Imperial Oil Limited from Ocean to Ocean extends a full-hearted Welcome to Canada's Royal Guest.
Together

It does not need much effort of imagination to think of the word "together" as derived from three words, "to get there," for it is only when people work together or when any one person endeavors to have all his individual forces working for one definite object that the result in any way approximates the desired goal. Again consider the hard work concerns with whom you come into contact in the execution of your duties. Only those that pull together and in which all departments and all officials and employees are animated by the same ideas are able to register any appreciable measure of success.

You'll find he's all apart—all unhitched and scattered. His brain is unorganized; his will is no longer landlord over his body. He's "up in the air" and has no foundation upon which to build. But what a marvelous change takes place when this same man realizes his shortcomings and sets about getting his forces together and concentrates them on doing one thing at a time and doing it well. He's bound then to forge ahead and accomplish something real.

If you divide your forces and distribute your interests you immediately begin to lose your grip. Your problems will soon get you under and keep you there. As you draw your forces together you increase your power; you gain right on top of your problems. Big things are always done on the "together" plan; business achievement depends upon co-operation and concentration of effort.

To get "together" is "to get there."

Winning

It takes a little courage. And a little self-control. And some grim determination. If you want to reach a goal. It takes a deal of striving. And a firm and stern-set chin. No matter what the battle. If you are out to win.

There's no easy road to glory. There's no royal path to fame. Life, however we may view it. Is no simple parlor game. But its prices call for fighting. For endurance and for grit. For a rugged disposition. And a "don't-know-when-to-squit." —Anonymous.

Pay-Day

It cannot be denied that "pay-day" is an important institution and one viewed with great pleasure by everybody, but there is something truly pathetic about the man or woman for whom pay-day is a kind of "be all" and "end all."

Of course we like pay-days and we all look forward to them, but the greatest pleasure in pay-day is reserved for the one who pays more attention to his job than to the date on the calendar.

To make pay-day a kind of fetish, simply means that you are handling your job for the money it represents. You are a clock-watcher, filling in your time, following the line of least resistance and waiting — waiting — waiting — for pay-day.

On the other hand, if work is of first importance, if you love your work and feel impelled to strive to do your best, to improve and to endeavor to get better results day by day, to accomplish your work on time and without reference to any stipulated work hours, you are much better off.

This betterment will be twofold. First it is personal because your efficiency is increased; secondly his increased efficiency will most certainly bring an increased return in the pay envelope.

Pay-day is an important institution but don't be a counter of days or a watcher of the hours on the clock face. Give your job your full attention every hour of your work day and every day in your work week and you will find a corresponding increased pleasure in "pay-day."

Imperial Oil Exhibit

Imperial Oil Limited are arranging a very special exhibit at the Toronto Exhibition this year. We strongly recommend everyone connected with our Organization in and near Toronto and any who propose coming in from further afield, to make a point of seeing these exhibits.

Imperial Oil Exhibit

Twenty Years Ago

One of the regular features in the Port Huron Times-Herald is a column headed, "Twenty Years Ago Today," and in that column of their issue of Thursday, August 5th, we find the following paragraph that will be of more than passing interest to readers of the Review:

"Something of a novelty in the shape of two tank ships were at the Imperial Oil Company's wharf in Sarnia. These ships were built of steel and were for the purpose of carrying refined oil in ball. They took the first shipment of oil in tank ships from Sarnia to Montreal. There are very few people who would care to edit a similar column but letted, "Twenty Years Hence" nevertheless it is likely that a peep into the future would be as interesting as a review of the past in the oil industry.

Piping Crude to the Tanks.

The pipe lines leading from our storage tanks (some of which are a mile from the waterfront) to the face of the dock are twelve-inch pipes. As soon as a ship arrives and is securely tied up, we connect these lines to the pipe lines abord the ship. The hose is a steel reinforced rubber hose. This hose is capable of withstands one hundred pounds pressure when new, but after being used for some time, it will not safely carry more than sixty pounds. The responsibility for the safe delivery of the crude oil on the part of the ship's crew ends when the crude enters the shore lines.

As our plant is located on ground rising gradually from the sea level to a height of something 300 feet, there is a head pressure of eighty-five pounds in our pipe lines to pump against. This pressure is overcome by means of what we term "booster pumps".

The crude oil delivered at Ioco Refinery is principally Peruvian, and is delivered to us by tank ships. The capacities of the ships making delivery range from 44,000 to 125,000 barrels each, and it takes twenty-one days for a tanker to make the run from Talara, Peru, to our plant. These ships travel along the west coast of South America, the Isthmus of Panama and the west coast of the United States to Cape Flattery; they then enter the Straits of Juan De Fuca and proceed past Victoria and through the Straits of Georgia into Vancouver Harbor.

After the cargos are inspected by the Canadian Customs they proceed up Burrard Inlet, a distance of ten miles, to our dock. This dock will accommodate at low-tide boats drawing thirty feet of water.

Distillation and Separation.

Here it is distilled and the different grades of gasoline, naphtha and refined oil and distillate are produced, also lubricating stocks, gas oil and fuel oil.

The naphtha is separated from the other light oils by distillation and com-
The Imperial Oil Review

August

Mechanical Shop, Doco Refinery

distilled. A light fire is kept under the still to hold the body of oil at the desired temperature for producing the special grade of oil required.

Many Grades.

There are about fifty different grades of lubricating oil produced at this refinery. The most important ones are Imperial Polarrine, Imperial Polarine Heavy, Imperial H.V. Red Oil, Imperial Kerosene Tractor Extra Heavy, Imperial... (Continued)

The size of the containers in which the lubricating oils are marketed ranges from a half-pint can—which is the size of the Imperial Household Lubricant, to a 200-gallon tank car. The intermediate-sized containers are half-gallon, gallon, and four-gallon cans and 35 and 50-gallon barrels.

Fuel Oil.

One of the products from crude oil is the manufacture of gasoline, refined oil, and lubricating oil. This oil is a mixture of the different ingredients that can be turned into the grades of oil mentioned above. It is used for fuel in internal combustion engines.

Battery of Crude Stills, Doco

Imperial Gas Engine Oil, Imperial Atlantic Red Oil, Imperial Red M.E. Oil, these being used for the heavier classes of machinery.

We also make the lighter lubricating oils, such as Imperial White Neutrol, Imperial Yellow Neutrol, Imperial Household Lubricant, Imperial Standard Hand Separator Oil, Imperial Diamond Paraffin, Imperial Polar Machine, Imperial Ice Machine, motorcycle oil, and many other grades which space will not permit us to mention.

These oils, after being finished in our treating and finishing plant, are tested by our laboratory to see that each conforms with the specifications for them. Some oils must carry a certain gravity, flash and viscosity, and these and viscosity often being the most important of the requirements.

Each oil is produced for a particular class of work and is intended to be used on some particular kind of machinery. Unless, therefore, it carries the proper flash and viscosity, it may not prove as satisfactory as we would like, and we are particularly careful to see that all lubricating oils are up to the requirements laid down to make them good for distribution under Imperial Oil brands.

When these oils are found to be finished and up to requirements in every way, they are delivered to the shipping department, filled into cases, barrels and tank cars and sent out to the trade, wherever machinery may be, in British Columbia and Alberta. Some of our lubricating oils find their way as far west as Halifaux, which speaks well for our record and quality.

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For fuel in furnaces under boilers and, in general, for any other purpose for which ordinary fuel such as coal, coke or wood is used. This oil is usually delivered to the market from this plant in tank cars, but we do make some in barrels and tank cars.

As our plant is located on sloping, irregular ground, great care was used in designing the different departments and, as far as possible, gravity is utilized in transferring oil within the refinery, as well as in delivering finished products to the shipping department, which is located at the water's edge.

Most lubricating oils, however, by virtue of the physical characteristics which make them valuable, cannot be handled by gravity and we are compelled to pump these, exercising great care to see that they are handled in this way without deterioration from external causes.

Large Variety of Containers.

The sizes of the containers in which the lubricating oils are marketed ranges from a half-pint can—which is the size of our Imperial Household Lubricant, to a 200-gallon tank car. The intermediate-sized containers are half-gallon, gallon, and four-gallon cans and 35 and 50-gallon barrels.

Refined oil is usually sent to the trade in four-gallon cans, 25-gallon barrels, tank cars and, in some cases, we even make deliveries in tank ships, delivering as much as 25,000 barrels at one time.

Gasoline and engine distillate is sent out to the trade in the same way as refined oil, the smallest containers being the four-gallon cans.

The largest ship by which we have made a consignment of refined oil and gasoline from this plant was the S.S. "Imperial," which has a capacity of 25,000 barrels. Shipment was to our station at Victoria and Prince Rupert, and other points on deep water where the market is large enough to warrant deliveries by bulk, are made by tanker steamers.

The balance of the British Columbia field, as well as a large portion of the Calgary district, is supplied by tank cars, while the immediate vicinity of Vancouver is supplied by case, barrel and tank-car shipments.

BATTERY OF CRUDE STILLS, DOCO

The importance of crude oil in the manufacture of gasoline, refined oil, and lubricating oil is evident. This oil is a mixture of the different ingredients that can be turned into the grades of oil mentioned above. It is used for fuel in internal combustion engines.

There are about fifty different grades of lubricating oil produced at this refinery. The most important ones are Imperial Polarrine, Imperial Polarine Heavy, Imperial H.V. Red Oil, Imperial Kerosene Tractor Extra Heavy, Imperial... (Continued)

Mr. Stillman, impressed with the business-like appearance of the refinery, began to examine it thoroughly. He found it to be well planned and constructed, and was particularly interested in the efficient methods of operation. Mr. Stillman had been in the business for many years, and he knew what he was looking for. He was impressed by the efficiency of the refinery, and he wrote a letter to the President of Imperial Oil, expressing his admiration for the facilities and the methods of operation. He recommended the refinery to his clients as a model for others to emulate.

Mr. Stillman's Report.

In a letter written by the President after his visit to Montreal, the following paragraph was included:

"I have just returned from Montreal and I was very much pleased indeed with the appearance of the refinery. The yard was particularly well kept and the flower beds and shrubbery had a thriving and luxuriant appearance."

Mr. Stillman then went on to say that all the buildings and equipment were in good order, repairs appeared to have been well looked after and that the general impression he had gained as a result of his short visit was that the whole plant was working with precision and business-like efficiency and that every rational economy was being exercised.

President Visits Montreal East

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GOOD BALL PLAY AT IOCO

Tennis and Rowing Also Figure in the Athletic Programme.
By Mr. L. G. Popham. Review Correspondent, Ioco, B.C.

Baseball is very popular at Ioco this year. The fans are proud of their local team, who are doing well in the Decouvere Triangle League in which they are entered in an endeavor to bring the pennant to Ioco.

The commencement of the season, prospects were not very bright because the continual growth of the Ioco plant demanded that we abandon our baseball field in favor of the development of plans requiring the erection of new buildings and tanks on the ground previously used as a field. For a time, it certainly looked like no ground—no baseball, because open space around Ioco is at a premium.

When you learn that it eats over $500,000 an acre to keep this kind of ground in good condition, you readily understand the situation. The loss of our only playing field was very disappointing.

However, our Superintendent is a baseball fan and a strong supporter of all our sports and recreation of the kind to which the Plant Manager and Bill Tremaine are a very efficient umpire.

With the exception of two players our team is made up of employees who have been at Ioco Refinery from 3 to 43 years, and most of the employees mentioned above will be known to Review readers who have visited the Ioco Refinery already.

Recently the Ioco Office played the Filling House team, and there was a great deal of interest and excitement, owing to the players on both sides all believing that this would be the pennant. The teams played well, with the score of 11 to 2, since when the Filling House team have not been heard from.

The Office immediately received a challenge from the Yard, and another good game resulted, but this time they were not so successful, having to admit defeat by 15 runs to 9.

The Ioco Tennis Club Tournament has commenced and promises some exciting games for the possession of the Little Cup, donated by Mr. M. O. Stiffman.

The Cup was won last year by Mr. H. J. Cameron, who is under a handicap this year, not having played much tennis owing to his energetic work as captain of the baseball team. It looks as though this year his final will be between Assistant Superintendent Humphries and Lacey Fisher, but there are some dark horses still in the running.

The most talked-about of recent matches between Fred Boyden and Tom Purvis has not yet taken place. When it does take place there will surely be something worth recording in these news items from Ioco Refinery.

CAPTAIN CAMERON

Bill Tremaine is our official umpire.

A Glorious Day.

The weather was a glorious day—it wasn’t too hot and it didn’t rain—it was a really splendid day, as Canadian pleasantries go. Mr. William McQueen, who is editor of the local paper, came to Ioco to enjoy his day off.

When the word was given the Mechanical men dropped first, and the Ioco Boys stepped off with a good start. The game was never quavered. It was a muscle-racking pull—it seemed at times as if some man would collapse but none did, and the Mechanical men were never sure that they were in the lead because they were quick in the drop.

The Baby Show.

The baby show was a dandy. Alex McQueen and Dr. Strachan were the judges and when they faced 36 babies and about 250 visitors with looks on their faces that meant awful things for the judges if any false bonitas were tried, Dr. Strachan looked for a while as if he were praying for wisdom from the Universe and Alex was heard murmuring, “I wish I was back in Peru or on the Ecou in I know I was.” But they found the first prize in the arms of Mrs. Show. Alex was his very true self and Alex McQueen cupped his pocket and said, “$25.00 every one other.” Everyone was pleased, everyone was pleased, for being Scotch, he finds it more pleasing to give than to receive and in this time he had both pleasures, that of giving and that of getting. He gave the prizes and he got the blessings of thirty-three mothers.

Mr. Archibald was back in Nestor for the ball and looked as if he regretted ever leaving Nestor. It was a good day for Imperial Oil—but it was also a good day for the country, for these are the things that make humanity better.

Mr. Gilchrist and Tom Montgomery seemed to enjoy it everywhere at the same time and they and their splendid committees left nothing undone. Everybody voted it the best day Nestor has ever had.

The Prize Winners.

The following is the list of prize winners:

30 yards, boys 7 and under—Harold Chambers, 8 Frank Robinson, 3 Nelson Allen.

30 yards, girls 7 and under—Sadie Brown, 4 Elizabeth Bell, 5 Harriett Jancey.

120 yards, boys 8 and under—Alex Haines, 2 Charles Lebel, 3 Rosario Vigena.

100 yards, girls 8 and under—Billie Currie, 4 Daisy Smith, 3 Honora Driscoll.

15 yards, girls 8 and under—Mary O’Conner, 2 Violet Flett, 3 Nellie Gordon.


Potato Spear Race—1 Agnes Tripp, 2 Elizabeth Currie, 3 Margaret McManus, 4 Needle and Thread Race—1 Miss Carleton and E. T. Fox, 2 Mrs. Parker and Ed. Hewitt, 3 Mrs. George and Mr. Brown.

Standing Broad Jump—1 L. Cameron, 2 R. McCallister, 3 H. Step and Jump—1 L. Cameron, 3 R. Haines, 2 Ralph McLaughlin, 3 Ernest Williams.

PICNICS AT SARNIA AND TORONTO

Lake Huron Park and Island Park were the favored spots.

What a day it was! How very everybody seemed, and not a single thing to mar the gladness from beginning to end.

The Sports.

Bill Nelson was clerk of the course, and it was worth the whole price of admission to see Bill work, keeping the crowds back, shooting orders, busting things along, and all the time as good natured as a human kitter. There were two events that stood out prominently—the tug-of-war and the relay running.

The tug-of-war came first—ten men on each side, and such men—"plants"—clean, perfect specimens of God’s handiwork—nothing to pick from as far as looks were concerned.

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Standing Broad Jump—1 L. Cameron, 2 R. McCallister, 3 H. Step and Jump—1 L. Cameron, 3 R. Haines, 2 Ralph McLaughlin, 3 Ernest Williams.
1. Some of the senior Directors and partners of Imperial Oil Limited at the St. John's Baby Show.
2. On the beach at Lake Houe Park.
3. Spreading the mustard.
4. Five-star chef.
5. Three-legged race at Selkirk Park.
6. Personnel taking a dip.
7. The two top-of-the-morning at Selkirk.
8. Photographing the winner.
9. The exciting moment at the St. John's race.
11. A sportsman.
12. The 'destruction song' at the
13. The winner in the girls' race.
14. Pick the winner—department heads and superintendents.
15. The Imperial Oil speedway.
16. The Imperial Oil picnic.
17. The senior
18. The panoramic view of the Imperial Oil Picnic, Island Park, July 13, 1919.
SARNA INDUSTRIAL REPRESENTATIVES MEET

SPLENDID HARMONY MARKED THE MIDWINTER MEETING.

THE delegates at the Sarnia Refinery decided that their July meeting should be something special, marking the end of the first six months of the Industrial Development Plan. The Industrial Development Plan, which has been adopted by the Company is established on the principles of the International Labour Organization. It is designed to bring about the minds of all present that the idea of this Industrial Development Plan was not a question of wages only, but was a much bigger question. It was expected that in carrying out the plans both the Company and the men would aim to see not how much each could get for themselves, but rather what each could do for the welfare of the others.

As the question of a general picnic for the employees had been mooted, Dr. Strachan expressed himself as highly in favor of such a proposition and emphasized his idea that this picnic should be as much for the wives and children of the men as for the men themselves.

A Message from the Delegates.

After Dr. Strachan had spoken, delegate Richards was requested by delegate Hamilton, that a vote of thanks be extended to Dr. Strachan for his remarks and that he would wish to back a message to the Directors of the Industrial Commission, asking for the assurance that all the men be treated with the same degree of care. This was carried unanimously.

Pencil plans were then proceeded with and the rest of the duty was taken up appointing committees and getting ready for the next session, the story of which is told in another column.

Before the meeting closed kindly and heartfelt reference was made to the passing of Richard Robinson, the oldest employee in the Company and respected by all.

A Valuable Member Lost.

On motion of delegate Milton, seconded by delegate Hamilton, this resolution was passed: That, in the death of Richard Robinson, this committee has sustained the loss of a very valuable member. Mr. Robinson was one of the oldest employees in the Sarnia Works and, due to his loyalty and kindly disposition, was highly esteemed by the Company and particularly by his associates. It is the feeling of this committee, that it will be a long time before we fail to realize the loss we have sustained, and we would suggest that a copy of this resolution be forwarded to Mr. Robinson’s widow.

A Good Meeting.

It was a good and comfortable meeting, and the company was con gratulated on having such a splendid lot of men around him, and the men are no doubt very happy in having a superintendent who can preside with such good tact and who takes such a kindly and personal interest in all his men.

Mr. R. J. Bennett

After an absence of a little over a year, Mr. R. J. Bennett is back at work with us in the Marketing Department. We all welcome Mr. Bennett on his safe return.

Mr. Bennett left on June 7th, 1918, and enlisted in the U.S. Navy. After six weeks in training camp near New York, he was transferred to a sub-chaser that was doing excellent work off the New York and New Jersey coast. After getting two days rest in charge of the U.S.S. Harborage, he returned to New York, Liverpool, Southamption and Brest.

Mr. Bennett says but little regarding his experiences, but he has admitted that on two occasions his ship came very near colliding with mines that were adrift from their moorings.

Mr. Bennett was transferred to the reserve on June 13th, and on July 15th, after a short holiday, took up his duties in charge of the sales of oil-burning devices, tanks and pumps.
THE ENGINEERING DEPARTMENT PICNIC

NOTHING OCCURRED TO MAR THE DELIGHTS OF A PERFECT DAY.

Following a custom begun only last year, our Engineering Department at Sarnia held their second annual picnic on the 11th of June, 1919. Excitement ran high. Perhaps it was greater during the preparations than at the picnic itself. We would not wish to say; there was plenty of it during both. But to get on with our story, we might as well begin at the beginning.

It would be difficult to say who developed the picnic feeling first; it seemed to hit several of us at about the same time. But Norris got the first articulate expression. "It's about time we were planning that picnic," he said.

Preparations Begin.

We all must have had the same feeling, for we were off like a pack of hounds on a fresh trail and nothing would do but to have a meeting instanter to settle the whole affair.

"Would there be steak?" "Should it be smothered in onions or swimming in brown gravy and m us a h r o m ?" "Should we have strawberry shortcake?"

To make a long story short, committees were appointed — Ace to prepare the menu, Violet to look after the lunch, and Norris to provide transportation.

Not the least important part of our preparations was the allotment of the "eats." Not who should eat them (for of that there was no doubt), but what each should bring. Violet soon learned that there was a strong predilection for potato salad, so that was easily settled; but when each of the married men claimed first place for his wife as a salad mixer, the problem became most difficult. However, an amiable solution was found without resorting to arbitration.

The next knotty problem was the mushrooms. It developed that they were exceedingly scarce. A diligent search, however, revealed what we are sure must have been the last two cans in America.

Then to add to our troubles came the answer, "No, girls, these berries will do, the strawberries are all out."

Arriving at the rendezvous, the men busied themselves with the fire and the women spread the lunchcloths and brewed the tea.

This was the time when our camera men, Messrs. Montgomery, Norris and Audrey got busy. Like real camera men, they were certainly on the job, for as "Milt" said, "Every time I turn around I find one of those darned things aimed at me."

A Delightful Repast.

And now when all hid fair to success, a dark cloud burst. Was it rain? Oh, no! for the sun shone brightly.

Our cook made no appearance and we were in despair for a substitute; when, at three o'clock, Miss Clark heard of our troubles and volunteered the necessary assistance and our preparations were complete.

Norris succeeded in rounding up enough cars to take the "gang" to the picnic grounds on the lake shore, and we finally got away shortly after four, looking much like a band of wandering gypsies.

The Cook Defaulted.

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Mr. W. W. Oswald Resigns

Mr. W. W. Oswald, District Manager at Montreal and a director of Imperial Oil Limited, has resigned and left to take up important work in France.

Mr. Oswald has spent many years in the petroleum industry abroad and before returning to Montreal was for some time in London, England, where he was chairman and managing director of the London and Portuguese Petroleum Company, Limited, and the Lagoam Oil Company, Limited.

The loss of Mr. Oswald is very much regretted by his associates on the Board, but the new field offers immense opportunities to a man of his ability and experience.

All friends and business acquaintances of Mr. Oswald unite in wishing him every success in his new sphere of activity.

Imperial Oil Golfer Represents Canada

Mr. Fred G. Holdtizel, of the Treasurer's Staff of Imperial Oil Limited at Sarnia, was selected by the Committee of the Royal Golf Association to be a member of the team to represent Canada in the International Golf match with the United States, held at Hamilton on July 30th. Mr. Holdtizel was placed on the Canadian team through his splendid showing in the recent Amateur Golf Championship contest on the Lambton links at Toronto. Although he was eliminated from the contest before the finals he was frequently spoken of as a possible Canadian champion. During the contest, the Toronto Globe had the following to say of Holdtizel: "He is the great dark horse of the tournament. He is what one might term a 'quiet player'; he says little, just plays golf and gets there all the time."

Though the Canadian representatives were beaten, they were in no way disgraced. The Americans carried off the honors in both morning and afternoon events, winning all five matches in the four-ball contest and seven of the ten singles in the afternoon.

One of the victorious Canadian trio was Mr. Holdtizel. He showed power and direction in his drives and beat Mr. W. C. Fowkes, of Pittsburg, captain of the American team, three up and one to play. His afternoon score was 74.

THE MENU CARD

Do you wonder at the efficiency of the "distracting gang"?

THOUGH YOU CANNOT BE BETTER THAN THE BEST
HOW VANCOUVER WEATHERED THE STRIKE STORM

EFFICIENCY OF IMPERIAL OIL SERVICE FULLY MAINTAINED THROUGH LOYALTY OF EMPLOYEES.

BY DISTRICT MANAGER C. M. Rolston, Vancouver, B.C.

We feel very much like an inventor who labors for years on his plans and schemes and which from a theoretical standpoint he had perfected, so that it only remained to be seen how his invention would work out in practice. It is in the practical test that so many of these would-be world-renowned inventions fail.

After a number of years of cooperation and a close fellowship with our employees, which has given us the reputation of being our large happy family, we were suddenly brought face to face with a very severe and practical test of our labor. The theories and the loyalty of our employees. In Vancouver on June 3rd, the call went out to all organized labor that they were immediately to cease using their tools and go out on strike in sympathy with the Winnipeg strikers. We had in our Vancouver City organization quite a number of union employees and this call caused a great deal of excitement in watching what the result of this call would be so far as our men were concerned.

Imperial Employees Loyaltal.

We were very closely in touch with each and every one of our employees and thought we thoroughly understood their feelings regarding the Company, but we did not know how far their loyalty to the Imperial Oil would avail in the actual test.

We were indeed pleased to find these men with one exception standing staunch in defense of a Company that has treated them as fellow-men and parted a personal share in their welfare.

Surely those who command the greatest amount of admiration from our Company are our teamsters, chauffeurs and truck drivers. These men were met on the streets by bands of strikers. At almost every turn delegates were sent to them; threats were made against them. Yet, through it all, they remained firm, never refused their striking time for a moment, and never did their work in an unusual efficient and satisfactory manner.

Special Protection Given.

Perhaps it will be more readily realized what a strong hold Imperial Oil Limited has on employees through years of just treatment when it is stated how brave these employees were; when we say that it was necessary for their personal protection to have the horse-drawn wagons followed through the streets by policemen on horseback and the motor trucks by policemen on motorcycles, whose sole duty it was to protect these men and see that they were not molested by groups of hostile strikers. Another feature which added color and excitement to the situation was the fact that the city officials thought it advisable to keep our plant constantly guarded night and day with both plainclothesmen and uniformed police.

The only man we had in out in answer to the command from the labor unions did so after remaining at work for twenty-four hours past the time set for the general walkout. This employee could not resist the jeers of his fellow union members and left his Oil Limited hat, his heart felt regret and trampled in his eyes.

A Splendid Spirit.

It was indeed gratifying to meet and talk with the men during the four days of the Vancouver walkout through this general strike. While the general impression prevailed that our men were going to stick to their work in spite of all outside pressure, at the same time the volunteers, which had to fall in vacancies that might take place on account of the union members not calling, were more than we had any possibility of our requiring.

The spirit seemed to prevail among our men that it was an absolute insult to them—Imperial Oil employees—to be dictated to in their work by a few men and for them to do their work in their usual efficient and satisfactory manner.

The word "Service" (with a capital "S") has been very much overworked these past few years. There are several kinds of service, such as public, military, battery, "R.W. Service," and Imperial Oil Service, but the real, unalloyed, hundred per cent. service that brings back returns, is the service that is given with an unalloyed motive behind it; service that is based upon the Golden Rule and rendered for the pleasure there is in it. All Imperial Oil Limited employees, once they become insatiable with this spirit, will find that giving service comes as second nature to them.

The real test of the quality of service comes when a particularly inconceivable piece of work has to be done, but the Imperial Oil Limited man or woman will do it willingly, with a smile, thereby giving an object lesson to the party or parties receiving the service, by indisputably impressing upon them that the Imperial Oil Service is not an inanimate phrase. It is backed by an organizations and puts like energy into the words, making it something of which one and all others, as well as ourselves, can be proud. This service is also something for all to emulate; it is an incentive to everyone to try to do just a little more than is expected of them.

TOMORROW WILL ALWAYS BE A BETTER DAY

CORPORAL WILLIAM GARVIN

IF WE LIVE RIGHTLY TODAY AS IT COMES TO US
In unison with all parts of the Dominion of Canada, Imperial Oil Limited joins in according a generous welcome to the heir to the throne of Britain and her overseas Dominions.

We welcome him because of his traditions. His royal father has stood for the best things in an empire which, while kingly in name, expresses the very heart of democracy.

We welcome him because of his future. The young Prince must some day bear the responsibilities of kingship, and we hope for him that he will bear them according to the highest traditions of the British race.

We welcome him because of himself. The Canadian boys with one voice voted him a "good scout." Not lightly did he receive the heritage of his fathers, which had been passed on from sire to son for many generations. When he became Prince of Wales, he accepted not only the high honor, but he began at once to assume the responsibility. The motto on his crest is very simple, but it is very great—"I Serve."

"He that will be great among you let him be your servant," and the few years he has been in public life, he has been exercising his gift as an "Imperial" servant. Is not that the idea behind "Imperial?"

May we not be reminded, as we tender a welcome to the Imperial Prince, of our own duty as members of Imperial Oil? We, too, have a responsibility which can be summed up in one word—"Service"—Service to the Community; Service to the Dominion; Service to the Empire.

Let us not forget that the law of the highest is the law of the lowest—"He that would be great among you let him be your servant." He that would be promoted must show himself a true servant.