

AN E-J. WORKERS
FIRST LESSON
-IN THE-
SQUARE DEAL

To The New E-J. Worker:

A word of advice is timely and in order. As you have now "joined the Happy Family," we hand you herewith our "first lesson" in the "Square Deal." This comes from us as a pledge to you:

"ALL OUR BETTER POSITIONS FILLED BY PROMOTION. All the best jobs in the Factories and Tanneries filled from the ranks. No good positions filled from the outside, but always from the inside.

This policy will be followed strictly in the future, and be well understood by the workers, so that those in lower positions may confidently expect, in due process of time, to advance into better positions when open.

Leaving the experienced man where he is, and hiring a new man for the higher and better positions, is the **EASIEST** way, but not the **BEST** way, and should **NOT** be **CONSIDERED** for a moment.

The stability, growth and future development of this business, depend upon the above policy being strictly carried out. The "good will of the workers" can only be secured and maintained through fair treatment, and it is **UNFAIR** to a working member of our Concern to have someone from outside put in above him.

FAVORITISM should **NEVER** be **POSSIBLE**. **MERIT** and **MERIT ALONE** should be the only consideration for promotion.

ENDICOTT JOHNSON WORKERS."

You are coming in "the lower doors."
Hereafter everything depends upon yourself. If you are to advance, it must be

through your own honest efforts. You must accept direction, and loyally support the policies of the Company.

You may not advance to be the General Manager of the business. You may not even advance to be a Director; as there is only one General Manager, and relatively few Directors. But you may even be the "General Manager," or one of the Directors, as we are looking for the best talent to fill positions of responsibility.

You have, however, one "sweet satisfaction." You are working for a "Square Deal" House. Every move that is made by the Company, is well considered as to its effect upon the plain workers. We are just as anxious that the plain worker shall prosper and earn good wages, and good dividends, as we are that the Company itself shall prosper. You are, indeed, a part of the Company.

You will receive courteous, kindly consideration. You have privileges which you could scarcely secure elsewhere. You will soon learn what "square dealing" really means.

You will learn that there are two sides : YOUR part, and the Company's part. One is as important as the other. You are to consider your obligations first. Most men think of the "other fellow's" obligations "first."

If you are faithful, loyal and reliable, you will earn a good living under fair conditions, with a chance for advancement. This Company and its Directing Heads, know their business. If they didn't they would not be where they are. "Their business" is to see that you give them a "Square Deal"; which means a

fair return for what you receive—an honest effort to do the work well, and a fair and sufficient amount of it.

Treat your fellow-workmen kindly and considerately. Be a gentleman and a good American.

Sleep nights, and work days.

Try to find a better way, to do the work easier.

Keep your machine and bench clean and wholesome. Do your part towards keeping the factory sanitary.

Help keep a “good morale,” by being, yourself, cheerful, loyal and happy.

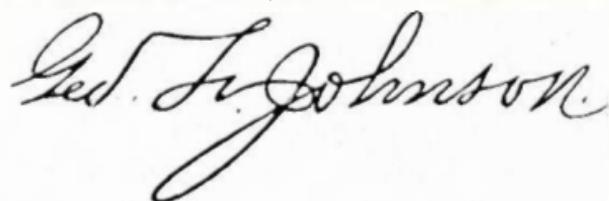
Help earn the Bonus, of which you get just as much as anyone else, if you help to earn it. In the matter of the Bonus or surplus, everybody shares alike; the

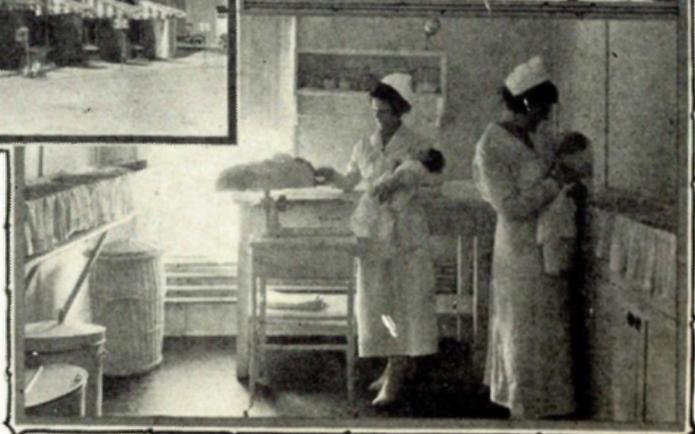
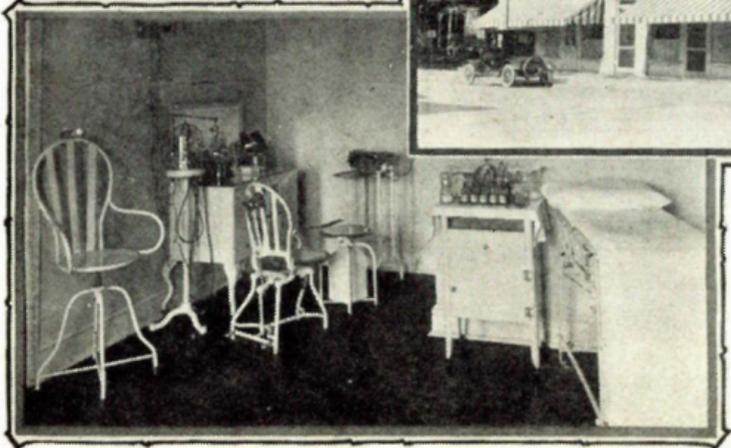
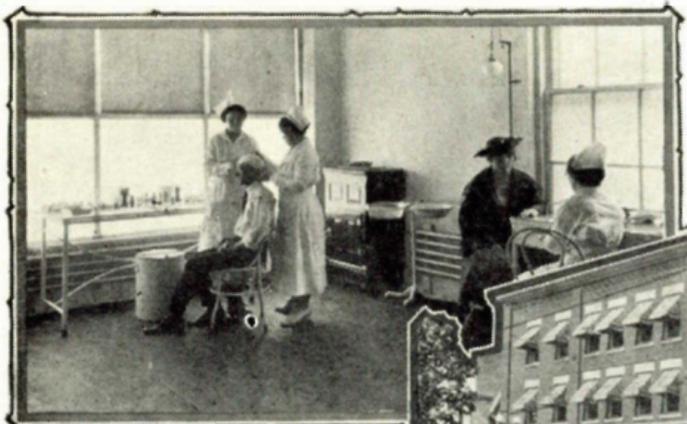
“Big Boss” gets the same as the plain worker. We have this, at least, in common. So my first word to you is—Be determined to do your part, in the effort to create a Bonus or surplus.

Earn what you get, and more if you can. You should earn more, before you should expect to receive more.

Remember that you are cared for when sick, and certain claims of your family are recognized. Medical and Hospital service is yours. Privileges of many kinds are yours.

Your friend,

A handwritten signature in cursive script that reads "Geo. L. Johnson". The signature is written in dark ink and is positioned below the typed name "Your friend,".



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