

Phnom Penh Post

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From: Michael Hayes

Date: April 11, 1996

To Whom It May Concern:

This is to confirm that I agree to take on Eugenia Kim as an unpaid volunteer. I am willing to take Eugenia on for a period of not less than 3 months with the length of her stay with the Post open-ended.

The Post is not a "non-profit" organization. I set up the Post as a private business because I didn't want to get involved with donations from other NGOs or governments as I felt it would compromise my ability to maintain an independent editorial stance. History has proven that this was a wise decision. However, I should note that the Post has been barely breaking even since its inception. In fact, given our revenues our salary structure is actually much lower than other foreign NGOs operating in Cambodia. As such, those foreigners working full-time for the Post might as well be considered "volunteers" in that no one is saving any money. Rather, our staff is here for the experience of working for a highly respected publication in an extremely interesting press environment.

Your completed supervisor's statement is attached. As well, I have attached a summary of comments on the Post from a number of our readers.

Please let me know if you need any further information.

Sincerely,



Michael Hayes

Publisher & Editor-in-Chief