

HOPE COLLEGE

HOLLAND, MICHIGAN 49423



March 28, 1973

Mr. Herbert Dershem

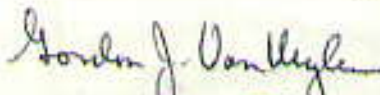
Dear Herb:

We are grateful for your work and service to Hope College, and look forward to the year which lies ahead. We hope that this will be a rewarding year for you and for the entire College, and we assure you of our efforts to be of every assistance we can to you.

Your salary, rank, and tenure status for next year are shown below and become effective August 16, 1973. The salary indicated is a base salary, not including benefits, and is payable over a twelve month period, August 16, 1973, through August 15, 1974, for nine months of employment, unless stated otherwise.

We hope that you will find the terms we are able to offer satisfactory, and that you will sign and return the enclosed card in acceptance of them to the Dean's Office by May 1, 1973.

Sincerely,


Gordon J. Van Wyle
President


Morrette Rider
Dean for Academic Affairs

For 1973-1974:

Salary: \$14,000

Rank: Promoted to Associate Professor

Tenure: The year 1973-1974 will be the fifth year towards the minimum of seven required for tenure consideration.