

**Date:** 1 March 2016

**Recommendation:** Speculative Buy

**Company Information**

ASX Code	ICT
Last Price (\$)	\$0.10
12 month share low	\$0.07
12 month share high	\$0.20
Shares on Issue (m)	66.7
Market Capitalisation (\$m)	8
Daily Volume	79,250

Factset, DJC Research

**Business Description**

ICT is an Australian based vocational education provider that owns a number of RTOs (Registered Training Organisations) geographically spread out across Australia. These RTO predominately offer face to face courses across a number of different industry sectors. ICT also owns and operates a cloud based learning management platform and offers a number of online accredited and non-accredited courses. The company is headquartered in Perth, Australia and was listed on the ASX in May 2014.

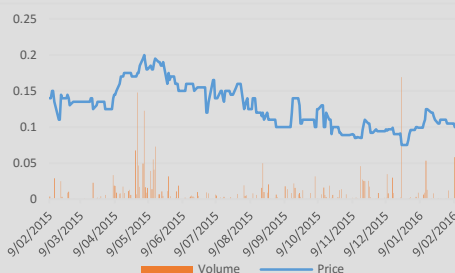
Factset, DJC Research

**Directors**

Ross Cotton	Exec. Chairman
Stuart Manifold	CEO
Andrew Crevald	N.E. Director
Phillip Re	N.E. Director

**Major Shareholders**

Perfama Capital Pty Ltd	9.80%
Walker Investments Pty Ltd	8.71%
Richmond Food Systems	6.16%
Copulos Group	5.27%
Leigh-Ewers	4.85%

**Performance**


Source: Factset

**Analyst Details**

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**iCollege Limited (ICT-AU)**
**Speculative Buy**
**Vocational Training Provider with a difference**
**Summary Key Points**

**ICT is a vocational education provider:** ICT is a vocational education provider that offers courses which are delivered in a face to face and blended offline-online format. In order to expand its business ICT has acquired, or is in the process of acquiring, a number of small RTOs around Australia. ICT's RTOs offer 70 combined accredited and non-accredited courses across 22 different industries geographically spread across Australia.

**ICT is delivering community programs in Queensland correctional facilities:** ICT, through Celtic Training, has begun to deliver training programs at a correctional centre in central Queensland. The programs provide a pathway to employment for prisoners by teaching them basic maths and literacy skills from foundation level to certificate 3. While the initial program was rolled out at one facility, ICT are now working with the remaining 10 Correctional Facilities, Youth Justice and Probation and Parole in Queensland with the aim of a much broader program rollout.

**ICT students have a high completion rate:** ICT's students have a high course completion rate of over 70% which compares favourably to the vocational industry's average completion of circa 36%

**ICT is not currently exposed to the VET-FEE Help System:** Currently ICT do not receive any funding from the VET-FEE help system. ICT is committed to a blend of fee for service from students and part funding by State governments. ICT believes that the completion rates being achieved are partially due to the financial commitment of its students and or their employers.

**ICT have an opportunity to consolidate further RTO's:** There are circa 5,000 RTOs in Australia and the industry is very fragmented. The Federal Government has introduced new legislation and increased the monitoring and compliance regime. The increased level of compliance requirements may be a challenge for smaller players. However ICT has centralised its compliance team across its RTOs which puts it into a position to potentially acquire some of smaller businesses and then integrate them within the existing ICT compliance structure.

**ICT is focused on employment outcomes:** ICT are focused on improving employment outcomes by creating pathways to employment by entering into partnerships with employer organisations and Peak Industry Bodies. ICT is currently negotiating joint venture opportunities with 2 significant Peak Industry Bodies in Queensland, one of which has a national focus. By providing pathways to employment as part of the educational offerings ICT is providing a high level of legitimacy to its educational programs.

**ICT's RTOs are cash flow positive:** If all 6 of ICT's RTOs were to be consolidated they would return a positive EBIT result of circa \$2.4m. Therefore we can assume that ICT is cash flow positive on a normalised basis.

**Recommendation**

We initiate coverage with a **Speculative BUY** recommendation on ICT.

## Key Points

**ICT is a vocational education provider:** ICT is a vocational education provider that offers courses which are delivered in a face to face and blended offline-online format. In order to expand its business ICT has acquired, or is in the process of acquiring, a number of small RTOs (Registered Training Organisations) around Australia. These RTO's are currently operational and have students enrolled studying a variety of courses. ICT's RTOs offer 70 combined accredited and non-accredited courses across 22 different industries geographically spread across Australia. The bulk of ICT's courses are offered in a face-to-face format and as ICT has developed an e-learning platform, it has the opportunity to introduce a blended teaching model where parts of the current courses can be offered online. The blended online and offline course format has gained popularity in higher education as it offers greater flexibility for people to upgrade their skills while working or undertaking home duties.

**ICT is delivering community programs in Queensland correctional facilities:** ICT, through Celtic Training, has begun to deliver training programs at a correctional centre in central Queensland. The program provides a pathway to employment for prisoners by teaching them basic maths and literacy skills from foundation level to certificate 3. While the initial program was rolled out at one facility, ICT are now working with the remaining 10 Correctional Facilities, Youth Justice and Probation and Parole in Queensland with the aim of a much broader rollout of the program. In this space alone there are in excess of 30, 000 eligible students. There are other potential markets which include the circa 250+ Community Groups working with marginalised Australians.

**ICT students have a high completion rate:** ICT's students have a high course completion rate of over 70% which compares favourably to the vocational industry's average completion of circa 36%. This completion rate is achieved through a blended learning model with specific concentration on pastoral care ensuring every student has the support required to successfully complete the course.

**ICT is not currently exposed to the VET-FEE Help System:** Currently ICT do not receive any funding from the VET-FEE help system. ICT is committed to a blend of fee for service from students and part funded by State Governments. ICT believes that the completion rates being achieved are partially due to the financial commitment of its students and / or their employers.

**ICT have an opportunity to consolidate further RTO's:** There are circa 5,000 RTOs in Australia and the industry is very fragmented. The Federal government has introduced new legislation and increased the monitoring and compliance regime. The increased level of compliance requirements may be a challenge for smaller players. However, ICT has centralised its compliance team across its RTOs which puts it into a position to potentially acquire some of smaller businesses and then integrate them with the existing ICT compliance structure.

The bulk of these RTO's are real businesses that offer genuine training programs that are aimed at improving students' lives. ICT therefore has the opportunity to continue to acquire RTO's that complement ICT's existing business and gains efficiencies through the integration process. This will allow ICT to grow its business by making accretive acquisitions.

**ICT is focused on employment outcomes** ICT are focused on improving employment outcomes by creating pathways to employment by entering into partnerships with employer organisations and Peak Industry Bodies. ICT is currently negotiating joint venture opportunities with 2 significant Peak Industry Bodies in Queensland of which one of them has a national focus. By providing pathways to employment as part of the educational offering, ICT is providing a high level of legitimacy to its educational offerings.

ICT recently signed a letter of intent (LOI) with clubs Queensland to address the challenges of finding suitable and meaningful work for Workcover clients. The agreement allows for the establishment of a pathway to employment for long term WorkCover clients in a potentially new career. Strong governmental support for this initiative has already been forthcoming.

The program is highly scalable and could be rolled out in a number of different areas as it supplies workers to a sector that often struggles to attract and retain committed staff as well as given people the chance to work again. This one way in which ICT is creating employment outcomes post training.

**ICT's RTOs are cash flow positive:** If all 6 of ICT's RTOs were to be consolidated they would return a positive EBIT result of circa \$2.4m. Therefore we can assume that ICT is cash flow positive on a normalised basis. Due to the fact that ICT is acquiring profitable businesses and working to gain efficiencies via the sharing of systems and back office functions, we can expect further acquisitions to be accretive in nature.

<b>iCollege Ltd. ICT-AU</b>						
List of Comparable Companies (\$ in millions)						
Company	Ticker	Business Description	Equity Value	Enterprise Value	LTM Sales	
iCollege Ltd.	ICT-AU	Provides on-line education services	\$5	\$4	\$0	
Seek Limited	SEK-AU	Engages in the business of providing online employment classifieds and education and training services	3781	4502	661	
Nord Anglia Education, Inc.	NORD-USA	Provides education services	1,998	2,795	667	
Grand Canyon Education, Inc.	LOPE	Provides online postsecondary education services	1,843	1,894	778	
RealPage, Inc.	RP-USA	Provides software solutions for the rental housing industry	1,579	1,502	469	
Navitas Limited	NVT-AU	Provides education services for students	1,271	1,295	710	
DeVry	DV-USA	Provides educational services	1,161	806	1,861	
Technology One	TNE-AU	Provides enterprise software solutions	1,031	978	147	
G8 Education	GEM-AU	Owns and operates child care centers	907	1,096	420	
Apollo	APOL-USA	Provides educational programs tailored to working adults	877	219	2,446	
Navigant Consulting, Inc.	NCI-USA	Provides management, financial and information technology consulting services	715	880	919	
Heidrick & Bridgepoint	HSII-USA	Provides executive search and leadership consulting services	425	228	548	
Monster	BPI	Provides postsecondary education services	288	55	578	
Care.com, Inc.	MWW-US	Operates career search websites	266	287	667	
General	CRCM	Provides online services for families	205	133	139	
	JOB-USA	Provides employee staffing and placement services	40	35	51	

Table 1: List of Comparables ICT

iCollege ICT-AU																										
Comparable Companies Analysis																										
(\$ in millions, except per share data)																										
Company	Ticker	Current Share Price	% of 52-wk. High	Equity Value	Enterprise Value	Enterprise Value /									LTM Total		Price /			LT EPS Growth						
						LTM Sales	2016E Sales	2017E Sales	LTM EBITDA	2016E EBITDA	2017E EBITDA	LTM EBIT	2016E EBIT	2017E EBIT	EBITDA Margin	Debt / EBITDA	LTM EPS	2016E EPS	2017E EPS							
iCollege Ltd.	ICT-AU	\$0.06	\$0.38	\$4.66	\$4.45	\$10.14	NA	NA	(\$2.65)	NA	NA	(\$2.64)	NA	NA	(\$3.83)	-	(\$2.24)	NA	NA	NA	NA	NA	NA	NA	NA	\$0.23
<b>Tier I: Large-Software-Education</b>																										
Seek Limited	SEK-AU	\$ 10.98	78%	\$ 3,781.17	\$ 4,501.66	6.5x	6.1x	5.5x	16.8x	15.8x	14.2x	19.2x	19.1x	17.0x	39%	0.0x	106.7x	28.2x	24.6x	24.6x	24.6x	24.6x	24.6x	24.6x	24.6x	-76%
Nord Anglia Education, Inc.	NORD-USA	\$ 19.19	72%	\$ 1,997.70	\$ 2,795.50	4.3x	3.3x	2.9x	21.4x	13.1x	11.3x	24.4x	19.0x	16.2x	20%	0.0x	40.0x	28.3x	22.1x	22.1x	22.1x	22.1x	22.1x	22.1x	22.1x	369%
Grand Canyon Education, Inc.	LOPE	\$ 38.50	83%	\$ 1,842.79	\$ 1,893.80	2.4x	2.2x	2.0x	7.7x	6.8x	6.1x	9.0x	8.1x	7.4x	32%	0.0x	13.8x	12.8x	11.7x	11.7x	11.7x	11.7x	11.7x	11.7x	11.7x	18%
RealPage, Inc.	RP-USA	\$ 19.84	84%	\$ 1,578.86	\$ 1,502.49	3.2x	2.6x	2.3x	27.3x	12.6x	10.3x	163.6x	15.9x	12.6x	12%	0.0x	NA	27.9x	22.0x	22.0x	22.0x	22.0x	22.0x	22.0x	22.0x	-100%
Navitas Limited	NVT-AU	\$ 3.37	86%	\$ 1,270.55	\$ 1,295.03	1.8x	1.8x	1.8x	10.7x	11.1x	11.0x	13.1x	13.6x	13.6x	17%	0.0x	19.5x	19.4x	19.0x	19.0x	19.0x	19.0x	19.0x	19.0x	19.0x	-11%
<b>Mean</b>						<b>3.7x</b>	<b>3.2x</b>	<b>2.9x</b>	<b>16.8x</b>	<b>11.9x</b>	<b>10.6x</b>	<b>45.9x</b>	<b>15.2x</b>	<b>13.4x</b>	<b>24%</b>	<b>0.0x</b>	<b>45.0x</b>	<b>23.3x</b>	<b>19.9x</b>	<b>19.9x</b>	<b>19.9x</b>	<b>19.9x</b>	<b>19.9x</b>	<b>19.9x</b>	<b>19.9x</b>	<b>40%</b>
<b>Median</b>						<b>3.2x</b>	<b>2.6x</b>	<b>2.3x</b>	<b>16.8x</b>	<b>12.6x</b>	<b>11.0x</b>	<b>19.2x</b>	<b>15.9x</b>	<b>13.6x</b>	<b>20%</b>	<b>0.0x</b>	<b>29.8x</b>	<b>27.9x</b>	<b>22.0x</b>	<b>22.0x</b>	<b>22.0x</b>	<b>22.0x</b>	<b>22.0x</b>	<b>22.0x</b>	<b>22.0x</b>	<b>-11%</b>
<b>Tier II: Mid-Software-Education</b>																										
DeVry Education Group Inc.	DV-USA	\$ 18.37	49%	\$ 1,160.56	\$ 806.42	0.5x	0.5x	0.5x	3.4x	3.5x	3.4x	5.0x	5.1x	4.9x	15%	0.0x	5.9x	8.0x	7.5x	7.5x	7.5x	7.5x	7.5x	7.5x	7.5x	18%
Technology One Limited	TNE-AU	\$ 3.31	91%	\$ 1,031.08	\$ 978.05	6.6x	5.7x	5.1x	32.6x	24.3x	20.9x	36.1x	26.5x	22.6x	20%	0.0x	53.7x	35.4x	30.2x	30.2x	30.2x	30.2x	30.2x	30.2x	30.2x	-19%
G8 Education Limited	GEM-AU	\$ 2.42	71%	\$ 906.87	\$ 1,095.73	2.7x	2.0x	1.8x	12.0x	8.8x	7.8x	12.7x	9.3x	8.2x	22%	0.0x	23.3x	12.5x	11.2x	11.2x	11.2x	11.2x	11.2x	11.2x	11.2x	12%
Apollo Education Group, Inc. Class A	APOL-USA	\$ 8.11	29%	\$ 877.23	\$ 219.14	0.1x	0.1x	0.1x	1.0x	1.3x	1.4x	1.7x	2.5x	3.0x	12%	0.0x	8.6x	14.1x	17.1x	17.1x	17.1x	17.1x	17.1x	17.1x	17.1x	-68%
Navigant Consulting, Inc.	NCH-USA	\$ 15.06	85%	\$ 715.43	\$ 880.28	1.0x	1.0x	0.9x	7.3x	6.4x	6.1x	10.0x	9.4x	8.6x	13%	0.0x	NA	13.7x	12.3x	12.3x	12.3x	12.3x	12.3x	12.3x	12.3x	-100%
<b>Mean</b>						<b>2.2x</b>	<b>1.9x</b>	<b>1.7x</b>	<b>11.2x</b>	<b>8.9x</b>	<b>7.9x</b>	<b>13.1x</b>	<b>10.5x</b>	<b>9.5x</b>	<b>17%</b>	<b>0.0x</b>	<b>22.9x</b>	<b>16.7x</b>	<b>15.6x</b>	<b>15.6x</b>	<b>15.6x</b>	<b>15.6x</b>	<b>15.6x</b>	<b>15.6x</b>	<b>15.6x</b>	<b>-31%</b>
<b>Median</b>						<b>1.0x</b>	<b>1.0x</b>	<b>0.9x</b>	<b>7.3x</b>	<b>6.4x</b>	<b>6.1x</b>	<b>10.0x</b>	<b>9.3x</b>	<b>8.2x</b>	<b>15%</b>	<b>0.0x</b>	<b>15.9x</b>	<b>13.7x</b>	<b>12.3x</b>	<b>12.3x</b>	<b>12.3x</b>	<b>12.3x</b>	<b>12.3x</b>	<b>12.3x</b>	<b>12.3x</b>	<b>-19%</b>
<b>Tier III: Small-Cap -Software-Education</b>																										
Heidrick & Struggles International, Inc.	HSII-USA	\$ 23.13	78%	\$ 425.22	\$ 227.57	0.4x	0.4x	0.4x	4.8x	4.1x	3.6x	6.7x	5.8x	5.1x	9%	0.0x	NA	19.3x	17.0x	17.0x	17.0x	17.0x	17.0x	17.0x	17.0x	-100%
Bridgepoint Education, Inc.	BPI	\$ 6.30	62%	\$ 288.43	\$ 55.50	0.0x	0.0x	0.0x	0.6x	0.5x	0.5x	1.7x	1.0x	1.0x	6%	0.0x	-24.2x	21.0x	24.2x	24.2x	24.2x	24.2x	24.2x	24.2x	24.2x	-133%
Monster Worldwide, Inc.	MWW-US	\$ 2.96	36%	\$ 266.13	\$ 286.67	0.4x	0.4x	0.4x	NA	3.0x	2.7x	NA	4.9x	4.8x	NA	0.0x	NA	8.8x	7.1x	7.1x	7.1x	7.1x	7.1x	7.1x	7.1x	-100%
Care.com, Inc.	CRCM	\$ 6.09	76%	\$ 205.31	\$ 133.35	1.0x	0.9x	0.8x	-13.3x	17.3x	9.7x	-9.4x	-239.4x	28.1x	-8%	0.0x	-11.7x	63.0x	26.3x	26.3x	26.3x	26.3x	26.3x	26.3x	26.3x	-94%
General Employment Enterprises, Inc.	JOB-USA	\$ 4.36	37%	\$ 40.36	\$ 34.51	0.8x	0.5x	0.4x	151.0x	8.4x	6.8x	-55.3x	24.2x	17.3x	1%	0.0x	-30.6x	109.0x	43.6x	43.6x	43.6x	43.6x	43.6x	43.6x	43.6x	-74%
<b>Mean</b>						<b>0.5x</b>	<b>0.5x</b>	<b>0.4x</b>	<b>35.8x</b>	<b>6.6x</b>	<b>4.7x</b>	<b>-14.1x</b>	<b>-40.7x</b>	<b>11.3x</b>	<b>2%</b>	<b>0.0x</b>	<b>-22.2x</b>	<b>44.2x</b>	<b>23.6x</b>	<b>23.6x</b>	<b>23.6x</b>	<b>23.6x</b>	<b>23.6x</b>	<b>23.6x</b>	<b>23.6x</b>	<b>-100%</b>
<b>Median</b>						<b>0.4x</b>	<b>0.4x</b>	<b>0.4x</b>	<b>2.7x</b>	<b>4.1x</b>	<b>3.6x</b>	<b>-3.9x</b>	<b>4.9x</b>	<b>5.1x</b>	<b>3%</b>	<b>0.0x</b>	<b>-24.2x</b>	<b>21.0x</b>	<b>24.2x</b>	<b>24.2x</b>	<b>24.2x</b>	<b>24.2x</b>	<b>24.2x</b>	<b>24.2x</b>	<b>-100%</b>	
<b>Overall</b>																										
<b>Mean</b>						<b>2.1x</b>	<b>1.8x</b>	<b>1.7x</b>	<b>20.2x</b>	<b>9.1x</b>	<b>7.7x</b>	<b>17.0x</b>	<b>-5.0x</b>	<b>11.4x</b>	<b>15%</b>	<b>0.0x</b>	<b>18.6x</b>	<b>28.1x</b>	<b>19.7x</b>	<b>19.7x</b>	<b>19.7x</b>	<b>19.7x</b>	<b>19.7x</b>	<b>19.7x</b>	<b>19.7x</b>	<b>-31%</b>
<b>Median</b>						<b>1.0x</b>	<b>1.0x</b>	<b>0.9x</b>	<b>9.2x</b>	<b>8.4x</b>	<b>6.8x</b>	<b>9.5x</b>	<b>9.3x</b>	<b>8.6x</b>	<b>14%</b>	<b>0.0x</b>	<b>13.8x</b>	<b>19.4x</b>	<b>19.0x</b>	<b>19.0x</b>	<b>19.0x</b>	<b>19.0x</b>	<b>19.0x</b>	<b>19.0x</b>	<b>19.0x</b>	<b>-74%</b>
<b>High</b>						<b>6.6x</b>	<b>6.1x</b>	<b>5.5x</b>	<b>151.0x</b>	<b>24.3x</b>	<b>20.9x</b>	<b>163.6x</b>	<b>26.5x</b>	<b>28.1x</b>	<b>39%</b>	<b>0.0x</b>	<b>106.7x</b>	<b>109.0x</b>	<b>43.6x</b>	<b>43.6x</b>	<b>43.6x</b>	<b>43.6x</b>	<b>43.6x</b>	<b>43.6x</b>	<b>43.6x</b>	<b>369%</b>
<b>Low</b>						<b>0.0x</b>	<b>0.0x</b>	<b>0.0x</b>	<b>-13.3x</b>	<b>0.5x</b>	<b>0.5x</b>	<b>-55.3x</b>	<b>-239.4x</b>	<b>1.0x</b>	<b>-8%</b>	<b>0.0x</b>	<b>-30.6x</b>	<b>8.0x</b>	<b>7.1x</b>	<b>7.1x</b>	<b>7.1x</b>	<b>7.1x</b>	<b>7.1x</b>	<b>7.1x</b>	<b>-133%</b>	

Source: Company filings, Factset, Consensus Estimates  
 Note: Last twelve months data based on December 2015. Estimated annual financial data based on a June 20 financial year.

Table 2: Exit Multiples Comparable Summary.

## Industry Overview

Private vocational education has grown significantly over the last several years and there are over 5,000 private providers in the sector. The government has increased funding to the private sector in order to stimulate competition and increasing competition and training standards. The government also extended the successful higher education FEE help system to include vocational education but this has had mixed results. While it has opened up education opportunities the amounts claimed under the scheme has skyrocketed and completion rates have plunged. This was largely due to some operators signing up huge volumes of students to predominately online courses. These excesses are being wound back against ASX listed players like Vocation (VET.ASX) and Australian Careers Network (ACN.ASX).

TAFE's have lost market share as the private providers have grown. However, this could swing back as compliance requirements are increased. One of the reasons that TAFE's have lost market share is that smaller private providers can offer more flexible innovative and updated programs compared to TAFEs who are slower to respond to market changes.

However there is still a need for vocational training and the TAFE's cannot fulfil all the demand especially for more specialised courses. Education is one of Australia's strengths and is one of our most important exports. It is expected this will be a growth industry as Australia moves towards a more service based economy and becomes less resource dependant.

## Recommendation

We initiate coverage with a **Speculative BUY** recommendation on ICT.

While ICT is currently in a developing stage we are impressed with the correctional services opportunity in Queensland. This innovative and worthwhile program has the potential to scale across other correctional facilities in Queensland and into other States. It is also important to note that ICT receives no VET FEE help funding at this point in time and could therefore benefit from a recovery in the sector as the regulatory environment improves and other operators exit.

ICT has a lot of runway in terms of consolidating other cash flow positive RTO's. The compliance environment is undoubtedly going to get more complex and the fact that ICT already has a centralised compliance function, could allow ICT to realise immediate benefits from any potential acquisitions. The RTO sector is very fragmented so there are a number of potential groups that could fit into the ICT stable.

We also like the e-learning platform that ICT have developed in that it owns the IP. This provides potential to offer courses in a blended mode as opposed to a fully off-line mode giving students a greater degree of flexibility.

One of the key differentiators is the high student completion rates which places ICT in a different position to other VET providers, who have pure online offerings with very low completion rates. If students are completing courses, they are finding value in ICT products.

We will value the business when more financial data is available but we do believe that the current market value of A\$7m does not properly reflect the potential of the business.

## Company Background

ICT is an Australian-based, vocational education provider that owns a number of RTO's (Registered Training Organisations) geographically spread throughout Australia. These RTO's predominately offer face-to-face courses across a number of different industry sectors. ICT also owns and operates a cloud-based learning management platform and offers a number of online accredited and non-accredited courses.

The company is headquartered in Perth, Australia and was listed on the ASX in May 2014.

## Directors

### **Ross Cotton - Executive Director / Chairman**

Ross is the executive Chairman of ICT and was previously an Executive Director of the firm. He is also a corporate advisor for Regency Corporate in Perth. Ross has experience in advising companies on strategy, financing, acquisitions and corporate re-structuring. Prior to joining Regency Corporate and ICT, Ross worked in the stock broking industry as an advisor and specialised in raising capital for small and mid-cap companies.

### **Stuart Manifold - CEO**

Stuart was appointed as the CEO on the 6<sup>th</sup> of October this year. Previously he was the Chief Operating Officer. Stuart has previously held a CEO position in a corporate training firms with a special focus on the oil and gas industry. Stuart has also served on the board of Entrepreneurs Organisation in WA.

### **Andrew Crevald - Non-Executive Director**

Andrew Crevald has been appointed as Non-Execuive Director of ICT on the 6<sup>th</sup> October 2015 and brings a wealth of experience in education to ICT. Andrew is the Director and Principal of Navitas's Curtin College based at Curtin University. As director Andrew oversees principal operations of the College but also is responsible for strategy and financial management of the College.

### **Philip Re - Non-Executive Director**

Philip is Non-Executive Director for ICT and Managing Director of Regency Corporate Pty Ltd. Philip has experience in capital raisings, restructuring businesses and undertaking initial public offerings He has held board positions held include South American Ferro Metals Limited, Promesa Limited, Transit Holdings Limited, Belleview Resources Limited, and Meridian Minerals Limited.

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**Recommendation Definitions**

**SPECULATIVE BUY** – 10% or more outperformance, high risk

**BUY** – 10% or more outperformance

**HOLD** – 10% underperformance to 10% over performance

**SELL** – 10% or more underperformance

Period: During the forthcoming 12 months, at any time during that period and not necessarily just at the end of those 12 months.

Stocks included in this report have their expected performance measured relative to the ASX All Ordinaries index. DJ Carmichael Pty Limited's recommendation is made on the basis of absolute performance. Recommendations are adjusted accordingly as and when the index changes.

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