

plant visits have increased the number of our people who believe we are sincerely trying to improve their lot and raise their confidence in us. ^{Each year} X-rays have uncovered about 40 previously undetected cases of tuberculosis each year. Today a look at our departmental expenses quickly proves industrial medicine is accepted as essential.

Progress to still better working conditions will be retarded, perhaps actually stop, unless there is a sufficient flow of competently trained doctors and nurses to our ranks. ^{These doctors} (They) cannot be equipped with sufficient knowledge in schools where industrial medicine is taught in a half-hearted way by inexperienced teachers. There must be high educational standards. Such doctors should have at least one year of specialized graduate training. Back of them must be adequate research and with them engineers trained in industrial hygiene who recognize health hazards and know how to correct them. The nurses must be people who have the ambition to make life better for other people. They can bring friendship to company families in trouble. We need nurses who seek the glow which comes from the realization they are creating the feeling of greater security in many families. Today the company which plans to continue in business needs these people just as definitely as it needs engineers and other technical men. To the extent we can afford, we must support medical education and medical research just as we do technical education and product research.

The medical people we now have in our ranks were educated with the aid of the charity of individuals and foundations. On the average the doctor's education costs \$6800 more than he paid; the nurse an average of \$2000. It cost charity funds over \$80,000 to