

*Paradigm Capital Inc. is pleased to make the following announcements.*

New Hires

Mark Heim, CFA has joined the Paradigm Oil & Gas Research Team, in its Calgary office, as a Research Analyst. Mark has spent over 15 years in the industry, including positions as a trader, corporate finance analyst and research. For the past 11 years, he has been in equity research, most recently with Macquarie Capital Markets Canada.

Santo Ranieri has joined Paradigm's Base Metals Research Team as a Research Analyst. He spent most of his career at Falconbridge/Xstrata Nickel in Metal Sales including working in their Brussels office for a period of five years as well as holding the position of Director of Market Research focused on analyzing the dynamics of the nickel, copper and cobalt markets. He most recently was at Versant Partners assisting in mining & metals equity research. Santo holds a B.Sc. in Geology and an MBA, both from McMaster University.

Grant Moenting has joined Paradigm's Base Metals Research Team as a Research Associate. Previously, Grant spent four years in Vancouver working with Teck Resources Ltd. in copper, gold, and nickel hydrometallurgical research & development. Grant holds a degree in Engineering Chemistry from Queen's University and is currently finalizing the process of obtaining his P. Eng. designation.

Amanda Ierfino has joined Paradigm's Toronto team as a Sales and Trading Assistant. Previously, Amanda spent some time in Ottawa assisting a Portfolio Manager at Export Development Canada. She also worked in Treasury and Compliance at Blue Note Mining in Montreal. Amanda holds a B.Comm in Finance from Concordia University.

Tannis Marshall recently joined Paradigm's Calgary office, where she assists in all aspects of corporate finance related to Canada's energy industry. Tannis also provides office management support and assistance to the Calgary-based research analysts, as required. Tannis recently completed a Bachelor of Management from the University of Lethbridge.

Like everyone at Paradigm, each of these individuals 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.