

practical application of the plan outlined. The officers of the Company thought that a conference just at that time might be misunderstood, and that the inauguration of measures they had thought of introducing should be left till the strike was formally declared at an end.

The President of the Foundation has not hesitated to confer with Mr. King respecting industrial problems in general, or questions pertaining to the Foundation or Colorado in particular. Whilst Mr. King's services have been retained in respect to a special investigation, it has not been felt that his association with the Foundation should preclude his being consulted on any matters of policy which the President of the Foundation, or the Directors of the Colorado Fuel and Iron Company, might have under consideration. Indeed, it has been assumed that the greater insight Mr. King is afforded into the policies of the Directors and the business of the corporation, the more comprehensive will be the information on which he can draw in working out his ideas and giving them a form which will make possible their practical application.