

4/13/35
United States Steel Corporation

71 Broadway, New York.

INDUSTRIAL RELATIONS DEPARTMENT

April 12, 1935.

Miss Ida M. Tarbell,
120 East Nineteenth Street,
New York City.

Dear Miss Tarbell,

I have your letter of April 8th relative to the editorial article you are preparing in which you wish to refer briefly to the Corporation Home Owning Plan.

We have made a review of the 6,358 contracts entered into with employees since the inception of this plan in 1920, and the average cost has been approximately \$5,500, ranging in price from as low as \$1,500. These comprise houses originally built by the Company and sold to employees, those constructed for employees and those purchased on the outside for resale to the employees.

The Corporation of course has had to give considerable attention to housing facilities, particularly in isolated operating communities, and in the construction of these houses much thought and study has been given, not only to design so that the employees will have homes with modern comforts, but to important features such as healthful surroundings, educational and religious opportunities, recreation, and civics. We have found, in carrying out this program, that the small moderate-priced house of four to six rooms has been the most popular and in demand.

The Corporation Housing Committee several years ago prepared General Requirements for Housing for the guidance of the Companies, and for the purpose of establishing certain standards and desirable uniform construction details which would result in economy in both construction and maintenance cost. During the past few years it has been unnecessary to build any great number of houses, but where this has been done the usual care has been exercised in the provision of dwellings which are best suited to the needs of the employees and their families.

I am enclosing herewith a copy of the General Requirements for Housing, as well as a copy of the Home Owning Plan. It will be noted in the latter that this plan was amended September 1, 1928, to include a Home Owning Life Insurance Plan. This insurance is on a sliding scale which always covers the balance of the