

January, 15th 2000

Samuel Akpan Frank
C/o The Joint Committee Chairman
Govt. Joint Committee Chairman
Eket.

Dear Frank,

OFFER OF TEMPORARY EMPLOYMENT

Pipe Line Integrity Nigeria Limited (PINL) is glad to offer you a temporary employment in the Company as a mechanic effective 20th January, 2000.

Your employment shall be for a maximum of three (3) years. As a temporary staff, your employment with PINL can be terminated by either PINL or yourself without notice.

Other conditions of this offer are as follows:

Your wages shall be three thousand Naira per day (3000.00/day)

Lunch break shall be from 11.30am to 12.30pm, midnight break shall be from 11.30pm to 12.30am

Workers shall be paid overtime at the following rate:

- After 12 hours per day (Monday -Saturday) 115% of hourly pay
- Sundays and public Holidays 125%

PINL shall only pay for days worked. PINL will not pay excused duty or absenteeism. The principle of NO WORK NO PAY shall apply.

Pay off for workers employed from the Community shall be eight days (i.e. 40% basic pay multiplied by number of month worked.

Best of luck and we wish you successful time with us.

Yours faithfully,

For: PIPELINE INTEGRITY NIGERIA LIMITED


ABDULRAZAQ ISA

Vice Chairman/CEO

Board of Directors:

Dr. Emmanuel Egbogah P.Eng. Ph.D. (Chairman), Dr. Tony Kakpovbia, Ph. D. (Managing),
Abdulrazaq Isa, Danjuma Saleh, Dr. Jude Amaefule Ph.D.