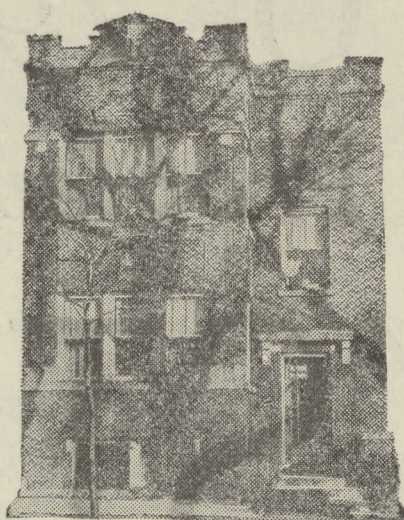
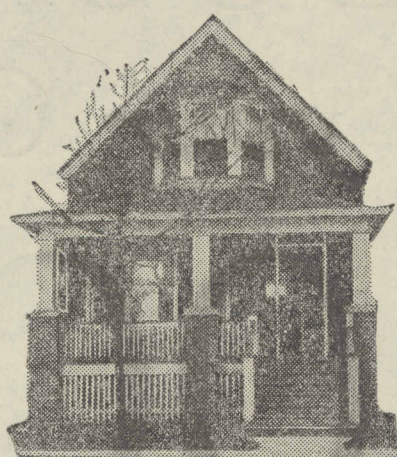




E. J. F., — N. Kilbourn Ave.
AUDITING DEPT.



P. P. D., — N. Campbell Ave.
COMPOSING ROOM



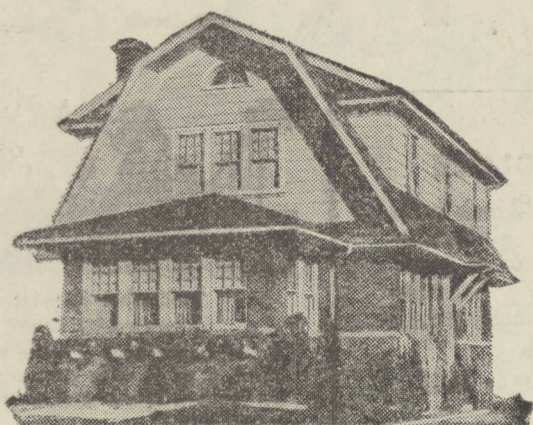
G. P., — N. LeClaire Ave.
AUDITING DEPT.



G. W., — N. Albany Ave.
ROTO ETCHING



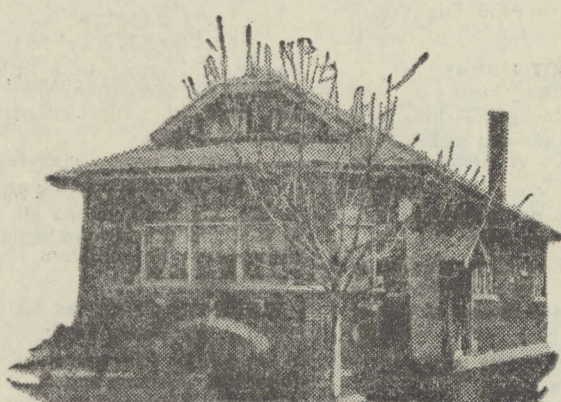
J. A. N., — Byron St.
BLACK PRESS



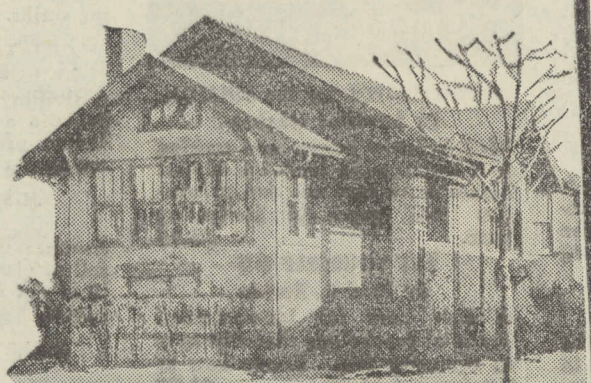
J. P. K., — N. Kenneth Ave.
AUDITING DEPT.



W. A. V., — Hartzell St., Evanston
CIRCULATION DEPT.



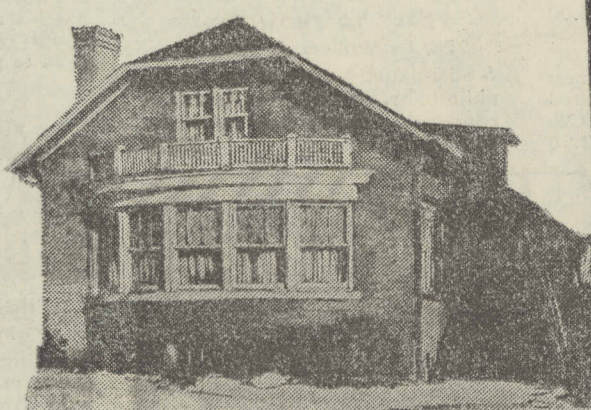
H. S., — Yale Ave.
AUDITING DEPT.



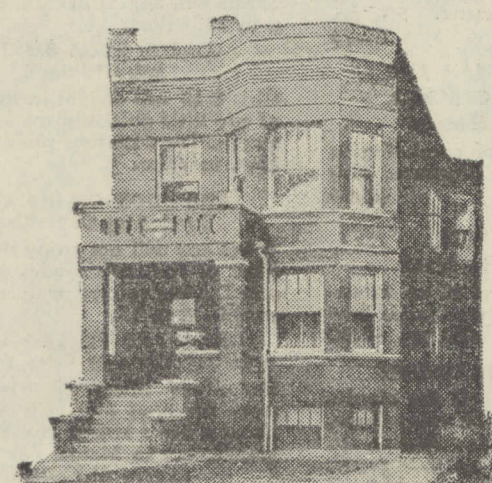
L. J., — Wenonah Ave., Oak Park
ADVERTISING DEPT.



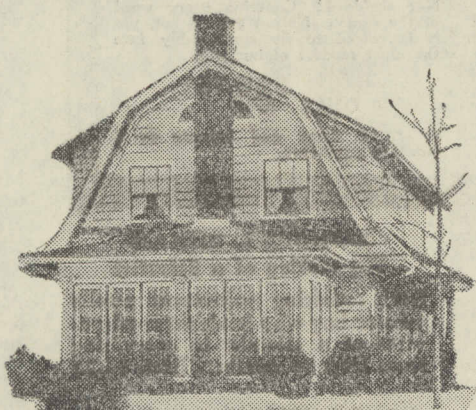
H. A. L., — Lawndale Ave., Evanston
TRAFFIC DEPT.



R. R. A., — N. Paulina St.
EDITORIAL DEPT.



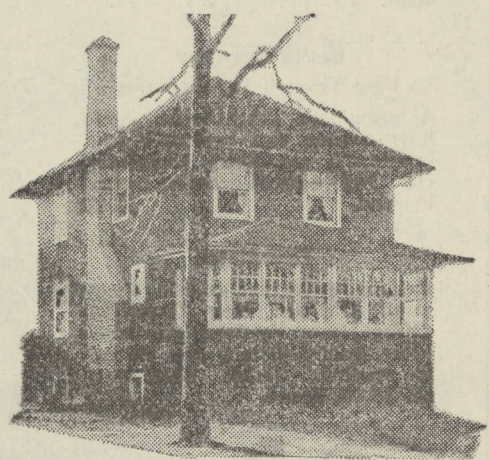
W. K., — W. Monroe St.
CIRCULATION DEPT.



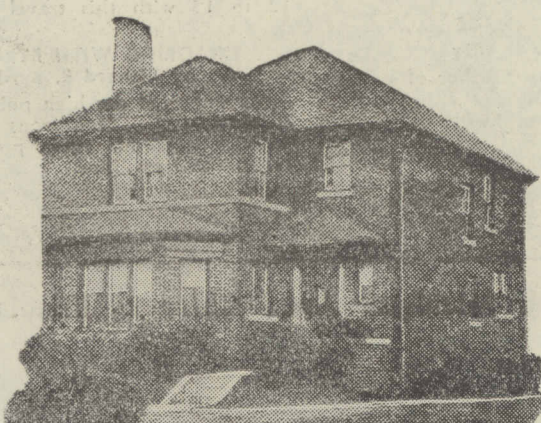
O. W., — Fair Oaks Ave., Oak Park
PRODUCTION DEPT.



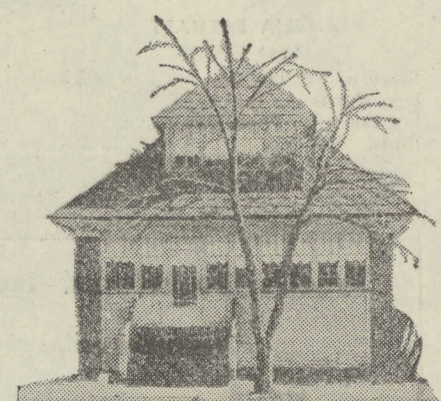
S. M., — S. Whipple St.
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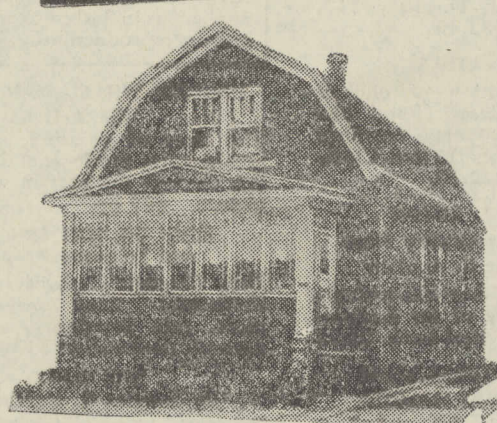
L. M. G., — Prairie Ave., Wilmette
PRODUCTION DEPT.



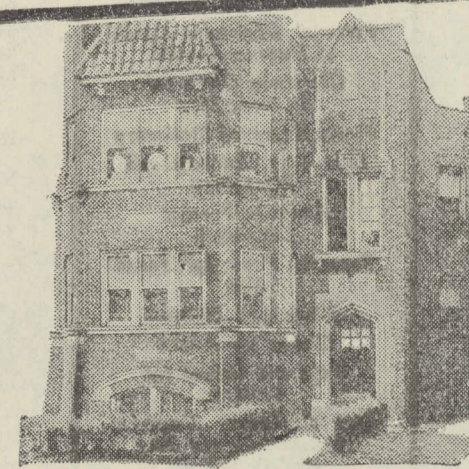
H. A. K., — Lawndale Ave., Evanston
BUILDING DEPT.



J. S., — S. Grove Ave., Oak Park
BLACK PRESS



F. J. H., — N. Karlov Ave.
ROTOGRAVURE PLANT



A. W., — N. Artesian Ave.
CIRCULATION DEPT.



H. P. M., — Asbury St., Evanston
EDITORIAL DEPT.

WHY THE TRIBUNE HAS THE ABLEST NEWSPAPER STAF IN THE WORLD

PAYING the highest wages and salaries, the Chicago Tribune attracts the ablest workers for every specialized task involved in producing and delivering the newspaper.

When people come to the Tribune, they generally stay. Of the 2,764 members connected directly with the Chicago plant, 1,263 have been on the job more than ten years.

One Tribune employee has been on the job for more than 49 years, nine others for more than forty years, 54 between thirty and forty years, 176 between twenty and thirty years, and 1,023 between ten and twenty years.

Why Members of the Tribune Stay

They stay because they find at the Tribune the opportunity, the surroundings and the spirit which enable them to capitalize to the full their talents and their ambitions.

When they come, they find in every branch and division of the Tribune the finest available tools and methods and the most modern equipment.

As fast as science and the inventiveness of the staff devise better methods to lighten heavy tasks and abolish monotonous and hazardous ones, the Tribune adopts them.

For example, as soon as air conditioning was perfected, it was installed throughout Tribune Tower and the plant at a cost of \$400,000. Lighting equipment is continuously replaced as fast as better, more scientific principles of illumination are discovered.

Executives Promoted From the Ranks

The Tribune does not go outside to fill important posts. Its executives are promoted from the ranks.

It does not have to go outside because the people who make the Tribune find every encouragement to develop the superior ability which finds speedy recognition and reward in a growing, thriving organization.

They are encouraged to contribute ideas and methods which will make the Tribune a better newspaper and improve its service to readers.

They are encouraged to make the Tribune their chief interest and to regard it as their own enterprise.

They are made to feel important factors in the Tribune and to look

forward to continuous employment by the Tribune. They are given the assistance and cooperation which helps them to achieve their aims and ambitions.

Purchase of 485 Homes Financed

Typical expressions of the Tribune tradition of mutual helpfulness are the homes pictured on this page—homes of Tribune staff members built or purchased with the aid of the Medill Building and Loan Association.

Organized by Tribune employees with Tribune help in 1922, this association has helped to finance the purchase of 485 homes. Of this total, loans on 339 have been paid off, Tribune employees now owning them free and clear of encumbrances.

Total loans involved were in excess of \$2,500,000. At present, 746 Tribune staff members own shares of stock in the association having a matured value of \$1,367,000. Now being financed are 146 homes representing a loan value of \$586,950.

Other Measures Build Tribune Spirit

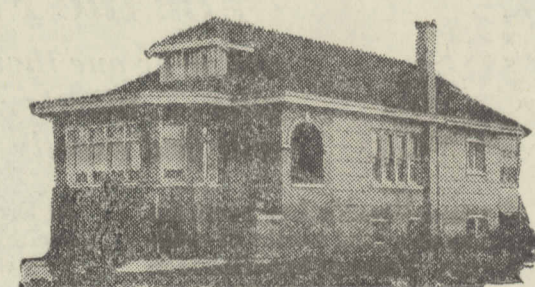
Other arrangements which contribute to the solidarity of the Tribune personnel include the benefit plan under which 277 sick and disabled workers last year received \$50,000 in wage payments; the bonus plan under which every employee last Christmas shared in the distribution of \$765,000; the group insurance plan under which the lives of 2,321 staff members are insured for \$6,840,000; and the pension plan under which 67 retired veterans last year received \$66,000.

These facts contribute to the solidarity of the Tribune personnel. They stimulate individual enterprise and develop the highest degree of personal technical ability. They explain why the Tribune has the ablest newspaper staff in the world—and how, as a result, it can deliver to readers the world's most interesting and best printed newspaper.

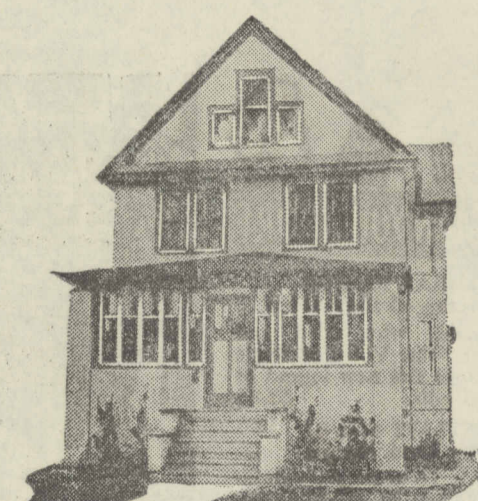
Chicago Tribune
THE WORLD'S GREATEST NEWSPAPER

Total Daily Circulation in Excess of 825,000
Total Sunday Circulation in Excess of 1,000,000

A booklet giving the details of the Tribune employees benefit plan will be mailed upon receipt of stamped self addressed envelope.



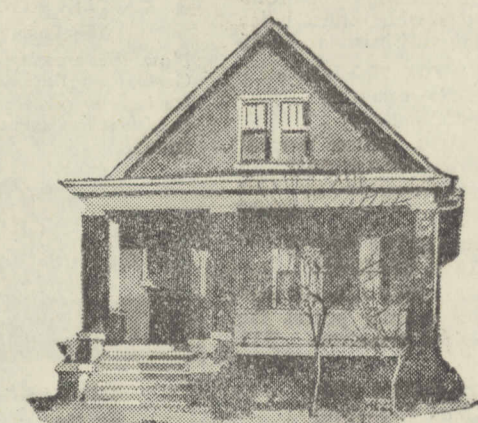
W. J. P., — S. May St.
BLACK PRESS



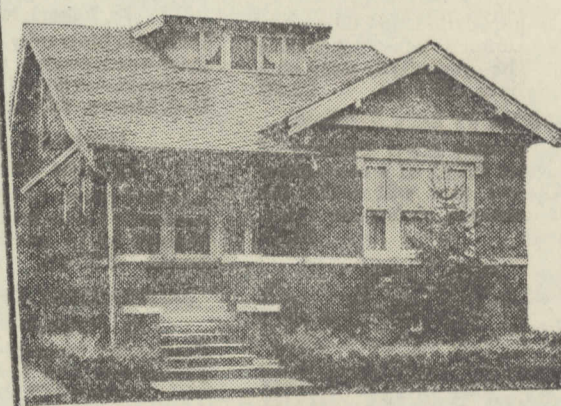
F. H., — South 19th Ave., Maywood
EDITORIAL DEPT.



M. F. M., — N. Latrobe Ave.
INK PLANT



W. J., — N. Keating Ave.
BLACK PRESS



W. H. R., — Grace St.
AUDITING DEPT.