



## RNS Announcements 2012

**Press Release**

**18 December 2012**

### **Personal Group Holdings plc**

("Personal Group", the "Company" or "Group")

### **Board Changes**

### **Long Term Incentive Plan Implemented**

#### **Board Changes**

Personal Group Holdings plc (AIM:PGH), a leading provider of employee benefits and financial services, is pleased to announce the appointment (subject to FSA approval) of Mike Dugdale (aged 51) to the Board as Chief Financial Officer, with effect from 2 January 2013.

Mike has considerable experience across a variety of sectors, in particular healthcare and financial services. Having begun his career at Ernst & Whinney in 1983, Mike became International Finance Director of Reebok International Limited in 1994, and in his roles as Group Financial Controller and subsequently Finance Director at Bupa for eight years, Mike successfully negotiated major contracts, implemented a corporate pricing model that achieved an over 50% increase in profitability, and improved overall operational performance. Most recently, Mike was Finance Director of Virgin Care Limited, where he was responsible for all financial and information management of this rapidly growing business.

Mark Scanlon, Chief Executive of Personal Group, commented: "We are delighted to welcome Mike to the Board; his experience and drive will prove invaluable to the Group and we look forward to working alongside him."

John Barber, Finance Director, continues as a Board Member and Company Secretary, with Mike having overall financial responsibility for the Group.



The Board also announces that Christopher Johnston, Non-Executive Director, will retire from the Board with effect from 18 December 2012.

Christopher Johnston commented: "Having sold a portion of my holding in the Company and still holding a substantial shareholding in Personal Group, I am excited about the future for the business under the leadership of the new and very capable management team and the opportunities that lie ahead for the Company."

Chris Curling, Chairman of Personal Group, commented "The Board would like to thank Christopher for his tireless efforts since founding the Group in 1984. His contribution to Personal Group has been outstanding and we look forward to further developing the business, with Christopher as a significant shareholder."

### **Long Term Incentive Plan Implemented**

The Company is also pleased to announce that it has implemented a Long Term Incentive Plan ("LTIP") which has been established to reward directors and certain other senior employees in a way that aligns the interests of LTIP participants with the interests of shareholders as well as with the Group's long-term strategic plan.

Awards granted under the LTIP are conditional rights to receive either shares or (at the discretion of the Remuneration Committee) an equivalent cash payment determined by reference to increases in the market capitalisation value of the Company as at certain vesting dates, by comparison with that value as at (in most cases) the individual's commencement of employment. No consideration will be paid for the grant of any awards.

Awards are measured over a five year period and are subject to continued employment with the Company. Awards will normally vest on a sliding scale between years 2 and 5. The maximum aggregate value of all awards to all participants under the LTIP is 10 per cent. of the increase in market capitalisation value of the Company during the period of the LTIP.

On 17 December 2012, Mark Scanlon, Chief Executive Officer, was granted an award under the LTIP. Mark will be entitled to 5 per cent. of the increase in market capitalisation value of

the Company, subject to the terms of the LTIP. In addition, Mike Dugdale will also be awarded LTIP on the same basis as Mark, at a level of 1 per cent.

Directorships and Partnerships held by Mr. Dugdale in the last five years:

Actagent Limited
BM Leasing (1992) Limited
BM Leasing (1994) Limited
Bupa Health Assurance Limited
Bupa Health at Work Limited
Bupa Health Dialog Limited
Bupa Insurance Limited
Bupa Insurance Services Limited
Bupa Occupational Health Limited
Bupa Travel Services Limited
Bupa Trustees Limited
Bupa Wellbeing Limited
Bupa Wellness Group Limited
CHP Limited
Community Hospital Partnership Limited
Core Exercise Clinics Limited
Human Capital Resources Limited
Independent Healthcare Limited
Lighten Up Limited
Mercia Health Benefits Services Limited
Mercia Investment Advisers Limited
Occupational Health Care Limited
Personal Effectiveness Centre Limited

Save for the information disclosed above there is no other information falling to be disclosed on Mr Dugdale under Schedule 2(g) of the AIM Rules.

**- ENDS -**



**For more information please contact:**

**Personal Group Holdings Plc**

John Barber, Financial Director

+44 (0)1908 605 000

**Cenkos Securities Plc**

Max Hartley

+44 (0)20 7397 8925

**Media enquiries:**

**Abchurch Communications**

Joanne Shears/ Harriet Rae

+44 (0)20 7398 7718

[Joanne.shears@abchurch-group.com](mailto:Joanne.shears@abchurch-group.com)

[www.abchurch-group.com](http://www.abchurch-group.com)

**Notes to editors:**

Personal Group Holdings Plc (AIM: PGH) is a leading provider of employee benefits and financial services, established in 1984.

The group primarily provides tailored employee benefits programmes to businesses throughout the UK. These programmes include insurance products such as hospital and convalescence plans, death benefit and income protection plans; lifestyle benefits such as holiday and retail discounts; flexible benefit programmes; a range of tax efficient benefits such as childcare vouchers; and employee assistance programmes. The group generates the majority of its revenue through the underwriting of hospital and convalescence plans.

Through its expertise in producing, communicating and implementing successful benefit solutions, the group has helped over 400 leading UK companies recruit, retain and motivate the best people. In total the group provides access to benefits for 1.2 million employees, and clients include 3663, Brake Bros, Home Retail Group, Northumbrian Water Limited, Pirelli, Starwood Hotels, TNT, UK Mail, Regatta, Road Chef and Vinci Construction.

The group boasts considerable financial strength, with a track record of profitable growth since 1986, as well as a strong pipeline of new business. For the year to 31 December 2011 the group reported revenue of £27.5 million, and an annualised value of new business



generated of £8.2 million. With a strong balance sheet and a progressive dividend policy, Personal Group's vision is to be the provider of choice in employee benefits and financial services. The group's development to date has been achieved principally through strong organic growth.

Personal Group is headquartered in Milton Keynes, was floated on AIM in 2000 and today employs over 160 people.

For further information, go to [www.personal-group.com](http://www.personal-group.com).

**Press Release**

**23 July 2012**

**Personal Group Holdings plc**

("the Group")

**Appointment of Commercial Director**

Personal Group is pleased to announce the appointment of David Walker to the role of Commercial Director. In this newly created position David will have responsibility for developing a world-class, front-end sales solution and infrastructure and will provide strategic leadership to define the commercial path to the growth in profitability of the Group.

David joins Personal Group having spent six years at Dyson Ltd in a number of roles, most recently as GB Sales Director where he was responsible for the delivery of over £200 million of net revenue. Prior to this, David spent two and a half years in the USA as Managing Director of Dyson's Commercial Business. Before joining Dyson, David held roles as Development Manager, National Sales Manager and Head of Sales for BSkyB. He has also held senior management positions at Barclays Bank plc.

David Walker, newly appointed Commercial Director, commented: "This is an exciting time to join Personal Group as the Group embarks on the next stage of its growth plans. I am looking forward to helping to further develop this strong business in the employee benefits market place."

Mark Scanlon, Chief Executive of the Group, commented: "The appointment of David will support Personal Group in building on our existing strengths as well as developing new



directions for the business, particularly with regard to sales and marketing and product development. I am pleased to welcome David on behalf of the Group and look forward to working with him to further grow the business.”

**- ENDS -**



**For more information please contact:**

**Personal Group Holdings Plc**

John Barber, Financial Director

+44 (0)1908 605 000

**Cenkos Securities Plc**

Stephen Keys

+44 (0)20 7397 8926

**Media enquiries:**

**Abchurch Communications**

Joanne Shears / Oliver Hibberd

+44 (0)20 7398 7714

[oliver.hibberd@abchurch-group.com](mailto:oliver.hibberd@abchurch-group.com)

[www.abchurch-group.com](http://www.abchurch-group.com)

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The group boasts considerable financial strength, with a track record of profitable growth since 1986, as well as a strong pipeline of new business. For the year ended 31 December 2011 the group reported revenue of £27.5 million and profit before tax of £10.0 million. With a strong balance sheet and a progressive dividend policy, Personal Group's vision is to be the provider of choice in employee benefits and financial services. The group's development to date has been achieved principally through strong organic growth.

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**Press Release**

**14 June 2012**

**Personal Group Holdings plc**

("the Company")

**Director Shareholding**

The Company has been informed today by Kenneth Rooney, Deputy Chairman, that on 13 June 2012 he sold 148,763 ordinary shares of 5 pence each ("Ordinary Shares") at a price of 305 pence per Ordinary Share.

Following this transaction, Mr Rooney remains interested in 112,123 Ordinary Shares, representing 0.37% of the issued ordinary share capital of the Company.

**- ENDS -**

**For more information please contact:**

**Personal Group Holdings Plc**

John Barber, Financial Director

+44 (0)1908 605 000

**Cenkos Securities Plc**

Stephen Keys

+44 (0)20 7397 8926



**Media enquiries:**

**Abchurch Communications**

Joanne Shears / Oliver Hibberd

[oliver.hibberd@abchurch-group.com](mailto:oliver.hibberd@abchurch-group.com)

+44 (0)20 7398 7714

[www.abchurch-group.com](http://www.abchurch-group.com)

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**Press Release**

**02 July 2012**

**Personal Group Holdings plc**

("the Company")

**DIRECTORS PURCHASE OF SHARES**

Personal Group Holdings Plc operates an Inland Revenue approved All Employee Share Ownership Plan (AESOP) which allows employees and directors the opportunity to purchase shares in the Company currently held by Personal Group Trustees Limited.

The twenty first allocation period ended on 30 June 2012 and the following directors have been allocated shares as follows:

Director	Price	Shares Allocated	Total number of shares held at 30 June 2012	% Holding
Dr J P Barber	262.0p	552	356,751	1.19
Mr K Rooney	262.0p	552	112,675	0.37
Mr R Green	262.0p	540	49,808	0.17
Mr C Curling	262.0p	498	28,424	0.09

Under the Rules of the AESOP, the share price at which the shares are allocated is the lower of the mid-market value at the start and end of the relevant accumulation period.

**-ENDS -**

**For more information please contact:**

**Personal Group Holdings Plc**

John Barber, Financial Director

+44 (0)1908 605 000



**Cenkos Securities Plc**

Stephen Keys

+44 (0)20 7397 8926

**Media enquiries:**

**Abchurch Communications**

Joanne Shears / Oliver Hibberd

+44 (0)20 7398 7709

[joanne.shears@abchurch-group.com](mailto:joanne.shears@abchurch-group.com)

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**Press Release**

**17 August 2012**

**Personal Group Holdings plc**

("the Company")

**Dividend Announcement and Notice of Interim Results**

The directors of the Company are pleased to announce that the third dividend for 2012 of 4.45p per share will be paid on 21 September 2012 to members on the register on 31 August 2012. Shares will be marked ex-dividend on 29 August 2012. The total of the three dividends to date this year is 13.35p and if business continues as anticipated the Company expects to pay its fourth dividend of the same amount of 4.45p per share in December 2012.

The Company expects to announce its Interim Results for the six month period ended 30 June 2012, on Monday 24 September 2012.

**- ENDS -**

**For more information please contact:**

**Personal Group Holdings Plc**

John Barber, Financial Director

+44 (0)1908 605 000

**Cenkos Securities Plc**

Stephen Keys

+44 (0)20 7397 8926

**Media enquiries:**

**Abchurch Communications**

Joanne Shears / Oliver Hibberd

+44 (0)20 7398 7714

[oliver.hibberd@abchurch-group.com](mailto:oliver.hibberd@abchurch-group.com)

[www.abchurch-group.com](http://www.abchurch-group.com)

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**Press Release**

**17 February 2012**

**Personal Group Holdings plc**

("the Company")

**Dividend Announcement and Notice of Results**

The directors of the Company are pleased to announce that the first dividend for 2012 of 4.45p per share (2011: 4.35p per share) will be paid on 23 March 2012 to members on the register on 2 March 2012. Shares will be marked ex-dividend on 29 February 2012. If business continues as anticipated the Company expects to pay dividends of the same amount in June, September and December 2012, which would represent an increase of 2.3 per cent over the 2011 dividend level.

The Company intends to announce its results for the year ended 31 December 2011 on Monday 26 March 2012.

**- ENDS -**

**For more information please contact:**

**Personal Group Holdings Plc**

John Barber, Financial Director

+44 (0)1908 605 000



**Cenkos Securities Plc**

Stephen Keys

+44 (0)20 7397 8926

**Media enquiries:**

**Abchurch Communications**

Joanne Shears / Mark Dixon

[mark.dixon@abchurch-group.com](mailto:mark.dixon@abchurch-group.com)

+44 (0)20 7398 7729

[www.abchurch-group.com](http://www.abchurch-group.com)

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In addition the group offers financial planning and broking services as well as private medical insurance through its Berkeley Morgan and Universal Provident brands.

The group boasts considerable financial strength, with a 25 year track record of profitable growth since 1986. For the year to 31 December 2010 the group reported revenue of £27 million. With a strong balance sheet and a progressive dividend policy, Personal Group's vision



is to be the provider of choice in employee benefits and financial services. The group's development to date has been achieved principally through strong organic growth.

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**Press Release**

**18 May 2012**

**Personal Group Holdings plc**

("the Company")

**Dividend Announcement**

The directors of the Company are pleased to announce that the second dividend for 2012 of 4.45p per share will be paid on 22 June 2012 to members on the register on 1 June 2012. Shares will be marked ex-dividend on 30 May 2012.

**- ENDS -**

**For more information please contact:**

**Personal Group Holdings Plc**

John Barber, Financial Director

+44 (0)1908 605 000

**Cenkos Securities Plc**

Stephen Keys

+44 (0)20 7397 8926

**Media enquiries:**

**Abchurch Communications**

Joanne Shears / Mark Dixon

+44 (0)20 7398 7729



[mark.dixon@abchurch-group.com](mailto:mark.dixon@abchurch-group.com)

[www.abchurch-group.com](http://www.abchurch-group.com)

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The group boasts considerable financial strength, with a track record of profitable growth since 1986, as well as a strong pipeline of new business. For the year ended 31 December 2011 the group reported revenue of £27.5 million. With a strong balance sheet and a progressive dividend policy, Personal Group's vision is to be the provider of choice in employee benefits and financial services. The group's development to date has been achieved principally through strong organic growth.

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**Press Release**

**21 May 2012**

**Personal Group Holdings plc**

`,`  
("the Company")

**Dividend Announcement**

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**For more information please contact:**

**Personal Group Holdings Plc**

John Barber, Financial Director

+44 (0)1908 605 000

**Cenkos Securities Plc**

Stephen Keys

+44 (0)20 7397 8926

**Media enquiries:**

**Abchurch Communications**

Joanne Shears / Mark Dixon

+44 (0)20 7398 7729



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**Press Release**

**15 November 2012**

**Personal Group Holdings plc**

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**Dividend Announcement**

The directors of the Company are pleased to announce that the fourth dividend for 2012 of 4.45p per share will be paid on 21 December 2012 to members on the register on 23 November 2012. Shares will be marked ex-dividend on 21 November 2012.

The total of the four dividends paid this year is 17.8p, an increase of 2.3% on the 17.4p paid in 2011.

**- ENDS -**

**For more information please contact:**

**Personal Group Holdings Plc**

John Barber, Financial Director

+44 (0)1908 605 000

**Cenkos Securities Plc**



Max Hartley/Stephen Keys

+44 (0)20 7397 8900

**Media enquiries:**

**Abchurch Communications**

Joanne Shears / Harriet Rae

+44 (0)20 7398 7718

[joanne.shears@abchurch-group.com](mailto:joanne.shears@abchurch-group.com)

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**30 April 2012**

**Personal Group Holdings Plc**

("Personal Group" or the "Company")

**Result of AGM**

Personal Group Holdings plc (AIM:PGH), a leading provider of employee benefits and financial services, announces that at the Company's Annual General Meeting held today, all resolutions were duly passed.

**- Ends -**

**For more information please contact:**

Personal Group Holdings Plc

John Barber, Financial Director

+44 (0)1908 605 000

**Cenkos Securities Plc**

Stephen Keys

+44 (0)20 7397 8926

**Media enquiries:**

**Abchurch Communications**

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