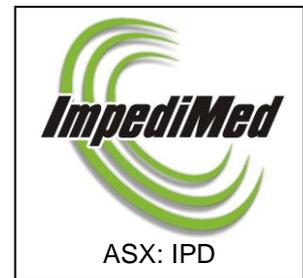


12 June 2012



## **ASX RELEASE: IMPEDIMED ANNOUNCES GREG BROWN TO MOVE TO EXECUTIVE DIRECTOR AND APPOINTS US BASED CEO**

Brisbane, Australia - The Board of **ImpediMed Limited** (ASX: IPD) (“the **Company** or **ImpediMed**”) would like to announce the appointment of a new US based CEO, Richard Carreon, to take over from Greg Brown who moves to an Executive Director role based from Brisbane.

Richard Carreon is a seasoned executive in the medical devices field in North America, having spent 11 years in senior (Vice President) roles with Medtronic Inc., a global provider of medical technologies and devices. During that time, he has been involved in successfully bringing new technologies to market and expanding existing product penetration. His strong sales background is coupled with leadership in cost management and synergistic leverage across business units. ImpediMed is confident Rick’s operating and industry experience, particularly in US sales and reimbursement, will enable the Company to continue to accelerate toward achieving its milestones, and thus drive shareholder value.

“ImpediMed is a world leader in providing the tools for the non-invasive clinical assessment and monitoring of lymphoedema through the use of Bioimpedance Spectroscopy (BIS), and I am extremely excited to be part of such a dynamic and pioneering Company. The positive impact that ImpediMed has had and will continue to have on the lives of breast cancer patients is extraordinary. ImpediMed has built strong foundations in which to build upon and I look forward to working closely with the Board, management, staff and our clinicians to accelerate access to this technology” Rick said. Rick joins ImpediMed in early July 2012.

Cherrell Hirst, ImpediMed’s Chairman, praised the excellent work done by Greg Brown since 2003. Greg took the vision of the Company founders and with his team developed a first to market opportunity in lymphoedema early assessment. He has worked tirelessly to apply BIS to help improve both awareness and outcomes for this underserved area of medicine. He has laid a clinical, regulatory and reimbursement platform on which to build ImpediMed’s future business.

Cherrell commented that for the continued growth of ImpediMed, it needed a CEO resident in the US to complete the journey and hence why the Company and Greg have implemented the change. She stated that Greg Brown has become an Executive Director based from Brisbane and he would continue to be a key part of ImpediMed’s future. The role will allow the Company and new CEO to access support through his understanding of Company history, BIS technology, reimbursement, regulatory, IP and industry relationships.

Greg expressed delight with the quality and experience Rick brings to the role and is very much looking forward to working with him and the ImpediMed board to continue meeting the challenges ahead.

Dr Cherrell Hirst  
Chairman of the Board

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#### **About L-Dex**

L-Dex<sup>®</sup> is a trademark of ImpediMed Limited.  
The L-Dex<sup>®</sup> scale is a tool to aid in the clinical assessment of unilateral lymphoedema of the arm and leg in women and the leg in men by a medical provider. The L-Dex<sup>®</sup> scale is not intended to diagnose or predict lymphoedema of an extremity.

#### **About ImpediMed**

ImpediMed Limited is the world leader in the development and distribution of medical devices employing Bioimpedance Spectroscopy (BIS) technologies for use in the non-invasive clinical assessment and monitoring of fluid status. ImpediMed's primary product range consists of a number of medical devices that aid surgeons, oncologists, therapists and radiation oncologists in the clinical assessment of patients for the potential onset of secondary lymphoedema. Pre-operative clinical assessment in cancer survivors, before the onset of symptoms, may prevent the condition from becoming a lifelong management issue and thus improve the quality of life of the cancer survivor. ImpediMed has the first medical device with an FDA clearance in the United States to aid health care professionals, clinically assess secondary unilateral lymphoedema of the arm and leg in women and the leg in men.

For more information, visit: [www.impedimed.com.au](http://www.impedimed.com.au)

#### **CEO key employment terms:**

Commencement Date	No later than 9 July 2012.
Term	Terminable on reasonable notice by either Mr Carreon or the Company.
Total Fixed Remuneration	US\$375,000.
Short Term Incentive	Annual bonus of up to 30% of fixed remuneration subject to meeting performance based KPIs set by the Board.  In addition, a one-time short term performance bonus of US\$100,000 is payable on 1 November 2012 subject to meeting performance based KPIs set by the Board.
Long Term Incentive	Mr Carreon is entitled to options to acquire 7,252,561 ordinary shares, exercisable at a price of US\$0.35 per share. The options will vest over a 4 year period in tranches and subject to the Company's share price achieving specified levels.  The first 75% of options will only be exercisable if the Company's share price is trading above AU\$0.50 per share and the remaining options will be exercisable if the Company's share price is trading above AU\$0.70 per share.  Mr Carreon will be entitled to exercise 25% of the options on 9 July 2013 with the remaining vesting at a rate of 1/48th per month thereafter.  The options are otherwise granted on the terms of the Company's employee option plan.  Change of control: On an offer being made to acquire all the shares in the Company, all unvested options will vest.