

**FIRST:**

This Agreement shall begin as of the first day of February, 1917, and shall continue until the 31st day of October, 1919.

**SECOND:**

The net basis rates, terms and conditions which are now in effect at Extension Mines Numbers 1, 2, 3 and 4 shall continue during the terms of this Agreement except as hereinafter provided.

**THIRD:**

During the term of this Agreement the COMPANY will pay to its EMPLOYEES who are engaged in the classes of work named in Schedules A and B attached hereto and made a part hereof, a bonus of Ten (10) per cent. on all basis rates and wages named in Schedules A and B hereof, except the mining rate, on which the bonus shall be Five (5) per cent.

**FOURTH:**

The COMPANY further agrees that during the term of this Agreement it will pay to its EMPLOYEES who are engaged in the classes of work named in Schedules A and B attached hereto and a part hereof, an additional bonus of Five (5) per cent. on the basis rates and wages named, such bonus, however, to be paid only to those EMPLOYEES who work at least Twenty-two (22) days in each calendar month unless prevented by sickness, as evidenced by a doctor's certificate, and unless prevented from working through orders given