

AN AGREEMENT made the *First* day of
December One thousand nine hundred and eleven
BETWEEN *Douglas Mawson* of
Adelaide (hereinafter called The Commander)
of the one part
of *E. Broadbent Charles Archibald of Melbourne*
(hereinafter called the Member of the Staff) of the other part.

1. The Member of the Staff binds himself to join and sail with the Commander's forthcoming Expedition to the Antarctic Zone and to serve with such Expedition until the relief expected by the "Aurora" in the Summer of one thousand nine hundred and thirteen.
2. By way of pay the sum of three hundred pounds will be due to the member of the Staff on the return of the Expedition to Australia in the Autumn of One thousand nine hundred and thirteen. This sum will be payable as soon as funds are available. In the event of the Expedition continuing for a longer period than the above then the Commander will endeavour to pay the Member of the Staff the sum of Sixteen pounds thirteen shillings and fourpence per month during the extra time occupied.
3. The above payments only continue so long as the member of the Staff obeys the reasonable commands of the Commander or his deputies.
4. Should the Member of the Staff at any period not fulfil the above clause payments may be suspended from that date.
5. The Commander shall provide the member of the Staff with a passage to Hobart, the Member of the Staff undertaking the journey as ordered. The Member of the Staff shall provide his equipment when leaving the Expedition but the Commander shall provide his Antarctic equipment.

6. The Member of the Staff shall during the period of such Expedition obey the commands of the Commander and his Deputies and shall use his best endeavors to promote the success of the same and in the event of anything happening to the Commander shall obey all commands of any Members of the Staff who shall be appointed by the Commander in writing before his death, it being understood that the rest of the Staff shall hold the same relations towards any Member of the Staff so appointed as towards the Commander.
7. THE Member of the Staff shall not during the period of the Expedition and for two years after its return to Australia (even though the said Member may have been paid off at some earlier or other date) print publish or divulge either directly or indirectly to the press or publishers or the general public whether in British or Foreign Countries any information as regards the above Expedition without the express permission of the Commander in writing.
8. ALL collections of any sort - geological zoological botanical or biological made by the Member of the Staff during the Expedition are to be the property of the Expedition and all photographs taken during the Expedition whether by private cameras or Expedition cameras and all copyright and other rights therein are to be the property of the Commander.
9. On the return of the Expedition the Member of the Staff shall order and prepare his notes for publication and deliver them to the Commander within a reasonable time. It is intended that the whole of the scientific results

of the Expedition be published as one concrete work.

10. THE Member of the Staff shall not give any lectures relating to the Expedition for two years after the return of the Expedition to Australia (even though the said Member may have been paid off at some earlier date) without express permission of the Commander.
 11. Payment to the member of the Staff will not be made unless he has satisfied the Commander that the above clauses 3, 4, 6, 7, 8, 9, and 10 are being faithfully fulfilled.
 12. THIS AGREEMENT shall bind the parties hereto and their respective executors and administrators and in particular the representatives of the Member of the Staff shall be subject to the provisions of Clauses 7, 8, and 10 hereof.
- I N W I T N E S S whereof the said parties have herunto set their hands.

Witness to the Signature of
J. M. Baldwin.

D. Dawson

Witness to the Signature of
C. A. Hoadley
Witness, J. M. Baldwin.