Thirty-seven years ago, in 1904, the president of the American Telephone and Telegraph Company went to work as a clerk in one of the Bell System companies.

About that time, the 18 men who are now the presidents of the Bell telephone companies were starting their careers. For, like the head of the System, they have worked many years in the business — an average of 38 years each. Each of them can say: “I was a clerk,” “I was a lineman,” “I was a draftsman”— and so on.

The “know how” is here — for the every-day job of running the telephone business or to serve you in emergency. Up-from-the-ranks management is doubly important these days.