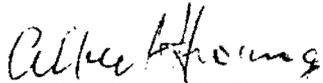


NOTICE TO COCKPIT FLIGHT CREW MEMBERS:

The Management has approved the abolition of the Reserve Captain rank and promotion of all Reserve Captains to Captain effective 1 July, 1969, to establish a 6th and 7th TIG effective 1 July, 1969 for specified cockpit crew members, and to introduce a new pay element called Flight Hour Rate (FHR) to each Block Hour flown by a cockpit crew member retroactive to 1 July, 1969. This office is responsible to effect the above adjustments, however, in view of the work involved we regret that we cannot include these adjustments with your November pay. In order, however, to give you this money as quickly as possible we will prepare a supplemental pay. This pay will be completed; the checks mailed to the banks; and the pay stubs sent to you by 13 December, 1969.


Chief, Payroll Department
Hongkong