



18 March 2024

Sandi Gordon  
Executive Officer  
The Showmen's Guild of Australasia  
Sent via email: admin@showmensguild.com.au

Dear Sandi Gordon

### Notification of changes – Action required

We acknowledge receipt of a Notification of Change to the office holders of the Showmen's Guild of Australasia (AR2023/46).

A list of those changes has been summarised in Appendix A at the end of this letter.

#### What you need to do right now

- Any person who has been elected or appointed to a new office that has financial management duties (which usually includes all the committee of management) **MUST** do [financial training](#) or [obtain an exemption](#)
- Inform all officers of their [disclosure obligations](#)
- Consider giving your new officers the link to the Commission's [Officer Induction Kit](#)

These next steps are explained below in more detail.



#### Late notification warning

Appendix A contains late notifications. Please inform the relevant officer that this has been recorded against AR2023/46.

Late notifications are a serious issue that impacts on the transparency of the whole organisation to its members. Members should be able to tell who their officers are.

We have included some resources below to help support your good governance in relation to notifications of change.

Financial training must be done within 6 months

Any officer who has been elected or appointed to a new office that has financial management duties must complete [financial training](#) (or obtain an exemption) **within 6 months** after taking office (section 293K of the *Fair Work (Registered Organisations) Act 2009* (RO Act)).

The organisation is responsible for this requirement. You should arrange for the relevant officers to have training as soon as possible.

Good governance processes around financial training are highly recommended. These include:

- keeping a list of all offices that have financial management duties
- having a single person or officer responsible for overseeing the process
- collecting records of who has done training or obtained an exemption, including any certificates and exemption letters
- doing refresher courses for officers who have been re-elected to the same office (and are not required to do training under the RO Act)
- extending training to non-officers who are essential to your financial processes



#### **Officer financial training audit**

An audit by the Commission into officer training found that organisations frequently misunderstood **which** officers are required to do training.

To help with this we have an [officer training online panel](#) with examples explaining what triggers the need to do training and how to identify the offices that require it.

Further information about training is provided in our [officer financial training fact sheet](#).

#### **Help for new officers: Officer Induction Kit**

The Commission has created an [Officer Induction Kit](#) to assist new officers. The Kit has resources that will help an officer to understand their general duties as an officer and their specific duties as an officer in your organisation. It also includes tools to guide an officer's understanding of compliance dates, disclosures and other reporting obligations.

Please direct your officers to the kit which is on the Commission's [officers and disclosures](#) page.

#### **Disclosure obligations: what officers must do**

All officers are required to make disclosures regarding remuneration, non-cash benefits and material personal interests. Details are contained in the RO Act and are summarised in the Commission's [Disclosures Fact Sheet](#).

The organisation and officers are both responsible for meeting this obligation.

## Time frames for notifications of change

Notifications of change must be lodged within 35 days of the change occurring (regulation 151 *Fair Work (Registered Organisations) Regulations 2009*).

Appendix A shows late notifications

A notification from your organisation indicates that changes occurred more than 35 days prior to its lodgement. Please ensure that future notifications of change are lodged within 35 days of the change occurring.

Late notifications have the potential to attract a civil penalty.

Resources to help you make your notifications of change

Notifications of change are vitally important to maintain the transparency of an organisation to its members. They empower members to hold the organisation properly to account for its decisions.

To ensure that organisations get these notifications right we have created resources to help you understand the notification of change requirement and complete it quickly.

These resources include:

- [notification of change template](#)
- a podcast that answers the question – [who is an officer?](#)
- and a [fact sheet on notifications of change](#) that explains the requirement

### eLearning module – notifications of change



The Commission has launched an eLearning module to assist organisations in understanding when a notification of change is required.

The [eLearning module](#) is available on our website.

It will take approximately 20 minutes and has a short quiz at the end to help you test your knowledge.

Please contact 1300 341 665 or [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au) if you have any questions or would like to discuss this matter further.

Yours sincerely

**Fair Work Commission**

## Appendix A

The table below outlines the changes notified and when they were lodged.

Our records have been updated.

The notification of change and this filing letter can be viewed on the Commission Website through the [list of Registered Organisations](#).

Date of lodgement	Branch	Change	Within prescribed period (Yes/No). If No, how many days late
7 March 2024	n/a	Secretary	No, 45 days



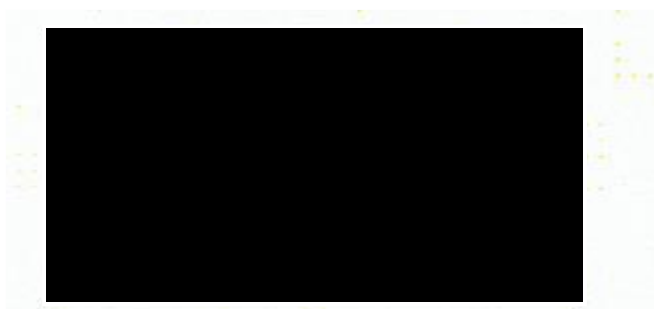
**NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return) required to be kept in accordance with section 230 Fair Work (Registered Organisations) Act 2009 and regulation 147 Fair Work (Registered Organisations) Regulations 2009**

I, **AARON CHARLES PINK** being the President of the SHOWMENS GUILD of Australasia declare the following:

1. I am authorised to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the Fair Work (Registered Organisations) Act 2009:
  - A list of changes to offices and the name, postal address and occupations of person holding those offices is attached to this declaration at Annexure A and forms part of this declaration.

Signed by the President,

**AARON CHARLES PINK**



Dated: 7 March 2024

## ANNEXURE A

### Changes to Offices and Office Holders in the Organisation

<b>Date of Change</b>	<b>Name of Office that has changed</b>	<b>Name of <u>Outgoing</u> Office Holder</b>	<b>Name of <u>New</u> Office Holder</b>	<b>Postal Address of <u>New</u> Office Holder</b>	<b>Occupation of <u>New</u> Office Holder</b>
18/12/2023	Secretary	Shelley Pink-Easey	Melissa Nilon	C/- 4 Turner Avenue, YATALA, Q ,4207	Showmen



24 April 2023

Shelley Pink-Easey  
Secretary  
The Showmen's Guild of Australasia  
Sent via email: [admin@showmensguild.com.au](mailto:admin@showmensguild.com.au)

Dear Shelley Pink-Easey

### Notification of changes – Action required

We acknowledge receipt of a Notification of Change to the office holders of the Showmen's Guild of Australasia (AR2023/46).

A list of those changes has been summarised in Appendix A at the end of this letter.

#### What you need to do right now

- Any person who has been elected or appointed to a new office that has financial management duties (which usually includes all the committee of management) **MUST** do [financial training](#) or [obtain an exemption](#)
- Inform all officers of their [disclosure obligations](#)
- Consider giving your new officers the link to the Commission's [Officer Induction Kit](#)

These next steps are explained below in more detail.

Financial training must be done within 6 months

Any officer who has been elected or appointed to a new office that has financial management duties must complete [financial training](#) (or obtain an exemption) **within 6 months** after taking office (section 293K of the *Fair Work (Registered Organisations) Act 2009* (RO Act)).

The organisation is responsible for this requirement. You should arrange for the relevant officers to have training as soon as possible.

Good governance processes around financial training are highly recommended. These include:

- keeping a list of all offices that have financial management duties
- having a single person or officer responsible for overseeing the process

- collecting records of who has done training or obtained an exemption, including any certificates and exemption letters
- doing refresher courses for officers who have been re-elected to the same office (and are not required to do training under the RO Act)
- extending training to non-officers who are essential to your financial processes



#### **Officer financial training audit**

An audit by the Commission into officer training found that organisations frequently misunderstood **which** officers are required to do training.

To help with this we have an [officer training online panel](#) with examples explaining what triggers the need to do training and how to identify the offices that require it.

Further information about training is provided in our [officer financial training fact sheet](#).

#### **Help for new officers: Officer Induction Kit**

The Commission has created an [Officer Induction Kit](#) to assist new officers. The Kit has resources that will help an officer to understand their general duties as an officer and their specific duties as an officer in your organisation. It also includes tools to guide an officer's understanding of compliance dates, disclosures and other reporting obligations.

Please direct your officers to the kit which is on the Commission's [officers and disclosures](#) page.

#### **Disclosure obligations: what officers must do**

All officers are required to make disclosures regarding remuneration, non-cash benefits and material personal interests. Details are contained in the RO Act and are summarised in the Commission's [Disclosures Fact Sheet](#).

The organisation and officers are both responsible for meeting this obligation.

#### **Time frames for notifications of change**

Notifications of change must be lodged within 35 days of the change occurring (regulation 151 *Fair Work (Registered Organisations) Regulations 2009*).

Resources to help you make your notifications of change

Notifications of change are vitally important to maintain the transparency of an organisation to its members. They empower members to hold the organisation properly to account for its decisions.

To ensure that organisations get these notifications right we have created resources to help you understand the notification of change requirement and complete it quickly.

These resources include:



- [notification of change template](#)
- a podcast that answers the question – [who is an officer?](#)
- and a [fact sheet on notifications of change](#) that explains the requirement

#### **eLearning module – notifications of change**



The Commission has launched an eLearning module to assist organisations in understanding when a notification of change is required.

The [eLearning module](#) is available on our website.

It will take approximately 20 minutes and has a short quiz at the end to help you test your knowledge.

Please contact 1300 341 665 or [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au) if you have any questions or would like to discuss this matter further.

Yours sincerely

**Fair Work Commission**

## Appendix A

The table below outlines the changes notified and when they were lodged.

Our records have been updated.

The notification of change and this filing letter can be viewed on the Commission Website through the [list of Registered Organisations](#).

Date of lodgement	Branch	Change	Within prescribed period (Yes/No). If No, how many days late
18 April 2023 Due to amended Declaration of Results	n/a	Secretary Vice President (3) Committee Member (5)	Yes



**NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return) required to be kept in accordance with section 230 Fair Work (Registered Organisations) Act 2009 and regulation 147 Fair Work (Registered Organisations) Regulations 2009**

I, **AARON CHARLES PINK** being the President of the SHOWMENS GUILD of Australasia declare the following:

1. I am authorised to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the Fair Work (Registered Organisations) Act 2009:
  - A list of changes to offices and the names, postal addresses and occupations of persons holding those offices is attached to this declaration at Annexure A and forms part of this declaration.

Signed by the President,

**AARON CHARLES PINK**

A handwritten signature in blue ink, appearing to read 'A. Pink', is written over a grid of small yellow dots.

Dated: 12 April 2023

## ANNEXURE A

### Changes to Offices and Office Holders in the Organisation and its Branches

<b>Date of Change</b>	<b>Name of Office that has changed</b>	<b>Name of <u>Outgoing</u> Office Holder</b>	<b>Name of <u>New</u> Office Holder</b>	<b>Postal Address of <u>New</u> Office Holder</b>	<b>Occupation of <u>New</u> Office Holder</b>
17/3/2023	Secretary	Vacant	Shelley Pink-Easey	C/- 4 Turner Avenue, YATALA, Q ,4207	Showmen
5/4/2023	Vice President	Elwin Bell Jnr.	Bradley Chambers	C/- 4 Turner Avenue, YATALA, Q ,4207	Showmen
5/4/2023	Vice President	Emile Verfurth III	Shane Blades	C/- 4 Turner Avenue, YATALA, Q ,4207	Showmen
5/4/2023	Vice President	Stewart Watkins	Grant Johnson	C/- 4 Turner Avenue, YATALA, Q ,4207	Showmen
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5/4/2023	Committee Member	Grant Johnson	Bob Brown Jnr.	C/- 4 Turner Avenue, YATALA, Q ,4207	Showmen
5/4/2023	Committee Member	Shane Blades	Stewart Watkins	C/- 4 Turner Avenue, YATALA, Q ,4207	Showmen



3 April 2023

Shelley Pink-Easey  
Secretary  
The Showmen's Guild of Australasia  
Sent via email: admin@showmensguild.com.au

Dear Shelley Pink-Easey

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#### What you need to do right now

- Any person who has been elected or appointed to a new office that has financial management duties (which usually includes all the committee of management) **MUST** do financial training or obtain an exemption
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The organisation and officers are both responsible for meeting this obligation.

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Yours sincerely

**Fair Work Commission**

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The table below outlines the changes notified and when they were lodged.

Our records have been updated.

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Date of lodgement	Branch	Change	Within prescribed period (Yes/No). If No, how many days late
27/03/2023	N/A	Secretary, Vice President (4), Committee Member (6)	Yes





**NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return) required to be kept in accordance with section 230 Fair Work (Registered Organisations) Act 2009 and regulation 147 Fair Work (Registered Organisations) Regulations 2009**

I, **AARON CHARLES PINK** being the President of the SHOWMENS GUILD of Australasia declare the following:

1. I am authorised to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the Fair Work (Registered Organisations) Act 2009:
  - A list of changes to offices and the names, postal addresses and occupations of persons holding those offices is attached to this declaration at Annexure A and forms part of this declaration.

Signed by the President,

**AARON CHARLES PINK**

A handwritten signature in blue ink, appearing to be 'A. Pink', is written over a faint grid background.

Dated: 27 March 2023

## ANNEXURE A

### Changes to Offices and Office Holders in the Organisation and its Branches

Date of Change	Name of Office that has changed	Name of <u>Outgoing</u> Office Holder	Name of <u>New</u> Office Holder	Postal Address of <u>New</u> Office Holder	Occupation of <u>New</u> Office Holder
17/3/2023	Secretary	Vacant	Shelley Pink-Easey	C/- 4 Turner Avenue, YATALA, Q ,4207	Showmen
17/3/2023	Vice President	Gary Johnson	Grant Johnson	C/- 4 Turner Avenue, YATALA, Q ,4207	Showmen
17/3/2023	Vice President	Elwin Bell Jnr.	Bradley Chambers	C/- 4 Turner Avenue, YATALA, Q ,4207	Showmen
17/3/2023	Vice President	Emile Verfurth III	Shane Blades	C/- 4 Turner Avenue, YATALA, Q ,4207	Showmen
17/3/2023	Vice President	Stewart Watkins	Ted Baker	C/- 4 Turner Avenue, YATALA, Q ,4207	Showmen
17/3/2023	Committee Member	Christopher Hennessy	Gary Johnson	C/- 4 Turner Avenue, YATALA, Q ,4207	Showmen
17/3/2023	Committee Member	Shane Blades	Elwin Bell Jnr.	C/- 4 Turner Avenue, YATALA, Q ,4207	Showmen
17/3/2023	Committee Member	Ted Baker	Stewart Watkins	C/- 4 Turner Avenue, YATALA, Q ,4207	Showmen
17/3/2023	Committee Member	Peter Short	Paul Watkins	C/- 4 Turner Avenue, YATALA, Q ,4207	Showmen
17/3/2023	Committee Member	Bradley Chambers	Eli McDonald	C/- 4 Turner Avenue, YATALA, Q ,4207	Showmen
17/3/2023	Committee Member	Grant Johnson	Bob Brown Jnr.	C/- 4 Turner Avenue, YATALA, Q ,4207	Showmen



25 January 2023

Aaron Pink  
President  
The Showmen's Guild of Australasia  
Sent via email: [admin@showmensguild.com.au](mailto:admin@showmensguild.com.au)

Dear Aaron Pink

**The Showmen's Guild of Australasia's annual return of information (Annual Return) lodged under subsection 233(1) of the RO Act**

Thank you for providing your declarations and information (Annual Return) lodged under subsection 233(1) of the Fair Work (Registered Organisations) Act 2009 (the RO Act).

**Summary of your Annual Return and Review Outcome**

Year 2023  
Matter number AR2023/46  
Lodgement date 10 January 2023  
Review Primary Review  
Result FILED

**Your primary review**

Your Annual Return had a **primary review** which checked whether it was signed by an officer, lodged on time, the required declarations were made, included the list of offices and office holders and whether you met the requirements that the ROC raised with you last year. A primary review does not examine all the requirements of subsection 233(1).



**Your Annual Return satisfied the requirements of the primary review and has been uploaded to the ROC website.**

## **The ROC's risk-based approach**

This year your Annual Return was assessed against a primary review. A primary review does not check all legislative requirements.

Over a five year period the Annual Return of every organisation will be subject to at least one advanced review. An advanced review is a more comprehensive review.

The ROC's [advanced review checklists](#) are published on our website.

## **Do you have questions?**

Information and education materials are available on our [website](#). These materials are regularly updated. We recommend you [subscribe to the ROC's subscription service](#).

If you have any queries we can be contacted on 1300 341 665 or by email at [regorgs@roc.gov.au](mailto:regorgs@roc.gov.au).

Yours sincerely

**Registered Organisations Commission**



**ANNUAL RETURN OF INFORMATION (organisation with no branches) in accordance with Regulation 147 Fair Work (Registered Organisations) Regulations 2009 and Sections 230 and 233 Fair Work (Registered Organisations) Act 2009**

I, AARON PINK being the PRESIDENT of the SHOWMENS GUILD of AUSTRALASIA declare the following:

1. I am authorised to make this declaration.
  2. The register of members has, during the immediately preceding calendar year, been kept and maintained as required by s.230(1)(a) and s.230(2) of the Fair Work (Registered Organisations) Act 2009 (the Act).
  3. The following is a correct statement of the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the Act:
    - The address of the organisation is 4 Turner Ave, Yatala, 4207
    - The organisation has no branches and no branches have ceased or commenced in the previous 12 months.<sup>1</sup>
    - On 31 December 2022 the number of members was 481
    - A list of offices and the names, postal addresses and occupations of persons holding those offices as at the date of this declaration is attached at Annexure A and forms part of this declaration.
    - Under the rules of the organisation, the following elections must be held between 1 January and 31 December of 2023.
-

President (1),

Secretary (1),

Treasurer (1)

Trustees (2)

and

Committee of Management Members (20)

Ten (10) of the Committee of Management Members receiving the highest number of votes will be Vice Presidents and the remaining 10 will be Committee Members

The organisation has not entered into an agreement under s.151(1) of the Act with a state union.

Signed:

A handwritten signature in dark ink, appearing to be 'A. Pink', written on a light-colored background with a faint grid pattern.

AARON CHARLES PINK - President

Dated: 5 January 2023

## ANNEXURE A

### THIS IS A PUBLIC DOCUMENT THAT WILL BE PUBLISHED ON THE WEBSITE

- Offices and Office Holders in the Organisation

<b>Name of Office</b>	<b>Name of Office Holder</b>	<b>Postal Address of Office Holder</b>	<b>Occupation of Office Holder</b>
President	Aaron Charles Pink	C/- 4 Turner Avenue, YATALA, Q, 4207	Showmen
Secretary	Vacant		
Treasurer	Leann Joy Allan	C/- 4 Turner Avenue, YATALA, Q, 4207	Showmen
Trustee	John Patrick Castle	C/- 4 Turner Avenue, YATALA, Q, 4207	Showmen
Trustee	Lewis Eric Osborne	C/- 4 Turner Avenue, YATALA, Q, 4207	Showmen
Vice President	Robert James Young	C/- 4 Turner Avenue, YATALA, Q, 4207	Showmen
Vice President	Glen Alexander Robert McGregor	C/- 4 Turner Avenue, YATALA, Q, 4207	Showmen
Vice President	Gary Ashley Johnson	C/- 4 Turner Avenue, YATALA, Q, 4207	Showmen
Vice President	Elwin Leroy Bell Jnr.	C/- 4 Turner Avenue, YATALA, Q, 4207	Showmen
Vice President	Luke Lawrence Chambers	C/- 4 Turner Avenue, YATALA, Q, 4207	Showmen
Vice President	Michael Allan	C/- 4 Turner Avenue, YATALA, Q, 4207	Showmen
Vice President	Clayton Taylor	C/- 4 Turner Avenue, YATALA, Q, 4207	Showmen
Vice President	Emile M Verfurth III	C/- 4 Turner Avenue, YATALA, Q, 4207	Showmen
Vice President	Stewart Watkins	C/- 4 Turner Avenue, YATALA, Q, 4207	Showmen
Vice President	John Douglas Roberts	C/- 4 Turner Avenue, YATALA, Q, 4207	Showmen
Committee Member	Christopher Hennessy	C/- 4 Turner Avenue, YATALA, Q, 4207	Showmen
Committee Member	Shane Robert Blades	C/- 4 Turner Avenue, YATALA, Q, 4207	Showmen
Committee Member	Peter James Short	C/- 4 Turner Avenue, YATALA, Q, 4207	Showmen
Committee Member	Michael Brian Wood	C/- 4 Turner Avenue, YATALA, Q, 4207	Showmen
Committee Member	David William Allan	C/- 4 Turner Avenue, YATALA, Q, 4207	Showmen
Committee Member	Bradley Brian Chambers	C/- 4 Turner Avenue, YATALA, Q, 4207	Showmen
Committee Member	Tyrone Lester Edwin John Miller	C/- 4 Turner Avenue, YATALA, Q, 4207	Showmen
Committee Member	Grant Arthur Johnson	C/- 4 Turner Avenue, YATALA, Q, 4207	Showmen
Committee Member	Edward Maxwell Baker	C/- 4 Turner Avenue, YATALA, Q, 4207	Showmen
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