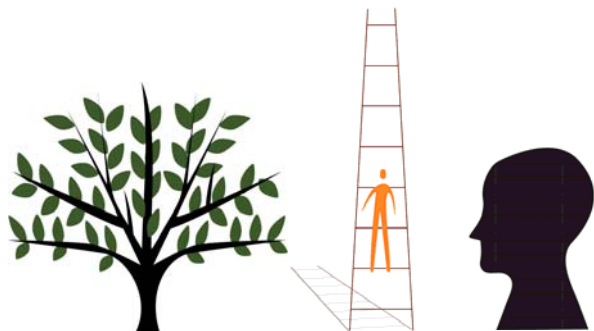


Confidential Position Specification  
**Control Components, Inc. (CCI)**  
Associate General Counsel



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## CONFIDENTIAL POSITION SPECIFICATION

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|-------------------------------|---|
| <b>Position</b>               | Associate General Counsel   |
| <b>Company</b>                | Control Components, Inc. (CCI)  |
| <b>Location</b>               | Rancho Santa Margarita, California  |
| <b>Reporting Relationship</b> | The Associate General Counsel will report directly to the General Counsel and Chief Compliance Officer, who reports directly to the President |
| <b>Website</b>                | <a href="http://www.ccivalve.com">http://www.ccivalve.com</a>   |

## COMPANY BACKGROUND

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IMI plc is a leading global company of highly engineered products to major global customers in growing niche markets. In the 2008 financial year, it generated an operating profit of £176.0m on revenue of £1,901m. IMI is traded on the London Stock Exchange and is headquartered in Birmingham, United Kingdom. IMI plc operates five platform businesses:

- Severe Service (CCI) – Highly-engineered products for flow control.
- Fluid Power – Essential pneumatic systems for original equipment manufacturers.
- Indoor Climate – Engineered products that optimize energy conversation and tenant comfort in commercial buildings.
- Beverage Dispense – Still and carbonated beverage dispensing systems.
- Merchandising Systems – Point of purchase displays.

Control Components, Inc. (CCI) is the world’s leading provider of severe service control valve solutions. CCI develops, designs and manufactures a wide range of valves for use in the power industry, oil and gas industry, and pulp and paper plants worldwide. CCI’s brands include Sulzer, DRAG, BTG, Fluid Kinetics and STI.

CCI’s global headquarters are in Rancho Santa Margarita, California. It operates 12 manufacturing facilities (United States, Mexico, Switzerland, Sweden, Italy, Belgium, Czech Republic, China, Japan and Korea). In 2008, the Severe Service group generated sales of £443m million and operating profit of £81.3m million. A significant portion of revenue and profits come from aftermarket service and parts.

## KEY RESPONSIBILITIES

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The Associate General Counsel - a new position in a recently created function at CCI's global headquarters - will be key in driving ethics and compliance process and procedure company-wide. The successful candidate will be at the forefront of raising awareness of compliance, and designing a program to do this. He/She must possess creative thought and judgment on a broad range of legal and compliance matters, as well as the ability to conceive, implement and monitor processes and procedures.

The Associate General Counsel will also:

- Assist the GC and CCO in driving the compliance program and legal department globally
- Advise on ethics and compliance issues
- Advise on a broad range of commercial and international legal issues including transactions, fair trade issues, export controls and general corporate issues
- Strive for best practices in compliance on an efficient and pragmatic basis
- Implement, monitor and audit compliance policies and procedures globally
- Review and maintain records of compliance activity
- Deliver compliance training globally
- Investigate whistle-blowing matters

## PROFESSIONAL EXPERIENCE / QUALIFICATIONS

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The Associate General Counsel must have 3-6 years of relevant legal experience handling complex compliance, transactional, corporate and general legal issues. He/She must be admitted to practice in at least one U.S. jurisdiction. Experience with FCPA and Anti-Corruption internal control reviews is preferred, but not essential. Previous work with a DOJ-appointed monitor specifically charged with reviewing FCPA and Anti-Corruption compliance programs, or work with a company subject to such a monitor, would also be desirable. *Language proficiency in one or more Chinese dialects is required for consideration.*

The Associate General Counsel must possess the following:

- Current experience of working in a multi-national company and/or law firm.
- Exceptional judgment skills
- Excellent organizational skills
- Experience of working in a professional business environment
- Good problem solving and analytical skills

- Good process management skills
- Energy
- Enthusiasm
- Strong personal ethics, including strong commitment to confidentiality
- Ability to make an appropriate impact at all levels of employee and management groups, and build working relationships at all levels, to enable the implementation of the compliance program
- Good training and presentation skills
- Ability and desire to travel internationally
- Ability to work collaboratively as part of a team

## **EDUCATION**

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The candidate must have an undergraduate degree and J.D. from a recognized law school.

## **COMPENSATION**

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A comprehensive and competitive compensation package will be offered to the successful candidate.

## **KORN/FERRY CONTACTS**

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