

MINUTES OF MEETING OF THE EXECUTIVE COMMITTEE OF THE OLD SPANISH TRAIL  
HELD AT GUNNER HOTEL, SAN ANTONIO, TEXAS, FEBRUARY 11, 1924.

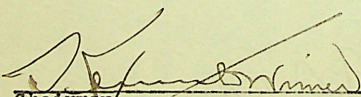
1. Meeting was called to order by the Chairman.
2. Present: Messrs. Wimer, Tyrrell, Walthall and Ayres.
3. Meeting called at the request of Ernest A. Pratt whose services had been terminated sometime previously because of his continued failure to produce membership support for which he had been employed.

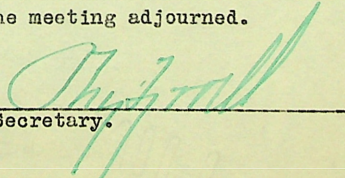
The Managing Director reported that in view of Mr. Pratt's continued failure to produce even his costs he had, before allowing him to go out after the holidays, emphasized the fact that a general rule prevailed to the effect that field men should not cost for salary and expense more than 60% of their production, the other 40% being necessary for general office and overhead to support the field work. Mr. Pratt was told it would be necessary to apply this rule to his work henceforth or dispense with his services. With this understanding Mr. Pratt was given \$100.00 January 19th and sent back to East Texas. The following two weeks by drafts and checks \$60.00 additional were given with but \$5.00 turned in (\$45.00 additional upon his return to San Antonio, January 31st.) January 30th he was notified finally the 60% agreement must stand whereupon he returned to San Antonio and repudiated the 60% arrangement and demanded full pay regardless of his failure to deliver the service for which he was employed.

Following the discussion Mr. Pratt was given an opportunity to explain his position. The several members of the Board questioned Mr. Pratt. Upon Mr. Pratt's retirement from the meeting the members frankly acknowledged they were unimpressed with Mr. Pratt's statements and voted unanimously to give him 50% of the amount in dispute in an attempt to be considerate toward him. Mr. Pratt rejected this offer of settlement.

The correspondence with Mr. Pratt is on file. The 60% agreement is clearly restated in letters to him before while he was away. He did not repudiate until payments to him were stopped.

4. There being no further business the meeting adjourned.

  
Chairman.

  
Secretary.