

EXPLANATION

1. DIRECTOR TO DIVIDE HIS TIME AS MAY BE NECESSARY BETWEEN CREDIT UNIONS AND REMEDIAL LOAN WORK; CARRYING ON CORRESPONDENCE, PREPARING PUBLICATIONS, LECTURING, AND GENERALLY DIRECTING AND PARTICIPATING IN THE WORK OF THE STAFF.

2. ASSISTANT (HEILBORN?) TO GIVE NEARLY ALL OF HIS TIME TO CREDIT UNIONS, STUDYING THE LAWS OF ALL STATES REGARDING CO-OPERATION, THE LAWS UNDER WHICH COOPERATIVE ASSOCIATIONS MAY ORGANIZE, EXAMINING BY-LAWS, FORMS, NOTES, AND METHODS OF CREDIT UNIONS ORGANIZED IN NEW YORK FOR THE LEGAL POINT OF VIEW; ASSISTING CREDIT UNIONS TO PREPARE THE NECESSARY LEGAL PAPERS IN PROPER FORM; LECTURING IN PUBLIC LECTURE CENTERS AND ADDRESSING GROUPS INTERESTED.

SUCH TIME AS HE COULD GIVE TO REMEDIAL LOANS, SHOULD BE SPENT IN PREPARING A COMPARATIVE STUDY OF SMALL LOAN LAWS AND THEIR INTERPRETATION THROUGHOUT THE UNITED STATES; DRAFTING AND SEEKING TO SECURE THE ADOPTION OF UNIFORM LAWS, ADVISING PROSECUTING OFFICIALS AND KEEPING AN EYE ON ACTIVITIES OF SMALL LOAN AGENCIES IN NEW YORK; SUGGESTING METHODS TO THE BANKING DEPARTMENT AND DISTRICT ATTORNEY.

3. ORGANIZER (). ENTIRE TIME PUT ON REMEDIAL LOAN WORK; PREPARING PROSPECTUS, RAISING CAPITAL AND COMPLETING ORGANIZATION OF REMEDIAL LOAN SOCIETIES, WHEREVER POSSIBLE HIS SALARY BEING PAID BY COMMUNITIES INTERESTED. AT OTHER TIMES HIS SALARY TO BE PAID BY THE DIVISION AND HIS WORK TO BE IN THE OFFICE, PREPARING PUBLICITY MATERIAL, PROSPECTUSES AND ORGANIZATION PLANS, FAMILIARIZING HIMSELF WITH CONDITIONS IN CITIES INTERESTED AND SEEKING THROUGH CORRESPONDENCE TO BRING THESE CITIES TO THE POINT OF ORGANIZING.

4. ORGANIZER (W. J. STANTON, BOSTON ?). HIS ENTIRE TIME TO BE SPENT IN ORGANIZING CREDIT UNIONS IN NEW YORK CITY, FIRST STUDYING THE ORGANIZATION OF CITY DEPARTMENTS, FRATERNAL ORGANIZATIONS, PUBLIC SERVICE AND OTHER LARGE CORPORATIONS, WORKING OUT SCHEMES FOR ORGANIZATION, CENTRALIZATION, ETC., LECTURING AND ADDRESSING GROUPS.

5. ORGANIZER (SIMMONS, CELLULOID COMPANY, NEWARK ?). HIS WORK IDENTICAL WITH THAT OF THE ORGANIZER REFERRED TO ABOVE.

6. ACCOUNTANT AND AUDITOR (). HE SHOULD GIVE ABOUT FOUR-FIFTHS OF HIS TIME TO CREDIT UNIONS AND THE REMAINDER TO REMEDIAL LOAN WORK, AS TO REMEDIAL LOANS, WORKING ON UNIFORM ACCOUNTING SYSTEMS, STANDARD REPORTS AND FORMS, ALSO AUDITING PAWNING SOCIETIES PERIODICALLY, PART OF HIS SALARY AND EXPENSES BEING PAID BY THE MEMBERS OF THE NATIONAL FEDERATION, AS TO CREDIT UNIONS, PREPARING FORMS AND ACCOUNTS, ASSISTING IN OPENING BOOKS AND AUDITING UNIONS IN OPERATION, SHOULD ALSO

DRAFT AN ACCOUNTING SCHEME FOR CENTRALIZED CREDIT UNIONS IN LARGE ESTABLISHMENTS AND A FEDERATION OF CREDIT UNIONS FOR THE CITY.