part of my time trying to help the superintendents and foremen of our sixty plants better understand the fundamentals of our debt to all men in the organization who pull their oar in advancing the company toward its objectives. Also, we must teach all in supervision the findings of medical science as applied to occupational health problems. They must, for example, be taught the proper use of exhaust equipment. Times have changed amazingly. At last we are beginning to get a better sense of proportion as to which things are important and the degree of their importance.

We know that plant people are entitled to the best possible in working conditions. We know whatever that means in expense is a necessary expense. We know that a strong Medical Department with a nurse at each plant is not only something companies owe their people but is a profitable investment in human relations.

The Industrial Nurse is the best contact we have with the man and the man's family. Her interest in the problems of the family will open the door to a feeling of friendship and unlock the frankness which makes possible a contribution to the lives of many families.

What I have said applies generally to industry, depending on its degree to the type of business. We not only know the necessity of good doctors but unfortunate experiences have taught us the importance of having doctors quickly available. As part

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