

Dr. Robert A. Kehoe:

It affords me pleasure to announce that under the Annuities, Insurance and Savings Plan you have been granted an additional award of \$2,956.50 to be credited as follows:

Approximately two-thirds at this time and the remainder in 1943 with the understanding that in the event of a beneficiary leaving the company of his or her own volition (except under circumstances approved by the President of the company) or is discharged because of dishonesty, disloyalty or some other cause or reason that would make his or her employment undesirable, the remaining one-third shall revert to the company.

The above named sum has been apportioned as follows:

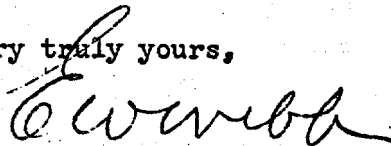
Available in 1942:

Annuities	\$	990.45
Savings Fund	\$	990.45

Available in 1943
subject to the
above conditions:

Annuities	\$	487.80
Savings Fund	\$	487.80

Very truly yours,



KE 0003264