

MAXIMS FROM JAMES J. HILL

Some Advice to Young Men on How to Succeed.

St. Paul, Jan. 30.—James J. Hill, president of the Great Northern Railroad Company, consented the other day to speak about his early struggles to succeed in life and the things that have helped him. In doing so he said he was moved largely by the hope that his experience might be the source from which some of the young people of America could draw their inspirations to mount the ladder of life.

Briefly, Mr. Hill asserts that conditions today present more opportunities for young men to acquire millions than when he carved out his fortune; that, in his estimation, the Western Hemisphere is entering upon an era of prosperity, in comparison with which the big things of the industrial world during the past decade will be the merest pygmies, and that no boy need feel that he is required to seek his fortune beyond the confines of this country, since, in his judgment, the United States will be the centre of the industrial wave for some years to come.

"Give the rules which have governed me in my life work? I can't say that I have had any rules. I attribute it all to work and a measure of good luck," and Mr. Hill smiled, as if he did not take the "good-luck" feature seriously.

"Let me see. This thing of laying down a set of rules to govern one's career, or to run back over a lifetime of hard knocks, and say just what rule contributed to my good fortune is not easy for me. In the first place, I was born on a farm—a Canadian farm. That was in 1838.

"This is a good beginning, for it means a sound body as a rule. In other words, it starts a chap right. That's half of the battle; I might say it is everything, because a bad start means a big handicap in the race. But as far as rules go, I would say those that have helped me to succeed are: Work, hard work; intelligent work, and then more work."

"A sound body and a sound mind. I had both of these, though I left school when [14] years old and never got time to set inside a schoolhouse again. An education, however, is indispensable. I do not mean necessarily college training. An education comes frequently with contact with the world, studying conditions, life as you see it."

"Don't mortgage your future. Practically have an eye to securing the benefits of what you earn. Look ahead to the point where you are determined to get into business, for yourself. If you are not worth your hire you cannot be hired, and if you can earn money for another you can earn more for yourself."

"Be satisfied to start in a small way. Too many young men want to begin to pile on before the foundation is finished, and what they accumulate they cannot retain. A slow beginning makes a permanent business."

"Be economical, but not penurious. This is not a distinction without a difference. It is the difference between the mind built on the broad gauge and the narrow. It is the difference between great things and small things, between boundless success that sheds a generous share of its prosperity on the whole community and a meagre competency that distinguishes the miser from the man of affairs."

"Have confidence in your own future and conditions generally. Men prefer the optimist to the pessimist. The bright side of things is a view that helps a chap forward."

"Even if the worst occurs a person has more strength to meet it from having taken a complacent view of the situation. When a fellow has put forth his best efforts, been thoroughly alert, done the best he could, he has no room for worry."

"The selection of a vocation is quite important. My experience is that those things are largely matters of chance. I don't think I ever expected as a young man to get into the railroad business."

"Having chosen a profession, I do not think a young man is warranted in sticking to it when he feels that he is not fitted for it, or that he sees a better opportunity to acquire wealth in another direction."

"I was first a farmer, then a merchant's clerk, then a farmer, a laborer, a clerk, a builder of steamboats, a constructor of railroads as a subcontractor, and then stockholder and owner. So, again comes the question

of confidence in one's ability to discern that which is best for him and to strive for that regardless of opposition. In other words, it is the confidence that enables the young man to take risks without which great things can never be accomplished."

"Perhaps you might accept these outlines as the rules which I have observed through life. The young man should not make the mistake today of imagining that conditions are not as favorable as at any time in the past century for the poor boy acquiring wealth."

"The world is in its infancy, especially the western world. Industrial development is just beginning. Agriculture, mining, contracting, shipping, railroading, land speculating, mercantile life and manufacturing offer every inducement for the ambitious youth today to become a man of millions."

"Money is so plentiful that a determined boy of worth can borrow all he needs. Bankers accept the element of prospects in lending money as well as ability to pay, and there is no more promising prospect of a monetary value than youth, ambition, and grit, backed by western intelligence. Therefore, the way is, if anything, more easy; that is, the way to the top."

"The real struggle is at the bottom. There is where the ranks are crowded. The fight is very fierce there. When you begin to get away from the crowd it is easier."

"You pass many commercial derelicts, failures and wrecks of men along the way, but the great trouble is in getting started up. Everything seems to contribute to hold a man down until he starts, then everything turns to boost him up after he has secured a start. That is the way of the world."

"My father's farm was located four miles south of Rockwood, Ont., Canada. James Dunbar Hill, my father, was not very prosperous. The farm was not very fertile, and my early experience was that of a very little boy on a big farm."

"I recall that my father frequently remarked that he could trace our family tree back sixteen generations through Scotland and Ireland. To this I attribute my mental and physical vigor."

"I had to walk four miles to the Quaker academy at Rockwood. The average boy today would think this a mighty hard way to get an education, and it was."

"One winter, arrangements were made by which I remained in Rockwood. I paid part of my tuition by doing chores around the little old academy. I don't think I studied any harder than any other fourteen-year-old boy, but I had much work to do."

"Then the exigencies of my family required me to begin to make a return for my living. That was in the spring of 1853, and I began to clerk in a general store at the crossroads. I continued this employment, occasionally varying it with a little work on the farm until I was 19 years old."

"I was dissatisfied, and yet, when I look back to those days, it was very pleasant. Altogether, life is always pleasant in youth, little matter the condition. But I had concluded to go to the United States."

"I made up my mind that I would have a better chance in the western States, which were then just beginning to attract settlers. Perhaps I might have done just as well in Canada, but I did not think so. Others remained there and prospered. I have many relations today, around Guelph."

"I had not saved sufficient money to make the trip west, so I went over to Syracuse, N. Y., and worked a few months on a farm. That was the spring of 1858. It was July 14th of that year I started west. I can never forget that day, for it was a big day in my life and also a big day in the life of the American republic—their independence day."

"When I reached St. Paul, a week later, I practically had not a dollar to my name and knew not a single individual there. This was the outpost of civilization in the Northwest then. I liked it, and I enjoyed particularly the rough, cordial welcome the westerners gave all newcomers."

"My progress was mighty slow for ten years. It consisted of some rough experience. I was without what is known as a trade, and this was

against me. I was forced to do manual labor. Still, I mingled with rough-and-ready people, and it sharpened my wits."

"That was my matriculation into the Western college of life, and my education was rapid and thorough. When I was handling baggage as a railroad employee in those days, I cannot say that I ever expected to own a railroad. I did intend, however, not to work for another man all my life, though I believe I work harder today than I did then."

"Then, at least, I had no cares if my wages were small. With increased income came additional burdens. I became a shipbuilder in a small way. This was my introduction into the transportation world."

"My hours of work? Well, I try to work as much as I can, as I have a good many things to look after. Of course, I don't get up like I used to on the farm before daylight, though I see many stories to that effect. I rise at 7 o'clock. I can't sleep after that, and I get around to my office about 9. Sometimes I get away by 5 and sometimes not until midnight. That just depends."

"But American boys should make up their minds that they have as fine opportunities at home today for getting rich as anywhere in the world. It is usually easier to acquire fortune in a new country than an old."

"The west is the centre of great enterprises at present. Great fortunes are to be made there in the next decade. My final advice to the young men of America is to be alert, keep abreast of the times and grasp opportunity when he passes by, holding on to him firmly. Prepare yourself to recognize him when you see him, too. That is quite important."

President Hill has an eye always to advancing merit, even though he at the same time advances his own interests. It is related that he had more than once observed the enormous expense of his different roads for the long lines of rubber hose used at nearly every station for filling tanks of cars, sprinkling lawns and kindred work."

He bought an improved quality of hose, but the dragging of the line over

the platform surface usually wore it out in a short time. Away out on a mountain division at a small station, he observed a day laborer filling the tank of a dining car with a piece of hose, around which was wrapped an old piece of telegraph wire, coil-like. He asked the man what that was for.

"To allow me to drag it around without destroying it," was the reply.

The problem was solved, and the invention saved the company thousands of dollars annually. The laborer is now one of the chief mechanical men on the Great Northern."

Mr. Hill is too alert to let anything escape him. Examining the operating expense account, he noted the increased consumption of coal on the engines."

He figured down the average quantity of coal consumed by each engine, and posted a bulletin, offering each engine crew half of the value of all coal they could save monthly under this established average. Each engine had its separate account. The first year the company divided with the men some \$30,000. Now it is an established rule, each side profiting."

Not long ago, some five years, in a creek, a conductor, who had been a medical student, saved the lives of two passengers who were bleeding to death by the simple process of tying a handkerchief around their lacerated arms, making a windlass of a stick and twisting it around until the hemorrhage ceased."

The president rewarded the man, and at once required the conductors and the engineers of the entire system to take a course in First Aid to the Injured, which the company instituted. Now, when a passenger gets hurt on his lines Mr. Hill knows he has always present several experienced men to render immediate aid until the surgeon can arrive. The company spent \$50,000 establishing this system. For every life thus saved the company reaps a reward in avoiding damage suits, to say nothing of preserving human life."

Rumor Circulated.

Havana, Jan. 31.—Some local papers have printed statements to the effect that boats from the German training ship, Charlotte, which left here today for Germany, took soundings at the entrance of the harbor. This rumor has been in circulation for some days.

THEATRICAL MANAGER

Leaves Large Estate But Many Debts

Augustin Daly's Heirs to Receive Little When Accounts Are Settled.

New York, Feb. 10.—The appraisal of the estate of Augustin Daly, the theatrical manager, shows that his debts exceeded his assets. The total value of the personal property (and it is believed that he had no real estate) is reported by the appraisers at \$332,936, while his debts in this country and in England, together with the commissions and expenses of the executors of the estate, amounted to about \$370,000.

The appraisal in detail shows that the Daly collection of paintings, jewelry, books, prints and furniture, which was sold at auction, realized \$155,050; the good will, lease, scenery and other properties of Daly's theatre, this city, are valued at \$50,000; the good will, lease, contracts and scenery of Daly's theatre, London, \$70,526; other scenery and theatrical properties, \$29,000; contracts for English plays, \$10,000; copyrights of plays, \$10,000; a number of smaller items bring the total value of the estate to \$332,936. The debts of Mr. Daly in England amounted to \$93,029, while those here were \$226,658.

Among the creditors Miss Ada Rehan is one of the most notable, as there were large arrears of salary due her and advances of money besides. Though all the debts to her recognized by the executors will be paid, she still has a claim against the estate the validity of which is a subject of litigation. She also lent Mr. Daly \$15,000 on notes of hand, but for these she held a life insurance policy for \$20,000 as security.

Augustin Daly's will directed that at least two-fifths of the profits from his London and New York theatres should be divided each year among Ada Rehan, who got half of those

two-fifths; Mrs. G. H. Gilbert, Richard Dorney, John Barrington, George Clarke and Sidney Herbert. A tenth of the other three-fifths was left to charitable organizations, a tenth to his brother and the rest to his wife, Mary D. Daly. Mrs. Daly was to have all his money and personal effects, with the exception of a small annuity to his mother. The widow was also to have 70 per cent. of the proceeds from leases of plays and copyrights, the mother to get 10 per cent. and Mr. Daly's brother, Charles P. Daly, 20 per cent.

EXCELLENT MAP

Result of Four Months' Labor of the Territorial Engineer.

Territorial Engineer Thibedeau has just completed the largest and most complete and comprehensive map of the Yukon territory that has ever been made. It is drawn to a scale of six miles to the inch and shows the complete explorations of the territory as far as made to date, including all the government roads, trails, every creek that has ever been located, the position of the police posts, road houses, bridges, ferries, Indian villages, and everything else that will be calculated to be of use to the traveller or prospector, all made from actual surveys and observations. The upper Stewart is mapped for the first time and shows the Duncan creek section, the lakes, pups and trails in that remote vicinity in the most minute detail. The overland trail is shown extending from Dawson to Whitehorse, the Big Salmon district is depicted, the Glacier, Miller and Boucher sections, White river, and in fact the map has been carried forward to the fullest possible extent compatible with the explorations so far made. To make blue print duplicates Mr. Thibedeau has had made the largest blue print frame ever seen in the north, measuring 4x14 feet in

size. The work of preparing the map has required four months of steady and continuous application.

FOR CHILDREN

Rev. Barracough Will Give an Entertainment.

Rev. Barracough is arranging a stereopticon exhibition for the benefit of the children of the city. The entertainment will be held in the Methodist church on Friday evening and is exclusively for children. The only adults invited are those who may desire to accompany their little ones. The entertainment will be free and promises to be both amusing and instructive.

MISSING.—If there is any one who knows the whereabouts of P. Chris Peterson please notify Mrs. S. Peterson, 12 Schuyler avenue, Kankakee, Illinois, U.S.A.

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