

# Splendid Opportunities in Telephone Work

## Girls Are Paid Well While Learning

Initial Position is Stepping Stone to Speedy Advancement

According to the young women who have taken up the profession of telephony, there is practically no business opportunity a girl can grasp that offers so certain advancement to those who will apply themselves.

Mention this subject to the girls in any of the Indianapolis exchanges, and they will point to the hundreds of higher positions occupied by girls who in many cases have been in telephone work but a comparatively short time.

And the records of the Telephone Company show that the higher positions are not all filled by any means. The demands for telephone service are multiplying so rapidly that it is a problem to educate girls fast enough to take the more responsible positions as they develop.

That is one reason why telephone work is becoming more and more attractive as a profession for young women.

### GIRLS ARE WELL PAID WHILE LEARNING THE WORK.

Among the many other reasons is the fact that it costs the girl nothing to learn the work. Indeed, although a course in the business school operated by the company must be taken by every girl entering the work, she is paid well while she is learning.

Usually her first definite assignment is on the local switch board. But if she is alert, she does not stay there long. There are literally hundreds of openings on up ahead—each at a corresponding increase in salary.

Take the case of Margaret Cooper. At first, she was a Local Operator, then a Long-Distance Operator, and then Long-Distance Chief



MARGARET COOPER, WHO ADVANCED FROM OPERATOR TO LONG DISTANCE CHIEF OPERATOR AND NOW IS DIRECTOR OF EMPLOYMENT AS SERVICE MGR. MISS COOPER TRAVELED OVER FOUR STATES

Operator. From that position she graduated to Service Manager, which gave her an opportunity for extensive travels throughout Indiana, Washington, Oregon and Idaho. At present, she is Director of Employment, and popular with all the girls who pass through her department as the first round in the ladder of telephone achievement. Yet, like them, she started at the bottom.

Of the Chief Operators of the City—some of whose pictures are shown here, every one can tell a story of advancement from student to Chief.

### SOME STORIES OF ACHIEVEMENT IN TELEPHONE WORK.

An idea of some of the many steps of advancement from Local Operator to Chief Operator can be seen in the record of Bertha Faut, who has gone up by these successive steps—Operator, Toll Operator, Toll Supervisor, Assistant Chief Operator and Chief Toll Operator.

Anna Dugan, who now has the title of

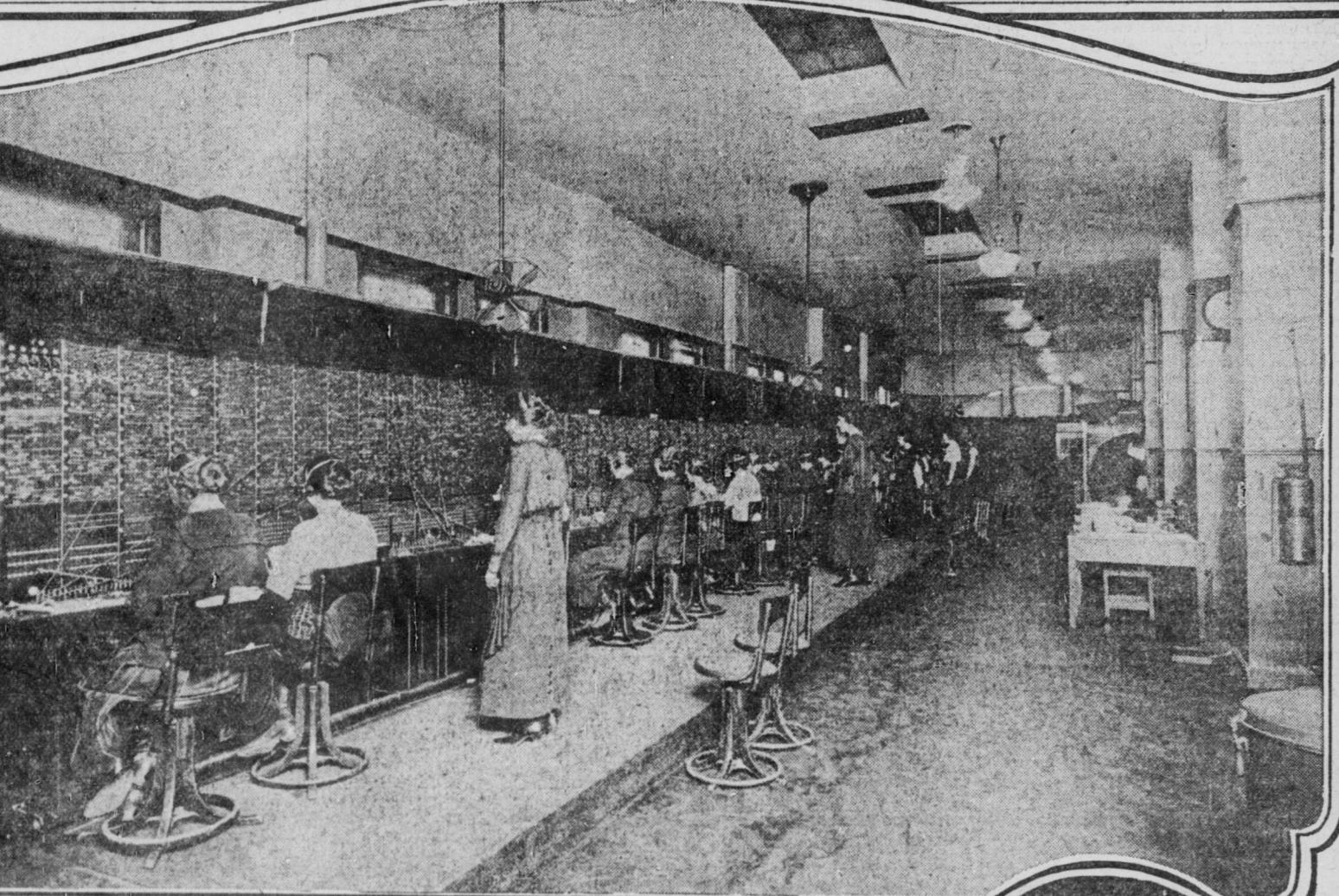
Force Requirements Engineer, and figures the schedules of working hours for the entire state, was successively Operator, Supervisor, and Chief Operator before her most recent advancement.

Cecil Campbell has been Operator, Supervisor and Chief Operator. Her most recent advancement was to the position of Supervisor of Pay Station attendants, which place she now holds.

Margaret Shea has risen from Operator, Toll Operator and Chief Toll Instructor to the position of Chief Service Observer.

Mary Harbison's records show these steady advancements—Operator, Supervisor, Assistant Chief Operator, Chief Operator and Chief Service Record Clerk.

Inez Johnson, who started out as Local Operator not so very long ago, was advanced to Supervisor, then to Chief Operator, and is now District Instructor.



Sara Dwelle, now Chief Clerk to the General Superintendent of Traffic, was a Local Operator, Clerk and Chief Clerk to Division Traffic Superintendent, before she was advanced to her present position.

And so the records go.

### GIRLS FIND THE WORK UNUSUALLY ATTRACTIVE.

As an indication of the attractiveness of the work, listen to what Ruth McDowell has to say concerning her position:

"Originally I worked as an operator during summer vacation while I attended high school. After graduating I started in as an operator at the Prospect Exchange. Later I was promoted to Supervisor and then transferred to Irvington as Evening Chief Operator. A little later I resigned and took up a business course. I was employed as a stenographer for two years, but the call of the switchboard still sounded and in 1916 I went back to Main Office as a Supervisor. Later I was promoted to Evening Chief Operator at Main, and then Chief Operator of the Belmont Office."

Jeanie E. Fairfield, North Chief Operator, after telling a most interesting story of one promotion following on the heels of another, had this to say:

"I love my work and am sure that success comes from real interest in the work and loyalty."

Edith Timmerman, Prospect Chief, started telephone work in company with her sister. She says: "When we asked for work we were very timid and had it not been for the kind Chief Operator, we would probably have retraced our steps and missed the chance of working for a company that stands by its girls. Telephone work is the only kind of work I have ever done and each day seems more interesting than the day before."

These girls are not alone in their love for telephone work. All of the girls agree that the work is unusually attractive.

It is easy to learn, well paid, and is in every sense of the word a profession.

### POSITIONS NOW OPEN—PERMANENT EMPLOYMENT ASSURED.

Openings now exist in practically all local exchanges, and opportunities for immediate advancement are many.

The first step is enrollment in the telephone school. A very short period of instruction equips the girl for a permanent position, and she is well paid while she is learning.

Those interested in entering this fascinating work, with its many opportunities for advancement, should apply at once.



HELEN HART  
WELFARE SUPERVISOR



RUTH McDOWELL  
BECAME A VACATION TIME OPERATOR WHILE IN HIGH SCHOOL HAS BEEN SUPERVISOR AND EVENING CHIEF OPERATOR NOW BELMONT CHIEF OPERATOR



MINNIE IRVING—OPERATOR, SUPERVISOR, ASST MAIN CHIEF OPERATOR, FORMERLY OPERATOR AND IRVINGTON AND WOODRUFF CHIEF OPERATORS



EDITH TIMMERMAN—PROSPECT CHIEF OPERATOR ROSE RAPIDLY FROM OPERATOR TO CHIEF



NORA DUGAN-WOODRUFF CHIEF OPERATOR, HAS RISEN FROM OPERATOR SUPERVISOR AND ASSISTANT CHIEF OPERATOR



MARIE WINDHORST  
RAPIDLY MADE PROGRESS FROM OPERATOR AND SUPERVISOR TO WASHINGTON CHIEF OPERATOR



JEANIE E. FAIRFIELD—OPERATOR, INFORMATION OPERATOR, NEW NUMBER CLERK, SUPERVISOR, WOODRUFF EVENING CHIEF, NOW NORTH CHIEF OPERATOR



CECIL SMITH—MAIN CHIEF OPERATOR, FORMERLY OPERATOR AND IRVINGTON AND WOODRUFF CHIEF OPERATORS