

# Henrietta D. Grauel

## The Sweet and Juicy Orange

We do not know if it is true or not, but some man in Florida is trying to make oranges more popular than ever by declaring that this golden ball is the Apple of Discord set in motion a short time before that small unpleasantness geldet. He Trojan War. Others say it was an orange that the Mother of Markind e and are an orange that the Mother of Gether. **QUESTIONS AND ANSWERS** "Do you think it pays to bake bread for a family of four or is it more economical to buy H?". Answer.—Bake your bread whether your family is large or small and more-over bake many kinds, as whole wheat, graham, nut bread, coffee-cake, rolls, rusk and biscuit and gems. A good assortment of bread is not difficult to provide if you do your own baking and it is very costly to buy fancy breads. "Will a sangrate oven give satisfies.

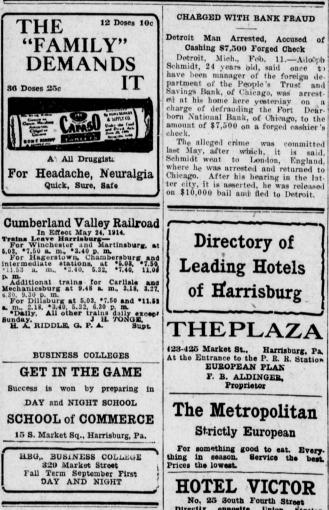
time before that small unpleasantness called the Trojan War. Others say it was an orange that the Mother of Mankind could not resist when in the Garden of Eden. As apples are com-paratively modern, except the crab-apple, this may be so, but oranges too are improved so that they little resem-ble the sour, seeded, skinny specimens we used to know. It is almost a century since the im-portation of oranges was of sufficient

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The same a centrary since the interpretation of oranges was of sufficient size to bring the fruit to the table very frequently. Now better methods of transportation, and improved methods of growing the wonderful crop makes them a standby that housekeepers can-vet do mitherit

"Will a separate oven give satisfac-tion on a gas or an oil store and can it be used on wood stove? Please rec-ommend a good one." Answer.—Sheet tin ovens bake well over any heat. I have used many in my lecture work and find them all good. Select one with glass in the door and if possible one equipped with indicator. These ovens should have double lining and be large enough to fit over two stove burners. them a standby that housekeepers can not do without. Cuba sends us many varieties called Havanas; they are the sweetest of all when fully ripe. Some palates prefer the Florida orange and the California product is second to none. The quality of our home-grown fruit is fine and it does not seem as though it could be of our home-grown fruit is fine and it does not seem as though it could be improved. Growers say, though, that great injustice prevails in the prices paid to them for the fruit and that hast seenson was thirty cents. This is just about the average price we pay for a dozen! Of all our fruits none is so whole some as this beauty. Its juice contains relation that be distinguishes the lime and the lemon. The use of or anges at all seasons tends to advance our general good health.

anges at all seasons tends to advance our general good health. Orange Float One quart of milk thickened when it is scalding, with four tablespoons of cornstarch, one eup sugar. Cool this





### A Comedy of Youth Founded by Mr. Manners on His Great Play of the Same Title-Illustrations From Photographs of the Play

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the matter?"

whenever I open my month.

None of them are with me.

"What a shame!"

Does it matter?"

"Status and all?"

"My dear Peg"

"Aren t you friends?" "Indade-indade indade-we're not

"Don't you think she'll let you go?"

"But I haven't got an evenin dres

"Not in the least, but"-

"Will this one do?" "It's very charming: still"-

my bead aches."

# stood looking in amazement at the

CHAPTER XXII.

pointed young man then he said ea

l'eg ran across, stopped the doo

closing and called after Ethel:

The Temple of Friendel

the suggestion differently.

"Then he used to punish himself for my fault. An' when I saw ft burt him I usen't to do it again-for awbile at least 1 think that was a grand way to bring up a daughter. I've been wor derin' since l've been here if an aunt could bring a niece up the same way."

(CONTINUED.)

And she looked quizzically at Mrs. Chichester. Jarvis came in with a letter on a

salver. Well?" asked the old lady.

"For Miss Chichester, madam." And he handed Ethel the letter. "By hand, miss.

Ethel took the letter quite unconsciously and opened it. "Who is it from?" asked Mrs. Chichester

"Mr. Brent," replied Ethel indifferently. "Brent?" cried Alaric. "What on

earth does he write to you for?" "He wants me to do something for him." And she tore the letter up into

the smallest pieces and placed them in receptacle on the desk. "Come, Alaric." And Mrs. Chiches.

ter left the room after admonishing Peg that an hour would be sufficient to sit up. "Let us be honest with each other, Ethel,'

were left alone. Peg went right over to her and looked at her compassionately. "What do you mean?" said Ethel, with a sudden contraction of her

said Peg when the two girls

breath. "You like Mr. Brent, don't ye? So the moment had come. 'the little spy had been watching her. Well, she

would tight this common little irish nebody to the bitter end All the anber nature surged uppermost as Ethel answered Peg, but she kept ber voice under control.

"Certainly I like Mr Brent. He is a very old friend of the family." "He's got a wife?"

"He bas! "An' a baby ?"

of

"Yes-and a baby." Ethel was not going to betray herself. She would just wait to see what course this creature was going to take with her. They were now seated together, Eth-holding her fitthe white poodle, at

which Peg pointed contemptuously. Peg went on: "Of course I've never seen the wife

or the baby because he never seems to have them with him when he calls here. But I've often heard Alaric usk afther them "
"Well?" asked Ethel coldly.

"Is it usual for English husbands fith bables to kiss other women s ands?" And Peg looked swiftly at with hands?"

her cousin Ethel checked an outburst and said quite calmly: "It is a very old and a very respect

ed custom. "The divil doubt it but it's old. not so sure about the respect.

doesn't be kiss me aunt's hand as well? Ethel could not control herself much longer. It was becoming unbearable. As she crossed the room she said with

as little heat as possible: "You don't understand." "Well, but I'm thryin' to," persisted

Peg. "That's why I watch ye all the Ethel turned. She was now at bay. "You watch me?"

Lincoln's Birthday at Postoffice "Sure I only saw the 'old an' re spected custom' by accident-when I came in through there a month ago-an' once since when I came in again by accident--a few days aftherward. I, couldn't help seein' it both times. An', as for bein' contemptible, I'm not so sure the custom doesn't deserve all DOEHNE BEER the contempt." Ethel was now thoroughly aroused "I suppose it is too much to expect that a child of the common people should understand the customs of de-A' Brewery construction which admits of perfect cleanliness of floors, walls and ceilings. Perfect ventilation and equipment. Best and purest Malt, Hops cent people.' "Mebbe it is." repiled Peg. "But I and Ingredients. don't see why the common people should have all the decency an' the Skilled Brewmaster --- Proper Management aristocracy none." "It is impossible to talk to you. I High-grade products BEER AI RESULT was foolish to have stayed here. You don't understand. You never could understand"-ALE DOEHNE BREWERY Peg interrupted: "Why, I never saw before-not a bit of color in ye excited before—not a bit of color in yer cheeks till now—except twice: Ye look just as ye did when Mr. Brent followed that old an respected cus-tom on yer band." cried Peg. The young girl's eyes were ablaze. How vividly she remembered the weatful scene that confronted her when she first arrived at the Chichester house days before! Bell 826 Order It Independent 318 What Have You to Sell? Why not convert into cash articles for which you days before! Ethel answered this time, excitedly have no use. You may have just the thing that and indignantly, giving full and free vent to her just anger: "Be good enough never to speak to someone else is seeking and anxious to purchase. You ask, "HOW CAN I DO THIS?" The quesme again as long as you're in this house. If I had my way you'd leave it this moment. As it is—as it is— Her voice ross almost to a scream. Her rage was unbridled. tion is easily answered. Place a "For Sale or Exchange" ad in the classified columns of THE STAR-INDEPENDENT-Then watch the RESULTS. Her rage was unbridled. What more she might have said was checked by the door opening and Jar-vis showing in Jerry. Jerry walked cheerfully and smiling-ly into the room and was amazed to find the two young indies giaring at each ether and apparently in the midst of a conflict. Again and again we are told that ads in our classified columns are effective. TRY THEM NOW! Bell Phone 3280 Independent 245 or 246 All power of speech left him as

TELLS OF PROF

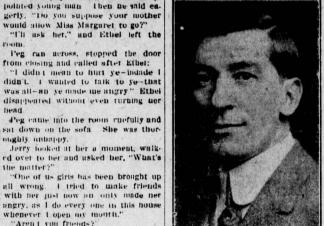
T. P. McCubbin Explains Bowman & Co.'s Methods at New York Meeting

## SAYS PLAN HAS BEEN SUCCESS

Firm Keeps Its Help Informed, He Points Out, on What Is Happening and Avoids Appearance of Benevo lence

CAME over to ask Mrs. Chiches-ter's permission for you two young ladies to go to a dance tonight. It's just across from he Assembly rooms.' said Jerry. In an address before the National Peg beamed joyfully. It was just what she wanted to do. Ethel viewed Retail Dry Goods Association in New York City yesterday, T. P. McCubbin, general manager of Bowman & Com-"It's early kind of you," she said, "but it's quite impossible." "Oh." elaculated Feg. "Impossible?" elaculated Jerry. "Impossible?" elaculated Jerry. pany's store, in this city, told of the success of the profit-sharing plan which s in operation in the local store and the Carlisle store. It is no small honor to address the national association, and it is especially significant that the "So am I." replied lerry regretfully would have given you longer notice used in conducting the Bowman business should be presented to dry goods

only it was made up on the sput of the moment. Don't you think you could?" "I don't care for dancing. Besides, dealers representing the industry throughout the country. What a pity " exclaimed the disap



"Wait until you hear what me aunt says when ye ask her about the "No, I do not." She looked at him quizzleally for a moment. Then she burst out houghing "Misther Jerry, will ye take me all the same if me annt doesn't consent?" "Why, Peg"- he began astonishedly,

our employes. 'I am going to deal with it from the view point of profit-sharing for the em-ploye and also the employer. Theorists are apt to lose sight of the letter, as if all that expital has to do is to dis-tribute golden 'eggs from an inex-'Yoop chairman in the assume of his

"Your chairman, in the course of his remarks one year ago, urged the de-sirability, if not the necessity, of volun-tarily giving, before sentiment or law compels, the minimum wage. Public sentiment appears to favor such a meas-ure, and our business is primarily one which calls for an intelligent anticipa-tion of the public's requirements. "The retail business brings us in closer contact with the public than any "Perhaps they'll rub out. It's the prettiest one me anut gave me, an 1 put it on tonight because - 1 thought ou-that is, some one might come here

me! Ye must: L Daven't had a Dit of picasure since Eve been aere. It eloser contact with the poblic than any eloser contact with the poblic than any eloser contact with the poblic than any other industry in the country and as our permanent success depends largely upon the extent to which the good will of the community is extended toward us, our self interests compel us to pay more heed to their desires. "Not a but," replied Jerry heartily.

which would appeal to our employes right away, whether they be temporary or permanent help. "The first thing to be ascertained was the selling cost in each and every department. Allowance was made for such of the sales force who had to look after stock or other duties, which pre-vented them from putting in their full time selling. The cost of each sales-person was then compared against the department cost, and then the selling percentage of each department, sepa-rately, for the year, was determined. This was tased on what it had cost us, and what I had found from experience the correct cost should be. "In many instances the cost was higher than the department could prof-itably bear, brought about by the same causes which exist in other stores, and already outlined. "The selling cost was determined at various rates, ranging from 3 up to 7

The selling cost was determined at various rates, ranging from 3 up to 7 per cent. This percentage was applied against the wages paid each clerk, and the average weekly required sales there-by ascertained.

reginst the wages paid each clerk, and the average weekly required sales thereby ascertained.
Figures Used as Basis
"To illustrate: In a department where the selling expenses had been determined at 5 per cent, an employe receiving \$8 weekly would be required to sell \$160 each week. For sales over and above this amount the employe was paid a bonus, ranging from 1 to 4 per cent, on the sales in excess of the required assess the department the employe was paid a bonus, ranging from 1 to 4 per cent, on the sales in excess of the required assess the department the employe was paid a bonus, ranging from 1 to 4 per cent, or sales over and above this amount. This commission, her cost of selling would be reduced. In other words, if she received a wage of \$8 and had to sell \$160 weekly, it equaled a cost of 5 felling would be reduced 4.10 per cent. If she sold \$200, then she was \$40 in exceeds of the required amount, and on this \$40 she was paid 3 per cent, or \$1.20, making her wages \$9.20, or a cost of 4 6 fello per wages \$9.20, or a cost of 4 6 fello per cent.
"The magoing to deal with it from the five point of profit-sharing for the enployer.
"I am going to deal with it from the five point of profit-sharing for the enployer.
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"I am going to deal with it from the five point of profit-sharing for the enployer.
"I am going to deal with it from the five point of profit-sharing for the enployer.
"I an agoing to deal with it from the met cost is to take capital hes to do is to dist the tab to to be sto dist to the the capital hes to do is to dist.
"In the event, that the clerk only distribute golden weight for the end is the dist of the the term of the excees that the department percentage.
"I and bower to bas to dist to dist.

that capital has to do is to dis-bute golden 'eggs from an inex-stible basket. 'In the event that the clerk only stible basket. 'In the event that the clerk only stible basket. 'In the event that the clerk only stible basket. 'In the event that the clerk only stible basket. 'In the event that the clerk only state of the second the following week, and this deficit the following week, and this deficit on the following week, and this deficit on the following week, and this deficit the following week, and this deficit on the following week, and the deficit on the following week deficit on the deficit on the following week allowed to stand, and whether elerks sold over or under the required amount, the week deficit on the following week deficit on the deficit on the following week deficit on the deficit on the following week deficit on the def such salespeople.

they were always assured their regular wages, so that the capable employe only stood to gain and had nothing to lose. -

### Plan Started in 1913

1, 1915.
Per cent. below that of a manufactur, ing concern. Is the employe to blame in this state of affairs, or are we, who employe the manner in which their work is performed I such as of are responsible of the manner in which their work is performed I such as of area the management is efficient, will that efficiency can be redected in the employe.
If this lack of efficiency can be worked, it will and materially to our present plan assures each the positive method is the paying out performed I and which I am contained to be corrected and the work is performed I such as a gate performed to the such as a distribution will be based on their earning power and go elsewhere, where they hild be to be better pay. Forthately, this negative or driving attitude to be such as a distribution will be based on their earning power and go elsewhere, where they have been werded as the paying out people, and there are and go interesting the such of a dequarter by which we could be sure of a dequarter by whole to distribute a share of the entance of the enting' of prices on the enting' of prices is the entities the such as the ideal way for the such of a the reduct as the entities the entits the entities the entities the entities the sourcess, encourages us to extend it still further. The higher grade selling ability they have developed has enabled

our employes to share in the profits, making an addition to their wages of from 5 per cent, all the way up to 30 per cent.

Goods Can Be Reduced "This in turn, has brought about a corresponding reduction in the cost of carrying on business, and enables us to give our customers the benefit by reducing the prices of our goods. "This might at first seem strange, but reflection will show that such plans as this have invariably reduced the cost of doing business. It has been strikingly demonstrated by Henry Ford, who has distributed large amounts to his employes, and by their more ef-ficient work, has been enabled to con-siderably reduce the price of his auto-mobiles to the public. "It should be well understood that the plan does not consist of sitting at

mobiles to the public. "i'll should be well understood that the plan does not consist of sitting at a desk and working it out by figures, or it will be foredoomed to failure. The human element must not be lost sight of. It should be entrusted to an ex-ecutive, possessing the determination to carry it through and with a well-balanced mind to administer it fairly. He should keep in close personal fouch with the employes, and the executive office should always be open for the adjustment of any complaint. "Above all avoid the appearance of philanthrophy or benevolence. Our peo-ple are kept posted as to how they are justly entitled to the bonus, and those that cannot show their ability to par-ticipate will have to go. In fact, the system is a natural process of elimina-tion and the ineficient of their own ac-cord, drop out and seek employment elsewhere elsewhere. ""The matter is educational and our

"The matter is educational and our managers are made to realize that it is not to let the salesforce work out their salvation. They are to co-operate and will be held responsible for the failure of their departments to fulfill

failure of their departments to fulfill our requirements. **Help Told of Plans** "We believe thoroughly in keeping our help acquainted with our plans. With this object in view we hold meet-ings each week and all our department managers and buyers are required to attend. Our business campaigns are dis-cussed, new plans and all matters per-taining to store routine and business welfare are taken up, so that our man.

taining to store routine and business welfare are taken up, so that our man-agers are in a position to carry them out intelligently and deal with any criticism that might arise from the rank and file of our employes. "We consider these meetings of prime importance to the store, as it enables us to obtain the co-operation of managers to carry out improvements. Your own experience, no doubt, brings to your mind plans which have failed to materialize because the right co-operation from your managers was lack-ing.

ing. "In conclusion, I would emphasize "In conclusion, I would emphasize that it is not so much the method, as the manner, in which it is carried out, that brings about success. I cannont thank the managing partner of the store, J. William Bowman, sufficiently for the manner in which he has helped along the plan, and his success in con-verting the discordant elements into warm supporters."

tonight. At least 1 hoped he would, an' yeve come?" Suddenly she broke out passionately: "On, ye must take e! Ye must: I haven't had a bit pleasure since live been here. It

not rest all might with you danch over there an mea prisoner over here." "Now, l'og" - he fried to begin "It's no use, i tell ye. Ye'e got to take me. Are you astanned of me be cause l'in ignorant? Are ye?" "Not a bit." replied Jerry beartily. "I's ma just the same at your age. used to senage at school and shirk at college unit i found myselt so far be-find fellows i despised that i was tashumed. Then i went after them tooth and nall unit i enight them up and passed them." <text><text><text><text><text><text><text><text><text><text><text><text><text><text><text><text><text><text><text><text><text><text><text><text><text><text><text><text><text><text> No. 25 South Fourth Street Directly opposite Union Station guipped with all Modern Improve-"Aren't ye me model?" "It's contemptible!" cried Ethel.