



Australian Government

# Fair Work OMBUDSMAN

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## ENFORCEABLE UNDERTAKING

dated ~~11/11/2011~~ 2012

Given by

Watch Works Australia Pty Ltd (ACN 054 620 889)

And

Cobbler Plus Services Pty Ltd (ACN 009 393 686)

and

Eric Soderberg

to

The Commonwealth of Australia

(as represented by the Office of the Fair Work Ombudsman)

concerning contraventions of Commonwealth workplace laws

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**Details**

<b>Parties</b>	<b>FWO, Watch Works Australia Pty Ltd, Cobbler Plus Services Pty Ltd and Eric Soderberg</b>	
<b>FWO</b>	<b>Name</b>	Commonwealth of Australia (as represented by the Office of the Fair Work Ombudsman)
	<b>ACN</b>	43 884 188 232
	<b>Address</b>	The Fair Work Ombudsman GPO Box 9887 Adelaide SA 5001
	<b>Telephone</b>	(08) 8226 8261
	<b>Fax</b>	(02) 6204 2745
	<b>Attention</b>	Carey Trundle Director – Compliance (SAWA/NT) & National Response Group
	<b>Watch Works Australia Pty Ltd</b>	<b>Name</b>
<b>ACN</b>		054 620 889
<b>Incorporated in</b>		Western Australia
<b>Address</b>		1 <sup>st</sup> Level Park Close 1 Kalamunda Road Kalamunda WA 6076
<b>Telephone</b>		08 9267 1155
<b>Fax</b>		08 9267 1116
<b>Cobbler Plus Services Pty Ltd</b>	<b>Name</b>	Cobbler Plus Services Pty Ltd
	<b>ACN</b>	009 393 686
	<b>Incorporated in</b>	Western Australia
	<b>Address</b>	1 <sup>st</sup> Level Park Close 1 Kalamunda Road Kalamunda WA 6076
	<b>Telephone</b>	08 9267 1155
	<b>Fax</b>	08 9267 1116
	<b>Attention</b>	Eric Soderberg – Director
<b>Eric Soderberg</b>	<b>Name</b>	Eric Soderberg
	<b>Address</b>	1 <sup>st</sup> Level Park Close 1 Kalamunda Road Kalamunda WA 6076
	<b>Telephone</b>	08 9267 1155
	<b>Fax</b>	08 9267 1116

Recitals	<p>A On 25 July 2011 the FWO commenced an investigation into allegations that Watch Works Australia Pty Ltd and Cobbler Plus Services Pty Ltd had contravened Commonwealth workplace laws.</p> <p>B By reason of the matters set out in Attachment "A" (Background), the FWO has determined, and Watch Works Australia Pty Ltd and Cobbler Plus Services Pty Ltd agree, that Watch Works Australia Pty Ltd and Cobbler Plus Services Pty Ltd contravened workplace laws.</p> <p>C By reason of the matters set out in Attachment "A" (Background), the FWO has determined, and Eric Soderberg agrees, that he was involved in the contraventions within the meaning of section 560 of the <i>Fair Work Act 2009</i> (FW Act).</p> <p>D The parties have agreed to resolve the contraventions without the need to resort to civil penalty litigation by way of this Enforceable Undertaking (EU) made pursuant to section 715 of the FW Act.</p>
Governing law	Commonwealth

## General Terms

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### 1 Admission of contraventions

- 1.1 By reason of the matters set out in Attachment "A" (Background) to this EU, which are admitted by Watch Works Australia Pty Ltd, Cobbler Plus Services Pty Ltd and Eric Soderberg, the FWO, Watch Works Australia Pty Ltd, Cobbler Plus Services Pty Ltd and Eric Soderberg agree that Watch Works Australia Pty Ltd, Cobbler Plus Services Pty Ltd and Eric Soderberg contravened Commonwealth workplace laws in the respects set out in Attachment "B" to this EU (Contraventions).

### 2 Limit of admission

- 2.1 The FWO acknowledges that the terms of this EU:
- (a) are solely for the purposes of resolving the FWO investigation into the Contraventions; and
  - (b) must not be interpreted as an admission by Watch Works Australia Pty Ltd, Cobbler Plus Services Pty Ltd or Eric Soderberg of liability for any matter, other than as expressly provided in this EU.
- 2.2 No assertion or matter in this EU may be relied upon as an admission by any person to support a cause of action in any other civil penalty proceeding.
- 2.3 However, this term does not prevent any matter in this EU being relied upon in future proceedings in order to inform a relevant Court or tribunal of the details of the conduct that was the evidentiary foundation for Watch Works Australia Pty Ltd, Cobbler Plus Services Pty Ltd and/or Eric Soderberg entering into this EU.
- 2.4 The FWO reserves the right to rely on the terms of this EU and the admissions in paragraph 1.1 above in respect of any future proceedings brought by the FWO against Watch Works Australia Pty Ltd, Cobbler Plus Services Pty Ltd and/or Eric Soderberg in relation to any future contraventions of Commonwealth workplace laws.

### 3 Enforceable undertakings

In consideration of the FWO agreeing not to apply for any orders under Division 2 of Part 4-1 of the FW Act in relation to the Contraventions, Watch Works Australia Pty Ltd, Cobbler Plus Services Pty Ltd and Eric Soderberg UNDERTAKE to do all those activities and things set out in Attachment "C" (Enforceable Undertakings).

### 4 Commencement of EU

This EU comes into effect on the date:

- (a) the EU is executed by Watch Works Australia Pty Ltd, Cobbler Plus Services Pty Ltd and Eric Soderberg; and
- (b) the FWO accepts the EU executed by Watch Works Australia Pty Ltd, Cobbler Plus Services Pty Ltd and Eric Soderberg.

The FWO is taken to have accepted the EU for the purposes of subsection 715(2) of the FW Act when it executes the EU.

### 5 Acknowledgements

- 5.1 Watch Works Australia Pty Ltd, Cobbler Plus Services Pty Ltd and Eric Soderberg acknowledge that:

- (a) the undertakings given in this EU are reasonable in the circumstances;
- (b) this EU is given to and accepted by the FWO pursuant to section 715 of the FW Act;
- (c) the FWO may:
  - (i) make this EU (and any of the Attachments to it) available for public inspection, including by posting it on the FWO internet site at [www.fwo.gov.au](http://www.fwo.gov.au);
  - (ii) issue a media release in relation to this EU;
  - (iii) from time to time, publicly refer to the EU (and any of the Attachments to it) and its terms; and
  - (iv) rely upon the admissions made by Watch Works Australia Pty Ltd, Cobbler Plus Services Pty Ltd and Eric Soderberg in paragraph 1.1 above in respect of any future decision about enforcement action to be taken in respect of any future non-compliance by Watch Works Australia Pty Ltd, Cobbler Plus Services Pty Ltd and Eric Soderberg with Commonwealth workplace relations obligations; and
- (d) If Watch Works Australia Pty Ltd, Cobbler Plus Services Pty Ltd and/or Eric Soderberg contravene any of the terms of this EU:
  - (i) the FWO may apply to any of the Courts set out in subsection 715(6) of the FW Act, for orders under subsection 715(7) of the FW Act;
  - (ii) this EU may be provided to the Court as evidence of the admissions made by Watch Works Australia Pty Ltd, Cobbler Plus Services Pty Ltd and Eric Soderberg in paragraph 1.1, and also in respect of the question of costs; and
  - (iii) this EU is to be taken as having been withdrawn from Watch Works Australia Pty Ltd, Cobbler Plus Services Pty Ltd and Eric Soderberg for the purposes of subsection 715(3) of the FW Act if the FWO gives its written consent (in which case the FWO may apply for orders against Watch Works Australia Pty Ltd, Cobbler Plus Services Pty Ltd and Eric Soderberg under Division 2 of Part 4-1 of the FW Act).

**6 No Inconsistent statements**

Watch Works Australia Pty Ltd, Cobbler Plus Services Pty Ltd and Eric Soderberg must not make any statement, orally, in writing, or otherwise which reasonably conveys or implies anything inconsistent with admissions or acknowledgements contained in this EU.

Watch Works Australia Pty Ltd and Cobbler Plus Services Pty Ltd must ensure that each of its officers, employees or agents, do not, make any statement, orally, in writing, or otherwise which reasonably conveys or implies anything inconsistent with admissions or acknowledgements contained in this EU.

**7 Termination of the EU by the FWO**

At any time, the FWO may, by notice in writing, terminate this EU (that is, immediately and without notice) if the Watch Works Australia Pty Ltd, Cobbler Plus Services Pty Ltd and/or Eric Soderberg commits, in the opinion of the FWO, a serious or persistent breach or non-observance of a term or terms of this EU.

**8 Withdrawal from or variation to this EU**

Consistent with subsection 715(3) of the FW Act, Watch Works Australia Pty Ltd, Cobbler Plus Services Pty Ltd and Eric Soderberg may withdraw from or vary this EU at any time, but only with the written consent of the FWO.

**9 Continuing obligations**

**9.1 General survival**

Any provision of this EU remaining to be performed or observed by Watch Works Australia Pty Ltd, Cobbler Plus Services Pty Ltd and/or Eric Soderberg, or having effect after the cessation of this EU for whatever reason (including termination by the FWO or withdrawal from the EU by Watch Works Australia Pty Ltd, Cobbler Plus Services Pty Ltd and Eric Soderberg) remains in full force and effect and is binding on Watch Works Australia Pty Ltd, Cobbler Plus Services Pty Ltd and Eric Soderberg after this EU ends.

**9.2 Survival**

Without limiting the generality of paragraph 9.1 above ("General survival"), the following clauses survive termination of this EU for whatever reason (including termination by the FWO or withdrawal from by the EU by Watch Works Australia Pty Ltd, Cobbler Plus Services Pty Ltd and Eric Soderberg):

- (a) Clause 1 (Admission of contraventions); and
- (b) Clause 6 (No Inconsistent statements).

**10 Legally binding agreement**

The terms of this EU are intended to have immediate effect on all parties upon acceptance by the FWO of this EU.

**11 Entire agreement**

**11.1** This EU constitutes the entire agreement of the parties about its subject matter and supersedes all previous agreements, understandings and negotiations on that subject matter. No oral explanation or information provided by either party to the other:

- (a) affects the meaning or interpretation of this EU; or
- (b) constitutes any collateral agreement, warranty or understanding between the FWO, Watch Works Australia Pty Ltd, Cobbler Plus Services Pty Ltd and Eric Soderberg.

**12 No representations or warranties**

Watch Works Australia Pty Ltd, Cobbler Plus Services Pty Ltd and Eric Soderberg acknowledge that in entering into this EU they have not relied on any representations or warranties about the subject matter of this EU except as provided in this EU.

**13 Construction**

No rule of construction applies to the disadvantage of a party because that party was responsible for the preparation of, or seeks to rely on, this EU or any part of it.

**14 Costs**

The parties must pay their own legal and other costs and expenses in connection with the preparation, execution and completion of this EU and any other related documentation.

**15 Severance**

If the whole or any part of a provision of this EU is void, unenforceable or illegal in a jurisdiction, it is severed for that jurisdiction. The remainder of the EU has full force and effect and the validity or enforceability of that provision in any other jurisdiction is not affected. This clause has no effect if the severance alters the basic nature of this EU or is contrary to public policy.

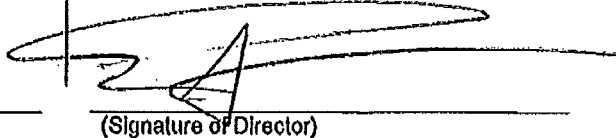
**16 Competency**

**16.1 Watch Works Australia Pty Ltd, Cobbler Plus Services Pty Ltd and Eric Soderberg acknowledge that:**

- (a) before executing this EU, Watch Works Australia Pty Ltd, Cobbler Plus Services Pty Ltd and Eric Soderberg were given the opportunity to seek independent legal and other advice of their choice;
- (b) in the light of any advice provided to Watch Works Australia Pty Ltd, Cobbler Plus Services Pty Ltd and Eric Soderberg, they considered their position;
- (c) if Watch Works Australia Pty Ltd, Cobbler Plus Services Pty Ltd and Eric Soderberg has been advised by their solicitors, they have been advised by them as to the terms of this EU; and
- (d) Watch Works Australia Pty Ltd, Cobbler Plus Services Pty Ltd and Eric Soderberg fully understand the effect of this EU.

Signing pages

EXECUTED by Watch Works Australia  
Ply Ltd, [ACN 054 620 889] in accordance  
with subsection 127(1) of the  
*Corporations Act 2001* (Cth):



\_\_\_\_\_  
(Signature of Secretary/Director)

\_\_\_\_\_  
(Signature of Director)

\_\_\_\_\_  
(Name of Secretary/Director in full)

ERIC SODERBERG  
\_\_\_\_\_  
(Name of Director in full)

Date: 23-7-2012.....

EXECUTED by Cobbler Plus Services Ply  
Ltd, [ACN 009 393 886] in accordance with  
subsection 127(1) of the *Corporations Act*  
*2001* (Cth):



\_\_\_\_\_  
(Signature of Secretary/Director)

\_\_\_\_\_  
(Signature of Director)

\_\_\_\_\_  
(Name of Secretary/Director in full)

ERIC SODERBERG  
\_\_\_\_\_  
(Name of Director in full)


Date: 23-7-2012.....

EXECUTED by Eric Soderberg in the  
presence of:

H.G. Hegarty

\_\_\_\_\_  
(Signature of witness)

HEATHER HEGARTY  
\_\_\_\_\_  
(Name of witness in full)



\_\_\_\_\_  
(Signature)

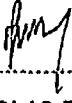
ERIC SODERBERG  
Eric Soderberg

Date: 23-7-2012.....



ACCEPTED by the FAIR WORK OMBUDSMAN

Dated: ..... 1/8/12 .....



NICHOLAS PAUL WILSON  
FAIR WORK OMBUDSMAN

MARK SCULLY  
ACTING FAIR WORK OMBUDSMAN

or by his Delegate subject to the  
instrument of delegation made pursuant  
to section 683 of the FW Act and  
executed by Nicholas Paul Wilson on

.....

## ATTACHMENT "A" (BACKGROUND)

### Watch Works Australia Pty Ltd and Cobbler Plus Services Pty Ltd

1. Watch Works Australia Pty Ltd and Cobbler Plus Services Pty Ltd operate 131 kiosks/shop fronts trading as "Cobbler Plus" or "Watch Works", at a number of sites in various shopping centres in all States and Territories of Australia (except Tasmania) (the Kiosks).
2. Between 1 July 2010 and 14 May 2012 or part thereof (the Relevant Period) Watch Works Australia Pty Ltd and Cobbler Plus Services Pty Ltd employed around 280 employees, the employees (Employees) listed at Attachment "E" (Underpayments) at the Kiosks as retail employees.
3. At all material times, Watch Works Australia Pty Ltd and Cobbler Plus Services Pty Ltd was bound by the General Retail Industry Award 2010 (the Modern Award) derived from a respective State pre-modern award.
4. The FWO commenced an investigation after a complaint lodged by one of the employees of Watch Works Australia Pty Ltd and Cobbler Plus Services Pty Ltd, [REDACTED] involving a failure to pay [REDACTED] as a Retail Employee Level 3 from 1 July 2010 in accordance with the Modern Award.
5. The underpayments arose from Watch Works Australia Pty Ltd and Cobbler Plus Services Pty Ltd incorrectly classifying its employees following the introduction of the modern award, the General Retail Industry Award 2010 on 1 July 2010. The Employees should have, like [REDACTED] been classified as a Retail Employee Level 3 from 1 July 2010 in accordance with the Modern Award.
6. During the Relevant period, the failure to pay the employees at the correct classification has resulted in an underpayment to the Employees.
7. By contravening the Award and the Act as set out in Attachment "B" of this EU, Watch Works Australia Pty Ltd and Cobbler Plus Services Pty Ltd Employees were underpaid their entitlements.
8. The FWO accepts that Watch Works Australia Pty Ltd and Cobbler Plus Services Pty Ltd did attempt to make the transition to the Modern Award but failed to correctly classify the Employees.
9. Watch Works Australia Pty Ltd and Cobbler Plus Services Pty Ltd has at all times, worked closely with the FWO to identify the contraventions and has indicated its preparedness and willingness to voluntarily rectify all underpayments owed to the Employees, including make back payments to the affected employees.
10. Watch Works Australia Pty Ltd and Cobbler Plus Services Pty Ltd has provided evidence of its current compliance with the Modern Award and has undertaken to establish a procedure for monitoring its compliance with the Award.

### Eric Soderberg

11. Eric Soderberg is (and was throughout the Relevant Period) a director of Watch Works Australia Pty Ltd and Cobbler Plus Services Pty Ltd
12. During the Relevant Period Eric Soderberg was involved in the day to day management of Watch Works Australia Pty Ltd and Cobbler Plus Services Pty Ltd and:

- (a) was responsible for setting and adjusting pay rates for the employees of Watch Works Australia Pty Ltd, Cobbler Plus Services Pty Ltd;
- (b) was advised by [REDACTED] that the wage rates being paid to employees were too low;
- (c) failed to determine appropriate minimum rates for the Employees.

13. By failing to correctly set the wage rates paid to the Employees when put on notice that the wage rates were too low, Eric Soderberg became party to the contraventions by Watch Works Australia Pty Ltd, Cobbler Plus Services Pty Ltd within the meaning of section 550 of the FW Act.

*Investigation and admissions*

- 14. Watch Works Australia Pty Ltd, Cobbler Plus Services Pty Ltd and Eric Soderberg admit the contraventions set out in Attachment "B" (Contraventions) and agree to repay to the Employees, within 6 months of the date of execution of this EU, all of the underpayments as a consequence of those contraventions.
- 15. Watch Works Australia Pty Ltd, Cobbler Plus Services Pty Ltd and Eric Soderberg have cooperated with the FWO throughout the investigation of this matter, including by taking proactive steps to identify and rectify the underpayments owed to the Employees.

## **ATTACHMENT "B" (CONTRAVENTIONS)**

1. During the Relevant Period, Watch Works Australia Pty Ltd and Cobbler Plus Services Pty Ltd between 1 July 2010 and 14 May 2012 contravened section 45 of the FW Act by failing to pay the Employees the minimum basic periodic rate of pay under the transitional APSC derived from the respective State awards (as listed below) for hours worked in contravention of Schedule A of the Modern Award.

Queensland – Retail Industry Award – State 2004 [AN140257],

Victoria – Shop, Distributive and Allied Employees Association – Victorian Shops Interim Award 2000 [AP799250],

ACT – Retail and Wholesale Industry – Shop Employees – Australian Capital Territory – Award 2000 [AP794740],

NSW - Shop Employees (State) Award [AN120499],

NT – Retail, Wholesale and Distributive Employees (NT) Award 2000 [AP794741],

SA – Retail Industry (SA) Award [AN150130],

2. By reason of the matters set out in Attachment "A" (Background), Eric Soderberg was involved in the contraventions by Watch Works Australia Pty Ltd and Cobbler Plus Services Pty Ltd within the meaning of subsection 550(2) of the FW Act, and accordingly is treated as having contravened the provisions specified in paragraphs 1.1 to 1.3 above.

## **ATTACHMENT "C" (ENFORCEABLE UNDERTAKINGS)**

Watch Works Australia Pty Ltd and Cobbler Plus Services Pty Ltd and undertake to:

### ***Repayment of outstanding underpayments***

1. subject to FWO confirmation of monies owing to Employees, Watch Works Australia Pty Ltd and Cobbler Plus Services Pty Ltd undertake to repay all of the Employees the underpayments owing as a consequence of the Contraventions within five months of the signing of this EU.
2. If any of the underpaid Employees cannot be located, pay any outstanding amount into the consolidated revenue of the Commonwealth of Australia (through the FWO) to be held on trust for the relevant unpaid employee.

### ***Future workplace relations compliance***

3. ensure that Watch Works Australia Pty Ltd and Cobbler Plus Services Pty Ltd comply at all times and in all respects with the FW Act, *Fair Work Regulations 2009*, the Modern Award, by developing systems and processes to ensure ongoing compliance with Commonwealth workplace laws.
4. provide, within 60 days of the date of this EU, the FWO with details of the implementation of systems and processes designed to ensure ongoing compliance with Commonwealth workplace laws.

### ***Public notice***

5. within 28 days of executing this EU (or so soon afterwards as is available) cause to be placed in:

- 5.1. The Advertiser (SA); and
- 5.2. The Sydney Morning Herald (NSW); and
- 5.3. The Canberra Times (ACT); and
- 5.4. Northern Territory News (NT); and
- 5.5. The Herald Sun (VIC); and
- 5.6. The Courier-Mail (QLD)

a notice which:

- (a) bears Watch Works Australia Pty Ltd and Cobbler Plus Services Pty Ltd names;
- (b) bears the logo (if any) of Watch Works Australia Pty Ltd and Cobbler Plus Services Pty Ltd;
- (c) appears on either of pages 3, 6 or 7 of the relevant edition;
- (d) measures at least 15cms high x 7.4cms wide; and
- (e) reads in the form of Attachment "D" to this EU.

***Workplace relations compliance training***

6. within 60 days of the signing of this EU (or as soon afterwards as appropriate course/s are available), organise and ensure that at least two representatives of Watch Works Australia Pty Ltd and Cobbler Plus Services Pty Ltd attend a training course (or courses) (the training course/s) which deal with:
  - 6.1. minimum entitlements for employees under the FW Act, particularly under the National Employment Standards and modern awards; and
  - 6.2. record keeping requirements under the FW Act.
7. ensure the training course/s are conducted by an accredited workplace trainer (not being anyone who has advised Watch Works Australia Pty Ltd and Cobbler Plus Services Pty Ltd in relation to the subject matter of the Contraventions) who is approved by the FWO and paid for by Watch Works Australia Pty Ltd and/or Cobbler Plus Services Pty Ltd provide the training materials used in the training course/s to the FWO no later than 14 days before the training is to be conducted and the training materials are to be approved by the FWO.
8. provide evidence of attendance at the training course/s and payment of the training course/s to FWO within 7 days of the training being provided.

***Future workplace relations compliance audit activity***

9. cause to have performed by an accounting professional (e.g. Certified Practising Accountant) or audit specialist (at Watch Works Australia Pty Ltd and/or Cobbler Plus Services Pty Ltd own expense), for the next 3 years after the date of this EU, an audit of its compliance with Commonwealth workplace laws, in particular compliance with:
  - 9.1. the National Employment Standards – see Part 2-2 of the FW Act; and
  - 9.2. applicable modern awards, including the Modern Award.
10. provide to the FWO evidence of the audit and its results within 7 days of the audit being finalised.

***Attempts to locate former employees***

11. take all reasonable steps to locate former employees of Watch Works Australia Pty Ltd and Cobbler Plus Services Pty Ltd who have been underpaid, including but not limited to contacting the employees by telephone or in writing to:
  - 11.1. advise them they are owed money;
  - 11.2. explain the process for claiming the money;
  - 11.3. provide them with the claim forms (to be provided by the FWO); and
  - 11.4. provide contact details for the FWO office in Adelaide.
12. for 12 months from the date of execution of this EU, Watch Works Australia Pty Ltd and Cobbler Plus Services Pty Ltd will report to the FWO three times per year on the attempts taken to locate former employees in the preceding four month period.

***Future cooperation***

13. Watch Works Australia Pty Ltd and Cobbler Plus Services Pty Ltd will cooperate with any future investigations undertaken by the FWO, including providing documents and records requested for a compliance purpose without the FWO being required to issue a Notice to Produce.

## ATTACHMENT "D" (PUBLIC NOTICE)

The Office of the Fair Work Ombudsman investigated allegations that Watch Works Australia Pty Ltd and Cobbler Plus Services Pty Ltd contravened the *Fair Work Act 2009* by underpaying some of its current and former employees engaged at its Australia wide businesses trading as "Cobbler Plus" and "Watch Works" between 1 July 2010 and 14 May 2012. Watch Works Australia Pty Ltd and Cobbler Plus Services Pty Ltd have formally admitted to underpaying its employees, which involved an incorrect pay rate classification during this period.

Watch Works Australia Pty Ltd and Cobbler Plus Services Pty Ltd is rectifying the underpayments, with amounts being paid in instalments over the next five months.

Those contraventions occurred because Watch Works Australia Pty Ltd and Cobbler Plus Services Pty Ltd had incorrectly classified the employees' rates of pay following the introduction of the General Retail Industry Award 2010.

Watch Works Australia Pty Ltd and Cobbler Plus Services Pty Ltd and their director express their sincere regret and apologise to all past and present employees for failing to comply with its lawful obligations. Watch Works Australia Pty Ltd and Cobbler Plus Services Pty Ltd gives its commitment that this conduct will not occur again and that it will comply with all workplace relations laws, including the *Fair Work Act 2009*.

If you worked at any of the Watch Works Australia Pty Ltd and Cobbler Plus Services Pty Ltd sites between 1 July 2010 and 14 May 2012, please contact the company at 08 9267 1155 to find out if any monies are owed to you.

If you are in contact with any former Watch Works Australia Pty Ltd and Cobbler Plus Services Pty Ltd employees employed at any of the businesses trading as "Cobbler Plus" or "Watch Works" between 1 July 2010 and 14 May 2012, we encourage you to forward them the information in this notice.

**ATTACHMENT "E" (UNDERPAYMENTS)**

**Cobbler Plus Services Pty Ltd**

Total Wages Underpayment: \$1596.40

Total Superannuation Underpayment: \$660.87

Employees Underpaid: 15

**Watch Works Australia Pty Ltd**

Total Wages Underpayment: \$180,361.74

Total Superannuation Underpayment: \$23,993.65

Employees Underpaid: 286