



Chief Executive—EMEA
Russell Investments

Johan Cras

B.A. Economics, Tilburg University, Netherlands

Johan Cras is chief executive of the EMEA region for Russell Investments, with responsibility for overseeing Russell's lines of business in Europe, the Middle East and Africa. He was named to this position in 2008.

Johan joined Russell in 1996 to establish the company's Dutch office and over the following 10 years built a successful business serving clients across the Benelux and Nordic Regions. He was named head of Russell's EMEA institutional business in 2007. Johan is a member of the Russell's European executive committee and Russell's global leadership forum. In addition, Johan is a frequent speaker at investment conferences and seminars.

Prior to Russell, Johan spent nine years with ABN AMRO in Amsterdam, mainly with the asset management division, holding positions as head of ABN AMRO's international marketing operations and portfolio manager of far eastern equities. In his international capacity, Johan has closely co-operated with central banks and other institutional investors in Europe, the Middle East, Asia and North America.

Johan has successfully participated in the Nijenrode Management Program, was one of the first graduates from the Amsterdam Institute of Finance Merchant Banking course.

In addition to his native Dutch, Johan is fluent in English and German.



**Managing Director
UK Private Client Services
Russell Investments**

Peter Hugh Smith

**CFA Charterholder, CFA Institute
Diploma, Securities Institute (UK)
B.A. (Honours) Human Geography, Reading University, UK**

Peter Hugh-Smith is managing director of U.K. private client services for Russell Investments, with responsibility for Russell's retail business within the U.K. and Ireland. This role includes the setting of Russell's overall strategy in U.K. and Ireland, product design, service features, market integration, sales and relationship management structure. Peter manages Russell's extensive relationship with the Lloyds Banking Group. In addition Peter is developing Russell's services and products targeted at U.K. independent financial advisers, products and services aimed at helping them improve efficiency, build better businesses and embrace the changes brought about by the retail distribution review.

Based in London, Peter also provides strategic advice and support to Russell's retail strategic partners. Peter originally joined Russell in 1997 as a client service associate and was promoted to his current role in 2006. Peter also extensive experience in offshore markets having managed relationships with clients such as Bank Hapoalim, Standard chartered and National Bank of Kuwait.

Prior to joining Russell, Peter worked in Hong Kong for three years with Seapower Asset Management, a large retail broker. He was responsible for managing the company's investments in South Korea and researching other Asian markets. Peter established the company's first authorized mutual fund, the Seapower Asian Smaller Companies Fund, and also developed a marketing strategy for institutional and retail product distribution in Hong Kong and Asia.

Peter began his investment career in London in 1991 as an analyst and fund manager with Capel-Cure Myers Capital Management.



Portfolio Manager—EMEA
Russell Investments

James Ind

CFA Charterholder, CFA Institute
M.B.A. Finance, Cass Business School, 1999
B.A. (Honours) Theology, Durham University, 1994

James Ind is a portfolio manager for Russell Investments, on the multi-strategy solutions team. Based in London, James is responsible for the structuring and management of multi-asset and commodities portfolios. He also contributes to Russell's research in commodities and other alternative classes. James joined Russell in March 2008.

Before joining Russell, James worked at Merrill Lynch and its predecessor asset management company Mercury Asset Management for nine years. As director of portfolio managers, James had responsibility for Merrill Lynch's multi-asset target return funds and global balanced models. He was also a member of the European investment strategy committee overseeing the asset allocation of discretionary funds across the EMEA region. Prior to these roles, James worked as a global equity portfolio manager, and has a broad range of equity and alternative investment research experience.

Previous to Merrill Lynch, James worked for four years at Tullett Prebon PLC as an OTC interest rate and bond derivatives broker.



President
Halbert Hargrove

Russell Hill

M.B.A., Stanford Graduate School of Business, 1970
B.A., Stanford University, 1968

Russ Hill is President of Halbert Hargrove in Long Beach. Russ has more than 35 years of experience in the investment business.

He is also President of Fiduciary Action Programs, LLC and Retirement Distribution Systems, LLC.

Russ's affiliations include: past President of Stanford Business School Alumni Association, past President of Family Service of Long Beach, past President of Long Beach Rotary, past Chairman of SCAN Healthplan as it grew from annual revenues of \$22 million to over \$280 million, co-founder of William Hill Winery, and three-term Chairman of the Long Beach Aquarium of the Pacific.

Russ was awarded the Accredited Investment Fiduciary Analyst™ designation by the University of Pittsburgh-affiliated Center for Fiduciary Studies. He is a Certified Financial Planner™ and Municipal and General Securities Principal.

He was the co-author of "Stakeholder Negotiations: The Process of Investment Management" which appeared in *Foundation Management: Innovation and Responsibility at Home and Abroad* published by John Wiley and Sons, Inc., in 2003.



**President
Moore Solutions**

Steve Moore

**Master's degree in education, Seattle University
B.A., University of California, Santa Barbara**

As a former NFL football coach who understands the importance of vision and a well-executed plan, Steve Moore has helped numerous wealth management teams in the area of practice management.

Steve is president of Moore Solutions, where he is a "resultant" who focuses on bottom-line performance. In that capacity, he helps wealth management teams develop the goals, strategies, processes and action plans to drive customer satisfaction and create exciting business results.

Working with more than 650 wealth management teams achieve their goals with his proprietary High Speed Strategic Planning, 12 years of game planning in the NFL with the Buffalo Bills, Seattle Seahawks, and Los Angeles Rams, 10 years of helping Microsoft teams develop their product and go-to market strategies Directing an international consulting/training company 3 years as Director of Practice Management for Russell Investment Group.

Continual study of leading-edge business practices and optimal performance psychology.



**Managing Director,
Capital Markets Insights
Russell Investments**

Timothy Noonan

**B.A. (high honors), University of Michigan at Ann Arbor, 1985
Registered Securities Principal & Registered Investment Advisor**

Timothy Noonan is managing director capital markets insights for Russell Investments. Timothy heads the group responsible for shaping and delivering client service strategy, and delivering capital markets information to private client advisors. He is a senior advisor to Russell's chairman of the private client services investment advice and policy committee. He is a member of Russell's global innovation council where he represents Russell's global retail service line. Tim also heads the China/India workgroup. He currently shares his time between Russell's London office and the U.S. Headquarters in Tacoma, Washington.

Timothy joined Russell in 1992 from the Lotus Development Corporation in Cambridge, Massachusetts, where he helped to pioneer real-time spreadsheet product development for securities trading applications. Upon joining Russell he initially supervised the re-engineering of Russell's performance measurement and asset allocation analytic software suite.

In 1994, he was appointed assistant to the global chief investment officer, a post he held through 1999, specializing in high net worth investment product design.

In 1999 Timothy transferred to Russell's U.S. distribution business to manage development of new business partnerships, Russell's U.S. individual investor services business. He led that effort through 2006, chairing Russell's business acceptance committee responsible for vetting all new distribution relationships in the U.S.

In 2006 Timothy was appointed head of product development and management for Russell's U.S. private client services business, at which time he formed the capital markets insights group, its charter is to keep advisors informed of Russell's viewpoints on a broad range of investment research, economic and market environment, product and client service topics. In addition to those duties, he also frequently represents Russell at client and industry events and with the media. He took his current post in 2007.

Noonan is a registered investment advisor in all 50 states.



**Head of UK Fund Partners
Fidelity International**

Ed Dymott

**Currently completing Executive MBA, Cass Business School
BEng in Automotive Engineering, Loughborough University**

Ed Dymott is Head of UK Fund Partners at Fidelity International (FIL). He is responsible for the relationships that Fidelity has with the many Fund Groups who use it's UK Platform.

Mr. Dymott joined FIL in September 2000, the same year that it launched Fidelity FundsNetwork, and over the last decade has held several roles specifically within that part of the business. He was responsible for developing a number of key propositions launched for Advisers by Fidelity FundsNetwork in recent years including: the Self Invested Personal Pension (SIPP), Investment Bond and numerous Portfolio Planning tool initiatives. More recently he has worked with the Commercial and Strategy functions for FIL's UK Platform Business.

Born in 1979, Mr. Dymott holds a BEng in Automotive Engineering from Loughborough University, and is currently completing an Executive MBA at Cass Business School.



Chief Executive Officer
Novia

Bill Vasilieff

Bill Vasilieff is the Chief Executive Officer and one of the founders of Novia.

Prior to setting up Novia he was one of the four founding directors of Selestia where, having joined in 2001, he spent six years in the role of Marketing Director. Selestia was one of the earliest and most successful fund platforms in the UK.

Before this role he was at fund manager M&G where he spent eight years, ending in the role as executive director in charge of product development.

Bill has spent most of his career in Marketing but is also an actuary, having qualified in 1986.

Bill believes that, "The investment market for advisers is changing and together with our commitment to first class customer service and our independence of any product provider, Novia will stand out as a full wrap provider with a difference".

A keen Bath rugby supporter, Bill resides in the city with his wife and two children.



**Head of Platform Sales
Standard Life**

Steve Sands

Steve joined Standard Life in 1991 and has since held various management roles within the Company, on both the Direct Sales and Intermediary side of the business.

He took over the role of Head of Platform Sales in June 2009, responsible for the Wrap and FundZone propositions. He now leads a team of Platform Professionals, specifically dedicated to offering consultancy and support to firms planning significant change in their business.

Steve takes a real interest in the ever-changing dynamics of the financial services industry. Indeed, before graduating from his BA (hons) degree in Financial Services in 2008, he chose the subject matter for his dissertation, covering how technology is changing the face of traditional distribution methods, within the UK Financial Services Industry.

He lives near Bournemouth, is married to Sally and they have a 3 year old daughter.