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Téléphone (514) 282-9551

Adresse télégraphique SNCINC
Telex 055-60042

Surveyer, Nenniger & Chênevert Inc

July 27, 1981

Mr. R.T. Chisholm
95 Caithness Road
Mitcham, Surrey
ENGLAND

Dear Mr. Chisholm:

Following your recent interviews, we are pleased to offer you the position of Senior Mechanical Engineer, classification IN-D-16, at a monthly salary of \$3,000.00 in the Project operations Group, Montreal office, assigned to SNC/FW division.

Your schedule of work will be an average of 37.5 hours per week. If overtime is required and approved, it will be paid at the applicable rate as per existing law and SNC policy concerning hourly rate employees.

SNC is pleased to recognize your past experience, and therefore, you will be entitled to three weeks vacation per year according to our current policy.

Our financial support for your relocation to Canada will include economic air fare for you and your approved dependents and accommodation in a furnished apartment with kitchen facilities for two weeks if this arrangement is required. All arrangements will be made by us when you have confirmed your date of arrival. We will also contribute a fixed amount of \$5,400.00 towards the remainder of your relocation expenses, with payment when you have demonstrated that substantial expenditures have been incurred.

Our payment of relocation expenses as indicated above is made on the assumption that you will be a long term employee of SNC. If you wish to terminate your employment, for any reason whatsoever, before twenty four (24) months from its commencement in Canada, you hereby agree to reimburse to your employer a pro-rata amount of the total relocation expenses that have been paid by the Company.

This offer, of course, is subject to a satisfactory health condition. To this end, would you please complete the attached medical health questionnaire and return same to us.



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Mr. R.T. Chisholm

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This offer is conditional to your obtaining "landed immigrants" status or "bona fide work permit" from the Canadian Immigrant Authorities. We therefore suggest that you start procedures immediately by filling your application to emigrate at the Canadian Immigration Bureau. At our end, we will be filling with them a confirmation of our employment offer to you. Please bear in mind that this offer of employment does not automatically imply immigration acceptance but simply indicates our needs for your technical expertise.

You were given during the interviews a summary of the social benefits provided by the Company. Further details as required will be provided upon your commencement with the firm.

Please sign and return to the undersigned the attached copy of this letter at your earliest convenience to signify acceptance of employment. Furthermore due to the actual canadian postal strike, we would appreciate receiving your reply to the present by telegram. We would like to hear from you within the next month and if you need any further information, please do not hesitate to contact me.

We look forward to your joining our Group and to the significant contribution we feel you will make to the success of our Company in the years ahead.

Yours sincerely,

A handwritten signature in cursive script, reading "Danielle Page", is shown within a rectangular box. The ink is dark and the signature is fluid.

DANIELLE PAGE
Manager, Employment and Recruitment

DP/hp