

Steven

Miller and James Real  
Estate Pty Ltd

Home (/LA/app.htm#businesses/89205/home) ▶ Sales history (https://essentials.myob.com.au/LA/app.htm#businesses/89205/invoices/history)

▶ View payment

## View payment

Edit payment

From: [REDACTED]

Date: 12/03/2014

Into account: 1-1100 Operating Account 5650

Reference number: CP000971

Notes:

Total amount received: \$1,000.00

**i** This transaction has been reconciled.

Invoice number	Date issued	Original amount	Discount given	Amount due	Payment amount
IV00000750	04/03/2014	\$1,000.00	\$0.00	\$0.00	\$1,000.00

Delete

Cancel



Home (/LA/app.htm#businesses/89205/home) ▶ Sales history (https://essentials.myob.com.au/LA/app.htm#businesses/89205/invoices/history)

▶ View payment

## View payment

Edit payment

From: [REDACTED]

Date: 10/04/2015

Into account: 1-1500 CBA Operating Account 8429

Reference number: CP000709

Notes: 186 Visa\_1st Installment of Visa Application Fee&Nomination Fee&VAC Fee\_[REDACTED]

Total amount received: \$1,656.53

**i** This transaction has been reconciled.

Invoice number	Date issued	Original amount	Discount given	Amount due	Payment amount
IV00000168	04/03/2014	\$11,656.53	\$0.00	\$0.00	\$1,656.53

Delete Cancel



Home (/LA/app.htm#businesses/89205/home) ▶ Sales history (https://essentials.myob.com.au/LA/app.htm#businesses/89205/invoices/history)  
▶ Edit invoice (https://essentials.myob.com.au/LA/app.htm#businesses/89205/invoices/22869952) ▶ View payment

## View payment

Edit payment

From: [REDACTED] Date: 10/04/2015  
Into account: 1-1500 CBA Operating Account 8429 Reference number: CP000710  
Notes: 186 Visa\_2nd Installment of Visa Application Fee&Nomination Fee&Service Fee [REDACTED] Total amount received: \$10,000.00

**i** This transaction has been reconciled.

Invoice number	Date issued	Original amount	Discount given	Amount due	Payment amount
IV00000168	04/03/2014	\$11,656.53	\$0.00	\$0.00	\$10,000.00

Delete

Cancel

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Home (/LA/app.htm#businesses/89205/home) ▶ Sales history (https://essentials.myob.com.au/LA/app.htm#businesses/89205/invoices/history)

▶ View payment

## View payment

Edit payment

From: [REDACTED]

Date: 28/09/2018

Into account: 1-1500 CBA Operating Account 8429

Reference number: CP002418

Notes:

Total amount received: \$4,890.00

**i** This transaction has been reconciled.

Invoice number	Date issued	Original amount	Discount given	Amount due	Payment amount
IV00001761	10/05/2015	\$4,890.00	\$0.00	\$0.00	\$4,890.00

Delete

Cancel



23/01/2019

Gmail - Message from "RNP002673462421"



Angus McLaren &lt;[REDACTED]&gt;

**Message from "RNP002673462421"**

11 messages

admin@millerandjames.com.au &lt;[REDACTED]&gt;

Tue, Mar 25, 2014 at 4:25 PM

To: Angus &lt;[REDACTED]&gt;

This E-mail was sent from "RNP002673462421" (Aficio MP C2551).

Scan Date: 25.03.2014 15:25:12 (+1000)

Queries to: admin@millerandjames.com.au

 20140325152512391.pdf  
275K

Angus McLaren &lt;[REDACTED]&gt;

Tue, Mar 25, 2014 at 4:38 PM

To: Maggie Sining Wang &lt;[REDACTED]&gt;

Hi Maggie,

Thank you for travelling over to Double Bay on Friday to meet with me. I really appreciated the opportunity to meet with you to discuss the placement program.

After conferring with my partner, I am pleased to say we are very keen to pursue this opportunity. With this in mind, I have attached some financials of the Miller and James business from the last financial year. They show that we spent \$4,565 on training, which is well over the 1% requirement of salary paid. Unfortunately, I do not believe my other two businesses would meet this training requirement.

If you are happy that we meet the requirements, we can get the process moving as soon as it is convenient with you.

Looking forward to talking to you again soon.

Regards Angus

---

Angus McLaren  
Miller and James Real Estate Pty Ltd  
214-216 Hoskins St  
Temora 2666  
(office) (02)69771333  
[REDACTED]  
angusmclaren@millerandjames.com.au

[Quoted text hidden]

 20140325152512391.pdf  
275K

Maggie Sining Wang &lt;[REDACTED]&gt;

Wed, Mar 26, 2014 at 10:07 AM

To: Angus McLaren &lt;[REDACTED]&gt;

Hi Angus,

23/01/2019

Gmail - Message from "RNP002673462421"

Was great to meet you on Friday. I was impressed by the success your business has achieved and look forward to working with you.

Thanks for providing training figure. Also could I have a digital copy of your financials which you brought in last Friday so I can start to work on it?

Thanks and regards

Maggie Wang  
Perigee International  
[REDACTED]

[Quoted text hidden]

---

Angus McLaren [REDACTED]  
To: Maggie Sining Wang [REDACTED] >

Thu, Mar 27, 2014 at 5:01 PM

Hi Maggie,

Please find attached financials as requested.

Regards Angus

---

Angus McLaren  
Miller and James Real Estate Pty Ltd  
214-216 Hoskins St  
Temora 2666  
(office) (02)69771333  
(mob) [REDACTED]  
angusmclaren@millerandjames.com.au

[Quoted text hidden]

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 368144\_1-2013 Financial Statements - Miller & James (Real Estate) Pty Ltd\_R (10) (1).pdf  
77K

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Angus McLaren [REDACTED]  
To: Maggie Sining Wang [REDACTED]

Thu, Apr 3, 2014 at 2:59 PM

Hi Maggie,

I sent this through on March 27th. Please let me know if you require any further information.

Regards Angus

---

Angus McLaren  
Miller and James Real Estate Pty Ltd  
214-216 Hoskins St  
Temora 2666  
(office) (02)69771333  
(mob) [REDACTED]  
angusmclaren@millerandjames.com.au

23/01/2019

Gmail - Message from "RNP002673462421"

[Quoted text hidden]

 368144\_1-2013 Financial Statements - Miller & James (Real Estate) Pty Ltd\_R (10) (1).pdf  
77K

**Maggie Sining Wang** [REDACTED]  
To: Angus McLaren [REDACTED]

Thu, Apr 3, 2014 at 3:25 PM

Yes Angus, I did receive it. Am working on it. Will let you outcome soon.  
Tha  
Maggie

[Quoted text hidden]

**Maggie Sining Wang** [REDACTED]  
To: Angus McLaren [REDACTED]

Mon, Apr 7, 2014 at 11:38 AM

Dear Angus,

Just need to confirm with you  
1. how many employees on the payroll?  
2. How many employees and directors have been paid over \$150K last year?

Thanks  
Maggie

[Quoted text hidden]

**Angus McLaren** [REDACTED]  
To: Maggie Sining Wang [REDACTED]

Mon, Apr 7, 2014 at 12:59 PM

Maggie,

We have 5 employees on our payroll and 2 Directors were paid over \$150K last year.

I am about to contact the accountant to supply us with the additional information we require. This may take a little time as we only changed accountants on Friday - so we are in the middle of a change over process.

Regards Angus

Angus McLaren  
Miller and James Real Estate Pty Ltd  
214-216 Hoskins St  
Temora 2666  
(office) (02)69771333  
(mob) [REDACTED]  
angusmclaren@millerandjames.com.au

[Quoted text hidden]

**Maggie Sining Wang** [REDACTED]  
To: Angus McLaren [REDACTED]

Mon, Apr 7, 2014 at 6:03 PM

5 employees plus 2 directors , or 3 employees plus 2 directors?

<https://mail.google.com/mail/u/0?ik=d8ea3d7851&view=pt&search=all&permthid=thread-f%3A1463523866066504630&siml=msg-f%3A1463523...> 3/4

23/01/2019

Gmail - Message from "RNP002673462421"

Thanks Angus  
Maggie

[Quoted text hidden]

---

**Angus McLaren** [REDACTED]  
To: Maggie Sining Wang [REDACTED]

Mon, Apr 7, 2014 at 6:10 PM

Sorry, 5 employees and 2 directors

Sent from my iPhone  
[Quoted text hidden]

---

**Maggie Sining Wang** [REDACTED]  
To: Angus McLaren [REDACTED]

Mon, Apr 7, 2014 at 6:11 PM

Thanks Angus  
Have a lovely evening:-)

[Quoted text hidden]



#### 2.4 Superannuation

Superannuation payments will be made on Mr [REDACTED] behalf at a rate of 9.5% of his base salary in accordance with the Superannuation Guarantee into Superannuation fund of Mr [REDACTED] choice.

#### 2.5 Salary Review

Mr [REDACTED] remuneration package will be reviewed annually on or about the anniversary of Mr [REDACTED] employment or in accordance with workplace laws.

#### 2.6 Leave Entitlements

- **Annual Leave**

Mr [REDACTED] is entitled to 20 days' (4 weeks') annual leave per year of service. Leave is accrued in accordance with the Fair Work Act 2009 and should be taken within one year of falling due, on occasions negotiated with Mr [REDACTED] manager.

- **Personal leave**

Mr [REDACTED] is entitled to 10 days paid personal/care's leave in accordance with the Fair Work Act 2009.

Mr [REDACTED] is entitled to a period of two days unpaid care's leave per occasion in accordance with the Fair Work Act 2009.

Mr [REDACTED] is entitled to a period of two days paid compassionate leave per occasion in accordance with the Fair Work Act 2009.

- **Long Service Leave**

Mr [REDACTED] will be entitled to long service leave in line with the provisions of the Long Service Leave Act 1992.

- **Parental Leave**

Mr [REDACTED] may be entitled to parental leave in line with the provisions of the Fair Work Act 2009.

#### 2.7 Probationary Period

A three month Probationary Period will apply to this role. During this time Mr [REDACTED] will receive advice, training and guidance to help Mr [REDACTED] become familiar with, and competent in, performing the work he has been appointed to do. The appointment is subject to the satisfactory completion of the Probationary Period which itself is subject to termination during any stage, by either party, upon one week's notice in writing, or by payment in lieu of notice.

#### 2.8 Termination

Mr [REDACTED] or the company may terminate this employment at any time giving one month notice of termination or by the company making a payment of one month in lieu of notice.

In case of serious conduct (defined as breach of any employment related law or policies published by the company from time to time), no notice or any payment in lieu will be given. The minimum period of 4 weeks are required to be given to the employer by the employee.

Following the termination of Mr [REDACTED] employment, Mr [REDACTED] will be required to return all company properties.

### **2.8 Hours of Work**

Millers and James Real Estate's general hours of business are between 9:00 am to 5:00 pm, Monday to Friday. It is expected that Mr [REDACTED] will work an average of 37.5 hours per week during general business hours.

From time to time Mr [REDACTED] will be required to work reasonable additional hours or after hours when necessary to perform Mr [REDACTED] duties. Overtime payments or time in lieu will be calculated in accordance with Real Estate Industry Award 2010, if overtime or time in lieu will apply.

### **3. Privacy**

Mr [REDACTED] is required to observe and uphold all of the Company's privacy policies and procedures as implemented or varied from time to time. Collection, storage, access to and dissemination of employee personal information will be in accordance with privacy legislation.

### **4. Confidentiality of Information**

During his employment, Mr [REDACTED] may become aware of information relating to the business of Millers and James Real Estate, including but not limited to client lists, trade secrets, client details and pricing structures.

Confidential information, including client lists, trade secrets, pricing structures and any and all documents created by Mr [REDACTED] in the course of his employment remain the sole property of Millers and James Real Estate. Mr [REDACTED] shall not, either during or after his employment, without the prior consent of Millers and James Real Estate, directly or indirectly divulge to any person or use the confidential information for Mr [REDACTED] own or another's benefit.

### **5. Jurisdiction**

This contract is made in the State of NSW.

### **6. Welcome and Acceptance**

We would like to take this opportunity to welcome Mr [REDACTED] to Millers and James Real Estate and wish Mr [REDACTED] a long and rewarding career with us.

Angus McLaren

Managing Director  
Millers & James Real Estate  
22 May 2014

I, [REDACTED] [REDACTED] have read and understood this contract of employment, and accept the terms and conditions set out in the contract.

Signed:

[REDACTED]

Date:

13/8/2014

Print Name:

ANGUS MCLAREN

214-216 Hoskins Street, Temora NSW 2666  
Phone: (02) 6977 1333 Fax: (02) 6977 4080  
ABN: 40 001 296 797



**Australian Government**  
**Department of Immigration and Border Protection**

24/09/2014  
 MILLER & JAMES (REAL ESTATE) PTY LIMITED  
 214-216 Hoskins Street  
 TEMORA NSW 2666

**In reply please quote:**

Business Name	MILLER & JAMES (REAL ESTATE) PTY LIMITED
Nomination Application ID:	EGO5OP9CBA
File Number:	BCC2014/1555614
Nominator Charge Receipt Number:	93106357

Dear Nominator

**Approval of a Nominated Position as an Approved Appointment in the Employer Sponsored Nomination (EN 186N).**

As a delegate of the Minister for Immigration and Border Protection for the purpose of regulation 5.19 of the Migration Regulations 1994, I hereby approve the application of MILLER & JAMES (REAL ESTATE) PTY LIMITED for approval of a nominated position as an approved appointment on 24 September 2014.

<b>Nominee:</b>	■■■■ ■■■■
<b>Occupation:</b>	Corporate General Manager
<b>Salary:</b>	202113
<b>Nomination lodged date:</b>	25 June 2014

The nominee has 6 months from the date of this letter or before the expiry of their current visa (whichever is sooner) in which to lodge an application for permanent residence. **Please send a copy of this letter to the nominee so that they can lodge it with their visa application. For all visa application pre-lodgement enquiries please contact 131 881.**

**Changes to your circumstances**

It is important that you tell us about any changes to your circumstances as soon as possible. You are required to do this in writing. To make it easy to advise us of your changes in circumstance, we have a number of forms which are available on our website at [www.immi.gov.au](http://www.immi.gov.au)

It is also important that you notify this office in writing as soon as possible, if:

**people** our business

- 2 -

- you no longer wish to employ the person you have nominated;
- there is any variation in the details of the nomination; or
- the business can no longer provide the employment offered in the nomination.

Should you have any queries relating to this letter, please contact me via email or on the below telephone number.

Please make sure that you include your business name and EGO5OP9CBA when you write to us.

### **Questions about this decision**

If you have any questions about this decision, or the process or information that was taken into account, you may contact us by any of the means listed below.

### **Your information - your privacy**

The department respects your privacy. We are collecting your personal information for the purposes of making decisions under the *Migration Act 1958* and the *Migration Regulations 1994*. We are aware that the way information about you is used and managed can affect your life. We recognise that it is important that the information we hold about you is up-to-date and relevant.

Australia's *Privacy Act 1988* stops us from giving your information to others unless specific exceptions apply, for example, you agree to it, or where we are authorised or required by law to disclose it. You also need to be aware that we may disclose your personal information to other Commonwealth (and in some circumstances, State and Territory) government agencies where there is a lawful basis for doing so.

There are separate laws relating to your personal identifiers. These laws set out the circumstances in which we can collect personal identifiers and who we can disclose them to. In most cases, the personal identifiers will be your photograph and signature. In some cases, however, we may require other personal identifiers, such as your fingerprints.

For more detailed information, you should read *Form 993i Safeguarding your personal information* and *Form 1243i Your personal identifying information*, available on our website or from any of our offices.

### **Client service information**

More information about your rights and obligations, including our Client Service Charter and how to make a compliment, complaint or suggestion, is included in the Client Service.

**people** our business

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Parramatta Permanent Sponsored Entry, Level 2 9 Wentworth Ave PARRAMATTA NSW 2150  
GPO Box 9984 SYDNEY NSW 2001 • Telephone: 131 881 • Facsimile: 02 8861 4439 • Website: <http://www.immi.gov.au>

- 3 -

**Contacting the department**

You can contact us with a general enquiry in a number of ways including by email, through our website, by telephone through our Contact Centres or offices around the world, or in person. In Australia you can call 13 18 81 between 8:30 am and 4:30 pm Monday to Friday. Details on contacting our offices outside Australia are available on our website at [www.immi.gov.au](http://www.immi.gov.au).

Yours sincerely

Parramatta Permanent Sponsored Entry  
Department of Immigration and Border Protection

Telephone 131 881  
Facsimile 02 8861 4439  
Email [nsw.pse@immi.gov.au](mailto:nsw.pse@immi.gov.au)

24/09/2014

**Attachment(s)**

Client Service Information

Please note the original of this letter including attachments was sent to:

YUEMING HAO  
AUSKY VISA SOLUTIONS  
AUSKY888@HOTMAIL.COM

**people** our business

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Parramatta Permanent Sponsored Entry, Level 2 9 Wentworth Ave PARRAMATTA NSW 2150  
GPO Box 9984 SYDNEY NSW 2001 • Telephone: 131 881 • Facsimile: 02 8861 4439 • Website: <http://www.immi.gov.au>

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GPO Box 9984 SYDNEY NSW 2001 • Telephone: 131 881 • Facsimile: 02 8861 4439 • Website: <http://www.immi.gov.au>

# Millers & James Real Estate



## Contract of Employment

The two parties to this contract of employment are:

**MILLER & JAMES (REAL ESTATE) PTY LIMITED (ABN: 40 001 296 797)**  
Trading as MILLER & JAMES PTY LTD  
OF 214-216 Hoskins Street, Temora NSW 2666  
(‘The Company’)

And

Mr. [REDACTED], Haidian District, Beijing CHINA

### 1. Position

- 1.1 This contract is for continuous employment and the start date will be the date of Mr. [REDACTED] 186 visa is granted.
- 1.2 Mr. [REDACTED] Position is **Deputy General Manager**
- 1.3 The duties of this position are set out in the attached job description. Mr. [REDACTED] will be required to perform these duties, and any other duties the Company may assign to Mr. [REDACTED] in relation to his skills, training and experiences.
- 1.4 Mr. [REDACTED] will be required to perform these duties at Temora NSW.

### 2. Terms and Conditions of Employment

#### 2.1 Commencement Date

Mr. [REDACTED] employment will commence on the day following his 186 visa approval.

#### 2.2 Remuneration

Mr. [REDACTED] will be paid fortnightly at the rate of \$185000 per year plus superannuation.

#### 2.3 Payment

Mr. [REDACTED] salary will be paid fortnightly on the Thursday.

## 2.4 Superannuation

Superannuation payments will be made on Mr. [REDACTED] behalf at a rate of 9.5% of his base salary in accordance with the Superannuation Guarantee into Superannuation fund of his choice.

## 2.5 Salary Review

Mr. [REDACTED] remuneration package will be reviewed annually on or about the anniversary of his employment or in accordance with workplace laws.

## 2.6 Leave Entitlements

### ● Annual Leave

Mr. [REDACTED] is entitled to 20 days' (4 weeks') annual leave per year of service. Leave is accrued in accordance with the Fair Work Act 2009 and should be taken within one year of falling due, on occasions negotiated with Mr. [REDACTED] manager.

### ● Personal leave

Mr. [REDACTED] is entitled to 10 days paid personal/care's leave in accordance with the Fair Work Act 2009.

Mr. [REDACTED] is entitled to a period of two days unpaid care's leave per occasion in accordance with the Fair Work Act 2009.

Mr. [REDACTED] is entitled to a period of two days paid compassionate leave per occasion in accordance with the Fair Work Act 2009.

### ● Long Service Leave

Mr. [REDACTED] will be entitled to long service leave in line with the provisions of the Long Service Leave Act 1992.

### ● Parental Leave

Mr. [REDACTED] may be entitled to parental leave in line with the provisions of the Fair Work Act 2009.

## 2.7 Termination

Mr. [REDACTED] or the company may terminate this employment at any time giving one month notice of termination or by the company making a payment of one month in lieu of notice.

In case of serious conduct (defined as breach of any employment related law or policies published by the company from time to time), no notice or any payment in lieu will be given. The minimum period of 4 weeks are required to be given to the employer by the employee.

Following the termination of Mr. [REDACTED] employment, Mr. [REDACTED] will be required to

return all company properties.

## **2.8 Hours of Work**

Millers and James Real Estate's general hours of business are between 9:00 am to 5:00 pm, Monday to Friday. It is expected that Mr. ■■■ will work an average of 37.5 hours per week during general business hours.

From time to time Mr. ■■■ will be required to work reasonable additional hours or after hours when necessary to perform Mr. ■■■ duties. Overtime payments or time in lieu will be calculated in accordance with Real Estate Industry Award 2010, if overtime or time in lieu will apply.

## **2.9 Privacy**

Mr. ■■■ is required to observe and uphold all of the Company's privacy policies and procedures as implemented or varied from time to time.

Collection, storage, access to and dissemination of employee personal information will be in accordance with privacy legislation.

## **2.10 Confidentiality of Information**

During his employment, Mr. ■■■ may become aware of information relating to the business of Millers and James Real Estate, including but not limited to client lists, trade secrets, client details and pricing structures.

Confidential information, including client lists, trade secrets, pricing structures and any and all documents created by Mr. ■■■ in the course of his employment remain the sole property of Millers and James Real Estate. Mr. ■■■ shall not, either during or after his employment, without the prior consent of Millers and James Real Estate, directly or indirectly divulge to any person or use the confidential information for his own or another's benefit.

## **2.11 Jurisdiction**

This contract is made in the State of NSW.

## **2.12 Welcome and Acceptance**

We would like to take this opportunity to welcome Mr. ■■■ to Millers and James Real Estate and wish Mr. ■■■ a long and rewarding career with us.

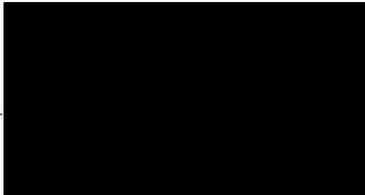


Angus McLaren

**Managing Director**  
**Millers & James Real Estate**  
30 May 2014

I,  have read and understood this contract of employment, and accept the terms and conditions set out in the contract.

Signed \_\_\_\_\_



Date 22 May 2014

Print Name: \_\_\_\_\_



214-216 Hoskins Street, Temora NSW 2666  
Phone: (02) 6977 1333 Fax: (02) 6977 4080  
ABN: 40 001 296 797

# Millers & James Real Estate



## Statement of Remuneration

Our company, Miller & James Real Estate, was founded in 1903. We aim to deliver the best services to our local, national and international clients. Our company has a long history of over 100 years, although the goal is still the same, we have altered our methods to suit the modern world. Our business scope include sale and purchase of Rural, Residential and Commercial Properties, Auctions and Clearing sales, Management of Investment Properties and so on.

Now we are encountering a booming in rural commercial property sales. Lots of Asian investors especially the Chinese investors are interested in farming investment. We are now putting an effort on expanding our rural commercial property sales especially to attract the Chinese investor to invest in our agriculture. It will continue to grow to a very large market.

Our business has already obtained a dramatic grow. We have been busy in answering lots of enquiries and showing them the properties, we have also done too much for explaining the factors for their consideration when determining to invest..... We realized that we have barrier in language, culture background to deal with these investors.

In order to cope with the fast business growth thus providing the high quality service both to our investor and our local business vendors, we are urgent to recruit an experienced deputy general manager to handle all the rural expanding strategies. We decided to select a proper manager from our target market----China. The ideal candidate has to be bundled with strong management and investment experience and also has to be good knowledge of agriculture.

After careful consideration, we decide to sponsor Mr. [REDACTED] as our full time **Deputy General Manager**. We are pleased to offer him with the salary (\$185,000 per annum plus superannuation guarantee) for this position. Our offer is based on current

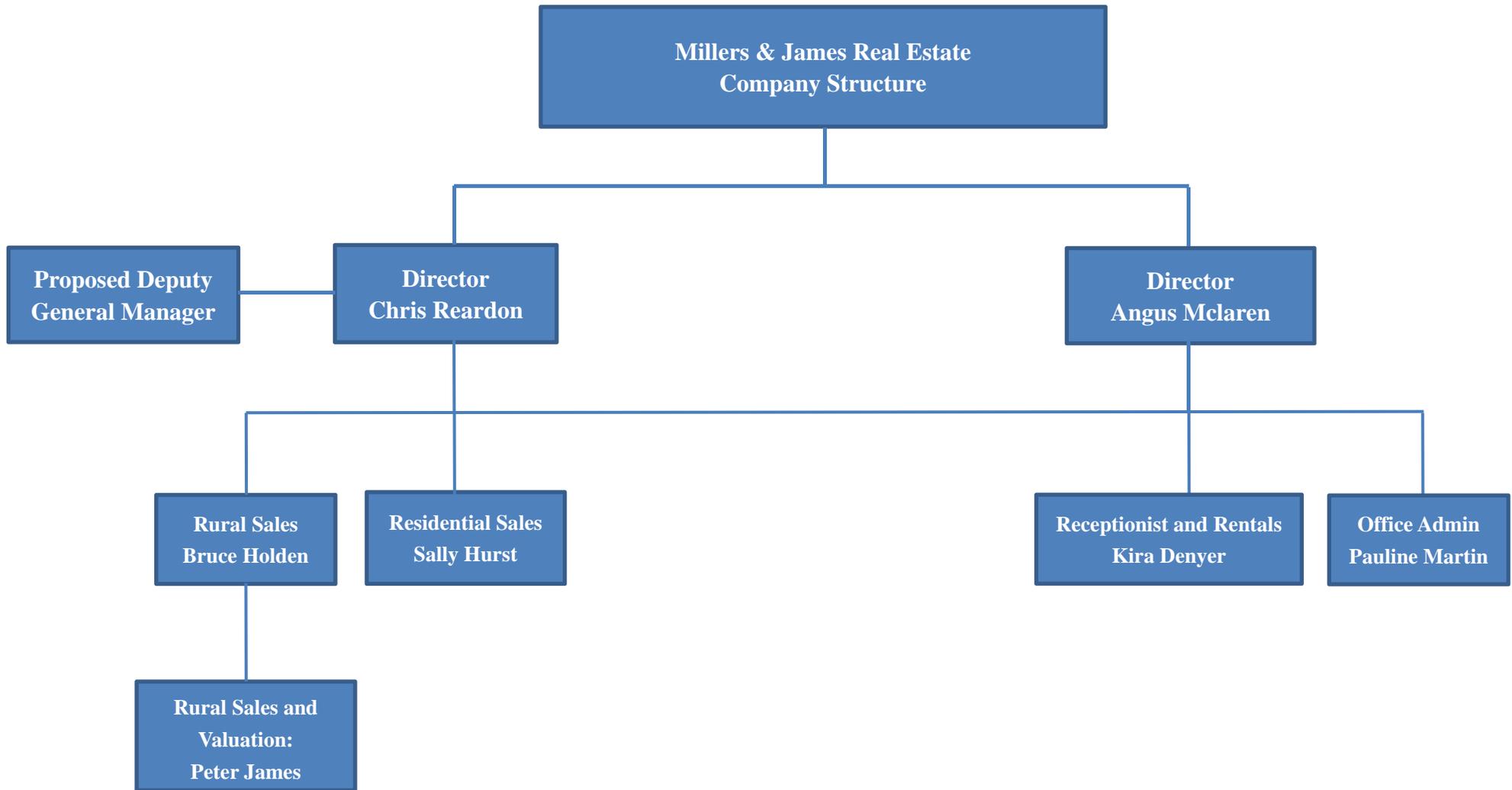
market rate, the requirements set out in the 'Real Estate Industry Award 2010 (known as Form MA000106), the Job Outlook guidelines, ABS survey, and Mr. [REDACTED] individual situation.

We believe Mr. [REDACTED] will be of great assistance and we expect his contribution to our company to significantly smooth the process of expanding our rural department. We look forward to a productive future with Mr. [REDACTED] joining.

**Millers & James Real Estate**

22 May 2014

# Millers & James Real Estate



# Millers & James Real Estate



## Appropriate References to the ABS Employee Earnings and Hours Survey

As shown in the ABS Form 6302.0 – *Average Weekly Earnings, Australia, Nov 2013*, full-time adult male employee earnings is \$1,532.8; Mr. [REDACTED] is offered annual salary of \$185,000 with weekly earnings of approximately \$3557.70, which is more than the average.

Meanwhile, as shown in the ABS Form 6310.0 *Employee Earnings, Benefits and Trade Union Membership, Australia* (Aug 2012), shows the “EMPLOYEES IN MAIN JOB, Weekly earnings in main job – by hours for which paid in main job-by sex “– the median weekly earnings in main job of age group of 35-44 male is \$1,644 while mean weekly earnings in main job is \$1,585 (P18), Mr [REDACTED] offer is above both of them.

**Miller & James Real Estate**

22 May 2014

# Millers & James Real Estate



## Appropriate Reference to Industrial Award

The nominated position for the nominee is ‘Deputy General Manager’ (offered to Mr [REDACTED]) fits the job classification covered by ‘MA000106 Real estate Industry Award 2010’. Please refer to previous attached Job Description – the “Main Duties and Responsibilities” description can be well matched to the following abstract from the Award regarding job definitions and interpretation:

### 4. Coverage

**4.1** This industry award covers employers in Australia engaged in the real estate industry in respect to their employees engaged in classifications in clause 14—Minimum weekly wages to the exclusion of any other modern award.

Regarding salary rate, we have taken into consideration the nominee’s specific qualifications such as over five years relevant work experience, impressive work performance and achievements, professional knowledge, a MBA Degree and bachelor degree in economy, and offers \$18,5000 annual salary, which is no less favourable than the market salary rate. Please refer to the following abstract from the Award:

**14.1** The minimum weekly wage for an adult employee engaged on a full-time basis is set out below:

<b>Classification</b>	<b>Minimum weekly wage</b>
	<b>\$</b>
Property Sales Associate—first six months of employment at this classification	622.20
Property Sales Associate—after six months of employment at this classification	644.00
Property Sales Representative	659.70
Property Sales Supervisor	758.80

Property Management Associate	665.20
Property Management Representative	702.90
Property Management Supervisor	807.10
Strata/Community Title Management Associate	665.20
Strata/Community Title Management Representative	702.90
Strata/Community Title Management Supervisor	807.10

## Schedule B-Classifications

### B.2.3 Property Management Supervisor

#### (a) Role definition

- (i) A Property Management Supervisor is responsible, on behalf of the employer, for supervising Property Management Representatives and the overall supervision of a rent roll or portfolio of strata title managements.
- (ii) The role involves significant initiative, judgement, decision making and problem solving in relation to landlord and tenant or strata title management matters.
- (iii) It may also involve contribution towards the development of departmental business plans or strategies and budgets, and/or having the accountability and responsibility for self and others in achieving the outcomes.

**Therefore our \$185,000 package offered to Mr [REDACTED] is no less favourable than our pay would apply to local Australian staff.**

**Miller & James Real Estate**

22 May 2014

# Millers & James Real Estate



## Appropriate References to the Australian Government's Job Outlook

The Australian Government's Job Outlook has described the tasks of **General Manager** as follows:

- planning policy, and setting standards and objectives for organisations;
- providing day-to-day direction and management of organisations, and directing and endorsing policy to fulfil objectives, achieve specific goals, and maximise profit and efficiency;
- assessing changing situations and responding accordingly by issuing commands and directives to subordinate staff;
- consulting with immediate subordinates and departmental heads on matters such as methods of operation, equipment requirements, finance, sales and human resources;
- authorising the funding of major policy implementation programs;
- representing the organisation at official occasions, in negotiations, at conventions, seminars, public hearings and forums, and liaising between areas of responsibility;
- preparing, or arranging for the preparation of, reports, budgets and forecasts, and presenting them to governing bodies;
- selecting and managing the performance of senior staff;
- may undertake responsibility for some or all of accounting, sales, marketing, human resources and other specialist operations.

### Job Titles

- Corporate General Manager
- Defence Force Senior Officer

The role of **Deputy General Manager** at our company has similar duties to the ones described above (Please refer to the enclosed Deputy General Manager Job Description).

The nominated employee (Mr. [REDACTED]) has more than 5 years relevant working experience and been working as a vice president for Beijing Huge Capital

Management Co. Ltd. His major job responsibilities are mainly for processing the investment of agriculture part. Moreover he has rich experience of modern agriculture especially in planting blueberry. He also achieved a MBA degree in 2005 in Norwegian School of Management. We believe Mr. [REDACTED] will greatly contribute to our company especially the rural development business.

**Millers & James Real Estate**

22 May 2014

# Millers & James Real Estate



## POSITION DESCRIPTION

**POSITION: Deputy General Manager** (ANZSCO CODE: 111211)

REPORTING TO: Managing Director

LOCATION: 214 -216 Hoskins Street Temora NSW 2666

### PURPOSE:

The Deputy General Manager Agriculture will provide overall leadership and management of rural sales and developing department. The role will focus on developing a robust agriculture strategy and programs to support small and medium sized farmers to improve on farm production and agribusiness. This will also include attracting Asian investors and delivering on current funded agriculture projects, expanding them and developing new ones.

### JOB RESPONSIBILITIES:

Plans, organizes, directs, controls and reviews the day-to-day operations and major functions of a commercial, industrial, governmental or other organization through departmental managers and subordinate executives.

- Lead the implementation of funded agriculture programs that focus on significant improvements in rural department and provide day-to-day directions and management in this department;
- Recruit and manage capable and experienced program staff;
- Develop a strategic plan for the agriculture pillar, in consultation with Equity Group Foundation's Managing Director and Equity Bank's agriculture department ;
- Work closely with the GM of Program Design to attract new investment especially from Asian market to support the agriculture program;

- Preparing for the preparation of reports, budgets and forecasts, and presenting them to governing rural department;
- Directing and endorsing policy to fulfil objectives, achieve specific goals, and maximize profit and efficiency;
- Engage with government and policy makers to ensure success of The Foundation's work and to contribute to the improvement of the overall agriculture sector;
- Report monthly, quarterly and annually on progress of all project activities to the managing director;
- Work with the players in the agriculture supply chain to develop relationships between suppliers and farmers, and support farmers access markets for their products;
- May undertake responsibility for some or all of accounting, sales, marketing, human resources and other specialist operations.
- 

#### **DESIRED SKILLS AND EXPERIENCES**

- At least Bachelor degree, preferably in Management or Agriculture;
- A minimum of 5 years practical experience working in agriculture fields or on farms implementing programs;
- Experience managing teams and demonstrated project management skills to function effectively in multi-disciplinary teams;
- Demonstrated strong interpersonal skills and an ability to work with broad array of agriculture sector players;
- Excellent communication skills, both writing and verbal, strong analytical and quantitative skills, methodological rigor and demonstrated problem-solving ability;
- Chinese background will be an advantage.



RSM Bird Cameron  
55 Berry Street Wagga Wagga NSW 2650  
T +61 2 6921 9055 F +61 2 6921 9032  
www.rsmi.com.au

MILLP1 AS:KB  
10 April 2014

To Whom it May Concern

**MILLER & JAMES (REAL ESTATE) PTY LIMITED**

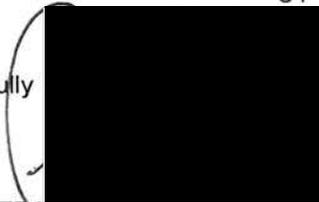
Please be advised that we act as accountants for the above Company. I have known the business since 1990 when I moved to Temora in NSW from WA with RSM Bird Cameron Chartered Accountants.

I have known both the principals for a number of years and have had significant other professional dealings.

I have reviewed the recent financial statements and can advise they have had significant profitability and have significant financial capacity. They have met statutory requirements such as GST returns, taxation and staff superannuation payments.

If any further matters need addressing please contact the writer.

Yours faithfully



ANGELO STRANO

L:\Clients\MMILLP1\To Whom it may concern.doc

Liability limited by a scheme approved under Professional Standards Legislation

Birdanco Nominees Pty Ltd  
ABN 33 009 321 377  
Practising as  
RSM Bird Cameron  
ABN 65 319 382 479

Major Offices in:  
Perth, Sydney,  
Melbourne, Adelaide  
and Canberra

RSM Bird Cameron is a member of the RSM network. Each member of the RSM network is an independent accounting and advisory firm which practises in its own right. The RSM network is not itself a separate legal entity in any jurisdiction.

5/14/2014

City Desktop Training | Invoice 11351186



## TAX INVOICE

*pd  
16/5/14*

**To** Miller and James  
Attention: Karen McLaren  
PO Box 5  
TEMORA NSW 2666

**From** City Desktop Training  
PO BOX Q336  
QUEEN VICTORIA BUILDING NSW 1230  
Phone: 1300 441 891  
email: info@cd.com.au

**Invoice Number** 11351186

**Reference** 2879

**ABN** 13 118 938 631

**Issued** 5 May 2014

**Due** 5 May 2014

Description	Quantity	Unit Price	GST	Amount AUD
InDesign Essentials - 2 day instructor-led training course: Karen McLaren; CC; MAC; Wed 4 & Thu 5 Jun	1.00	630.00	10%	630.00
Subtotal				630.00
Total GST 10%				63.00
<b>Amount Due AUD</b>				<b>693.00</b>

Booking is taken in good faith and is considered a firm booking. By enrolling in a course you accept the conditions of enrolment. Failure to attend a training course without notice will result in the forfeit of that course booking and any fees paid for that training course. CDT reserves the right to cancel training if minimum numbers of required attendees is not met. Please see full Terms & Conditions: <http://www.cd.com.au/training/terms-conditions-policies.html>

If paying by Visa/Mastercard please note that a 1.5% transaction fee applies. AMEX attracts a 3% fee.

If paying by EFT, please include invoice number.

EFT DETAILS: City Desktop Training P/L

Westpac BSB: [REDACTED]

Account Number: [REDACTED]

ABN: 13 118 938 631. Registered Office: PO BOX Q336, QUEEN VICTORIA BUILDING, NSW. 1230

### City Desktop Training Pty Ltd Adobe Software Training

Adobe Authorised Training Centres in Sydney, Melbourne, Brisbane and Canberra. Courses or custom training include Adobe Creative Cloud and Creative Suite introductory and advanced training for print, web, e-learning, video editing and digital publishing.

Telephone 61 2 9279 4777

info@cd.com.au <http://www.cd.com.au>



# TAX INVOICE

Miller & James  
PO Box 5  
TEMORA NSW 2666

**Invoice Date**  
17 Jun 2014

**Invoice Number**  
INV-22601

**Reference**  
Training

**ABN**  
96 109 565 273

Plant Assessor  
Online Safety Systems  
t/as  
PO Box 5043  
WAGGA WAGGA NSW  
2650  
AUSTRALIA

Description	GST	Amount AUD
Plant Assessor Training	10%	4,175.00
	Subtotal	4,175.00
	TOTAL GST 10%	417.50
	<b>TOTAL AUD</b>	<b>4,592.50</b>

## Due Date: 24 Jun 2014

Please pay the amount due by direct deposit to -  
Online Safety Systems

Please call 1300 72 88 52 to pay by CC



[Pay online now](#) (you will be taken to the online invoice)



# PAYMENT ADVICE

To: Plant Assessor  
Online Safety Systems t/as  
PO Box 5043  
WAGGA WAGGA NSW 2650  
AUSTRALIA

**Customer** Miller & James

**Invoice Number** INV-22601

**Amount Due** **4,592.50**

**Due Date** 24 Jun 2014

**Amount Enclosed**

Enter the amount you are paying above

# Redwin Farming Trust

“Redwin”  
 Nixons Rd  
 TEMORA NSW 2666  
 P: (02) 69 762 054  
 E: redwin.farming@bigpond.com  
 ABN: 54 877 542 177

**TAX INVOICE**

**Invoice No.: 1-00042**  
**Account No. - 13**  
**Date: 16 June 2014**

**Bill to:**

**Miller and James Real Estate**  
**PO Box 5**  
**TEMORA NSW 2666**

Qty	Description	\$Each	\$GST	Total
	Adobe Training Course			
3 nights	Accommodation	\$122.73	\$12.27	\$405.00
900 km	Travel Reimbursement	\$0.72	\$0.072	\$648.00
			<b>TOTAL:</b>	<b>\$1053.00</b>

GST Total: \$105.30

TERMS: Due on delivery

=====

**REMITTANCE ADVICE**

Detach this section and mail with  
 cheque to:  
 The Redwin Farming Trust  
 “Redwin” Nixons Rd  
 TEMORA NSW 2666

Miller and James  
 PO Box 5  
 TEMORA NSW 2666

**Account: 13    AMOUNT DUE: \$ 1053.00**

Pay by direct deposit:  
 Deposit payment to:  
 BSB: [REDACTED] Account No. [REDACTED]

Amount Paid: \$ \_\_\_\_\_

Payment ref: \_\_\_\_\_

**PFA Conference 2013 Registration Form and Tax Invoice**  
**28 – 30 April 2013 Château Élan**

**Delegate Details**

First name: ANGUS  
 Last name: MILLEN  
 Position: \_\_\_\_\_  
 Company: MILLER & JAMES  
 Postal address: PO BOX 5  
 Suburb: TEMORA  
 State: NSW Postcode: 2666  
 Tel: 02 69 77 1333 Fax: \_\_\_\_\_  
 Email: angus.millen@millerandjames.com.au  
 Dietary Requirements: \_\_\_\_\_

**Payment Options**

Credit Card  
 Please charge my credit card: \$ 2,915

**Ticket Selection:**

Member: \$1,900+GST (\$2,090) \$ \_\_\_\_\_  
 Non-Member: \$2,650+GST (\$2,915) \$ 2,915  
 If two or more Members from the same Company:  
 \$1,800+GST (\$1,980) \$ \_\_\_\_\_  
 Partner Ticket \$500+GST (\$550) \$ \_\_\_\_\_  
 Gala Dinner only \$200+GST (\$220) \$ \_\_\_\_\_  
 Total \$ 2,915  
 \*Partner ticket covers Sunday Social Activities, Welcome Dinner and Gala Dinner

**Partner Details**

Name: \_\_\_\_\_

**Social Activities – Sunday 28 April 11am**

Please indicate if you will be attending a social activity on Sunday  
 You Your Partner

President's Golf \_\_\_\_\_  
 Handicap \_\_\_\_\_  
 Winery Tour by Bus: \_\_\_\_\_  
 Winery Tour by "Grapemobile" \_\_\_\_\_

\*American Express & Diners payments attract a 3% surcharge.

**Cheque**

I enclose a cheque for \$ \_\_\_\_\_ Made payable to Property Funds Association

**Accommodation and Travel arrangements should be made by the delegates**

**Travel**

**To Château Élan (at delegate's own expense)**

- I am interested in being picked up from Sydney Airport Sunday 28 at 8.30am
- I am interested in being picked up from Sydney CBD Sunday 28 at 9.00am
- I would like to share transport from Newcastle Airport with other delegates

**My arrival details:**

Flight No \_\_\_\_\_ Date \_\_\_\_\_ Time \_\_\_\_\_

**From Château Élan**

A bus will depart the venue on Tuesday 30 April at 2.30pm to Sydney Airport with an expected arrival time of 5.30pm.

I would like to take the bus to Sydney Airport on Tuesday Afternoon

**Registration Conditions**

Your registration includes attendance to the business sessions, Social Sunday Activities and Dinner, Conference lunches and refreshment breaks, and the Gala Dinner. Registration sharing is not allowed, however, delegate substitution can be made if adequate notice is given. Substitutions incur a \$110 administration fee. Your registration does not include travel, accommodation, golf clubs or shoe hire, or attendance at any of the leisure activities by an accompanying partner.

**Accommodation**

To book a room delegates need to use the accompanying booking confirmation form. Conference rates are: Saturday 27: \$250, Sunday 28 & Monday 29: \$229

**Cancellation Policy**

Should you cancel your attendance a \$140 administration fee will apply up until 15 April 2013. Cancellations made after this date will incur a loss of 50% of the paid registration fee.

**Privacy Policy**

By registering for this Conference you agree to being included in the Delegate Listing, which will be made available to all attendees, but not provided to any external third party.

This registration form constitutes a tax invoice: ABN: 18 249 875 477 - Please register by emailing this form to pfa@propertyfunds.org.au



RTO Provider NO. 91585

Bill To:

Bruce Holden  
Miller & James  
214-216 Hoskins St  
Temora NSW 2666

Tax Invoice

Invoice #: 00001921

Date: 25/05/2013

Description

Amount

Certificate of Registration Real Estate & Stock and Station Training Course	\$750.00
---	----------

<b>PAID</b>	
DATE 14.6.13	CHEQ. No. 024

GST:	\$0.00
Total Inc GST:	\$750.00
Amount Applied:	\$750.00
Balance Due:	\$0.00

Please make cheque(s) payable to 'Unique Training Providers'  
BSB [REDACTED] ACC: [REDACTED] REF: (Your Name)

C4URSELF TRAINING PTY LTD T/A UNIQUE TRAINING PROVIDERS ABN: 56 134 062 285  
P: 0248 721 495 Linda Keeley 0417 402 562 Ian Cohen 0410 531 234 F: 0248 724 891  
P.O Box 192, MITTAGONG NSW 2575 info@utp.net.au uniquetrainingproviders.com.au

Printed from MYOB www.myob.com.au

  
PREMIER MOTEL MANAGMENT SERVICES PTY LTD

PAVILION HOTEL 22 KINCAID STREET WAGGA WAGGA NSW 2650  
Phone: (02) 6921 6411 Fax: (02) 6921 6235  
ABN: 21 158 400 161  
Internet: [www.ibiswagga.com.au](http://www.ibiswagga.com.au)

---

**TAX INVOICE**

206834

Guest Account for Room No. 105

08/03/13

MILLER &amp; JAMES

07/03/13	ROOMCHG	149.00
08/03/13	BRKFST	26.00
08/03/13	MINIBAR	15.00
		<hr/>
	BALANCE	190.00

————— Net sales of 190.00 includes GST of 17.27 —————

THANK YOU FOR STAYING!

FACEBOOK.COM/PAVILIONWAGGA



# PREMIER MOTEL MANAGMENT SERVICES PTY LTD

PAVILION HOTEL 22 KINCAID STREET WAGGA WAGGA NSW 2650

Phone: (02) 6921 6411 Fax: (02) 6921 6235

ABN: 21 158 400 161

Internet: [www.ibiswagga.com.au](http://www.ibiswagga.com.au)

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## TAX INVOICE

206835

Guest Account for Room No. 106

08/03/13

MILLER & JAMES

07/03/13	ROOMCHG	149.00
07/03/13	RESTRNT	22.50
07/03/13	BRKFST	33.00
07/03/13	RESTRNT	520.00
08/03/13	BRKFST	26.00
	BALANCE	<u>750.50</u>

————— Net sales of 750.50 includes GST of 68.23 —————

THANK YOU FOR STAYING!

[FACEBOOK.COM/PAVILIONWAGGA](https://www.facebook.com/pavilionwagga)



RTO Provider NO. 91585

Bill To:

Angus McLaren  
 Miller & James  
 P.O Box 5  
 Temora NSW 2666

### Tax Invoice

Invoice #: 00001748

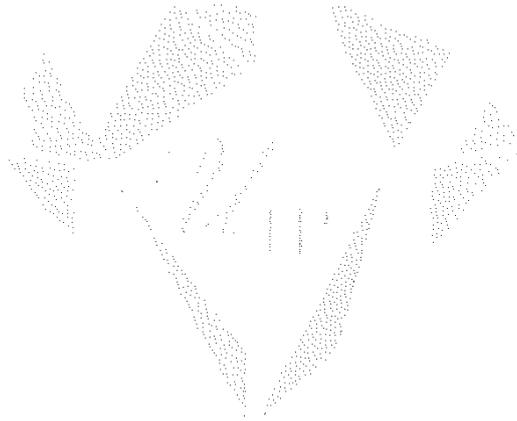
Date: 7/03/2013

Description

Amount

Continuing Professional Development - A Leading Act

\$180.00



GST:	\$0.00
Total Inc GST:	\$180.00
Amount Applied:	\$180.00
Balance Due:	\$0.00

Please make cheque(s) payable to 'Unique Training Providers'

REF: (Your Name)

C4URSELF TRAINING PTY LTD T/A UNIQUE TRAINING PROVIDERS ABN: 56 134 062 285

P: 0248 721 495 Linda Keele Ian Cohen F: 0248 724 891

P.O Box 192, MITTAGONG NSW 2575 info@utp.net.au uniquetrainingproviders.com.au

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RTO Provider NO. 91585

Bill To:

Peter James  
Miller & James  
P.O Box 5  
Temora NSW 2666

Tax Invoice

Invoice #: 00001747

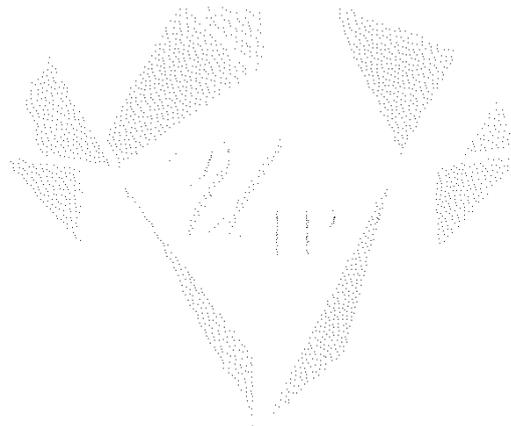
Date: 7/03/2013

Description

Amount

Continuing Professional Development - A Leading Act

\$180.00



GST:	\$0.00
Total Inc GST:	\$180.00
Amount Applied:	\$180.00
Balance Due:	\$0.00

Please make cheque(s) payable to 'Unique Training Providers'

REF: (Your Name)

C4URSELF TRAINING PTY LTD T/A UNIQUE TRAINING PROVIDERS ABN: 56 134 062 285  
 P: 0248 721 495 Linda Keeley [redacted] Ian Coher [redacted] F: 0248 724 891  
 P.O Box 192, MITTAGONG NSW 2575 info@utp.net.au uniquetrainingproviders.com.au

Printed from MYOB www.myob.com.au



RTO Provider NO. 91585

Bill To:

Christopher Reardon  
 Miller & James Real Estate  
 214-216 Hoskins Street  
 Temora NSW 2666

### Tax Invoice

Invoice #: 00001746

Date: 7/03/2013

Description

Amount

Continuing Professional Development - A Leading Act

\$180.00



GST:	\$0.00
Total Inc GST:	\$180.00
Amount Applied:	\$180.00
Balance Due:	\$0.00

Please make cheque(s) payable to 'Unique Training Providers'

REF: (Your Name)

C4URSELF TRAINING PTY LTD T/A UNIQUE TRAINING PROVIDERS ABN: 56 134 062 285  
 P: 0248 721 495 Linda Keeley [REDACTED] Ian Cohen [REDACTED] F: 0248 724 891  
 P.O Box 192, MITTAGONG NSW 2575 info@utp.net.au uniquetrainingproviders.com.au

Printed from MYOB www.myob.com.au



RTO Provider NO. 91585

Bill To:

Clare Prentice  
 Miller & James  
 P.O Box 5  
 Temora NSW 2666

### Tax Invoice

Invoice #: 00001750

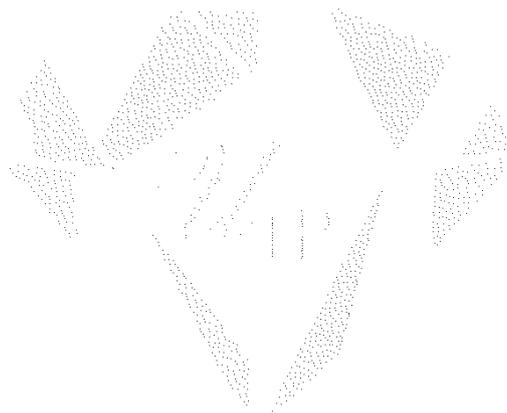
Date: 7/03/2013

Description

Amount

Continuing Professional Development - A Leading Act

\$180.00



GST:	\$0.00
Total Inc GST:	\$180.00
Amount Applied:	\$180.00
Balance Due:	\$0.00

Please make cheque(s) payable to 'Unique Training Providers'  
 [Redacted] REF: (Your Name)

C4URSELF TRAINING PTY LTD T/A UNIQUE TRAINING PROVIDERS ABN: 56 134 062 285  
 P: 0248 721 495 Linda Keele [Redacted] Ian Cohen [Redacted] F: 0248 724 891  
 P.O Box 192, MITTAGONG NSW 2575 info@utp.net.au uniquetrainingproviders.com.au

Printed from MYOB www.myob.com.au



RTO Provider NO. 91585

Bill To:

Sally Hurst  
 Miller & James Real Estate  
 214-216 Hoskins Street  
 Temora NSW 2666

### Tax Invoice

Invoice #: 00001749

Date: 7/03/2013

Description	Amount
Continuing Professional Development - A Leading Act	\$180.00

GST:	\$0.00
Total Inc GST:	\$180.00
Amount Applied:	\$180.00
Balance Due:	\$0.00

Please make cheque(s) payable to 'Unique Training Providers'  
 BSB: 012-547 ACC: 4516 58346 REF: (Your Name)

C4URSELF TRAINING PTY LTD T/A UNIQUE TRAINING PROVIDERS ABN: 56 134 062 285  
 P: 0248 721 495 Linda Keeley [redacted] Ian Cohen [redacted] F: 0248 724 891  
 P.O Box 192, MITTAGONG NSW 2575 info@utp.net.au uniquetrainingproviders.com.au

Printed from MYOB www.myob.com.au



Angus McLaren [REDACTED]

---

**Fwd: Employment contract -Mr [REDACTED]**

4 messages

---

**Maggie Sining Wang** <[REDACTED]>  
To: Angus McLaren <[REDACTED]>

Wed, Aug 6, 2014 at 5:38 PM

Dear Angus,

Please find attached for you to review and sign off. It is in word document which means you can make changes if you wish to. Then you can scan back to me.

Mr [REDACTED] is our first applicant whose application was lodged 1.5 months ago. Now we are still in the middle of compiling required documents.

Mr [REDACTED] will be focusing on Chinese market and bringing in chinese investors. Within first 3 months probationary/ training period, you can assess his suitability and his salary and super will be covered by us. After 3 months it is up to you what kind of arrangement is more suitable.

Thanks and regards

Maggie

---

 **Employment Contract\_ [REDACTED].docx**  
64K

---

**Angus McLaren** [REDACTED]  
To: Jason Goode <Jason@farrellgoode.com.au>  
Cc: Chris Reardon [REDACTED]

Thu, Aug 7, 2014 at 10:42 PM

Dear Jason,

Miller and James is looking to employ a Chinese immigrant for three months as part of a visa program that will enable the immigrant to obtain an Australian working visa. Could you please review the attached employment contract (and email below from Maggie) and let me know if you have any concerns with it.

Our plan would be to employ Mr [REDACTED] for three months (which would be at no net cost to us) before letting him go. We would have to give him his notice after two months.

Regards Angus

---

Angus McLaren  
Miller and James Real Estate Pty Ltd  
214-216 Hoskins St  
Temora 2666  
(office) (02)69771333  
(mob) [REDACTED]  
angusmclaren@millerandjames.com.au

 [Quoted text hidden]

---

 **Employment Contract\_ [REDACTED].docx**  
64K

09/04/2019

Gmail - Fwd: Employment contract -Mr [REDACTED]

E17-0144-AS-04-013-PR-0002

Fri, Aug 8, 2014 at 5:22 PM

Angus McLaren [REDACTED]  
To: Maggie Sining Wang <[REDACTED]>

Thanks Maggie,

I have sent the contract over to our solicitor to review. My only question is I estimate it would cost us \$50,000 to pay Mr [REDACTED] for 3 months. Who covers the gap between what we receive from you, and what we pay him? I would prefer to pay Mr [REDACTED] less, and put him on commission so if he brings in clients who end up buying farms, then he gets a percentage of the commission. Your thoughts?

Regards Angus

---

Angus McLaren  
Miller and James Real Estate Pty Ltd  
214-216 Hoskins St  
Temora 2666  
(office) (02)69771333  
(mob) [REDACTED]  
angusmclaren@millerandjames.com.au



[Quoted text hidden]

---

Maggie Sining Wang [REDACTED]  
To: Angus McLaren <angusmclaren@millerandjames.com.au>

Fri, Mar 13, 2015 at 1:05 PM

Dear Angus,

We just received notification from the immigration dept that the process for Mr [REDACTED] application is at its final stage. Due to the lengthy period, in case the Immi Dept's phone call, I will send you some documents we prepared before just for refreshing your memory.

Thanks very much  
Maggie

----- Forwarded message -----

From: Maggie Sining Wang [REDACTED]  
Date: Wednesday, 6 August 2014  
Subject: Employment contract -Mr [REDACTED]  
To: Angus McLaren [REDACTED] >

[Quoted text hidden]

--

Perigee International Pty Ltd  
PO Box 168 Glebe NSW 2037 Australia

[REDACTED]

---

 Employment Contract [REDACTED].docx  
64K

# Millers & James Real Estate



## Contract of Employment

The two parties to this contract of employment are:

**MILLER & JAMES (REAL ESTATE) PTY LIMITED (ABN: 40 001 296 797)**

Trading as MILLER & JAMES PTY LTD  
OF 214-216 Hoskins Street, Temora NSW 2666  
(‘The Company’)

And

Mr [REDACTED]  
[REDACTED] Haidian District, Beijing CHINA

### 1. Position

**1.1** This contract is for continuous employment and the start date will be the date of Mr [REDACTED] visa is granted.

**1.2** Mr [REDACTED] Position is **Deputy General Manager**.

**1.3** The duties of this position are set out in the attached job description. Mr [REDACTED] will be required to perform these duties, and any other duties the Company may assign to Mr [REDACTED] in relation to his skills, training and experience.

**1.4** Mr [REDACTED] will be required to perform these duties at Temora NSW.

### 2. Terms and Conditions of Employment

#### 2.1 Commencement Date

Mr [REDACTED] employment will commence on the day following his visa approval.

#### 2.2 Remuneration

Mr [REDACTED] will be paid fortnightly at the rate of \$185000 per year plus superannuation.

#### 2.3 Payment

Mr [REDACTED] salary will be paid fortnightly on the Thursday.

#### 2.4 Superannuation

Superannuation payments will be made on Mr [REDACTED] behalf at a rate of 9.5% of his base salary in accordance with the Superannuation Guarantee into Superannuation fund of Mr [REDACTED] choice.

## 2.5 Salary Review

Mr [REDACTED] remuneration package will be reviewed annually on or about the anniversary of Mr [REDACTED] employment or in accordance with workplace laws.

## 2.6 Leave Entitlements

- **Annual Leave**

Mr [REDACTED] is entitled to 20 days' (4 weeks') annual leave per year of service. Leave is accrued in accordance with the Fair Work Act 2009 and should be taken within one year of falling due, on occasions negotiated with Mr [REDACTED] manager.

- **Personal leave**

Mr [REDACTED] is entitled to 10 days paid personal/care's leave in accordance with the Fair Work Act 2009.

Mr [REDACTED] is entitled to a period of two days unpaid care's leave per occasion in accordance with the Fair Work Act 2009.

Mr [REDACTED] is entitled to a period of two days paid compassionate leave per occasion in accordance with the Fair Work Act 2009.

- **Long Service Leave**

Mr [REDACTED] will be entitled to long service leave in line with the provisions of the Long Service Leave Act 1992.

- **Parental Leave**

Mr [REDACTED] may be entitled to parental leave in line with the provisions of the Fair Work Act 2009.

## 2.7 Probationary Period

A three month Probationary Period will apply to this role. During this time Mr [REDACTED] will receive advice, training and guidance to help Mr [REDACTED] become familiar with, and competent in, performing the work he has been appointed to do. The appointment is subject to the satisfactory completion of the Probationary Period which itself is subject to termination during any stage, by either party, upon one week's notice in writing, or by payment in lieu of notice.

## 2.8 Termination

Mr [REDACTED] or the company may terminate this employment at any time giving one month notice of termination or by the company making a payment of one month in lieu of notice.

In case of serious conduct (defined as breach of any employment related law or

policies published by the company from time to time), no notice or any payment in lieu will be given. The minimum period of 4 weeks are required to be given to the employer by the employee.

Following the termination of Mr [REDACTED] employment, Mr [REDACTED] will be required to return all company properties.

### **2.8 Hours of Work**

Millers and James Real Estate's general hours of business are between 9:00 am to 5:00 pm, Monday to Friday. It is expected that Mr [REDACTED] will work an average of 37.5 hours per week during general business hours.

From time to time Mr [REDACTED] will be required to work reasonable additional hours or after hours when necessary to perform Mr [REDACTED] duties. Overtime payments or time in lieu will be calculated in accordance with Real Estate Industry Award 2010, if overtime or time in lieu will apply.

### **3. Privacy**

Mr [REDACTED] is required to observe and uphold all of the Company's privacy policies and procedures as implemented or varied from time to time. Collection, storage, access to and dissemination of employee personal information will be in accordance with privacy legislation.

### **4. Confidentiality of Information**

During his employment, Mr [REDACTED] may become aware of information relating to the business of Millers and James Real Estate, including but not limited to client lists, trade secrets, client details and pricing structures.

Confidential information, including client lists, trade secrets, pricing structures and any and all documents created by Mr [REDACTED] in the course of his employment remain the sole property of Millers and James Real Estate. Mr [REDACTED] shall not, either during or after his employment, without the prior consent of Millers and James Real Estate, directly or indirectly divulge to any person or use the confidential information for Mr [REDACTED] own or another's benefit.

### **5. Jurisdiction**

This contract is made in the State of NSW.

### **6. Welcome and Acceptance**

We would like to take this opportunity to welcome Mr [REDACTED] to Millers and James Real Estate and wish Mr [REDACTED] a long and rewarding career with us.

Angus McLaren

**Managing Director**  
**Millers & James Real Estate**  
22 May 2014

I, [REDACTED] have read and understood this contract of employment, and accept the terms and conditions set out in the contract.

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

Print Name: \_\_\_\_\_



Department Of Immigration and Border Protection  
Application for Permanent Employer  
Sponsored or Nominated Visa

Record of  
Responses

## Terms and Conditions

I have read and agree to the **Yes**  
terms and conditions:

## Application context

The position that this application relates to must be a position that the applicant has been nominated for by their prospective employer.

This application may be refused if incorrect information is provided relating to the nomination details.

## Nomination details

Give details of the related nomination.

Reference number type: **Nomination TRN**  
Transaction Reference  
Number (TRN) **EGO5OP9CBA**

## Current application

Subclass: **186**  
Visa application stream: **Direct entry**

## Primary applicant

Information: Entering names incorrectly may result in denial of permission to board an aircraft to Australia, or result in delays in border processing on arrival in Australia, even if the applicant has been granted a visa.

## Passport details

Enter the following details as they appear in the applicant's passport.

Family name: [REDACTED]  
Given names: [REDACTED]  
Sex: **Male**  
Date of birth: [REDACTED]  
Passport number: [REDACTED]  
Country of passport: **CHINA**  
Nationality of passport holder: **CHINA**

## Application for Permanent Employer Sponsored or Nominated Visa

Date of issue: **27 Dec 2012**  
Date of expiry: **26 Dec 2022**  
Place of issue / issuing authority: **BEIJING/MPS Exit&Entry Administration**

It is strongly recommended that the passport be valid for at least six months.

**Place of birth**

Town / City: **ANQING**  
State / Province: **ANHUI PROVINCE**  
Country of birth: **CHINA**

**Relationship status**

Relationship status: **Married**  
Date of marriage: **08 Jan 1998**

**Other names / spellings**

Is this applicant currently, or have they ever been known by any other names?  
**No**

**Citizenship**

Is this applicant a citizen of the country of passport?  
**Yes**  
Is this applicant a citizen of any other country?  
**No**

**Other passports**

Does this applicant have other current passports?  
**No**

**National identity documents**

Does this applicant have national identity documents?  
**Yes**

Enter details exactly as shown on the national identity document.

Family name: **[REDACTED]**  
Given names: **[REDACTED]**  
Type of document: **National identity document**  
Identification number (if shown): **[REDACTED]**  
Country of issue: **CHINA**

## Application for Permanent Employer Sponsored or Nominated Visa

**Chinese commercial code**

Enter name in Chinese  
Commercial Code number (if  
used)

**Health examination**

Has this applicant undertaken a health examination for an Australian visa in the last 12 months?

**Yes**

Give details:

HAP ID (If available) **6928022**

**Critical data confirmation**

All information provided is important to the processing of this application.  
If the information included on this page is incorrect, it may lead to denial of permission to board an aircraft to Australia, even if a visa has been granted.  
Confirm that the following information is correct and that it is in the correct fields.

Is the above information correct? **Yes**

**Additional identity questions**

Provide further details below, where available.

**Previous travel to Australia**

Has this applicant previously travelled to Australia or previously applied for a visa?

**No**

**Migrating family members**

Are there any migrating family members included in this application?

**Yes**

**Migrating family members****Relationship to primary applicant**

Relationship to the primary applicant: **Spouse/De Facto Partner**

**Passport details**

## Application for Permanent Employer Sponsored or Nominated Visa

Enter the following details as they appear in the family member's passport.

Family name: [REDACTED]  
Given names: [REDACTED]  
Sex: **Female**  
Date of birth: [REDACTED]  
Passport number: [REDACTED]  
Country of passport: **CHINA**  
Nationality of passport holder: **CHINA**  
Date of issue: **17 Dec 2009**  
Date of expiry: **16 Dec 2019**  
Place of issue / issuing authority: **BEIJING/Exit&Entry Administration Ministry of Public Security**

It is strongly recommended that the passport be valid for at least six months.

**Place of birth**

Town / City: **FUZHOU**  
State / Province: **FUJIAN PROVINCE**  
Country of birth: **CHINA**

**Relationship status**

Relationship status: **Married**  
Date of marriage: **08 Jan 1998**

**Other names / spellings**

Is this family member currently, or have they ever been known by any other names?

**No**

**Citizenship**

Is this family member a citizen of the country of passport?

**Yes**

Is this family member a citizen of any other country?

**No**

**Other passports**

Does this family member have other current passports?

**No**

**National identity documents**

Does this family member have national identity documents?

**Yes**

Enter details exactly as shown on the national identity document.

## Application for Permanent Employer Sponsored or Nominated Visa

Family name: [REDACTED]  
Given names: [REDACTED]  
Type of document: **National identity document**  
Identification number (if shown) [REDACTED]  
Country of issue: **CHINA**

**Chinese commercial code**

Enter name in Chinese  
Commercial Code number (if used)

**Health examination**

Has this applicant undertaken a health examination for an Australian visa in the last 12 months?  
**Yes**

Give details:  
HAP ID (If available) **6928023**

**Child custody details**

Is this family member a child under 18 years of age?  
**No**

**Migrating family members****Relationship to primary applicant**

Relationship to the primary applicant: **Child**

**Passport details**

Enter the following details as they appear in the family member's passport.

Family name: [REDACTED]  
Given names: [REDACTED]  
Sex: **Female**  
Date of birth: [REDACTED] **2004**  
Passport number: [REDACTED]  
Country of passport: **CHINA**  
Nationality of passport holder: **CHINA**  
Date of issue: **17 Dec 2009**  
Date of expiry: **16 Dec 2014**

## Application for Permanent Employer Sponsored or Nominated Visa

Place of issue / issuing authority: **BEIJING/Exit&Entry Administration Ministry of Public Security**

It is strongly recommended that the passport be valid for at least six months.

**Place of birth**

Town / City: **BEIJING**  
State / Province: **BEIJING**  
Country of birth: **CHINA**

**Relationship status**

Relationship status: **Never Married**

**Other names / spellings**

Is this family member currently, or have they ever been known by any other names?

**No**

**Citizenship**

Is this family member a citizen of the country of passport?

**Yes**

Is this family member a citizen of any other country?

**No**

**Other passports**

Does this family member have other current passports?

**No**

**National identity documents**

Does this family member have national identity documents?

**No**

**Chinese commercial code**

Enter name in Chinese  
Commercial Code number (if used)

**Health examination**

Has this applicant undertaken a health examination for an Australian visa in the last 12 months?

**Yes**

Give details:

HAP ID (If available) **6928024**

## Application for Permanent Employer Sponsored or Nominated Visa

**Child custody details**

Is this family member a child under 18 years of age?

**Yes**

Is this child in the primary applicant's care and legal custody?

**Yes**

Does any other person have custodial, access or guardianship rights to this child?

**Yes**

Give details:

**HER MOTHER MS. [REDACTED] [REDACTED]**

Are there any legal impediments to this child's travel?

**No**

**Critical Data Confirmation****Migrating family members**

All information provided is important to the processing of this application.

If the information included on this page is incorrect, it may lead to denial of permission to board an aircraft to Australia, even if a visa has been granted.

Confirm that the following information is correct and that it is in the correct fields.

Is the above information correct? **Yes**

**Contact details****Country of residence**

Usual country of residence: **CHINA**

**Residential address**

Note that a street address is required. A post office address cannot be accepted as a residential address.

Country: **CHINA**

Address: [REDACTED]  
[REDACTED]

Suburb / Town: **Haidian**

State / Territory: **BEIJING**

Postal code: **100038**

**Contact telephone numbers**

## Application for Permanent Employer Sponsored or Nominated Visa

Home phone:

Business phone:

Mobile / Cell phone:

**Postal address**

Is the postal address the same as the residential address?

**Yes**

**Electronic communication**

We can communicate about this application more quickly using email and/or fax.

Does the applicant agree to this department communicating via email and/or fax? This may include receiving notification of the outcome of the application.

**Yes**

Email address:

**AUSKY888@HOTMAIL.COM**

Fax number:

**Intended state of residence**

Intended state of residence in **New South Wales**

Australia:

**Authorised recipient**

Does the applicant authorise another person to receive written correspondence on their behalf?

This authorises the department to send the authorised person all written correspondence that would otherwise be sent directly to the applicant.

**Yes, a migration agent**

This person is referred to as the 'authorised recipient'.

**Migration agent contact details****Migration agent**

MARN:

**0746350**

Family name:

**HAO**

Given names:

**YUEMING**

Organisation:

**AUSKY VISA SOLUTIONS**

**Postal address**

Country:

**AUSTRALIA**

Address:

**23A PEMBROKE ST**

## Application for Permanent Employer Sponsored or Nominated Visa

Suburb / Town: **EPPING**  
State / Territory: **New South Wales**  
Postcode: **2121**

**Contact telephone numbers**

Business phone: **61298740729**  
Mobile / Cell phone: **[REDACTED]**

**Electronic communication**

We can communicate about this application more quickly using email and/or fax. Does the authorised recipient agree to this department communicating via email and/or fax? This may include receiving notification of the outcome of the application.

**Yes**

Email address: **AUSKY888@HOTMAIL.COM**  
Fax number:

**Authorisation of health and character information**

Do all applicants agree that information regarding their health and character may be sent to the authorised person? This may include requests for, or results of, medical examinations and the results of criminal history checks.

**Yes**

**Non-migrating dependent family members**

Does the applicant have any dependent family members not travelling to Australia who are not Australian citizens or Australian permanent residents?

**No**

**Skills assessment - [REDACTED]**

A provisional skills assessment for a subclass 485 visa is not a suitable skills assessment to apply for any other visa.

Skills assessment details

Nominated occupation: **Corporate General Manager**

Does the applicant have a suitable skills assessment from the relevant assessing authority?

**No**

**Education****Education - [REDACTED]****Education history**

## Application for Permanent Employer Sponsored or Nominated Visa

Highest recognised qualification obtained: **Masters Degree in Science, Business or Technology**

Has the applicant completed, or is currently enrolled in, any studies at secondary level or above?  
**Yes**

Give details of all past and current studies at secondary level and above.

Qualification: **Masters Degree in Science, Business or Technology**  
 Course name: **Master of Business Administration**  
 Institution name: **Norwegian School of Management**  
 Country of institution: **NORWAY**  
 Date from: **01 Aug 2003**  
 Date to: **01 Sep 2005**

Give details of all past and current studies at secondary level and above.

Qualification: **Bachelor Degree in Science, Business or Technology**  
 Course name: **Bachelor of Economics**  
 Institution name: **Beijing Wuzi University**  
 Country of institution: **CHINA**  
 Date from: **01 Sep 1989**  
 Date to: **01 Jul 1993**

## Education -

### Education history

Highest recognised qualification obtained: **Other**

Has the applicant completed, or is currently enrolled in, any studies at secondary level or above?  
**Yes**

Give details of all past and current studies at secondary level and above.

Qualification: **Other**  
 Course name: **Postgraduate Diploma of Human Resources Management**  
 Institution name: **Beijing Normal University**  
 Country of institution: **CHINA**  
 Date from: **01 Sep 2001**  
 Date to: **01 Jul 2003**

Give details of all past and current studies at secondary level and above.

## Application for Permanent Employer Sponsored or Nominated Visa

Qualification: **Graduate Diploma**  
 Course name: **Graduate Diploma of Accounting**  
 Institution name: **Beijing Wuzi University**  
 Country of institution: **CHINA**  
 Date from: **01 Sep 1992**  
 Date to: **01 Jul 1996**

## Employment

### Employment -

### Employment history

Has the applicant been employed in the last 10 years?

**Yes**

Give details of employment undertaken in the last 10 years.

Position: **Vice President**  
 Employer name: **Beijing Huge Capital Management Co.,Ltd**  
 Country: **CHINA**  
 Date from: **01 Mar 2012**  
 Date to: **21 Oct 2014**  
 Description of duties: **Inspect and monitor qualitative and performance changes within the alternative investment projects; Generate investment opportunities and potential acquisition ideas; Source investment opportunities by cultivating and maintaining relationships with investment bankers, consultants, and others.**

Is this employment related to the nominated position?

**Yes**

Give details of employment undertaken in the last 10 years.

Position: **Deputy General Manager of Financial Dept**  
 Employer name: **China Unicom**  
 Country: **CHINA**  
 Date from: **01 Jan 2000**  
 Date to: **29 Feb 2012**  
 Description of duties: **Organize Project Investment, asset organisation and mergers and acquisitions; Supervise daily operation of investment projects; Responsible for project financing management; Coordinate the**

## Application for Permanent Employer Sponsored or Nominated Visa

**public relationships to ensure the implementation of investment projects; Making annual investment plans**

Is this employment related to the nominated position?

**Yes**

Give details of employment undertaken in the last 10 years.

Position: **General Manager of Financial Department**  
 Employer name: **Huayu Future Brokage Co.,Ltd**  
 Country: **CHINA**  
 Date from: **01 Mar 1995**  
 Date to: **31 Dec 1999**  
 Description of duties: **Responsible for daily operation of financial department; Responsible for designing and building the system of accounting and financial system; Take responsibility on monitoring and managing distribution of customer transactions and funds in exchange.**

Is this employment related to the nominated position?

**Yes**

### Employment registration licensing / professional membership

Does the applicant hold employment registration licensing or professional membership (including any obtained in Australia)?

**No**

### Employment -

### Employment history

Has the applicant been employed in the last 10 years?

**Yes**

Give details of employment undertaken in the last 10 years.

Position: **Deputy Secretary General**  
 Employer name: **Beijing Enterprises Association**  
 Country: **CHINA**  
 Date from: **01 Sep 2011**  
 Date to: **21 Oct 2014**  
 Description of duties: **Take responsibility on daily operation in the association**

Give details of employment undertaken in the last 10 years.

Position: **Corporate Communications Manager**  
 Employer name: **CapitaMalls Asia Limited**

## Application for Permanent Employer Sponsored or Nominated Visa

Country: **CHINA**  
 Date from: **01 Jul 2010**  
 Date to: **30 Jun 2011**  
 Description of duties: **Responsible for organizing government affairs and dealing relationships between government and enterprises; Making strategy for corporation society responsibility; Developing brand management solutions; Developing internal and external management of crisis management measures**

Give details of employment undertaken in the last 10 years.

Position: **Administrator**  
 Employer name: **Beijing Dragon Express Technology Co.,It**  
 Country: **CHINA**  
 Date from: **01 Mar 2008**  
 Date to: **30 Jun 2010**  
 Description of duties: **Responsible for the industrial and commercial registration; Take responsibility on personnel, administrative and financial management; Responsible for marketing promotion of company projects; Responsible for fund operation support**

Give details of employment undertaken in the last 10 years.

Position: **Senior Manager of Government Affairs**  
 Employer name: **Flextronics(China)Electronics Technology**  
 Country: **CHINA**  
 Date from: **01 Dec 2006**  
 Date to: **31 Dec 2007**  
 Description of duties: **Set up the company and the government's friendly relationship; Collect, analyse and follow up the industry-related new laws, regulations and policies; Developing company's new business development opportunities**

Give details of employment undertaken in the last 10 years.

Position: **Manager of Government Affairs**  
 Employer name: **Nokia (China) Investment Co., Ltd**  
 Country: **CHINA**  
 Date from: **01 Feb 2002**  
 Date to: **31 Mar 2006**  
 Description of duties: **Establish and maintain friendly relations with government related department; Responsible for managing customers working overseas trip; Travelling with important clients and arrange business and leisure activities for them**

## Application for Permanent Employer Sponsored or Nominated Visa

**Employment registration licensing / professional membership**

Does the applicant hold employment registration licensing or professional membership (including any obtained in Australia)?

**No**

**Language**

Language -

**Language ability**

Has the applicant undertaken an English language test within the last 36 months?

**No**

Does the applicant have at least functional English language ability?

**No**

**Main language**

Main language: **Mandarin**

Language -

**Language ability**

Has the applicant undertaken an English language test within the last 36 months?

**No**

Does the applicant have at least functional English language ability?

**No**

**Main language**

Main language: **Mandarin**

**Previous countries of residence**

Have any of the applicants lived in a country other than the primary applicant's usual country of residence?

**No**

**Character declarations**

Has any applicant ever been convicted of a crime or offence in any country (including any conviction which is now removed from official records)?

**No**

Application for Permanent Employer Sponsored or Nominated Visa

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Has any applicant ever been charged with any offence that is currently awaiting legal action?

**No**

Has any applicant ever been acquitted of any criminal offence or other offence on the grounds of mental illness, insanity or unsoundness of mind?

**No**

Has any applicant ever been removed or deported from any country (including Australia)?

**No**

Has any applicant ever left any country to avoid being removed or deported?

**No**

Has any applicant ever been excluded from or asked to leave any country (including Australia)?

**No**

Has any applicant ever committed or been involved in the commission of war crimes or crimes against humanity or human rights?

**No**

Has any applicant ever been involved in any activities that would represent a risk to Australian national security?

**No**

Has any applicant ever had any outstanding debts to the Australian Government or any public authority in any other country?

**No**

Has any applicant ever been involved in any activity, or been convicted of any offence, relating to the illegal movement of people to any country (including Australia)?

**No**

Has any applicant ever:

- served in a military force or state sponsored or private militia, or
- undergone any military or paramilitary training, or
- been trained in weapons or explosives use (however described), other than in the course of compulsory national military service?

**No**

## Exemption declarations

Is the primary applicant seeking an exemption based on age, skill and/or language requirements?

## Application for Permanent Employer Sponsored or Nominated Visa

**Yes**

**Age-related exemption declarations**

Is the applicant seeking an exemption from the age requirement?

**No**

**Skill-related exemption declarations**

Is the applicant seeking an exemption from the skill requirement?

**Yes**

Is the applicant's nominated employment determined as exempt by the Minister for Immigration and Border Protection?

**Yes**

Are the applicant's nominated earnings at least equivalent to the current Australian Tax Office top individual tax rate?

**Yes**

Is the applicant currently in Australia as the holder of a subclass 444 or 461 visa and have been working for their nominating employer in their nominated occupation for at least two years (excluding any periods of unpaid leave) in the last three years?

**No**

**Language-related exemption declarations**

Is the applicant seeking an exemption from the English language requirement?

**Yes**

Is the applicant's nominated employment determined as exempt by the Minister for Immigration and Border Protection?

**Yes**

Are the applicant's nominated earnings at least equivalent to the current Australian Tax Office top individual tax rate?

**Yes**

**ENS / RSMS Declarations**

Warning:

Giving false or misleading information is a serious offence.

The applicants declare that they:

Agree to take up the position for at least two years.

**Yes**

Understand that if the applicant, any family members included in the application or third parties acting on behalf of the applicant, provide (or have provided in a previous application) false or misleading information, or bogus documents either knowingly or otherwise, the visa application will be refused and the applicant subject to three year bar in relation to visas to which the fraud criterion applies. Any visa granted may be cancelled.

**Yes**

## Application for Permanent Employer Sponsored or Nominated Visa

Authorise the Australian Government to make enquiries necessary to determine their eligibility for permanent stay in Australia, and to use any information supplied in this application for that purpose.

**Yes**

Have declared that the position to which the application relates is a position nominated under regulation 5.19 or in accordance with a labour agreement by providing details in this application of a nomination that has been lodged with the Department of Immigration and Border Protection. (Note: This application will not be valid if the details provided cannot be matched to a nomination that has been lodged with the Department of Immigration and Border Protection.)

**Yes**

## Declarations

Warning:

Giving false or misleading information is a serious offence.

The applicants declare that they:

Have read and understood the information provided to them in this application.

**Yes**

Have provided complete and correct information in every detail on this form, and on any attachments to it.

**Yes**

Understand that if any fraudulent or misleading documents or information is found, this application is likely to be refused and they may become ineligible to be granted a visa for a period of time.

**Yes**

Understand that if this application is approved, any person not included in this application will not have automatic right of entry to Australia.

**Yes**

Will inform the Department of Immigration and Border Protection in writing immediately as they become aware of a change in circumstances (including change of address) or if there is any change relating to information they have provided in or with this application, while it is being considered.

**Yes**

## Life in Australia - Australian values

The applicant declares that all persons included in this application who are 18 years or over have read, or had explained to them, information provided by the Australian Government on Australian society and values and agrees to the Australian Values statement.

**Yes**

[Life in Australia booklet](#) [Australian values statement](#)



**Australian Government**  


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**Department of Immigration and Border Protection**

21/10/2014

[REDACTED]  
[REDACTED]  
[REDACTED]

HAIIDIAN  
BEIJING 100038  
CHINA

**In reply please quote:**

Client Name	[REDACTED]
Date of Birth	[REDACTED]
Date of Visa Application	21 October 2014
Transaction Reference Number	EGO6PZNR3T
File Number	BCC2014/2782032
Visa Application Receipt Number	93854277
Transmission Method	Email sent to AUSKY888@HOTMAIL.COM

Dear [REDACTED]

**Acknowledgement of valid application for a Employer Nomination (class EN) Employer Nomination (subclass 186) visa**

Your application has been assessed as a valid application. Please check the attached Visa Application Summary and contact us if any of the details are incorrect or change at any time during the processing of your application.

**Visa Application charge**

The visa application charge which has already been paid is for the processing of the application and it must be paid regardless of the application outcome. There are only limited circumstances in which refunds can be given.

**Important information in response to the World Health Organization's declaration of a Public Health Emergency of International Concern - Polio**

Applicants who have spent 28 days or longer in any of the 10 countries listed below on or after 5 May 2014 should provide a current polio vaccination certificate. This is in response to the World Health Organization's declaration of a Public Health Emergency of International Concern, noting recent outbreaks of polio in these 10 countries.

**Countries:** Afghanistan, Cameroon, Equatorial Guinea, Ethiopia, Iraq, Israel, Nigeria, Pakistan, Somalia, Syria

**people** our business

Parramatta Permanent Sponsored Entry, Level 2 9 Wentworth Ave PARRAMATTA NSW 2150  
GPO Box 9984 SYDNEY NSW 2001 • Telephone: 131 881 • Facsimile: 02 8861 4439 • Website: <http://www.immi.gov.au>

If this situation applies to you, please see the further information available at:  
[www.immi.gov.au/allforms/health-requirements/threats-public-health.htm](http://www.immi.gov.au/allforms/health-requirements/threats-public-health.htm)

### **Processing Standards**

The time taken for an application to be processed and for us to make a decision varies. Information about processing standards are available on our website at [www.immi.gov.au/myvisa/standards](http://www.immi.gov.au/myvisa/standards)

### **Your entitlements to government services**

You may be able to access a range of services offered by the Australian Government such as benefits from Centrelink or Medicare. The department of Human Services delivers a range of social and health-related payments and services. Further information about the range of services that may be available to you and your eligibility to access them is available at [www.humanservices.gov.au](http://www.humanservices.gov.au)

### **Providing documents**

The department may make a decision on your application without requesting additional information. You should provide us with all the information you feel is relevant.

If you lodged your application online, you should log in to your account to see the documents required for your application.

Do not send us original documents unless we ask you for them. If you send copies of your documents, ensure that they are certified copies.

If you provide us with fraudulent documents or claims, this may result in processing delays and possibly your application being refused.

### **Translating your documents**

Documents in languages other than English should be accompanied by an English translation. The English translations must be official certified translations from a National Accreditation Authority for Translators and Interpreters (NAATI) accredited translator. Translations provided by non-accredited translators outside Australia should be endorsed by the translator with their full name, address, telephone number, and details of their qualifications and experience in the language being translated.

### **Certified copies**

For the purposes of the migration legislation, a document is to be certified in writing as a true copy of the original document by:

if the copy is certified in Australia:

- a Justice of the Peace; or
- a Commissioner for Declarations; or
- a person before whom a statutory declaration may be made under the *Statutory Declarations Act 1959* (for example a nurse, legal practitioner, medical practitioner, pharmacist or dentist); or
- a registered migration agent (whose registration is not suspended or subject to a caution).

if the copy is certified outside Australia:

- a person who is the equivalent of a Justice of the Peace or Commissioner for Declarations in that place (for example a public notary); or
- a registered migration agent (whose registration is not suspended or subject to a caution).

### **Your information - your privacy**

Your visa application contained a Privacy notice about how the department can collect, use and disclose your personal information, details of which would still apply to information provided as a result of this letter.

### **Withdrawing your application**

You can withdraw your application at any stage during processing. If any applicant wishes to withdraw their application, they must advise the department in writing. This advice can include any number of applicants but must be signed by each person aged 18 years and over.

### **Changes to your circumstances**

You are required to tell us about any changes to your circumstances that may affect any answer to a question in your application form including your name, passport, contact details, address or family members as soon as possible. This obligation continues until a decision is made on your visa application, or, if you are currently outside Australia, until you have arrived in Australia and passed immigration clearance. You are required to do this in writing and can use *Form 1022 Notification of changes in circumstances (Section 104 of the Migration Act 1958)*, which is available at [www.immi.gov.au/myvisa/form1022](http://www.immi.gov.au/myvisa/form1022). Failure to notify the department of your new circumstances can have serious consequences and even if the visa you have applied for is granted, it may later be cancelled.

### **Client service information**

We value your compliments, complaints and suggestions. Your compliments let us know where we are performing well and your complaints and suggestions help us improve the services we provide.

In Australia you can call the Global Feedback Unit on 133 177 between 8:30 am and 4:30 pm Monday to Friday. Further information on our Client Service Charter and how to make a compliment, complaint or suggestion is available at [www.immi.gov.au/myvisa/feedback](http://www.immi.gov.au/myvisa/feedback)

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Yours sincerely

Department of Immigration and Border Protection

**Attachment(s)**

Visa Application Summary

*This email and attachment(s) was sent to AUSKY888@HOTMAIL.COM.*

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Parramatta Permanent Sponsored Entry, Level 2 9 Wentworth Ave PARRAMATTA NSW 2150  
GPO Box 9984 SYDNEY NSW 2001 • Telephone: 131 881 • Facsimile: 02 8861 4439 • Website: <http://www.immi.gov.au>

**Fwd: Employment contract -Mr [REDACTED]**

**From:** Maggie Sining Wang [REDACTED]  
**To:** Angus McLaren <angusmclaren@millerandjames.com.au>  
**Date:** Fri, 13 Mar 2015 13:05:05 +1100  
**Attachments:** Employment Contract\_[REDACTED].docx (0 bytes); Fwd: Employment contract -Mr [REDACTED] (3.38 kB)

Dear Angus,

We just received notification from the immigration dept that the process for Mr [REDACTED] application is at its final stage. Due to the lengthy period, in case the Immi Dept's phone call, I will send you some documents we prepared before just for refreshing your memory.

Thanks very much  
Maggie

----- Forwarded message -----

**From:** Maggie Sining Wang [REDACTED]  
**Date:** Wednesday, 6 August 20  
**Subject:** Employment contract -Mr [REDACTED]  
**To:** Angus McLaren [REDACTED]

Dear Angus,

Please find attached for you to review and sign off. It is in word document which means you can make changes if you wish to. Then you can scan back to me.

Mr [REDACTED] is our first applicant whose application was lodged 1.5 months ago. Now we are still in the middle of compiling required documents.

Mr [REDACTED] will be focusing on Chinese market and bringing in chinese investors. Within first 3 months probationary/ training period, you can assess his suitability and his salary and super will be covered by us. After 3 months it is up to you what kind of arrangement is more suitable.

Thanks and regards

Maggie

--  
Perigee International Pty Ltd  
PO Box 168 Glebe NSW 2037 Australia  
[REDACTED]

# Millers & James Real Estate



## Contract of Employment

The two parties to this contract of employment are:

**MILLER & JAMES (REAL ESTATE) PTY LIMITED (ABN: 40 001 296 797)**

Trading as MILLER & JAMES PTY LTD

OF 214-216 Hoskins Street, Temora NSW 2666

(‘The Company’)

And

Mr [REDACTED]  
[REDACTED], Haidian District, Beijing CHINA

### 1. Position

1.1 This contract is for continuous employment and the start date will be the date of Mr [REDACTED] visa is granted.

1.2 Mr [REDACTED] Position is **Deputy General Manager**.

1.3 The duties of this position are set out in the attached job description. Mr [REDACTED] will be required to perform these duties, and any other duties the Company may assign to Mr [REDACTED] in relation to his skills, training and experience.

1.4 Mr [REDACTED] will be required to perform these duties at Temora NSW.

### 2. Terms and Conditions of Employment

#### 2.1 Commencement Date

Mr [REDACTED] employment will commence on the day following his visa approval.

#### 2.2 Remuneration

Mr [REDACTED] will be paid fortnightly at the rate of \$185000 per year plus superannuation.

#### 2.3 Payment

Mr [REDACTED] salary will be paid fortnightly on the Thursday.

214-216 Hoskins Street, Temora NSW 2666  
Phone: (02) 6977 1333 Fax: (02) 6977 4080  
ABN: 40 001 296 797

## 2.4 Superannuation

Superannuation payments will be made on Mr [REDACTED] behalf at a rate of 9.5% of his base salary in accordance with the Superannuation Guarantee into Superannuation fund of Mr [REDACTED] choice.

## 2.5 Salary Review

Mr [REDACTED] remuneration package will be reviewed annually on or about the anniversary of Mr [REDACTED] employment or in accordance with workplace laws.

## 2.6 Leave Entitlements

### ● Annual Leave

Mr [REDACTED] is entitled to 20 days' (4 weeks') annual leave per year of service. Leave is accrued in accordance with the Fair Work Act 2009 and should be taken within one year of falling due, on occasions negotiated with Mr [REDACTED] manager.

### ● Personal leave

Mr [REDACTED] is entitled to 10 days paid personal/care's leave in accordance with the Fair Work Act 2009.

Mr [REDACTED] is entitled to a period of two days unpaid care's leave per occasion in accordance with the Fair Work Act 2009.

Mr [REDACTED] is entitled to a period of two days paid compassionate leave per occasion in accordance with the Fair Work Act 2009.

### ● Long Service Leave

Mr [REDACTED] will be entitled to long service leave in line with the provisions of the Long Service Leave Act 1992.

### ● Parental Leave

Mr [REDACTED] may be entitled to parental leave in line with the provisions of the Fair Work Act 2009.

## 2.7 Probationary Period

A three month Probationary Period will apply to this role. During this time Mr [REDACTED] will receive advice, training and guidance to help Mr [REDACTED] become familiar with, and competent in, performing the work he has been appointed to do. The appointment is subject to the satisfactory completion of the Probationary Period which itself is subject to termination during any stage, by either party, upon one week's notice in writing, or by payment in lieu of notice.

## 2.8 Termination

Mr [REDACTED] or the company may terminate this employment at any time giving one month notice of termination or by the company making a payment of one month in lieu of notice.

In case of serious conduct (defined as breach of any employment related law or policies published by the company from time to time), no notice or any payment in lieu will be given. The minimum period of 4 weeks are required to be given to the employer by the employee.

Following the termination of Mr [REDACTED] employment, Mr [REDACTED] will be required to return all company properties.

### **2.8 Hours of Work**

Millers and James Real Estate's general hours of business are between 9:00 am to 5:00 pm, Monday to Friday. It is expected that Mr [REDACTED] will work an average of 37.5 hours per week during general business hours.

From time to time Mr [REDACTED] will be required to work reasonable additional hours or after hours when necessary to perform Mr [REDACTED] duties. Overtime payments or time in lieu will be calculated in accordance with Real Estate Industry Award 2010, if overtime or time in lieu will apply.

### **3. Privacy**

Mr [REDACTED] is required to observe and uphold all of the Company's privacy policies and procedures as implemented or varied from time to time. Collection, storage, access to and dissemination of employee personal information will be in accordance with privacy legislation.

### **4. Confidentiality of Information**

During his employment, Mr [REDACTED] may become aware of information relating to the business of Millers and James Real Estate, including but not limited to client lists, trade secrets, client details and pricing structures.

Confidential information, including client lists, trade secrets, pricing structures and any and all documents created by Mr [REDACTED] in the course of his employment remain the sole property of Millers and James Real Estate. Mr [REDACTED] shall not, either during or after his employment, without the prior consent of Millers and James Real Estate, directly or indirectly divulge to any person or use the confidential information for Mr [REDACTED] own or another's benefit.

### **5. Jurisdiction**

This contract is made in the State of NSW.

### **6. Welcome and Acceptance**

We would like to take this opportunity to welcome Mr [REDACTED] to Millers and James Real Estate and wish Mr [REDACTED] a long and rewarding career with us.

214-216 Hoskins Street, Temora NSW 2666  
Phone: (02) 6977 1333 Fax: (02) 6977 4080  
ABN: 40 001 296 797

Angus McLaren

**Managing Director**  
**Millers & James Real Estate**  
22 May 2014

I, [REDACTED], have read and understood this contract of employment, and accept the terms and conditions set out in the contract.

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

Print Name: \_\_\_\_\_

214-216 Hoskins Street, Temora NSW 2666  
Phone: (02) 6977 1333 Fax: (02) 6977 4080  
ABN: 40 001 296 797



**Australian Government**  


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**Department of Immigration and Border Protection**

18/03/2015

[REDACTED]  
[REDACTED]  
[REDACTED]  
HAIDIAN  
BEIJING 100038  
CHINA

**In reply please quote:**

Client Name	[REDACTED]
Date of Birth	[REDACTED]
Date of Visa Application	21 October 2014
Transaction Reference Number	EGO6PZNR3T
File Number	BCC2014/2782032
Visa Application Receipt Number	94854083
Transmission Method	Email sent to AUSKY888@HOTMAIL.COM

**Nomination Details**

Sponsor Name	MILLER & JAMES (REAL ESTATE) PTY LIMITED
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Dear [REDACTED]

**Notification of grant of a Employer Nomination (class EN) Employer Nomination (subclass 186) visa**

I wish to advise that a decision has been made on this application and visas have been granted on 18 March 2015 to the applicant(s) listed in the attached Visa Grant Notice, which contains important information about your visa.

Please keep a copy of this letter and the Visa Grant Notice in a safe place for your reference.

**Questions about this decision**

If you have questions about this decision, or the process or information that was taken into account, you may contact us by any of the means listed below.

**Changes of Passport Details**

It is important to notify us of changes to your passport details if you are travelling. This includes details of any new passport you obtain to replace a passport that has expired or been lost/stolen/destroyed, and any additional passport of another nationality you hold. The

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details of any new passport that you provide will be linked to your record on the department's systems to facilitate your travel. You are required to do this in writing and notify the nearest office of the department. You can use Form 929 Change of address and/or passport details to notify us of a change which is available at [www.immi.gov.au/myvisa/form929](http://www.immi.gov.au/myvisa/form929)

**Client service information**

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Yours sincerely

Annette PYU  
Position Number: 60023878  
Case officer  
Department of Immigration and Border Protection

*This email and attachment(s) was sent to AUSKY888@HOTMAIL.COM.*

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GPO Box 9984 SYDNEY NSW 2001 • Telephone: 08 9415 9652 • Facsimile: 02 8861 4439 • Website: <http://www.immi.gov.au>



**Australian Government**  
 Department of Immigration and Border Protection

## VISA GRANT NOTICE

### Application details

Date of Visa Application 21 October 2014  
 Transaction Reference Number EGO6PZNR3T  
 (TRN):  
 File Number: BCC2014/2782032  
 Visa Application Charge Receipt 94854083  
 Number:

### Grant details

<b>Applicant Type</b>	<b>Main Applicant</b>
<b>Visa Class</b>	Employer Nomination (class EN)
<b>Visa Subclass</b>	Employer Nomination (subclass 186)
<b>Visa Subclass Stream</b>	Direct Entry
<b>Client Name</b>	██████████
<b>Date Of Birth</b>	██████████
<b>Passport Number</b>	██████████
<b>Visa Grant Number</b>	0071600412157
<b>Visa Grant Date</b>	18 March 2015
<b>Must Make First Entry to Australia Before</b>	21 October 2015
<b>Must Not Arrive After</b>	18 March 2020
<b>Stay Period</b>	Indefinite
<b>Travel Facility</b>	Multiple
<b>Visa Conditions</b>	NIL

### First entry date

You must make your first entry to Australia before 21 October 2015. It is not possible to change this date.

More information on entitlements is available at [www.immi.gov.au/myvisa/vevo](http://www.immi.gov.au/myvisa/vevo)

### Polio vaccinations

On 5 May 2014, the World Health Organization (WHO) Director General declared the recent international spread of wild type polio virus to be a Public Health Emergency of International

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 GPO Box 9984 SYDNEY NSW 2001 • Telephone: 08 9415 9652 • Facsimile: 02 8861 4439 • Website: <http://www.immi.gov.au>

Concern under the International Health Regulations (IHR). Ten countries, listed below, have been identified as having suffered recent outbreaks of polio.

If you are from one of the countries listed below, or have spent 28 days or longer in these countries on or after 5 May 2014 we encourage you to have a polio vaccination prior to departing for Australia. Having the vaccination will also assist in eradicating the spread of polio.

To obtain maximum benefit in assisting with the eradication of the spread of polio, it is advisable to have the vaccination at least 4 weeks prior to your travel.

**Countries:** Afghanistan, Cameroon, Equatorial Guinea, Ethiopia, Iraq, Israel, Nigeria, Pakistan, Somalia, Syria

Further information is available from [www.immi.gov.au/allforms/health-requirements/threats-public-health.htm](http://www.immi.gov.au/allforms/health-requirements/threats-public-health.htm)

### **Travel to Australia**

You must make your own travel arrangements and pay your own airfares to travel to Australia. However, you may be eligible for concession fares provided by the International Organization for Migration (IOM). Further information about the range of services that may be available to you is available at [www.iom.int](http://www.iom.int)

### **Living in Australia**

Congratulations! You have been granted a permanent visa which allows you to travel to and remain in Australia indefinitely. You may wish to learn more about living in Australia. Further information about living and settling in Australia, including the Beginning a Life in Australia booklet and the Form 994i Settlement information for migrants to Australia, is available on our website at [www.immi.gov.au](http://www.immi.gov.au)

### **Your entitlements to government services**

You may be able to access a range of services offered by the Australian Government such as benefits from Centrelink or Medicare. The department of Human Services delivers a range of social and health-related payments and services. Further information about the range of services that may be available to you and your eligibility to access them is available at [www.humanservices.gov.au](http://www.humanservices.gov.au)

### **AMEP English language tuition**

The Commonwealth Government provides English language tuition in Australia through the Adult Migrant English Program (AMEP). You may be eligible to access the AMEP. To find out more contact an AMEP service provider as soon as possible as there are time limits to register for the program. Further information including details of AMEP service providers and locations is available at [www.industry.gov.au/amep](http://www.industry.gov.au/amep)

### **About your visa**

You have been granted a permanent visa which allows you to remain in Australia indefinitely. This visa allows you to travel to and enter Australia as many times as you want until 18

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March 2020. If you wish to travel to Australia after this expiry date, you will need to apply for, and be granted a Resident Return Visa (RRV). Further information is available on our website at [www.immi.gov.au](http://www.immi.gov.au)

You may wish to consider withdrawing any other undecided visa applications you have lodged with this department. If you are granted another substantive visa this visa will cease and may affect your eligibility for benefits. To withdraw any other visa applications, you must advise the department in writing.

### **More Information**

If you have any enquiries about conditions of service for specific occupations, please contact Unions Australia on 1300 486 466 or visit their website at [www.unionsaustralia.com.au](http://www.unionsaustralia.com.au)

If you have any enquiries about payment of wages or treatment within the workplace, please contact Fair Work Australia on 131 394 or visit their website at [www.fairwork.gov.au](http://www.fairwork.gov.au)

If you have any enquiries about a migration agent or to provide feedback regarding the services of a migration agent, please contact Office of the MARA on 1300 226 272 or visit their website at [www.mara.gov.au](http://www.mara.gov.au)

If you need an interpreter when contacting these organisations, please phone the Translation and Interpreting Service on 131 450.

### **Australia is visa label-free**

Australia's electronic visa system does not require you to have a visa label placed in your passport. More information is available at [www.immi.gov.au/visa-labels](http://www.immi.gov.au/visa-labels)

You can access your visa information at any time using **Visa Entitlement Verification Online (VEVO)**, a free web-based service available 24 hours a day, seven (7) days a week.

You should keep this letter in a safe place as it contains useful information which will assist you when accessing VEVO. To log into VEVO you will need your passport information and your visa grant number or transaction reference number (if lodged online) listed above. More information is available at [www.immi.gov.au/VEVO](http://www.immi.gov.au/VEVO). Alternatively, if you have a QR application on your mobile phone device you can use this to access the VEVO website via the QR code (located on the top right hand side of your letter).

Foreign governments have been informed about Australia's label-free policy and airline staff will electronically confirm you have a valid visa before you board the plane to travel to Australia.

- 4 -

Most countries have specific entry, exit and visa requirements. If you are transiting or exiting through another country, it is your responsibility to check with the relevant government authorities. The Australian Government cannot advise on other countries' requirements.

Annette PYU

Position Number: 60023878

APS5

Perth Permanent Sponsored Entry

Department of Immigration and Border Protection

18 March 2015

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Perth Permanent Sponsored Entry, Ground Floor 836 Wellington Street West Perth WA 6005  
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**Australian Government**  
 Department of Immigration and Border Protection

## VISA GRANT NOTICE

### Application details

Date of Visa Application 21 October 2014  
 Transaction Reference Number EGO6PZNR3T  
 (TRN):  
 File Number: BCC2014/2782032  
 Visa Application Charge Receipt 94854083  
 Number:

### Grant details

<b>Applicant Type</b>	<b>Secondary Applicant</b>
<b>Visa Class</b>	Employer Nomination (class EN)
<b>Visa Subclass</b>	Employer Nomination (subclass 186)
<b>Client Name</b>	[REDACTED]
<b>Date Of Birth</b>	[REDACTED]
<b>Passport Number</b>	[REDACTED]
<b>Visa Grant Number</b>	0071600412158
<b>Visa Grant Date</b>	18 March 2015
<b>Must Make First Entry to Australia Before</b>	21 October 2015
<b>Must Not Arrive After</b>	18 March 2020
<b>Stay Period</b>	Indefinite
<b>Travel Facility</b>	Multiple
<b>Visa Conditions</b>	NIL

### First entry date

You must make your first entry to Australia before 21 October 2015. It is not possible to change this date.

More information on entitlements is available at [www.immi.gov.au/myvisa/vevo](http://www.immi.gov.au/myvisa/vevo)

### Polio vaccinations

On 5 May 2014, the World Health Organization (WHO) Director General declared the recent international spread of wild type polio virus to be a Public Health Emergency of International Concern under the International Health Regulations (IHR). Ten countries, listed below, have been identified as having suffered recent outbreaks of polio.

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If you are from one of the countries listed below, or have spent 28 days or longer in these countries on or after 5 May 2014 we encourage you to have a polio vaccination prior to departing for Australia. Having the vaccination will also assist in eradicating the spread of polio.

To obtain maximum benefit in assisting with the eradication of the spread of polio, it is advisable to have the vaccination at least 4 weeks prior to your travel.

**Countries:** Afghanistan, Cameroon, Equatorial Guinea, Ethiopia, Iraq, Israel, Nigeria, Pakistan, Somalia, Syria

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for, and be granted a Resident Return Visa (RRV). Further information is available on our website at [www.immi.gov.au](http://www.immi.gov.au)

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- 4 -

Most countries have specific entry, exit and visa requirements. If you are transiting or exiting through another country, it is your responsibility to check with the relevant government authorities. The Australian Government cannot advise on other countries' requirements.

Annette PYU

Position Number: 60023878

APS5

Perth Permanent Sponsored Entry

Department of Immigration and Border Protection

18 March 2015

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GPO Box 9984 SYDNEY NSW 2001 • Telephone: 08 9415 9652 • Facsimile: 02 8861 4439 • Website: <http://www.immi.gov.au>



**Australian Government**  
 Department of Immigration and Border Protection

## VISA GRANT NOTICE

### Application details

Date of Visa Application 21 October 2014  
 Transaction Reference Number EGO6PZNR3T  
 (TRN):  
 File Number: BCC2014/2782032  
 Visa Application Charge Receipt 94854083  
 Number:

### Grant details

<b>Applicant Type</b>	<b>Migrating Dependent</b>
<b>Visa Class</b>	Employer Nomination (class EN)
<b>Visa Subclass</b>	Employer Nomination (subclass 186)
<b>Client Name</b>	[REDACTED]
<b>Date Of Birth</b>	[REDACTED]
<b>Passport Number</b>	[REDACTED]
<b>Visa Grant Number</b>	0071600412159
<b>Visa Grant Date</b>	18 March 2015
<b>Must Make First Entry to Australia Before</b>	21 October 2015
<b>Must Not Arrive After</b>	18 March 2020
<b>Stay Period</b>	Indefinite
<b>Travel Facility</b>	Multiple
<b>Visa Conditions</b>	NIL

### First entry date

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**Countries:** Afghanistan, Cameroon, Equatorial Guinea, Ethiopia, Iraq, Israel, Nigeria, Pakistan, Somalia, Syria

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You may be able to access a range of services offered by the Australian Government such as benefits from Centrelink or Medicare. The department of Human Services delivers a range of social and health-related payments and services. Further information about the range of services that may be available to you and your eligibility to access them is available at [www.humanservices.gov.au](http://www.humanservices.gov.au)

### **AMEP English language tuition**

The Commonwealth Government provides English language tuition in Australia through the Adult Migrant English Program (AMEP). You may be eligible to access the AMEP. To find out more contact an AMEP service provider as soon as possible as there are time limits to register for the program. Further information including details of AMEP service providers and locations is available at [www.industry.gov.au/amep](http://www.industry.gov.au/amep)

### **About your visa**

You have been granted a permanent visa which allows you to remain in Australia indefinitely. This visa allows you to travel to and enter Australia as many times as you want until 18 March 2020. If you wish to travel to Australia after this expiry date, you will need to apply

**people** our business

for, and be granted a Resident Return Visa (RRV). Further information is available on our website at [www.immi.gov.au](http://www.immi.gov.au)

You may wish to consider withdrawing any other undecided visa applications you have lodged with this department. If you are granted another substantive visa this visa will cease and may affect your eligibility for benefits. To withdraw any other visa applications, you must advise the department in writing.

### **More Information**

If you have any enquiries about conditions of service for specific occupations, please contact Unions Australia on 1300 486 466 or visit their website at [www.unionsaustralia.com.au](http://www.unionsaustralia.com.au)

If you have any enquiries about payment of wages or treatment within the workplace, please contact Fair Work Australia on 131 394 or visit their website at [www.fairwork.gov.au](http://www.fairwork.gov.au)

If you have any enquiries about a migration agent or to provide feedback regarding the services of a migration agent, please contact Office of the MARA on 1300 226 272 or visit their website at [www.mara.gov.au](http://www.mara.gov.au)

If you need an interpreter when contacting these organisations, please phone the Translation and Interpreting Service on 131 450.

### **Australia is visa label-free**

Australia's electronic visa system does not require you to have a visa label placed in your passport. More information is available at [www.immi.gov.au/visa-labels](http://www.immi.gov.au/visa-labels)

You can access your visa information at any time using **Visa Entitlement Verification Online (VEVO)**, a free web-based service available 24 hours a day, seven (7) days a week.

You should keep this letter in a safe place as it contains useful information which will assist you when accessing VEVO. To log into VEVO you will need your passport information and your visa grant number or transaction reference number (if lodged online) listed above. More information is available at [www.immi.gov.au/VEVO](http://www.immi.gov.au/VEVO). Alternatively, if you have a QR application on your mobile phone device you can use this to access the VEVO website via the QR code (located on the top right hand side of your letter).

Foreign governments have been informed about Australia's label-free policy and airline staff will electronically confirm you have a valid visa before you board the plane to travel to Australia.

- 4 -

Most countries have specific entry, exit and visa requirements. If you are transiting or exiting through another country, it is your responsibility to check with the relevant government authorities. The Australian Government cannot advise on other countries' requirements.

Annette PYU

Position Number: 60023878

APS5

Perth Permanent Sponsored Entry

Department of Immigration and Border Protection

18 March 2015

**people** our business

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Perth Permanent Sponsored Entry, Ground Floor 836 Wellington Street West Perth WA 6005  
GPO Box 9984 SYDNEY NSW 2001 • Telephone: 08 9415 9652 • Facsimile: 02 8861 4439 • Website: <http://www.immi.gov.au>

**Solpak Pty Ltd**  
 7/1-3 Trelawney St  
 EASTWOOD NSW 2122  
 Australia  
 Phone: +612 98740729  
 ABN: 11 111 420 083



Invoice: IV00000750

**Tax Invoice**

Invoice date: 04/03/2014

Bill to:



Due:

15/04/2014

ITEM	DESCRIPTION		UNITS	UNIT PRICE (inc GST)	TAX TYPE	AMOUNT (inc GST)
	186 Visa_Client Bond Deposit [REDACTED]	Qty	1	1,000.00	GST	1,000.00

GST: \$90.91  
 Total (inc GST): \$1,000.00  
 Amount Paid: \$1,000.00  
**AMOUNT DUE: \$0.00**

**Notes**

**How to Pay** Due 15/04/2014

**Bank Deposit via EFT**

Bank: Commonwealth Bank of Australia  
 Name: Solpak Pty Ltd  
 BSB: [REDACTED]  
 AC#: [REDACTED]  
 Ref#: IV00000750

**Mail**

**Cheques payable to:**  
 Ausky Visa Solutions

**Mail to:**  
 7/1-3 Trelawney St  
 EASTWOOD NSW 2122

**Solpak Pty Ltd**  
 7/1-3 Trelawney St  
 EASTWOOD NSW 2122  
 Australia  
 Phone: +612 98740729  
 ABN: 11 111 420 083



Invoice: IV00000168

**Tax Invoice**

Invoice date: 04/03/2014

Bill to:



Due:

31/03/2015

ITEM	DESCRIPTION		UNITS	UNIT PRICE (inc GST)	TAX TYPE	AMOUNT (inc GST)
	186 Visa_Nomination Fee_ [REDACTED]	Qty	1	540.00	No GST	540.00
	186 Visa_Visa Application Fee_ [REDACTED]	Qty	1	6,226.53	No GST	6,226.53
	186 Visa_2nd VAC Payment_ [REDACTED]	Qty	1	4,890.00	GST Free	4,890.00

GST: \$0.00  
 Total (inc GST): \$11,656.53  
 Amount Paid: \$11,656.53  
**AMOUNT DUE: \$0.00**

**Notes**

Notes

**How to Pay** Due 31/03/2015**Bank Deposit via EFT**

**Bank:** Commonwealth Bank of  
Australia  
**Name:** Solpak Pty Ltd  
**BSB:** [REDACTED]  
**AC#:** [REDACTED]  
**Ref#:** IV00000168

**Mail**

**Cheques payable to:**  
Ausky Visa Solutions

**Mail to:**  
7/1-3 Trelawney St  
EASTWOOD NSW 2122

**Solpak Pty Ltd**  
 7/1-3 Trelawney St  
 EASTWOOD NSW 2122  
 Australia  
 Phone: +612 98740729  
 ABN: 11 111 420 083



Invoice: IV00001761

**Tax Invoice**

Invoice date: 10/05/2015

Bill to:



Due:

21/11/2018

ITEM	DESCRIPTION		UNITS	UNIT PRICE (inc GST)	TAX TYPE	AMOUNT (inc GST)
	2nd VAC for [REDACTED] [REDACTED] Wife, [REDACTED] [REDACTED]	Qty	1	4,890.00	GST Free	4,890.00

GST: \$0.00  
 Total (inc GST): \$4,890.00  
 Amount Paid: \$4,890.00  
**AMOUNT DUE: \$0.00**

**Notes**

**How to Pay** Due 21/11/2018

**Bank Deposit via EFT**

Bank: Commonwealth Bank of Australia  
 Name: Solpak Pty Ltd  
 BSB: [REDACTED]  
 AC#: [REDACTED]  
 Ref#: IV00001761

**Mail**

**Cheques payable to:**  
 Ausky Visa Solutions  
  
**Mail to:**  
 7/1-3 Trelawney St  
 EASTWOOD NSW 2122

09/04/2019

Gmail - Invoice from Ausky Visa Solutions



Angus McLaren [REDACTED]

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**Invoice from Ausky Visa Solutions**

1 message

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**Maggie Sining Wang** [REDACTED]  
To: Angus McLaren <angus@millerandjames.com.au>

Thu, Oct 1, 2015 at 5:40 PM

Hi Angus,

Please find attached invoice and I will pick the cheque on next Tuesday when we meet up.

Thanks  
Maggie

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Perigee International Pty Ltd  
7/1-3 Trelawney St Eastwood NSW 2122 Australia  
[REDACTED]

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 **IV00000688.pdf**  
118K

**Ausky Visa Solutions**

1/175 rowe street  
 EASTWOOD NSW 2122  
 Australia  
 Phone: +612 98740729  
 ABN: 11 111 420 083



**AUSKY VISA SOLUTIONS**

**Invoice: IV00000688**

**Tax Invoice**

**Invoice date: 31/07/2015**

**Bill to:**  
 Millers&James (Real Estate) Pty Limited and [REDACTED]

**Due:**  
 15/10/2015

ITEM	DESCRIPTION		UNITS	UNIT PRICE (inc GST)	TAX TYPE	AMOUNT (inc GST)
	186 Visa_Service Fee_ [REDACTED]	Qty	1	5,500.00	GST	5,500.00

GST: \$500.00  
 Total (inc GST): \$5,500.00  
 Amount Paid: \$0.00  
**AMOUNT DUE: \$5,500.00**

**Notes**

**How to pay**



**Bank Deposit**

**Bank Name:** Commonwealth Bank of Australia  
**BSB:** [REDACTED]  
**Account Number:** [REDACTED]  
**Account Name:** Solpak Pty Ltd  
**Reference:** IV00000688



**Mail**

**Make your cheque payable to:**  
 Ausky Visa Solutions

**Detach this section and mail with your cheque to:**  
 1/175 rowe street  
 EASTWOOD NSW 2122

Home (/LA/app.htm#businesses/89205/home) ▶ Sales history (https://essentials.myob.com.au/LA/app.htm#businesses/89205/invoices/history)

▶ View payment

## View payment

Edit payment

From: Millers&James (Real Estate) Pty Limited and [REDACTED]  
Into account: 1-1500 CBA Operating Account 8429  
Notes:

Date: 19/10/2015  
Reference number: CP001011  
Total amount received: \$5,500.00

**i** This transaction has been reconciled.

Invoice number	Date issued	Original amount	Discount given	Amount due	Payment amount
IV00000688	31/07/2015	\$5,500.00	\$0.00	\$0.00	\$5,500.00

Delete Cancel





Angus McLaren &lt;[REDACTED]&gt;

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**Avocados farms Toowoomba.**

2 messages

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**Robert Tweedy** <robtweedy@gdirre.com.au>  
To: "angus@millerandjames.com.au" <angus@millerandjames.com.au>

Wed, Dec 7, 2016 at 4:33 PM

Hi Angus.

Have a look at this. I will get an up to date IM soon. This will give you an idea of what it is like.

Kind regards

Rob.

**Rob Tweedy**

*Principal and Sale Specialist*

Goondiwindi Rural and Residential Real Estate

Mob: [REDACTED]

Email: robtweedy@gdirre.com.au

Web: www.gdirre.com.au



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 **150217 Highland Avocados Prospectus - Summary Report - FINAL.pdf**  
2610K

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**Angus McLaren** <angus@millerandjames.com.au>

Thu, Dec 8, 2016 at 4:09 PM

To: [REDACTED]

Hi Steven,

Here is an interesting opportunity to purchase an avocado farm in Queensland. The agent is a friend and is happy to work with me on this one.

Regards Angus



# Miller & James Real Estate

214 - 216 Hoskins Street, Temora      Ph. (02) 6977 1333  
Mobile. 0428 496 289  
Email. [angus@millerandjames.com.au](mailto:angus@millerandjames.com.au)  
Website. [www.millerandjames.com.au](http://www.millerandjames.com.au)

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150217 Highland Avocados Prospectus - Summary Report - FINAL.pdf  
2610K



Angus McLaren



**about employment letter**

5 messages

[Redacted]  
To: angus@millerandjames.com.au

Sun, Dec 4, 2016 at 10:11 PM

Hi Angus,

Just as we mentioned last Friday,now I'm sending you e-copy of employment letter,please check it and make file using company letter-head format which shows NAME,ABN,ADDRESS,TEL,FAX of Miller&James,then email to me after scanning.

Thanks a lot.

Steven [Redacted]

4/12/2016

**Employment letter.doc**  
28K

**Angus McLaren** <angus@millerandjames.com.au>

Tue, Dec 6, 2016 at 8:40 AM

To: [Redacted]

Hi Steven,

Please find attached the Employment letter.

Following on from our meeting last week, I am meeting with our website manager latter this week to discuss how we can integrate your company's website into ours. I will send you some info on a couple of exciting investment opportunities latter in the week.

Regards Angus



**Miller & James**  
**Real Estate**

214 - 216 Hoskins Street, Temora Ph. (02) 6977 1333  
Mobile. 0428 496 289  
Email. angus@millerandjames.com.au  
Website. www.millerandjames.com.au

[Quoted text hidden]

M [Redacted].pdf  
103K

[Redacted]  
To: Angus McLaren <angus@millerandjames.com.au>

Tue, Dec 6, 2016 at 9:14 PM

Hello Angus,

Thanks for your prompt response.

1,I'll send you my personal info for the presentation of your website in the next days;

NSW ICAC EXHIBIT

2. It's wonderful if you give me some info on projects in advance, I'll try my best to pre-roadshow during my staying in china in the next January;

3. Furthermore, today my broker told me a little bit about Employment letter adjustment. He said it should be better to delete "UNTIL the probation period is finished", the adjustment would be helpful to apply bank loan for me, the letter is only submitted to bank loans, NEVER mind anything else. Would you please revise it and send me again?

Warm regards,

Steven

6/12

[Quoted text hidden]

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Angus McLaren <angus@millerandjames.com.au>

Thu, Dec 8, 2016 at 4:30 PM

To: [REDACTED]

Dear Steven,

I am out of the office this week but will redo the employment letter on Monday.

Regards Angus



# Miller & James Real Estate

214 - 216 Hoskins Street, Temora

Ph. (02) 6977 1333

Mobile. 0428 496 289

Email. [angus@millerandjames.com.au](mailto:angus@millerandjames.com.au)

Website. [www.millerandjames.com.au](http://www.millerandjames.com.au)

[Quoted text hidden]

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Angus McLaren <angus@millerandjames.com.au>

Mon, Dec 12, 2016 at 5:20 PM

To: [REDACTED]

Hi Steven,

Please find attached the new employment letter as discussed. I am heading to Western Australia tomorrow morning to look at farms and will be back on Saturday.

Regards Angus



# Miller & James Real Estate

214 - 216 Hoskins Street, Temora

Ph. (02) 6977 1333

Mobile. 0428 496 289

Email. [angus@millerandjames.com.au](mailto:angus@millerandjames.com.au)

Website. [www.millerandjames.com.au](http://www.millerandjames.com.au)

[Quoted text hidden]



[REDACTED]



Angus McLaren <redwinfarming@gmail.com>

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## Western Australia

2 messages

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Angus McLaren <angus@millerandjames.com.au>

Thu, Jan 26, 2017 at 12:12 PM

To: [REDACTED]

Dear Steven,

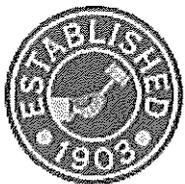
I hope you and Karen had a great Xmas and New Year.

I have just returned from a holiday to France and Switzerland.

I travelled to Western Australia at the end of December. I found plenty of opportunities for grain and sheep properties to be purchased and leased for a 5% return (plus capital gain). Not far from where I was looking, a Chinese company has purchased about 30,000 acres of cropping country. They paid well above the market price, and have struggled to grow a decent crop in three years. I think their experience will be very disappointing and reinforces my view that the lease model is the only way to go.

Please find attached my report.

Regards Angus



# Miller & James Real Estate

214 - 216 Hoskins Street, Temora Ph. (02) 6977 1333  
Mobile. 0428 496 289  
Email. [angus@millerandjames.com.au](mailto:angus@millerandjames.com.au)  
Website. [www.millerandjames.com.au](http://www.millerandjames.com.au)

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 Western Australian Farming Opportunities.pdf  
2150K

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Angus McLaren <angus@millerandjames.com.au>  
To: Oscar Freeman <oscar@millerandjames.com.au>

Fri, Feb 3, 2017 at 3:19 PM



# Miller & James Real Estate

214 - 216 Hoskins Street, Temora Ph. (02) 6977 1333  
Mobile. 0428 496 289  
Email. [angus@millerandjames.com.au](mailto:angus@millerandjames.com.au)  
Website. [www.millerandjames.com.au](http://www.millerandjames.com.au)

[Quoted text hidden]

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 Western Australian Farming Opportunities.pdf



Angus McLaren <redwinfarming@gmail.com>

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## Bergen Park

2 messages

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Angus McLaren <angus@millerandjames.com.au>

Wed, Mar 1, 2017 at 5:35 PM

To: [REDACTED]

Hi Steven,

Please find attached an extremely good irrigation property we are marketing. It could grow cotton, corn, soy beans, wheat, canola, wool, beef and lamb. The asking price is \$9 million

Let me know if you have anybody who might be interested.

Regards Angus



# Miller & James Real Estate

214 - 216 Hoskins Street, Temora  
Mobile. 0428 496 289

Ph. (02) 6977 1333

Email. [angus@millerandjames.com.au](mailto:angus@millerandjames.com.au)

Website. [www.millerandjames.com.au](http://www.millerandjames.com.au)

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 'BERGEN PARK' FORBES 2871 .pdf  
6454K

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Thu, Mar 2, 2017 at 12:24 AM

To: Angus McLaren <angus@millerandjames.com.au>

Hi Angus,

I have got the information, if somebody are interested in it, I'd like to let you know.

Best regards,

Steven

1/03/2017

[Quoted text hidden]

09/04/2019

Gmail - Fwd: Steve group certificate



Angus McLaren [REDACTED]

**Fwd: Steve group certificate**

1 message

Angus McLaren <angus@millerandjames.com.au>  
To: [REDACTED]

Wed, Sep 13, 2017 at 1:47 PM

----- Forwarded message -----

From: ApeosPort-V C2275 T2 <admin@millerandjames.com.au>  
Date: Wed, 13 Sep 2017 at 12:16 pm  
Subject: Scan Data from FX-019C2C  
To: <angus@millerandjames.com.au>

Number of Images: 1  
Attachment File Type: PDF

Device Name: ApeosPort-V C2275 T2  
Device Location:

--



**Miller & James  
Real Estate**

214 - 216 Hoskins Street, Temora      Ph. (02) 6977 1333  
Mobile. 0428 496 289  
Email. [angus@millerandjames.com.au](mailto:angus@millerandjames.com.au)  
Website. [www.millerandjames.com.au](http://www.millerandjames.com.au)

13092017121601-0001.pdf  
23K

## PAYG payment summary – individual non-business

Payment summary for year ending 30 June 2017

**Payee details**

[REDACTED]  
[REDACTED] Church Street  
 Parramatta NSW 2150

**NOTICE TO PAYEE**

If this payment summary shows an amount in the total tax withheld box, you must lodge a tax return. If no tax was withheld, you may still have to lodge a tax return.

For more information on whether you have to lodge, or about this payment and how it is taxed, you can:

- visit [www.ato.gov.au](http://www.ato.gov.au)
- phone 13 28 61 between 8.00am and 6.00pm, Monday to Friday.

Period of payment Day/Month/Year Day/Month/Year  
07/11/2016 to 24/02/2017

Payee's tax file number

[REDACTED]

**TOTAL TAX WITHHELD \$**

**18,561.00**

				Lump sum payments		Type
Gross Payments	\$	56,923.00	A	\$	0.00	
CDEP Payments	\$	0.00	B	\$	0.00	
Reportable fringe benefits amount FBT year 1 April to 31 March	\$	0.00	D	\$	0.00	
Reportable employer superannuation contributions	\$	0.00	E	\$	0.00	
Total allowances	\$	0.00	Total allowances are not included in Gross payments above. This amount needs to be shown separately in your tax return.			

**Payer Details**

Payer's ABN or withholding payer number 40001296797 Branch number 1

Payer's name Miller & James Real Estate Pty Ltd

Privacy – For more information about privacy, go to [ato.gov.au/privacy](http://ato.gov.au/privacy)

Signature of authorised person <span style="margin-left: 20px;">Angus McLaren</span>	Date <span style="margin-left: 20px;">13/09/2017</span>
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