



BOOM LOGISTICS LTD  
Suite 2, Level 12  
390 St. Kilda Road  
MELBOURNE VIC 3004

Phone: (03) 9864 0200  
Fax: (03) 9864 0222

(A.B.N. 28 095 466 961)

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**FACSIMILE TRANSMISSION SHEET**

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<b>COMPANY</b>	ASX Company Announcements	<b>DATE:</b>	Friday 7 <sup>th</sup> Nov 03
<b>ATTENTION:</b>	Ms Pam Ross	<b>FROM:</b>	Mark Lawrence
<b>FAX NUMBER:</b>		<b>TOTAL PAGES (incl cover):</b>	
<b>RE:</b>	<b>BOL EMPLOYEE SHARE PLANS</b>		

Dear Ms Ross,

Boom Logistics Limited (Boom) is offering its employees an allocation of shares in Boom as a part of the initial Public Offer under two Employee Share Plans:

- The Exempt Share Plan (ESP); and
- The Employee Share Trust (EST).

The allocation of shares, pursuant to the Boom Logistics Limited Employee Share Plans, were provided for as part of the prospectus financial information issued to prospective shareholders and as such will not have any further dilutionary impact.

The terms of the Plans are summarised below and the rules of the Plans are appendices to this release.

### **The ESP**

Under this Plan, all permanent employees of Boom with twelve (12) months' continuous service, (excluding Directors) are offered 1,000 free shares in Boom. The Plan is designed to access the \$1,000 exemption concessions provided under the provisions of Section 139BA of Division 13A of the Income Tax Assessment Act 1936.

While the shares will be beneficially owned by participating employees, the Shares will be held in trust for the requisite three (3) years' restrictive period, or released earlier in the case of cessation of employment.

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## **The EST**

Under this Plan, certain employees selected by the Board of Directors, (excluding Directors), are offered shares in Boom, provided by way of Share Units issued by the Share Plan Trustee, under the following terms:

- Selected employees will be offered Share Units at the IPO price funded by way of an interest-free loan provided by the Share Plan Trustee.
- The loan is non-recourse.
- The Share Plan Trustee, in consultation with the Board of Directors, retains a discretion to issue Bonus Share Units to provide participating employees with the opportunity to benefit from the full value of the Shares.
- The maximum number of Shares to be issued under this allocation is capped at 350,000 shares.
- The Share Units will not be subject to performance hurdles under this allocation. Future allocations may be subject to performance hurdles set as terms of issue of Share Units.

Kind Regards,

Mark Lawrence  
Chief Financial Officer &  
Company Secretary

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