

We have large corporate interests in the United States that will not hire a worker 40 years or older.

Mr. FINIGAN. I don't think you would find that in retailing.

Mr. DENT. I just want to make sure we don't have a position taken here where there is any hard and fast stand taken by the retail organization because they are the employers of many of those between the ages of 18 and 20, 18 and 35, 18 and 40.

I would hope that it is not a hard and fast position taken by your group should consideration be given by the committee to lower the age limit. I hope that would not be entirely opposed to your views on the legislation.

Mr. FINIGAN. That is right; it would not be.

Mr. DENT. Thank you.

Now we will hear from Mr. Harmon.

**STATEMENT OF JOHN E. HARMON, EXECUTIVE VICE PRESIDENT,
NATIONAL EMPLOYMENT ASSOCIATION**

Mr. HARMON. We yielded our turn because we wanted to get this man on a plane back to New York. We will try to be brief so that you can get to lunch.

My name is John E. Harmon. I am executive vice president of the National Employment Association, the single nationwide trade association which is the spokesman for the private employment agency industry in the United States.

My colleague here is Dan Mountin, our director of governmental affairs.

I thought I might say that we have 525 placement agencies in your State of Pennsylvania which are licensed under your State and I am going to ad lib a few comments in my presentation which might be of interest to you since you are from Pennsylvania.

I appear before this committee to express the support of our industry for the principle of banning employment discrimination on the basis of age as contained in H.R. 3651 and H.R. 4221.

Our industry, which is engaged in the day-to-day referrals of applicants for employment and the seeking out of employees on behalf of employers, knows only too well of the unfair, unnecessary, and unrelated age requirements sometimes imposed on positions of employment. We have also shared, on occasion, in the unnecessary experience of frustration while attempting to place an otherwise qualified applicant and seeing him rejected because of an arbitrary age qualification unrelated to the job requirements.

While our motives are influenced by the economic desire to enlarge our own opportunities, our observations substantiate clearly the need for this type of legislation. In the experiences of private employment agencies operating under laws in the 21 States having age discrimination prohibitions, we have found that the stronger the law and the better administered it is, the greater the economic opportunity offered to employment applicants.

Although this is the type of statute better enacted in the State and administered locally, it has become quite apparent, as with title VII, that it is time for the Congress to act in this area. And while it is al-