

Tim Bryant

From: Joshua Preston [REDACTED]
Sent: Wednesday, 2 May 2018 4:52 PM
To: Tim Bryant
Cc: Stephen Berriman; Tim Leddra; Amy Rudolph
Subject: RE: response to Notice issued 2 February 2018 [CP-LEGAL.FID26150]
Attachments: June 2014 - Michael Chen Payslip (redacted).pdf; June 2015 - Michael Chen Payslip (redacted).pdf; June 2016 - Michael Chen Payslip (redacted).pdf; June 2017 - Michael Chen Payslip (redacted).pdf

Importance: High

Afternoon Tim,

Further to your below email, Crown has taken further steps to search for any performance reviews or development plans that might be in its possession in respect for Michael Chen, including making enquiries of Crown's HR team and other relevant staff, and performing targeted searches of emails sent by/to Michael that are presently available to

Those searches have not identified any such reviews or plans. It is possible that feedback in respect of Michael's performance was given verbally.

Your email also requests information about the outcome of Michael Chen's incentive plans. Crown understands this to constitute a request, under section 26 of the Casino Control Act, for details of any bonuses paid to Michael under applicable short and long term incentive plans for the period leading up to October 2016.

On that basis, pursuant to section 26 of the Act, Crown provides the attached redacted copies of remuneration statements for Michael Chen for the years 2014 to 2017. These statements have been redacted to mask details of payments made (including in respect of salary and allowances) otherwise than pursuant to applicable incentive plans.

These statements are private and confidential, and are supplied on the basis they will be treated as such by the VCGLR.

I trust that this information addresses the requests raised in your email below. Please do not hesitate to contact me if you have any questions.

Kind regards

Josh

Joshua Preston
 Chief Legal Officer – Australian Resorts



From: Tim Bryant [REDACTED]
Sent: Monday, 30 April 2018 8:13 AM
To: Joshua Preston [REDACTED]
Cc: Stephen Berriman [REDACTED]; Tim Leddra [REDACTED]; Amy Rudolph [REDACTED]
Subject: RE: response to Notice issued 2 February 2018

Hi Josh,

Appreciate you have been busy but trying to tie up loose ends especially relevant matters regarding Michael CHEN pre-interview.

Could you please advise of the status below regarding our Demand Notice of 2 February and subsequent query below.

thanks

Tim

From: Tim Bryant
Sent: Wednesday, 18 April 2018 9:05 AM
To: 'Joshua Preston' [REDACTED]
Cc: Stephen Berriman [REDACTED]; Tim Leddra [REDACTED]; Amy Rudolph [REDACTED]
Subject: response to Notice issued 2 February 2018

Hi Josh,

I draw your attention to the attached correspondence and Category 6, in particular the request for Michael CHEN's (CHEN) performance reviews and performance development plans. I note that you advised that Crown were undertaking further searches to locate additional materials falling within category 6, and would provide us with any further documents that are located as soon as possible (or confirm if the searches that are currently underway do not yield further documents).

Can you please advise if Crown has located the material and provide same, or if the searches have not yielded the required documents.

The schedule to CHEN's terms and conditions of employment details his short term and long term incentive plans, and this investigation seeks to determine the outcome of these incentive plans for CHEN. If the outcome of these incentive plans is not contained within the performance reviews and development plans, could you please advise what materials they are contained within and provide these please. I note that Jason O'CONNOR's performance plan was detailed as 'Performance Evaluation Plan'.

Regards

Tim

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