

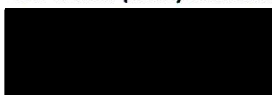


**GANDANGARA**

**Local Aboriginal Land Council**

Friday, 20 January 2012

Mr Mark (Jack) Johnson



By email:



Dear Jack

A number of alleged matters have recently been brought to the attention of the Board. These matters, if true, are of concern.

In summary, it is alleged that:

- (a) You have provided consultancy services to Deerubbin Local Aboriginal Land Council (DLALC) through consultancy arrangements between DLAC and your company Waawdiji Pty Ltd (Waawidji) without the consent of the Board.
- (b) In respect of these services, Waawidji was paid fees in the amount of \$50,000 in relation to the sale of land at Hazelbrook.
- (c) During negotiation of fee arrangements for these services, you proposed in a letter addressed to DLALC that you could arrange a loan from Gandangara to DLALC to facilitate the payment of Waawidji's fees.
- (d) In your capacity as CEO of Gandangara you recently demanded from DLALC repayment of a loan in excess of \$500,000 said to be from Gandangara, GMSL or Sydney Aboriginal Services Ltd. This loan was allegedly made in consideration for consultancy services provided to DLALC.
- (e) The above conduct was the subject of a complaint to the Independent Commission against Corruption dated 16 December 2011.

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Under no circumstances should the above be considered an exhaustive list of the allegations against you. It is merely a summary provided to you in the interests of fairness.

The Board considers that if substantiated, the above conduct may constitute a breach of your employment contract with Gandangara Council (**Contract**) and a breach of Waawidji's Service Contract with GMSL (**Agreement**).

Due to the seriousness of these matters, you are immediately suspended with pay until further notice (**Suspension**). During your Suspension you will be paid your base salary under the terms of the Contract and the Agreement.

During the Suspension, the Board will arrange an investigation into the above allegations. Once the investigation is completed, in due course and at the appropriate time, the Board may determine it necessary to provide you with correspondence detailing the allegations against you and seeking a response by a specific date.

During the Suspension, you are directed not to attend the offices of Gandangara or provide any services or make any representations as CEO of Gandangara, GMSL or any of its subsidiaries (The Gandangara Group), including SASL, unless directed otherwise by the Board. You are also not to attempt to make contact with any employee of Gandangara, or any of its consultants during your Suspension.

During the Suspension, you will not have access to Gandangara's internet, email or IT systems.

As a matter of fairness, you are being informed that if the allegations are substantiated, termination of your employment might well be required.

If you have any questions, please contact Ms Cindy Cronan.

Yours faithfully,



Cinderella Cronan  
Chairperson  
on behalf of  
Gandangara Local Aboriginal Land Council