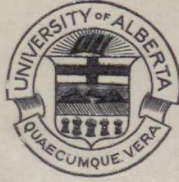


PRESIDENT'S OFFICE



CABLE ADDRESS: "VERA"  
CODE A.B.C. (5TH ED.)

EDMONTON,  
ALBERTA, CANADA

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than those who have already reached the maximum salary. I did not find it possible, however, to have the scale of increases operate during this period. That I much regretted because of the fact that it effects those on low salaries much more seriously than those on the higher salaries. I have the feeling that if you can find it possible to carry on the schedule of increases at the same time that a general reduction is made, it will be taken with much better grace than if the increases are also withheld.

With kind regards,

Very truly yours,

A handwritten signature in cursive script that reads "Robt. C. Wallace".

Robt. C. Wallace,

President.