

(Copy)

Winthrop C. Neilson
1111 Harrison Building
Philadelphia.

January 3, 1915.

Mr. Lloyd T. Emory,
1116 Harrison Building,
Philadelphia, Pa.

Dear Sir:-

Confirming our several recent conversations, I take this opportunity of thanking you for joining our company, and I desire to give you, in letter form, my understanding of the arrangement which we have made.

You are to work for us during the year 1916 at a salary of \$4,000.00, and we will pay all your expenses while you are outside of Philadelphia; your salary to be paid monthly to your Philadelphia Office.

In the event the present work contemplated shall keep you a little longer than just the year 1916, the same arrangement shall hold pro rata, except that it shall be upon the basis of a \$4,200.00 per annum salary instead of \$4,000.00.

Yours very truly,

REPUBLIC MINING & MANUFACTURING CO.

(Signed) Winthrop C. Neilson,

President.

WCN/S