

March 22, 1935

Dear Miss Heil:

Thank you for your letter. All the comment that I would like to make from Colonel Walker's letter of February 28th and of your statement to me when I talked to you on the telephone from Titusville would be something like this:-

The Hookless Fastener Company is a young enterprise and it was not until 1933 or 1934 that the question of old age pensions was seriously considered by the management. Then as something that concerned the future rather than the present - a study of industrial firms which had put in their policies a provision for the employees which had reached a certain fixed age, which we may call the pension age, was undertaken. No conclusion had been reached although there had been considerable investigation done when the Government plan for social insurance began to receive public attention. Under these circumstances it seemed wise to the management to come to no decision until it was known just what the Government would do. This of course was an intelligent view of the matter. That is, it can be said that the Hookless Fastener Company has temporarily laid its plans for old age pensions on the table putting the next move up to Congress. ||

If Mr. Gilmore would be good enough to look over this statement I shall be greatly obliged. Of course, I shall appreciate any additions that he may care to make.

Colonel Walker in his letter of the twenty eighth says that the Company has taken care of a small number of aged employees by giving them positions which their age will permit them to fill. A specific example might be helpful if Mr. Gilmore is willing to give it.

Thanking you for your kindness in looking after my wants, believe me dear Miss Heil

Very sincerely yours

Miss Adelaide E. Heil
Hookless Fastener Company
Headville, Pa.