

LLOYDS BANK INTERNATIONAL LIMITED

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Tel: (010) 11 00 10

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Mr. A.D. Dirkzwager Oranje Nassaulaan 38 3161 BC Rhoon Amsterdam, June 7, 1982

Uw Ref.

Onze Ref. JWSC/dw

Dear Mr. Dirkzwager,

We refer to our Employment Agreement dated May 5, 1981 and we are happy to advise you that your employment will now be for an indefinite period as indicated in the first part of paragraph 1 of the Employment Agreement.

Yours sincerely,

J.W.S. Cook

Principal Manager,

The Netherlands