

INSPECTOR BRYANT: This is a recorded interview between Inspector Tim Bryant of the Victorian Commission for Gambling and Liquor Regulation and Ms Dan Jane Pan, conducted at the Victorian Commission for Gambling and Liquor Regulation at Shelley Street, Richmond, on 7th March 2018.

Q1. Do you agree that the time is now 10 past 10, Jane?

A Yes.

Also present is Inspector Brown, Stephen Brown. Inspector Brown, could you please state your name for the purpose of the recording?

INSPECTOR BROWN: Inspector Steve Brown, ID No. 116.

INSPECTOR BRYANT: Additionally, legal counsel for Jane Pan is present. Could you please identify yourself for the purpose of the recording and state your full name and positions please?

MR MURPHY: Richard Murphy, partner of Minter Ellison and I'm here representing Jane and also representing Crown Resorts Ltd.

INSPECTOR BRYANT: Thank you.

MR PRESTON: Josh Preston, Chief Legal Officer of Australian Resorts for Crown, representing Jane and Crown.

INSPECTOR BRYANT:

Q2. Jane, what's your full name?

A Full name is Dan Pan, so preferred name is Jane.

Q3. What's your current address?

A

MR MURPHY: Can I just - apologies for intervention. Richard Murphy speaking. I just wanted to confirm that this interview is occurring in accordance with a notice that you've served on Jane, by way of a

letter date 21st February 2018 and is subject to the arrangements that were confirmed in our letter to you from Minter Ellison dated 1st March 2018.

INSPECTOR BRYANT: Correct.

MR MURPHY: Thanks very much, thank you.

INSPECTOR BRYANT:

Q4. Just to continue. So Jane, could you just spell that address for us again, please, the street name?

A

Q5. Thank you. What's your age and date of birth?

A

I was born on

Q6. Do you have any forms of identification on you at present, driver's licence perhaps?

A

Yes, I do.

Q7. Thank you.

A

Passport will do?

Q8. Yeah, thank you. The purpose of today's interview is to seek information in relation to the circumstances surrounding the arrest of Crown employees in China as part of an ongoing investigation under s.24 of the Casino Control Act 1991. Anything you say in this interview or any information you provide may be considered by and relied upon by the Commission as part of this investigation and any subsequent action that maybe taken by the Commission. Do you understand?

A

Yes, I do.

Q9. However, we also note that you are the holder of a casino special employee licence, therefore anything that you say in this interview or any information

you provide may inform the Commission's decision making if you apply to have your casino special employee licence reinstated. Do you understand?

A I understand, yes.

Q10. Do you have any questions about the purpose of the interview?

A No.

Q11. I'm just going to ask you some questions now Jane in relation to your current employment status. Who are you currently employed by?

A Crown Australia - Crown Perth.

Q12. What's the role you're employed in?

A Lifestyle director.

Q13. What does that role involve?

A It's a non-gaming role, I'm acting chief ambassador or chief concierge to assisting our VIP patrons in relating to immigration, children's education and settling down to Australia, buying a property et cetera.

Q14. And how long have you held that position for?

A Since January.

Q15. January of 2018?

A Yeah, 2018.

Q16. When did you first commence work in the casino industry?

A In the casino industry, 2013 but I was working in a non-gaming role before 2013.

Q17. When did you commence in a gaming role?

A 2018, yeah. 2013, sorry, not 18, sorry.

Q18. What was that initial gaming role?

- A It was international sales manager of China south, southern China, yeah.
- Q19. Who employed you at that stage?
- A Crown. Crown Ltd Hong Kong.
- Q20. What qualifications do you hold?
- A I'm a Bachelor Degree of Hospitality Management.
- Q21. What specific casino related training have you had?
- A What - sorry, what does - - -
- Q22. Have you had any casino specific training or gambling specific training?
- A Yes, with the online training, is that - - -
- Q23. Yeah. What sort of subjects, can you recall?
- A What sort of subjects? Responsible gambling, yeah. Responsible alcohol, these kind of subjects.
- MR MURPHY: If I could assist there, Tim. When you first joined Crown did you go through an induction process?
- MS PAN: Yeah, induction process, yeah. So induction, like two days orientation through HR and then we do have some like online training as I introduced before, yeah.
- INSPECTOR BRYANT:
- Q24. What languages can you speak and read?
- A Chinese Cantonese - Mandarin and Cantonese, English.
- Q25. Look I have to ask this question. So you're comfortable with English as a language?
- A Yes.
- Q26. I'll take you at your word. How did you come to work for Crown Resort Pte Ltd?

A I just employed by - with the senior vice president of China who offered me a role in international sales in China.

Q27. Who offered you that role?

A He already left Crown.

Q28. What's the name?

A Stefan Aubory.

Q29. Before you were offered that role, what were you doing?

A I was international VIP services at Star.

Q30. At Star Casino?

A Yes, but it was non-gaming role.

Q31. I'd just like to show you a document and if you can take your time to familiarise yourself with it. It's dated March 8, 2013 and headed Crown and it's a private and confidential Dan Pan (Jane) employment contract and some other documents. Can you just confirm that's the document I've just described, the first page?

A Yeah. Yes.

Q32. Thank you. Sorry, I should have said at the start of the tape if you can not nod and you have to answer, sorry.

A Yeah.

Q33. So if you just have a quick - take a few minutes just to familiarise yourself with that.

A Yeah. Yes, that was my contract and PD.

If you'd like to show that to Joshua or Richard.

MR MURPHY: It looks like a bundle of different documents so there's - I mean are they a number of different

documents related to your employment at the time?

MS PAN: Yes, there are some forms for - - -

MR MURPHY: HR purposes and - - -

MS PAN: Yeah, HR purposes, yeah.

MR PRESTON: It's the normal induction pack that people sign
to do the normal checks and balances.

INSPECTOR BRYANT: Yes.

Q34. So I just want to confirm, Jane, that your initial
position was International Sales Manager, Shenzhen
and Zhuhai?

A Yes, yes, correct.

Q35. You were employed by Crown Resort Pte Ltd, Hong
Kong?

A Yes.

MR MURPHY: For the record it's actually a Singaporean company
but employed to be based in Hong Kong.

INSPECTOR BRYANT: I appreciate that.

Q36. Who did you report to in that initial role?

A Senior vice president of China, yeah, Stefan
Aubory.

Q37. Who was that?

A Stefan Aubory.

Would you be able to spell out that name for us please?

MR PRESTON: And Stefan hasn't worked in the business for some
years now, he must have left 14, possibly 15.

MS PAN: Yeah.

MR MURPHY: So that's S-t-e-f-a-n?

MR PRESTON: That's A-u-b-o-r-y?

MS PAN: Yeah.

INSPECTOR BRYANT:

- Q38. Okay, just for the record, Joshua's just saying that the person's surname is Aubory, A-u-b-o-r-y. Is that correct, Jane?
- A Yes, that's correct.
- Q39. And first name Stefan. So he was your first supervisor?
- A Yes.
- Q40. And how long can you recall did you report to him for?
- A I can't remember clearly, approximately about six months.
- Q41. About six months, okay. So that was from 2013?
- A Yes.
- Q42. Do you recall the exact month it would have been?
- A April.
- Q43. April 2013, six months.
- A Yeah, approximately six months, yeah.
- Q44. Who did you report to after that?
- A Alfred Gomez.
- Q45. Did you report to anyone else other than Alfred Gomez?
- A After 2016, there is a gentleman join in our team, his role was RVP, Regional Sales Vice President of Southern China, so I directly report to him and he directly report to Alfred.
- Q46. Who was that?
- A Jack Zhu.
- Q47. That's - can you spell that surname?
- A Z-h-u.
- Q48. Z-h-o-u?

- A U, just 'u', yeah.
- Q49. Just 'u'. So Jack Z-h-u?
- A Yes, 2016.
- Q50. From when sorry?
- A From July 2016.
- Q51. Just so I've got this correct and please - - -
- A Sorry, July 2015.
- Q52. 2015.
- A Yeah, 15, yeah.
- Q53. I'll just go over that now just to make sure I've got it right. You first reported to Stefan Aubory for about six months?
- A Yes.
- Q54. And then Alfred Gomez?
- A Yes.
- Q55. Up until 2016.
- A Yes.
- Q56. However, in July 2015, Jake Zhu - Z-h-u - you reported to directly and not Alfred Gomez?
- A Yes.
- Q57. From July 2015.
- A Yes, correct.
- Q58. So just once more to confirm, your direct report at the time of your arrest was Jack Zhu, is that correct?
- A Yes, yes, correct.
- Q59. What's Jack's first name. Is that his official first name, do you recall?
- A Bing, B-i-n-g.
- Q60. B-i-n-g.

- A Yeah.
- Q61. Did anyone report to you at your time in - - -
- A No.
- Q62. Were you based in the Hong Kong office?
- A No, I based in China.
- Q63. In China?
- A Yes.
- Q64. Whereabouts in China?
- A In Shenzhen.
- Q65. Shenzhen. How often would you travel to the Hong Kong office?
- A When training session, it's held in Hong Kong and we'll maybe have meetings in Hong Kong, yeah, I have customer meetings in Hong Kong, this is the reason I will travel from Shenzhen to Hong Kong, because Hong Kong average about once every month.
- Q66. When you first took up the role in Shenzhen, what was your day to day activities?
- A Day to day activities we hosting and arranging meetings with customer, promoting Australia Crown Resort and promoting our event in Australia and just establish customer relations with our existing customers.
- Q67. How did you get your leads for what customers?
- A We have customer database, which we were given at the beginning of our role and we got customer reports from existing customer.
- Q68. Did that database have a particular name?
- A Yes. Crown Force.
- Q69. Crown Force?

- A Yeah. Salesforce.
- Q70. When you initially started that role what training were you given?
- A There is sales training held by (indistinct) Training Group, and there was training as I said before with HR introduction training and other training subjects as well.
- Q71. What products were you given training in selling?
- A The products I was getting in training, it was a Crown training program.
- Q72. Were you given specific training in gambling activities?
- A Yes.
- Q73. What sort of games - were specific games like Baccarat and cards - - -
- A Baccarat, Baccarat, yeah, was - yeah, Baccarat training.
- Q74. Did you understand Baccarat before you started this role?
- A A little bit, just players Baccarat but it was training about how do we - how we relate to the turnovers and - - -
- Q75. Yes.
- A And what is Angel Eye for, noticeboard for.
- Q76. Sorry, could you explain that?
- A The noticeboard have a screen, what is that for. Yeah, definition of each patterns.
- Q77. Were you also given training in what other products Crown have, like the hotels and what services they offer?

A Yeah, it's all included in the introduction training in first two days.

MR PRESTON: Just for clarity, Angel Eye which Jane referenced is the card (indistinct) - - -

INSPECTOR BROWN: Card - - -

A Yeah.

MR PRESTON: - - - product which checks the cards as they come out.

INSPECTOR BRYANT: Thank you.

Q78. Were you given training in any other particular gaming activities?

A Very basic introduction section for other activities, such as Black Jack, et cetera.

Q79. Was there any particular gambling activity that was more popular or common?

A In our business just the Baccarat is very popular, yeah.

Q80. Can you explain what your targets were that were set for enticing customers?

A In which year?

Q81. If you go back maybe from the start, obviously they may have changed but from your initial year or so can you recall what your targets were?

A I could only remember the financial year of 2016.

Q82. Yes?

A Yeah, was 4.1 million.

Q83. So that was the target that was set, 4.1 million in turnover. Is that correct?

A In turnover. Not assigned to myself. It was assigned for China south.

- Q84. So that's spread out over the sales workforce. Is that correct?
- A Yes, yes, in seven provinces, yeah.
- Q85. So am I correct then, it wasn't broken down into particular numbers of players. It was broken down into total of turnover.
- A Total of turnover, yes.
- Q86. That was the main objective target. Is that correct?
- A Yes, total of turnover, yes.
- Q87. Can you recall in that year how many players that may have consisted of or customers that may have consisted?
- A I can't remember exactly how many, yeah. It's hard to (indistinct words) - - -
- Q88. Yeah, I know.
- A - - - how many, sorry.
- Q89. No, I understand that. Did you have a particular budget yourself?
- A No, it's just the regional target, yeah.
- Q90. I think we covered this before but you were based the entire time in Shenzhen?
- A Yes.
- Q91. Did you travel to any other areas in China or just Shenzhen?
- A If required to, yes, I did.
- Q92. How often would you be required to travel to other areas?
- A Depends the arrangement with the customer because in China south we have seven province to

overlooking, so, yeah, it depends the arrangement with the customer, meeting arrangement with the customer.

Q93. Were you the only person responsible for that province, Shenzhen area?

A No. For Shenzhen, yes, but for China south we have other salesmen, yeah, other team members.

Q94. Did you require approval to travel from your supervisor within that?

A Yes.

Q95. And how would you be given that approval?

A We write an email, contents including date of travel, cost of travel, purpose of travel.

Q96. What sort of material would you take with you when you travelled?

A iPad and some events invitations if the customer is target - is invited to that particular event.

Q97. What sort of events?

A Like Spring Racing Carnival, like Crown Lucky Chase (indistinct) - - -

Q98. And with your customers - and with your customers was there a - can you give us a percentage split about how many went to Crown Perth or Crown Melbourne?

A There is no specific percentage, it just depends on their preference.

Q99. Would you say one was more popular than the other?

A Yes, Crown Melbourne.

Q100. Crown Melbourne?

A Yeah.

Q101. Would that be then the bulk of your customers would have gone to Crown Melbourne?

A It really depends on their preference, yes.

Q102. What other material - did you have any material in relation to gambling that you travelled with?

A No.

Q103. What about being able to calculate rebates or percentages back to them for commission?

A It all will be settled in here, in Australia when they do the settlements, yeah.

Q104. If a customer or a client asked you a question about what percentage they may get back or rebate they might get back, or points they might get back?

A I will - then I will make an introduction, make an explanation on the terms, yeah.

Q105. Where would that happen?

A For - in that situation is there a new customer referred by existing customer, he is interested in our terms and benefits, then in the meeting I will explain the terms of the percentage, yeah.

Q106. Where did you meet with your customers generally?

A Dinner, coffee shop, in client's office.

Q107. I take it you didn't have an office yourself set up in Shenzhen, or did you sorry?

A We have an office set up in (indistinct) which is also in our region, in China south region.

Q108. That office was set up in 2013?

A No, before 2013.

Q109. That office was still in - working up until the time of the arrests?

- A Yeah, and we have administrations.
- Q110. Were you subject to a yearly performance evaluation plan?
- A Yes.
- Q111. Could you detail the purpose of your evaluation plan?
- A There was a few subjects, such as your self-performance, leadership skills, our cooperation like (indistinct words) work skill, some kind of big subjects then according your performance you having a discussion with your supervisor and make comments on the subjects, yeah.
- Q112. Was there weighting given to any particular subject, like the financial performance was weighted higher than other - - -
- A There is a percentage but I couldn't remember exactly how much it was, yeah, weight, yeah.
- Q113. Was the financial objectives given more weight than others?
- A Yes, it does.
- Q114. Can you recall roughly?
- A I can't - sorry.
- Q115. Okay. Can you recall during the course of your employment over there meeting your financial objectives?
- A Yes.
- Q116. On each year, each financial year?
- A Each year.
- Q117. I take it all your objectives related to the Chinese market that you were working in?

- A Sorry?
- Q118. Did all your objectives relate specifically to the Chinese market?
- A Yeah, because I was based in China.
- Q119. I know, sorry, silly question. What bonuses did your performance evaluation attract?
- A Yeah, it was the target given then a percentage by reaching that target will be bonus in different fashion, like 15 per cent, 30 per cent, 50 per cent, 100 per cent.
- Q120. What was the bonus based on?
- A Based on your end salary package.
- Q121. So if you - and please correct me if I'm wrong, if you reached a certain amount of turnover, gambling turnover, and it was above your target you got a bonus?
- A Yes.
- Q122. Based on your salary?
- A Yes.
- Q123. How difficult was it for you to reach the targets that were set?
- A It was all right, it's teamwork. It's, yeah, so as I said I worked myself in that region, so it was teamwork.
- Q124. So just to make sure I'm right here. So was this applied across all the sales employees in China. They got the bonus if you all had to reach the target or was it individualised?
- A There was a regional target and there was big reaching target like northeast Asia target, we have

to reach that big target to entitle to our regional bonus.

Q125. And were you in the big target area?

A Yeah.

Q126. Yes, okay.

A Yeah, in northeast - - -

Q127. Northeast was the - - -

A Including China, Taiwan.

Q128. So you recall each year you met your targets?

A M'mm.

Q129. And exceeded them each year?

A Yes.

Q130. Was there any particular financial year you can recall that was more - you exceeded your targets more?

A No, just (indistinct words) just reach the target (indistinct) little bit, yeah, so not a particular year.

Q131. Okay. What percentage of your total remuneration was yearly salary as opposed to bonuses?

A I think I have different percentage each year.

Q132. So say your remuneration was 100,000 a year, your salary, what would your bonuses generally be?

A There is no - there is no figure as in January, so I have different figures every year, yeah.

Q133. Would you bonus figure exceed your salary in any financial year?

A Yes.

Q134. By how much?

A I can't remember exactly the number but I can

remember financial year 2016 and maybe year 2015 my bonus exceed my salary.

Q135. Would it have been double than your salary or - - -

A Yes.

Q136. More than double?

A Yes.

Steve, you got any questions about that?

INSPECTOR BROWN:

Q137. Yeah, just a little clarification. I'll speak a bit slow because as you can judge I'm Irish so I'll try and speak slow so you understand what I'm saying. We speak a little bit fast.

A Thank you.

Q138. So what we want to try and ascertain and get my head round, the individual bonus for the whole of the sales team. Is that correct?

A Yeah.

Q139. And then it's broken down into particular areas within that region. Is that correct?

A Yes.

Q140. But do you have a specific target that was given to you as a sales individual to reach a particular target or was your target added as an overall target?

A There is no target was given to me, to myself. There was a target that was given to my region, which is China south.

Q141. Okay, so it was basically a collective target for all sales individuals to reach. Is that correct?

A Yes.

Okay, that's fine. Thanks for that, that makes sense.

INSPECTOR BRYANT:

Q142. How difficult was it for you to reach the targets?

A It wasn't difficult.

Q143. Did you have plenty of leads to follow?

A Yes.

Q144. What percentage of your leads would have been from this - the database as opposed to referrals from other clients or other leads?

A There is no certain percentage. It's hard to say it's a certain percentage but yeah, the new leads mostly is from our referrals.

Q145. And who would be referring them?

A Existing customers.

Q146. Did the existing customers get some sort of reward from referring people?

A Yes.

Q147. What sort of reward would they get?

A We had customer referral thing, yeah.

Q148. I just want to ask you some questions now about your Melbourne Casino special employee licence, okay?

A M'mm.

Q149. How long did you hold the casino special employee licence for?

A I think I have applied since March 2013.

Q150. Why did you obtain the licence?

A Why? Because I would like to work in - I got the role as international sales manager in China and it's gaming related, so I applied for a licence.

Q151. Can you detail a bit more of the duties that required you to hold that licence?

A To hold that licence?

Q152. Yeah.

A Duty, sorry, I don't - I can't recall.

Q153. Okay. Were you - I understand you surrendered the licence on 7th September 2017. Is that correct?

A 7th - - -

Q154. 2017?

A 7th September.

Q155. Yeah.

A Sorry, say again?

Q156. That casino special employee licence was surrendered to the VCGLR on 7th September 2017.

A Yeah, yes.

MR PRESTON: I might be able to help out there. The processes when employment comes to an end, there's a process in the background where compliance automatically provides the details of those people who have ceased to work with us and that triggers the licence being surrendered. So it's just that background process following the structure that's set up.

INSPECTOR BRYANT: Thanks, Josh.

Q157. Can I ask you, Jane, why the licence was surrendered?

A There was a redundancy made so a Josh said the licence was surrendered.

Q158. Were you aware of your responsibilities and obligations as a casino special employee?

- A Yes.
- Q159. Can you tell us what they are?
- A It was comply the laws and regulations of operating under - operating a casino gaming gambling procedures and - - -
- Q160. Okay. Do you wish to hold a casino special employee licence again?
- A Yes, in some stage when, yeah, I can apply I wish, yeah, definitely.
- Q161. Why's that?
- A Why is that? Because I think holding a gaming licence it's - I have more space to develop in casino and gaming industry, hospitality industry.
- Q162. I think I might take the opportunity before this cuts out to have a break and then I'll start on some other things I'd like to ask, if that's all right. Just for the record, so we'll have a break now if that's okay. Do we agree that the time is now on my iPhone, 10.51?
- A Yeah, 11. Oh 10 - - -
- Q163. 10.51.
- A 10.51, yeah, correct.

Thanks, we'll stop it.

INTERVIEW SUSPENDED

INTERVIEW RESUMED

INSPECTOR BRYANT:

- Q164. Resumed interview with Jane Pan and the VCGLR. Do you agree that the time is now 11.05 Jane?

A Yes.

- Q165. Thank you. I just want to ask you some questions

now, we're going back to around 2015 in China,
start of 2015.

A Yes.

Q166. Actually, before I ask you about that. Can you
explain to me what the market was like when you
first went there in 2013?

A The market was good.

Q167. Market was good?

A Yeah.

Q168. Who were your main competitors at that stage?

A Star. The Star.

Q169. When you say The Star, that's The Star in Sydney?

A Yes.

Q170. What about other international competitors?

A MBS in Singapore.

Q171. Yeah.

A Yeah, and the SkyCity in New Zealand and Australia.

Q172. They're based on your - - -

A Yeah.

Q173. Sorry.

A Yeah, that's the casinos close to us in the
industry and they offer similar sort of - same
lifestyle activities.

Q174. Okay. In later 2014 and early 2015 there was
what's been described as a crackdown. There was
numerous news articles regarding China increasing
scrutiny over gambling. In particular, Chinese
gamblers going to Macau and overseas to gamble.
It's also considered to be a corruption crackdown.
What can you tell us about this?

A We - after President Xi in China, he was leading the China government and yeah, I agree it was crackdown in China as you mentioned in article, and - but at that time Macau was very close to China but in another hand people like to travel to Australia because it has a very good climate and weather and better education for their kids. So our customers they like to travel to China - to Australia rather than Macau.

Q175. Did this occur around that time of the crackdown in late 2014, that you saw a shift and instead of going to Macau they wanted to go to other options?

A Yes.

Q176. I take it you used to watch the news when you in Shenzhen?

A Mm.

Q177. And what, this was reported in the news?

A Yes.

Q178. So what was your reaction to this in relation to the job you did?

A Well we - at that time we had a bit more like events and, yeah, like - such as Australian (indistinct), such as Spring Race Carnival, this kind of like Melbourne based or Australian based events to offer them, yeah. It's not - like they don't have these kind of activities in Macau so people - well our customer travel to Australia rather than weather, rather than the climate we're having more events.

Q179. One of the quotes from the president, the Chinese

president, I apologise I won't try and pronounce his name.

A Xi.

Q180. What is it?

A Xi.

Q181. Xi. He's still the president?

A Yes.

Q182. A fair number of neighbouring countries have casinos and they have set up offices in China to attract and drum up interest from Chinese citizens to go abroad and gamble. This will also be an area that we will crack down on.

A I haven't heard this news, sorry.

Q183. That's okay.

A Some news is reported outside of China, yeah. Like media reported differently or translated differently outside of China. So at that time I was in China I haven't heard that news.

Q184. Can you recall back in early 2015 or late 2014 discussing this with anyone from your office?

A We had - I had - we heard was a bit of case, like a bit of happening in Korean office.

Q185. What did you hear?

A Korean staff was arrested.

Q186. How did you hear that?

A From the news.

Q187. Who did you discuss that with?

A Through our colleagues then our management hold a conference call, new protocols.

Q188. Sorry, what was that?

- A Our management, senior management hold a conference calls throughout China south team.
- Q189. And do you recall when that was about?
- A It was new protocols about we're meeting customer, especially the numbers and now getting material to be post to China.
- Q190. Who was your supervisor at this time?
- A Alfred Gomez.
- Q191. Alfred. He was your direct supervisor at this time?
- A Yes.
- Q192. So did you discuss your position on this with him?
- A No, it was a discussion held by them.
- Q193. By management?
- A By management, in a conference call.
- Q194. Were you in Shenzhen at the time for that conference call?
- A Yes, yes.
- Q195. Was it several conference calls or - - -
- A No, it's a conference call in a certain time, in a set time and you're required to be attended by our staff members in China.
- Q196. I'd just like to show you a document. It's headed "Update on China policy" and it's from Michael Chen.
- A Yes.
- Q197. It's dated Wednesday 25th February 2015. So it's 1, 2, 3, 4, 5 pages. The first page has got some redacted material and I'd like you to take your time and have a read of this and obviously if you

want to show Richard or Joshua. Thanks.

A Yes, I was in that email.

Q198. Firstly, can I just confirm that is the document I've described is what I've shown you.

A Yes.

Q199. Is that correct?

A Yes.

Q200. So what can you tell us about that document?

A This is the update about China policy regarding about organising gambling in - organising Chinese citizens gambling overseas and management suggested we having less than three Crown representatives in the meeting with customer and as long as we are organising less than 10 customers in a time not gain commissions from customer.

Q201. Can you recall if that email went before the teleconference or after the teleconference?

A It was like same time but I can't remember which one is before or after, yeah.

Q202. Who arranged the teleconference?

A Michael Chen himself.

Q203. Michael Chen. So what was Michael Chen's role?

A President of international (indistinct).

Q204. Can you recall who else was involved in the teleconference?

A China south (indistinct words) in China including (indistinct) in south and other colleagues in the region, in China region as well.

Q205. Can you recall anyone external to Crown being involved?

- A No.
- Q206. I'll just - no legal advice from the Hale company or Mintz group?
- A No, no.
- Q207. It was all Crown?
- A Mm.
- Q208. Who led that teleconference?
- A Michael Chen.
- Q209. So Michael Chen led this conference. Did he go through that material that appears on that email from what you can recall?
- A Yes.
- Q210. Did he offer explanations in relation to it?
- A Yeah, he sent the email and he went through that and if we have any questions we raise to him at the conference call, or there is lawyer's number been given in the email as well. So if we're having any problems or questions regarding the laws and legislations we can consult from them as well.
- Q211. So questions from who?
- A From the subject China policy.
- Q212. But who would you envisage having questions from?
- A From the lawyer's name was given.
- Q213. But who do you think might have questioned you in relation to these matters?
- A Who did I, sorry?
- Q214. Sorry, so were you given those lawyer's numbers in case the policy spoke to you or if - - -
- A Yeah, yeah.
- Q(cont'd) - - - clients spoke to you?

A Yeah. Police spoke to us, yeah.

MR MURPHY: I might be able to assist here a bit. The document you've shown Jane is an email and then there's another document that's attached to it, VIP International. I'm not sure that's actually the correct attachment to the email. I think there actually was a protocol type document that did contain details as Jane has said of essentially how to respond in the event that someone from the authorities comes knocking.

MS PAN: Yeah.

MR MURPHY: And who you should contact and what their contact details are. And Josh is now just producing a copy of that document.

MS PAN: Yes.

MR MURPHY: Does that look like, Jane, that's the document you were given at the time of this email?

MS PAN: Yes.

MR MURPHY: Not this VIP International document? Or do you think you saw both of those documents?

MS PAN: Well I think this was attached - yeah, this was attached to the email.

MR MURPHY: So what Jane's identifying in referring to "this" is a document that's headed "Reception procedures in case of a government investigation in China", and that had some contact details at the back for people to contact in the event that they were contacted by a government official.

INSPECTOR BRYANT: Okay, thanks Richard. I'll just for the record clarify it. I do understand what you're

saying in relation to that document. How it's transpired is that when we've put this material together, from what's been received, sometimes it hasn't been clear what went with what. So I appreciate what you're saying. I'm not arguing one bit. But just to explain the potential confusion with the first document I just showed Jane about the update on the China policy.

MR MURPHY: Yes.

INSPECTOR BRYANT: So if I can just step through it if you don't mind, I appreciate what you've said with Jane.

Q215. Just for the record, Jane, on the third page of the document that's stapled together, "Update on China policy", that's headed "VIP International" and it's called "Key messages". Can you recall seeing that? And I appreciate if you can't, you can't.

A I can't remember (indistinct words).

Q216. I think, and I'm not trying to lead you but please I think that might have been almost talking points for someone. That's what it reads like to me. I appreciate what you're saying if you - - -

A I don't think this was sent to me.

Q217. Okay.

A Yeah.

Q218. Thank you. But the first two pages you recall?

A The first two pages, yes, I received - I received a similar email in topics as in such meeting with customer, yeah.

Q219. Can you just - sorry, can you just go over again.

You mentioned before about not meeting - not having more than three Crown employees and not - something about in relation to 10 customers. Can you explain that to us, what was - what you were advised?

A Yeah. We were advised we don't have three - more than three Crown representatives in - attending in the same meeting with customer. Customer meeting - like (indistinct) with customer or private functions with customer home in China with less than total 10 guests, including Crown representatives, and we were advised not organising more than 10 patrons travel to Australia.

Q220. When you say 10 patrons travel to Australia, is that in one trip?

A In one trip, yes.

Q221. What was the reason given for that?

A My understanding was according to case 303 in China was breaching of that place of nothing more than 10, 10 Chinese citizens to overseas to gamble is illegal.

Q222. In the past did you ever arrange for more than 10 customers to travel in one trip to Australia?

A No.

Q223. In the course of a normal year how many customers would you normally - - -

A It's hard to count, sorry.

Q224. No, I appreciate that. Would it be, say if I gave a range of figures, say 10 or 50, what would be - - -

A In a year?

- Q225. Yeah.
- A It's really hard to count, yeah. I would say 30, but this is rough, very rough figure.
- Q226. I appreciate that, I appreciate that. But it wouldn't be more than 100 in a year?
- A No.
- Q227. And 30 may be an average year?
- A Yeah, like customer - some customer they just repeat the trip, yeah.
- Q228. Okay, I understand. And what was explained to you in relation to carrying material?
- A Not many - it was advised that we carry not many materials to China, to mainland China.
- Q229. What material did you used to take with you in the past?
- A Was some gaming material related, such as invitations to our gaming events.
- Q230. Tournaments? Yeah.
- A Yeah, tournaments, yeah, in the past but we were advised not to giving gaming related material to Chinese citizens in China.
- Steve, have you got any questions?
- INSPECTOR BROWN:
- Q231. One of the things I'd like to clarify back, I'll just take you back to your actual casino employee licence. I have a couple of other sort of clarification questions I want to ask. You obtained your licence back in 2013, that's correct?
- A Yeah, correct.
- Q232. Before that you had never held a casino employee

licence. Is that correct?

A No, I hadn't.

Q233. So what I'm trying to get my head round, what happened in March 2013 that made you make the decision you needed to hold a casino employee licence?

A Because I was employed by international sales team that's gaming related role so I applied a casino licence, yes.

Q234. But you by your own admission have said that your fundamental role was to go to China which is outside our jurisdiction within the State of Victoria. So what I'm trying to understand is what would be auspice of you holding a special casino employee licence in the State of Victoria if your sole purpose is to go and visit - have sales in another jurisdiction but you're asking for a licence within the state?

A Yes, but - yeah, because after we meeting the customer doing the sales thing in China, we were bringing the customer back to Victoria to attending or join gaming activities. So - - -

So for you to participate in the gaming you still don't need to hold a casino employee licence. To have a casino employee licence you must be carrying out protected functions under the Act. So what I'm trying to get at is what were those functions that you needed to have this licence for?

MR PRESTON: Can I possibly help if you don't mind.

INSPECTOR BROWN: I prefer you didn't speak on behalf of Jane.

MR PRESTON: No, this is more, this is more - this is not speaking on behalf of Jane.

INSPECTOR BROWN: Yeah, if you're going to do a clarification in relation to Crown's policies I have no issues and that's fine.

MR PRESTON: Okay, that's all I'm going to reference. I'm not going to reference anything to Jane.

INSPECTOR BROWN: Yes, please.

MR PRESTON: The compliance department determine which job roles require the licence, so if I'm Josh Preston applying for a job for X job, Crown compliance department then determines whether a casino licence - or employee licence is required and that becomes part of the job function and you sit down - - -

INSPECTOR BROWN: So it's (indistinct) Crown (indistinct) clarification - - -

MR PRESTON: Yeah, and that's not Jane specific, that's if I apply for my job, I've got to do the licence and it's not because I'm analysing the legislation it's because that's what the compliance job has done in the background for the department as to which people hold licences.

INSPECTOR BROWN: So basically just to clarify, this is a Crown policy decision that this role holds Crown - holds a casino special employee licence.

MR PRESTON: Correct.

INSPECTOR BROWN: Therefore that's why Jane applied for one.

MR PRESTON: Correct, assessment of the job role, a description against its relationship to gaming like all roles and who requires to get the licence

and that's part of the job relation process.

INSPECTOR BROWN: That's something aside that we need to reflect that is decision that you make.

MR PRESTON: Yeah.

INSPECTOR BROWN: Firstly the Act is clear on what a casino employee's supposed to do in their roles and their responsibilities, so that's something I'll take outside the interview room.

MR PRESTON: Yeah, sure.

INSPECTOR BROWN: For something else, but that's all I wanted to clarification on.

MR PRESTON: Yeah, sure.

INSPECTOR BROWN: Thank you, perfect.

INSPECTOR BRYANT:

Q235. Just to go back to that teleconference. Was Michael Chen the most senior Crown representative there?

A Yeah, in the international marketing, yes.

Q236. In relation to that teleconference call you mentioned before, were you aware if Jason O'Connor was involved in that call?

A No.

Q237. So are you definitive that he wasn't involved?

A No.

Q238. You touched on before, were you ever questioned by the Chinese authorities in relation to your role?

A Before the - no, no, not - - -

Q239. Sorry, I should have - before the arrest?

A No.

Q240. Just in relation to your competitors over there.

Did you ever discuss what I'll term as the crackdown with any of your competitors?

A No.

Q241. Did you ever meet with like any of the other people in similar roles who worked for the other casinos?

A Yes, I did. Yes, I did meet but we didn't have any discussions relating to that at that time.

Q242. At that time?

A Yeah.

Q243. Around March 2015, there was a discussion between Michael Chen and a company - email discussion, a company called Mintz Group. Can you recall hearing the name Mintz Group mentioned before?

A Mintz Group, no.

Q244. I'm just going to show you an email and it's headed "Final memo Project Wager", and it's 1, 2, 3, 4, 5, 6, 7, 8, 9 pages. It's dated 26th March. It's from Michael Chen to Jason O'Connor. Can you just have a look at that and tell me if you recall seeing it or not?

A No. No, I haven't seen this email.

Q245. Okay, thank you. What do you understand by the phrase if said "low key marketing" in mainland China?

A Low key marketing, that is correct.

Q246. What do you understand by that?

A Having - as I said, having small groups for functions and dinner and meetings with customer. Not giving gaming materials to Chinese customers, yeah.

- Q247. What about - were you ever told about what sort of mobile phone to use or - - -
- A Yeah, we're still using China mobile. China mobile.
- Q248. What about told to minimise text messages?
- A No, as long as it's not involving money laundering which we're not involved in anyway, yeah, we weren't advised that we don't or avoid to send our customers text messages.
- Q249. Why were you told to take those sort of precautions?
- A Besides the advice we were asked for Australian mobile, which I already have so - yeah, to speak to customers by my Australian mobile phone number, and we just follow the protocols which Michael Chen sent.
- Q250. I suppose I'm trying to get into why were you told to do that?
- A Why?
- Q251. Yeah.
- A The new China policy, yeah, the updated China policy. So the vision is, as you said, low key marketing.
- Q252. In June 2015, 20th June 2015 there was new articles that came out in relation to South Korean casino operators being arrested in China. I'll just show you two examples and one's headed "S Korean casino operators hit by arrest in China", and it's dated 20th June 2015, and the other one's 21 June, "Chinese authorities arrest 14 for luring Chinese gamblers". Just have a quick look at those.

- A Yes.
- Q253. Were you aware that that occurred at that time?
- A Yes.
- Q254. The arrest of the Koreans?
- A Yes.
- Q255. How were you made aware of that?
- A By the news and another conference call was held by Michael Chen and the emails.
- Q256. Could you go over what that conference call was about?
- A Reviewing the protocols was getting in early 2015.
- Q257. Yes.
- A Yes, and reminded not involve in money laundering.
- MR MURPHY: Is that because there was suggestions that Koreans were involved in doing things like that?
- MS PAN: Yes, in doing - suggestions were made Koreans was doing things beyond their normal duties.
- INSPECTOR BRYANT:
- Q258. Were you concerned when you saw those articles?
- A Yes.
- Q259. What were your concerns?
- A Concerns, we may - shall we having situations similar to that one day.
- Q260. When you say similar to that one day, were you doing similar marketing to what the Koreans were doing?
- A No. No, my - well, was articles - those articles was reporting about Korean casino operators was doing their duties beyond their duties. Like was doing something beyond their duties, so our

operation is different to their end.

Q261. Did you ever meet with the Korean operators at all?

A No.

Q262. So that knowledge you have about - that the Koreans were doing different things, how did you gain that knowledge?

A There was a video record - there was a video record on the TV and recorded by Korean casino staff what they were doing for marketing, yeah.

Q263. So did you see that - did someone provide that to you?

A Yeah, I see that video clip on the internet.

Q264. You saw it yourself?

A Yeah.

Q265. Did you raise that with your superior at the time?

A Was a little bit discussion on the conference call as well, yeah.

Q266. Was Michael Chen again leading that discussion?

A Yes.

Q267. Was he the most senior Crown person there at the time?

A In marketing, in international marketing, yes, he is.

Q268. Apparently around the 10th July 2015 were you aware that a Crown employee was questioned by Chinese authorities?

A No.

Q269. In Wuhan, if I've pronounced it correctly?

A No.

Q270. You weren't aware of that?

- A No, I wasn't aware of that.
- Q271. Okay.
- A On which day?
- Q272. It's around 10th July 2015.
- A No.
- Q273. Do you recall a colleague by the name of - the surname Bin, first name - I'll spell it X-i-o-n-g Bin?
- A Sorry, Bin?
- Q274. Bin is the surname.
- A Yeah.
- Q275. A colleague, X-i-o-n-g is the first name?
- A Xiong Bin.
- Q276. Xiong Bin. Are you aware of him as a colleague?
- A Yeah, I know he is a colleague in Wuhan region, yes.
- Q277. Were you aware that he was questioned by Chinese authorities?
- A No. No, I wasn't aware. But I know he is the - I know this person, only I know is he based in Wuhan and he is our colleagues - he was our colleagues in Wuhan. But I wasn't aware that questioned, he was questioned.
- Q278. Were you aware if he was involved in the conference call?
- A He didn't. He didn't talk - involved as in the conference call but I couldn't remember if he attended the conference call.
- Q279. Were you aware before your arrest - were you aware of any other - any Crown staff who were questioned

by Chinese authorities?

A No.

Q280. How often would you talk to your Crown colleagues in China?

A We see China in (indistinct) meeting every - twice a year and otherwise we only talk to each other by phone call if anything related to customer or business.

Q281. Would you ever go to Wuhan as an area?

A No.

Q282. Is that too far from your patch?

A From my region, yes. Not in my region.

Q283. Are you surprised that Mr Bin was questioned by police?

A I'm surprised that he is questioned by police and didn't tell us.

Q284. How often would you have spoken to Mr Bin around that time?

A I don't remember I speak to him at all.

Q285. Okay, on the 14th October - you referred to a TV report before. I haven't (indistinct words) on a laptop. 14th October, the CCTV, that's the Chinese National News Authority. Is that correct?

A Yes.

Q286. Is that correct, sorry?

A Yes, (indistinct).

Q287. There was a news article, a news report I should say and I'm just showing you a screenshot of the opening of it. Now I knows it's a couple of years ago. I've got a translation of what was said. I

was just wondering if you can recall a news article, it's for 14th October 2015.

A I don't remember I seen this news. I don't remember I've seen this news.

I understand, if you can't remember, you can't remember. I'm not trying - okay, can I just have that. Just by way of explanation, that was attached to an email from Michael Chen to Mintz group. I'm just mindful of the time so I might just finish up on this point if that's okay.

INSPECTOR BROWN: You've got another 11 minutes.

INSPECTOR BRYANT: 11 minutes okay.

Q288. So I'll just read out some of the translation of this and I'd just like your comments. It's headed off, "Gambling addiction can have negative consequences to almost all aspects of our society, therefore our country's laws prohibit gambling, pursue gambling as a career or set up casinos will be held criminally responsible in China. However some overseas casinos are targeting gamblers in China. They even put bait into China. So what happens if someone lies?" It then explains I think what you mentioned before about South Korean and Jeju Island. It goes on to talk about, "We are highly concerned about foreign casinos and their infiltration and development of gambling activities in our country. In particular we are determined to eliminate organised gambling activities in China by foreign casinos. It is legislated in China that an organisation of more than 10 people going overseas

for gambling activities or on numerous occasions with an accumulated number of 10 people constitute a prosecutable offence." Can I just ask, can you recall seeing a news report along these lines?

A No, I haven't seen that particular news but some similar news was reported, yeah, but not that particular.

Q289. Thanks. Just to explain again because I think I showed you the photo. The first page of this is the email from Michael Chen to Randy Phillips and it's dated 14 October 2015. You agree that that's the front page of that document?

A That's the front page of it but it wasn't sent to me.

Okay, thank you. Steve, have you got any questions?

INSPECTOR BROWN:

Q290. Yeah, can I bring you back to the clarification point in relation to the mobile phones and the new protocols that were issued to you in relation to you saying not to use any terminology in relation to gambling or certain things. Is that correct?

A Not the mobile phone. We were advised not bringing electronic invitations by mobile phone or paper invitation, traditional invitations included in gaming material.

Q291. During those new protocols or the previous protocols, was it ever mentioned to you to obtain a pay as you go phone not to have a registered phone within mainland China?

A I remember there was a discussion about a phone.

There was a suggestion that we're not to use mainland China phone, instead we all applying our Australian mobile phone number or Hong Kong or Macau mobile phone number to speak to customer if necessary. But I didn't - because I already had Australian mobile phone so I didn't follow that procedure to applying a new phone.

Q292. Did you question that direction or that protocol why they would ask you to do such thing or to consider such a thing?

A No, I didn't question. Obviously it's reported by news and the (indistinct) from our senior management is low key marketing.

Q293. No, I think you misunderstood what I'm trying to allude to. Why do you think the directions were given in a sense, why would they not want you to get a normal phone, why would they want you to get a pay as you go phone? Why do you think there would be a reason behind that? Do you understand what I'm asking?

A Because at that time we're having our Chinese phone, so my understanding is Chinese phone or Chinese mobile phone or network will be controlled by Chinese government. And be monitored by Chinese government.

Q294. Okay, but if you're carrying out lawful activities, why would you have concern about a government monitoring your calls?

A This include like companies private and confidential materials included, so I would

consider that.

Q295. So basically you would consider from a point of view that they maybe able to obtain methodology, secrets that (indistinct) may not want to share from a point of view of logistics and so on, not in the sense of illegalities or illegal activity? Is that correct? Is that what you're saying to me?

A I'm sorry, I don't understand.

Q296. All right, so basically what you're worried about it's called intellectual property being stolen, being utilised by other competitors rather than the Chinese government monitoring you for illegal activities?

A Yeah.

Q297. Okay, that's fine, I just wanted - - -

A And my privacy as well.

Q298. It's important to have your view why this was implemented for us when we make a decision later on.

A Yeah.

Q299. It's your time to explain to us as investigators, this is my understanding of why this took place.

A Yeah. And my privacy in that as well.

That's exactly what I'm trying to get to. Perfect, thank you.

INSPECTOR BRYANT:

Q300. When you first started in 2013 in China, did you have discussions in relation to mobile phones then?

A No.

Q301. What about carrying gaming material in 2013?

A No, no, there wasn't any - there wasn't any - we're

just operating as normal.

Q302. This occurred all after 2015 when the what I've determined the crackdown occurred?

A 15, yes, correct.

Okay, thanks. If you don't mind can we have a break now before we run out?

MR PRESTON: This one's about to end pretty quickly.

INSPECTOR BROWN: Yes, it's - - -

INSPECTOR BRYANT: So we can go to the bathroom.

INSPECTOR BROWN: I'm happy enough. The time - - -

INSPECTOR BRYANT:

Q303. Do you agree that the time is now 11.52 by my iPhone?

A Yes.

Thank you. Stop.

INTERVIEW SUSPENDED

INTERVIEW RESUMED

MR MURPHY: Tim, can I just suggest you clarify - - -

INSPECTOR BRYANT: Sorry, go for it Richard, go for it.

MR MURPHY: I'm just suggesting maybe you clarify one aspect, Tim. You read - - -

INSPECTOR BRYANT: Can I just - sorry, I'll just cut you off.

Just for the record we've reconvened the interview.

Q304. Do you agree the time is 12.06?

A Yes.

Okay, sorry, Richard.

MR MURPHY: You read out a quote from that media report that Jane said she hadn't heard.

INSPECTOR BRYANT: Yeah.

MR MURPHY: But the part you read out referred to it being a

problem if there were an accumulation of 10 or more customers.

INSPECTOR BRYANT: Correct.

MR MURPHY: And we asked Jane in the break whether she'd ever heard a suggestion that it was a problem if you had an accumulation of 10 customers, as opposed to 10 customers per trip.

INSPECTOR BRYANT: Yes.

MR MURPHY: Because I think Jane's understanding was as long as you were not organising 10 or more customers per trip you were in compliance with the law. So you might just want to check that that was Jane's understanding, even though it seems to be in conflict with that bit of the media report that you read out.

INSPECTOR BRYANT:

Q305. Okay. Firstly I appreciate that I'm reading out something cold and it's a translation so I respect that. So I'll just read it out again, Jane, and I'd just like you to comment on it. So this is the specific paragraph that Richard's referring to, "We are highly concerned about foreign casinos and their infiltration and development of gambling activities in our country. In particular we are determined to eliminate organised gambling activities in China by foreign casinos. It is legislated in China that an organisation of more than 10 people going overseas for gambling activities or on numerous occasions with an accumulated number of 10 people constitute as a

prosecutable offence". And then it goes, "As early as 2013, the Ministry of Public Security successfully handed over the project 801 to the Public Security authorities in Hebei", H-e-b-e-i, "province" - - -

A Hebei.

Q(cont'd) - - - "destroying casino (indistinct words)". And then it goes on to talk about the South Koreans. So just to go back, Jane, is there anything you'd like to say in relation to that translation of that news article?

A The news article, I haven't read that particular news that you just told me about in the CCTV, but I read and heard other articles of - or reported and the translations about the Chinese laws of case 303 was not organising 10 Chinese citizens to overseas to gambling in one trip, not accumulated 10 players in whole (indistinct words).

Q306. When were you aware of that knowledge? When did you gain that knowledge?

A From news, from internet and obviously the meetings with management as well.

Q307. Let's just go over then, you've talked about having two conference calls.

A Yes.

Q308. Can you recall any other conference calls in relation to discussing what was happening after the crackdown in China?

A One was in early 2015, one is in - I remember was around October or September but I couldn't remember

exactly the date.

Q309. Of 2015?

A 15, yes.

Q310. Okay.

A So that's two in 2015.

Q311. Can you recall any face to face meetings?

A No.

Q312. What about your supervisor at the time Alfred Gomez, any face to face discussions with him?

A There is no face to face discussion on that subject but we will be reminded in two hour meeting as discussed in the new protocol, not having more than three Crown representatives, not having big groups at events in China with customer, more than 10 people.

Q313. Do you ever recall meeting or hearing of someone called Randy Phillips?

A No.

Q314. Can you recall the last time you had any discussions before your arrest in relation to the crackdown in China or the risk in China?

A My last discussion was with my direct supervisor Jack Zhu in 2000- - I thought it was August 2016.

Q315. Okay, and what was that discussion?

A It's discussion about the new protocols and was also reminded and discussed of new low key marketing.

Q316. When did this occur, do you think, about August 2016?

A Yeah.

- Q317. Okay.
- A August, yeah, 2016.
- Q318. Is that a face to face meeting?
- A Face to face meeting.
- Q319. Where did that take place?
- A In Shenzhen in the hotel lobby.
- Q320. How long did the meeting go for?
- A It takes about a few minutes in subject - in that - in that particular topic, but it was a meeting regarding other business matters.
- Q321. As well, okay.
- A Yeah, as well.
- Q322. And who was at the meeting?
- A Myself and Jack Zhu.
- Q323. What exactly did he explain to you?
- A His explanation is saying to the management in an email, as long as we're not organising more than 10 people in a group.
- Q324. Had you ever known - I asked this before but I just want to clarify. Had you ever known a group of more than 10 to go to Australia in one trip?
- A Not in my end - not in my end - I never organise or never - because Chinese play - like customers, they like to keep privacy.
- Q325. Yes.
- A They like to travel with their own families and parties, so not in my end it's more than 10 people.
- Q326. Apart from the conference calls, did you get any specific emails apart from the ones we've shown you that you can remember seeing in relation to the

crackdown in China or protocols?

A No, I can't recall, I don't remember.

Q327. I just want to ask some questions in relation to the specific - when you were arrested and detained by Chinese authorities, and I appreciate this is a sensitive subject so I do respect that, okay? So if we go - once we're going through it if you feel like you need a break or anything please just say so, if it's getting a bit personal, I appreciate that. Can you just explain what happened when you were arrested?

A I was driving on the street, there is seven police (indistinct) Shanghai. They knocked my car door and said I was involved in a criminal case and they wished me - they wish me - they wished to bring me back to Shanghai and having an interview.

Q328. So these were local police?

A No, I was in Shenzhen then with the police from Shanghai, so - - -

Q329. Okay, the national - - -

A Police.

Q330. Yeah. And how many were there?

A Seven.

Q331. Were you by yourself?

A I was driving with two friends.

Q332. Were you going to a work meeting or - - -

A I've just finished a meeting with a customer and driving back home, yeah.

Q333. Can you recall who the customer was?

A Paul Yang.

- Q334. Paul Young?
- A Yeah, Yang - Y-a-n-g.
- Q335. Y-a-n-g?
- A Yeah.
- Q336. Was he a customer you had had previously?
- A Yes.
- Q337. Can you recall what you discussed with Paul at the meeting?
- A I just send him our invitation of playing golf in Melbourne.
- Q338. How regular a customer was he?
- A He comes to Melbourne a few times a year, like two, three times a year.
- Q339. So what was the reason given that you were arrested at that time?
- A They didn't give me any reason. They just - I was just advised that I was involved in a criminal case and they wished to bring me back to investigation and I don't have the right to call my solicitor or call my lawyer at that time, advised by them.
- Q340. So then what happened?
- A And then there was interview taken in China in Shenzhen before they bring me back to Shanghai, and they asked questions about my job duty, my role, my - like Crown structure, management structure et cetera, and my bonuses, and some customers name as well.
- Q341. What did they ask you about your bonuses?
- A They asked how much is my bonus in year 2016 and how much was my base, and how is the bonus matrix

worked.

Q342. What did you tell them?

A Just as we discussed before, yeah.

Q343. I think just before we clarified it too that you thought it might be two times as much but it wasn't necessarily two times your salary, the bonus, it might have been like 100 per cent of your salary was deemed paid in bonuses?

A Around 150.

Q344. 150 per cent, sorry. Is that correct?

A Yeah.

MR PRESTON: Can I just reflect on that, depending on the years.

INSPECTOR BRYANT: Depending on the year.

MR PRESTON: One was about 100, one was about 120, 125, give or take.

MS PAN: Yeah, but they were just asking the particular year of 2016, yeah.

INSPECTOR BRYANT:

Q345. Was that the timeframe they were interested in, 2016?

A Yeah, just that year.

Q346. Okay. Did they show you any documents or anything?

A They didn't show me any documents at that meeting on the first day.

Q347. At the first meeting, this is the one in Shenzhen first?

A Yeah, they just bring me back to the local police station and I had the interview and I was advised they were getting an order from their boss if I

need to be bring back to Shanghai.

Q348. What material did you have with you when you were first arrested?

A Mobile phone and they took my mobile phone, and they were requested to go back to my residential apartment to get my laptops and other office material.

Q349. What office material?

A As in brochures, hotel brochures and et cetera.

Q350. Did you have any gambling material?

A No.

Q351. On your laptop?

A No.

Q352. Did you have any structure on your laptop in relation to incentives for gamblers?

A In the laptop?

Q353. Yeah.

A Yes.

Q354. What sort of material?

A There is an international (indistinct) player and (indistinct words) matrix.

Q355. Yes.

A Yeah.

Q356. What about any gambling tournaments? Upcoming gambling tournaments on your laptop?

A Yes, I have invites.

Q357. So at that stage your initial interview, you weren't charged with anything. Is this correct?

A No.

Q358. And then you were relayed to Shanghai?

- A Yes.
- Q359. And then what happened there?
- A I had a few interviews in Shanghai and there is procedures for - in a criminal case, like in the first 37 days of the detention there is - the case is under police investigation by public of police bureau, then they handed that case to the process of prosecutor department.
- Q360. A what, sorry, what department?
- A Prosecutor - - -
- Q361. Prosecution department, sorry. At what stage were you able to have legal representation in these processes?
- A In your investment - in the investment session, just the lawyers only be able to come to the detention centre to see us, to make some interviews but they not - they not having material or informations from the police raids.
- Q362. So when you were questioned by the police you weren't able to have any legal representative with you at that stage?
- A No, no.
- Q363. In the interview at Shanghai, what material - did they show you any material when they interviewed you?
- A Yes.
- Q364. What did they show you?
- A Some photos, emails.
- Q365. What were the photos of?
- A Photos are just (indistinct words) Beijing for our

colleagues and the customers.

- Q366. What period, timeframe were the photos?
A It was the very beginning of the detention, first or second interviews was the photo, yeah.
- Q367. But how far back did the photos go?
A I think was - that photo was - they'd taken the first day at the detention.
- Q368. Okay. What about the emails they showed you?
A Emails is, yeah, emails is subject in our bonus plan, salary and some bookings for customers.
- Q369. Where did they get these emails from?
A I suppose from my laptop.
- Q370. From your laptop? So they were emails you'd sent and received. Is that correct?
A M'mm.
- Q371. Is that correct, sorry, yes?
A Yes.
- Q372. How far back did those emails trail go or those emails go back?
A How far?
- Q373. Yeah.
A They only tracking - financial year 2016.
- Q374. 2016, okay.
A Yeah.
- Q375. When did they charge you? When did they formally charge you?
A In 2016, June.
- Q376. June?
A Yeah.
- MR PRESTON: 17.

MS PAN: 17, June, sorry.

INSPECTOR BRYANT:

Q377. Did you get a copy of charges, like a written copy of the charges?

A Yes, I did.

Q378. Do you still have that?

A Yes, I do.

Q379. Are we able to get a copy of those charges? Are you able to provide us with a copy of those charges?

MR MURPHY: Can we take that on notice?

INSPECTOR BRYANT: Okay, thank you.

MR PRESTON: We don't have them.

INSPECTOR BRYANT: You don't have them here now?

MR MURPHY: Out (indistinct).

INSPECTOR BRYANT: Okay.

MR PRESTON: And also I don't have them.

INSPECTOR BRYANT: Okay.

Q380. But you have them yourself, Jane?

A Yes, I do.

INSPECTOR BROWN:

Q381. They're your own personal property, they were issued to you?

MR MURPHY: Were they given to you by your lawyer, were they?

MS PAN:

A Given to me by my lawyer and given to myself.

INSPECTOR BRYANT:

Q382. What other material were you given?

A The translation.

Q383. Of the charges?

- A Of the charges, (indistinct words).
- Q384. In your own words, what were those charges?
- A Breaching of case 303 organising Chinese citizen to overseas to gamble.
- Q385. Was it - did the Chinese authorities mention anything about the 10 or more citizens?
- A Yes, I raised that question, was that explained in terms of 10 or more citizens in a trip or 10 or more citizens accumulated in whole of your life. Their answer was 10 or more citizens in - accumulated in your life.
- Q386. Did they say exactly how many citizens in your instance or - - -
- A They didn't say how many, they just say more than 10.
- Q387. More than 10, okay. What did you plead - did you get the opportunity to plead guilty or not guilty?
- A Yes, I plead guilty.
- Q388. Why was that?
- A Because I just want to come back home early. I was told by my lawyer or advised by my lawyer and the prosecution that their definition of that law is more than 10 people in your life accumulated, and the longer the time you spend to argue and the longer the process will be. So it was a suggestion by my lawyer in that case to plead guilty to the - - -
- Q389. And after you were first arrested until how long until you pleaded guilty, what was the timeframe?
- A My first arrest was 2013, October - 2016, sorry.

Q390. 2016.

A 13 October 2016 and we plead guilty at the court
26 June 2016.

MR MURPHY: 17.

MR PRESTON: 17.

MS PAN: 17, sorry. Sorry.

INSPECTOR BRYANT:

Q391. Was that your first opportunity to plead guilty
from the time of your arrest?

A There is an interview - there was an interview in
the prosecution process, you can plead guilty at
that interview.

Q392. Just to go back over the material, you were
provided with a copy of the charges and
translation. Were you provided with what in
Australia, you're probably aware of it, a brief of
evidence of the material?

A What is brief of evidence - - -

I appreciate, Richard - - -

MR MURPHY: Jane wouldn't understand what that means but you
weren't given any other material in support of
those charges, were you? You were just given the
charge document and the translation of it?

MS PAN: No, just given the charge and the confirmation, there
is no - - -

INSPECTOR BRYANT:

Q393. I understand, it's a different system over there.

A Yeah, system, yeah.

Q394. So you're aware that Crown Melbourne Ltd notified
the VCGLR that you were convicted. Are you aware

of that?

A Yeah.

Q395. Sorry, just to confirm. You were aware that on 10th July 2017, Crown Melbourne notified the VCGLR that you'd been convicted of Article 303. Are you aware of that?

A I aware that - advised by my lawyer in China.

Q396. Who provided your lawyer in China?

A It's a group called LeeZhao, LeeZhao Lawyers in China, in Shanghai, yeah.

Q397. Did you pay for that?

A Company.

Q398. When you say the company?

A Crown Resort.

Q399. So in your own words, could you explain what your involvement was in breaching that Article 303?

A In my own words, organising Chinese citizen to overseas to gamble. My explanation of organising is just booking ticket or accommodation for them and creating an itinerary, travel itinerary for them and inviting them to our events.

Q400. Just to clarify again, what evidence did the Chinese authorities give to you to support their charges?

A They had interviews to our customers.

Q401. Okay. Can you recall how many customers?

A In my region was nine.

Q402. Just in your region, nine?

A Yeah, nine.

Q403. So just to - they told you or they - that they'd

spoken to nine customers or did they have statements off those nine customers?

A They had statements of nine customers, yeah.

Q404. Are you aware if the customers were charged with anything?

A No.

Q405. Just to clarify again, they stated the offences were for the financial year 2015 to 16?

A From July 2015 to June 2016.

Q406. What was your sentence? What were you sentenced to?

A Sentence to nine months in prison.

Q407. And then you were released after?

A After - it was counted the first day, the first day - - -

Q408. Yes, from when you were arrested.

A Yeah, arrested.

Q409. I understand there was a fine paid?

A Yes.

Q410. Who paid the fine?

A Crown Resort.

Q411. Can you recall what the fine was?

A 400K (indistinct).

Q412. Are you obligated to reimburse that fine?

A No, no.

Q413. You were charged as an individual, I take it, Jane Pan?

A Mm.

Q414. Did they ever mention anything about charging Crown as a company?

A No. No, it's very clear by the Chinese authority

of Public Bureau, Crown is not a company in China.

Q415. Yes.

A So they didn't charge the - there wasn't, you know, position to charge Crown as a company. There is no Crown - - -

Q416. Okay, I understand. So I take it you intend to continue working for Crown in your current role?

A Yes.

Q417. What duties will you be undertaking?

A Lifestyle director, so I'm assisting VIP patrons in relation to immigration, settling down in Australia, investments, children's education request.

Q418. So are you considering reapplying for a casino special employee licence?

A Yes, I do.

Q419. By being convicted of China law in China, in relation to gambling, do you think you would be considered suitable to hold a casino special employee licence?

A I don't think it's not suitable in my understanding, yeah. Well the requirement for holding a casino licence complies the laws and legislations of gambling operations in Victoria, in Victoria, and I didn't think I did anything wrong or breaching the laws of legislation in Victoria, in here.

Q420. Earlier on I asked you or mentioned to you that a Crown employee had been questioned in China, this is in 2015, and you seemed surprised.

- A Surprised, very surprised.
- Q421. Do you think you should have been told about that?
- A I think I should have been told.
- Q422. Is there anything else you think you should have been told, prior to your arrest?
- A Yeah, I should be having a - maybe we should have a different explanation of the law as 10 people in your life or 10 people in a trip.
- Steve, is there anything else?
- INSPECTOR BROWN: Yes, I've a few just clarification questions just before we proceed.
- Q423. In that matter we've just discussed in relation to you felt that you should have been provided a bit more sort of background in relation to the law, in relation to Article 303.
- A Mm.
- Q424. And also you're aware there's Article 25 which is the aggravated offence, do you understand what that means?
- A Twenty-five?
- Q425. Twenty-five's another one where it has to be more than one person carrying out the act, there are actually two charges if you're aware, there was 303 and 25. Don't worry about it at the moment but what - - -
- A Just the 303.
- Q426. Yeah, 303, okay. I won't worry about the 25 at the moment. You also said that you would have preferred to have a little bit more either guidance or information. At any stage during your

employment in this role have you ever been furnished any legal material or any interpretation of the law, in relation to Article 303?

A No.

Q427. No.

A No.

Q428. Okay, perfect, that's fine. Back to your original arrest on the 13th October 2016, when you were driving down the road.

A Mm.

Q429. And then confirm to me you were then charged on what date in June, the 17th?

A 26th June 2017.

Q430. And then you're subsequent - and you were charged 30 June 17, before your conviction? Is that right? Just so I get my head around a few things I want to clarify.

A They charged me on that day, 26th - - -

Q431. 26th, that's fine, that's all I want to verify. When they produced the photos, you said earlier on that they show photographs of your colleagues that you were working with but they also showed you photographs of customers. Is that correct?

A Yeah, customers.

Q432. The date of those pictures, was it one date or was it over a length period?

A The date is very close. The date I believe and I'm pretty sure is the date when we're arrested and they take the photo.

Q433. But of customers, are any of the photographs

showing you and your staff with the customers in a group or is it individual. That's what I'm trying to get my head round.

A No, there is no photos of me with the group, just individual customers. That they bring to the interview - - -

Q434. Okay, that's - - -

A - - - helping the investigation.

Q435. Just the way it was - they way I interpreted it was I assumed they'd showed you a photograph of a group showing staff with the customers. So it's individual pictures being shown.

A The individual - - -

INSPECTOR BRYANT: Mug shots.

INSPECTOR BROWN:

Q436. Mug shots as we would refer to - - -

A Yeah.

Lovely, that's all I want to clarify, thank you so much.

INSPECTOR BRYANT:

Q437. There's just one more I'd like to ask. I'd like to - if you could provide a copy of those charges, are they at your residence now? Where are they now?

A Yes.

Q438. At your residence?

A Yes.

Q439. Before we conclude the interview, is there anything further you'd like to say in relation to this matter?

A I don't think so.

Q440. Have you been happy with the way this interview's

been conducted?

A Yes.

Q441. You don't have any criticisms of how we've conducted the interview?

A All fine.

Q442. Okay, thank you.

A All good.

Q443. Has any threat, promise or inducement been made to you?

A No.

Q444. Been held out to you to answer the questions?

A No.

Q445. Thank you. Do you agree that the time is now 12.40?

A Yes.

INSPECTOR BROWN: Before we - can I ask Richard, have you got any questions before we close?

MR MURPHY: No, I don't, thank you.

INSPECTOR BROWN: Josh?

MR PRESTON: No.

INSPECTOR BRYANT: The time is now 12.40, interview is now concluded.

INSPECTOR BROWN: Thank you so much.

INSPECTOR BRYANT: Thank you.

INTERVIEW CONCLUDED