

AIR ASIA COMPANY LIMITED

808 17TH STREET, N. W.
WASHINGTON 6, D. C.
TELEPHONE ME 8-2181

CABLE ADDRESS
"AIRASIA"

9 May 1962

Ref.: WD-62-1767

Mr. James M. MacFarlane
424 N. Colony Street
Wallingford, Connecticut

Dear Mr. MacFarlane:

This letter constitutes an offer of employment in the position of **Senior First Officer, Beaver** at a monthly salary of **\$650.** This offer is subject to the following terms and conditions:

1. Your possessing the necessary qualifications in our opinion for the above position being offered.
2. Completion to the satisfaction of the Company of such personal history checks as it may deem necessary or desirable.
3. Your satisfactorily passing a physical examination and meeting the physical requirements as set forth by the Company for the position offer to you.
4. Reporting for Duty:
 - (a) You will report for duty at Air Asia Co. Ltd., 46 Chung Shan Rd., North, 2nd Section, Taipei, Taiwan on or before 20 May 1962 or at such other place as you may subsequently be notified.
 - (b) As you will travel by air and will have to adhere to the prescribed passenger baggage weight limitations, the Company will pay for the transportation by surface shipment of up to 1,000 lbs. (or 120 cubic feet, depending upon basis of computation) of your personal effects from your bona fide home or place of employment to your station of assignment. Any duty or customs fees collectible on the shipment to or importation into a foreign country of your personal effects must be borne by you.

Salary:

Your salary will commence the day you start travel enroute to the place stated in paragraph 4(a) above, provided no undue or voluntary delays result enroute. Salary will be paid by U.S. dollar check once a month.

* If found qualified and while actually assigned to duty as a Beaver Pilot-in-command in Southeast Asia, you will be up-graded to Reserve Captain at a monthly salary of \$1050.

DEPARTED IDLEWILD 19 MAY 62
STARTED WORK 19 MAY 1962
RIP IDL THIS DATE.

亞洲航空股份有限公司

6. Term of Employment:

Subject to your satisfactory completion of the probationary period, as set forth in the Company's Personnel Manual, your employment will be for an indefinite period. If you fail to meet at any time any of the conditions set forth in paragraphs 1, 2 and 3 above, or if your services become excess to the needs of the Company, and your services are therefor terminated by the Company, you will be given two weeks advance notice, or pay in lieu of such notice, with return passage to

Wallingford, Conn. If your services are terminated by the Company for any other reason you will be given return passage to Wallingford, Conn.

If, however, you resign prior to completion of at least three years of service, the Company will not be responsible for return passage for you or your dependents to

Wallingford, Conn. or for the repatriation of your personal property.

7. Location:

Your initial assignment will be at Taipei, Taiwan; however, our operations in conjunction with those of our associated companies normally extend throughout the Far East and sometimes to other locations and you will be subject to assignment to work with an associated company and to assignment to any point of operations required by the Company.

8. Transportation for Dependents:

Transportation for your dependents will be provided by the Company upon certification by your Supervisor that you have successfully completed a probationary period of such duration as the Company deems necessary to evaluate your performance and suitability. However, if you wish to bring your dependents with you, you may do so at your own expense. You will, however, be reimbursed by the Company for dependent travel only after certification by your Supervisor, as provided above, that you have successfully completed your probationary period. In either case only travel by Company authorized route will be provided or reimbursed and reimbursement will be only at authorized Company discount fares.

9. Company Personnel Manual:

The terms, conditions, and benefits relating to employment with the Company are set forth in its Personnel Manual. Except and unless expressly provided to the contrary herein, the provisions of the Personnel Manual control, and where not expressly contrary to the Personnel Manual the matters set forth herein which are covered in the Personnel Manual are subject to the provisions of the Personnel Manual relating hereto. The following generalize some of the benefits of employment with the Company:

- (a) Annual Leave: Two weeks annual leave with pay for each full year of service. Annual leave may be accrued up to a maximum of four weeks. Payment for unused annual leave will be made upon separation from employment for the convenience of the Company (without prejudice), or upon separation for any reason provided such separation takes place after completion of a full year of service.

(b) Sick Leave: Two weeks sick leave per year. Unused sick leave is carried forward to the following year and is cumulative up to a maximum of sixty (60) days; however, no payment is made for unused sick leave.

(c) Home Leave: After completion of three years service with the Company you will be entitled to ninety (90) days home leave with pay and transportation for you and your dependents to your bona fide home. Payment for accrued unused home leave will be made upon separation from employment in the event of termination of employment by the Company on a non-prejudice basis or upon termination for any reason after completion of two years continuous employment.

10. Personal Conduct:

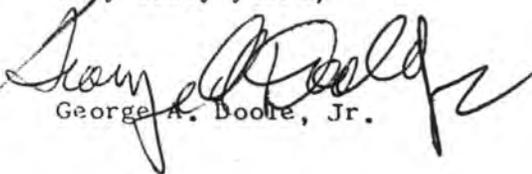
We expect that personal conduct of our employees will reflect no discredit upon themselves, upon their fellow employees, or upon the Company. Excessive or even considerable use of intoxicants will not be permitted.

An employee's dependents for purposes of Company afforded travel referred to herein are his wife and children under eighteen years of age.

This letter constitutes the only authorized offer of employment to you from or on behalf of the Company. We have attempted to cover the general terms of your employment and some of the benefits which will result from your employment. As provided above, it is understood that the Personnel Manual (as it presently exists and as amended from time to time) is the final authority on details. It is an employee's privilege and responsibility to familiarize himself with the Company's Personnel Manual and the benefits provided therein.

If this offer of employment is acceptable to you, will you please indicate your acceptance by signing the enclosed copy hereof, as provided below, and returning that copy to us at the above letterhead address. This offer of employment shall remain in effect only for a period of thirty (30) days from the above date unless extended by written notice from me.

Very truly yours,


George A. Doole, Jr.

GAD.ed

I have read, understand, agree with, and accept the above offer of employment this _____ day of _____, 1962.
