

ness of the plant is to handle the work called for by some 900 shop orders. The machines are surrounded by piles of material. On the one side are the rough castings as they come from the foundry; on the other the finished parts ready for application to locomotives and cars. An electric truck plys back and forth between the shop and the storeroom, bringing the castings to the machines and taking away their product.

The "Old" North Side Shop did its work well, but in line with the progressiveness of the day the "New" Old North Side Shop proposes, if possible, to do it better. It is not the intention in this article to convey the impression that a radical revolution has taken place at the North Shop within this short time. It is rather simply to call attention to the fact that a new spirit is prevalent at the shop, which has already begun to make itself felt in a beneficial way and to refute in a measure the pessimistic and anti-progressive decree of the old sage:

"We drink the same stream,  
And see the same sun,  
And run the same course  
That our fathers have run."



Extra 954, Southeastern Division,  
Engineer George Bowers at the  
throttle.

### 33 Years' Service

Engineer C. W. Schank, running a through passenger between St. Louis and Newburg, Mo., has rounded out thirty-three years of continuous service with the Frisco.

Mr. Schank entered the employ of the company in the roundhouse at Pacific, Mo., in 1880. After serving in the roundhouse about a year he



took position as fireman in the yards and a few years later went to firing on the road. In 1887, he was promoted to engineer, in charge of a switch engine in the Chouteau Avenue Yards, and, after two years' service, was assigned a freight run. In 1898, he was promoted to passenger engineer on the run between St. Louis and Newburg, Mo., which position he continues to fill.

## New Agency Plan Reminder No. 1

E. D. LEVY, Assistant General Manager.

I honestly believe that the greatest opportunity that has ever been offered to the agents on the Frisco, or any other railroad, to increase their prestige and make themselves a factor in the community in which they live is the New Agency Plan. I regret to state that a great many of you have not given the plan your close cooperation. I am unable to figure out to what the lack of enthusiasm and interest in the plan is attributed; at any rate, I would like to have each one of you take hold of the proposition in a vigorous manner from this time forward and push it to a successful conclusion, insofar as your station is concerned.

Let your motto be, "Not a pound of freight, either carload or less than carload, has ever been short-hauled into my station."

You appreciate that if each agent makes this plan a success, that the success as a whole will be beyond our expectations. We have made some progress, but we have not made the progress that we would have made had the plan been supported enthusiastically by all our agents.

It may be that some of you are not familiar with the workings of the plan, and if so, I wish you would let me know, and I shall be only too glad to give you complete information on the subject.

This plan is one of the best business-getters that has ever been inaugurated on the Frisco System, and

I hope each of you will give it serious thought. Be a booster for the plan, and if this is done there can be no doubt about the success that will be obtained.

When your enthusiasm is below the freezing point, read the following. It will raise your enthusiastic temperature to at least 103:

"Enthusiasm is to the possessor what fuel is to the steam engine. It puts him over the grades. The best salesman I know is the biggest wad of enthusiasm in the United States.

"When enthusiasm runs low, orders slump. A man without enthusiasm couldn't sell steel saws in a jail. When he loses his enthusiasm he loses his grip. When his grip is gone, it's time to call the undertaker.

"Enthusiasm is the puzzle that competitors cannot solve; the spirit that cannot be beaten any more than you can pound rubber to a pulp with a piece of picket fence.

"A man with enthusiasm can lay an Atlantic cable, chain a mountain torrent, subjugate the forest and make the mountain get up and waddle over to Mahomet.

**GET IT! KEEP IT! USE IT!**

"With it you will win; without it, you will look like a man with the mumps on both sides. You cannot do things by halves nowadays. You've got to put the combined energy against the peak of the load and keep on bucking up.

"Burn enthusiasm; it's the midnight

oil of success. Without it your lamp's out and you are in darkness.

"Enthusiasm is the stuff of which success is made.

"A fellow without enthusiasm has about as much show as a toothless man at a nut-cracking bee."

Let's all put our shoulder to the wheel from this time forward to make the New Agency Plan one of the biggest successes of any plan that has

ever been put into effect on the Frisco System. It takes enthusiasm to make a success, and I am sure that our agents are as enthusiastic as any and that we can depend on their interest, enthusiasm and co-operation from now on to make the New Agency Plan the success that it should be.

If you have any criticisms or suggestions to make, I hope you will not hesitate to place them before me.

### Holdbackers

By GEORGE MATTHEW ADAMS

Ever notice a balky Horse? Ever notice how he just foolishly looks around himself, bites his bit—and absolutely refuses to go ahead or to be led or driven? He is a fit representative of thousands of Human Beings—and with but a fraction of their sense!

One of the great sources of inspiration in this world is a Human Being that doesn't bite his bit or hold back.

You, whose brain has evolved a great organization—you know the joy that springs up out of the consciousness that those who work under your direction, not only take the bit in their teeth, but go ahead and pull the load. Also, you know the tremendousness of Worry and Weight that results from trying to pull an organization of Holdbackers.

The cheerful, smiling Puller is the fellow that Delivers the Goods.

If you can't Pull and if you can't Push, then for the sake of Yourself and for the sake of the Organization in which you find yourself, get out of the way and let the willing Winners have their way. One Holdbacker is more harmful than a dozen Pullers are good, so long as they are mixed together—just as a single drop of red ink will discolor a pail of a thousand clear water drops.

No man ever Held Back in any Enterprise or Crowd or Business without first becoming a Holdbacker against Himself.

If people look upon you as a Holdbacker, begin this minute within Yourself to change "the Map." Get in place Do your share. Pull with the rest. You will have no idea, until then—of what a Fool you were as a Holdbacker. You will become the "Cornerstone" of Efficiency.—St. Louis Times.

### Our Officers

At a meeting of the directors of the St. Louis & San Francisco Railroad Company, St. Louis, November 10, the following officers were elected:

B. F. Yoakum, Chairman of the Board.

W. C. Nixon, President.

W. B. Biddle, Vice-President.

A. Douglas, Vice-President.

C. W. Hillard, Vice-President.

F. H. Hamilton, Secretary and Treasurer.

L. O. Williams, Assistant Secretary and Treasurer.

W. F. Hull, Assistant Secretary.

W. F. Evans, General Counsel.

**SAFETY FIRST****SAFETY FIRST****From Chairman Spaulding**

During the last week of October the Chairman of the Central Safety Committee attended the meetings of the Central, Northern and Southeastern Division Committees and the meeting of the Memphis Terminal Committee. A late train (not a Frisco train) caused him to miss the meeting of the Kansas City Terminal Committee, much to his regret. Committeeman J. K. Meffert occupied the chair and presided over the Central Division meeting and Committeeman A. C. Mulford served in like capacity during a part of the session of the Southeastern Division Committee. Both these gentlemen were distinct successes as presiding officers and developed unusual animation among the members in the discussion of and carrying on the business of the committee.

Since a full understanding of the work for greater safety has been gained by committeemen generally, the Central Committee is strongly impressed with the belief that much good for the cause of greater safety will result by members of the several division and terminal committees acting as chairman in rotation.

On Saturday, November 1, about fifty employes gathered in the office of Assistant Supt. Casey at Amory, Miss., to talk over the causes of work injuries and the best methods to pursue to prevent these occurrences. Superintendent Jackson acted as chairman. In an earnest and impressive address Mr. Jackson explained the object of the meeting and the importance to every employe, as well as to the Company and the communities

in which employes lived, of that object being attained; that success depended wholly upon the active help and co-operation of every individual employe; that safety was an impossible task for a few, but light and pleasant work when all engaged in it. Mr. Jackson was followed by talks from Mr. H. J. Schmitt, for several years Special Safety Inspector of a large iron and steel plant at Birmingham, Dr. G. S. Bryan, surgeon at Amory, and Mr. Spaulding. Then came a general discussion about safety matters, especially as relating to the Amory terminal and affecting the men there employed, in which practically every one in the room took part. It developed, as such a discussion will always develop, many things that were distinctly advantageous for greater safety, the greatest of which was a deeper sense of comradeship among officers and men and of the men among themselves. The Chairman of the Central Committee hopes that many more such meetings will be held at Amory and at many other points along the Frisco. Such meetings are helpful; their power for good incalculable. It is not possible for the great Frisco family to get together at one point nor at one time, but it can do so in sections at many points and different times and ought to do so.

Everywhere on the trip the Chairman of the Central Committee noted evidences of the influence of the committees of safety and to them and employes co-operating with them he attributes the steady and progressive

reductions in personal injury cases on the Frisco; reductions that have been remarked about everywhere and published and re-published in public press and magazines all over the United States, and which reductions the Central Committee is confident will be augmented by the splendid spirit for injury prevention the committees of safety have aroused all along the Frisco road.

The following are a series of speeches and articles contributed to the cause of Safety First:

### Safety First

J. F. ROBERTSON, Engineer, Sapulpa, Okla.

Safety First should be the slogan of everyone, not only in public affairs but in private vocations as well, for when the public at large is impressed and educated up to the point where Safety First is given precedence, we will have fewer accidents, less destruction of property, more dividends for the investor, higher salaries for the employes, more happiness in homes and fewer vacancies in family circles.

It behooves every person, more especially the railroad fraternity, to give Safety First precedence in every move they make, and to endeavor to give Safety First all publicity possible. Study the little mistakes others have made that have ended so disastrously, caused the destruction of property and brought grief and desolation in homes, where, if Safety First had been given precedence, happiness and bliss would have prevailed.

Safety First should be emblazoned on every guide post and universally practiced from the center to the circumference of the land. Had Safety First been the watchword on board

the Titanic, that deplorable catastrophe might have been averted and those on board would perhaps be here today to enjoy their millions and poor little orphans would be taken care of by kind hearts.

Remember: Safety FIRST.

### Safety First in the Car Department

I. N. LA CHAPELLE, Car Foreman, Joplin, Mo.

There is no department in which the principles of the Safety First movement can be applied with more benefit than in the car department.

In every detail of his work the car department employe should bear in mind the watchword, Safety First. Car foremen should be on the lookout and see that their men work with this aim in view at all times, for in Safety First depends the entire success of the car department employes.

Car inspectors should be watchful at all times, not only for their own safety but the safety of their fellowmen. How many of us realize, when inspecting a train, that on our close and careful inspection of all parts of that train, depends the safety of men, women and children who entrust to our care their lives and future happiness.

Think of that, men, and of what it means to have the responsibility on yourself of the future happiness of thousands, and you cannot help but feel that you should at all times be careful to do your work in first-class shape and let nothing go by you that would in any degree be likely to cause an accident.

The running gear and the draft gear, are, of course, the most important parts and should at all times be watched closely. Nuts working out, brakes coming down, brake hangers