

APPLICATION CHECKLIST

(Please note the mandatory items are marked with an * below)

- I have read and understand all Entry Guidelines*
- I have registered/attended an Application Information Session (last session Wednesday 15 May)
- My Business Summary is on a separate page*
- I have answered all questions in the General Questionnaire*
- I have answered all Category Specific Questions*
- I have included Supplementary Material*
- I have entered two categories (not mandatory but strongly advised)
- I have two copies of each application (two judges per category) *
- I have a signed Entry Form attached to the front of each application*
- I have saved a copy of my applications as entries are destroyed after Judging

ENTRY FORM

Category entered

SME Business Award

Business name

ABC Company

ABN

1234567

Name (all award correspondence will be sent to this person)

John Smith

Position

Director

Postal Address

123 Street

City Ballarat

State VIC

Post Code 3350

Business Address (If different to postal)

Same as above

City

State

Post Code

Business Phone

123 456 789

Mobile

123 456 789

Email

abccompany.abc.com

Declaration

I certify that I am authorised by the business named on this entry form to provide the information in this application. I understand that the judges' decision is final and that no correspondence or discussion will be entered into and that due to the voluntary nature of the judging panel, no individual feedback on my application will be provided.

I understand that it is my responsibility to ensure adequate time is allowed for the application to reach Commerce Ballarat.

Privacy

The information collected will be used for administrative and contact purposes only and will be provided to the 2024 Federation University Commerce Ballarat Business Excellence Awards judging panel for the purpose of assessing this entry.

The contact details of nominees for the 2024 University Commerce Ballarat Business Excellence Awards may be provided to sponsors. Personal information will not be used or disclosed for any other purpose.

Confidentiality

All judges acting on behalf of the 2024 Federation University Commerce Ballarat Business Excellence Awards will sign confidentiality agreements to protect the commercial and personal information submitted by entrants.

I certify that the information in this application is true and correct to the best of my knowledge and belief and fairly represents the affairs of my business. I also understand that if my business is chosen as a finalist, my signature below authorises the use and public release of my business name and address.

Signature

John Smith

Name

John Smith

The 2024 Federation University Commerce Ballarat Business Excellence Awards shine a light on the outstanding achievements of Ballarat businesses. We encourage you to turn your nomination into an application. Good luck!

Early bird application close
5pm Tuesday 4 June 2024

Applications close
5pm Wednesday 12 June 2024



1. Business Summary

At ABC, our team of seven is dedicated to delivering premier services and high-quality products. We take pride in our commitment to sourcing locally, forging partnerships with nearby businesses to ensure the freshest ingredients and materials. Our ethos is deeply rooted in community support, evident in every aspect of our operations. With a steadfast focus on excellence and sustainability, ABC serves as a beacon of quality and conscientious business practices in our industry.

EXAMPLE

2. Background

2.1 What is your business name?

ABC Company

2.2 What does your business do?

Primarily we manufacture and sell a range of organically certified innovative [removed for privacy]

2.3 Where is your business located?

The offices are located at [removed for privacy]

2.4 When was your business established?

ABC began in 1985

2.5 How many people does your business currently employ?

Our FTE is 4.6, with 3 full time staff along with part time administration and warehouse team members. Included is a seasonal contract driver.

2.6 What region does your business cover?

We sell, distribute and spread our products across NSW, VIC and SA. The products are available and sold in all states of Australia in approx. 300 stores.

3. Business Planning, Adaptability & Resilience (10 points)

3.1 Do you have a current business plan and vision for your business? Explain its main objectives.

Our vision is to improve through education, demonstration, and results. Our main objectives are to strengthen the growth of the business through developing opportunities, build strong communication pathways and develop avenues to present and educate our customers. Business plans for each sector are developed after reviewing the previous year's performance and market trends developing through arising opportunities. Division managers present business plan, budgets and vision for the upcoming year during January's team annual planning day.

3.2 How do you monitor performance against your business plan?

Performance is monitored through sales orders, business growth, social media analytics and website enquiry. Discussions are held with key personnel across all sectors including staff, distributors, end users and retailers. We measure the volumes and units sold in each sector along with a number of KPI's including new stores, presentations made, invites to special events.

3.3 How do you revise and adapt your business plan?

Business plan objectives are reviewed quarterly and presented to the whole team. Analysis is done on projections of sales and growth. Results from this drives the marketing approach for the upcoming 6 months. We like to apply a level of flexibility to the business plan during the review to capture new markets and trends that may have been overlooked during the annual planning day.

3.4 What processes do you implement to ensure your business meets its legal, regulatory and/or risk management responsibilities? How do you monitor your current external environment?

We regularly review and update our internal policies and procedures to ensure compliance with legal and regulatory requirements. This includes thorough training for staff members and ongoing monitoring of our operations. Additionally, we stay informed about changes in the external environment by subscribing to relevant industry publications, attending seminars, and maintaining active memberships in professional organizations.

3.5 In 2023, what strategic changes were made in your business to adapt to your external environment? How did these changes make your business more resilient?

In 2023, we diversified suppliers, strengthened online presence, and invested in technology. These changes increased flexibility, reduced dependency, and improved adaptability, boosting resilience.

3.6 Is your business continuing to implement and/or further adapt these changes? If so, how and why?

Yes, we are continuing to implement and refine these strategic changes. We recognize the ongoing importance of adaptability in navigating evolving external environments. By further integrating these initiatives into our operations, we aim to sustain our resilience and ensure our ability to thrive amidst future challenges.

4. Financial Management (10 points)

4.1 Do you adopt a detailed income and expense budget prior to the commencement of each financial year? In 2023 was this revised and how?

Every year we analyse and review all major costs to ensure that our running costs are kept viable. We review insurances, phone bills, interest rates, fuel costs, all outgoings and general administrative costs. Cost reviews and budgeting goes right down to the costs of producing a sample bag as a giveaway.

4.2 What procedures do you have in place to control your work in-progress and/or stock?

The business activity can show peaks and troughs throughout the year. Team managers plan and book jobs at the start of the week, forecasting the volume of product used for each job. On completion the drivers log the work and the stock levels of used product are recorded. Trigger points are set for the reorder of product to arrive on site. The stock levels are budgeted for a full 12 months for each state. Our finance system has a solid inventory count in which reports are produced monthly to analyse stock levels.

4.3 What procedures do you have in place to monitor and control your debtors?

Contract bookkeeping services maintain our debtors list which is updated weekly. Our accounts are COD, 14 days or End of Month. Close observation and response maintains an acceptable level of debt. The General Manager monitors these on a weekly basis. Each division manager is aware of their debtors lists and maintains the relationships to ensure these are minimised. Any client that has a debtor's history is moved to a COD account.

4.4 What procedures do you have in place to manage cashflow and liquidity? How did you navigate this in 2023?

We maintain robust procedures for cash flow and liquidity management, including regular monitoring of accounts receivable and payable, budgeting, and forecasting. In 2023, amidst uncertain economic conditions, we optimized our cash flow by negotiating favorable payment terms with suppliers, closely managing inventory levels, and prioritizing high-impact investments.

4.5 What benchmarks do you use to manage your business finances - for example, ratio analysis, turnover and margins?

Monitoring our figures closely allows us to maximise efficiency and minimise waste. We have fixed margins in place for both divisions which are analysed annually. We also rely heavily on % of gross profit on sales. % of sales dollars spent on marketing and overhead expenses. We find the gross profit margin analysis of our business is the easiest way to measure our profitability.

5. Marketing (10 points)

5.1 Do you have marketing plan including brand guidelines in place? Did this need to be adapted in 2023 and if so, how was it changed?

Last year we hired a marketing group to conduct market research on our business. We received a report detailing our market brand, style guide, key words, swat analysis benchmarking us from our competitors and a general marketing guide. We knew that in order to grow our marketing messages our activities needed to be aligned across all divisions of the business.

5.2 How do you seek to differentiate your business from your competitors?

Our products span across all states, which is supported by a network of distributors and agents. Many of our competitors are localized to their own geographic area and also tend to focus on one sector. Our product is sourced from the highest grade. Through our research, education, advocacy, partnerships and implementation we are:

1. Regenerating our product around the world
2. Stabilizing the climate

Our selection was based on our many years of product develop and research. In our market we have seen a number of new competitors enter this market. Our product has 35 years of research and support behind it. We constantly conduct trials and testing to support the quality and excellent results that our products give. This year we have joined federation Uni's internship program. Amongst the tasks that the students will

undertake is to capture the end user's responses and feedback about our products and services and where they sit in the market place. This valuable insight will ensure that we are on target with our messages.

5.3 How do you ensure that your products and services are compatible with your chosen position in the market and are consistent with your brand.

We feel that we are a market leader in our industry sectors. We pride ourselves in being very responsive to our clients' needs and requests. Our customer service policy ensures that our response times exceed the expectations of our customers. Most of our clients are time poor and appreciate the rapid response we can deliver to their query. We conduct customer surveys and arrange regular meetings with our distributors to monitor that we are achieving all service levels.

5.4 Explain the various methods of promoting your business you currently or have previously used?

We select a variety of events to attend to promote our products to new and existing customers. We also accept many invitations as guest speakers with organisations, community groups and product specific events. We have soft promotion through national television programs. We have appointed state distributors to take on the sales, distribution and marketing in their area. Our product manager develops national and local marketing strategies in consultation with each distributor. We are also active on Facebook and linked into twitter. Through the development of a new website we encourage consultation with our end user customers. Additionally, we added videos into the website to support our story. We will be further adding to the video library with Q&A style videos as well as educational information. We supply samples as giveaways to encourage customers to measure the results of our products.

5.5 Explain your strategies for managing your online presence, including website, blog, social media accounts and other online systems.

We manage our online presence through a comprehensive strategy tailored to each platform. Our website is continuously optimized for user experience and search engine visibility. We maintain an active blog to provide valuable content to our audience. Across social media, we employ a mix of curated content, engagement, and targeted advertising to foster connections and drive traffic. Regular monitoring and analytics help us refine our approach, ensuring our online presence effectively reflects our brand and engages our audience.

6. Employment (10 points)

6.1 How do you recruit new staff and what formalised training processes do you have for new or existing staff?

Recruiting staff is generally through walk-in enquiries. We have a low staff turnover and access to a number of quality seasonal employees when required. Mandatory licences and required skills are a minimum in suitability. Staff are selected also on empathy and understanding of our core values. Passion, positive attitude and drive by the employee are strong factors in securing employment.

6.2 What procedures do you have, either formal or informal, to listen to and learn from your staff? How do you feel this enhances team spirit?

Most mornings we discuss the previous day and the day/week ahead over a coffee. We look at all aspects of the daily events including stock levels projected orders influence of weather and staff availability. Managers' report quarterly on business performance and plan any changes during these sessions. Each person holds an equal ranking in the discussion and group decisions are made for the betterment of the business. This creates a strong bond of unity and ownership within everyone's role and responsibility.

6.3 In what ways do you support a healthy workplace culture in your business and demonstrate a commitment to employee health and wellbeing? Please provide examples from 2023.

We prioritize fostering a healthy workplace culture and demonstrating a commitment to employee health and well-being in various ways. In 2023, we implemented flexible work arrangements to accommodate individual needs and promote work-life balance. Additionally, we provided access to mental health resources and offered wellness programs such as yoga classes and nutrition workshops. Regular team-building activities and open communication channels further nurtured a supportive and inclusive environment where employees feel valued and cared for.

7. Quality (10 points)

7.1 Do you have a quality standard of work or product you seek to meet, either formal or informal, and how do you ensure this standard is achieved?

We set a standard to respond to customer enquiries within 24 hours of receipt. We confirm stock orders and supply a ready date within 24 hours, we have despatched orders ready for shipping within 2 days of receiving the order. Our product quality standards are highly governed and audited regularly through our product specific certification.

7.2 How have you established that the quality standard you seek to meet is that required by your target market?

Forward planning and historical data along with budget planning. We have the capability of warehousing good levels of required stock. Working closely with distributors and retailers gives us the insight into their ordering patterns and we warehouse according to their needs.

7.3 How do you ensure consistency between the quality standards you seek to meet and the pricing of your product?

We benchmark our products against our competitor pricing on a yearly basis. We also set out to differentiate our business and product from the start, therefore giving us the opportunity in the marketplace to set benchmark prices for our products. We rely heavily on feedback from our customers, retailers and distributors to gather feedback on quality of product and pricing. We have an incredible opportunity to supply quality product from a smaller option all the way up to a wholesale load, thus ensuring all levels of pricing is available to suit a wide range of customers.

7.4 How do you ensure efficiency in your business and have you implemented any automated systems or processes to improve productivity?

We ensure efficiency in our business through a combination of streamlined processes and the implementation of automated systems. By regularly reviewing and optimizing workflows, we identify areas for improvement and implement changes accordingly. Additionally, we have integrated various automated systems and tools to enhance productivity, such as customer relationship management (CRM) software, project management platforms, and automated reporting systems.

8. Community Engagement (10 points)

8.1 How does your business involve itself and or support the broader Ballarat community?

This year we have committed to supporting a major community project within each state along with localised community support as needed and requested. The major community project will receive a [removed for privacy]% of sales of our products for that state which will go toward items that are needed for that group. We are involved in a number of local sporting groups specific to our product and community with donations of goods and services. We also assist in fundraising ventures in local kindergartens and schools. We donate our time as guest speakers in a range of clubs and groups. Over the past 12 months we have presented at over 20 community groups or events.

8.2 What policies do you have in place to ensure you support local suppliers whenever appropriate?

We strongly support B2B, and where applicable we preference local suppliers. Our products are available nationally; we use local transport companies to get our products to their final destination. We use a local Ballarat packing agency to pack our product. Our graphic designers and marketers are local businesses, our vehicles are purchased and serviced locally.

8.3 Do you monitor your business spend to ensure that any policies you might have with respect to local suppliers are complied with?

Our policy is to always seek local providers first. This is controlled and monitored monthly through our business manager.

8.4 During 2023, how did you engage with other local businesses/organisations and/or find opportunities to collaborate?

In 2023, we engaged with local businesses through networking events and joint marketing campaigns. These collaborations allowed us to leverage each other's strengths, strengthen community ties, and discover new growth opportunities.

8.5 Detail the ways in which your business demonstrates a commitment to diversity and inclusion for your staff and customers?

We demonstrate our commitment to diversity and inclusion through various initiatives for both staff and customers. Internally, we prioritize diversity in recruitment, offer diversity training, and foster an inclusive workplace culture through open communication and support networks. Externally, we ensure our marketing materials and customer interactions reflect diversity, and we actively support diverse community organizations and causes.

8.6 What is your understanding of what it means to be an inclusive organisation?

Being an inclusive organization means creating an environment where every individual feels valued, respected, and supported regardless of their background, identity, or differences. It involves actively fostering a culture of belonging where diverse perspectives are welcomed, and everyone has equal opportunities to contribute, grow, and succeed.

9. Environmental Sustainability (10 points)

9.1 In what ways do your business activities impact on the natural environment? What initiatives do you have to reduce these impacts?

Our products contribute directly to improving the environment. From a production point, we recycle all packaging for repacking. We reuse and recycle pallets. We encourage all retailers and distributors to maximise orders and therefore cut down on the number of freight transactions occurring. Product postcards are printed with food dye; our small packaged product is in biodegradable packaging. We purchase local goods which reduces our carbon footprint. Our raw product is packaged completely on site or in Ballarat.

CATEGORY SPECIFIC QUESTIONS

Power FM - SME Business Award

a) Does your business have a point of difference or a competitive edge to other businesses? If so, explain.

There are only 4 major suppliers in Australia of the same product, and we are the only certified company with distribution on a national basis. With over 30 years' experience in the industry our management team know and understand the needs of producer. Our team is passionate and knowledgeable about what we want to achieve.

b) What use do you make of the support organisations available to you?

We value support and leadership opportunities which we receive from Commerce Ballarat. [removed for privacy] gives our company an international presence and the opportunity to educate others. [removed for privacy] assists us with quality control and networking to other local organic businesses and customers. [removed for privacy] assists us with packaging but we also take great pride in supporting workers. [removed for privacy] is a local agribusiness organisation which keeps us at the forefront of local agribusiness, issues, innovations and concerns which helps us understand and help.

c) What procedures and policies do you have in place to retain and attract staff?

To retain and attract staff, we offer competitive compensation, professional development opportunities, and flexible work arrangements. Our culture of recognition, open communication, and support fosters a positive work environment. We prioritize diversity and inclusion and provide employee assistance programs for well-being. These efforts ensure our team feels valued and motivated, contributing to our organization's success.

d) Do you have formal customer/client service policies? If so, how do you monitor compliance with these policies?

We have policies in place for staff presentation, manners, phone etiquette, dealing with customers, complaints, action times for enquires. Operating in an open office, we are able to monitor customer interaction first hand for meeting compliance needs.

e) How do you measure the success or the impact of your customer/client service policies on your business or your stakeholders?

To measure the success or impact of our customer/client service policies, we employ various metrics including customer satisfaction surveys, feedback mechanisms, and performance indicators such as retention rates and referral rates. Additionally, we analyze the correlation between adherence to our policies and key business outcomes, ensuring alignment with stakeholder expectations and strategic objectives.



1: Relationships and Partnerships

Recognise this as the foundation of our core business

- Maintain and sustain key relationships and partnerships
- Identify and develop new partnerships
- Be aware of what other organisations are doing (combine / learn / collaborate / with and from them)
- Develop and maintain relationships between Board members; and between Board members and Commerce Ballarat team
- Increase formal recognition for partners

2: Leadership and Advocacy

Provide guidance and a voice for business

- Be informed on relevant business issues
- Represent business community on relevant issues
- Proactive in issuing media releases to public
- Promote / support professional development

3: Membership and Sponsorship

Maintain and grow membership and sponsorship base

- Leverage relationships
- Create value proposition and promote member benefits
- Create sales pipeline and sell opportunities
- Quantify targets for sponsorship and members
- Explore incentive options
- Explore retention strategies to protect our base
- Create culture of "must belong"
- Target all industry sectors

4: Opportunities and emerging issues

Identify emerging trends and issues to remain the relevant resource for the business community

- Scan multiple data and stakeholder sources to identify trends
- Timely and proactive communication and distribution of information to Board and staff
- Organisation has a culture that embraces change

5: Business Development Opportunities

Deliver relevant education and networking

- Review and evaluate current business development opportunities, education and networking programs
- Gather data on market and membership to identify opportunities and needs
- Explore new opportunities for business development
- Budgeting and scoping
- Increase member engagement

6: Governance

Manage our Organisation

- Assess viability of a voluntary professional chair person
- Continue professional development of staff and Board members
- Develop, retain and recruit at Board level
- Monitor and assess appropriate support for CEO and team and continue to develop capacity within team to support retention strategy
- OHS and Compliance monthly agenda item Continual policy review

7: Financial Sustainability

Utilise sound practices and approaches to achieve financial independence

- Ensure viability and success for each event undertaken
- Explore new funding opportunities
- Review membership fees annually
- Maintain monthly financial reporting and analysis
- Ongoing budget process
- Continue to maintain financial reserves

VISION

To be the number one relevant resource for business.

MISSION

To provide strong, reliable leadership and advocacy on matters relevant to business in greater Ballarat.

PURPOSE OF COMMERCE BALLARAT

Bettering business in greater Ballarat by:

- Promoting business activities
- Providing leadership and advocacy
- Liaising with all levels of Government to advance business
- Facilitating knowledge and skills development for business

Business Mentoring Program

Participants from 2014, 2015, 2016 & 2017

12 THE COURIER Saturday November 25, 2017

NEWS

thecourier.com.au

Business in beards grows

BY VICTORIA STONE-MEADOWS

COMMERCE Ballarat is taking applications for their 2018 mentoring program that pairs new business owners with experienced business mentors.

Brayden Dorney, 26, started producing and selling Barber's Choice men's grooming products about four years ago and was a part of the 2017 program.

He said the program had been invaluable.

"There was a lot going on and at first I was just selling it to my bearded mates and I had absolutely no idea what to do from there," he said.

"I saw the poster looking for people for the program when I was looking at transitioning from sole trader to a proprietary limited company and I was having a bit of freak out so it was good timing.

"I sent Jodie from Commerce Ballarat a message and said I wanted to apply and two weeks later she said I had been accepted and she sat my down and matched me up with someone who could help."



SHARED KNOWLEDGE: Vicki Coltman and Brayden Dorney have learned a lot from each other through the Commerce Ballarat mentoring program. Picture: Victoria Stone-Meadows.

Mr Dorney was matched with Vicki Coltman, 54, who has years of experience in running businesses.

"I have worked in retail for a long time, in fact my family have owned and run Mitre

10 stores in Ballarat for 120 years," she said.

"I have worked in small and large business from my IT background with IBM to Dad's butcher shop; I have been in training roles,

implementing services and mentoring all kinds.

"This means I can share skills and experiences and I can send Brayden in the right direction."

For the last 10 months,

Ms Coltman and Mr Dorney have been able to grow the Barber's Choice brand and learn new things from each other.

Ms Coltman said she has found working with Mr Dor-

ney very rewarding and has enjoyed sharing her experience with him.

"I have been very much a soundboard for Brayden; he can ask me questions and show me things, we've discussed ways we can grow and work in line with marketing and basic business strategy," she said.

"I have given him guidance on price points and what makes his product different; I have challenged him to think about price and the where and why of his products."

Mr Dorney will be launching new products next month and said he would not have been able to grow his business the same way without the mentoring program.

"I think it's been great, it's hard when starting a new business to know where to find people to help support you," he said.

Those interested in applying for the 2018 mentor program can send a one-page letter to Commerce Ballarat stating how their business could benefit from this program to jodie@commerceballarat.com.au



"Simplex Insurance Solutions was established in Ballarat in 2005, with the assistance of Commerce Ballarat we have been able to grow our business to a point where we have over 1200 clients both local and interstate.

Commerce Ballarat has assisted us with networking events such as After Five where we can meet other professional business people who can assist us in our growth with their services and in turn may also wish to utilise the services that Simplex has to offer too. The Commerce Ballarat Race day is a great networking event where we normally have a table and bring some of our clients along to a fun day and it provides our clients with an opportunity to network too. Commerce Ballarat also has relevant business courses, such as the Savvy Social Media course last year which for an old dinosaur like me, it helped me feel more comfortable in the Social Media market place. I find Commerce Ballarat is great value for money and has assisted my company to be the success that it is today." **Kay Jackson - Simplex Insurance Solutions**

"I believe strongly in supporting CB as local businesses should be supporting each other so as to retain as much business in Ballarat as possible. Being a member of CB can ensure that this is possible. The more members the stronger CB becomes and in turn the stronger Ballarat businesses become in difficult economic circumstance as we are all facing now." **Wayne Krause - Nextra Wendouree**

"It has been invaluable to me, to have expert folk to talk to about my business, its direction and how to go forward. The support and information has been a great guide and has provided some fabulous opportunities." **Alison Shirley, Body Brilliance Pilates**



"Ballarat Mailworks is a family business that was established in October 2009 and immediately joined Commerce Ballarat. Without the initial support and guidance of Commerce, we would not now have a successful and viable business. Their ongoing support and communication to us is excellent and we thoroughly recommend any business new or old to become a member." **Neil McLeod, Director - Ballarat Mailworks**

Commerce Ballarat have participated in the Uniting Ballarat Pancake Day from 2016—2018



For joining us in the fun of Pancake Day while raising funds and awareness for homelessness

Commerce Ballarat



Carolyn Barrie
Carolyn Barrie
Chief Executive Officer
Date
17/2/2016



4 THE COURIER Friday February 16, 2018

NEWS

Tax cut helps businesses in Ballarat

BY VICTORIA STONE-MEADOWS

BUSINESSES in regional Victoria have been benefiting from a reduced payroll tax rate since it was slashed from 4.85 per cent to 3.65 per cent in July last year.

Commerce Ballarat Chair David Wright said Ballarat Businesses said the cuts to the payroll tax has been a boon for Ballarat businesses.

"The threshold for payroll tax is \$625,000 per year so it applies to serious businesses with a decent or average employment number," he said.

"From a Commerce Ballarat perspective, the government has cut payroll tax two years in a row to help businesses and jobs and we think it's a tremendous support.

"Anything to assist with the extra impost in running

a small business I'm sure is greatly appreciated by many businesses in Ballarat."

Mr Wright said the feed-back Commerce Ballarat had received from local businesses about the tax cut has been overwhelmingly positive.

"It's also reducing those roadblocks to allow business to grow and that's the best thing out of it," he said.

"Any measure that cuts red tape and means less red tape to deal with is better and this is seen by many businesses throughout Ballarat as an assistance not a hindrance."

The tax-free threshold will increase to \$650,000 on 1 July 2018 and Mr Wright said more small to medium businesses in Ballarat will be exempt from payroll tax.

"It'll take in a bigger cross section of businesses to assist or fully negate the impost

of payroll tax," he said.

"It will make it easier for them to pay employees decent wages and we think that's absolutely fantastic."

Figures from the State Revenue Office show 2,160 regional businesses per month received the cuts between July and December 2017.

Victorian Treasurer Tim Pallas said the cuts to the payroll tax have allowed businesses to increase their operations in regional areas where it's needed most.

"Our reduction of the payroll tax rate has allowed more than 2,000 regional businesses to expand their operations and take on new employees."

"We're ensuring that every part of our state can prosper and that regional Victorians in particular can reap the benefits of our economic success."

BUSINESS EXCELLENCE AWARDS 2017



Federation Business School and Commerce Ballarat wish to congratulate all FINALISTS in the 2017 Federation Business School Commerce Ballarat Business Excellence Awards

Central Highlands Water Trade Business Award
Advanced Cabinetry
G.J. Gardner Homes Ballarat
Pipe Pro Directional Drilling

CGU Insurance Community and Government Award
Ballarat Community Health
Ballarat Neighbourhood Centre
Uniting Ballarat

City of Ballarat Restaurants, Cafes and Pubs Business Award
Carboni's Italian Kitchen
Hop Temple
Griffin Burger

Commerce Ballarat Creative Industries Business Award
Hstudios
MAKE Art School
Overwrought Sculpture Garden & Gallery

Federation Business School Innovation Award
Ballarat Community Health
Dearly Plaques & Memorials
Pipe Pro Directional Drilling

GMHBA Health and Wellbeing Business Award
Ballarat Veterinary Practice
St John of God Ballarat Hospital
UFS Dispensaries

Harwood Andrews Franchise/Buying Group Business Award
Boost Juice Ballarat
RAMS Home Loan Centre Ballarat
The Athlete's Foot Ballarat

Mercure Ballarat Hotel and Convention Centre Professional Service Business Award
Adroit Insurance Group
Sharp Accounting
Telstra Business Centre Plus IT

Loreto College E-Commerce and Online Award
Gove Cycles & Bike Rack Café
Stems Flower Market
The Provincial Hotel

Power FM Small Business Award
Central Victorian Investments
Raceline Motorcycles
The Scape Artist

Regional Development Australia - Grampians Paddock to Plate Business Award
Backyard Beekeeping Ballarat
Black Cat Truffles
Salt Kitchen Charcuterie

Stockland Wendouree Retail Business Award
Boost Juice Ballarat
Sinclair Meats
Specsavers Optometrists Ballarat & Wendouree

Commerce Ballarat Manufacturing Award
Advanced Cabinetry
Albins Performance Transmissions
Ceramet

The Courier New and Emerging Business Award
Clarke Clean
East India Trading Company
The Yacht Club

The WIN Network Customer Service Award
Adroit Insurance Group
Oak Tree Ballarat Dental
Sovereign Press

Visit Ballarat Special Events and Attractions Business Award
Creswick Woollen Mills
Regional Touring
Museum of Australian Democracy at Eureka

Winners will be announced at a gala presentation dinner to be held at Mercure Ballarat Hotel and Convention Centre on Thursday, 24 August.



commerceballarat
your partner in business

2018 BUSINESS DAY OUT

EVENT REGISTRATIONS OPEN

REGISTRATIONS CLOSE 23 MAY, 2018

SECRETS OF OUR SUCCESS	
 Craig Hutchison Redefining Sports Broadcasting	 Dr Amantha Imber Innovation Survivor
 Georgia Beattie The Future of Work	 Miyu Fallshaw
 Sam Haans	

WEDNESDAY 30 MAY, 2018
MERCURE BALLARAT HOTEL & CONVENTION CENTRE

Register Online at www.commerceballarat.com.au

b2b
business to ballarat

Ballarat! This Christmas you can be part of the movement!
When you're thinking about your Christmas shopping list, think b2b Business to Ballarat! Because every dollar you spend in Ballarat supports our economy, our families and our future! So make it a b2b Christmas and give your Business to Ballarat!

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For more information about Commerce Ballarat
www.commerceballarat.com.au or call 03 5333 3233