

Consequently the President of the Foundation did not hesitate to take up the Colorado situation with Mr. King in the manner described in his letter; and, as the evidence taken before the United States Commission in Colorado shews, did not hesitate to pass on his suggestions with approval for the consideration of the officers of the Colorado Fuel and Iron Company.

Being impressed with the possible service Mr. King might render, from his experience in matters of this kind, the President of the Foundation did not hesitate to discuss with him the question of his willingness to go to Colorado, should it appear after conference with the officers of the Company that he might be able to render a useful service in this way. This was spoken of very informally, not with any pre-determined plan in view, but rather to ascertain what might be possible if desired. When later it was decided that Mr. King would take up the Foundation's work, after returning from a transcontinental trip across Canada, it was thought better both by himself and members of the Foundation Committee that he should not concern himself with Colorado save as a field for the study of conditions.

The European War brought a change in Mr. King's plans. He abandoned the idea of going to the Canadian West, and this caused the President of the Foundation to think he might be willing to go out and discuss with the officers of the Company the inauguration of the plan of permanent conciliation discussed at the first meeting, before formally taking up the Foundation's work on October 1st as arranged. Accordingly the President wrote him for an outline of the plan discussed and inquired both of him and of the officers of the Fuel Company as to the possibility and advisability of their having conference concerning the possible