Industrial Representation Plan
Elected and Selected Delegates
1919 Councils at the Imperial Oil Refineries

SARNIA REFINERY
ELECTED DELEGATES
Tom Noble
Fred Yalden
Bert Ranney
James Patwitt
Wm. McCandless
E. Allen
Arthur Downey
B. Callum

SELECTED DELEGATES
Thos. Montgomery
Arthur Kirkby
F. Napper
Dick McLainson
Wm. Lambert
J. Knight
G. Mitten
P. Strachberry
J. Hampton
Geo. Richards
R. Miles
J. Burns
H. Walmis

HALIFAX REFINERY
ELECTED DELEGATES
Chas. Lucas
Geo. Wilkins
Harry Murphy
Fletcher Kemp
Hart Bebele
Albert Swinehamer
W. C. James

SELECTED DELEGATES
Mr. O'Neil
J. Aird
F. Constable
A. Hart
F. Whiteing
W. Cameron
D. Dean
J. Wight
G. Clark
J. Brown
W. Rollock
W. McCulrop

MONTREAL REFINERY
ELECTED DELEGATES
W. DeGrady
A. Manion
R. Courtney
H. M. Prinsep
C. Mounsters

SELECTED DELEGATES
D. M. Allan Jr.
J. L. Finley
T. W. Creelman
J. B. Wright
C. Aten
R. Frayne
E. J. Sneath
J. L. McCarty
E. Therrien
C. W. Bryant

REGINA REFINERY
ELECTED DELEGATES
T. Bennett
A. Gertler
D. MacKinnon
W. A. Thomas

SELECTED DELEGATES
R. W. Townsends
Fred Walter
Harvey Purdy
Geo. Dunbar
R. B. Dempsey
M. Cairns
W. F. Mahoney
W. T. Currie
Kalayt Neil

JOGO REFINERY
ELECTED DELEGATES
C. R. Morrison
F. Simpson
J. W. Hersey
F. Hivill

SELECTED DELEGATES
O. B. Sutton
E. Cameron
P. H. Longley
Chas. G. Cliver
H. Kemp
R. McColl
C. Carter
L. Brown

THE IMPERIAL OIL REVIEW
The purpose of this publication is to provide employees with a medium in which their opinions, suggestions, and activity may be expressed and to disseminate information of possible interest to all employees. Subscriptions are available at a nominal cost and are sent free to employees in the home office. Published Monthly by IMPERIAL OIL LIMITED Imperial Oil Building Toronto January 1928

Volume 4 Number 1

Industrial Representation Plan
All of the Imperial Oil organization can look back with satisfaction on what was accomplished under the Industrial Representation Plan during the past year. The end of the first twelve months shows the Plan working smoothly and effectively everywhere. As the greater number of members of the Imperial Oil Organization are located at the refineries, local councils were first organized at these points and the Plan first put into effect there. When all refineries had been organized under the Plan, the question of the various warehouse in the marketing division was started. All of the warehouse staffs had not yet been organized but the work is progressing favorably and all warehouse staffs will soon enjoy the advantages of working under the Plan.

The interest shown by all Imperial Oil members where councils have been organized is very gratifying. This interest was clearly demonstrated in the recently held election of delegates to hold office during the year 1920. At these elections all the qualified members, almost without exception, exercised their right to vote. One refinery reports that one hundred per cent. of the qualified members cast their ballots at the election held a few weeks ago.

During the year there were seventy-eight joint conferences. At the five refineries, three hundred and three questions were brought before these conferences and satisfactorily settled. Complete minutes of all proceedings are made in duplicate. One copy is filed with the secretary of the local council and is open at all times to the inspection of those interested. The second copy for the inspection of the

Annunities and Benefits Plan

Review of Work and Progress During 1920

Everyone in the Imperial Oil organization will be interested in a review of the work done during the past year. The Annunities and Benefits Plan instituted a year ago, finished twelve full months of operation on December 31st, 1919. There are three distinct departments: Insurance, Sickless-ness Disability, and Annunities. The Work done in each of these is briefly outlined below.

Insurance
Under this department all of our employees who have spent twenty months continuous service in the company become insured for amounts from five hundred to two thousand dollars, according to each employee's earnings and length of service. On December 31st, 1919, there were three thousand five hundred and seventy members under insurance, the total amount of insurance being two million, four hundred and eighty-four thousand, six hundred and thirty-nine dollars.

During the year thirty-two of our employees died and through the operation of our death benefits plan, their families were benefited to the amount of twenty-two thousand, four hundred and thirty-five dollars.

Apart from the insurance carried under our plan, the sixty-two families to which death entered received insurance amounting to thirteen thousand five hundred and fifty-four dollars.

The average amount of insurance under our plan is seven hundred and eleven dollars. This is due to the fact that hundreds of our employees completed twelve full months of service during the year 1919, and were, therefore, eligible for the minimum amount of insurance, five hundred dollars, only.

Under our plan, every Imperial Oil employee is entitled to insurance without regard to age or physical condition. Many Imperial Oil employees insured under our plan would be unable, because of age or other causes of insurance disability, to obtain insurance in

Canada 1920
any "old line" company in the regular way.

The amount of insurance is not paid in one sum to the families which death entered, but is paid in twelve monthly installments over what we call the period of re-adjustment.

Annuities

Thirteen of our employees were put on the annuity list during the past year. The following figures regarding our annuity plan will be of interest to our readers.

Average age of annuitant was 65.3 years.
Average service of annuitant was 28 years.
Average annuity per year was $663.62.
Average annuity per month, $52.79.

The Board of Directors of Imperial Oil Limited have passed a resolution, effective January 1st, 1939, that all annuities shall be based on the average salary for the preceding five years instead of the preceding ten years, as formerly. This will make a welcome increase in the annuities that will be received by some of our employees.

Sickness Disability

A complete report of activities in this department is not available at this time, as all sickness disability payments have not yet been tabulated. The reports now available, however, show a big percentage of the amount of sickness paid in 1938.

According to these reports, a total of one thousand four hundred and forty-one dollars and seventy-three cents was paid out under our sickness disability plan to members of the Imperial Oil Organization during 1938. The total for refunds was eight thousand one hundred and fifty-three dollars and eighty-six cents.

The total cost for the policy year 1938 was one thousand five hundred and fifty-six dollars and fifty-eight cents.

The report shows a total of two thousand one hundred and fifty-five dollars and eighty-five cents for sick benefits at the various stations of the Marketing Division and twenty-six dollars and fifty cents for accident benefits in this same field. The total for these new people may be considered as temporary help and their connection with our company was ceased at the various construction jobs on which they were engaged.

As a whole, the record of terminations compares very favorably with the record for the previous years. From the reports of local councils and expressions from many other members of Imperial Oil Limited, we know that more than ninety-nine out of every hundred of what we may consider our permanent organization, are well satisfied with their present connections and their future prospects with our company. This is a testimonial to our Annuities and Benefits Plan and to the Industrial Relations Plan. Through the development and the progress of both plans the vastly greater efficiency of both will be increased during 1939, and beyond question, the percentage of terminations will be still further reduced during the present year.

Accidents

The record of expense reported for 1939 shows that one thousand eight hundred and twenty-three dollars and thirty-four cents was paid out to Imperial Oil employees, but this is by far the lesser of the expense of these accidents. The work of this expense is not included in the above report.

Our 1939 accident record is regrettable. Our company is doing everything possible to eliminate the serious effects of accidents such as equipping First Aid kits in all the buildings and the expense of these accidents. The work of this expense is not included in the above report.

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Season Opens in November

The open season for this brand of sport commences usually about the first day of November, but this year it is beginning to become fairly heavy and therefore marketable.

The first day prior to a planked hunting is to see that the dogs are in good shape and, to use an old phrase, "sound in mind and limb." In this connection the care and training of dogs is extremely important. The system we have adopted for training our dogs to stand the endurance of a long run is to allow them to trail behind a good team of horses attached to a buggy for a distance of ten or fifteen miles. This exercise should be given at least twice a week.

Our Hunting Ground

Here we find hundreds of cattle grazing and we proceed to scour through the low brush expecting that any moment a wolf will jump up. We are not successful, however, in locating one in the brush, but when we come up within half a mile of the hills we see two standing broadly between the cattle and the hills.

Now the real business begins. We drive our car back in the opposite direction so that we can get around between them and the large cut backs, in which direction they would certainly make us to become aware of what we are doing.

Without much difficulty we accomplish our purpose and succeed in cutting off their retreat to the nearest side of the "Muddy." Their only way of escape now is to outrun the dogs to the far side of the flat, a distance of about one mile and a half.

We commence our drive towards the east, which has separated from its mate and continue leisurely until we are within a distance of about five hundred yards.

The End of the Chase

By J. E. S. Coghill, SASK.

The END OF THE CHASE

A REMARKABLE EXAMPLE OF TEAM WORK.

OUR WOLF HUNTING IN SOUTHERN SASKATCHEWAN

IMPERIAL PRODUCTS SPEED AUTO ON A STRANGE CHASE.

BY M. J. A. MORRIS, AGENT, REGINA, SASK.

IMPERIAL Oil Review

January 1939

WOLF HUNTING IN SOUTHERN SASKATCHEWAN
The Real Chase Begins

The wolf now starts off with a slow trot and we immediately release our concealed dogs. The dogs run to the front of the car and looking straight ahead the way we are going quickly spot the wolf. Straightway they get down to business and the real chase begins.

Our wolf, having become aware of our intentions, has turned towards the hill and settled down to a swift pace.

The air is full of yaps and yells. The dogs need little encouragement. We turn on the gas and follow them over the rough prairie. The car jumps dips and washouts, but they all escape our notice. For the time being, the excitement of the chase holds us in its grip.

Finally, the dogs close in on their quarry and while there is yet another half mile to go before the cut banks are reached, the first two dogs are right at his heels. Sweeping quickly, the wolf gains at least ten yards but they quickly close the gap again. This time there is no mistake. A beautiful fall is taken out of our prey.

He immediately regains his feet and starts out again but he is too late, our killer has arrived on the scene. The latter makes no mistake the first time he recognizes his wolf. They both go over together in a heap and the other two dogs, watching their opportunity, join in the fray and very short work is made of our entertaining friend.

CARLETON PLACE is one of the oldest towns in the Ottawa Valley. It is situated on the Mississippi River and the C.P.R. transcontinental line passes through it. The mills now operated by Bates and Innes Limited, were built about fifty years ago by Mr. McArthur, a merchantman of the Carleton Place and Bracebridge, who continued to run the mill for the production of fine woolens for men's wear. Later the mills were sold to the Canada Woolen Company who also operated the Hawthorne Mills in the same town and who immediately made extensive improvements to both plants.

Eventually the Canada Woolen Mills in Carleton Place as well as at Hay of the Markham and Hamilton, closed down and were idle for four years. Messrs. Bates and Innes bought the Gillies mill in 1906 and transformed it into a knitting mill.

Since then progress has been steady until at the present time the mill employs about 250 hands and is one of the main industries of Carleton Place. The mill is lubricated throughout with Imperial lubricants and we are informed they give every satisfaction.

Mr. J. E. Hands

Mr. J. E. Hands of the Toronto accounting office has resigned after twenty years of service. He has many friends and former co-workers join in wishing him success in his new field.

VICTORY LOAN CAMPAIGN, 1919

Final Results from our Refiners

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<th>Per cent of Employees</th>
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* Includes Marketing Department
HEARTY WELL-WISHES

FRIENDS AND ASSOCIATES DO HONOR TO RETIRED SECRETARY-TREASURER MCKEE

Mr. W. T. Mckee, who recently retired from the position of Director and Secretary-Treasurer of Imperial Oil Limited, continues to be the recipient of tokens of esteem and good wishes from his friends and former associates.

Not the least among the tokens that Mr. Mckee has received, is a gold watch and chain with gold penknife pendant. Both chain and watch are engraved with Mr. Mckee's initials and, best of all, inside of the watch case are the engraved words, "W.T. Mckee, Secretary-Treasurer, Imperial Oil Limited, December 31st, 1919."

A beautiful gold locket engaged with a fraternal emblem and set in diamonds was given to Mr. Mckee by the employees of the Toronto Division of the Accounting Department.

The Banquet

A banquet (we were going to say farewell banquet) but it cannot be called this, because Mr. Mckee says he will not leave us for some time yet) was given by the headquarters of the Toronto office and other friends of Mr. Mckee on January 16th. Not all of Mr. Mckee's friends and associates could attend. Many whose absence was a surprise, sent telegrams and letters and others who could not were asked to thank Mr. Mckee's accomplishments in various lines of work and in various localities during his forty-five years in the oil business. Among these were messages from all of the Imperial Oil Directors.

The letter received from Walter C. Teagle, who was a close business associate and a personal friend of Mr. Mckee for many years, will illustrate the nature of the many messages that flooded the table before Toast-master Lown.

Mr. Teagle's Message

In part, Mr. Teagle's letter reads:

"Only the fact that another important dinner falls on the same day prevents my presence at the gathering in Toronto in honor of Mr. Mckee on the evening of January 16th. While I am thereby denied the opportunity of the verbal expression of my appreciation, I will appreciate it if you will convey to Mr. Mckee my congratulations on this significant milestone in his career. He may well have reason to be satisfied with the fruits of his efforts.

After recognizing a few of the incidents of Mr. Mckee's career, the letter finishes up by saying:

"His record speaks for itself and I know that his many friends all regret the decision on his part to cease active work. He needs no exalter—his loyalty is well known. I can only add the hope that in his years of ease, he will make as good use of his playing time as he did of the working years. He leaves his work held in the highest esteem by all."

An Interesting Incident

One of the most interesting and impressive of the evening's incidents, occurred when Toast-master Lown handed to the guest of honor a beautiful basket of roses which had been sent by the Imperial Oil girls whose names follow:


After Dinner

Dinner over and smoke drawing well, the Toast-master gave a brief account of Mr. Mckee's business career. He closed by referring to the kindness and consideration for his associates as well as the ability that has characterized Mr. Mckee's work wherever he has been. He noted what was in the minds of all, the regret with which his friends and associates saw Mr. Mckee giving up active duties and as a final act asked Mr. Mckee to accept from them a suitably engraved gold cigarette case.

Mr. Mckee, in thanking the meeting for the remembrance and expressions of good-will, spoke briefly of the important events in his career and said that all of his years in the oil industry, some had been spent more enjoy-ably than those spent with Imperial Oil Limited.

Mr. Mckee, Mr. Polley, Mr. Archbold, Mr. Griggs and others recounted incidents of their contact with Mr. Mckee and united in tribute to his sterling character and to the loyalty to all those who served with and under him.

His Career

Mr. Mckee was first connected with the Octave Oil Company, producers, refiners and transporters of petroleum, so that with the exception of marketing, he has had experience in every branch of the petroleum business.

In 1888 he went to the Continental Oil Company, Denver, Co., as chief accountant, and from there in 1896, he entered the New York auditing force and was assigned in 1899 to assist Mr. H. D. Reed in taking over the old Imperial Oil Company of Montreal.

In 1901 he went to Cleveland with Mr. W. C. Teagle, now President of the Standard Oil Company of New Jersey, and after four years went back to Chicago.

Mr. Mckee came to Canada in 1911 when he was elected as Director and Secretary-Treasurer of the Imperial Oil Company.

Here he remained until the present time, his official resignation date being from December 31st, 1919.

Farewells at Calgary

A very pleasant event recently took place in the Calgary office when Mr. and Mrs. V. E. Green were the recipients of a beautiful present on the occasion of their departure for Regina, where Mr. Green has been transferred.

Mr. M. R. Green, manager of the Calgary Division, took the chair, with about sixty of the staff gathered around him to do honor to one who was always a "good fellow," courteous at all times to the staff, and well liked by everyone.

The manager then expressed his pleasure in presenting a four piece silver tea service and a cabinet containing forty-five pieces of community cutlery to Mr. and Mrs. V. E. Green. Mrs. Green thanked all for the beautiful gift, after which Mr. Green expressed his sorrow, at having to leave the Calgary Division, but would always have pleasant recollections of his ten years' service spent in Alberta—the Sunny Province in the West.

A Vote of Thanks

Mr. M. B. Green announced that he had just received a telegram from Mr. Mayer regarding the bonus of 10 per cent effective January 1st, 1926.

This good news was well received, and on a motion by Mr. Millar, chief clerk, a hearty vote of thanks was passed to the directors and officials of the Company for their generous treatment. This resolution was passed unanimously.

During the examination of the pre- sentations, Mr. Walley was heard above the noise and din of many voices, calling for attention. On Mr. T. J. Millar, chief clerk, by asking him to accept on behalf of the office staff, a pipe, tobacco box and box of cigars, as a token of regard from the staff, and for courtesies extended during the past year. Mr. Millar was so surprised he could scarcely find words to express his appreciation of the gift.

Ten Per Cent. Bonus

The ten per cent, bonus granted by the Imperial Board of Directors because of the present high cost of living and to cover the period until official Government reports of living costs show a reduction to the basis reported for December, 1918, is greatly appreciated. This appreciation is well shown by the excerpts below from resolutions passed by the Industrial Relations Committee at the five reunions.

"That the delegates wish to express their sincere appreciation of the manner in which the matter of living costs, as compared with wage rates, are being followed by the Directors, and in view of the decision of the Directors to grant a bonus of ten per cent, the delegates feel it is their duty on behalf of all the employees, to express their collective confidence that the Directors of the company are now, and will continue to give these matters the attention they deserve." (Sarnia)

"That they appreciated the square deal and hearty cooperation of the company to their employees. A vote of thanks was readily responded to by the whole committee in a unanimous standing vote." (Halifax)

"That a vote of thanks be extended to the Board of Directors for the literally shown in granting this special bonus." (London)

"That a letter of appreciation be sent to the Board of Directors, thanking them for their kindness and consideration in granting the bonus." (Regina)

"That a letter be sent to the Board of Directors thanking them for their consideration of the employees at this plant." (Saskatoon)
An Opinion Worth Having

Saskatoon, Sask.

Mr. C. S. Griffiths,
Manager, Imperial Oil Limited,
Saskatoon,

Dear Sir,—

As we are now approaching the end of the first year of peace, I feel that I would not only be remiss in my duty, but that I would also be foregoing a privilege, were I to allow the occasion to pass without giving expression of my feeling of appreciation for the Company in regard to the treatment I received while on active service.

The policy of the firm, facilitated recruiting considerably and in declaring, or rather, I should say, taking a definite stand in the manner of assisting all the men who were deserters of enlistment, from a patriotic standpoint, our Company has indeed stood behind a man who fulfilled his duty to the Country.

I have personally received every consideration from the firm, and in voicing my opinion, I am expressing, with one accord, the feeling of my comrades and fellow-associates.

Now that a year has passed since the Armistice, and the curtain dropped on the last act of the Great War, it is up to all of us to stand by the Company, who so nobly supported us in the time of the world’s greatest calamity. I feel proud to be a member of the great Imperial family, which can only be harmonious through the keenest co-operation of all our fellow workers.

I am grateful to the Universal Architect for my deliverance and glad to be back in the old firm again.

Wishing you a Prosperous and Bumper Year.

Gratefully yours,

(Signed) W. J. Campell.

The Auburn Woolen Mills

Peterboro has many industries and is especially proud of the model mills and factories that have been erected in the municipality.

Prominent among these are the Auburn Woolen Mills. These mills have their wool in the natural form and after coiling it with Imperial Wool Oil the wool goes through the picking room, the carding room, the spinning room and the wheel room, where it is woven into cloth.

Salmon B. R. Wilson writes enthusiastically of the war work of this firm when they were running twenty-four hours a day, and he is equally enthusiastic regarding the present management and output. They use Imperial lubricants throughout their plant.

To the Stenographers

How much paper do you unnecessarily waste?
Do you realize that habits cultivated in the office will go home with you?
Do you understand your machines?
Do you know and use the many labor-saving devices on those machines?
Since coming to the Company have you learned to write a better-looking letter?
Why not?
Has your letter style?
Do you realize that every time you learn something new, and pass it on, you are helping yourself—not to mention others and the Company?
Is your desk tidy?
Or is it like the famous “top drawer descriptor” at home?
Have you a hobby?
Do you specialize in any one kind of work?
Or are you willing to go on being just a stenographer?
Have you ever heard the expression “You learn something new every day”?
Do you remember that something?
If not, can you say, I have learned something new today?

Author Unknown.

REGINA REFINERY COUNCIL, 1919
Elected and Selected Delegates Under the Industrial Plan

PRINCE RUPERT—THE GRIMSBY OF THE PACIFIC

THE PORT OF A TREMENDOUS COUNTRY OF VAST POTENTIALITIES.

By Salesman George A. Workland, PRINCE RUPERT, B.C.

SITUATED as it is in a district rich beyond description in natural resources and which is on the very eve of numerous developments, Prince Rupert bids fair within a very short time to rival its older competitors to the south. Although in its infancy the port has wonderful geographical advantages and at the present time is the home of the greater part of the fishing fleet which operates in the North Pacific.

Waters Teem With Fish

No other port of its age and size in the world, and very few others, if any at all, can compare favorably with Prince Rupert in the richness of its waters. Out of 6,013,127 cases of salmon packed in British Columbia in 1918, 1,017,491 cases, or practically two-fifths of the catch, were made in this district.

Over 25,000,000 pounds of halibut was landed during the same year while close upon 3,000,000 pounds of ground fish such as plaice, whiting, sole, skate, brill, black cod, grey cod, ling cod and herring were taken in the same period. The total value of the combined catches being approximately $15,000,000.

Inland rivers and lakes abound with many species of trout, whitefish and other edible fish. Prince Rupert is also acting as a receiving house for the Alaska fish products and most of the fish caught in these waters go through this port to eastern markets.

Rich Mineral Deposits

Words fail to adequately describe the mining possibilities of southern British Columbia. Rich deposits of gold, silver, copper, lead, zinc and coal abound in many districts and developments are going on apace.

Anyox, located some eighty miles to the north of Prince Rupert, is the seat of the largest copper mines and smelters in Canada. They are owned by the Granby Mining, Smelting and Power Company, and immense new cooking ovens were recently added to their plant at a cost of $2,000,000. These people are large users of Imperial Oil products.

Another mine of great richness is situated on an arm from the main channel called Alice Arm and is known by the name of the “Dolly Varden.” At least 750,000
tons of rich silver and lead ores are already locked out, and this mine is now in full operation.

Further up the coast at a place called Stewart, the Premier mine is located and is also under active operation and producing silver ore ranging from $3,500 to $8,000 per ton. This mine is one of the biggest ever discovered in North America.

**Forest Products**

It is estimated that we have a clear standing growth of forty billion feet, hard wood measure, of marketable spruce, and in a very short space of time twenty-five mills have sprung up enabling the manufactured product to be shipped to Eastern Canada, United States and Europe.

Queen Charlotte Islands is the home of the famous Sitka spruce, millions of feet of which has been shipped overseas to be used in the manufacture of aeroplanes.

The district holds a vast fortune in pulp, wood, too. Millions of cords are still in standing growth. Two large pulp and paper mills have already been established, but there is still room for many more. Ample water power to enable cheap manufacture is easily obtained, and the very near future will see quite an awakening in this industry.

**Farming and Ranching**

The interior of northern and central British Columbia, tapped by the Grand Trunk Pacific Railway Company, of which Prince Rupert is the Pacific terminus, presents wonderful opportunities for mixed farming and live stock raising. The type of country may be classified as plateau and valley lands. As the soil is very rich and natural vegetation very heavy, live stock does exceedingly well. Horses, cattle and sheep are raised successfully.

**Rotary Club Attends Meeting**

The interior of northern and central British Columbia, tapped by the Grand Trunk Pacific Railway Company, of which Prince Rupert is the Pacific terminus, presents wonderful opportunities for mixed farming and live stock raising. The type of country may be classified as plateau and valley lands. As the soil is very rich and natural vegetation very heavy, live stock does exceedingly well. Horses, cattle and sheep are raised successfully.

**Settlers Coming Fast**

Settlers from the furthest parts of the prairies and as far south as Oregon and the Dakotas are coming in very fast. It will only be the matter of very few years before the country will be well settled and a big producer. The climate of the interior varies a great deal, and although the winters are colder than on the coast, it may be likened to that of Ontario, except that there is a natural dryness about the air.

**A Coming Port**

Residents of this new country are very jealous of its possibilities and confidently forecast the recognition that is coming to Prince Rupert. Prince Rupert is 450 miles nearer the Orient than any other Pacific port now in existence. This fact alone will mean great savings of time and cost in favor of using this route for transportation and commerce. The Grand Trunk Pacific Railway, too, was well and wisely constructed. Throughout the coast mountain division a grade of less than half of one per cent, is maintained. This grade will allow a speed of forty miles an hour on all trains and results in the handling of more freight at a less cost than on any other railroad in America. Imperial Oil Limited is fully alive to the possibilities of the port. We believe that it will eventually be one of the leading centres of commerce on the Pacific coast and a most important distributing centre for all kinds of petroleum products.

**Staff Changes**

Effective January 1st, 1920, Mr. V. E. Green, Assistant Manager at Calgary, has been transferred to Regina and will have the position of Assistant Manager at Prince Rupert. Mr. E. H. Teagle, Assistant Manager at Regina, will be transferred to Calgary as Assistant Manager.

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**Athletic Banquet at Ioco**

Mr. J. E. Sirdewan was "Miss Host." Mr. Sirdewan had promised, during the summer months, that if the Ioco Baseball team won the Triangle League premiership, he would entertain them at a banquet.

The team, therefore, having demonstrated their prowess and carried off the championship, were invited by the superintendent to attend a banquet in the Club House. Over thirty guests sat down to do justice to the liberality of "Miss Host" Sirdewan, and thoroughly enjoyed the delicacies served.

In addition to the Ioco team, there were present several members of other clubs and also a number of gentlemen well known for their interest and work in local sporting circles.

Needless to say, many "after dinner" speeches were made, and though only sportsmen were present and not orators, it must be remarked that every speaker had something of interest to say. Many matters of moment in sporting circles were discussed, and the publicity thus given should serve the way to an even greater success for baseball next season.

The Ioco Athletic Club through their officers thanked Mr. Sirdewan for an enjoyable time, and for the support given throughout the season. Members of other clubs also present expressed the belief that a closer understanding and a closer friendship would result from the meeting that evening.

In the photograph reproduced, the host, Superintendent Sirdewan, is seated in the chair at Mayor Roe's right.

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**Scenic at the Sarnia Banquet**

**ROYALITE CLUB GIVES BANQUET**

An Account of the Party by "ONE OF THE GIRLS."

TUE.: Seven o'clock in the evening.

Scene: The lobby of the Imperial Oil Office Building at Sarnia.

But why the confusion and excitement? Reason enough! The gentlemen, in quest of upper partners, are watching the numbered slips given them and pursuing their quest with such more persistence than did Sir Arthur see the Holy Grail, for each youth realizes another man is pursuing his fair maid. Oh, girls, what an opportunity—two aces!

Fifteen minutes later partners having been secured, the procession of hilarious guests marched to the banquet hall to the strains of "Hall, hall, the gang's all here," rendered by the Alexandra Orchestra.

What a scene greeted the eye—soft lights, myriads of ferns and flowers, and plates loaded with roast chicken, peas and potatoes enough to make one gasp.

Then this course was followed by a delicious fruit salad, which in turn was succeeded by jugpie-a-la-mode, and piping hot coffee.

Then the Speeches

But even that was not all, for soon speeches began to flow. Feelings of deep regret at the loss of our Traffic Department were freely expressed. The transfer of Mr. Dickie and his twelve apostles to Toronto was realted by everyone and voiced by Mr. McCobb as "Sarnia's loss but Toronto's gain."

"The toastmaster, Mr. Leslie, had anything but a pleasant task, indeed the words, "an invidious task will done," truly expressed his duties that evening.

We appreciated the fact, too, that he was laboring under a severe heartiness, but we are still wondering to what unknown heights of oratory he might have steamed had he not been thus handicapped.

Speeches finished, the merrymakers then proceeded to the ball-room where dancing was indulged in until 11 o'clock.

The affair was held in the newly completed addition to the present office building. The banquet was served in the large main office on the ground floor which was to have been occupied by the Traffic Department. Dancing was held on the floor above.

The gathering was a huge success, and the only bitter drop in the cup was the knowledge that it was a farewell banquet to some who had been with us for a very long time. Nevertheless, everyone agreed that it was a splendid evening.
THE EASTERN TOWNSHIPS
AN INTERESTING SURVEY OF A VERY IMPORTANT DISTRICT IN QUEBEC.
BY SALESMAN R. G. PLOW, SHREBBORO, P.Q.

THE IMPERIAL OIL REVIEW
January

The eastern townships are habitually called the "Garden of the Province of Quebec," and in the matter of dairy produce to not take a back seat to any other part of the Dominion of Canada. Besides they are the home of the maple sugar industry, producing $1,000,000 a year. The dairy products amount to about $5,000,000 annually.

During these restless times, labor troubles are practically unknown. The reason is that the workers here are largely natives of the province, and have a personal interest in the successful development of the resources of the various districts.

The "Bonne Entente"

The majority of the English-speaking people of the townships are conversant with the French language and vice versa. There is no district of the province of Quebec where the "Bonne Entente" is more marked or where there is a more cordial feeling. The two nationalities have always lived in terms of unity and contribute to each other's development. There has already appeared in these columns an article on the great adheson industry so we will pass on to others.

Big Pulp Mills

At East Angus and Bromptonville are the big mills of the Brompton Pulp and Paper Co., Limited; at Windsor Mills the Canada Paper Company; at Kissing Falls the Dominion Paper Company's plant. An agreeable feature of this industry is that there is so little foreign capital invested, 76 per cent. of it being Canadian.

The largest wooden mill making tweeds in Canada is located in Sherbrooke. When we think of rubber or tobacco, Granby asserts itself. Rock Island is the home of the whip and screw plate industry, and Norton's world-renowned ball-bearing jackets first saw the light at Comicoz, where is also located a large mill of Penman's Limited making "Penangle" Beece-lined underwear; also the head mill of the Feilding-Pott-Cortelli Company.

Steel Manufactures

Bedford has made axes and sythes for forty years and Sherbrooke is represented wherever mining is going on, the Canadian Ingersoll-Rand Company being located there. Near the latter company's works, the MacKinnon Steel Co., have their plant and many tanks for Imperial Oil Limited have been manufactured by them.

The cotton industry is represented by two large plants, that of the Dominion Textile Co., at Magog, and that of the Canadian Connecticut Cotton Mills Co. at Sherbrooke.

The eastern townships, from their mountainous nature are bountifully supplied with water power capable of producing 75,000 horse power. One instance alone will give your readers an idea of the topography of Sherbrooke.

The Magog river runs through the centre of the city and drops over 120 feet within the city limits, thus increasing its power four times by admitting a succession of dams one below the other each in turn using the same water after it has passed the mills immediately above.

Unlimited Possibilities

From the foregoing description we can see the salesmen of Imperial Oil Limited figuring up the possibilities of this territory from a lubricating standpoint. All these wheels need oil and, looking backward over twenty years of service, we remember well the small beginnings of these huge plants and the supply of Imperial lubricants required for their lubrication.

Imperial Oil Limited started at Sherbrooke with one tank wagon and wandered far afield to keep one man and pair of horses going. To-day we have eighteen tank wagons and one motor truck on the same ground. In the townships we have altogether twenty-five tank wagons and two trucks.

Imperial Royalite

The New Perfection Oil Cookstove and Oil Heater business has been responsible for the increase in Imperial Royalite Coal Oil output. The farms, on account of the mountains, being 75 per cent. hillside are not adaptable for the extensive use of tractors. We must, therefore, largely to our oil-burning devices for business for Imperial Royalite.

SOCIAL EVENTS AT EDMONTON
SUCCESSFUL PARTIES BRIGHTEST WINTER EVENINGS.

On the evening of October 16th the members of the Edmonton staff gathered for the purpose of marking their return to Mr. J. A. D. Web, Assistant Chief Clerk, who was leaving to take up a position in the Winnipeg Office. Their token of good will was expressed in the form of a gift consisting of a handsome seal gutcher club bag.

Mrs. Web, who like her husband is held in high regard by all who know her, was presented with a silver plated casserole which expressed in a small measure the good wishes of the staff for the best of luck and happiness in their new home.

Miss G. Walker left recently to embark on the sea of matrimony. The staff presented her with a beautiful set of community silverware. With her she took the best wishes of all.

The First Dance

The Social Committee of the Edmonton Office have arranged a splendid program of entertainment for the winter months. The first event was a dance. This was most successful in every way, there being present some 125 couples.

The dance program itself was very unique, boasting as it did our Imperial products. The music was the Victor Waltz, then followed Imperial Fox Trot, Imperial Waltz and Premier One-Step. Our chief clerk, Mr. S. T.

MacCabe, was responsible for a generous number of Moonlight Waltzes, the favorite being the Polarisante Waltz.

Although this dance was accompanied with the marketing department, the people from the geology and production departements were also very strong in numbers. Mr. W. J. Boyd, our agent at Fort Saskatchewan, also motored in and reported having a good time.

The Second Dance

The Edmonton staff, which now includes the Geological and Production Departments, have also held their second dance of the winter series in December.

With the best ball and best orchestra in town engaged, it was no wonder that we had 175 couples on the floor. Our dances are now considered one of the best organized social functions in the city, and as invitations are only issued to members and their friends, it makes a congenial gathering.

The social organization now consists of: Mr. F. Turley, President; Mr. W. Laurie, Vice-President; Mr. J. B. Bevan, Secretary; Misses B. Mawson, J. Johnston, V. Heathcote, A. Cross, and Messrs. MacCabe, A. Neil, J. Gowe, R. Nock, R. Hawcroft and J. D. Thomson. Misses M. Holm and Misses W. Hawcroft and Mrs. Duffield. Mr. Watson and Mr. Fuller helped very considerably in the check room and refreshment booth.

Ioco Refinery Boys' 4th Annual Dance
ANOTHER BRILLIANT SUCCESS.

The Ioco Refinery Boys' Fourth Annual Dance was held at Recreation Hall, 4th Street, Moody, in response to the invitations sent out, over 300 people were present. Since then, the committee have been busy receiving congratulatations on the success of this year's dance, and therefore feel assured that the guests had a very enjoyable evening.

This year Mr. E. C. Whitehall was elected chairman of the committee in charge of arrangements, and assisted by Mr. R. G. Plow, carried everything through in a very satisfactory and efficient manner.

The music committee are to be commended for securing the services of the Lester Court 7-piece orchestra (Vancouver's best dance musicians). The music rendered was exceptionally delightful, and thoroughly appreciated. There is no doubt that it was a great contribution to the success of the evening.

The refreshment committee, aided by Mr. F. T. Watson, catered to the guests' requirements with satisfaction to all.

The Ioco Refinery Boys' Dance seems to be getting more popular every year, and a larger ball will have to be found for the future.

Party from City Office

Mr. Rolston headed a large party from the city office, Vancouver, who made the trip to Port Moody in five automobiles. Other Vancouver people travelled by the special boat chartered for the occasion.

This year's committee is as follows: Mr. E. C. Whitehall (Chairman); L. G. Popham (Secy.); H. Kenny, R. H. O'Brien, W. P. Nash, H. C. Watson, A. Templeton, F. M. Boyd, C. G. Chivers, J. Eshleman, J. H. Loomis.

Many thanks are due to Mr. C. Chivers, Mr. H. N. Kenny, and Mr. Jack Watson, for placing their autos at the disposal of the committee, whose work was very much facilitated thereby, owing to the difficulty of transportation to and from Ioco. 
Our Saving Power

FOUR thousand and fourteen Imperial Oil employees subscribed to the last Victory Loan. The bonds they purchased amounted to $505,500.00—an average of $125.73 per person.

Many of these bonds are already paid for—all of them will be paid for within ten months of the date of purchase. Imperial Oil employees will, therefore, save during these ten months $505,500.00 or more—more than $50,000.00 per month.

The habit of saving, stimulated by our patriotic desire to buy Victory Bonds, let us hold fast to it. A bank account is the best friend to any man or woman. Let us cultivate our power to save.