

Directors heartily approved of the arrangement and instructed the officers of the Company to put it into effect without delay. A supply of circulars like the enclosed has been sent to you today, containing particulars in regard to this offer to employees. We wish you to give one of these circulars to each one of your employees.

We think it is unnecessary to direct your particular attention to the liberality of our proposition to employees to buy stock for them and to allow them to pay for it in installments. The Company has no stock of its own to sell to employees. When applications from employees are received, the Company will buy the stock at the best price obtainable and hold it for them, in accordance with terms named in circular letter. Of course, it is not practicable for us to purchase one share, as the expense of so doing is much heavier in proportion than when fifty or one hundred shares are bought at one time. It is our intention, therefore, to purchase, say, fifty or one hundred shares at one time, as the number of applications may warrant, thus giving the employee who wants one share the benefit of the quantity price. While we wish to have applications from salesmen, foremen and heads of departments, it will give us particular pleasure to receive them from the younger employees of your plant. We have a few managers who are not Stockholders. We shall, of course, expect them to head the list at their respective plants, either with an application for purchase of one share on the installment plan or to buy for them from one to five shares for cash. Until further notice, we will receive applications for purchases of shares of Preferred Stock on the installment plan at \$92.50 per share. At this price, the stock pays about 7½ per cent. If you want any additional particulars in relation to this arrangement, we will be glad to furnish them to you upon application. *The essence of the whole matter is, however, that this is an opportunity for each one of our employees to become part owners of the business from which they derive their livelihood; that they will receive their money back with interest at the rate of 4 per cent if they should, for any reason, fail to pay in full for the share of stock which they have made application for, and that they will get at least 7 per cent interest, dating from the time of first payment, if they make complete payment for it, as long as they pay \$100.00 per share, or less. For the past three years the Company has earned twice as much money as was necessary to pay the dividends on the Preferred Stock. The Company appreciates the advantage of having its employees interested in its welfare; hence it will pay all brokerage fees, transfer charges, and any other expense connected with the purchases of stock for them, in accordance with the terms of circular dated 21st inst., signed by Mr. Green, Chairman of our Board of Directors. We expect to receive a number of applications from your plant within the next three or four days as an indication of your hearty sympathy with this move on the part of our Board of Directors.*

In addition to a supply of circular letters which are forwarded to you today, we are sending you some blanks with instructions in regard to their use.

Yours very truly,  
B. F. CRAWFORD, President.  
H. F. VORIES, Vice-Prest.

## WHITEBREAST FUEL COMPANY,

OF ILLINOIS.

IOWA AND  
ILLINOIS  
COAL.



CLEVELAND.  
PEKAY.  
SMOKY HOLLOW  
DUNFERMLINE.

S. A. FORBUSH, Jr., Gen. Sales Agent, OTTUMWA, IOWA.

## NATIONAL SHAWMUT BANK,

BOSTON MASSACHUSETTS.

FEBRUARY 14, 1901.

Capital	- - - -	\$3,000,000.00
Surplus and Undivided Profits	-	1,962,442.32
Deposits	- - - -	31,330,831.39

Accounts of merchants, trustees and corporations respectfully solicited.

### DIFFERENT AND BETTER

than anything you have ever used. It's

## PARACAMPH

AND IT "COMFORTS ALL HURTS."



A specific for all external inflammations of the skin.

Relieves Pain, Controls Fever and Prevents Blood Poison.

### FOR CUTS, BRUISES, BURNS, SCALDS, ETC.

Yes, your druggist has it or can get it; if not, we will send it postpaid on receipt of price and his name. 25c and 50c a Bottle.

### SKENE & WILSON,

641-643 Unity Bldg, CHICAGO.

Sole Agents for Chicago and Northwest.

GREAT CHANCE FOR HUSTLING AGENTS—WRITE US.

Use Rock Salt for Brine, Pickles, Hides, Meats, Ice Cream, Ice Making, Fertilizing, and Refrigeration.

USE

# Kansas Lump Rock Salt

GROUND ROCK SALT FOR STOCK.

For Stock.

MINES & WORKS LYONS & KANOPOLIS, KAN

PUREST, MOST HEALTHFUL, BEST. HIGHEST AWARDS AND MEDALS FOR PURITY, WORLD'S EXPOSITION, CHICAGO, 1893, TRANS-MISSISSIPPI EXPOSITION, OMAHA, 1899.

WESTERN ROCK SALT CO., ST. LOUIS, MO.