

# UP FROM THE RANKS

*These are the presidents of the operating telephone companies of the Bell System. They all started at the bottom of the ladder.*

**T**he Bell System aims to keep the opportunity for advancement open to all.

One of its traditions is that its executives come up from the ranks. This has been true of the business for many years—and nowhere is it better illustrated than in the careers of the eighteen men who now serve as presidents of Bell telephone companies.

As a group they have put in 619 years of telephone service, an average of 34 years each.

## BELL TELEPHONE SYSTEM



**WALTER S. GIFFORD**  
President of the American Telephone and Telegraph Company. Started as a *clerk* with the Western Electric Company in 1904.



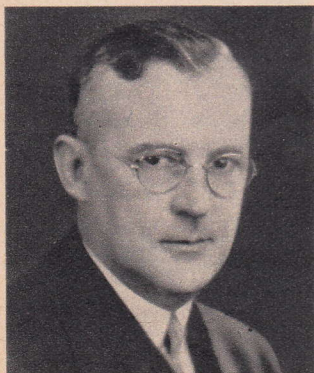
**ARCHIBALD J. ALLEN**  
President of The Cincinnati and Suburban Bell Telephone Company. Started as a *service inspector* in Pittsburgh in 1907.



**CHESTER I. BARNARD**  
President of the New Jersey Bell Telephone Company. Started with the Bell System as a *clerk* in Boston in 1909.



**JAMES F. CARROLL**  
President of the Indiana Bell Telephone Company. Started his telephone career as a *traffic student* in Syracuse in 1906.



**RANDOLPH EIDE**  
President of The Ohio Bell Telephone Company. First telephone job was as a *special inspector* in New York in 1911.



**FLOYD O. HALE**  
President of the Illinois Bell Telephone Company. With the Bell System since 1903. Started in Pittsburgh as a *clerk*.



**JAMES L. KILPATRICK**  
President of the New York Telephone Company. Started with Bell System as a *wireman* in Philadelphia in 1896.



**HARRY C. KNIGHT**  
President of The Southern New England Telephone Company. Started with Bell System as a *canvassing agent* in New Haven in 1902.



**ARTHUR A. LOWMAN**

President of the Northwestern Bell Telephone Company. With the Bell System since 1894. Started in Clarinda, Iowa, as *repairman*.



**WILLIAM R. MCGOVERN**

President of the Wisconsin Telephone Company. First telephone job was in Milwaukee as a *draftsman* in 1900.



**NED R. POWLEY**

President of The Pacific Telephone and Telegraph Company. Started as *statistical clerk* in Boston, Massachusetts, in 1908.



**FREDERICK H. REID**

President of The Mountain States Telephone and Telegraph Company. Started as *collector* in Denver, Colorado, in 1902.



**JOHN J. ROBINSON**

President of the New England Telephone and Telegraph Company. Started as *cable splicer's helper* in New York in 1899.



**ALBERT C. STANNARD**

President of the Southwestern Bell Telephone Company. Started with Bell System as *night operator* in Springfield, Mass., in 1899.



**PHILIP C. STAPLES**

President of The Bell Telephone Company of Pennsylvania. Started with Bell System as *salesman* in Baltimore in 1904.



**JAMES E. WARREN**

President of the Southern Bell Telephone and Telegraph Company. Started in telephone business as *stenographer* in Nashville in 1900.



**GEORGE M. WELCH**

President of the Michigan Bell Telephone Company. With Bell System since 1904. Started in Minneapolis as *stenographer*.



**LLOYD B. WILSON**

President of The Chesapeake and Potomac Telephone Company. Started as *night operator* in Plattsmouth, Neb., in 1899.

### PRESIDENTS OF BELL TELEPHONE COMPANIES AND THEIR FIRST JOBS

| Company                             | Name                | Date | Place of Start     | First Pay           | First Job              |
|-------------------------------------|---------------------|------|--------------------|---------------------|------------------------|
| Amer. Tel. & Tel. Co.               | Walter S. Gifford   | 1904 | Chicago            | \$10 week           | Clerk, Payroll Dept.   |
| New England Tel. & Tel. Co.         | John J. Robinson    | 1899 | New York City      | \$9 week            | Cable Splicer's Helper |
| Southern New England Tel. Co.       | Harry C. Knight     | 1902 | New Haven          | \$19 week           | Genl. Canvass. Agent   |
| New York Tel. Co.                   | James L. Kilpatrick | 1896 | Philadelphia       | \$10.50 week        | Wireman                |
| New Jersey Bell Tel. Co.            | Chester I. Barnard  | 1909 | Boston             | \$50 month          | Clerk                  |
| Bell Tel. Co. of Pa.                | Philip C. Staples   | 1904 | Baltimore          | \$12 week           | Salesman               |
| Chesapeake & Potomac Tel. Co.       | Lloyd B. Wilson     | 1899 | Plattsmouth, Neb.  | \$12 month          | Night Operator         |
| Southern Bell Tel. & Tel. Co.       | James E. Warren     | 1900 | Nashville, Tenn.   | \$30 month          | Stenographer           |
| Ohio Bell Tel. Co.                  | Randolph Eide       | 1911 | New York City      | \$15 week           | Special Inspector      |
| Cincinnati & Suburban Bell Tel. Co. | Archibald J. Allen  | 1907 | Pittsburgh         | \$50 month          | Service Inspector      |
| Michigan Bell Tel. Co.              | George M. Welch     | 1904 | Minneapolis        | \$15 week           | Stenographer           |
| Indiana Bell Tel. Co.               | James F. Carroll    | 1906 | Syracuse, N. Y.    | \$12 week           | Traffic Student        |
| Wisconsin Tel. Co.                  | William R. McGovern | 1900 | Milwaukee          | \$25 month          | Draftsman              |
| Illinois Bell Tel. Co.              | Floyd O. Hale       | 1903 | Pittsburgh         | \$50 month          | Clerk                  |
| Northwestern Bell Tel. Co.          | Arthur A. Lowman    | 1894 | Clarinda, Iowa     | \$1 a day and board | Repairman              |
| Southwestern Bell Tel. Co.          | Albert C. Stannard  | 1899 | Springfield, Mass. | \$25 month          | Night Operator         |
| Mountain States Tel. & Tel. Co.     | Frederick H. Reid   | 1902 | Denver             | \$50 month          | Collector              |
| Pacific Tel. & Tel. Co.             | Ned R. Powley       | 1908 | Boston             | \$50 month          | Statistical Clerk      |

