

John _____

Jodegan Pty Ltd t/as
D & M Electrical
Communications

Agreement for Training

Party A Maggie Sining Wang
 Company: Perigee International Pty Ltd
 Tel. [REDACTED]
 Email. [REDACTED]

Party B Shaun Duffy
 Company: D & M
 Tel: [REDACTED]
 Email : sbduffy@dandm.com.au

RE: JOHN [REDACTED]

Both above parties agree to enter following agreement to the training for the above mentioned applicant.

1. Responsibilities:

Party A ensures the training fee to Party B is paid on time. Party B provides the training to the above mentioned applicant and improves his/her professional English being adapt to Australian workplace environment and meeting the requirements in getting the ENS (Employer Nomination Scheme) visa.

2. Fees

The total training fees payable to Party B will be Fifty Thousand Dollars (A\$50,000) .

3. Fee Payment Schedule:


At the date of signing this agreement, Party A pays ONE Thousand Australian Dollars (A\$1000) to Party B. Party B signs the required forms and provides the required documents. Also Party B will undertake the required works to help the above mentioned applicant's visa application and prepare for the training.


When the nomination is successful, Party A will pay Party B the other ONE Thousand Australian Dollars (A\$1000). Party will continue support Party A with providing required documents.

When the ENS visa is granted, Party A will pay Party B Forty-eight Thousand Dollars (A\$48,000).

4. Training Period

Training starts when the applicant arrives in Australia. Duration varies from 1 month to 3 months depend upon training progress.

PARTY A:  (SIGNATURE)
 Maggie Wang

PARTY B :  (SIGNATURE)

Date:

Date:

[Type text]

List of documents

- A balance sheet (statement of position) for the most recently concluded fiscal year (with comparative figures for previous fiscal year), and profit and loss statement (statement of performance) for the most recently concluded fiscal year, with comparative figures for the previous fiscal year (2013/2014, 2012/2013) OK
-

- Organisational structure chart OK
 - Company profile & company letterhead (in word format, if any) OK
 - Employment contract template OK
-

- * Training expense (with receipts) in the last 12 months (Sept 2013- present)
 - * Payroll summary (sample attached)
-

- Letter of support from the accountant to the business (sample attached)
 - * BAS return last 12 months
-

- No of employees _____ including :
 - No of professionals _____
 - No of tradespersons _____
 - No of employees from overseas _____
 - No of employees under Apprenticeships/ Traineeships _____

Jodegan Pty Ltd



**ELECTRICAL
COMMUNICATIONS**

ABN: 21 001 625 001

41-43 Copland Street

Wagga Wagga

NSW 2650

Phone: (02) 6921 3060

Fax: (02) 6921 3859

E-mail: info@dandm.com.au

Contract of Employment

The two parties to this contract of employment are:

JODEGAN PTY LTD (ABN 21 001 625 001)

Trading as D & M Electrical Communications

Of 41-43 Copland St, Wagga Wagga NSW 2650

('the Company'),

And

Mr [REDACTED]

[REDACTED] Shunyi District, Beijing,
CHINA.

1. Position

1.1 This contract is for continuous employment and the start date will be the day Mr [REDACTED] 186 visa is granted.

1.2 Mr [REDACTED] employment will be on a full time basis for three years on going and the Position is **Senior Financial Investment Manager**.

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

1.4 Mr [REDACTED] will be required to perform duties at Wagga Wagga.

- * Electrical Installation & Repairs
- * Member of NECA NSW
- * Electrical Licence No. EC26271



- * Telephone & Data Installations & Repairs
- * Government Endorsed Supplier
- * Energy Efficiency Audits/ Solar Installations

2. Terms and conditions of employment
 - 2.1 Unless more generous provisions are provided in this contract, the terms and conditions of employment will be those set out in the *Banking, Finance and Insurance Award 2010 (MA000019)* and applicable legislation. This includes, but is not limited to, the National Employment Standards in the *Fair Work Act 2009*. Neither the *Banking, Finance and Insurance Award 2010* nor any applicable legislation is incorporated into this contract of employment.

3. Ordinary hours of work
 - 3.1 The ordinary hours of work will be 38 per week, plus any reasonable additional hours that are necessary to fulfil the duties or as otherwise required by the Company.

4. Remuneration
 - 4.1 Mr ██████ will be paid fortnightly at the rate of \$ 190,000 per year.
 - 4.2 The Company will also make superannuation payments on Mr ██████ behalf in accordance with the *Superannuation Guarantee (Administration) Act 1992*.
 - 4.3 Mr ██████ remuneration will be reviewed annually and may be increased at the Company's discretion.

5. Leave
 - 5.1 Mr ██████ is entitled to leave (e.g. annual leave, personal leave, carers leave, compassionate leave, parental leave, community service leave and long service leave) in accordance with the *Banking, Finance and Insurance Award 2010 (MA000019)* and the National Employment Standards.

6. Obligations to the Company
 - 6.1 Mr ██████ will be required to:
 - (a) perform all duties to his best of ability at all times;
 - (b) use best endeavours to promote and protect the interests of the Company; and

- (c) follow all reasonable and lawful directions given to him by the Company, including complying with policies and procedures as amended from time to time. These policies and procedures are not incorporated into this contract of employment.

7. Termination of Employment

- 7.1 Under the *Fair Work Act 2009* the Company may terminate Mr [REDACTED] employment at any time by providing Mr [REDACTED] with notice in writing in accordance with this table:

Length of continuous service with employer	Period of notice
Not more than 1 year	1 week
More than 1 year but less than 3 years	2 weeks
More than 3 years but less than 5 years	3 weeks
More than 5 years	4 weeks

- 7.2 Mr [REDACTED] is entitled to an additional week's notice if he is over 45 years old and has completed at least 2 years of continuous service with the Company on the day the notice of termination is given.
- 7.3 If Mr [REDACTED] wishes to terminate this employment he is required to provide the Company with prior notice in accordance with the table at 7.1 above.

8. Confidentiality

- 8.1 By signing this contract of employment, Mr [REDACTED] acknowledges and agrees that he will not, during the course of this employment or thereafter, except with the consent of the Company, as required by law or in the performance of Mr [REDACTED] duties, use or disclose confidential information relating to the business of the Company, including but not limited to client lists, trade secrets, client details and pricing structures.

9. Entire agreement

9.1 The terms and conditions referred to in this contract constitute all of the terms and conditions of Mr [REDACTED] employment and replace any prior understanding or agreement between Mr [REDACTED] and the Company.

9.2 The terms and conditions referred to in this contract may only be varied by a written agreement signed by both Mr [REDACTED] and the Company.



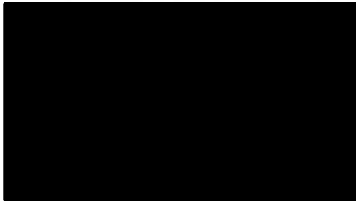
Shaun Duffy

Manager

D & M Electrical Communications

18 September 2014

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



18 September 2014

廖震雇主Fwd: Information needed

From: Maggie Sining Wang [REDACTED]
To: Monica Ausky Gmail <ausky8888@gmail.com>
Date: Tue, 03 Mar 2015 17:46:57 +1100
Attachments: SUSAN [REDACTED]D.docx (0 bytes); Susan [REDACTED].docx (0 bytes); image001.jpg (0 bytes); 廖震雇主Fwd: Information needed (10.75 kB)

----- Forwarded message -----
From: Shaun Duffy <sbduffy@dandm.com.au>
Date: Tuesday, 3 March 2015
Subject: Information needed
To: Maggie Sining Wang <[REDACTED]>

Maggie

-
[See employment contract for Susan \[REDACTED\]. She commenced her employment with us on 17/12/2012 and her employment was terminated on 22/11/2013.](#)

-
[The reason we wish to employ \[REDACTED\] is because of his ability to raise equity for privately funded electrical infrastructure programs including renewables.](#)

-
[In the attached document we paid her \\$16K for part time work however when she first started her salary was \\$50K.](#)

-
[If you need anything else let me know.](#)

-
Kind Regards

-
Shaun Duffy

Manager

-
 cid:image002.jpg@01CEC8EB.FBB50F60



P: (02) 6921 3060 | F: (02) 6921 3859 | E : sbduffy@dandm.com.au

A: 41 – 43 Copland Street Wagga Wagga NSW 2650

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From: Maggie Sining Wang [mailto:[REDACTED]]
Sent: Tuesday, 3 March 2015 12:07 PM
To: Shaun Duffy
Subject: Information needed

-

Dear Shaun,

As discussed yesterday we received the following inquiry:

"Need for the nominated position

Departmental records indicate that in 2013 your company successfully sponsored a Financial Investment Adviser. Please advise how this position differs from the nominated position of Financial Investment Manager and the requirement to fill this position."

-

To respond to the enquiry we need some information from you.

1. Please confirm [redacted] nominated position was *Financial Investment Adviser*. Her job description? **Salary?**

2. When did she resign? resignation letter?

3. A brief outline of projects you are going to proceed if extra funding available. This is one of the main reasons we are going to bring in the position of financial investment manager.

The strength of [redacted] is he is in charge of a few private funds and finding investment opportunities is his routine job.

If you go to website <http://www.visionpe.com/ d270331679.htm>

You will see his profile as "[redacted] VIA fund management company founder'. By the way [redacted] is his surname.

You can also find company's profile <http://www.visionpe.com/ d270331675.htm>

We are very confident we will provide immigration department a satisfactory response once we receive the above information from you.

Thanks heaps

Maggie

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[Perigee International Pty Ltd](#)

[PO Box 168 Glebe NSW 2037 Australia](#)

[redacted]

-

==
[Perigee International Pty Ltd](#)

[PO Box 168 Glebe NSW 2037 Australia](#)

[redacted]

SUSAN [REDACTED]

JOB DESCRIPTION

FINANCIAL INVESTMENT ADVISER

Tasks Includes:

- 1 Financial analysis on projects in China, to advise suitable projects .
- 2 Advise the investment strategy for projects in Chinese market.
- 3 Contacting and liaising with prospective partners in China to make sure their financial status is suitable.
4. Conduct appropriate risk analysis

D&M ELECTRICAL
CHINESE INVESTMENT
BUSINESS DEVELOPMENT PLAN

D & M Electrical Communications is a privately owned Australian company employing over 25 people. Located in Wagga, we have steadily grown over the past 35 years to become a well known and respected electrical contracting company for both domestic and commercial clients

D&M Electrical wishes to enter the Chinese market to

1. Import electrical equipment
2. Import sustainable energy equipment and technology
3. Partner with Chinese companies to carry out project management in China and Australia

Having visited China on multiple occasions we understand that we must invest in putting together a specialist team both here and in China who are familiar with both languages and cultures with strong business connections and knowledge.

As you can appreciate it would be extremely difficult if not impossible to find somebody with those skills in a regional centre such as Wagga.

DATED: 29th October 2012


(FINANCIAL INVESTMENT ADVISER)

AND

JODEGAN PTY LIMITED
T/as **D&M ELECTRICAL COMMUNICATIONS**
(The Employer)

EMPLOYMENT AGREEMENT

-1-

EMPLOYMENT AGREEMENT

THIS AGREEMENT is made on the date shown in the schedule hereto **BETWEEN** the company (described in the schedule hereto as “the Employer”) of the one part **AND** the person (described in the said schedule as “the Financial Investment Advisor”) of the other part.

WHEREBY IT IS AGREED AS FOLLOWS:

1. The Financial Investment Advisor shall be employed in the position set out in the schedule.
2. The Financial Investment Advisor’s duties are those which are set out in the schedule and such other duties as the Employer may allocate from time to time. The Financial Investment Advisor is also to exercise, within the parameters, if any, outlined by the Employer from time to time, responsible and due discretion in the management of the Employer’s business exercising all skills and taking such care as is required to foster the growth of the business described in the schedule but subject always to such lawful directions as are given from time to time by the Employer.

Hours of Duty

3. The Financial Investment Advisor shall devote substantially the whole of her time and attention during the ordinary business hours of the employer to discharge her duties and shall conform to such hours of work as may from time to time reasonably be required of her commensurate with the responsibilities of an Financial Investment Advisor and in this regard shall not be entitled to receive any remuneration for work performed outside ordinary business hours. Generally 16 hours per week part time.

Remuneration

4. (a) The Financial Investment Advisor shall be paid wages in arrears, in the amount and at the frequency shown in the schedule.
- (b) The Employer shall review the Financial Investment Advisor’s salary annually and shall adjust the same in accordance with the Employer’s policy of annual review based on performance, productivity and such other matters as the Employer shall in its absolute discretion consider relevant.

-2-

Duration

5. The Financial Investment Advisor's engagement shall continue until determined by notice in accordance with the provisions of this agreement.

Expenses

6. The Financial Investment Advisor's shall be entitled to reimbursement of such expenses as are reasonably and necessarily incurred by him (with the consent of the employer) in performing his duties under this agreement.

Superannuation

7. The Financial Investment Advisor shall be entitled to participate in the Employer's superannuation scheme and the Employer shall make contributions with respect to the Financial Investment Advisor to that scheme in the amount equal to 9% of the Financial Investment Advisor's salary. In the event that the Financial Investment Advisor is entitled to require contributions to be made to a superannuation fund of choice then the Employer shall act in accordance with the Financial Investment Advisor's written request with respect to same.

-3-

Annual Holidays

9. (a) The Financial Investment Advisor shall be entitled to four week's paid holiday each year in accordance with the provision of the *Annual Holidays Act, 1944*.

Sick Leave

10. (a) The Financial Investment Advisor shall be entitled to full pay for such period or periods during which the Financial Investment Advisor may be incapacitated or prevented by illness, injury or accident or by any other circumstances beyond the Financial Investment Advisor's control from carrying out duties for a period of up to ten days per year for the first year. Ten days Sick leave is accumulated each year.
- (b) The Financial Investment Advisor shall if required by the Employer produce a medical certificate from a registered medical practitioner, or shall provide such additional information or documentation as the Employer may reasonably require from time to time in connection with the payment of sick leave.

-4-

Variation of Control

11. Any alteration in the underlying control of the Employer shall not negate this agreement.

General Powers of the Financial Investment Advisor

12. Subject to such orders and directions as may from time to time be given to the Financial Investment Advisor, the Financial Investment Advisor shall have the general control and management of the business referred to in the schedule hereto and of all persons employed in and about the same and shall use all proper means in the Financial Investment Advisor's power to maintain, improve and extend the said business and to protect and further the reputation and interests of the Employer.

Termination

13. (a) The Employer may terminate this agreement at any time without prior notice if the Office Manager shall:-
- (i) commit any serious or persistent breach of any of the provisions of this agreement;
 - (ii) be guilty of any grave misconduct or wilful neglect in the discharge of her duties;
 - (iii) become of unsound mind; _____
 - (iv) be convicted of any criminal offence other than an offence which in the reasonable opinion of the Employer does not affect her position as an employee of the Employer;
 - (v) become permanently incapacitated by reason of accident or illness from performing her duties under this agreement and for the purposes of this clause incapacity in excess of ninety (90) days in any period of twelve (12) months shall be deemed to be permanent incapacity.
- (b) Either party may terminate this agreement at any time by giving to the other notice in writing for a period of not less than the period referred to in the Schedule, or in the case of the Employer paying salary in lieu of notice.

-5-

Interpretation

14. (1) For the purpose of this agreement and unless the context otherwise admits, words importing the singular include the plural and vice versa; words of the masculine gender include the feminine or neuter gender and vice versa.
- (2) For the purpose of this agreement, Employer includes all successors, assignees and transmittes of the business of the Employer.

Relationship of parties

15. The parties hereby specifically agree that it is intended that this agreement shall create the relationship of employer and employee between them and they hereby state that it is not their intention to create any other relationship and, in particular, the relationship of principal and contractor or the relationship of partners.

Notices


16. All notices hereunder by one party may be sent either by personal delivery or by pre-paid mail to the last known address of the other. Notices sent by mail are deemed to be received when delivered in the ordinary course of the post.

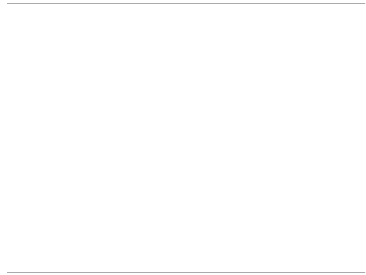
Governing law

17. This agreement shall be governed by and interpreted in accordance with the laws of the State or Territory referred to in the Schedule and both parties submit to the non-exclusive jurisdiction of the courts of that State or Territory after first submitting to mediation procedures within that State or Territory as recognised by the Law Society or Institute therein.

-6-

SCHEDULE 1

1. Date of Agreement: 2012
2. Employer: **JODEGAN PTY LIMITED (ACN 001 625 001)**
3. Financial Investment Adviser: 
4. Financial Investment Adviser position (clause 1): Finance Adviser for the Employer
5. Financial Investment Adviser duties (clause 2): To carry out duties assigned to her by the employer subject to the terms of this agreement.
6. The Business (clause 2): Electrical Contracting.
7. Employee's remuneration (clause 4(a)): \$16,640.00 per Annum
8. Frequency of payment (clause 4 (a)): Weekly
8. Intervals for variation of salary (clause 4(c)): 12 months



-7-

- 10. Not used

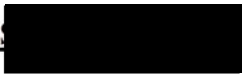
- 11. Contributions to Employer
Superannuation Scheme (clause 8): Statutory 9%

- 13. Period of Notice of Termination
(clause 15(b)): 4 weeks

- 14. Governing Law (clause 19): NSW

-8-

SIGNED by



)

in the presence of:-

)

.....

.....

EXECUTED by **JODEGAN PTY LIMITED**

)

in accordance with its constitution:-

)

.....

.....

Secretary/Director

Re: Information needed

From: Maggie Sining Wang [REDACTED]
To: Shaun Duffy <sbduffy@dandm.com.au>
Date: Tue, 03 Mar 2015 17:54:07 +1100
Attachments: image001.jpg (0 bytes); Re: Information needed (10.45 kB)

Thanks very much Shaun.

We will draft response and send to you for review before we reply to the Immi dept.

Cheers
Maggie

On Tuesday, 3 March 2015, Shaun Duffy <sbduffy@dandm.com.au> wrote:

Maggie

-

[See employment contract for \[REDACTED\] he commenced her employment with us on 17/12/2012 and her employment was terminated on 22/11/2013.](#)

-

[The reason we wish to employ \[REDACTED\] is because of his ability to raise equity for privately funded electrical infrastructure programs including renewables.](#)

-

[In the attached document we paid her \\$16K for part time work however when she first started her salary was \\$50K.](#)

-

[If you need anything else let me know.](#)

-

Kind Regards

-

Shaun Duffy

Manager

-

cid:image002.jpg@01CEC8EB.FBB50F60



P: (02) 6921 3060 | F: (02) 6921 3859 | E : sbduffy@dandm.com.au

A: 41 – 43 Copland Street Wagga Wagga NSW 2650

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From: Maggie Sining Wang [mailto:[REDACTED]]
Sent: Tuesday, 3 March 2015 12:07 PM
To: Shaun Duffy
Subject: Information needed

-

Dear Shaun,

As discussed yesterday we received the following inquiry:

"Need for the nominated position

Departmental records indicate that in 2013 your company successfully sponsored a Financial Investment Adviser. Please advise how this position differs from the nominated position of Financial Investment Manager and the requirement to fill this position."

-

To respond to the enquiry we need some information from you.

1. Please confirm [redacted] nominated position was Financial Investment Adviser. Her job description? Salary?

2. When did she resign? resignation letter?

3. A brief outline of projects you are going to proceed if extra funding available. This is one of the main reasons we are going to bring in the position of financial investment manager. The strength of Liao is he is in charge of a few private funds and finding investment opportunities is his routine job.

If you go to website <http://www.visionpe.com/d270331679.htm>

You will see his profile as [redacted] 'VIA fund management company founder'. By the way [redacted] his surname.

You can also find company's profile <http://www.visionpe.com/d270331675.htm>

We are very confident we will provide immigration department a satisfactory response once we receive the above information from you.

Thanks heaps

Maggie

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[Perigee International Pty Ltd](#)

[PO Box 168 Glebe NSW 2037 Australia](#)

M [redacted] E [redacted]

-

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[Perigee International Pty Ltd](#)
[PO Box 168 Glebe NSW 2037 Australia](#)

[redacted]

Mr. [REDACTED] D & M Statement -Review and Sign

From: Ausky Monica <ausky8888@gmail.com>
To: Maggie Wang_Perigee <[REDACTED]>
Date: Thu, 12 Mar 2015 19:25:38 +1100
Attachments: Statement for Need of Nominated Position_How Differs with the Previous.docx (0 bytes); Mr. [REDACTED] D & M Statement -Review and Sign (1.38 kB)

Best Regards,

Monica Yueming Hao

Jodegan Pty Ltd


**ELECTRICAL
COMMUNICATIONS**
**41 – 43 Copland Street
WAGGA WAGGA NSW 2650**

Phone: (02) 6921 3060

Fax: (02) 6921 3859

E-mail: info@dandm.com.au

ABN: 21 001 625 001

To: Ms. Anna Aquino
Case Officer
Melbourne Permanent Sponsored Entry
Department of Immigration and Border Protection

Dear Ms. Anna Aquino,

**Re: Need for Nominated Position - How the Previous Sponsored
Position Differs from the Nominated Position**

Business Name	JODEGAN PTY LTD
Nomination Application ID	EGO6R2KCPH
File Number	BCC2014/2459425
Nominated Position	Senior Financial Investment Manager
Nominee	Mr. [REDACTED]
Previous Sponsored Position/Nominee	Financial Investment Adviser/Ms [REDACTED]

As you indicated in your request letter dated 02 Mar, 2015, our company, JODEGAN PTY LTD, did sponsor a position of Financial Investment Advisor (ANZSCO 222311, Nominee Ms [REDACTED] in 2013. Since Ms [REDACTED] left our company in the end of 2013, her name does not appear on the Organizational Chart we provided and currently this position has become vacated. Also, the roles and duties of Financial Investment Advisor (ANZSCO 222311) and our currently nominated position Senior Financial Investment Manager (ANZSCO 222312) for Mr [REDACTED] are markedly different.

As Financial Investment Advisor, Ms [REDACTED] major tasks and duties were as follows:

- Financial analysis on projects in China, to advise suitable projects.
- Advise on investment strategies for projects in the Chinese market.
- Contacting and liaising with prospective partners in China, to make sure their financial status is suitable.
- Conduct appropriate risk analysis.

With reference to the above job description and an annual package of \$50K offered to Ms [REDACTED] it is clear to see that Ms [REDACTED] only acted as an entry level financial staff in our company in 2013.

By contrast, as Senior Financial Investment Manager, Mr [REDACTED] major tasks and duties are as follows:

- Contact existing and potential customers, business partners and investors (especially from China) to estimate current financial plan and future business development and management.
- Summarise and assess the company's financial position in the market, and discuss financial options with senior management.
- Set financial goals, develop financial plans, and supervise the execution of those plans.
- Supervise the activities of financing, investment or operations within the financial department.

This position is a senior management position, playing a dynamic role in financial investment. This is a role to make decisions and drive our future growth. Since our company has been profitable and prosperous for the past few years, we are facing a turning point and a need for additional capital and expertise in order to expand. We are in great need for a highly-skilled and well-experienced financial talent to raise more equity to support our company development by evaluating the fund's operational expertise and network of strategic resources and relationships to lead our company into the future.

Therefore, this position is a much higher level position than our previous sponsored Financial Investment Advisor and has different duties and responsibilities.

Mr [REDACTED] is a well-experienced financial professional and has nearly 10 years experience in equity investment and private fund raising in China. During his career he has served as director for several companies and has successfully raised funds of more than 200 million RMB (AUD 40 million) for different financial investment projects in China. Hence, we would like to rely on Mr [REDACTED] talent and rich experience to raise equity for privately funded electrical infrastructure programs, including renewables, and provide us with the strategic advice and information at critical stages of our business development.

Since Mr [REDACTED] has impressed us with his qualifications and his extraordinary achievements in fund raising, there is no doubt that he is the perfect person to fulfill the duties of Senior Financial Investment Manager. With Mr [REDACTED] joining us, we are confident that our company will grow more quickly and thrive in the future.

Shaun Duffy
Director
D & M Electrical Communications

10 March 2015

-
- * Electrical Installations & Repairs
 - * Member of NECA NSW
 - * Electrical Licence No. EC26271



- * Telephone & Data Installations & Repairs
- * Government Endorsed Supplier
- * Energy Efficiency Audits / Solar Installations

Mr [REDACTED] - D & M Statement

From: Maggie Sining Wang [REDACTED]
To: Shaun Duffy <sbduffy@dandm.com.au>
Date: Fri, 13 Mar 2015 15:08:39 +1100
Attachments: Statement for Need of Nominated Position_How Differs with the Previous.docx (0 bytes); Mr [REDACTED] D & M Statement (2.01 kB)

Dear Shaun,

Please review attached draft response. It is in word format please feel free to change if needed.

Thanks heaps
Maggie

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

Jodegan Pty Ltd



ABN: 21 001 625 001

41 – 43 Copland Street
 WAGGA WAGGA NSW 2650
 Phone: (02) 6921 3060
 Fax: (02) 6921 3859
 e-mail: info@dandm.com.au

To: Ms. Anna Aquino
 Case Officer
 Melbourne Permanent Sponsored Entry
 Department of Immigration and Border Protection

Dear Ms. Anna Aquino,

Re: Need for Nominated Position - How the Previous Sponsored

Position Differs from the Nominated Position

Business Name	JODEGAN PTY LTD
Nomination Application ID	EGO6R2KCPH
File Number	BCC2014/2459425
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Nominee	Mr. [REDACTED]
Previous Sponsored Position/Nominee	Financial Investment Adviser/Ms [REDACTED]

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- Set financial goals, develop financial plans, and supervise the execution of them.
- Supervise the activities of financing, investment or operations within the financial department.

Moreover, since our company has been profitable and prosperous for the past few years, we are facing a turning point and a need for additional capital and expertise to expand. We are in a great need for a highly-skilled and well-experienced financial talent to raise more equity to support our company development by evaluating the fund's operational expertise and network of strategic resources and relationships, thus capable of driving future growth to lead our company to the new horizon. Mr [REDACTED] is a well-experienced financial professional, and he has nearly 10-year experience in equity investment and private fund raising in China. In his career, he has been served as director for several companies, and has successfully managed to raise funds for more than 200 million RMB (AUD 40 million) in different financial investment projects in China. Hence, we would like to rely on Mr [REDACTED] talent and rich experience to raise equity for privately funded electrical infrastructure programs including renewables.

Since Mr [REDACTED] has impressed us with his qualification and his extraordinary achievements in fund raising, there is no doubt that he is the perfect person to fulfil the duties of Senior Financial Investment Manager. With Mr [REDACTED] join, we are confident that our company will growth more quick and speed up to thrive in the future.

Shaun Duffy
 Director
 D & M Electrical Communications
 10 March 2015

* Electrical Installations & Repairs
 * Member of NECA NSW
 * Electrical Licence No. EC26271



* Telephone & Data Installations & Repairs
 * Government Endorsed Supplier
 * Energy Efficiency Audits / Solar Installations

RE: Mr [REDACTED] - D & M Statement

From: Shaun Duffy <sbduffy@dandm.com.au>
To: Maggie Sining Wang <[REDACTED]>
Date: Fri, 13 Mar 2015 15:19:45 +1100
Attachments: image001.jpg (0 bytes); RE: M [REDACTED] - D & M Statement (6 kB)

Hi Maggie

-
[Looks good.. Well done.](#)

-
Kind Regards

-
Shaun Duffy

Manager

-
cid:image002.jpg@01CEC8EB.FBB50F60

P: (02) 6921 3060 | F: (02) 6921 3859 | E : sbduffy@dandm.com.au

A: 41 – 43 Copland Street Wagga Wagga NSW 2650

-
From: Maggie Sining Wang [mailto:[REDACTED]]
Sent: Friday, 13 March 2015 3:09 PM
To: Shaun Duffy
Subject: Mr [REDACTED] - D & M Statement

-
Dear Shaun,

-
Please review attached draft response. It is in word format please feel free to change if needed.

-
Thanks heaps

Maggie

--
[Perigee International Pty Ltd](#)

[PO Box 168 Glebe NSW 2037 Australia](#)

[REDACTED]

PDF version-Mr [REDACTED] - D & M Statement

From: Maggie Sining Wang [REDACTED]
To: Shaun Duffy <sbduffy@dandm.com.au>
Date: Fri, 13 Mar 2015 15:43:30 +1100
Attachments: Statement for Need of Nominated Position_How Differs with the Previous.pdf (0 bytes); PDF version-Mr [REDACTED] D & M Statement (1.94 kB)

Hi Shaun,

Would you please sign and scan back to us?

Thanks
Maggie

Perigee International Pty Ltd
PO Box 168 Glebe NSW 2037 Australia

[REDACTED]

Jodegan Pty Ltd



41 – 43 Copland Street
WAGGA WAGGA NSW 2650

Phone: (02) 6921 3060

Fax: (02) 6921 3859

E-mail: info@dandm.com.au

ABN: 21 001 625 001

To: Ms. Anna Aquino
Case Officer
Melbourne Permanent Sponsored Entry
Department of Immigration and Border Protection

Dear Ms. Anna Aquino,

**Re: Need for Nominated Position - How the Previous Sponsored
Position Differs from the Nominated Position**

Business Name	JODEGAN PTY LTD
Nomination Application ID	EGO6R2KCPH
File Number	BCC2014/2459425
Nominated Position	Senior Financial Investment Manager
Nominee	Mr. [REDACTED]
Previous Sponsored Position/Nominee	Financial Investment Adviser/Ms [REDACTED]

As you indicated in your request letter dated 02 Mar, 2015, our company, JODEGAN PTY LTD, did sponsor a position of Financial Investment Advisor (ANZSCO 222311, Nominee Ms [REDACTED] in 2013. Since Ms [REDACTED] left our company in the end of 2013, her name does not appear on the Organizational Chart we provided and currently this position has become vacated. Also, the roles and duties of Financial Investment Advisor (ANZSCO 222311) and our currently nominated position Senior Financial Investment Manager (ANZSCO 222312) for Mr [REDACTED] are markedly different.

As Financial Investment Advisor, Ms [REDACTED] major tasks and duties were as follows:

- Financial analysis on projects in China, to advise suitable projects.
- Advise on investment strategies for projects in the Chinese market.
- Contacting and liaising with prospective partners in China, to make sure their financial status is suitable.
- Conduct appropriate risk analysis.

With reference to the above job description and an annual package of \$50K offered to Ms [REDACTED] it is clear to see that Ms [REDACTED] only acted as an entry level financial staff in our company in 2013.

By contrast, as Senior Financial Investment Manager, Mr [REDACTED] major tasks and duties are as follows:

- Contact existing and potential customers, business partners and investors (especially from China) to estimate current financial plan and future business development and management.
- Summarise and assess the company's financial position in the market, and discuss financial options with senior management.
- Set financial goals, develop financial plans, and supervise the execution of those plans.
- Supervise the activities of financing, investment or operations within the financial department.

This position is a senior management position, playing a dynamic role in financial investment. This is a role to make decisions and drive our future growth. Since our company has been profitable and prosperous for the past few years, we are facing a turning point and a need for additional capital and expertise in order to expand. We are in great need for a highly-skilled and well-experienced financial talent to raise more equity to support our company development by evaluating the fund's operational expertise and network of strategic resources and relationships to lead our company into the future.

Therefore, this position is a much higher level position than our previous sponsored Financial Investment Advisor and has different duties and responsibilities.

Mr [REDACTED] is a well-experienced financial professional and has nearly 10 years experience in equity investment and private fund raising in China. During his career he has served as director for several companies and has successfully raised funds of more than 200 million RMB (AUD 40 million) for different financial investment projects in China. Hence, we would like to rely on Mr [REDACTED] talent and rich experience to raise equity for privately funded electrical infrastructure programs, including renewables, and provide us with the strategic advice and information at critical stages of our business development.

Since Mr [REDACTED] has impressed us with his qualifications and his extraordinary achievements in fund raising, there is no doubt that he is the perfect person to fulfill the duties of Senior Financial Investment Manager. With Mr [REDACTED] joining us, we are confident that our company will grow more quickly and thrive in the future.

Shaun Duffy
Director
D & M Electrical Communications

10 March 2015

-
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Solpak Pty Ltd

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



Invoice: IV00000237

Tax Invoice

Invoice date: 20/04/2015

Bill to:



Due:

31/12/2015

ITEM	DESCRIPTION		UNITS	UNIT PRICE (inc GST)	TAX TYPE	AMOUNT (inc GST)
	186 Deposit	Qty	1	4,000.00	No GST	4,000.00

GST: \$0.00
 Total (inc GST): \$4,000.00
 Amount Paid: \$4,000.00
AMOUNT DUE: \$0.00

Notes

Empty notes box.

How to Pay Due 31/12/2015

Bank Deposit via EFT

Bank: Commonwealth Bank of Australia
Name: Solpak Pty Ltd
BSB: [Redacted]
AC#: [Redacted]
Ref#: IV00000237

Mail

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

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/28273880) ▶ View payment

View payment

Edit payment

From: [REDACTED]

Date: 23/11/2015

Into account: 1-1500 CBA Operating Account 8429

Reference number: CP002506

Notes: 186 deposit [REDACTED]

Total amount received: \$4,000.00

i This transaction has been reconciled.

Invoice number	Date issued	Original amount	Discount given	Amount due	Payment amount
IV00000237	20/04/2015	\$4,000.00	\$0.00	\$0.00	\$4,000.00

Delete Cancel

Home (/LA/app.htm#businesses/89205/home) ▶ Bills (/LA/app.htm#businesses/89205/bills)
▶ Edit bill (https://essentials.myob.com.au/LA/app.htm#businesses/89205/bills/80157660) ▶ View pay bill

View pay bill

Edit pay bill

To: DIBP [REDACTED]
From account: 2-1700 CBA Mastercard 2135
Notes:

Date: 04/12/2015
Reference number: SP000114
Total amount paid: \$545.83

i This transaction has been reconciled.

Bill number	Date received	Original amount	Discount given	Amount due	Payment amount
2289059	06/12/2015	\$545.83	\$0.00	\$0.00	\$545.83

Delete Cancel

Jodegan Pty Ltd



**ELECTRICAL
COMMUNICATIONS**

ABN: 21 001 625 001

41-43 Copland Street

Wagga Wagga

NSW 2650

Phone: (02) 6921 3060

Fax: (02) 6921 3859

E-mail: info@dandm.com.au

Appropriate References to the Australian Government's Job Outlook

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

- interviewing prospective clients to determine financial status and objectives, discussing financial options and developing financial plans and investment strategies;
- monitoring investment performance, and reviewing and revising investment plans based on modified needs and changes in markets;
- recommending and arranging insurance cover for clients;
- arranging to buy and sell stocks and bonds for clients;
- advising on investment strategies, sources of funds and the distribution of earnings;
- setting financial objectives, and developing and implementing strategies for achieving the financial objectives;
- managing funds raised from personal superannuation savings policies and unit trusts;
- assisting in meeting superannuation compliance requirements;
- directing the collection of financial, accounting and investment information and the preparation of budgets, reports, forecasts and statutory returns;
- may refer clients to other organisations to obtain services outlined in financial plans.



The role of **Senior Financial Investment Manager** at our company (Senior Financial Investment Manager Position Description by D&M) has similar duties to the ones described above.

According to the Job Outlook, the average annual earning for a Financial Investment Manager is \$88,400, while the average numbers of hours worked for a male full time is 42.2.

The nominated employee (Mr [REDACTED]) will work 38 hours per week, and his annual salary of \$190,000 is above the average salary rate and no less favourable for him.

D & M Electrical Communications

22 Apr 2015



Jodegan Pty Ltd



**ELECTRICAL
COMMUNICATIONS**

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41-43 Copland Street

Wagga Wagga

NSW 2650

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Fax: (02) 6921 3859

E-mail: info@dandm.com.au

Business Outline

Established in 1976, D & M Electrical Communications has continually expanded to become one of the largest privately owned electrical and communications contractors in Regional NSW. Based in Wagga Wagga, D & M Electrical Communications is ideally located to service southern and central western NSW and Northern Victoria. Our team consists of management, electrical engineers and designers, electrical and fire trades people, communications specialists, apprentices and supporting staff.

D & M Electrical Communications performs a wide variety of tasks in the electrical industry including construction work, communications installations, electrical maintenance and low voltage reticulation (including installation of service and metering equipment) and alternative energy installation.

With our in house consulting service, Electrical Design Management, we can also undertake design and construction projects. D & M Electrical Communications also works closely with Great Southern Electrical, our sister Level 1 provider, and Graham Twitt, fire protection specialist, to ensure works at all levels are undertaken on a timely and cost effective basis with one point of contact for the client. As winners of two NECA Excellence Awards in 2011, D & M Electrical Communications prides itself on providing turnkey solutions from the ground up.

D & M Electrical Communications is committed to providing a quality service through our policies and procedures and efficient business practices. Our management team places great emphasis on creating strategies to ensure projects are completed on



time and on budget. Our project management team offers personal service to our clients, working closely with them throughout the life of the project.

We have our staff regularly attend new and refresher training courses and in house tool box talks to ensure that they are well trained, flexible, and multi-skilled which is key to the success of our business as well. This ensures we are kept abreast of changing technologies and innovations in the electrical sector. We encourage our staff to continually expand their knowledge, giving us the ability to offer additional services in data and fire installations, Level 2 work, industrial and agricultural applications and alternative energy solutions.

Recently, some of the projects that D & M Electrical Communications has completed are the following:

- Winery at Charles Sturt University Wagga Wagga Campus;
- Temora Police Station upgrade;
- Fantastic Furniture Wagga Wagga fitout;
- Lockhart Shire Council;
- Macquarie Anglican Grammar School;
- Coolamon Central School;
- Hillston High School multi-purpose Hall;
- Data and cabling for computers in Schools project, 50 Schools;
- Wagga Wagga Civic Centre – Joss Constructions
- Officeworks;
- RAAF Medical, etc.

Currently, D & M Electrical Communications is working on the following projects:

- Library Commons at Charles Sturt University Wagga Wagga Campus;
- The Haven Wagga Wagga upgrades;
- Gundagai Hospital air conditioning fitou;

- The Riverina Anglican College Music & Drama Centre;
- West Wyalong Medical Centre
- Wind Power Generation plant at Charles Sturt University Wagga Wagga Campus;
- Wagga Wagga City Council, Alan Turner Depot.

D & M Electrical Communications

22 Apr 2015



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Appropriate Reference to the ABS Employee Earnings and Hours Survey

As shown in the ABS 6302.0 - Average Weekly Earnings, Australia, May 2014, all employees total earnings is \$1,123, Mr [REDACTED] is offered annual salary of \$190,000 with weekly earnings of approximately \$3653.85 which is above the average.

Meanwhile as shown in the ABS Form 6310.0 Employee Earnings, Benefits and Trade Union Membership, Australia (Aug 2013), 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 for males working 38 hours per week is \$1,150 (Table 7) while the mean weekly earnings in main job is \$1,343. Mr [REDACTED] offer is above both of them.

Please refer to the attached both ABS forms for reference.

D & M Electrical Communications

22 Apr 2015

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Australian Bureau of Statistics

6302.0 - Average Weekly Earnings, Australia, May 2014 Quality

Declaration

Latest ISSUE Released at 11:30 AM (CANBERRA TIME) 14/08/2014

KEY FIGURES

The following table contains the key Average Weekly Earnings figures for the May 2014 reference period.

The Australian Bureau of Statistics' Average Weekly Earnings survey is designed to measure the level of average earnings in Australia at a point in time. Movements in average weekly earnings can be affected by changes in both the level of earnings per employee and in the composition of the labour force. Factors which can contribute to compositional change include variations in the proportion of full-time, part-time, casual and junior employees; variations in the occupational distribution within and across industries; and variations in the distribution of employment between industries.

Table 1: Average Weekly Earnings, Key Figures, Australia, May 2014

	May 2014 \$	May 2013 to May 2014 % change
Trend(a)		
Full-time adult average weekly ordinary time earnings	1 453.90	2.4
Full-time adult average weekly total earnings	1 516.90	2.3
All employees average weekly total earnings	1 122.90	1.8
Original		
Full-time adult average weekly ordinary time earnings	1 454.10	2.3
Full-time adult average weekly total earnings	1 515.80	2.2
All employees average weekly total earnings	1 123.00	1.6

(a) For further information regarding Trend estimates, please refer to paragraphs 59 to 64 of Explanatory Notes.

TREND ESTIMATES

In the twelve months to May 2014, Trend series Full-Time Adult Average Weekly Ordinary Time Earnings increased by 2.4% to \$1,453.90.

The Full-Time Adult Average Weekly Total Earnings in May 2014 were \$1,516.90, a rise of 2.3% from the same time last year.

To access the time series spreadsheets related to the measures presented above, please refer to the following link or click on the downloads tab at the top of the page.

This page last updated 14 August 2014

Australian Bureau of Statistics

63100DO007_201308 Employee Earnings, Benefits and Trade Union Membership, Australia, August 2013

Released at 11:30 am (Canberra time) Wed 4 Jun 2014

Table 7 Employees in main job, Weekly earnings in main job—By hours paid for in main job—By sex

	Hours paid for in main job in last pay							Total	
	Less than 1-19	20-29	30-34	35-39	40	41-44	45-48		49 and over
MALES									
Weekly earnings in main job									
Under \$200	'000	222.6	4.9	np	np	0.0	0.0	np	230.2
\$200 to less than \$300	'000	96.3	21.9	np	np	np	np	2.3	131.8
\$300 to less than \$400	'000	68.0	36.2	5.4	21.4	np	np	np	149.1
\$400 to less than \$500	'000	27.2	60.7	9.3	23.6	18.5	1.2	5.4	151.9
\$500 to less than \$600	'000	18.1	53.6	14.6	27.9	25.6	np	np	160.2
\$600 to less than \$700	'000	12.7	42.0	26.2	66.0	45.8	4.7	8.3	223.4
\$700 to less than \$800	'000	4.1	30.3	27.4	128.8	80.3	9.7	12.5	307.8
\$800 to less than \$900	'000	6.5	14.0	19.5	150.1	120.3	22.6	21.3	380.6
\$900 to less than \$1,000	'000	5.9	10.3	17.2	163.0	94.9	27.2	36.1	382.5
\$1,000 to less than \$1,200	'000	9.7	18.1	24.9	262.8	208.8	40.8	60.6	704.2
\$1,200 to less than \$1,400	'000	4.7	12.0	13.4	189.1	138.6	40.9	48.9	540.9
\$1,400 to less than \$1,600	'000	5.6	14.1	7.7	152.4	102.3	29.9	45.5	443.0
\$1,600 to less than \$1,800	'000	3.5	12.4	9.0	100.9	79.5	23.7	37.5	333.9
\$1,800 or more	'000	10.6	21.6	21.4	297.2	177.4	91.0	148.1	1,158.4
Did not draw a wage or salary	'000	117.1
Total	'000	495.6	352.2	198.2	1,588.0	1,103.3	298.1	433.3	5,415.1
Median weekly earnings in main job	\$	210	591	850	1,150	1,100	1,380	1,450	1,112
Mean weekly earnings in main job	\$	341	773	1,045	1,343	1,315	1,599	1,792	1,365
FEMALES									
Weekly earnings in main job									
Under \$200	'000	402.2	3.2	np	np	0.0	0.0	0.0	406.9
\$200 to less than \$300	'000	215.3	19.5	np	np	np	np	0.0	243.5

Jodegan Pty Ltd



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Appropriate Reference to Industrial Award

The nominated position '**Senior Financial Investment Manager**' we offer to Mr [REDACTED] fits the job classification covered by '*Banking, Finance and Insurance Award 2010*' (known as Form MA000019). Refer to previous attached job description. Its 'Major Responsibility' 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 throughout Australia who are engaged in the banking, finance and insurance industry in respect of work by their employees in a classification in this award and those employees to the exclusion of any other modern award.

4.2 Definition of banking, finance and insurance industry

Banking, finance and insurance industry means the industries of banking, lending, loaning, providing credit, investment, finance, superannuation, all forms of insurance, credit unions, building societies, financial intermediaries, trustee creditors and agencies, money market dealers, credit or charge card institutions, wool broking, agribusiness and services to the above industries such as broking, trading, debt recovery, financial consulting, valuation, money changing, data processing, transaction accounts, telephone enquiries and transaction processing.

Regarding salary rate, we have taken into consideration the nominee's specific qualifications such as educational qualification in related field, intensive work

experience in the similar position, bilingual communication skills, and offer \$190,000 annual salary, which is no less favourable than the market salary rate. Please refer to the following abstract from the Award:

13. Classifications and minimum wage rates

13.1 Adult employees

(a) A full - time adult employee must be paid a minimum weekly rate for their classification as set out in the table below:

Level	Minimum annual salary	Minimum weekly rate
	\$	\$
Level 1	35,433	681.40
Level 2	38,802	746.20
Level 3	40,986	788.20
Level 4	43,035	827.60
Level 5	44,788	861.30
Level 6	50,164	964.70

(b) The classification structure and descriptors for the above classifications are contained in [Schedule B—Classification Structure](#).

B.6 Level 6

A Level 6 position typically performs a middle managerial role primarily to control the conduct of a part of the employer’s business and in which decisions are regularly made and responsibility accepted on matters relating to the administration and conduct of the part of the business. Those responsible for managing more than 10 people must be classified at this level provided that this level 6 classification does not cover classes of employees:



(a) who, because of the nature or seniority of their role, were not traditionally covered at all by awards; or

(b) who perform work that is not of a similar nature to work that has previously been regulated at all by awards.

Indicative job list—branch manager, human resources or fraudulent relations manager, financial planners, information technology specialists, relationship manager, senior analyst, subject matter manager, divisional manager.

Therefore our \$208,050 package offered to Mr [REDACTED] is no less favourable than our pay would apply to local Australian staff.

D & M Electrical Communications

22 Apr 2015



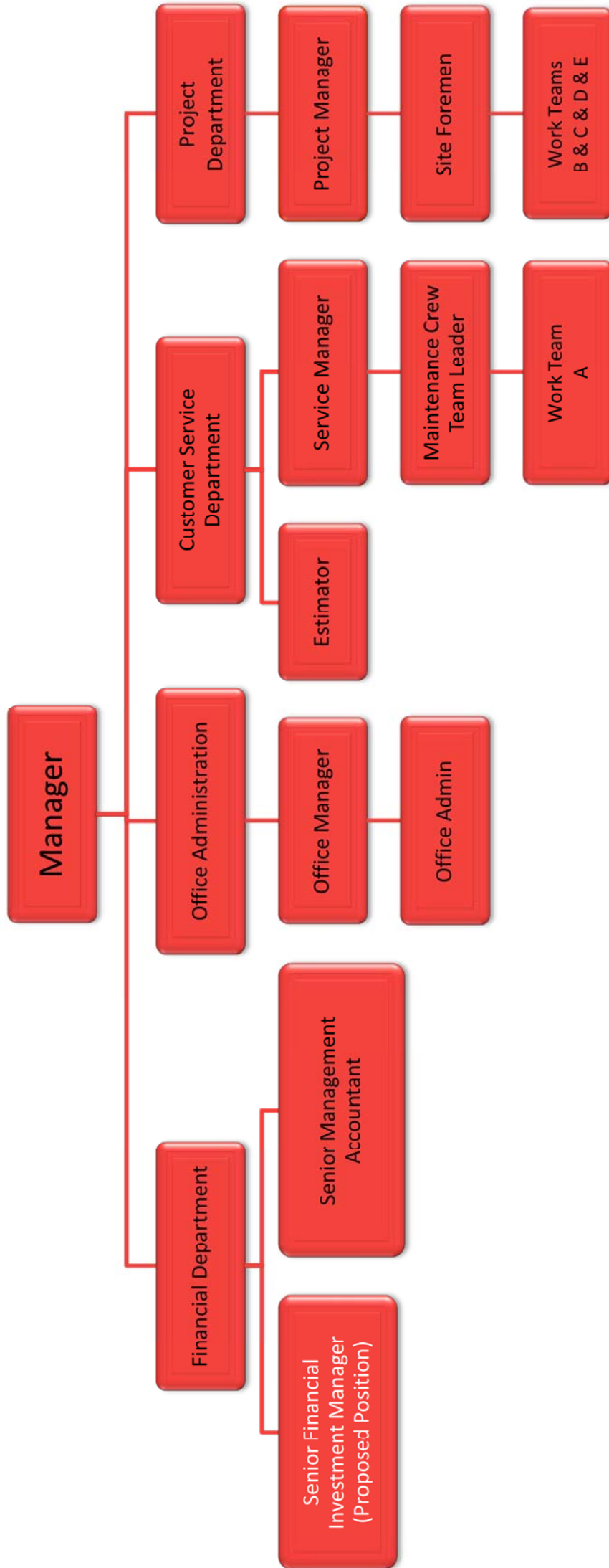
Jodegan Pty Ltd



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41-43 Copland Street
 Wagga Wagga
 NSW 2650
 Phone: (02) 6921 3060
 Fax: (02) 6921 3859
 E-mail: info@dandm.com.au

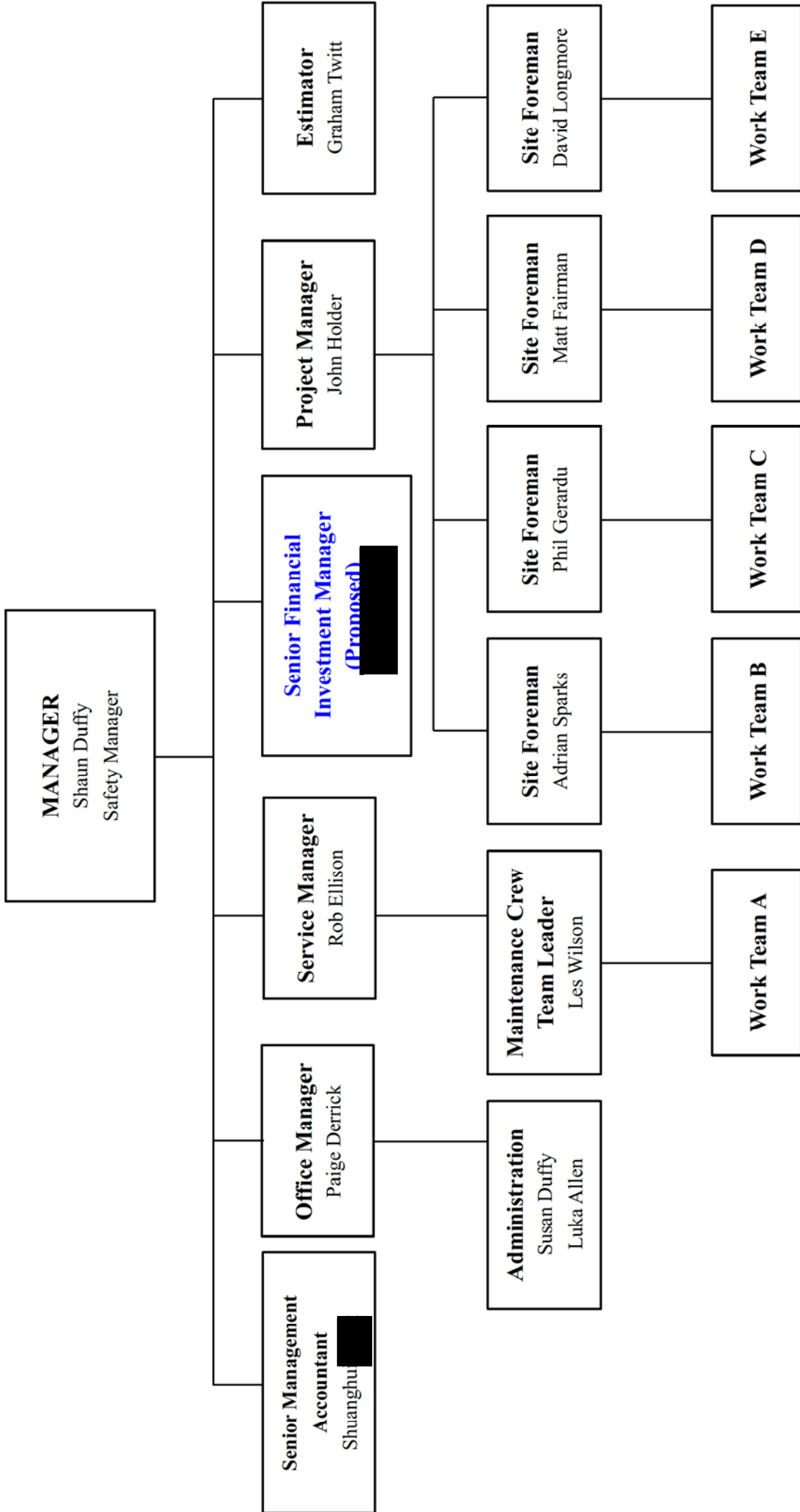


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Organisation Chart



Jodegan Pty Ltd

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41-43 Copland Street

Wagga Wagga

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Statement of Need for the Position and Remuneration

Need for the Position

Established in 1976, D & M Electrical Communications has continually expanded to become one of the largest privately owned electrical and communications contractors in Regional NSW. Based in Wagga Wagga, D & M Electrical Communications is ideally located to service southern and central western NSW and Northern Victoria. Our team consists of management, electrical engineers and designers, electrical and fire trades people, communications specialists, apprentices and supporting staff.

D & M Electrical Communications performs a wide variety of tasks in the electrical industry including construction work, communications installations, electrical maintenance and low voltage reticulation (including installation of service and metering equipment) and alternative energy installation.

Our company has been profitable and prosperous for the past few years, however we are facing a development bottleneck within electrical and communications field due to the limitation of location. Not plenty of projects have been emerging in the regional local area to satisfy our expansion expectation. We have decided that for further expansion, we need to diversify our investment. We have been considering investment in renewable energy. We would like to set up a medium sized solar plant with a capacity of 200 to 300 KW, making good use of the vast land in the local area and helping Australians to switch to clean reliable energy.

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To ensure that the expansion plan to be rolled out smoothly, we need a well-experienced financial talent to provide professional advice on investment strategies. What's more, as financing has become vital in the ever-changing and highly competitive market system, with the investment plans developed by this new position, we are in the hope of more external capital being attracted to support the expansion plan. The new position will play a dynamic role in our financial investment strategies, making decisions and driving our future growth on our management level, therefore the position we offer is a **Senior Financial Investment Manager**.

The position will advise on investment strategies, develop financial plans then supervise the execution of them. The responsibilities will also include not only contacting existing customers and business partners to estimate current financial plan, but also identifying potential investors and business partners to attract more capital for the investment in the solar plant.

Considering that the Chinese investors, businesses and customers have brought a great impact to Australian market, we have decided to hire someone with English skills and Chinese background to meet the trend of the market.

Nominee's Suitability for the Position

As mentioned above, we are looking for someone with rich work experience and Chinese background. We have tried but the result turned out that it is very difficult to recruit an ideal candidate in Australia. Then Mr. [REDACTED] who is exactly the right person to meet our selection criteria, came into our sight.

[REDACTED] is a well-experienced financial professional and has nearly 10 years' experience in investment and financing in China. He has been serving on the boards

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of several investment companies. During his career, Mr. [REDACTED] has successfully lead his teams to complete plenty of large investment and business develop projects, including investing a 300,000m² Hohhot residential project cooperating with the China's well-known domestic real estate developer (Jinyu Group), financing and managing for the home village center of 500,000m² in Beijing, raising and managing two private equity funds of RMB ¥200 million (AUD \$40 million) which was later successfully invested in large real estate develop projects and brought significant profit. With his successful experience and impressive talent, we believe that Mr. [REDACTED] will play a key role in our expansion plan.

What's better, Mr. [REDACTED] acquired basic knowledge in IT and telecommunications via his Master's Degree of Software, which will advantageously allow him to help us in electrical and communications filed to secure more business partners and attract more capital to enable us to undertake larger projects beyond our current capacity.

For the reasons above, we have decided that Mr. [REDACTED] is the ideal candidate to be our Senior Financial Investment Manager to assist our company with the next steps for growth and expansion.

Remuneration

In 2013, we sponsored Ms. [REDACTED] as our Financial Investment Advisor, who left our company at the end of that year. The previous position was at the entry level, conducting basic financial analysis and giving advice, and was offered only \$50,000 annual salary. While the investment opportunity in solar plant comes into our consideration, the new nominated position of Senior Financial Investment Manager for Mr. [REDACTED] is markedly different from the previous one and is a much higher position.

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- * Government Endorsed Supplier
- * Energy Efficiency Audits/ Solar Installations

We are pleased to offer Mr. [REDACTED] with the annual salary rate \$190,000 plus superannuation for his position. Our offer is based on current market rate, the requirements set out in the *'Banking, Finance and Insurance Award 2010'* (known as Form MA000019), the Job Outlook guidelines and ABS survey. We have taken the reference to the updated similar job advertisements and considered Mr. [REDACTED] individual situation.

As described above, the position we offer to Mr. [REDACTED] is Senior Financial Investment Manager and will act on a high level in our company. Therefore the figure shown in Job Outlook, which is the median weekly earnings for financial investment advisers and managers from entry level to higher lever, is not relevant to this position.

Based on our research of the current job market in Australia, a Portfolio Manager (alternative title for Financial Investment Manager, according to ANZSCO from the Australian Bureau of Statistics) can be offered up to \$213,007 annually. Please see below the statics from <http://www.payscale.com/>:

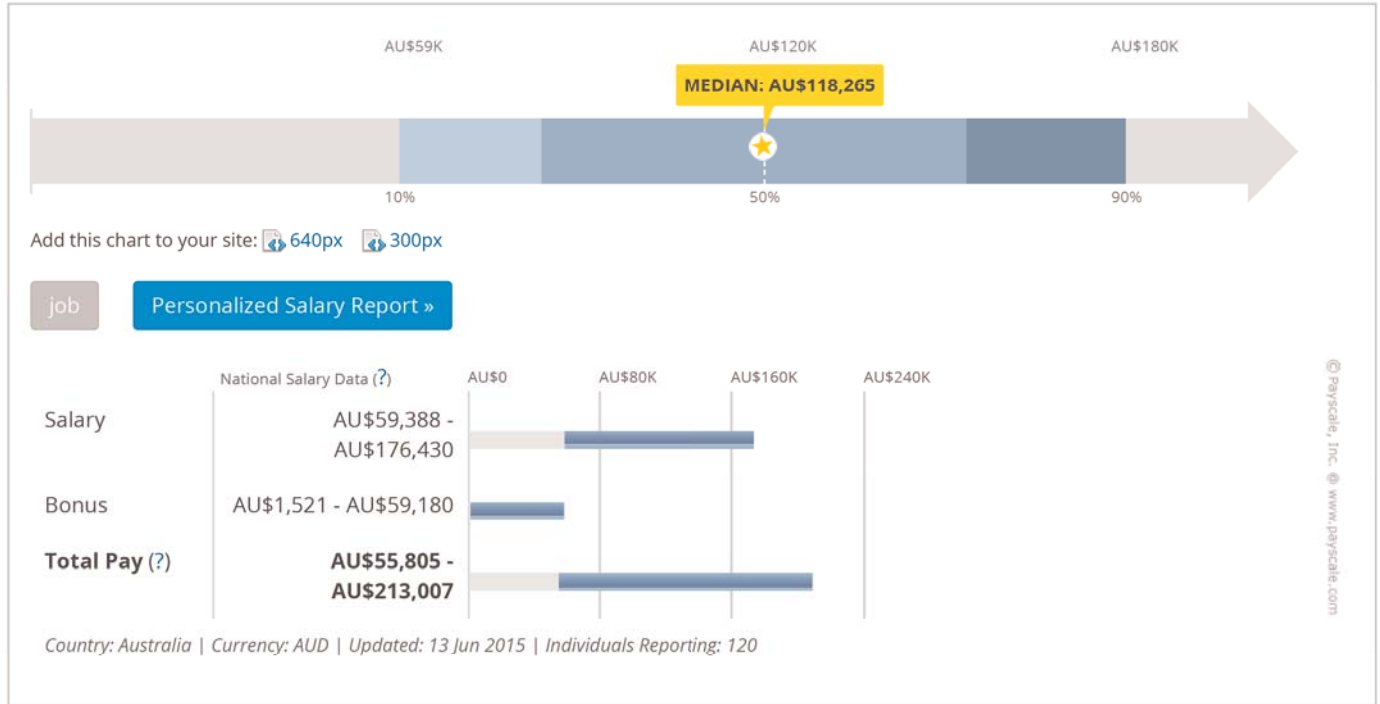
-
- * Electrical Installation & Repairs
 - * Member of NECA NSW
 - * Electrical Licence No. EC26271



- * Telephone & Data Installations & Repairs
- * Government Endorsed Supplier
- * Energy Efficiency Audits/ Solar Installations

Portfolio Manager Salary (Australia)

The average pay for a Portfolio Manager is AU\$118,266 per year. A skill in Portfolio Management is associated with high pay for this job. Most people move on to other jobs if they have more than 20 years' experience in this career.



Find Out Exactly What You Should Be Paid

Job Title:

Years in Field/Career:

Location:

United States (change)

Portfolio Manager Job Listings

Infrastructure Portfolio Manager - Group Infrastructure Management

Apr 08

QBE - Sydney NSW

Seeking a talented Infrastructure Portfolio Manager to lead the delivery of Infrastructure. Portfolio project, programme and change management experience.... - Indeed

As the nominee Mr. [REDACTED] possesses intensive work experience to achieve the desired work level within our business, and employees with his skill-set are in limited supply, we have decided to offer him the salary at the high end of the range.

Meanwhile, recruiting ads on SEEK also indicate that similar positions are offered around \$200,000 annually. Attached after the statement please find the ads which are similar to our nominated position in relation to the key responsibilities of delivering the financial investment planning cycle, as well as the work experience required.

Therefore, the package we offer to Mr. [REDACTED] is reasonable and no less favourable than other Australian employees who have similar work experience like him.

We believe that Mr. [REDACTED] will make significant contribution to our expansion plan of solar plant as well as further business development with his rich experience, professional skills and Chinese background. We are looking forward to an exciting and beautiful future with Mr. [REDACTED] joining.

Shaun Duffy



Manager

D & M Electrical Communications

22 Apr 2015



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Job Search

\$150k+ Jobs

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Investment Data & Reporting Manager

 Keegan Adams Recruitment Pty Ltd - [More jobs by this advertiser](#)


Investment Data & Reporting Manager

- A leading Industry Super Fund with a superb reputation
- Would suit a strong Investment Reporting professional
- To \$220,000 Package plus bonus and an excellent working culture

Our client is very well-respected Industry Superannuation Fund with an expanding and highly-regarded Investment team that is now taking control of an increasing amount of the Fund's investment activity in-house. The creation of this investment team leads them to now look for an exceptional candidate to develop a key, and new, team.

The role has been designed to create and implement a full Investment reporting function. A reasonably hands-on approach will be needed early on but with the ability to take a strategic and holistic view as the investment team's back and middle offices grow and develop.

In this new role you will:

- Be responsible for the selection and development of all the necessary services, systems and tools to deliver high quality reporting
- That reporting will encompass Investment performance, risk, scenario, execution and attribution amongst others
- Provide oversight & production of key reportables to the Investment team, committee and main board as well as asset behaviour evaluation and risk calculations and analysis
- Manage Vendor and Service Provider relationships around systems & data management
- Ensure that the Investment team and the wider organisation is kept updated on global industry trends
- Develop this function in line with the planned 2-5 year Investment Team growth

They are looking for:

- A highly capable senior professional
- Someone with a number of years' experience managing investment data, analytics, portfolio construction and investment reporting in a high-achieving environment
- Demonstrable experience with risk systems and modelling and instrument behaviours.
- The breadth of experience and ability to grow with the team and potentially look to be a successor to much greater and wider remits

This is a newly created role with exceptional long-term career development possible if you have the drive and ability to create something from scratch alongside the humility to be 'hands-on' early on.

If this role appeals to your long term career aspirations please send your resume via the APPLY link below or call Steve Walters at Keegan Adams on 02 92166702 for a further confidential conversation.

We are a specialist boutique working on behalf of the Banking, Finance, Accounting and Professional Service sector. To view more of our opportunities please visit www.keeganadams.com.au. All

17 Apr 2015

Location: Sydney

Salary: To \$210,000 + benefits + meritocratic culture

Work type: Full Time

Classification: Banking & Financial Services ▶ Funds Management

[Apply for this job](#)

Add to shortlist

Email this job

Add notes

Print job and notes

Share this job

Finance courses

- Courses that get you job-ready
- Industry recognised providers
- Experts in career related education

[Explore courses >](#)


Jobs

Courses

Businesses for sale

Volunteering

AU

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M&A Manager (6 months contract initially)

FourQuarters Recruitment - [More jobs by this advertiser](#)

M&A Manager (6 months contract initially)

- Project Management of M&A Activity
- Strategic Position on Executive Leadership Team
- Newly Created Role

The Organisation

Our client is an well-known organisation backed up by a private equity fund. They are looking at new possible investment in different industry sector, this will be an exciting time to get on board.

The Role

In the newly created role of M&A manager for an initial 6 months contract with an immediate start (possibility to go permanent after), you will be tasked with mapping the industry landscape for growth opportunities via acquisition. You be play a key role at the executive level to develop and implement strategic initiatives across the groups diversified business interests. The role is hands on and will require financial modelling, valuations, and use/engagement of external resources when required. You will project manage both acquisitions and disposals up to \$100m.

About You

You have a demonstrable track record of sourcing and completing M&A transactions within the industrials sector. Your background is either investment banking or in-house corporate development, or ideally a bit of both. You can thrive in an autonomous role and have well developed corporate finance networks. You have excellent commercial acumen, strategic thinking, creativity, and the ability to work well with others. A minimum of 7-10 years experience is expected, a graduate diploma in applied finance or top tier MBA would be well regarded.

How to Apply

You may apply via seek or our website (www.FourQuarters.com.au). Highly relevant backgrounds meeting the criteria above will be contacted for face to face. If you have already met with a FourQuarters contact, please call Xavier Prevot on 08 6188 7693 for a confidential discussion to flag your interest.

About FourQuarters

FourQuarters is your Corporate Development & Investment Banking specialist in the Perth & Melbourne markets. We also offer Accounting & Technology specialist divisions. For additional information and a full list of opportunities available please visit us at www.FourQuarters.com.au

www.fourquarters.com.au

24 Apr 2015

Location: Perth ▶ Fremantle & Southern Suburbs

Salary: 200,000 package

Work type: Full Time

Classification: Banking & Financial Services ▶ Corporate Finance & Investment Banking

[Apply for this job](#)

Add to shortlist

Email this job

Add notes

Print job and notes

Share this job

Finance courses

- Courses that get you job-ready
- Industry recognised providers
- Experts in career related education

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Job Search

\$150k+ Jobs

Profile

My Activity

Advice & Tips

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Manager - Financial Planning & Analysis

[Galvin Group - More jobs by this advertiser](#)


Manager - Financial Planning & Analysis

- US listed asset management group
- FP&A plus genuine strategy finance role
- Sydney CBD based – active M&A environment
- Circa \$250,000 inc super + bonus 10% - 20%

This funds management and real estate group is highly active acquiring assets leading to some exciting opportunities across the group.

As Manager of Strategic Planning & Analysis you will be responsible for owning and delivering the financial planning cycle and associated forecasting and analysis. Additionally this role is a key strategic finance support across the group. You will analyze various M&A and divestment scenarios and create the associated models to demonstrate the impact on funds net asset values and distributions. You will engage heavily with the executive team, M&A, CFO and Operations Finance. Your models and assumptions will inform the executive and help them make decisions on which strategies to implement. You will attend the GM meetings and have excellent exposure to the CFO, COO and CEO of this listed business. In this role you will take on a range of ad hoc projects and be the key 'go-to' person for strategic finance support. This is a diverse role beyond the normal parameters of a Financial Planning & Analysis position – a role which will develop you and give you excellent exposure to very high calibre CFO.

You must be an appropriately qualified finance professional (CA preferred or CPA), with experience of the asset management / property funds industry. You must understand the dynamics of the real estate investment fund space. You could be in a Transaction Services (AD level) Team of a 'Big4' with a focus on real estate and keen to make a move in-house. Alternatively you could be in a commercial finance role in another property business or asset manager and looking for more responsibility, greater exposure to the executive and a busy M&A environment. You will be joining a top tier team and bring with you an attitude of high performance and a commitment to delivery and deadlines. You must have the confidence and attitude to deal with senior executives and should be able to engage effectively at all levels. You will have an opinion and be expected to share it and back it up.

Please contact Galvin Group on 02-9247-6636 for a confidential discussion or apply via Seek with a WORD document.

[Apply for this job](#)

1 May 2015

Location: Sydney ▶ CBD, Inner West & Eastern Suburbs

Salary: Up to \$250,000 inc super + bonus (30%)

Work type: Full Time

Classification: Accounting ▶ Financial Managers & Controllers

[Apply for this job](#)

Add to shortlist

Email this job

Add notes

Print job and notes

Share this job

Accounting courses

- Courses that get you job-ready
- Industry recognised providers
- Experts in career related education

[Explore courses >](#)



Payroll Activity [Summary]

1/04/2014 To 31/03/2015

29/04/2015
 2:25:02 PM
 Employee

Page 1

Employee	Wages	Deductions	Taxes	Net Pay	Expenses
	\$12,662.07	\$0.00	\$1,352.27	\$11,309.80	\$906.40
	\$33,244.36	\$103.00	\$3,862.96	\$29,278.40	\$3,144.98
	\$10,692.35	\$0.00	\$1,448.00	\$9,244.35	\$809.22
	\$55,623.76	\$222.75	\$8,901.61	\$46,499.40	\$4,059.39
	\$42,859.44	\$0.00	\$7,047.79	\$35,811.65	\$3,891.29
	\$58,155.50	\$108.43	\$10,905.02	\$47,142.05	\$4,848.61
	\$23,520.00	\$520.00	\$8,496.00	\$14,504.00	\$4,143.74
	\$73,580.00	\$0.00	\$16,900.00	\$56,680.00	\$6,944.13
	\$66,267.08	\$624.00	\$14,509.53	\$51,133.55	\$6,247.01
	\$58,848.00	\$607.74	\$10,749.01	\$47,491.25	\$4,580.52
	\$51,165.00	\$49.93	\$9,402.02	\$41,713.05	\$3,695.50
	\$85,117.55	\$422.94	\$17,741.26	\$66,953.35	\$5,874.29
	\$23,012.09	\$0.00	\$3,412.19	\$19,599.90	\$1,963.83
	\$60,945.68	\$0.00	\$9,768.33	\$51,177.35	\$4,087.70
	\$56,399.80	\$0.00	\$10,271.00	\$46,128.80	\$3,968.25
	\$4,107.60	\$0.00	\$325.25	\$3,782.35	\$376.59
	\$44,904.47	\$583.72	\$6,881.40	\$37,439.35	\$3,845.44
	\$38,460.08	\$0.00	\$4,265.03	\$34,195.05	\$3,213.75
	\$56,570.25	\$0.00	\$10,624.00	\$45,946.25	\$4,845.29
	\$8,725.00	\$50.00	\$983.00	\$7,692.00	\$815.88
	\$2,400.57	\$319.50	\$222.07	\$1,859.00	\$222.05
	\$52,000.00	\$189.24	\$9,971.01	\$41,839.75	\$4,907.50
	\$1,088.00	\$0.00	\$94.00	\$994.00	\$103.36
	\$6,632.12	\$0.00	\$992.12	\$5,640.00	\$617.21
	\$6,103.13	\$0.00	\$0.03	\$6,103.10	\$540.28
	\$23,606.56	\$0.00	\$6,409.01	\$17,197.55	\$1,801.03
	\$4,515.00	\$60.00	\$317.00	\$4,138.00	\$417.64
	\$9,831.02	\$182.75	\$850.22	\$8,798.05	\$923.60
	\$56,527.70	\$47.10	\$12,434.00	\$44,046.60	\$5,161.33
	\$64,489.13	\$60.00	\$10,884.53	\$53,544.60	\$4,490.26
	\$37,341.34	\$0.00	\$5,829.29	\$31,512.05	\$3,526.41
Total:	\$1,129,394.65	\$4,151.10	\$205,848.95	\$919,394.60	\$94,972.48

 <p>Australian Government Department of Immigration and Border Protection</p>	<p>Department Of Immigration and Border Protection Application for Employer Nomination for a Permanent Appointment</p>	<p>Record of Responses</p>
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Terms and Conditions

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

Business / organisation

Scheme details

Scheme type: **Employer Nomination Scheme - visa subclass 186**
 Visa application stream: **Direct entry**

Business / organisation details

Legal registered name: **Jodegan Pty Ltd**
 Trading name: **D & M Electrical**
 Industry type: **Information Media and Telecommunications**
 Date established or commenced trading in Australia: **01 Jul 2002**

Registration identifiers

Give details of all registration identifiers for the business / organisation.

Give details of a registration identifier for the business / organisation.

Business registration type: **Australian Business Number (ABN)**
 Business registration ID: **21001625001**

Give details of a registration identifier for the business / organisation.

Business registration type: **Australian Company Number (ACN)**
 Business registration ID: **001625001**

Work location postcode

Give details of the postcode where the nominated person will be employed.

Postcode: **2650**

Application for Employer Nomination for a Permanent Appointment

Business / organisation address details**Head office address**

Give details of the business / organisation's head office address in Australia.

Note that a street address is required. A post office address cannot be accepted as a business / organisation address.

Country: **AUSTRALIA**
Address: **41-43 Copland St**
Suburb / Town: **Wagga Wagga**
State / Territory: **New South Wales**
Postcode: **2650**

Postal address

Is the postal address the same as the head office address?

Yes

Contact person**Contact person details**

Give details of the contact person within the business / organisation.

Family name: **Duffy**
Given names: **Shaun**

Postal address

Country: **AUSTRALIA**
Address: **41-43 Copland St**
Suburb / Town: **Wagga Wagga**
State / Territory: **New South Wales**
Postcode: **2650**

Contact telephone numbers

Business phone: **0269213060**
Mobile / Cell phone:

Application for Employer Nomination for a Permanent Appointment

Electronic communication

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

Yes

Email address: **sbduffy@dandm.com.au**

Fax number:

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: **Suite 7/1-3 Trelawney St**
Suburb / Town: **Eastwood**
State / Territory: **New South Wales**
Postcode: **2122**

Contact telephone numbers

Business phone: **0298740729**
Mobile / Cell phone: **[REDACTED]**

Electronic communication

Application for Employer Nomination for a Permanent Appointment

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:

Position to be filled**Position details**

Position: **Senior Financial Investment Manager**
Occupation (ANZSCO) **Financial Investment Manager**

Address where nominated person will be employed

Country: **AUSTRALIA**
Address: **41-43 Copland St**
Suburb / Town: **Wagga Wagga**
State / Territory: **New South Wales**
Postcode: **2650**

Terms and conditions that apply to current employees

Do you already have Australian employee(s) in your workplace doing the same work as the nominated person?

No

Terms and conditions that will apply to the nominated person

Base rate of pay per annum: **190000**
Guaranteed annual earnings: **208050**
Give details of how the base pay and guaranteed annual earnings were determined: **We determine our remunerations based mainly on company's policy, the current Australian labour market rate, and the nominee's personal skills and experience. Our terms and conditions including the remunerations are same applied to all the employees no matter they are Australians or overseas.**

Will you make any deductions from these earnings apart from tax?

No

Will the business / organisation be paying the nominated person's salary?

Yes

Application for Employer Nomination for a Permanent Appointment

Will the terms and conditions of employment of your Australian employee(s) apply to the nominated person?

Yes

Employment and training details

Employment

Of the Australian operations of the business / organisation, what is the total number of:

Australian employees (including Australian citizens and permanent residents)	23
Foreign employees (i.e. non- Australian citizens or non- permanent residents)	0

Of the total number of foreign employees, what is the number of:

Temporary business / organisation entrants:	0
Overseas students:	0
Working holiday makers:	0
Other:	0

Training

What is the total number of Australian citizens or permanent residents employed in the business / organisation as:

Professionals:	7
Tradespersons:	16
Recent Australian university graduates with less than 12 months work experience:	0
Apprentices employed under a training agreement or contract of training:	4
Other trainees employed under a training agreement or contract of training:	0
Gross payroll expenditure of the business / organisation in the past 12 months:	1129394
Gross expenditure on training Australian citizens or	55229

Application for Employer Nomination for a Permanent Appointment

permanent residents in the
past 12 months:

Include paid study leave, accredited training courses, reimbursement of study related costs,
employment of designated training officers and the cost of in-house training.

Did the business / organisation make any contributions to an industry training fund in the past 12
months?

No

Nominated Person

Are the nominated person details available to be added?

Yes

Nominated person details

Family name:

Given names:

Sex:

Male

Date of birth:

Passport details

Are the details of a current passport available to be entered for the nominated person?

Yes

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

Passport number:

Country of passport:

CHINA - CHN

Nationality of passport holder:

CHINA - CHN

Date of issue:

22 Jun 2009

Date of expiry:

21 Jun 2019

Place of issue / issuing
authority:

Exit & Entry Administration Ministry of Public Security

Place of birth

Town / City:

Chengdu

State / Province:

Sichuan

Country of birth:

CHINA

Residential address

Application for Employer Nomination for a Permanent Appointment

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

Country: CHINA
Address: [Redacted] No.16 Tian-zhu Development St, Shunyi District
Suburb / Town: Beijing
State or Province: BEIJING
Postal code: 101312

Contact telephone numbers

Business phone: [Redacted]
Mobile / Cell phone: [Redacted]

Migrating family members

Are there any migrating family members included in this application?
Yes

Relationship to the nominated Spouse/De Facto Partner person:

Family name: [Redacted]
Given names: [Redacted]
Sex: Female
Date of birth: [Redacted]

Relationship to the nominated Child person:

Family name: [Redacted]
Given names: [Redacted]
Sex: Male
Date of birth: [Redacted]

Relationship to the nominated Child person:

Family name: [Redacted]
Given names: [Redacted]
Sex: Female
Date of birth: [Redacted]

ENS / RSMS Declarations

Application for Employer Nomination for a Permanent Appointment

Warning:

Giving false or misleading information is a serious offence.

The applicants declare that they:

Have the authority to enter into legal commitments for the nominating business / organisation.

Yes

Will provide full-time employment for the visa applicant for at least two years.

Yes

Acknowledge that any resulting visa may be cancelled if holder does not commence work within six months or does not continue to work in the nominated position for at least two years.

Yes

Acknowledge that any non-compliance with Australian agreements, awards and conditions may incur penalties under Australia's industrial relations system and affect future immigration nominations.

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 documents or false or misleading information has been provided with this application, or if any of the applicants fail to satisfy the Minister of their identity, the application may be refused and the applicant(s), and any member of their family unit, may become unable to be granted a visa for a specified period of time.

Yes

Understand that if documents are found to be fraudulent or information to be incorrect after the grant of a visa, the visa may subsequently be cancelled.

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

Have read the information contained in the Privacy Notice (Form 1442i).

Yes

Application for Employer Nomination for a Permanent Appointment

Understand that the department may collect, use and disclose the applicant's personal information (including biometric information and other sensitive information) as outlined in the Privacy Notice (Form 1442i).

Yes



Australian Government

Department of Immigration and Border Protection

24 August 2015

JODEGAN PTY LTD
41-43 Copland St
Wagga Wagga NSW 2650

In reply please quote:

Name of Applicant	JODEGAN PTY LTD
Application ID	1920579830
Name of Nominee	[REDACTED]
Nomination TRN	EGO8G12QX3
File Number	BCC2015/1287141

Transmission Method Email sent to ausky888@hotmail.com

Dear Applicant

Notification of refusal of a nomination application

Nominee(s)

[REDACTED]

[REDACTED]

[REDACTED]

I wish to advise that the application for approval of a nomination has been refused. The attached Nomination Refusal Decision Record outlines details about this decision.

After careful consideration of all the information you have provided, I was not satisfied that the relevant criteria for the approval of this nomination as set out in Australian migration law have been met.

Review rights

No further assessment of this application can be taken at this office. However, you are entitled to apply to the Administrative Appeals Tribunal (AAT) for a merits review of this decision within 21 days after the day on which you are taken to have received this letter.

Receiving this Letter

As this letter was sent to you by email, you are taken to have received it at the end of the day it was transmitted.

VIC PESE

OFFICE: Casselden Place Melbourne VIC 3000

POSTAL: GPO Box 9984 Sydney NSW 2001

PHONE: 03 9235 3802 EMAIL: nsw.pse@border.gov.au WEBSITE: www.border.gov.au

- 2 -

Please note that this review period is prescribed in law and an application for merits review may not be accepted after that date.

Lodging an application for merits review

Applications for merits review can be lodged online, in person, faxed or posted to any registry of the Administrative Appeals Tribunal (AAT).

Registries of the Administrative Appeals Tribunal

New South Wales Level 11 83 Clarence Street Sydney NSW 2000	Victoria Level 10 120 Spencer Street Melbourne VIC 3000	Queensland Level 4 119 North Quay Brisbane QLD 4000	South Australia 11th Floor 91 Grenfell Street Adelaide SA 5000	Western Australia Level 5 111 St Georges Terrace Perth WA 6000
---	---	---	--	---

Review applications may also be sent by fax to 02 9276 5599 or 03 8600 5801, by email to MRDivision@aat.gov.au or registry@mrt-rrt.gov.au, or alternatively they can be made online at www.tribunalonline.mrt-rrt.gov.au

Further information about the merits review process is available from the AAT on the Tribunal website at www.aat.gov.au

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.

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.

Further information on our Client Service Charter and how to make a compliment, complaint or suggestion is available at www.border.gov.au/about/contact/provide-feedback

VIC PESE

OFFICE: Casselden Place Melbourne VIC 3000

POSTAL: GPO Box 9984 Sydney NSW 2001

PHONE: 03 9235 3802 EMAIL: nsw.pse@border.gov.au WEBSITE: www.border.gov.au

- 3 -

Contacting this processing office

We prefer contact with this office concerning your application to be by email. We try to respond to all email enquiries within seven (7) working days.

Yours sincerely

Rosa T
Position Number: 60015961
Senior Case Officer
VIC PESE
Department of Immigration and Border Protection

Please note the original of this letter including attachments was sent to:
Yueming HAO
ausky888@hotmail.com

VIC PESE

OFFICE: Casselden Place Melbourne VIC 3000

POSTAL: GPO Box 9984 Sydney NSW 2001

PHONE: 03 9235 3802 **EMAIL:** nsw.pse@border.gov.au **WEBSITE:** www.border.gov.au

- 4 -

VIC PESE

OFFICE: Casselden Place Melbourne VIC 3000

POSTAL: GPO Box 9984 Sydney NSW 2001

PHONE: 03 9235 3802 EMAIL: nsw.psc@border.gov.au WEBSITE: www.border.gov.au



Australian Government

Department of Immigration and Border Protection

**NOTICE OF DECISION
NOMINATION REFUSAL NOTICE
FOR EMPLOYER NOMINATION**

Details of Nomination

Name of Nominator JODEGAN PTY LTD
Date of Decision 24 August 2015

Nominated Person

Client Name [REDACTED]
Client ID 24844325638
Date of Birth [REDACTED]
Proposed Occupation, training or activity Financial Investment Manager - 222312
Dependents [REDACTED]
Dependents [REDACTED]
Dependents [REDACTED]

Details of nomination application

Place of Lodgment Central Office
Date of Application 04 May 2015
Nomination Application ID 1920579830
File Number BCC2015/1287141

Information and evidence considered

I am a delegated decision maker under regulation 5.19(5) of the *Migration Regulations 1994* (the Regulations). In reaching my decision, I have considered the following:

- relevant legislation contained in the *Migration Act 1958* and the Regulations collectively "migration law";
- information contained in the department's policy guidelines Procedures Advice Manual 3;
- all documents and information provided by the applicant(s); and
- other relevant information held on departmental file BCC2015/1287141.

Relevant Legislation

Under migration law, a nomination cannot be approved unless the applicant meets the legal requirements that are specified in the Act and the Regulations.

Subregulation 5.19(5) states:

'The Minister must refuse a nomination if neither of subregulations (3) and (4) applies.'

VIC PESE

OFFICE: Casselden Place Melbourne VIC 3000

POSTAL: GPO Box 9984 Sydney NSW 2001

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The nomination does not meet the legal requirement in subregulations 5.19(3) and 5.19(4) of the Regulations on the date I made my decision. Subregulations 5.19(3) and 5.19(4) state that:

5.19(3)

The Minister must, in writing, approve a nomination if:

- (a) *the application for approval:*
 - (i) *is made in accordance with subregulation (2); and*
 - (ii) *identifies a person who holds a Subclass 457 (Temporary Work (Skilled)) visa granted on the basis that the person satisfied the criterion in subclause 457.223(4) of Schedule 2; and*
 - (iii) *identifies an occupation, in relation to the position, that:*
 - (A) *is listed in ANZSCO; and*
 - (B) *has the same 4-digit occupation unit group code as the occupation carried out by the holder of the Subclass 457 (Temporary Work (Skilled)) visa; and*
- (b) *the nominator:*
 - (i) *is, or was, the standard business sponsor who last identified the holder of the Subclass 457 (Temporary Work (Skilled)) visa in a nomination made under section 140GB of the Act or under regulation 1.20G or 1.20GA as in force immediately before 14 September 2009; and*
 - (ii) *is actively and lawfully operating a business in Australia; and*
 - (iii) *did not, as that standard business sponsor, meet regulation 1.20DA, or paragraph 2.59(h) or 2.68(i), in the most recent approval as a standard business sponsor; and*
- (c) *either:*
 - (i) *both of the following apply:*
 - (A) *in the period of 3 years immediately before the nominator made the application, the holder of the Subclass 457 (Temporary Work (Skilled)) visa identified in subparagraph (a)(ii) has:*
 - (I) *held one or more Subclass 457 visas for a total period of at least 2 years; and*
 - (II) *been employed in the position in respect of which the person holds the Subclass 457 (Temporary Work (Skilled)) visa for a total period of at least 2 years (not including any period of unpaid leave);*
 - (B) *the employment in the position has been full-time, and undertaken in Australia; or*
 - (ii) *all of the following apply:*
 - (A) *the person holds the Subclass 457 (Temporary Work (Skilled)) visa on the basis that the person was identified in a nomination of an occupation mentioned in sub-subparagraph 2.72(10)(d)(iii)(B) or sub-subparagraph 2.72(10)(e)(iii)(B);*
 - (B) *the nominator nominated the occupation;*
 - (C) *the person has been employed, in the occupation in respect of which the person holds the Subclass 457 (Temporary Work (Skilled)) visa, for a total period of at least 2 years in the period of 3 years immediately before the nominator made the application; and*
- (d) *for a person to whom subparagraph (c)(i) applies:*
 - (i) *the person will be employed on a full-time basis in the position for at least 2 years; and*
 - (ii) *the terms and conditions of the person's employment will not include an express exclusion of the possibility of extending the period of employment; and*

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- (e) *the terms and conditions of employment applicable to the position will be no less favourable than the terms and conditions that:*
- (i) *are provided; or*
 - (ii) *would be provided;*
- to an Australian citizen or an Australian permanent resident for performing equivalent work in the same workplace at the same location; and*
- (f) *either:*
- (i) *the nominator:*
 - (A) *fulfilled any commitments the nominator made relating to meeting the nominator's training requirements during the period of the nominator's most recent approval as a standard business sponsor; and*
 - (B) *complied with the applicable obligations under Division 2.19 relating to the nominator's training requirements during the period of the nominator's most recent approval as a standard business sponsor; or*
 - (ii) *it is reasonable to disregard subparagraph (i); and*
- Note Different training requirements apply depending on whether the application for approval as a standard business sponsor was made before 14 September 2009 or on or after that day.*
- (g) *either:*
- (i) *there is no adverse information known to Immigration about the nominator or a person associated with the nominator; or*
 - (ii) *it is reasonable to disregard any adverse information known to Immigration about the nominator or a person associated with the nominator; and*
- (h) *the nominator has a satisfactory record of compliance with the laws of the Commonwealth, and of each State or Territory in which the applicant operates a business and employs employees in the business, relating to workplace relations.*

Subregulation 5.19(4)

- (4) The Minister must, in writing, approve a nomination if:**
- (a) *the application for approval:*
 - (i) *is made in accordance with subregulation (2); and*
 - (ii) *identifies a need for the nominator to employ a paid employee to work in the position under the nominator's direct control; and*
 - (b) *the nominator:*
 - (i) *is actively and lawfully operating a business in Australia; and*
 - (ii) *directly operates the business; and*
 - (c) *for a nominator whose business activities include activities relating to the hiring of labour to other unrelated businesses - the position is within the business activities of the nominator and not for hire to other unrelated businesses; and*
 - (d) *both of the following apply:*
 - (i) *the employee will be employed on a full-time basis in the position for at least 2 years;*

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- (ii) *the terms and conditions of the employee's employment will not include an express exclusion of the possibility of extending the period of employment;*
and
- (e) *the terms and conditions of employment applicable to the position will be no less favourable than the terms and conditions that:*
 - (i) *are provided; or*
 - (ii) *would be provided;*
to an Australian citizen or an Australian permanent resident for performing equivalent work in the same workplace at the same location; and
- (f) *either:*
 - (i) *there is no adverse information known to Immigration about the nominator or a person associated with the nominator; or*
 - (ii) *it is reasonable to disregard any adverse information known to Immigration about the nominator or a person associated with the nominator; and*
- (g) *the nominator has a satisfactory record of compliance with the laws of the Commonwealth, and of each State or Territory in which the applicant operates a business and employs employees in the business, relating to workplace relations; and*
- (h) *either:*
 - (i) *both of the following apply:*
 - (A) *the tasks to be performed in the position will be performed in Australia and correspond to the tasks of an occupation specified by the Minister in an instrument in writing for this sub-subparagraph;*
 - (B) *either:*
 - (I) *the nominator's business has operated for at least 12 months, and the nominator meets the requirements for the training of Australian citizens and Australian permanent residents that are specified by the Minister in an instrument in writing for this sub-sub-subparagraph; or*
 - (II) *the nominator's business has operated for less than 12 months, and the nominator has an auditable plan for meeting the requirements specified in the instrument mentioned in sub-sub-subparagraph (I); or*
 - (ii) *all of the following apply:*
 - (A) *the position is located in regional Australia;*
 - (B) *there is a genuine need for the nominator to employ a paid employee to work in the position under the nominator's direct control;*
 - (C) *the position cannot be filled by an Australian citizen or an Australian permanent resident who is living in the same local area as that place;*
 - (D) *the tasks to be performed in the position correspond to the tasks of an occupation at a skill level of ANZSCO skill level 1, 2 or 3;*
 - (E) *the business operated by the nominator is located at that place;*
 - (F) *a body that is:*
 - (I) *specified by the Minister in an instrument in writing for this sub-subparagraph; and*
 - (II) *located in the same State or Territory as the location of the position;*

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has advised the Minister about the matters mentioned in paragraph (e) and sub-subparagraphs (B) and (C).

Reasons for decision

The applicant, Jodegan Pty Ltd (ABN: 21001625001), is trading as D & M Electrical Communications. The applicant lodged a nomination application online on 04 May 2015. In that application the nomination type is listed as 'Direct Entry' and the position nominated was for a 'Financial Investment Manager (ANZSCO 222312)'. The base salary offered is \$190,000.00 per annum. As declared on the application form, the head office and the nominated position are both located in Wagga Wagga, NSW. It's declared that the business established or commenced trading in Australia from 01 July 2002.

As submitted by the applicant, the business was established in 1976 and has continually expanded to become one of the largest privately owned electrical and communications contractors in Regional NSW. It's further noted that D & M Electrical Communications performs a wide variety of tasks in the electrical industry including construction work, communications installations, electrical maintenance and low voltage reticulation (including installation of service and metering equipment) and alternative energy installation.

The following supporting documents have been submitted to the department with the application in addition to the application form:

- * ABN Lookup and ASIC printouts.
- * Financial Report for the year ended 30 June 2014.
- * A document titled: Appropriate Reference to the ABS Employee Earnings and Hours Survey.
- * A document titled: Appropriate Reference to Industrial Award.
- * Employment contract dated 18 December 2014.
- * Evidence of training – apprenticeship agreement.
- * Payroll activity summary for the period of 1 April 2014 to 31 March 2015.
- * A letter from accountant dated 28 April 2015.
- * A document titled: Appropriate References to the Australian Government's Job Outlook
- * Several work contracts or subcontracts.
- * Organisation Chart.
- * Evidence of similar ads for the financial investment manager positions.
- * A document titled: Business Outline.
- * Statement of Need for the Position and Remuneration made by Manager Shaun Duffy dated 22 April 2015.

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☞ Position description.

Regulation 5.19(4)(a)(ii) requires the nomination to identify a need for a paid employee to work in the position under the direct control of the nominator. In assessing whether there is a need for a paid employee, Departmental Policy provides guidance that Delegates must be satisfied that there is a vacancy for the nominated position.

The employment contract dated 5 May 2014 was provided which confirms that the nominee will be offered a base salary of \$190,000.00 per annum for the nominated position of "Senior Financial Investment Manager".

Having regarded all the relevant documents provided on file including the organisation chart and the statements, it appears to me that the proposed nominated position is a newly-created position. The proposed nominee reports directly to the Manager and does not have any subordinate. In the financial department, there is also a Senior Management Accountant position.

I have considered a statement of need for the position made by Mr Shaun Duffy on 22 April 2015. It's stated that "Our company has been profitable and prosperous for the past few years, however we are facing a development bottleneck within electrical and communications field due to the limitation of location. Not plenty of projects have been emerging in the regional local area to satisfy our expansion expectation. We have decided that for further expansion, we need to diversify our investment. We have been considering investment in renewable energy. We would like to set up a medium sized solar plant with a capacity of 200 to 300 KW, making good use of the vast land in the local area and helping Australians to switch to clean reliable energy."

Mr Duffy further stated that "To ensure that the expansion plan to be rolled out smoothly, we need a well-experienced financial talent to provide professional advice on investment strategies. What's more, as financing has become vital in the ever-changing and highly competitive market system, with the investment plans developed by this new position, we are in the hope of more external capital being attracted to support the expansion plan. The new position will play a dynamic role in our financial investment strategies, making decisions and driving our future growth on our management level, therefore the position we offer is a Senior Financial Investment Manager."

Whilst I appreciate that the nominator has intention to diversify their business from the current electrical installation & repairs business into renewal energy industry and set up a medium-sized solar plant, I expect that appropriate level of evidence should be provided to support their claims of diversification and their commitment to expansion.

In particularly for a business who is committing to a new business venture in a new industry as well as recruiting a senior executive from overseas with a high salary package, it's expected that supporting evidence such as appropriate market research undertaken, business plans detailing proposed portfolio or service expansion and timelines, financial budgets covering expenditure and anticipated revenue with this newly-created position, expansion or investment plan and so forth would be the type of evidence that can support their claims. In

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POSTAL: GPO Box 9984 Sydney NSW 2001

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the absence of any adequate and/or verifiable evidence before me, I give little weight to these claims.

I have further noted that the applicant has submitted some advertisements for similar managerial positions that offer high salary packages. However, I note that these positions were being advertised in the investment banking and/or fund management industries which are different to the applicant's core business. This finding has further strengthened my view that the applicant's business, based on what's been submitted on file, does not have a need to employ a Financial Investment Manager.

Based on the evidence presented, I find that the application for approval has not identified a need for the nominator to employ a paid employee to work in the position under the nominator's direct control.

I note the acknowledgement letter sent on 04 May 2015 states that the Department may make a decision on the application without requesting additional information. I am, therefore, proceeding to make a decision on this application in accordance with Section 54 of the Act, which provides that a decision may be made on the information at hand.

Based on my assessment above, I find that the applicant does not satisfy subregulation 5.19(4) (a)(ii). Whilst I am not bound by policy, I see no reason to depart from it in this instance. Consequently, the applicant does not meet 5.19(4) on the date I made my decision.

Temporary Residence Transition Nomination

The nominator has only provided claims against subregulation 5.19(4). Since insufficient claims or evidence have been submitted against subregulation 5.19(3), I am not satisfied that the nominator meets subregulation 5.19(3).

Decision

Subregulation 5.19(5) states:

"The Minister must refuse a nomination if neither of subregulations (3) and (4) applies."

As the nomination does not meet subregulation 5.19(3) or 5.19(4) of the Regulations, the nomination has failed to meet all the criteria for approval of the nomination of a position. I, therefore refuse Jodegan Pty Ltd's application for approval of the nomination of a position.

VIC PESE

OFFICE: Casselden Place Melbourne VIC 3000

POSTAL: GPO Box 9984 Sydney NSW 2001

PHONE: 03 9235 3802 EMAIL: nsw.pse@border.gov.au WEBSITE: www.border.gov.au

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Yours sincerely,

Rosa T
Position Number: 60015961
VIC PESE
Department of Immigration and Border Protection

24 August 2015

VIC PESE

OFFICE: Casselden Place Melbourne VIC 3000

POSTAL: GPO Box 9984 Sydney NSW 2001

PHONE: 03 9235 3802 **EMAIL:** nsw.pse@border.gov.au **WEBSITE:** www.border.gov.au

Ausky Visa Solutions

ABN : 11 111 420 083

7/1-3 Trelawney St
EASTWOOD NSW 2122
Phone : +612 98740729



Purchase Order

To: Maggie [REDACTED]

Date: 19/09/2016
Due date: 15/02/2019
Reference number: 2289379

Description	Qty	Price (inc GST)	GST Amount	Total Price (inc GST)
Nomination Assitance Fee for [REDACTED]	3	\$1,000.00	\$272.73	\$3,000.00

GST: \$272.73
Total (Inc GST): \$3,000.00
Amount Paid: \$3,000.00
Amount due: \$0.00

Notes:
?? 01/12/2016

Home (/LA/app.htm#businesses/89205/home) ► Purchase history (https://essentials.myob.com.au/LA/app.htm#businesses/89205/bills/history)
► Edit bill (https://essentials.myob.com.au/LA/app.htm#businesses/89205/bills/132645469) ► View pay bill

View pay bill

Edit pay bill

To: Maggie [REDACTED]
From account: 1-1500 CBA Operating Account 8429
Notes:

Date: 02/12/2016
Reference number: SP000541
Total amount paid: \$3,000.00

i This transaction has been reconciled.

Bill number	Date received	Original amount	Discount given	Amount due	Payment amount
2289379	19/09/2016	\$3,000.00	\$0.00	\$0.00	\$3,000.00

Delete Cancel
