



AVRO AIRCRAFT LIMITED

Personal and Confidential

BOX 4004
TERMINAL A
TORONTO ONT

June 23rd, 1959.

Mr. W. Kuzyk,
Avro Aircraft Limited,
MALTON, Ontario.

Dear Sir,

In order to provide assurance of job security to certain of our staff who are employed by the Company in an aeronautical engineering capacity, the Company will provide additional advantageous terms of employment over and above the normal terms covering all monthly paid engineers.

This letter is to inform you that you have been selected as being embraced by this policy and to inform you of these additional undertakings hereby provided to you by the Company:-

1. That the Company undertakes to provide you with continuous employment from the date hereof until January 1st, 1960.
2. That as of January 1st, 1960, for the next six months, the Company undertakes to provide you with further continuous employment, subject, however, to three months' notice of termination or three months' pay in lieu of notice.
3. That as of July 1st, 1960, by which time the future programs of this Company will be well established, your terms of employment will revert to the same terms as are applicable to all other employees of the Company borne on the monthly payroll.

With the exception of the foregoing, all other terms and conditions of employment, including salary and disciplinary matters, will continue to be covered by the normal conditions of employment with this Company.

In return for this action on the part of the Company, you are asked to recognise the difficulty the Company faces in replacing senior technical staff, and to therefore agree to give adequate notice of termination.

Yours very truly,

A handwritten signature in black ink, appearing to read "P. J. ...", written over a horizontal line.

Chief Engineer.

I hereby accept the above additional terms of employment affecting my employment with Avro Aircraft Limited, and in consideration thereof, agree to provide the Company with three months notice of intent to terminate my services.

Date: _____

Approved: _____
Industrial Relations Manager.

PLEASE SIGN AND RETURN BOTH COPIES TO YOUR DEPARTMENT HEAD.
A SIGNED COPY WILL BE RETURNED TO YOU.