



9th May 2007

John Raciti  
27 Hughes Avenue  
Mascot NSW 2020

Dear John,

**Re: Appointment - Senior Designer**

On behalf of Chemcorp Pty. Ltd., I have the pleasure in confirming the offer of an appointment as a Senior Graphic Designer in the Creative Services Department. I believe that with your skills and experience you will make a significant contribution to our mission of delivering value to Chemcorp Pty. Ltd. In return, I believe Chemcorp Pty. Ltd. can offer a challenging and satisfying career opportunity for you.

The terms and conditions of your employment are outlined below.

**Commencement Date:**

Monday 14th May 2007

**Duties:**

You will be employed as a Senior Designer, reporting in the first instance to the Art Department Manager, then the General Manager.

In carrying out your duties under this agreement, you are expected to develop close contacts and good professional relationships within the company, and its affiliates, and to have knowledge of the affairs and interests of those entities. The overall purpose of your role will be to assist the art department with creative solutions by providing a creative/design resource, producing artwork, concepts, presentation, packaging and trade marketing material of the highest standard within reasonable timeframes. Such duties may vary from time to time, in line with business requirements.

**Remuneration:**

Your commencing remuneration will be \$60,000 per annum. This is a composite annual rate and no additional payments will be made for overtime, public holidays. Salaries are paid fortnightly into your nominated bank account.

**Superannuation:**

The above remuneration includes the payment we will be making for you to meet the government's compulsory superannuation obligations (9%). Please provide details of your fund.

**Probationary Period:**

A probationary period of three (3) months applies to all new employees which gives both parties the opportunity of evaluation. Subject to satisfactory performance during the probationary period, your employment will become permanent. The position is offered on a three (3) month trial basis during which time either party can give two (2) weeks notice.

**Hours of Work:**

5 days per week; core hours being 9.00am to 5.00pm with a 30 minute lunch break. These hours remain flexible to meet business requirements.

**Annual Leave:**

Permanent employees who have been in continuous service of the Company for at least 12 months shall be granted 20 days annual leave per annum. Loading of 17.5% will apply to this leave and will be paid when leave is taken. The period of annual leave shall be regarded as service in the second and subsequent years of employment.

At least one (1) month's notice of the date on which annual leave will commence shall be given by you to the Company if the amount of annual leave exceeds five (5) days. The taking of annual leave is at the discretion of the Company.

**Sick Leave:**

You will be entitled to ten (10) paid sick leave days per annum, accumulative for twelve years.

No paid sick leave within the first three (3) months of employment. Absences in excess of two (2) days must be supported by an acceptable medical certificate. If your absence is due to a dependant's sickness the Company would need a copy of a Doctor's Certificate from your dependant. If you deem yourself not fit for work, you must telephone either the General Manager or the Office Manager to report your intended absence.

**Termination of Service:**

Should you or the Company terminate your employment, either party may give two (2) weeks notice in writing. In the event of termination, the Company shall at its discretion, be entitled to pay you in lieu of the notice period. This agreement may be terminated without notice by the Company in the event of serious or wilful misconduct by yourself.

**Occupational Health & Safety**

The Company is committed to providing a safe working environment for all employees. This includes a policy forbidding employees from working under the influence of intoxicating liquor or drugs. No smoking is permitted anywhere in the building.

**Salary Review:**

Salary reviews usually take place annually, as determined by the company. Reviews will be conducted by management and based on individual performance, the Company's financial performance and market influences.



**Standards of Behaviour:**

You are expected to behave in a professional and business-like manner at all times when representing the Company. You must use your best endeavours to promote and enhance the interests, profitability and reputation of the Company, and its affiliates, and must not intentionally do anything that is reasonably likely to be harmful to the Company or its affiliates.

Telephone, Email and Internet access are communication tools and must be used for business communication purposes only. Non-compliance may result in dismissal.

**Acceptance of Offer:**

Your employment contract may be subject to variation due to the Australian Workplace Agreements that the Company may be finalising over the next few months.

Would you please signify your acceptance of the terms and conditions by signing and returning the enclosed copy of this letter.

I look forward to your commencement and a mutually satisfying work relationship. I am sure you will be a very successful addition to the company.

Yours sincerely,

Mark Savignano  
Art Department Manager

I understand and accept the terms and conditions of this offer of employment with Chemcorp Pty. Ltd.

Employee Signature:

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Date:

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