

Revised after meeting  
on 5/9

INTER-COMPANY TRANSFERS

SUMMARY OF CANDIDATES UNDER CONSIDERATION: SEPTEMBER 1990

<u>NAME</u>	<u>AGE IN 1990</u>	<u>JOB TITLE</u>	<u>DATE AVAILABLE</u>	<u>TYPE OF POSITION REQUIRED</u>	<u>PROGRESS TO DATE</u>
<u>BATCO</u>					
Lorenz Zimmermann	38	Leaf expert	1990	Requires Blending/Product Development and Knowledge in a company with all types of tobacco and all international brands; therefore only B&W for six months secondment	Short-term programme (6-9 months) available in B & W and under discussion
Brigitte Nimate	36	Junior Controller Manager	1990	Junior Finance Management within BATUK&E dealing with Far East or other export markets; has French and basic Chinese	Opportunity with BATCO (BATUK&E) under discussion
Siegfried Stenske	36	Team leader in key account management	1991	- Key account tasks in head office and in the field force - Work at head office connected with management of field force in a sophisticated market	No opportunity identified
Jorn Steppke	31	Product Manager	End '91	Line Marketing position, involving brand management	Inasco agreed to consider further
Grahn Rainer	40	Senior Marketing Manager	1992/3	Exposure to Marketing and Sales management; Mkt. Dir. (including Sales) in medium size company	BATCO agreed to consider, no opportunity identified at present

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Per Knaut	36	Head of Technical Department in a factory	1992/3	Factory Manager in a small to medium size company	BATCo agreed to consider. If just identified will notify by Sept. '91 to allow sufficient time to plan replacement and language training
Horst Buelck	37	Head of Controlling	End 1992/3	Finance Director BATCo	Meeting with BATCo to be arranged Nov '90
Jurgen Pick	30	Management Trainee - Marketing (Degree in Economics, Univ. of Essen)	1993	Preparation for taking over junior management jobs in marketing/sales	S. Cruz opportunity under discussion
Erdmann Sigrid	28	Assistant to Personnel Manager	1993/4	Programme Manager Cheewood	<i>C. Huley to follow up</i>
<u>BATCo</u>					
Francisco Arenales	27	SD Manager, Guatemala, Grade 9	1991	Further production management experience, S. Cruz	S. Cruz opportunity under discussion
Alan Davy	27	Engineer I, Tech. Servs, Grade 9	)1991 )		S. Cruz have offered opportunity from 1/91
David Smith	26	Engineer I, Tech. Servs, Grade 9	)1991	Junior Production management position for at least one of this this group	S. Cruz have offered opportunity from 1/92
Anthony Robinson	27	Engineer I, Tech. Servs, Grade 9	)1991	Possibly later than the others	BATCo and B & W have also expressed an interest in one of this group.

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Stephen Abery	30	Marketing Support, Project Manager, BATUK&E, Grade 13	1993	Further Marketing post, B & W	
Rolf Provan	26	Brank Manager, Chile, Grade 10 (from August 1990)	1993	More senior marketing experience, B & W or BATCF (speaks basic German)	
Dan Delen		Sales and Mark Executive, Guatemala Grade 8	1994	Further Marketing post.	
<u>B &amp; W</u>					
Gary Nicholson	34	Manager Primary Quality (Macon), Grade 11	Now	Priority candidate for position as no.2 in manufacturing facility	BATCo agreed to consider and possibility of "swap" to be discussed further
Roger Black	33	Senior Leaf Blender 1, Grade 10	1990	Leaf Mgr. in middle size company (e.g. Singapore, H.Kong or Europe)	Opportunities in Imasco and BATCo (Pakistan) under discussion
Sara Jenkins	33	Senior Auditor, Grade 9	1990	Broader Finance experience. Head of Audit in small company	May replace Nimata in BATCF; to discuss further
Suzanne Zolper	37	Senior Brand Manager	1990/1	Broader experience	Under discussion with BATCo for current vacancy in H.Kong
Doug Brown	40	Controller - International	1990/1	Head of Finance in BATCo subsidiary	BATCo to consider, no opportunity at present
Mark Bisette	34	Leaf Supervisor, Grade 10	1991	Broaden knowledge	Opportunity in S. Cruz under discussion

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Tim O'Brien	38	Sales Department Manager (Chicago), Grade 12	1991	Exposure to sales and marketing methods on an international basis	BATCo to discuss with BATUK&E
Dan Snyder	35	Manager Plant Engineering and Construction, Grade 13	1991	Management position in manufacturing	No opportunity identified at present
Leon Reed	36	Processing Manager - Leaf (Wilson), Grade 11	1992	No. 2 in manufacturing facility	BATCo to consider although no opportunity identified at present
Bob Grimes	37	Brand Manager, Grade 12	1992	Marketing Manager	One may replace Steppke in BATCF; to be
Rick Stevens	39	Brand Manager, Grade 12	1992	Marketing Manager	discussed further
Ed Gelson	25	Senior Marketing Research Analyst, Grade 9	1992/3	Brand Management	S. Cruz opportunity under discussion
Mike Divan	33	Sales Department Manager (Dallas), Grade 12	1993	Exposure to international sales and marketing	BATCo to discuss with BATUK&E
Michael Walter	32	International Manager Budget and Forecasting, Grade 10	1993	Broader line or staff financial role	B & W to confirm when available, BATCF agreed to consider
Michael Evans	33	Supervisor International Systems, Grade 9	1993	Broader Finance or Sales Systems role	Opportunity with S. Cruz under discussion

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<u>Soza Cruz</u>					
Juarez Campos Junior	28	Sales Branch Mgr. (Sao Paulo branch)	Now	Priority candidate as no.1 Marketing in overseas company (BATCo)	BATCo agreed to consider but no current opportunity exists
Claudio Correia	33	Cigarette Export Manager	1991	Requires experience in international brands	Opportunity with BATCF to be discussed further
Gerson Cardoso	38	Leaf Export Area Manager	1991	Management position in smaller producing/processing/exporting co.	BATCo agreed to consider if suitable vacancy arises
Ralph Frank	36	Special Projects Engineer	1991/2	No.1 Production post	BATCo agreed to discuss further and anticipates identifying a suitable post, possibly in C. America
Luiz Freitas	39	Finance Director - Polypropylene Film, Polo	)1992		
Luiz Heeren	34	Finance Adv. Manager	)1993	Move to Finance in H.Q. of BATCo or BAT Ind. for one of this group	
Luiz Conde	39	Sales Project/Distribution Mgr.	)1993		
Rogério Marin	24	Sales Supervisor	1993	Further development in Marketing/Sales	
Anderson Teixeira	26	District Sales Manager	1993	Further development in Marketing/Sales	
Andrew Gray	25	District Sales Manager	1994	Further development in Marketing/Sales	

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TRANSFERS AGREED/TAKEN PLACE SINCE NOVEMBER 1989

<u>Name</u>	<u>Date</u>	<u>From</u>	<u>To</u>
1. D. Yellowlees	1.90	Marketing, BATCo	Business Development Manager, B & W
2. H. Einsenstadter	1.90	Marketing, Souza Cruz	Marketing Planning Manager, Indonesia, BATCo
3. M. Novoa	5.90	Production, Nicaragua	Engineer Macon, B & W (one year)
4. G. Garrett	6.90	Sales, B & W	Brand Manager, Souza Cruz (two years)
5. R. Duda	7.90	Sales, BATCF	Sales, B & W (3 months then review)
6. P. Richardson	4.90	Marketing, BATCo	Marketing (W. Africa), B & W (2 years minimum)
7. P. Payne	3.90	Leaf, BATCo	Leaf, B & W (6-9 months)
8. S. Osborne	6.90	Marketing, B & W	Marketing, BATCo (BATUK&E) (2 years)
9. O. Wilcke	10.90	Marketing, BATCF	Marketing, BATCo, Belgium (2 years)
10. P. Godby	11.90	Legal, BATCo	Legal, B & W (2 years)

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