Their Royal Highnesses, the Prince of Wales and Prince George, recently visited the International Petroleum properties at Talara and Negritos and were greatly impressed by the activities there. In the above picture the royal travellers are wearing the straw sailors and between them is Mr. R. V. LeSueur, of Toronto, a director of International Petroleum Company, Limited.

JAN.- FEB.- MAR.
SARNIA BAY IN 1870

The lumbering industry was then as important to Sarnia, relatively, as is the petroleum industry today. The old windjammers shown in this picture were employed in the transport of lumber.

MODERN METHODS OF HIGHWAY CONSTRUCTION IN NOVA SCOTIA

By E. L. BAILIE, Highways Engineer, Imperial Oil, Limited

NOVA SCOTIA—with its great and incomparable expanses of marine scenery featuring every detail from the wildest fury of the uncontrollable breakers of the Atlantic to the quiet sheltered lagoon, mirroring herds of cattle quietly grazing on the omnipresent greenward; with its quaint and picturesque fishing hamlets nestling amongst the scattered rocks strewn about comparatively sheltered coves; with its deep and untouched forests where the monarch of the woods, the moose, stalks amidst forest lakes abounding in the sweetest of fish known to the followers of Isaac Walton—furnishes the natural resources of a tourist paradise of unlimited possibilities.

Much has been done within the last few years to enhance and encourage the growth of tourist business, notably in highway progress and tourist accommodation. Of the latter, accommodation now may be found in all sections to suit the man of leisure who seeks the very latest in modern convenience, the man of moderate means who would prefer the homely atmos-
most casual glance as maps of the Province, is shown by the fact that every harbour, of which there are many, on the south coast, particularly is long and narrow and exactly parallel to the direction in which they travelled. Further proof is everywhere to be found where much earthy covering material occurs, it being made up entirely of glacial drift material consisting of huge angular boulders, rounded rocks, earth, sand and occasional pockets of gravel. These huge boulders, and deep gorges scattered over the original ledge rock make the building of wide, straight highways an expensive proposition.

Modern methods and machinery have done much to eliminate many of these difficulties until today Nova Scotia maintains a total of 14,500 miles of rural and trunk highways of which practically 4,500 miles are graded and gravel surfaced. Further progress is slower due to the huge expenditure for maintenance. The yearly cost of maintenance on gravel roads varies from $470 to $1,000 a mile under ordinary traffic, while the cost of roads, where the traffic is heavy, reaches in many sections $2,000 a mile.

Nova Scotia to date has no hard surfaced rural highways and the ever increasing speed and weight of traffic has created a dust nuisance which within the last two years has reached alarming proportions.

Several experimental attempts have been made by the local department of highways to eliminate this by the application of dust pulverizers. Early in the summer of 1930, Imperial Oil, Limited, arranged a co-operative programme under the direction of Mr. R. W. McColloch, chief engineer of the Department of Highways, and administered by Mr.

A. B. Blanchard, inspecting engineer, in which representative sections of highway were chosen and a total distance of ten miles in each case was treated with Imperial Gravel Dust Layer.

To ensure proper application of this material Imperial Oil brought in from Montreal the most modern type of asphalt pressure distributor, together with experienced operators. From the beginning of the project it was evident that this type of equipment was too heavy for the bridges of this country. After one or two "break throughs" it was found necessary to re-inforce all bridges crossed by means of temporary planking and additional twelve-by-twelve stringers. After considerable pioneering work along such lines, the crew placed one 5,000 gallon tank car of Imperial Gravel Dust Layer a day until the required amount of work was done. Costs on these projects, which are undoubtedly higher than they should be, due to the abnormal conditions encountered, were $120 a mile of road eighteen feet wide for one application. The results of this work were carefully watched and much favorable comment was expressed. Excellent dustless conditions were maintained for a period of five months.

To introduce and also to obtain some actual cost and maintenance figures on the newer type of low-cost road surfacing, it was further decided by Mr. R. W. McColloch to build five miles of the so-called "Retrod" type of asphalt resurfacing on one of their scenic drives around the Dartmouth lakes, a section of gravel road approximately three miles from the Imperial refinery at Impeyorth. Accordingly specifications were drawn up for a cut-back asphalt product known as Imperial Retreading Liquid Asphalt which would satisfactorily bind together the local roadside crushed mineral aggregate. Thenceup manufacture of this material was started at Impeyorth. A portable crushing and screening plant was installed by the Government and mineral aggregate from a wayside pit was crushed and deposited on the shoulder of the road to be resurfaced, 960 cubic yards a mile being used.

After sufficient material had been deposited on the shoulder of the road, it was struck flat by means of a blade grader and an application of 45 gallons a square yard of asphalt was made, using the pressure distributor. The mineral aggregate and asphalt were turned over by the blade grader and thoroughly mixed, making from ten to twelve passes over it. This process was repeated until a total of 90 gallons a square yard was placed in the mineral aggregate and the whole thoroughly mixed and all particles completely coated. This required from twenty-five to thirty passes over each section with the blade grader. The mixed material was then struck flat and thoroughly consolidated by means of a fifteen-ton steam roller. The resulting surface consisted of three inches of bituminous mixture on top of a well-drained and consolidated subgrade. This was later seal coated using 25 gallons per square yard of the same asphalitic material as used...
in the mix and covered with thirty pounds per square yard of 3/8" stone chips and again rolled.

Representative costs on this project may be taken as:

Gravel—600 cubic yards per mile at $2.00
in place .................................................. $2,007.40
Chips for seal coat—200 cubic yards per mile at $2.00 .................................................. 418.23
Scarcityy subgrade .................................. 109.81
Mixing .............................................. 896.52
Rolling ............................................. 188.25
Asphalt—12,030 gallons in place ................. 1,563.90

Total cost per mile ................................ $5,184.20

Blade grader used to true up asphalt resurfacing prior to rolling.

It has been generally felt that the item—mixing—as shown above could be considerably reduced under normal conditions, bringing the price well under $1,000 a mile for this type of road.Mixing conditions on the project were extremely difficult, nearly all of the five miles being on side-hill construction and very narrow. The banks on one side and a lake on the other made turning the long, heavy tractor and grader outfits very tedious and expensive.

The maintenance items and general satisfaction to the motorist of this piece of experimental road is being closely watched by all interested parties in Nova Scotia. It would appear that this country, within the next few years, will very likely turn quite strongly in favor of bituminous surfacing to reduce the present extreme heavy maintenance costs, and at the same time to completely eliminate the dust nuisance.

This shows the mixing action of blade grader, using Imperial asphalt resurfacing material.

THE era of the skyscraper and large office building has come away with the old-time caretaker, that floor sweeping, furnishing-tending, doorknob-polishing individual—a strange blend of faithfulness and impudence—usually whiskered and aged, who in his off moments shared the sunny doorstep with a huge panpered office cat. His place has been taken by a staff of trained workers under the direction of a superintendent, who is dignified by an office of his own, and whose knowledge of his department ranges from soap and cleaning powders to heating and ventilating engineering, with a smattering of architecture and interior decoration as side lines. He must also have insight and executive ability in order to keep his workers busy and contented and his department at least two jumps ahead of the game and ready for the emergencies which test the efficiency of the maintenance corps.

While the head offices of Imperial Oil, Limited, at 36 Church Street, Toronto, are not housed in the tallest building in Canada, the edifice is noted throughout the Dominion for the quality of its material and the soundness of its construction as well as for its dignified and beautiful appearance. The pride of the maintenance department in the building under its care is intense, and Mr. Percy Long, the superintendent, who has been connected with the building practically since construction on it began, in 1916, takes an almost personal interest in preserving its pristine appearance.

An eight-story building, with basement and sub-basement, presents a tidy problem in housekeeping—acres of carpet, linoleum and marble floors to be cleaned every day; its thousand lamps to dust and renew; its miles of wall space to wash and, when necessary, repaint; its five hundred great windows to be cleaned, inside and out; its glass partitions to keep shining and sparkless; its multitude of desks, chairs, tables and other furniture to be dusted and polished; its hundreds of bits of brass and bronze hardware to be kept un tarnished, its telephone system and annunciators on the alert, its elevators giving prompt service, its huge heating plant, hot water and filtration systems and air washing apparatus running efficiently. These are a few of the routine duties, and added to these and many others are the thousand and one telephone calls from all parts of the building during the working day of the office staff, for minor repairs and odd jobs, such as pictures to be hung, buzzers suddenly refusing to buzz, taps running too freely or not at all, electric switches being c o m e i n g t e m p e r a m e n t a l, door locks declining to check, radiators giving imitations of boiler factories, locks getting out of order, all of which must have instant attention.

Among his qualifications, the superintendent has to have an understanding of bookkeeping and filing, for he has many records to keep. For instance, all furniture and movable equipment is numbered and listed, and the superintendent on request must be able to give instant information regarding the condition and location of any piece of equipment.

Although the building is practically fireproof in its construction, it is equipped with a complete fire-fighting apparatus—water lines, hose, racks, pumps, with a 7,000 gallon tank on the roof—as well as a fire alarm system and special hose connections for fire engines on the three streets the building faces. All this equipment must be inspected and tested frequently so that it will be ready in case of emergency.

Naturally, a great deal of this work can only be accomplished after the office staff has gone for the day, so when the five o'clock exodus is well under way and the night's work. They dust the furniture, wipe the scoop off the window sills and polish the porcelain, nickel and mirrors of the washrooms. The sidewalks—400 feet of it—must be kept clean, winter and summer, and on rainy or snowy days the floors of the lower halls must be mopped constantly.

Behind all this activity is the quiet figure of Mr. Long. He began his preparation for his job selling newspapers, darting in and out of the downtown buildings, keeping on the alert for information and opportunities. He became bell boy in one of the hotels and later elevator operator in the Imperial Oil building when it was opened in 1916. By dint of studying hard and working harder he was steadily promoted, and so thorough was his knowledge of the building and so keen his interest in its maintenance that in 1922 he

Most of the offices desired by their day-time tenants the night life of the building—not in the Hollywood meaning of the phrase—begins.

The waste baskets are emptied into big sacks. These sacks are stored in the basement and twice a week they are taken by truck to the Princess Street plant and burned. It is one man's duty to accompany these sacks and to ensure the destruction of the office boy's apple core, torn envelope, old newspapers, empty cigarette boxes, the evidence of half a week's mistakes, and "a heap of nasty little things." Then the floors are scrubbed and the carpet's vacuumed, the cleaning women leave and the night watchmen look after the cleaning of the halls and stairs.

At six o'clock in the morning the other members of the cleaning staff come on the job and from that time until nine they are busy putting the finishing touches to the building.

Exit the caretaker.

1. I. O. review is the view of the automotive parts of a vehicle moving along a road.

2. The oil companies are the major sponsors of the automotive parts industry.

3. The automotive parts industry is the largest industry in the world.

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50. The automotive parts industry is the largest industry in the world.
Mr. Percy Long

GASOLINE PRICES AND COMMODITY PRICES

For four years now gasoline has been selling at prices substantially lower than prevailed before the great war began. Even at this time the average price of 236 major commodities has not fallen to the pre-war level. In Canada today gasoline is selling for less than it ever has sold since the motor vehicle began to win general acceptance, a point worth noting, too; gasoline never moved to those very high price levels attained by nearly all other commodities. For instance, in the peak price year of 1920 the average price of 236 important commodities was nearly two and a half times the average price of gasoline; but the price of gasoline was less than seventy-five per cent above the pre-war level.

The following table shows how the average gasoline price in Canada has moved in relation to the average price of other commodities.

<table>
<thead>
<tr>
<th>YEAR</th>
<th>Average wholesale price of gasoline</th>
<th>Average wholesale price of all commodities, all Canada</th>
<th>Percentage of gasoline Weight</th>
</tr>
</thead>
<tbody>
<tr>
<td>1911</td>
<td>100.00</td>
<td>101.32</td>
<td>99.1</td>
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<tr>
<td>1914</td>
<td>107.94</td>
<td>109.76</td>
<td>98.4</td>
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<tr>
<td>1915</td>
<td>111.73</td>
<td>114.42</td>
<td>97.0</td>
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<td>1916</td>
<td>117.58</td>
<td>119.27</td>
<td>95.3</td>
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<td>1917</td>
<td>119.04</td>
<td>120.73</td>
<td>97.5</td>
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<tr>
<td>1918</td>
<td>117.31</td>
<td>118.99</td>
<td>94.1</td>
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<tr>
<td>1919</td>
<td>115.54</td>
<td>117.13</td>
<td>98.4</td>
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<td>1920</td>
<td>113.49</td>
<td>115.02</td>
<td>98.4</td>
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<tr>
<td>1921</td>
<td>111.34</td>
<td>112.85</td>
<td>98.2</td>
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<tr>
<td>1922</td>
<td>111.11</td>
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<td>1930</td>
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<td>1931</td>
<td>112.29</td>
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<td>Jan, 1931</td>
<td>118.94</td>
<td>118.83</td>
<td>98.2</td>
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<tr>
<td>Feb, 1931</td>
<td>118.77</td>
<td>118.83</td>
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<tr>
<td>Mar, 1931</td>
<td>118.62</td>
<td>118.83</td>
<td>98.2</td>
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The world is facing serious problems—has had serious problems to solve in the past and will have in the future. From this there is no escape. The generation of today fashions that its problems are of a much more serious nature and of a heavier responsibility than the problems of past periods. This may or may not be true, but the fact remains that it is the problems which are of a civilizing instead of a day by day. To require consideration and solution.

There is today a widespread feeling of discontent and uncertainty; the future is being viewed with grave apprehension and there appears to be no solid foundation from which mankind can view conditions with any degree of certainty. Progress in the past (while it has been a product of human intellect) has been so great as to leave the mind of man in general in a state of bewilderment and men are floundering around in an attempt to find some more or less solid footing. Viewed from this standpoint, it is first essential that an appreciation of the basic facts be obtained and it can be shown without much difficulty that in spite of all emotional disturbances, satisfactory and even marked progress has been made in civilization.

The great question facing mankind today is, the relationship of man to man and of institution to institution. Improved methods of transportation and communication have brought the human race into much closer contact than has ever existed at any previous time. In the consideration of this problem, the one item which is of greatest interest and importance, is the reciprocal relationship that exists between the Employer and the Employee. This is a very complex problem and only one aspect of the question will be here touched upon, that is the preservation of health.

It can be safely admitted that man cannot adequately protect himself by his own individual efforts. It is necessary that he be grouped into various bodies in order to effect this end, but in this grouping for the purpose of protection it is essential that provision be made for the necessary funds to carry out the project. One outstanding example of this great truth is insurance. What through the amalgamation of large numbers of men protects the individual and his dependents. It is not sufficient for a number of men to group themselves into a body and then look elsewhere for the financial support necessary to carry on the scheme.

In this connection a brief consideration of the subject will show that a real advance has been made by the efforts of organized employers of labour in the care of their employees. In many cases this has been done with the aid of the local Government, as in Workmen's Compensation Boards. In other cases the scheme has been carried into execution by the employer alone, as in the instance of the Annuities and Benefits Plan of Imperial Oil, Limited. In those cases caring for the health of employees, industry has not been merely seeking more efficient service, but has been acted upon by a sincere desire to improve the lot of humanity.

A brief retrospect of working and living conditions of a century ago and a comparison with those to-day existing, is indeed striking. A century ago a laborer worked from sunrise till sunset. The artisan carried on his work in buildings void of sunlight, poorly heated and badly ventilated. When through ill-health, advancing years his services were no longer of any value to his employer, he was cast aside as a suit of worn-out clothes, left to finish his miserable existence by whatever means lay within his power. In those days, diseases such as tuberculosis decimated the ranks of laborers and from there advanced into the homes of the indigent rich. Owing to the long hours of labor under unhealthy conditions, men grew prematurely old. What a different picture there is to-day. Tuberculosis is becoming more and more rare as each year passes by, due to the earnest and sincere efforts made by those imbued with a high ideal of the health of the community. Our own Tuberculosis Programme has made a noteworthy contribution in this line, foremost, but a generation ago a scare, is now practically unknown in organized municipalities.

Taking our own Company as an example, one well in the front rank of advancement in this direction, we see that the employee is protected against illness and his dependents are provided for at his death. A careful watch is being kept over the conditions under which men and women carry on their daily duties. The importance of early and adequate treatment at the first appearance of disease is recognized and every effort is made to protect the health of the employee, and it is justifiably expected that a whole-hearted cooperation will be given by all those in the organization. Such efforts as these are bound to have a stabilizing effect upon the labor market because the feeling of the certainty of being adequately cared for in misfortune, must have a very salutary effect in putting the minds of the employees at ease, tending to cheerfulness and optimism.
THE EXPERT

BY DON CULLEN

TODAY the biggest problem cities and towns have to deal with is the regulation of motor traffic, but eighteen years ago automobiles were not so numerous as to necessitate a new code of laws, supported by an army of policemen and a lot of mechanic signals to regulate the traffic. Nevertheless, automobile cars were sufficiently plentiful to present a very serious problem to the cities, which required urgent attention. The roadways of the day were being quickly and utterly destroyed by this new type of vehicle, which was both heavy and fast-moving, compared with the horse-drawn vehicle for which the roads were built.

This new monster was literally tearing the roads to pieces and scattering them in the form of dust into the adjacent fields, injuring crops that required a shower of rain and not a shower of dust, and making life decidedly unpleasant for the rural communities. As for the motorist himself, bumping along over roads full of ruts and holes in a cloud of dust was anything but a pleasure.

In those days cyclists were not covering their territories in automobiles and the writer was not bothering his head about problems that did not immediately concern him. He was joyously engaged in selling the various line of Emperial Oil was rendering at the time. They differed very much from those of to-day. For instance, Perfection oil stoves and heaters, and Rasco lamps, were lines that were given a great deal of attention, while on the other hand, motor oils were a comparatively unimportant item in the business. Of course pumps, tanks and service stations were practically unknown. I have mentioned that I was joyously selling the lines we were marketing at the time. I have used the word "joyously" because I was a trained salesman, knew my lines thoroughly, and consequently went happily about my work. Then one day, near the end of the year, the district manager threw a stick of dynamite, figuratively speaking, into the nice little rut in which I was travelling along so comfortably.

I was called into the office and informed that the Company was going to handle Asphalt Products. There was a large potential market in sight. The roads of the Province were being destroyed by the automobile and asphalt products were going to save the situation. Somebody would have to take charge of this new business, and until such time as a regular Asphalt Department could be properly organized I was the goat. I did not know the first thing about Asphalts, and as far as that goes, I don't think anybody else did. I did not regard my selection as any special compliment. I was the goat and probably selected for my butting ability. However, I decided that I would be a good goat, so I squared my shoulders, lowered my head and bristled for all I was worth into a mass of new figures, terms and specifications. There were solid asphalts with penetration points, there were binders of the A.B.C. varieties, there were liquid asphalts with a percentage base and there were methods of hot mixes and cold patches. Headquarters supplied me with a lot of useful data which they had acquired. In addition to this, however, on my own initiative, I secured from the Government Highways Department (which was then being organized) a lot of information which had been embodied in blue books and pamphlets. This information was mostly the result of experience and experimental work mainly in the States of New York, Massachusetts, Michigan and California. I had enough blue books and other printed matter to fill a steamer trunk. I took the home with me in instalments and spent many a night struggling with all these new facts and figures. I had mental indigestion from trying to absorb too much knowledge in a short space of time. I cursed the whole world in general and automobiles in particular.

During the months of January and February we had been circulating town and county councils, drawing their attention to the value of liquid Asphalts as a surfacing material for preserving roads and at the same time alleviating the dust nuisance, and during March and April we were getting a good many inquiries. Among them was one from the city of — let us call it Beaullville. Finally the engineer of that city ordered a tank car of 40% Liquid Asphalt on the distinct understanding that the Company would send down an expert to supervise the work. Our manager accepted the proposition and instructed me to be ready to go to Beaullville and look after the job as soon as we received a wire that the tank car had arrived. It was an advance order for shipment in about three weeks.

Now, my dear Readers, it is one thing to sit down in a nice swivel chair and dictate well-phrased letters of instruction TELLING people how to do things. If your instructions do not happen to be strictly accurate and if the results obtained are not at all satisfactory, you always have the alibi that your instructions were not correctly followed. It is quite another matter, however, to get down to the middle of a job with both feet and SHOW people how things should be done. If the work does not turn out well you cannot scape up anything of any kind, you are nothing but a poor fool. I did not like the prospect before me at all. The biggest quantity of Liquid Asphalt I had ever seen was in a four-square sample bottle and the most work I had ever done with it was to pour a couple of drops on a piece of blotting paper to see what it looked like. Now I was called upon as an Expert to go and supervise the spreading of a tank car of 6,000 gallons over a mile or more of roadway. This word "Expert" bothered me. What exactly was an "Expert" anyway? I looked it up in the dictionary. Here it is —

"Expert: skilful through practice. — God bless Ireland, but I had never had any practice at all! Let me see what other definitions are given—" Dexterous. "Hunt Sounds like a fellow who can pick three headlines off the half-page of a newspaper before they slip out of the air and keep them circulating in the air while he walks. I've read it and I am not dexterous. What else—"

Adroit. Well now, there's a nice sick little word. Might mean Arthur Dodger. Let us see how this formula works out—


I commenced to cheer up, I might get by on that. Now to work. I would make a stunt anyway. I had a little over three weeks in which to prepare. I wrote to the city engineer at Beaullville and asked him what equipment and materials he had on hand. Did he have anything beyond the town water wagon, did he have a motor wagon or had he a supply of good sand and gravel on hand? The reply was that they had nothing but the water wagon. I wrote him detailed instructions as to how he could, at small cost, have the water wagon converted into a duplex machine, that would spraddle either oil or water. Having attached to these preliminary details, I went on to give him the regular work of telling people what they ought to do and how to do it.

I took some asphalt and road building literature with me. I figured that the city engineer would ask me a whole lot of questions, so I polished up my memory in preparation. I could imagine him on the road studying the plans and their detail, perhaps firing some awkward questions on me from time to time; I must be prepared.

Arrival on Beaullville one night at the hotel and there selected one of the most unattractive looking cigars I could buy, a big fat fellow with a conspicuous red and gold band encircling it. An Expert ought to chew on a good looking cigar. I then went to the engineer's office and presented him with my card. In order to prevent any misunderstanding that card should have read—

Page Eight
but it did not; the word "expert" was not there. The city engineer glanced at the card and inquired, "Are you the Expert the Company sent down?" (Maybe I didn't measure up to his expectations of an expert road maker.) I looked him square in the face and assured him that I was, chewing hard on the cigar. "Well," said he, "I am glad to see you here. Kelly, my road foreman, is down at the tank car with your local man, rigging up a pump. He will have his regular gang of five men ready for to-morrow, you take full charge of Kelly and his men. Show them exactly how you want it done. I am sorry I cannot give you any more time, but I am busy here with some plans — I think you had better get in touch with Kelly right away."

Before I was properly aware of it I was out in the street again. I walked up to the corner and stood there a few minutes in silent meditation. A fine artificial breeze blew. I couldn't dodge a slow-moving steam roller. Why didn't you have the wit to tell that man in a rather haughty manner that you were a consulting expert and not a road overseer? Ha! This is a rotten cigar; it smells like burning rubber (I threw it away in disgust). Well, I guess I am the goat all right. So here goes for some extra hard 'butting.' Before striding off to find Kelly I dropped into a tobacco store and asked if they had any of Gallager's Golden Bar. They had. Now, for the information of the Reader, let me say that Gallager's Golden Bar is one of the best nuptials in the country. Before one reaches the brick or stone blocks, constructed in a convenant manner, slightly above the road level so that pedestrians could cross it in wet weather without getting their feet muddy, the result being that vehicles bounding over these crossings made holes on either side. These were, as a rule, the first places to show signs of wear in a roadway. I never made such a close inspection of a roadway in my life as I did on this occasion. After making this inspection, Kelly and I loaded up our pipes again from Gallager's Golden Bar.

Now, Kelly, said I, "you have an exceptionally well built bit of roadway here. By eliminating the finishing touches to it, we are going to make a first-class job of it, and incidentally treble the life of the roadway. You have, I believe, five men under you. Now this is the way we will work. I want you to put out an advance guard of two men, with good stiff corn brooms, to sweep off the surface dust. Asphalt must have something solid to stick to, and dust isn't solid. Next comes the tank wagon with two men — one the driver and the other at the rear to operate the valve. The two essential things here are for the driver to keep his horses at an even walk, and, when he has occasion to stop, to promptly warn the man at the back to shut off the valve. We do not want any loose oil on the road; we want an even distribution. Bringing up the rear I want your fifth man on a one-horse dray, with a pile of fine gravel on the fore part and a pile of coarse sand at the back of that. Any holes must get just enough gravel to level up, with a surfacing of sand to act as a binder along with the asphalt. All crossings must get a good coating of sand to prevent pedestrians from trekking the asphalt into houses and stores. Now one more thing. We are going to do only half the width of the roadway to-morrow, leaving the other half open to traffic. Allow at least twenty-four hours to go by before doing the other half. This will give the asphalt a chance to penetrate and fix itself to the roadway before allowing traffic on it. If you allow traffic on a freshly tilled roadway some fool motorists are sure to speed over it and get messed up, or else mess up some pedestrian and then you are sure to have trouble on your hands."

In those early days the public as a whole were not automobile owners and were ready to complain about oiled roads on the slightest provocation — hence this precaution.

Next day we were early on the job. I directed Kelly to watch the fellow on the dray and see that he put neither a horse nor two little gravel and sand in the places requiring treatment. I walked forward and backward between the advance guard of sweepers, the tank wagon and the dray with the sand and gravel. Then I understood to watch the man on the dray, and sent Kelly forward and backward the same as I had been doing. Everything worked smoothly. The CONVINCING EXPERT™ the tank wagon had to be re-filled from the tank car at intervals and this gave the sweeps a chance to keep well in advance with their work, and the dray with the sand and gravel time to catch up with the work already done by the tank wagon.

The city engineer never put in an appearance. Why should he? He was a man of common sense and did not interfere with the work of an Expert. Late in the afternoon we had pretty nearly finished half of the width on the whole stretch of roadway. I told Kelly I would have to leave to catch my train for Toronto, as I had another important work to attend to. He thanked me and told me that he could finish the job all right now. He had learned how it was done. A good man was Kelly.
Celebrated Canadians In Caricature

Sir William Mulock, K.C.M.G.

"Yes and many's the time I'd have stayed home if you hadn't," was Sir William's reply.

From 1881 to 1901 he was Vice-Chancellor of the University of Toronto, becoming Chancellor in 1924. As Postmaster General of Canada he introduced penny postage. His hobby is farming. A grove of black walnuts, which gave him much trouble in the growing, is now famous and extremely valuable. That his distinctions rest as easily on his shoulders as his years and honours is indicated by his ready acquiescence to the publication of this grotesque caricature.

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Change In Directorate

The entire Imperial Oil organization learned with mixed feelings of pride and regret on February 27th that Frederick J. Wolfe, Vice-President in Charge of Marketing, had been chosen Managing Director of the Anglo-American Oil Company, Limited, with headquarters in London, England. The pride was justified by the selection of a product of Imperial Oil training for so important a post. Regrets were general that so popular and able an executive was to sever his relations with the Imperial Oil organization.

Coincident with the announcement of Mr. Wolfe's resignation was the announcement of the election of John McNeil and Leo C. McClasky to the Board. These two most popular and capable officials thus won distinguished recognition for years of able and conscientious service. It is significant that Mr. Wolfe, Mr. McClasky and Mr. McNeil all joined the Imperial organization in their early days in obscure positions and alone by dint of ability and industry ascended to the high offices which they now occupy.

Mr. Wolfe was born at Bramford, Ontario, took courses in classics and mathematics at the collegiate there, and for two years after graduating was a teacher in a rural school. He then decided upon a business career, joined a small Bramford concern as a sort of man of all work, being shipper, packer, bookkeeper and stenographer. Unfortunately, or fortunately, for the Imperial Oil organization, this company did not survive and as a little while Mr. Wolfe applied for a position as clerk with the Queen City Oil Company, Limited, of Toronto, who were marketers of Imperial Oil products in the Province of Ontario. After several interviews with Mr. A. S. Rogers, still a member of the Imperial Board, Mr. Wolfe "got the job" which was that of a statistical clerk. This was in 1902. Within two years Mr. Wolfe's ability had won recognition as he was occupying the position of manager for the Queen City Oil Company at London, Ontario. In 1906 he was recalled to the head office in Toronto and in 1912 became assistant lubrication manager. That year the Queen City Oil Company merged with Imperial Oil. In 1914 Mr. Wolfe was appointed assistant manager of the Ontario Division of Imperial Oil Limited. Subsequently the Ontario Division was divided into two districts and Mr. Wolfe became manager of marketing for the western district, now known as Hamilton Division. In 1919 he was appointed manager at Montreal and in 1921 was recalled to Toronto in the capacity of general sales manager for the entire Dominion. The following year he was elected to the Board of Directors, and in the fall of 1924 became a Vice-President.

His unfailing courtesy and consideration endeared him to all with whom he had business or social intercourse, and regret at his departure is general throughout his very wide circle of acquaintances.

He sailed for London on March 11th and immediately on arrival assumed his new duties. In his new office...
Mr. Wolfe will maintain the close relations which have existed between the Anglo-American and Imperial Companies, which largely developed during the war when both concerns were actively engaged in the transport and distribution of petroleum products for the allied armies and navies.

John McNeill, who has been appointed Director in charge of Marketing, is the son of a pioneer lumberman and was born at Gravenhurst, Ontario. He was educated at Queen Victoria School and Parkdale Collegiate in Toronto, and then entered the service of a small local oil company which later was absorbed by the Canadian Oil Company. Mr. McNeill was then transferred to Halifax as local manager, and subsequently, was appointed to the Winnipeg office of Canadian Oil. In 1906 Mr. McNeill entered the employ of Imperial Oil in its Winnipeg sales office. At that time marketing throughout Western Canada was conducted from one office. Now it is being looked after by seven divisional sales offices located at Winnipeg, Regina, Saskatoon, Brandon, Edmonton, Calgary and Vancouver.

After some years of service Mr. McNeill was made assistant to H. J. Guerke who was then general manager for Western Canada. When the Western Canada territory was split up in 1913 he became manager at Winnipeg. In 1914 he was transferred to the general sales offices of the Company which were then located at Sarnia and there he assumed charge of gasoline and kerosene sales. Mr. McNeill removed to Toronto in 1916 when the executive offices were transferred from Sarnia. When Mr. Wolfe was appointed general sales manager Mr. McNeill was made manager of sales of white products. Last year he was appointed assistant general sales manager for Eastern Canada. Of him an associate of many years in the marketing organization has said, "Mr. McNeill's chief characteristic is his mental and physical stability. He has the ability to handle an enormous amount of work without exertion. His judgment is always good, his good nature seldom, if ever, ruffled. There are few men who are better liked because he has always been fair, always ready to give the other man a chance and ready to give any assistance possible."

Leo C. McCloskey, who has also been appointed to the Board of Directors, was born at London, Ontario. While he was quite young his family moved to Sarnia, which he really considers his home. In 1903, a boy out of school, he entered the employ of Imperial Oil. At that time Imperial operated only one instead of six refineries and its total output was 860 barrels a day as compared with a gross capacity of 79,000 barrels daily afforded by its present equipment.

Mr. McCloskey's first duty was to nail lids on candle cases. After a few months he became office boy in the refinery where he was in contact with C. O. Stillman, now President of Imperial Oil, who was then superintendent of the Sarnia plant. In 1904 young McCloskey was transferred to the cooperate shop, which before the day of the steel barrel was an important adjunct of the refinery. After a few months in the cooperate shop Mr. McCloskey was made a clerk in the refinery office and then, as general timekeeper, returned to the present job where he acquired an extensive knowledge of the technical end of refining. After five years in the refinery yard he was again recalled to the office and took charge of records pertaining to costs and processing. In 1911 he was appointed chief accountant. This appointment came on the eve of the great expansion of the Company's operations which entailed construction of refineries at Icao, D.C., Regina, Montreal, Dartmouth and Calgary. In 1916 the executive offices of Imperial Oil were transferred to Toronto and Mr. McCloskey removed to this city. He was appointed assistant general sales manager in 1923.

Mr. McCloskey is a young, efficient executive of a keen and resourceful character, with a ready understanding of the fundamentals and intricacies of his business and the store of energy and enthusiasm with which to attack all its problems.

Mr. Charles McNair

How the spread between crude oil prices and retail gaso line prices has continuously decreased during the past five years may be indicated by a comparison of gasoline prices at any point in Canada with prices of Mid-Continent crude oil which sets the level of the crude market.

The following table relates to retail prices in Toronto:

<table>
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<tr>
<th>YEAR</th>
<th>Average, Toronto Service Station Price of Gasoline (c per gal)</th>
<th>Average Price per Imperial Gallon Wood and Motor Oil</th>
<th>Spread Between Grade Price and Gasoline Price</th>
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<tr>
<td>1929</td>
<td>39.75</td>
<td>5.75</td>
<td>34.00</td>
</tr>
<tr>
<td>1930</td>
<td>39.67</td>
<td>4.51</td>
<td>35.16</td>
</tr>
<tr>
<td>1931</td>
<td>39.40</td>
<td>3.31</td>
<td>36.09</td>
</tr>
<tr>
<td>1932</td>
<td>39.40</td>
<td>2.30</td>
<td>37.10</td>
</tr>
<tr>
<td>1933</td>
<td>39.02</td>
<td>1.08</td>
<td>37.94</td>
</tr>
</tbody>
</table>

As of March 17, 1933

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...the responsibility of firing for spare service. Step by step, he advanced from the spare list to a regularly assigned engine, then to preferred runs, until the final goal was in sight. After hard studying came the examinations on locomotive practice, air brake, and transportation rules. The young engineer, like the young fireman, was placed on the spare list.

His first run is one of the outstanding events of an engineer's career, and before he arrives at the end of this run the experiences he has gone through will remain uppermost in his mind during the rest of his life. Every landmark he has noted while firing has been on the left side of the cab and now he must learn new landmarks from the right side. These landmarks are essential as the engineer must know at all times where he is. Blinding snowstorms, fog and other adverse weather conditions may make it difficult, but it is safe to assume that every experienced engineer knows practically every foot of the district over which he is running—bridges, culverts, a barn or farmhouse near the track, bits of wood, sligh grades and many other things hardly noticed by the passengers in the coaches, are all registered in the engineer's eye and mind.

After four years as locomotive engineer, Mr. McNair was promoted to the position of Inspector of Transportation Rules on what was then known as the Middle Division of the Grand Trunk. In September, 1913, he was selected by the Galena-Signal Oil Company to represent them as service engineer. When in 1920, the Galena-Signal Oil Company of Canada Limited, was incorporated, Mr. McNair was selected a Director, subsequently being appointed to the office of Vice-President. In 1927 the Galena-Signal Oil Company...
More About Farm Machinery

*The following, which is excerpted from letters received by Mr. C. O. Stillman, from Messrs. H. S. Scott, of 93 Madison Ave., Toronto, is in connection with an article appearing in the Jubilee number of the Imperial Oil Review.*

I HAVE just been looking over your very interesting "copy of the Imperial Oil Review" and in the article "The Development of Farm Machinery" I notice a picture of the "reaping machine invented in England by the Rev. Patrick Bell in 1827." Mr. Bell's mother, and my father's mother were sisters and naturally the history of the machine has always been very familiar to me. It was watching a man cutting the grain with a scythe that gave me the idea of making a "machine." He was a student at St. Andrews College, but from early days was interested in making something to save labour. He came out to Canada in 1823 or 1822 as tutor... He remained with the Ferguson family about five years and then decided to return to Scotland. Before leaving for home he went to Edzell, taking his model with him in a parcel which he left in the hall of the hotel with his hat and overcoat, while he went into the dining room. When he returned his parcel had gone and he never saw this model again. Later, when in Scotland he went on with his work (he was for twenty-seven years minister of Carnwath, Forfarshire) and when at last he had made a machine ready for a trial this trial was made by moonlight in a field of oats on the farm of his brother, George Bell. The following article from the London Illustrated News, of March 14, 1830, gives a clear idea of Dr. Bell's invention:

"This reverend gentleman, to whom the oldest practical agriculture in Scotland, the Mungus of Tweedside, awards the palm of having designed the only reaping-machine that he has ever found worth using. He was born in 1800, and has been for many years the minister of the parish of Carnwath, in Forfarshire—a living of only £150 per year."

"We have from time to time during the progress of the £1,000 testimonial advertised pretty fully to the circumstances under which Mr. Bell's invention was perfected, how, forty years ago, he arrived in Edinburgh with a model of it not much bigger than a rat-trap under his arm to show to the Highland and Agricultural Society. He left it near a street of houses, behind a shop. He left it somewhat in a conspicuous position, but the advent of that happy moonlight night when he and his brother got the horse out of the stable, hurried it to the machine, and laid the corn

stulls low at last. This was in 1826-1827, and the machine, which is still preserved as a trophy, was worked continuously up to last year.

Mr. Bell had no helpers, and other men, Americans for the most part, especially worked on the machine, and yet while thousands of pounds were saved annually by his machine, even Scotland had given no public recognition to his invention. Mr. Scott, Skirving, of Edzell, near Dunnottar, introduced the subject to the Erskine Agricultural Club in 1866, and in the following January at the meeting of the Highland and Agricultural Society, both acknowledged the justice of a claim which had been too long overlooked, and the society not only subscribed £100 but gave valuable official aid and in the collection of subscriptions. The sum collected filled half-shots of £1,000 by 1920 and it is to be hoped that English agriculturists who owe us much as their Scottish friends to Dr. Bell's invention, will not hold back as they have hitherto done.

"Skirving was met with plenty of counter claims both in England, America, and Scotland, but the marks all seemed to be in the most solid and unanswerable sense of the fact that there were claims long antecedent to them. The earliest dates of the two machines were copies from Mr. Bell's, a picture of which machine had been given in the Quarterly Journal of Agriculture (1827) of which several copies were found to have crossed the Atlantic."

"Many and other Roman writers on agriculture mention some machines of the kind, which are not visible to the hands of corn and let the straw down in requisites. In 1725-6, Aristol Yea [sic] of Alexandria, described a machine of the same kind, and so do Mr. Capek Loud, and Mr. William Pat in his 'survey.' In 1791 one Boye took out a patent; in 1808 Richard Mason; in 1833, Hawkins, of New Jersey, U.S.; and, in 1836, Plunkett of Derby; all produced machines, and in 1806 Mr. Gladstone, of Kirkcudbrightshire, got a premium for one from the Highland and Agricultural Society. Mr. Skirving received several small grants from the same source, and Mr. Scott; of Erkister, Erskine,零食, J. H. McPherson, of Erskine, and Mr. Ogle, of Alloway, all tried their hands in 1815, 1820 and 1822, respectively. Their turn was, however, so fleeting, that Mr. Bell had never even heard of any machine of the sort, except that, made among his other countless activities, by the late Mr. Smith of Dunbarton. In consideration of his invention, the Senate of the University of St. Andrews recently conferred on Mr. Bell the degree of Doctor of Laws."
THE SEARCH FOR THE LOST FLYERS

By Alex G. Rent, Imperial Oil Agent, Prince Rupert, B.C.

"Raise ye the stone or cleave the wood to make a path
Le. it is black already with blood some Son of Martha
spilled for that.
Not as a ladder from earth to Heaven, not as a witness
But simple service simply given to his own kind in their
common need."

"SONS OF MARTHA"—KIPPLEING

EVERYONE remembers the epic search by aeroplane for the fliers Burke and Reniehan lost over the mountains of Northern British Columbia. Few know the part that Imperial Oil products and service played in that search.

In October of last year Pilot Wasson Burke had died of cold and hunger a few days before—his companions had laid his body in a wooden cairn nearby. Kading and Martin were weak from exposure but otherwise all right. Wasson took them out to the coast and then returned for the body of Captain Burke.

In the meantime tragedy overtook a second search plane. At nine o'clock in the evening of the 26th of October, Pilot Pat Reniehan of the Alaska-Washington Airways, with two companions, Sam Cleft, wealthy Seattle mining man and Frank Hatchet, a mechanic, in the Royal Canadian Air Force planes, which participated in the search for Captain Burke and his companions, took off from the Imperial Oil station at Prince Rupert, B.C. left Bute Island, 100 miles south of Prince Rupert. They expected to reach Prince Rupert or Ketchikan, Alaska, that night, but were never seen again.

After two or three days without word, Pilot Ancel Eickman, of the same company, began a search for Reniehan from Prince Rupert and Ketchikan. He was joined by two other Canadian Air Force planes flown by Flight Lieutenant Pinney and Flying Officer Durlap. The three planes scoured the country and the coast from Bute Island to Ketchikan and the islands as far west as the Queen Charlotte Islands. Day by day these men faced unknown, treacherous conditions, seeking always some trace of the lost fliers. Lighthouse keepers, fishermen, Indians and loggers along the northern Pacific coast were on the alert for news of the lost plane.

All kinds of rumours were abroad. The searching fliers, unsparring of themselves, methodically and laboriously tracked each rumour to its source. They knew that nothing was improbable on a venture such as theirs. Scrap of wreckage were picked up and examined, but nothing more could be found. This search too was abandoned.

Mrs. Reniehan, however, believed her husband to be alive. She insisted that the search be continued and with the Government of British Columbia supplying the funds, Pilot Eckman went out once more. At last word came that an aeroplane wheel similar to one carried in the lost plane's baggage was found on an island some fifteen miles south of Ketchikan. This was verified, and extending the hunt in the same locality another wheel and parts of the fuselage were found. The Provincial Police launch from Prince Rupert, with boats from Ketchikan, spent days at this spot trying to find the bodies of the lost fliers. Nothing more came to light and the search was finally dropped.

Another plane engaged in the search for Captain Burke narrowly escaped a lake fate. Pilots Van der Byl and Joers, with a companion, flew north. Running into a sleet storm, they landed on Thutal Lake about 100 miles north of Burns Lake and were frozen in. When the storm had passed the plane was so heavily coated with ice that it could only lift one man. Pilot Joers, the only one of the three familiar with the country, flew it out taking no supplies and only enough gasoline to carry him to the coast. The other two men "mashed out", reaching the railway in safety after a long hard tramp.

These fliers, with winter closing in, with short days and uncertain weather, had to make the most of their flying time. They faced these conditions, determined and courageous. It was no small comfort to know that throughout the north, they could be sure of fuel supplies and of eager and sympathetic service from employees of Imperial Oil Limited.

During these flights the Royal Canadian Air Force planes made the Imperial Oil dock at Prince Rupert their base. There they took on supplies of Imperial Aeroplane spirits and Marvelube A5 and A7. The officers emphasised the fact that their engines ran smoothly and efficiently at all times and expressed their thanks for the service given them at Prince Rupert.

At the time of writing the work still goes on. Pilot Van der Byl and Pilot Joers have flown into the North to bring out Burke's plane which had been located some miles from where Burke's companions had been picked up. With the help of another machine they dug the frozen plane out and are now bringing it south by way of Burns Lake.

Reiprocity

PROBABLY no prior business depression has so great an effort been made by employers to keep as many as possible of their employees at work. There have been layoffs during the past year or more, but in the majority of cases they appear to have been the final rather than the first step. Employers seem wholeheartedly to have gone about the task of seeking means of economising operations other than curtailing employment, and to have achieved a measure of success that has done much to minimize the hardships ordinarily attending such recessions in business.

Contingency of this idea and this spirit of keeping workers employed as long as possible may to a great extent be dependent upon the adoption of a similarly spiriting spirit by the employees. It would seem helpful not only to one organization, but to all organizations, if employees, in their turn, tried to shave expenses, reduce overhead, diminish waste and prevent undue losses by their own efforts.

It might be said that the present is the time for employees to do their share in keeping the organization intact and alive in the face of reduced trade activity, falling profits, diminishing income. Increased personal efficiency is one means of accomplishing this result. Closer attention to detail is another. There are numerous ways the individual workers can find to aid the company in this period of emergency. After all it is "their" company and "their" emergency. Now is the time for all good men to come to the aid of their company.

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ONE of the greatest programmes ever given in Toronto, was the enthusiastic expression of musical Toronto after hearing the performance of the Imperial Oil Symphony Orchestra in Massey Music Hall, on the evening of February 4th.

This was the first time this rowdious organization of the air appeared on the concert platform to give one of its great programmes without having to consider the sensitive and exacting microphone, or worry over the limitations of the studio. That the players rejoiced in this new freedom was clearly evident. In a blaze of light and filling almost to capacity the huge Massey Hall platform, the orchestra, under the inspired baton of Reginald Stewart, played like one great sensitive instrument a magnificent programme which literally brought to its feet an audience of more than 2,600 people.

The performance had the distinguished patronage of His Honour, the Lieutenant Governor of Ontario, and was under the management of the trustees of Massey Hall. Desirous of putting on a concert that would bring a capacity house and be one of the outstanding musical events of the season, the trustees of Massey Music Hall approached Imperial Oil, Limited, or permission to engage the Imperial Oil Symphony Orchestra, which "has created so profound an impression on the air," and which they believed would give the kind of concert they had in mind. Permission was granted and inside of two weeks, with only three rehearsals, which had to be put on between eleven at night and two o'clock in the morning, the orchestra was ready with an exciting programme, and one that since its performance has set all Toronto talking.

The programme comprised Bach's Prelude and Fugue in C minor from Book 2 of The Well-Tempered Clavier, arranged for orchestra by Dr. MacMillan; the Overture from Wagner's "Tannhäuser;" Beethoven's Fifth Symphony in C minor; Concerto in B flat minor for piano and orchestra, by Tchaikowsky; Benedictus by MacKenzie and Esquina Rhapsody byCharbrier.

With the exception of the opening number, the Bach Prelude and Fugue, the entire programme was conducted by Reginald Stewart. The Bach number, which was given its first public performance in its orchestral form at this concert, was scored for orchestra by Dr. MacMillan last summer. Dr. MacMillan, who is Principal of the Toronto Conservatory of Music, and Dean of the Faculty of Music of the University of Toronto, conducted. It was played superbly.

Immediately following came a great performance of the "Tannhäuser" Overture, conducted by Reginald Stewart. It is doubtful if this work has ever received a better rendering in Toronto. Certain it is, no orchestra has ever brought to this city such marvellous string tone or thrilled an audience more with the stupendous climaxes that abound in Wagner's great Overture.

The supreme achievement of the evening, however, was the performance of Beethoven's Symphony in C minor, the "Mighty Fifth" or "Fate Symphony," as it is variously called.

This symphony is said to commemorate the most tragic period of Beethoven's life, when, in 1807, realizing that the deafness rapidly taking him from the audience of his music, which united him to assume the position of husband and father, Beethoven cancelled his betrothal to the "Immortel Beloved," the Countess Therera Brunswieck. His approaching deafness and the loss of his beloved threw Beethoven into a despairing mood, and under the double tragedy he conceived the Fifth Symphony. The opening theme, which is the musical signature played at the beginning of every Imperial Oil Hour of Fine Music, consists of four notes, said to represent "Fate" knocking at the door. Indeed, Beethoven himself so described it in a letter to a friend when speaking of the opening theme, he wrote: "Thus knocks Fate at the door."

The orchestra, under Reginald Stewart, gave this work a masterly rendering. In the first movement, strings, clarinets, horns, oboes, and double-basses, rose to great heights in the painfully agitated passion Beethoven wove into his music. The second movement soars up on the garnet of consolation. The orchestra made it as exquisite as a poem. The scherzo and finale were nobly played. The slightly ironic and at times sinister strain in the scherzo was eloquently brought out. Despite the terrific pace set by the conductor the orchestra played it faultlessly, responding to every whim of the conductor's vibrant beat.

Tchaikowsky's Concerto in B flat minor, for piano and orchestra, followed. Mr. Ernest Seitz, brilliant Canadian pianist, played the piano part. His playing was marked by great beauty of tone and perfect clarity. The orchestra, which accompanied superbly, was never permitted to overshadow the piano. Mr. Seitz was warmly applauded and after several recitals, returned to the piano and gave another exhibition of wonderful mastery of the keyboard.

The remaining numbers on the programme, MacKenzie's Benedictus and Esquina Rhapsody by
Chabrier, were in striking contrast to what had gone before. The Berceletus, which was performed publicly in Canada for the first time, is a short work of chartreuse beauty for strings and woodwinds. The Espana Rhapsody, on the other hand, is a vividly flashing inspiration of Spanish character. It was played at break-neck speed and was done with all the requisite colour and verve.

The music critics of the Toronto press were uniformly lavish in their praise of the work of the orchestra and of its conductor, Reginald Stewart. They hailed the performance as one of the finest ever given in Toronto by any orchestra. Hector Charlesworth, in Saturday Night, devoted a column and a half to the concert and said, in part:

"...Toronto is as richly endowed in the matter of string performers as any city of its size on this side of the Atlantic. This musical force has grown to large dimensions as if by magic. But the problem for local conductors in securing efficient woodwind and brass performers remains difficult. It was therefore the fine quality and impeccable tone of the wind sections under Mr. Stewart that most impressed listeners familiar with the situation. For my part I sat listening for the inevitable faux pas in the brass but for a distinct moment when it occurred to me that seemed almost too good to be true. In quality the woodwind was especially admirable, and the brass, though not notably brilliant, was nevertheless unquestionably efficient. Thus the vividness and richness of the strings was amply supported. The orchestral tone was surprisingly large and moving, and the quality of expression at all times notable for firmness, verve and refinement. In common with all Toronto music lovers I hope Mr. Stewart and his organization will be permitted to give more concerts; for their next concert should be even better.

"Though his name is familiar to radio listeners throughout Canada, Reginald Stewart has not been seen in public as a conductor for quite a while, and in the meantime he has distinguished himself as a guest-conductor in London, England, and has studied in the conductors classes of Furtwangler, unsurpassed among living wielders of the baton. The critics of the Daily Star, Augustus Brule, was particularly enthused by the tone of the orchestra, especially the strings. This orchestra," he writes, "was in its way marvellous. It played with all the splendour of glorious tone in most of the moods and pictures possible to a modern orchestra, without playing what is known as modern music.

"The programme opened with the Prelude and Fugue in G minor by Bach. Dr. MacMillan conducted. In sonority, attack, crisp, definite phrasing, superbly controlled rhythm, and a certain colossal sense of musical architecture, the work was decidedly big.

"Stewart came on. The figure changed, as one character in an opera succeeds another. Lithie, slender, almost majestic in appearance, the conductor of the Imperial Oil Orchestra sprang onto the stage and without waiting for the listeners to settle down, led his men into the Tannhauser Overture. Stewart gave rather his own version of some parts of this well-known overture. In the initial climax his remarkable hand was never wanting. In strings, at least, this orchestra has never been surpassed here.

"...Chabrier's Espana Rhapsody brought a festive finale; one of the things that Stewart had conducted with the London Symphony: a carnival of colour in which the conductor let himself go with such fine ecstasy that he had to give an encore.

"Laurence Mason of The Globe was intrigued by the bold effects secured by Reginald Stewart, as the following extract from his long criticism shows:

"...The seating on the stage gave us still another distribution of the instrumental forces, and the results evidently favoured the bold effects aimed at by the conductor; for Mr. Stewart mixes his orchestra with no timid hand, and glories in orchestral speed and vigor as he does in his solo piano-playing. Our new orchestra showed itself a thoroughly competent one. The two violas, such as an over-eager violin or a false brass note, were negligible, while the pure tone, disciplined precision, and courageous response to the will's demands for superhuman velocities were most commendable.

"If a touchstone for this orchestra were wanted to indicate the quality of its tone, wrote the critic of the Mail and Empire, "it could have been got immediately with the much-vaunted Tannhauser Overture. Reginald Stewart is the antithesis of the wooden-spirited conductor. That there was an occasional trick or flaw in rhythm or precision could not cloud the fact that he could play his orchestra like an instrument for the urgency and deep feeling of the Beethoven opening allegro, the sensitiveness of the audience.

"Writing about the performance, the critic of the Evening Telegram said in part: "The most especially distinguished was the string section. There was a glowing tone in the violins, and to those who have deep regard for the darker music of the cello, there was a cello group which brought rejoicing to the soul. Those dark-toned instruments were gorgeous. The woodwinds, too, were very lovely and the brass, also, was good."

A. E. Halvorson, General Sales Manager, Western Canada. P. T. McKeen, General Sales Manager, Eastern Canada.

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Promotions in General Sales Department

Word has been received of the appointment of Mr. A. E. Halvorson as General Sales Manager, Western Canada, and Mr. P. T. McKeen as General Sales Manager, Eastern Canada.

Mr. Halvorson, as his name would imply, comes from seafaring stock, and his career, while not "in the briny deep", proves that he possesses the resourcefulness and persistence of his ancestors. He graduated from high school at an early age, attended university, and business college and became principal of a school at the age of twenty. While teaching, he obtained work during vacation periods with the Atlantic Refining Company, later becoming associated with the Prairie Oil Company. He joined Imperial Oil Limited in 1913, as salesman in the Edmonton Division.

He was appointed assistant manager of Edmonton Division on January 1, 1919, and two years later was appointed assistant manager of Winnipeg Division, and acting manager of the same division on July 1, 1921. In 1922 he was made assistant general sales manager, Western Canada, with headquarters at Winnipeg.

The greater part of the year 1922 Mr. Halvorson spent in British Columbia on special work. and he also assisted on special work in Eastern Canada in 1924. His services were re-engaged by the Beacon Oil Company for re-organization work in 1926, and on July 1st, of the same year he was transferred to Toronto, with jurisdiction over Western Canada, which includes the territory from Fort William to the Pacific Coast.

Mr. F. T. McKeen was born and educated in Saint John, N.B., and his introduction to the business world came at the age of sixteen, when he left the Eastern Oil Company as office boy. This company eventually amalgamated with Imperial Oil Limited and was merged in 1914 Mr. McKeen gathered experience in the sorter desk, shipping, invoicing and as a salesman, later being given charge of the lubricating department.

On December 1st, 1944, Mr. McKeen was granted leave of absence in order to organize an overseas unit. He sailed for England in April 1915, landed in France in August of the same year, and in 1916 took command of the 4th Ammunition Park in France. In January 1917 he took command of the Canadian Corps Ammunition Park and in May, 1918, was appointed Officer Commanding of the Canadian Corps Mechanical Transport Column. He was mentioned in despatches by Field Marshall Sir Douglas Haig on November 7th, 1917, and was subsequently awarded the Distinguished Service Order.

On his return to Canada in May, 1919, he immediately reported for duty with the Company and was appointed assistant manager of Saint John Division. On December 1st, 1919, he was called to Toronto to take over the duties of assistant manager of Saint John Division, and in July, 1921, was appointed manager of Montreal Division.
Reparations

"They order," said I, "this matter better in France." But that was a century and a half ago. Mr. Yosick knew nothing about French garages.

It was in France and it was going to be difficult. French garages are not what they seem, and French garagemen have a desire, laudable perhaps, to delve into the meaning of things they know naught of. The car wouldn't go. Something had to be done. In we went and in we stayed.

A suggestion is made that a spot of gasoline applied to the proper place may have the desired effect.

"Quelle horreur! Mais, non, Mademoiselle." Arms wave about, a deluge of words pour forth from an agitated counterpart. "It is not possible — ce n'est pas l'essence. It is something in its inside. So into its insides they all go, men, boys, and tools, but not for long. "Le Vieux" orders them all out. Is it not his right? It is something of new. It was so that he had worked in a garage in Paris.

The car is of English make and, therefore, full of "good dodges of a rich nature." Things look bad for the owner. Once more it is politely but firmly suggested that the trouble may be in the feed pipe or the gasoline. "La voiture" has proved a bit temperamental in its day. On occasions it has had to be fed through the vacuum. Lately no more than two or three miles could be managed at one go unless a hill happened along.

Ah! But all that will be changed. Trust "the Old One." The "Old One" starts undoing things.

It grows a bit irksome standing about, helpless and rebellious, watching oddments of engine being pulled out of the old car—and "Ah! Mademoiselle, it will be quite long yet, we have never seen such a car." Neither had I, just about then. Better to leave while sanity remains because if any more bits come out of that car... The return is not timely. So "Le Vieux" says, and says why unreservedly. I point out the fact that there seems to be quite a lot of car lying about. "Ah! Mais, non, Mademoiselle, be assured! It is necessary to take it apart in order to put it together again. It is so different this from French cars. Mademoiselle, but, of course, you understand?" But, of course, I do not understand. Garage French is not learned from grammars.

With the coming of the soft southern twilight, a permanent gloom slowly settled upon the spirit. The day's work was over, that was evident. But interest was not lacking. Many possible solutions were largely and actively discussed far into the evening. I left finally to return the next day. A night's sleep seemed indicated, that one might be calm and mercenary. The car was whole and I took courage. But the change! "Ah! Mademoiselle, ce n'est rien—Oh! very little. Cette voiture, elle marche bien. I try 'marching' it but it does not "march". Exasperated I ask, "Did you put all the bits back?" "Ah! Mademoiselle exactly, but Mademoiselle, perhaps if you let us put in some 'essence' you may be more fortunate, you know always 'la voiture' has need of gasoline!"

Page Twenty-four

ANNUITIES AND BENEFITS SUPPLEMENT

ANNUITIES AND BENEFITS COMMITTEE FOR 1931

Left to right: D. E. Leslie, Col. E. A. Oliver, G. L. Thompson (Secretary), P. F. Sinclair (Chairman), W. B. Elsworth and J. R. Simpson.
IMPERIAL OIL REVIEW

ANNUITIES AND BENEFITS STATISTICS, 1930

The personnel of the Annuities and Benefits Committee has remained fairly stable during the year 1930, and many important matters came before the Committee during the year. The Members and Directors, as in the past, showed their interest in the work of the Committee by confirming its decisions in nearly all cases. The Committee held fifty-five meetings during the year, which took up forty-three hours of time, and 297 cases were brought up before the Committee for decision, being an increase of 37 cases over 1929.

The Chairman takes this opportunity to again acknowledge the support he has received from the Committee, together with the assistance rendered by our chief medical officer, Dr. Evans, and also by Mr. J. A. New.

DEATH BENEFITS

During the year 1930, we had 38 deaths. Benefits Death in these cases amounted to $76,674.60, or an average of $2,017.60. The Committee notes with regret that seven annuitants died during the year.

ANNUITIES

There were 16 employees placed on annuities during the year 1930, the average age being 65 years, the average service being 28 years, and the average annuity $1,018.48 per year.

TEMPORARY EMPLOYEES

This heading includes all employees who have been employed and terminated during the year, but who are not eligible for Death or Annuity Benefits because of the nature of their service. In 1930 we received notices of 44 terminations. We also received 2,102 Employment Notices.

TERMINATION NOTICES

This heading includes all insured employees who terminated their service during the year. 1930. Termination Notices were received from the various refiners and marketing divisions.

Page Twenty-six

JOINT INDUSTRIAL COUNCILS

The elections of delegates to the Joint Industrial Councils held between December 4th and 15th, and resulted in a large vote being polled. Photographs of the 1931 Councils appear elsewhere in this Review. The number of meetings held during the year by the various councils was 84 and 226 matters were discussed and decided favorably as follows:

Wages
1
Working conditions
41
Promotions and discharges
41
Hours of work
30
Industrial
31
Rental, Housing and Social
11
Salary
16
Miscellaneous
46

REGINA REVIEW:

The elections at this refinery were very gratifying and showed a larger percentage of those voting, over the previous year as follows:

<table>
<thead>
<tr>
<th>Division No. 1</th>
<th>1929</th>
<th>1930</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>91%</td>
<td>96%</td>
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</tbody>
</table>

At the December meeting of the Regina Council Mr. Leach had the following to say to the members:

"Last being the last meeting for 1930 I wish to thank the Committee for all the work that they have done this year. We have had a large number of difficult problems to face and handled and I can only say that this Committee has been a great help in me carrying out the Industrial relations of the Imperial Oil. I suppose I will see some of you men on this Committee next year, and will also see some new faces on as well. I want to specially thank the members of the Committee this year and next year. The trouble is that I am likely to be on the Sick Committee this year and last year. I think that is quite a help and unless some of our own fellows go and see these men when they are sick and see if they are doing anything, one never knows what is going to happen to them."

Mr. J. Warner, one of the elected delegates, replied to Mr. Leach as follows:

"As this is the end of the term, I hope that you will have a new committee to deal with next year. It is quite an education for a man to be on this committee and I hope that you get a body of men that are going to be interested in the working of the Committee and be just as interest in the work as I have been in the past."

Mr. C. M. Moore advises that the "conduct of the necessary business by the 1931 Council was well done and with the greatest degree of co-operation."

In addressing the members of the 1930 Council at the December meeting, Mr. C. M. Moore spoke as follows:

"The Council functioned very well during the year 1930. I think I can say without any fear of contradiction, that the work of the Council has been satisfactory in all respects, and I trust that as far as the Council elected for 1931 is concerned they will be as concerned as the Council of 1930. We take this opportunity to congratulate the employees of Montreal East on their performance during the year."

BECQ REVIEW:

<table>
<thead>
<tr>
<th>Division No. 1 and 2</th>
<th>1929</th>
<th>1930</th>
</tr>
</thead>
<tbody>
<tr>
<td>Division No. 1</td>
<td>96%</td>
<td>95%</td>
</tr>
</tbody>
</table>

In his letter of December 24th, Mr. Salter states: "There has been no trouble with the employees and no complaints have been received. Therefore, I cannot express opinions in this manner in which these matters have been taken care of."

In replying to Mr. Moore, one of the elected delegates, Mr. Ingram, stated: "Thank you, Mr. Chairman, for all your cooperation with us fellows and I would like to add that the Councils of 1930 and 1931 have been very harmonious throughout."

SASKIA REVIEW:

The percentage of those eligible to vote who exercised their rights was 99.65% or nearly 8% higher than a year ago. By divisions the percentage of those voting was:

<table>
<thead>
<tr>
<th>Division No. 1</th>
<th>1929</th>
<th>1930</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>94%</td>
<td>99.65%</td>
</tr>
</tbody>
</table>

Mr. Leach states "General conditions in the working of the election were the best yet and the fact that the percentage of total eligible votes returned was as high as 99.65% indicates that the interest in the plan is still very keen."

At the December meeting of the 1930 Council Mr. Leach expressed his thanks to the members of his committee for the satisfactory year that is coming to a close."

CALGARY REVIEW:

The percentage of those eligible to vote in each division was as follows:

<table>
<thead>
<tr>
<th>Division No. 1</th>
<th>1929</th>
<th>1930</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>72.3%</td>
<td>77.56%</td>
</tr>
</tbody>
</table>

Mr. C. M. Moore advises: "The conduct of the necessary business by the 1931 Council was well done and with the greatest degree of co-operation."

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"The Council functioned very well during the year 1930. I think I can say without any fear of contradiction, that the work of the Council has been satisfactory in all respects, and I trust that as far as the Council elected for 1931 is concerned they will be as concerned as the Council of 1930. We take this opportunity to congratulate the employees of Montreal East on their performance during the year."

WINNIPESQUE DIVISION:

Mr. Griffiths in his letter of December 19th states that out of 31 employees eligible to vote, 30 voted for their delegates.

Mr. Griffiths also states: "In all five meetings of the Industrial Council have been held during the past year, at which time the various problems brought before the meeting have been adjusted to the satisfaction of all parties and we are pleased to report that all employees are co-operating with the management in an endeavor to work together."

OTTAWA:

100% of those eligible voted.

Mr. Thomas, our manager, states: "The meetings were well attended and necessary and I am pleased to say that we have not had any discord of any kind during 1930."

ST. JOHN, N.B.:

Voting for delegates was 100%.

EDMONTON:

Voting at this point was also 100%.

Mr. Todd reports as follows: "We wish to report that the year just closed has been exceptionally harmonious as far as our employees are concerned.

We have held three meetings and no contentious subjects whatever have been brought up at any of the meetings. We sincerely hope to have the same good feeling existing in 1931.

We have decided on this point.

MONTREAL:

By divisions the percentages of those voting were:

<table>
<thead>
<tr>
<th>Division No. 1</th>
<th>1929</th>
<th>1930</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>98%</td>
<td>100%</td>
</tr>
</tbody>
</table>

Mr. Girard states: "There were no unusual experiences in the operation of the Council during the year.

QUEBEC:

This point also had 100% vote and the same Council was elected for 1931. Several words are to be said regarding the year 1931 to call any special meetings to adjourn grievances. The enthusiasm and willingness of the entire staff made possible many difficult undertakings.

TORONTO (Princess Street):

Out of a possible 4 employees eligible to vote in this division, 3 exercised their right. Col. Oliver states: "Two meetings of the Council were held in 1930, one in March and the other a general meeting at which everything was in harmony, and no difficulties whatever arose during the year to make it necessary to call another general meeting of the Council."

VANCOUVER:

This marketing Division had a 100% vote and Mr. Rollston advises as follows: "We wish to report regarding the 1930 Council..."
JOINT COUNCILS
MANUFACTURING DEPARTMENTS


1951
JOINT INDUSTRIAL COUNCIL
IMPERIAL OIL REFINING CO. LTD.
SARNIA WORKS


Page Thirty

IMPERIAL OIL REVIEW

EXPRESSIONS OF APPRECIATION

Dear Mr.——
I would appreciate it very much if you will send the letter to the proper department regarding my recent illness. It is useful for me to express my appreciation of the kindness and consideration extended to me during my absence from work due to illness.

Yours sincerely,

Dear Sir—
I wish to express my appreciation of the kindness and consideration extended to me during my absence from work due to illness.

Yours truly,

Dear Sir—
When I returned to work I had a very pleasant surprise awaiting me when I found the three Service Buttons had been sent to me during my absence. I am very pleased to know that the Company is interested in the welfare of its employees.

Yours truly,

Dear Sir—
I am glad to know that the Company is interested in the welfare of its employees.

Yours truly,

Dear Sir—
I wish to express my appreciation of the kindness and consideration extended to me during my absence from work due to illness.

Yours sincerely,

Dear Sir—
Please convey to the Board of Directors my appreciation of the kindness and consideration extended to me during my absence from work due to illness.

Yours sincerely,

Dear Sir—
I wish to express my appreciation of the kindness and consideration extended to me during my absence from work due to illness.

Yours truly,

Dear Sir—
I wish to express my appreciation of the kindness and consideration extended to me during my absence from work due to illness.

Yours truly,

Further to our letter of December 20, we are very pleased to advise that the Messrs.—returned to work on Monday, December 29th. Please accept our thanks for the consideration shown by the Board and the foremen in returning to work.

Yours truly,

Dear Sir—
I would like to acknowledge receipt of the two copies of the Imperial Oil Review, and I wish to thank you for the consideration shown by the Company in sending them to me.

Yours truly,

Dear Sir—
I am glad to know that the Company is interested in the welfare of its employees.

Yours sincerely,
JOINT COUNCILS - MARKETING DIVISIONS


CALGARY—(Left to right)—J. A. D. Webb, R. Hood, S. R. Stevens, E. H. Teagle (Chairman), A. T. Reid.

VANCOUVER—(Back row (left to right)—Charles H. Drysdale, George Dempster, Alfred Huggins, George D. Scott, Ernest S. Mann. Front row—Frank E. Puckard, Robert Brandt, Charles M. Robson (Chairman), M. A. McDowell.

PERU

Bigger and better than ever was the verdict given the Fourth Annual Cabaret of the Talara Club held in the Talara Club on Saturday evening, December 30th, 1930.

Mr. Fleming opened the party at 10:00 p.m. with an address of welcome on behalf of the Golf Club Committee to the 217 members and guests present. From then on until 4:00 a.m. everyone had a truly wonderful night, between dancing and entertainment from the stage.

To a great extent the credit for the success of the party was due to Messrs. J. V. Coute and G. A. Simpson. The organizing, decorating, and general management was left entirely in their hands, and in the manner in which they executed their duties was excellent.

The orchestra in charge of Mr. R. Dupuis gave the crowd the best of dance music and the snap and pop they displayed cowed the birds on their toes all evening.

The local “vaudeville stars” were out in full force, and the eleven numbers given by them surpassed all previous efforts. Mrs. Fraser and the Talara girls gave a professional atmosphere to the whole show while Dave Deedee and Bill Osborn proved to be the best laugh makers.

For the benefit of those who did not attend the Cabaret, the artists gave a report “does” a symphony concert and a hockey game simultaneously, describing them in inverse terms.

The Review “Reporter” is always on the alert for items of news from here and there which will prove interesting to the readers. On a recent Wednesday evening he had a double assignment, first the concert given by the Imperial Oil Symphony Orchestra in Massey Hall and secondly the hockey game at Ravina Rink between the Imperial “Marvelubes” and C.N.R. By methods best known to reporters and by ignoring speed limits, he covered them both, but the result was astounding and the Review takes no responsibility for the accuracy or otherwise of the comments which follow.

A BRILLIANT PERFORMANCE

The Imperial Oil sextette fiddled a merry tune at Ravina Rink last night when they held the Mercantile Champs to a two all tie.

Their new line-up showed itself a thoroughly competent one, the few lapses, such as an over-eager forward or a false move on the part of the defence were negligible, while the disciplined precision and courageous response to the withering demands for superhuman velocities were most commendable.

The body checking seemed to be badly over-emphasized throughout the game and the tendency to follow the player rather than the puck was apparent, when a happy medium between those two extremes would really be better than either.

However, there is no denying the gain in brilliancy which resulted, and the audience showed its pleasure unmistakably.

There was no futile pause after the face-off for the Marvelubes launched a noble attack, nobly planned and showed at once the excellent training of the team as well as the skill of the players. The rather showy character of their stick-work and a wise distribution of their attacking forces, favored the Oilers and found the Railwaymen sadly off key.

Kenny Kane mixed it with no timid hand and gloried in speed and vigour, while Johnny McPherson made happy use of the opportunities afforded him to skilfully.

In the opening minutes of the second period Corrie Kerr displayed his gigantic technique to much advantage, the honour being duly shared by the referee line.

A little “pleasant” work inside the defence and Jack Cain gave his premiere in the penalty box, but returned to give us another exhibition of prodigious mastery.

Travelling at breakneck speed and with splendid power and vitality, several of the players harmonized in a staccato passage round the C.N.R. nets, without lacking somewhat in restraint, they failed to register a win.

It was, however, a brilliant first appearance.

MARIOPEL MELLODY-MAKERS

By Toronto

Editor’s Note: The double-barrelled name, “REPORTER” and the hockey game simultaneously described it in inverse terms.

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HALIFAX

SUBSEQUENT to the retirement of Mr. D. M. Allan as superintendent of the Imperial Oil Refinery at Impeyall, Nova Scotia, Major R. L. Dunmore, formerly superintendent of the International Petroleum Company’s refinery at Talar, was appointed in charge of the Nova Scotia plant.

Major Dunmore, who has a fine war record, joined the engineering department of Imperial Oil Limited and brings to his duty a wide experience in the petroleum industry.

The success of the evening was largely due to the efforts of the committee which was again headed by Mr. E. S. Wooley and Mr. M. K. McNeil.

The rendering of "God Save the King" closed one of the most successful dance nights attended by the staff.

BRANDON

To celebrate the unveiling of the cenotaph and memorial to the men of Brandon, who gave their lives for their country, Imperial Oil, Limited, presented a $5,000 fund to the Brandon City Council for the purpose of erecting a statue of the birthday boy, Mr. Fred W. Sweeney.

Mr. Sweeney was born in Brandon and was educated in the city. He was a member of the Canadian army during the war and was promoted to the rank of brigadier general. He is now the owner and manager of the Sweeney Oil Company in the United States.

Mr. Sweeney was presented with the statue by Mr. Frederick J. Wolfe, manager of Imperial Oil Limited in Brandon.

Mr. Sweeney expressed his appreciation of the gesture and said he would be proud to have the statue erected in his name.

He also said that he would be happy to give a gold watch and a $1,000 cheque to the person who could find the best location for the statue.

Mr. Sweeney's gesture was well received by the crowd and he was presented with a bouquet of flowers and a copy of the Brandon Daily Press.

Mr. Sweeney was also presented with a gold watch by Mr. Frederick J. Wolfe.
EMIL TRONO

Mr. Emil Trono, Imperial Oil agent at Banff, Alberta, passed away on January 12th, 1931, from meningitis originating in vein motor paralysis.

He was born in Lecce, Italy, on April 17th, 1862, and leaves to mourn his loss, his wife, Doris, C. Trono, and his two small sons, Mario and Earl, his brothers, Louis at Banff, and Serino at Blaomite, Alberta, and also one sister, Mrs. Jim Serra of Italy.

Emil entered the Company's service on April 26th, 1908, and he and his tank wagon were familiar sights on the main street of this famous mountain resort and holiday centre. Emil's cheery smile and his arm wave of welcome, given with all his Italian enthusiasm will be much missed by those of us who call no year complete without a visit to Banff.

He was laid to rest on Wednesday, January 14th. His requiem is the voice of the pines, and he sleeps in the shadow of the mighty peaks of the Rockies.

DR. MARCELINO URIBE ARANGO

The Republic of Colombia has lost a prominent son and the Tropical Oil Company an outstanding counsellor through the death on February 21st of Dr. Marcelino Uribe Arango.

Dr. Uribe Arango had acted as chief legal adviser to the Tropical Oil Company since 1919, when it acquired the De Marce concession, and his name was consequently a very familiar one throughout the Colombian republic and at headquarters. His advice was sought on the infinite variety of problems which confronted the Company in the process of establishing its business -- in the particularly difficult work of exploration and early development in jungle country and the gradual expansion of transportation and distribution facilities for its products. He successfully conducted a number of most important lawsuits which were inherited by the Tropical and which lasted for several years. Had he failed in any of these important cases the history of the Company's development might have been very different today.

Dr. Uribe Arango was born at Sonson, in Antioquia, about 55 years ago, and graduated from the National University of Bogota. He was an ardent Republican, and before becoming associated with the Tropical served his country in several important positions, notably as general secretary of the Presidency during the four years' administration of his friend Dr. Carlos E. Restrepo, and later as President of the Senate. For many years he was a member of either the Upper or Lower House of Congress, and in some especially difficult cases he was called upon to act as a Judge of the Supreme Court.

A keen student of social and labor matters, the Doctor was prominent amongst the founders of the Bogota Workmen's Circle, which has done an outstanding practical work in improving living conditions and also in providing social and spiritual leadership amongst its numerous members.

In later years, Dr. Uribe Arango became an outstanding champion of equality of rights for women and was the author of two masterly works which greatly advanced the cause in his country. He was also a frequent contributor to contemporary reviews.

A loyal churchman, lawyer of wide repute, statesman, author and social worker, Dr. Uribe Arango was an outstanding man who contributed most effectively to his country's progress.

Mrs. Uribe Arango has received many expressions of condolence from members of the Company's staff, amongst whom the Doctor made firm friendships. He will be greatly missed in our organization.

The Raviaw extends its sympathy to Mrs. Uribe Arango and her five children in their bereavement.

OTTAWA

The loyalty of the employees of Imperial Oil Limited, is shown in their daily work, incomparably, but occasionally it comes to the lot of some to prove it in a more spectacular fashion. Such was the case with F. Rider of the Kent and Sarnia Street service station, Ottawa, who on February 1st at about 10:35 p.m. was the victim of a hold-up. The bandit, his face hidden by a white handkerchief, pushed open the door which Rider was about to latch for the night, and commanded the Imperial Oil man to "stick em up," at the same time dropping a revolver towards his body. Rider's answer was a hearty kick aimed at the hold-up man, who, using his weapon as a club, hit Rider over the head partly stunning him, and fled. We are pleased to add that Rider was not seriously injured.

SARNIA

ANNOUNCEMENT has been made by Treasurer's Office, Sarnia, of the retirement on December 1st, 1930, of Mr. C. T. Griggs who, since August 1st, 1921, has been assistant treasurer of the Company. Mr. Griggs became associated with Imperial Oil Limited, in June, 1919, in the capacity of tax accountant at Sarnia office. He is highly esteemed by all with whom he has come in contact and will be greatly missed. Mr. W. J. Whiting, formerly accountant at Sarnia, will succeed Mr. Griggs.

Aerial view of St. Hubert Airport, taken on August 13th, 1930. This photograph was autographed by the officers and crew of the R-100, many of whom perished in the R-101 disaster. The air mail stamp is also shown. The photograph was presented to Imperial Oil, Limited, by Intercontinental Airways, Limited, Montreal, in commemoration of the visit of the R-100 to Canada.
THE ROYAL TRAVELLERS IN PERU

Upper left: H.R.H. the Prince of Wales greets some of the International Petroleum people on arrival at the Company's property. Behind him is Prince George. With his back to the camera is Prince George who is bidding adieu to Mrs. Arthur Eddings, whose guests the two princes were. In the centre: Their Royal Highnesses are being greeted by Mr. Thomas Murray, town manager of Negritos, on the occasion of their visit to the Negritos hospital. Note the amateur photographers lined up to the right.

To the right is another glimpse of the Prince with some admiring young Peruvians gathered about him. Below is seen the front of the Peruvian Club at Talara during the Princes' visit.