

**VANDA SYSTEMS AND COMMUNICATIONS HOLDINGS LTD :
WHERE'S MY BONUS ?**

The former General Manager of Vanda Systems and Communications Holdings Ltd (Code: 757, Main Board, The Stock Exchange of Hongkong Ltd) has issued Legal Proceedings against his former employer, seeking \$HK872,718.

He is Mr Liang Tien Tzu, also known as Mr Current Tian Tzu Liang.

Mr Liang is the Plaintiff in High Court Action Number 3667, with Vanda Systems, being the lone Defendant.

According to the contention of Mr Liang, by a Letter of Appointment, dated November 1, 2000, he was appointed as the Deputy General Manager – Corporate Finance Division of Vanda Systems. (Paragraph 3 of the Statement of Claim, attached to the Writ of Summons)

Having completed his probationary period, on February 1, 2001, Mr Liang was confirmed to the post of General Manager.

The Letter of Appointment, dated November 1, 2000, explained the duties of Mr Liang, according to Paragraph 4 of the Statement of Claim:

‘There were, inter alia, express terms of the Appointment Letter that: -

(a) the duties of the Plaintiff are, inter alia, to be responsible for

- (i) all corporate finance activities which the Defendant or its subsidiaries and associated companies may enter into, including mergers, acquisition and restructuring ...; and*
- (ii) fund raising of the Defendant, including all new financing or refinancing (other than general commercial banking facilities) and spinning-off subsidiaries ...*

(b) The Plaintiff’s performance bonus should be calculated based on the amount of any equity related fund raising including but not limited to (i) placement of new or old shares of the Defendant, its subsidiaries or associated companies and (ii) issue of convertible bonds or similar instruments for the Defendant, its subsidiaries or associated companies ...; and

(c) The Plaintiff is entitled to performance bonus of 0.3% on any amount of funds raised of less than US\$25 million and 0.5% on the amount in excess of an aggregate of US\$25 million ...’.

The Statement of Claim, then, continues to attest that, through Mr Liang’s work, he was able to complete a number of deals:

1. He brought in \$HK25 million from New Tech and Telecom Investment Ltd on March 13, 2001;
2. He brought in \$HK19.50 million from First Shanghai Investment Ltd (Code: 227, Main Board, The Stock Exchange of Hongkong Ltd);

3. He brought in \$HK136,456,000 from DBS Nominees Private Ltd, a wholly owned subsidiary of The Development Bank of Singapore, on February 15, 2002; and,
4. He brought in \$HK197,966,638 from Hutchison International Ltd (HIL), a subsidiary of Hutchison Whampoa Ltd (Code: 13, Main Board, The Stock Exchange of Hongkong Ltd), on February 15, 2002.

According to Paragraph 7 of the Statement of Claim, the suggestion is that, without the cash inflow from DBS Nominees and Hutchison Whampoa, Vanda Systems would have been in serious financial trouble ... [CLICK TO ORDER FULL ARTICLE](#)

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