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before the year was out, the instrument by which from the State of Colorado itself we would secure an expression of gratitude to you from an official source, as well as from the very men who had been doing what they could to misrepresent your whole attitude to the American people. To-day there is in the document enclosed with this letter the realization in printed form of the vision which was as clear to me in my own mind at the time, as is the document itself at the present moment.

In so far as I may have helped to accomplish the results attained, these two documents represent in a way my main service to the Foundation during the past year; but neither of them were even remotely contemplated by the Trustees in connection with my appointment. They are wholly in accord with the spirit of my work, but if I had had to start out upon the letter of the engagement to accomplish either, I doubt if it would have been possible to have ever made plain in advance that I was other than a wandering visionary, who may have had ideas of his own, but was certainly pursuing lines never requested or contemplated. Certainly, a following of the letter of my engagement would never have helped to bring either of these documents into existence in their present form; and yet I am sure you will agree that, considering not only the branch of the work of the Foundation which has to do with Industrial Relations, but also the larger work of the Foundation itself, in no way, all circumstances considered, could a greater

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