THE GARDEN AT THE FORT NORMAN WELL
Showing Agricultural Possibilities in the Far North
JOINT COUNCILS

Imperial Oil Limited
Elected and Selected Representatives for the year

MANUFACTURING DEPARTMENT

DELEGATES
Electe
Sarnia Refinery
W. C. Benson
T. Montgomery
H. F. French
J. E. Wolfe
C. A. Sabin
C. A. Naeve
W. C. Dyer
R. H. Chisholm
J. J. James
G. A. Goodwin
R. E. Wright

Halifax Refinery (cont.)
W. C. Jones
J. Bevan
W. T. Ball
J. R. Black
J. McKenzie
T. O'Neill
S. Fegan

Montreal Refinery
T. M. Hoffmann
R. W. Greer
T. H. Wright
J. D. McCarthy
G. A. Allmen
B. F. Smale
M. J. L. Finlay

Regina Refinery
W. R. Mathias
Oscar Kilgan
J. J. Warmer
J. S. M. McLean
T. W. Campbell
E. F. Tooke
J. G. Davidson
K. C. Crook
F. Hallock
C. M. Moore

Loco Refinery
W. Kipling
H. Ferguson
J. Edwin
W. Longstaff
O. E. Matheson
R. McColl
R. Carrier
R. Cammell
J. Hartigan
T. H. Lopson
J. Loomis
J. S. McIver

MARKETING DIVISIONS

Calgary
All Ayes
R. Nightingale
J. H. Chisholm
D. G. Scott

Vancouver
M. A. McDeWool
R. Braithwaite
R. Kingsmill
K. Hugill
C. M. Reilly

Montreal
A. Mered
J. F. Freeth
G. Veale
F. Hines
I. J. McCabey
H. Wiede

Hamilton
S. A. Jones
T. North
W. N. Meech
G. H. Russell

Toronto (Princess St.)
A. P. Storer
W. J. Tye
G. Waldie
M. L. Marshall
L. H. Mason

Edmundston
E. Hartley
J. B. Benner
S. T. MacCac
H. O. Munro
W. Turley

Ottawa
G. C. Donahue
O. Hansen
A. L. Walker
John Laid

Quebec
David Kerr
A. Lawrie
John Laid

St. John N. B.
S. S. Smith
O. Carret
J. MacKintosh

Imperial Oil Limited
ANNUITIES AND BENEFITS COMMITTEE

Toronto
P. F. Keedie (Chairman)
G. I. Hambley
C. D. Dean
L. McCabey
D. Cameron
F. T. McLean
G. L. Thompson (Secretary)

BENEATH the Arctic lights, where the summer sun just pretends to hide itself at midnight and where from August to June the North Star holds his empire in the frozen seas, the Canadian Archipelago sprawls across thousands of miles of timber and minerals, the opulent food resources of the fresh water seas and the assured agricultural areas which will spread enormous force buoy for a decade and then the knowledge gained would not have been complete. So that it was on almost virgin territory that our geologists went to work.

To make the task more difficult, there were, except in the far north and the extreme west, but few exposures from which to work, so that a great deal of the deduction must be hypothetical. There had been, it is true, effluences of enthusiasm which manifested themselves in the form of oil booms and with some of these drilling, but much of the work had been but indifferently performed and more than indifferently poised and the records were of small value. It was in every respect a new field.

The reconnaissance carried out by Dr. T. O. Bosworth, an English Geologist of wide experience and chief

Our Well at Fort Norman

The Sunkin Scow (Chairman)

The map of habitable Canada farther and farther north.

That is the true significance of the Fort Norman well, the discovery of which constitutes a sufficiently roman-

tic episode, without the embellishment of fiction which has already surround-
ed it. It is the first tangible result of the search for oil which began when this Company inaugurated a systematic geologic search of the western provinces and the north-west territories.

When the exactness of the area is realized it is the pre-
dominating of the Dominion Geological Department to say that the results of its surveys extending over a quarter of a century were valuable but fragmentary. One little corner of any one of the four western provinces would have been sufficient to keep the entire Geol-
geologist of Imperial Oil Limited, began in 1914 and ultimately extended from the International Boundary to Fort Norman. It resulted in the definite pushing down and pegging out of certain specific possibilities. Few of these would have justified drilling operations but for the circumstance that if the wheels of industry were to continue to thrive there must be more oil and for the farther fact that this country had great oil potentialities but no production compatible with the demand, and a native supply was of the utmost importance. To initiate a comprehensive drilling campaign would involve enormous expenditures, and capital might have faltered at this moment. Many a dozen Imperial Oil drilling camps scattered from the United States boundary to the frozen ocean and from the foothills to Saskatchewan. In the farthest north one possibility had been located at Fort Norman, where petroleum was discovered in 1920, and seventy years before the first oil well in America was drilled in Western Ontario. The discoverer was Sir Alexander MacKenzie, who gave his name to the second largest river on the continent. The travesty of this great explorer tells of how the northward stream of sappers and soldiers had been pushed by intertidal “sausage” for resources in gold and silver, but the metals which played such an important part in the opening of California and Colorado were not found and later knowledge of the geology of the country indicates that as the Mackenzie waterway is in sodi-

in this strip which marks the east and west limitations of the possible oil field in the latitude in which petroleum was last seen though going still farther north the cretaceous area widens again until, at the delta of the Mackenzie, where it dips under the Arctic Ocean, it is about four hundred miles from east to west, extending on to the west to beyond the Canadian-Alaskan boundary.

In a report, monumental in its scope and remarkable in its detail upon the oil possibilities of the great west, Dr. C. W. C. Bowser said of the Mackenzie River region:

"Passing northward from the Great Slave Lake, indications of oil are found in many places. Some of the chief seepages occur in the country beyond Fort Norman where, throughout in extensive region, the Devonian consists of deposits very favorable for the formation of oil."

"Here we have about 500 feet of black bituminous limestones, upon which rest 300 feet of black bituminous shales. The shales smell very strongly of oil and in places there are large drifts of them which are now undergoing reduction on the surface. This bituminous series is overlain by a series of clay-shales and sandstones and it is in these sandstones that the oil occurs. The structure also is favorable, for the strata are folded into a large antiform which are suitable for the accumulation of oil."

Of the Imperial Oil drilling parties which went out in 1915, nine were dispatched to various points in Alaska and British Columbia and one, for the southern shore of Great Slave Lake and one for Oil Creek—name by the Imperial Oil party, being some forty-five miles north of Fort Norman on the lower Mackenzie River. An exceptionally short season and some ill luck on the river hindered progress in the north during that summer but a camp was prepared, the hoist was installed after incredible difficulties and the derrick erected. At the end of the brief summer three of the party started south and left their companion secured, locked up in the wilderness for nine months, oil winter pocking the key. There remained in the north Emery Dubuc, boss driller, Gabriel Hébert, safety man, and a mule known as Johnny.

"During the summer," said the north, "how much one might be turn to account.

For a century the Company of One Hundred Gentlemen, chartered by King Charles to trade into Hudson's Bay, held undisputed sway. Along the long lines of travel their voyageurs and traders and factors were the only travellers. Their business became a system with tremendous ramifications and an organization which took men from early manhood in the Highlands to dedicate their whole lives to the penetration of that somber land and the extension of the trade. Such names as Fort Graham, on the Foul

FORT NORMAN WELL View taken from the river

"OVERLAND" Hauling boiler into place at Oil Creek

TWO OLD-TIMERS Oen hauling boil at Fort Simpson Government Station

STRIKING OIL Fort Norman was gashing oil out at two-inch pipe
The Flying Man in Industry

In charge of the operations of Imperial Oil Limited in its search for an oil field in Western Canada is Mr. Charles E. Taylor, who knows the length of most of the trails of Alberta, having in his capacity as engineer traversed much of the western country on foot, on horseback and by canoe. It was this experience of the inroads on time made by the great distances of the hinterland of Canada that led him to recommend the use of flying machines in the development of these areas. Mr. Taylor’s reports and a desire to encourage commercial flying in this country led to an arrangement whereby the Company has used two modern aeroplanes in its service in the west, manned by ex-members of the Royal Air Force.

When Mr. Taylor started out to find flying men he looked right out of his office window, as to speak, for the men whom he selected were literally flying about in the blue just over the city of Edmonton, where the western development branch of the Company has its headquarters.

The aviators are Captain May and Lieutenant Gorman of Edmonton, and their machines are Messers. Derbyshire and Allen, all men with war training and war records.

The machines Messers. May and Gorman selected are J. L. Larson, six-cylinder, all-metal monoplanes. They are equipped with B.M.W. & K. horse-power motors, have a maximum speed of 145 miles an hour and a non-stop flight radius of about 1,500 miles. They have closed cockpits in which to accommodate passengers, or instead of passengers, one ton of freight. They can be equipped either with skis or pontoons for use on snow or ice on the water route to the north.

Captain May, who enlisted with the infantry in Edmonton early in the war, was in 1917 transferred to the 30th Squadron of the British Air Force. During his six months’ air fighting in France he established a record in the respect that during that time he never lost a pilot. He was a participant in the memorable air battle when Baron Von Richthufen, the renowned German ace, who had some eighty allied aeroplanes to his credit, was shot down by a British anti-aircraft battery.

Lieutenant Gorman graduated in flying at Camp Borden, Ontario, and was later transferred to a Texas training camp, where he was chief instructor in stunt flying. Early in 1918 Gorman saw the heavy fighting of the spring advance. His record for aerial fighting began almost the day he entered the struggle, as within the first few tours over the German lines he was credited with his first victory. In August, 1918, in one of the greatest air fights of the war he was “archived” from the ground, and his plane being injured, descended behind the German lines. From then until the end of the war he was in a German prison camp.

Before May entered the army there was employed in his brother’s garage a mechanic named Derbyshire. Derbyshire yearned for army life and tried time after time to get into the infantry but was regularly turned down. When the Air Force in Canada was established he applied for enlistment as a mechanic and by reason of ability to make gas engines do the things they sometimes don’t want to do he was passed for home service. From that time until the end of the war he was at Camp Borden where he served as a First Air Mechanic. Upon his discharge he returned to Edmonton and joined forces with the May-Gorman Aircraft Company, where he is now mechanic.

John Roberts Allan, Jr., joined the Canadian Artillery at Ottawa, as a gunner, at the opening of hostilities in 1914, and went to France in that capacity. After spending about a year in France in the Artillery he was transferred to the Flying Corps in 1916, where he got a Captaincy and flew there for about a year, when he was transferred to England for instructing purposes. He spent about two years and three months in England.

When Captain May, popularly known to Alberta as “Wop,” was invalided home from France shortly after the signing of the armistice, he was completely out of training and was already turning to commercial flying. He combined forces with Lieutenant Gorman and established the May-Gorman Aircraft Company. Captain May and Lieutenant Gorman made the first trip into the north country in September, 1919, when they made a non-stop flight from Edmonton to Peace River Crossing.

Their new monoplanes, with which it is intended they will engage in general survey work in the west upon behalf of this Company, started from New York for Edmonton recently (Continued on page 15).
Industrial Representation Plan

By P. F. Sinclaire

OTTAWA, Montreal, St. John, N.B., and Quebec Marketing Divisions were organized in September and October, 1930, making 14 councils in all now operating. During the year there were 85 meetings held by these councils. Minutes 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 other copy is filed with the Chairman of the Amities and Benefits Committee, Toronto. The questions discussed and settled at these meetings were as follows:

Wages

Promotions and discharges

Hours of work

Sanitation, housing, social

Miscellaneous

VANCOUVER INDUSTRIAL COUNCIL

Industrial Representation Plan.

The year 1930 has been one of good will and of signal success in regard to our industrial relations. Surprisingly, the Dominion Relations have spoken enthusiastically regarding the work of their councils, to which reference has already been made in the January issue of the Review. The new council of Cape St. Paul, says: "That this council appreciates the many manifestations shown by the Company for the welfare of its employees and particularly through their insurance, sickness, Pension and Co-operative Investment Trust schemes."

That this council wishes to express their thanks and to tender to the Executive Officers an expression of their gratitude, and to wish them individually, and through them, all members of the Company, continuous health and prosperity for 1931.

The Edmonton representatives also "express their appreciation of the courtesy extended to them by the Company."

During the last six months I had the pleasure of being present at the different meetings of 9 of our councils. At each meeting a splendid spirit, keen interest, and a general attitude of fairness were evident.

The second year finds the Plan working more smoothly, and as the spirit is better understood, a closer relationship is growing up between the fellow-workers. During these last two years the many and various questions were adjusted to the satisfaction of the men and the Company.

The new year is upon us and we look forward with confident hope that these amicable relations will not only be maintained, but even improved. The year 1931 will be a testing time in Canadian industry as well as elsewhere. The solution of the world's industrial problem will require not only good will, but also insight and seasoned judgment, and naturally Canada will be more or less influenced by the world conditions. No country lived to itself in business. In our own industry, if we continue to know and to respect the other side of the problem, there is no doubt but that we will continue to solve every intricate question arising successfully. On the shoulders of these fourteen new councils rests a heavy responsibility and an inviting opportunity.

THE IMPERIAL OIL REVIEW

February

EDMONTON INDUSTRIAL COUNCIL

PRINCESS ST. (TORONTO) INDUSTRIAL COUNCIL

REGINA INDUSTRIAL COUNCIL

HAMILTON INDUSTRIAL COUNCIL

MONTREAL INDUSTRIAL COUNCIL

QUEBEC INDUSTRIAL COUNCIL
Left to right—T. Cantin, D. Kerr, John Laird, A. Lemezette, D. Dawson.

MONTREAL EAST REFINERY COUNCIL

Marketing Divisions
Quebec, Montreal, Ottawa, N.B.—These four new Joint Councils were organized in September and October, with the keenest interest and appreciation and will function during 1931. At each of these four points the members of the Councils were elected with large majorities, most of the men voting. In Quebec, 22 votes were cast out of a possible 23. At Montreal and Ottawa, practically all the men voted enthusiastically. At St. John, 10 men voted in the first division and 9 men voted in the second division, which was practically 100 per cent.

Toronto and Hamilton.—At the Toronto Works, 27 men voted out of a possible 30. At Hamilton, we also had a most encouraging active interest, a full ballot being taken.

Edmonton, Calgary, Vancouver.—We have yet to visit these Councils; Edmonton, in a fine resolution, Dec. 24th, expressed appreciation of the courtesy extended by the Company.

The Refineries

Tariff.—Votes cast, 279 out of 274 eligible and at work, or, slightly over 98 per cent. of the men eligible to vote and who were at work on the day of the election, voted. The new council has already held its first meeting.

Regional.—Their election on the last day of the year.

Montreal.—Their election on Friday and Saturday, December 19th and 20th.

(Continued on page 11.)
The Trail Makers

In every far-off land—north, south, east or west—there are always a handful of intrepid men who pioneer the trail-making force of the world. Explorers, prospectors, surveyors, engineers, trappers, prospectors and trail makers. They are the men who, in the mists of time, have opened the way for the rest of civilization. This is capital and a pioneer and thus does not minimize the contributions and influence of the whole organization of industry a generation hence—a failure of petroleum to keep pace with the world's demands. As it is to be hoped, the large expenditure of capital and the hardships and privations of those who dragged drilling machinery into the Canadian Arctic from the establishment of a commercial oil field, one of the most indispensable and important steps in the history of this industry is in progress. Now that an oil well has been demonstrated, there must be cooperation in the operation of the field and there can be no monopoly of the resources.

Imperial Representation

The election meetings of Industrial Councils testify to the popularity and success of our Imperial Representation. Each of the branches has representative and the number of votes cast by the members of the branch exceed 90% of its eligible votes. The real question is not all elected and competent delegates enter into their work, anger well for the continued success of the Industrial Representation Plan.

At the various meetings held by the Industrial Representation, the important questions were brought up and settled at the meetings. The arguments, working conditions, hours of work, promotions, sanitation of the camps, and the like were thoroughly dealt with. With a continuation of the present interest shown by all employers and the splendid co-operation of all concerned, the continued success of our Imperial Representation Plan will be assured.

Our Well at Fort Norman

Frightening on the upper river is done, the work of cleaning up and starting up 'McMurray' and these have to be dragged into the forest by means of a gang of oxen. There is a serious lack of naphtha and the problem of getting a drilling outfit, to get the work started, and the beginning of the season and equipment over to the place is a difficult task. The cost of Program.
A Trip to the Fort Norman Oil Fields

The scow was pulled to shore at the foot of the falls, half full of water and more complete. Working like wolves we solved everything evergreen in the bay’s grasp. At the landing we pulled out the ill-fated craft, found it beyond repair and abandoned it. On June 8th, we shot the rapids with the small scow and to yours truly, the motorman (ninetie, paddler, rudder and shaft) lashed to the side. Both were well over the Chutes smoothly but not without great effort and worry. One member of the party fell in the back-caddy at the foot of the Chutes and barely escaped drowning or being crushed between the scow and the edge of rock against which the craft smashed just a second after he was pulled out.

Chutes to Fort Fitzgerald

On June 11th our cook was "fired," also all the freight had been portaged and was loaded. The next morning we started down-stream and the water was very low. On the afternoon of the 14th we arrived at Fort Fitzgerald. Here more provisions made up and not kept, more fruitless poles, more lanky dogs, and determinations noose at this place, concurrently the bottom was completely wrecked.

The Smith Rapids

The rest of the party took up the work of getting the empty scows down the lesser rapids to the shore and our own. Each scow was pulled by an Indian and in our scow, Mac, Jack, Bill and I were the oarsmen. "Oarman" is the word used, but I insist that rowing oars hewn out of green spruce 25 to 45 feet long and about 12 inches in circumference is no mean feat. As an antidote for "La-camin" I recommend it.

That part of the Slave River between Fort Fitzgerald and Fort Smith is about two miles wide and flows through a maze of low, granite islands. The river finds its way in channels of different depths, some wide while others are very narrow. Through some of the water drops as much as thirty feet, while through the others the drops are more gentle. The latter (known only to experienced pilots, who are few and are not very anxious to make the trip), are the routs.

The roar of the rapids can be heard for miles. Rolling waves pile up to a height of 50 or 60 feet at the foot of some of the larger rapids. In running these rapids, the river must be crossed several times in order to follow the least dangerous channel.

After we had shot the first rapids, which was very bad, which was asked, "Say, Boniface, is that the worst one?"

"No," said the pilot. "The next one is a little bit worse." We would ask the same question after each rapids, and receive the same answer.

Shooting one had our pilot been washed off his feet and lost control of his boat; three men at the oars were also knocked down and we made one complete loop before it was again straightened out. This way those were the start of the very critical point since the water divided into two channels—the one to the right had a pull, while the one to the left was the channel. Only by edgewise could we have kept the right and we were pulled into the channel. This way would have meant destruction.

New Portage Rapid

Half way through the rapids it began to rain and a strong wind was blowing. This made it difficult to control the scow and we laid up for two solid days. At the "New Portage Rapid" there are two channels. One is a very narrow, crooked course right along the shore, just wide enough to let the scows down with ropes. One scow was let down with a great deal of work, and all of us were soaked to the skin. The other channel is on the opposite side of a large rock island, and the main body of water rushes through it. At the base it is joined by a strong current from another channel. The total drop is about twenty feet. We decided to take a chance on this main channel and the pilot comforted us by saying that "You only die once anyway.

No sooner had we made the first drop than the pilot’s "sweep" went overboard. The fifty-five-foot scow plumped into the first swell and was nearly completely out of sight from land. We rode the next swell only partially, and the crew were exhausted. The men on the second scow went on its beam ends. The men on shore figured we had overturned. Two of us lost our oars. The scow making two more dives into what looked like the mountainous slough, just to climb the crests of the mountain-like swells again, came to the end of the rapid.

"Say, Boniface," said Mac, "is that the worst one?"

"Yes," replied the pilot, "and it has never been shot before.

And never will be again," we all shouted in a chorus.

The Mountain Portage

On account of the impassability of the Mountain Portage, a rapids must be made at which the scows must be run and the water and transported overland.

The portage receives its name of Mountain Portage on account of the fact that in a distance of a mile and a half a hill one hundred and fifty feet high must be mounted and descended.

The scows were pulled out of the water with the aid of two teams of horses and skidded up the steep grade by inches. It took every ounce of strength from all of us to support the bull-dogs buzzing around us; for the days and weeks we kept the muzzle sleepers away, at night, it afforded two days of our lives which we will never be forgotten.

The Gateway to the North

Practically all our freight had reached Fort Norman by the wagon-road by the time we loaded our scow, and loading commenced at once. Checking over we found that we had, roughly, twenty tons of cargo. It was out of the question of putting all that into one scow. In fact the regular tonnage for a scow of our dimensions was Great Slave Lake was eight tons.

Twenty tons of freight on leg, a leaky scow supposedly capable of holding roughly nine, no cook, a mosquitoes, a dog always regarded as seaworthy, mosquitos, black flies, bull-dogs, pessimism, and the days swiftly slipping by. We found facts. After all the provisions, hard-ware, gasoline, etc., it could possibly hold in the scow, we then remembered about fifteen drums of gas- suke, arranged for the first portage, those fifteen and sixteen indispensable tons on the scow, exclusive of the weight of the dogs. I told no one, and was afraid to admit it to myself. During the night the scow took in two feet of water. Calculations showed that it would require five minutes pumping to keep pace with the water. With the leaks, and I concluded that this could be done just as effectively while the move on as shore.

The Imperial Oil Review
The manager of the Northern Trading Company offered to pick up our wreckage, and someone else kindly offered a ride to Fort Smith. The Lampson Hubbard manager instructed his men in our hearing to help out with any other needed supplies. We weathered the day, and on the 3rd we were ready to leave. With hopes of good luck and fair weather, we started our journey back to Fort Smith: time 1:12 noon, July 3rd, 1920.

On the Lower Slave

It was most spectacular since the "Red-Wing" was working perfectly for the first time. Pat, Jack and Si were put on the day shift, while Mac, Bill and I drew the night watch. On these shifts two men had to keep pace with the leaking scow by pumping and bailing, while the other piloted the boat. At this season it is never really dark. At 3 o'clock the next morning Mac piloted us on a sand-bar, but after three hours of hard work in ice-cold water we got off and continued north.

At the "Nagel Seye," which is a short cut to Great Slave Lake at the end of the Slave River, the scow high up in the bushes so that the bow was away up on the bank. While we lost time, we also discovered the biggest leak underneath one of the beams in the scow. Half a fathom of "Oakum" plugged it. After a most spectacular performance in dodging brush and big brush, we were sixteen miles long ago, which was rarely easy enough for us. For a complete turn, we reached Great Slave Lake, and then Fort Resolution. Two hours were saved while here, while a list of men and provisions were given to the Mounted Police. These rations remember the deadly trail of '88, and they will let no one out unprepared. The wind died down, and at 9 p.m. we left the Fort.

The lake was smooth as glass; the stars and moon bright, and the night was clear. We arrived at Great Slave Lake at daylight, and I shall remember to my dying day its pene-brating cold, its solitude, its appalling silence.

Hay River was sighted at about eight o'clock after a long night's hard work was blowing. Things were going smoothly until the rudder became unscrewed and would have gone to the bottom of the lake but for the iron shoe which held it. Jack jumped up in a canoe, put a rope around the rudder and, with the aid of the others, managed to pull it back into place. And when we arrived at 11 a.m. we tied, while a fairly steady breeze blew itself out.

The next was the part of the journey we dreaded most. Slave Lake had to be crossed over a stretch of fifty miles, out of sight of land, but I knew the general direction to Whrey Harboi. The weather continued calm and clear. The "Red-Wing" pounded along beautifully, and, as luck would have it, we hit the harbor very close at about 7 p.m., July 3rd. A great sigh of relief went through us. By this time we could see all predictions were wrong. The one hundred and forty-mile odds on Slave Lake were travelled with no mishap.

The Well

We left Fort Norman at 9 a.m. and reached the oil well at Oil Creek at 1:49 p.m., July 8th, 1920. On checking over our diary we found that the trip from Fort Smith was made in five days and one hour, the fastest ever. Not only did the time beat all previous steam or gas-oil boats, but was done in an overloaded and leaky scow, pushed by a light-duty, gas-oil built for just such a purpose.

We were greeted by the six pioneer oil men of the north whom we had left in the fall of 1919 in this land of ice and snow. Never did I receive a warmer welcome than theirs. Never did men seem more eager to talk and to ask questions and, questions exhaust, each beginning it seemed a tramp would be swimming.

It was the most apparent reason why we were so glad to see us was that they had been living on a steady diet of fish for a month, and because welcomed a change of food.

The return of the steamers on the Upper Slave was to meet a great deal of people who were starving. They had plenty of money, but nothing to eat. We gave them a little to tide them over. After unloading some gasoline, we left in less than half an hour, and before us was the long trek north.

The crossing of the three of us made a two-day visit amongst my old friends and white and Indian friends, and left for field work down the river. The geological party was made up of the workmen of the former camp, the survey was made and not without difficulty. Most of the work was done last year, and the story is mine for the moment.

Two Indians from the previous summer were with us, and we found them to be eight Eskimos. These unfortunate had been washing on water and flour for about two months, and when it is considered that they are primarily meant for meat eaters, one must marvel at their ability and willingness to work and undergo such hardships.

The construction of a much larger log shack on Bear Island, the digging of the pit and the cutting of the sill for a new location. The geological party went back to work where they had left off. Oil in Northern Canada was an accomplished fact.

The rest of the story is anti-climax. A boat was promised at the well Sept 20th, but no boat came on the day. The men were assuming all anecdotal stories. A boat was promised at the well Sept 20th, but no boat came on the day. The men were assuming all anecdotal stories. A boat was promised at the well Sept 20th, but no boat came on the day. The men were assuming all anecdotal stories. A boat was promised at the well Sept 20th, but no boat came on the day. The men were assuming all anecdotal stories. A boat was promised at the well Sept 20th, but no boat came on the day. The men were assuming all anecdotal stories. A boat was promised at the well Sept 20th, but no boat came on the day. The men were assuming all anecdotal stories. A boat was promised at the well Sept 20th, but no boat came on the day. The men were assuming all anecdotal stories. A boat was promised at the well Sept 20th, but no boat came on the day. The men were assuming all anecdotal stories. A boat was promised at the well Sept 20th, but no boat came on the day. The men were assuming all anecdotal stories. A boat was promised at the well Sept 20th, but no boat came on the day. The men were assuming all anecdotal stories. A boat was promised at the well Sept 20th, but no boat came on the day. The men were assuming all anecdotal stories. A boat was promised at the well Sept 20th, but no boat came on the day. The men were assuming all anecdotal stories. A boat was promised at the well Sept 20th, but no boat came on the day. The men were assuming all anecdotal stories. A boat was promised at the well Sept 20th, but no boat came on the day. The men were assuming all anecdotal stories. A boat was promised at the well Sept 20th, but no boat came on the day. The men were assuming all anecdotal stories. A boat was promised at the well Sept 20th, but no boat came on the day. The men were assuming all anecdotal stories. A boat was promised at the well Sept 20th, but no boat came on the day. The men were assuming all anecdotal stories. A boat was promised at the well Sept 20th, but no boat came on the day. The men were assuming all anecdotal stories. A boat was promised at the well Sept 20th, but no boat came on the day. The men were assuming all anecdotal stories. A boat was promised at the well Sept 20th, but no boat came on the day. The men were assuming all anecdotal stories. A boat was promised at the well Sept 20th, but no boat came on the day. The men were assuming all anecdotal stories.
Edmonton—Our jolliest social party yet, and that of Mr. A. E. Halverson, recently promoted to the Winnipeg Division, Mr. Halverson was in charge of the sales force in 1915. He saw the birth of the Edmonton "baby" Division, and from its start he has played a big part in its husky growth. It is still growing, and will soon catch up to some of its elder brothers.

Everyone was in the best of spirits and participated to the fullest in the card game which commenced the evening’s entertainment, after which, again this year, the Edmonton ladies came to the front, serving very appetizing refreshments which were much appreciated.

Mr. T. Turley was chairman for the occasion and spoke in very enthusiastic terms of the efficient manner in which Mr. Halverson had always promoted Imperial Oil’s Welfare. His promotion was well merited and should be an encouragement to others as evidence that ability and industry will be rewarded. Mr. Turley, on behalf of the staff, also included the salesmen and salaried, presented Mr. and Mrs. Halverson with a beautiful silver tea service, a cut glass water set and a handsome serving tray, as a token of esteem and good will.

On Mr. Halverson taking the place in the orchestra played ‘For He’s a Jolly Good Fellow,’ in which everyone joined.

Mr. Halverson, on behalf of Mrs. Halverson and herself, cordially thanked the gathering for their presentation, which would always be a pleasant reminder of their old associates in Edmonton and Halverson hoped that the same harmonies would be shown towards his successor.

Mr. Turley, who succeeded Mr. Halverson, was welcomed into our midst and made acquainted with the staff. He made a witty little speech which caused much fun and helped the jollity of the occasion.

Mr. Halverson was well liked by all who came in contact with him, and he will be missed by all the associates.

The remainder of the evening was spent in dancing, everybody thoroughly enjoying themselves, all regretting when the time came to go home.

Saturday—On Friday, October 20th, the employees of the pressure mills, more familiarly known at the Saskatoon works as the “Farm,” gathered to pay tribute to Mr. T. M. Hoffman on his departure to take up his new duties at Montreal. "Tommy" as he is better known to the employees, has earned the title of "Prince" among his co-workers, and has worked hard to promote the "Imperial" spirit which the present efficiency of the pressure mill department.

While regretting your removal from us, Mr. Hoffman, we feel it is unavoidable in the many steps up the 'Ladder of Success,' and so we also feel that those 'higher up' have shown their practical appreciation of your efforts, having found you (as we have found) a capable, trustworthy employee, who has produced results by a thorough understanding of his work and his men, and how to handle it. Without being "one of the boys"; one who has exerted every commendable influence to make us a contented, satisfied worker and a credit to the interests of our works and Imperial Oil Limited.

"As a tangible expression of our feelings toward you, we ask you kindly accept this token of the boys’, and we trust it will please you as fully to accept it as it pleases us to tender it.

In conclusion, you may rest assured that our heartiest good wishes for your further and advancement are with Imperial Oil Limited will go with you into your new position, and that the glad hand of friendship will always avail 'Tommy' on a visit back to the Farm.”

Regina—Under the great plans for recreation and pleasure which are constantly being added to the list of all employees of Regina refinery, children, as well as grown-ups, are considered. There are swings, sand houses, where "corks in the air" are continually being retained, and a large slide which may be used for a playground during the summer months. At present there is a construction going on whereby the children may have supervised play all winter in the auditorium of the Community Hall.

Mrs. McIlhacan, Mrs. T. Campbell and Mr. E. McIlhacan, who are a committee who will have charge of the girls’, and Mesrs. W. E. Campbell, L. R. McIlhacan, and E. McIlhacan will supervise the boys’ play. It is expected the recreation will be obtained through this plan.

Saskatoon—On December 1st an enjoyable evening was spent in the office by the staff at Saskatoon, in honor of Mr. Frank Kee on his promotion from assistant chief clerk at Saskatoon to chief clerk at Brandon. About seventy people were present. The evening’s entertainment commenced with a white drive until ten o’clock, after which Mr. Griffith, the manager, announced that this gathering was a special one to present to Mr. Kee, who was leaving to take up his new duties. Mr. Griffith spoke feelingly of the friendship and esteem in which Mr. Kee was held by the entire staff, salesmen and agents, and of his long services with Imperial Oil Limited. He emphasized Mr. Kee’s organizational ability and how he always stood him in good stead at Brandon, which was a new office opening up at the beginning of the year. Saskatoon would have to look at its laurels, as Brandon might, in the future, outshine them in efficiency.

Mr. Griffith then presented Mr. Kee with a diamond stick pin on behalf of the office staff, salesmen and agents, who, though regretting to lose him, felt pleasure in the advancement he had justly earned.

Mr. Kee, in replying, was greatly affected by the manifestation of his appreciation and good-will extended to him by everybody. He had been with the company some years, and his principle was the business of the company first, and this principle he has always followed in his work. He was sorry to have to leave so many good friends, amongst whom he had spent many happy hours.

Refreshments followed the presentations, and the gathering continued until late hour reminding us that another day had dawned, and that we had to work in the morning.

A large gathering was at the station on December 2nd to bid farewell to Mr. Kee on his departure.

A Present to Peru

While the aeroplane has already entered into the operations of the pro-

ing department in Western Can-

na, our organization in Negritos, Peru, was just a step ahead of Ed-

dmonton in experimenting with a flying machine.

As the accompanying picture shows, a hydroplane was stationed at Negritos for inspection and approval several weeks ago, but has since passed un-
der the control of the government and now is a unit of the newly formed Peruvian air force.

The Peruvian government recently decided to organize an aero service, and the Peruvian employees of the International Petroleum Company at Negritos formed a committee for the purpose of raising funds to purchase an aeroplane for presentation to the nation. Each workman subscribing to the scheme contributed one sol per week to the committee, and in November a sufficient sum had been raised to buy a hydroplane outright.

This was accomplished without the slightest assistance from the Company or any of its officials, and the workmen, who engaged in this patriotic movement now have the satisfaction of knowing that Negritos is the first place in the whole province of Ayacucho to make such a presentation to the government.

The hydroplane is shown with the pilot and mechanic, and with a man of one of the original owners of the property.

As the crow flies, Negritos is some 300 miles from Edmonton, and while the monoplanes under Mr. Tay-

lor are operating in an atmosphere away below zero, the hydroplane is sailing under summer skies and through balmy breezes.

Halifax Industrial Council

Front row, left to right: Mr. J. White, W. E. Balchin, Mr. J. McIlhacan, B. Pagett, J. Mc-

ANNuITIES AND BENEFITS
A Statistical Review of 1920

As we review the year's operations we realize that the work of the department has grown in volume and character during the second year. The Annuitants and Benefits Committee are the first to realize this and regrets the loss at this time of H. M. Powell and F. W. Gordon, whose places on the Committee are being taken by D. Cunningham and F. T. McKean. Chairman provides the new assistance from the members of the Committee and finds the memory of the late Mr. Serichan still green.

The Annuitants and Benefits plan, instituted two years ago, completed its second full twelve months of operation December 31st, 1920. The following is a brief outline of the work accomplished.

INSURANCE
Under this department all of our employees, who have spent twelve months' continuous service in the company, became insured for amounts ranging from $500 to $5,000, according to each employee's earnings and length of service. On December 31st, 1920, there were 4,112 employees insured, the total amount of insurance being $1,200,000, an average of $295 per employee. The average amount of insurance per employee was $271, showing an increase of $80 per employee. During the year, we had 72 deaths in the organization. The amount of insurance paid in for these deaths was $34,000. The average insurance per employee paid in was $57, showing an increase of $12.60.

SICKNESS AND ACCIDENT DISABILITY
A complete report of the sickness and accident disability cases is not yet available as all reports are not in from the branches. According to the figures on hand a total of 1,577 cases approximately $26,000 was paid to employees in the form of sickness and accident benefits insured to the extent of approximately $475,000, or a grand total of $61,600. Sickness cases for the year resulted in nearly 1,000 days of sickness and accident benefits to employees had to pay insurance $66,000.

Accidents resulted in 1,044 days of lost time. In regard to the accidents, it is the hope and expectation of all officers of Imperial Oil Limited that every precaution be taken to avoid the performance of their duties so as to prevent the number of accidents down to the lowest possible amount.

TEMPORARY EMPLOYEES

 Employees under this heading are those who have not been in the service a year, or who left the company before being eligible for insurance.

During the year 2,700 employment notices were received, while 2,447 men terminated their service. This turnover is explained by the large number of men employed for construction work and who terminated their service when the work was finished.

TERMINATIONS

During the year 773 employees with one year or more of service terminated their service with the company. 317 of these terminations were in the refineries and 286 from the manufacturing divisions. The insurance canceled as a result of these terminations amounted to $475,892. In addition, terminations of 14,573 per cent. were employed on only one year of service, and the number of whom were approximately 300 cases. Sick cases for the year resulted in nearly 1,000 deaths of sickness and accident benefits to employees which is gratifying.

As a result of the terminations of the employees now in the service of the Company, the accidents connected with accident benefits to employees had in the first place, to carry insurance $26,000,000.

A GREAT LOSS
CAPTAIN JOHN WILKIE, MARINE SUPERINTENDENT, MEETS DEATH

When the news reached Toronto that an explosion had occurred on a river boat in South America, it was immediately known that Captain John Wilkie was a passenger and that he had sustained serious injuries. It was still hoped by many of his friends that his injuries might not prove fatal. Therefore, when the message announcing his death reached Toronto, December 22nd, it came as a distinct shock to the management of Imperial Oil employees saw the flag on the Imperial Oil building raised at half-staff and soon heard the tragic news.

An atmosphere of sorrow and regret pervaded the building throughout the day, for there was no one better known and more respected than Captain Wilkie.

Captain Wilkie, who was forty-two years of age, had a wide experience as a navigating officer, much of his early life being spent in the China Seas. In 1917 he was appointed a captain of a second-rate supertanker of Imperial Oil Limited and a year later he succeeded Captain Henderson as marine superintendent.

During his service as marine superintendent, Captain Wilkie had endeared himself to every member of his department and was respected by every member of the company. He was noted for his tact and good judgment. Under his able management, the fleet was able to fulfill every one of its requirements. The transportation of crude to the refineries and the finished products successfully distributed at sea in the great lakes.

The late Capt. John Wilkie to Country, and his motto was "We shall not fail!"

It was while doing duty in South America in the capacity of marine superintendent that he met his death. Reports of the accident are meager and confused. On a river boat on the Magnolia river in Colombia, South America, a back-firing engine ignited the fuel oil tank, causing the same to explode. Captain Wilkie, who was a passenger, sustained injuries which cost him his life.

Captain Wilkie was well known in Toronto and exceedingly highly regarded in business and social life. He was a member of the Mississauga Golf Club and an ardent enthusiast for all forms of sport. A year ago his marriage to Mrs. Violet Jerrard took place in Toronto, where they were both members of the Royal Yacht Club. When the news reached Canada they were again sailing the lake, and where, as he was often wont to remark, "He could hear the whisper of the waves." The remains of the late Captain Wilkie were brought to Toronto and interred at Prospect cemetery. The funeral services were held at his home on Wilson Ave., the Rev. Mr. Arm-strong delivering the sermon. V. F. Nicoll conducting the services.

In speaking of the late Captain Wilkie, Mr. Sheehan expressed the profound sorrow with which all members of the Imperial Oil organization received the news of his death.

"Captain John Wilkie died at his post of duty as a true British sailor. His last journey was made in the sea he sailed so often, and covered by the flag he loved so well. John loved a good meal and fine tunes, capable of deep affection and convictions with all the best traditions of Scotland and Kirk in his blood."
Better Your Best

EVERY man has an innate desire to do some one thing better than anyone else. Every man has a longing for perfection.

Perfection can never be attained, but the very act of bettering one’s best is perfection in itself.

Only by ceaselessly striving for perfection, only by continually bettering one’s best, does one touch the heights of accomplishment.