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Mr. A.D. Dirkzwager c/o Lloyds Bank Plc Rotterdam Branch Amsterdam, 5th January 1987

Dear Adriaan,

I am pleased to advise you that you have been awarded a merit increase as indicated below, in respect of your good performance during 1986. The increase is effective from 1st January, 1987 and will be incorporated in your January salary.

Merit Increase: NLG 352.60 per month New Salary : NLG 12.105.77 per month

Yours sincerely,

M.J. Green

Principal Manager, The Netherlands