

EX 41



Lifestyle and opportunity @ your doorstep

NSW ICAC EXHIBIT

Bruce McCann

12 November 2012

Dear Bruce

Annual Performance Evaluation 2012

Congratulations on achieving a "Very Good" rating as a result of the recent performance review process.

Your performance has been of a consistently high standard and this rating is well deserved.

In recognition of your efforts you are eligible to receive a 2% increase to your base salary as per the following details:

Grade:	17
New Weekly Base Salary:	\$3847.52

These changes will be effective from 2 July 2012 and processed in the pay period commencing 19 November 2012.

As you are aware, we are in the process of developing an electronic Performance Development System (PDS) which will improve the way we evaluate and reward the performance of our staff. All staff will have the opportunity to provide feedback regarding the development of the new system through a dedicated project team and I encourage you to actively participate in this process.

Bruce, thanks again for your efforts over the last 12 months. I have enjoyed working with you and look forward to continuing to deliver quality service to our customers.

Yours sincerely

Roy Newsome
Group Manager Corporate Services