April, 7th, 1902.

Mr. Fred. M. Nicholls.

City.

Dear Sir;

Relative to our conversation of this afternoon I beg to give you the following particulars.

Selling value of pack. Assuming that all we obtain in canneries will only represent 50% of the pack and that the total pack for the Province will be 700,000 cases, our portion will be 350,000 cases. This at 4.50 per case would be $1575,000.

Officers and salaries. The officers and the salaries to be paid I estimate as follows;

President and General Manager		$12,000 per year.
Secretary		$ 9,000 "
Treasurer		$ 7,500 "
Manager Sales Department		$7,500 "
Managers of Cannery Districts		$ 4,000 "
Managers of individual canneries.	From $1,500 to	$ 2,500 "
Directors (each)	" $ 1,500 "	$2,500 "

Where the directors draw separate salaries for other work (such as General Manager, Sales Manager, and District Managers) they should not be paid anything extra as members of the Board of Directors.

7th April 1902.

F.H.N. #2.

Of the above mentioned officials the position of treasurer may be eliminated by a division of the duties of that position between the General Manager and Secretary.

The number of District and Local Managers cannot be definitely determined until we know the number and situation of the canneries we will control.

The officers I would like to see arranged as follows:-

President & General Manager	Henry Doyle
Vice President	?
Secretary	G.I.Wilson
Manager Sales Department	Ernest Evans

Directors

Wm Murray, Campbell Sweeny, AEmilius Jarvis, Alex:Ewen, R.J.Ker, Hy Bell-Irving, C.F.Todd, Ernest Evans and Henry Doyle.

District Managers:-

Alex: Ewen, N.H.Bain, D.Rowan, Geo:Alexander, W.A.Wadhams, C.S.Windsor and others if necessary.

Local Managers:

These will have to be decided upon later. My ideas if carried out will leave their selection in the hands of the District Manager (wherever they come in a district) as he being responsible for the pack should have a free hand to employ the help he can most depent upon.

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F.H.N. #3.

Ofcourse the selection of some of these men will depend upon whether we can secure the canneries they control.

My idea is to have the directors, district and local managers, etc, elected for one year only, but eligible for re-election. Thus if their work is not satisfactory they can be replaced by others at the beginning of each new season. Personally I would be perfectly willing to have the same rule apply to the General Manager also, but in regard to this position a long term contract might be advisable. It is on the representations I have made as to what can be accomplished by introducing new ideas into the management that you and your friends have invested your money. After the first year the election of officers will depend entirely upon the amount of shares outstanding, and these if voted in combination might adversely affect the carrying out of my ideas, by installing management with less progressive notions. This is a contingency I by no means anticipate but simply point out as being possible. As stated before I would be personally willing to run the risk but you and your friends may desire to take no chances.

I trust this covers all the points on which you desire information, but if there is anything else you wish to know I will be pleased to see you tomorrow prior to your departure for Victoria.

Yours Truly,

Dict: E.D.