

**COMMISSION OF INQUIRY INTO MONEY LAUNDERING IN BRITISH COLUMBIA**

**The Honourable Mr. Austin F. Cullen, Commissioner**

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**AFFIDAVIT NO. 1 of MURIEL LABINE**

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I, Muriel Labine, of British Columbia, retired, AFFIRM THAT:

1. I am a former employee of Great Canadian Gaming Corporation (“GCGC”) and, as such, I have personal knowledge of the facts and matters deposed to in this affidavit, save and except where based on information and belief, and where so stated, I believe it to be true.
2. I worked at the GCGC Richmond casino from 1992 until 2000. I started as a dealer and was promoted to dealer supervisor in 1995. In the summer of 1998, my daughter, Michelle Labine, who worked as a dealer supervisor, hostess and cashier for GCGC, and I began keeping a journal detailing what appeared to be organized crime activity at the casino, including loan sharking and money laundering. Attached to this Affidavit and marked as **Exhibit ‘A’** is a true copy of those journals.
3. My job as a dealer supervisor was to protect the integrity of the games by monitoring tables, making sure that all regulations were followed and reporting anything unusual. In addition to my supervisor shifts I worked as a relief hostess in the casino. My main duty as a hostess was to give out numbered tickets to the players when the tables were full, maintain the wait list and seat customers when their desired table became available. I also answered customer questions.
4. Before 1997 casinos were very different from what they are today. Tables and games were both limited in number and the maximum bet was \$25. In addition, charities were actively involved in casino operations. Charity volunteers operated the cash cage and the casino could not open without the volunteers being present. The “house win” was divided into three parts: 40% for the casino owner; 10% for the government; and 50% for the charity.

5. In the spring of 1997, I observed changes in casinos including: the introduction of longer hours; maximum bets soaring from \$25 to \$500; and the introduction of two new games. One of the new games was mini-baccarat, a fast-paced game that allowed for high cash turnover in a short timeframe—up to \$4,500 could be played in a single, short game. Baccarat is a very simple guessing game much like tossing of a coin. The players can choose whether to bet that the player hand or the banker hand will win. The customers only decisions to make are: how much to bet and whether they will bet on player or banker. Cards are not dealt to individual players. The dealer draws 4 cards, two for the player and two for the banker. The dealer reveals the two hands. The closest hand to 9 wins. There are set rules concerning when a third card can be drawn. The players have no choice in this. If the player's hand wins then all those who bet on player are paid 1-1. All those betting on banker lose. If the banker's hand wins then all those betting on player lose and those betting on banker win 1-1 less a 5 percent commission to the casino. It is a very fast game. I never timed it, but each complete round with a full table of 9 players should take no more three minutes.

6. As I will explain in more detail below, people I believe to have been engaging in loan sharking and money laundering started appearing in the casino soon after these changes, alongside dramatic increases in the amount of money flowing through the casino.

7. I first observed what appeared to be loan sharking, money laundering and what I came to understand as a visible organized crime presence in the late spring of 1997. It was at this time that a new group appeared in the casino; some of the casino employees came to call them "the boys".

8. "The boys" were mostly young East Asian men but the group also included a few older men who appeared to be bosses. Some of them wore expensive clothing and drove expensive cars. They were in the casino every day and became part of our everyday working life. It was not unusual to see as many as 23 of these men working in the casino at any given time. Michelle Labine and I both noticed these men would cash in large amounts of \$20 bills wrapped in elastic bands and pass chips or cash to other players.

9. My job as a supervisor was to watch closely and report anything out of the ordinary. Some of the suspected money laundering activities I observed included:

- a) People buying casino chips but not playing or only minimally playing.
- b) People arriving with large amounts of elastic-bundled \$20 bills, converting the cash into \$500 and \$1,000 casino chips, then only betting a small amount.
- c) People buying chips then loaning them out to other players.
- d) Customers occasionally making maximum bets on both a player and the banker in a hand of cards. Another supervisor, Dave Walker, remarked to me at the time that this was likely a money laundering strategy because, although no money would be lost or gained betting this way, chips and money would change hands and money could be represented as gambling wins when paid out by the casino as cash or a cheque.
- e) People converting small denominations of currency into larger denominations, which are more convenient and acceptable in legitimate financial and business transactions. For example, “the boys” would frequently buy in with bundled \$20 bills—totalling up to \$2,000/bundle. The casino management ordered supervisors to send these men to the cash cage to exchange the smaller bills for larger bills that can be more easily changed on a gaming table.
- f) Customers sometimes writing cheques to loan sharks in order to access cash, even though the casino itself did not accept cheques. Through library research and reading books and articles about organized crime, my daughter and I came to understand that these transactions allowed loan sharks to convert cash from the drug trade through financial transactions with individual debtors.
- g) Apparent loan sharks carrying very large amounts of cash. My journal entries from the time record instances of individuals associated with “the boys” carrying bags full of \$20 bills.

10. These activities were closely tied with what appeared to be rampant loan sharking in the GCGC Richmond casino after 1997. I observed open and nearly constant loaning of cash and chips on the gambling floor by “the boys.” Some loan sharks would bring in their own clients and sit with them at the tables, passing them bundles of cash and casino chips. “The boys” would function as human ATMs so gamblers did not have to leave the casino or even the tables. On at least one

occasion, I observed an apparent senior member of “the boys” bring in a bag full of money and hand out bundles of \$20 bills to individuals who then fanned out to the gaming tables to loan the cash out.

11. One afternoon, one of the boys left a handwritten list on a baccarat table when he went to the concession stand. The writing was in Asian characters, but it seemed to be a list with dollar amounts. I took the opportunity to brush off the table and scoop up the list. I called on a senior supervisor named Danny (I do not know his last name) who was fluent in Chinese and asked him what was on the list. He seemed shocked and alarmed that I had it and told me to get rid of it immediately. After I pressed him, he confirmed that it was a list of names in Chinese with dollar amounts beside the names.

12. I was aware of other criminal activity accompanying the apparent loan sharking and money laundering, including an effort by “the boys” to recruit a casino worker to assist in their operations and acts of intimidation and signs of violence against players who were in debt to “the boys.” My daughter Michelle heard from a concession employee named Mitch (last name unknown) about at least one drug transaction involving “the boys” inside the casino.

13. By 1998, I was increasingly scared and disturbed by this apparent organized crime activity at our worksite. I was experiencing and observing harassment and intimidation from loan sharks and their associates. In one incident, a senior loan shark that casino employees called Scarface was deliberately blowing smoke into the face of a casino dealer at a non-smoking table after losing a hand in cards. When I stepped in as a supervisor and asked him to stop, he swore at me and flicked ashes on to the carpet. When I called Rick Duff, the floor manager, to deal with the situation, he said, “leave him alone”, “he’s dangerous”, “you don’t want to deal with him.” Rather than asking Scarface to leave, the floor manager removed the non-smoking sign from the table he was sitting at and provided Scarface an ashtray so he could continue gambling. A few months after this incident, Scarface attempted to murder another loan shark (named [REDACTED], who we called “Pretty boy”) at a local restaurant; it was my understanding the incident was related to a dispute over business at my casino.

14. On multiple occasions I alerted casino management of the illegal activity I was observing and my concerns about my increasingly unsafe work environment. Michelle and I explicitly and



repeatedly reported suspicious activity, including loansharking, suspected money laundering, and suspicious large cash transactions. We reported to floor managers, shift managers, surveillance and security, and the casino's general managers, including Nora Thomas and Dennis Kwan. We were repeatedly told by managers that this activity was all simply "friends loaning money to friends." I spoke with Adrian Thomas, GCGC's vice president of operations, and Jacee Schaefer, GCGC's vice president of media and government affairs. I brought forward the issue of gangs at a joint casino staff meeting. Gangs were on the agenda for the first meeting of the health and safety committee, which I attended. Managers denied that there was a problem and did not follow up. When no one in the casino management structure addressed my concerns, I made anonymous calls to the RCMP and the media. As far as I know, no one directly followed up on my tips to the RCMP, although I believe there were undercover officers in the casino at times. My daughter Michelle contacted the journalist Michael Smyth at the Province, and I contacted the Vancouver Sun, but no media followed up at the time.

15. Casino management seems to have willfully turned a blind eye to this activity, and on some occasions even appeared to accommodate it. For example, in the spring of 1998 I saw floor manager Rick Duff engage in a brief whispered conversation with two of "the boys." Immediately after that, "the boys" started moving between baccarat tables speaking quietly to the players and the other "boys". The players they spoke to left the casino immediately after their hand was finished and within a few minutes the baccarat tables went from full to empty. The same thing was happening throughout the casino. The floor manager came to me and told me to brush down the tables and empty the ashtrays. He said, "We have company coming. Jacee (Schaeffer) is bringing in VIPs from the BCLC." The VIPs came and were gone within 30 minutes. A few minutes after the VIPs left "the boys" returned and we were back in business.

16. On other occasions:

- A VIP high roller closely associated with "the boys" threatened a casino supervisor over the outcome of a bet. While some lower level managers informed us of their desire to remove him, senior management chose not to.
- Michelle told me, and I believe, that she saw a high-level loan shark we called "Columbo" shaking hands and engaging in what seemed to be friendly conversation with Adrian

Thomas, then one of GCGC's vice presidents. This was unusual in that we rarely saw Mr. Thomas engage in "hand-shaking" type interactions with customers on the floor.

17. In an attempt to address the gang problem, I asked Mr. Thomas during a staff meeting to add the issue of the gang presence in the casino to the agenda. Mr. Thomas refused and said they were "just friends loaning money to friends." At a later date, Mr. Thomas called me into a closed poker room and told me I should not worry about gangs in the casino because the gangs "won't shit in their own nest." He also told me that we were "lucky that these are only Asian gangs," and said "it would be really bad if they were the Russian mafia or the Hells Angels." He also said that "the Vietnamese gangs were the most difficult to engage with." Mr. Thomas also said that I should not worry about the gangs at our sister casinos and assured me that "it will all be over in a couple of weeks."

18. I am reluctant to talk any further about this issue given that Mr. Thomas has threatened to take legal action against me if I elaborate any further.

19. Despite Mr. Thomas' assurances, the gang problem continued. In fact, by the spring of 1999, the presence of "the boys" seemed to be increasing and the amount of money involved seemed to be getting even larger. It was apparent that GCGC was not going to evict "the boys." The BCLC was not addressing the problem, despite having a representative on site who must have been aware of it. And the police did not appear to be doing anything either.

20. That is when my daughter Michelle and I decided to seek the help of a union. We knew very little about unions except they had the strength to help employees, and we hoped a union could help us make our workplace safer. We met BC Government Employees and Services Union ("BCGEU") organizers Marcel Dionne and Holly Page and told them about the gangs. We signed our very first union cards that day. I remember my hand shaking as I signed my name. I was certain that if Adrian Thomas discovered we had signed union cards we would be fired.

21. The 1999 union organizing drive at GCGC Richmond and GCGC Renaissance was met with threats of disciplinary action and other intimidation tactics from casino management. Adrian Thomas found out about the union drive early on, and one day was sitting in the staff room waiting for me to come in (he rarely came into the staff room). He told me I was not allowed to

hand out union information, leave union information or union cards on the staff room tables, get cards signed or talk about the union on casino premises. He said this in front of several of my co-workers. I was holding leaflets in my hand and he ordered me to put them in my locker and not bring them out again. Employees were frightened and were often afraid to meet with me or others involved in organizing the union drive. For example, I remember meeting one co-worker behind the Canadian tire store in Richmond at 2:15am because he was afraid to meet me even at a nearby all-night restaurant, in case management found out. I and other BCGEU organizers were also told by RCMP officers that the casino had directed at least one of its outside security cameras to monitor a motorhome the union was using as a mobile field office, which was parked on public property across from casino. Managers began making a point of sitting in the staff room (something they would not normally do) when Michelle or I had our breaks so that we did not have opportunity to answer questions about the union. Michelle and I were also subject to an anonymous smear campaign, including slanderous leaflets about us being left repeatedly in the staff room. In this atmosphere, the union lost the certification vote at both locations. Michelle, unwilling to work alongside the gang presence in the casinos any longer, quit her job soon after. GCGC offered me \$8,000 to quit my job, but I was worried about being able to find a new job at age 58 and feared I would be blacklisted from the casino sector because of my union activism. I took a personal leave from work to figure out what to do. I needed a job, but I did not want to work around organized crime or be pressured into being quiet about what was happening in the casino.

22. This brings me to one more important issue and that is the efforts that I observed of GCGC owners and management to influence both politics and policy around gaming in BC during this period.

23. GCGC paid me to work on several political campaigns between 1995 and 1998 under the supervision of Jacee Schaefer, then GCGC's vice president of media and government relations. For reasons I elaborate on below, I believe the purpose of our work on political campaigns was to help GCGC to gain the ear of influential politicians.

24. In 1995, at the request of Adrian Thomas, I worked for a month on BC Liberal Party candidate Jon van Dongen's by-election campaign in Abbotsford. I reported to Jacee Schaefer, who was well known in BC political circles for her campaign expertise. GCGC paid me for this

work and covered my expenses. One afternoon during that campaign, Ms. Schaeffer and I were in the campaign office and she told me she had just dictated the policy on gaming to BC Liberal Party headquarters in a phone call. She seemed very pleased with the outcome of this telephone conversation. Years later, I learned that Mr. van Dongen, by then attorney general and minister responsible for gaming, led the investigation into allegations of gang activity in GCGC's River Rock Casino.

25. In 1996, Mr. Thomas asked me to work for the BC Liberal Party on the provincial general election. I again reported to Jacee Schaefer, who was still a vice president at GCGC and was the 1996 election day chair for the BC Liberal Party. I travelled to campaign offices across BC to help prepare election day materials and helped write the party's election day manual, which was distributed to every campaign office in the province. My wages were paid by GCGC, and the BC Liberal Party covered my expenses.

26. Later in 1996, Mr. Thomas asked me to work on the re-election campaign of Vancouver Mayor Phillip Owen. Once again, I reported to Jacee Schaefer and we worked at campaign headquarters in Vancouver. I was surprised GCGC was involved in this campaign since GCGC wanted slot machines in Vancouver casinos and Mayor Owen had made his anti-slot machine position very clear. A few days before the election, Ms. Schaeffer told me she had offered the mayor a \$5000 cheque, but he refused to accept it. She was very angry and did not return to the campaign office until the eve of the election.

27. In 1998—once again at Mr. Thomas' request, under Jacee Schaefer's supervision, and with GCGC covering my wages and missed tips—I worked on Jon Kingsbury's successful campaign for mayor of Coquitlam.

28. In 2000—two years after my GCGC-paid campaign work on the Kingsbury campaign, after the failed union drive and with my conflict with GCGC management still unresolved—I was asked to speak at a public hearing in Coquitlam by Councillor Maxine Wilson, who I believe was put in touch with me by BCGEU organizers. I understood that at the time GCGC was planning on opening a casino in Coquitlam. Councillor Wilson told me that Council was split, and she was against the proposal. This was the application to be addressed at the meeting. Councillor Wilson had some knowledge of the gang problem in BC casinos, she knew GCGC had been influential in

getting Mayor Kingsbury elected, and she knew that, since getting elected, Mayor Kingsbury had gone from very anti-casino to very pro-casino.

29. Out of fear of the gangs and of losing my job (I was still on-leave at the time), I did not say yes immediately. But I eventually decided it was time for me to say what I knew to be true—gangs were operating in casinos and Mayor Kingsbury had received substantial help from GCGC to get elected. I attended a public hearing in Coquitlam and put my name on the speaker's list.

30. At the meeting, Mr. Thomas and I saw each other in the hallway. Shortly afterwards, a man who identified himself as a lawyer approached me and advised that if GCGC lost the application because of what I said, there was a good chance GCGC would sue me. He warned me to be very careful about what I said. I left the hearing badly shaken and drove home waffling back and forth on whether I should speak up or run away from the whole mess.

31. The next day I received a call from Marcel Dionne, then an organizer at the BCGEU, advising me that GCGC was offering a settlement of \$18,000 for me to quit my job at GCGC and accept the following conditions:

- a) I could not speak at the City of Coquitlam Public Hearing.
- b) I would not attend the public hearing or speak out against GCGC anywhere.
- c) I was not allowed to enter any GCGC property.
- d) I would sign a release protecting GCGC from any action I might bring forward in the future.

32. GCGC also added my daughter's name to this agreement, despite the fact that she was by then working overseas.

33. I am ashamed to say I accepted the settlement. I was exhausted and scared and, on June 24, 2000, I signed the settlement agreement with GCGC. I walked away. I did not speak out. I received \$18,000 in total, divided into three payments to ensure my continued silence. Attached to this Affidavit and marked as **Exhibit 'B'** is a true copy of this agreement.

34. After that, I worked under short term contracts for the BCGEU. Eventually I became a regular employee in the union's organizing department and led several organizing campaigns at casinos. Some were successful, some were not. During these campaigns employees of various casinos talked to me in confidence about gang activity in their workplaces. Each time I encouraged them to come forward, but all of them were afraid of both the gangs and their employers.

35. I witnessed GCGC's involvement in politics a final time in 2011, though under very different circumstances. I was a volunteer on NDP MLA Mike Farnworth's campaign for the leadership of his party. I learned that Mr. Farnworth's campaign had accepted three donations from GCGC affiliated companies and was so disappointed that I left the campaign immediately. I have not been involved in any political campaigns since then.


36. In 2018 Peter German's first report was released and I was shocked at the first line, "The casinos unwittingly served as laundromats for dirty money." I was shocked because I knew it was untrue. Based on what I had seen there was nothing "unwitting" about the casinos' role. At that point I had to decide whether to come forward or remain quiet. I knew coming forward had risks not just for myself, but for my family and former co-workers. I also knew the risks of staying quiet.

37. In the spring of 2019, despite my doubts and fears, I reached out to Sam Cooper at Global News. I had no idea if I could trust him to keep our identities a secret, but I knew I could not stay silent any longer. As Mr. Cooper gradually convinced me of his trustworthiness, I shared more and more of our documents with him. In May 2019 I did an interview with John Hua and Sam Cooper for Global TV.

38. To this day, I am afraid of the gangs and potential retribution. I am afraid of GCGC and the possibility that they might sue me or my daughter. I am afraid we might be putting our family at risk. I am afraid we might be putting our former co-workers at risk if we release their real names. Most of all, I am afraid all of this will all be for nothing—that no one will believe us and nothing will change.

39. Even after 20 years, the decision to speak out has not been an easy one.


AFFIRMED before me at the City of  
Duncan, in the Province of British  
Columbia on this 23 day of October, 2020.

  
\_\_\_\_\_  
A commissioner for taking affidavits in the  
Province of British Columbia

HUGH J. ARMSTRONG  
Lawyer & Notary Public  
157 Trunk Road  
Duncan, B.C. V9L 2P1



\_\_\_\_\_  
Muriel Labine

This is Exhibit "A", referred to in the  
affidavit of Muriel LaBine  
Sworn before me at Surrey BC  
this 23 day of Oct A.D. 2020  
  
A Commissioner for taking Affidavits  
within British Columbia

**JOURNAL**

**RICHMOND CASINO(GCC)**

**August 1998**

**To**

**January 1999**

**Muriel LaBine**



(1)

Aug 1, 198

Have decided to keep record  
of casino action re: boys - health  
& safety etc.

Headset - Record should have  
been kept for months.

- Boys have been working  
casinos for months -

Customer overheard saying interest  
rate is 5% per day - Compounding  
daily. per thousand.

Bus. lit. getting out of hand.

- Inspectors are feeling intimidated

- Action has been heavy - lots

of ... ..

(3)

Action has been heavy  
in Bae pit - lots of <sup>8</sup> 500  
plays - not unusual for  
The drop to be 20-25 per  
table.

Boys seem to have endurance  
"clients" - sit with them  
all day.

Boys buy in for <sup>4,000</sup> 500-10,000 at  
at time - ask for 1000 chips

Will open table just for buy-in  
& then of course not play.

Money sometimes runs low

4

Boys come in with \$20 -

all nicely bundled with

elastics around bundles of

Loose in 1000 -

(We are now sending them

to East Cape - to exchange for

Cape bills too time consuming

on tables - where do these

boys get all these \$20?

5

CHUE - co-ordinated law  
enforcement unit.

<sup>combined</sup>  
CAIU - ~~co-ordinated~~ federal  
asian investigation unit  
(Vanc.)

PICS - Canadian Secret Police

RAMP - local.

(b)

Aug.

Days ran short of cash today.

Players losing badly

- 3:30 pm - cell phones buzzing.

4:00 pm - Kheel(?) comes bustling

in along bar wall - carrying

white plastic bag - similar to

infringement bag - Boys get up

leave customers & meet him

at concession stand - He

opens bag & right in front of

me begins to pass out bundles

of 30 to the boys - some

8

- Colombo was only player camped by Casino for anything, (including smokes) he wanted to buy from concession. Mitch confirmed.
  - Colombo would frequently come in & get free cigarettes from casino & leave without playing. (This was confirmed by Ray Sam - (management))
  - I saw Colombo shake hands & engage in conversations with Adrian.
  - Staff fear Colombo greatly especially the Asian staff.
- 

### Colombo's girlfriend

- heavy set
- short bobbed hair
- close set eyes
- barely any make-up.
- smoker
- well respected by other boys.
- likes wearing red jacket
- bad english.

9

- Her friend was eventually removed from Richmond as well for slidding chip.
- Colombo's girl works tables as well
- She is very low-key but socializes with many players and all the boys.
- When Colombo vanished, she continued to frequent casino on her own, after a few months away.
- She appears to stay out of trouble and does not get 'involved' in arguments among boys.

- 
- Muriel is told by Mitch that Colombo's 'tab' is kept in a separate book from the other comps.
  - Mitch is allowed to comp Colombo for anything he wants
  - This special treatment is noted

10

9pm: - 21st. Aug.

Overheard by J. & M. -  
outside casino.

ELMS You owe us the money

You're going to have to pay this  
back now

RAMSAY I just need a little more cash.



12

~~Greg~~ 28/98

Wed afternoon - WCB in

- Complaint - claim? about smoke

- Rick & I speak to him - after

Ray:- What's to know about

Smoke eaters and ventilation

- Rick explains about Carasol

sends him to H.O. -

The staff concerned about air quality -

Rick says he is - I followed his

lead. - WE DID NOT SAY ENOUGH!!!

not even close

(13)

Aug. 28/98

29.85 20.00

In Bae spent most of day

kid in NIKI Cap - wins today.

clapped 15 T. on Bae & earlier.

Tall Iranian(?) now borrowing

from Bae. - DROP PAC 4 - 1 HR 20,000  
12-1 PM.

6:45. Big lip & money man at counter  
in discussion - writing on Bae card  
They leave card folded on counter.  
No not go back for it - they are back  
with their clients -

7:00 My relief comes - as I go through Staff  
room door I take card from counter

5000
2000
1000
1000
1000
1000

on left are Chinese characters  
on right 8 amounts in 1000's  
largest at top 5000. Ask Cindy

to translate - she tells me 1st name  
is Indian, 2nd word Japanese

Wayne on floor (security) - ask to  
come to back - gives him card &  
explanation - He wants it.

(14)

Aug  
Aug 29/98

1:30 pm - told Rick about list picked  
up yesterday

8:45 Rick asks me in hall - where  
list is and what is on it.

Boys working - came in about 3pm

 is back -

5pm - Saw money - (cash & chips) being  
paid to "big lips" - too far away  
to see exact amount - - new player  
1st spot on Bae 5.

(15)

Aug. (Sunday) 30/98

11:30 AM - Turned on snake eater

- Sn. E. above C5 - Tables  
crockles when on high

- S.E. above S.C. Bo - light goes  
on. (no power no air no sound)

- ask Dave W. to check S.E.  
with me - he climbs on chair  
to verify air supply  
very slight movement - check  
over R. table - Dave checks  
by climbing on chair  
air movement 2 or 3x greater  
obvious sound of motor running

Report to F. M. - (Bruce) -

- will get to it  
- nothing I can do

- 3:30 pm check - system  
still not operating Cables  
packed

(16)

No Sweating Rule in effect.

Maria & Joan (2 supervisors)

Refuse openly to enforce rule  
for fear of retaliation from  
Bac players & gang.

Early Sep.

- I have been more open in discussing  
the boys with security. In particular  
Wayne (head of security, RMD) &  
Darren.

- Wayne is open to discussion and  
willing to hear what we know.  
He seems concerned with the 'problem'.  
Wayne is taking a very close look  
at the situation from day to day.  
He agrees these aren't to be taken  
lightly.

- Darren is annoyed with the boys  
& fears confrontation. He seems positive  
that they must be carrying weapons.

- Both Security ~~and~~ wish the boys  
would "KILL EACH OTHER OFF."

17

\* Date undetermined \* Near P.N.E.

- ★ - Jifei was threatened by Fat man on baccarat
- Fat man has been warned for swearing & back betting. Extremely rude with Dealers & Supervisors
- Fat man warned several times this week - management still won't toss him.
- Fat man is a high roller and one of Scarface's clients.
- Rick wants to toss him.
- After threat to Jifei, Dennis (management), decides to have a 'chat' with Fat man.
- Takes Fat man aside to confession with two security present.
- Begins long conversation concerning his behavior in cantonese.
- Scarface approaches and discusses situation with Dennis (Takes over for Fat man.)
- After long talk, Dennis allows Fat man to play. Fat man is now quiet but gloating.

18

dinner at Rusty's club -

- agreement gangs in Casino
- Stay out of each other's way
- Better not to know!

- Michelle, Michael, Angie, Mary, Tanya, Joan,

### September

- Darren (Security) & I go for a night out.
  - The topic of the boys comes up.
  - He says the boys are being watched by Security very closely.
  - He agrees they are multiplying.
  - He fears his fellow security may not be able to handle a Full Scale confrontation. (Not properly experienced or trained)
  - He feels Jamie is the only one he trusts enough to cover his back in a serious situation.
  - He feels the situation is getting out of hand but insists I should not worry.
-

(19)

Sept 4 - /95

- white & blue strip shirts
- short - chunky - Chinese
- 30 - 40
- Khaki shorts - down to knees
- black, Elvis do but wavy
- no facial hair
- no distinctive marking
- no glasses

- 2 men dressed alike - same hair etc.

- 7pm. 1 man walks down staff hallway -

looked lost - "need help?" Michelle asks  
- heads to mgr. office

- sees what appears to be same man talking to boys.

- leaves casino when he sees Mr. watching  
Michelle reports to Wayne



20

Sept 5/98 -

4 pm - 8 boys in Casino  
= not enough action  
to keep them busy.

loaning small amounts of  
money 1 - 2,000 at a time.

fab chris - customer with glasses  
wins about 30,000 (Tracy's pig)

(21)

Sept 5/98

(Michelle [redacted] look alike - lost over

\$30,000 at bar tables in 30 min.

Normally does not gamble

Why?

What is going on?

We still believe Beck is

not know about the bags?

(22)

Sep 6/98

Approx 3:30 saw 'ELVIS' writing  
on paper - appeared to be copying  
from one bar code to another at  
concession - he then original  
into garbage - can heard bar 1

I informed Harry ASAP - at security  
door =

Decision not to try to retrieve  
until end of night - Harry would  
inform Dave Perry next Security  
Reasons - Harry would state our  
interest in their activities.

[redacted] look alike near gambling  
Peg - and now [redacted]  
totally out of character for both  
M. definitely does not have this  
kind of money

What? - gambling for events?

- part of money laundering?
- cover of some sort?

casino very busy again -

- Asked (told?) by Al not to tell  
anyone about paper in garbage -
- Alert Security reason of clearing staff.

(23)

Sept - total by D.

- new camera equipment
- very good high quality
- zoom excellent
- small detail from across room
- new domes installed
- cameras or faked?

24

LATE OCT.

6pm. ADRIAN T. WATCHING BAC ACTION FROM

CONCESSIONS - BOYS ARE VERY BUSY

I'M BETWEEN BAC 1 & 2 = HAVE CLEAR

VIEW OF HIS INTEREST. - HE IS OBSERVING

CAREFULLY - LOAN TRANSACTION TAKES PLACE

BAC 2 - [REDACTED] & E16 PRAYER -

I AM SURE H. NOTICES - MY BREAK - BOYS

I BELIEVE [REDACTED] & [REDACTED] TO TO END OF CONCESSIONS

NEAR STAFF ROOM DOOR - BEGINNING COMPLAINING THEIR

NOTES - OF TRANSACTIONS FROM BAC CARS TO NOTEBOOK

ADRIAN WATCHING PROCEDURE - AS I WALK

PAST PAST HIM WITH MY TEA I WHISPER

"... .." ... ..

DON'T ACKNOWLEDGE  
- YOU  
- IT DOESN'T EXIST.

(25)

Sunday - reported by M.

- Conversation at PNE beer gardens -  
present - Phillip, Joan, Sabina  
Gary, Michael, Alave S. &  
Adrian Thomas.

- Re. briefly discussed WCB visit.

- A. could cause problems

- WCB deciding to "shut our doors"  
stop everyone from smoking  
business will go down

- tips down, wages could go  
down

1 staff member decided to  
complain about situation  
we all know is bad.

we are incapable of  
doing anything until we  
move -

system too different to overhaul

beyond our ability to properly to  
take care of because building  
is too old.

- bottom line too costly.  
(not directing said)

\* made of feel like in there

Second week of October

- Wayne Jarvis (Security) tells me he has a bad feeling about the boys.
  - He feels a - major fight is inevitable
  - He tells me to keep my head up & eyes open
  - "Just a feeling", he says.
  - He is positive a fight is in the air (maybe not to do with boys at all), but his intuition says something is going to happen.
-

21

- Security saw [redacted] & [redacted] <sup>5</sup>  
Seafood arguing - [redacted] <sup>5</sup>  
finger in his face.
- Security told to go outside
- 'get out boys - problem in parking  
lot'

Thanks it was D. Parry in Sauna  
Room or Jamie.

- Immediate response by floor  
Security.
- Why was police not called in?

---

\* Why do boys continue to use  
~~Cell~~ Courtesy phone when  
they all have cell phones?  
- secure line?  
- privacy?  
- batteries die?

Why!?!

---



(28)

[redacted] shooting.

- Oct 28 - Sun. 9ish - Ying Kee  
Seaford Rest

shot in shoulder leg & chest & shoulder  
( [redacted] + [redacted] )

accord to D. -

[redacted] challenged Seaford's  
authority.

Common belief: - Seaford did  
shooting.

[Footnote Seaford has not been  
in the Casino since shooting]

D. - Seaford has murdered twice.  
one in a rest on Renfrew last year  
this was his 3rd one.

Wanted [redacted] dead - not a  
warning

- [redacted] will [redacted]

- they may have [redacted]

(29)

- 11 pm - cop came through

Buccant pit was already  
clicking out

hands on hips

slowly walks through to arena

- 6'4" - thin - mustache - early  
salt & pepper - bald. Rat on - 40's  
full uniform - [taller version of  
big eyes. (black)]  
2 ~~was~~ on either shoulder

Solo cop - lone wolf

- appearance of authority  
appeared shocked & angry  
- look of disgust

stressed - impression something  
big had happened

2nd - time - balding

for ~~dark~~



seems very upset stressed



appears in shock subdued

(30)

Oct. 27/28

- Boys in -

[redacted] replacement in: -

- plain, not tall, - does not stand  
out in a crowd. - age 28+ or -  
very quiet - seems to be shell  
training.

[redacted] is missing has not been  
for 3 weeks.

[redacted] was [redacted] teacher.  
- kept close eye on [redacted]  
especially first few months  
[redacted] was in.

Depression & [redacted] had been  
promoted - no longer was  
doing loans but waiting  
with [redacted]

(31)

Since the shooting - A. has  
been spending extraordinary  
amount of time in Richard  
\* particularly B&E pt & security.

New lights on back lot.

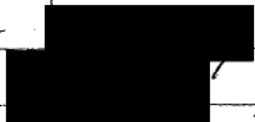
2 on building facing gravel lot  
like spot lights very bright.

Gallie said they had just  
been put up.

Outside Security 2 on F S & S  
only one on other days

[ new table in poker room  
- coffee table.  
- bar having conferences  
in this room during  
day shift.

~~Nov - Nov~~

Oct 30 -  - Japanese guy &  
having conference  
- afternoon shift.

(32)

~~Nov 1/98~~ Oct 31/98 (Sat)

Blond Bear spent several minutes from R/B's pt. and he was concentrating on what they were doing.

Michelle - seed. girl (██████████)

trying on customers' <sup>st</sup> jackets

- showed ██████████ inside of jacket
- it contained multiply pockets - length & width of bills

---

Date un-determined. (some day in Oct/98)

- ██████████ & ██████████ (regular player for 6 years) get into argument concerning a blackjack hand. (██████████ wasn't playing - his friend was.)
- ██████████ seemed very upset after exchanged words in cantonese.
- she requests for security - Says she was asked to go outside by ██████████.
- she felt ~~threatened~~ threatened she said.
- Security & Jimmy respond to situation.
- after long conversation with both, ██████████

Decided to go but wanted escort.

- 33
- Jimmy claims the so-called threat could not be proved a threat & that the boys are merely customers. We can't prove otherwise.

All management marching to some drum beat.

- "Boys are just customers" We cannot prove they are anything but customers."

Jimmy "I don't see anything illegal going on."

[When ████████ a player! was threatened.

Trabille "that's your story?"

Jimmy smiled & walked away.

---

OCT/NOV

- more conferences occurring in poker room. The boys have taken over the table & chairs & discuss things quietly among themselves.
  - We are speculating if they are doing business or handling the ████████ situation!
  - Things are tense all over and the poker room is being used more often these days.
- A. H. & myself think the table should be bussed.

(34)

Nov. 3/98

8-11 <sup>pm</sup> - Bill, <sup>fred</sup> Brass in - 5 - approx  
Rick Brown Gallie confumed  
separately.

- Rick names all suspected  
to clean up etc.

must  
have  
been

Before they arrive -  
← Jackson, Janet, Walter

Some discussion between Jacar  
& Fred - Janet watching.

- Fred pulled [redacted] one of the  
boys aside and asked him  
to tell the others to keep  
it cool for awhile because  
we had VIP's in

[redacted] response "Smart Business  
Man" - No problem. No.

Both Jacar & Janet Watched  
Jacar turned to Bill VIPs  
and talked to them -

Janet observed - I took [redacted]  
Janet Watches carefully  
Jacar & Janet at roulette table  
BCEU

\*

BOYS CO-OPERATED

DO BOYS EXPECT PAYBACK?

35

Janet watches first be  
messenger  
catches

- [REDACTED] tells other boys.

- R. tells Michelle it was  
his idea.

Michelle doesn't believe  
him - does not believe he  
would steel his neck out  
that far.

\* - R. hates the boys.

- Dave & Janet so absorbed  
they did not realize they  
were being watched.

M. was in in 2 P.M. P.T. -  
Could see entire action.

- [REDACTED] left bus until about  
5 min before Blue bus left

- Boys stayed very low key for  
small business

- Stayed away concession stand.

- M. feels R. did not tell her  
entire conversation with Rich.



(36)

Nov. 3.

5:30 Beginning of M's shift.

pm - Adrian, Janet, Robbie(?), Nora

sitting at concession stand

Rich spent long time in security room.

Belle confirms

Belle says they want to  
to keep eye on their investment

- razor - clean shaven & had  
hair cut. - out on floor  
for a time.

Note: - Adrian did not stay

to tour Belle. - very unusual.

Nov 3

security - day - beady eyed kid  
- Jack, Jamie

all big  
men  
looking out?  
muscle  
- we can back up?  
what are we want?

- Wayne, Percy,  
new guy - big - Belle  
Belle

Nov 1

(37)

Why is security being  
shifted around?

- Black <sup>Wain</sup> ~~Wain~~ Jarvis -  
to Victoria.

Ariel sent to Ben.

Sonny?

Short guys gone.

Michelle and Muriel both  
warned off about talking  
to security.

Muriel - Albert talking  
Nora present.

Michelle - Dennis talking

■ & ■ are called in  
Ray's eyes "independent leaders"

Nov. 3/98.

Staff being more open &  
 vocal discussing the boys  
 Wayne & Cody in particular.  
 Wayne F. says big Japanese  
 gang member gone.

MI- [redacted] → [redacted] gone also

Staff laugh - nervously  
 sit feet under.

Cody says - lot of players  
 disappearing - (not exact quote)

[redacted] tells Michelle he was  
 in TO. just got back yesterday.  
 Nov 2/98. - Manuel  
 saw him Oct. 30th in  
 Poker room in conference  
 with [redacted] & Japanese guy

[redacted] & [redacted] had serious  
 conversation - very quiet

Nov 4/98 3:30 AM

Michelle and I have  
concluded:-

All the boys know that  
we know (the staff) who  
they are and what they  
do - and they don't care.

They have no fear of  
us or management.

Their business dealings  
and behavior have become  
more open and unveiled  
every day.

They are multiplying  
week after week providing  
us with new characters and

Nov. 4/98

(41)

~~Nov 3/98~~ - Scarface arrested

Information and newspaper article released amongst casino staff concerning arrest of "Scarface."

He was at large from ~~Oct 18/98~~ until ~~Oct 30/98~~ (13 days) for the shooting of [REDACTED] Staff (including security, management, dealers & supervisors), seemed relieved and some overjoyed at the news. It may be possible that some of the staff other than myself, Muriel and a few others were very aware of who attempted the murder and the potential for retaliation from rival gangs. The shooting occurred Oct. 18/98 at around 9:30 p.m. at YING KEE SEAFOOD POT RESTAURANT.

Richmond, B.C.

### Scarface

We have established the following information about him:

Full name: [REDACTED]

AGE: 35 yrs old.

ALIAS: "SCARFACE" - [REDACTED]

STATUS: MARRIED

RESIDENCE: RICHMOND.

(40)

perhaps new sinister  
individuals' more dangerous  
than ~~the~~ ones we have  
been exposed to.

We are uncertain if we  
have met anyone with  
substantial power.

The top "diplomats"

---

Nov. 3/98

- Learned [redacted]'s name (curly hair, with white girlfriend)
  - very friendly & outspoken
  - Ivan agrees he is actually quite a pleasure to have on the table
  - He entertains customers
  - [redacted] & his partnerships seem vague at this point because he socializes with everyone.
  - [redacted] gets along good with [redacted] & [redacted]
-

(42)

Nov. 4/98.

8:30  
P.M.

[redacted] & [redacted] appeared very happy & in good spirits today. [redacted] walked in first, patting friends & customers on the back and buying a round of drinks for the table. [redacted] appeared to be more talkative, friendly and energetic. Their new apprentice was not present today for the first time in awhile. The girl was sporting a new ski jacket and the other curly-haired fellow remained his normal, quiet self. Business appeared to be normal.

9-10  
P.M.

\*Unknown  
how  
long  
they  
conversed.

A meeting was called in the poker room between [redacted], my ceasar and a new fellow in a black & bright green jacket. The conversation seemed tense at times, plainly by the expressions on the faces and [redacted] shaking his hand at my ceasar. The black & green man merely sat and observed the conversation almost as a mediator or referee. ~~I~~ decided to confront security with an idea myself & Huriel discussed.

(43)

Around 10 P.M. I went to Security room and requested to speak with chief of Security: WAYNE. Asked him whether or not he was aware of 'heavy discussion' in poker room. He said, "Yes... yes I have been watching that!" I replied, "have you ever thought about placing a 'bug' under that table... they sure seem to enjoy having private conversations there... it may come in handy if you guys are working with R.C.M.P." Wayne answered, "We have thought about it, but the trouble is 'higher ups' are afraid that if one staff member 'leaks' it out, all Hell will break loose." I said, "you should get them to reconsider - it's an opportunity we shouldn't pass up." I went on my way after some casual agreeing and decided it was time to ask [REDACTED] something.

Around [REDACTED] Finally saw [REDACTED] strolling past 1-2 a.m. one of my tables. He stopped and said hello, so did I and I also asked "How are things?" He said, "good! very good!" ~~pointing~~ pointing quickly towards Baccarat, "Hake



good money today - ~~the~~ everyday!"

Big Smile. I replied, "You look tired again, still not sleeping?"

He says, "It's okay - I sleep."

I said, "By the way, is [redacted] still doing better?" [redacted] walks a couple

steps away, turns and says with a friendly smile, "He's okay." He

proceeds to walk away in his usual manner yet plainly disturbed and concerned about the topic I brought up. I

assume he is not comfortable with [redacted] present condition &

situation or discussing it, although his smile was obviously intended

to look appreciative.

Nov 4/98 - Newspaper article -

Scarface was arrested in Coquitlam Oct. 30/98, late in the evening

after a long Police & dog chase in a wooded area. No weapons

on him at time of arrest. Others of his 'group' are suspected in

[redacted] shooting. Scarface had

a black eye - unknown how or who.

Police are not releasing amount of gun shots [redacted] received. (or where)

Police not ~~confirming~~ if this crime is commenting

(45)

Gang-related. Scarface was in  
provincial court in Richmond Monday,  
Nov. 2/98 and will be there Thursday,  
Nov. 5/98. ~~He was arrested on a charge of~~  
~~possession of a loaded handgun and a~~  
~~loaded handgun and a loaded handgun.~~

Security should have known  
he was sought - If they  
did why not tell staff  
If they didn't why not?

No communication with RCMP?

Around	Nov. 3/98 (I think)	<u>Description:</u> - 30's - greying hair. - blue windbreaker jacket - nice smile
8pm	<ul style="list-style-type: none"><li>- I'm hostess for 1/2 hour. * long-time player!</li><li>- man approaches me - I'm sure he's one of our boys (From here on I call him 'the complainer')</li><li>- He says, "you know you have loose shirts?"</li><li>- I say, "Oh I'm sure we do, every casino does - but it's hard to prove."</li><li>- He says, "these loose shirts have a lot of money."</li></ul>	



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Nov 6/98

12:30 - RCMP - lone officer  
- went straight to back

1:00 - [redacted] was ID by RCMP and  
taken by police to poker room  
for "chat"

12:00 - WORA chats up [redacted] He's  
sitting at concession - she  
approaches him -

My cousin - on BAC 20 - looks down  
- rarely smiled before - now nothing

[redacted] is late about 4pm - pacing, pacing

(48)

My impression: - management  
maintains - "Just customers BS"  
~~my~~

- no concern for illegal activities  
no concern re: safety of employees

I felt yesterday and feel today  
that company has no respect for  
my concerns about illegal activities  
happening in casino now for  
the safety of its employees.

Tone Albert = 4:30

M. Boys are out of money.

A. I don't take notice of that.

M. They are all sitting at Concession  
Waiting for money to come in.

Albert was about to write up credit  
for <sup>6</sup> HOT FOX BAC 1 - ~~the~~ ~~SECRET~~

M. Albert the first money just came in  
+ you'd might want to leave it.

A. O.K. I'll come back in a few minutes.

[HE LOOKED AT CONCESSION & SAW BOYS]

(49)

Nov. 7/98

4:30 Boys out of money - cell phones going  
- trying to borrow from one another.  
Report to security -  
Boys appear to be waiting for money  
with cash.  
Bro Action DRS.

5:30 Report the time to officer Albert +  
Albert  
- same line

N. You really get excited about these  
things Daniel - but you don't  
speak the language - they just  
customers - We don't have them  
anything else.

M. You would have to be blind not  
to see what's going on.

N. If you were the company - what  
would you do?

W. Wayne from security quietly enters  
room behind him me.

M. told They're out of money - W. I know.

M. to Bug the table in poker room.  
They're using it as conference table

W. Wayne looks at me - He knows  
M. & I have talked about this.

(50)

M to W - I know you know what's going on out there.

- Buy the table - but that's probably illegal - and we don't want to do anything illegal.

I left room.

6:00 pm - [redacted] sitting on chair in Paker Room - feet on another - facing wall trying to sleep. [If he knew M was coming would not have been trying to sleep]

6:45 pm - Jason W. tells me he has seen [redacted] in lobby about 1 hr. ago. He is positive.

7 pm - I inform Michelle - She tells Sonny from Security. She tells Bruce.

Nov. 7/78 - Muriel informs me of potential sighting of [redacted]

Sighting occurs at approx. 5:45 P.M. - We decide on which Security to tell for fear we won't be taken seriously.

- I tell Sunny (Security) He takes information very seriously. I say, "Jason was on P.G.P. & made the sighting." (Knowing full well Jason saw him from about 6-7 feet away)

through the glass in lobby doors.

- I look at Jason W. & say,  
(mouthing the words across the floor)

"Are you sure?" He nods very  
seriously & words back "YES!"

- Sunny (Security) tells Dave P. &  
others in camera room & reports  
back to me in these words:

"they are on-top of situation  
& re-viewing tapes."

- I decide management needs to  
know what's going on. I choose  
Bruce. I tell him of the situation  
adding, "If the boys want to settle  
this & cause more problems, this  
is where they can find each  
other and the casino is the  
perfect place to track each other  
down."

- Bruce takes information very seriously  
and asks to know which dealer  
saw him. I said, "Jason W.",  
PG.P. 8. He's off at 8 p.m (in 5 mins)  
so if you want to question him,  
grab him quick." I added  
very quietly to him, "I've heard that  
in this culture, retaliation is the  
only way to end this fight. We  
should keep our heads up!"

Bruce agreed & thanked me for telling



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him. He seemed very appreciative for telling him this info. He smiled & walked off.

- went on break & returned to Floor in Bar Pit
- [REDACTED], [REDACTED], the girl & curly-head seem to be only "boys" in tonight
- Action is slow/money is low. They look pretty broke.
- stand in center of pit watching Bar 3 & 4.
- Bar 3 is dead - Bar 4 minor action
- [REDACTED] bok-a-like steps up. looks very upset - requests shuffle, sits down in center of table.
- Another new Face joins him - sits on spot #9 beside me.

Description:

- Asian
- in his late Forties early Fifties
- balding
- Very fluent in cantonese & english.
- green & black jacket (ski style)
- glasses (fairly thick)
- no distinguishing facial marks or jewellery.
- talks to bok-a-like [REDACTED] in Cantonese for a moment then turns to look at me. He says, "Do you take cheques here?"

- I said, "No sir. We do accept travelers cheques and Foreign currency at the cashier though."

- He says, "Where can I get some money? I don't like to carry a lot of cash when I play?"

- I said, "There is a bank machine at Mohawk gas station up the street. That's the best I could suggest."

- He said, "I play with a lot of money. I don't want to carry \$10,000 or more on me. Is there anyplace I could get some other than that?"

- My suspicion concerning him was growing. I decided to carefully answer his question. I began to wonder is he police or one of the boys ~~then~~ checking to see if we'd send our players to loan sharks. I answered, "No, I'd afraid not. We don't take mastercard or visa or anything like that, so I guess you may have to keep returning to the bank machine if you need some cash."

- I turned around & O.K'd a ~~pay~~ transaction on Bec 4. When I turned back, the man was gone.

5d

- I have not seen him before & he was not visible to me for the rest of the night. I assume he left.

8-9  
P.M.

- Columbo's girlfriend comes in. She sits down & starts socializing. She is only other loan shark on premises besides the ones previously mentioned.

- No "conferences" taking place in poker room tonight.

- [REDACTED] - bok-aleke seems very annoyed. I hear he is down a lot for the day.

- See Bruce walk into my pit & I ask him, "Did you find out if the shooting victim came back?"

- He says, "It's none of our concern. It is the R.C.M.P. who are handling this and it does not involve us."

- I say, "But Bruce, we should be aware of what's going on. I know some of the staff are afraid and fear retaliation. That's the way these organisations work, I understand. I figured we should tell you he was spotted in case something major happens."

- Bruce says, "It's none of our business. IF THEY KILL SOMEONE,

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it has nothing to do with US.  
We aren't responsible."

- I said, "Bruce, if we can prevent a problem by speaking up and telling the security, I think we should! IF our staff or customers get in the crossfire, we are accountable."

- Bruce says, "Don't worry about it."

- Bruce hastily walks out of my pit. He barely made eye contact with me during the conversation. He was obviously told to 'treat' the situation this way by higher management. His behavior changed dramatically from the concern & appreciation to this avoidance & coldness.

- Moments later, Dave (Chinese Dave from security) walks up behind my podium. I decide to see if he will tell me the truth.

- "What's new, ~~Dave~~ & exciting, Dave?"

- He says, "Nothing & we don't want anything exciting to happen here."

- I say, "Really? I suppose you heard about the one who paid us a visit?"

- He says, "Pretty Boy? Oh ya, I heard. Seems pretty fast to recover."

I said, "So it's true he came back?"

Dave says, "Actually, I haven't asked if they confirmed it was him. They checked tapes. \*I'm going to ask."

- Said our good-byes & away he walked off.

11 P.M.

- [redacted] look-a-like pulls [redacted] aside. They walk towards cashier standing & stopping a few feet from ~~the~~ cashier.

- [redacted] look-a-like pulls out wallet & gives [redacted] several bills.

- Either [redacted] owes this money to [redacted] or [redacted] is so desperate for cash, he borrowed from [redacted]

- [redacted] has a customer who keeps nagging for cash. [redacted] appears broke however, and for the first time in awhile, pulls out his own wallet, (rather than a bundle of cash in elastics), and gives the entire remaining amount to the player.

Upon the player cashing in, I discover it was merely \$280.<sup>00</sup>

\* Money is very tight today! Why?

51

- I have seen no cash runners as yet and the remaining boys have yet to show their faces tonight.

12  
A.M.

- [redacted] appears very bored. Action is getting less & less and boys appear to be out of money - turning away customers.

- [redacted] & the girl decide to play \$25 Paigow  
- the other curly-hair decides to call it a night.

1 A.M.

- Dave (Chinese Security) approaches my podium again. I ask quietly if they confirmed the identity of our visitor. He replied that he still didn't know. I felt I was getting the 'run-around'.

- [redacted] is very bored - decides to play \$5 blackjack. This is very un-usual for him.

- [redacted] is keeping up the books at the concession. It has taken him almost 45 mins to 'finker' around with them - A good day, perhaps?

2:15  
A.M.

- My coaser arrives - first time tonight!  
- He stops to chat briefly with elderly

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baccarat player. (grey hair; lots of wrinkles; little taller than my Caesar; age around 60 to 80; likes wearing trousers with white shirts.) This player has never stood out to me before. He seemed to have a very serious conversation with my Caesar.

- My Caesar walks over to [REDACTED]. They exchange a few words & My Caesar leaves.

- [REDACTED]'s new boy walks in and merely stands behind Bac 4 watching. [REDACTED] seems to have a little more cash now - doing a few small transactions.

2:45  
A.M.

- [REDACTED] & his group seems to be calling it a night.

- they group together near Bac 2 & the girl appears to be asked to empty her pockets.

- She pulls out a small amount of money - quickly counts & returns it to pocket.

- [REDACTED] appears to verify amount or look over his papers.

Balancing perhaps?

- They leave.

59

Nov. 7/98

Boys that are missing:

- Two dents.
- [redacted] #2
- [redacted]
- [redacted]
- the container.
- Japanese guy.
- [redacted]
- [redacted] #1
- Muriel's Caesar.
- pucker lips (young kid.)

Nov. 8/98 - Reported by Muriel. -

2:20  
P.M.

- [redacted] Returns!

- Dressed in white track pants, sandals, black shirt, jean jacket.
- Came with a woman.
- Looked very somber, very serious.
- Two dents was the only one in the casino <sup>until 3:30</sup> ~~the whole day~~.
- [redacted] approached him and talked to him for a few minutes. (walked around bar.)
- proceeded to chat with some lady baccaret players & another man (who is HE?)
- made a call on ~~his cell~~ <sup>courtesy</sup> phone
- He appeared thinner, drawn, lacking confidence
- injuries were barely visible
- Security & Albert were notified

- very serious  
concern  
section  
=====



(60)

- Security acknowledged his presence
- Albert was not interested
- He left at 2:40 p.m.

### Questions:

- Where are all the boys at 3pm?  
(they are normally there)
- Why is [REDACTED] being so bold returning?
- What business is he doing or who is he looking for?
- Is the lack of presence of the boys a good indication of a potential fight or war? (Retaliation coming?)
- Could Scarface be out on bail?
- Is [REDACTED] supposed to be out of hospital or did he disappear?

\* [REDACTED] has only been in hospital 20 days.

7:15 [REDACTED] + [REDACTED] <sup>John's</sup> IN LONG SERIOUS DISCUSSION  
AT CLOSED R. TABLE. - [NEAREST TO POKER ROOM]  
30 MIN. DISCUSSION.  
+ VERY SERIOUS - VERY INTENT.

61

### FOOTNOTE:

After re-evaluating [REDACTED]'s behavior on his return & that of the rest of the boys, we concluded the following:

- This meeting was just that - a meeting.
- The rest of the boys were cleared out for the meeting. (Nobody but 2 dents)
- Why at casino? ([REDACTED] may have felt safer in an open, public place with cameras.)
- His appearance the night before may have been to 'meet up' with the right people, but too many 'boys' were present. He left.
- The second meeting was arranged and two-dents was the 'go-between'.
- The strange man wanted to meet with [REDACTED].
- [REDACTED] entered and kept watchful eye on entire casino (waiting along wall.)
- The girl (maybe his wife), was probably his driver and was left up by front entrance away from [REDACTED] (Probably didn't want to leave her outside alone in vehicle)

(62)

- [REDACTED] spotted two-dents & approached from behind. Whispered in his ear (BAC 1). Two-dents had short conversation with him (2 mins.)
- ~~and~~ [REDACTED] walked around back 2 and stood between BAC 2 & 4 waiting.
- Two-dents made a call on his cell.
- A moment later the stranger appeared.
- He had quiet, serious conversation with [REDACTED] as they stood side by side. (lasted roughly 15 mins.)
- They Faced Host podium during conversation (Easy to watch doors?)
- They Finished and Michael walked towards courtesy phone.
- [REDACTED] used courtesy phone for a moment and then walked out with his lady friend. (He no longer has his cell? Did he call friends outside to watch his back - he was coming out?)
- The stranger appears to be a mediator. A neutral man to be 'peacemaker' & bring the two sides together to stop the problem. (Speculation of course)

63

## The Stranger: (description.)

- Green (Forest green) slacks.
- white socks
- Ox-blood red shoes.
- ~~Black~~ black shirt
- Grey tweed jacket (very oversized.)
- no distinguishing marks or jewellery
- watch was not visible
- A plain looking man (blends in.)
- age: 30's or 40's

\* Most likely First time ~~also~~  
we've seen him. He DOES NOT  
stand out in any way!

- why was two-dents go-between?
  - possibly trusted by both parties.
  - He blends in very well.
  - Seems to be independent of the group like [redacted] look-alike.
  - He appears well-respected.

64

Nov. 8/98 NIGHT SHIFT.

8 p.m.

- Boys had started returning to work at this point.
- [REDACTED], [REDACTED], Two-dents crawled Bar 1.
- The girl walked about room.
- Curly-hair kid sat back and did a little business on Bar 3.
- [REDACTED] had a few friends in. — Unknown who they were. Young & ~~the~~ tough looking. One paid special attention to Floor (very serious!) One watched Floor but looked more amused by [REDACTED]'s jokes than anything.
- [REDACTED] was down a fair bit, started borrowing off [REDACTED]. (1st TIME WE'VE WITNESSED THIS.)
- \* - [REDACTED] is no where to be found.
- Several boys are still missing

9-10  
p.m.

- Bar. is getting busy. Still not very heavy action. A few other boys have arrived.
- My [REDACTED] has dropped in - spoke briefly to few other boys, used courtesy phone & left. (30 mins. total?)
- Some of the law men on the totem have stepped in. They are mostly socializing with other boys.

(65)

- a couple of them I don't remember seeing before but they appear very cozy with other boys.

11 P.M. - [redacted] comes in does a little business then disappears.  
- [redacted] is in for \$67,000 he says. He has borrowed from [redacted] repeatedly.

- More action has just walked in Nike, ([redacted]), opened his wallet and placed \$300 cash on table. It appears to be all he has. hooses the money in one turn.

- NIKE seeks out the boys.

- NIKE stops [redacted] at end of pit. Plainly asks for cash, but [redacted] refuses. (shaking his head)

- Nike turns to girl sitting at concession with curly-haired kid.

- She turns him down & [redacted] re-approaches.

- [redacted] gets on cell phone after brief conversation with NIKE (asking [redacted] for approval?)

11:30 P.M. - [redacted] has decided to leave.

He looks rather angry as he walks quickly towards front door. Gives me a smile & wave before leaving but he is plainly upset. He leaves alone.

66

MIDNIGHT

- Nike seems to have got some money. He is playing again on Bar 3.
- No conferences as yet, tonight. Poker room is quiet & no sign of [REDACTED] returning.
- More boys arrive and take over Bar 1. These ones I've seen around but they never ban & they never stay long. One is paying a great deal of attention to me, but I've seen him do this before with me.
- Still the 'regular boys' are missing in action
- the bar pit is rather quiet.
- the boys that are here are limited in the money supply.
- I've noticed some Fair to Sea people sitting at concession at once (in pairs).
- [REDACTED]'s antagonistic friend & his buddy are one pair.
- the girls are taking turns with [REDACTED] & the curly-hair kid
- Two other young men are sitting quietly & talking.

\* All of them are watching the floor intently and with purpose.

(67)

\* - Do they know something we don't know?

- the antagonistic-looking fellow is taking it very seriously, periodically standing up a bit on chair to get better view. They all are taking turns walking around the tables, leaning, then watching.
- They appear to be waiting for something to happen or someone to come in or perhaps protecting their groups in light of recent events.

1 A.M. - all is quiet - Bac tables wearing thin.

- Boys continuing their rotation watching floor and leaning.

- No major high rollers except Nike ( ) have been in tonight.

2:30 A.M.

- The usual boys have started returning almost all at once.

• Caesar 1

• ( )

• Nike rings

• Caesar 2

• ( )

• ( )

- ~~My~~ Caesar has brought in two men with him. They are unfamiliar to me and too far away to see. Their backs are to me. They proceed immediately for poker room and sit down at table for talk.



(68)



pl.  
is dealer.

- Nike ring proceeds to Bar 4 and socializes with a few boys in that area.
- [redacted] too goes to Bar 4 and talks.
- ~~My Co~~ Hom's Caesar, whom we have not seen in some time, also goes to Bar 4 and converses with the others.
- [redacted] goes directly to Louie and his associates and talks up at concession.
- [redacted] arrives with 2 male friends & one female friend, (un-known to me), and comes directly to my pit. He sits down at dead table and says hello to me. His friends go for walk towards Concession. This was our conversation:

H. - "Well, well, well - where have you been? I thought you moved away!"

K. - "No - just working Blue Boy. How are you?"

H. - "I'm okay - it's been very quiet here - Not much action."

K. - Kevin nods.

H. - "How is Blue Boy? Busy?"

K. - "Not bad - it's alright."

H. - "Do you like it there? It's a

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pretty rough casino. A lot of  
shady characters."

K- "Work is good there. I like it  
better than here. \*Only open till two."

M- "Are you staying there for good?  
I'll never see you anymore!"

K- "Ya - it's where I have to stay."

M- "How was Montreal?"

K- "Good"

M- "Did you go for Holiday? It's  
a beautiful place!"

K- "No - just had to go, I like it."

M- "When did you get back?"

K- "A while ago."

M- "I haven't seen you at all - thought  
I'd never see you again."

K- "I've been here - I come ~~to~~ here  
every night at Midnight."

\* NOT TRUE - IF SO

HE STAYS IN PARKING LOT ONLY.  
I HAVEN'T SEEN HIM SINCE SHORTLY  
BEFORE SHOOTING.

M- "I haven't seen you..."

K- "I've been here."

M- "Oh... Well I guess I won't be  
seeing you too much now. But it  
sounds like things are alright with you."

K- "Ya -"

SILENCE FOR A MOMENT.  
I WATCH P.G. TABLE

~~Hester~~ { Rose signed  
- Cory on this 2000

- HIS FRIENDS RETURN TO HIM -

K- "Got to go."

M- "Ok, okay - well hope I see you later - take care!"

K- "Bye - Bye."

→ They leave all together

- My class still in conference

- Bae 4. buzzing with boys.

- [REDACTED]'s group quietly talking

### Speculation:

- Seems like boys were all together  
(Possible meeting / possibly concerning [REDACTED] & his visit.)

- They must have finished meeting  
and returned to check on business

- Lots of new faces

- More boys in tonight than ever

- [REDACTED] has changed location. Why?  
(Possibly too many boys at Rmd.

or too much violence or too  
much attention by police. Is

he running money late at night or

Picking up his crew. Why, if what

he says is true, does he come at

Midnight, every night?)

Attitudes & expressions of boys  
who just arrived:

- Serious - no smiles - in a hurry. (Annoyed)
- quiet - observant - busy.

\* They seemed to be re-laying information to other boys. I am positive a large meeting must have taken place.

- Caesar (mine) takes two friends and starts leaving casino.
- Other Caesar follows few feet behind.
- The boys seem to be slowly leaving in their designated groups.
- Conversations are very quiet.

Questions:

- Who are all the new Faces (Thugs?; boys from other locations? Extra staff because they were short?)
- Where is [redacted] - look-a-like? Has not been in all evening & day. Where does he fit in?
- Are the Caesars more together than

(72)

- they let people believe?
- Why another conference? Who were the two strangers with my Caesar?
  - Why was casino suddenly buzzing at 2:30 a.m.?
  - Why were they all watching the floor so intensely? Waiting for others to arrive? Heavy decisions made tonight? Does the balance of things effect all of them?
  - Mom's Caesar has been missing a long time. Why is it safe for him to come back now? Where has he been? Was he involved in shooting? Same with [REDACTED] - or is [REDACTED] just afraid of the recent events. Are they deciding [REDACTED] fate?

Things we know for sure:

- They scatter like flies when trouble occurs.
- They are all aware of part of recent events.
- They do not want business interrupted.
- This potential 'meeting' was done to bring action - change - settle things.

(73)

Nov. 9/98


10 A.M.

- Made call to provincial court.
- inquiring as to whether or not Scarface made bail.
- Scarface is still in custody
- Judge remanded on last court date and so he remains locked up.
- Apparently Scarface needed time to find lawyer
- Still has a chance to get out on bail.
- Next court day is November 19<sup>th</sup> at 9 A.M. at Richmond Provincial Court.

\* Must check papers on & around that date.

Nov. 9/98

Daytime - Muriel.

- Casino fairly quiet most of day.
- No major action except for 

Nov 9/98

FOOTNOTES:

- TALL, BLACK-HAIRED WHITE SECURITY HAS ARRIVED - NEW - SAYS IT'S HIS FIRST DAY.

(HE TOLD JAMIE HE WORKED OTHER LOCATION (R.C.M.P.?)

- HE WATCHES BAC TABLES CLOSELY FROM A DISTANCE.
- TALL, BROWN-HAIRED MAN IN. STAYS NEAR ROULETTE.
- DOES NOT PLAY ALL NIGHT. (WATCHES BOYS FROM A DISTANCE)

(74)

FOOTNOTE: We have decided that  
there are far too many boys  
~~is~~ in ratio the action. Other  
business must be occurring.

Nov. 9/98

NIGHTTIME

- [REDACTED] struggling Bac. 1. Down  
7p.m. a lot again today. Getting a  
crowd around his table.

- He is sitting with a boy we haven't  
seen in awhile.

Description

- short (30-40's)

- wearing black slacks, black zipper shirt  
(expensive looking clothes)

- pointy ears / short haircut

- Clean shaven

- teeth have silver cap on

Front tooth (upper one) left Fang. (I think)

- thin, petite looking

- wears gold watch / diamonds around face

- two gold ~~big~~ rings with multiple  
square diamonds in each ring  
(large / one on each hand)

- Smoker

- He appears to be important / boys  
hover around him.

- He is playing \$500's. (Not heavy though)

- Last time I saw him was in  
Columbo days.

- Several boys around table, watching  
and talking.

- [REDACTED] is walking between Bac 1 & 2  
pacing & looking very upset, sad  
almost. (eyes red, face looking down)

- He sees me and for first time in awhile, does not say 'hi' or nod at me. Turns face away.
- Other boys look serious, observant.
- [REDACTED] 1 (mine) comes in and walks directly to this table.
- [REDACTED] 1 appears very upset (eyes red, puffy legs, 'strung-out')
- As he approaches he sees me. I smile, he too looks away. He will not face me.
- [REDACTED] decides to sit on other side of Bae 1 as our visitor.
- Boy beside him talks quietly with him for a moment.
- [REDACTED] is nodding in acknowledgement - Not looking at him - looking at his hands on table. He's shaking a bit.
- He lights cigarette - the shaking more visible - \* Very upset.
- He gets up from table looking none concerned.
- Walks to D.G. 8 and sits down.
- I can't see who he is with or what he is doing.
- After a few minutes, he gets up.
- My ceasar (Pawin), has motioned him over to smoking side of sic. 80.
- They sit down at table and talk closely together, intensely.

U



76

- looks like serious conversation.
- They catch me watching and part ways.
- Caesar begins talking to another regular player
- Serious conversation - Not lending

introduces his brother to me. young fellow a little nervous.

### Description

- Fat man. (30's or 40's)
- mustache / fairly tall.
- spiked looking hair / buzz cut -
- loud player as well / likes P.G.
- Conversation ends - they part ways.

introduces his brother to me. young fellow a little nervous.

9-10  
p.m.

- The black dressed man from Bac. 1. is in poker room at table.
- He sits alone, perhaps waiting.
- He has serious looking boy standing in doorway watching floor.
- Few minutes later, [redacted] -look-a-like comes rushing through door (Front ones).
- He proceeds to Bac tables. Talks briefly to one of the ways and walks towards poker room.
- He sits down & starts talking to other man.
- They talk most of the hour
- [redacted] look-a-like gets up and goes to Bac 20 to socialize.



Caesar's boy is in the doorway.

(77)

\* Footnote: A player (poker player) who borrows off [redacted] has disappeared.

10pm.

- Black dressed man has disappeared.
- He does not return all night.
- Two-dents and [redacted] are playing

Bar. 1.

- [redacted] is in his usual way attempting to be loud & funny. He exaggerates this and normally this is a sign of him covering up other emotion.

- He is very talkative with me.

(Flatters me, laughing & joking)

- Two-dents won't look at me.

- I smile whenever I manage to catch his eye, But he looks away.

- He is barely playing at all.

- [redacted] says, "we all like you very much!"

- [redacted] approaches table from behind.

M. - "Really [redacted]? I don't know."

L. - "Yes - we like you very much, Pretty girl."

M. - Pointing to Two-dents, "I don't think he does."

L. - "Everybody"

M. - "Nooo, He doesn't like me today."

- Two-dents stares at me. He is

starting to summon a smile.

- He continues to chain-smoke -

still distracted.

- Something appears to bother him.

- They play quietly. [redacted] still

being loud & humorous:

(74)

\* FOOTNOTES: Still no major action in.

- pregnant woman. - TAWANA MAN.
- [REDACTED] ([REDACTED])
- FAT BOY

11 p.m.

- [REDACTED] is in big. Says he's down \$53,000 last night & \$64,000 tonight.

\$ - He is nervous, shaky, loud & beginning to loose his cool. (taking the odd little shot at dealer & then making jokes to cover what he says.)

12 p.m.

- Staff are sympathizing greatly with him. (Maria, Tracey, Michael H.)

- He again has large crowd about his table.

- Taver says in casino near midnight.

- The "guards" are still present, circling around tables.

1 AM

- [REDACTED] joins [REDACTED] again

- [REDACTED] admits he's down to his last few thousand.

( [REDACTED] cut him off? )

- [REDACTED] is exhausted - dozing off at table & concession.

- The girl has not been present tonight. (Believe I saw her leave with other fellow in car at around 6:30 p.m.)

- [REDACTED] is facing the floor tonight (same clothes 3 days in a row.)

- [REDACTED] has been playing with a 'walkie-talkie' all night (think I saw him use it yesterday.)

- He is talking to someone who is not in casino (NOT WORKING TABLES TODAY)

(74)

- 2.A.M.
- I'm preparing to leave pit. (off at 2)
  - [redacted] & Two-dents having private discussing at concession. (looking serious)
  - No one around them.
  - On my way out of break room - they are gone.
- 

Speculation:

- Some serious news appears to have gone down tonight.
- Boys all seemed agitated.
- Caesar was busy, but not leaning.
- [redacted] & [redacted] seemed most disturbed. (They are [redacted]'s closest friends.)
- [redacted], pucker lips & my [redacted] & Mom's Caesar have not been in.
- [redacted] finally tells me his name - becoming more friendly & social.
- [redacted] and walkie talkies seem very strange. Is someone guarding the parking lot?

★ Do they feel it necessary to monitor outside lot in case trouble is 'brewing'? - To ensure it does not enter casino. Is [redacted] and the others merely 'back-up' if trouble is spotted outside.

IF TRUE: - They must have reason for this. (So visible) to begin this obvious course of action.

(90)

Nov. 10/98

NIGHTSHIFT ONLY.

8:30  
P.M.

- [redacted]'s group is only one's here tonight
- [redacted] is here socializing - Says he's down \$40,000 today.
- Casino is getting busy.

9-10 P.M.

- [redacted] was here - disappeared again
- [redacted], the girl & new kid are working tables.
- [redacted] is watching Floor as usual.
- Lots of new Faces. One group goes to Bar 1 where [redacted]'s group is. They watch the action.
- One stands behind me and says 'Hi Michelle' - I become aware that my name tag is covered by my hair. I think: "How does he know my name?" (Never seen him before)
- I spark up conversation & learn his name is [redacted]. I'm not sure if he's one of them. (He has a lot of friends)

Description:

- clean-shaven. - black mole on index finger
- short hair - wears white shiny
- good english. shoes with silver buckles.

(81)

- [REDACTED] is here & very talkative today. - Out of character for him. He had two new older men visiting him today.

11 P.M.

- Still no [REDACTED]
- Other boys still missing.
- House has a lot of action tonight. Very busy - especially Bac Boys should be all over tables.
- My Caesar comes in with unknown man (Hard to describe)
- They go to concession & talk for almost an hour.

12 P.M.

- Columbus's girl comes in.
- She socializes with a few people - checks out action
- Then, she sits at concession quietly on her own.
- She looks serious and concentrated.
- Her phone is ringing a lot.

1 A.M.

- [REDACTED] and Friends still on Bac 1
  - They are not making the most of business today.
  - [REDACTED] has not returned.
  - Caesar (mine) Pacing Floor, socializing
- WHERE IS

- TWO-DETS - [REDACTED] 1 - Mike ring
- Complainel - Caesar 2 - [REDACTED] - L.A.-L
- [REDACTED]

\* Columbus girl goes for conference room. She meets a man in there

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2 P.M. - Conference between Columbus girl & Stranger was continued.

- Appears very heated.

- It has been one hour and I still can't see the man she is talking with.

- [REDACTED] has just arrived.

- He looks tired & joins his group.

- Nothing unusual occurs there.

2:30 AM - I am off to close poker.

- The conference is still going on.

- They are practically whispering & yet conversation looks intense.

- They don't acknowledge my entrance. (very 'wrapped up'.)

- Lots of hand movement & pointing at one another.

- Better look at Stranger.

Description:

- Medium height & size (40's - 50's)

- glasses.

- short black hair (sticked hair) (balder a little at top)

- black shirt (white collar)

- plain black pants (not positive)

- no fancy jewellery or distinguishing marks.

- regular player - seen him many times - appears like a nobody.

(43)

3:30  
A.M.

- WAYNE, (HEAD OF SECURITY), WANTS TO WALK ME TO MY CAR.
- I'M STANDING AT SECURITY DOOR AND I SEE TWO CONTROLLERS FOR MOVING CAMERAS (USED TO ONLY BE ONE) WHY?
- More monitors.
- A Full wall of V.C.R.'s.
- Wayne comes out and starts walking me out.
- This is roughly our conversation.

M - Pretty eventful day, huh?

W - Very!

M - They looked busy again tonight - a lot were missing.

W - We think someone 'leaked'!

M - Leaked what?

W - Just ... Leaked.

M - I doubt anyone leaked anything - I think the upper ones have private meetings going on. - BIG BUSINESS.

W - No - I don't think so - Someone leaked.

M - They've all been coming in the last hour or two lately - at the same time. Different boys - different groups - why come in all together?



84

W- Good question - I don't know.

M- Baccarat got very empty tonight  
at about 11 p.m. - peak hour.

A little odd, isn't it?

W- Yes it is.

M- Notice the conferences tonight?

W- I sure did. We kept an eye  
on it.

M- Good - we need that ... By the  
way - is our new security 'Rodney'  
undercover? - he sure seems that  
way.

W- No - but he has history - Buck  
ground - he knows his stuff - A  
little begrudged though.

M- Um ... I see - where is he from?

W- Kelowna.

M- Kelowna?! He has experience?

W- Yes.

M- Okay ... and what about all those  
undercover out there? They are  
sooo ... obvious.

W- They're trying to be. They have  
a way of dealing with them.

M- Good - but they know their out  
there, and they are taking 'business'  
elsewhere.

W- As long as it's not here.

M- That shooting could have easily  
taken place here, you know.

W- No - they won't do that. They don't want to screw up a good thing.

M- But you have so many personalities, and groups meshed together, and they all seem to have a hot temper. You're bound to have an explosive situation occur. People get angry - loose their cool - then a calm situation turns nasty. Angry people get angry wherever they feel to.

W- No - they won't.

M- Where is the camera in this lot, by the way? I knew you put ~~the~~ one up when the Flood lights went in.

W- Over there - (pointing to pole in other lot just across from hotel)

M- I see - expecting trouble?

W- No - just a pre-caution.

M- And that police wagon, running numbers on the board ~~the~~ the other day?

W- Computer? plates? Don't know.

~~Conversation ended - We parted ways.~~

Nov. 12/98

- I came to pick up cheque. (9:30pm)

- Undercover outside questioning ladies

- Upon entering break room, Arlene & (taking I.D.)

Bo tell me Pucker lips came to play - broke right on table. (chips confiscated.)

46  
\* Arlene and Bo say if something happened in casino or they saw an attempted murder they would never talk. Too afraid of these people. They say no one will come forward in Scarface shootings - He will get off!

NOV. 13/98

Going out with Mitch (From confession.)

- Mitch tells me some stories about the boys from a few months back:

1. Mitch has bumped into one of the boys before and knows he felt something "very different from a cell phone." He is positive it was a gun. He immediately told management and was informed, "there is nothing we can do about it." Mitch was startled and afraid of this answer.

2. Mitch has been in the washroom on several occasions & was witness to drug deals by the boys. He pretended to not care or notice in those moments.

Footnote: Customers complain they think cameras (tiny ones) have been installed in washrooms. Management says they are only new extinguishers. (For fires)

- ③ Mitch says undercover agents have been in casino for months. (long before we were aware.) They were very hard to distinguish then. Mitch knew because he passed notes between them & Security on our staff. Mitch was the go-between. Mitch knows this was dangerous but our Security needed to ~~be~~ communicate with police in ~~a~~ a quiet manner (no radios.)
- ④ Mitch says he knows from observing that the major source of income for our boys is Heroin not extortion. They conduct deals all the time. (They both generate a lot)
- ⑤ Mitch confirms again Colombo got very ~~big~~ special treatment from our company.
- ⑥ He says concession staff at Rmd. are just as nervous & Fearful as we are.
- ⑦ He says Reno crew are only slightly aware of our boys and that some regard RMD as an "on-comfortable" place

to work. People say something to the effect of: "Rmd. has a lot of gangsters." He tells me Ren. ~~a~~ has practically none. The odd one comes in.

⑧ Mitch agrees we have up to 17 - 22 at a time. They are multiplying.

⑨ Most staff at Ren. appear to be un-aware of any shooting or 'linking' or shooting to our boys and our casino. Mitch himself was un-aware. Mitch says, however, he "expected" something like this to happen. He feels it will get worse. People don't appear to have the nerve to talk of shooting with others. That is serious fear!

STAFF  
END  
TO  
STAFF  
REN.

Nov. 13/98

(Reported by Horiel)

DRYING:

- Horiel says casino very quiet all day. (little action.)
- Boys did not come in (none of them)
- It was much later they decided to come in (7-8 p.m.)

(89)

the arrest of Pucker lips probably scared them off a little.

- [redacted]'s group arrived - all but

- [redacted] has not returned again.

Nov 13/98 Speculation

I am wondering if the capture of Pucker lips might aid the conviction of Scarface. One may turn in the other depending on loyalties etc. In their culture, however, they never talk! With any luck, one will 'snitch' on the other.

Nov 14/98

DAYTIME (MURIEL)

- Only a few boys in: (2 cents, my Caesar, [redacted], [redacted], [redacted])

- It is very telling when we go from 17 boys to five within a couple of days.

- The police appear to be doing their job. (Muriel spots two undercovers today.)

(90)

- The girl was working a little in day.
- Still no high rollers & bar is fairly dead overall.
- [REDACTED] appears to be working on [REDACTED] train now.
- [REDACTED] is not very sociable with Moriel.
- [REDACTED] & Two-Dents appear to be in foul mood.
- They appear spending a fair bit of time on Paigow. (perhaps 'blending' in.)
- Two-Dents gets short visit from fat man with mustache.

Nov 14/98

NIGHT TIME

8 P.M.

- [REDACTED] working bar tables. very lightly - caution. (Action is low)
- Two-Dents playing Paigow & near front door.
- Both seem to be in foul mood. When I ask how they are they shake their heads - not amused. [REDACTED] says he's down \$5000 tonight.
- Two-Dents is socializing, very little.

(91)

\* Two - Dents & [redacted] spending a lot of time together - They seem much closer these days.

9 P.M.

- [redacted] seems agitated - pacing more than usual.

- Still no boys other than those mentioned.

- [redacted] Finally stumbles past my pit - He looks very tired. Same clothes all week. He says hello - looks rather bored as well. He sits down on bar. tables occasionally - doesn't play - just socializes with a few chips ~~in~~ in his hand.

- Two - Dents still on same table.

- [redacted] seems to be in usual mood. He's talking to [redacted] & [redacted] a lot - exchanging chips

10 P.M.

- [redacted] is motioned by a head nod from [redacted] to stroll over to a client - [redacted] is busy with someone else.

- [redacted] tells me he's here for "exactly one month." Says "his boss" told him to. (Replacing some one, perhaps?)



(92)  
Footnote: Muriel & I notice undercover  
spend great deal of time  
around rackette.

Muriel thinks: Something going on there.

I think: Safe area to observe - dark,  
they can stand on-noticed, clear view of Bar.

- [redacted] wants to socialize  
tonight. Strolls by my pit  
a few times.

11 p.m. - Two - Dents still on Pai-gow 8.  
He is not very stressed tonight.  
Smoking very little (A sign of  
being relaxed, I've learned of him)

- No conferences as yet. No other  
boys around.

2 a.m. - The boys who are present  
have gathered around Bar 1.  
[redacted] is serving a customer,  
Two - Dents playing lightly beside  
them. [redacted] & [redacted] circle about  
table.

- There has been a lot of new  
faces around the Bar tables  
tonight. New says I've never  
seen. They do not appear to be  
doing business. The others seem  
slightly nervous with their presence.  
The new ones & old ones are  
not socializing together. (I count 12)

- Two - Dents finally decides to tell  
me his name is [redacted]. I told  
him I'll call him Mr. [redacted] from now on.

(93)

FOOTNOTE: where is?

- NIKE RING.
- [REDACTED] - LOOK-A-LIKE
- MY CAESAR
- MONS CAESAR.

3a.m. - All is quiet - no other boys.

- [REDACTED] leaves with some players.

- Two-Dent's leaves with some players.

- The other two are gone.

(Keeping - up a cover?)

- Boys seem in better spirits

Nov. 14/98

- M. & I have figured out their is most likely two undercover amongst security staff.

① A tall black fellow on days.

② A tall white man, dark hair, 'gater' on nights. (Rodney)

- We have caught them both talking side by side with new white customers. The conversations were short, & serious & quiet.

I caught Rodney doing this twice - M. caught it once & overheard the ~~same~~ name [REDACTED] & Daigou.

(94)

Nov 15/98 - DMYTIME -

2pm - Sunday :- [redacted] contact arrives  
same clothes etc. - stands in exact  
same spot where he contacted Michael  
last week. - stayed 15 min then  
left by back door. - ~~sp~~ walked  
up & down few times - stood  
opening door. - As he left spoke  
a few very quiet words to large  
possibly Taiwanese man - very  
quiet & 10 sec. tops. - no boys in

Later this man who stayed in  
casino most of day - came to PGP8  
and had quiet conversation with  
an new Taiwanese loan officer  
quiet, serious conversation -  
an new man seemed to be in charge  
He is definitely loaning money -  
said it change hands today.

Usual commo - Jimmy look a like  
imiting Henry - BAC 20 - Kevin  
loaning money approx 15m.

~~MI~~ - Michelle's diabetic not players  
just watch [redacted] look a like

Kit P. heard something on BAC1  
- should not tell Michelle what  
it was. - Big boys on table.

(95)

Nov. 15/98

NIGHTTIME

8pm

- Notice two-Dents on P.G. 8 [redacted]  
walking around Bag, Red-shoes ([redacted]s  
rendez-vous last week), sitting at  
concession alone. (Two-Dents tense, smokes a lot  
won't talk much)

My Description

- Man in late 30's early 40's
- Navy blue to black thin jacket
- light brown cords.
- Turtleneck lightweight sweater
- red shoes. / white socks.
- hair styled short like a child's
- clean-shaven / sunken cheeks.
- medium height (close to mine) 5'5 - 5'6
- thin - tiny face. Smoker.

- [redacted] (mine) comes in and they go  
to Bag 4 - stand beside table &  
talk near spots 1 & 2

- long serious conversation
- They return to concession & sit  
quietly (appear to be waiting).
- New boy comes out of nowhere.  
Joins them - [redacted] leaves. New  
boy is a player - regular - never has  
he socialized so much with the boys!

96

### Description:

- Tall man (late 30's early 40's)
- wears long dark rain-resistant jacket (comes down below hips)
- Clean-shaven - hexagon glasses.
- Smoker. Heart-shape Face.
- Red shoes & him talk well over an hour. Serious looking conversation.

10 P.M.

- [redacted] & [redacted] have appeared.
- They walk around aimlessly - each their own way.
- Red shoes remains seated at Concession with same man (glasses)
- [redacted] & Two-Dents have talked often at P.G. 8 in last 2 hours.

11 P.M.

- I spot undercover at one of my tables (B5.9) stands behind table watching Bar area. (Porto-Rican look, shoulder length curly hair, beret, short, ski jacket.) He is not being social with me at all.

11:15 P.M.

- I Notice new boys have arrived
- [redacted] & [redacted] dissappeared.
- New boys are a total of (5)
- They are grouping together on Bar 1.
- They proceed to return to concession moments later & 'glasses' leaves them alone with Red shoes.

(97)

## Descriptions

Boy 1 : (late 20's early 30's)

- tall, dressed in black, clean-cut, has been in a few times before (wool jacket, + shirt, slacks, shoes all black)

Boy 2 : (late 20's early 30's)

- short, hair is almost starting to bald.
- not attractive, clean-shaven.
- bad teeth.
- wears reddish sweater with a brownish tweed jacket & slacks.

Boy 3

- HARD TO DESCRIBE.
- HE IS REGULAR.

\* Boy 4 (40's or 50's)

- COLUMBIA'S GIRL'S RENDEZ-VOUS A FEW DAYS AGO (Pretty sure same guy)

- balding, slicked remaining hair to one side
- roundish face - clean-cut - glasses.

\* Boy 5 (40's or 50's)

- balding - heavier man.
- broad shoulders

I think - (green) ski jacket with a pin on it. (gold)

- louder than others / clean cut.

48

~~36 paths.~~

~~1st or 2nd moved challenge  
the 1st - 14K Tread.~~

---

- The Two-older men engage in conversation with Red-shoes.

- Other boys stand by patiently at Bac 2.

- [REDACTED] is at Pg. 21 watching.

He is most on-happy with this meeting. As he watches he bangs chips on table, mumbles words (other players on table seem agitated.)

- [REDACTED] yells back to Two-Dents

Two-Dents doesn't say much.

I have never seen [REDACTED] this angry.

- Boy 1 (Dressed in black) approaches [REDACTED]

and says something quietly to him - [REDACTED] appears to 'lash-out' in a louder voice. The two have a 30 second conversation. [REDACTED] calms down a bit.

12 AM.

- New boys go to Bac #1 - talk

in normal tone (Dealer Kit P. looks annoyed with conversation - shocked.) Boy 1 gives

her look of disapproval - she lowers her eyes.

cont's next page:

CONT.

99

- Boy 1 is only one playing others are talking.

- Red shoes is joined again by 'glasses' They talk a little longer & part - Red shoes returns to Bar 4 for awhile.

1 A.M. - Red shoes gets up and returns to concession (seems un-satisfied to sit in one place for very long.)

- [redacted] enters washroom. Boy 3 enters washroom. They both leave separately a minute or two later. They plainly wanted to speak to each other privately moments before that.

2 a.m.

- Red shoes is joined by Boys 1, 2, 4, & 5 - they have another conversation. 'Glasses' is present.

- They look around and decide to take it somewhere else. They leave except for Red shoes & Glasses. (exit back door.)

- [redacted] seems tired.

- Two-Dents at some point moved to P.G.6.

- Red shoes & Glasses left shortly after.



(100)

## \* CASINO DEAD ALL NIGHT.

### Speculation:

- Was there another rendez-vous scheduled for [REDACTED]?
- One at 2 p.m. another at 8 p.m.?
- [REDACTED] no-showed - they waited on second one.
- Other boys were clearly told to leave.
- They had designated areas to stay in tonight.
- IF so, why did [REDACTED] fail a no-show? (Cops? Undercover? Too many boys? Too many big boys? Saw someone that bothered him? Boys in the lot?)
- The entire arrangement was the same as last week.
- Why are undercover trying harder to be more subtle?
- Do they feel something coming on?
- \* - We are 4 days from Scarface's bail hearing.
- Is everyone 'preparing' for a problem?
- Something serious only, would bring out the big bosses into the limelight, all together.
- Why would they rendez-vous in a place where there are undercover, cameras and people who know what's going on? Did Michael want it this way?

(101)

- New help for [redacted] - big eyes  
curly hair

- [redacted] - the drapping man  
- friend of Seafare

- [redacted] - older scruffy - short - looks  
like a thug -

honey's table - did book/keep  
42,000 - 7 sheets largest  
amount \$10,000.

Japanese guy - big - fat  
mustache loud

Tom

[redacted] - curly haired kid  
Good English - well-mannered  
pleasant - lots of money.

- floats among all the guys
- well protected.
- T. treats girl friend very well.
- gets along with Casino staff.
- always making jokes.
- helps suspicious settles  
disputes.
- has lot of influence with  
boys -
- disappearance for a few  
days after shooting.

NICK NAMES  
ESSENTIAL

WOW

## The boys:

- looks like Elvis (30's)
- dresses casual but tasteful.  
(dress shirts, slacks)
- clean-cut / clean shaven.
- almost always wears jacket  
over top of clothes. / light smoker.

Associates with: [redacted], the girl, curly-head,  
[redacted], new kid.

Associates loosely with: Fly Caesar, two-dents,  
[redacted], Columbus girl, [redacted].

- lots of wrinkles (30's or 40's)
- likes wearing black / clean shaven.
- tasteful dresser  
(slacks, dress shirts, vests)
- wears jacket almost always.
- Scars on wrist (remnants of tattoo.)
- loud-talker. / Smoker.

Associates with: [redacted], the girl, curly-head,  
[redacted], new kid.

Associates loosely with: two-dents, [redacted], [redacted]

## The Girl - short, flat hair (early 30's)

- big, oversized jackets
- carries money / non-smoker.
- likes wearing shiny, black vest.

Associates with: [redacted], [redacted], [redacted], curly-head  
new kid

SCARFACE (LUCKY) -

ELVIS \* [redacted] - friend of [redacted] & [redacted]

BIG LIPS \* (WRINKLES) - [redacted] - sense of humor  
Mick Jagger

[redacted] - tallest - pretty boy

[redacted] - ① [redacted] - friend - wears gray shirt or black

Cesar  
FERROT FAGE - Scarface's friend

[redacted] ② Scarface

[redacted] - from Montreal - name of on cell phone  
- hook-A-like - smokes 1PK 2 dents  
- from same local?

[redacted] - similar habits - <sup>Never loan.</sup> socializes with boys.

Curly Hair - Caucasian girl friend - dealer at  
[redacted] (no mustache) Royal Cleanroom - see next page

Big - 2 dents on forehead - Not local  
Mustache - smokes in European manner & uses filter.  
- bite on security

Girl - fearful - Paranoid - short hair - shaggy  
- black shiny Mackin's vest - burgundy  
- pants - - blind things

[redacted] - King - Scarface's friend - right hand man  
(first page)

- remnants of acne condition (20's)
- Puckers lips often.
  - Short wavy hair
  - Clean-cut / ~~earring~~ earring
  - wears sweaters & jeans with sneakers.

Associates with : no-one

Associates loosely with : occasional boy.

- (with mustache) - Thick wavy hair. (30's)
- tall & thin

Footnote: still missing - soft eyes.

Since shooting.

- quiet

- good dresser / Fancy.  
(shoes, dress shirts)

- Similar clothes as Scarface.

Associates with : Scarface (very close),  
Nike Ring.

Associates loosely with : Columbo's girl

- Pucker Lips - - puckered lips (20's)
- Short, ~~hair~~ hair.

Footnote: still missing - slouches when walks.

Since shooting.

- broad shoulders.

- Medium height

\* Finally caught

Nov. 12/98 on table

by undercover.

- Dresses casual

jeans - T-shirts - sweaters

Associates with : Scarface, Nike Ring.

Associates loosely with : everyone else

### INTERNATIONAL :

- ① I. C. A. C. - Independent Commission Against Corruption.
- ② T. S. B. - Royal Hong Kong Police Triad Society Bureau.
- ③ R. H. K. P. - Royal Hong Kong Police Force.
- ④ I. A. B. - Immigration Advisory Board.

### JAMES DOBRO :

- An internationally known expert on organized crime.
- Lives in Toronto.
- Writes articles for magazines
- Research director on series for HBO called "Connections"
- Interviews gangsters.

dictates  
who will  
get the loans.

ELVIS - ~~STUBBY~~ STUBBY  
~~STUBBY~~ & STUBBY

[REDACTED] - KING

COLUMBO - COCO

COLUMBO'S GIRL - COCO'S LADY

[REDACTED] - ANGEL

[REDACTED] - ~~STUBBY~~ WARREN

[REDACTED] - RYAN

[REDACTED] - LARRY

[REDACTED] - DUKE

[REDACTED] - JANE

[REDACTED] - ~~DAVID~~ DAVID

SCARFACE - Himself?

MATTIE - ~~Mr. Money~~ Mr. Money.

[REDACTED] - Matthew.

[REDACTED] - WILLY

[REDACTED] replacement - Teeth.

FAT MUSTACHE MAN - TOBS

[REDACTED] - MARCOS

My Ceaser ([REDACTED]) - Raven

[REDACTED] - CHAN.

[REDACTED] - ~~BILL~~ Tyson.

[REDACTED] - IRENE

[REDACTED] s girlfriend - The girl.

[REDACTED] - Wally.

~~Joanne~~ - Joanne

[REDACTED] - OLIVER

[REDACTED] - NEU

[REDACTED] - Roland

[REDACTED] - ARNOLD

[REDACTED] (Two-Dents) - JOE

[REDACTED] - TOM-

[REDACTED] - KYLE

[REDACTED] - KIRK

[REDACTED] (security) - Richard



TRACY - FEB 9/98

[redacted] banned for 1 year by police  
invited back by B.C.C. ([redacted] inf.)  
according to [redacted] - from [redacted]

(A) [redacted] works for drug dealer  
laundering money

(B) [redacted] given 5M a month  
- his job to clean it to 3M.  
2M - is overhead - gambling.  
he has 40 to 50 runners going  
to every casino - Richmond #1  
Royal Diamond #2.

(C) Runners receive \$10,000 a  
month and receive 7% about  
that.

(D) [redacted] has been offered job  
as runner

Restaurant called #9 in  
Pansdown Plaza

[redacted] & [redacted] never pay bill  
whether [redacted] their or not.

Months progress: The boys are multiplying. Fear is great among staff. No one wants to be involved in settling disputes with the boys. Supervisors do not want to enforce rules.

October 1998: Too many boys-not enough business for all of them.

October 1998: Security says they feel a fight amongst the boys is inevitable.

October 18th 1998: One of the boys is shot at local restaurant. He is alive but not doing well. The casino becomes empty. Boys scatter.

November 4th 1998: Scarface arrested for attempted murder of the other. Both worked the tables on a daily basis.

Mid-November 1998: The boys have begun returning to work the tables. Police making more frequent visits. Under cover police are believed to be in casino.

December 1998: Staff have noticed in recent months the income the boys generate for the casino. The drops are in the hundreds of thousands. Staff are bringing this topic up more often.

December 1998: Boys have begun to disappear. Speculation of staff is that police have done 'house cleaning'.

January 1999: Boys have begun to return. Staff beginning to wonder why.

End of January 1999: Almost all boys have returned and so have the under cover police.

\*The incidents listed above are only a few of the many documented in recent months. The situation does not appear to be improving in any way, and the police seem unable to change it. Many staff feel it is a matter of time before the casino is robbed at gun point. Several staff feel the boys run the casino and the management are defenseless to change this.

It is August 1, 1998. We have decided to keep a journal of the activity of the loansharks in our casino. We realized that we should have been keeping a record of this for months now, but at that time, we thought perhaps the casino would remove them by their own means. Events have escalated, and we are now left with little other recourse. For our own safety and mental retreat from all this corruption, we have documented the following occurrences. This is a world of loansharking, extortion, counterfeit, money-laundering, prostitution, drugs and gangs. It unfolds here.

First and foremost, it is important to have a vivid view of the individuals who work the casino. These are the men who make loansharking a reality, and this is a first glance at how they do what they do. Here is the real picture:

For months now, we have titled the loansharks as "the Boys", due to the fact that there are so many operating and they seem to grow in numbers monthly. We estimate the age of these men between nineteen and up. It is disturbing to see so many of these young men engaging in this sort of activity. Most of them hardly speak a word of English, and they struggle just to let the waitress know the kind of drink they want to order. However, English does not appear to be a language necessary to attain the job. It is far more important that they are fluent in Mandarin and especially Cantonese and that they have excellent public relation skills. It may seem odd that we should refer to them with excellent public relation skills, but indeed these men have these skills and use them to serve and gain the trust of their clients. "The Boys" are not only responsible for maintaining a constant cash flow to the clients. They are also responsible for ensuring the comfort and enjoyment of the clients. This is done in many ways. They will act as waiters, catering to the clients by providing take-out food, and bringing it to their gaming table. This is to ensure that the money keeps flowing and the client is not interrupted while playing. Often they will shuttle the clients to their favorite restaurant in between hours of straight gambling. Occasionally, they will even bring in pastries and sweets, so the client may continue to gamble. A hungry client is bad for business. The potential for that client to leave for lunch or dinner could cut the profits for the sharks considerably. It is far wiser to ensure that the client has everything he or she could possibly want at the gaming table. To neglect these needs, is to risk your earnings for the day. Not to mention, driving a client to a restaurant guarantees that the client will have to return with the shark to retrieve his or her car...Allowing the shark time to convince the customer to take one more swing at the Baccarat table. The sharks will provide just about anything a client requires. If the client wants a drink from the concession, the shark will run up and attain for him, free of charge. On top of running money or casino chips to the client, they will provide companionship, they will act as a 'cheerleader' to encourage more gambling, and to prove that they really want to see their client win. Sometimes, a client will even be offered female companionship at the table while he gambles. A shark will sit patiently for hours with his client, lighting the client's cigarettes, passing more chips, and charting the loans down on a slip of paper. This was common activity when watching the sharks do their work. Often, although this activity sounds tame, the lure of money could make our little casino turn very ugly and extremely scary in the blink of an eye, as events will dictate soon.

What leads a shark into this life of crime? We have heard rumours and stories concerning this issue. Often these men come to Canada in search of a new life, but with little skill, barely any money and generally a lack of knowledge communicating in English, they are left to fend for themselves. They mingle with others who are in the same position, and eventually seem to meet up with the wrong characters. They are lured by the money and the prestige of becoming not only a wealthy shark, but also a protected gang member. They seem to be talked into believing that they will become rich and that the work is easy. This does not always appear to be the case. These sharks work on average between 14 to 18 hour days, seven days a week. They are always lacking in sleep and often take cat naps for awhile in the slow hours of the afternoon. They come in even when they are sick, no matter how sick. A smoke filled, busy environment is not always the best for a flu bug. Some of these men, as we have been told, bought their freedom to Canada through the gangs. They come from various parts of China and Taiwan mostly. They buy passage on a boat headed for Canada, through the illegal refugee shipping of the gangs. Once they arrive in Canada, they owe a tremendous debt, often in thousands of dollars, to the gangs. Many are illegal immigrants, who realize that the only way to pay back their debts in a feasible time frame, is to work for the gangs in the many fields of illegal activity. Knowing this, it does not seem odd that so many are convinced that the sharking operation is a good field to get involved with. The work appears generally simple and less harmful than many of the other operations of the gangs. Many of the more successful long term sharks seem to reap the benefits

of the career they have chosen. They drive gorgeous, luxury cars, they have the finest designer clothes, and they wear expensive jewellery. Clearly, the life of a criminal can be very lucrative. To encounter a person who says that you too can have this life, is like a life preserver being tossed to these immigrants. One might wonder just how well these criminals do for themselves. A long term shark, who has a steady base of customers, often drives the B.M.W., or a Mercedes. The younger ones seem to lead towards Versace and Dolce and Gabbana clothing. The older ones wear the finest suits from Armani. All of them seem to have a natural need to display their prominence once they have worked the gaming tables for a few months. Although, when they first walk in the door as rookies, they are often driving old beat up cars and they end up wearing the same clothes for days on end...Normally faded, worn jeans with old t-shirts. Within weeks, however, they all seem to rise up from their poverty stricken conditions into a life of prosperity and hustling cash.

What kind of money are we talking about? We have witnessed several thousands of dollars being lent out over the course of a single day. We have heard customers refer to the loans with an interest rate of 5% per day, compounded daily per thousand. That would appear to be the norm amongst the various gangs operating the tables. The sharks seem to distribute the work according to seniority. The low men on the totem get the low end clients. The profits for these clients are considerably less than the high end clients. The high end clients or "highrollers", are given specific, experienced sharks to handle their money. Often, the highroller is such a good client that he may be given more than one shark to handle his loans. They will pair up in these circumstances to offer the client full service. The highroller will NEVER have to pay for his own drink or much less, have to go and get it himself. His every whim is taken care of and he is always the center of attention. The average pay for a shark, so we have heard, is \$10,000 a month. Some of this pay is not only rewarded by the gangs, but also by the clients. Yes...the "Boys" earn tips much the same way we do. If they provide good service to the client, they have the opportunity to earn extra money in the form of a tip. The tips, from what we have seen, vary between a few dollars to several hundred. Most of the time, it seems to depend on whether or not the client has had a good night and managed to make money. A shark is not solely responsible for just his client. They help one and other cater to each client, but only what appears to be, within their own gangs. We never forget that the gangs are competing for the business. It would be a mistake to overlook that fact. They gain their own client base, though, the more powerful gang always attains the most wealthy customers. They have to stay in their own jurisdictions and not 'steal' customers from the others. This is an unsaid law. The gangs operate usually around the Baccarat tables, due to the fact that the money is so substantial and the game is extremely fast. The faster the game, the speed of the dealer, and the higher the stakes all add to the amount of money that can be generated for both the sharks and the casino. The fact that many of our customers are wealthy beyond words, that they live off the interest in their bank accounts, and that they own businesses should indicate the kind of money we are talking about. Many of our customers have little to no jobs at all. They simply gamble full-time, and seem to consider it their employment. One may wonder, in that case, why a shark would be required at all in a casino? The answer is simple. Most of our customers have no desire to leave the casino, even when they run out of money. It is often an inconvenience to them to have to go out and withdraw from a bank machine. It is far more practice to them to have a shark do all the running around. Yes, at a cost, but when you are wealthy to that degree, it is a luxury you can and will indulge in. Especially if you are watching a game closely, and you do not wish to lose the concentration on that game. There is also a good deal of prestige to having one's own shark. They are practically full-time servants that hang on the customers every word and tend to the customers every need. The money involved in the casino can simply not be put into a few sentences. This kind of money will be more apparent as this story unfolds.

Where do we stand? We, as staff members, taking part in the day to day operations of the casino; see the problem of the sharks in a very serious light. We see how they operate, who they know, who their customers are, what they generate for the casino and themselves, and how they handle business. We are like flies on the wall, standing around watching them for 8 hours a day. Some of them obviously think we are naive to the activity. Others clearly notice our interest in them. We have known these men in their darkest moments and their most triumphant moments. We have seen them through their rookie days into their days of becoming the finest sharks on the

block. We have gradually over time become accustomed to these activities and "the Boys". We often began to accept it as normal and routine to have loansharks in our midst and that they are genuine people, just like us. We sometimes felt sorry for the shark who had a cold, or the shark who starts falling asleep at the table from lack of sleep. We would converse with them as though they were old friends and hear stories about their families. Sometimes, we would catch ourselves trying to teach them more English on a daily basis. For they did learn English. One by one they would learn a few words here or there. Why? Simply because they would often become tired of talking to the same old people day in and day out. They would look to many of the staff for conversation to pass the time in the slow hours of the day. Those of us who could not speak very much Chinese, would find ourselves learning more through "the Boys". We had started to develop relationships with these men. How could we not? We were around each other for hours almost every day of the week. We had started to look at one another as co-workers, and in fact, that was how the casino staff used to term them. "Our co-workers". For us, the fact remained that getting to know these men was also another way of conquering our fears of them. We all knew what they are capable of, but we also assumed that if we got to know them, we might gain their respect and in turn ensure our safety. It is a sad fact that over time, we all became far too comfortable with these individuals. We began to accept that which we were powerless to change. The staff had many complaints about these activities, but they always fell on deaf ears. The sharks guaranteed more business and bigger money to not only themselves, but also the casino. A fact that was noticed from the first day they began such large operations with us. To be honest, some of them were down right friendly and social. However, when you put your head down to sleep at night, you almost always would find yourself thinking about the potential for trouble they are and you would once again face the reality that these are criminals who extort, through whatever means, to attain the money they feel rightly belongs to them. One could not go to work without a sense of nervousness that today might be the day that it all explodes...That one gang might face off with another in the middle of the casino. Nevermind your morals or your belief of right and wrong...Their is no room for that where we worked. A weak heart or sudden burst of moral fiber could twist your insides out every hour that you work in that place. Sometimes you have to pretend that you didn't see what you just saw. Sometimes, you would have to tolerate seeing a customer come in with bruises and black eyes. Sometimes, you had to catch a bad bill on the table, even though a gang member just passed it to you. He's going to have to talk to the police once you caught it...and that means he is caught because of you doing your job. Sometimes, you have to ignore hearing those threatening cell phone calls you would hear at the edge of a table. Sometimes, you have bury your face in the game to avoid them from seeing your jaw drop from all the money passing hands. This was the kind of place we worked. We did what we had to do to survive, literally. One might say that the lure of money was too great for us too. We made a meager living considering the cash that flowed in that casino. We all stuck with the job because it not only put bread on the table, it allowed us some prestige too. Eventually, we all became numb to the circumstances, and the new staff members accepted them as we all did. Nobody wants to leave a decent paying job. Besides, we all assumed that the casino would EVENTUALLY clean it up.

So here we are. Perhaps this gives a clearer image of the picture. The journal is an unedited, truthful version of the events that happened in our casino. By our count, the sharks numbered up to 23 at one point...and the staff numbered in the hundreds. Therefore, the characters are numerous and varied. One by one, the sharks will be revealed.

August 1, 1998.

We have decided to keep this journal to record the events that are transpiring in our casino. We are all concerned for our safety, and we feel we need to document these activities for our own well being and to feel like we are one step ahead should dangerous events begin to unfold.

The "Boys" have been working the tables for months now. The action continues to increase and the clients are spending more money every day. We feel the Baccarat pit is getting out of hand and that the casino is ignoring our warnings. Most of the staff talk about the money changing hands while on their breaks. They are becoming more aware of the gangs that are now working amongst us and the asian dealers are fearful of us discussing it. The Pit Supervisors are feeling intimidated and overwhelmed by what is clearly out of their hands. The population of \$500.00 players has grown substantially over the last few months. With nine squares on a mini-baccarat table, the players are able to play as much as \$4500.00 on one game. That does not even include the tie line which allows the players to bet an equal amount across it. The bonus in this for the house, is that many other players can surround a table and piggyback the bets. Not to mention the obvious backbetting that is occurring and that we are helpless to control. It is not uncommon for more than 20 people to be playing a single baccarat table.

We are aware that there is more than one gang operating the tables. The asian dealers and the casino security have slowly been feeding us this information. The "Boys" have their own clients which they are catering to exclusively. They sit with the clients, providing anything they want, but mostly handing them large quantities of cash or chips when they run out of money. An average buy in from one of the "Boys" appears to be \$5000.00, and is asked for in thousand dollar chips. Clearly, with \$500.00 limits, this "customer" will not be playing these chips immediately. Instead, the shark carries the \$1000.00 chips around with him until one of his clients requires them. Occasionally, the "Boys" will buy in for up to \$10,000 at one time in thousand dollar chips. They persistently interrupt a game to make these long, difficult transactions with a casino dealer. A \$10,000 buy in in hundred dollar bills can take several minutes to do. They are choosing to make transactions at lower valued tables, so as to not interrupt the highrollers on the Baccarat tables. Some of them are even opening "dead tables" just so that they will not interrupt a live game.

The buy ins are not always simple. The "Boys" will frequently buy in with bundled twenty dollar bills that total \$1000-\$2000 each bundle. We have been forced in recent weeks to send these men to the Cash Cage to make the transactions, as they are holding up games on other tables, and annoying our customers with their constant intrusions. The Cage will then exchange the smaller bills for larger bills that can be more easily changed on a gaming table. We have been wondering where they manage to find these massive amounts of twenty dollar bills. Wherever the well, it never seems to dry up.

We have been looking into the different crime units that investigate these kinds of activities. We found C.L.U.E. The Co-ordinated Law Enforcement Unit. C.F.A.I.U. The Combined Forces Asian Crime Investigative Unit. C.S.I.S. The Canadian Secret Service. We decided that we should know who they are, but it is unlikely that we will turn to them as this is big business involving gangs.

We are not sure how long this is going to last. We hope that the casino will at least try to stop them and remove them.



August 2, 1998

The "Boys" are short on cash today. They seem to be scrambling to find money to give the clients. It is apparent that the players are having a bad day today. The house is cleaning them out faster than they can get their hands on it.

3:30 P.M.-The "Boys" cell phones are ringing away. They seem to be trying to find more money.

4:00 P.M.- "Stubby", a head loanshark who has been operating for quite some time at our casino, comes in. He is carrying a grocery bag full of money. He signals the other "Boys" to join him. They all stand at the concession stand, and "Stubby" opens the bag, and begins to pass out bundles of twenty dollar bills to each of the "Boys". The "Boys" bring the cash back to the tables to begin the transactions.

We have begun to speculate about another lead shark knick named "Coco". We were told by senior casino management months ago, to "Lay off him. He is not someone you want to deal with." He recently disappeared, and we have been curious as to what has happened to him. Rumour has it that he was arrested for counterfeit in the United States. He was a strange little fellow. He stood only about five feet high, was balding, in his fifties and had the most sinister look one could ever imagine. He was the only shark that was given free cigarettes and drinks by the casino. He was given special treatment, as the rest of the patrons never received free cigarettes. He was once seen shaking hands and engaged in long conversations with the Vice-President of the casino. He used to come in to the casino just to pick up a couple of packs of free cigarettes. Most of the staff seemed highly intimidated by this fellow. Concession staff even told us that his tab is kept in separate books from the other comps of the house. We still all wonder what happened to him. He was obviously one of the most respected sharks among the gangs. This was noticed by the treatment he received from the other "Boys".

August 21, 1998

A conversation between "Stubby" and an Iranian client is overheard outside the casino doors.

Stubby: "You owe us the money. You're going to have to pay this back now."

Iranian: "I just need a little more cash."

August 27, 1998

Security informs us that one of the gangs is the Big Circle Boys. We confirm it with another member of security.

August 28, 1998

Our rotation puts us in the baccarat pit most of the day. One of the highrollers, a young Chinese man we have christened the name "Angel", (because he always wears a California Angels baseball cap.) has been winning all day. This particular customer donates a great deal of his money to the casino. He is one of the largest gamblers in our casino and has the bankroll to prove it. The "Boys" cater to him immediately when he steps in the door. "Angel" is no more than 25 years old. He plays with the sharks daily.

The Iranian is back. He is also borrowing large amounts from the sharks today. He must have paid back his previous debts, or the sharks have seen fit to lend more to him for whatever reason.

We noticed that the "drop" for one baccarat table, for one hour, (12-1 P.M.) totalled over \$20,000.

6:45 P.M.- Some of the "Boys" have gathered at the concession counter to tabulate transactions on a slip of paper. They leave the paper on the counter, and return to work.

7P.M.- We manage to get a hold of the card. It has Chinese characters on the left side, and dollar amounts on the right side. The amounts read in quantities of \$5000, \$2000, \$1000, \$1000, \$100 and so on. With the help of a Chinese dealer, we were able to determine that the Chinese characters read, "the Iranian", "the Japanese." Clearly various characters that owed money. We alerted the chief of casino security, Warren, and he promptly requested the papers.

August 29, 1998

1:30 P.M.- Told a trusted head Manager, Ryan, about the paper that was picked up the night before.

3 P.M.- The "Boys" have begun working later today. A highroller who socializes greatly with the sharks, Larry, has returned from a long trip.

5 P.M.- "King", a high ranking loanshark, is being paid by others with cash and chips.

8:45 P.M.- Ryan asks later as to where the paper is from yesterday, and what is on it.

The "Boys" have a new recruit...The action on the tables must require the need for yet another shark. He will go through the normal training, just as the others have.

August 30, 1998

A no swearing rule has been initiated by the casino. Management feels that the swearing occurring on the tables has become more and more out of hand. Two long term pit Supervisors have openly refused to enforce the rule out of fear of retaliation from the baccarat players and the gangs.

Early September

We have become more confident in discussing the "Boys" with various members of security and especially Warren, Head of Security. Warren says that he is open to hearing what we know about the gangs. He seems concerned with the problem, and says he is taking a closer look at it. He agrees that these people are NOT to be taken lightly. Another member of security, Duke, confesses that he fears confrontation with the "Boys". He says he is positive that they are carrying weapons. He states quite frankly, "I wish they would kill each other off."

Jane, a pit Supervisor, was threatened by a baccarat player. The player is known simply as "the Fat Man". He was warned repeatedly for swearing at the table and back betting. He has become extremely abusive and rude with members of the staff. Normally, when a player persistantly swears at the table, it is the house policy to remove the player from the casino. Although the "Fat Man" has abused the rules on many occasions, management still allows him to play. The "Fat Man" is a highroller who associates with the gangs. Certain members of management have informed us of their desire to remove him, however, higher management, out of fear, and or, out of greed for the man's money, have opted not to. After the threat was said, David, a senior manager, decides to chat with the



"Fat Man". He takes him over to the concession for this talk with two security present. They begin a long conversation, and, displaying his total disrespect, the "Fat Man" begins to raise his voice. "Scarface", a senior shark with a dangerous reputation, strolls over to take part in the conversation. After another long talk, David allows the "Fat Man" to return to the gaming tables. The "Fat Man" is more quiet, but plainly gloating over his victory. The staff are outraged! The threat that was uttered to the Supervisor was, "I'm going to put a bullet between your eyes."

#### Early September

A large dinner was organized by a few members of the staff. During the dinner, the topic of the gangs comes up. We are in agreement that there is a serious problem within the casino. Many feel it is best if we "stay out of their way." Others feel that it is better we do not talk about it and that it is better the less we know.

Duke and I go out for dinner a few nights later. The topic of the gangs comes up again. He says that all the members of security are keeping a close eye on the situation. We both agree that they are multiplying and he feels that security may not be able to handle a full scale confrontation. He says that they simply do not have the training and are not experienced in dealing with this. He says that there is only one other in security that he feels he can trust to cover his back in a serious situation. He asks me to try not to worry.

#### September 4, 1998

7 P.M.-A man is spotted walking down the off limit hallways in the back rooms of the casino. He appears to be lost, but when asked if he needed help, he ignored, and continued his trek through the hallways. These back rooms not only contain staff breakrooms and washrooms, but also the Manager's office, and security camera rooms as well as escape route back doors, security panels and casino power fuse boxes. This was not the kind of place that the wrong element should be snooping about. Security was informed, but the man had vanished. Later the man was seen with several members of the sharks. Warren was again informed.

#### September 5, 1998

4 P.M.- Only eight loansharks in the casino today. The action is low. Not enough to keep them busy. The loans are only totalling about \$1000-\$2000 at a time.

The "Fat Man" wins \$30,000 today.

"Mr. Money", another excessive highroller, loses over \$30,000 in roughly thirty minutes today. He never used to be such a high roller. In recent weeks has proven this fact wrong. We wonder what he is up to that enables him to gamble so much.

The Lottery Corporation seems to still be unaware of the gangs. It was always our understanding that they are supposed to be the first ones to know about this kind of crime. We are not about to risk our jobs to inform them.

#### September 6, 1998

3:30 P.M.- We saw "Stubby" transfer loan information from one paper to another. He left one copy on the counter at the concession. After informing security of this, it was agreed that the paper would not be retrieved until near

the end of the night. We did not want the sharks to see we had an interest in their activities. We were beginning to feel that the casino was taking an active role to curb this crime.

Mr. Money was gambling big today. He was allowing one of the sharks, Matthew, to help him gamble. It is not uncommon to see a shark placing bets for a client. Sometimes the client's luck is so bad, and the client has lost so much, that he relies on the luck of a shark to pull his pile of chips back up. The amount that these two were gambling, is totally out of their character. Matthew most certainly does not have this kind of money to gamble with. We are beginning to think that some serious money laundering might be occurring.

Security informs us not to discuss the paper detailing loans that is to be retrieved later. It will be retrieved by a member of security, as they do not trust the cleaning crew.

The casino is bustling with heavy action tonight. Too many loansharks for the quantity of customers, but the action is still quite high.

We have new camera equipment installed. We are told that it is excellent quality with fantastic zoom. It can monitor small detail from across the casino. Many more camera domes have been installed as well, but we honestly wonder whether they are fakes or they are real.

October

The Vice President has been watching the action on the baccarat tables. The "Boys" are very busy these last few weeks. He seems to be observing the action very carefully. "King" and "Stubby" wander over to the concession area and compile their loan transactions together. They then transfer the information into a separate note book. The Vice President seems to be taking all this in. We made mention to him on our way past, "Watching the bookkeeping, are we?"

We have been all very puzzled as to why the "Boys" feel the need to use the courtesy phone when they all have cell phones. They seem to require the privacy to do business. We simply have no idea.

Second week of October

Another security, Willy, has informed us that he has a bad feeling about the "Boys". He feels a major fight is inevitable and that we should keep our heads up at all times. "Just a feeling", he says. He makes mention that his intuition is sure that something is going to happen.

Third week of October

Security saw Matthew and "Scarface" in a heated argument. Matthew is lower in seniority than "Scarface", but he is young with a hot temper. Matthew was apparently so angry with "Scarface" that he was pointing his finger in his face. Security was asked to go outside to monitor the situation. "Get outside boys...there's a problem in the parking lot." There was an immediate response by the security. We were all surprised as to why the police were not called in to handle the situation. "Scarface", by all accounts, is not the kind of person to go up against.

October 18, 1998

Around 9 P.M. - Something has happened. The sharks begin to clear out of the casino, and several of the clients follow them out. The baccarat pit becomes a quiet, eery place with no activity and only a few customers. All the staff are stunned by the sudden hush that has fallen on the casino. No one was sure of what had happened, and none of us really wanted to ask.

Around 10 P.M. - A lone police officer, fully clothed in bullet proof vest and uniform, strolled through the casino with a terrifying, pale face. He was not terribly discreet as he wandered looking, as if to find a certain individual. It was not the first time we had had the police stroll through our establishment, but on this occasion, it was a more morbid and tense officer that came in on official business. Still, no one was talking. The officer, reserved and calculated, did not appear to find what he was looking for. He looked utterly disgusted. He left, without even a word spoken.

October 19, 1998

Today, everything became clear. It was in the newspapers and such. Matthew had been shot twice in a restaurant a few blocks away from the casino. No one was certain if he was alive or dead or even the kinds of injuries he had sustained. The newspapers listed Matthew as being in intensive care, but he is expected to live. We also learned that Matthew, being a mostly private shark, has a wife and a child and another on the way. We felt sorry for him. At 28 years of age, he was far too young to be caught up in all this caos. Later on in the casino that night, we learned that he took a bullet in the chest and one in the leg. According to a senior Chinese Supervisor, Matthew had disrespected "Scarface", and challenged his authority. We all believed we KNEW who did the shooting. None of us, however, were talking. A rumour circulated that "Scarface" was involved in other shootings as well. We still had no proof that this man had been involved in the shooting of Matthew. We certainly knew that they had had words together in the parking lot a few nights before. The police were continuing to track down "Scarface", as he was still on the run, and they wanted him for questioning. According to various staff members, they felt that "Scarface" wanted Matthew dead...It was not a warning.

The staff are more than a little stunned by the events. Quiet conversations about the events continue throughout the night during breaks.

The baccarat pit remained quiet. The only sharks that returned were "King" and "Stubby". "King" appears to be in shock. "Stubby" is clearly upset and subdued from his normal behavior. The action has completely tapered off. The usual clients have not yet returned.

October 27, 1998

More of the "Boys" are starting to return. Business as usual. Matthew appears to have been replaced by a young fellow we have named, "Teeth". He is a tall man with spiky hair and buck teeth. "Chan", Matthews teacher when he first entered this industry, has disappeared completely. We are curious as what has happened to him.

The Vice President of the casino has been in most nights these last few weeks. He has been spending extra time with the security and monitoring the baccarat pit.

New lights have been installed in the rear lot of the casino. The brightness of these lights are like spotlights. We now have two security on the gaming floor as opposed to just one. However, the "Boys" are still being allowed to operate the tables as they always have.

#### Mid-October

Tyson, a higher ranking gang member, has been spending enormous amounts of money on baccarat. Although a social gambler, he has been losing so much, that his temper has been getting the best of him. Tyson has been taking breaks from baccarat to play blackjack. He is obviously frustrated.

Tyson has an argument with a long term customer named Irene. The argument started between Irene and a friend of Tyson's, over a blackjack hand. After several words in Cantonese are exchanged between Irene and Tyson, she demands to speak to security. She claims that Tyson requested that they go outside to solve the issue. She claims that she was threatened. Security and one member of management talk it through and decide that the so-called threat cannot be proved and that Tyson is merely another customer. Management explains that we cannot prove otherwise. Irene decides that she is not going to remain in the casino, due to the fact that she is afraid. She requests to be escorted to her car. Upon talking to management again, they claim that we cannot establish that these individuals are anything other than customers.

#### October 31, 1998

A new member of the Lottery Corporation has joined us. He is the new inspector in charge of watching the operations of the casino. He shows a particular interest in the baccarat pit. At this point, we still believe that the Lottery Corporation is in the dark concerning our gangs.

"The Girl", has been trying on jackets belonging to customers. She is amused by the fact that certain jackets have these large, spacious pockets inside. Being a "money-runner", having such large pockets really makes a difference when carrying large bundles of cash. "The Girl" works along side "Stubby" and especially "King". She is the equivalent of a roaming cash machine. Whenever the "Boys" need money, she provides it for them.

Recently, several chairs and a table have been added to the Poker room. We assume that the secret meetings between the sharks and the tabulations of loans are mostly conducted there now, as opposed to the concession area.

#### Early November

More conferences are taking place in the Poker room. We have been speculating as to what kinds of business they are doing in those quiet meetings there. The Poker room has been extremely busy. We often wonder if the casino has even thought to 'bug' this lounge table.

#### November 2, 1998

Chan has suddenly reappeared. He mentions to us that he was in Toronto on business. He says that he just returned yesterday. What kind of business?

November 3, 1998

8 P.M.- We have heard that some of the casino brass will be in tonight. Staff are told to clean up the pits as they go about their business. Joanne, an executive from our Head Office, speaks to Ryan privately. Ryan then proceeds to talk to "King". Senior executives stand around as he talks to him, watching the activity as it takes place. It is overheard that Ryan has asked "King" to tell the other sharks to keep it cool for awhile, as we have V.I.P.'s arriving. "King" promptly tells Ryan, "Smart business man...no problem." He nods, and they part ways. The V.I.P.'s were Lottery Corporation executives. One wonders if we are 'indepted' to the sharks for their co-operation. "King" goes around and informs the others of a need to be discreet for awhile. Ryan, when asked by us to explain his actions, said that he was acting on his own. It is hard to believe that a manager would stick his neck out that far. The action had deffinitely been toned down for the duration of the big wig's visit, and the "Boys" continue to do business in a low key manner. "King" left the premises until around five minutes before the big wigs left. Ryan was later asked by us if in fact he told the "Boys" to slow business down for awhile on account of the brass, and in fact he had confirmed that he did.

The Lottery Corporation had an extensive look at the security room, while several of the brass waited near the concession area. Oliver, yet another member of the casino security team, told us that they were keeping an eye on their investment, and having a good look at our cameras. The Vice Preesident did not even stay to tour the Lottery Corporation Executives around, which in our belief, is highly unusual. On this particular evening, we witnessed several large male security had been brought in for the night. Normally, the security vary in size and ability, however, for this evening, it was obvious that they were making a pressense to impress the V.I.P.'s.

A discussion amongst staff members in the breakroom ocured. It has been noticed that two of our regular players have not been in for quite some time. As these players used to come in daily, and were often witnessed borrowing form the sharks, the staff have begun to speculate that something terrible has happened to them. One staff member makes a not so appropriate remark, "Maybe they are six feet under." The staff on break laugh nervously at this grisly comment, and then their is a moment of silence. Another staff member pipes up and claims that he too beleives that too many players are disappearing.

A man approaches and desires to have a conversation. He quietly days, "You know you have loansharks?" The reply was, "Oh...I'm sure we do, every casino does, but it's hard to prove." He says, "These loansharks have a lot of money. Their is a lot of them." The reply, "Really?", with a puzzled look. He remarks, "People get hurt. People are disappearing." Their was simply no answer to that that comment. The gentleman proceeded to walk away as suddlely as he had approached. Ryan was alerted of the conversation. His evasive statement was, "They are all just customers to me. We can't prove anything."

November 4, 1998

We have begun to notice that many of the security have been shifted around from location to location. Most of our smaller security men have been removed from our location.

We have been warned by senior management that we are no longer allowed to talk to security. David and Nell, another senior manager, has issued the warning, without stating the penalty for such infractions. We are puzzled by their obvious anxiety to our need to understand the circumstances of our workplace. As usual, they are trying to keep us in the dark. They do not seem to have any desire to discuss these issues, and with the exception of only a couple of managers, we rarely are able to uncover the whole picture. We do know that Roland, one of the

managers, has referred to "King" and "Stubby" as "independant lenders". We are not taking this terminology lightly.

3:30 A.M.- We have concluded that all of the "Boys" know that the staff are aware of who they are and what they do, and that they do not care. They obviously know that we are helpless to change the circumstances. They do not fear us or management. The business dealings are again increasing, and the behavior has once again become disturbingly more open and revealed every day.

They are once again multiplying as the business increases, leading to new faces and additional possibilities for violence. With new "Boys" operating the tables, we are once again exposed to characters that might be more dangerous than the one's we previously dealt with. We are still trying to figure out who the top individuals are. They seem to be shrouded by the others and always remain in the background.

We received word today that "Scarface" was arrested. The news articles roamed freely among the staff and were read by almost everyone during their breaks. He was at large for a total of thirteen days, and as we suspected, he was the prime suspect. All of the staff seemed releived to hear this news, as it passed from ear to ear like a good rumour. Some of them were immensely overjoyed by the news. We all feared that we would have to face this killer again, should he return to the casino, although highly unlikely he would. Despite the fact that it was not always openly talked about as to who attempted to murder Matthew, we are certain that most of the staff had the same thoughts we did. We were now more concerned at the potential for retaliation by the rival gangs, should this outcome unfold in our establishment. The news article allowed us an eery glimpse into some of the private life of "Scarface". We learned that he was 35 years of age, married and resided in a cozy neighbourhood nearby. Much the same kind of neighbourhood we all strive to raise a family in, here was a gangster living a normal, wealthy life right under our noses. A fact that placed a reality check into our minds. These kinds of criminals are everywhere. He was caught running in a dark, wooded area in another town nearby. A dog team was called in to help track him down. It was noted that he sustained a black eye during his time on the run.

8:30 P.M.- The night carries on. Both "Stubby" and "King" appeared in very good spirits tonight. "King" walked about the casino patting associates on the back, and bying a round of drinks for the customers. "Stubby" was far more energetic and friendly than the solemn face he had carried over the previous last few days. The new apprentice, "Teeth", was not in today. The "Girl" was back however, and sporting a brand new ski jacket to carry money in.

9-10 P.M.- A meeting appeared to have been called in the Poker room between "Stubby", "Ceasar" and one other fellow we do not know. The conversation was plainly tense, with loud hand motions and gestures. Mostly "Stubby" and "Ceasar" did all the talking, while the other man sat and watched in silence, almost as a mediator might do.

10 P.M.- It was decided that we should have a conversation with the chief of security, Warren. When asked if he knew about the tense meeting in the poker room, he replied, "Yes...I have been watching that." He was then asked if he had thought about placing a bug under the table to monitor the talks more closely. He answered, "We have thought about it, but the higher-ups are afraid that if one staff member leaks it out, all Hell will break loose." It was mentioned that they should reconsider, due to the fact that this was opportunity to take care of the problem. It was now time to have a talk with "Stubby".

1-2 A.M.- "Stubby" strolled past the pit and after some friendly hello's, a chat began. He siad that things were very good today... Pointing to the baccarat pit, he said, "Good money today. Everyday!", with a huge smile stretched accross his face. It was mentioned that he looked very tired as of late. He said, "It's okay. I sleep." He was asked how Matthew was doing. His reply was, "He's okay." He proceeded to walk away. He was cleary disturbed by this

topic. So much for trying to find out more information through them. He seemed appreciative that the staff showed concern for his friend.

We are troubled at the fact that the casino chose not to go around and tell the staff of "Scarface's" arrest. We are wondering if they are indeed communicating at all with the police.

November 5, 1998

Security tells us that Tyson was charged for collusion with a dealer at another casino. Ironical that his girlfriend works at that casino too. We understand that Tyson may have been involved in side betting at our location. It hardly seems necessary to worry about it now as Tyson will not likely be around for some time.

"Stubby" has a new helper. A fellow that is named Max.

7:45 P.M. - Mr. Money was in today. He hit the tie line on baccarat six times, six squares each time, at \$500 per square. The total profits for this was \$144,000. He then left.

November 6, 1998

Noon - Nell talks to "King" at the concession. She discreetly approached him.

12:30 P.M. - Police arrive and proceed directly to the back rooms.

1 P.M. - Max is taken by the police to the poker room for a short chat. They took down his identification information.

4 P.M. - "Stubby" arrives late today. He is displaying signs of nervousness and anxiety. He paces the casino floor, while deep in thought.

Once again we have discussed our situation and have found that the casino has no respect for our concerns. Nor do they seem to be concerned for our safety, which is noticeably at risk daily. The activities are visibly ignored by management and we are fed the same lines whenever we question it. They are always just customers and we should not concern ourselves with this.

A conversation occurs between Arnold, a member of management and one of us. These are the exact quotes:

Us: "The 'Boys' are out of money."

Arnold: "I don't take notice of that."

Us: "They are all sitting at the concession waiting for money to come in."

\*He is trying to attend to his paperwork while talking. He almost avoids the conversation.

Us: "Arnold, the first money just came in. You might want to leave it."

Arnold: "O.K. I'll come back in a few minutes."

He leaves while having a final look at the "Boys" lounging at the concession.

November 7, 1998

4:30 P.M.- The sharks are out of money again. The cell phones are buzzing away. They are attempting to borrow from one another in order to keep their customers happy in the mean time. They all appear to be waiting for the runners to bring money in. The action on the tables die.

5:30 P.M.- We have reported this again to Arnold and Nell. This was the conversation between Nell and one of us:

Nell: "You really get excited about these things, but you don't speak the language. They are just customers. We don't know they are anything else."

Us: "You would have to be blind not to see what is going on."

Nell: "If you were the company, what would you do?"

\*Warren enters the room quietly.

Us: (To Warren) "They're out of money."

Warren: "I know."

Us: "Bug the table in the poker room. They're using it as a conference table."

Us: "I know you know what's going on out there. Bug the table...but that's illegal, and we don't want to do anything illegal."

6 P.M.- "Stubby" is trying to get a little sleep in the poker room. He has planted himself back in a chair.

6:45 P.M.- One of the dealers tells us that he just saw Matthew in the lobby about an hour ago. He is absolutely positive.

7P.M.- We inform a member of security and one of the management of this information. We carefully decided which security we should inform, as we do not think this should be taken lightly. Security takes it seriously and ensures that all them are aware of his presence. We are told, "They are on top of the situation, and are reviewing the lobby tapes." We made a mention that if the "Boys" are going to cause more problems, THIS is where they will meet up to settle it. It is the perfect place for them to track each other down. Several Chinese staff members already told us that retaliation is the only way for this kind of issue to be solved, according to the laws of their culture and the gangs.

"Stubby", "King" and the "Girl" seem to be the only ones in tonight. The action is slow and the money is low. The clients appear very broke this evening.

A new face steps up to one of the baccarat tables tonight. He makes a few enquiries:

Him: "Do you take cheques here?"

Us: "No Sir. We do accept travelers cheques and foreign currency at the cashier though."

Him: "Where can I get some money? I don't like to carry a lot of cash when I play."

Us: "Their is a gas station down the street. That's the best I could suggest."

Him: "I play a lot of money. I don't want to carry \$10,000 or more on me. Is their anyplace I could get some other than that?"

Us: "No...I'm afraid not. We don't take credit cards or anything like that, so I guess you may have to keep returning to the bank machine if you need cash."

After turning to okay a transaction, the man had disappeared. This was the first time our suspicions concerning a potential sting on us arose. Were we now considered by the police to be involved in this activity?...That perhaps we are sending customers to the "Boys" for a commission? This opened a whole new hornets nest of problems.



8-9 P.M. - Very few of the sharks are in tonight. There are no conferences in the poker room. Mr. Money is down considerably for the evening thus far, and it is visible by the scowl on his face. One of the managers enters the pit. He is asked, "Did the shooting victim come back?" He says, "It is none of our concern. It is the police who are handling this and it does not involve us." The reply to this was, "We should be aware of what's going on. Some of the staff are afraid and fear retaliation. That's the way these organizations work, according to what has been said. We should tell you he was spotted in case something major happens." The manager, irritated, says, "It's none of our business! If they kill someone, it has nothing to do with us! We aren't responsible." Our reply, "If we can prevent a problem by speaking up, and telling security, I think we should. If our customers or staff get caught in the crossfire, we are accountable." He then says, "Don't worry about it." He hastily walks out of the pit. He barely made eye contact during the whole conversation. As a trusted member of management, it was now even more upsetting to see his dramatic behavior change from concern to avoidance and coldness. This problem was starting to get to all of us and was made worse by our helplessness to solve it.

Another member of security approaches later on. When asked about whether or not they had confirmed if it was Matthew who entered the lobby, he said, "Seems pretty fast for him to recover." The reply, "So it is true he came back?" He said that they had not confirmed it on tape yet, but that he would go back and find out.

11 P.M. - Mr. Money pulls "Stubby" aside. They walk over to the cashier, and Mr. Money pulls out a large quantity of bills from his wallet. He gives the money to "Stubby". Either Mr. Money owes this cash to "Stubby", or else "Stubby" is so short on cash for loans that he is borrowing from Mr. Money.

"Stubby" has a customer who is constantly nagging him for cash. "Stubby" appears broke however, and rather frustrated that he cannot accommodate the client. For the first time ever, "Stubby" pulls out his own wallet, rather than a bundle wrapped in elastics, and hands the client the remaining bills in his wallet. Once the player cashes in the bills, the amount only totals \$280. Why is the money so tight today? We have not seen any cash runners today, and the remaining sharks have yet to show their faces.

12 A.M. - "King" seems rather bored tonight. The action is less and less and the "Boys" are turning away customers. When things become slow, it is common to see the "Boys" doing a little gambling themselves.

1 A.M. - The security returns with news about the Matthew sighting. He says that they still don't know if it was him. We seem to be getting the run around yet again. "Stubby" has been quietly arranging his loan notes for the last 45 minutes. Was it a good day, or a bad day?

2:15 A.M. - "Ceasar" is in. He has dropped by for a visit with an elderly player on baccarat. They seem rather close, and one begins to wonder if this elderly, asian man could indeed be a member of the organization. Whatever the link, they were engaged in a heavy conversation for several minutes, then "Ceasar" talked to "Stubby", and finally left the casino.

2:45 A.M. - "Stubby" and his crew appear to be calling it a night. The "Girl" empty's her pockets upon the request of "Stubby". She pulls out a large quantity of bills, counts it, and then replaces the cash back into her pockets. "Stubby" seems to cross check the amounts with his notes. He seems satisfied. They leave.

November 8, 1998

2:20 P.M. - Matthew has returned. He appears somber, pale and thin from the last time he was seen in the casino. His injuries were barely visible, although he walked with a slight limp. He came in with a young woman, who we assume is his wife. After saying a few delicate hello's to some of the customers, he immediately strolled over to

another high ranking shark named Joe. It was a short discussion, although a serious one. Upon wrapping up the conversation, Matthew gradually made his way to the courtesy phone to place a call. Security and Arnold were contacted as soon as Matthew walked through the door. Arnold was hardly interested in knowing that Matthew had returned. Matthew left the casino shortly before three that afternoon. It didn't strike anyone as odd that something was going to happen that day. None of the sharks, with the exception of Joe, had decided to work today. The casino was a very quiet place all morning. We learned that Matthew had only remained in the hospital for a mere twenty days, despite his extensive injuries.

Matthew returned a short while later to meet with a man we only believed was a customer. It was quite apparent that the man was not simply another customer. From here on out, we have decided to call him "Redshoes", since he always seems to wear these ox blood loafers. "Redshoes" and Matthew had created this little meeting in a very public place. Though the meeting was short, it most certainly had purpose. Perhaps a peace treaty was being formed. As they stood side by side, talking almost at a hush, the looks of severity could have cut through the air like a knife. We knew that the topic most likely held the balance of the casino in it's hands. Would there be peace or war?

7:15 P.M.- "Stubby" was involved in a discussion with a fellow shark tonight. Although nothing was overheard, the faces spoke for themselves. It was a serious talk...very intent. Not many sharks swimming tonight.

8 P.M.- The "Boys" have started returning to work now. "King", the "Girl", Tom, and several others began to go about their business. Tyson too was back. No one dared to ask what had happened to him. Were the charges dropped? Tyson brought with him a few friends as well. They were unknown to the staff, but they were young, tough and some were displaying some colourful tatoos and chains about their necks. Often, in certain gangs, a chain with jade figures can represent the unit to which they belong. We are simply not educated enough about these tell tale signs. We are continuing to learn more about it, but the information in that sort of detail is simply not easy to find. These particular individuals seem more concerned with keeping an eye on the baccarat pit, rather than playing the games themselves, or working the tables like the others. Tyson started to lose a pile of money again, and he resorted to borrowing off "King" to try to chase the money back. Tyson continued to crack jokes and create a raucous of amusement, despite being down as much as he was. Tyson NEVER borrows off anyone, and it is stunning to see him borrow now.

9-10 P.M.- Baccarat is very busy tonight, yet the action is not heavy. More of the "Boys" have arrived. Chan stepped in briefly to use the courtesy phone, and then promptly left. All of the sharks are socializing a great deal tonight with one another. Some new faces have also come in. They are deffinitely social with our "Boys". "Stubby" comes in for a short time, does a little business, and exits as silently as he entered.

11 P.M.- Tyson is in for \$67,000. For some reason, he tells us he has borrowed from "King" repeatedly tonight. He does not try to hide the fact, as so many others do. "Angel" too has made an appearance. He is considerably more broke than he has ever been before. He drops \$300 cash on the table to change into chips. It would seem that this is all he has. He loses the entire amount on one hand of baccarat. "Angel" asks "King" to give him a loan, but "King" flat out refuses to give him a single cent. "Angel" then approaches the "Girl", and she too refuses to give him any money. "King" walks back to "Angel" and a brief conversation occurs, which then leads to "King" making a cell phone call. It looks like "Angel" is going to get his money afterall.

11:30 P.M.- Tyson decides to give up and leave. He looks rather upset, but he is under control.

12 A.M.- "Angel" must have received his cash due to the fact that he is playing a baccarat table.

The poker room is quiet. We have seen no conferences at all today. The money has not really been substantial at all tonight. The "Boys" are taking a lot of breaks at the concession...Business is slow. The only curious thing that has happened tonight, has been the amount of observing the "Boys" are doing of the casino. They have been pairing up, sitting silently at the concession, watching the pits intensely...As though they expect something to happen. Perhaps everyone has become a little more paranoid after the shooting of Matthew. They must be taking extra precautions in light of recent events.

1 A.M.- The baccarat tables are deeply calm tonight. The sharks continue to take turns watching the room, making a few small loans and roaming around aimlessly with nothing much to do.

2:30 A.M.- Several of the sharks that we have not seen for quite some time, are making an appearance now. It would seem that an elaborate meeting may have taken place in an isolated area of town. They literally all came in at once, and this is more than a little odd to witness. Some of them retire to the poker room for what would seem to be a closed meeting.

As the night progresses, the sharks gather in their different groups, and chat amongst themselves. The conversations are heavy and are kept at nearly a hush. Kyle, a lower ranking shark that we have not seen since the shooting, suddenly walks through the door. He walks over for a conversation.

Us: "Well, well, well...Where have you been? I thought you moved away."

Kyle: "No. Just working the \_\_\_\_\_ casino. How are you?"

Us: "Okay. It's been very quiet here. Not much action."

\*Kyle nods.

Us: "How is it at that casino? Busy?"

Kyle: "Not bad. It's alright."

Us: "Do you like it there? It's pretty rough casino. A lot of shady characters."

Kyle: "Work is good there. I like it better than here. (It's) Only open 'till two."

Us: "Are you staying there for good?"

Kyle: "Ya. It's where I have to stay."

Us: "Haven't seen you at all..."

Kyle: "I've been here. I come every night at midnight."

Us: "Haven't seen you."

Kyle: "I've been here."

His friends appear and he is hustled away. It creates speculation as to why Kyle would feel the need to change locations. Perhaps he too feels that the situation in our casino is getting out of hand, and that there is an element of danger in working in that sort of environment. The money is far too big at our casino for him to CHOOSE to find another place to shark in. Even the sharks aren't crazy...If the potential for violence is there, they scatter as fast as we do. Does he too feel that there is far too many sharks swimming in one pond? As well, we can only speculate as to why he is required to come back here every night. To pick up the remainder of his crew? To run some more money? Why do we not see him every night, as he has re-enforced this fact. What was the purpose of the meetings tonight? To bring action? To settle disputes? To make changes? To avoid any more gunfire? To arrange an agreement among them? The questions are never ending, and we doubt that we will ever attain all the answers we seek.

November 9, 1998

10 A.M.- We made a call to the Provincial Court, to inquire as to whether or not "Scarface" made bail.

"Scarface", we are told, is still in custody, due to the fact that the judge remanded on the last court date. He required time to find a lawyer, but he still has the chance to make bail on his next court date, November 19th.

The casino was frightfully quiet again today, with the exception of Tyson. A new security man has been hired, and there is speculation as to whether or not he may be an undercover police officer. His name is Richard.

7 P.M.- Tyson has been struggling on baccarat all afternoon. He is down a great deal for the day, but he continues to play, despite having a massive audience of people around him. He always seems to gather a following, considering the amount of money he spends in one sitting. He has a friend with him whom we have not seen since the days of "Coco". He is an older man in his forties, who flashes a good deal of expensive jewellery. The other sharks give him wide birth, and this can only mean that he is a well respected individual. He is a heavy better...Never less than \$500 a hand.

"Stubby" looks rather disturbed. His eyes are very red and his face displays a chagrin. Most of the time, we are able to gauge a lot of the activity through "Stubby". He simply does not hide his emotions and displeasure over problems. He almost always goes around and says hello to the staff when he arrives, however today he is very reclusive and does not even answer when we say hello to him. All of the "Boys" look extremely serious and observant. "Chan" walks in and displays much of the same emotions that "Stubby" has revealed today. He looks terribly 'strung out' and over tired. He too does not pay any regard when the staff say their hello's. "Chan" begins to talk to one of the sharks at a baccarat table, and then quite suddenly he starts shaking. He faces no one...simply stares blankly at the table, and nodding his head in acknowledgement to the other's conversation. As he lights a cigarette, his shaking becomes more visible, and he promptly gets up and leaves the table. He roams the casino, visiting other tables and engaging in light chat with fellow sharks. "Chan" finally finds who appears to be looking for. He sits down at the Sic Bo table with "Raven", a senior shark who deals mostly in small loans. They engage in a heavy conversation for several minutes, but upon realizing that they were being watched, they parted ways once again. None of the "Boys" seem too terribly determined to do business today. "Raven" sparks a new discussion with a regular player whom we have suspected to be involved with the gangs. He is a heavy, asian man with a buzz cut and mustache. We gauge his age to be somewhere in the vicinity of forties, and he has gained a reputation of being a loud, and boisterous player. If you don't pay close attention to the language he is speaking, you would almost certainly mistake him for Japanese, simply by his appearance. The talks end, and they separate. We give him the name "Tubs".

9-10 P.M.- Another new face has emerged. He is a tall, asian man dressed most elegant in a fine black suit. He sits alone in the poker room, as if expecting a visitor. He has a watch dog man standing between the main gaming floor and the poker room, for protection no doubt. Mr. Money comes flying into the room a few minutes later, plainly on official business. He sits down and they begin a long drawn out meeting. After roughly one hour, Mr. Money gets up and proceeds back to the baccarat tables to socialize. After several minutes, another glance at the poker room has revealed that the black dressed man has left.

We've noticed that a poker player who borrows off "Stubby", has disappeared. No one has seen him in quite some time. We, as casino workers, often get to know our players a great deal. We learn of their families, their work and several other intimate details. It is very common that players will tell us when they are about to embark on a trip. We find it excessively odd that so many players have been leaving without even so much as a word to us.

"King" is entertaining the staff as usual, with loud and outrageous comments. This tends to be his normal behavior when he is under a great deal of stress, and typical when he is trying to cover something up. "Joe" is sitting beside him and rarely pays any attention to us. However, he seems positively cautious around the staff and certainly lets us know it when we pay too close attention to him or his actions. Most of the time, he will get up from his chair and find another table. Occasionally, he will give a stare of aggravation. "King" wants to engage in a conversation:

King- "We all like you very much."

Us- "Really? I don't know."

King- "Yes. We like you very much. Pretty girl."

Us- (Pointing to Joe) "I don't think he does."

King- "Everybody."

Us- "Nooooo...He doesn't like me today."

Joe begins to summon a grin. He stares intensely, continuing to chain smoke with lazy eyes that penetrate. He has seemed rather distracted all day. It would appear that something is bothering him profusely. They continue to play quietly with little regard for the environment about them. "King" continues his loud and humorous comments.

11 P.M.- Tyson is in for \$53,000 last night and another \$64,000 tonight. He is nervous, shaky, loud and beginning to lose his cool by taking it out on the dealer verbally. He then tries to cover up his callous comments with quirky jokes. The staff are sympathizing with him, however, and he is once again gathering a crowd of spectators.

12 A.M.- The "Boys" are fewer now. The guard dog sharks are still around taking in the sights and growing tired with each hour. They have begun to be so bored, they are now circleling the tables, watching the games.

1 A.M.- "Stubby" joins Tyson for awhile. Tyson admits that he is down to his last few thousand, and it would seem that "Stubby" has cut him off of loans. "Stubby" is very exhausted tonight, and we catch him dozing off at various dead tables and the concession. "Tom" is pacing the floor, like a caged animal, and once again he is in the same clothes that he has worn the previous two days. "Tom" has a new toy tonight. He is using a walkie-talkie, though the person he is communicating with is unknown and not visible on the gaming floor. Whoever he is talking to, the individual must be outside or nearby. "Tom" is relatively not working the tables at all today, and we wonder if he might have received a kind of promotion to a new position as one of the guard dogs.

We have speculated that something serious has occurred tonight, but it is no where near the magnitude of a shooting. The sharks were all quite agitated this evening, and they were hardly doing any business worth mentioning. If the use of the walkie-talkies is necessary, perhaps more trouble is brewing that we are unaware of. In fact, it may be entirely possible that the outside lot is being secretly monitored by our "Boys". They do not seem at all afraid of making these new measures so visible...The guard dogs, the meetings and the walkie-talkies.

2 A.M.- "Stubby" and "Joe" have one final conversation near the end of the night. It was short and sweet, but there are so many of these conversations taking place now, that we are left to stand around like ignorant sheep with the sheppards in complete control of the peace, leading us into God knows what.

November 10, 1998

8:30 P.M.- "Stubby's" group are the only sharks here tonight. Tyson is back and is once again down a total of \$40,000 for the day. The casino is quite busy this evening.

9-10 P.M.- "Stubby" leaves the casino. "King", the "Girl", and a new recruit are working the tables tonight. "Tom" is once again on watch duty. "Kirk" is here and very talkative, which is out of character for him.

11 P.M.- "Stubby" is no where to be found, although the action is quite high tonight, and his absence could cost him money. "Raven" ventures over to the concession area and becomes absorbed in a conversation with a strange fellow. The conversation lasts almost an hour.

12 A.M.- "Coco's Lady" comes in, socializes with several of the sharks, and then proceeds to sit down at the concession. Her cell phone goes off almost non-stop. She is in a serious mood tonight, by the look of her concentrated, stressed face.

1 A.M.- "Stubby" is still missing in action. "King" has handled the bulk of the transactions for the day, however, they do not appear to be taking full advantage of the quantity of high rollers in the casino. Several of the usual sharks are no where to be found.

2 A.M.- "Stubby" has finally arrived. Although he is very tired, he joins his group and begins business as usual.

"Coco's Lady" is in a heated meeting with a strange man within the poker room. They have been there for roughly one hour already, and voices have been raised more than a few times.

2:30 A.M.- The conference in the poker room has continued. They are practically whispering now, but the conversation, estimated by the facial expressions, is still as intense as before. The hand movements and pointing are aggressive and full of emotion.

3:30 A.M.- Warren, head of security, acts as our escort to our cars from time to time. Tonight is no exception, and there is an opportunity to gather more information. With a clear view inside the camera room, while waiting for Warren, it is clear that the casino now has two controllers for the moving cameras. There used to only be one. It was noted that we now had several more monitors and a full wall of V.C.R.'s. Did the "Boys" cause us to take these new measures?

Warren began a conversation. This is what was said:

Us: "Pretty eventful day, huh?"

Warren: "Very!"

Us: "They looked busy again tonight. A lot were missing."

Warren: "We think someone leaked."

Us: "Leaked what?"

Warren: "Just...leaked."

Us: "I doubt anyone leaked anything. I think the upper one's have private meetings going on. Big business."

Warren: "No...I don't think so. Someone leaked."

Us: "They've all been coming in in the last hour or two of the night lately...At the same time. Different "Boys", different groups... Why come in all together?"

Warren: "Good question. I don't know."

Us: "Baccarat got very empty tonight at about 11 P.M. Peak hour! A little odd, isn't it?"

Warren: "Yes it is."

Us: "Notice the conferences tonight?"

Warren: "I sure did. We kept an eye on it."

Us: "Good. We need that. By the way...Is that new security undercover? He sure seems that way."

Warren: "No. But he has history. Background. He knows his stuff."

Us: "Okay. What about all those undercover out there? They are so obvious."

Warren: "They're trying to be. They have a way of dealing with them."

Us: "Good. But they know they're out there and they are taking business elsewhere."

Warren: "As long as it's not here."

Us: "That shooting could have easily taken place here, you know."

Warren: "No, they won't do that. They don't want to screw up a good thing."

Us: "But you have so many personalities and groups meshed together...and they all seem to have a hot temper. You're bound to have an explosive situation occur. People get angry...they lose their cool. Then, a calm situation turns nasty. Angry people get angry where ever they feel to."

Warren: "No. They won't."

Us: "Where is the camera in this lot, by the way? I knew you put one up when the floodlights went in."

Warren: "Over there." (Pointing to a pole at the South end.)

Us: "I see. Expecting trouble?"

Warren: "No. Just a precaution."

Us: "And that police wagon running plate numbers on the board the other day?"

Warren: "Computer? Plates? Don't know."

The remainder of the conversation was obviously going no where. Warren was not about to disclose any information that might ease our fears and shine some light on the situation. We parted ways in the lot without really going into much more detail.

November 12, 1998

9:30 P.M.- Arrived at the casino to find undercover police officers questioning some ladies and taking down their identification. Upon entering the break room, several staff conversed on the subject of one of the sharks being arrested right on the table. The shark was a regular worker at the tables, but not one that any of us payed close attention to. Upon his arrest, his chips were confiscated. The staff members talked amongst themselves for a short time. Some of them admitted that if something were to happen in the casino, even to the magnitude of murder, they would NEVER talk and certainly NEVER testify. They all said that they were too afraid of these people. They made assumptions that "Scarface" would get off on the murder charge. Several staff indicated that no one will be crazy enough to come forward and testify against him. They also felt that this situation is far from over and that it is detrimental to all of us.

November 13, 1998

An opportunity arose to talk frankly with a member of the concession. We were very curious as to how much of this activity they witness. Several staff members went out one evening, and Marcus, a senior concession staff member talked freely about these issues.

His first revelation was of bumping into one of the sharks one night while making his rounds. He said he KNOWS he felt something. "Very different from a cell phone", he added. He immediately told management and was informed that, "There is nothing we can do about it." He expressed how startled and afraid he was of this answer.

He then went on to discuss something that the other staff members rarely get a glimpse of. Our staff washrooms are tucked away neatly from the public ones on the casino floor. However, the concession staff are required to use the public washrooms. Marcus, according to him, on several occasions, was witness to drug deals by the "Boys". He avoided their detection by acting as if he did not care, or did not notice these events.

Marcus says that he has been aware of undercover cops for months now. He said that in the beginning, they were very hard to distinguish. He also mentioned that he passed notes between the undercover police and the security room, as they had requested. He admitted he knew this was dangerous, but felt at the time that it was required and security needed his help to communicate discreetly with the officers. A quiet manner of doing so was necessary. The use of radios, was out of the question.

Marcus feels strongly that heroine, and NOT extortion, is the major source of income for the sharks. It is obvious that both forms of crime are quite lucrative, but the cash involved for drug deals is also excessive. According to him, deals occur all the time, and are visible if you are paying attention.

Marcus was one of the few who were around in the days of "Coco". He confirmed that "Coco" received very special treatment from the casino, such as free cigarettes and drinks, all kept on separate book keeping from the other comps for the regular patrons.

He made mention that the concession staff are just as intimidated with gangs as we are. He said they feel nervous and fearful. He also noted that our sister casino, whom he would visit frequently, were practically kept in the dark concerning our situation. Those that are aware regard our location as "an uncomfortable place to work". The comments over there are often, "It has a lot of gangsters." Our sister casino has next to none, according to Marcus. He added that our sister casino is relatively unaware of the shooting and they made no link between the shooting and our casino. As the shooting occurred at a restaurant, and the casino has not attempted to clear the air concerning this with its staff, it is not unlikely that they would shield this knowledge from the other locations. Marcus, rather daunted at this point in the discussion, concluded that he expected something like this to happen. He does agree that we have somewhere between 17 to 22 sharks on any given time of the day. He also felt that they are multiplying as business grows.

It is disheartening to know that there is little to no communication between us and our sister locations. A healthy network system would probably allow everyone to feel a little more secure, rather than all alone. We begin to lose our nerve in talking about these crimes when everyone starts to seal their lips out of fear.

A complaint has been circulating in the casino by several patrons. Customers feel invaded by newly installed equipment in the washrooms. Although many patrons are sure that the equipment are tiny cameras, management insists that we inform them that they are merely new fire extinguishers. For our years of experience in this industry, we the staff, are well aware that cameras can in fact be placed into the most discreet, miniscule contraptions, and suddenly be termed something entirely different. However, in this instance, it is unlikely that there would be many objections to this, if they are in fact cameras, for the sheer reason that they might help to eliminate the crime. It may be in our best interest if they are cameras. It is unfortunate that the customers may be sacrificing their privacy, for the mistakes the casino made in allowing this crime to establish itself here. We'll all have to wait and see.

November 13, 1998

The casino is very quiet and the action is low. The "Boys" did not begin to arrive until quite late today. The arrest of the previous day may have something to do with it.

7-8 P.M. - The "Boys" have begun to arrive. "Stubby's" group came in first, as usual, with the exception of "King". Matthew has not been seen since the previous time. We are wondering if someone in the opposing gang may have finally attained their retaliation.

November 14, 1998

Only a few of the sharks are in today... "Stubby", "Tom", "Kyle", "Joe" and "Raven". It is very telling when we suddenly end up with five sharks instead of seventeen over the course of a couple of days. The undercover police are behaving in the usual manner. They are obvious in the way they stare at the baccarat tables, the stern faces they



carry, and the quiet meetings they hold on the gaming floor. They walk around for hours pretending to play roulette, and observing the other table games, as though they are new players learning.

None of the sharks look terribly happy today. It is clear to see why that would be. With the recent arrest, the lack of high rollers, and the baccarat tables mimicking a morgue in recent days, nothing is booming for our "Boys". They all walk about in a foul mood, playing a few of the games and chatting up customers.

"Kyle" seems to be working with "Stubby" now. Is it an alliance of some sort? "Kyle" has been doing a fair bit of business in our casino in the last little while.

"Tubs" and "Joe" had spoke for a time today. We are positive that they are two of the highest ranking sharks in the casino. Neither one lends directly to any of the clients, but they are clearly highly respected by the other sharks. This is not to say that they too don't pass money around, but they are far more discreet and they take pride in flashing their own money in a good game of baccarat. They are Taiwanese, and we have noted that the Taiwanese sharks have their own way of doing business. In fact, they have their own way of doing just about everything. At any rate, the "Boys" are acting more like players these days, than sharks. They seem to be trying to blend in with the rest of the customers. They are essentially cooling things down until the police turn down the heat.

8 P.M.- "Stubby" is working the baccarat tables very lightly. The action is low, but the lure of any money must be enticing to him. He is using such great caution while doing business. The arrest this last week must have put some strain on the usual routine. It is an odd night for "Stubby"...He has lost some of his own money gambling. He says he is down a total of \$5000 tonight. Quite often, when business is bad for the sharks, they make up for it by gambling to recover losses from lack of clients. They, of all people, should realize that gambling is normally a losing proposition.

9 P.M.- "Stubby" is greatly agitated this evening. He paces the floor, as he often does when things are simply not working out. The lack of sharks is a curious thing indeed. For once, the pressure of the police seems to be them withdraw. We do not expect, due to past experience with this technique, that this will be a permanent solution.

"Tom" stumbles past the pit. He is utterly exhausted and still wearing the same clothes that he has worn all week. On top of being tired, he is looking rather bored as well. He sits down on a baccarat table, pulls a few small valued chips from a fellow shark, and plays with them quietly. His socializing has tapered off in recent weeks.

"Stubby" is deffinitely in charge of "Kyle". The proof is in the way they carry on together.

10 P.M.- "Kyle" is motioned by "Stubby" with a head nod to go and accomodate a client. "Stubby" is preoccupied with another customer. In casual conversation, "Kyle" says he is, "Here for exackly one month. My boss told me." Perhaps he is replacing someone we have neglected to have noticed is missing. "Kyle" too is very bored tonight and spends a good deal of time socializing with the staff.

2 A.M.- Most of the "Boys" have gathered on one particular baccarat table. They are worn and the action is dying. Many new faces have blessed our establishment tonight. They are new "Boys" who are not socializing with the old ones. They are strickly here to play, but from the looks of them, it is apparent that they are no ordinary players. They are aware of and know certain individuals in the ranks of the sharks, but they CHOOSE not to carry on long conversations with them.

For some unknown reason, "Joe" has told us his real, full Chinese name tonight. It is unimaginable that "Joe" has had a burst of trust suddenly. Red flags are raised when a high ranking, cautious shark decides to reveal that.

3 A.M.- The atmosphere of the casino has toned down to a softer pace. Several of the sharks leave separately surrounded by groups of clients. They would almost appear to be trying to blend in.

November 14, 1998

We are becoming increasingly aware that there may be two security in total that are undercover police officers. A tall, African American fellow has recently been hired. He and Richard seem excessively social with one and other and we have heard them carry on discreet conversations about the sharks. Occasionally, they have been spotted talking to various customers in a quiet, serious manner. These customers have always made us speculate that they are in fact undercover cops. One particular conversation amongst them included the name of "Stubby".

November 15, 1998

2 P.M.- None of the "Boys" have arrived today. The only one who has made an entrance is "Redshoes", and he has positioned himself exactly where he met Matthew the last time. After fifteen minutes of standing in that same spot, "Redshoes" ventures over to a large Taiwanese man, says a few hushed words and decides to leave silently out the South exit. We have taken a closer look at this Taiwanese fellow today, and he is indeed loaning money out to various customers. We were never aware of his operations before, and once again, we are left to wonder just how many of these men we have here.

Kyle has arrived, and he too is loaning now. Asian dealers have been overhearing conversations amongst the sharks playing the tables. When asked about the content of the discussions, they either pretend they didn't hear or they display a lack of willingness to translate for our benefit. The fear is intensely strong to this day.

8 P.M.- "Joe" is belnding in, cigarette in hand, and looking very tense this evening. He has not been sociable with anyone. "Redshoes" is sitting at the concession and periodically walks around the casino. "Chan" enters, and he and "Redshoes" proceed over to a baccarat table to converse. After a long and serious talk, they find their way back to the concession, sit quietly, and act as though they are waiting for something or someone. Within minutes, another character arrives, whom we all know is a regular player. He has never socialized with the sharks as much as he does today. He and "Redshoes" talk for well over an hour. The topic is unknown.

10 P.M.- Tom and Kyle are pacing the floor aimlessly, each walking separately from the other. "Redshoes" and the other man have continued to talk now for over two hours. "Stubby" and Joe are equally absorbed in a serious conversation.

11 P.M.- Another undercover police officer has been spotted. He seems particularly new at this game, as he stands near the blackjack tables, as opposed to his counterparts who choose to watch from the roulette wheels.

11:15 P.M.- Five new men have walked in. Upon their entrance, Kyle and Tom leave the casino. The new men seek out and find "Redshoes" at the concession. The other man whom "Redshoes" is talking to, proceeds to leave them alone together. Yet another conversation takes place as intensely as the other ones. The men all vary in age, appearance and behavior. Some of them have been here before. Two of the men, the older ones, engage in a chat with "Redshoes". The younger three stand by patiently and quietly. Protection? "Stubby" watches this group attentively from the other side of the room. He does not appear the least bit pleased by this meeting, so displayed by the scowl on his face, the banging of his chips on the gaming table, and the mumbles he makes under his breath. He is so upset by the meeting that his mumbles seriously agitate the players around him. "Stubby" has never looked

this angry in all the time we have known him. He yells over to a table across from him. The person whom he is raising his voice to is none other than Joe. Although he too seems very displeased by this rendez-vous, he says only a few calm words to "Stubby" in reply. One of the five men, a younger, intimidating fellow, walks over to "Stubby" casually, and says a few Cantonese words in a soothing manner. "Stubby" appears even more furious with the subject and lashes out with loud, plainly obnoxious raving. After a brief thirty second talk, mostly done by the other man, "Stubby" calms down and sits back in his chair.

12 A.M.- The five new arrivals take seats on a baccarat table. They talk among themselves in a normal tone in Cantonese. The dealer, whom we have noticed is showing signs of being uncomfortable, has concentrated her effort on trying to deal the game. She eventually becomes so shocked and annoyed with the topic they are discussing, that the evidence is written all over her face. One of the men captures her blatant stares and returns it with a strong look of disapproval. She immediately lowers her eyes as though she really had not heard a single word that was said. Her attempts to conceal the horror in her eyes failed miserably. As dealer Supervisors, we are intuned to any strange behavior on the part of our staff. She was clearly afraid and we were once again helpless to comfort her or rectify the situation.

"Redshoes" has chatted one more time with the original man. He then finds himself a seat at a baccarat table.

1 A.M.- "Redshoes" does not seem satisfied to stay in one place for too long. He again returns to the concession area.

"Stubby" has entered the public washroom with one of his sharks. Within a minute, they both leave the washroom separately. More private conversations? Drug deal? Exchange of cash? That particular room is a goldmine of secrets.

2 A.M.- After one final meeting between "Redshoes" and the five men, they parted ways for the evening. The five men were the first to leave.

We have noticed that the sharks are grouping off in separate areas of the casino. We are wondering if this is a technique to ensure the peace in the working environment. They seem to keep mostly to their designated areas of the casino. It is also clear that certain sharks have been told to stay clear of the establishment for the time being. It is unclear, however, whether the police are responsible for that or the high ranking sharks. We do know that the undercover police are attempting to be less conspicuous and they too may in fact be multiplying. Do they feel potential trouble looming? We the staff are often treated like children who are never included in the conversation and yet we are most definitely in the middle of the whole problem. We have to stand around hoping and praying that we are safe from harm. We are blind, anxious, fearful and to top it off, we are not only helpless but we are also treated as though we are ignorant. We are also one other thing... We are in the line of fire more than any other individual involved in this predicament. One might say that we are truly in other people's hands.

It is uncertain whether Matthew was expected to partake in another meeting today. If he was, he did not make an appearance. The entire arrangement seemed very similar to the arrangement that was made last week. We are four days away from the bail hearing of "Scarface". This may indeed have a direct bearing on the need for these meetings. As for these meetings, it is surprising that they would choose a place that is filled with cameras, undercover police and several individuals who know what is going on. This only strengthens our opinion that Matthew chose this place to meet. We sincerely believe that Matthew intended on meeting these men today. The problem is, where is he?

December 1998

The staff are becoming more aware of the amount of currency the "Boys" are generating for the casino. The drops are in the hundreds of thousands, and it never seems to let up. It has certainly benefited the casino by having loansharks operating the tables. The staff are discussing the drops with astonishment on many of the breaks each night. The lure of the money is enticing to everyone, from the staff to the management all the way up. We are all so taken back by the quantity of thousand dollar bills we see each night. It is common now to see men carrying handbags full of cash and others who feel it is safer to carry the money in a plain, brown lunch bag. Most will walk in with thousands of dollars bundled neatly in their pockets. The bundles are separated by elastics...Twenty dollar bills will be in quantities of \$1000 to \$2000. Hundreds totalling \$5000 will be bundled together. Occasionally, some players will walk in with no less than five or ten one thousand dollar bills. The ladies are more cautious with their handbags, and choose to carry various denominations and their chequebook. Although the casino does not accept cheques, the ladies will often draft a cheque to a friend or shark for the amounts they have borrowed for the day. Many players 'stash' high value chips in different pockets throughout their jackets and slacks. It is far easier to carry several thousand in chips than in cash. Although we have heard of recent purse snatchings and some players have been followed and robbed, these facts do not seem to persuade the gamblers to ease up on the amount of money they bring in. One gentleman was even robbed at gunpoint in front of a bank machine, while withdrawing more money to gamble with. He may have exposed himself to this kind of violence by flashing that kind of money around and by repeatedly making a pattern of routinely going back to this one particular machine. At any rate, he earned himself a gun pointed in his face, the loss of his money and the butt of the gun being cracked over his skull. He was a lucky man though...He escaped with relatively little injury.

The "Boys" have begun to disappear again. We are speculating that the police are again attempting a house cleaning. Recent arrests within the casino certainly helps to make the sharks find a new home. We have noted from literature on loansharks that once they have infested a particular place, they almost always return to begin anew. The threat of the police is more of an irritation to these criminal types. They are far more threatened by violence among themselves. Like any irritation, they put up with it, and in time, the irritation will cease. Regardless, the staff are filled with new hope that perhaps this time, they will be gone for good.

January 1999

As we expected, the "Boys" are back. At first it was just the odd face that returned, but they have more or less come back like a bad rash. They are anxious and hungry for business. They have returned to almost exactly where they left off. As they begin to multiply again, it would almost seem hopeless for the police to intervene at all. The sharks have their own agenda and their own way of handling the element called police. They seem to know that after a few weeks the entire house cleaning project will cease, and it will be business as usual. They are right. The staff are terribly confused and disappointed by the turn of events. They were once again placed into this awkward position where they have no say in the matter. Now the question that seems to circulate the breakroom is, why? It is an awful let down to know that the situation has hardly improved at all. In fact, at the rate they are returning, we may in fact have more than we started with by month's end.

End of January

Almost all of them are back. The undercover police are also returning to work in the casino. Business, for the most part, has reverted back the way it was a month before. We almost feel sorry for the police at this point in time. They seem to be as helpless as we are and before too long, it is very likely that we could be robbed at gunpoint. The whole problem is far beyond our ability to cope with it.

BETWEEN:

GREAT CANADIAN CASINOS INC.

This is Exhibit "B", referred to in the  
affidavit of Muriel Labine  
Sworn before me at Vancouver BC  
this 23 day of Oct A.D. 2020

A Commissioner for taking Affidavits  
within British Columbia ("Company")

AND:

MURIEL LABINE

WHEREAS Muriel Labine is currently on an approved leave of absence and has initiated discussions to ascertain whether a consensus can be reached on terms and conditions governing her own departure;

THEREFORE IT IS AGREED THAT:

1. Muriel Labine will render her resignation effective June 24th, 2000;
2. Her unpaid leave of absence will be extended to that date;
3. That Muriel Labine will receive the sum of Eighteen Thousand Dollars as follows: Seven Thousand (\$7,000.00) Dollars, upon execution of this agreement; Seven Thousand (\$7,000.00) Dollars upon expiry of this agreement on September 30, 2001; and Four Thousand (\$4,000.00) on January 31, 2001, as a retiring allowance to be deposited into an RRSP account designated by Muriel Labine, or failing this, less applicable taxes.
4. That in consideration of Muriel Labine receiving the said Eighteen Thousand Dollars (\$18,000.00), Muriel Labine agrees that she will honour and be bound by the following terms and conditions from June 24, 2000 to September 30, 2001:
  - (i) Muriel Labine will not in any way, form or manner, assist, engage in, or otherwise participate in any activity directed at organizing any casino or facility owned or operated by the Company or any associated companies as set out in Appendix "A" for any union, including the British Columbia Government and Service Employees Union;
  - (ii) Muriel Labine will not voluntarily engage in, participate in or assist in any process which will or may reasonably be expected to bring the Company or any of its management or employees into disrepute, denigration or otherwise reflect adversely on them unless she is required to do so by law.
  - (iii) Muriel Labine will not comment adversely on Great Canadian Casinos, or any of its employees or ex-employees with respect to their employment unless required to do so by law;

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Facility owned or operated by the Company, or its subsidiaries as listed in Appendix A;

- (v) Muriel Labine will be advised directly and through counsel if the Company acquires an ownership interest in any other casino facility of 25% or greater and thereafter the restrictions contained in this agreement will apply *mutatis mutandi* as if that facility were listed in Appendix A.
- (vi) Muriel Labine will not engage in or attend any public or regulatory process concerning the Company for the period ending September 30, 2001 unless required to do so by law or by the Company.
- (vii) It is understood that if there is no breach of this agreement on the part of Muriel Labine and Great Canadian Casinos Inc. fails to make the second or subsequent payment, then this agreement is null and void. It is understood that the onus is on Great Canadian Casinos Inc. to prove a breach.


**IT IS UNDERSTOOD:**

5. This Agreement is premised upon the fact that Muriel Labine has not hitherto taken any action that has adversely affected or can be reasonably expected to harm the Company or has been engaged in the formative stages of taking any such action since the commencement of her leave of absence. Any information to the contrary shall provide grounds for discontinuance of any payment pursuant to this Agreement.

For the purposes of this clause, the presence of Muriel Labine, in and of itself, in the audience before Coquitlam Town Council on June 22nd, 2000, did not constitute an action which would trigger this clause. It is understood that Ms. Labine confined her remarks on that evening to advising persons she was against the Casino but did not elaborate further.

6. This Agreement is further provisoed on assurance that Michelle Labine is in Japan teaching during the restricted period from ~~January 1st~~ <sup>January 1st</sup> 2000 to September 30, 2001 and will not be in any position to engage in the above prohibited conduct. It is recognized that it is these assurances that have resulted in the Company not requiring the said Michelle Labine to be signatory and a party to this Agreement, and should the said Michelle Labine have occasion to return and should she not adhere to the contained strictures binding the signatory Muriel Labine then her actions shall provide grounds for discontinuance of any further payment pursuant to this Agreement.

DATED this 23 day of June 2000.

  
GREAT CANADIAN CASINOS INC.

  
MURIEL LABINE

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