



**SEEK Limited**  
**ABN 46 080 075 314**

**Interim report for the half-year ended 31 December 2009**

**Lodged with the ASX under Listing Rule 4.2A**

This information should be read in conjunction with the 30 June 2009 Annual Report

<b>Corporate Directory</b>	
<b>Directors</b>  R C G Watson (Chairman) P M Bassat (Joint Chief Executive Officer) A R Bassat (Joint Chief Executive Officer) C B Carter N G Chatfield  D Bradley (appointed 15 February 2010)	<b>Share Registry</b>  Computershare Investor Services Pty Ltd 452 Johnston Street Abbotsford VIC 3067  T: +61 3 9415 4000 F: +61 3 9473 2500 W: <a href="http://www.computershare.com">www.computershare.com</a>
<b>Company Secretary</b>  Ian McAuliffe	<b>Auditor</b>  PricewaterhouseCoopers Freshwater Place 2 Southbank Boulevard Southbank VIC 3006
<b>Registered Office</b>  Level 6, 541 St Kilda Road Melbourne VIC 3004 Australia T: +61 3 8517 4100 F: +61 3 9510 7244 W: <a href="http://www.seek.com.au">www.seek.com.au</a>	<b>Stock Exchange</b>  SEEK Limited is a public company listed with the Australian Stock Exchange Limited.  ASX: SEK

**SEEK Limited****ABN 46 080 075 314****Half-year Ended 31 December 2009**

(Previous corresponding period: Half-year ended 31 December 2008)

**Results for Announcement to the Market**

				<b>\$'000</b>
<b>Revenue</b> from ordinary activities	Up	<b>19.2%</b>	To	<b>130,366</b>
<b>Profit</b> from ordinary activities after tax attributable to members	Up	<b>12.6%</b>	To	<b>36,550</b>
<b>Net profit</b> for the period attributable to members	Up	<b>12.6%</b>	To	<b>36,550</b>

<b>Dividends/distributions</b>	<b>Amount per security</b>	<b>Franked amount per security</b>
2009 Interim dividend paid	4.5 cents	4.5 cents
2009 Final dividend paid	4.7 cents	4.7 cents
2010 Interim dividend	5.2 cents	5.2 cents

**Record date for determining entitlements to the dividend**

1 April 2010

**Dividend Payable**

23 April 2010

**Net tangible assets**

Net tangible asset backing per ordinary share is 54.9 cents (2008: 50.8 cents)

**SEEK Limited**  
**ABN 46 080 075 314**  
**Half-year Report to 31 December 2009**

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This interim financial report does not include all the notes of the type normally included in an annual financial report. Accordingly, this report is to be read in conjunction with the annual report for the year ended 30 June 2009 and any public announcements made by SEEK Limited during the interim reporting period in accordance with the continuous disclosure requirements of the *Corporations Act 2001*.

## Directors' Report

Your directors present their report on the consolidated entity, consisting of SEEK Limited ("the company") and the entities it controlled at the end of, or during, the half-year ended 31 December 2009.

### Directors

The following persons were directors of SEEK Limited during the whole of the half-year and up to the date of this report: Robert Watson (appointed as Chairman, 28 August 2009), Paul Bassat (Joint CEO), Andrew Bassat (Joint CEO), Colin Carter and Neil Chatfield. Chairman James Packer and director John Alexander resigned from the Board on 26 August 2009.

Professor Denise Bradley was appointed to the Board on 15 February 2010.

### Review of operations

A summary of consolidated revenues and results for the half-year is set out below:

	31 Dec 2009 \$'000	31 Dec 2008 \$'000
<b>Sales Revenue</b>		
Employment	78,511	96,233
Education - Learning	19,395	13,239
Education - Think	34,541	-
Eliminations – intercompany transactions	(2,759)	(768)
<b>Total</b>	<b>129,688</b>	<b>108,704</b>
Interest revenue	524	376
Dividend income	154	259
<b>Total revenue from continuing activities</b>	<b>130,366</b>	<b>109,339</b>
<b>Adjusted EBITDA<sup>1</sup></b>	<b>55,798</b>	<b>56,599</b>
Depreciation and amortisation	(4,696)	(2,706)
Amortisation of share based payments and long term incentives	(1,826)	(716)
Interest expense	(2,603)	(3,208)
Interest income	524	376
Dividend income	154	259
Share of profits/(losses) of associates accounted for using the equity method	3,463	(3,406)
<b>Profit from continuing operations before income tax</b>	<b>50,814</b>	<b>47,198</b>
Income tax attributable to operating profit	(14,264)	(14,726)
<b>Net profit attributable to members of SEEK Limited</b>	<b>36,550</b>	<b>32,472</b>

<sup>1</sup> Adjusted EBITDA is earnings before interest, tax, depreciation and amortisation. This excludes share of net (losses)/profits of associates accounted for using the equity method, dividend income and amortisation of share-based payments and long term incentives.

Comments on the operations and the results of those operations are set out below:

### Explanation of revenue

Consolidated operating revenue for the six months to December 2009 was \$130,366,000 (2008: \$109,339,000).

- The Employment business revenue decreased by 18.4% to \$78,511,000 (2008: \$96,233,000).
- The Education business performed extremely well with Learning revenue of \$19,395,000 (2008: \$13,239,000), an increase of 46.5% driven by organic growth. Due to the acquisition of the remaining 50% of Think, the Think Group is now reported as a controlled entity which has resulted in additional revenue of \$34,541,000 (previously reported as an associate).
- Interest revenue for the period was \$524,000 (2008: \$376,000) and dividends of \$154,000 (2008: \$259,000) were received from JobStreet Corporation Berhad (refer to Note 6 (a) in the half-year report).

## **Explanation of Net Profit**

SEEK Limited's consolidated net profit for the six months to 31 December 2009 was \$36,550,000 (2008: \$32,472,000). This represents an increase of 12.6% compared to the prior period due to improved share of associates' profits over the period. In the Learning business, the share of associates profit was \$5,557,000 and in the Employment business associates generated losses of \$2,094,000 (total share of associates profit for the Group \$3,463,000).

## **Auditors' Independence**

A copy of the auditors' independence declaration as required under section 307C of the *Corporations Act 2001* is set out on page 7.

## **Rounding of amounts to nearest thousand dollars**

The company is of a kind referred to in Class Order 98/0100 issued by the Australian Securities and Investments Commission, relating to the "rounding off" of amounts in the directors' report and financial report. Amounts in the directors' report and financial report have been rounded off to the nearest thousand dollars in accordance with that Class Order.

This report is made in accordance with a resolution of the directors, and is signed for and on behalf of the directors.



Bob C Watson  
Chairman

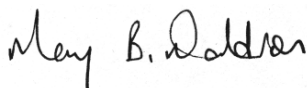
Melbourne  
16 February 2010

## Auditor's Independence Declaration

As lead auditor for the review of SEEK Limited for the half year ended 31 December 2009, I declare that to the best of my knowledge and belief, there have been:

- a) no contraventions of the auditor independence requirements of the *Corporations Act 2001* in relation to the review; and
- b) no contraventions of any applicable code of professional conduct in relation to the review.

This declaration is in respect of SEEK Limited and the entities it controlled during the period.



Mary Waldron  
Partner  
PricewaterhouseCoopers

Melbourne  
16 February 2010

**SEEK Limited**  
**Consolidated statement of comprehensive income**  
**For the half-year ended 31 December 2009**

		<b>Half-year</b>	
	Notes	31 Dec 2009 \$'000	31 Dec 2008 \$'000
<b>Revenue from continuing operations</b>	4	<b>130,366</b>	109,339
Direct cost of services		(9,780)	(2,778)
Sales and marketing		(36,849)	(28,684)
Business development		(8,949)	(9,383)
Operations and administration		(24,353)	(14,290)
Finance costs		(3,084)	(3,600)
<b>Expenses</b>		<b>(83,015)</b>	(58,735)
Share of profits/(losses) of associates accounted for using the equity method	5	3,463	(3,406)
<b>Profit before income tax expense</b>		<b>50,814</b>	47,198
Income tax expense	3	(14,264)	(14,726)
<b>Profit for the half-year</b>		<b>36,550</b>	32,472
<b>Other comprehensive income</b>			
Exchange differences on translation of foreign controlled operations		117	261
Exchange differences on translation of foreign associates		(1,781)	16,051
Gains on hedge contracts of controlled entities		197	12,876
Gains on hedge contracts of associates (net of tax)		(662)	-
Mark-to-market revaluation		1,890	(3,231)
Income tax relating to components of other comprehensive income		1,964	(3,636)
<b>Other comprehensive income for the half year</b>		<b>1,725</b>	22,321
<b>Total comprehensive income for the half-year</b>		<b>38,275</b>	54,793
<b>Profit attributable to:</b>			
Owners of SEEK Limited		<b>36,550</b>	32,472
<b>Total comprehensive income for the half year attributable to:</b>			
Owners of SEEK Limited		<b>38,275</b>	54,793
<b>Earnings per share for profit attributable to the ordinary equity holders of the company:</b>		Cents	Cents
Basic earnings per share		<b>10.9</b>	11.3
Diluted earnings per share		<b>10.8</b>	11.2

*The above consolidated statement of comprehensive income should be read in conjunction with the accompanying notes.*

**SEEK Limited**  
**Consolidated balance sheet**  
**As at 31 December 2009**

	Notes	31 Dec 2009 \$'000	30 Jun 2009 \$'000
<b>Current assets</b>			
Cash and cash equivalents		20,894	43,617
Trade & other receivables		26,312	29,847
<b>Total current assets</b>		<b>47,206</b>	<b>73,464</b>
<b>Non-current assets</b>			
Investments accounted for using the equity method	5	224,295	223,233
Plant and equipment		12,920	13,941
Intangible assets		124,014	117,132
Deferred tax assets		8,940	12,383
Financial assets	6	14,638	12,551
<b>Total non-current assets</b>		<b>384,807</b>	<b>379,240</b>
<b>Total assets</b>		<b>432,013</b>	<b>452,704</b>
<b>Current liabilities</b>			
Trade and other payables		17,058	17,106
Unearned income		12,392	22,738
Borrowings		-	2,185
Current tax liabilities		2,572	5,995
Provisions		1,805	1,978
<b>Total current liabilities</b>		<b>33,827</b>	<b>50,002</b>
<b>Non-current liabilities</b>			
Borrowings		79,466	111,289
Deferred tax liabilities		7,000	63
Provisions		3,272	2,710
<b>Total non-current liabilities</b>		<b>89,738</b>	<b>114,062</b>
<b>Total liabilities</b>		<b>123,565</b>	<b>164,064</b>
<b>Net assets</b>		<b>308,448</b>	<b>288,640</b>
<b>Equity</b>			
Contributed equity		182,124	182,179
Reserves		16,172	14,973
Retained profits		110,152	91,488
<b>Total equity</b>		<b>308,448</b>	<b>288,640</b>

*The above consolidated balance sheet should be read in conjunction with the accompanying notes.*

**SEEK Limited**  
**Consolidated statement of changes in equity**  
**For the half-year ended 31 December 2009**

	Notes	Contributed equity		Reserves			Retained profits	Total	
		\$'000	Share based payments reserve	Foreign currency translation reserve	Hedging reserve – cash flow hedges	Financial instrument revaluation reserve			Total reserves
			(1) \$'000						
<b>Balance at 1 July 2008</b>		60,490	6,822	(3,247)	(806)	-	2,769	79,218	142,477
Profit for the period		-	-	-	-	-	-	32,472	32,472
Exchange differences on translation of foreign controlled operations		-	-	261	-	-	261	-	261
Exchange differences on translation of foreign associates		-	-	16,051	-	-	16,051	-	16,051
Gains on hedge contracts of controlled entities		-	-	-	12,876	-	12,876	-	12,876
Mark-to-market revaluation		-	-	-	-	(3,231)	(3,231)	-	(3,231)
Income tax relating to other comprehensive income	3(c)	-	226	-	(3,862)	-	(3,636)	-	(3,636)
<b>Total comprehensive income for the half-year</b>		-	226	16,312	9,014	(3,231)	22,321	32,472	54,793
<b>Transactions with owners in their capacity as owners:</b>									
Dividends provided for or paid	9	-	-	-	-	-	-	(28,521)	(28,521)
Employee share options scheme		-	716	-	-	-	716	-	716
Purchase of shares-on-market for employee share option scheme		-	(452)	-	-	-	(452)	(2,140)	(2,592)
Tax associated with employee share schemes	3(c)	-	(644)	-	-	-	(644)	644	-
<b>Balance at 31 December 2008</b>		60,490	6,668	13,065	8,208	(3,231)	24,710	81,673	166,873
<b>Balance at 1 July 2009</b>		<b>182,179</b>	<b>7,115</b>	<b>(379)</b>	<b>8,207</b>	<b>30</b>	<b>14,973</b>	<b>91,488</b>	<b>288,640</b>
Profit for the period		-	-	-	-	-	-	36,550	36,550
Exchange differences on translation of foreign controlled operations		-	-	117	-	-	117	-	117
Exchange differences on translation of foreign associates	5	-	-	(1,781)	-	-	(1,781)	-	(1,781)
Gains on hedge contracts of controlled entities	6	-	-	-	197	-	197	-	197
Gains on hedge contracts of associates (net of tax)	5	-	-	-	(662)	-	(662)	-	(662)
Mark-to-market revaluation	6(a)	-	-	-	-	1,890	1,890	-	1,890
Income tax relating to other comprehensive income	3(c)	-	1,964	-	-	-	1,964	-	1,964
<b>Total comprehensive income for the half-year</b>		-	1,964	(1,664)	(465)	1,890	1,725	36,550	38,275
<b>Transactions with owners in their capacity as owners:</b>									
Contributions of equity, net of transaction costs	8	(55)	-	-	-	-	-	-	(55)
Dividends provided for or paid	9	-	-	-	-	-	-	(15,781)	(15,781)
Employee share options scheme		-	1,060	-	-	-	1,060	-	1,060
Purchase of shares-on-market for employee share option scheme		-	(683)	-	-	-	(683)	(3,008)	(3,691)
Tax associated with employee share schemes	3(c)	-	(903)	-	-	-	(903)	903	-
<b>Balance at 31 December 2009</b>		<b>182,124</b>	<b>8,553</b>	<b>(2,043)</b>	<b>7,742</b>	<b>1,920</b>	<b>16,172</b>	<b>110,152</b>	<b>308,448</b>

The above consolidated statement of changes in equity should be read in conjunction with the accompanying notes

(1) The share based payments exercised and share-based payments unexercised reserves have been combined

**SEEK Limited**  
**Consolidated statement of cash flows**  
**For the half-year ended 31 December 2009**

	Notes	Half-year	
		31 Dec 2009 \$'000	31 Dec 2008 \$'000
<b>Cash flows from operating activities</b>			
Receipts from customers (inclusive of goods and services tax)		135,315	126,651
Payments to suppliers and employees (inclusive of goods and services tax)		(86,541)	(66,085)
		48,774	60,566
Income taxes paid		(12,507)	(19,139)
Interest paid		(2,103)	(2,930)
Interest received		543	494
<b>Net cash inflow from operating activities</b>		<b>34,707</b>	<b>38,991</b>
<b>Cash flows from investing activities</b>			
Payments for property, plant and equipment		(1,695)	(535)
Payment for investments in subsidiary, net of cash acquired	10	(887)	-
Payments for transactions costs on investments		(155)	-
Payments for intangible assets		(902)	(1,300)
Purchase of interest in associates	5	(42)	(139,483)
Purchase of available-for-sale financial asset		-	(19,803)
<b>Net cash (outflow)/inflow from investing activities</b>		<b>(3,681)</b>	<b>(161,121)</b>
<b>Cash flows from financing activities</b>			
Purchase of shares for employee share option plans		(3,691)	(2,592)
Dividends paid	9	(15,781)	(28,521)
Proceeds from borrowings		-	137,000
Repayment of borrowings		(32,000)	-
Transaction costs on syndicated debt facility		-	(887)
Proceeds from issue of shares	8	30	-
Capital raising costs	8	(122)	-
<b>Net cash (outflow)/inflow from financing activities</b>		<b>(51,564)</b>	<b>105,000</b>
<b>Net (decrease) in cash held</b>		<b>(20,538)</b>	<b>(17,130)</b>
Cash at the beginning of the financial year		41,432	31,963
<b>Cash at the end of the half-year</b>		<b>20,894</b>	<b>14,833</b>

*The above consolidated cash flow statement should be read in conjunction with the accompanying notes.*

# **SEEK Limited**

## **Notes to the financial statements**

### **31 December 2009**

#### **1. Summary of significant accounting policies**

##### **Basis of preparation of half-year report**

This general purpose financial report for the interim half-year reporting period ended 31 December 2009 has been prepared in accordance with Accounting Standard AASB 134 Interim Financial Reporting and the Corporations Act 2001.

This interim financial report does not include all the notes of the type normally included in an annual financial report. Accordingly, this report is to be read in conjunction with the annual report for the year ended 30 June 2009 and any public announcements made by SEEK Limited during the interim reporting period in accordance with the continuous disclosure requirements of the Corporations Act 2001.

The accounting policies adopted are consistent with those of the previous financial year and corresponding interim reporting period, except as detailed below.

##### **Changes in Accounting Policies**

SEEK Limited had to change some of its accounting policies as the result of new or revised accounting standards which became operative for the annual reporting period commencing 1 July 2009.

The affected policies and standards are:

- AASB 8 *Operating Segments*
- AASB 101 *Presentation of Financial Statements*

There has been no restatement of balances for the implementation of these accounting standards, as they are disclosure related.

##### **AASB 8 Operating Segments**

The Group has applied AASB 8 *Operating Segments* from 1 July 2009. AASB 8 requires a 'management approach' under which segment information is presented on the same basis as that used for internal reporting purposes. This, along with the recent purchase of Think: Education Group Pty Limited ('Think'), has resulted in an increase in the number of reportable segments. As of 1 July 2009 Think will be reported separately from the rest of the Education segment.

Operating segments are now reported in a manner that is consistent with the internal reporting provided to the chief operating decision maker. The chief operating decision makers has been identified as the Joint Chief Executive Officers that make strategic decisions.

##### **AASB 101 Presentation of Financial Statements**

The group has applied the revised AASB 101 *Presentation of Financial Statements* which became effective on 1 January 2009. The revised standard requires the separate presentation of a statement of comprehensive income and a statement of changes in equity. All non-owner changes in equity must now be presented in the statement of comprehensive income. As a consequence, the group had to change the presentation of its financial statements. Comparative information has been re-presented so that it is also in conformity with the revised standard.

##### **Critical accounting estimates and judgements**

The Group makes estimates, assumptions and judgements concerning the future which may not equal the related actual results. The estimates, assumptions and judgements that may have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities are consistent with those disclosed in the annual report for the year ended 30 June 2009.

**SEEK Limited**  
**Notes to the financial statements**  
**31 December 2009**

**2. Segment information**

**(a) Description of segments**

Management have determined the operating segments based on the reports reviewed and relied upon by the chief operating decision makers.

The consolidated entity operates in two core industries: online employment classified advertising (Employment); and the provision and execution of training courses (Education).

- The Employment business is considered as one reporting segment which provides online employment classified advertising services through the SEEK website. It sells these services in Australia, New Zealand and United Kingdom, which have similar business characteristics and are managed as one business.
- The Education division comprises two segments: Learning and Think.
  - The Learning business markets, sells and distributes (predominately through online channels) vocational and education training courses both in Australia and the United Kingdom. These courses are developed and delivered by outside providers (including Think).
  - Think is a provider of vocational and higher education training courses, including classroom based and distance learning courses and operates solely in Australia.

**(b) Segment information provided to the chief operating decision makers.**

Half-year December 2009	Employment		Education		Eliminations	Consolidated
	\$'000		Learning \$'000	Think \$'000		
Segment revenue from external customers	77,752		17,395	34,541		129,688
Inter-segment revenue	759		2,000	-	(2,759)	-
Dividends	154		-	-		154
<b>Total segment revenue</b>	<b>78,665</b>		<b>19,395</b>	<b>34,541</b>	<b>(2,759)</b>	<b>129,842</b>
Interest revenue						524
<b>Consolidated revenue</b>						<b>130,366</b>
<b>Adjusted EBITDA <sup>(1)</sup></b>	<b>40,562</b>		<b>7,703</b>	<b>7,741</b>	<b>(208)</b>	<b>55,798</b>
Depreciation and amortisation	(2,237)		(299)	(2,160)	-	(4,696)
Share of (losses)/profits from associates	(2,094)		5,557	-	-	3,463
Dividends	154		-	-	-	154
Segment result	36,385		12,961	5,581	(208)	54,719
Amortisation of share-based payments and other long-term incentive schemes						(1,826)
Interest revenue						524
Interest expense						(2,603)
<b>Profit before tax</b>						<b>50,814</b>
Income tax expense						(14,264)
<b>Profit for the half-year</b>						<b>36,550</b>

**SEEK Limited**  
**Notes to the financial statements**  
**31 December 2009**

**2. Segment information** continued

Half-year December 2008	Employment	Education		Eliminations	Consolidated
	\$'000	Learning \$'000	Think \$'000		
Segment revenue from external customers	95,465	13,239	-	-	108,704
Inter-segment revenue	768	-	-	(768)	-
Dividends	259	-	-	-	259
<b>Total segment revenue</b>	96,492	13,239	-	(768)	108,963
Interest revenue (unallocated)					376
<b>Consolidated revenue</b>					109,339
<b>Adjusted EBITDA</b> <sup>(1)</sup>	54,079	2,520	-	-	56,599
Depreciation and amortisation	(2,371)	(335)	-	-	(2,706)
Share of (losses)/profits from associates	(10,475)	6,602	467	-	(3,406)
Dividends	259	-	-	-	259
Segment result	41,492	8,787	467	-	50,746
Amortisation of share-based payments and other long-term incentive schemes					(716)
Interest revenue					376
Interest expense					(3,208)
<b>Profit before tax</b>					47,198
Income tax expense					(14,726)
<b>Profit for the half-year</b>					32,472

(1) Adjusted EBITDA is earnings before interest, tax, depreciation and amortisation. This excludes share of net (losses)/profits from associates accounted for using the equity method, dividend income and amortisation of share-based payments and long-term incentives. This measure is utilised by the CODM to measure the businesses' profitability and as such has been disclosed.

Segment Assets	Employment	Education		Total segment Assets
	\$'000	Learning \$'000	Think \$'000	\$'000
31 December 2009	203,530	80,948	123,958	408,436
30 June 2009	237,198	70,974	119,598	427,770

**SEEK Limited**  
**Notes to the financial statements**  
**31 December 2009**

**3. Income tax**

	<b>31 Dec 2009</b>	31 Dec 2008
	<b>\$'000</b>	\$'000
<b>(a) Income tax expense</b>		
Current tax	<b>14,750</b>	13,862
Deferred tax	<b>(505)</b>	1,352
Under / (over) provided in prior years	<b>19</b>	(488)
	<b>14,264</b>	14,726

The entire income tax expense relates to profit from continuing operations.

**Deferred income tax expense included in income tax expense comprises:**

Decrease / (increase) in deferred tax assets	<b>(231)</b>	1,352
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	<b>31 Dec 2009</b>	31 Dec 2008
	<b>\$'000</b>	\$'000
<b>(b) Numerical reconciliation of income tax expense to prima facie tax payable</b>		
Profit from ordinary activities before income tax expense	<b>50,814</b>	47,198
Income tax calculated @ 30% (2008: 30%)	<b>15,244</b>	14,159
Tax effect of amounts that are not deductible / (taxable) in calculating income tax:		
Share of net profit of associates	<b>(1,039)</b>	1,022
Non-assessable dividend income	<b>(46)</b>	(78)
Foreign currency	<b>(11)</b>	-
Non-deductible expenses	<b>97</b>	84
Income tax adjusted for permanent differences	<b>14,245</b>	15,187
Effect of higher rates of tax on overseas income	-	2
Effect of change in tax rates on overseas income	-	25
Under / (over) provision in previous year	<b>19</b>	(488)
Income tax expense attributable to profit from ordinary activities	<b>14,264</b>	14,726

**(c) Amounts recognised directly in equity**

	<b>31 Dec 2009</b>	31 Dec 2008
	<b>\$'000</b>	\$'000
Aggregate tax amounts arising in the reporting period and not recognised in net profit or loss but directly recognised in equity		
Current tax credited / (debited) directly to reserves	-	(3,862)
Current tax credited directly to retained profits	<b>903</b>	644
	<b>903</b>	(3,218)
Net deferred tax (credited) / debited directly to reserves	<b>1,061</b>	(418)
	<b>1,964</b>	(3,636)

**SEEK Limited**  
**Notes to the financial statements**  
**31 December 2009**

**4. Revenue**

	<b>Consolidated</b>	
	<b>31 Dec 2009</b>	31 Dec 2008
	<b>\$'000</b>	\$'000
<b>Revenue from continuing operations</b>		
<b>Sales revenue</b>		
Online classifieds	77,752	95,465
Sales commission for education courses	17,395	13,239
Vocational and higher education courses	34,541	-
<b>Total sales revenue</b>	<b>129,688</b>	108,704
Other revenue:		
Interest	524	376
Dividends	154	259
<b>Total revenue from continuing operations</b>	<b>130,366</b>	109,339

**5. Investments accounted for using the equity method**

<b>Name</b>	<b>Ownership Interest (consolidated)</b>			<b>Share of (losses) / profits (consolidated)</b>	
	<b>31 Dec 2009</b>	30 Jun 2009	31 Dec 2008	<b>31 Dec 2009</b>	31 Dec 2008
	%	%	%	<b>\$'000</b>	<b>\$'000</b>
IDP Education Pty Ltd	50.0	50.0	50.0	5,557	6,602
Zhaopin Limited	56.1	56.1	56.2	(3,377)	(10,677)
Think: Education Group Pty Ltd <sup>(1)</sup>	100.0	100.0	50.0	-	467
Brasil Online Holdings Coöperatief U.A.	30.0	30.0	30.0	1,283	202
				<b>3,463</b>	(3,406)

(1) Think: Education Group Pty Ltd is reported as a controlled entity for the half-year ending 31 December 2009.

	<b>IDP Education Pty Ltd \$'000</b>	<b>Zhaopin Limited \$'000</b>	<b>Brasil Online Holdings Coöperatief U.A. \$'000</b>	<b>Total \$'000</b>
<b>Carrying amount as at 1 July 2009</b>	59,671	63,870	99,692	223,233
Investments during the year at cost	-	-	42	42
Dividends received in the year	-	-	-	-
Share of profits / (losses) after income tax	5,557	(3,377)	1,283	3,463
Movement in foreign currency translation reserve	(26)	(6,015)	4,260	(1,781)
Movement in hedge reserve – cash flow hedges	(662)	-	-	(662)
<b>Carrying amount as at 31 December 2009</b>	<b>64,540</b>	<b>54,478</b>	<b>105,277</b>	<b>224,295</b>

**SEEK Limited**  
**Notes to the financial statements**  
**31 December 2009**

**6. Financial assets**

	<b>31 Dec 2009</b>	<b>30 June 2009</b>
	<b>\$'000</b>	<b>\$'000</b>
Available-for-sale financial assets (a)	<b>14,441</b>	12,551
Interest rate swaps (b)	<b>197</b>	-
	<b>14,638</b>	12,551

**(a) Available-for-sale financial assets**

	<b>31 Dec 2009</b>
	<b>\$'000</b>
<b>Shares - Malaysian Listed</b>	
Fair value as at 1 July	<b>12,551</b>
Investments during the year at cost	-
Mark-to-market revaluation	<b>1,890</b>
<b>Fair value as at 31 December</b>	<b>14,441</b>

JobStreet Corporation Berhad is listed in Malaysia and is a leading provider of online employment websites in South East Asia. The equity interest consists of investments in ordinary shares, and has no fixed maturity date or coupon rate.

The fair value of this investment is \$14,441,000 and has been determined directly by reference to published price quotations in an active market and is measured at the closing foreign exchange rate at 31 December 2009. The Group follows the guidance of AASB 139 *Financial Instruments: Recognition and Measurement* on determining when an available-for-sale financial asset is impaired.

The Malaysian listed securities expose the Group to foreign exchange risk as the underlying asset is held in Malaysian Ringgit.

**(b) Interest rate swaps**

The Group has decided to protect part of the loans from exposure to fluctuations in interest rates. Accordingly, the Group has entered into interest rate swap contracts during the period under which it is obliged to receive interest at variable rates and to pay interest at fixed rates.

Swaps currently in place cover approximately 37.5% (2008: not applicable) of the variable loan principal outstanding and are timed to expire as each loan repayment falls due.

The contracts require settlement of net interest receivable or payable each 90 to 92 days. The settlement dates coincide with the dates on which interest is payable on the underlying debt. The contracts are settled on a net basis.

The gain or loss from remeasuring the hedging instruments at fair value is deferred in equity in the hedging reserve, to the extent that the hedge is effective, and reclassified into profit and loss when the hedged interest expense is recognised. In the half year ended 31 December 2009 a loss of \$19,000 was reclassified into profit and loss (2008: not applicable). There was no hedge ineffectiveness in the current or prior year.

**SEEK Limited**  
**Notes to the financial statements**  
**31 December 2009**

**7. Syndicated debt facility**

In August 2008, the Group entered into a syndicated revolving debt facility with a limit of \$200,000,000 (unsecured). This debt is repayable over a period of three years with \$100,000,000 repayable on the 21 August 2010 and \$100,000,000 repayable on 21 August 2011.

At 31 December 2009, \$80,000,000 principal had been drawn down against this facility and \$1,059,000 of transaction costs had been incurred, of which \$534,000 has yet to be amortised through the statement of comprehensive income.

The interest rate on bank borrowings has varied during the period from 4.45% to 5.65%. Interest is calculated on the principal outstanding at each interest period. The interest period and interest rate are negotiated at that time.

All Australian and New Zealand wholly-owned subsidiaries have entered into a deed of cross guarantee in respect of the facility.

**8. Equity securities issued**

	Half-year		Half-year	
	31 Dec 2009	31 Dec 2008	31 Dec 2009	31 Dec 2008
	Shares	Shares	\$'000	\$'000
<b>Movements in ordinary share capital</b>				
Issue of ordinary shares during the half-year	11,522	-	30	-
Transactions costs incurred			(122)	-
Tax effect of transaction costs			37	-
	<b>11,522</b>	<b>-</b>	<b>(55)</b>	<b>-</b>

On 23 April 2009, the SEEK Group announced its intention to raise additional capital through a share placement, together with further fund through a share purchase place and top-up offer. During the year ended 30 June 2009 47,659,602 shares were issued for \$2.60 each. During the period a further 11,522 shares were issued as part of this offer.

**9. Dividends**

	Half-year	
	31 Dec 2009	31 Dec 2008
	\$'000	\$'000
<b>Ordinary shares</b>		
Dividends paid during the half-year	15,781	28,521
<b>Dividends not recognised at the end of the half-year</b>		
In addition to the above dividends, since the end of the half-year the directors have recommended the payment of an interim dividend of 5.2 cents per fully paid ordinary share (2008: 4.5 cents), fully franked based on tax paid at 30%. The aggregate amount of the proposed dividend expected to be paid on 23 April 2010 out of retained profits at 31 December 2009, but not recognised as a liability at the end of the half-year is \$17,460,000	17,460	12,964

**SEEK Limited**  
**Notes to the financial statements**  
**31 December 2009**

**10. Business combinations**

**Think: Education Group Pty Limited**

On 12 May 2009 SEEK Limited acquired the remaining 50% of the issued shares in Think: Education Group Pty Limited ('Think'), a provider of high quality education services, for cash consideration of \$42,552,000. The acquisition brings SEEK's ownership of issued share capital to 100% and is expected to increase the Group's exposure to the fast growing domestic education market. SEEK Learning and Think are pursuing integration and synergy opportunities between the two businesses.

From the date of acquisition this investment has been accounted for as a controlled entity and fully consolidated into the SEEK Group. Prior to this the 50% ownership was equity accounted (refer to note 5) and recorded as an associate in the results of the Group.

Prior to the current reporting period, the Think Group had a 31 December year end. The year end has been aligned with that of SEEK during the current financial year. The results of the Think Group are reflected in the results of the SEEK Group in the 2009 Annual Report for the period from 1 July 2008 to 11 May 2009 (as an associate) and from 12 May 2009 to 30 June 2009 (as a fully controlled entity). The results of the Think Group have been included in this report as a fully controlled entity.

Details of net assets acquired and goodwill are as follows:

	<b>\$'000</b>
Purchase consideration - cash paid	42,552
Fair value of pre-existing interest	42,552
	<b>85,104</b>

The fair value of the assets and liabilities arising from the acquisition are as follows:

	<b>31 Dec 2009</b>	<b>30 June 2009</b>
	<b>\$'000</b>	<b>\$'000</b>
Cash and cash equivalents	4,156	4,156
Trade and other receivables	14,719	14,719
Plant and equipment	7,621	7,621
Intangible assets		
Brands and licences	19,583	18,437
Course development and accreditation	3,255	3,397
Customer relationships	3,552	1,068
Computer software and website development	320	634
Deferred tax assets	5,687	5,687
Bank overdraft	(2,138)	(2,138)
Trade and other payables	(4,381)	(4,381)
Unearned income	(19,577)	(19,577)
Borrowings	(14,235)	(14,235)
Current tax liabilities	(1,788)	(1,788)
Provision - current	(745)	(745)
Provisions - non current	(1,571)	(1,571)
Deferred tax liability	(7,229)	-
<b>Net identifiable assets</b>	<b>7,229</b>	<b>11,284</b>
Add goodwill acquired	77,875	73,820
	<b>85,104</b>	<b>85,104</b>

The goodwill is attributable to the Think Group's strong position in the market for the provision of education services and synergies expected to arise after the integration of the Think Group into the SEEK Group. None of the goodwill is expected to be deductible for tax purposes.

**SEEK Limited**  
**Notes to the financial statements**  
**31 December 2009**

**10. Business combinations continued**

**Initial accounting**

Given the acquisition occurred close to year end, the allocation of the purchase price to acquired assets is included in the 2009 Annual Report was preliminary. The fair values assigned to intangible assets have been updated with the most current estimates but they are still being assessed and may be subject to change.

**Acquired receivables**

The fair value of trade and other receivables is \$14,719,000 and includes trade receivables with a fair value of \$12,424,000. The gross contractual amount of trade receivables due is \$12,714,000, of which \$100,000 has been written off and \$190,000 is expected to be uncollectible.

**Revenue and profit contribution**

The acquired business contributed revenues of \$9,929,000 and a net loss of \$866,000 to the Group for the period from 12 May 2009 to 30 June 2009. If the acquisition had occurred on 1 July 2008, consolidated revenue and consolidated profit for the SEEK Group for the year ended 30 June 2009 would have been \$244,344,000 and \$55,277,000 respectively. The revenues from 1 July 2009 to 31 December 2009 were \$34,541,000 and net profit was \$4,250,000.

**Business combinations acquired in stages**

The Group early adopted AASB 3 (Revised): *Business Combinations* from 12 May 2009. In accordance with this accounting standard, for business combinations achieved in stages the Group has remeasured its previously held equity interest (50%) in Think at its acquisition-date fair value immediately prior to the business combination and recognised a resulting gain of \$4,642,000 in 'other income' in the statement of comprehensive income in the 2009 Annual Report.

	<b>\$'000</b>
Carrying value of investment in Think at 12 May 2009	37,910
Fair value gain recognised in the statement of comprehensive income in the 2009 Annual Report	4,642
<b>Fair value of pre-existing interest</b>	<b>42,552</b>

**Acquisition related costs**

Costs related to the acquisition were \$510,000 and in accordance with AASB 3 (Revised): *Business Combinations* have been transferred to the statement of comprehensive income and are included in 'operations and administration' expenses in the 2009 Annual Report.

**Other acquisitions**

During the period the following cash payments were made by the SEEK Group in relation to minor acquisitions:

<b>Name</b>	<b>Date</b>	<b>Consideration</b>
Australian National College of Beauty	11 Sep 2009	\$637,000
Billy Blue Colleges	30 Sep 2009	\$250,000
		<b>\$887,000</b>

**Australian National College of Beauty**

The payment to Australian National College of Beauty was to acquire the trade and assets of this business.

**Billy Blue Colleges**

The cash consideration paid by SEEK for Billy Blue Colleges (Billy Blue College of Design, William Blue College of Hospitality and Tourism and Billy Blue College of English) was in relation to deferred consideration set out in the purchase agreement for this business, which forms part of the Think Group. This liability was brought to account as part of the liabilities acquired on acquisition of Think set out above.

**SEEK Limited**  
**Notes to the financial statements**  
**31 December 2009**

**11. Earnings per share**

	<b>Consolidated</b>	
	<b>31 Dec 2009</b>	31 Dec 2008
	<b>Cents</b>	Cents
Basic earnings per share (EPS)	<b>10.9</b>	11.3
Diluted earnings per share (EPS)	<b>10.8</b>	11.2

	<b>Consolidated</b>	
	<b>31 Dec 2009</b>	31 Dec 2008
	<b>Number</b>	Number
Weighted average shares used to calculate basic EPS	<b>335,765,172</b>	288,095,864
Weighted average shares used to calculate diluted EPS	<b>339,076,439</b>	289,528,876

	<b>Consolidated</b>	
	<b>31 Dec 2009</b>	31 Dec 2008
	<b>\$'000</b>	\$'000
<b>Reconciliation of earnings used in calculating earnings per share</b>		
<b>Basic earnings per share</b>		
Earnings used in calculating basic earnings per share	<b>36,550</b>	32,472
<b>Diluted earnings per share</b>		
Earnings used in calculating diluted earnings per share	<b>36,550</b>	32,472

**12. Contingencies**

SEEK has no contingencies other than those already disclosed in this report.

**13. Events occurring after reporting date**

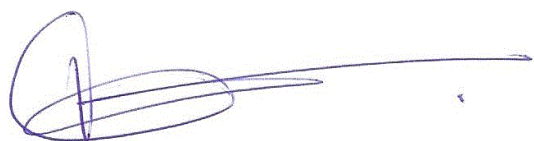
On February 11 2010 IDP Education Pty Ltd declared a dividend of \$5,000,000 (100%).  
The payment date is yet to be confirmed.

**Directors' Declaration**  
**SEEK Limited**  
**For the half-year ended 31 December 2009**

In the directors' opinion:

- a) The financial statements and notes set out on pages 8 to 21 are in accordance with the *Corporations Act 2001*, including:
  - i) Complying with Accounting Standards, the *Corporations Regulations 2001* and other mandatory professional reporting requirements, and
  - ii) Giving a true and fair view of the consolidated entity's financial position as at 31 December 2009 and of its performance, as represented by the result of its operations, changes in equity and its cash flows for the half-year ended on that date.
  
- b) There are reasonable grounds to believe that SEEK Limited will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the directors.



Bob Watson  
Chairman

Melbourne  
16 February 2010

## Independent auditor's review report to the members of SEEK Limited

### Report on the Half-Year Financial Report

We have reviewed the accompanying half-year financial statements of SEEK Limited, which comprise the balance sheet as at 31 December 2009, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the half-year ended on that date, other selected explanatory notes and the directors' declaration for the SEEK Limited Group (the consolidated entity). The consolidated entity comprises both SEEK Limited (the company) and the entities it controlled during that half-year.

#### *Directors' responsibility for the half-year financial report*

The directors of the company are responsible for the preparation and fair presentation of the half-year financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the *Corporations Act 2001*. This responsibility includes establishing and maintaining internal control relevant to the preparation and fair presentation of the half-year financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

#### *Auditor's responsibility*

Our responsibility is to express a conclusion on the half-year financial report based on our review. We conducted our review in accordance with Auditing Standard on Review Engagements ASRE 2410 *Review of an Interim Financial Report Performed by the Independent Auditor of the Entity*, in order to state whether, on the basis of the procedures described, we have become aware of any matter that makes us believe that the financial report is not in accordance with the *Corporations Act 2001* including: giving a true and fair view of the consolidated entity's financial position as at 31 December 2009 and its performance for the half-year ended on that date; and complying with Accounting Standard AASB 134 *Interim Financial Reporting* and the *Corporations Regulations 2001*. As the auditor of SEEK Limited, ASRE 2410 requires that we comply with the ethical requirements relevant to the audit of the annual financial report.

A review of a half-year financial report consists of making enquiries, primarily of persons responsible for financial and accounting matters, and applying analytical and other review procedures. It also includes reading the other information included with the financial report to determine whether it contains any material inconsistencies with the financial report. A review is substantially less in scope than an audit conducted in accordance with Australian Auditing Standards and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in an audit. Accordingly, we do not express an audit opinion.

While we considered the effectiveness of management's internal controls over financial reporting when determining the nature and extent of our procedures, our review was not designed to provide assurance on internal controls.

**Independent auditor's review report to the members of  
SEEK Limited (continued)**

Our review did not involve an analysis of the prudence of business decisions made by directors or management.

*Matters relating to the electronic presentation of the reviewed financial report*

This review report relates to the financial report of the Company for the half-year ended 31 December 2009 included on SEEK Limited's web site. The company's directors are responsible for the integrity of the SEEK Limited web site. We have not been engaged to report on the integrity of this web site. The review report refers only to the statements named above. It does not provide an opinion on any other information which may have been hyperlinked to/from these statements. If users of this report are concerned with the inherent risks arising from electronic data communications they are advised to refer to the hard copy of the reviewed financial report to confirm the information included in the reviewed financial report presented on this web site.

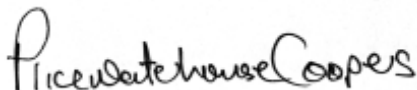
*Independence*

In conducting our review, we have complied with the independence requirements of the *Corporations Act 2001*.

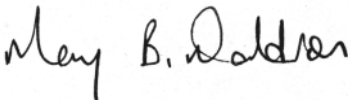
*Conclusion*

Based on our review, which is not an audit, we have not become aware of any matter that makes us believe that the half-year financial report of SEEK Limited is not in accordance with the *Corporations Act 2001* including:

- (a) giving a true and fair view of the consolidated entity's financial position as at 31 December 2009 and of its performance for the half-year ended on that date; and
- (b) complying with Accounting Standard AASB 134 *Interim Financial Reporting* and *Corporations Regulations 2001*.



PricewaterhouseCoopers



Mary Waldron  
Partner

Melbourne  
16 February 2010