

C.N.R.R.A. AIR TRANSPORT
Room 205, 12 The Bund
Shanghai, China

25 November 1946

Mrs. Doreen Lonborg
C/o Maj. Gen. C.L. Chennault
Washington Hotel
Washington, D.C.

Dear Doreen,

This morning the General called me by phone and said he had received a letter from you stating that you were receiving 4 or 5 applicants a day who stated that I had written them promising them employment and telling them to contact you. This is not correct; they probably are just trying to put the pressure on you. Following is a substance of the letters which we sent applicants who write to us from the States:

"Dear Mr.

I am in receipt of your letter of such and such
a date.

It is the policy of the Company to employ in the States people who are physically present in the States, and to employ in China, people who are physically present in China. Therefore, I suggest that you contact the Stateside Employment Office, which may be addressed as follows:

Maj. Gen. C.L. Chennault
Washington Hotel
Washington, D.C.

In some cases when a man has little chance of employment, I have told him so, and in a few cases where he looked like an exceptionally good prospect, I have told him that his qualifications were satisfactory and I suggested that he contact you and have also told him that we did not yet know how many people we would need.

I have not promised anyone a job, except those men whose names the General brought back to you last spring. I have prepared a radiogram which I will send to you the minute we are in a position to actually employ people, giving you specific individuals that we want immediately, and the number and title of other jobs we want filled immediately but do not have specific individuals in mind to fill the job.

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Several times I have talked with the General about the screening of applicants in the States. It was all arranged for until Bob Prescott withdrew from the picture. As the matter stands today, we will need you to send us:

- (a) A few pilots and co-pilots - the numbers and whether they are for C-46s or C-47s will be radioed you the minute we know ourselves. It is the General's wish that you and Clayton select men for these positions.
- (b) Communications personnel - numbers and qualifications will be radioed you as soon as they are definitely settled. The interviews and selection of these men are to be accomplished by you and Joseph Sweeney.
- (c) Engineering Department personnel - numbers and specialties will be given you by radio as soon as they are definitely settled. Interviews and selection of these men to be accomplished by Clayton.
- (d) Miscellaneous other personnel whose specific names will be radioed you as soon as we are in a position to employ.

It is my intention and hope to include in one radio all of the information I have mentioned above as coming to you in the future by radio. Certainly I will be able to include in one radio all of our initial requirements.

Bill Williams several weeks ago sent you a copy of the memorandum called "General Picture of CAT", for your information and use in talking with the applicants. I am enclosing in this letter a copy of the contract to be used in employing people in the States. This was approved by the General recently and is in final form. The minute that money becomes available we will have copies printed and send you 200 to be executed in triplicates, you keeping one, sending me one and giving the employee one.

The General tells me that in your letter to him received today, you indicated that Cherymissin was set up for Chief Pilot. He asked me to tell you that this is not correct and that Cherymissin is actually slated as a ship's Captain. The Chief Pilot will not be permanently selected until after the organization is complete. The Acting Chief Pilot will be Dick Rossi, who is here and has been helping in the planning of the organization.

For the information of yourself and Clayton, the rates of remuneration for pilots and co-pilots are included in "General Picture of CAT". The rates of remuneration for other categories which you will be interested in, will be included in the radio requesting you to secure the people. While there is no fixed time requirement which an applicant must fulfill in order to be employed as Pilot or a Co-Pilot, it is desirable that a pilot have at least 1,000 hours multi-engine time, and at least 500 hours in the type ship which he is to captain. Likewise, it is desirable that a Co-Pilot have at least 500 hours multi-engine

time, 250 of it being in the type ship in which he is to fly.

It is required that a Captain (First Captain) have a green instrument card or its equivalent, and it is likewise required that a Co-Pilot have a white instrument card or its equivalent.

It is believed that these requirements can be easily met from available material in the U.S.

One of the questions which will be asked you frequently by Co-Pilots applicants is what are their chances for promotion. It is impossible to answer that question because their chances will depend entirely on the unpredictable turnover of First Pilots, the unpredictable duration of the Line and the unpredictable expansion of the Line. The way I answer the question is by saying that they will be treated fairly in accordance with Chennault's reputation for fair dealing, that in the meantime they are drawing more money as Co-Pilots than they could possibly draw in the States, and that there is no Company regulation or policy prohibiting or making difficult their promotion. In fact, quite the contrary will be the case, and the people who come with the Line in its early days will be given every break possible, even though we cannot now specify what the future holds.

I am sure you will be pleasantly surprised and relieved when you receive the long radio giving facts and figures which I will send you the minute we have the real monetary green light.

With best personal regards,

Yours sincerely,

Dick Wase

P.S. I hope you will come and pay us a visit before Canton gets too hot.

Encl:

Copy of Contract

RHW/pa