

ENCOUNTER OVERLAND

267 Old Brompton Road
London, SW5 9JA
ENGLAND

Tel: (071) 370 6951
Fax: (071) 244 9737
Telex: 916654 Encold G

Opening Hours
Mon-Fri 9.30-6.30
Late Wed till 8.00
Sat 10.00-5.30

Mr Gareth Ayers
25 Lockwood Street
York
YO3 7QY

10th August 1990

Dear Gareth

LETTER OF ENGAGEMENT

Agreed Engagement Date - 03 September 1990

On behalf of Encounter Overland and Sundowners, I am pleased to be writing to you to confirm our offer of employment.

Further to this, we recognise the occasions that you have made yourself available so as to enable us to convey to you the important factors of this employment for you to consider.

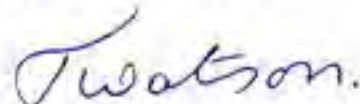
Our offer of employment is based, to the best of our ability, on the belief that your aptitudes and abilities should, in due course, bring about your appointment as a Expedition Leader/Driver. Further to this, we will endeavour to work together for our mutual success and enjoyment in the 3-4 years as mentioned in your Application form.

It is agreed with you that such an objective and its furtherance requires full commitment from both you and ourselves.

Do remember that although Mr Jones and yourself will not be working together on a daily basis you can, should the need arise, involve him in any matter that concerns or troubles you.

Welcome from all of us and well done on getting your PSV licence.

Yours sincerely



Tony Watson
For A Lindsay Jones
Managing Director