

CABLE-ADDRESS
COPENHAGEN: FOLASMIDT
LONDON: CHALKINESS

F. L. SMIDTH & Co. ENGINEERS

PLANS & MACHINERY

FOR

CEMENT WORKS, BRICK WORKS, LIME WORKS, MORTAR WORKS

AND

MINING INDUSTRIES

ENGINEERING WORKS

IN

COPENHAGEN, LÜBECK & NEW YORK

BRANCH OFFICES
NEW YORK:
50, CHURCH ST., CITY.

PARIS:
5, RUE FÉNELON.

LONDON:
PALACE CHAMBERS,
9, BRIDGE STREET, S. W.

BERLIN:
N. W. 6, SCHIFFBAUERDAMM 29 A.

ST. PETERSBURG:
GOROCHOWAJA 1.

BIELITZ:
(AUSTR. SILESIA)

AF/VO
CODES USED:
A. B. C. CODE, 4TH AND 5TH EDITIONS
THE ENGINEERING TELEGRAPH CODE
LIEBER'S STANDARD TELEGRAPHIC CODE
WESTERN UNION TELEGRAPHIC CODE
(UNIVERSAL EDITION)

ALL AGREEMENTS ARE CONTINGENT UPON STRIKES,
ACCIDENTS, DELAYS OF CARRIERS AND OTHER CAUSES
BEYOND OUR CONTROL.

COPENHAGEN B., 33, VESTERGADE February 10th 1914

Messrs. The Siam Cement Company,

B a n g k o k.

Dear Sirs,

In our contract with you of September 2nd, 1913, it is agreed that we have to supply you with a qualified erecting engineer, a chemical engineer, a kiln expert, and a first class fitter, on conditions fixed in the said contract. At the same time we promised Mr. Collo to do our best to procure you such people as could after finishing the erection enter your service as manager, chemical engineer, and so on, for the management of the works. In consequence of this promise we had to study if among our staff we could choose somebody who would be qualified and willing to enter your service. This was rather a difficult task and could not be carried out without a considerable sacrifice to our personal interests in view of the necessity of choosing people with good practice not only as regards erection work, but also in the management of a works like your new cement works. Having studied the que-

stion we came to the result that we could help you as desired, and in reply to inquiries made for this purpose we received on the 3rd of January your telegram reading as follows:

"Accept Grundlaget Decaproti (without deduction of "any kind".

The engineer whom we propose to you as the manager of your works is Mr. Oscar Schultz, a graduated engineer of the Copenhagen Polytechnical College, who has been in our employ since he left the college, say during the last $3\frac{1}{2}$ years. He has had an opportunity of acquiring great experience in our service and has been occupied in our offices here and at great erecting jobs in Austria and Russia. Since June 1912 he has been attached to our New York house, F.L.Smith & Co. of New York. Having received his agreement we have arranged so that he is going to leave New York towards the end of this month. He will arrive here about the 8th of March. After a stay in Copenhagen of two or three weeks, partly making preparations for the moving to Bangkok, partly going into all the details regarding your works, he will be able to leave Copenhagen about the end of March.

Along with this letter we beg to send you a draft agreement concerning his employment. This agreement is mostly in conformity with the usual agreements of the Siam Electricity Company, and only such alterations have been introduced as correspond to your acceptance in the telegram above stated. We beg to repeat these special points adding a short explanation.

1.) Salary. The salary is fixed at \$1,000. In our corre-

spondence there has been no question of any fixed bonus, but we take as being to your interest as well as to the interest of Mr. Schultz that you will grant him a suitable bonus to be fixed at the end of the first year, not only with a view to increasing his personal interest, but to do justice to his services. We beg to remark that his prospects in our employ were very good, and that, moreover, it would at any time be an easy thing for us to procure a good employ for him at one of the numerous cement factories of the United States with which we are in intimate connection. If Mr. Schultz, which we have no doubt about, runs your factory in a successful way, we do not think it would be wise for you to limit his salary to the said \$1,000, which we are inclined to consider as being the minimum.

2.) Notice. Whereas you undertake the obligation to keep Mr. Schultz in your service for three years, he wishes to be free to leave after one year. If it was a question of an employee whom you took out especially for this work, one year would be rather a short time, but as we have in any case to send an engineer at your cost as fixed in the agreement, it will cause no extra loss to you to allow Mr. Schultz to go home after one year's service.

3.) Passage money. As you are bound by the contract to pay for the passage out and home for each of our people, it is only just that you pay for the passage home of Mr. Schultz in case he makes use of his right to give notice before the end of the three years' service.

When we wrote to New York offering Mr. Schultz this job, we did not know that he was going to marry, and so there has been no question

F. L. SMIDTH & Co., COPENHAGEN. 10/2-1914.

Siam Cement Co., Bangkok.

SHEET No. 4.

of passage money for his wife, but as he has married in the meantime and his wife is going to follow him to Bangkok, we propose that you add the amount for her passage to what you will pay for his voyage.

We now ask you to kindly let us know by wire that you accept the draft agreement. We hope you will find no clause which you cannot accept or which is in disaccordance with our previous discussions. If so, we ask you to kindly give us your decision by wiring us the word "Accept". If you will extend your kindness to according to Mr. Schultz the passage money for his wife, please add the words "Wifes passage"

With reference to the other persons of our staff we hope we shall be able to write you in a short time. It has not yet been possible for us to take our final decision.

Yours truly,

F. L. Smidth