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THE COLORADO FUEL AND IRON COMPANY,  
DENVER, COLORADO.

J. F. WELBORN,  
PRESIDENT.

November 9, 1916.

My dear Mr. King:

I have thought a good deal about the suggestion for educational work among the employees contained in your note of the 31st ultimo, written at Baltimore.

I believe the course suggested by you might be adopted with advantage among certain classes. The greatest obstacle in making it effective would, I think, come from the difficulty of securing the right kind of men to carry on the work, that is to say, men who would appreciate the importance of their work and be able to do it without leaving the impression that they were paid advocates of the Company. There is, I feel quite sure, only one class of foreigners--the Greeks--with whom such educational work would be effective and really necessary. In our past experience we have found but one man of that nationality with the discretion and integrity that qualified him for such duties, and he recently left our employ, against our wishes, to go East and possibly to return to his native land. This man was very helpful to us at a time when it was important that people of his nationality should have a correct understanding of our conditions.

We will make a canvass of our men with the view of finding some who are qualified for and can be trusted to do the work under consideration, not only with the nationality referred to, but with others, if we can see that such work will be helpful among them. I am wondering, however, what the effect on the public would be should the plan be put into operation and become generally known.

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