

CPCSD Salaries
January 1, 1965

Van Meter	* 445/mo
Moser	660/mo
Rensen	660/mo
Hunt	1050/mo.

March 25, 1965

Mr. George Arendes
Administrative Assistant
U. S. Cotton Research Station
17053 Shafter Avenue
Shafter, California

Dear George:

Enclosed please find CPCSD Check No. 029019 in the amount of \$25.00 to cover off-Station travel expense for James L. McGurk for one month.

Please give us a semi-monthly accounting of expenditures of these funds.

When exhausted, this advance may be renewed.

Sincerely,

CALIFORNIA PLANTING
COTTON SEED DISTRIBUTORS

Jack Hurt, Manager

JH:nv
cc: Mr. John Turner
enclosure (1)

UNITED STATES DEPARTMENT OF AGRICULTURE
AGRICULTURAL RESEARCH SERVICE
U. S. COTTON RESEARCH STATION
17053 SHAFTER AVENUE
SHAFTER, CALIFORNIA 93263

March 23, 1965

RECEIVED MAR 24 1965

TO: Mr. Jack Hurt,
Calif. Planting Cotton Seed Distrs.,
P. O. Box 1281,
Bakersfield, California.

FROM: George J. Arendes, Administrative Assistant
U. S. Cotton Research Station,
17053 Shafter Avenue,
Shafter, California. 93263.

SUBJECT: Travel Advance for James L. McGurk

We are requesting a travel advance of \$50.00 for James L. McGurk for two months of off station expenditures.

G. J. Arendes
JMJ

August 10, 1964

CPCSD PERSONNEL

NAME

SALARY

Tom Cherry, Jr. -----	\$630.00 per month
Jack Hurt -----	\$900.00 per month
Duane Moser -----	\$610.00 per month
L. B. Nourse -----	\$100.00 per month
James Person -----	\$630.00 per month
Naomi I. Van Meter -----	\$420.00 per month
James G. Armstrong -----	\$380.10 per month
Geneva Bower -----	\$351.26 per month
Judy F. Cates -----	\$323.34 per month
Donald R. Crook -----	\$439.96 per month
John H. Dobbs -----	\$550.00 per month
Eva M. Elmore -----	\$351.26 per month
Lee Fox -----	\$404.18 per month
Reuben H. Fraley -----	\$362.26 per month
Ed Hellbusch -----	\$350.00 per month
Leona G. Heller -----	\$494.58 per month
Mary F. Henley -----	\$362.92 per month
Jake R. Janzen -----	\$518.00 per month
Merrill E. Lehman -----	\$593.00 per month
Patricia W. Maxwell -----	\$351.26 per month
James L. McGurk -----	\$531.68 per month
Eugene S. Pescatore -----	\$2.33 per hour
Joe W. Simpson -----	\$380.10 per month
O. R. Taylor -----	\$399.00 per month
Robert R. Whitbey -----	\$351.26 per month

I. Salaries

A. Shafter Station: John's recommendation:

present cost	\$7,428.50 per month
new cost	\$7,800.43 per month
	\$.7% increase

B. Distributors' field salaries:

1. Duane Moser - Assistant Manager:

Came from Calcot where he was earning \$600.

Started in May, 1963 @ \$500.

Raised in August, 1963 to \$525.

Feel that he has adequately fulfilled expectations, and with the additional work load placed on him, should be raised to \$575. 8.70%

2. Tom Cherry and Jim Person - Field Representatives:

Present salaries \$595.

Tom has been with C. P. C. S. D. 12 years and Jim 8. They are doing comparable work.

Checked other organizations:

a. 550-750 - length of service

car

annuity - life insurance - medical

sickness and accident.

expenses

B. 600 - 650

same

We furnish mileage and expenses instead of car, plus all others.

Recommend that increase be made to \$630 - 5.56%

Annuity cost for Tom	\$493.93	
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Annuity cost for Jim	1,110.02	
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Annuity cost for Jack	<u>1,058.87</u>	
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		\$2,662.82
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Duane eligible 11/1/64

II. Distributors' Operations

1. Facilities: Building owners feel that no further adjustments can be made within present building.

a. phone - C. P. C. S. D. only

b. full time secretary

c. They feel we have grown beyond our present space and are using more space than we are paying for now.

d. Board gave approval in November to investigate other facilities.

e. Perhaps poor image to build at this time.

f. Rental spaces are available:

One in particular 1,230 square feet for probably \$300 per month (\$250 now). Will be adequate for present needs.

1. Secretary-receptionist area

2. Filing

3. Duane and Jim

4. Seed sample storage

5. Board room and work area

6. Manager's office

August - 1963

8-9	
J.	2'15"
P.	90"
8-12	
J.	1'40"
8-13	
J.	2'15"
8-21	
J.	1'20"
8-22	
P.	25"
8-23	
J.	1'20"
8-27	
J.	15"
8-28	
J.	1'40"
P.	10"
8-30	
J.	1'15"

14' 5"

September - 1963

9-3	
J.	1'35"
9-5	
J.	1'30"
9-6	
J.	30"
9-9	
J.	1'
9-10	
P&J	2'
9-12	
P&J	30"
9-13	
P&J	2'
J.	30"
9-16	
J.	2'
9-17	
J.	2'
9-18	
J.	3'
9-19	
P&J	2'
9-20	
J.	1'
9-23	
J.	2'
9-27	
J.	2'

23' 35"

11/24/64 45 hrs @ \$2.03 per hr.
 Clerical

Blue Cross form 242												
James Armstrong	17.24	14904	15974			15814	18167	23448				
Tom Cherry	1498.75	28.33	14904	17400	11020	226.64	227.50	493.95	24.00	10.05	9383	6907
Judy Slater	14.55			13286	10628	13286	29100	7275	24.00	10.05	3197	7695
Donald Cook	19.96		17400			17964	37934	3992			11023	789.81
Eva Elmer	16.00	827.46	14610	11020	14610	39200	9600	24.00	10.05	3576	2519	883.03
Walter	20.00	6838	420.66	10805	7287	10000		4000	22.66	8	383	8158
Doris Ferguson	23.90	116.53	120.39	1750	1400	2300	3450	2300	386		453	2865
Lee Fox	18.54	14904	1234.89	16931	11020	16676	50020	1804	24.00		4024	2476
Reuben Frater	16.43	25484		8754		9858	1613				5229	7695
Leona Heller	21.93	14904	1166.45	17400	11020	19737	35088	15351	24.00		745	2476
Mary Nealey	16.31	14904	93236	44898	11020	14199	16310	9071	24.00		554	400
Jack Hunt		14904		17400	11020				24.00	10.05	3153	2289
John Jensen	23.19	14904	1189.59	17400		20871	50018	2319			12447	9116
Mervie Lehman	25.96	14904	1656.75	17400	11020	23364	50622	44132	24.00		1833	1548
Jerry Madden			45279	9891		8400	12000	9150			5838	3978

	Blue Cross	fica	SS	Federal Unemployment Ins.	Vol. Pac.	Health Insurance	Life	fed. Corp							
Patricia Maynard	15.58	640.11	242.38	110.20	10.15	12.50	186.90	31.16	24.00	5.89	38.2	147			
James McGinty	234.5	149.04	1224.02	174.00	110.20	10.15	211.00	41.28	41.90	24.00	0	31.67	1388	18.47	58
Duane	524.88	25.00	99.36	152.85	110.20	10.15	125.00		24.00	13.47	72.7	620			
LB Nance		149.04		174.00	110.20	10.15									
Jim Pearson	115.04	28.33	149.04	174.00	110.20	10.15	226.64	297.50	1,110.02	24.00		166.9	23.64	69.5	
Joe Simpson	17.24		785.37	158.06			159.15	310.33	68.98			92.81	68.11	24.70	
Wanda Lloyd		135.77	59.90	47.98						13.23	14.60	8.92	57.0		
OR Taylor	18.14	102.72	811.42	166.47			163.26	190.47	90.70			92.80	71.81	23.99	
John Turner		149.04										124.0	48.0		
Eugene Rescortie	189.06		64.36	51.49	59.5	64.80				14.20	6.21	10.9	57.2		

January 31, 1964

Wilma Ferdinand:

To assist each employee in the understanding of complete employment cost, we have listed below a dollar valuation of benefits which you as an employee of California Planting Cotton Seed Distributors received during the calendar year of 1963:

Federal Social Security	\$108.02	
Federal Unemployment Insurance	22.66	
State Unemployment Insurance	77.87	
Industrail Compensation Insurance	3.83	
Blue Cross	68.28	
Paid Holidays	100.00	
Paid Sick Days	<u>40.00</u>	\$420.66

T. Cherry, Jr.

January 31, 1964

COPY
Tom Cherry, Jr.

The California Planting Cotton Seed Distributors' Board of Directors at the mid-year meeting held January 22, 1964 approved the following pay increase in your salary: From \$595.00 monthly to \$630.00 monthly. Your February 15 check will show this increase including that portion retroactive to January 1, 1964.

To assist each employee in the understanding of complete employment cost, we have listed below a dollar valuation of benefits which you as an employee of California Planting Cotton Seed Distributors received during the calendar year of 1963:

Federal Social Security	\$174.00	
Federal Unemployment Insurance	24.00	
State Unemployment Insurance	110.20	
Industrial Compensation Insurance	23.64	
Blue Cross	149.04	
Paid Vacation	297.50	
Paid Hblidays	226.64	
Retirement Premium	<u>493.93</u>	\$1,498.95

Office - Full Employees

December 23, 1963

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Mr. Tom Cherry, Jr.
710 West Indianapolis Street
Fresno 5, California

Dear Tom:

For 1963 income tax purposes, please add \$32.55 to your gross income for earned interest from your retirement/life insurance policies.

Policies held in trust for you and their monthly retirement and life insurance values are:

<u>Policy No.</u>	<u>Monthly Retirement</u>	<u>Life Insurance</u>
1190700	\$ 57.00	\$ 5,700.00
1211200	15.00	1,500.00
1225622	30.00	3,000.00
1241436	20.00	2,000.00
1272242	15.50	1,550.00
1305439	10.20	1,020.00
1323328	22.30	2,230.00
	<u>\$170.00</u>	<u>\$17,000.00</u>

If you have any questions on these policies, please let me know.

Sincerely,

CALIFORNIA PLANTING
COTTON SEED DISTRIBUTORS

Jack Hurt, Manager

JH:wf

Office file

December 16, 1963

Mr. Tom Cherry, Jr.
710 West Indianapolis Street
Fresno 5, California

Dear Tom:

May the New Year bring to you satisfaction and continuing good health, and may the spirit of Christmas pervade throughout your home this Holiday Season.

Many thanks for your loyal cooperation and help, and please extend to your family the sincerest of Holiday Greetings.

Sincerely,

CALIFORNIA PLANTING
COTTON SEED DISTRIBUTORS

Jack Hurt, Manager

JH:wf

Enclosure

C
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December 28, 1962

Mr. Tom Cherry, Jr.
1733 West Buckingham Way
Fresno 5, California

Dear Tom:

For 1962 income tax purposes you will have to add \$28.49 to your income for earned interest in your retirement policy.

Very truly yours,

Jack Hurt, Assistant Manager

JH:cm

C
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December 18, 1961

Mr. Tom Cherry
1733 W. Buckingham
Fresno 5, California

Dear Tom:

This is a small token from the Board of Directors wishing you and yours a Merry Christmas and Happy New Year. I join the Board in this wish.

It is in no way commensurate with the excellent work you have done, but is an expression of true appreciation for your loyalty in making the program a success.

Yours respectfully,

L. B. Nourse, Manager

LBN:cm

Enclosure

C
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December 7, 1962

Mr. Tom Cherry, Jr.
1733 W. Buckingham Way
Fresno 5, California

Dear Tom:

This is a small token from the Board of Directors wishing you and yours a Merry Christmas and a Happy New Year.

It is in no way commensurate with the excellent work you have done, but is an expression of sincere appreciation for your loyalty in making the program a success.

Sincerely,

Jack Hurt, Assistant Manager

JH:cm

Enclosure

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November 15, 1961

Account With: Tom Cherry, Jr.
1733 W. Buckingham
Fresno 5, California

Monthly Salary	\$512.50	
Increase 11/1/61	<u>25.50</u>	\$538.00 x 12 - \$6,456.00

Contributions by Distributors
considered as part of salary:

Social Security	\$12.00	
C. P. S.	12.42	
Pension	37.04	
S. D. I.	6.29	
Unemployment Insurance	<u>2.90</u>	\$ 70.65 x 12 - \$ 847.80
		<u>\$7,303.80</u>

We will pick up your monthly telephone rental from now on but no personal calls. You can add this to your expense account, but be sure and designate it as such.

You will have to add \$24.82 to your income report for earned interest in your retirement policy.

The Directors have always figured that these contributions are a portion of the salary.

Yours truly,

LBN:cm

L. B. Nourse, Manager

C
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January 5, 1961

C
Mr. Tom Cherry, Jr.
1733 W. Buckingham Way
Fresno 5, California

Dear Tom:

O
You will have to add to your income for tax purposes the following amount for an estimated earned benefit on your pension insurance plan:

\$ 24.24

P
The premium being paid by the Distributors for your pension fund, both retirement and insurance benefit per year, is \$ 449.29

The premium being paid by the Distributors for your disability income protection plan per year is \$ 75.46

Y
Total per year \$ 524.75

The Directors consider this as part of your salary.

Yours truly,

L. B. Nourse, Manager

vmf

February 23, 1960

Mr. Thomas G. Cherry, Jr.
1251 Olive Street
El Centro, California

Dear Tom:

You will have to add \$20.78 to your income tax report as benefit earned from your pension fund for 1959.

Yours respectfully,

L. B. Nourse, Manager

LBN/v1

C
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Y

C
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June 8, 1959

Bank of America
P. O. Box 1672
Fresno, 17, California

Gentlemen:

Attached is our check #18936 in the amount of \$200.00 made payable to your bank for deposit to the account of Tom Cherry, Jr. of 1733 W. Buckingham Way, Fresno, California.

Mr. Cherry just called and has had to leave for the Imperial Valley due to the sudden death of his father.

Kindly mail the deposit slip to me at this address as Tom is one of our valued employees.

Thanking you for the favor, I am

Yours truly,

L. B. Nourse, Manager

LBN:ps
Enc.

January 18, 1958

C
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Tom Cherry Jr.,
417⁷/₈ Grant Ave.,
Fresno, California.

Dear Tom;

Attached is our check #16661 in the amount of \$500.00 which I am sending you for a deposit on your new home in Fresno and it will have to be paid back as follows;

1. We will deduct \$50.00 from each salary check until paid.
2. This means that you are now receiving every two weeks a net amount of \$198.80 from which we will deduct \$50.00 so that your net check will be \$148.80.
3. In this way you will have paid back the advance in five months.
4. If these terms are agreeable, cash the check. If not do not cash it.

Yesterday the Directors agreed to allow us 10¢ per mile instead of the 8¢ we have been receiving.

Since you are now working here in the San Joaquin, your milage will be figured on the net milage while you are on business for the Distributors. You will not add any milage as you were doing in the Imperial under my instructions.

As soon as you can break away from your house hunting, I would like to have you and Charlie run down to the office so we can talk over arrangements for the future. Call me before you intend to come so that we may make sure that Turner can be present also.

Yours respectfully,

L. B. Nourse
L. B. Nourse, Manager

C. Cleary

December 28, 1962

Mr. Charles M. Cleary
2690 Third Avenue
Merced, California

Dear Charlie:

For 1962 income tax purposes you will have to add
\$98.05 to your income for earned interest in your
retirement policy.

Very truly yours,

Jack Hurt, Assistant Manager

JH:cm

C
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Y

December 7, 1962

Mr. Charles M. Cleary
2690 Third Avenue
Merced, California

Dear Charlie:

This is a small token from the Board of Directors wishing you and yours a Merry Christmas and a Happy New Year.

It is in no way commensurate with the excellent work you have done, but is an expression of sincere appreciation for your loyalty in making the program a success.

Sincerely,

Jack Hurt, Assistant Manager

JH:cm

Enclosure

C
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Y

December 18, 1961

Mr. Charles M. Cleary
2690 Third Avenue
Merced, California

Dear Charlie:

This is a small token from the Board of Directors wishing you and yours a Merry Christmas and Happy New Year. I join the Board in this wish.

It is in no way commensurate with the excellent work you have done, but is an expression of true appreciation for your loyalty in making the program a success.

Yours respectfully,

L. B. Nourse, Manager

LBN:cm

Enclosure

C
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November 15, 1961

Account With: Charles M. Cleary
2690 Third Avenue
Merced, California

Monthly Salary	\$563.75	
Increase 11/1/61	<u>28.25</u>	\$592.00 x 12 - \$7,104.00

Contributions by Distributors
considered as part of salary:

Social Security	\$12.00	
C. P. S.	12.42	
Pension	99.24	
S. D. I.	14.82	
Telephone	6.22	
Unemployment Insurance	<u>2.90</u>	\$147.60 x 12 - \$1,771.20
		<u>\$8,875.20</u>

You will have to add \$83.14 to your income report for earned interest in your retirement policy.

The Directors have always figured that these contributions are a portion of the salary.

Yours truly,

L. B. Nourse, Manager

LBN:cm

C
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January 5, 1961

C
Mr. Charles M. Cleary
2690 Third Avenue
Merced, California

Dear Charlie:

O
You will have to add to your income for tax purposes the following amount for an estimated earned benefit on your pension insurance plan:

\$ 84.01

P
The premium being paid by the Distributors for your pension fund, both retirement and insurance benefit per year, is \$ 1,190.88

The premium being paid by the Distributors for your disability income protection plan per year is \$ 177.86

Total per year is \$ 1,368.74

Y
The directors consider this as part of your salary.

Yours truly,

L. B. Nourse, Manager

vmf

February 23, 1960

Mr. Charles Cleary
2690 Third Avenue
Merced, C alifornia

Dear Charlie:

You will have to add \$74.45 to your income tax report as benefit earned from your pension fund for 1959.

Yours respectfully,

L. B. Nourse, Manager

LBN/v1

C
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Y

J. Hurt

Copy
December 23, 1963

Jack Hurt:

Add to 1963 income tax.....\$ 83.92

#1190846	\$ 92.00	\$ 9,200.00
1209653	30.00	3,000.00
1225042	10.00	1,000.00
1241315	40.00	4,000.00
1272390	22.50	2,250.00
1305501	20.30	2,030.00
1323330	37.20	3,720.00
	<u>\$252.00</u>	<u>\$25,200.00</u>

C
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P
Y

December 18, 1961

Mr. Jack Hurt, Assistant Manager
California Planting Cotton Seed Distributors
2201 F Street
Bakersfield, California

Dear Jack:

This is a small token from the Board of Directors wishing you and yours a Merry Christmas and Happy New Year. I join the Board in this wish.

It is in no way commensurate with the excellent work you have done, but is an expression of true appreciation for your loyalty in making the program a success.

Yours respectfully,

L. B. Nourse, Manager

LBN:cm

Enclosure

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November 15, 1961

Account With: Jack Hurt

Monthly Salary	\$656.25	
Increase 11/1/61	<u>50.75</u>	\$707.00 x 12 - \$ 8,484.00

Contributions by Distributors
considered as part of salary:

Social Security	\$12.00	
C. P. S.	12.42	
Pension	76.94	
S. D. I.	15.52	
Telephone	6.77	
Unemployment Insurance	<u>2.90</u>	\$126.55 x 12 - \$ 1,518.60
		<u>\$10,002.60</u>

You will have to add \$58.64 to your income report for earned interest in your retirement policy.

The Directors have always figured that these contributions are a portion of the salary.

Yours truly,

L. B. Nourse, Manager

LBN:cm

C
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Y

January 5, 1961

C
Mr. Jack Hurt
2201 F Street
Bakersfield, California

O
Dear Jack:

You will have to add to your income for tax purposes the following amount for an estimated earned benefit on your pension insurance plan:

\$ 57.35

P
The premium being paid by the Distributors for your pension fund, both retirement and insurance benefit per year, is \$ 923.27

The premium being paid by the Distributors for your disability income protection plan per year is \$ 186.26

Y
Total per year is \$ 1,109.53

The Directors consider this as part of your salary.

Yours truly,

L. B. Nourse, Manager

vmf

February 23, 1960

Mr. Jack Hurt
2201 F Street
Bakersfield, California

Dear Jack:

You will have to add \$46.17 to your income tax report as benefit earned from your pension fund for 1959.

Yours respectfully,

L.B. Nourse, Manager

LBN/v1

C
O
P
Y

M. Lehman

December 16, 1963

Mr. Merrill E. Lehman
Route 1, 30591 Jack Avenue
Shafter, California

Dear Merrill:

May the New Year bring to you satisfaction and continuing good health, and may the spirit of Christmas pervade throughout your home this Holiday Season.

Many thanks for your loyal cooperation and help, and please extend to your family the sincerest of Holiday Greetings.

Sincerely,

CALIFORNIA PLANTING
COTTON SEED DISTRIBUTORS

Jack Hurt, Manager

JH:wf

Enclosure

C
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December 7, 1962

Mr. Merrill E. Lehman
Route 1, Box 22-B
Shafter, California

Dear Merrill:

This is a small token from the Board of Directors wishing you and yours a Merry Christmas and a Happy New Year.

It is in no way commensurate with the excellent work you have done, but is an expression of sincere appreciation for your loyalty in making the program a success.

Sincerely,

Jack Hurt, Assistant Manager

JH:cm

Enclosure

C
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December 18, 1961

Mr. Merrill E. Lehman
Route 1, Box 22-B
Shafter, California

Dear Merrill:

This is a small token from the Board of Directors wishing you and yours a Merry Christmas and Happy New Year. I join the Board in this wish.

It is in no way commensurate with the excellent work you have done, but is an expression of true appreciation for your loyalty in making the program a success.

Yours respectfully,

L. B. Nourse, Manager

LBN:cm

Enclosure

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November 9, 1961

Account With: Merrill Lehman
Route 1, Box 22-B
Shafter, California

Monthly Salary	\$450.00	
Increase 11/1/61	<u>50.00</u>	\$500.00 x 12 - \$6,000.00

Contributions by Distributors
considered as part of salary:

Social Security	\$12.00	
C. P. S.	12.42	
Unemployment Insurance	2.90	
House Rent	<u>50.00</u>	\$ 77.32 x 12 - \$ <u>927.84</u>
		\$6,927.84

We will pick up your monthly telephone rental from now on but no personal calls. You can add this to your expense account, but be sure and designate it as such.

The Directors have always figured that these contributions are a portion of the salary.

Yours truly,

L. B. Nourse, Manager

LBN:cm

R.D. Martin

December 7, 1962

Mr. Robert D. Martin
301 Fairview
Madera, California

Dear Bob:

This is a small token from the Board of Directors wishing you and yours a Merry Christmas and a Happy New Year.

It is in no way commensurate with the excellent work you have done, but is an expression of sincere appreciation for your loyalty in making the program a success.

Sincerely,

Jack Hurt, Assistant Manager

JH:cm

Enclosure

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Y

C
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December 18, 1961

Mr. Robert D. Martin
301 Fairview Street
Madera, California

Dear Bob:

This is a small token from the Board of Directors wishing you and yours a Merry Christmas and Happy New Year. I join the Board in this wish,

It is in no way commensurate with the excellent work you have done, but is an expression of true appreciation for your loyalty in making the program a success.

Yours respectfully,

L. B. Nourse, Manager

LBN:cm

Enclosure

November 15, 1961

Account With: Robert D. Martin
301 Fairview Street
Madera, California

Monthly Salary \$540.75
Increase 11/1/61 27.25 \$568.00 x 12 - \$6,816.00

Contributions by Distributors
considered as part of salary:

Social Security \$12.00
Unemployment Insurance 2.90 \$ 14.90 x 12 - \$ 178.80
\$6,994.80

The Directors have always figured that these contributions are a portion of the salary.

Yours truly,

L. B. Nourse, Manager

LBN:cm

C
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Y

D. Moser

January 31, 1964

C
O
P
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Duane Moser:

The California Planting Cotton Seed Distributors' Board of Directors at the mid-year meeting held January 22, 1964 approved the following pay increase in your salary: From \$525.00 monthly to \$575.00 monthly. Your February 15 check will show this increase including that portion retroactive to January 1, 1964.

To assist each employee in the understanding of complete employment cost, we have listed below a dollar valuation of benefits which you as an employee of California Planting Cotton Seed Distributors received during the calendar year of 1963:

Federal Social Security	\$152.85	
Federal Unemployment Insurance	24.00	
State Unemployment Insurance	110.20	
Industrial Compensation Insurance	13.47	
Blue Cross	99.36	
Paid Holidays	<u>125.00</u>	\$524.88

December 16, 1963

Mr. Duane Moger
1400 Vanderbilt Drive
Bakersfield, California

Dear Duane:

May the New Year bring to you satisfaction and continuing good health, and may the spirit of Christmas pervade throughout your home this Holiday Season.

Many thanks for your loyal cooperation and help, and please extend to your family the sincerest of Holiday Greetings.

Sincerely,

CALIFORNIA PLANTING
COTTON SEED DISTRIBUTORS

Jack Hurt, Manager

JH:wf

Enclosure

C
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J. Person

January 31, 1964

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Jim Person:

The California Planting Cotton Seed Distributors' Board of Directors at the mid-year meeting held January 22, 1964 approved the following pay increase in your salary: From \$595.00 monthly to \$630.00 monthly. Your February 15 check will show this increase including that portion retroactive to January 1, 1964.

To assist each employee in the understanding of complete employment cost, we have listed below a dollar valuation of benefits which you as an employee of California Planting Cotton Seed Distributors received during the calendar year of 1963:

Federal Social Security	\$174.00	
Federal Unemployment Insurance	24.00	
State Unemployment Insurance	110.20	
Industrial Compensation Insurance	23.64	
Blue Cross	149.04	
Paid Vacation	297.50	
Paid Holidays	226.64	
Retirement Premium	<u>1,110.02</u>	\$2,115.04

Jack
Copy

December 23, 1963

Mr. James A. Person
3008 Rincen Place
Bakersfield, California

Dear Jim:

For 1963 income tax purposes, please add \$76.83 to your gross income for earned interest from your retirement/life insurance policies.

Policies held in trust for you, and their monthly retirement and life insurance values are:

<u>Policy No.</u>	<u>Monthly Retirement</u>	<u>Life Insurance</u>
1224676	\$127.00	\$12,700.00
1240561	10.00	1,000.00
1273264	20.50	2,050.00
1305577	11.10	1,110.00
	<u>\$168.60</u>	<u>\$16,860.00</u>

If you have any questions on these policies, please let me know.

Sincerely,

CALIFORNIA PLANTING
COTTON SEED DISTRIBUTORS

Jack Hurt, Manager

JH:wf

December 16, 1963

Mr. James A. Person
~~3008 Rincon Place~~
Bakersfield, California

Dear Jim:

May the New Year bring to you satisfaction and continuing good health, and may the spirit of Christmas pervade throughout your home this Holiday Season.

Many thanks for your loyal cooperation and help, and please extend to your family the sincerest of Holiday Greetings.

Sincerely,

CALIFORNIA PLANTING
COTTON SEED DISTRIBUTORS

Jack Hurt, Manager

JH:wf

Enclosure

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December 28, 1962

Mr. Jim Person
2201 F Street
Bakersfield, California

Dear Jim:

For 1962 income tax purposes you will have to add \$82.22 to your income for earned interest in your retirement policy.

Very truly yours,

Jack Hurt, Assistant Manager

JH:cm

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December 7, 1962

Mr. James Person
California Planting Cotton Seed Distributors
2201 F Street
Bakersfield, California

Dear Jim:

This is a small token from the Board of Directors wishing you and yours a Merry Christmas and a Happy New Year.

It is in no way commensurate with the excellent work you have done, but is an expression of sincere appreciation for your loyalty in making the program a success.

Sincerely,

Jack Hurt, Assistant Manager

JH:cm

Enclosure

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December 18, 1961

Mr. Jim Person
California Planting Cotton Seed Distributors
2201 F Street
Bakersfield, California

Dear Jim:

This is a small token from the Board of Directors wishing you and yours a Merry Christmas and Happy New Year. I join the Board in this wish.

It is in no way commensurate with the excellent work you have done, but is an expression of true appreciation for your loyalty in making the program a success.

Yours respectfully,

L. B. Nourse, Manager

LBN:cm

Enclosure

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November 15, 1961

Account With: Jim Person

Monthly Salary	\$551.25	
Increase 11/1/61	<u>27.75</u>	\$579.00 x 12 - \$6,948.00

Contributions by Distributors
considered as part of salary:

Social Security	\$12.00	
C. P. S.	12.42	
Pension	84.16	
S. D. I.	13.28	
Telephone	6.77	
Unemployment Insurance	<u>2.90</u>	\$131.53 x 12 - <u>\$1,578.36</u>
		\$8,526.36

You will have to add \$69.43 to your income report for earned interest in your retirement policy.

The Directors have always figured that these contributions are a portion of the salary.

Yours truly,

L. B. Nourse, Manager

LBN:cm

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January 5, 1961

C Mr. James A. Person
2201 F Street
Bakersfield, California

O Dear Jim:

You will have to add to your income for tax purposes the following amount for an estimated earned benefit on your pension insurance plan:

\$ 68.60

P The premium being paid by the Distributors for your pension fund, both retirement and insurance benefit per year, is \$ 1,009.88

The premium being paid by the Distributors for your disability income protection plan per year is \$ 159.39

Y Total per year is \$ 1,169.27

The Directors consider this as part of your salary.

Yours truly,

L. B. Nourse, Manager

vmf

February 23, 1960

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Mr. Jim Person
2201 F Street
Bakersfield, California

Dear Jim:

You will have to add \$56.45 to your income tax report as benefit earned from your pension fund for 1959.

Yours respectfully,

L. B. Nourse, Manager

LBN/v1

C. Mc Caffrey

November 15, 1961

Account With:

Constance H. McCaffrey

Monthly Salary
Increase 11/1/61

\$420.00
21.00

\$441.00 x 12 - \$5,292.00

Yours truly,

L. B. Nourse, Manager

LBN:cm

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