



29 November 2007

Mr. Brad Artman  
P.O. Box 28466  
Panama City, FL 32411  
USA

Dear Brad,

**RE: LETTER OF OFFER**

Following the phone interview, we are pleased to offer you employment in our Singapore Office subject to the following terms and conditions:

1. Position: Research Geophysicist
2. Line of Reporting: Chief Scientist (currently Carl Notfors)
3. Date of Employment: To be confirmed
4. Salary: SGD12,840.00 per month
5. Sign-on Bonus: SGD20,000.00
6. Housing Allowance: SGD3,500.00 per month (review every 2 years)
7. Car Allowance: SGD1,500.00 per month (review every 2 years)
8. Probation Period: There will be a 6-month probation period.
9. PGS Bonus Scheme: The Employee will participate in the discretionary performance related bonus scheme as dictated by the PGS' Board of Directors. This is dependent on both Company profitability and the Employee's personal performance.
10. Pension: You will be eligible to participate in the PGS International Pension Fund in which the employee and employer contribute a percentage of the base salary.

The table of contribution is as follows:

Age 35 and under:	4% each
Age 36 to 44:	6% each
Age 45 and above:	8% each



11. **Vacation Entitlement:** 20 working days per year
12. **Medical Insurance:** Outpatient medical claims of up to SGD1,500 per year. The Employee will participate in the BUPA International Worldwide Medical (Classic Plan) and Evacuation Cover Scheme. PGS will also provides you with the following insurances:
- Life Insurance
  - Disability Income
  - Travel Insurance (for business trips only)

A more detailed contract will be provided to you later.

Please confirm your acceptance by signing and returning a copy of this letter.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Carl Notfors'.

Carl Notfors  
Chief Scientist, PGS Asia Pacific

Accepted by: \_\_\_\_\_

A handwritten signature in green ink, consisting of stylized initials.

Date: \_\_\_\_\_

29 Nov. 2007