

American Smelting and Refining Company
Tacoma Smelter
Tacoma, Washington

January 11, 1968

Dear Fellow Employee:

Enclosed is Form W-2 which is an accounting of your earnings at ASARCO for the year 1967. Copy of this report has been forwarded to the Federal Government as required by law.

I am sorry that your earnings with ASARCO are so much lower this year than in recent years.

It is regrettable that the unrealistic aims of your new Union make it impossible to negotiate a contract that is fair to both you and to the Company by whom you are employed. We sincerely hope that our differences can soon be resolved, and that your income for 1968 will be greatly improved.

Very truly yours,

RE Shinkoskey

R. E. SHINKOSKEY

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Enclosure