

Bob Pailthorp's starting salary..

This was the original offer made to Bob Pailthorp to entice him to join the CH2M Team.

CORNELL A. CORNELL • JAMES C. HOWLAND • THOMAS E. HAYES • FRED MERRYFIELD • ARCHIE H. RICE • RALPH E. RODERICK

CORNELL, HOWLAND, HAYES & MERRYFIELD

Consulting Engineers

1600 WESTERN AVENUE CORVALLIS, OREGON TELEPHONE PLAZA 3-6638

April 10, 1957

Mr. Robert E. Pailthorp
303 S. 15th Street
Corvallis, Oregon

SANITARY
HYDRAULIC
ELECTRICAL
STRUCTURAL
MECHANICAL
FOUNDATION

BOISE OFFICE:
IDAHO BUILDING
BOISE, IDAHO
TELEPHONE 3-3221

IN REPLY PLEASE REFER TO: 01

Dear Bob:

In accordance with our telephone conversation on April 9, 1957, we are pleased to have the opportunity to offer you employment with this firm upon your graduation from Oregon State College this coming June.

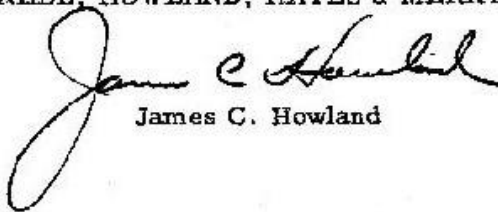
We are proposing a starting salary of \$450 per month. As I discussed with you when you were in the office, we review salaries twice a year and have an arrangement whereby people working with us share in the profits, when there are profits. Our policies concerning employment are summarized on a policy sheet, a revision of which became effective the first of January, 1957. A copy of this policy sheet is enclosed for your information.

We propose that you would work initially in our Corvallis office on design and study projects. We anticipate sometime in the first few years of your work with us that you would spend some time as a resident engineer in order to become familiar with the construction phase of the projects, and thus gain background that will aid in your engineering work throughout your professional career.

If you have questions in this regard or wish to discuss the matter further with us, please feel free to come in at any time.

Very truly yours,

CORNELL, HOWLAND, HAYES & MERRYFIELD


James C. Howland

JCH/w
Enclosure
Policy Sheet

It appears that the telephone discussion mentioned above resulted in this revision of the original offer. Over the years it became very evident that Jim made a wise decision when he upped the ante!

Y. A. CORNELL • JAMES C. HOWLAND • THOMAS V. HAYES • FRED MERRYFIELD • ARCHIE H. RICE • RALPH E. LODER

CORNELL, HOWLAND, HAYES & MERRYFIELD
Consulting Engineers

1608 WESTERN AVENUE CORVALLIS, OREGON TELEPHONE PLAZA 3-6698

May 8, 1957

SANITARY
HYDRAULIC
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MECHANICAL
FOUNDATION

BOISE OFFICE:
IDAHO BUILDING
BOISE, IDAHO
TELEPHONE 3-5221

IN REPLY PLEASE REFER TO:

Mr. Robert E. Pailthorp
303 South Fifteenth Street
Corvallis, Oregon

Dear Rob:

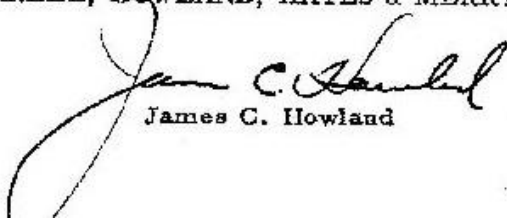
In accordance with our telephone conversation this morning we propose a starting salary of \$ 470.00 a month for working with us upon your completion of studies at Oregon State this June.

The other arrangements concerning employment with us would be as set forth in our letter of April 10, 1957

We are pleased that you are planning to come with us.

Very truly yours,

CORNELL, HOWLAND, HAYES & MERRYFIELD


James C. Howland

JCH/t