

Welcome

to our team . . .

As an employee of the Republic Publishing Co. you are one of over 100 employees who receive more than \$300,000 annually in salaries. You represent two of the finest non-metropolitan daily newspapers in the country. This booklet will outline the advantages to which you are entitled as a member of our team. . . .

You will find these four main points the foundation for all members of our staff:

1. You have security.
 2. You will be given an opportunity for advancement.
 3. You are assured of fair and unbiased treatment.
 4. You are doing a job that is important in our community.
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Our organization recognizes the ambitions among those of our own staff. Every effort is made to assist individual initiative as advancement opportunities present themselves.

Ideas and suggestions for improving our newspapers are always wanted. Every department head will welcome your ideas and give full recognition for them. . . .

We are a happy team . . . and, just as in any good organization, there are certain rules we must follow. There are also many privileges and benefits which we enjoy. These include

Vacations

Two weeks vacation with pay during June, July, or August to those who were employed before July 1 of the previous year, one week if employed between July 1 of the previous year and January 1 of this year. . . .

Medical Assistance

Employees of the Republic Publishing Co. are members of the Yakima Medical Association and the Blue Cross Hospital plan. This service is paid for by our employer and assures each employee of the best medical attention without cost. This protection is also available to our families at a reasonable cost to us. . . .

Life Insurance

A free life insurance policy for every member of our team. Each employee receives a \$500 policy after completing six months employment. After one year the policy increases to \$1,000, in five years to \$1500, and after ten years to \$2,000. . . .

Accident Insurance

Upon completion of six months employment, each employee is insured under an accident and sickness policy. This policy pays 60 per cent (30 per cent if covered by workmen's compensation) of our salary after the third day of illness for a period of thirteen weeks. This policy also pays \$1,000 for loss of life, hands, feet, or eyes as the result of an accident. . . .

Sick-Leave

Employees accumulate sick-leave at the rate of one-half day per month. Maximum accruable is 66 days. This supplements the accident and health insurance plan and assures us of one hundred per cent of our salary as long as sick-leave benefits exist. . . .

Bonus

Our team won! . . . The teamwork and loyalty of each individual member of our organization has enabled our employer to pay a substantial year-end bonus to each of us for the last five years. . . .

So you see we must all pull together teamwork makes a winning newspaper! a better newspaper! a newspaper of which we can be proud! a newspaper that is a credit to our community!

*Welcome
to our team*

*We know that you will
be happy with us.*

A Message from Our Publisher

We are indeed glad you are a part of our organization. You aren't just a "cog in a big machine" as is so often the case in many businesses. Far from it, you are a vital factor in this organization; our fine record of achievement is built on the ability, loyalty, and team work of each individual in this organization.

We are a live, wide-awake, sympathetic organization. We publish two of the finest non-metropolitan dailies in the country. The work of our commercial printing department is unexcelled. Our future development and success depend upon the ability of each individual to work as a team. You are part of this team. Congratulations and good luck!

Fred Robertson
