

LAW OFFICES

JOHN D. McCALL

SIXTEENTH FLOOR KIRBY BUILDING

DALLAS 1, TEXAS

April 20, 1945.

JOHN D. McCALL  
MILLARD PARKHURST  
CLARENCE E. CROWE  
RANDOLPH D. McCALL

Mr. Millard Parkhurst,  
Mr. Clarence E. Crowe,  
Dallas 1, Texas.

Gentlemen:

The purpose of this letter is to clarify the effect of the announcement which will be released May 1, 1945 in reference to the operation of the business of our law office.

While the business of the office will be operated under the firm name of McCall, Parkhurst and Crowe, it is not intended at this time to make any change in the ownership of the property, accounts or business of the office. On or before December 31, 1946, I will endeavor to work out with you some mutually satisfactory plan under which both of you will have a fixed or determinable interest in the income of the office. But until that time I trust you will agree with me that it is more practicable to continue on the present salary basis except as modified in amount as indicated in this letter.

Effective with the payment to become due May 1, 1945 I think the semi-monthly salary payments might be increased from \$125.00 to \$150.00, and I think we can see far and clearly enough into the future to say that a \$1400.00 bonus for the current year will be paid by December 31, 1945. And for the year 1946, unless there should be a diminution of income you can depend on the same salary arrangement plus a \$1400.00 bonus, making income for the year \$5000.00. If during 1946 the net income of the business should be materially increased perhaps the figure can be raised.

As suggested above, before the close of 1946 I am hopeful that a plan for a fixed or determinable participation in the income of the office, satisfactory to both of you can be worked out.

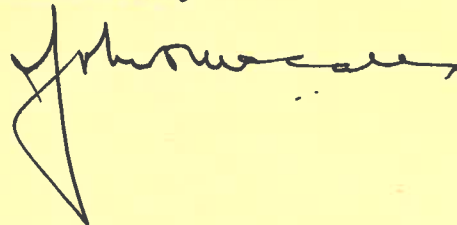
I am handing each of you two copies of this letter. If you think it is all right please sign both copies, keeping one and giving me the other.

Best wishes,

The above arrangement is  
satisfactory.

Clarence E. Crowe

April 21, 1945.



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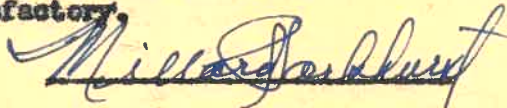
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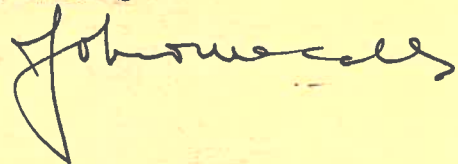
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