A SOUTH AMERICAN OIL SCENE
THE harvest of our constructive policies
By P. F. Sinclair, Toronto.

"Old thoughts, old thoughts, old aspirations, Outlive men's lives and lives of nations."

The following is a copy of a letter received from the only friend which I have made in a long career, and I am grateful for it. The information is of the greatest interest, and it is written in a most flattering manner.

Dear Sir:

Kindly convey my sincere thanks to Imperial Oil officers, who through your intermediary, kindly sent my letter, and to Mr. M. A. Thacker, when it was needed so badly. Mrs. M. A. Thacker will be thankful for your kindness in this matter.

(Sgd.) W. H. C. HIELE.

Dear Sir:

We, the warehouse staff of Imperial Oil Limited, wish to express our sincere thanks to you for your kindness to the wife of our late fellow-workmen, Mr. W. J. Mann, in forwarding to her a cheque.

Though with all of us it is only a few weeks since we feel it incumbent upon us to assist his widow, who was left destitute, and collect among ourselves an additional sum for her assistance.

Thanking you again for your kindness on behalf of the warehouse staff.

(Sgd.) W. H. CHADWICK.

Dear Sir:

I enclose the forwarding the following enclosed letter to you so that you may know the help extended by this committee and how we have been able to assist our fellow-workers.

(Sgd.) M. E. GREEN, Chairman.

This will acknowledge receipt with many thanks, that was carried forward during my illness in hospital. I beg to express my sincere thanks to the Company and yourself for this kindness, as it was greatly appreciated.

(Sgd.) A. S. DADY.

Dear Sir:

I had a letter from your father, yesterday and today my doctor informed me that the result was entirely satisfactory, and he is of the opinion that I may be able to show face by the middle of next week, and in view of this, I have made the arrangements for the visit.

(Sgd.) Jos. A. ALDRIDGE.

Dear Sir:

I beg to acknowledge the receipt of your letter advising that the Directors of the Company have approved the plan of myself and the chairman, effective July 1st.

(Sgd.) John Laid.

The following are extracts from the minutes of the Sarnia, Montreal, Icos and Halifax Joint Industrial Councils:

SARNIA, Feb. 26, 1921—

"We express our sincere appreciation of the sympathetic understanding and consideration extended by the Company to the Directors of Imperial Oil Limited. This is a real service, and it is appreciated by the members of the committee and the members of the Sarnia Works organization."

OTTAWA—

"The employees here appreciate the intervention and the executive management of the Company, and we have no hesitation in relying upon the loyalty of the staff at Ottawa."

ST. JOHN, N.B.—

"The unanswerable feeling among the men is that something very substantial has been accomplished."

EDMONTON—

"On behalf of the employees at No. 2 Plant, we would like to express our appreciation of the courteous treatment extended to us by the Company."

I believe our special meeting of the council was attended by Mr. W. T. Higginson, who came to the meeting to point out the importance of the work of the Co-operative to all the members of the council. This was done with great pleasure.

(Sgd.) J. E. B. SIBLEY.
Our Interests in Colombia, South America

By Oliver B. Hopkins, Geologist, Imperial Oil Limited.

TRACKLESS, tropical jungles under the blazing equatorial sun, the stony, frozen arctic, equally the land of the midnight sun and the land of the midday sun without any sun on the other hand; are being looked to for the yield of the oil supply of the future. Is it not a curious coincidence that Imperial Oil Limited is interested in these two diverse and widely separated regions?

Colombia

The equatorial field is that which claims our immediate attention. In the top left-hand corner of South America, the Republic of Colombia occupies an area of 456,072 square miles which is comparable to the 465,602 of Ontario. Two-fifths of this area is of the most mountainous character, including the eastern and western Cordilleras, the remainder consists chiefly of extensive plains and forested plains in an area about 640 miles long by 320 wide.

We in Imperial Oil Limited are interested inasmuch as through the International Petroleum Company, our Company has purchased a stock interest in the Tropical Oil Company. The people of Colombia look for outside enterprise to develop their resources. They are a mixed nation, Spanish, Indian, and Negro, the pure Spanish being confined to Cartagena, Barranquilla, and Santa Marta and to the healthy and agreeable highlands of the interior. The Mestizos, the Spanish-Indian stock, promise to dominate the population eventually. At present the population is five millions or more, and the Spanish language is general, but there are one hundred and ten different languages spoken by the natives, and twelve others are known to have died out. Colombia’s chief agricultural exports are coffee, hides and bananas. The chief minerals are emeralds, silver and platinum, to which is to be added oil. It is also a great cattle country, taxing according to estimate, some 7,000,000 head of cattle on its ranges. The chief ports are Cartagena and Barranquilla, the former being 1,233 miles from New York, and twenty-four hours by boat from the Panama Canal Zone.

Cartagena was founded in 1533 and has been captured by pirates. Plundered by Sir Francis Drake, besieged and fought for in every century since. The walls, which completely surround the city, were built at enormous cost. It is said that the King of Spain remarked, as he looked out of the west side of his palace that he should be able to see the walls of Cartagena, judging from the millions of dollars spent in their construction. Ancient records state that they cost $25,000,000.

Travel in Colombia

The trip from New York to Cartagena requires eight or ten days. Bound for the great north and south Magdalena Valley or any of the interior towns, the traveller leaves Cartagena at five o’clock on Tuesday morning on the railway for Cauca, sixty miles away, where he boards an up-river express boat sometime during the afternoon. Many passengers carry rifles to shoot at the huge alligators that abound in the Magdalena River. If no accidents happen, and the river has sufficient water so that the boat can travel during the night, and if it does not get stuck on a sandbar, the traveller will arrive at Baruca, the head quarters of the Tropical Oil Company, on Friday or Saturday. If bound for Bogota he will arrive there within about nine days from Cartagena, having accidents. The distance is only four hundred miles, but this is the fastest line of communication in Colombia. In dry season it often happens that the journey takes three or four weeks, the extra time being spent on sandbars in the river. What is an extra week to a Colombian who knows no country but his own, and who considers the accommodation ample and pleasant, and the time not excessive?

Bogota and Medellin are the two important inland cities. They are less than two hundred and fifty miles apart, but it takes from four to six days to go from one to the other. As an example of Colombian travel, one leaves Medellin early in the morning on a fairly well-constructed railway which reaches Santiago at the foot of the mountains which separate Cano Valley from that of the Magdalena. Here one changes to an auto bus, or to mule-back if preferred. In this way the mountain is crossed, a distance of about three miles, to the railway which runs to Puerto Berrio on the Magdalena. Here a river-boat goes to La Dorada; thence a train is taken to Beltran, carrying the traveller round the rapids which separate the Upper from the Lower Magdalena. From Beltran a river-boat goes to Girardot, where a train leaves for Facatativa. At this point the railway gauge changes from three feet to a metre gauge, 39.37 inches, and this three-inch difference involves the transfer of all freight and passengers. Finally, after making this last change, the seventh in two hundred and fifty miles, one arrives at Bogota.

The Oil Fields

Oil operations at the present time are confined to two general regions; in the Magdalena Valley, extending from near Magangué to the south, to near Villavalle, a range of seven hundred miles; and in the coastal region, extending from the Gulf of Uraba near the Colombian-Panama boundary to the east of Santa Marta. The only active development at the present time is being carried out in the Magdalena Valley. In that region four companies are either drilling wells or have wells already drilled. These are: The Tropical Oil Co.; the Colombian Syndicate; Transcontinental Oil Co., now called the Bid-Magdalena Oil Co.; and the Granada Oil Co. At present, producing wells have been drilled only on the property of the Tropical Oil Co. A concession which had originally been granted by the Colombian Government to De Marses, a Colombian, was later acquired by the Tropical Oil Co. This company began development work about the time of the beginning of the Great War. The headquarters

COLOMBIAN SCENIC
1. Ready to drift down the river. Note the three covered canoes.
2. Walls of Cartagena, with La Popa in the distance. Old fortifications on hill to right
3. Old paved trail from the Magdalena to Bogota

CARTAGENA
1. Walls of Cartagena with La Popa in the distance. Old fortifications on hill to right
2. Top view of Cartagena
3. Near view of walls of Cartagena showing sentry tower on right
of the Company were established at Barranca, Bermeje, some four hundred miles up the Magdalena River from the coast. Drilling for oil was started near the banks of the Colorado River, a tributary of the Magdalena, and at a distance of about twenty-five miles from Barranca. Drilling was begun in 1917, and well No. 2 was completed early in 1918, as a small productive well, estimated at about one thousand barrels a day, was brought in late in 1918, at somewhat greater depth than No. 2, with an estimated production of from two thousand to five thousand barrels a day.

Development Work

When the International purchased an interest in the stock of the Tropical Oil Co. in Colombia in the spring of 1920, the task of putting this property on a producing basis was inaugurated in earnest. The waggons road that leads from Barranca to the wells at Infantas, a distance of about twenty-five miles, was hurried towards completion so that the pipe line could be laid to carry the oil to Barranca on the Magdalena, this river being the main artery of communication in Col-

1. Part of the refinery at Barranca—two sides and a 50,000 barrel tank
2. View of refinery site at Barranca—note the tall towers, bridges (warehouses), and tanks in construction (with sawing up to keep off the sun)
3. Mapping the headwaters of the Quebrada de las Flores, (Crest of the Flowers)
4. Barringtons at Woodyard on Magdalena River. River boats are loaded with wood by carrying it in baskets on the back of mules to be loaded with wood

THE IMPERIAL OIL REVIEW

June

"On the Way to Bogota"

(Selected)

Up the river Magdalena, on the way to Bogota, In a grinning "caporeq"* smelling strong of grease and tar, With the paddle wheels a-chinking through the waters high in flood. Breaking through the moonlight silence, stirring up the slimy mud, Groaning engines ever pounding with a loud nerve-racking thud.

Dodging floating rafts and dug-outs, skirting hidden shallows and bar, Steaming forward, often stopping, backing with a sudden jar, Waking up the sleeping 'gater from its sun-baked mud bed, Driving back the squirming rattler through the churning grinding rock, Bringing forth the roaring rauhast in the marshes reeking dank.

Underneath the colored awning sit the passengers and crew. Sleeping half and half awakened, in the broiling heat they stew. All attempts at conversation deep depression holds in check. Each surveys the tar in steamless oozing from the warping deck. Each, with curses, wipes the sticky perspiration from his neck.

Past the interlacing borders with a thousand colors gay, Where all Nature lies a-doing through the stag, Neath that blaring sun's oppression all is lifeless, all is dead. Hissing snake and prowling panther each has sought its customed bed. No longer is heard the hooting of moon-souls overhead.

Sighting now an Indian village raised from off the river's silt, Where the naked pickaninnies wallow in the reeking breath of day. Steamimg on—aroused from dazing by the steamer's discordant blast, Yawning—cursing—gargling—sweating, till the scorching day is past. And the sun, his heat exhausted, sinks beyond the forest vast.

Small steamer.

Up the river Magdalena, on the way to Bogota, While the sun in wondrous splendor shoots its last rays from afar, Over hill and tow'ring mountain, where alone the wild goats graze, Over soggy swamp and valley, where the steaming waters meet, Piercing through the festooned jungle to the pumis dark retreat.

Soon the river turns to golden 'neath the sunset's rosy glow, Changing to a burnished copper as the sun sinks further low, While the steamer ploughing onward leaves behind a glittering rai. Till it turns and sees the shelter of a near-by hidden cleft, Falls that hush of tropic even when 'tis sacrifice to speak.

Quick the somber shadows deepen and the night comes swiftly on. Spreading wide its cloaks of darkness the final rays are gone. Then arises drowsy Nature from its coma deep of day. Flitting fireflies by the thousands round the river borders play. Roaring beasts and chattering monkeys in the forest hold their sway.

From the soft decadent rumble of the swiftly flowing stream, To the thunder rolls in the distance, where the pumis reign supreme. Many sounds make up the stillness, falling on the listening ear. Some to sad—most to frighten—only one, alas, to cheer. The strains of "Amie Larius" from the drunken engineer.

When at last, from sheer exhaustion, he "lays himself to deee," "You spend your travelling carte * neath the top-deck canopy, Hidden within the hanging foldings of a thick mosquito net. Musing half and half a-doing through the stifling night you sweat. Trying hard with by-gone memories, present self-rings to forget.

4 Frogs. 2 Cot.
Ignition of Gasoline

THERE is an example of this. A chauffeur, desiring to fill the tank of his limousine car which was parked in a cement floor, took an ordinary five-gallon can with a wooden handle in his left hand and hung it over the hook of a self-measuring gasoline pump connected with an underground tank in the yard outside.

He had drawn off about one gallon when he heard a snapping sound and saw the can burst into flames.

"The door of the garage was open at the time and he seized the can and flung it out upon the cement sidewalk outside where it burst, the burning fluid running down the sidewalk. Hav- ing no other can, and as this remained intact, he carefully washed it, wiped it dry, hung it on the hook again and proceeded to fill it once more. The same thing happened again.

"Another chauffeur in the same town started to fill the tank of his touring car in a private garage, using a 16-foot rubber hose connected with a pump at one end with a metal nozzle just above the filler-hole of the tank while another man did the pumping. A small quantity had passed through the hose when a spark, which he described as half-an-inch long, jumped from the nozzle to the tank and the gasoline took fire at once.

Mary Louise Robson Passes Away

News of the death of Mary Louise Robson came as a distinct shock to the Imperial Oil employees of the Manufacturing Department, Toronto, where she has been employed since 1913. Miss Robson was taken seriously ill some time ago, and was sent to Wellesley Hospital, where she died on May 11th. The remains were sent to her home at Lindsay, Ontario, where the funeral was held. The services were conducted by her father, Rev. Dr. Shorey of Napanee. The regret of her many friends at the high regard in which Miss Robson was held by her many friends, both at Lindsay and Toronto. Among the floral tributes was a wreath from the directors of Imperial Oil. Mr. P. F. Sinclair represented the company at the funeral. Miss Robson entered our service in 1916, being with the Queen Division, and was transferred to the Manufacturing Department, where she was employed up to her illness. Her conscientious service and pleasing personality had endeared her to all her associates. She was the last of a family of five, and the news of her death was a shock that will long be felt by her associates. The Imperial Oil Company is extending to those who were in the manufacturing department to extend her sympathy and comfort.
Pioneers and Discoverers

All the comforts of modern civilization are nature’s own gifts. Through countless ages it has stored up untold treasures that can be discovered and utilized by man.

Locked up in the bosom of the earth, this treasure is valueless. It is just as much material in the earth’s crust but when recovered and utilized, it means comfort, luxury and plenty for the world’s multitudes.

Few in the history of the world have had the insight to seize this opportunity. Pioneers have blazed the way. In the arts, the sciences and in industry they have discovered new truths, new laws or new elements which can be utilized for the betterment of all mankind.

The creations of the inventor’s brain have brought forth labor-saving devices which lighten the hard lot of millions of men. Pioneers in industry have harnessed the elements, the waterfalls and the potential power of fuels to do their bidding.

The whole structure of civilization rests upon the labor of pioneers. Theirs are the brains or the hands that have moulded civilization into a world. Theirs is the right of discovery.

From the days of Columbus to modern times development of the New World has been the result of the endeavors of those who have hewn their way through the wilderness.

The development of our petroleum, its potential power which is so urgently needed, has come about by the efforts of those who have worked in the many centres of civilization.

Everywhere in the natal space, be it on the frozen stretches of the north or on the burning deserts of the south, our prospectors are continually scrapping for and continually developing the production of this precious liquid.

Money and men have been expended unstintingly to produce fuel for our industries. We need every bit of this comfort and convenience of our present-day life.

The story of Colombia, South America, published in this issue, is a tale of hardship, privation and danger. It is typical of all Imperial Oil’s operations that such labor and expenditure of money generally go unheralded and unsung.

The history of oil development in Peru, the narratives of expeditions in the Canadian Northwest, the strike at Fort Norman, all show how Imperial Industry activity extends to the four corners of the earth.

It is our privilege to be trail blazers, to lead the way to greater industrial efficiency and to a greater comfort for our people at home.

Highest Possible Value

Are we, as employees and shareholders of Imperial Oil Limited, fully aware of our responsibilities and duties to ourselves and to the community we serve?

As an institution which reaches from coast to coast, in every city, town and hamlet in Canada, our responsibilities and duties to the nation and its people are clear. It is our duty to reach the highest possible value and best possible service at the least possible cost.

Every item of unneeded expense, every item of loss or waste in production and distribution adds to the cost of the job. Therefore it may be necessary for us to do everything we can to eliminate every item of unnecessary expenditure.

This calls for cooperation. Each one of us must practice rigid economy. We can do this by keeping a close check on waste. Waste through lost material, waste through poor management, waste through carelessness, waste through carelessness—every item of unused material and all unnecessary expenditure must be eliminated.

If we all united in a campaign of economy, in taking proper precautions against accidents and loss by fire, in getting every individual to do his best and in the cost of production and distribution would be greatly reduced and with that we could fully meet our responsi-

Good Looking

Benjamin Franklin said that every person who is healthy and clean is good looking. Franklin was right. The question of being good looking or otherwise lies largely with us.

Clothes may make the dandy or fop, the coquette or the Bowery chimney sweep. A man can make himself the man of the woman, but clothes are symbols of our culture. The man who wears them, usually is. Clothes are important, but personal appearance means more than clothes. We must be clean, groomed and polished.

You have seen the man with the brand new expensive tailored suit and a last week’s shave; the man with the five-dollar necktie and with his finger nails in mooring; the man who carries a cigarette ashes and a danduff off his coat collar.

We do not pretend to be a critic of the clothes we wear to ourselves and our associates. But we who are qualified, consider this subject, and we want other people to wear the same fault in women’s dress and appearance may be easily found.

Personal appearance is a question that is worthy of serious attention. If we neglect ourselves, our appearance is an individual asset on the balance sheet of the company and ourselves and on the firm with which we are connected. Good appearance is an asset in the book of our success or a liability which real ability in other directions cannot qualify us to meet.

We can all be good looking. We can all make ourselves attractive to others. To this end we must be clean and take pride in our personal appearance.

Who Makes the “Bad” Motor Truck

You often hear men talking of good trucks and bad trucks. If they were to do the work of good and bad operators, they would express their meaning far more accurately. In a great many cases it is the operator and not the manufacturer who makes the “Bad” Motor Truck.

Motor trucks are nothing but pieces of machinery which are designed to hold together under certain conditions. If all the parts provided they are given the proper care and attention that such parts need, they may get the maximum life from their trucks and hence, the greatest return on their investment.

And yet there are operators who get good results from their vehicles. They do not care too much for their cars. They do not spend much time or money on them. They are not disloyal to purpose, which will take years of conscious effort to entirely eradicate—years which might other wise have been given to constructive work in new and profitable efforts. Besides this, you will have given birth to a regret which will in crease with each passing year. If you do not want to be one of those who will be unhappy and dissatisfied with the value of their personal property, you must be careful that you do not spend money to avoid the cost of production and distribution wouldn’t be greatly reduced and with that we could fully meet our responsi-

R

Our Job

RECENTLY we asked several representatives of Imperial Oil Limited to formulate their personal opinions:

“What is your job? What is your purpose? What do you expect of your work? What do you expect to get from your job? What do you expect to get from your work?”

Some are paid in gold and others in silver, and many in both. In all cases, the question is, “What is the best? What is the truest?”

There are no bad or good motor trucks. There are only those that are properly taken care of and those that are not. If you are paying for the cost of production and distribution, you are paying for what is needed to make your motor truck run properly. You are paying for the cost of production and distribution because you want the best possible value, and you expect to get the best possible value.

It is our duty to succeed. Success enables us to do things that we could not have done before. Success enables us to do things that we could not have done before. Success enables us to do things that we could not have done before.

Our Job is to assemble certain facts and figures. Our purpose is to turn my purpose by doing my job correctly and well.

Another, “My job is to copy from one paper to another. My purpose in doing it is to stay on the same thing until I see something better.”

And another, “My job is to organize certain phases of the work here. My purpose is to do it in such a manner that it may be the best thing I can do for the company.”

All are very nice, but what we were looking for, although to a certain extent, they substantiate the statement which we now wish to make, namely, “We are here to serve our employer of our own best interests.”

But there’s the rub. The best interests of each and everyone of us are identical in the ultimate, namely, “A full and well-rounded life.” Unfortunately some of us are so short-sighted, or mentally squint-eyed that we fail to recognize in time the importance of this basic fact.

You see, all the parts are just so much in the way of one another. If you do not wish to be one of those who will be unhappy and dissatisfied with the value of their personal property, you must be careful that you do not spend money to avoid getting the best possible value, and you expect to get the best possible value.

inspection and Care

In Chicago there is a fleet of 15 trucks that lost only two hours per truck in one year. Was it because the owner had found some kind of indis creetion, or was it because there was no such animal. It was simply because the operator of that fleet made the very best use of his time to see to it that his drivers, who were carefully selected, took time each day to inspect, oil, clean and tighten the parts of their vehicle.

Honor Service

You will find no brass name plate on a motor truck in Imperial Service which reflects neglect, nor will you find the name of its driver enrolled on the Honor Service Roll.

Care of equipment is one of the qualifications for Imperial Honor Service and every motor driving one of our motor trucks can, by the proper care of the equipment in his charge, prove himself eligible to one of the prescribed conditions.

We know it would be a great pleasure to all our managers if they could secure for each driver a name plate for his truck and we hope that our motor truck drivers will put forth their best efforts to have a brass name plate fastened on their trucks.
News From Imperial Oil Employees, Everywhere

Page Twelve

THE IMPERIAL OIL REVIEW

June

Vancouver

Sports—"The imperial club"—office and warehouse employees has now closed its indoor pro-

gramme of winter entertainments which have afforded a great deal of pleasure to its members. A tennis club has been organized and other outdoor sports will be added next season. The club is realizing its object of bringing fellow em-

ployees together in social activities and in creating good feeling.

Lecture—On the evening of April 13th and under the auspices of the University of British Columbia, Dr. E. J. Finch, President of the League, was invited to deliver a lecture on "The League of Nations—Why?". It was an address full of valuable and instructive information covering an historical period of fifteen years and showing the gradually evolving principles of the League as it was first conceived in the mind of Henry of Xarrire. Dr. Elstman exhaustively

said that a really vital thing can never die; that the germ seed of democracy and world-wide (international) interests has grown amid varying con-

ditions and notwithstanding many set backs, it will grow until there will be a permanent basis of "International goodwill and security." This was shown by many references to the great historical epic which is being written along the way to World Peace. Dr. Elstman dealt with the great issues of the League. The changes in the status of the suspensions were brought about by the introduction of machinery, univer-

sal franchise, woman's political equality and organized labor.

"International University Work" and many other international activi-
ties are bringing the nations into sym-

pathetic touch with each other and this in the progress of years will mean the elimination of those things which have brought misunderstandings and which have resulted in war.

Promotions—The gentlemen, whose names follow, are congratulated upon their new appointments which were necessitated by certain retirements:

Mr. P. H. Lock—assistant chief credit man.
Mr. W. T. Jones—credit man.
Mr. G. Westover—assistant credit man.

Mr. Charles Goodacre lately em-

ployed as a truck driver, has been ap-

pointed the Company's agent at Chilli-

wack. We wish him every success.

A Hegaret has been appointed to a dor-

en fine photographic pictures to the office, and at Westminster, where now all the walls and are

decided acquisition to the furnishings. These comprise a series of mountain views along the Canadian Pacific Railway.

Edmonton

Educational Meeting—We are all agreed that the only favorable and sat-

tisfactory termination of education is in payment for a learned

driver.

There can be no two opinions re-
garding the point, although, of course, the real extent of such transactions is

enlarged during the brief period immediately following the introduction of prospective customer's pencil to the register. A greater number of members will have no hesitation in remarking that we now have a position in making life a trifle easier for those members of the Sarnia staff whose work is con-

nected with the sales department.

Mr. Scott has made us feel that we are more clear in our conception of the important parts, and necessary to the head office since his visit, and there can be no doubt that such members will feel inclined to pass a vote of thanks to Mr. Scott in the near future, for his part in establishing the intelligent and sympathetic co-opera-

tion which is necessary to the continued working with Edmonton Division hencefor-

Montreal

Banquet—At the conclusion of the

Montréal Industrial Hockey League's first season, a banquet was held to honor of the league. The chair was taken by Mr. E. F. Finch, President of the league and president of our Social Club. At the same table were Mr. W. T. Jones, credit man for the League, and Mr. Niccnoo.

After a sumptuous feed, speeches, music and dancing finished the evening.

The first season has proved very successful and has netted a very substan-
tial sum for the League. The cup donated by Mr. Paulls of the Sherwin-

williams Co. was presented to the Canadian Explosives team, the win-

ners of the League.

Regina

Movies—Employees of Regina refi-

ers have been well entertained during the winter months with dances, socials and white drives, and recently a new source of amusement has been found —Moving Pictures. These will be shown at the state, five reels per week, and to date many are amasing as well as instructive pictures have been shown.

Toronto

Baseball—The baseball programme of Toronto Office and Wexford Office started March 30th by a general meet-
ing of fans. At this meeting the follow-

ing officers were chosen: President—Lee Van Wert. Vice-President—Dan Cunningham. Second Vice-President—Gilbert Thomson. Treasurer—Ernie Callighan. Secretary—Carmen Curran. Managers—M. M. B. Fairclough and W. H. Merritt. The club has secured for coach for the next season. Mr. G. H. McWhirter, who is an exception-

ally experienced professional baseball man. He is so full of pep and keeps the boys working so fast in practice and expects so much of each member that there is no doubt that he will have a good team whipped into shape in a short time.

The weather has held up practice to such an extent that enthusiasm is high and at practices of Thursday the 7th and Monday the 9th there was a good crowd.

The opening game of the Bush League was held at the International Baseball Park, Hanlan's Point, on May 16th. Monday night, at 6 p.m., between the British American Oil Club and the Imperial Oil Club. A large number of our employees were there.

Baseball is the best game on earth. It is a grand thing for the boys who play and practice and one of the best means of getting a genuine enjoyment of the game among all employees, and it is a good advertisement to Imperial Oil Limited.

All departments should boost the team and attend the games.

The Imperial Oil Baseball Club of Toronto thank the good fans whose contribu-

tions were distributed to all its branches.

The Directors were not asked to donate, as having been so generous for the past, and we thought it best that we finance our club through contribu-

tions of baseball enthusiasts of the staff. One hundred and sixty dollars was raised by the contribution list of Special thanks is given to twenty heads of the different departments as required.

Mr. C. A. Fleming, Imperial Oil

Agent at Alask, Sask, rescued Joe Stokeys, aged fifteen, and Paul Smith, aged fourteen, from drowning in the Saskatchewan River at Empress, Alta. Mr. Fleming was told by the uncle, Mr. Claud Trexler, were spending that day at the niceties on the river bank. While amusing them selves swimming luck and forth from the bank to a sand bar, the older boy was seized with a cramp and sank. His companion went to his rescue but on being grasped by the drowning boy was unable to assist him and was himself dragged under the water. Mr. Trexler then went to the rescue, but he was also rendered help-

less by being grasped by the victim in such a manner that he had consider-

able difficulty in saving himself. Mr. Fleming had been on a scouting expedition and was returning from the hunt. He noticed the struggling in the water and without waiting to en-

dress, made a dive for the spot where the boys were last seen. He was for-

tunate in reaching them at once, and was still more fortunate in finding that both the boys were unconscious and just the right moment was able to struggle. Had it not been for Mr. Fleming who was so virtuous, how he would have been able to get out himself, but as it was, he succeed-

ed in bringing both boys to shore.

An old boy whom brought out of the water was quite stiff and blue, and it required several minutes of artifi-

cial respiration before any sign of life was noticed. The younger boy was also unconscious but quickly recovered and was able to tell Mr. Fleming of the succen-

ity of water he had swallowed. The older boy, however, brought back in a way that did not seem to be as serious as his brother's. Mr. Fleming suffered no ill effects from his experience.

Dr. Macfarlane, who was on the scene, gave valuable assistance in bringing the boys around, after they had been brought to the shore.

Other good sports, who contributed $200 dollars each to the cause.

Dance—The Baseball Dance of April 29th at the Parlow Academy, thanks to the directors of the Company who gave $100 for the cause and $50 for the social success and the club netted $75.00. A dance of this kind and good time it could not have been excelled.

A dance is a grand means of getting new friends and an introduction of the different departments and it was sug-

gested by some that next fall we or-

ganize a club for monthly dances.

The committee made hundreds of introductions and all dance cards were completely filled. In some of the dances there were only two "Waltz"; there were no "Waltz"; and they were more than satisfied to pay the price of admission to see our good-looking young ladies, more beauti-

ful in their party dresses.

Everyone states that the crowd, music and ball were fine and that if the Ball Club has another dance next season, they will do 700 tickets would be re-

quired.

An Imperial Oil Hero

From The News, "Empress, Alta.

Mr. C. A. Fleming,

Imperial Oil

Agent at Alask, Sask, rescued Joe Stokeys, aged fifteen, and Paul Smith, aged fourteen, from drowning in the Saskatchewan River at Empress, Alta. Mr. Fleming was told by the uncle, Mr. Claud Trexler, were spending that day at the niceties on the river bank. While amusing them selves swimming luck and forth from the bank to a sand bar, the older boy was seized with a cramp and sank. His companion went to his rescue but on being grasped by the drowning boy was unable to assist him and was himself dragged under the water. Mr. Trexler then went to the rescue, but he was also rendered help-

less by being grasped by the victim in such a manner that he had consider-

able difficulty in saving himself. Mr. Fleming had been on a scouting expedition and was returning from the hunt. He noticed the struggling in the water and without waiting to en-

dress, made a dive for the spot where the boys were last seen. He was for-


What is Lubrication?

Lubrication in its early stages was just a matter of grease. Anything of an oily nature was smothered in the stuff. In the industry today, lubrication theory is considered quite an art. "To grease an axle" consisted of "slapping" oil on a quantity of grease, usually composed of animal fats, and the job was done.

However, with the evolution of machinery, "slapping on the grease" was not such a simple performance. Often shafts and bearings were inaccessible and could therefore be "oiled" only by liquid grease or oil.

Oils in those days were chiefly animal or vegetable oils but with the advent of petroleum and the discovery of its lubricating qualities, mineral oils took the place of animal fats, especially where petroleum was found.

The marvelous development of the petroleum industry perfected the manufacture of mineral oils as lubricants until eventually lubrication grew into a science by itself. It was discovered that oils varied in consistency and in wearing qualities. The properties that caused these differences were sought for and found and thus up through years of experimental research we have reached a stage where lubricating oils may be manufactured in any desired consistency. It is now generally accepted that lubricated oils while others were not and even cruder oils were that derived from asphalt and tar. Thus, not only methods of refining the quality of lubricating oils but the selection of the crude from which they were to be refined also played an important part.

The Birth of Correct Lubrication

As the science of mechanics advanced and unnecessary new inventions complicated machinery, the variety of lubricating requirements also grew. Each type of machine gave rise to a problem of its own. Shaft's varied in size and size, some revolving in closely-jointed journals, others in loose boxes on bearings, spherically or cylindrical. Likewise strain, friction, heat and velocity or speed, all served to complicate the question. The growth of the internal combustion engine with its manifold difficulties in lubrication caused by the intense heat generated in the combustion chamber and the mixed lubricant oil gave rise to still further lubrication problems.

In the solution of all the various problems the science of lubrication was evolved. It gave birth to a new art in lubrication not before thought of — namely, correct lubrication.

Certain types of machines and rooms required certain grades or consistencies of oil and refiners of oil had to make exhaustive research and study of these requirements and then be guided by the findings of those who searches both in laboratory and close observation of machines in actual operation.

Friction

In all machinery metal comes in contact with metal, bearing on sliding, slides (rolling and sliding friction). When this contact occurs it is called friction. When it is prevented it is called slipping. We lubricate parts that would otherwise rub in order to prevent slipping.

Many people, even those who own or operate machinery, often fail to remember that this friction in machinery consumes a great deal of power, terrific waste of the machine, and cost a lot of money. They pour oil on it to keep down trouble but they give little thought to power saving and waste.

When we analyze trouble caused by friction we find that this is caused in part by the effect of heat. It begins either from faulty lubrication or faulty adjustment of mechanism. In either case, excessive friction results and more heat is generated than the metal can conduct away. Overheating bearings.

The metal gets hotter and hotter until in time the "break up" and eventually this heat, if not stopped in time, brings on a crisis. "Trouble" comes from a little more friction than is necessary. The particular part of the mechanism that produces the trouble does so because there is a little more rubbing of the metal parts (a bearing for instance) than there was an hour before. If the friction is allowed to go on hour by hour before there would have been no overheating or the cause happened to be a mechanical defect.

Standards of Lubrication

If a machine is lubricated only enough to keep it from overheating, and scarcely that, the standard of lubrication is "low." If it over-heats and causes trouble, the standard is "very low." Even though a machine may run cool and carry a light load, yet if the lubrication may not necessarily be of a high standard.

Therefore, it is necessary to keep on the edge of trouble — without much margin. The average machine's standard of lubrication is "low."

The reason for this is probably due to the experience of experts. As a matter of fact, correct lubrication means more than "no trouble." It means protection to the bearing, the machine, and suspending the entire weight carried by the bearing.

If the body (viscosity) of the oil is too heavy, it will not penetrate the porous surface of fluid friction and prevent the full output of work that should be realized in the power applied to the machine.

On the other hand, an oil too light in body will be squeezed out of the bearings and thus allow the friction to come in metallic contact with the bearings. The resultant friction would generate heat and power loss in the bearings.

This illustrates how important the right grade of oil is in lubrication. It shows how the wrong oil can cause a part to wear more and more complex until it has developed into a science. Our machine lubrication engineering is now taught as a distinct branch in engineering in our larger universities and ranks equally with such professions as civil, mechanical or electrical engineering.

Difference in Oils

As a general rule oils differ in quality as follows — a poor oil is used improperly and is soon gone, while a good oil is sparingly used and lasts much longer if fed economically. But this rule is not invariable. For instance, in spindle oil the utmost of being easily light (to save power) is more important than lasting long (to save oil). In some high speed machines, oils are used profusely and then recirculated and filtered to be used over again. The end result of oils that are to be filtered is in this case another test of merit. In the case of the gasoline engine, the viscosity, or the temperature of holding its body under extreme heat is another quality required in a good oil. It must withstand the piston clearance to prevent the escape of fuel mixture, and as clearance vary in wide, oils must contain the proper viscosity.

The difference in value between two oils lies in the cost of one away and makes the other does not. A skilled machinist knows how to load the correct body to meet the specific purpose required: save fuel costs, repairs, breakdowns and life of machinery while it makes increased efficiency, better results, regularity, comfort and credit.

Lubricating oil can be measured more or less accurately but some things are more or less parts of the art of the lubricator. In the case of progress for profit or loss and all have a monetary equivalent which makes it exceedingly important to modern industry.

Lubrication

In answering the question "What is lubrication?" we have to consider all the above features as well as many others. It is a subject so complex to deal with in this article. It is safe to say that any user of oil will say that lubrication means more than just oil and grease. It means the right oil in the right place and this is a problem too large for the average user.

That is why the universities are turning out lubrication engineers to solve lubrication problems just as they are turning out engineers to solve electric problems.

Lubrication is no longer a job for the layman. It is a work that requires the experienced knowledge of experts. This is the reason why users of oils rely on reputable firms to furnish the right oil in the right place. This is why Imperial lubricants are recognized as standards.

Every grade and brand of oils manufacturers in competition, is prepared for a special purpose — to correct lubricate a certain type of motor or machine. These special requirements have been particularly studied by the lubrication engineers before the grade of oil is prepared for it and the machine is made.

Lubrication, therefore, must be said to consist of the use of oil to aid and facilitate the gripping of metal parts and thereby reduce the rubbing friction. Correct Lubrication consists of using the right oil in the right place under the right conditions to eliminate all preventable friction. In other words, Imperial Lubrication.
Safety First

The difficulty of getting workers to adopt safety devices is largely caused by lack of Wisdom and knowledge of the risk of accidents.—Tom Moore, President of the Trades and Labor Congress of Canada.

When we speak of safety, we mean protection. It may perhaps be true to say that if we are to increase production and production means profit, then destruction is important, because the more we destroy, the more there will be to replace. Out of the causes of the enormous waste in human life and in the face of the day is having to pay for accidents which happen, and also having to pay for the destruction of property, etc., and they are both avoidable causes.

These are the words with which Mr. Tom Moore, President of the Trades and Labor Congress of Canada, sums up the significance of "Safety First" in industry. It is safe to say that ninety per cent. of all the accidents which happen in industrial life are caused through carelessness or ignorance. Most of the accidents which cause injury to workers can be avoided, if proper precautions for safety are taken.

Eye Injuries

Probably the most common injuries to workmen around the plant are eye injuries. Steel, rust, scale, or acids often enter the unprotected eye and cause bruised eyes and a pain at the entrance. Anyone may sometimes develop total blindness.

Eye injuries of this order cannot be termed accidents in the strict sense of the word, because they are an occurrence out of the ordinary, whereas as flying steel and rust are not uncommon where men work at the riveting.

Because this is true, goggles have been provided for the protection of the eyes against such injuries. The modern goggles are perfect protection and they are neither unwieldy nor uncomfortable to wear. Why should a workman persist in taking chances when he does not have to do so? It is to those who do not wear goggles that eye injuries usually occur. Eye injuries, then, are caused carelessly.

Workers who do not wear goggles when working in the shops where steel, scale, rust or acids are apt to fly, rarely realize the danger they incur. They little know the consequences should a piece of flying steel or a drop of acid enter the eye. The following list of eye injuries during 1921, together with the number of days lost through the accidents (or lost work here and from accident list for 1920. They should prove illuminating to those workmen who still persist in working without goggles.

Piece of steel lodged in eye, inflaming 5 days.
Cutting piece flange pipe, steel flew into eye 2 days.
Driving lozines in place, steel lodged in eye 2 days.
Tablet in drill, rust flew into eye 10 days.
Cutting off rivets, steel flew into eye 2 days.
Driving rivets, steel lodged in eye 12 days.
Driving rivets, steel lodged in eye 2 days.
Back-up, steel lodged in eye 2 days.
Calking tank, scale entered eye 6 days.
Riveting steel, piece lodged in eye 10 days.
The total number of days lost through eye accidents amount to a very big figure when taken throughout the year. Yet only do they cause large losses in time and money but also untold suffering and misery to those who are injured.

A Slipping Wrench

There are innumerable causes of injuries to workmen but practically every one of them could have been avoided, if care had been taken by the workmen.

One can hardly realize the amount of slipping of a wrench cause immovable injuries to workmen who are careless. In tightening nuts and bolts, taking off valves or other tasks, where wrenches have to be used, care should be employed in adjusting the wrench. A slipping wrench is dangerous not only to the man but to others who are standing near.

Tightening nut, wrench slipped back of hand and cut it.
Tightening累, wrench slipped and struck face.
Tightening pipe, wrench slipped and struck hand on pipe.
Taking off valve, wrench slipped and struck face.

The Harvest of Our Constructive Policies

(Continued from page 3)

A careless worker is a menace to his fellow workers.
The best safety device known is a brave fellow worker who has had a close shave and knows that his safety is his own and that he is born to be in careful hands.

One good habit is better than a dozen rules. Get the best habit established. Everything else follows from the price of safety. Think of the loved ones at home before taking a chance.

Production depends upon material, methods and men, especially safe men. Because you have eternity before you do not plunge into it to save a minute.

All of these accidents were due to carelessness. If we realized the importance of looking about us and seeing where we were going, these things would not have happened.

It is up to all of us to play "Safety First."

Gloves for Protection

When workmen are engaged in work which may cause injury to the hands, gloves should be worn. Cheap cotton gloves are quite sufficient for protection against cuts or bruises which may result from crushing or from blood poisoning. Much time has been lost through accidents which cause injury to the hands and which could have been avoided had gloves been worn.

In looking over the list of injuries to hands during 1920, we find that slips and bruises on the hands often cause weeks or even months of idleness and pain to those who receive the injuries.

A cinder cut on the thumb received while cleaning out a firebox caused eight days of suffering and idleness to one workman. A little silver in the hand received while moving a plank lost eleven days to another. A bad boil on the hand received in a careless manner.

All these washing barrels caused a workman to suffer pain and enforced idleness for six days.

The Harvest of Our Constructive Policies

(Continued from page 3)

Notice

Depositors in the Co-Operative Investment Trust Fund, Canada, are advised that their accounts are ready to be paid. General satisfaction was expressed at the result of the operations for the year, and the following extract from one of the letters to E. V. W. Kennedy, Secretary and Treasurer of the Trust, may be reprinted.

"It is only through the prosperity of our company that we as individuals prosper.

Safety first, last and all the time. "It is only through the criminal offense to destroy life by fire, is it by the use of the knife."

Tough house and horse play are not included in a day's work.

It is usually safe to keep your temper.

All men overhead should remember the man below.

Keeps from under hands! a warning that too often is ignored.

Protect this plant from fire and you protect your own job.

Make every day a Safety Day. — Ontario Safety League Bulletin.

"It is seen by this act on the part of the Company, that the employees of Imperial Oil Limited are dealing with very substantial, sympathetic and liberal men. "The Committee are indeed grateful that such men are our Directors, and thank them for this act of kindness.

The human touch is further illustrated by the action on the part of the representatives of the Halilax County, which will be seen from a second extract from the minutes of the same meeting:

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Efficient Credit Work Hinges on Every Department

By Mr. D. A. THOMAS, EDMONTON, ALTA.

T is not one who realises the scope of the credit department's importance until he has been exposed to the work of every other department in our organisation.

From the taking of an order by a salesman, the filling of the order by an agent or order clerk, and on through until the order is finally posted in the sales ledger, the record of the transaction must be kept perfectly clear in order that it may be transferred to the customer again in the correct form for payment on his monthly statement.

The correct name and address of a customer together with the quantity and kind of goods asked for is necessary so that no mistake may be made on the invoice. A wrong shipping point, in shipping goods, done in the same office where the order is done, will also be shown. Orders often happen because the statement received by John Smith being invoiced "J. Smith" reaches one, James Smith, of the same name. If a customer's name is John Smith, write it that way on the order and it will pass through on every necessary record in that way on to his statement. There are many invoices in which the name of the customer is misspelled, but if a customer asks for Polynite he will only find it if he is invoiced Palaine, back comes the invoice. Write plainly at all times.

Do not pass on the terms of the sale in making out the record. They are important to the credit work which follows the selling and there is little doubt that sales are increased, if a customer is asked to pay only when payment is due. Unusual terms should always be placed on the order and from there date, several sheets will be copies for a record in the sales ledger.

Where an order is taken direct, always obtain the customer's signature. When a salesman is not sure of his goods, with no one to turn to but the customer, he should take the signature for an order, subject to credit being approved. In the case of a 'phoned order, the order clerk should consider carefully whether or not the order will be O.K., before promising shipment. Wherever possible choose your customer's name, phoned or personal application. Ask yourself, "Were the goods wanted, will I sell them on credit?"

Receipt

Special care should be taken on 'phoned goods orders, since no signature is behind the order and all credit invoices then should have attached a delivery slip signed by the order clerk.

Many things are essential to a complete invoice. The correct name of the customer: his P.O. address, the correct name and correct quantity of the product sold; the correct price of the product; the value in dollars and cents; the number of bars, if applicable; the bars are sold; the price and full value of these; the correct sales tax; the correct amount of the customer's account, if shipped out of town. In this connection we cannot too strongly emphasise the value of a neatly written invoice which establishes a sure record for the sales sheets, from which it is posted into the sales ledger.

You will see how very important correct wording is to collecting and in the sending out of incorrect invoices to the customer and again, when mistakes have been made, that the charge which appears on the statement's corrections might be readily recognised by him.

Correct indexing of invoices, barrel tickets and journals is important. If the ledger keeper will check back the name on the sheet he is using with his ledger sheet, mistakes will be avoided.

Correct extensions

When the invoice is made out and the invoice correctly checked, the ledger-keeper will check back the end of the month. On payments coming in it is necessary to see that these are properly set against the invoices they cover, and so marked on the ledger in red ink at the time the item is posted from the cash register or remittance paper. If this cannot be done, inform as to what the amount of the payment will be covered by payment at once. The ideal account is one showing all credits marked off as current charges, leaving outstanding charges which, when totaled, give the balance owing. The clearing up of credit accounts and getting out detailed statements with invoices of overdue accounts, also sending out the monthly statements, etc., all require time. However, by careful planning and following this procedure the ledger-keeper should be able to close his ledger each month for a check of some account which is otherwise apt to be overlooked.

The idea behind each of the ledger-keepers work ought to be "How will this affect the statement at the end of the month, and will the customer recognize this item on the statement?"

"In other words," "Will it be in payment?"

With a close knowledge of accounts in his care and keeping full information at the head of his ledger sheet, the ledger-keeper can work in close touch with the head of his department, and go far to protect the Company from loss through bad debts. The statement to the customer has been mentioned more than once, and it should not be forgotten that it is the key to the payment from the customer.

Receipts count for more than one would think. Early mailing will bring quick returns. Credit, by far, is the most important of a "case of first class, first served." And if we are five or six days later in sending out statements as usual, all our efforts to check into payments or to collect, we expect to be paid only after them, and will probably have to ask payment on account instead of full payment. The same promptness must be shown in return of drafts, they should go to the bank as quickly as possible.

Care of Accounts

In taking care of accounts, much care taken turns time and care to lessen the work of balancing at the end of the month. On payments coming in it is necessary to see that these are properly set against the invoices they cover, and so marked on the ledger in red ink at the time the item is posted from the cash register or remittance paper. If this cannot be done, inform as to what the amount of the payment will be covered by payment at once. The ideal account is one showing all credits marked off as current charges, leaving outstanding charges which, when totaled, give the balance owing. The clearing up of credit accounts and getting out detailed statements with invoices of overdue accounts, also sending out the monthly statements, etc., all require time. However, by careful planning and following this procedure the ledger-keeper should be able to close his ledger each month for a check of some account which is otherwise apt to be overlooked. The idea behind each of the ledger-keepers work ought to be "How will this affect the statement at the end of the month, and will the customer recognize this item on the statement?"

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T he Imperial Oil Review
Self Control

Man's greatest enemy is his own unleashed passion.

There are times when anger, hate, intolerance, and selfishness take the upper hand in all of us; but if we develop self-control, if by sheer force of will we subjugate the pent-up emotions that struggle for mastery, then, and only then, can we say, "I am my own master."