

To this scientific atmosphere there contribute men of widely different experiences. Some have grown up in the atmosphere of the Laboratories; others, fewer in number, have entered from other industrial work; and a large number directly upon completion of technical school or graduate school training. Some acquired their early telephone experience in the manufacturing organization of the Western Electric Company in the days before the formation of the Laboratories when engineering, manufacturing, and the field operations of installation were not so highly functionalized and separated. Others have come to the Laboratories with special experience in the operating telephone companies or the American Company, and have brought with them a practical familiarity with operating requirements and that resolve for a high character of public service which has always distinguished the operating departments of the Bell Companies. A considerable number has come from academic research laboratories and from teaching duties. Originally classified as physicists, chemists, mathematicians, or engineers, they have so broadened and profited by the ideas and technical experiences of each other that these more restricted terms no longer apply, but only the broad term, "member of the technical staff of Bell Telephone Laboratories."

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NOTE—Mr. Mills is Director of Publication of the Bell Telephone Laboratories, Inc.—*Editor*.