

JAMES S. DUNCAN  
915 KING STREET WEST  
TORONTO, CANADA

January  
Seventh  
1938

Dear Mr. King:

I received with a great deal of pleasure your letter of January 3rd, dealing with your nephew, Mr. John Lay, and I want to assure you that you are in no way indebted to me for having taken this young man into our organization, because I am always on the look-out for men of good education and experience to bring into our Company. I was therefore delighted to give your nephew an opportunity when my friend, Mr. Howe introduced him to me.

I believe that the future of all large enterprises, such as ours, depends primarily on the quality of the personnel which they are successful in gathering around them, and I look upon it as an important part of my job and responsibility to gather around me young men on whose shoulders the responsibility of this business can rest in years to come.

We are putting your nephew through a course of training in the factory which lasts six months. It is hard work and no doubt very different to what he has been accustomed to, but I know from my own personal experience that it is of great value, and I am sure from what I am told of the way he has started out that he will make a success of it.

With kind personal regards, and all good wishes, I remain

Yours faithfully,

Rt. Hon. Wm. L. Mackenzie King,  
Laurier House,  
Ottawa, Ontario.

*J. S. Duncan*

King, Rt. Hon. William Lyon Mackenzie (MG  
26 J 7 volume 19) Lay family -  
Correspondence 1934-1942

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