



BENCHMARK

ENVIRONMENTAL CORPORATION

August 28, 1990

Mr. Bruce Marron
1815 Aliso NE
Albuquerque, NM 87110

Dear Bruce:

We are pleased to formally offer you a position with Benchmark Environmental Corporation as a Junior Scientist/Engineer in our Albuquerque, New Mexico office at a monthly rate of \$2,333.33. Our employees are paid on a monthly basis.

In addition, under the firm's current benefit package, you will receive compensation annually in the form of the following benefits which are underwritten entirely by the firm:

1. Ten (10) paid holidays per year including New Year's Day, Presidents' Day, Earth Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday following Thanksgiving Day, Christmas Day, and your birthday.
2. Seventeen (17) days of paid vacation per year. Vacation accrues at the rate of 2 hours per week for each week of full-time employment, supplemented by four days of vacation between Christmas and New Year's when our offices are closed. Vacation increases to 21 days beginning your fourth year of continuous employment and 25 days beginning your seventh year of continuous employment.
3. Surgical, medical, hospital, prescription card, and dental coverage, effective after a one-month waiting period. This coverage includes you as well as your dependents.
4. A maximum of ten (10) days sick leave per year.
5. Long-term disability insurance effective after a one-month waiting period.
6. Group term life insurance at three times your base salary. (Supplemental group term life insurance may be purchased through payroll deduction for you and your dependents.) This coverage is effective after one month of full-time employment. Proof of insurability may be required by our underwriter.
7. The Benchmark Environmental Corporation Employees' Retirement Plan with a defined contribution equivalent to seven percent (7%) of your annual compensation. In addition, you may elect to defer up to eight percent of your annual compensation to the plan. There is no vesting period.
8. The Benchmark Environmental Corporation Bonus Plan, which is distributed in the form of performance bonuses. You are eligible to receive a performance bonus after six months of service.

Mr. Bruce Marron

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Additional details on the extent of coverage are available for the asking. Where physicals are required because of the nature of the work performed, this offer is contingent upon successful completion of a pre-employment physical.

We certainly hope you find this offer appealing and are able to accept this position with our firm. We suggest a start date of September 4, 1990, the first work day of our September pay period. Please notify us as to your decision on this offer and feel free to call with any questions you may have. All of us are excited by the prospect of having you as a member of our team.

Sincerely,



Craig L. Fredrickson



Rita G. Carnes



John S. Hart