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 Doc Id: Healy.fx.12.8.doc

**RIGBY
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 LAWYERS

12 August 1999

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Attention: Stephen Healy

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By Facsimile: (02) 9222 3124

Dear Sir

Tennis New South Wales - Noel Callaghan

We refer to your facsimile of 11 August 1999 and our discussion this morning.

We respond to your questions as follows:

1. There are no written terms of reference and there will not be a hearing as such. The investigation is being carried out by us on instructions from TNSW. We have been asked to investigate the allegations made by the complainant and to report and advise on any action, if any, which TSNW might take as your client's employer. We will be meeting with a number of people including your client, the complainant and others to ascertain the precise nature of the allegations and if there is any substance to them.
2. As indicated in our email to you yesterday we are currently compiling a list of those people who may be aware of the alleged incidents. Please advise if your client is aware of any person who he considers we should speak to in this regard. We are happy to provide you with a list of those people we have spoken to before we meet with your client. We are hoping to meet with the complainant on Monday 15 August so we can ascertain whether there were any witnesses to the alleged incidents and/or others who can corroborate her evidence.
3. Our client cannot compel REDACTED to participate in the investigation. However we felt she may wish to be a part of it and to contribute such evidence, if any, that she has about the matters contained in our email yesterday.

Solomon Garland Partners
Lawyers

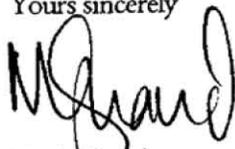
12 August 1999

We consider that character evidence may be relevant if, as we discussed, your client and the complainant have completely different evidence in which case an assessment of character will need to be made. In any event the investigation is not bound by strict rules of evidence and it will be practically difficult to stop witnesses from saying what they want to say because it might be character evidence. We will advise our client on what relevance of, or weight if any should be given to, any character evidence which is given as part of the investigation.

4. Our investigation notes and the report to TNSW are privileged and will not be made available to your client. However the investigation will be conducted to ensure fairness for your client and the others who contribute to it. In particular your client will be given a opportunity to respond to the allegations before any decision is made regarding his employment.

We will be in contact with you further once we have spoken with the complainant should there be any further evidence which she relies on in addition to that already provided to you.

Yours sincerely



Maria Shand
Senior Associate

Cc TNSW