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15 Jan 66

HENRY WOOD SHELTON
MANAGEMENT
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PHILADELPHIA, PA.

TELEPHONE, SPRUCE 4403

January 20, 1920.

Miss Ida M. Tarbell,
132 East 19th Street,
New York City.

My dear Miss Tarbell :-

Thank you for your letter of January 16 and its very kind wishes. I am indeed glad to know of your genuine interest in mutual ratings because I have high regard for your ability as a sower of good seed. If mutual ratings are what I believe them to be - a method of participation which will bring constructive democracy in industry a little nearer - they will prove to be really good seed and I say " Godspeed your sowing."

What days of growth these are toward a better understanding of the glad possibilities of mutual service based on brotherhood and cooperation! I believe we are on the edge of an age when competition in service will take the place of competition for private gain. We can reach that time, however, only through a process of education and growth by which men learn how to cooperate and why it is the better way. So I welcome trade unions, industrial unions and cooperative efforts of any sort as helping things along.

Surely in spreading this seed you will not consider it "mine". Whatever is good in it belongs to all who care to use it. Mutual ratings develop a very real power. Those who with sympathy and understanding wish to use it in the way of service will do so successfully and specialize its application in manifold ways unknown to me. Those who would think to use it for exploitation or other personal gain will find it a boomerang.

On your return it will be a great pleasure to talk over this and other mattersof mutual interest. With best wishes for the complete success of your trip,

Sincerely yours,

Henry Wood Shelton.

HWS.E

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