

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.
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 opportunity 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 employees 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 on, 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 employees."

Firms for whom the I. C. S. have trained or are training employees.
Crockier-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 men. 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 employees, 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 employees 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 employees 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 _____

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

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 employers 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. trained. 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 a ny 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. Markidity 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 your correspondence schools to fit himself for advancement.

International Harvester Co. of Canada, Ltd.
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 indicate, without further obligation on my part, how I can qualify for a larger salary in the position, trade, or profession, or gain a knowledge of the subject, before which I have marked.

<input type="checkbox"/> ELECTRICAL ENGINEER	<input type="checkbox"/> BUSINESS (Complete)
<input type="checkbox"/> Electric Wiring	<input type="checkbox"/> Bookkeeping
<input type="checkbox"/> Electric Lighting	<input type="checkbox"/> Photographic
<input type="checkbox"/> Electric Railways	<input type="checkbox"/> Father Accounting
<input type="checkbox"/> Heavy Electric Traction	<input type="checkbox"/> Certified Public Accountant
<input type="checkbox"/> Electric Machine Designer	<input type="checkbox"/> National Accountant
<input type="checkbox"/> Telegraph Engineer	<input type="checkbox"/> Commercial Law
<input type="checkbox"/> Mechanical Engineer	<input type="checkbox"/> Civil Engineering
<input type="checkbox"/> Mechanical Draftsman	<input type="checkbox"/> Mechanical Engineering
<input type="checkbox"/> Machine Designer	<input type="checkbox"/> Mechanical Drawing
<input type="checkbox"/> Machine Shop Practice	<input type="checkbox"/> Mechanical Estimating
<input type="checkbox"/> Boiler Designer	<input type="checkbox"/> Mechanical Estimating
<input type="checkbox"/> Patternmaker	<input type="checkbox"/> Mechanical Estimating
<input type="checkbox"/> Foundry Work	<input type="checkbox"/> Mechanical Estimating
<input type="checkbox"/> Sheet-Metal Worker	<input type="checkbox"/> Mechanical Estimating
<input type="checkbox"/> AUTOMOBILE WORKING	<input type="checkbox"/> Mechanical Estimating
<input type="checkbox"/> Automobile Repairing	<input type="checkbox"/> Mechanical Estimating
<input type="checkbox"/> STEAM ENGINEER	<input type="checkbox"/> Mechanical Estimating
<input type="checkbox"/> Steam Engine Operation	<input type="checkbox"/> Mechanical Estimating
<input type="checkbox"/> Marine Engineer	<input type="checkbox"/> Mechanical Estimating
<input type="checkbox"/> Gas Engine Operation	<input type="checkbox"/> Mechanical Estimating
<input type="checkbox"/> CIVIL ENGINEER	<input type="checkbox"/> Mechanical Estimating
<input type="checkbox"/> Surveying and Mapping	<input type="checkbox"/> Mechanical Estimating
<input type="checkbox"/> E. R. Contracting	<input type="checkbox"/> Mechanical Estimating
<input type="checkbox"/> Structural Draftsman	<input type="checkbox"/> Mechanical Estimating
<input type="checkbox"/> Bridge Engineering	<input type="checkbox"/> Mechanical Estimating
<input type="checkbox"/> ARCHITECT	<input type="checkbox"/> Mechanical Estimating
<input type="checkbox"/> Architectural Draftsman	<input type="checkbox"/> Mechanical Estimating
<input type="checkbox"/> Contractor and Builder	<input type="checkbox"/> Mechanical Estimating
<input type="checkbox"/> Building Foreman	<input type="checkbox"/> Mechanical Estimating
<input type="checkbox"/> Construction Inspector	<input type="checkbox"/> Mechanical Estimating
<input type="checkbox"/> PLUMBER & STEAM FITTER	<input type="checkbox"/> Mechanical Estimating
<input type="checkbox"/> Heating and Ventilation	<input type="checkbox"/> Mechanical Estimating
<input type="checkbox"/> Plumbing Inspector	<input type="checkbox"/> Mechanical Estimating
<input type="checkbox"/> Foreman Plumber	<input type="checkbox"/> Mechanical Estimating

Name _____
Occupation _____
Home Address _____
Employed by _____
Business Address _____
City _____
State _____
USE THIS CARD BEFORE YOU LOSE IT.

NOTICE OF LETTING CONTRACT

Assessment No. 225
BOARD OF LOCAL IMPROVEMENTS OF THE CITY OF HIGHLAND PARK:

NOTICE IS HEREBY GIVEN that bids will be received for the construction of a six (6) inch cast iron water main, with the necessary appurtenances in St. Johns Avenue, beginning and connecting with the present four (4) inch water main ending opposite the southwesterly corner of Lot 19, Block 75, of F. P. Hawkins Addition, and extending from thence southerly parallel with and twenty-six (26) feet west of the easterly line of said St. Johns Avenue, for a distance of five hundred and fifty-two (552) feet, at which point it shall connect with an existing six (6) inch water main; in the City of Highland Park, County of Lake and State of Illinois, as a whole in accordance with the ordinance therefor. Said bids will be opened on the 2nd day of June, A. D. 1916 at the hour of 5:30 o'clock P. M. at the office of the Board of Local Improvements in the City Hall of the City of Highland Park.

The specifications and blank proposals will be furnished at the office of the Board of Local Improvements in the City Hall in said City.

The contractor will be paid in bonds, which bonds will draw interest at the rate of five (5) per cent. per annum.

All proposals or bids must be accompanied by a certified check payable to the President of the Board of Local Improvements of the City of Highland Park for the sum of not less than ten (10) per cent. of the aggregate of the proposal.

Said proposal must be delivered to the President of the Board of Local Improvements in open session of said Board at the time and place fixed herein for the opening of the same. No proposal or bid will be considered unless accompanied by check as herein provided.

The Board of Local Improvements reserves the right to reject any or all bids if they deem it best for the public good.

SAMUEL M. HASTINGS,
President of the Board of Local Improvements of the City of Highland Park.
Dated at Highland Park, Illinois,
May 25th, A. D. 1916.

Baptist Church Notes

Mr. Alfred Mace of London, England, addressed the prayer meeting last evening.

This afternoon the Missionary Study Class of the Ladies' Guild will meet in the church parlors. The annual meeting last week of the Guild elected the following officers: Mrs. George M. Howe, president; Mrs. W. E. Brand, vice president; Mrs. H. G. Partz, secretary; Mrs. L. J. Rice, treasurer; chairman of committees: Mrs. George Zahnle, philanthropy; Miss Helen Whitney, social; Mrs. William Reay, missionary.

SPECIAL ASSESSMENT NOTICE NO. 226

NOTICE IS HEREBY GIVEN to all persons interested that the City Council of the City of Highland Park, County of Lake and State of Illinois having ordered that Michigan Avenue from the West Corporate Limits of the City of Highland Park, East to the Westerly line of the paved roadway in Green Bay Road, be graded, drained, curbed with combined concrete curb and gutter, provided with catch basins, paved with an asphaltic macadam pavement and otherwise improved, the ordinance for the same being on file in the office of the City Clerk of said city and having applied to the County Court of Lake county improvements according to benefits for an assessment of the costs of said and an assessment thereof having been made and returned to said court, the final hearing thereon will be had on the 10th day of June, A. D. 1916, or as soon thereafter as the business of the court will permit.

Said assessments are payable in Five installments, with interest at the rate of five (5) per centum per annum on all installments from and after date of issue of first voucher. All persons desiring may file objections in said court before said day and may appear on the hearing and make their defense.

THOMAS MORTON,
Officer appointed to make said Assessment.
Dated at Highland Park, Ill., May 25th, A. D. 1916.

Norrlen Bros.

Announce the completion of their New 3 1/2 Ton Padded Auto Van

and are now prepared to handle all sorts of long distant and piano moving. Just telephone 547 and estimates will be furnished free and promptly.

Office 7 W. Central Avenue
Highland Park, Illinois

Central Petroleum Co's

Strictly High Grade Bone Filtered Lubricating Auto Oils and Greases.

Red Cross Disinfectant

A. B. HILL, Manager and Salesman
Tel. 751-R Highland Park, Illinois

Use Pasteurized Butter ONLY!

Pure Cream Butter, Perfectly Pasteurized
EARLY DELIVERY
From April 1st until October 1st

Our drivers make early deliveries to your home We would ask our customers to mark their cards for butter or arrange for regular days on which they wish butter deliveries made, thereby insuring a regular supply of Perfectly Pasteurized Pure Cream Butter.

TELEPHONES: { HIGHLAND PARK, 9.
GLENCOE, 70 Lake Forest 73

Bowman Dairy Company
101-109 Vine Avenue

TELEPHONE 956
JOHN IBACH
LANDSCAPE GARDENER
Work of any kind by day or Contract. Care of Furnaces
437 Deerfield Ave.

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

Telephone 909
J. P. STEFFEN
Fresh Butter, Eggs and Poultry
331 McDaniels Avenue
HIGHLAND PARK, ILL.

Paul and Hilbert
VENCEL MUZIK
BARBER SHOP
W. Central Ave. Highland Park

Dr. B. A. Hamilton Dr. Earl D. Fritsch
DENTISTS
Suite 4, 5 and 6, State Bank Bldg.
Telephone 678 HIGHLAND PARK, ILL.