

and carry out all the proper rules and regulations which the COMPANY has heretofore made and which are now in force or which the COMPANY may hereafter make or provide for the safety and protection of its EMPLOYEES and for the safe and efficient operation and protection of its mines, machinery, works, ways and all other matters and things in connection with the mines or in any way incidental thereto.

AND FURTHER that the EMPLOYEES shall and will faithfully and diligently make, do, perform and carry out their work in an orderly skilful and efficient manner.

SIGNED, SEALED  
AND DELIVERED  
on the day and date  
first above mentioned,  
in the presence of:

JAMES DICK,  
ARTHUR P. GLEN.

HENRY S. FLEMING,  
Director,

THOMAS A. SPRUSTON,  
Superintendent,

For the COMPANY.

For the EMPLOYEES.

MIKE CELLE, Chairman,  
J. G. FRASER,  
THOS. HARDY,  
A. RADFORD,  
T. CARNEY,  
J. CURRIE,  
S. JONES,  
JNO. MCKINLEY,  
ARCHIBALD BEVERIDGE,

JAMES DICK,  
ARTHUR P. GLEN.