From: To: Sent:

Gaby A Abdeinour

Fang Fang < Fang Fang/ 6/8/2008 1:05:03 AM

Subject:

Re: Hi

Let's discuss next week

Sent from my BlackBerry Handheld.

Fang Fang

---- Original Message -----

From: Fang Fang

Sent: 06/08/2008 07:58 AM ZE8

To: Gaby Abdelnour Subject: Fw: Hi

Gaby,

Vice Minister Gao (of Mofcom), the Franch-speaking gentleman with whom you had dinner a few weeks ago in BJ, and I had another dinner last Thursday at his invitation. As you and I speculated, it was about his son's (Joe Gao) job situation - he was a first year analyst with short-term fixed income origination within JPM IB in NY until end of May when his position was eliminated.

During this one-on-one dinner with me, the father spent long time explaining to me why it is important for the son to find another position within JPM before July 13 because he is desperate to maintain his hard-won H1-B visa which is under JPM sponsorship and won't become valid until Oct 1, while his current employment contract will end by July 13.

As you can tell from the following email, the young man is willing to consider any job within JPM, even positions in commercial banking or technology, etc although he clearly prefers to remain within IB in the US.

The father indicated to me repeatedly that he is willing to go extra miles to help JPM in whatever way we think he can. And I do have a few cases where I think we can leverage the father's connection.

Gaby, given the above, I'd like to discuss with you and seek your advice/support on how to handle the son in NY and leverage the father in China. Many thanks.

Regards,

Fang Fang Managing Director and CEO, China JP Morgan Chater House, 28/F 8 Connaught Road Central Hong Kong

"joe gao"

---- Original Message -----

From: "joe gao"

Sent: 06/07/2008 10:36 AM MST

To: Fang Fang Subject: Hi

Hello

My name is jue gao and my father told me to contact you about my recent elimination and visa status.

- 1:I am currently on H-3 training visa, it expires on August 13th. The permanent working visa (H1-b) was approved two weeks ago, but it wouldn't be effective until October,1st . I have to remain employed with JPMorgan inside U.S. in order to maintain my permanent working visa (my current contract ends on July 13th)
- 2: Over the past year, I had the tremendous opportunities to work and interact with my colleagues inside of JPMorgan. I have developed on a personal level and professional level. After my experiences past year, it is clear that JPMorgan is an institution that thrives on being the most success bank by developing and training its employees to be the best and reach its potential. It is also clear to me that this is the place that I can develop a long term career in finance
- 3:I was originally placed into short term fixed income origination but myinterests in finance extends beyond capital markets. I will be enthusiastic to take on any available position inside of the JPMorgan. It would be a great opportunity to develop my career and interest in finance
- 4:I found out it has been case similar to mine, JPMorgan sent couple of analysts under working visa to the commercial bank after they were being eliminated by IB, the only difference is that the those analysts received their visa last year, unlike mine will not be active until October
- 5: The lawyer from JPMorgan's legal department told me that it would be better this transitioncan be done ASAP in order to maintain the visa. In order to complete my transferring, HRof my new positionhas to request my info from JPMorgan IB HR. It will be considering internal and maintaining my visaas long as it is done by July 13th
- 6: Thank youvery much for your help andlet me know if you have any questions