THE ANNUITIES AND BENEFITS COMMITTEE
Left to Right—D. T. Cummings; W. B. Elsworth; L. McCloskey; C. D. Dean; G. L. Thompson, Secretary; P. P. Sinclair, Chairman; G. I. Hambly.

New Faces on Industrial Councils
Annuities and Benefits Statistics
The Passing of "The Prince"
Fire Ranging in the Rockies
The Story of the Tankers
Skimmings from Near and Far

Special Annuities and Benefits Number
JOINT COUNCILS
Imperial Oil Limited
Elected and Selected Representatives for the Year

MAKINGUR DIVISIONS

Calgary
M. Hansen
R. E. Y. McLaughlin
B. G. Beal
M. B. Green
Vancouver
J. S. Chalmers
J. A. McDowell
B. D. Jones
A. Ayres
Hamilton
J. G. Carson
J. A. Quigg
W. C. Wilson
P. W. Gordon
Toronto
A. G. Robertson
A. Scott
B. Ferguson
A. F. L. Day
W. C. Courteau
G. L. Hamilton
St. John, N.B.
O. C. McAskill
J. A. McKay

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Annuities and Benefits Statistics for 1922

THE personnel of the Annuities and Benefits Committee has remained unchanged during the past year. The Committee meets at least once a month to consider the reports of the various members of the Committee. The Committee has also received valuable advice from Dr. Alexander, our chief doctor, as well as from Mr. J. A. New.

The Board has in nearly every instance, approved the decisions of the Committee during the year. The Annuities and Benefits Department is becoming better organized year by year. During the past year several of our A.R.C. forms have been improved and our procedure stabilized. The committee is an active member of the "Medical Examination Record," and A.B.C. Form 12, "Monthly Accident Report." With the end of 1922, there came to a close, the fourth year of our Plan, and the following statistics will be found interesting.

Death Benefits
All of our employees who have completed 12 continuous years with the Company have become eligible for Death Benefits for amounts ranging from $500.00 to $2000.00 according to the service and earnings in each case.

On December 31st, 1922, there were 4,370 employees eligible for Death Benefits. The amount of insurance on these 4,370 employees amounted to $4,689,572, or an average of $1,080.00 each, showing an increase of $1,040 over the average for 1921.

During the year we had 26 deaths, which we report to be twenty-six more than we had in 1921. This is the highest number of deaths since 28 cases amounted to $1,774, or an average of $113.00, or an average increase of $90.00. Death Benefits are paid to the beneficiaries in 2 monthly installments in order to assist the dependents over the period of payment.

Sickness and Accident Disability
The complete figures are not yet to hand for them, as all our reports have not been received. We have had approximately 400 cases of sickness with lost time amounting to 21,000 days. Sickness benefits amount to approximately $14,000 for the year. We have had approximately 300 accidents during the year resulting in 12,000 days lost. Accident benefits paid amount to about $13,000. The latter figure does not include Workmen's Compensation Board Assessments, which run into a large total.

The Board of Directors has approved of the Committee's recommendations for the handling of our Taberndays cases. Our organization is fortunate indeed, that we have been able to avoid so little of this trouble and the Board of Directors have shown their appreciation by adopting a method of protecting the health of the members of our organization. In this matter "an ounce of prevention is worth a pound of cure." It is good business as well as good citizenship, and represents the best way of treating the best people. The Dominion have been impressed with our Company's fine contribution to the Nation's health and happiness.

Temporary Employees
Under this heading come all employees who have been employed during the year for any length of time other than a full year.

Termination Notices
All employees who were eligible under our Death Benefits plan, but who terminated during the year, come under this heading.

We received in all 715 termination notices and the Death benefits canceled thereby, totaling $159,101.

EXPRESSIONS OF GRATITUDE
That the Company's generous treatment of its employees is fully appreciated is shown by the following extracts from letters received recently:

"I would like the Committee to know how much I appreciate the generous treatment of my recent illness. Had my mind not been at rest, I know I would have yielded to the temptation to prophesy my own death. It brings home to me more and more the interest the Company has in its employees and how it cares for them. I am aware you feel it is a great privilege to belong to such a Company and eagerly look forward to the time when I will be able to take my place in the office."

"Words fail to adequately express my gratitude. I am not only thankful and very thankful. To you personally and to the Committee I owe a great debt which I feel is my obligation to repay."

"Thanks most sincerely for the interest you have taken in me and for what you have done for me. Needless to say I appreciate your kindness very much indeed. I do not know how to express my thanks for what the Company has done for me. I feel sure that no other employer would have done for me what they did and I am indeed grateful."

and so they go on in endless wonder and gratitude. It is no secret the Company is taking to the welfare of its employees and yet some people speak of soulless corporations.
Elections Joint Industrial Councils, 1923

We present in this issue, group photographs of our fifteen Joint Industrial Councils. Five of these represent our refineries at Ioco, Regina, Montreal, Halifax and Sarnia, and ten were elected at the Marketing Divisions of Vancouver, Calgary, Edmonton, Winnipeg, Hamilton, Montreal, Quebec, St. John, N.B., and Princess St., Toronto.

These fifteen Joint Industrial Councils held eighty-two meetings during the year, at which 178 cases were dealt with satisfactorily. These in detail are as follows:

- **Wages**
- **Working Conditions**
- **Promotions and Discharges**
- **Hours of Work**
- **Organisation Plan**
- **Satisfaction, Housing and Social Conditions**

The elections were held in December, and were keenly contested, as the following figures indicate. The results show that a considerable number of new delegates were elected to serve during the year. This fact does not represent any feeling of dissatisfaction on the part of the men with their representatives, so much as a desire to pass the honor around, that a greater number of our men might obtain valuable experience on the Council.

The following returns show that a heavy ballot was polled throughout our organization:

- **Ioco**: 320 voted out of 321 eligible votes. Nine were absent from work and only five did not vote, who were at work on election day, or 94% of eligible votes were polled.

Dr. Austin Evans (Our Chief Medical Officer)

WORKINGS OF THE COUNCILS

Certain interesting particulars were forwarded in connection with the workings of the Councils, which we believe of interest to our readers.

The elections at Ioco were held on Monday, December 11th, and were conducted in a very orderly manner, and great interest was shown in the returns; a number of new delegates being elected.

At Imperial, the elections were held on December 6th, and were keenly contested and carried out to the satisfaction of everyone. A letter of thanks was sent to the retiring members of the Council, for their cooperation during the past year. Mr. Clark moved that Christmas Greetings be sent to the President, Mr. Stillman, and Directors and the other officials of the Company, which was carried unanimously.

At Sarnia, the elections were held during the first week in December. At the last meeting of the 1922 Council, December 26th, Mr. W. J. Gilchrist, chairman, announced his retirement from the superintendency of the Sarnia Refinery on January 1st, and it was gratifying that the elected members, on motion of Messrs. Prowse and Bailey, expressed their appreciation at the manner in which Mr. Gilchrist has conducted the meetings throughout the year, and also Mr. Kirby, speaking for the selected delegates, expressed the same high regard with which Mr. Gilchrist was held. A vote of thanks was tendered Mr. Gilchrist for his kindness and consideration. To be able to retain the respect and confidence of so long a period, and working in such intimate relations, is no slight achievement, and this vote of confidence, we have no doubt, will be cherished by Mr. Gilchrist in after years. It was also a very fitting thing that his successor, Mr. Charles Leaver, was present at the concluding meeting of the Council and was warmly welcomed to his responsible position.

Mr. Sinclair, in acknowledging the Minutes of the Council, added his personal tribute to Mr. Gilchrist. "In connection with my own department, I have, of course, been brought into close association with you and your company, as well as your courtesy, have always been of peculiar assistance to me in the many matters that came before us. I can recall no incident from my relations with Sarnia and yourself, but what brings to my mind the very pleasantest memories, and I feel that our organization has been peculiarly fortunate in having at the head of its refinery Mr. Sinclair, a true gentleman of your unchanging good judgment."

The President and Directors were also remembered with deep regret, his motion, which carried unanimously, that a vote of thanks be tendered to Mr. Stillman and the other Directors of the Company, for the fairness with which all the recommendations made by the Committee, have been met during the year 1922, and also wished them the heartiest greetings of the season.

The elections were held at Montreal East December 15th, and on the 16th, in order to allow all shift men a chance to vote. Mr. Leaver announced that this would be the last time he would preside over a meeting of the Joint Industrial Council at Montreal East, and thanked the Council for their reception during the year that he has been at this plant, and requested the same co-operation on behalf of his successor.

NEW DELEGATES AT REGINA

The elections were held at Regina Refinery on December 7th, and a number of new delegates were elected. At the last meeting of the 1922 Council on December 12th, Delegate Wehbe said: "I suppose it is the last time most of us will be here for a year at least, and I think it should be right in saying on behalf of all who are leaving this Committee, that we consider we have been well treated with fairness. There were times when we have not seen eye to eye, but anything we have generally finished satisfactorily. I think it is a good thing for other men to take our places. My way of looking at it, is that every man should have at least one year on this Committee. He would find out the workings of the Committee and have a better understanding of it. That's just my feeling, and I guess you all have, which surprised me, and that is the time and expense the Company are going to put on purpose to emphasize the Safety First point of view, and I think it is only right for everybody to do all he can to avoid accidents in future."

Delegate Wehbe, who has been a keen and fair member of the Council, said: "We have come here to these meetings and sometimes"

There has been a lot of bucking, but when we get back to the yard, there was no ill feeling at all. We could argue here and of different opinion, but there was never any hard feeling carried back to the yard. Now, we appreciate this, and I sincerely hope you appreciate that spirit too. There is no ill feeling from us to you, and no ill feeling from you to us, I hope. We appreciate that and the men appreciate it too, and we want to have that idea abroad as much as possible. Then, there's the benefits we receive from Imperial Oil. Take the Trust Saver, that's a great benefit. I have seen the expression on men's faces when those little slips came around, showing how many shares they have. You can see the glad expression on their faces. It shows appreciation. Then take the Insurance. You should see the expression on the men's faces, when they are sure if anything happens to them, there will be money for the family. There's the Sickness Benefits too. I remember the discussion we had in the garage when we had the meeting to sign the agreement. Why, when I said that was my name to that agreement, it was just like signing a cheque.
Fire Fighting by Aeroplane in the Rockies

Everybody knows the wonderful records made by the aeroplane in the Great War and few are unaware that the past five years have seen vast strides in commercial flying, with the result that "recreational" service is now being provided in several parts of the world. It is for that reason generally realized, however, that here in Canada we have witnessed another great forward step in the commercializing of the plane, namely its use in fire-fighting.

The employment of the flying-machine for the putting out of the incipient forest fire has been proven more than a success—it has been demonstrated to be the most progressive step in fire-fighting that has ever been taken.

The area inspected embraces no less than 3,400 square miles, clear evidence that this is a real man's job. The actual flying record for the patrol was 900 miles in 1921 and 12,000 miles in 1922, and the official result is laconically told in the statement that 69 fires were reported, by radio. The imagination is left to figure the practical result.

The country covered is virtually inaccessible and valuable work has been accomplished in mapping out the territory by flying measurements and photography.

The advantage possessed by the airman over the forest ranger mounted on a forest is tremendous. A fire may be burning—perhaps out of control—on the far side of a hill with the smoke blowing the smoke away from the man and this may go unnoticed for some time. Even when spotted, a plane has to be reached and fire-fighters brought to the spot. On the other hand, the airman sees the smoke, investigates and reports by radio telephones to the station, whence the message is sent to the nearest fire-fighters who are seen on their way in the same manner that one is quickly on his way in the case of the trouble. As compared with former methods, this means a saving of hours, perhaps of days.

If the fire be a small one, the airman hings his hand and puts it. If a fire-fighter has witnessed to the location reported only to find that the fire has localized the fire—possibly only a heap of dry rubbish being burned by a settler—and efficiently cleared up the ground hence the surprise faces of the trouble makers. This service is particularly valuable in the forest districts, where a tremendous fire mightburn unnoticed for days, were it not for the aeroplane patrol.

As the location is signaled, the fire gives the exact location, direction of the wind, probable extent and all other available details, and it is then up to Headquarters to act. Advance action is always warranted. Usually it takes only a couple of hours to organize a fire-fighting party sufficient to stamp out the danger.

Owing to the variable winds coming over and through the mountainous Rockies, the planes are frequently put to very severe tests. The aim of the Air Board is to develop aviation along aero and radio lines. A well-trained seaplane is to be mapped out and air lines established in antici-
pation of the inevitable growth in the use of the plane. The Canadian Government is alive to the necessity of having full information and when the need arises landing places and repair stations will be already established. Imperial Oil, Limited, will be ready with its equipment, fuels and lubricants to take care of the great increase of the future, as yet only in its infancy. We will be to aviation what the railways were to tractors and automobiles at present.

In 1921 the radio telegraph was used on the machine. The operator handled the telegraph, but last year the planes were changed so that the machine was equipped with radio telephone. Messages cannot be sent to the machine as the air men cannot be hampered with ear pieces, owing to the fact that flying is done mostly "by ear,"—that is to say the sound of the engine tells exactly how it is running. The transmitting set derives its power of 8,000 volts from a small propeller set on the wing of the machine. The aerial is in the form of a wire which swings from the bottom of the machine and can be reeled up before descending. Static electricity from storms clouds is guarded against by means of a small "step gap" between the radio and the metal parts of the machine—a heavy charge can leap this gap.

The period of operation for the High River Patrol is from May 20th to the end of November and it is significant that in 1921 only ten days were lost as a result of weather conditions and only one day owing to mechanical troubles. This speaks well for the serviceability of the motors and the skill of the mechanical personnel, as well as the dependability of our aeroplane gasoline.

On the 7th of September, 1922, even the most careful observer would have failed to notice anything out of the ordinary in the Peruvian sky, and yet a Prince had died! But, as if to make amends for the defects of the celestial spheres, there is no denying that the earth quaked in the near vicinity. And well it might be, for the "Circassian Prince" had given himself up to the sea, which for thirty years had vainly tried to devour him.

In 1889 the "Prince" was launched on the Tyne, and from that time until last year he sailed the Seven Seas. On the West Coast of South America his name became most familiar, everyone knew the Old Prince. But, having outlived his usefulness he was at length laid up at Paya, from where, after a few months rest in which to look back over his past life, he was taken to Talara Bay and was shown of all his glory. Everything removable was taken from him, and he became a Prince devoid of all power; only the shell remained.

The day soon came when he was put alongside the mole at Talara to load his last cargo, the last and likewise the greatest, for they filled him with water till he was just below.

The last act of all was performed at sunset. He was towed out to sea, decks were opened, and the venerable old Prince sank with the sun.

Four former Masters were in Talara that day to see the last of their old ship. Rumor had it that there was great rivalry among them as to who should have the honour of emulating the old Viking. It seems each wished the honour for himself, but at the same time was unwilling to deprive his brethren of it, and, as a Viking had ever to go alone, our worthy quartet was ultimately decided, with great reluctance to delay the journey to Valhalla until a later date.

The "Avar," which was the "Prince's" old consort on the West Coast, has had her memory perpetuated by the "Avar Rock," which will ever be talked of, for each Master has his own idea as to where it is. Nothing remains to remind us of the "Prince" but perhaps he sometimes gets restless on his rocky bed and desire to visit his old haunts, and it may be that the Ancient Mariner, again seeing the Phantom ship, will whisper to his shipmates: "There is trouble brewing my friends, I saw the 'Old Prince' last night."
Shimmings from Far and Near
By Victor Lauriston, Author of "The Twenty-first Burt"

This yarn comes from Muskogee, Okla., to remind us that the adventurer in oil production does not always pay. Sometimes he loses where he ought to win.

The Oil Man Who Mined a Fortune
Kreps drilled into the Hoffman district. He said the land, that it was good; and to make assurance doubly sure, he had a rock-bound chase over it and tell him the ways and wherefore. The rock-bound's report sounded so good that Kreps tied up a bunch of acreage and spent his thoroughly excellent and hard-earned money drilling a lot of holes on attracted spots selected jointly by himself and the "petroleum pug."

Kreps went pretty deep, as depth was measured then; all of 1,700 feet. The wise ones kidded him because he got nothing, and kidded him still more because he threw good money after bad in going so deep to get nothing.

So Kreps quit.
A year or so ago another company got hold of Kreps' leases. They went still deeper, a short 166 feet deeper, and got a 500-barrel well. Since then, from all accounts, the accident has become not a coincidence, but a habit.

So that Kreps was right, the rock-bound was right—only neither of them was right enough!

And the wise ones were wrong!
Oh, no. The wise ones are never wrong. Now, if you go down into that country these same wise ones will tell you that they thought all along that Kreps should have drilled deeper. You never can corner the wise bunch; because they always stick to talk and never nail themselves down to performance.

Almost everyone even remotely connected with the oil business has heard of the famous Tommy Atkins case; but few have troubled to unravel its baffling intricacies.

The Twisted Tale of Tommy Atkins
Through eight years and more, through several Oklahoma state courts and three federal courts of the United States, the litigation relative to the Tommy Atkins lease in Creek county, Oklahoma, has whirled and wriggled like a tortured snake.

Now the United States Supreme Court has given a final decision; the lawyers concerned can sing their "Nane Dimitts," and Charles Page, oil man and philanthropist, can draw the imposing $2,000,000 from court and perhaps realize his cherished ambition of adopting 1,000 orphans.

Was there ever a Tommy Atkins? The issue turned largely on that vexed question. Some years ago the Dawes commission unquestionably enrolled one Thomas Atkins, as a member of the Creek Indian tribe, and a tract of land was patented to him by the government. In 1914, Tommy Atkins, if he ever lived, was dead: at least Charles Page secured an oil lease on his 180 acres from his supposed mother, Minnie Atkins. The lease was in what is now the Cushing oil field; rare good oil land, and worth a hard fight. Almost at once the lease was challenged in the courts on the ground that Minnie Atkins never had a son Tommy. The Creek tribal attorney, representing the government, contended that Tommy Atkins was purely mythical.

The two-sided litigation became triangular when another Indian woman, Nancy Atkins, was brought forward to claim that she, and not Minnie Atkins, was the mother of the celebrated Tommy. The triangle became a quadrangle when one Henry Carter entered a petition asserting that he himself was the real, original Tommy Atkins—none less!

The case was fought, year after year, through court after court. Page won in every court; and now the Supreme Court of the United States has finally decided the long-drawn litigation in his favor.

Meanwhile, the golden 180 acres of the Noble Red Man has produced over $2,000,000 worth of oil, and seems good for at least $1,000,000 more. Which ought to help Charles Page toward realizing his dream of enlarging his orphanage at Sand Springs, Okla., and making it the home of 1,000 foster-children.

Not long ago there passed away at the Canadian village of Wyoming a man whose long life of 94 years stretched back for decades beyond the beginnings of the modern petroleum industry, John Rouse, Canadian-born, of United Empire Loyalist descent, as a boy of nine came with his parents to Lambton county when it was trackless bush. As a young man, the eldest of thirteen children, he helped clear a bush farm of 200 acres on the banks of Black Creek; and doubtless shared the family rejoicings when the first block of 100 acres sold for the prodigious sum of $800, and the remaining 100 acres brought the even better price of $500.

John Rouse moved on to other clearings; and while he felled the hardwood timber, curious things happened on that second block of 100 acres. In 1867 J. H. Williams of Hamilton struck oil there. John Shaw in 1862 drilled his famous flowing well—for which Shaw, a day laborer, before his lucky strike and a-staring photographer after he went broke, is said the tradition, was offered $500,000.

On the Rouse clearing the village of Oil Springs grew up. The 100 acres, a few years earlier sold for $500, proved in the long run one of the greatest oil producing properties in the world. In its
development fortunes aggregating millions were won and lost. How much money its production in the past sixty years would total, we cannot guess. It is still a source of profit to the heirs, successors and assigns of the men who, seventy years ago, staked out for $500 from the older Roue.

John Roue, the younger, cleared land, farmed, married, brought up a family, grew old, yes, very old, and devoted himself at the last to a moonshine still in Wyoming. He never dabbled in oil. He was content with the modest certainties of agriculture.

Yet he is in link with the beginnings of Canadian oil. It is marvelous to reflect that all the vast product of human enterprise and ingenuity represented by the petroleum producing and refining industry of today was still unthought of when John Roue as a young man cleared—without knowing it—the 200 acres which were to ultimately represent the richest oil bed in Canada and to make millions for other men, who, disregarding the sure things of life, were willing to gamble with unknown experiments.

Here's a story that's been told before; yet it's so apropos of the old-time oil man that it seems worth retelling.

One sunny afternoon An Old Story But midway down the path of Eternity—and True! Eternity, St. Peter sat beaming in the golden glow outside the golden gate. Up the hillside came a footsore and travel-stained individual whose still radiant optimism identified him to the shrewd eye of the guardian of Heaven as an oil man. St. Peter quizzed him as to credentials. The oil man explained that he had operated in Ontario and Pennsylvania, had always treated his fellow-operators fairly, had often fished for fools but never for suckers, and had invariably given the other fellow a square deal.

"Your record is O.K.," commented the white-bearded saint, "but there're so many oil men inside now, all the reserve seats are taken. I'm afraid you'll have to wait a bit."

The newcomer had experienced with fishing jobs on earth—or rather, down under the earth—so a little waiting more or less was just in his path. But Eternity were on, he grew restless; and at last asked if he might go inside and be around. He pledged himself to come back immediately should the gate-keeper summon him.

St. Peter agreed.

The oil man went inside.

Three minutes later St. Peter was amazed to see a dozen men or more come tumbling pell-mell out through the Golden Gate, and down the steep leading to Hades. They were oil men, every one.

The gate saint, much troubled in mind, went inside. He found his recent visitor comfortably located in a reserved seat, and was moved to ask:

"What started the stampedes downward just now?"

"Oh," said the oil man easily, "I just happened to let drop that an oil well being drilled in Hades had struck pay."

St. Peter scratched his head, and went outside. He had been at the post of duty again for merely a minute or two when out came the ingenuous oil man, and asked for a brief leave of absence.

"You see," he explained, "I think I'd better drop down and see if there's really any truth in that report."

Mr. Clarence Moore's Two Babies Mr. Moore has two babies, one "The New Calvary Refinery," and the other "Joan Irene," both born in the year 1922. Our energetic superintendent divides his time between the two. When he is not nursing the new refinery, he is feeding Joan, and he is devoted to both.

Mr. and Mrs. Moore gave a dinner party in honour of Joan's baptism, December 2nd, at which

JOAN IREENE MOORE Infanta daughter of Mr. C. M. Moore, superintendent of the Calvary Refinery. Born May 30th, 1922.

Mr. and Mrs. A. H. Clarke, Toronto.

On the Road to Barranca-Bermeja

TO the average man in the street, the Republic of Colombia is probably a country situated somewhere in the South American continent where the climate is very hot, a country of tropical vegetation and jungle, infested by wild animals and inhabited by some insignificant type of South American or Colombian Indian. His interest might be aroused by an item in the morning newspaper that there had been an earthquake or a political revolution in the country, but, beyond that, any further information that he has would be rather vague.

By looking at a map, you will find that Colombia is in the north-west corner of the South American continent. It covers an area of approximately 460,000 square miles, and has a population of about 6,000,000, without taking into consideration the uncivilized Indians. Colombia is actually the fifth largest country in South America, being smaller than Brazil, Argentina, Bolivia and Peru.

After a sea voyage of from six to ten days, you approach the Colombian coast and the port of Cartagena. Entering through La Boca Chica, the steamer passes a large leper colony, the first sight of human habitation that greets the traveler. As the steamer enters the finest harbor in Colombia, the hill on which is situated the ruins of the old Spanish monastery of "La Popa," overlooking the town, is quite a prominent object.

The city of Cartagena is of great historical interest. The fortifications built at the time of Philip II are mostly still intact, which is remarkable, seeing that they have been standing for over 400 years. Cartagena was the seat of the Spanish Tribunal of the Inquisition, and therefore ranked in importance with the Viceroyal seats of Lima and Mexico. Sir Francis Drake held the city in ransom in 1586. Today the streets inside the city walls are very narrow, huddled and unlighted. The stores are good, and for transportation facilities, we find one-horse and two-horse coaches and motor cars as well as street cars. In the outskirts of the city there are many fine residences, and the streets are wider than inside the city walls. The population of Cartagena is about 36,000.

It is necessary to leave Cartagena at 6 o'clock on Tuesday morning in order to catch the express river steamer bound up river for Barranca-Bermeja. The railway journey to Calamar, the point of embarkation, usually takes from three to five hours, and it is a hot and dusty ride. Arriving at Calamar, you board the river steamer in the noonday heat, fighting a crowd of native boys, all of whom wish to carry your hand baggage. Amongst your hand baggage, it is essential you have your "patata," which is your bed on the river steamer, and comprises two mats, two sheets, pillow and a mosquito net.

The large express river boats are of the stern wheel type, very similar to those plying on the River Mississippi. There is plenty of room to walk about, and cabins with all the conveniences and equipment with electric fans, and the steamer is well lighted. There is a plentiful supply of food, cooked and served in the South American style. Some of the river boats even carry players.

The "Express" sails from Calamar at 2 o'clock in the afternoon, and then you are travelling on the principal highway of Colombia. The...
swimming pool, library complete with an excellent selection of new books, player-piano, Victrola, pool room and bar; and it is a regular place for the boys to spend their evenings.

If you are allocated to the drilling and producing department, then your travels have not yet ceased, for you will have a 30-kilometer motor car ride over the Company's road to Infantas. The housing accommodations is similar to that at Barranca-Bermeja, and there is also a Club-house.

After a few days you begin to appreciate the good spirit of comradeship that prevails amongst the boys on the foreign side of Magdalena River is the fourth river in South America being only surpassed by the Amazon, Purana and the Orinoco.

On Friday afternoon, you arrive at what appears to be a real town, for the jungle has disappeared, and there are to be seen many buildings, steel warehouses, shops, power plant, houses, tank farms, refinery and smoke stacks—stimulating great activity. Then you realize that you have actually arrived at Barranca-Bermeja, the busiest place in Colombia.

A large clubhouse has been erected in Barranca-Bermeja, called the "Trece Club," for the benefit of the foreign staff, and everyone is expected to come and forward with a membership contribution of One Dollar per month. There is a concrete tennis court, learn to admire and appreciate the efforts of the boys in each individual department, who work so hard under the most trying conditions and exposure, often voluntarily working overtime to make a good showing.

To keep your health you must live clean, abstain from alcohol, take the necessary doses of quinine as prescribed by the Medical Department, and altogether look after yourself.

The great rank and file of the world's people are looking for value today. And they search until they find it.

Attractive Grounds at Imperial Oil

The pictures here shown, will indicate to our readers that Imperial Oil is beautiful "for situation." That the Halifax "Imperial Mail" is impressed with Imperial and its surroundings, is seen from the following quotation:

Close to Nature Houses—Infantas Camp

"Favorable comment is heard on all sides, of the excellent and attractive condition of the grounds surrounding all the Imperial Oil cottages and buildings at Imperial. Clipped lawns, gorgeous flower beds and general cleanliness and attractiveness, are found everywhere one looks. The residences of the modern Hindustan village, are in for a large share of praise for their unRelations."—Passing motor parties have words of praise for all, and many have expressed the opinion that the picturesque homesteads are hard to beat anywhere in the province. Adding to the attractiveness of the place, are the handsome bowling greens, tennis courts and quiet mounts, which are always kept in a state of neatness and attractiveness.

"Writing for the Review" is to provide employees with the medium in which their opinions, suggestions and experiences may be exchanged; and to acquaint them with interesting and useful information about the Company's business. The "Review" aims to use all of the contributions of merit submitted, and it occasionally happens that several articles are sent in about the same time, on practically the same subject. Even though your article does not appear in the "Review" you have greatly benefited yourself by writing the article.

When one writes about a better way of doing things; how some new contrivance or new method makes a task easier or results better and sooner, one must think the proposition through before the facts can be put down clearly in black and white. Every time you prepare an article for the "Review" you will probably get a great deal more about yourself than you have finished, than when you began to write.

The many and excellent contributions we have received from former contributors are very gratifying—still more gratifying are the contributions from new sources and the fact, that the number of "Review" contributors is increasing. It is our feeling however, that there are many men and women in our organization who can write and have something to say, and who need only the encouraging word of the manager or superintend ency.

"Co-operation" is one of the big words in all departments. Anyone who doesn't believe in it should try to run his own affairs on three wheels.

Write for the "Review" or continue to write for the "Review" and we will endeavour to use your contribution, so that all of our readers may profit by your suggestions or comments. Please send your contributions addressed to Annals and Benefits Department, 56 Church Street, Toronto, Ont.

We Thank You, Mr. Gomery

"I am sorry to have to say that, as I found it, public spirit to the north of the international boundary was no match for the systematized cour tesy in the United States. I have, however, a notable exception. Laying myself open to the charge of baseless advocating, which, nevertheless is entirely unsolicited. I found a dependable and minded public spirit anywhere and everywhere that there was an agent of the Imperial Oil Company. I hasten to add that this company flatly refused my request for a reduction in the price of gasoline. Although I do not intend again to write the names in so many letters it will be impossible to avoid referring to the immeasurable courtesy of its representatives who studied our comfort and furthered our object at every turn."—From "A Motor Scampers Across Canada," by Percy Gomery.
If I Were a Ledgerkeeper

By J. H. Bartlett, Asst. Chief Clerk, Montreal Head Office

If I were to accept a new job as a ledgerkeeper, the first thing that I would do would be to take home and read all the circular letters which have been issued from time to time by the office. This would give me a general outline of the different rules and regulations, and give me a first-hand knowledge regarding the position I would be about to take.

I would then get acquainted with the different periods at which various sheets, such as:—Sales Sheets, Barred Sheets, Journal Sheets, Tank Wagon Sheets, and other reports, would be available, so that while I was doing my posting, I should not be delaying any one else with their work. I would co-operate with the other departments and systematize the day by helping my fellow-employees.

Before ticking off the items I had posted, and before giving the invoice a "tch." I should make sure that the correct amount was shown in my ledger. This would save me a lot of trouble at the end of the month, and probably prevent me from looking for a balance.

Upon accepting a position of this kind, I would consider that my one object would be to collect money. Therefore, I would deem that the most effective way to accomplish this object would be to set aside a certain period each day to work on overdue accounts. By using the telephone, my 1-31 file, the city collector, travelling, or the mail, I would be closely connected with very few of my accounts would ever get to the Collection Department. A ledgerkeeper would be: "What would I do, were this my own account?"

Upon receiving the cash in the morning, before posting the cash in my ledger, I would see that I had the correct receipt, i.e., if the customer desired credit, that I would also make sure to deduct the amount from the customer's invoice.

Then I would be sure that the receipt that the cashier sends out to the customer corresponds to the amount of the remittance which I have received. By doing this it would save me immu-

By systematizing the day to the above extent, then that in be in a position to start and block my statements by the 30th, working day of the month, and by having my statements all blocked before the end of the month, this would mean that as soon as the last sheet had been closed, my statements would be practically finished. This would mean an early balance and an early start the following month.

If I planned my work along the above lines, I feel that I would be able to work at a reasonable rate, as mistakes automatically creep in when much abused word "tch" is used.
ALTHOUGH the world has a sad face, Industry is doing its part to bring back the smiles, that we may all tackle to-morrow's task with a stouter heart.

The Annuities and Benefits Committee—our Company's Committee of humanities—wishes you all, women, children and men, a good year, without accident or sickness, with plenty of work throughout the year.

Annuities and Benefits Committee