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**RANKED BY VALUE OF TRANSACTION**

*day of announcement

A On market trade | B Off market trade | C Exercise of options | D Rights issue | E Share purchase plan | F Shares acquired on 27 June 2011 as a result of IGO’s offmarket takeover offer for all of the shares in Jabiru Metals on a 1 for 8 basis | G Acceptance of entitlement issue | H On market purchase by Metals X Limited

Please direct enquiries to kirat.kaur@wabn.com.au
**APPOINTMENTS**

Aquilina joins Access Analytic

Financial modelling firm Access Analytic has appointed Philip Aquilina as a senior business analyst. Mr Aquilina was previously an accountant at Finders and Godfrey Penan.

**Wells to Lateral Aspect**

Creative agency Lateral Aspect has appointed Craig Wells as brand strategist. Mr Wells was previously the WA state manager at Casama Group, and has also worked for FM Liquor and the Foster’s Group.

**Reward for Tenardi**

Daniel Tenardi has been appointed as project director of Reward Minerals’ Lake Disappointment potash project in WA’s Gibson Desert. Mr Tenardi was previously area manager for Mining and Civil Australia, and has also worked at Bauxite Resources, Hammersly Iron and BGC Contracting.

**Richards to Astro Resources**

Minerals sands explorer Astro Resources has appointed Geoff Richards to head a mineral sands technical and operational team in the Scott Coastal Plain east of Augusta in southern WA. Mr Richards is the former chief geologist of Iluka Resources.

**New managers at Antaria**

Materials developer Antaria has appointed Neil Martin as exploration manager. Mr Martin was previously chief geologist and exploration manager at Jabiru Metals and project manager at QGX.

**BITDORF REPRESENTS POLAND**

Paul Bitdorf has been appointed as Poland’s first honorary consulate in WA. Mr Bitdorf is the managing director of property group Nightleve.

**BLAKISTON JOINS TOPDRIVE**

Bob Blakiston has been appointed as general manager of drilling contractor Topdrive Drillers. He was previously chairman of the Sustainable Energy Association of Australia and managing director of SunPower.

**HIGGINS UP AT SKELETON SHERBORNE**

Logistics company Skelton Sherborne has appointed Frans Higgins as its branch manager of WA. Mr Higgins was previously general manager of a multinational logistics company and also ran his own freight forwarding business, Higgins Global Logistics.

**MARTIN JOINS BAUXITE**

WA miner Bauxite Resources has appointed Neil Martin as exploration manager. Mr Martin was previously chief geologist and exploration manager at Jabiru Metals and project manager at QGX.

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**COMINGS AND GOINGS**

- Afrata Resources
  - Managing director Steve Ward, as well as non-executive directors Lloyd Jones, Loretta Reynolds, Ian Laurance and Terry Jackson have resigned.
- Avalon Minerals
  - Abu Sahid Bin Mohamed has been appointed as chairman, following the resignation of David McSweeney. Executive director Jeremy Read has been appointed as managing director, followed by the resignations of Andrew Munkcston, who remains as a director. Paul Nianbone, Siew Mun Wa, Rohan Edmondson, Gary Ghob and Siew Mun Chuan have been appointed as non-executive directors.
- Glory Resources
  - Non-executive director Jeremy Wrathall has been appointed as chairman.
- Golden West Resources
  - Director Gary Lyons has been appointed as chairman, and Tien Song Law as deputy chairman.
- IMX Resources
  - John Nitschke has been appointed as non-executive chairman, following the resignation of Johann Jacobs.
- Intra Mines
  - Hendra Surya has been appointed as a non-executive director.
- Kaboko Mining
  - Malenga Machel has been appointed as non-executive chairman, following the resignation of executive director Kate Hobbs.
- Key Petroleum
  - Kane Marshall has been appointed as chief executive officer.
- Metals X
  - Jinchuan Group has changed its nominated non-executive director to Xie Penggen, following the resignation of Sanlin Zhang.
- Raisama
  - Executive chairman David Borrie is now non-executive chairman. Directors Guy Cowan and Chris Reindler have resigned.
- Signature Metals
  - Richard Chan has been appointed as chairman, following the resignation of Matthew Wood.
- Torres Energy
  - Non-executive chairman Dennis Gee has been appointed as executive chairman, following the resignation of managing director John Canaris, who remains as a non-executive director.
- Ventorex Resources
  - Michael Mulroney has been appointed as managing director to succeed Tim Sugden.

**KEY \(\text{CO}^{\text{2}}\)**

**Jointly presented by:**

- Carbon Planet
- West Coast Institute of Training

**The Carbon Tax is just around the corner - learn how to measure, manage and minimise carbon before it’s too late.**

The Carbon Tax is due to operate from 1st July 2012 and businesses need to address their emissions and energy use to improve their bottom line.

These courses will equip your business with the skills and knowledge it needs to save money on energy costs, future carbon taxes and expensive energy consultant fees.

- **TWO DAY WORKSHOP** - “MEASURE, MANAGE AND MINIMISE CARBON”
  - 8 & 9 March
  - West Coast Institute of Training
  - Joondalup Campus
  - $963

- **DIPLOMA OF CARBON MANAGEMENT**
  - Workshops commence on 22 March
  - West Coast Institute of Training
  - Joondalup Campus
  - $3,535

These courses cover (amongst other things):

- How to measure and report carbon emissions and energy consumption in compliance with this legislation.
- Use of Carbon Management Software.
- How to become carbon neutral.
- How to prepare an Emissions and Energy Plan.

To register or for more information, please contact Eric Findlay on 9233 1011 or email eric.findlay@wcit.wa.edu.au.

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Excelsior Gold has completed a $4.8 million capital raising to fund the development of its Kalgoorlie North gold project.

The Perth-based gold junior announced today it had successfully completed a private placement of 40 million shares at 12 cents per share.

Excelsior chief executive officer Mr Jerkovic told reporters at a media briefing.

“If  you are in a hurry or just want to relax and enjoy a delicious lunch

No 1 St Georges Terrace, PERTH WA 6000
Telephone: +61 9261 8025 Facsimile: +61 9261 8020
Email: grill@perth.duxton.com.au - +61 9261 8026
www.duxtonhotels.com

A scrumptious gourmet lunch buffet awaits you!

If you are in a hurry or just want to relax and enjoy a delicious lunch
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12 noon - 2pm weekdays
$35.00 per person

Bookings recommended for groups.

FACT FILE
Compiled by Dan Wilkie

The investment adds to a trend that has seen Perth’s major financial PR firms link into national and international groups.

The Perth-based company intends to acquire and expand its Tritton copper project in the South Australian government for the Wilcherry Hill iron ore project in South Australia.

Onshore mining being abandoned or sold off, and the company is moving into new technologies such as carbon capture and storage.

While the immediate impact of the closing of the US gold mine is expected to be limited, the wider implications are significant for the industry.

The closure of Independence, with its high operating costs and debt burden, is likely to have a knock-on effect on other US gold producers.

IronClad boosts coffers by further $3m

16-February-2012 by Dan Wilkie

IronClad Mining has announced a further $3 million capital raising to fund the development of the Wit连锁 Hill iron ore project in South Australia.

Proceeds of the placement, priced at 85 cents per share, will be combined with existing cash reserves to pay a $5.8 million environmental bond to the South Australian government for Wit连锁 Hill.

The Wit连锁 Hill mine remains on target to commence production in the March quarter, the company said.

IronClad is targeting one million tonnes of iron ore exported in the first full year of production from the project, ramping up to two million tonnes in the second year.

By 2016, IronClad is targeting production to reach between 10 million and 12 million tonnes of iron ore.

The $2.97 million placement was undertaken by CGIT Capital, and follows a $6 million placement to New page Investments in January.

The company said it had plans to raise a further $11 million by the end of March through options likely to be exercised by investors.

Quickflix completes $2.5m capital raising

15-February-2012 by Dan Wilkie

Online movie rental company Quickflix has announced a $2.5 million capital raising to supplement a recent $10 million equity deal with Time Warner subsidiary Home Box Office.

The Perth-based company said it had successfully completed a $2.5 million placement to local and overseas institutional investors, priced at 11.5 cents per share.

The announcement follows last week’s deal with HBO, which saw the US media giant offer to buy just over 83 million Quickflix shares at 12 cents per share and appoint a representative to the Quickflix board.

Quickflix said the funds from both capital raisings would be applied to rolling out its digital streaming service and building subscribers through advertising and promotion.

The placement was undertaken by Sydney’s Foster Stockbroking.

Stratas raises funds to advance projects

13-February-2012 by Staff Reporters

Stratas Resources plans to raise up to $50 million to restructure an offtake agreement, and advance its Tritton copper mine in New South Wales and Mt Muro gold operation in Indonesia.

The Perth-based company intends to spend $13 million of the funds to buyout and restructure an offtake agreement with J.P. Morgan at the Tritton operation.

Stratas will repay an existing six-month loan by J.P. Morgan at $10 million and use the proceeds to restructure the loan.

“Why do we do it? We have a great project in the Tritton area and the company has a great team with great potential. We will have a great project and a great team in the Tritton area,” Mr Jerkovic said.

The capital raise is part of the company’s plan to restructure its operations, selling off its US-based diving business to a US private equity firm.

The company said it would receive $500,000 for the business, with the sale expected to have a material impact on the company’s profits.

It said the disposal was expected to lose around $100,000 per month moving forward, despite contributing a small operating profit for the six months to December 31.
More sales channels means more sales

A BUSINESS acquaintance of mine, the founder of a leading manufacturer of industrial blinds and awnings, has always sold through a dedicated network of distribution representatives. However, his son, who had recently joined the firm, was hearing from some of their best customers that they would prefer to buy direct.

Not only did the customers hope to save money, but many felt they were more knowledgeable about what they wanted than the manufacturers represented.

Channel conflict. More and more business leaders are facing similarly difficult decisions about sales and marketing channels. If the industrial blinds manufacturer doesn’t provide a direct channel for customers that want it, “they’ll find someone who will. And if he does open a direct channel, he risks losing the active support of his best representatives. So what should he do?”

A decade ago, this was a tough decision. Today the answer is fairly straightforward. The business owner has no choice but to open up a direct channel.

Bob Bloom, retired CEO of USP of Publicis Worldwide and author of The New Experts, points out that today’s customer has three lethal weapons: instant access to information; immense choice; and the capability to make real-time price comparisons.

As a result, customers are calling the shots in today’s marketplace.

They want products and services available when and where it’s convenient for them.

This is precisely why Apple launched retail stores. Dell, famous for its direct-selling business model, is now distributing through outlets including Target and Best Buy. Amazon just saw Amazon Kindles for sale in the Dublin and Rome airports.

Companies really have no choice but to be everywhere their customers demand they be.

More revenue and profit

The great news is that research backs up a multi-channel strategy. According to a McKinsey article on multi-channel retailing, consumers who shop across a number of channels—physical stores, the internet, and catalogues—spend about four times more annually than those who shop in one or two channels. Companies that get multi-channel retailing right can enjoy larger profit margins and year revenue growth more than 100 basis points higher than companies that don’t.

For my own executive education company, this meant marketing our recent summit through LinkedIn, which proved to be an effective way to publicise the event to many in our target market. In turn, we received feedback from some of our Facebook efforts, telling us that LinkedIn is a necessary and viable channel to maintain moving forward.

For owner operator.

Jan 08 2012 by Staff reporter

More sales channels means more sales

Two channels

As they note in their book, a recent study by the Direct Marketing Association found that customers who buy from two channels as opposed to one eventually become 20 to 60 per cent more valuable to a company, while those who purchase through three channels are 60-125 per cent more valuable. A side benefit is that these purchasers tend to company, while those who purchase through three channels are 60-125 per cent more valuable. A side benefit is that these purchasers tend to buy 15 to 20 per cent more than those who shop once or twice. Companies that get multi-channel retailing right can enjoy larger profit margins and year revenue growth more than 100 basis points higher than companies that don’t.

For my own executive education company, this meant marketing our recent summit through LinkedIn, which proved to be an effective way to publicise the event to many in our target market. In turn, we received feedback from some of our Facebook efforts, telling us that LinkedIn is a necessary and viable channel to maintain moving forward, while Facebook is not.

Choosing the channel

One of the more helpful resources for growth firms, in thinking through various channel strategies, is Changing the Channel: 12 Easy Ways to Maximize Your Mixed Channel Success by Michael Masterson and Mary-Ellen Tribby. Leaders of a successful mid-market firm, they have the know-how to guide you through a dozen different channel strategies.

These include direct online marketing/social media, public relations, radio and television advertising, direct sales apps, event marketing, telesales, telemarketing, joint ventures, affiliate marketing, and direct mail.

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Another valuable resource is the book The Channel Advantage by Lawrence Friedman and Tim Ferry. Written just as the internet began to catch on as a new distribution channel, Friedman and Ferry give helpful insights from the many larger firms they’ve helped move into multiple channels.

Two channels

So what did my acquaintance, the blinds and awnings businessman, end up doing?

He let his son establish a second company with a name unrelated to his main firm, and by providing a slightly different mix of products and more importantly, different part numbers, he opened up a direct channel to the marketplace without overtly competing directly with his manufacturing rep distribution channel.

In its first year, the direct business proved to be the duo’s fastest growing channel, adding millions of dollars of revenue. It more than made up for slower growth through their marketing reps.

Celebrate success at home and work

For the past 16 years, since I turned 50, I have been angry at how my boss didn’t celebrate any of my birthdays and didn’t even thank me for my acknowledgement. Didn’t want any celebration. But, people always encouraged me to anyway. This year I’ve decided to go from grumpy to grateful – from stoic to celebratory. And it was a joyful decision. I have so much to be thankful for. It’s a shame to waste another second lamenting my age.

Celebrate the day and the days.

Celebrate the year and the years.

Celebrate with family and close friends.

I’m so happy to be with my family and in good health. I’m so happy to reflect on achievements and create the vision for new milestones to pass this year and in the coming decade.

How do you celebrate your birthday? Many people celebrate the wrong way. They party to a stupor. Drunk, hangover, stoned, high, and in general overdosed to a point of needing a day to recover. Let’s take it deeper.

How do you celebrate the sales you make?

How does your boss celebrate the sales you make?

Are they two different celebrations?

Most people have a plan or a quota for the month, the quarter, and the year. To accomplish that goal (goal) is often more arduous than most salespeople are able. Sales have to take place on a regular basis. When salespeople make a sale, there’s a celebration; sometimes a very small one, sometimes a negative one.

Here’s the scenario…

Salesperson (in an elated tone): ‘Hey boss, I just made a sale.’

Boss: ‘You still need three more before you hit your goal.’

Salesperson: ‘Thanks boss, you’re a great motivator. The boss could have just as easily said, ‘Great. Way to go. Tell me all about it.’

‘This is the latest in a series of projects your company has carried out for Fortescue Metals Group, including the construction of an asphalt plant and accommodation at Christmas Creek.’

‘We are targeting an EBITDA margin of above 50% for the first half of 2012.’

Your boss could have just as easily said, ‘Great. Way to go. Tell me all about it.’

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If your boss is grumpy, it might make you grumpy. That’s what I found out the day of my birthday. I wasn’t happy on the inside. I wasn’t my normal gung-ho, laughing, smiling self. So I made a choice through my own self-realisation that I couldn’t stop my birthday from occurring, so why not make it a happy time for those people who were close to me.

The good news is I have gone from 364 days of celebration to 365 days of celebration. You and your boss may not be the same.

You will make more sales if you celebrate the sale and the day, every time. And your boss will be perceived as a great boss if he or she celebrates with you.

Please join me in celebrating everything and always. Please join me in finding all the good in whatever happens rather than nagging on what didn’t happen or what still needs to happen.

It boils down to the choice between four simple words: Discourage or Encourage? Criticize or Honour?

Which words and actions do you think work best

While the choice may seem obvious, the actual implementation and communication are often the opposite. In fact, they are more often the opposite.

Want to grow your business? Want to make more sales? Want to make more profit? Want to increase productivity? Want to have better results? Want to keep your customers loyal? Want to keep your employees loyal? It’s easy real – celebrate more.

Happy Birthday.
Myer funds make philanthropy work

Emily Morgan

BORN into the iconic Myer dynasty, Carrillo Gantner did his best to avoid the family business by training as an actor and pursuing a career on the stage. He pursued qualifications in arts administration and a masters in fine art, studies that were followed by extensive experience running numerous arts organisations and production companies.

Eventually, however, Mr Gantner stepped back into the family business, becoming involved in the philanthropic side of things as chair of the Sidney Myer Fund.

“[Philanthropy] is sometimes called the glue that holds people together.”
- Carillo Gantner

In Perth for the fund’s performing art awards this week, Mr Gantner addressed a small group – hosted by NAB Private Wealth, Australia Business Arts Foundation and Giving West – to explain the family history and values behind the Myer family’s philanthropic work.

Each year, the Sidney Myer Fund (established in the 1930s) and the Myer Foundation (1939) distribute $11 million to charities. Myer Foundation (1959) distribute (established in the 1930s) and the

family history and values behind the Myer family’s philanthropic work.

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FAMILY TRUST: Carrillo Gantner is in the third generation of the Myer family and is chair of the Sidney Myer Fund, among other professional director roles. Photo: Grant Currall

“Whether we know it or not, we subscribe to the Richard Florida theory of creative cities, that the cities in this world that are doing the best are the ones that invest in creativity. And the arts are a very important part of that. They are good for the economy, they are not only a big employer, but the non-profit arts are the creative feeding grounds for a whole range of creative industries, which include television and film, IT, advertising, the fashion industry and a whole host of others.”

Mr Gantner said each generation of the Myer family had introduced a new focus for the two charitable organisations, with his generation keen on environmental issues.

“I am not quite sure what the next generation will have, but philanthropy is very much a part of the culture of the family, it is something called the glue that holds people together,” he said.

Not all the causes that family members are passionate about can be supported by the Sidney Myer Fund and the Myer Foundation, so 13 private ancillary funds have been established across the different families under the Myer family tree to grow private family support and allow family members to direct support to family-specific causes.

The Howard government introduced PAFs as tax-deductible philanthropic trusts and aimed to encourage growth in private giving. Mr Gantner said the funds had helped to encourage younger generation involvement in family philanthropy.

Mr Gantner has a strong connection with Asia and seeks to establish strong connections between Asian and Australian art circles through his private ancillary fund.

“I think the arts are a wonderful way to build bridges into Asia because the Asians do business based on relationships and the arts are a great way to build relationships,” he said.

IN BRIEF

Industry moves

Paul Bodlovich has resigned as chief executive officer of the West Australian Music Industry Association, to take up the role of CEO at the Film and Television Institute (WAC). Mr Bodlovich has been with WAM for 10 years. WAM has appointed former Kulcha program manager Alexis Courtin as project officer, to replace Daphne Tan.

WA multicultural arts body Kulcha has appointed arts producer and performer Frank Italiano as program and agency manager. Former corporate banker and Fremantle Chamber of Commerce honorary treasurer Barry Bird has been appointed as finance manager.

Fringe wrap

PERTH’S first Fringe World festival wound up last week after three-and-a-half weeks of shows, and 180,000 people attending free or ticketed performances. More than 900 performers were in Perth for the festival, which combined theatre, cabaret, circus, music and dance shows at 40 venues across Perth city.

In all, 50,000 tickets were sold to the 313 ticketed Fringe shows, with 44 of those reporting sell-out performances through their seasons.

In total, ticket sales across all shows came to $1,070,000.

Looking after the earth and each other

It’s hard to describe Earthwise, but to many Subiaco locals it means everything. A hub with a focus on environmental sustainability, it’s a place people can feel part of a caring community. Thanks to one of our grants, they now have solar panels and a water recycling system to add to their permaculture garden, op-shop, low cost food outlet and music space. It’s possible thanks to the Lotterywest games you play.

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