

Promotion
Advancement in Salary
and
Business Success

Secured
Through the

TELEPHONE AND TELE-
GRAPH ENGINEERING

COURSES OF INSTRUCTION

OF THE

International
Correspondence Schools

International Textbook
Company, Proprietors

SCRANTON, PA., U. S. A.

SEE FOLLOWING PAGES

Local

Long Distance

Office of

Cisco Telephone Exchange

HENRY BENHAM, Manager

CISCO, TEXAS

INTERNATIONAL CORRESPONDENCE SCHOOLS:

I wish to state that I have been very successful since taking your Course in Telephone Engineering. I am now Manager and owner of the Cisco Telephone Exchange, employing 11 girls and 7 men. I am also owner of \$14,000 worth of stock in the Cisco Light Plant and Manager of that; also own several large farms in this county. When I enrolled I was scratching along as a clerk, getting \$25 per month. The knowledge I received since taking up the Course has been a fortune to me.

Any one can advance by taking your teaching and properly pushing it along.

HENRY BENHAM

FROM FARM LABORER TO ASSISTANT MANAGER

When E. N. EGGE, Oxnard, Calif., enrolled for a Telephone Engineering Course he was working on the farm for his parents, doing also a little telephone line construction work, making about \$300 a year. He is now assistant manager of the Home Telephone Company, of Oxnard, Calif.

600 PER CENT. INCREASE

When F. E. BRUMFIELD, 231 South Seneca St., Alliance, Ohio, enrolled for the Telephone Engineering Course he was working as an errand boy in a small electrical shop, earning but little wages. Through the help of his Course he has been advanced until he is now wire chief in his home town in an exchange having 1,800 subscribers. His salary has been increased more than 600 per cent.

SALARY STEADILY INCREASED

ARTHUR A. BURDICK, 74 Eagle St., Albany, N. Y., had reached the third grade in high school when he began work in the electrical line. Feeling the need of technical education to secure advancement in the telephone business he enrolled for the Telephone Engineering Course, and in due time secured his Diploma. At the time of his enrolment he was earning \$16.50 a week with the New York Telephone Company, Albany District, Hudson Division. His salary was soon increased to \$18; then \$20; and then \$27 a week. He is now combination troubleman at the main exchange at a salary almost double what he received at the time he enrolled.

NOW MANAGER

W. A. COOPER, New Smyrna, Fla., had only a seventh-grade education and was working as a button cutter when he first enrolled with the I.C.S. Having made a success as a clerk he later enrolled for the Telephone Engineering Course, gaining one promotion after another, until now he is manager of the Brevard County Telephone Company, having five exchanges under his direction.

SALARY INCREASED

JOHN M. COSGROVE, Hickman Mills, Mo., knew very little about electricity and had almost no practical experience when he enrolled for the Telephone Engineering Course. The reports of progress sent to his employer from the Students' Aid Department were the direct cause of increasing his salary \$25 a month. He is now manager of the exchange at Hickman Mills, which position he declares is due to his I.C.S. Course.

150 PER CENT. LARGER

When FORREST F. DAVIS, Bluffton, Ind., enrolled with the I.C.S. for the Telephone Engineering Course he was only 18 years old. His Course had advanced him to the position of general inspector for the United Telephone Company, at a salary which has been increased more than 150 per cent.

General Manager of Two Large Companies

I was a telephone lineman earning \$50 a month at the time I enrolled with the I.C.S. for the Telephone Engineering Course. Although I had only reached the seventh grade in the public school I found your Course could be mastered by any one who seeks advancement. The knowledge I gained has been very valuable to me and I am glad to recommend the Course to any one who has not had the advantage of a good education in this line. The cost is small in consideration of the benefits to be derived therefrom. I am now general manager of two large telephone companies, The Home Telephone and Telegraph Company, of Santa Barbara, and the Home Telephone and Telegraph Company, of Santa Barbara County, with a combined investment of more than half a million dollars. I have entire charge of all construction, maintenance, and operation. My salary has increased 400 per cent.

ALBERT SCHULER, Santa Barbara, Calif.

A GRADUATE'S SUCCESS

GEORGE B. FOX, 171-181 Market St., Paterson, N. J., was employed as a troubleman at the time of his enrolment for the Telephone Engineering Course. Before obtaining his Diploma he was promoted to the position of wire chief. Since then he has graduated and has now the right to place "Manager" after his name. He says that the knowledge acquired from his Course has been of inestimable value to him, and that his salary has been largely increased.

HIS COURSE DID IT

M. F. KALMBACH, 605 Garfield Ave., Milwaukee, Wis., has received a very gratifying advancement as the result of studying his Telephone Engineering Course. When he enrolled with the Schools he was earning only \$50 a month as wire chief in a small exchange. As the result of I.C.S. study he has been advanced from time to time until he is now at work in the engineering department of the Wisconsin Telephone Company as a specialist in the study of the electrolysis of underground cables. His salary has been substantially increased, and he declares that it was directly due to his work with the I.C.S. that he received his opportunity to enter the engineering department.

WORTH TWICE THE PRICE

W. S. TULLWOOD, Hereford, Tex., was working as a sorter in a broom factory for \$1.25 a day when he enrolled with the I.C.S. for the Telephone Engineering Course. At the time he had only passed the eighth grade in the common school, but he has had no difficulty with his Course. He declares that what he has already received is worth twice the cost of the whole Course, since it has gained for him the position of wire chief for the S. W. Tel. & Tel. Co.

SALARY LARGELY INCREASED

When ELMER COX, now chief operator for the Postal Telegraph Cable Company, San Francisco, Calif., enrolled with the I.C.S. his superior noticed the fact and gave him an opportunity to apply practically what he was learning technically. Later he was advanced to the position he now holds, one of the most important of the entire Postal system. It is needless to say his salary has been increased about 100 per cent.

NOW SUPERINTENDENT

R. F. FISHER, of the Colorado and Wyoming Telegraph Company, Denver, Colo., was employed as an operator when he enrolled for the Telegraph Engineering Course. Since obtaining his Diploma he has been promoted to the position of superintendent for his company, an advancement for which he gives credit to the I.C.S.

650 Per Cent. Increase

When I enrolled with the I.C.S. for the Telephone Engineering Course I was at the bottom of the ladder in the East Exchange of the Cleveland Telephone Company. I had only passed the eighth grade in the public school and knew nothing of algebra at the time of my enrolment. At first I got "cold feet" on this study, but finally mastered it with no other help than that furnished by my I.C.S. instructor. Through the Students' Aid Department I was brought to the attention of the superintendent, who gave me my first promotion. I was gradually advanced until I am now chief clerk in the traffic department of the same company with an increase in salary of 650 per cent.

W. F. JOHNSON,

8811 Harkness Road, Cleveland, Ohio

PORTER BECOMES TELEPHONE SUPERINTENDENT

O. J. HAWKINS, Newark, Ohio, enrolled for the Telephone Engineering Course while working as a porter in a hotel. Through the knowledge he gained from the Course he obtained a position as groundsman and as he continued his studies was soon promoted to lineman and from that to superintendent of an exchange.

COURSE HELPS DISSATISFIED PERSONS

CHARLES H. MCKINNEY, Flagstaff, Ariz., became dissatisfied with the long hours and small pay of his position as telegraph operator. He enrolled for the I. C. S. Telephone Engineering Course and is now manager of a telephone system, earning twice what he earned before enrolling.

A GRADUATE'S ADVANCEMENT

P. J. GILL, 1002 21st Ave., Altoona, Pa., was a telephone lineman when he enrolled for our Telephone Engineering Course. He had attended school only ten months and did not know how to handle division. Since graduation he has become chief telephone inspector of the middle division for the Pennsylvania Railroad Company with an increase in salary of 180 per cent.

SALARY INCREASED 150 PER CENT.

R. L. BOYD, Atlanta, Ga., was an inspector in a small town when he enrolled with the I. C. S. for a Telephone Engineering Course. This has enabled him to advance to the position of district commercial manager for the Southern Bell Telephone and Telegraph Company at a salary which is 150 per cent. greater than what he received at the time of enrolment.

INCREASED HIS SALARY \$45 A MONTH

HARRY L. KASER, 232 Wolfarth Ave., Mansfield, Ohio, was assistant switchboard operator when he enrolled for our Telephone Engineering Course. This enabled him to advance to the position of switchboard operator for the Mansfield Telephone Company and to increase his salary \$45 a month.

GRATIFYING ADVANCEMENT

W. H. WHITE, Cape Girardeau, Mo., was a lineman, earning \$40 a month, when he enrolled for a Telephone Engineering Course. His Course enabled him to advance to the position of assistant general manager of the Cape Girardeau Bell Telephone Company at a salary of \$1,500 a year.

(We find that this student has been recently advanced to the position of general superintendent of buildings, grounds, electric plant, etc., for the State Normal School at Cape Girardeau, Mo.)

Salary Increased 800 Per Cent.

I began work for the Southwestern Telegraph and Telephone Company as night operator and at the same time I enrolled with the Schools for a Mechanical Drawing Course. In two years I was appointed manager of the Venus, Texas, exchange. Having graduated in Mechanical Drawing I enrolled for a Telephone Engineering Course, from which I also graduated. I then purchased the entire Library of Technology on electrical and mechanical engineering. I have spent two hours a day for eight years in studying from the above books and Courses. I have had practical experience, read other books, and made studies of power plants, buildings, and construction work, but have found the information furnished by the I. C. S. in a clear and practical style, equaled by none other, giving all the essential principles for a thorough technical education and without doubt the best source of information for the man who works while he studies. My salary has been increased 800 per cent. since first enrolment and I am going to continue studying for heavier work in the future.

E. L. SMITH

Division Engineer The Southwestern Telegraph and Telephone Company, Fort Worth, Tex.

GRADUATE BECOMES MANAGER

When A. H. HUEY, Marissa, Ill., enrolled with the Schools for a Telephone Engineering Course, he was working in a coal mine. Nine months later he had finished his Course and received his diploma. After 2 months he was offered the position of manager of the Marissa Telephone Exchange at a salary one-third larger than his average earnings in the mines. Within 2 months his salary was again increased.

NOW PROPRIETOR

At the time when DENNIS W. MOORE, Cunningham, Kans., enrolled with the Schools, he was just starting in at telephone work, at the age of 21. His Course enabled him to work out all kinds of difficult problems while in the employ of the Bell Telephone Company. On January 1, 1912, he resigned his position, and taking a partner, purchased the exchange in his home town where he is now manager.

PRESIDENT OF THE COMPANY

MR. H. D. WINER, Valley Park, Mo., says that when he signed the contract for his I.C.S. Course in Telephone Engineering he was an apprentice lineman, with only a seventh-grade education. When the panic of 1907 came, he was laid off, but he had saved a few dollars and kept on with his Course. He advises other students to stick to their Courses as closely as possible, since his Course enabled him to reach the position of president of the Valley Park Telephone Company.

NOW FOREMAN

GEORGE B. SWARTHOUT, 147 Mulberry St., Rochester, N. Y., was earning \$30 a month on a construction gang when he enrolled with the I.C.S. for the Telephone Engineering Course. Later he entered the employ of the Rochester Railway and Light Company as cable splicer. Next he became assistant foreman, and in August, 1914, he was promoted to the position of foreman of the underground department, receiving about \$1,500 a year.

NOW MANAGER AND SECRETARY

C. L. PICKETT, St. Paul, Neb., was earning \$25 a month when he enrolled with the Schools for a Telephone Engineering Course. This enabled him to advance to various positions as troubleman, electrician, and superintendent, and to become manager and secretary of the Howard County Telephone Company at a salary which has increased several hundred per cent.

SALARY INCREASED \$75 A MONTH

CARL LUND, 1521 N. Rockwell St., Chicago, Ill., is working for the Chicago Telephone Company as switchboard foreman. When he enrolled he was switch tester for the Automatic Electric Company. He attributes his advancement in position and salary to the I.C.S. Telephone Engineering Course. His salary has increased \$75 a month since he enrolled.

Multiplied His Salary

When I enrolled with the I.C.S. for the Telephone Engineering Course, my only education along electrical lines was what little I had picked up from reading journals treating telephone work. I am now secretary, treasurer, and general manager of the Light and Power Company of this place, also secretary and general manager of the Franklin County Telephone Company. I have selected all of the machinery, electrical apparatus, etc., used by the company. I could not have planned and cleared up many difficulties but for the knowledge gained from your Course and from reading books on electric light and power which the Telephone Course made intelligible to me. My earnings are several times what they were when I took up your Course. You may use this letter as you like.

B. L. FISHER, Rocky Mount, Va.

THREE TIMES AS LARGE

R. F. THAMER, 20 Walnut St., Berlin, Ont., Canada, was clerking in a store at the time of his enrolment for the Telephone Engineering Course. A year or so later he gained a position with the Bell Telephone Company as inspector. His Course has advanced him to the position of wire chief in his home town at a salary three times what he received when he started with the company.

NOW PRESIDENT

V. E. THURMAN, Salem, Ind., gave his occupation as "farm hand" at the time he enrolled with the I.C.S. for the Telephone Engineering Course. He has for several years held the position of manager with the Hoosier Telephone Company. Last year he was elected president of the company. His salary, of course, has been greatly increased.

DOUBLED HIS SALARY

ROBERT W. DONALSON, 572 Central Ave., Bridgeport, Conn., was just starting to work as an electrician's helper in the Union Metallic Cartridge Company's plant when he enrolled with the Schools for a Telephone Engineering Course. He had but a scanty education, having been obliged to go to work when quite young. He now occupies the position of electrician for the same company, receiving double the amount he was paid at the time of his enrolment.

INCOME STEADILY INCREASED

ALBERT C. GROSS, 1226 East Abriendo Ave., Pueblo, Colo., was operating a crane when he enrolled for a Telephone Engineering Course. The knowledge he obtained enables him to hold the position of electrician for the Colorado Fuel and Iron Company. His income has increased steadily since enrolment, for which he thanks the Schools.

BECAME PROPRIETOR

ALPHON B. CROFT, Montpelier, Ohio, was clerk, earning \$6 a week, with little education and poor prospects, when he enrolled for a Telephone Engineering Course. Since receiving his diploma he has become an electrical contractor, being the junior partner of the firm of Myers & Croft, employing at times ten men.

C. C. CRAIG, MANAGER

C. C. CRAIG, 539 North Union Ave., Portland, Ore., took up the Telephone Engineering Course while employed as cashier and collector for a very small telephone exchange in San Diego, Calif. From the Course he derived a great deal of technical knowledge that enabled him to advance to Manager of Investment Department, Hartman & Thompson, Bankers.

Makes as Much in a Day as He Did in a Week

When CHAS. F. SCHATTLE, 305 Renwick Ave., Syracuse, N. Y., first enrolled with the Schools for an Electric Power and Lighting Course, he was earning \$6 a week for ten hours hard work as a bicycle repairer. Before he graduated from this Course his salary was increased. Later he enrolled for a Telephone Engineering Course, in which he also obtained a diploma. He now has charge of the power department in the E. C. Stearns & Company plant, both steam and electrical. He says that the price paid for his Course was the best investment he could have made, since he now earns about as much in one day as he then did in a week.

A LINEMAN'S ADVANCEMENT

When D. B. WHITE, Clarksville, Tenn., enrolled with the I.C.S. for the Telephone Engineering Course he was working as a lineman. Three years later, when he received his diploma, he had doubled his salary. He is now secretary, treasurer, and general manager of the Home Telephone Company. Mr. White declares that he always recommends the I.C.S. to his employes, giving such students preference when their progress warrants it.

FROM \$40 TO \$130 A MONTH

GEORGE E. DANIEL, R. R. 4, Box 36, Los Angeles, Calif., a troubleman for the Central Union Telephone Company when he enrolled in the Telephone Engineering Course, has advanced until he is switchboard inspector for the Home Telegraph and Telephone Company. His salary has increased from \$40 a month to \$130 a month.

SALARY ALMOST DOUBLE

GEORGE LEWIS, Box 49, Cumberland, B. C., Canada, was trimming arc lamps when he enrolled with the Schools for a Telephone Engineering Course, and afterward for a Complete Electrical Engineering Course. He is now electrician for the Cumberland Colliery Company with a salary almost double what he received when he first enrolled with the Schools.

SALARY 300 PER CENT. LARGER

A. H. BORCHERDING, 1310 Warren St., St. Louis, Mo., was a messenger for the Bell Telephone Company of Missouri when he enrolled with the I.C.S. for a Telephone Engineering Course. When his chief learned that he was studying with the Schools he was advanced to the position of inspector over installers of subscribers' instruments. He credits to the Schools the increase in his salary of 300 per cent.

COURSE WORTH \$500

J. H. BRITTEN, 126 South Water St., Owosso, Mich., in a letter to the I.C.S. writes: "I would not take \$500 for the benefit I have received from my Telephone Engineering Course. I knew certain things would happen if a circuit was run in a certain way, but I did not know why until I enrolled and commenced to learn things. Now I know without experimenting beforehand." When Mr. Britten enrolled he was a cable splicer. Now he has charge of all the switchboards of the Union Telephone Company. His salary has been increased 25 per cent.

300 Per Cent. Increase

L. L. LUTHER, 146 West Kennedy St., Syracuse, N. Y., has now graduated from our Telephone Engineering Course. When he enrolled he had just left the high school and was working as a day laborer. Before he graduated he obtained a position with the Moravia Electric Light, Heat and Power Company through the Students' Aid Department. He is now electrician for the Merrill-Soule Company, of Syracuse, N. Y. His work consists of electric installation and operation of electrical machinery in the Syracuse plant, and the installation of lighting systems in the new pure food plants of the company as constructed in other cities, together with the supervision of electrical work required in their other plants. His salary has increased at least 300 per cent.

EARN'S \$115 A MONTH

O. P. FRAZE, Huntington, W. Va., was an office boy, earning \$15 a month in a telephone exchange, when he started studying the I. C. S. Telephone Engineering Course. He studied in spare moments and, as he progressed with his Course, his employers advanced him to lineman, then inspector, then wire chief, then superintendent, and recently to manager, where he now is, at a salary of \$115 a month.

NOW SUPERINTENDENT

MAX B. CRANNEL, Humboldt, Neb., was working as a farm hand when he enrolled with the Schools for a Telephone Engineering Course. This enabled him to become a lineman for the Holt County Independent Telephone Company. Here he soon advanced both in position and salary. Although he had only obtained a common school education he was able to finish his Course before obtaining a position. He is now superintendent of the City Mutual Telephone Company, of Humboldt, Neb., which position he has held for two years. His salary is \$65 a month greater than what he earned at the time of enrolment.

ROSE TO BE SUPERINTENDENT

G. R. CLEM, Cleveland, Tenn., was trimming commercial arc lights for \$35 a month when he enrolled with the Schools for a Telephone Engineering Course. He says this has lifted him step by step until he has become superintendent of the meter testing department for the Eastern Tennessee Power Company with an increase in his salary of 150 per cent.

ONCE FIREMAN, NOW ELECTRICIAN

ADAM WILSON, 316 10th St., Philipsburg, Pa., was a fireman when he began to study our Telephone Engineering Course. For more than a year he has been employed at the Monarch mines of the Osceola Coal Company in the capacity of electrician at a salary of \$30 a month larger than when he enrolled.

HIS COURSE DID IT

LESLEY P. GRAFFAM, 90 Stone St., Augusta, Me., was a bookkeeper earning \$9 a week when he enrolled for a Telephone Engineering Course. He says that this Course has made him testman for the Augusta exchange, increasing his salary 60 per cent.

Messenger Boy Becomes General Manager

I cannot express my thanks for what your Schools have done for me. When I enrolled in your Schools in 1900 I was employed by the Napoleon Home Telephone Company as messenger boy, earning but \$4 a month. Before I completed my Course the I. C. S. from time to time recommended me to the company for a better position, and in a few years I advanced to inspector, then to superintendent, and at present am general manager of the Napoleon Home Telephone Company, having in my charge six exchanges.

Again thanking you for the interest your Schools have taken in me, I beg to remain
F. P. DIEMER, Napoleon, Ohio