Office of the President

Referred to ______________________________

______________________________ 1924

Please

1. Dispose of as you think best.
2. Answer and retain in your files.
3. Answer and return with carbon of reply for our files.
4. Return with answer on President's stationery for him to sign.
5. Return
   a) With information called for in writing.
   b) With suggestion of answer in writing.
   c) Comment in writing.
6. Return and arrange for personal interview.
7. Follow through—and report.
8. Initial and return (sent for information only).
9. Accept______Decline.
10. Send to ______________________ with covering letter.
11. File under______________________
12. Make ______________________ copies.

    Send to

13. Remarks.

The University of Chicago
Office of the Vice-President and Business Manager

ROOM 1838, 230 S. CLARK ST.
TELEPHONE DEARBORN 9312

J 4 b

October Twenty
1 9 2 4

My dear Dr. Burton:

I have studied the statutes relating to retiring allowances in connection with the question raised by Dr. Dodson, as to whether he is eligible for a retiring allowance. From my consideration of the statutes I do not think he is entitled to a retiring allowance. I asked Mr. Fairweather, as an attorney, to give me his opinion from the legal point of view. The summary of his opinion is as follows:

"(1) Technically Dr. Dodson does not appear to be entitled to a retiring allowance. The intent of the statute, I believe, would not include persons rendering service of the kind which Dr. Dodson performed.

(2) A more complete knowledge of the service he rendered might justify special consideration, presumably under paragraph 6.

(3) I suggest the advisability of having some definition of professorial lecturer established with special reference to the retiring allowance statute."

I presume now that Dr. Dodson has resigned entirely from the service of the University and the resignation has been accepted without the question being passed upon by the Board, I take it that his inquiry is no longer pertinent. Do you take the same point of view?

Very truly yours,

Trevor Arnett

Trevor Arnett

Dr. Ernest D. Burton
The University of Chicago

TA:EB

November 12, 1924.

My dear Dr. Post:

Dr. Dodson recently raised with me the question whether he might not receive a retiring allowance from the University. I have referred the matter to the Business Manager with the result which I anticipated, namely, that Dr. Dodson does not come under any ruling of the University for retiring allowance. The only question that remains therefore is whether his case should be treated as exceptional under the class which permits the University to give retiring allowances outside the rules. I should be glad of your frank opinion on the question whether action of this sort should be taken.

Very truly yours,

Dr. Wilber E. Post,
122 S. Michigan Ave.,
Chicago, Ill.

EDB:CB

November 12, 1924.

My dear Dr. Post:

Dr. Dodson recently raised with me the question whether he might not receive a retiring allowance from the University. I have referred the matter to the Business Manager with the result which I anticipated, namely, that Dr. Dodson does not come under any ruling of the University for retiring allowance. The only question that remains therefore is whether his case should be treated as exceptional under the class which permits the University to give retiring allowances outside the rules. I should be glad of your frank opinion on the question whether action of this sort should be taken.

Very truly yours,

Dr. Wilber E. Post,
122 S. Michigan Ave.,
Chicago, Ill.

EDB:CB

November 12, 1924.

My dear Dr. ~~Post:~~ Billings

Dr. Dodson recently raised with me the question whether he might not receive a retiring allowance from the University. I have referred the matter to the Business Manager with the result which I anticipated, namely, that Dr. Dodson does not come under any ruling of the University for retiring allowance. The only question that remains therefore is whether his case should be treated as exceptional under the class which permits the University to give retiring allowances outside the rules. I should be glad of your frank opinion on the question whether action of this sort should be taken.

Very truly yours,

Dr. ~~Wilber E. Post,~~ Frank Billings
~~122 S. Michigan Ave.~~, 1550 N. State Pkwy
Chicago, Ill.

EDB:CB

November 12, 1924.

My dear Dr. ~~Post~~: Billings

Dr. Dodson recently raised with me the question whether he might not receive a retiring allowance from the University. I have referred the matter to the Business Manager with the result which I anticipated, namely, that Dr. Dodson does not come under any ruling of the University for retiring allowance. The only question that remains therefore is whether his case should be treated as exceptional under the class which permits the University to give retiring allowances outside the rules. I should be glad of your frank opinion on the question whether action of this sort should be taken.

Very truly yours,

Frank Billings

Dr. ~~Wilber E. Post,~~
~~122 S. Michigan Ave.,~~ 1550 N. State Pkwy
Chicago, Ill.

EDB:CB

File

F 4 b

The University of Chicago

Office of the Auditor

November 14, 1924.

My dear President Burton:

In answer to your letter of November 10 with reference to disposition of the appropriations formerly made to pay the salaries of Mr. Moncrief and Mr. Gates:

In the case of the former, I find that he retired on September 30, 1919. In the preparation of the budget for 1919-20, $1,000. was deducted from the Divinity School, the balance of $2,000. being allowed to stand as among the sums available for the School. In September, 1919, the Board of Trustees adopted a new salary scale and authorized increases in salaries in the Divinity School, which increased their instruction budget $5,000. over the appropriation adopted for the year. It might be said that the $1,000. deducted was returned to the Divinity School budget, and $4,000. additional.

In the case of Mr. Gates, may I say that the year 1916-17 was the last year of his connection with the University. He was paid a salary of $1,200., which was provided in the budget for the Department of History. This amount was allowed to stand in the Department for the ensuing year and the appropriation was increased from $38,300. to $39,500. You will observe that Mr. Moncrief was carried in the budget of the Divinity School, while Mr. Gates' salary was carried in the budget of the Department of History, in Arts, Literature and Science.

Yours very truly,

N C Plimpton

President E. D. Burton,
Harper Library.

Retiring Allowance

The University of Chicago

Office of the Auditor

November 24, 1924.

My dear Mr. Tufts:

At the meeting of the Board of Trustees held March 13, 1924, a principle for the administration of the statute with reference to retirement was adopted, which provided "that any member of the faculty who is eligible to a retiring allowance on reaching 65 years of age shall be retired at the end of his appointment year in which his sixty-fifth birthday occurs, unless by action of the Board of Trustees it is determined that there are adequate reasons for his retention in service for a longer period. In accordance with this principle, the President of the University shall, within the first six months of the year in which any member of the faculty eligible to a retiring allowance reaches the age of 65 years, (and in case of non-retirement, annually thereafter until he retires) submit to the Board of Trustees a recommendation that he be retired unless in the judgment of the President there exist adequate reasons for exceptional treatment, in which case he shall submit a recommendation to that effect. Retention in service after the age of 65 shall, as a rule, be for one year at a time".

In conformity with the above legislation, the President of the University should make a recommendation to the Board of Trustees before December 31, 1924 with reference to the following persons, whose period of service has been extended through the year 1924-25. The names and dates of birth are

as follows:

A. A. Michelson	December	19, 1852
E. D. Burton	February	4, 1856
Paul Shorey	August	3, 1857
F. R. Mechem	May	9, 1858
F. A. Wood	January	17, 1859

I do not find that as yet there has been brought to the attention of the Board the case of Mr. Pietsch, who was born on January 4, 1860, and is therefore eligible to be retired on January 4, 1925. Presumably this case should be brought to the attention of the Board before December 31, 1924.

Persons eligible to retirement in the next two or three years are as follows:

In 1925-26:

A. C. McLaughlin	February	14, 1861

In 1926-27:

H. E. Slaught	July	21, 1861
J. A. Parkhurst	July	24, 1861
E. H. Moore	January	26, 1862

In 1927-28:

J. H. Tufts	July	9, 1862
A. A. Stagg	August	16, 1862
J. P. Goode	November	21, 1862
C. J. Chamberlain	February	23, 1863
G. H. Mead	February	27, 1863
Shailer Mathews	May	26, 1863

It is my recollection that Dr. Carlson made arrangements with Mr. Lingle to retire at the end of the present fiscal year, on a basis to be determined.

Yours very truly,

N C Plimpton

Retirement

The University of Chicago

The Board of Trustees

OFFICE OF THE SECRETARY
ELLIS AVENUE AND FIFTY-EIGHTH STREET

December 13, 1924.

G 1

President E. D. Burton,

Faculty Exchange.

Dear President Burton:

You will recall that a year ago when Messrs. Michelson, Mechem, Shorey and Wood were appointed for an additional year, either to July 1925 or October 1925, they were not notified of the fact by the Secretary, you preferring to conduct the correspondence.

Now that the Board has acted again in these cases it is incumbent upon the Secretary to notify them this time.

If you have any other plan, however, I shall be glad to know what it is.

Yours very truly,

J S Dickerson

Secretary.

The University of Chicago
CHICAGO, ILLINOIS
Office of the President

File

94b

December 13, 1924.

My dear Mr. Tufts:

In the matter of Professor Pietsch, I understand that he reaches the age of 65 years before June 30th next. Should he be recommended for retention or for retirement? The Board yesterday voted to leave the matter to me with power to act accordingly.

I should be glad of your advice as promptly as may be.

Very truly yours,

Ernest D Burton

Mr. J. H. Tufts,
The University of Chicago.

EDB:CB

I spoke to him last week. He will write a letter asking retirement
J. H. T.

The University of Chicago

Office of Vice-President and Dean of Faculties

F 4 e

December 16, 1924

Memorandum to the President.

Concerning Dr. Pietsch.

I omitted the name of Dr. Pietsch from the list of recommendations because Professor Nitze had informed me that he desired to retire and would present his request. I asked Mr. Nitze if I could have this for the last meeting of the Board. He said that Mr. Pietsch considered this letter as something that should be written with great care and he had already composed one or two drafts of such a letter which he had submitted to him (Nitze).

I am expecting, therefore, that before the next meeting of the Board we shall have this letter, but it seems to be a case of a peculiar personality to whom we wish to be courteous.

J. H. Tufts

F 4 B

December 13, 1924.

My dear Mr. Tufts:

In the matter of Professor Pietsch, I understand that he reaches the age of 65 years before June 30th next. Should he be recommended for retention or for retirement? The Board yesterday voted to leave the matter to me with power to act accordingly.

I should be glad of your advice as promptly as may be.

Very truly yours,

Mr. J. H. Tufts,
The University of Chicago.

EDB:CB

December 15, 1924.

My dear Mr. Tufts:

In the matter of Professor Pietsch, I understand that he reaches the age of 65 years before June 30th next. Should he be recommended for retention or for retirement? The Board yesterday voted to leave the matter to me with power to act accordingly.

I should be glad of your advice as promptly as may be.

Very truly yours,

Mr. J. H. Tufts,
The University of Chicago.

EDB:GB

2450 LAKE VIEW AVENUE
CHICAGO

3Ab

Dear Dr. Beaton:

I know you will remember the money for Margaret Hardinge according to our agreement –

Cordially yours

Frances K. Hutchinson

Jan. 1 - 1925

34b

January 10, 1925.

My dear Mr. Plimpton:

I am enclosing the check from Mrs. Frances K. Hutchinson for $300, which was received by President Burton for Margaret Hardinge.

Yours very truly,

Mr. N. C. Plimpton,
Auditor,
University of Chicago.

WES:WD.

3 # b

January 12, 1925.

My dear Mrs. Hutchinson:

It is a great pleasure to me once more to acknowledge receipt of your check for $300., as a contribution toward the retiring allowance of Margaret Hardinge. Permit me again to express my appreciation of your generous cooperation with the University, in providing for Miss Hardinge an allowance which the regular retiring allowance system of the University does not cover.

I hope your stay in the South may bring to you the rest and refreshment that I am sure you need. We shall look forward to your return to Chicago in the Spring, or early Summer.

Very truly yours,

Mrs. Frances K. Hutchinson,
2450 Lake View Avenue,
Chicago, Illinois.

EDB:S

January 12, 1925.

My dear Mrs. Hutchinson:

It is a great pleasure to me once more to acknowledge receipt of your check for $300., as a contribution toward the retiring allowance of Margaret Hardinge. Permit me again to express my appreciation of your generous cooperation with the University, in providing for Miss Hardinge an allowance which the regular retiring allowance system of the University does not cover.

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Very truly yours,

Mrs. Frances K. Hutchinson,
2450 Lake View Avenue,
Chicago, Illinois.

EDB:S

The University of Chicago
FOUNDED BY JOHN D. ROCKEFELLER

The Board of Trustees

OFFICE OF THE SECRETARY
ELLIS AVENUE AND FIFTY-EIGHTH STREET

December 19, 1924.

74b

Mr. Nathaniel Butler,
Faculty Exchange.

Dear Mr. Butler:

I showed Mr. Plimpton my note to you of yesterday referring to the inquiry of Professor Starr.

Mr. Plimpton mildly suggested that we ought to go slowly in making any answer as Mr. Starr's case might become a precedent.

I think I was cautious in what I said but perhaps you had better be extra cautious.

Yours very truly,

J S Dickerson

Secretary.

I presume that giving instruction "occasionally" would not forfeit Mr. Starr's retiring allowance but I have no right to legislate on the subject. I think if I were Mr. Starr I would risk it.

Yours very truly,

J S Dickerson

Secretary.

The University of Chicago
FOUNDED BY JOHN D. ROCKEFELLER

The Board of Trustees

OFFICE OF THE SECRETARY
ELLIS AVENUE AND FIFTY-EIGHTH STREET

December 19, 1924.

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Faculty Exchange.

Dear Mr. Butler:

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Mr. Plimpton mildly suggested that we ought to go slowly in making any answer as Mr. Starr's case might become a precedent.

I think I was cautious in what I said but perhaps you had better be extra cautious.

Yours very truly,

J S Dickerson

Secretary.

OFFICE OF THE SECRETAR
ELLIS AVENUE AND FIFTY-EIGHTH

The University of Chicago

The Board of Trustees

OFFICE OF THE SECRETARY
ELLIS AVENUE AND FIFTY-EIGHTH STREET

December 18, 1924.

J 4 b

Mr. Nathaniel Butler,

Faculty Exchange.

Dear Mr. Butler:

In answer to your letter of December 15 concerning Professor Starr, I call your attention to section four of the Retiring Allowance Statute number seventeen. The only legislation on the subject so far as I know is that which I have indicated.

I presume that giving instruction "occasionally" would not forfeit Mr. Starr's retiring allowance but I have no right to legislate on the subject. I think if I were Mr. Starr I would risk it.

Yours very truly,

J S Dickerson

Secretary.

3 4 b

December 22, 1924

My dear Professor Starr:

Referring to your inquiry as to the feasibility of a retiring member of the Faculty giving instruction in another institution without jeopardizing his retiring allowance, I am writing to say that I took up the matter with Mr. Dickerson, Secretary of the Board of Trustees. He can give no answer further than to quote a printed regulation of the Board of Trustees regarding that matter. The regulation reads as follows:

> "The Board of Trustees reserves the right to suspend the retiring allowance of any person who while in receipt of such allowance accepts an appointment on the staff of any other institution of learning."

You will notice the implication of the words "reserves the right." I doubt very much whether in circumstances you described, the Trustees would be disposed to exercise any such right. You notice also the words "accepts an appointment on the staff of any other institution." Obviously occasional lectures or courses given in an institution might not carry with them the implication that the lecturer is regularly appointed on the staff.

The upshot of the whole matter is that in view of the legislation which I have quoted, you would give such lectures as you had in mind at your own risk. Personally I do not think the risk is very great. This, however, is merely my personal opinion.

Cordially yours,

Assistant to the President.

Professor Frederick Starr
5727 Thirty-fifth Avenue, N. E.
Seattle, Washington

NB/R

December 22, 1924

My dear Professor Starr:

Referring to your inquiry as to the feasibility of a retiring member of the Faculty giving instruction in another institution without jeopardizing his retiring allowance, I am writing to say that I took up the matter with Mr. Dickerson, Secretary of the Board of Trustees. He can give no answer further than to quote a printed regulation of the Board of Trustees regarding that matter. The regulation reads as follows:

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Cordially yours,

Assistant to the President.

Professor Frederick Starr
5727 Thirty-fifth Avenue, N. E.
Seattle, Washington

NB/R

J 4 b

The University of Chicago

Office of the Auditor

March 17, 1925.

To the Joint Committee of the
Committee on Finance and Investment, and the
Committee on Instruction and Equipment,
The University of Chicago.

Gentlemen:

I beg to submit herewith the proposed retiring allowance plan for teachers in the Laboratory Schools of the University. The essential provisions of the plan, in the order of the sections, are as follows:

1. Persons accepting appointment on or after October 1, 1925, are required to participate in a contributory retiring allowance plan. Persons now on the staff of the Laboratory Schools may participate in the plan at their option. The advantages to such individuals are so great that it is thought practically all of them will be glad to participate. No person is eligible to participate in the plan until he has completed two years of service, unless earlier participation is approved by the President of the University.

2. The annuity policy specified is issued by the Teachers' Insurance and Annuity Association of America, and is the form used in connection with the University's Contributory Retiring Allowance plan. The possibility of other annuity policies is provided if the form and the company are approved by the Board of Trustees.

3. If a member of the staff of these Schools already has an arrangement for an annuity policy, such arrangement may be considered as a substitute for the plan outlined, providing the former policy and company are approved by the Board.

4. This section provides for the deposit of these annuity policies with the University, and they cannot be assigned, pledged, or surrendered without the consent of the University so long as the University continues its contributions.

5. A member of the staff is required to retire at age sixty-five, unless the Board of Trustees specially continues his period of service. In no event does the University continue its contributions beyond the minimum age of retirement or after a person's relationship with the University has been severed.

6. In the inauguration of such a plan, it is probably necessary to consider the responsibility on the part of the University, if any, to the persons who have already served many years. This section provides that persons already on the staff electing to participate in this plan may expect a retiring allowance of not less than fifty per cent of their average salary during the last ten years preceding retirement. This amount is provided as follows: In case the annuity receivable under the annuity policy is less than fifty per cent of the average salary for the last ten years, the University will procure or pay a supplemental annuity of the difference between fifty per cent of the average salary and the amount receivable under the annuity policy; and in case of the death of a member of the staff after retirement, the University will make arrangements for his widow by continuing one-half of the supplemental annuity on condition that she was his wife at the time of retirement and had been his wife for not less than ten years prior to his death.

7. This section provides for the limitation of the University's liability in the same manner as is provided in the original and contributory retiring allowance plans of the University.

8. Provision is made in this section for modification of the plan as is made in connection with the other retiring allowance plans of the University.

In the preparation of this plan I have been in consultation with Mr. Arnett and with Mr. Judd and Mr. Morrison of the School of Education, and the plan as proposed has their approval.

The increase in tuition rates approved by the Board of Trustees will provide not only for increased salaries in those Schools, but also for the premiums on annuity policies, and a reserve to provide for the supplemental retiring allowances.

Respectfully submitted,

N C Plimpton

PROPOSED RETIRING ALLOWANCE PLAN FOR THE LABORATORY SCHOOLS OF THE UNIVERSITY OF CHICAGO

1) On or after October 1, 1925, the University will contribute toward the payment of premiums on annuity policies for persons who become on or after that date full-time members of the teaching staff of the Laboratory Schools of the University of Chicago, including the principals, during the period of their service, an amount equal to five per cent of the regular annual salaries paid to such persons by the University, up to a maximum of $300. per annum, and said persons shall contribute an equal amount for the same purpose. Persons now in the service who accept reappointment on October 1, 1925, may, at their option, participate in the plan. Before a person shall become eligible to participate in the plan, he shall have completed two years of service, unless earlier participation is approved by the President of the University.

2) The annuity policy referred to in this plan shall be the non-participating, deferred annuity policy, Teachers' Retirement Plan, now issued by the Teachers' Insurance and Annuity Association of America, or an annuity policy issued by that association or by some other insurance company, but in all cases both policy and company shall be subject to approval by the Board of Trustees of the University.

3) A person participating in the Contributory Retiring Allowance Plan for the Laboratory Schools shall be permitted

to count toward his annual contributions the premiums concurrently paid by him on annuity policies provided both the policies and the companies shall be approved by the Board of Trustees of the University.

4) In all cases the annuity policy or policies shall be deposited with the University and shall not be assigned, pledged, or surrendered without the consent of the University, so long as the University continues its contributions. (Upon retirement or severance of relations with the University, the policy shall be delivered by the University to the person in whose name it is issued.)

5) A person reaching the age of sixty-five years, participating in the Contributory Retiring Allowance Plan for the Laboratory Schools, shall be retired by the Board of Trustees unless the Board specially continues his period of service. In no event shall the University continue its contribution beyond the minimum age of retirement, or after a person withdraws from the University, or after a person's relations with the University have been terminated by the Board of Trustees of the University.

6) For a person on the teaching staff of the Laboratory Schools who on October 1, 1925, shall have served the Laboratory Schools for ten years or more, and who elects to participate in this plan, and for a person thirty-five years of age or older who on that date shall have served the Schools five years or more, and who elects to participate in this plan, the University will undertake at the time of his retirement, provided such person shall remain in the service

of the Laboratory Schools until he has reached the age of sixty-five years and shall until that date continue his contributions toward the payment of premiums on an annuity policy as hereinbefore provided, to procure for or to pay to him in addition to the annuity received under the annuity policy, a supplementary non-transferable annuity in an amount equal to the difference between fifty per cent of the average annual salary during the ten years preceding retirement, and the annuity which shall be receivable under the annuity policy as hereinbefore provided for; and the University will procure for or pay to the widow of any person in these two groups an annuity of one-half of the amount of his supplementary annuity, as hereinbefore provided, during the period of her widowhood provided she was his wife at the time of his retirement and had been his wife for not less than ten years prior to his death.

7) The obligation of the University to contribute toward the payment of premiums on annuity policies shall be neither greater nor less than its obligation to continue to pay salaries at any stated scale to persons in active service, so that if misfortune should compel a reduction of salaries, its contributions toward the payment of premiums may be reduced in the same proportion.

8) The University reserves to itself the right from time to time to modify, amend, or repeal this plan, but in such event the provision already in force relating to any person under this plan shall in no way be altered to his disadvantage except as provided in Section 7).

TEACHERS INSURANCE AND ANNUITY ASSOCIATION
OF AMERICA
522 FIFTH AVENUE, NEW YORK

746

March 1925.

To Presidents of Universities and Colleges:

We are sending you under separate cover a supply of the Sixth Annual Report of this Association. As heretofore, we are sending copies for each of your teachers. The Association is organized to serve every teacher in the matter of insurance and annuities and thus to benefit directly the Colleges of the country. We appreciate your cooperation in this mutual undertaking.

You will be interested personally, I am sure, in noting the substantial growth of the Company, the increasing number of institutions using the Contributory Plan, and the marked saving in the cost of insurance protection afforded teachers through the facilities of the Association.

Every university and college teacher should know that the Teachers Insurance and Annuity Association of America,

Like other good insurance companies, is
- incorporated regularly,
- supervised by the New York State Insurance Department,
- has expert actuarial and financial guidance,
- provides standard types of policies,
- maintains full legal reserves against all contracts, and
- has reduced its guaranteed rates by substantial dividends.

Unlike other companies, it
- provides policies especially suited to teachers, not to be had elsewhere,
- furnishes its contracts at net cost,
- meets all expense of carrying on the business from the income of capital and surplus given for that purpose;
- is free from income tax, as a corporation not for profit,
- has no agents,
- has trustees nominated by the policyholders, and
- has been investigated and approved by the faculties and trustees of a hundred universities and colleges which contribute toward annuity contracts.

General and detailed information will be sent upon request.

Henry S. Pritchett
President

Teachers
Insurance and Annuity Association of America

Sixth Annual Report
of the
Board of Trustees
and
Financial Statement

DECEMBER 31, 1924

522 Fifth Avenue, New York

SIXTH ANNUAL REPORT

The Teachers Insurance and Annuity Association enjoyed during its sixth year a growth without parallel in its history. The comparative tables on pages 16 and 17 indicate a development that is in every way gratifying.

NUMBER OF CONTRACTS

The number of annuity contracts in force increased during the year from 1,962 to 2,822, or 44 per cent. The Association is now one of the largest annuity companies in the country. The number of life insurance contracts in force increased during the year from 2,163 to 2,718, or 26 per cent. The life insurance contracts are held by 1,830 different individuals. The total number of annuity and insurance contracts increased during the year by 34 per cent, from 4,125, held by 3,139 different policyholders, to 5,540, held by 4,197 different persons.

COOPERATING INSTITUTIONS

The large number of different institutions represented by the policyholders has always been a cause of especial satisfaction. The increase in this number during the year from 429 to 470 implies a continued extension.

The number of universities and colleges that contribute toward retiring allowances for their officers and teachers increased during the year from 86 to 96. The participation of 30 other institutions of education and research makes the total number of contributing institutions 126.

The addition to the list during the year of the University of Colorado and the University of British Columbia increases the number of state and municipal universities to twelve. The Rockefeller Institute and the Russell Sage Foundation are notable additions to the list of research institutions. The complete list of participating universities, colleges, and research institutions is given on pages 13 to 15.

INVESTMENTS, INCOME, EXPENDITURE, AND DIVIDENDS

The income of the Association increased during the year 1924 from $949,535 to $2,061,079, or 117 per cent. The total assets increased from $3,094,992 to $5,020,766, or 62 per cent. A list of all the investments, including Canadian securities is given on page 20. Those acquired for the premium account have an average yield of 5.75 per cent. The Association cannot be too grateful to the men of large affairs who lend their guidance to its finance committee and board of trustees.

At the organization of the Association, the Carnegie Corporation of New York provided the paid-in capital and surplus of one million dollars, the income of which furnished the expenses of management, so that no part of any policyholder's premium is used for this purpose. At the same time the trustees of the Carnegie Foundation voted to provide for overhead charges that might exceed the income mentioned. During the present year the trustees of the Carnegie Corporation voted to provide for

overhead charges that may conceivably exceed both the income from the paid-in capital and surplus and such sums as the Carnegie Foundation may supply. These guarantees make possible the provision at cost of annuity and insurance contracts for every university and college teacher and officer in the United States and Canada, without the use of any part of any policyholder's premium for overhead expenses, which in most insurance companies absorb a considerable portion of the policyholder's payments.

The trustees have, as in each year heretofore, been able to set aside for all annuity contracts interest at the rate of ½ of one per cent in addition to the contractual rate of 4 per cent, the highest allowed by law, and also to pay on all insurance policies dividends of 1 per cent on the reserve, over the contracted rate of 3½ per cent, the highest allowed by law, together with a conservative part of the saving from favorable mortality. Pages 24 to 28 show how far this reduces the cost of insurance provided by the Association below that of other legal reserve companies.

ANNUITY AND INSURANCE PAYMENTS

Life annuities totalling $9,844.08 a year are now being paid to twenty persons. During the year one annuity contract was terminated by the total permanent disability of the holder. As a professor in an institution associated with the Carnegie Foundation and contributing toward his annuity, he assigned his contract to the Foundation and receives from it for life two-thirds of the annuity that he would have received at sixty-five had his contributions and those of his institution continued until that time. Ten annuity contracts were terminated by death.

During the year the payment of premiums on four insurance contracts was waived, because the policyholders had become totally and presumably permanently disabled. Twelve insurance contracts were terminated by death, those held by Arne K. Peitersen, Professor of Botany at Colorado Agricultural College; Frederick O. Norton, Professor at Crozer Seminary; Adelaide I. Locke, Associate Professor of Biblical History at Wellesley College; Thomas H. Black, Professor of Law at the University of Toronto; Samuel Chester Parker, Professor of Education at the University of Chicago; Samuel Charles Thompson, Assistant Superintendent of Education, Newfoundland; Henry Milton Houston, Professor of Greek, at Emory and Henry College; and Roger Frederic Brunel, Professor of Chemistry, Bryn Mawr College.

SELECTION OF TRUSTEES BY POLICYHOLDERS

The plan of having one-fourth of the trustees of the Association elected upon direct nomination by the policyholders is now in full operation. In this way in 1921 Samuel McCune Lindsay, Professor of Social Legislation, Columbia University, was elected a trustee for the term 1921-25. In 1922 Thomas Sewall Adams, Professor of Political Economy at Yale University, was elected a trustee for the term 1922-26. In 1923 Frank Aydelotte, President of Swarthmore College, was elected a trustee for the term 1923-27. In 1924 James W. Glover, Professor of Mathematics and Insurance in the University of Michigan, and a trustee of the Association since 1919, was re-elected a trustee for the term 1924-28.

So far as its officers can learn, the Association is the only life insurance company whose policyholders actually nominate directors or trustees. The increasing number of policyholders taking part in these nominations, from 452 in 1921 to 1,227 in 1924, the admirable discrimination exercised in their recommendations, and the numerous valuable suggestions for the work of the Association that have accompanied their ballots, all indicate a deep interest in their company and a growing satisfaction in its operations.

A complete list of trustees, officers, and committees will be found on pages 29 and 30.

PROCEEDINGS OF THE BOARD OF TRUSTEES

The trustees received during the year legal confirmation of two important elements in the organization of the Association. The United States Supreme Court ruled that "an insurance company is not doing business within a state merely because it insures lives of persons living therein, mails notices addressed to the beneficiaries at their homes and pays losses by checks from its home office." This ruling confirms the freedom of the Association from the control, supervision, and taxation of states other than New York. Such control and supervision by every state in the Union would be both onerous and expensive in addition to being unnecessary for a company which operates under the stringent Insurance Law of the State of New York and the careful supervision of its Department of Insurance.

An opinion by counsel of the Association interpreted current rulings of the Bureau of Internal Revenue to the effect that "payments to the Association by institutions toward annuity contracts for their employees do not constitute taxable income to such employees and should not be reported as compensation to the Bureau of Internal Revenue."

The trustees authorized several options in the settlement of annuity contracts upon the death of the annuitant before retirement. Ordinarily the accumulations are paid to a designated beneficiary or to the estate of the annuitant in one hundred and twenty equal monthly instalments. The trustees authorized the officers in their discretion to pay such proceeds in a single sum of one thousand dollars, or ten per cent of the proceeds, and the remainder in the usual instalments. They further authorized an endorsement on the contract, at the joint request of the annuitant and the contributing institution, providing for the payment of the proceeds of the policy in a single sum, or in the form of a life annuity for a member of the immediate family of the annuitant. The trustees have authorized the officers at their discretion, and with the approval of the contributing institutions, to purchase the contracts of annuitants who leave teaching after only a few years of service, provided the accumulation on these contracts is not more than one thousand dollars.

NEW POLICY FORM

The board approved a new form of life insurance policy, known as a Modified Life Policy with Change of Premium Rate at End of Five Years. This form of policy with its exceedingly low rate for the first five years is especially attractive to those who desire permanent insurance protection at the smallest initial premium outlay. While the premium automatically increases to a higher figure at the end of five years, it is felt that the policy will be welcomed by all those who may reasonably expect a substantial advance of income within that time. The policy contains the usual provision for waiver of premium in case of disability, and provides for loan and nonforfeiture values beginning at the end of three years. The premium rates for the ages at which it is issued, 21 to 45, inclusive, will be supplied on request.

The board voted that the Association should accept a maximum insurance of $15,000 in this form and on the Decreasing Life Policy, heretofore limited to $10,000, provided that the combined Term and Decreasing or Modified Life policies on any one life do not exceed $15,000. Term policies are limited to $10,000. The only limit on Whole Life, Limited Payment Life and Endowment policies is the Association's maximum of total insurance of $25,000 on any one life.

DISINTERESTED ADVICE

One of the outstanding services of the Association, in increasing measure, is the provision of full and disinterested information and guidance concerning the adjustment of annuity and insurance protection to the needs of the individual university and college teacher. An increasing number of officers and agents of life insurance companies, realizing that their companies cannot compete with the special advantages and the low cost of the Association's contracts for college teachers, are advising their clients to take advantage of the maximum offerings of the Association before making other arrangements.

Colleges, Universities, and Research Institutions that Cooperate with their Teachers in Old Age Annuity Contracts (109)

Academy of Political Science
Acadia University
Adelphi College
Alabama, University of
Alfred University
Allegheny College
Alma College
American Academy at Rome
Amer. Sch. of Classical Studies at Athens
Amer. Sch. of Oriental Research
American University Union
Antioch College
Arkansas, University of
Bates College
Beloit College
Berea College
Birmingham-Southern College
Boston University
Bowdoin College
Brigham Young University
British Columbia, University of
Brown University
Bryn Mawr College
California Inst. of Tech.
Carleton College
Carnegie Corporation
Carnegie Endowment for International Peace
Carnegie Foundation
Carnegie Institute of Technology
Carnegie Institution of Washington
Case School of Applied Science
Centre College
College of Charleston
Chicago, University of
Cincinnati, University of
Citadel, The
Clark University
Coe College
Colgate University
Colorado College
Colorado, University of
Columbia University (incl. Teachers Col., Barnard College and College of Pharmacy)

Colleges, Universities and Research Institutions that Cooperate with their Teachers in Old Age Annuity Contracts (109)

(*Continued*)

Constantinople Woman's College
Converse College
Cornell College
Denver, University of
Dickinson College
Dubuque, University of
Duke University
Elmira College
Fisk University
Froebel League
Fukien Christian University
General Education Board
George Peabody Col.
Goucher College
Grinnell College
Hamilton College
Hampton Institute
Knox College
Laura Spelman Rockefeller Memorial
Lawrence College
Lehigh University
McGill University
Marietta College
Meadville Theo. School
Michigan, University of
Mount Holyoke Col.
New York University
Oberlin College
Occidental College
Ohio Wesleyan Univ.
Packer Collegiate Inst.
Peking Union Med. College
Pennsylvania, Univ. of
Phelps-Stokes Fund
Pittsburgh, Univ. of
Polytechnic Institute of Brooklyn
Pomona College
Princeton University
The Principia
Queen's University
Ripon College
Rochester, University of
Rockefeller Foundation
Rockefeller Institute
Rollins College

Colleges, Universities and Research Institutions that Cooperate with their Teachers in Old Age Annuity Contracts (109)

(*Continued*)

Rose Polytechnic Inst.
Russell Sage Foundation
Smith College
South Carolina, Univ. of
Stanford University
Stevens Inst. of Tech.
Swarthmore College
Toronto, University of
Tulane University
Union College
University of Utah
Vanderbilt University
Vassar College
Washington & Lee University
Wells College
Wesleyan University
Western Reserve University
Whitman College
Williams College
Winthrop College
Worcester Poly. Inst.
Yale University

CONTRACTS IN FORCE AT END OF YEAR

	1919	1920	1921	1922	1923	1924
Number of Life Insurance Policies....	249	653	1,095	1,639	2,163	2,718
Amount of Insurance...	$1,231,031	$3,356,747	$5,578,352	$8,641,454	$11,519,422	$14,378,943
Number of Annuities...	215	554	947	1,458	1,962	2,822
Amount of Annual Annuity	$194,977	$624,398	$1,165,851	$1,835,488	$2,573,894	$4,295,764
Total No. of Policies..	464	1,207	2,042	3,097	4,125	5,540
Insurance Policyholders	184	483	812	1,197	1,517	1,830
Annuity Policyholders..	215	554	945	1,454	1,955	2,808
Total Different Policyholders	372	949	1,601	2,401	3,139	4,197
Institutions Represented	114	225	314	373	429	470

COMPARATIVE FINANCIAL STATEMENT AT END OF YEAR

	1919	1920	1921	1922	1923	1924
Premium Income.......	$33,553	$164,187	$311,945	$562,580	$787,507	$1,785,623
Income from Interest..	47,524	52,576	62,718	86,229	125,464	206,142
Insurance Losses Paid.	.....	.....	5,000	10,000	18,000	36,852
Annuity Payments.....	10	120	145	910	3,623	7,475
Annuities Purchased...	116	1;445	14,564	7,388	21,360	54,979
Dividend Payments.....	*	1,563	4,804	8,663	14,049	20,277
Insurance Reserve.....	13,612	51,434	114,449	223,372	370,519	549,335
Annuity Reserve.......	22,088	146,874	367,187	804,672	1,404,056	2,939,653
Disability Reserve......	164	479	1,247	2,450	4,178	6,450
Other Funds..........	3,303	19,876	34,825	44,424	77,546	164,648
Capital	500,000	500,000	500,000	500,000	500,000	500,000
Surplus and Contingency Reserve	533,836	541,227	573,583	645,376	738,693	860,680
TOTAL ASSETS......	$1,073,003	$1,259,890	$1,591,291	$2,220,294	$3,094,992	$5,020,766

* No policies had completed their first year in 1919.

FINANCIAL STATEMENT*

For Year Ending December 31, 1924

ASSETS

Book value of bonds	$4,756,903
Loans to policyholders	13,678
Cash in Association office	100
Deposits in trust companies (on interest)	88,712
Interest due and accrued on bonds	76,141
Premiums due or deferred	85,232
	$5,020,766

LIABILITIES, SURPLUS AND OTHER FUNDS

Reserve (less $3,353 reinsurance reserve)	$3,495,438
Premiums paid in advance	17,696
Estimated taxes	447
Suspense account	50,204
Dividends to policyholders payable in 1925	29,000
Bonus additions to annuitants	21,787
Other liabilities	32,333
Capital paid up	500,000
Security amortization fund	13,181
Surplus and Contingency Reserve	860,680
	$5,020,766

* As reported to the New York State Insurance Department.

FINANCIAL STATEMENT

For Year Ending December 31, 1924

(Continued)

INCOME

Premiums (less $7,078 for reinsurance)	$1,785,623
Interest	206,142
Suspense account	38,486
Profit on sale of bonds	1,395
Other income	22,661
Bonds (accrual of discount)	6,772
Total income	$2,061,079

DISBURSEMENTS

Insurance death losses	$36,852
Disability waiver of premiums	379
Payments on annuity contracts	62,454
Dividends to policyholders	20,277
Medical fees	2,237
Salaries	34,657
Rent	7,818
Printing, stationery, postage	3,523
Furniture, safes	1,296
State taxes	351
Traveling expenses	486
Other disbursements	7,008
Total disbursements	$177,338

INVESTMENTS

Bonds	Book Value
110 U. S. A. 3rd 4¼'s, 1928 Reg........	$109,010
27 Greenwood Miss. 5½'s, 1941-43......	28,939
20 Morganton, N. C., 6's, 1939-40.......	21,458
100 N. Y. City, 4½'s, 1967..............	97,680
18 Sanford, N. C., 5½'s, 1934-36.......	18,243
50 Dom. of Canada Int. 5½'s, 1934.....	49,875
20 Dom. of Canada 5's, 1943...........	19,664
25 City of Montreal 5's, 1943...........	24,540
50 City of Winnipeg 6's, 1946..........	55,000
10 Prov. of Saskatchewan, 5½'s, 1946...	10,526
56 Amer. Ref. Tr., Eq. Tr. 5½'s, 1937-39	56,149
100 Atch. Top. & S. F. Gen. 4's, 1995....	82,390
30 Atch. Top. & S. F. rfdg. 4½'s, 1962..	24,156
50 B. & O. Eq. Tr. 5's, 1935............	48,230
50 B. & O. 1st 5's, 1948................	49,150
50 Buff. Creek R. R. rfdg. 5's, 1961.....	46,765
50 C. C. & O. Eq. Tr. 5's, 1931........	49,065
60 Chgo. Burl. & Q. rfdg. 5's, 1971.....	58,128
100 Chgo. R. I. & Pac. rfdg. 4's, 1934....	83,440
50 Chgo. & W. Ind. rfdg. 4's, 1952.....	37,705
50 C. C. C. & St. L. rfdg. 5's, 1963.....	47,630
20 Cleve. Union Term. 1st 5½'s, 1972...	19,750
50 Fla. E. Coast Ry. rfdg. 5's, 1974.....	47,844
75 Gt. Nor. Gen. 7's, 1936..............	75,593
50 Gt. Nor. Gen. 5½'s, 1952...........	48,365
16 Ill. Cent. Omaha Div. 3's, 1951 (Reg.)	9,738
20 Ill. Cent. rfdg. 4's, 1955.............	15,794
50 Ill. Cen. C. St. L. & N. O. rfdg. 5's, 1963	47,010

Bonds	Book Value
50 Mo. Kans. & Tex. 1st 4's, 1990......	$39,125
30 N. Y. Cent. deb. 4's, 1934...........	25,065
50 N. Y. Cent. Eq. Tr. 5's, 1935-36......	48,050
100 N. Y. Cent. 1st 3½'s, 1997..........	70,290
50 N. O. & No. East. rfdg. 4½'s, 1952..	42,205
50 N. O. Term. Co. 1st 4's, 1953........	40,375
50 N. O. Tex. & Mex. Ry. Eq. Tr. 5's, 1933-34	50,000
100 No. Pac. rfdg. 6's, 2047.............	101,000
25 Ore. Short Line Cons. 5's, 1946......	23,768
25 Ore. & Wash. R. R. Nav. Co. rfdg. 4's, 1961	19,963
50 Pac. Fruit Exp. Eq. Tr. 7's, 1932....	50,115
10 Penn. R. R. 10 yr. 7's, 1930.........	9,986
25 Penn. R. R. Gen. Eq. Tr. 5's, 1931...	24,895
100 Penn. R. R. Gen. 4½'s, 1965........	90,500
50 Pere Marq. 1st 5's, 1956............	45,670
50 St. L. I. M. & So. R. & G. Div. 1st 4's, 1933	42,230
50 St. L. So. W. Eq. Tr. 5½'s, 1934-35..	50,975
45 St. L. S. W. 1st 4's, 1989...........	34,209
50 St. P. Union Dep. rfdg. 5's, 1972....	47,430
50 So. Pac. Eq. Tr. 5's, 1935-36........	48,720
120 So. Ry. 1st 5's, 1994................	112,790
50 Term. R. R. Assn. of St. L. rfdg. 4's, 1953	39,465
25 Tex. Pac. Mo. P. & Tr. R. R. N. O. 1st 5½'s, 1964	24,938
50 Union Pac. rfdg. 5's, 2008..........	49,625
25 Un. Term. of Dallas, 1st 5's, 1942....	23,663
50 Va. Ry. 1st 5's, 1962...............	44,540

Bonds	Book Value
25 W. Pac. Eq. Tr. 5½'s, 1932	$25,145
50 Adir. Pr. & Lt. rfdg. 6's, 1950	49,960
50 Ala. Pr. Co. rfdg. 5's, 1951	44,135
50 Ala. Pr. Co. rfdg. 6's, 1951	49,675
40 Beth. Steel Co. 1st 6's, 1998	45,168
50 Bklyn. Un. Gas rfdg. 6's, 1947	52,335
50 Col. Ry. Pr. & Lt. rfdg. 6's, 1941	50,000
80 Comm. Cable 1st 4's, 2397	57,800
50 Comm. Edison 1st 5's, 1953	46,160
50 Conn. Lt. & Pr. rfdg. 5½'s, 1954	48,175
50 Consumers Pr. 1st & unif. 5's, 1952	45,860
50 Ga. Ry. & Pr. Gen. 6's, 1954	48,875
50 Idaho Pr. Co. 1st 5's, 1947	43,935
50 Ill. Bell Tel. rfdg. 5's, 1956	47,645
50 Ill. Pr. & Lt. Corp. rfdg. 6's, 1953	49,760
25 Ind. Steel Co. 1st 5's, 1952	24,818
50 Kan. City Pr. & Lt. 1st 5's, 1952	44,520
50 Louisville G. & E. rfdg. 5½'s, 1954	47,775
50 Memphis Pr. & Lt. rfdg. 5's, 1948	43,525
20 Milw. El. Ry. & Lt. rfdg. 4½'s, 1931	18,506
50 Milw. El. Ry. & Lt. rfdg. 5's, 1961	40,305
50 Minn. Pr. & Lt. rfdg. 6's, 1950	48,650
25 Miss. Riv. Pr. Co. 1st 5's, 1951	22,833
30 N. Y. Edison rfdg. 6½'s, 1941	31,248
25 N. Y. Tel. 20 yr. rfdg. 6's, 1941	24,358
25 N. Y. Tel. rfdg. 6's, 1949	26,383
25 No. N. Y. Util. rfdg. 6's, 1943	25,313
50 No. States Pr. Co. rfdg. 5's, 1941	45,535
30 N. W. Bell Tel. 7's, 1941	32,199
50 Ohio Pr. rfdg. 7's, 1951	51,210
50 Pac. G. & E. rfdg. 5½'s, 1952	47,705

Bonds	Book Value
50 Pac. Tel. & Tel. Co. rfdg. 5's, 1952	$47,025
30 Penn P. S. Corp. rfdg. 6's, 1947	30,705
50 Pa. Pr. & Lt. rfdg. 5's, 1952	45,150
50 Pa. Water & Pr. rfdg. 5½'s, 1953	47,780
50 Potomac El. Pr. rfdg. 6's, 1953	50,610
50 Pub. Serv. E. & G. rfdg. 5½'s, 1964	48,188
50 Pub. Serv. of N. Ill. rfdg. 5½'s, 1962	45,885
50 Puget Sd. Pr. & Lt. rfdg. 5½'s, 1949	48,594
75 Roch. G. & E. Corp. gen. 5½'s, 1948	71,415
25 Sierra & San F. Pr. 1st 5's, 1949	21,693
50 S. Cal. Edison rfdg. 5½'s, 1944	47,950
50 S. Cal. Tel. rfdg. 5's, 1947	45,845
50 S. Pub. Util. rfdg. 5's, 1943	45,500
50 S. W. Bell Tel. rfdg. 5's, 1954	46,675
50 Syracuse Ltg. rfdg. 5½'s, 1954	48,150
50 Tenn. El. Pr. rfdg. 6's, 1947	48,035
50 Tex. Pr. & Lt. 1st 5's, 1937	47,510
50 Tol. Edison 1st 7's, 1941	50,940
9 U. S. Steel Corp. 1st 5's, 1951	9,000
14 U. S. Steel Corp. 1st 5's, 1951	14,000
50 Utah Pr. & Lt. 1st 5's, 1944	44,310
50 Va. Ry. & Pr. rfdg. 5's, 1934	43,650
50 W. Penn. Pr. 1st 5½'s, 1953	47,360
$5,090,000 par value	$4,756,903

SAVING
18 TO 45 PER CENT

The tables on the following pages present most emphatically the large savings made by policyholders in the Association. Many making comparisons have failed to realize that these continue year after year.

The net costs given for the first year are the premiums which appear in the policies. Those for subsequent years are after allowance for dividends actually paid. The dividends at the end of the first policy year can be obtained by subtracting net costs given for the second year from the initial costs. Similarly, second year dividends are the difference between the initial costs and net shown for the third year.

All policies of the Association are on standard forms and comparisons are here made with similar policies. The premiums of the Association include the Disability Waiver of Premium charge.

Comparison of Net Cost under Policies Issued in 1919
WHOLE LIFE—$10,000

Age at Issue 30 See Page 24 for explanation

Beginning of Policy Year	Average of Ten Low Cost Companies	Teachers Insurance and Annuity Association	Annual Saving to Teachers	Accumulated Saving at 5% Interest: Amount	Accumulated Saving at 5% Interest: Percentage
1	$229.40	$174.00	$55.40	$55.40	32%
2	191.00	159.80	31.20	89.37	27%
3	189.60	157.90	31.70	125.54	26%
4	187.30	156.20	31.10	162.92	25%
5	185.20	154.20	31.00	202.07	25%
6	177.90	152.40	25.50	237.67	25%
7	169.50	150.50	19.00	268.55	24%

Age at Issue 45 See Page 24 for explanation

Beginning of Policy Year	Average of Ten Low Cost Companies	Teachers Insurance and Annuity Association	Annual Saving to Teachers	Accumulated Saving at 5% Interest: Amount	Accumulated Saving at 5% Interest: Percentage
1	$372.60	$288.80	$83.80	$83.80	29%
2	318.40	269.60	48.80	136.79	24%
3	315.60	266.30	49.30	192.93	23%
4	312.00	263.00	49.00	251.58	23%
5	307.20	259.50	47.70	311.86	23%
6	297.80	255.80	42.00	369.45	23%
7	289.60	252.00	37.60	425.52	23%

Comparison of Net Cost under Policies Issued in 1919
TWENTY-PAYMENT LIFE—$10,000

Beginning of Policy Year	Average of Ten Low Cost Companies	Teachers Insurance and Annuity Association	Annual Saving to Teachers	Accumulated Saving at 5% Interest: Amount	Accumulated Saving at 5% Interest: Percentage
Age at Issue 30	See Page 24 for explanation				
1	$324.00	$248.20	$75.80	$75.80	31%
2	283.30	233.30	50.00	129.59	27%
3	280.90	230.90	50.00	186.07	26%
4	276.90	228.40	48.50	243.87	26%
5	272.30	225.80	46.50	302.56	26%
6	262.40	223.20	39.20	356.89	26%
7	253.00	220.60	32.40	407.13	25%
Age at Issue 45	See Page 24 for explanation				
1	$455.30	$355.40	$99.90	$99.90	28%
2	399.00	335.60	63.40	168.30	24%
3	395.20	331.80	63.40	240.12	23%
4	390.40	327.90	62.50	314.63	23%
5	383.80	323.90	59.90	390.26	23%
6	372.10	319.70	52.40	462.17	23%
7	362.90	315.40	47.50	532.78	23%

Comparison of Net Cost under Policies Issued in 1919
TWENTY-YEAR ENDOWMENT—$10,000

Beginning of Policy Year	Average of Ten Low Cost Companies	Teachers Insurance and Annuity Association	Annual Saving to Teachers	Accumulated Saving at 5% Interest: Amount	Accumulated Saving at 5% Interest: Percentage
Age at Issue 30	See Page 24 for explanation				
1	$485.20	$396.90	$88.30	$88.30	22%
2	439.40	380.70	58.70	151.42	19%
3	435.10	377.00	58.10	217.09	19%
4	429.10	373.20	55.90	283.84	19%
5	423.70	369.20	54.50	352.53	19%
6	408.70	365.20	43.50	413.66	18%
7	397.20	361.20	36.00	470.34	18%
Age at Issue 45	See Page 24 for explanation				
1	$541.40	$436.60	$104.80	$104.80	24%
2	482.00	416.10	65.90	175.94	21%
3	477.30	411.70	65.60	250.34	20%
4	471.90	407.10	64.80	327.66	20%
5	465.10	402.50	62.60	406.64	20%
6	450.70	397.60	53.10	480.07	19%
7	440.30	392.60	47.70	551.77	19%

Comparison of Net Cost under Policies Issued in 1919
TEN-YEAR TERM (CONVERTIBLE)—$10,000

Beginning of Policy Year	Average of Ten Low Cost Companies	Teachers Insurance and Annuity Association	Annual Saving to Teachers	Accumulated Saving at 5% Interest: Amount	Accumulated Saving at 5% Interest: Percentage
Age at Issue 30	See Page 24 for explanation				
1	$124.80	$86.90	$37.90	$37.90	44%
2	101.50	77.60	23.90	63.70	39%
3	103.80	76.60	27.20	94.09	39%
4	102.00	75.70	26.30	125.09	39%
5	102.00	74.60	27.40	158.74	41%
6	97.70	73.60	24.10	190.78	41%
7	93.30	72.50	20.80	221.12	41%
Age at Issue 45	See Page 24 for explanation				
1	$190.60	$131.60	$59.00	$59.00	45%
2	158.30	119.20	39.10	101.05	40%
3	161.20	117.40	43.80	149.90	41%
4	156.20	115.50	40.70	198.10	41%
5	155.30	113.60	41.70	249.71	42%
6	151.30	111.30	40.00	302.20	43%
7	144.30	109.00	35.30	352.61	43%

TRUSTEES

OFFICERS

Frank A. Vanderlip
Chairman of the Board
Henry S. Pritchett *President*
Michael A. Mackenzie *Vice-President*
Clyde Furst *Secretary*
Robert A. Franks *Treasurer*
Raymond L. Mattocks *Actuary*
E. F. Russell, M. D., *Medical Director*
Samuel S. Hall, Jr. *Asst. Treasurer*

Executive Committee

R. A. Franks	S. McC. Lindsay
F. A. Goetze	Henry S. Pritchett
Samuel S. Hall	Elihu Root, Jr.

Finance Committee

Charles E. Mitchell, *Chairman*
Howard F. Beebe
George Whitney

"The purpose of the corporation is to provide insurance and annuities for teachers and other persons employed by colleges, by universities, or by institutions engaged primarily in educational or research work; to offer policies of a character best adapted to the needs of such persons on terms as advantageous to its policyholders as shall be practicable; and to conduct its business without profit to the corporation or to its stockholders."
—*Charter of the Association.*

"This Association operates under most favorable conditions; in fact, no other organization doing an insurance business can be compared with it.

"The Association appears to have exceedingly efficient management at a very low cost, particularly as to salaries of officers."—*Report of New York State Insurance Department, 1919.*

"The Association has a splendid life insurance proposition for college professors and teachers, and we believe that the life insurance men of the country generally might well serve the interests of such men and women by recommending the Association to them."—*Life Insurance Courant, July, 1923.*

"The company has most substantial

backing. Its Board of Directors include men of world-renowned reputation. It is ably managed, solely in the interests of its policyholders. It is controlled by its stockholders, but not for their profit. It has had a steady and persistent growth. It has a substantial surplus. Its investments are remunerative, and consist mainly of high-class bonds. The management expenses are extremely low. The mortality rate is very low. Death claims are most promptly paid. Its policy contracts, while complying with the requirements of the State of New York, are planned to suit the circumstances of the teacher's salary and needs, and are issued at cost without overhead charges.

"While all policies are issued upon the non-participating basis, the stockholders of the company are prohibited by charter from receiving any profit on the enterprise; therefore the company is distributing surplus to policyholders."—*Best's Life Insurance Reports, 1924.*

The Handbook of the Association, showing rates and descriptions of policies, is on file in most college libraries.

Part of the service of the Association is to aid the teacher in selecting policies best suited to his individual needs. All inquiries receive prompt attention.