

Northern Indiana Public Service Company

50
Anniversary

1912-1962

Hammond, Indiana
August 16, 1962

~~Mr. P. Vanis Tehrani~~
917 E Cherry Lane
East Lansing, Michigan

Dear Mr. Tehrani:

Your letter of August 14, expressing an interest in the possibility of employment with this Company, has been received. We have need for some graduates in electrical engineering. The nature of the work does not require degrees above a Bachelor's, and usually those who have a Master's or higher are looking for more remunerative work. We have hired a few Masters but pay them no more than we do Bachelors.

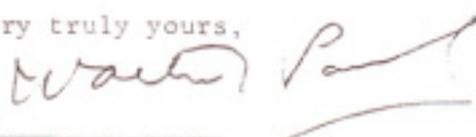
Our minimum entering rate for Bachelors in engineering is \$475, with the promise of a \$25 increase after six months and another after the second six months, with advancement thereafter on the basis of performance and responsibilities assumed. I am telling you these things because if our plan is unattractive there is no use of our wasting any time in further discussion.

I am enclosing a couple of blanks of our employment form, and if you want to go into this matter further I would like you to complete one copy and return it to me. Indicate at least two dates on which you could visit us, if we decide to have you do so. If we should invite you to visit us we would reimburse your out-of-pocket expenses.

There are two other points that we should have an understanding on: First, I would presume you are not at the present time an American citizen. If you do not plan to become one as soon as possible, we would not be in a position to discuss employment with you. Second, I know that some of the people in your Country have religious connections which require them to wear dress that is not consistent with the American mode of dress. This involves particularly a sort of robe, the official name of which I do not know, and a turban. We cannot consider employment of anyone with a striking and unusual mode of apparel, even though we have every respect for what lies behind it.

I shall await further reply from you and proceed accordingly.

Very truly yours,



~~_____~~
Manager of Industrial Relations

WKP:C
Enclosures