

a variety of sources and different angles, many points of view as to conditions which give rise to the most difficult problems in industry, and to suggest what is ~~most~~ likely to give most promise of practical results in the furthering of industrial peace. This being my object in coming to Colorado, I shall welcome the opportunity of being informed, from any quarter, of facts and circumstances calculated to throw light on existing industrial conditions and the problems which they present. Especially will I welcome the views and opinions of men and women actually engaged in industrial pursuits, with regard to situations which affect their working conditions, and I shall be grateful for such co-operation as the authorities and the citizens of the State may be willing to afford.

In connection with the direction of the investigation of Industrial Relations which the Rockefeller Foundation has instituted, I have, from the outset, indicated my desire to avoid any form of organization which might cause it even to appear that the work I have taken up was intended to rival or encroach upon the work of existing organizations, and in particular the work properly assignable to Government departments and agencies. It is not my intention, therefore, to attempt to duplicate in any particular what has already been done or may be attempted by the many public investigating or mediating bodies which have already visited or may intend to visit Colorado. Nor do I wish to encroach upon the work of any agencies at present existing or