

PAVING THE WAY TO BIG BUSINESS

Making the Employer See the Advantage of Having His Men Trained by the I.C.S. And Making the Men See That They Cannot Afford Not to Enroll

AMERICAN CAR AND FOUNDRY COMPANY
Berwick District, Berwick, Pa., January 27th, 1916.
International Correspondence Schools, Scranton, Pa.
Gentlemen: Our purpose in posting this notice was to keep in touch with men who were trying to improve themselves so that when opportunities arose we would have on file information as to prospective candidates for advancement. I find the men who have "backbone" to do some studying outside of working hours make good men and have something to them.
Yours very truly,
W. T. JOHNSON, General Superintendent.

NOTICE
All employes of this plant who are taking Correspondence School Courses will please file their names with the undersigned.
American Car & Foundry Co.
W. S. Johnson, Gen. Supt.

International Correspondence Schools,
Scranton, Pa.
Gentlemen: At the time of my enrollment I was employed as a rivet heater. Several months later the General Superintendent published a notice to the effect that all young men who were studying in a correspondence school should file their names with him. I was the 46th to apply.
I was given charge of the Truck Shop office.
Yours truly,
RALPH SHANNO.

AT LAST--A UNIVERSAL

For the Employer Who Wants to Train His Men

The trained-man problem has been solved. All over the country business concerns, large and small, and in every line of trade and industry, have found in the International Correspondence Schools a medium of training and a source of trained men that has simplified one of the greatest problems in the building of an efficient business organization. The letter above, telling how the American Car & Foundry Company picks men for promotion, is just one example of this new development in business efficiency. "Business executives everywhere," writes Herbert S. Houston of Doubleday, Page & Company, President of the Associated Advertising Clubs of the World, "are finding that educational work such as the I. C. S. has been doing for many years is of great service and value in building up more intelligent and efficient employes."

Firms for whom the I. C. S. have trained or are training employes:
Crockor-Wheeler Co.
Yale & Towne Mfg. Co.
Wood Engineering Co.
Spencer Trask & Co.
Thos. Maddock Sons Co.
Kolb Baking Co.
W.S. Merrill Chemical Co.
and 251 railroads and other industrial concerns.
Firms that have asked the I. C. S. to furnish them trained men:
U.S. Lighting & Heat Co.
Pennsylvania Railroad
Ohio Oil Company
New Jersey Zinc Co.
Toledo Furnace Company
Lackawanna Railroad
Page Woven Wire Fence Company
Swift & Company
Beech-Nut Packing Co.
Consolidation Coal Co.
Omega Port Cement Co.
Browning Engineer. Co.

For 25 years the I. C. S. has been training men for advancement. Over 1,800,000 persons have enrolled for instruction by its home-study method—125,000 are studying right now in 280 courses covering every technical trade and every phase of business—advertising, salesmanship, accounting, and many others.

For a long time the I. C. S. worked only with the individual student. Then employers looking for men with certain qualities—ambition, industry, perseverance, special knowledge—suddenly made a discovery—these were the very characteristics of the I. C. S. trained man. Recognizing this, they began to seek out the men in their employ who were taking I. C. S. Courses and to encourage others to enroll. The Schools have helped them to do both. Thus there has developed a great co-operative plan through which the I. C. S. is solving the training problem for both employer and employee.

Some employers buy courses for selected men. Some assist their men to pay for courses. Others reimburse their men for the price that is paid for their courses when they have completed them. Still others simply recommend I. C. S. Courses and then encourage those who take them. And hundreds of concerns ask the I. C. S. to recommend trained men to them.

NOW YOU CAN PROFIT BY THEIR EXPERIENCE

To build an efficient organization you must have trained men, and you cannot depend on finding them in other organizations. The best way is to pick "comers" among your own employes, and develop them.

Your problem has been to find a satisfactory way to train these men. The International Correspondence Schools stand ready to take this responsibility. They can do the very thing you want done. They are prepared to give your men exactly the training you want them to have to make them self-reliant, resourceful, progressive, able to step into big jobs and assume big responsibilities.

No matter how small or how great your needs, the I. C. S. can help you. You may have a single promising employee whom you want specially trained for advertising or selling work, or a bookkeeper whom you would like to develop into an expert accountant. Of you may have ten, or a hundred, or a thousand employes in your plant or office who are good workers, but lacking that special skill you would like them to have.

Telp them to equip themselves for better jobs and bigger responsibilities. MAKE THEM MORE VALUABLE TO YOU. The I. C. S. is ready with a practical way to do it. This coupon will bring the plans.

EMPLOYERS' COUPON
International Correspondence Schools
Box 6953, Scranton, Pa.

Tell me, without obligation on my part, how you can co-operate with me in training my employes in the line of work I have checked.

Commercial Electricity
 Advertising Engineering
 Salesmanship Shop Practice
 Drafting Or _____

Ask us about any special course. It is probably among the 275 other courses we have to offer.

Name and Title _____
Address _____

TRAINING SCHOOL

For the Man Who Wants to Train Himself

On the opposite page is the story of a new development in modern business efficiency—how employes everywhere are finding that men trained by the International Correspondence Schools are safe men to pick for promotion—safe because they can be depended on to make good. That is an important thing for employers to know.

But consider how much more this means to you. It means that executives of concerns in all lines of business are now looking for I. C. S. trained men—watching men in their employ who are studying I. C. S. Courses, anxious to give them a chance to get ahead. It means that they are urging their men to enroll for I. C. S. training. It means that now the very fact that a man is an I. C. S. student places him on the preferred list for advancement.

Read the letters on this page from some of the biggest concerns in this country, telling what they think of I. C. S. trained men. Then ask yourself this question: Under these circumstances—

CAN YOU AFFORD NOT TO BE AN I. C. S. TRAINED MAN?

No matter what line of work you are in, or want to take up, the I. C. S. has a home-study course that just meets your needs. Do you like Advertising? Many of the foremost Advertising Managers in America were I. C. S. trainees. Do you like Salesmanship, Accounting, or other commercial lines? I. C. S. Courses in these subjects are conceded to be the best and most thorough ever prepared. And no matter what technical trade or profession you prefer, you will find in the I. C. S. a training that will qualify you for exactly the work you want to do.

All the I. C. S. ask is a chance to show you—to prove by the experience of others just what they can do for you. Surely, you want at least to find this out. And the way is simple. Mark and mail this coupon. It will bring, without any obligation on your part, full details of a new plan for your future.

When firms like these write letters like these can you afford not to have I. C. S. Training?

We should be pleased to hear from you at any time in regard to any of our boys as to the progress they are making.

New Britain Machine Co.

We are glad to learn our Mr. Markicity is an I. C. S. graduate. We do anything we can for anyone in our employ who is sufficiently interested in his work to devote his spare time to study.

Holt Manufacturing Co.

We are always very glad to learn that we have young men in the service preparing for advancement and we will take pleasure in helping Mr. Smith along.

The Chesapeake and Ohio Railway Co.

We are highly pleased to hear of the progress of James McCormick. Men of his type we consider have a higher future value by reason of the effort he is making through our correspondence schools to fit himself for advancement.

In 1912 we engaged a young man at a salary of \$2.00 per day to work in our steel structural shop. This young man has, during the past year, nearly completed the course in structural steel. He is today the superintendent of our plant, drawing a good salary, with forty men under him, and the chances for his future are very bright.

Hastings Foundry and Iron Works.

What Position Do You Want?

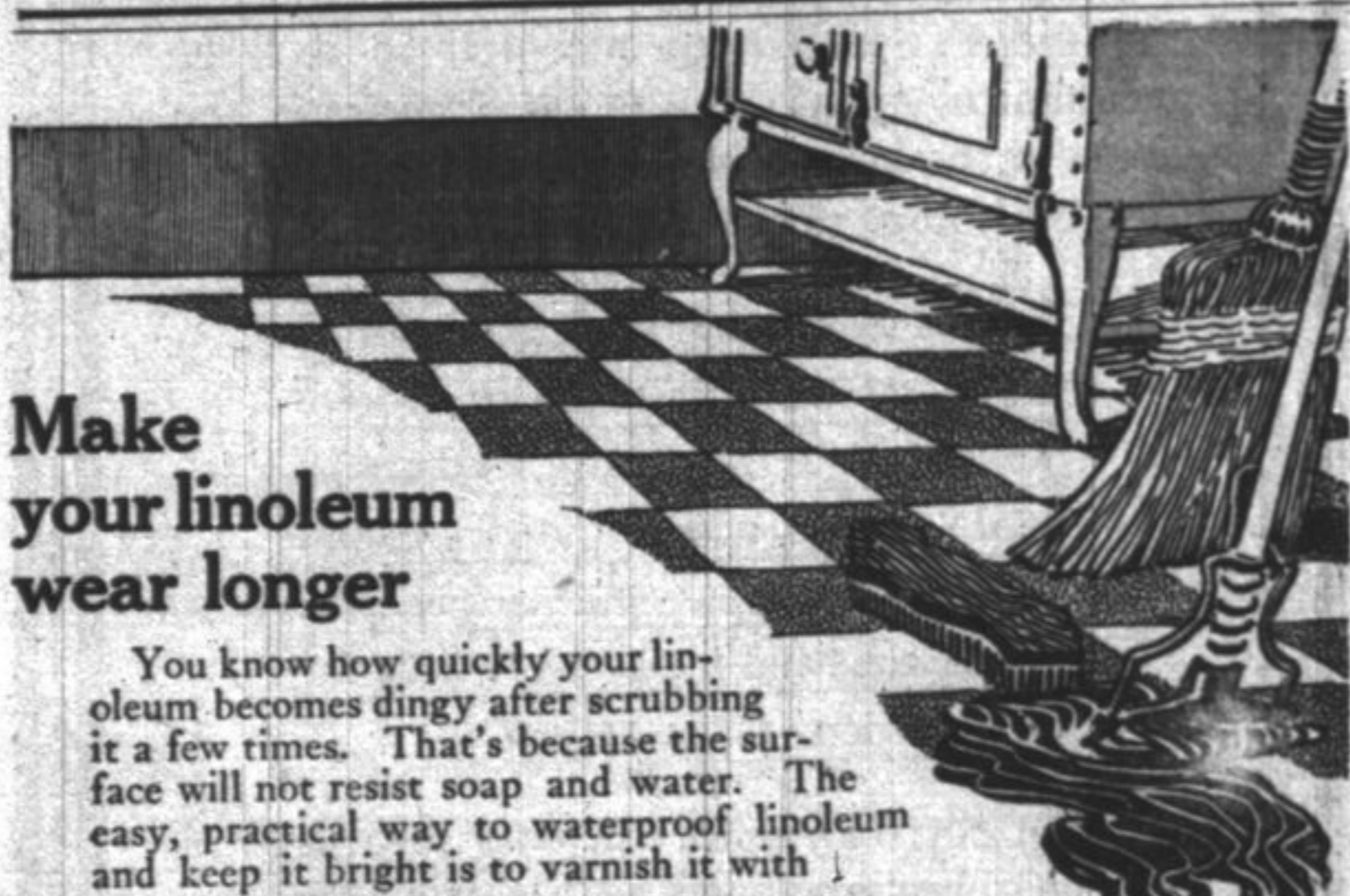
International Correspondence Schools, Scranton, Pa.
Please explain, without further obligation on my part, how I can qualify for a larger salary in the position, trade, or profession, or line of knowledge of the employe, before which I have marked.

<input type="checkbox"/> ELECTRICAL ENGINEER	<input type="checkbox"/> BUSINESS (Complete)
<input type="checkbox"/> Electrician	<input type="checkbox"/> Bookkeeper
<input type="checkbox"/> Electric Wiring	<input type="checkbox"/> Bookkeeping
<input type="checkbox"/> Electric Lighting	<input type="checkbox"/> Higher Accounting
<input type="checkbox"/> Heavy Electric Practice	<input type="checkbox"/> Certified Public Accountant
<input type="checkbox"/> Electric Machine Designer	<input type="checkbox"/> Railroad Accountant
<input type="checkbox"/> Electrician	<input type="checkbox"/> Commercial Law
<input type="checkbox"/> Mechanical Engineer	<input type="checkbox"/> Civil Engineering
<input type="checkbox"/> Mechanical Draftsman	<input type="checkbox"/> Surveying
<input type="checkbox"/> Machine Designer	<input type="checkbox"/> Advertising Manager
<input type="checkbox"/> Machine Shop Practice	<input type="checkbox"/> Advertising Copy Writer
<input type="checkbox"/> Boiler Designer	<input type="checkbox"/> Sign Painter
<input type="checkbox"/> Steam Engine	<input type="checkbox"/> CIVIL SERVICE
<input type="checkbox"/> Draftsman	<input type="checkbox"/> Railway Mail Clerk
<input type="checkbox"/> Foundry Work	<input type="checkbox"/> Mail Clerk
<input type="checkbox"/> Sheet-Metal Worker	<input type="checkbox"/> ILLUSTRATOR
<input type="checkbox"/> JEWELRY MAKING	<input type="checkbox"/> Penmanship Designer
<input type="checkbox"/> Appraisable Building	<input type="checkbox"/> Carpet Designer
<input type="checkbox"/> PLUMBING	<input type="checkbox"/> Automobile Designer
<input type="checkbox"/> Steam, Electric Engineer	<input type="checkbox"/> Automobile Draftsman
<input type="checkbox"/> Marine Engineer	<input type="checkbox"/> Automobile School Bus
<input type="checkbox"/> Refrigerating Engineer	<input type="checkbox"/> High School Subjects
<input type="checkbox"/> Gas Fitter	<input type="checkbox"/> COLLEGE
<input type="checkbox"/> CIVIL ENGINEER	<input type="checkbox"/> TYPE DESIGNER
<input type="checkbox"/> Surveying and Mapping	<input type="checkbox"/> Cotton Manufacturing
<input type="checkbox"/> S. E. Contracting	<input type="checkbox"/> Woollen Manufacturing
<input type="checkbox"/> Mechanical Engineer	<input type="checkbox"/> SHIP ENGINEER
<input type="checkbox"/> Structural Draftsman	<input type="checkbox"/> Coal Mining
<input type="checkbox"/> Architect	<input type="checkbox"/> Metal Mining
<input type="checkbox"/> Architectural Draftsman	<input type="checkbox"/> Automobile
<input type="checkbox"/> Contractor and Builder	<input type="checkbox"/> Shipbuilding
<input type="checkbox"/> Building Foreman	<input type="checkbox"/> SHIPYARD
<input type="checkbox"/> Concrete Erector	<input type="checkbox"/> Ship Repairing
<input type="checkbox"/> PLUMBER & STEAM FITTER	<input type="checkbox"/> AGRICULTURE
<input type="checkbox"/> Heating and Ventilation	<input type="checkbox"/> Fruit Culture
<input type="checkbox"/> Foreman Plumber	<input type="checkbox"/> Poultry Raising
	<input type="checkbox"/> Poultry Farming & Breeding

Name _____
Occupation _____
Home Address _____
Employed by _____
Business Address _____
City _____ State _____

USE THIS CARD BEFORE YOU LOSE IT.

A. B. SANDERS, Local Repr. "B" Murray Block, Waukegan, Illinois



DEVOE
THE GUARANTEED
MARBLE FLOOR FINISH

Make your linoleum wear longer

You know how quickly your linoleum becomes dingy after scrubbing it a few times. That's because the surface will not resist soap and water. The easy, practical way to waterproof linoleum and keep it bright is to varnish it with Devoe.

We guarantee it to be the best floor varnish made. It preserves the natural beauty of wood floors. Marble Floor Finish resists constant wear. Two coats will last three years on a bath-room floor, four years on the floor of a bed room or parlor. To clean it you need to use only a little Devoe Polishing Oil according to simple directions. We recommend Marble Floor Finish because in clear, dry weather it will dry in 24 hours.

Stop in and let us tell you more of this and other Devoe products.

D. C. Purdy & Sons
HIGHLAND PARK ILLINOIS

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BARBER SHOP
W. Central Ave. Highland Park

DR. WATSON
DENTIST
45 St. Johns Ave. Highland Park
telephone 37

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Barber Shop
Children's Hair Cutting a Specialty
8 N. Second Street

STATE OF ILLINOIS
LAKE COUNTY, S.S.
School District No. 108.

The following is a statement of the financial affairs of School District No. 108, Lake County, Illinois, for the year ending March 31, 1916, together with the course of study, also showing the enrollment of pupils in the various schools of this district.

FINANCIAL REPORT
EDUCATIONAL FUND
RECEIPTS

April 1, 1915, balance	\$ 9,776.50
From Trustees of Schools Distributable Fund	449.85
Sept. 15, 1915, from County Treas. delinquent taxes.	1,442.99
Rent for the use of school buildings during the year	15.00
March 29, 1916, from Town Collector, taxes collected.	9,116.40
Interest on funds during the year	102.01
Total receipts	\$20,912.25

DISBURSEMENTS

Teachers' salary	\$10,000.00
Secretary's salary	200.00
School supplies	488.52
Janitor's salary	1,470.00
Coal	646.04
Electric light	45.96
Water	102.37
Telephone service	73.77
Transportation	48.00
Promotion of health	307.45
Janitor supplies	153.28
Miscellaneous items	269.77
Total disbursements	\$13,813.16
March 31, 1916, balance	7,109.09

BUILDING FUND
RECEIPTS

April 1, 1915, balance	\$ 8,238.60
Sept. 15, 1915, from County Treas. delinquent taxes.	711.36
City of Highland Park, refund on special assessments	77.64
Woman's Civic Club Ravinia (for piano)	154.00
March 29, 1916, from Town Collector, taxes collected	3,548.26
Interest on funds during the year	111.09
Total receipts	\$12,833.95

DISBURSEMENTS

Repairs and upkeep of grounds and buildings	\$ 445.38
New improvements on grounds	957.94
New improvements on buildings	335.00
New furniture and equipment	198.80

Manual Training equipment	165.28
Bonds paid	2,000.00
Interest on bonds paid	1,287.50
Total disbursements	\$ 3,896.90
March 31, 1916, balance	7,447.05

ENROLLMENT

Lincoln School	120
Ravinia School	64
Ridge School	17
Total	201

COURSE OF STUDY
PRIMARY DIVISION
(1st and 2nd years)

Reading	
Spelling	
Language	
Numbers	
Writing	
Physiology and Hygiene	
Music	
Drawing	
Physical Training	
Nature Study	

INTERMEDIATE DIVISION
(3rd, 4th, 5th and 6th years)

Spelling	
Language	
Arithmetic	
Writing	
Physiology and Hygiene	
Music	
Drawing	
Physical Training	
Nature Study	
Geography	

(5th and 6th in addition to above)

History, U. S.	
American Readers and Heroes	
Stories of Europe	
Manual Training Sewing	

ADVANCED DIVISION
(7th and 8th years)

Literature	
Spelling	
Orthography	
Grammar	
Arithmetic	
Writing	
Physiology and Hygiene	
Geography	

HISTORY

United States	
Illinois	
Civics	
Music	
Drawing	
Manual Training	
Physical Training	
Sewing	

(7th year)

Nature Study (8th year)
Physical Training
G. L. VETTER, Secretary.

We, the undersigned members of the Finance Committee of the Board of Education, School District No. 108, Lake County, Illinois, do hereby certify that we have examined the accounts of the Secretary, and find the same to be correct, that the above is a true statement of same, that there was on the date of this statement in the hands of the Township Treasurer (Wm. M. Dooley) sufficient funds in the Educational Fund to pay all warrants drawn upon the said fund to and including March 31, 1916, and to leave a balance of Seven Thousand, One Hundred and Three Dollars and Nine Cents (\$7,103.09) and that there were on the said date in the hands of the Township Treasurer sufficient funds in the Building Fund to pay all warrants drawn upon the said fund to and including March 31, 1916 and to leave a balance of Seven Thousand, Four Hundred and Forty-seven Dollars and Five Cents (\$7,447.05).

DELMER M. BLASIER,
GEORGE O. FAIRWEATHER,
C. M. VAIL,
Finance Committee.

Real Estate Transfers

Anna Beal Wickes to Edward Mayer, W. D. \$15,000. Lot 19 and part lot 20 blk. 72, Highland Park.

A. W. Fletcher and wife to D. C. Purdy & Sons, W. D. \$10. West 40 ft. lot 3 blk. 23, Highland Park.

Wm. Walker and wife to Leeds Mitchell, W. D. \$7550. North 98 ft. of lot 252, Lake Forest.

Chicago Title & Trust Co. to R. J. Dunham, Deed \$10. Lot 11, Lake Forest.

Mabel B. Noerenberg and husband et al to Chas. Werhans and wife, W. D. \$10. Part lots 21 and 22, blk. 2, Highland Park.

Lena A. Dean and husband to T. R. Quayle, W. D. \$10. Lot 35, Rose Terrace sub. Lake Forest.

Alfred Marwede and wife to E. A. Atteridge, W. D. \$10. Lot 99 Green Bay add. Lake Forest.

Martha L. Gall to Albert L. Gall, W. D. \$10. South 50 ft. lot 4 blk. 43, Highland Park.

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Wholesale and Retail Dealer for
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Metal
Rubber
Bottles
Paper, etc.**

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PLUMBING

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DENTISTS
Suite 4, 5 and 6, State Bank Bldg.
Telephone 678 HIGHLAND PARK, ILL.