

MEMORANDUM

*J E 06/75*

TO : MAAL HNG

DATE : 15 April 1975

FROM : Chief Executive Officer

REF. No.

SUBJECT : Ground Personnel Compensation Adjustments -  
U.S. Citizen and Third Country National Personnel

In view of the currently prevailing circumstances in Vietnam, the following compensation adjustments are instituted:

1. Effective 1 April 1975, a hazardous assignment location allowance is established at the following rates:
  - a./ U.S. Citizen Personnel - US\$6.00 per day
  - b./ Third Country National Personnel - US\$4.50 per day
2. If operations of the Company terminate prior to June 30th 1975 those employees who are now required to remain on duty until that time will be considered and paid as active employees through June 30th 1975 provided they are not separated for justifiable cause prior to the date of termination of operations.
3. A bonus payment is established as follows for U.S. Citizen personnel who remain on duty until their services are no longer required:

Length of Service:

Up to 4 years

Over 4 years

Separation Benefit:

2 month's base pay

1 week's base pay for each additional full year.

*per letter?*

P.C. Velte, Jr.

cc: VPSVND  
MFA SVND  
CPRL HNG  
SVP OCA WAS  
VP/T WAS  
AVP OCA WAS

APPROVED FOR  
RELEASE  DATE:  
30-Sep-2009