

Paradigm Capital Inc. is pleased to announce that, effective the first of December, Tina Normann has joined the Paradigm Research Team as an Analyst. Tina has spent a number of years in the industry (most recently at GMP), and will focus on quantitative and technical analysis. Having a full-time practice in quantitative and technical analysis will add to Paradigm's product breadth and provide critical internal idea-generation for Paradigm's clients.

Tina is the latest in what has been an exemplary year of new additions to Paradigm. In 2009, we have also welcomed the following individuals to our team:

- In January Paradigm considerably increased its sales desk depth:
 - Naomi Ebata, a highly experienced salesperson, came to us from CIBC World Markets, where she spent almost 20 years in institutional sales. Naomi has a BA from the University of Western Ontario and is a CFA charter holder.
 - Todd Johnson, who spent the last 8 years as a key member of the Canaccord Capital sales desk, also came on board in January. Todd graduated from Babson College with a Bachelor of Science Degree and is a Certified Investment Manager.With the significant additions of Todd and Naomi, the Paradigm sales team added invaluable sales experience to service our growing base of clients.
- Spencer Churchill was a great addition to our technology team in March. Prior to joining Paradigm, Spencer was an Associate Portfolio Manager at Jemekk Capital Management after having been a technology and special situation analyst at Clarus securities and CIBC. Spencer graduated Summa cum Laude with an Honours Degree in Economics from York University, and is a CFA charter holder.
- Kevin Smith was appointed a Managing Director, Corporate Finance in the Calgary office in June. Kevin brings 13 years of investment industry experience with bank-owned and independent investment dealers, focused on Canada's energy sector.
- Warren Holmes was appointed a Managing Director, Corporate Finance and became the head of Paradigm's Calgary office in July. With over 25 years of experience in the investment industry, Warren has been working with Paradigm's research, trading and institutional sales groups to grow the firm's presence in Canada's energy sector. Warren has been independently ranked as one of Canada's top investment bankers to the country's energy industry.
- Michael Roland joined Paradigm as General Counsel in July. Michael came to Paradigm from CI Financial, where he spent five years managing litigation, client complaints, regulatory inquiries and internal investigations. Before that, Michael was a litigator at Fraser Milner Casgrain LLP. Michael will be involved in all aspects of risk management at Paradigm, including compliance, governance and human resources.
- Blake Hall joined our technology team as a research associate in September. Blake has a Bachelor of Commerce (Honours) degree from the University of Guelph. Part of Paradigm's development program, Blake interned with us in the summer of 2008 before being asked to join the "big club" in September.
- Kathryn Nixon, who joined our corporate finance group as an associate in September, is also a product of Paradigm's development program. Previously, Kathryn spent two summer terms in corporate finance at Paradigm. Kathryn has a Bachelor of Commerce from the Queen's School of Business and will work in both the growth and mining areas.



- Nicole Leinweber joined Paradigm's Calgary office in September, where she assists in all aspects of corporate finance related to Canada's energy industry. Nicole also provides office management support and assistance to the Calgary-based research analysts, as required.
- Jeffrey Woolley started at Paradigm in October. Prior to joining our base metals team as a research associate, Jeff was a member of the natural resources portfolio management team at Sentry Select Capital. In addition, Jeff has 8 years experience in investment banking and equity research with Macquarie Bank and Orion Securities. Jeff has a BA in Honours Economics from the University of Western Ontario as well as an MBA from York University. Jeff is a CFA charter holder.
- Scott Robertson commenced work in Paradigm's Calgary office as a Corporate Finance Associate in November. Scott joined us after recently completing his M.B.A. from the Richard Ivey School of Business. He was previously employed with Talisman Energy as an Exploitation Engineer. Scott spent the first part of his career at ATECH Application Technology, a technical engineering firm in the Canadian energy sector.
- Erin Helfrich started in the Toronto office as an assistant on the trading desk in November. Erin joined us from Canaccord Capital, where she worked on the Vancouver sales/trading desk.

Each of these individuals, like the rest of Paradigm, believes that teamwork and long-term relationships are critical to achieve exceptional success and growth. We will work together with them in order to exceed your expectations. We hope you will join us in welcoming them to our team!