closed court case and releasing any documentation may compromise her position. On a more positive note she has been notified by the appropriate authorities that a settlement payout is due on or before the 17<sup>th</sup> of December 2012, which will cover all our loans and expenses. You may recall I tabled a copy at our Tuesday meeting for you and John Cairns to review.

After 37 years of loyal and dedicated service I have for the first time found that I needed support from both the organisation and fellow work colleagues. As you are aware I have requested on several occasions over the past year to bring my pay forward and cash out my leave and I have borrowed money from my fellow RailCorp colleagues, (please see attached list as requested). I have approached these people on a strictly personal level and explained my personal situation at the time as honestly and upfront as possible. When I borrowed the money I explained that if all went well I would pay them back in a short period of time, worst case scenario being by December 2012.

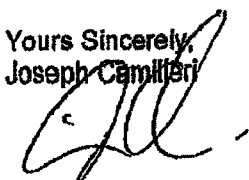
Unfortunately, not all has gone well and I needed to continue finding funds due to ongoing solicitor's fees, penalties and bank fees which appear to be never ending. If for some reason we are unable to obtain the funds on the 17<sup>th</sup> of December 2012, my plan is to continue to use my salary, arrange for a reverse mortgage on my parents house to assist paying back my colleagues at work. My parents have agreed to support me with a reverse mortgage on their house.

Also, I intend to reduce the amount I contribute to Superannuation to free up additional money to pay back all those involved. Also, if required, I will put my house up for sale and redirect the mortgage payments to assist in paying off my debts. In addition, there should be excess money from the sale of the house which I will also use to assist paying back my colleagues.

With reference to regaining credibility within the organisation I will sit down with each individual involved and sign-off an agreed pay back schedule and stick by it. Also you have advised me that a few of my colleagues with whom I approached on a strictly personal level for assistance have raised concerns and I would like to have the opportunity to apologise for any problems I may have caused them. Also I would again like to apologise to you for being dragged into an issue I considered strictly personnel between myself and the concerned work colleagues.

With reference to the list attached, it is my understanding you require this list so you have a better appreciation of the number of people and money involved to ensure that I pay each person back.

Yours Sincerely,  
Joseph Camilleri



Without prejudice and for the purpose of information only

8 November 2012

Gavin,

As requested on Tuesday by you, please find below the list of work colleagues who voluntarily helped me in my personal financial situations and the amount of money left to pay back each person. Also please find below a list of work colleagues we have been paid back in full.

• Rob Mason	\$10,000.00
• Gary Pedersen	\$8,000.00
• Tony Eid	\$5,000.00
• John McErlane	\$8,000.00
• Surish	\$3,000.00
• Neil Hunt	\$3,000.00
• Ken Prestwidge	\$1,500.00
• Phil McColl	\$2,000.00
• Theo Vayayis	\$2,000.00
• Mark McCarthy	\$4,000.00
• Pierre Rochecouste	\$9,000.00
• Paul Bugiea	\$5,000.00
• Reg Graham	\$6,000.00
• Nigel Howiet	\$8,000.00
• Ray Owies	\$32,000.00
• Mick Neville	\$21,000.00
• Ray Furfaro	\$5,000.00
• Glen Jobson	\$3,000.00
• Dave Spiteri	\$40,000.00
• Glen McGinley	\$51,500.00
• Terry Koukides	\$11,500.00
• John Lattela	\$11,000.00
• Fred Meskers	\$5,000.00
• Bill Mair	\$23,000.00
• Barry Lovatt	\$56,000.00
• Peter McGregor	\$37,370.00
• Alan McCracken	\$7,000.00
• Mike Hogan	\$2,000.00
• Greg McDonald	\$2,000.00
• Johnny Morrison	\$2,500.00
• Ralph Seaford	\$6,000.00

\$ 389,000

Paid In Full

• Tanya Johnstone	\$6,000.00
• John Minchin	\$5,000.00
• Joe Stella	\$3,000.00
• Louise Tosottee	\$1,200.00
• Chris Rowe	\$3,000.00
• Mandar Marathe	\$3,000.00
• Narelle Tolley	\$3,000.00

24

413

Without prejudice and for the purpose of information only

HENRY DAVIS YORK

**Appendix 2**

<b>Considered asking before approaching</b>	<b>Considered or spontaneous approach</b>	<b>Month loan received</b>	<b>Single/ Multiple loans</b>
Rob Mason	Considered	July/August	Single
Gary Pedersen	Considered	July	Single
Tony Eid	Considered	June	Single
John McErlane	"kind of offered"	August	Single
Surish	Considered	October	Single
Neil Hunt	Considered	May/July	Single
Ken Prestwidge	Spontaneous	May	Single
Phil McColl	Considered	June	Single
Theo Vayayis	Spontaneous	June	Single
Mark McCarthy	Considered	May	Single
Pierre Rochecouste	Considered	June/July	Multiple
Paul Bugiea	Spontaneous	March	Single
Reg Graham	Considered	April & July	Multiple
Nigel Howlett	Spontaneous	June	Single
Ray Oweiss	Initially spontaneous, and then considered	October	Multiple
Mick Neville	Considered	July/August	Multiple
Ray Furfaro	Considered	March	Single
Glen Jobson	Spontaneous	July	
Dave Spiteri	Considered	March to June	Multiple
Glen McGinley	Considered	May to August	Multiple
Terry Koukides	Spontaneous	July	Multiple
John Lattela	Considered	July	Multiple
Fred Meskers	Considered	August	Single
Bill Mair	Considered	August	Multiple
Barry Lovett	Considered	August	Multiple
Peter McGregor	Spontaneous (initially)	August/September	Multiple
Alan McCrackan	Considered	October	Multiple
Mike Hogan	Spontaneous	June	Single
Greg McDonald	Spontaneous	May	Single
Johnny Morrison	Considered	July	Single

HENRY DAVIS YORK

Considered asking before approaching	Considered or spontaneous approach	Month loan received	Single/ Multiple loans
Ralph Seaford	Spontaneous	August/September	Multiple
Tanya Johnston	Spontaneous	June	Single
John Minchin	Considered	May	Single
Joe Stella	Spontaneous	May	Single
Louise Tosotfeo	Spontaneous	May	Single
Chris Rowe	Considered	May	Single
Mandar Marathe	Spontaneous	May	Single
Narelle Tolley	Spontaneous	May	Single
Andy Taylor			Single

HENRY DAVIS YORK

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### Appendix 3

**RailCorp employees Mr Camilleri approached who declined to lend him money**

Phil Pearce  
Doug Higgins  
Ian Hill  
Stephen Scott  
Peter Kemp  
Jaz Tumber  
Louise Hart  
David Filippetto  
Paul Cassar  
Steve Caines  
Vic Shean  
John Gilaing  
John Langron  
Frank McCormack  
Jamie McDonald  
Bill Cowan