



# MONTGOMERY WARD

*Retail Store* 1288 Camino Del Rio, San Diego 10, California • 298-8161

April 3, 1964

Mr. Robert E. Russell  
Congress of Racial Equality  
2528 Imperial Avenue  
San Diego, California

Dear Mr. Russell:

I feel quite certain that the information relative to our forthcoming meeting was passed on to you, but since this was a telephone conversation I would like to confirm this by letter.

Arrangements have been concluded for a meeting with Mr. William Barger, Montgomery Ward and Company West Coast Personnel Director, the manager of the Grossmont store, the National City store and myself to meet with your group at 4:00 p.m., Wednesday, April 8th. It was originally planned to have the local District Manager, Mr. Powell, present, but he left for Chicago yesterday and will not be back in time to attend this meeting.

As I explained to you previously, Mr. Barger is in a position to state the complete policy which we in the stores must follow. I am sure that any and all subjects can be discussed in this meeting, and every attempt made to resolve anything which appears to be in conflict.

Sincerely,

MONTGOMERY WARD & COMPANY

C. A. Shattuck  
Store Manager

CAS:jb

Employment Agencies & State:

Gentlemen:

Wards has maintained, for a considerable period of time, a policy and practice of hiring employees on the basis of qualification alone, without regard to race, color, creed or ancestry.



In the past week, a local, outside organization, through the newspapers and otherwise, has publicly questioned and attempted to confuse Wards' motives and intentions in this regard.

We do not wish there to be any misunderstanding in respect to our hiring or employment practices. We take this opportunity to affirmatively state to you that now and in the future in making referrals to Wards of applicants for employment the only consideration to be given is whether the prospective applicants meet our occupational qualifications. In no event should the race, color, creed or ancestry of such applicants be considered.

Very truly yours,

W. E. Barger  
Regional Personnel Manager

Handwritten initials, possibly 'W E', written in cursive below the typed name.