



# 36 years, 6 hours and 10 minutes later

The man in the picture came to work for The Times a little more than 36 years ago.

His name is Art Randall. You see him as he looks today in this photograph, which was taken shortly after 2 P.M. on February 5, 1954, just 36 years, 6 hours and 10 minutes after he joined The Times. The paper he is holding is a copy of The Times published on February 5, 1918, Art's first day on the job.

Art Randall has seen a good many headlines roll off the presses during his 36 years with The Times.

He has watched the growth of Los Angeles, which since the Census of 1920 has jumped in size from 900,000 residents to over 4,000,000, an increase of over 300% in county population.

He has seen his newspaper take the lead in sponsoring worthwhile community projects. He has watched The Times year after year as it increased its leadership in public service, creating new jobs by helping to bring new industries to Southern California.

And, of course, he has been closely concerned with the career of one Art Randall, Times employee—which is where one of the secrets of the success of The Times is to be found.

Together with nearly 2700 other full-time employees of The Times-Mirror Company, publishers of The Times and

The Mirror and parent company of Times-Mirror Press, Art enjoys a program of employee benefits including:

**Job security.** The Times has the lowest employee turnover in the printing and publishing industry.

**Promotion from within.** Virtually all Times department heads came up from the ranks. Art started as a pressroom helper, is now Assistant Production Manager, in charge of the pressroom.

**Insurance benefits.** All Times employees are eligible for life, accident and disability insurance. The first \$3,000 to \$4,000 costs the employee nothing. The balance—ranging up to \$10,000—is jointly purchased by company and employee. A health and hospitalization insurance plan, covering the employee and his wife and children, also is available to all Times employees at low cost—paid for, in large part, by The Times.

**Profit sharing.** Every employee of The Times, after one year of service, shares in the profits of the company.

**Paid vacation and holidays.** Every employee—in every department—receives two weeks' vacation with pay after one year's service; three weeks after three years; four weeks after 20 years. (Art Randall is in the four-week vacation class). In addition, every employee gets 8 holidays with pay every year—including the employee's own birthday.

**Retirement plan.** After 3 years' service, every Times employee is eligible for a plan which offers generous monthly payments after retirement. More than half the cost is paid by The Times.

**Added benefits** include a company garage, where employees may park at reduced rates, an employee cafeteria open 19 hours a day, a credit union, a 24-hour medical department, an employee recreation room, and many others.

As Art Randall or any one of hundreds of other Times employees will tell you, all of this, taken collectively and added to a job-evaluation policy which assures Times people of pay checks ranging above those paid for similar jobs elsewhere, adds up to produce a high morale among the people who produce The Times.

High morale generally means high production—a sense of teamwork which makes for a superior product. That, very probably, is one of the reasons why you get a better newspaper—the leading newspaper of western America—when you pick up a copy of The Times.

The Times, which has been a positive force in the business and community life of Southern California since 1881, is first by far among all the newspapers of western America—first by far in public service, in circulation, and in advertising.

LOS ANGELES

*Times*