



These are the biscuits that vanish fast behind busy little milk teeth. Fully and richly made, cakes and crumpets - for all your goodies - Five Roses.

LAKE OF THE WOODS BAKING COMPANY LIMITED, CANADA

POLLARD OPERA COMPANY

Local Play-Goers Assured of Rare Treat Next Week.

Pre-eminent as a juvenile organization stands the Pollard Juvenile Opera Company which has included this city in the itinerary of its fifth world tour. It is extremely doubtful if ever in the history of theatrical endeavor has a company of artists ever made the long distance records enjoyed by these clever Australian children, the youngest of which is now fourteen and the oldest nineteen. Some of the members of the present company have been three times around the world and appeared in nearly every civilized land on the face of the globe. Not only do these young folk hold the long distance traveling record but they have etched every one's memory in the annals of the theatrical world as well. Each is a trained opera singer and dancer and with a most eventful and happy life to look back upon and a secure future to assure a bounteous income and an old age of rest. This unique and praiseworthy company of tiny stars will delight the patrons of the Opera House during an engagement of one week which opens next Monday evening with a magnificent presentation of "Sergeant Brummage".

CURLING STARTED YESTERDAY

There was no curling on the Carleton club yesterday while only a few scratch games were curied on the St. Andrew's club rinks. The annual match between the president and the vice-president of the Thistle Curling Club was commenced yesterday. The ice was in the best of condition. Three rinks aside curled in the morning and one rink aside in the afternoon. There was no curling last night and the match will be resumed and perhaps finished on New Year's Day. The following is the result of the matches played yesterday:

Morning.
President R. E. Crawford
Vice-President Dr. W. Warwick
R. S. Ritchie F. H. Fiewelling
R. S. Orchard J. S. Gregory
F. F. Burpee W. J. Miles
3 Skip.....10
Dr. W. E. Rowley T. A. Armour
C. B. MacPherson W. H. Mowatt
W. J. Brown E. S. R. Murray
Geo. S. Bishop J. C. Chesley
Skip.....15
E. P. Howard Roy McKendrick
Dr. D. Macleod
G. McMillan Robt. Reid
H. C. Barras A. D. Malcolm
Dr. Langstroth Skip.....9
Skip.....11 Skip.....9

Afternoon.
T. C. Ledingham
H. E. Vanwart
J. A. Libby H. N. McAlpine
J. S. McAvity J. W. Cameron
F. A. McAndrews A. J. Machum
Skip.....10 Skip.....6

HOW COFFEE CAME.

The custom of coffee drinking is relatively of rather recent development among peoples of Europe and their descendants in America, says H. W. Van Dyke, in "Through South America." For some reason, for a long time after it made its way west from Arabia and Turkey, it was under the ban of the church. Maybe this was because of its Mohammedan origin. It was not until 1552 that the first house that made a specialty of serving coffee was opened in London, and about the same time it was introduced in France. From then on it has spread until the amount now consumed the world over is simply enormous, especially in the United States, where it is taken somewhere near half of all that is grown. At first it came only from Northern Africa and Turkey; then the Dutch began experimenting and succeeded in cultivating it in Java and the French in the West Indies. For a while these were the principle sources of supply. The story goes that in 1769 a Portuguese, Joas Alberto Castello Branco, planted a tree in Rio, and from that small start, thanks to its peculiarly favorable soil and climate, Brazil soon overtripped the others and took the lead. On the uplands of Sao Paulo more than half of all the coffee consumed in the world is grown. There are between 15,000 and 20,000 cafesals, or plantations, employing hundreds of thousands of laborers. Some of the plantations are so vast that they grow millions of trees. Here it is that most of the immigrants flock.

W. J. RILEY PRESENTED WITH GOLD

W. J. Riley the classed centre fielder of the Marathon baseball club was given a most agreeable Christmas surprise yesterday, when an enthusiastic fan representing a number of other great admirers of Riley called on and presented him with a neat purse of gold. "But" was taken by surprise and wishes through the sporting columns of The Standard to thank his friends for their kind remembrance.

THE XMAS SWIMMING CONTEST

Paris, Dec. 25.—The Christmas swimming race across the Seine for "Xmas cup" was contested today in the presence of thousands of holiday makers. The weather was exceptionally mild, and twelve competitors including one woman, Mme. Rene E. Mortier, lined up for the start at Alexander III Bridge. The event was won easily by Gerard Meiser, who covered the 150 metres (about 175 yards), in one minute, 54 seconds. Mme. Mortier, who was suffering from a recent sprain, made a plucky struggle. She finished last, but the crowd rewarded her courage by rousing cheers.

WELL KNOWN ONTARIO EDUCATOR IS DEAD

Toronto, Dec. 23.—Dr. George Hodgins died shortly before noon today at his home in this city. He was in his ninety-second year, and had been known as one of the most distinguished public servants of the Province of Ontario. His name as an educator extended not only throughout the Dominion but to foreign countries, and during his long career he was the recipient of many high honors in the world of pedagogy. Born in Dublin, Ireland, on August 12, 1821, Dr. Hodgins came in his early youth to Ontario, where he received his education in Upper Canada Academy and in Victoria College, Coburg, taking his degree at the latter institution. He entered the clerical service of the province as chief clerk on the education department in 1844 and in 1889 was made librarian and historiographer to the department. In 1894 he published the first volume of his "Docuementary History of Education in Ontario," a work which eventually comprised twenty-eight volumes.

TORONTO TEAM DEFEATED

Boston, Dec. 25.—The Boston Athletic Association Hockey seven defeated the Toronto University team 6 to 2 at the Boston arena tonight.

GIRL EMPLOYEES Deal with a Difficult Problem

Various methods have been introduced by different firms for increasing the efficiency of their staff of stenographers. In each case the efficiency had been augmented from 20 to 30 per cent, but while the results were rather uniform the methods themselves were widely different. One man began with the statement that the way he got most of his women employes was to treat them like machines. But the apparent harshness of this remark was lost in his further explanation. "The machinery," he added, "has all the attention, thought and good treatment that it requires. Skilled foremen watch and guard it, never allowing it to run beyond its capacity, with eyes open for overstrain. Ordinary business instinct teaches us this. We know that otherwise no machine can give good service. The same applies to the human machinery that is a part of our equipment, and particularly to the feminine portion of it. The capable business girl does not care for personal recognition. She does not ask for favors, in factory, shop or office. She feels that she is a part of the plant and takes a keen pride in doing her work well, not except herself knows how much pride she takes. I always try, therefore, to make each woman I employ feel that she has an important place in my plant, and to let her know that she has a great deal of consideration for that reason."

"Women in business are not men. They have their special characteristics. Those that are valuable are prompt, faithful, obliging, handy, tireless, fair and just and intensely loyal. They ask mainly for fairness, appreciation and to be left alone and not followed up in their work. If she is competent and knows her job no woman wants to be bothered. You should disturb a machine that is running perfectly."

A different way of solving the problem is that of a western commission man employing several hundred women stenographers. It has established a "minimum standard" and if any girl without good reason, does less than this call for she is automatically discharged. Each girl is paid according to the amount she does, all the type-writing machines being fitted with an attachment that shows what has been done during the last hour. When she goes to take dictation a slip is filled out and placed on record, showing the work she has been away from her desk during the last hour. When she takes down a dictation she is given a "centralized department". All the stenographers are grouped together, and in charge of a head woman. When a stenographer is needed by any department this head woman is notified by telephone and she is sent to the department and calls out the name of the next girl on a list before her. That girl is at that moment busy. No girl is ever allowed to be idle. When the work is done she immediately rises, detsly would cost her job. She gathers up her notebook and pencils, and by the time she has finished her dictation she has a chief slip is ready for her. It gives her name, the name of the man who is to dictate and his room number, and a time for presenting the dictation. The girl goes where she has been sent, takes the dictation, reports back, translates her notes, hands over the finished work, which is at once sent to the man by a messenger. The instant a girl is through with one piece of work she is started upon another. The gain in quantity, and in the "slack" taken up, and the complete elimination of waste. Under a competent woman each girl is steadily employed every moment of her working day.

By the expenditure of \$100 now and then a business man in one of the big cities of the Atlantic seaboard has cut down his office payroll a good many hundreds a year. His method is very simple. It consists in constantly running his office equipment every little while on a trial basis. He gets a man that will add to his girls' comfort and speed.

Not only does he keep on the watch for these things himself, but he has each girl looking out for and suggesting office improvement. It is remarkable in this establishment how work has "eased up." There is no falling off in quantity or quality, and everything is done much more pleasantly and with infinitely greater quickness. Six girls make up the office staff in this particular concern. Five years ago the same number were needed for not nearly the detail and rush of the present moment. The proprietor figures that each girl today does half as much again as the girl of a few years ago.

None of the improvements introduced into this office is costly or revolutionary in itself. All have been little things that the average man would not think it worth while installing. The desks have been carefully placed to take advantage of the best light and each girl's individual preference of position are considered so far as possible.

If a girl will come every morning for a week at 8:30 instead of 9 she can take an afternoon off the next week—any afternoon she may choose. This gives a girl special time for shopping, matinee or for an afternoon to go home and sleep. It is immensely popular with the young women and just this one idea has added much to the actual output of each girl. In this office, as in many others, the errand boy has long since been abolished. Whatever outside fetching and carrying is to be done is a part of the work of the girls. Instead of destroying the routine or hindering any individual work these little trips are daily distributed among the staff so that just when she most needs it a girl can get a whiff of fresh air and a brisk walk or ride.

The typewriting machines are regularly inspected before they happen to need it and are kept in the pink of order. An extra typewriter is always in readiness. The girls who have charge of the accounts have special desks with specially adjusted foot rests.

In the corner of one room, well out of sight, is a small comfortable sofa, which has been worth its weight in gold to young women for the scraps of rest they could get on it; but no girl has ever abused the privilege. A resting here out of sight of the activity of the office. Every once in a while,

A PLEASING CUSTOM

In a little shack in the village of Okark in Labrador, Dr. S. K. Hutto observed an Eskimo custom that sheds a pleasing light on the character of the people. It was a queer dinner party. The table was pushed into the corner and littered as usual with the clothes and books and relics of work hastily laid aside, dinner was spread on the floor. The center of the feast was an enormous pot heaped with lumps and slabs and ribs and joints of raw seal meat. Round the pot the family squatted, every one except the baby armed with a business-like knife. Cutting off pieces of flesh or gnawing at bones, they munched and chewed and smoked their lips with great relish. So busy were they all that perhaps I was the only one to notice a slow, shuffling step passing the window. The footsteps turned into the porch and I saw a man in a heavy parka and a hooded hat. He stepped into the room and a dropping hand felt for the latch and the door silently opened. A voice said, "Amik, sit down and eat with me. Apkik, a young man of the village came in, choking and coughing at the sudden warmth. Nobody seemed to have any notice, but John saw the laconic "Ah!" in answer to his greeting, and the circle widened to make room for the newcomer. Apkik sat down and pulled a knife out of his belt. I watched him keenly as he helped himself with lean and shaking fingers. It was not long before he was satisfied, for he was sadly listless and weary, and with a simple "Nakomek" he wiped his knife upon his trouser leg and slowly went out. Again Apkik shut the door after him. "I was mystified by the strange little drama, and I suppose that I showed my wonder in my face, for John answered the question that was in my thoughts, just as if I had asked it. "We all know Apkik," he said, "he is a poor young man who cannot hunt or work for himself and we know that he cannot work because he is ill. I did not invite him to come, but he is quite welcome. No poor man lacks for a meal as long as there is food. It is a custom of the people."—Rehoboth Sunday Herald.

When a day is hard and the office practically swamped with work, a basket of fruit or several boxes of confectionery mysteriously appear. If you tax this man with being kindly, he laughs. "I am simply using good common sense," he says, "and saving expense in operation. Human labor is the most costly thing of all. My force costs me less than any other doing similar work. In anything you get your best results by making your people happy and contented and giving them every facility. There is nothing that pays so well as this policy."—Business Magazine.

Because they act so gently (so purging or griping) yet so thoroughly

NA-DRU-CO LAXATIVES

are best for the children as well as for the grown-up, 25c. a box at your drugist's.

National Drug and Chemical Co. of Canada, Limited

"The Brew that Grew"

Labatt's London Lager

Selling fast because made right

THE TRUE FLAVOR—AND PURE. TRY IT!

LABATT'S INDIA PALE ALE XXX STOUT

Made and matured in the old way

THE IDEAL BEVERAGES

JOHN LABATT LIMITED LONDON, CANADA

Parties in Scott Act Localities supplied for personal use. Write St. John agency, 20-24 Water street.

DOMINION ATLANTIC RAILWAY

S. S. Yarmouth leaves Reed's Point Wharf daily at 7 a. m., connecting at Digby with trains East and West, returning arrives at 5:30 p. m., Sundays excepted.

A. C. CURRIE, Agent.

GUNNS

For quality in Bacon, Cooked Hams, Smoked and Salted Meats, Pure Lard and Compound, Cooking Oils and Salad Dressing, Western Beef only handled. All government inspected.

Phone, wire or mail your order.

GUNNS LIMITED

467 Main St. Phone Main 1670

For Sale

The Schooner CALABRIA, of 151 Tons Register, and Schooner ORIOLE of 124 Tons register. Reserve of J. SPLANE & CO., 61 and 63 Water St., St. John, N. B.

RAILWAYS.

CANADIAN PACIFIC

Lv. HALIFAX ... 8:00 a.m. Daily
" TRURO ... 10:45 " " "
" AMHERST ... 12:35 p.m. " "
" MONCTON ... 2:30 " " "
" ST. JOHN ... 5:55 " " "
Ar. MONTRÉAL ... 8:30 a.m. " "

Standard High Grade Equipment—Dining Car Service Unsurpassed

W. B. HOWARD, D. P. A., C. P. R., ST. JOHN, N. B.

RAILWAYS.

INTERCOLONIAL RAILWAY

CHRISTMAS AND NEW YEAR 1912-13

HOLIDAY EXCURSION FARES

Between all Stations and Points on Connecting Lines.

SPECIAL FARES To Points Beyond MONTREAL

Issue December 21st to January 1st
Return Limit January 3rd, 1913

GEORGE CARVILL, City Ticket Agent

THE INTERNATIONAL RAILWAY

Uniting Campbellton at the head of navigation on Bay Chaleur with the St. John River Valley at St. George West and connecting the Intercolonial and Canadian Pacific Railway systems.

Winter Time Table Summary GOING WEST.

Express train leaves Campbellton daily (except Sunday) at 7:30 a. m. for St. Leonard and intermediate stations, due at St. Leonard at 12:30 p. m.

GOING EAST

Express train leaves St. Leonard daily (except Sunday) at 5:00 p. m. after arrival of C. P. R. express from St. John. Vancorbo etc. due at Campbellton at 10:00 p. m.

And in addition to above and to the ordinary freight trains, there is also a regular ACCOMMODATION TRAIN carrying passengers and freight running each way on alternate days as follows, viz: Going West—Leaves Campbellton at 8:00 a. m. for St. Leonard, and intermediate stations, Monday, Wednesday and Friday, due at St. Leonard at 4:20 p. m.

Going East—Leaving St. Leonard at 8:30 for Campbellton, etc. Tuesday, Thursday and Saturday, due at Campbellton at 4:30 p. m.

Governed by Atlantic Standard Time.

See local time tables and for full information regarding connections, etc., apply to R. B. Humphrey, Freight and Passenger Agent, 55 Canterbury street, St. John.

F. H. ANDERSON, Manager, A. A. ANDREW, Traffic Manager, THOMAS MALCOLM, Gen. Mgr., Campbellton, N. B.

FURNESS LINE

From London	Shenandoah	St. John
Oct. 25	Nov. 12	Nov. 12
Nov. 8	Rappahannock	Nov. 23
Nov. 17	Durango	Dec. 7
Nov. 25	Kanawha	Dec. 14
Dec. 5	Shenandoah	Dec. 21

Dates subject to change.
WILLIAM THOMSON & CO., Agents, St. John, N. B.

ALL THE WAY BY WATER

Eastern Steamship Corporation

International Line
WINTER FARES

St. John to Boston	\$4.50
St. John to Portland	4.00
State Rooms	1.00

Leave St. John, 9 p. m., Thursdays, for Eastport, Lubec, Portland and Boston. Returning leave Central Wharf, Boston, Mondays, 9 a. m. and Portland, 5 p. m. for Lubec, Eastport and St. John.

Maine Steamship Line
Direct service between Portland and New York. Leave Franklin Wharf, Portland, Tues., Thurs., and Sat. 6:00 p. m. Fares \$3.00 each way.

City Ticket Office, 47 King St.
L. R. THOMPSON, WM. G. LEE, T. F. & P. A. Agent.

ELDER-DEMPSTER LINE

NASSAU, CUBA, MEXICO SERVICE.

S. S. "SOKOTO" sailing from St. John about Jan. 6th, for Nassau, Havana, Puerto Mexico, Vera Cruz, Tampico and Progreso.

SOUTH AFRICAN SERVICE.

S. S. "KWARRA" sailing from St. John about December 30th, for Cape Town, Port Elizabeth, East London, Durban and Delagoa Bay, cold storage accommodation on each vessel. Accommodation for a few cabin passengers. For freight and passenger rates and full particulars apply to J. T. KNIGHT & CO., Agents, ST. JOHN, N. B.

PICKFORD & BLACK LINE

ST. JOHN, N. B. to DEMERARA.

S. S. "Ocama" sails Nov. 28 for Bermuda, St. Kitts, Antigua, Barbados, Trinidad, Demerara.

S. S. "Briardene" sails Dec. 9 for Bermuda, St. Kitts, Antigua, Barbados, Trinidad, Demerara.

S. S. "Ocama" sails Jan. 15, for Bermuda, Montserrat, Dominica, St. Lucia, St. Vincent, Barbados, Trinidad, Demerara.

S. S. "Briardene" sails Jan. 26, for Bermuda, St. Kitts, Antigua, Barbados, Trinidad, Demerara.

For passage and freight apply to WILLIAM THOMSON & CO., Agents, St. John, N. B.

CANADIAN PACIFIC EMPRESSES AND OTHER STEAMSHIPS

Liverpool Service

SAILINGS

FROM ST. JOHN, N. B.

EMPRESS OF IRELAND ... Dec. 27
EMPRESS OF BRITAIN ... Jan. 10

For Rates, Reservations, Plans, Literature, Tickets, Etc., Apply to
W. B. HOWARD, General Agent, St. John, N. B.

MANCHESTER LINE

From Manchester	For Phila.
Nov. 16	M. Corpton
	Dec. 2
	St. John
	Dec. 14
Nov. 23	M. Trader
Dec. 7	M. Comerio
Dec. 14	M. Importer
Dec. 21	M. Shipper
Dec. 28	M. Inventor
Jan. 4	M. Spinner
	Jan. 25

Dates subject to change.
W. B. THOMSON & CO., Agents

Would you like to meet the man who owns a factory just like the one you intend to build?

You'd ask him how it was designed, what it cost, what materials he used, why he used them, how satisfied he has been with his investment—you'd probably fire questions at him for an hour.

—and then you'd want to see the building itself.

You might travel a thousand miles to meet that man and then find him too busy to talk to you.

But you can get all he knows without moving from the chair you're sitting in. Turn to your stenographer and dictate a note requesting a free copy of

"Factories and Warehouses of Concrete"

Return mail will bring you a book containing every scrap of information you could desire—from the man who has built a factory just like the one you are planning.

Yes, just like it, because over 235 factories and warehouses, housing 97 separate industries are described and illustrated with photographs.

Every question you would ask is answered—not in generalities, but in specific facts and figures.

It's a handsome book, as hefty as the most complete and authoritative publication on reinforced concrete factory and warehouse construction ever written. No dry-as-dust treatise for engineers, but a frank, plain description of reinforced concrete construction for business men.

Tell your stenographer to enclose 12 cents in stamps for postage

ADDRESS: PUBLICITY MANAGER,
CANADA CEMENT COMPANY LIMITED
Herald Building, Montreal

Remember, the best way to forget to ask for this book is to "Write tomorrow."

