

Rugby New Zealand 2011 Limited

Delegations of Authority

Areas of Delegation:	Shareholders	Board of RNZ2011	Chief Executive	Chief Operating Officer	GM Marketing & Communications	GM Tournament Services	Corporate Services Manager
Constitutional							
Appointment of Board Members	Authority	No Authority	No Authority	No Authority	No Authority	No Authority	No Authority
Voting Rights	Authority	No Authority	No Authority	No Authority	No Authority	No Authority	No Authority
Shareholder resolutions/matters	Authority	Recommend Only	No Authority	No Authority	No Authority	No Authority	No Authority
Constitutional Amendments	Authority	Recommend Only	No Authority	No Authority	No Authority	No Authority	No Authority
Strategy/annual accounts							
Approve Strategy and Annual Business Plan	No Authority	Authority	Recommend Only	No Authority	No Authority	No Authority	No Authority
Approve Operating Budget and Reforecasts	No Authority	Authority	Recommend Only	No Authority	No Authority	No Authority	No Authority
Approve Final Accounts	No Authority	Authority	Recommend Only	No Authority	No Authority	No Authority	No Authority
Approve or Amend Tournament Budget or RNZ 2011 Project Budget (subject to RWCL approval)	Authority	Recommend Only	Recommend Only	No Authority	No Authority	No Authority	No Authority
Approve audit scope and sign audit engagement letter (subject to appointment being approved by Board/Shareholders)	No Authority	Authority	Recommend Only	No Authority	No Authority	No Authority	No Authority
HR							
Approval of resourcing plan	No Authority	Authority	Recommend Only	No Authority	No Authority	No Authority	No Authority
Approve number of employees	No Authority	Unlimited	Within resourcing plan and discretion of up to 5 additional employees	Within resourcing plan and discretion of up to 5 additional employees	No Authority	No Authority	No Authority
Annual Organisation Remuneration	No Authority	Unlimited	Recommend Only	No Authority	No Authority	No Authority	No Authority
Recruitment - New and Existing Positions	No Authority	Unlimited including CEO and Management	All below direct reports to CEO	All below direct reports to COO	All below direct reports to GMCC	All below direct reports to GMTS	No Authority
Individual Remuneration and rewards reviews	No Authority	Unlimited including CEO and Management	All below direct reports to CEO	All below direct reports to COO	All below direct reports to GMCC	All below direct reports to GMTS	No Authority
Termination	No Authority	Unlimited including CEO and Management	All below direct reports to CEO	All below direct reports to COO	No Authority	No Authority	No Authority
Revenue Contracts (including Budget Reducing in-kind and Grant funding applications etc)							
Annual Contract Value	No Authority	Unlimited	\$XXk	\$XXk	\$XXk	\$XXk	\$XXk
Budget Reducing in-kind Value	No Authority	Unlimited	\$XXk	\$XXk	\$XXk	\$XXk	\$XXk
Contract Term	No Authority	Unlimited	2 years	1 year	1 year	1 year	1 year
Contract Terms beyond April 2012	No Authority	Unlimited	No Authority	No Authority	No Authority	No Authority	No Authority
Brands							
Approval of Brand Standard	No Authority	Authority	Recommend Only	No Authority	Recommend Only	No Authority	No Authority
Modifications of existing brands outside brand standard	No Authority	Authority	Recommend Only	No Authority	Recommend Only	No Authority	No Authority
Introduction of new brands	No Authority	Authority	Recommend Only	No Authority	Recommend Only	No Authority	No Authority
Authorised signatory to effect Trademark registrations	No Authority	Authority	Authority	Authority	Authority	Authority	Authority
Capital Expenditure							
Purchase of Fixed Assets	No Authority	Unlimited	Within Budget and additional discretion up to \$XXk	Within Budget and additional discretion up to \$XXk	Within Budget	Within Budget	Within Budget and additional discretion up to \$XXk
Divestment of Fixed Assets	No Authority	Unlimited	Disposal of assets with book value of \$XXk or less	Disposal of assets with book value of \$XXk or less	No Authority	No Authority	Disposal of assets with book value of \$XXk or less
Procurement							
Annual Contract Value	No Authority	Unlimited	\$XXk	Up to \$XXk	Up to \$XXk	Up to \$XXk	Up to \$XXk
Contract Term	No Authority	Unlimited	Up to 30 Apr 2012	Up to 30 Apr 2012	Up to 31 Dec 2011	Up to 31 Dec 2011	Up to 31 Dec 2011
Insurance							
Execution of Policies	No Authority	Unlimited	\$XXk	\$XXk	No Authority	No Authority	\$XXk
Annual Premium (each individual policy)	No Authority	Unlimited	\$XXk	\$XXk	No Authority	No Authority	\$XXk
Excess	No Authority	Unlimited	\$XXk	\$XXk	No Authority	No Authority	\$XXk
Debtors							
Provisioning - Debtors	No Authority	Unlimited	Up to \$XXk	Up to \$XXk	No Authority	No Authority	No Authority
Write off - debtors	No Authority	Unlimited	Up to \$XXk	Up to \$XXk	No Authority	No Authority	No Authority
Treasury							
Investments	No Authority	Unlimited	\$XX million and 1 year	\$XX million and 1 year	No Authority	No Authority	\$ million and 1 year
Short Term (per deposit)	No Authority	Unlimited	\$XX million and up to Feb 2012	\$XX million and up to Feb 2012	No Authority	No Authority	\$ million and up to Feb 2012
Long Term (per deposit)	No Authority	Unlimited	\$XX million and up to Feb 2012	\$XX million and up to Feb 2012	No Authority	No Authority	\$ million and up to Feb 2012
Divestment of Investments	No Authority	Unlimited	\$X million	\$X million	No Authority	No Authority	\$X million
Short Term (per deposit)	No Authority	Unlimited	\$X million	\$X million	No Authority	No Authority	\$X million
Long Term (per deposit)	No Authority	Unlimited	\$X million	\$X million	No Authority	No Authority	\$X million
Litigation							
Seek Legal Opinion	No Authority	Authority	Authority	Authority	Authority	Authority	Authority
Issue Legal Proceedings	No Authority	Authority	Authority where potential liability/cost of up to and including \$XXk	No Authority	No Authority	No Authority	No Authority
Settle Potential Litigation / Disputes	No Authority	Authority	Authority where settlement value of up to and including \$XXk	No Authority	No Authority	No Authority	No Authority
Taxation Exposures							
Approve authorised persons with IRD	No Authority	Authority	Authority	Authority	No Authority	No Authority	Authority
Settle Taxation Exposures	No Authority	Unlimited	Recommend Only	Recommend Only	No Authority	No Authority	Recommend Only
Communications							
External - Media	No Authority	Chairman has Authority	Authority	Subject to CEO approval	Subject to CEO approval	Subject to CEO approval	No Authority
External - Commitment to External Party	No Authority	Authority	Recommend Only	No Authority	No Authority	No Authority	No Authority
<i>*This excludes commitments made to RWCL under the HJA which must be jointly approved by NZRU, Crown and RNZ 2011</i>							
Operating Decisions							
Approve Phases of Marketing Strategy	No Authority	Authority	Recommend Only	No Authority	No Authority	No Authority	No Authority
Approve Ticket Refund Operating Policy	No Authority	Authority	Recommend Only	No Authority	No Authority	No Authority	No Authority
Approve Key Tournament Operational Policies	No Authority	Authority	Recommend Only	No Authority	No Authority	No Authority	No Authority
Approve Contingency Plans	No Authority	Authority	Recommend Only	No Authority	No Authority	No Authority	No Authority
Approve Tournament Command and Control framework	No Authority	Authority	Recommend Only	No Authority	No Authority	No Authority	No Authority
Approve Entry into Partnership or Joint Venture Arrangement	No Authority	Authority	Recommend Only	No Authority	No Authority	No Authority	No Authority
Appointment to external Committees and / or Boards	No Authority	Authority	Recommend Only	No Authority	No Authority	No Authority	No Authority
Other Operating Expenses							
Other Operating Expenses	No Authority	Unlimited	Within Budget and additional discretion up to \$XXk	Within Budget and additional discretion up to \$XXk	Within Budget and additional discretion up to \$XXk	Within Budget and additional discretion up to \$XXk	Within Budget and additional discretion up to \$XXk
Travel Approvals	No Authority	Authority	Requires Chairman's approval (in absence: Chair of Audit Committee)	Authority	Requires CEO's approval	Requires CEO's approval	Authority
Personal Expense Reimbursements	No Authority	Authority	Requires Chairman's approval (in absence: Chair of Audit Committee)	Requires CEO's approval	Requires CEO's approval	Requires CEO's approval	Requires CEO's approval
Banking Operations							
Opening a Bank Account	No Authority	No Authority	Any 2 of CEO, COO, CSM	Any 2 of CEO, COO, CSM	No Authority	No Authority	Any 2 of CEO, COO, CSM
Authorisation of Signatories	No Authority	Authority	Recommend Only	No Authority	No Authority	No Authority	No Authority
Closing a Bank Account	No Authority	No Authority	Any 2 of CEO, COO, CSM	Any 2 of CEO, COO, CSM	No Authority	No Authority	Any 2 of CEO, COO, CSM