ANNUITIES and BENEFITS

1. Re Accidents: “Accidents show poor work and want of co-operation.”
2. Re Safety First: What is your accident record? Does it show that you think Safety First?
3. Re The New Employee: The many accidents to the new employee demand careful consideration and indicate two requirements—(1) That the new employee should receive full instruction regarding his new job. (2) That his employer expects him to work safely.
4. Re First Aid: “Have all cuts and scratches treated promptly at the First Aid Room and prevent infection.”
5. Re Sickness: Watch your health; it is the best thing you have.
6. Re Reports: Every movement affecting the personnel of our organization should be reported at once to the Annuities and Benefits Department by Superintendents and Managers.

The Imperial Oil Review

A Magazine published in the interests of Employees of Imperial Oil Limited

Vol. XI

Toronto, February, 1927

No. 1

THE RECORD OF THE YEAR

Mr. C. O. Stillman, president of Imperial Oil Limited, presented at the annual meeting of the company, Thursday, Jan. 25th, held at its executive offices, 60 Church Street, Toronto. Proceedings were largely routine. The board was reelected for the current year to consist of Mr. C. O. Stillman, president; Mr. C. H. Smith, Mr. A. M. McNaught; Mr. Victor Ross, vice-president; Mr. A. S. Rogers, Mr. G. R. Evng, Mr. W. A. Zemke, Jr., Mr. F. H. Wili, honourable R. B. Bennett, P. C., Ontario.

Mr. Stillman said:

The prosperity of an organization such as Imperial Oil Limited, which is in daily contact with every branch of industry from ocean to ocean and even in the far reaches of the north, must necessarily depend upon general trade conditions. Certain of the products of the company, such as lubricants, the consumption of which enters into practically every phase of industry, constitute a fairly reliable index of the country's progress, and the distribution of these products in 1936 indicated a revival of commercial activity in the country, which bore every evidence of possessing a solid foundation. Despite the set-back to the western harvesting operations, due to bad weather, the results were on the whole satisfactory and the prospects for the present year are far from unpromising. As a Canadian company, with a very considerable material and sentimental interest in the growth of the country, we are encouraged by the prospect of a wider and more active expansion of its resources and its creation of new wealth in the near future.

The increased purchasing power of the community and the greater consumption of commodities which were in evidence in practically all branches of trade in 1926 was reflected in a larger output of the various products of this company. The earnings of the company and its improved revenues arising from its operations in South America made possible the payment in 1926 of an extra dividend of 25 cents per share, in addition to the regular annual dividend of one dollar per share. The directors have felt justified by current conditions in declaring, at a meeting today, an extra dividend of 12.5 cents in addition to the regular dividend of 25 cents for the quarter ending February 28. In the future, as in the past, the payment of extra dividends will be considered in the light of business conditions at that time existing.

The wider markets enjoyed by this company during 1926 were to some considerable extent obtained through the improvement in refining practices and the production of new products which found general favor with consumers.

In the early part of the year new refining equipment was perfected which was successful in producing new motor oils from Paraffin Crude and since placing this new product on the market we have had an opportunity of studying the satisfactory results of its application to motor lubrication.

The attitude of the trade, as well as the approval of the engineering departments of practically all of the motor car industries, has been a source of gratification to the company.

Similarly a new motor fuel placed on the market recently, has met with a prompt response on the part of the consumers and their appreciation of the qualities of this fuel was evidenced in augmented gasoline sales.

The scientific advance in the development of what is known as the cracking process not only resulted in manufacturing economies but has made available a motor fuel of high octane characteristics. In this we have kept pace with the progress of the petroleum industry in its effort, through the utilization of the cracking process, to improve the fuel value of gasoline and to ensure an adequate supply against its rapidly increasing consumption.

While these products have exercised a favorable effect upon our general business and our output of all products has shown gains, largely due to improvement in general trade and the more widespread use of motor vehicles, competition in the petroleum industry of this country is yearly becoming more intense. Market values of these commodities are governed by conditions existing in the most competitive market in the world—the United States. Earnings of petroleum companies in this country must inevitably compare unfavourably with earnings of companies in countries where the consumption of petroleum products is fairly evenly maintained throughout the year. Companies operating in Canada are compelled to maintain large investments in storage facilities, tank car, motor equipment, etc., sufficient to meet the peak of the seasonal demands, although possessing no earning power a considerable part of the year.

In Western Canada our endeavors to develop a domestic supply of crude petroleum have been crowned with unabated vigor. Our geologists
[IMPERIAL OIL REVIEW]

The initial results of the years of producing the Imperial Oil Corporation, through its subsidiary the Tropical Oil Company, and production has been obtained from three producing horizons, the latest of which corresponds to that from which production was obtained on the Infantas structure, and proves to be even more productive. A producing well has also been developed on the San Lusi anticline, and drilling is being continued on the Infantas structure, as well as on the Colorado anticline to the south of Infantas. Some additional wells have been drilled on the Infantas field, in the Tropical Oil Company field, and are under development. Some of the wells are now drilling on new concessions recently acquired under the provisions of the petroleum law. The crude oil production of the International Petroleum Company in Peru for the year ended December 31, 1926, amounted to approximately 8,052,000 barrels, and including the production in Colombia, the company produced an aggregate of 11,075,540 barrels during the year. Our fleet, including that of the International Petroleum Company, operated efficiently during the year 1926 and transported over seventeen million barrels of crude oil and finished products without any serious mishap. Considering the hazardous conditions attendant on the voyages from South American and other distant ports and the inflammable character of the cargoes, the movement of an average of some forty-seven thousand barrels per day throughout the year must be regarded as most creditable. Including the new tankers at present under construction for Imperial Oil, and the International Petroleum Company, our fleet now represents an aggregate of 1,281 deadweight tons. There are now under construction in British yards for delivery this year ships, each of 15,600 tons, and for delivery in 1928, two of 15,600 tons each, designed for the salt water trade, and one of 2,600 tons for use on the Lakes.

The number of owners of the common stock of this company continues to show a steady increase, indicating a high degree of confidence in the future of the small investor in the institution and faith in its future. Not only have the individual public holdings of the registered stock multiplied, but the trend towards a larger ownership of the business by the employees has again been manifest. There are now more than 4,200 employees purchasing the stock of the company under the terms of the Second Co-operative Investment Trust, and funds are being deposited in the Trust for this purpose during the year average of 17 per cent. of the wages received by these employees.

Under the company's Amnesties and Benefits Plan, sixteen employees retired during the year upon an average annuity of $390. Employees of one or more year's service are in receipt of a pension by the company free of cost to them and their dependents, the pension rights to estates of deceased employees being valued at $46,903. The average death benefit was $2,015.

The board takes this opportunity to express its great appreciation of the loyal and efficient service, not alone of those upon whom the burden of responsibility has fallen, but of those of all ranks in the organization.

[VIEW OF OUR TALARA REFINERY]

General View of the Cooking Mills, backing East—Talara Refinery

21
SICKNESS AND ACCIDENT DISABILITY

During the year there were 21,680 days lost through sickness. During the same period 6,417 days were lost as the result of accidents.

TEMPORARY EMPLOYEES

Under this heading are all employees who have been employed and terminated, but who were not eligible for Death Benefits owing to their limited period of service. During 1926, there were 1,980 Employment Notices received and 990 terminations. Both these figures are an increase as against those of 1925.

TERMINATION NOTICES

Under this heading are included all insured employees who terminated their services during the year 1926. We had 483 Terminations showing a decrease of 166. The Death Benefits cancelled owing to these Terminations amounted to some $9,600.

Photographs of the Joint Industrial Councils for 1927 are shown on the following pages, are being Retiremy Councils and ten Marketing Councils.

During the year 1927 some 75 meetings were held by the various Councils and 110 matters were discussed and favorably decided as follows:

Mr. Allan advises that the usual hourly cooperation between the delegates and the company was experienced during the year. At the final meeting of the 1926 Council Mr. Allan welcomed the new delegates to the Council and referred to the loyal support received from the retiring delegates, thanking them for their unbiased decisions in all matters coming before the Council.

SARNA REESEY: The election at Sarra was held on December 8, 9 and 10, and 1,132 men voted or 97.79% of those eligible. The vote by divisions was as follows:

- Division No. 1: 91.96%
- Division No. 2: 97.20%
- Division No. 3: 97.59%
- Division No. 4: 91.13%
- Division No. 5: 100.00%

At the final meeting of the 1926 Council Mr. Leaver thanked the delegates for the way they conducted the business of the year and stated that the harmony which existed could not be improved upon. Delegate McLeod moved that a vote of thanks be extended to the Chairman for the kindness shown by him during the past year, also the good wishes of the Council be conveyed to the President, Directors, officials and fellow workers of the company.

MONTREAL REVIEW: The election at Montreal was held on December 3 and 4 and the results were again very gratifying. Out of 592 eligible to vote, 532 exercised their franchise, a percentage of 97.65%. Divisions No. 1 to 5 voted as follows:

- Division No. 1: 90.00%
- Division No. 2: 90.00%
- Division No. 3: 90.00%
- Division No. 4: 90.00%
- Division No. 5: 90.00%

Mr. Salters advises that there were no special problems which came before the Council during 1926, but in all matters there was a spirit of cooperation in every instance.

The following are the returns of the voting in the Marketing Divisions:

HAMILTON: Election held Dec. 22. 25 out of a possible 25 votes.

MONTREAL: Election held Dec. 6. 550 out of 650 votes. Mr. McKean reports that there have been no unusual experiences in the operation of the Council during the year 1926.

QUEBEC: Election held Dec. 9. 100% voted. Mr. Laird reports as follows:

"We are very pleased to say that we enjoyed the loyal support of all employees throughout the year.

[Continued on page 10]"
Joint Councils ~ Marketing Divisions


[IMPERIAL OIL REVIEW]

“WHAT’S YOUR HEALTH WORTH?”

By Dr. Austin Evans, Chief Medical Officer, Imperial Oil Limited

A little fairy came to you and asked how much would you take for your health, what would you say? You would probably answer as most people, “Nothing.” This would imply that you would not sell your health, but would give it away, and this is exactly what many people are very busily engaged in doing today. In the hope of lending some assistance to these people so engaged, these few instructions are respectively detailed, and if carefully followed will soon result in such a state of improved health as to fully satisfy the most exacting neoretic.

Never bathe. Next to the unfitness of a clean person, the removal of the accursed dirt, which collects on the skin both from the individual itself and the outside world, removes numerous bacteria, which if allowed to grow freely might be sufficient to cause a satisfactory blood poisoning or some other skin disease. Also this removal permits the skin to excrete certain poisons, the retention of which in the system is a wonderful aid to ill health. Never be guilty of any manicuring processes. Remember that in that attractive line of mourning, frequently seen at the distant end of the fingers, resides myriads of bacteria, and if these are removed, a wonderful opportunity of infecting yourself or your food when eating. This latter precaution is essential to those who are engaged in such pursuits as painting or the handling of lead. The proper avoidance of any manual ablutionary exercises in such cases is almost certain to result in chronic lead poisoning. This is one of the most satisfactory of chronic diseases, as a person with the proper amount of lead in his system simply can never be as well as he retains possession of it.

Water is a most bounteous substance, not only when used externally, but also when taken into the internal economy of the body itself, so do not drink it. Water taken into the body is always excerted, and while doing so, can be too slow, buy the cheaper grades of spirits, especially those flavoured with wood alcohol. This delightful substance, when taken internally, even in small quantities is apt to produce total and permanent blindness through damage done to the nerve of the eye, and what can be more engraing than to be permanently and irrevocably blind. However, a precaution is necessary at this point, not to take wood alcohol in even moderate doses, as death may result thereby, depriving you of the pleasure of living in marvay.

Do not sleep—Sleep is nature’s great restorer, and during the time you re- pose in slumber, the body, which has been weakened through wear and tear of daily life, is restored to its intended vigour. It is much better to avoid sleep, especially to those engaged in business, because you may then go to the office in the morning utterly unable to do any work correctly.

Do not chew your food. Food that is properly masticated enables the digestive juices to get at every part of it, and in this way ensures complete digestion. It is much better to bolt your food. Indulge in articles of diet that are difficult of digestion, and if this instruction is carefully followed for even a few weeks, you will have the extreme gratification of enjoying dyspepsia. This is probably the most attractive illness that a person can have, as not only are the signs and symptoms referred to the stomach sufficient to keep one’s diseased imagination active, but there also goes with it a mental altitude of insubstantiality that would be greatly enjoyed by your associates.

Do not clean your teeth. Leaving particles of food and other debris in the interstices between the teeth affords a splendid medium for bacteria to grow in, and these, if left undisturbed will soon produce pyorrhoea. Pyorrhoea is a source of infection for numerous other complaints such as chronic rheumatism, lumbar and sciatica, all illnesses which will add greatly to the enjoyment of life.

Do not open your windows. This will insure your re-breathing the air in your bedroom many times, and when you rise in the morning you will have no desire or ambition for your day’s work. You will be in a satisfactory lethargic condition, probably accompanied with a headache.

Much more could be added along these lines, but it is hoped that the few suggestions given here will enable those desirous of being ill to attain their wish. On the other hand, if there are certain bemused readers who do not wish to be ill, it will be unnecessary to tell them not to accept the foregoing advice.
Halifax Makes Merry at Annual Dance

That the generous treatment of all employees by the Company is fully appreciated is shown by a few of the many letters of appreciation received.

Dear Sir,

You have no doubt been notified that I have left the Company's employ, the reason being that I am about to be married.

I feel that it is only fitting that I should express to you my gratitude for all the kindness extended to me during the past eight years, and in all giving me a position when I was in the unfortunate condition of being blind without any resources, with three children to support, when the time came I was made sick with tuberculosis, but it not been for the wonderful way I was helped by the Company I would certainly never have had the health for health. I feel that not only have you given me a chance, but you have also given my children a start in life. I can not but be grateful to you as well as to everyone who has heard what the Company has done, it being a wonderful thing that I have been able to receive the excellent education in the sphere of the Company.

In many ways I feel regret at leaving your service, but as you know it has always been difficult for me with my impaired hearing to keep up with office work, and I feel that I am taking the best step for my own ends, and at the same time relieving you of the responsibility of having an employee in your service whose state of health would always require a certain amount of care.

Sincerely and gratefully yours,

[Letter Address]

Dear Sir,

Please accept my sincere thanks for the kindness extended to me and my children on the death of my dear husband, for without the monetary support the Company so generously provided, my life should have been much harder during the past year.

That success may attend all your undertakings is my sincere wish, and again thanking you,

Yours very truly,

[Letter Address]

Expressions of Appreciation

"As Ye Saw, So Ye Reap"

Dear Sir,

It is with great pleasure that I write you in connection with the one year Service Bonus which has just been received by myself.

Personally I have received most heartening from my connection with your Company during the past year's past, and hope that my service to your Company has been most acceptable. It is to be hoped that the many fiascos shown me.

I have, at this time, to thank you and those of my Directors, for the many benefits shown me.

Yours sincerely,

[Letter Address]

Dear Sir,

I wish to thank you very much for having obtained for me three months of the hospital and also for what the Company is doing for my family.

I hope that I will improve a lot during these three months as the weather is now getting colder, and the climate in the north is not the best for this illness. Let me tell you that it is a very bad thing for a person to be caught with that disease, as it takes so long to get cured, and besides, he obliged to stay to in the mountains and away from home.

Yours sincerely,

[Letter Address]
MR. ROHN, former Service Station Superintendant of the Toronto Division who severed his connection with the company on December 31 last. Toefl, quiet and unassuming, he performed his duties with the far seeing judgment and insight that characterized his work. Upon the learning of Mr. Rohn's resignation the attendants of the many Toronto stations presented him with a 17-jewelled Waltham gold watch and chain as a token of their respect. He carries with him the goodwill and friendship of the employees of this organization.

WHAT IS YOUR THUMB WORTH?

This man didn't think it worth five minutes of his time to have his thumb dressed. Consequently his thumb had to be amputated.

MR. E. F. WEAVER

The death of Edward F. Weaver on December 9th removes from the midst of the Halifix Division one of its popular and favorite employees.

The late Mr. Weaver was widely known to the sporting fraternity of the Maritime Province, being a veteran hockey player and one of the stars of the Crescents Club in former days.

Mr. Weaver entered the employ of the Company in the Halifax Division in January 1908 and had been working up until October 20th, when he was confined to the hospital. His death is regretted by many employees and friends and his pleasant geniality and keen business associations will long be remembered by all who came in contact with him.

STOCK QUOTATIONS

The latest stock quotations before going to press give the following bids as on Feb. 16th Imperial Oil (new issue) 44⁵⁄₈ International Petroleum...355

ANNUITIES AND BENEFITS COMMITTEE

P. F. Sinclair -Chairman J. Simpkinson E. A. Oliver D. E. Leslie W. B. Elsworth G. L. Thompson (Secretary)
Prize winning design donated by the Poster Advertising Assn. of Canada. Designed by R. O. Baker, of Toronto.