Confidential

Dear Heidelberger,

In accordance with my promise I am informing you in advance of the formal notification that you have been appointed "Associate Member" & your total salary fixed at $6,000 per annum. It is hoped that you will continue, for the present, supervision of Mr. Baker's work.

I wish to congratulate you sincerely on this promotion for the excellent work you have been doing to win it.

Moreover, I wish to add that you have been voted leave of absence with full salary, from March 1, 1924, to September 1st, 1924, this latter date can be extended

until October 1st if necessary in order to carry out specific plans.

Yours sincerely

Irwin Edman.