



January 9, 1989

Mr. Adam Giannopoulos  
649 Elm Street  
Port Colborne, Ontario  
L3K 4P9

Dear Adam:

**RE: Employment with PathTechnics Ltd.**

As a result of the interview held at our offices on January 4, 1989, we are pleased to offer you a full-time position with PathTechnics Ltd.

The position is Technical Services Supervisor. The duties involved are many and varied as discussed at the interview and include, running, demonstrating and modifying Company software and other software for which the Company has distributorship, acting as liaison between the Company and sub-contractors, working on hardware developments, handling of data, generation of reports, troubleshooting, client training and some hardware development. It is understood that this position will require training and a learning process for yourself. Your immediate supervisor will be the undersigned.

The employment will commence on January 9, 1989 at an annual salary of \$25,400. Upon successful review of your first three months with the company, the salary will be increased to \$27,100 per annum. Normal salary reviews are thereafter on an annual basis.

The company employees work a 37½ hour week, namely from 8:30 a.m. to 4:30 p.m., Monday to Friday, with a ½ hour each day for lunch. At specific times, you may be requested to work outside of normal business hours.

The Company offers a benefit plan under London Life which provides extended medical, dental plan, life insurance and long term disability.

The annual vacation is three weeks which includes the normal one week closure during the Christmas period.

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Mr. Adam Giannopoulos

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As discussed during the interview, a small amount of travel may be necessary including an initial two days in Michigan with D.M.D.T. for training on the Windows programs.

We believe this position offers a wide variety of challenge and duties in a small international business environment.

The Company designs, manufactures and supplies very unique specialized hardware and software. One standard condition of employment is that you will not divulge in either written or oral form any information other than the normal sales literature to any party outside of the Company without prior approval.

Should the foregoing terms and conditions be satisfactory we would request that you sign the original and two copies of this letter and return the two copies to PathTechnics Ltd.

Yours truly,



Robin L. Pawson, P. Eng.  
President

RLP:fs  
Encls. 2



Accepted:

Adam Giannopoulos

Date:

JAN 9/89