

20 December 2004

Andrew Hodges
10 Vauxhall Street
Erindale SA 5066

Dear Andrew,

It's the end of 2004 and it has been 3 1/2 years since Retail Sales was established and over that period you have occupied the positions of Senior Account Manager and Senior Business Relationship Manager. As Christmas and Organisational change gets closer, I thought it an opportune time to reflect on your achievements.

Each of the roles that you have undertaken at Origin has involved substantial change management. You have approached this with professionalism, openness and forthrightness which are to your credit. This approach has resulted in numerous achievements. Some of the more significant of these have been:

- Team management and leadership
- Best practise implementation (mentoring, coaching, KPI and process implementation).
- Contract and Margin Management (eg: SA non contract segment)
- Account Retention (eg: maintaining SA gas position, portfolio management).

The ongoing financial returns of these achievements are important to Origin. But just as important to Origin as been the way you have fulfilled these tasks. You have not shirked hard decisions but have collaborated effectively, communicated well and cared for people in transition.

I value our working relationship greatly and wish you and your family well for the coming year and beyond.

Yours faithfully



Sandy Menichelli
Manager Retail Corporate Sales
Origin Energy
20 December 2004