

(1) Rear view of the hotel at Belmar, showing the steel girders of the roof in position; an idea of the great size of this structure may be had by closely examining the photograph, in which men may be seen working on the right wing of the building. (2) The fireplace in the hotel for operators at Marshalls, Cal. (3) Excavating the condenser pit for the powerhouse at the Kahuku transmitting site.

W. H. Jones

Marconi Wireless Telegraph Company of America.

OFFICE OF VICE-PRESIDENT AND GENERAL MANAGER.

NEW YORK, December 20th, 1913.

The operating staff is hereby advised that the high power stations at Belmar and New Brunswick, New Jersey; Marshalls and Bolinas; California; and Koko Head and Kahuku, Honolulu Territory, will be ready early next year for trans-Atlantic and trans-Pacific service, respectively.

The opening of these stations, which are the first in a chain of similar stations to be erected and operated in connection with the company's plan to encircle the globe, will create a demand for skilled operators, whom it is desired to promote from the ranks, if possible.

While preference will be given to men now employed at our coast stations, applications from ship operators having the necessary qualifications will be likewise considered.

It is the intention to promote ship operators to coast stations, where vacancies are occasioned by the transfer of staff to high power stations, and, in this connection, ship operators must bear in mind that familiarity with the Morse code, as used on land lines, is essential at coast stations.

Applications will be invited from certain operators for both branches of the service in the near future, and selection will be governed by seniority, in conjunction with ability. This will not, however, exclude any operator from setting forth his qualifications for the position in question, and same will be given full consideration.

The company has expended much thought, and large sums of money, in providing suitable accommodations for its staff at the high power stations. At each station a first-class hotel, of brick or

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concrete and tile construction and of expensive design, is in course of erection, also separate cottages to be set apart for the use of the manager and his assistant. The hotels, which are being built on picturesque and healthy sites, will be comfortably furnished and will include all modern conveniences—as well as library, recreation, and billiard rooms—for the entertainment and amusement of the staff. Bowling alleys are projected and will be included in due course. There will also be fine bathing and boating. The extensive acreage owned by the company at these stations affords unlimited possibilities for the pursuit of all forms of outdoor sport, such as tennis, football, and baseball. The management will at all times take an active interest in such matters.

It is likewise the expectation and desire of the company to establish a benefit scheme for all employees, which will assist in sickness and misfortune. This plan is now in process of development, and we hope to give out details at an early date.

Much consideration has also been given to the establishment of a wage scale affecting all operators, and we have finally decided to adopt the following, in effect commencing as of January 1st, 1914:

SHIP STATIONS

For Ship Stations, graduate students holding the necessary government license, will be engaged at an initial salary of \$25.00 per month, to continue for six months.

Commencing the seventh month, \$30.00 per month, to continue to the end of the year.

And thereafter an increase of \$2.50 per month at the expiration of each half year, until a salary of \$40.00 per month shall have been attained.

After which \$5.00 per month annually until a maximum salary of \$60.00 per month shall have been attained.

All operators affected by the new schedule who are eligible thereunder, and who now receive less than \$40.00 per month, will receive the first increase as of July 1st, 1914.

Other operators who are receiving \$40.00 and over per month will be given the annual increase of \$5.00 per month based on the foregoing schedule dating from their continuous service with this company.

The bonus at present allowed ship operators will be continued.

NOTE: In addition to above, the service qualifications of all operators will receive due consideration at all times, and in transferring men from inferior stations to those of superior accommodations, the deserving ones will be borne in mind, and ability and general fitness considered as well as number of years they have been in the service.

COAST STATIONS

At Coast Stations, operators will be engaged at an initial salary of \$60.00 per month, with an increase each year of \$5.00 per month until a maximum salary of \$90.00 per month shall have been attained.


All operators who are eligible under the new schedule, who have not been previously promoted to the high power stations, will be given the first increase as of January 1st, 1915.

NOTE: As stated above, preference will be given to the ability and fitness of Coast Station operators in promoting men to the high power stations.

TRANS-ATLANTIC AND TRANS-PACIFIC STATIONS

At trans-Atlantic and trans-Pacific stations, operators will be engaged at an initial salary of \$90.00 per month, with annual increase of \$5.00 per month until a maximum salary of \$120.00 per month shall have been attained.

Operators employed at these stations will be furnished board and lodging at the company's hotels at a price of \$35.00 per month.


Vice-President and General Manager.