

## 1895 December 4<sup>th</sup>

Directors' Meeting held at No.7 Water Street Yokohama at 3:30 p.m.  
on Wednesday the 4<sup>th</sup> December 1895

Present: Messrs James Dodds (Chairman), H. Baehr, W. Gordon,  
J.D. Hutchison, and (by invitation) M. Kirkwood.

The Minutes of the previous meeting of 23<sup>rd</sup> October were read and confirmed, the Chairman remarking in connection with them that the arrangement made regarding Mr. Isono's promissory note had been carried out.

➤ Heckert's Leave for Absence

Chief Brewers Leave of Absence

The Chairman said Mr. Heckert informed him he had confidence in his Assistant and could leave him in charge with safety. Having read a memorandum of the agreements with and payments to Mr. Heckert during his engagement with the Company, the Chairman continued that he and Mr. Baehr had met Mr. Heckert and in conversation learned that Mr. Heckert's ideas were that the Company should allow him full salary during his absence and let him make arrangements with his assistant- Mr. Heckert also to look after business at home in the interests of the company. After some consideration it was resolved as follows:

1. That Mr. Heckert should be allowed leave of absence on full pay
2. That he should make arrangements with the Assistant for carrying on the Brewery in his absence-such arrangements to be satisfactory to the Assistant and to the Company and in the opinion of the Directors equal to 1/2 Mr. Heckerts bonus.

3. That the Company should consider any claim Mr. Heckert might make on account of expenses incurred by him on behalf of the Company.

➤ Heckert's Salary

Mr. Heckert's Salary After discussion of this subject it was decided that the Company informs Mr. Heckert they were willing to make a new agreement on his return increasing his salary to \$350 per month with a bonus of 5% on all dividends declared.

➤ New Cellars

New Cellars Mr. Dodds stated the Secretary had reported, that day, that the brickwork was practically finished and the work connected with the fitting of the brine pipes was proceeding. The Brewer expected to have all in order to put Beer in the Cellars about 20<sup>th</sup> December and to have all the Cellars full by 30<sup>th</sup> March. After consultation regarding the exaction from the Contractor of the penalty for delay, it was decided to leave the question in the hands of Dodds and Baehr.

➤ Price of Beer

Price of Beer This subject having again been brought up it was unanimously resolved to increase the price by 5 sen per gallon from 1<sup>st</sup> January next.

The meeting then closed at 4.30 p.m.

James Dodds

Chairman