

Dishes Offered as Premiums

To New and Old Subscribers To The

CHARLOTTE NEWS.

Dishes on display in Premium Dept., Room 5, News Building.

31 Piece Dinner Sets and 7 Piece Berry Sets or Dessert Sets

Offered to New and Old Subscribers at about one-third their actual value.

Buying dishes in large quantities, direct from the pottery, enables us to make this remarkable offer to our readers.

Thirty one piece Dinner Sets and seven Piece Berry Sets. Your choice of the two Sets at one third their actual value.

We buy Dishes direct from the Pottery and thereby save the middleman's profit.

SUBSCRIPTION RATES (Daily and Sunday)

One week	12c
One month	50c
Three months	\$1.50
Six months	\$3.00
Twelve months	\$6.00

31 piece Dinner Sets and seven piece Berry Sets. Your choice of the two sets at one third their actual value.

Dishes delivered anywhere in Charlotte free.

We buy Dishes direct from the Pottery and thereby save the middleman's profit.

Premium Offer No 1

Thirty-one Piece Dinner Set, Holland Decoration,

Valued at \$6.50 Offered to New and Old Subscribers for \$2.10 CASH

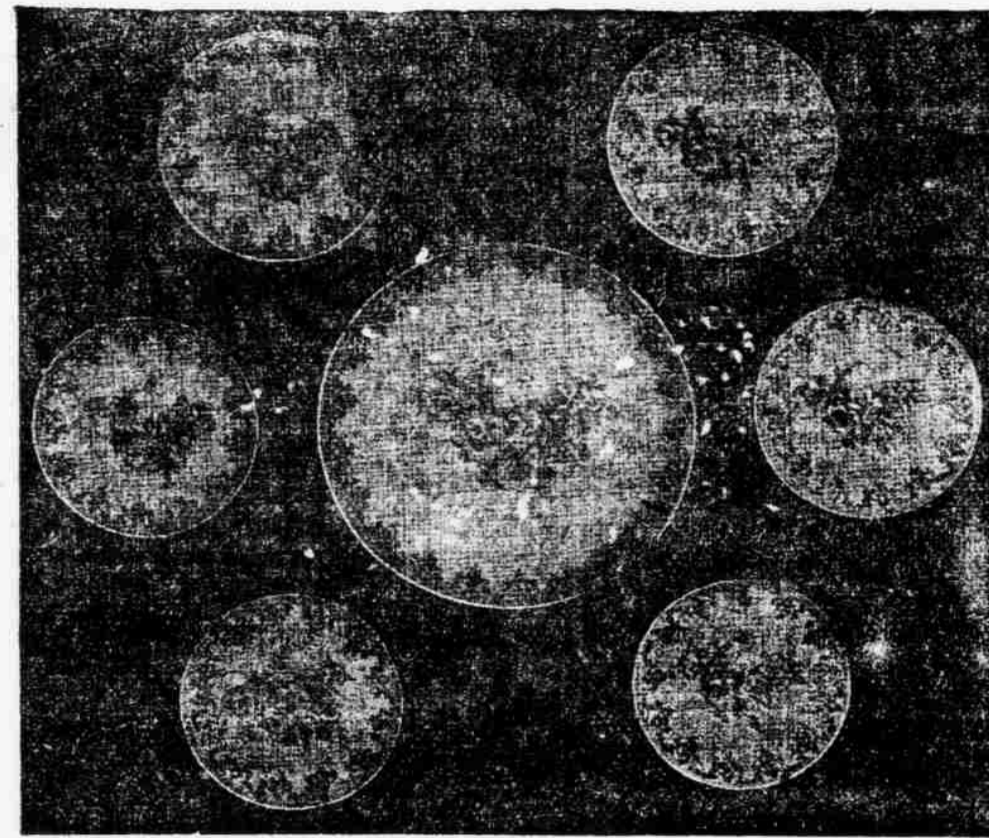
AND AN AGREEMENT TO TAKE

THE CHARLOTTE NEWS Daily and Sunday

For 40 Weeks, Paying the Regular Subscription Price

Phone 115 PREMIUM DEPARTMENT

Your Choice of the TWO SETS At One-Third Their Actual Value



Seven Piece Berry Set or Dessert Set. Looks Like Hand-Painted China.

Premium Offer No. 2

Seven piece Berry Set or Dessert Set valued at \$2.50 offered to new and old subscribers for 80c cash and an agreement to take THE CHARLOTTE NEWS, Daily and Sunday for 30 weeks paying the regular subscription price.

THE CHARLOTTE NEWS Phone 115

FORD'S PLAN OF PROFIT SHARING

COMMONEST LABORER TO GET \$5 A DAY.

Detroit, Mich. — "The commonest laborer who sweeps the floor of the factory shall receive \$5 per day. We believe in making 25,000 men prosperous and contented rather than following the plan of making a few slave owners in our establishment multimillionaires."

(Signed) "HENRY FORD."

Detroit, Mich. — An epoch in the industrial history was marked at Detroit recently.

A few handwritten lines given out by Henry Ford, head of the Ford Motor Company, here in concrete fashion the story of his wording 25,000 men in the arms of Detroit's laborers at forge and anvil at drill and press, will be the most important of wage earners in that of \$10,000,000—about half of the earnings of the great concern—will now flow into their pockets in the new year.

This means that every man of the Ford organization will find his income increased greatly, in some cases more than 100 per cent. The man who sweeps the floor will receive not less than \$5 a day, and as each round in the ladder of industry is reached the man on that round will have their share added to in proportion.

In addition to this sweeping stride toward a more equal distribution of wealth between capital and labor, the plan of the employees will be cut from \$3.34 to \$5 a day.

Scheme Discussed Quietly.

Discussed in the office of James Couzens, vice-president and treasurer of the Ford Company, two motor car executives quietly one of the greatest steps ever taken in industrial history. That the details of this step would be the whole world did not know until Mr. Ford announced simultaneously to his employees, and that first of all he had determined upon an arrangement to share their prosperity with the employees, and that first of all he had determined upon an arrangement to share their prosperity with the employees, and that first of all he had determined upon an arrangement to share their prosperity with the employees.

Mr. Ford was looking out of the side window of the office when the discussion ended. From the window was a view down Woodward avenue and a few hundred men were in the streets and on the sidewalks, some heading for the factory entrance to ask for their share of the plan they had heard of.

"There is the principal reason for the eight-hour day," said Mr. Ford, waving his hand in the direction of the crowd. "With the eight-hour day and three shifts working we can put on 4,000 more of these men who are anxious to be at work."

The statement read by Mr. Couzens said: "The Ford Motor Company, the great

est and most successful automobile manufacturing company in the world, will, on January 12, inaugurate the greatest revolution in the matter of rewards for its workers ever known to the industrial world.

Eight-Hour Day Introduced. "At one stroke it will reduce the hours of labor from nine to eight and add to every man's pay a share of the profits of the house. The smallest amount to be received by any man, twenty-two years old and upward, will be \$5 a day. The minimum wage is now \$2.34 a day of nine hours.

Ninety Per Cent to Benefit. "All but 10 per cent of the employees will at once share in the profits. Only 10 per cent of the men now employed are under 22 years and even every one of these under 22 will have a chance of showing himself entitled to \$5 a day.

"Instead of waiting until the end of the year to make a distribution of profits among its employees in one lump sum, Mr. Ford and Mr. Couzens have estimated the year's prospective business and have decided upon what they feel will be a safe amount to award the workers. This will be spread over the whole year and paid on the regular semi-monthly pay-days.

"The factory is now working two shifts of nine hours each. This will be changed to three shifts of eight hours each. The number employed is about 15,000 men and this will be increased by four or five thousand. The men who now earn \$3.34 a day of nine hours will get at least \$5 a day of eight hours.

"This will apply to every man of 22 years of age or upward, without regard to the nature of his employment. In order that the young men from 18 to 22 years of age may be entitled to a share of the profits he must show himself sober, saving, steady, industrious and must satisfy the superintendent and staff that his money will not be wasted in riotous living.

Dependents are Recognized. "Young men who are supporting families, widowed mothers, younger brothers and sisters will be treated like those over 22.

"It is estimated that over \$10,000,000 will be thus distributed over and above the regular wages of the men."

"The commonest laborer who sweeps the floor shall receive his \$5 per day," said Henry Ford. "If we are obliged to lay men off for want of sufficient work at any season we propose that the lay off shall be in the harvest time—July, August and September—not in the winter. We hope in such case to induce our men to respond to the calls of the farmers for harvest hands and not to lie idle and dissipate their savings. We shall make it our business to get in touch with the farmers and to induce our employees to answer calls for harvest help.

"No man will be discharged if we can help it, except for unfaithfulness or inefficiency. No foreman in the Ford company has the power to discharge a man. He may send him out of his department if he does not make good. The man is then sent to our 'clearing house' covering all the departments and is repeatedly tried in other

work until we find the job he is suited for, provided he is honestly trying to render good service."

"We are quite sure," said Mr. Couzens, "that we shall still pay handsome dividends to our stockholders and will set aside reasonable amounts for additions and improvements and assembling plants in other parts of the world, including Europe, South America, Australia and China. And after that it is our hope to be able to do still better by our employees. We want them to be in reality partners in our enterprise."

Would Make Men Prosperous. "We believe," added Mr. Ford, "in making 25,000 men prosperous and contented rather than follow the system of making a few slave drivers in our establishment millionaires."

This the Ford Motor Company sets the pace for prosperous employers everywhere. It shows the world a scheme for dividing its profits with its workers.

COUNTRY AT DAWN OF PROSPERITY

(Atlanta Journal.)

That the United States is entering upon what promises to be the most prosperous era in recent years is indicated by the renewal of manufacturing and commercial activities from one end of the country to the other, by the reopening of great mills, the increased production of coal, mines and reports which show the general excellence of crops.

Readers of The Journal know how well Georgia and the south have profited by the great cotton yield with unusually high prices. Southern merchants and planters are optimistic. And in other sections, from the far northwest to the sugar plantations of Louisiana, leaders in the business world look upon the future with confidence of prosperity.

Business Has No Fear of Congress. President Wilson's message published Tuesday, laid stress upon the fact that business, properly conducted, has nothing to fear from the administration in power, that the government and business men were ready to meet half way; that business had recovered from its fear of congress, which was rather the timidity of uncertainty than the fear of injury through definite act.

The Journal, through many correspondents, has gathered and presents today the opinions of several of the country's foremost industrial authorities, Andrew Carnegie, Rudolph Spreckels, Jacob H. Schiff and William B. Wilson, national secretary of labor. Each predicts an era of industrial progress. From leading newspapers of many sections have been gathered expressions of opinion on the outlook for the year.

Chicago Steel Mills Are Busy. Chicago, Jan. 21.—More than 3,000 men have just gone back to work in the mills of the Illinois Steel company at South Chicago. This announcement of activity is regarded as proof that the situation in the labor market has changed decidedly for the better.

William A. Field, superintendent of the plant, said: "The situation looks mighty bright and there is reason to believe that by the end of January we may be running at our full capacity."

The financial statement on September 30, 1912, showed assets of \$20,515,755.63 and surplus of \$18,745,095.57. One year later, September 30, 1913, it showed assets of \$3,023,919.86 and surplus of \$28,124,173.68.

The earliest profit sharing experiment on record was that of Lord Walls court on his Irish estate in 1829, but in the history of the world nothing in the way of profit sharing has equalled the mammoth Henry Ford idea. Every previous attempt looks puny in comparison.

Women Will Not Share. "Girls and women will not share in the distribution. They are not the same economic factors as the men are. They do not control the standard of living. There are 200 or 300 women employed in the clerical department. The rest that are here do office work. A woman will leave at almost any time for almost any reason, and when she stays long enough to be a dependable worker she is apt to get married and have some one else support her. However, the women employees will not lose, for there will be substantial raises of wages for them."

Both Mr. Ford and Mr. Couzens said that it would be impossible to estimate what profits might be shared next year by the employees.

"Business conditions may change by that time," said Mr. Couzens.

"Hard times might affect the business if they came. We might have competition that would reduce our profits, but if there is nothing changed over present conditions it is possible that the profits to be shared will be greater next year than this."

To Make Improvements Later. "We are making a beginning now, and will make any improvements to our plant that we can later."

The Ford Motor Company is capitalized at \$2,000,000. Its tremendous earnings in recent years have been the marvel of the industrial and financial world.

Northwest Looks for a Big Year.

(Seattle Star.)

Seattle, Wash., Jan. 21.—While the lumber business, the chief industry of this state, is expected to remain at a standstill until the interstate commerce commission revives the biggest market for lumber products among the railways of the country by allowing them to raise their rates, bankers and big business interests in the Puget sound territory look to a period of prosperity in 1914, for fundamental conditions are regarded as sound.

St. Paul Is On Building Boom. St. Paul, Minn., Jan. 21.—The northwest this winter than it has been for several years. About 2,000 St. Paul laborers are out of work now, says J. H. Wilson, manager of the state free employment bureau. This is half the usual number idle during the winter.

Not a tradesman or skilled workman is idle. This is due to an unprecedented building boom encouraged by the warm weather.

Texas Happy Over Big Crops. Dallas, Tex., Jan. 21.—The outlook now is for the best crops Texas ever had, and this is encouraging to all lines of industry. The business outlook in Dallas is good and has been picking up for the past three weeks. Small Texas cities heretofore embarrassed because of diminutive cotton trade and crops are looking forward to better things for the year.

St. Louis Savings Bank Show Trend. St. Louis, Jan. 21.—That industrial conditions in St. Louis are improving is shown by the lessening in the number of applications at the state employment bureau. The statement of the saving departments of the St. Louis banks, issued today, shows that for ten years have so many new accounts been opened during the first two weeks of January, nor has the total amount deposited during those two weeks been exceeded. In the boot and shoe business especially the factories are running full time. The wholesale houses notice an encouraging increase in business.—St. Louis Star.

Farmers' Autos Keep Factory Busy. Cleveland, O., Jan. 21.—Cleveland manufacturers say the turning point in the present industrial depression is near at hand. The steel mills and allied industries are still running slack, at 50 to 60 per cent of capacity, but building activities are unusually brisk and the call for structural steel is heavy. The several big auto manufacturing and allied industries are rushed, some with three shifts of men. The heavy demand for automobiles because of prosperity among farmers is given as the cause of this rush in the auto trade.—Cleveland Press.

California Expects Business Revival. San Francisco, Jan. 21.—Financial stringency is expected to ease up in a week or two, with the spring building boom, the harvesting of fruits and the opening of the lumber camps. These things will give thousands employment.—San Francisco News.

A SUCCESS IN FORSYTH.

(Winston Sentinel.)

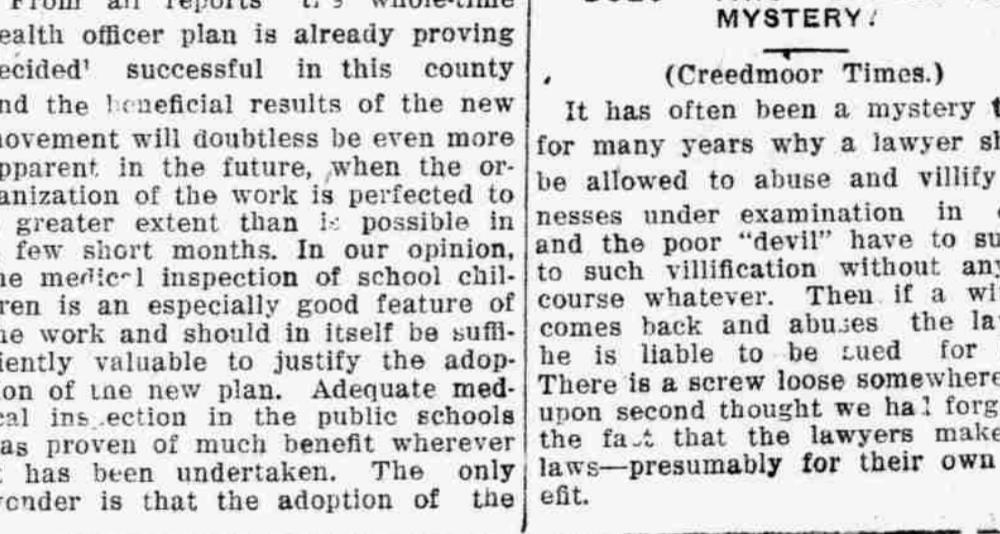
From all reports the whole-time health officer plan is already proving decidedly successful in this county and the beneficial results of the new movement will doubtless be even more apparent in the future, when the organization of the work is perfected to a greater extent than is possible in a few short months. In our opinion, the medical inspection of school children is an especially good feature of the work and should in itself be sufficiently valuable to justify the adoption of the new plan. Adequate medical inspection in the public schools has proven of much benefit wherever it has been undertaken. The only wonder is that the adoption of the

idea has been delayed so long in many places.

DOES THIS SOLVE THE MYSTERY? (Creedmoor Times.)

It has often been a mystery to us for many years why a lawyer should be allowed to abuse and vilify witnesses under examination in court and the poor "devil" have to submit to such vilification without any recourse whatever. Then if a witness comes back and abuses the lawyer he is liable to be sued for libel. There is a screw loose somewhere, but upon second thought we had forgotten the fact that the lawyers make the laws—presumably for their own benefit.

This \$1.00 GAME Only 29c



Boys! The Winter Baseball League Is in Session

All over the country boys and grown-ups, too, are playing the great American game of baseball at home.

It's the next best thing to actual play on the diamond—this wonderfully interesting, thrilling and gripping

CHAMPION BASEBALL GAME

Get it today. Play it tonight. You'll vote it the greatest game you ever played. All the folks will enjoy it—your chums, your brothers and sisters, and your mother and father, too.

Nothing mechanical about this newest, simplest, and best of baseball games.

You, personally, are responsible for every play made. You are Mathewson in the box, Baker at the bat, Wagner at short—you're every player on the team that you choose to represent.

Remember! This game regularly sells for \$1.00. But, by special arrangement with the manufacturers we are enabled to offer it at the remarkably low price of 29c, with coupon.

Clip the coupon and get the game NOW. If wanted by mail, send 6c additional for postage.

THE CHARLOTTE NEWS, Charlotte, N. C.