

PROCTER & GAMBLE

CAREERS in Business Management



To College graduates eager to assume substantial management responsibility early in their business lives, we offer a unique climate for rapid personal growth, with unsurpassed advancement opportunities.

To understand the kind of opportunity that exists for you at Procter & Gamble, you must first know a little about us, and our philosophy of management.

It is our practice to develop and promote from within. Virtually everyone in higher management at P&G today joined the Company shortly after completing his formal education, and progressed upward from a beginning level equivalent to that at which you would start.

We need more good people with management ability because our business is steadily growing. During the last 22 years, our business volume has increased by more than 700%. This expanding business generates a continual need for more and more graduates with management potential. We welcome candidates who thrive on hard work, relish responsibility, and like to compete.

We want you to develop rapidly, and we give you every opportunity. You'll be given substantial responsibility as soon as you join us, and, in most cases, you'll learn by doing, rather than enter a formal training period. You'll be given additional responsibility as soon as you demonstrate you can handle it. Your managers will take a personal interest in your development, because your growth is an important part of *their* responsibilities!

This emphasis on early development means you can move ahead fast. We promote only on the basis of merit, and you progress as fast as you demonstrate that you are ready to move up. Because of this willingness by P&G to match ability with responsibility, regardless of age, it is not unusual to find graduates still in their 20's transacting substantial portions of the Company's business. In fact, we do not know of any other organization where there is greater awareness of ability, or greater opportunity for unlimited advancement on the basis of merit alone.

We have openings in many fields of interest for graduates at all degree levels, and with all kinds of educational backgrounds. Basically, we ask that all candidates have a good academic record, and be able to show evidence of leadership on or off the campus, with goals set and achieved.

In joining P&G, you would be joining a company widely recognized for management excellence. In a survey conducted by *Dun's Review*, a panel of nearly 300 top business executives named P&G as one of the ten best-managed companies in industry. The business practices that resulted in such recognition will be an important part of your career training.

Procter & Gamble is a growth company with remarkable freedom from cyclic trends. Although we are large in terms of sales, we are small in terms of people (approximately 1800 employees in Canada). The Company's continued growth is one reflection of its deep interest in research. About one P&G employee out of every ten is engaged in research of some kind, and more than one-third of our business volume is in new products developed in the last ten years.

Our work is creative and challenging. Management at P&G involves a genuinely creative approach to varied and often complex problems that will challenge your resourcefulness to the utmost. It requires a competitive interchange of ideas with other good people. It demands fresh, dynamic thinking and wholehearted participation. If you prefer this method of working instead of "cut and dried" routine, you will find a degree of personal satisfaction in your early assignments that will become even greater as your career responsibilities increase.

"One or more P&G products are used in 95 out of every 100 homes, a penetration unequalled by any other manufacturer of anything."

Procter & Gamble representatives will be on campus for interviews with interested students on: **Nov. 19, 20**

Ask your Placement Office for a copy of the P&G Careers brochure and an interview appointment.



PROCTER & GAMBLE

for Management Careers in Marketing / Advertising,
Sales, Finance, Purchasing and Traffic, Data Systems