INTERNATIONAL NICKEL CO. PROPOSE STOCK PARTICIPATION SCHEME FOR EMPLOYEES.

The International Nickel Company operating in Canada of Copper Cliff, Ont., following the example of other large corporations such as the United States Steel Co. and the International Harvester Co. will shortly announce a comprehensive plan whereby all employees will be enabled to subscribe for the stock of the company on the installment plan, and to obtain certain other substantial benefits, contingent upon their remaining in the service of the company and retaining their stovk.

By a carefully devised arrangement the diretors of the most influential factor int he nickesl world, seeking to promote thrift, continuity, contentment and mutual benefit, have not only decided to make a concession in the price at which their employees may purchase a specified number of International Nickel common stock, but they propose to have the shares, so acquired, bear interest from the date of the payment of the first installment. Furthermore, although an employee will be at liberty to sell his stock, as an inducement for him to keep it while he remains in the service of the company, this neat reward will be provided.

If he will keep the stock, and in January of each year for five years, commencing with January, 1915, will exhibit the certificate of the treasurer of his company, or some official designated for this purpose, together with a statement from the proper official that he has been continuously in the employ of the International Nickel Company or of any of its subsidiary companies during the preceding year, and has shown a proper interest in its welfare and progress, he will for each of such five years receive a cash payment a tthe rate of $5 a share for each share of common stock owned by him. Subscribers who may not have fully paid for their subscriptions by January in any year, will, if their subscriptions are still in force, and they have otherwise fulfilled all the conditions of continuous and faithful service as provided, be credited in their subscription accounts with this special allowance of $5 per share, on their subscriptions."

The price of $110, fixed by the International Nickel directorate, as that of which employees may become shareholders to the extent designated is five points below the current bid price of the stock in the open market. There is a clause in the conditions governing subscriptions under which if any subscriber cancels his subscription or leaves the service of the company during the five-year period, the amount of the extra compensation equal to five per cent. on the stock so paid for will be forfeited and will be divided pro rata among the subscribers remaining.

The following table shows the maximum number of shares which may be subscribed for by any officer or employee, it being optional with each officer or employee to subscribe for any number of shares up to the maximum that he may be entitled to:

MAXIMUM NUMBER OF SHARES.

Wages or salaries.	A Under 5 years' service.	B 5 to 10 years' service.	C Over 10 years' service.
Up to $825.......	1	2	2
$825 to $1,375....	2	3	4
1,375 to $1,925..	3	4	5
1,925 to $3,300..	4	5	7
3,300 to $4,033..	5	7	9
$4,033 to $4,766..	6	8	10
Above $4,766.....	7	8	10

A THRIFT CENSUS.

The other day I heard about a census of the employes of a big office who were making over $1,000 a year. The man who made it wanted to find out about their thrift habits. Here is the result:

Out of 51, only 15 were following any plan of saving. Thirteen others had tried to save, but had given up the plans they had devised. Only nine owned their own homes, and only six had any other investments.

It was a typical showing. Over the whole United States only 180 out of 1,000 inhabitants have savings accounts. To the man who made the census it seemed pretty discouraging.

But he had learned that more than half of these employes were carrying life insurance, and that they regarded their payments of premiums on thier policies as a form of protection against the uncertainties of the future—not only of their families, but of themselves.—(Exchange.)
