

## SUMMARY OF FACTS

Ministry of Business, Innovation and Employment

v

Defendant: **Loraine Anne JAYME**

Date of Birth : 13/04/1980

PRN: No PRN

Charges :

(See attached schedule)

Altering a Document **X 23**  
contrary to S258(1) Crimes Act 1961  
Penalty: 10 yrs imprisonment

Use an Altered Document **X 40**  
contrary to S259 Crimes Act 1961  
Penalty: 10 yrs imprisonment

Forgery **X 55**  
contrary to Section 256(1) Crimes Act 1961  
Penalty: 10 yrs imprisonment

Using a Forged Document **X 69**  
contrary to Section 257(1) Crimes Act 1961  
Penalty: 10 yrs imprisonment

Obtain by Deception (value exceeding \$1000) **X 5**  
contrary to S240 Crimes Act 1961  
Penalty: 7 yrs imprisonment

Aiding and Abetting **X 12**  
contrary to Section 343(1)(c)(ii) Immigration Act 2009  
Penalty: 7 yrs imprisonment

Provision of False and Misleading Information **X 32**  
contrary to S342(1)(b) Immigration Act 2009  
Penalty: 7 yrs imprisonment or \$100,000 fine

Provision of False and Misleading Information **X 74**  
contrary to S342(1)(a)(i) Immigration Act 2009  
Penalty: \$5000 fine

## **BACKGROUND**

Immigration New Zealand (INZ) administers the flow of migrants to New Zealand. There are a number of different reasons that migrants come to New Zealand and different rules apply to each group of people. As such Immigration New Zealand administers migrants under a number of Categories to reflect these different rules.

One of the categories under which migrants can move to New Zealand is by way of a temporary work visa. This is a visa issued for a person to come to New Zealand and fill a role where it has been impossible to find suitable New Zealand nationals to meet staffing requirements. These visas are issued for a fixed period of time, after which the migrant is required to either apply for a new visa, or leave the country.

To ensure that potential migrants are suitably skilled, experienced and of good character and health, Immigration New Zealand requires applicants to complete and submit standard documentation designed to gather necessary information.

In addition, Immigration New Zealand requires proof that there are no suitable New Zealand based applicants for the position and that genuine attempts have been made to recruit on shore.

Further to this Immigration New Zealand require evidence that the employer has offered the position as claimed, the conditions of employment meet certain criteria and minimum wages and their business is genuine and sustainable.

Having assessed the submitted evidence, Immigration Officers may then perform further verification checks with interested parties, such as employers or applicants, to ensure the information provided is accurate or to gather further detail where appropriate.

Once a visa is issued on the information provided, the applicant may then travel to New Zealand to fill the employment position offered.

Once in New Zealand it is expected that the migrant will occupy the role they have applied for until the end of their contract or the end of their visa.

However, they may vary their visa conditions in some circumstances, while maintaining the general conditions and circumstances under which they were granted a visa, or if necessary, they may subsequently apply for a new visa while they are still in New Zealand, for example to work for another company.

## **BACKGROUND PHILIPPINES**

With a high population and low average income, many Filipinos seek employment opportunities overseas, often leaving partners and young children at home while living abroad where they can earn a better income.

Often these workers will endure poor living conditions to maximise the amount of money they can send back to their families.

Expenses for medical treatment or education can leave families desperate for a higher income, with few opportunities in the Philippines. As a result many Filipinos will go to great

lengths and take risks, often incurring significant debts, for the opportunity to work offshore and improve their income and prospects.

A normal rate of interest on debts incurred by such migrants is 5% per month. As a result of this, their debts grow quickly if they are unable to find an income, pushing them to even more desperate measures.

### **DEFENDANT'S BUSINESS MODEL**

The defendant, Loraine Anne JAYME, also known by her maiden name of Loraine Anne CANDOR, was born in the Philippines and moved to New Zealand in 2006, initially working with her husband Vincent in the dairy industry.

The defendant eventually moved to Te Aroha and began operating as a self-styled employment consultant. Part of her business involved recruiting Filipino's to fill roles in the New Zealand dairy industry.

Her business adopted a reasonably uniform process whereby she would respond to dairy industry advertisements for staff, usually advertised through the Fonterra 'Fencepost' (and latterly 'Farmsource') website, offering employers the opportunity to take on Filipino dairy workers.

The defendant then assisted the farmer with the Immigration paperwork required in bringing staff to New Zealand.

Meanwhile, the defendant's profile in the Philippines grew until she was able to sustain her flow of applicants by word of mouth.

Again her business model was reasonably uniform, in that applicants make contact with the defendant usually by email and are furnished with a standard response outlining requirements and fees.

The defendant currently requires a payment of 76,000 pesos (approx. NZ\$2,250) from applicants, payable to her bank account in the Philippines. The applicants need to meet all other expenses themselves.

Having paid the fee, the applicant then goes into a queuing system, sometimes for many months, awaiting a job offer through the defendant.

The defendant eventually emails the applicant instructing them to complete a medical examination, as required by Immigration New Zealand, and supplying them with the appropriate Immigration New Zealand forms.

Having completed the medical assessment, the applicant contacts the defendant and awaits confirmation that they have a job offer with a New Zealand company.

The defendant eventually emails them with explicit instructions on completing their application, often accompanied by a blank Immigration New Zealand work visa application form and additional paperwork attached to be included with their application.

The paperwork typically attached is confirmation of a Fencepost (or Farmsource) advertisement, a letter (or other confirmation) from Work and Income New Zealand

confirming there are no suitable local applicants for the job, an Employment Agreement (or Employment Contract) from the employer and an Immigration New Zealand 'Employer Supplementary Form' as completed by the employer and outlining company specific details.

In some instances there is also a letter from the employer confirming the offer of employment.

Following the defendant's directions, the applicant completes the application form and submits all the paperwork as instructed to Immigration New Zealand's office in Manila, Philippines, along with the appropriate lodgement fee.

Upon the subsequent issue of a work visa to fill the position with the specified farm, the applicant then travels to New Zealand to take up their position.

## **CIRCUMSTANCES**

In order to maintain a flow of business and migrants coming to New Zealand, the defendant has fabricated the existence of several false farming businesses.

These are AJM Farming, Kinvarra Farms, Mathan Farms and Caldwell Farming (also known as Bridge Dairies) in Southland, and KG Farms in Northland.

### *Fencepost / Farmsource advertisement*

The defendant forged emails, which appear to be from Fonterra, to show that positions at these companies have been advertised locally and provided these 'emails' to applicants, who have subsequently included them in their applications to Immigration New Zealand.

### *WINZ Labour Market letters*

The defendant has also approached Work and Income New Zealand and claimed to be representing the companies, requesting they perform checks on the local labour market to ascertain whether there are any suitable applicants for positions at the companies locally.

The defendant has advised Work and Income that accommodation for employees on the farm will be shared and applicants need at least two years dairy experience, with a salary of \$38,000 per annum. These conditions, although acceptable to migrants travelling from the Philippines, make it very unlikely there will be any suitable local applicants and so Work and Income letters were produced confirming there was no local labour available to fill the positions. In one case (KG Farms) this detail was confirmed by email rather than by letter.

In all cases, as the company referred to does not exist, the confirmation provided by Work and Income New Zealand was obtained by deception. As a requirement without which a visa is unlikely to be issued, these documents have a high value to the defendant and she would be unable to claim her 76,000 pesos fee from applicants without them.

To avoid detection, the defendant altered the letters she obtained, removing reference to her own name, before supplying them to the applicants, who have included them in their applications.

### *Employment Agreements*

The defendant then manufactured Employment Agreements and, in some cases, job confirmation letters, which she supplied to the applicants to include with their visa applications as instructed.

### *Employer Supplementary Forms*

Finally, the defendant completed Immigration New Zealand 'Employer Supplementary Forms' for each position. These were all completed in a similar manner, typed with a scanned signature where the employer was to have signed it. This signature was the same scanned image as was used for the corresponding companies Employment agreements.

The Employer Supplementary Forms were then supplied to the applicants by the defendant, who included them as part of their visa applications, as instructed by the defendant.

### *Email correspondence and further documentation*

In some cases Immigration New Zealand Immigration Officers sought to verify the information that had been supplied. The principal method of communicating with employers utilised by Immigration Officers has been using the email addresses supplied on the Employer Supplementary Forms.

In these cases the defendant has communicated with the Immigration Officer under the guise of a fictitious employer, providing information as required or, in some instances, refusing to cooperate as requested.

On a number of occasions additional paperwork has been fabricated and supplied to Immigration New Zealand, such as confidential Fonterra Supplier Statements, as supplied to a legitimate farmer and provided to JAYME upon her request, before being altered and submitted in the name of a fictitious farm as evidence of its existence and sustainability.

Similarly, IRD and taxation forms have been created and supplied to Immigration New Zealand by the defendant in the name of fictitious companies.

In each case, where documents have been fabricated or altered and then supplied to applicants, who have subsequently supplied them to Immigration New Zealand, specific offences have been committed, either in terms of Forgery or Altering a Document and then using that document for pecuniary gain.

Where JAYME has supplied such documentation to an applicant knowing it will be supplied to Immigration New Zealand to support an application for a visa an offence of supplying false or misleading information has also been committed. The attached schedule of Charges describes how Charges relate to each document created and / or produced by JAYME.

Similarly, where information or documents have been supplied to an Immigration Officer by JAYME, an offence of Providing False or Misleading Information under the Immigration Act has been committed.

## **SCHEDULE OF CHARGES**

The offences identified in the attached schedule relate to seventeen Work Visa applications, each application relating to a position with one of the five fictitious dairy farming entities, AJM Farming, Caldwell Dairy Farm, Kinvarra Farms, Mathan Farms or KG Farms.

Each document may have several charges associated with its creation and subsequent usage.

A total of 310 Charges have been identified in relation to the documentation exhibited.

## **DEFENDANT COMMENTS**

The defendant has not been interviewed at this time.

The defendant is a 35 year old female who has not previously appeared before the Court.

R Prosser

15/09/2015

Schedule of Charges

CRN	Document	Exhibits Folder Page	Produced by	Submitted to INZ in relation to applicant	In relation to false company name	Charges	Section / Act	Penalty
	Employer Supplementary Form	54	GREGAN	REMOROZO	AJM Farming	<ol style="list-style-type: none"> <li>1. Altering a Document X1</li> <li>2. Use an Altered Document X 1</li> <li>3. Provision of False and Misleading Information S342(1)(a) X 1</li> </ol>	<p>S258(1) Crimes Act 1961</p> <p>S259 Crimes Act 1961</p> <p>S342(1)(a)(i) Immigration Act 2009</p>	<p>10 yrs imprisonment</p> <p>10 yrs imprisonment</p> <p>\$5000 fine</p>
	Email from 'Angela MARK' to Immigration Officer Lorenzo TIMAN 4/1/2014	61	GREGAN	REMOROZO	AJM Farming	<ol style="list-style-type: none"> <li>1. Provision of False and Misleading Information S342(1)(b) X1</li> <li>2. Forged X1</li> <li>3. Using a Forged Document X 1</li> </ol>	<p>S342(1)(b) Immigration Act 2009</p> <p>Section 256(1) Crimes Act 1961</p> <p>Section 257(1) Crimes Act 1961</p>	<p>7 yrs imprisonment / \$100,000 fine</p> <p>10 yrs imprisonment</p> <p>10 yrs imprisonment</p>
	Individual Employment Agreement REMOROZO	64	GREGAN	REMOROZO	AJM Farming	<ol style="list-style-type: none"> <li>1. Forgery X1</li> <li>2. Using a Forged Document X 1</li> <li>3. Provision of False and Misleading Information S342(1)(a) X 1</li> </ol>	<p>Section 256(1) Crimes Act 1961</p> <p>Section 257(1) Crimes Act 1961</p> <p>S342(1)(a)(i) Immigration Act 2009</p>	<p>10 yrs imprisonment</p> <p>10 yrs imprisonment</p> <p>\$5000 fine</p>
	Work and income Letter dated 17/10/2014	56, 90, 122, 150, 185	GREGAN	ATOLE (1st app), MIRANA, REMOROZO, PENINO	AJM Farming	<ol style="list-style-type: none"> <li>1. Obtain by Deception X1</li> <li>2. Altering a Document X1</li> <li>3. Use an Altered Document X 4</li> <li>4. Provision of False and Misleading Information S342(1)(a) X 4</li> </ol>	<p>S240 Crimes Act 1961</p> <p>S258(1) Crimes Act 1961</p> <p>S259 Crimes Act 1961</p> <p>S342(1)(a)(i) Immigration Act 2009</p>	<p>(S241(a) value exceeds \$1000) 7yrs imprisonment</p> <p>10 yrs imprisonment</p> <p>10 yrs imprisonment</p> <p>\$5000 fine</p>
	Fencepost Advertisement confirmation 15/09/2014	60, 91, 123, 154, 186	GREGAN	ATOLE (1st app), ATOLE (2nd app), MIRANA, REMOROZO, PENINO	AJM Farming	<ol style="list-style-type: none"> <li>1. Forgery X1</li> <li>2. Using a Forged Document X5</li> <li>3. Provision of False and Misleading Information S342(1)(a) X 5</li> </ol>	<p>Section 256(1) Crimes Act 1961</p> <p>Section 257(1) Crimes Act 1961</p> <p>S342(1)(a)(i) Immigration Act 2009</p>	<p>10 yrs imprisonment</p> <p>10 yrs imprisonment</p> <p>\$5000 fine</p>
	Employer Supplementary Form	86	GREGAN	MIRANA	AJM Farming	<ol style="list-style-type: none"> <li>1. Altering a Document X1</li> <li>2. Use an Altered Document X 1</li> <li>3. Provision of False and Misleading Information S342(1)(a) X 1</li> </ol>	<p>S258(1) Crimes Act 1961</p> <p>S259 Crimes Act 1961</p> <p>S342(1)(a)(i) Immigration Act 2009</p>	<p>10 yrs imprisonment</p> <p>10 yrs imprisonment</p> <p>\$5000 fine</p>
	Email from 'Angela MARK' to Immigration Officer Imee UNGOS 12/1/2014	92, 124	GREGAN	MIRANA, PENINO	AJM Farming	<ol style="list-style-type: none"> <li>1. Provision of False and Misleading Information S342(1)(b) X1</li> <li>2. Forgery X1</li> <li>3. Using a Forged Document X 1</li> </ol>	<p>S342(1)(b) Immigration Act 2009</p> <p>Section 256(1) Crimes Act 1961</p> <p>Section 257(1) Crimes Act 1961</p>	<p>7 yrs imprisonment / \$100,000 fine</p> <p>10 yrs imprisonment</p> <p>10 yrs imprisonment</p>
	Individual Employment Agreement MIRANA	96	GREGAN	MIRANA	AJM Farming	<ol style="list-style-type: none"> <li>1. Forgery X1</li> <li>2. Using a Forged Document X 1</li> <li>3. Provision of False and Misleading Information S342(1)(a) X 1</li> </ol>	<p>Section 256(1) Crimes Act 1961</p> <p>Section 257(1) Crimes Act 1961</p> <p>S342(1)(a)(i) Immigration Act 2009</p>	<p>10 yrs imprisonment</p> <p>10 yrs imprisonment</p> <p>\$5000 fine</p>
	Employer Supplementary Form	118	GREGAN	PENINO	AJM Farming	<ol style="list-style-type: none"> <li>1. Altering a Document X1</li> <li>2. Use an Altered Document X 1</li> <li>3. Provision of False and Misleading Information S342(1)(a) X 1</li> </ol>	<p>S258(1) Crimes Act 1961</p> <p>S259 Crimes Act 1961</p> <p>S342(1)(a)(i) Immigration Act 2009</p>	<p>10 yrs imprisonment</p> <p>10 yrs imprisonment</p> <p>\$5000 fine</p>
	Individual Employment Agreement PENINO	126	GREGAN	PENINO	AJM Farming	<ol style="list-style-type: none"> <li>1. Forgery X1</li> <li>2. Using a Forged Document X 1</li> <li>3. Aiding and Abetting X1</li> </ol>	<p>Section 256(1) Crimes Act 1961</p> <p>Section 257(1) Crimes Act 1961</p> <p>Section 343(1)(c)(i) Immigration Act 2009</p>	<p>10 yrs imprisonment</p> <p>10 yrs imprisonment</p> <p>7 yrs imprisonment / \$100,000 fine</p>

Employer Supplementary Form	146	GREGAN	ATOLE (2nd app)	AJM Farming	<p>4. Provision of False and Misleading Information S342(1)(a) S342(1)(a)(i) Immigration Act 2009 X1</p> <p>1. Altering a Document X1 S258(1) Crimes Act 1961</p> <p>2. Use an Altered Document X1 S259 Crimes Act 1961</p> <p>3. Provision of False and Misleading Information S342(1)(a) S342(1)(a)(i) Immigration Act 2009 X1</p>	<p>\$5000 fine</p> <p>10 yrs imprisonment</p> <p>10 yrs imprisonment</p> <p>\$5000 fine</p>
Individual Employment Agreement. ATOLE	159, 187	GREGAN	ATOLE (1st app), ATOLE (2nd app)	AJM Farming	<p>1. Forgery X1 Section 255(1) Crimes Act 1961</p> <p>2. Using a Forged Document X2 Section 257(1) Crimes Act 1961</p> <p>3. Aiding and Abetting X1 Section 343(1)(c)(ii) Immigration Act 2009</p> <p>4. Provision of False and Misleading Information S342(1)(a) S342(1)(a)(i) Immigration Act 2009 X2</p>	<p>10 yrs imprisonment</p> <p>10 yrs imprisonment</p> <p>7 yrs imprisonment / \$100,000 fine</p> <p>\$5000 fine</p>
Work and income Letter dated 10/12/2014	152	GREGAN	ATOLE (2nd app)	AJM Farming	<p>1. Obtain by Deception X1 S240 Crimes Act 1961</p> <p>2. Altering a Document X1 S258(1) Crimes Act 1961</p> <p>3. Use an Altered Document X1 S259 Crimes Act 1961</p> <p>4. Provision of False and Misleading Information S342(1)(a) S342(1)(a)(i) Immigration Act 2009 X1</p>	<p>(S241(a) value exceeds \$1000) 7yrs imprisonment</p> <p>10 yrs imprisonment</p> <p>10 yrs imprisonment</p> <p>\$5000 fine</p>
Employer Supplementary Form	181	GREGAN	ATOLE (1st app)	AJM Farming	<p>1. Altering a Document X1 S258(1) Crimes Act 1961</p> <p>2. Use an Altered Document X1 S259 Crimes Act 1961</p> <p>3. Provision of False and Misleading Information S342(1)(a) S342(1)(a)(i) Immigration Act 2009 X1</p>	<p>10 yrs imprisonment</p> <p>10 yrs imprisonment</p> <p>\$5000 fine</p>
Email Angela MARK to Angelica OCAMPO 26/02/2015	155	GREGAN	ATOLE (2nd app)	AJM Farming	<p>1. Provision of False and Misleading Information S342(1)(b) S342(1)(b) Immigration Act 2009</p> <p>2. Forgery X1 Section 255(1) Crimes Act 1961</p> <p>3. Using a Forged Document X1 Section 257(1) Crimes Act 1961</p>	<p>7 yrs imprisonment / \$100,000 fine</p> <p>10 yrs imprisonment</p> <p>10 yrs imprisonment</p>
Job Offer Letter 10/12/2014	158	GREGAN	ATOLE (2nd app)	AJM Farming	<p>1. Forgery X1 Section 255(1) Crimes Act 1961</p> <p>2. Using a Forged Document X1 Section 257(1) Crimes Act 1961</p> <p>3. Provision of False and Misleading Information S342(1)(a) S342(1)(a)(i) Immigration Act 2009 X1</p>	<p>10 yrs imprisonment</p> <p>10 yrs imprisonment</p> <p>\$5000 fine</p>
Employer Supplementary Form BLAZA	209	GREGAN, BLAZA	BLAZA	Caldwell Farming / Bridge Dairies	<p>1. Altering a Document X1 S258(1) Crimes Act 1961</p> <p>2. Use an Altered Document X1 S259 Crimes Act 1961</p> <p>3. Provision of False and Misleading Information S342(1)(a) S342(1)(a)(i) Immigration Act 2009 X1</p>	<p>10 yrs imprisonment</p> <p>10 yrs imprisonment</p> <p>\$5000 fine</p>
Work and Income letter dated 11/11/2014	213, 237, 265	GREGAN, BLAZA	BLAZA, Fidel OBIAS, CLAPIS	Caldwell Farming / Bridge Dairies	<p>1. Obtain by Deception X1 S240 Crimes Act 1961</p> <p>2. Altering a Document X1 S258(1) Crimes Act 1961</p> <p>3. Use an Altered Document X3 S259 Crimes Act 1961</p> <p>4. Provision of False and Misleading Information S342(1)(a) S342(1)(a)(i) Immigration Act 2009 X3</p>	<p>(S241(a) value exceeds \$1000) 7yrs imprisonment</p> <p>10 yrs imprisonment</p> <p>10 yrs imprisonment</p> <p>\$5000 fine</p>
Fencepost advertisement email 17/09/2014	215, 239, 267	GREGAN, BLAZA	BLAZA, Fidel OBIAS, CLAPIS	Caldwell Farming / Bridge Dairies	<p>1. Forgery X1 Section 255(1) Crimes Act 1961</p> <p>2. Using a Forged Document X3 Section 257(1) Crimes Act 1961</p> <p>3. Provision of False and Misleading Information S342(1)(a) S342(1)(a)(i) Immigration Act 2009 X3</p>	<p>10 yrs imprisonment</p> <p>10 yrs imprisonment</p> <p>\$5000 fine</p>
Job Confirmation letter Sarah CALDWELL (undated)	216, 240, 268	GREGAN, BLAZA	BLAZA, Fidel OBIAS, CLAPIS	Caldwell Farming / Bridge Dairies	<p>1. Forgery X1 Section 255(1) Crimes Act 1961</p> <p>2. Using a Forged Document X3 Section 257(1) Crimes Act 1961</p> <p>3. Provision of False and Misleading Information S342(1)(a) S342(1)(a)(i) Immigration Act 2009 X3</p>	<p>10 yrs imprisonment</p> <p>10 yrs imprisonment</p> <p>\$5000 fine</p>



Email Sarah CALDWELL to Immigration Officer Paula XU 5/02/2015	217	GREGAN	BLAZA	Caldwell Farming / Bridge Dairies	1. Provision of False and Misleading Information S342(1)(b) 2. Forgery X1 3. Using a Forged Document X 1	S342(1)(b) Immigration Act 2009 Section 256(1) Crimes Act 1961 Section 257(1) Crimes Act 1961	7 yrs imprisonment / \$100,000 fine 10 yrs imprisonment 10 yrs imprisonment
Individual Employment Agreement BLAZA	220	GREGAN, BLAZA	BLAZA	Caldwell Farming / Bridge Dairies	1. Forgery X1 2. Using a Forged Document X 1 3. Aiding and Abetting X1 4. Provision of False and Misleading Information S342(1)(a) X 1	Section 256(1) Crimes Act 1961 Section 257(1) Crimes Act 1961 Section 343(1)(c)(ii) Immigration Act 2009 S342(1)(a)(i) Immigration Act 2009	10 yrs imprisonment 10 yrs imprisonment 7 yrs imprisonment / \$100,000 fine \$5000 fine
Employer Supplementary Form Fidel OBIAS	233	GREGAN	Fidel OBIAS	Caldwell Farming / Bridge Dairies	1. Altering a Document X1 2. Use an Altered Document X 1 3. Provision of False and Misleading Information S342(1)(a) X 1	S258(1) Crimes Act 1961 S259 Crimes Act 1961 S342(1)(a)(i) Immigration Act 2009	10 yrs imprisonment 10 yrs imprisonment \$5000 fine
Email Sarah CALDWELL to Immigration Officer Angela CHOW (attachments referred to below)	241, 273	GREGAN	Fidel OBIAS, CLAPIS	Caldwell Farming / Bridge Dairies	1. Provision of False and Misleading Information S342(1)(b) 2. Forgery X1 3. Using a Forged Document X 1	S342(1)(b) Immigration Act 2009 Section 256(1) Crimes Act 1961 Section 257(1) Crimes Act 1961	7 yrs imprisonment / \$100,000 fine 10 yrs imprisonment 10 yrs imprisonment
Fonterra Supplier Statements CALDWELL Dairy Farm (2 documents)	244, 269	GREGAN	Fidel OBIAS, CLAPIS	Caldwell Farming / Bridge Dairies	1. Altering a Document X 2 2. Use an Altered Document X 2 3. Provision of False and Misleading Information S342(1)(b) X 1	S258(1) Crimes Act 1961 S259 Crimes Act 1961 S342(1)(b) Immigration Act 2009	10 yrs imprisonment 10 yrs imprisonment 7 yrs imprisonment / \$100,000 fine
IRD Employer Deductions and GST form	246, 271	GREGAN	Fidel OBIAS, CLAPIS	Caldwell Farming / Bridge Dairies	1. Provision of False and Misleading Information S342(1)(b) 2. Forgery X1 3. Using a Forged Document X 1	S342(1)(b) Immigration Act 2009 Section 256(1) Crimes Act 1961 Section 257(1) Crimes Act 1961	7 yrs imprisonment / \$100,000 fine 10 yrs imprisonment 10 yrs imprisonment
Individual Employment Agreement Fidel OBIAS	248	GREGAN	Fidel OBIAS	Caldwell Farming / Bridge Dairies	1. Altering a Document X 1 2. Use an Altered Document X 1 3. Aiding and Abetting X1 4. Provision of False and Misleading Information S342(1)(a) X 1	Section 256(1) Crimes Act 1961 Section 257(1) Crimes Act 1961 Section 343(1)(c)(ii) Immigration Act 2009 S342(1)(a)(i) Immigration Act 2009	7 yrs imprisonment / \$100,000 fine 10 yrs imprisonment 7 yrs imprisonment / \$100,000 fine \$5000 fine
Employer Supplementary Form CLAPIS	261	GREGAN	CLAPIS	Caldwell Farming / Bridge Dairies	1. Altering a Document X1 2. Use an Altered Document X 1 3. Provision of False and Misleading Information S342(1)(a) X 1	S258(1) Crimes Act 1961 S259 Crimes Act 1961 S342(1)(a)(i) Immigration Act 2009	10 yrs imprisonment 10 yrs imprisonment \$5000 fine
Individual Employment Agreement CLAPIS	274	GREGAN	CLAPIS	Caldwell Farming / Bridge Dairies	1. Forgery X1 2. Using a Forged Document X 1 3. Aiding and Abetting X1 4. Provision of False and Misleading Information S342(1)(a) X 1	Section 256(1) Crimes Act 1961 Section 257(1) Crimes Act 1961 Section 343(1)(c)(ii) Immigration Act 2009 S342(1)(a)(i) Immigration Act 2009	10 yrs imprisonment 10 yrs imprisonment 7 yrs imprisonment / \$100,000 fine \$5000 fine
Employer Supplementary FORM ALARCON	287	GREGAN	ALARCON	Maihan Farms	1. Altering a Document X1 2. Use an Altered Document X 1 3. Provision of False and Misleading Information S342(1)(a) X 1	S258(1) Crimes Act 1961 S259 Crimes Act 1961 S342(1)(a)(i) Immigration Act 2009	10 yrs imprisonment 10 yrs imprisonment \$5000 fine
Job offer confirmation letter P MATHAN re ALARCON	296	GREGAN	ALARCON	Maihan Farms	1. Forgery X1 2. Using a Forged Document X 1 3. Provision of False and Misleading Information S342(1)(a) X 1	Section 256(1) Crimes Act 1961 Section 257(1) Crimes Act 1961 S342(1)(a)(i) Immigration Act 2009	10 yrs imprisonment 10 yrs imprisonment \$5000 fine

291, 327, 362, 395, 434	GREGAN, RIVERO, Jason OBIAS	ALARCON, Jason OBIAS, Eugene RIVERO, Joseph UY (1st app), Joseph UY (2nd app)	Mathan Farms	1. Obtain by Deception X1 2. Altering a Document X1 3. Use an Altered Document X 4 4. Provision of False and Misleading Information S342(1)(a) X 4	S240 Crimes Act 1961 S256(1) Crimes Act 1961 S259 Crimes Act 1961 S342(1)(a)(i) Immigration Act 2009	(S241(a) value exceeds \$1000) 7 yrs imprisonment 10 yrs imprisonment 10 yrs imprisonment \$5000 fine
292, 328, 363, 396, 435	GREGAN, RIVERO, Jason OBIAS	ALARCON, Jason OBIAS, Eugene RIVERO, Joseph UY (1st app), Joseph UY (2nd app)	Mathan Farms	1. Forgery X1 2. Using a Forged Document X 4 3. Provision of False and Misleading Information S342(1)(a) X 4	Section 256(1) Crimes Act 1961 Section 257(1) Crimes Act 1961 S342(1)(a)(i) Immigration Act 2009	10 yrs imprisonment 10 yrs imprisonment \$5000 fine
293	GREGAN	ALARCON	Mathan Farms	1. Provision of False and Misleading Information S342(1)(b) 2. Forgery X1 3. Using a Forged Document X 1	S342(1)(b) Immigration Act 2009 Section 256(1) Crimes Act 1961 Section 257(1) Crimes Act 1961	7 yrs imprisonment / \$100,000 fine 10 yrs imprisonment 10 yrs imprisonment
294, 330	GREGAN	ALARCON, Jason OBIAS	Mathan Farms	1. Altering a Document X2 2. Use an Altered Document X 4 3. Provision of False and Misleading Information S342(1)(b) X 4	S258(1) Crimes Act 1961 S259 Crimes Act 1961 S342(1)(b) Immigration Act 2009	10 yrs imprisonment 10 yrs imprisonment 7 yrs imprisonment / \$100,000 fine
297	GREGAN	ALARCON	Mathan Farms	1. Forgery X1 2. Using a Forged Document X 1 3. Aiding and Abetting X1 4. Provision of False and Misleading Information S342(1)(a) X 1	Section 256(1) Crimes Act 1961 Section 257(1) Crimes Act 1961 Section 343(1)(c)(i) Immigration Act 2009 S342(1)(a)(i) Immigration Act 2009	10 yrs imprisonment 10 yrs imprisonment 7 yrs imprisonment / \$100,000 fine \$5000 fine
323	GREGAN, Jason OBIAS	Jason OBIAS	Mathan Farms	1. Altering a Document X1 2. Use an Altered Document X 1 3. Provision of False and Misleading Information S342(1)(a) X 1	S258(1) Crimes Act 1961 S259 Crimes Act 1961 S342(1)(a)(i) Immigration Act 2009	10 yrs imprisonment 10 yrs imprisonment \$5000 fine
329	GREGAN	Jason OBIAS	Mathan Farms	1. Provision of False and Misleading Information S342(1)(b) 2. Forgery X1 3. Using a Forged Document X 1	S342(1)(b) Immigration Act 2009 Section 256(1) Crimes Act 1961 Section 257(1) Crimes Act 1961	7 yrs imprisonment / \$100,000 fine 10 yrs imprisonment 10 yrs imprisonment
332	GREGAN, Jason OBIAS	Jason OBIAS	Mathan Farms	1. Forgery X1 2. Using a Forged Document X 1 3. Provision of False and Misleading Information S342(1)(a) X 1	Section 256(1) Crimes Act 1961 Section 257(1) Crimes Act 1961 S342(1)(a)(i) Immigration Act 2009	10 yrs imprisonment 10 yrs imprisonment 10 yrs imprisonment \$5000 fine
333	GREGAN, Jason OBIAS	Jason OBIAS	Mathan Farms	1. Forgery X1 2. Using a Forged Document X 1 3. Aiding and Abetting X1 4. Provision of False and Misleading Information S342(1)(a) X 1	Section 256(1) Crimes Act 1961 Section 257(1) Crimes Act 1961 Section 343(1)(c)(i) Immigration Act 2009 S342(1)(a)(i) Immigration Act 2009	10 yrs imprisonment 10 yrs imprisonment 7 yrs imprisonment / \$100,000 fine \$5000 fine
358	GREGAN, RIVERO	RIVERO	Mathan Farms	2. Use an Altered Document X 1 3. Provision of False and Misleading Information S342(1)(a) X 1	S259 Crimes Act 1961 S342(1)(a)(i) Immigration Act 2009	10 yrs imprisonment 10 yrs imprisonment \$5000 fine
364	GREGAN	RIVERO	Mathan Farms	1. Provision of False and Misleading Information S342(1)(b) 2. Forgery X1	S342(1)(b) Immigration Act 2009 Section 256(1) Crimes Act 1961	7 yrs imprisonment / \$100,000 fine 10 yrs imprisonment

Confirmation job offer details correct

Individual Employment Agreement RIVERO	365	GREGAN, RIVERO	RIVERO	Mathan Farms	<ul style="list-style-type: none"> <li>3. Using a Forged Document X 1 Section 257(1) Crimes Act 1961</li> <li>1. Forgery X1 Section 256(1) Crimes Act 1961</li> <li>2. Using a Forged Document X 1 Section 257(1) Crimes Act 1961</li> <li>3. Provision of False and Misleading Information S342(1)(a) S342(1)(a)(i) Immigration Act 2009 X 1</li> </ul>	10 yrs imprisonment 10 yrs imprisonment 10 yrs imprisonment \$5000 fine
Email Peter Mathan to Immigration Officer Ash SEGGER 27/11/2014 Complaining that UY application declined	398	GREGAN	UY (1st app)	Mathan Farms	<ul style="list-style-type: none"> <li>1. Provision of False and Misleading Information S342(1)(b)</li> <li>2. Forgery X1 Section 256(1) Crimes Act 1961</li> <li>3. Using a Forged Document X 1 Section 257(1) Crimes Act 1961</li> </ul>	7 yrs imprisonment / \$100,000 fine 10 yrs imprisonment 10 yrs imprisonment
Email Peter Mathan to Immigration Officer Ash SEGGER 28/11/2014 requesting branch manager details	399	GREGAN	UY (1st app)	Mathan Farms	<ul style="list-style-type: none"> <li>1. Provision of False and Misleading Information S342(1)(b)</li> <li>2. Forgery X1 Section 256(1) Crimes Act 1961</li> <li>3. Using a Forged Document X 1 Section 257(1) Crimes Act 1961</li> </ul>	7 yrs imprisonment / \$100,000 fine 10 yrs imprisonment 10 yrs imprisonment
Email Peter Mathan to Immigration Officer Raphaela AMAT 01/12/2014 making complaint that UY declined a visa	401	GREGAN	UY (1st app)	Mathan Farms	<ul style="list-style-type: none"> <li>1. Provision of False and Misleading Information S342(1)(b)</li> <li>2. Forgery X1 Section 256(1) Crimes Act 1961</li> <li>3. Using a Forged Document X 1 Section 257(1) Crimes Act 1961</li> </ul>	7 yrs imprisonment / \$100,000 fine 10 yrs imprisonment 10 yrs imprisonment
Individual Employment Agreement UY	404, 437	GREGAN	UY (1st app), UY (2nd app)	Mathan Farms	<ul style="list-style-type: none"> <li>1. Forgery X1 Section 256(1) Crimes Act 1961</li> <li>2. Using a Forged Document X 1 Section 257(1) Crimes Act 1961</li> <li>3. Provision of False and Misleading Information S342(1)(a) S342(1)(a)(i) Immigration Act 2009 X 1</li> </ul>	10 yrs imprisonment 10 yrs imprisonment \$5000 fine
Job offer confirmation letter P MATHAN re Joseph UY	397, 436	GREGAN,	UY (1st app), UY (2nd app)	Mathan Farms	<ul style="list-style-type: none"> <li>1. Forgery X1 Section 256(1) Crimes Act 1961</li> <li>2. Using a Forged Document X 1 Section 257(1) Crimes Act 1961</li> <li>3. Provision of False and Misleading Information S342(1)(a) S342(1)(a)(i) Immigration Act 2009 X 1</li> </ul>	10 yrs imprisonment 10 yrs imprisonment \$5000 fine
Employer Supplementary Form Joseph UY	391, 430	GREGAN	UY (1st app), UY (2nd app)	Mathan Farms	<ul style="list-style-type: none"> <li>1. Altering a Document X1 S258(1) Crimes Act 1961</li> <li>2. Use an Altered Document X 1 S259 Crimes Act 1961</li> <li>3. Provision of False and Misleading Information S342(1)(a) S342(1)(a)(i) Immigration Act 2009 X 1</li> </ul>	10 yrs imprisonment 10 yrs imprisonment \$5000 fine
Employer Supplementary Form Michael PUNTO	463	GREGAN	PUNTO	Kinvarra Farms	<ul style="list-style-type: none"> <li>1. Altering a Document X1 S258(1) Crimes Act 1961</li> <li>2. Use an Altered Document X 1 S259 Crimes Act 1961</li> <li>3. Provision of False and Misleading Information S342(1)(a) S342(1)(a)(i) Immigration Act 2009 X 1</li> </ul>	10 yrs imprisonment 10 yrs imprisonment \$5000 fine
Work and income letter Kinvarra Farms 12/12/14	467, 489, 510	GREGAN	PUNTO, BUYUCCAN, CELESTIAL	Kinvarra Farms	<ul style="list-style-type: none"> <li>1. Obtain by Deception X1 S240 Crimes Act 1961</li> <li>2. Altering a Document X1 S258(1) Crimes Act 1961</li> <li>3. Use an Altered Document X 3 S259 Crimes Act 1961</li> <li>4. Provision of False and Misleading Information S342(1)(a) S342(1)(a)(i) Immigration Act 2009 X 3</li> </ul>	(S241(a) value exceeds \$1000) 7 yrs imprisonment 10 yrs imprisonment 10 yrs imprisonment \$5000 fine
Farmsource advertisement (close date 09/12/14)	468, 490, 511	GREGAN	PUNTO, BUYUCCAN, CELESTIAL	Kinvarra Farms	<ul style="list-style-type: none"> <li>1. Forgery X1 Section 256(1) Crimes Act 1961</li> <li>2. Using a Forged Document X 3 Section 257(1) Crimes Act 1961</li> <li>3. Provision of False and Misleading Information S342(1)(a) S342(1)(a)(i) Immigration Act 2009 X 3</li> </ul>	10 yrs imprisonment 10 yrs imprisonment \$5000 fine
Email from Marie Hickey (Kinvarra Farms to Immigration Officer Franco TARNATE 14/01/2015 8.55am	470, 516	GREGAN	PUNTO, CELESTIAL	Kinvarra Farms	<ul style="list-style-type: none"> <li>1. Provision of False and Misleading Information S342(1)(b) S342(1)(b) Immigration Act 2009 X 1</li> <li>2. Forgery X1 Section 256(1) Crimes Act 1961</li> </ul>	7 yrs imprisonment / \$100,000 fine 10 yrs imprisonment

3. Using a Forged Document X 1	Section 257(1) Crimes Act 1961	10 yrs imprisonment
1. Provision of False and Misleading Information S342(1)(b)	S342(1)(b) Immigration Act 2009	7 yrs imprisonment / \$100,000 fine
2. Forgery X1	Section 256(1) Crimes Act 1961	10 yrs imprisonment
3. Using a Forged Document X 1	Section 257(1) Crimes Act 1961	10 yrs imprisonment
1. Forgery X1	Section 256(1) Crimes Act 1961	10 yrs imprisonment
2. Using a Forged Document X 1	Section 257(1) Crimes Act 1961	10 yrs imprisonment
3. Provision of False and Misleading Information S342(1)(a) X 1	S342(1)(a)(i) Immigration Act 2009	\$5000 fine
1. Forgery X1	Section 256(1) Crimes Act 1961	10 yrs imprisonment
2. Using a Forged Document X 1	Section 257(1) Crimes Act 1961	10 yrs imprisonment
3. Aiding and Abetting X1	Section 343(1)(c)(ii) Immigration Act 2009	7 yrs imprisonment / \$100,000 fine
4. Provision of False and Misleading Information S342(1)(a) X 1	S342(1)(a)(i) Immigration Act 2009	\$5000 fine
1. Altering a Document X1	S258(1) Crimes Act 1961	10 yrs imprisonment
2. Use an Altered Document X 1	S259 Crimes Act 1961	10 yrs imprisonment
3. Provision of False and Misleading Information S342(1)(a) X 1	S342(1)(a)(i) Immigration Act 2009	\$5000 fine
1. Forgery X1	Section 256(1) Crimes Act 1961	10 yrs imprisonment
2. Using a Forged Document X 1	Section 257(1) Crimes Act 1961	10 yrs imprisonment
3. Provision of False and Misleading Information S342(1)(a) X 1	S342(1)(a)(i) Immigration Act 2009	\$5000 fine
1. Forgery X1	Section 256(1) Crimes Act 1961	10 yrs imprisonment
2. Using a Forged Document X 1	Section 257(1) Crimes Act 1961	10 yrs imprisonment
3. Aiding and Abetting X1	Section 343(1)(c)(ii) Immigration Act 2009	7 yrs imprisonment / \$100,000 fine
4. Provision of False and Misleading Information S342(1)(a) X 1	S342(1)(a)(i) Immigration Act 2009	\$5000 fine
1. Altering a Document X1	S258(1) Crimes Act 1961	10 yrs imprisonment
2. Use an Altered Document X 1	S259 Crimes Act 1961	10 yrs imprisonment
3. Provision of False and Misleading Information S342(1)(a) X 1	S342(1)(a)(i) Immigration Act 2009	\$5000 fine
1. Forgery X1	Section 256(1) Crimes Act 1961	10 yrs imprisonment
2. Using a Forged Document X 1	Section 257(1) Crimes Act 1961	10 yrs imprisonment
3. Aiding and Abetting X1	Section 343(1)(c)(ii) Immigration Act 2009	7 yrs imprisonment / \$100,000 fine
4. Provision of False and Misleading Information S342(1)(a) X 1	S342(1)(a)(i) Immigration Act 2009	\$5000 fine
1. Forgery X1	Section 256(1) Crimes Act 1961	10 yrs imprisonment
2. Using a Forged Document X 1	Section 257(1) Crimes Act 1961	10 yrs imprisonment
3. Provision of False and Misleading Information S342(1)(a) X 1	S342(1)(a)(i) Immigration Act 2009	\$5000 fine
1. Forgery X1	Section 256(1) Crimes Act 1961	10 yrs imprisonment
2. Using a Forged Document X 1	Section 257(1) Crimes Act 1961	10 yrs imprisonment
3. Aiding and Abetting X1	Section 343(1)(c)(ii) Immigration Act 2009	7 yrs imprisonment / \$100,000 fine
4. Provision of False and Misleading Information S342(1)(a) X 1	S342(1)(a)(i) Immigration Act 2009	\$5000 fine
1. Altering a Document X1	S258(1) Crimes Act 1961	10 yrs imprisonment
2. Use an Altered Document X 1	S259 Crimes Act 1961	10 yrs imprisonment
3. Provision of False and Misleading Information S342(1)(a) X 1	S342(1)(a)(i) Immigration Act 2009	\$5000 fine
1. Forgery X1	Section 256(1) Crimes Act 1961	10 yrs imprisonment
2. Using a Forged Document X 1	Section 257(1) Crimes Act 1961	10 yrs imprisonment
3. Aiding and Abetting X1	Section 343(1)(c)(ii) Immigration Act 2009	7 yrs imprisonment / \$100,000 fine
4. Provision of False and Misleading Information S342(1)(a) X 1	S342(1)(a)(i) Immigration Act 2009	\$5000 fine
1. Altering a Document X1	S258(1) Crimes Act 1961	10 yrs imprisonment
2. Use an Altered Document X 1	S259 Crimes Act 1961	10 yrs imprisonment
3. Provision of False and Misleading Information S342(1)(a) X 1	S342(1)(a)(i) Immigration Act 2009	\$5000 fine

Email from Marie Hickey (Kinvarra Farms to immigration Officer Franco TARNAITE 14/07/2015 8.41am supplying GST / Tax records

471, 514

GREGAN

PUNTO, CELESTIAL

Kinvarra Farms

Confirmation of Employment Letter from Marie HICKEY for PUNTO (no date)

474

GREGAN

PUNTO

Kinvarra Farms

Individual Employment Agreement PUNTO

475

GREGAN

PUNTO

Kinvarra Farms

Employer Supplementary Form BUYUCCAN

485

GREGAN

BUYUCCAN

Kinvarra Farms

Confirmation of Employment Letter from Marie HICKEY for BUYUCCAN (no date)

492

GREGAN

BUYUCCAN

Kinvarra Farms

Individual Employment Agreement BUYUCCAN

493

GREGAN

BUYUCCAN

Kinvarra Farms

Employer Supplementary Form CELESTIAL

506

GREGAN

CELESTIAL

Kinvarra Farms

Confirmation of Employment Letter from Marie HICKEY for CELESTIAL (no date)

513

GREGAN

CELESTIAL

Kinvarra Farms

Individual Employment Agreement CELESTIAL

519

GREGAN

CELESTIAL

Kinvarra Farms

Employer Supplementary Form Joe OBIAS

532

GREGAN, Joe OBIAS

Joe OBIAS

KG Farms

Email CHAPLIN (WINZ) to Gay KING	536	GREGAN, Joe OBIAS	Joe OBIAS	KG Farms	<ol style="list-style-type: none"> <li>1. Obtain by Deception X1</li> <li>2. Provision of False and Misleading Information S342(1)(b)</li> </ol>	S240 Crimes Act 1961 S342(1)(b) Immigration Act 2009	(S241(a) value exceeds \$1000) 7 yrs imprisonment 7 yrs imprisonment / \$100,000 fine
Fencepost advertisement email 23/10/2014	537	GREGAN, Joe OBIAS	Joe OBIAS	KG Farms	<ol style="list-style-type: none"> <li>1. Forgery X1</li> <li>2. Using a Forged Document X 1</li> <li>3. Provision of False and Misleading Information S342(1)(a)</li> </ol>	Section 256(1) Crimes Act 1961 Section 257(1) Crimes Act 1961 S342(1)(a)(i) Immigration Act 2009	10 yrs imprisonment 10 yrs imprisonment \$5000 fine
Email Gay KING to Immigration Officer Raphaela AMAT re unfair verification and decline of Joe OBIAS first application 03/12/2014	538	GREGAN, Joe OBIAS	Joe OBIAS	KG Farms	<ol style="list-style-type: none"> <li>1. Provision of False and Misleading Information S342(1)(b)</li> <li>2. Forgery X1</li> <li>3. Using a Forged Document X 1</li> </ol>	S342(1)(b) Immigration Act 2009 Section 256(1) Crimes Act 1961 Section 257(1) Crimes Act 1961	7 yrs imprisonment / \$100,000 fine 10 yrs imprisonment 10 yrs imprisonment
Email 17/12/2014 Gay KING to Immigration Officer Raphaela AMAT response to AMAT following complaint on 03/12/2014	539	GREGAN	Joe OBIAS	KG Farms	<ol style="list-style-type: none"> <li>1. Provision of False and Misleading Information S342(1)(b)</li> <li>2. Forgery X1</li> <li>3. Using a Forged Document X 1</li> </ol>	S342(1)(b) Immigration Act 2009 Section 256(1) Crimes Act 1961 Section 257(1) Crimes Act 1961	7 yrs imprisonment / \$100,000 fine 10 yrs imprisonment 10 yrs imprisonment
Email 18/12/2014 Gay KING to Immigration Officer Raphaela AMAT asking for clarification on whether Joe OBIAS should reapply	541	GREGAN	Joe OBIAS	KG Farms	<ol style="list-style-type: none"> <li>1. Provision of False and Misleading Information S342(1)(b)</li> <li>2. Forgery X1</li> <li>3. Using a Forged Document X 1</li> </ol>	S342(1)(b) Immigration Act 2009 Section 256(1) Crimes Act 1961 Section 257(1) Crimes Act 1961	7 yrs imprisonment / \$100,000 fine 10 yrs imprisonment 10 yrs imprisonment
Email 22/12/2014 to Immigration Officer Jovelle GARCHITORENA clarifying job offer for Joe OBIAS at KG Farms	543	GREGAN	Joe OBIAS	KG Farms	<ol style="list-style-type: none"> <li>1. Provision of False and Misleading Information S342(1)(b)</li> <li>2. Forgery X1</li> <li>3. Using a Forged Document X 1</li> </ol>	S342(1)(b) Immigration Act 2009 Section 256(1) Crimes Act 1961 Section 257(1) Crimes Act 1961	7 yrs imprisonment / \$100,000 fine 10 yrs imprisonment 10 yrs imprisonment
Amendment to Employment Agreement Joe OBIAS	547	GREGAN, Joe OBIAS	Joe OBIAS	KG Farms	<ol style="list-style-type: none"> <li>1. Forgery X1</li> <li>2. Using a Forged Document X 1</li> <li>3. Aiding and Abetting X1</li> <li>4. Provision of False and Misleading Information S342(1)(a)</li> </ol>	Section 256(1) Crimes Act 1961 Section 257(1) Crimes Act 1961 Section 343(1)(c)(i) Immigration Act 2009 S342(1)(a)(i) Immigration Act 2009	10 yrs imprisonment 10 yrs imprisonment 10 yrs imprisonment 7 yrs imprisonment / \$100,000 fine \$5000 fine
GST and IR-File Employer returns	550	GREGAN	Joe OBIAS	KG Farms	<ol style="list-style-type: none"> <li>1. Altering a Document X 2</li> <li>2. Use an Altered Document X 2</li> <li>3. Provision of False and Misleading Information S342(1)(b)</li> </ol>	S258(1) Crimes Act 1961 S259 Crimes Act 1961 S342(1)(b) Immigration Act 2009	10 yrs imprisonment 10 yrs imprisonment 7 yrs imprisonment / \$100,000 fine
Fonterra Supplier Statement KG Farms	552	GREGAN	Joe OBIAS	KG Farms	<ol style="list-style-type: none"> <li>1. Altering a Document X 1</li> <li>2. Use an Altered Document X 1</li> <li>3. Provision of False and Misleading Information S342(1)(b)</li> </ol>	S258(1) Crimes Act 1961 S259 Crimes Act 1961 S342(1)(b) Immigration Act 2009	10 yrs imprisonment 10 yrs imprisonment 7 yrs imprisonment / \$100,000 fine
Individual Employment Agreement Joe OBIAS	553	GREGAN, Joe OBIAS	Joe OBIAS	KG Farms	<ol style="list-style-type: none"> <li>1. Forgery X1</li> <li>2. Using a Forged Document X 1</li> <li>3. Aiding and Abetting X1</li> <li>4. Provision of False and Misleading Information S342(1)(a)</li> </ol>	Section 256(1) Crimes Act 1961 Section 257(1) Crimes Act 1961 Section 343(1)(c)(i) Immigration Act 2009 S342(1)(a)(i) Immigration Act 2009	10 yrs imprisonment 10 yrs imprisonment 7 yrs imprisonment / \$100,000 fine \$5000 fine
Email string Angela MARK and Immigration Officer Tania JOHNSTON	567	JOHNSTON	n/a	AJM Farming	<ol style="list-style-type: none"> <li>1. Forgery X2</li> <li>2. Using a Forged Document X 2</li> <li>3. Provision of False and Misleading Information S342(1)(b)</li> </ol>	Section 256(1) Crimes Act 1961 Section 257(1) Crimes Act 1961 S342(1)(b) Immigration Act 2009	10 yrs imprisonment 10 yrs imprisonment 7 yrs imprisonment / \$100,000 fine 10 yrs imprisonment

Email string Peter Mathan / Patricia MATHAN and Immigration Officer Tania JOHNSTON, inc attachment	574	JOHNSTON	Mathan Farms	2. Using a Forged Document X 4 3. Provision of False and Misleading Information S342(1)(b) X 4	Section 257(1) Crimes Act 1961 S342(1)(b) Immigration Act 2009	10 yrs imprisonment 7 yrs imprisonment / \$100,000 fine
Job Offer Confirmation Letter P Mathan re RIVERO (undated) (attached to email above)	755	RIVERO	Mathan Farms	1. Forgery X1 2. Using a Forged Document X 1	Section 256(1) Crimes Act 1961 Section 257(1) Crimes Act 1961	10 yrs imprisonment 10 yrs imprisonment
Email 03/12/2014 from JAYME to Joe OBIAS discussing ongoing complaint. Includes attached letter from Gay KING to INZ, although this was not submitted	852	Joe OBIAS	KG Farms	1. Forgery X1 2. Using a Forged Document X 1	Section 256(1) Crimes Act 1961 Section 257(1) Crimes Act 1961	10 yrs imprisonment 10 yrs imprisonment
Email James and Gay KING to Joe OBIAS dated 14/01/2015 including attached Amendment to Employer Supplementary Form KG Farms	859	Joe OBIAS	KG Farms	1. Forgery X1 2. Using a Forged Document X 1	Section 256(1) Crimes Act 1961 Section 257(1) Crimes Act 1961	10 yrs imprisonment 10 yrs imprisonment