

service, the necessities of the case. Nothing is promised beyond the current year. All allowances are revocable for cause. The company spent about \$170,000 in these allowances in 1911 on 363 sick, disabled and inactive employees.

Sanatorium Will be Model One.

A sanatorium is being built on Mount McGregor, near Saratoga, for the treatment and cure of tubercular employees. It is beautifully located in a plot of 420 acres, 1,200 feet above sea level; it faces south, is well wooded, perfectly drained, and has a bountiful supply of water from lake and springs. A farm is connected with it which will supply its products to the sanatorium, and may be used for healthful occupation by the patients. Every like institution has been studied by the architect, and it will be in every respect a model. It combines the advantages of the comfort and independence of the cottage and the grouping and economies of the shack system. It is fireproof. Its equipment will be most complete. It will accommodate 75 patients to begin with, and when complete will accommodate 200. It will serve the general public in one way, for it will withdraw patients from infection of neighborhoods and will afford the best facilities for the study of the disease, its prevention and cure. It will keep abreast of the latest discoveries and methods, and will be of assistance in suggestions to other institutions.

A savings fund has been established by the company for the employees and is available for the administrative force as well as the field force. Then many other advantages are provided for their mental and physical development and general comfort.

Various Services Rendered to Policy-Holders.

The most important work of the company for the policy-holders is the nursing service. Cards are furnished to policy-holders to forward to the district office in case of sickness. The agents, on their calls for premiums, look out for cases of sickness. The nurses visit the offices, receive the cards, interview the agents, and calls are promptly made.

Emergency relief has been afforded policy-holders in numerous cases; the last following the tornado in Regina, where our policy-holders were taken care of by cash gifts.

Our co-operation with health authorities and social agencies has been very extensive and some of it very interesting. For instance, in 1909 a referendum was made to the voters of the city of Chicago for authority to build a municipal sanatorium. Our agents distributed 500,000 ballots to our policy-holders. We were told that this had a great effect on the result, which was an overwhelming vote in favor of the sanatorium, the total vote being about 200,000, the measure being carried four to one. In 1910, we were appealed to by the municipal authorities of the city of Cleveland to assist at a city election whereat authority was asked of the voters to the issue of bonds for a tuberculosis sanatorium. Our agents distributed ballots and the general superintendent of the department of public safety wrote us that he was sure that much was accomplished by our men. The vote was in favor of granting the authority.

Providing Homes on Easy Payments.

After a careful study of the systems in force in Belgium and Germany, the company has made arrangements with a realty company to erect homes in a suburban part of the borough of Brooklyn under a system by which the company loans about 60 per cent. of the cost on first mortgage, the realty company loans most of the balance on second mortgage and pays for term insurance on the life of the borrower for an annually decreasing amount equal to the outstanding mortgages. The result of the arrangement is that the purchaser obtains a home on easy payments and is protected against death by insurance at the lowest cost.

Here is a story of the Hon. J. A. De Boer: An automobile was about to leave the offices of the National Life, of Montpelier, Vermont, with two of the best business producers of the company. Said the president to the chauffeur: "Remember, you are insured for \$1,000. The two men behind you are insured to the limit. They bring our company two and a quarter millions of new business every year, and"—with a dramatic pause—"for pity's sake be a good chauffeur."

Mr. Arthur B. Wood, the well known actuary of the Sun Life Assurance Company of Canada, delivered an interesting address of welcome to the delegates. He emphasized the importance of these annual gatherings, where the leading men engaged in the field work of life assurance throughout the Dominion and representing practically every company transacting business in Canada, meet together on a common ground, to interchange their views, to discuss means for bettering the conditions of the fieldman's work, and generally to consider the most effective measures for extending the benefits of life insurance throughout the community.

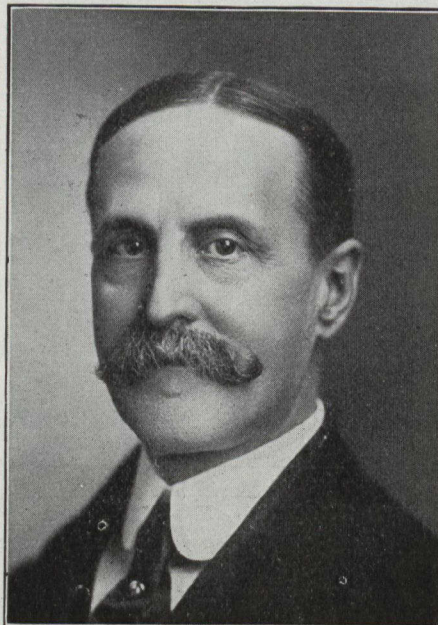
COMPANY, MANAGER AND AGENT

Important Relations of Three Life Insurance Factors—

Address of Mr. L. Brackett Bishop,
of Chicago

There is something about the business of life insurance that sets it apart from other kinds of business. Twenty-four years' observation has led me to believe that the presidents and officers and managers of life insurance companies stand in a class by themselves as business men, for the business calls to men of high motives and readily creates, too, men of high motives, stated Mr. L. Brackett Bishop, president of the National Association of Life Underwriters, in his address on Thursday at the convention of the Life Underwriters' Association of Canada, held at Montreal. Confidence is felt by the public in "their" life insurance companies. (The word "their" is used advisably because in the last analysis, the companies belong to the people and they are builded with the people's money.) The chief factors in the work of conserving the home, the staunchest opponents of improvidence, are the officials and the field workers of life insurance.

An Englishman has said: "Life assurance makes a scientific adjustment between the possibilities and the probabilities, the accidents and averages of life. It enables the individual to merge his constant liability to death in the average longevity of the race, and to share in the produc-



L. BRACKETT BISHOP, CHICAGO.

Mr. Bishop, who is President of the National Life Underwriters' Association of the United States, addressed the Montreal Convention on the relations of the Life Insurance Company, its manager and its agents.

tiveness of life in general, whatever may be his own fate. It discounts probability and gives certainty. In its adaptations to practical life and finance, life assurance enlists the cumulative power of small investments through long periods of time, and utilizes the far-off interest of prudence for present needs. It applies scientific methods to those impulses of generosity which would otherwise encourage improvidence, and provides for the needs of all through the love of each for his own. It gives affection a place to stand, and a lever with which to work. It transforms forethought and goodwill into practical helpfulness and well-being. It enables us to realize for our loved ones the hopes we cherish for their future, which might otherwise be blighted by death."

Have Realized Responsibility to Public.

It would seem as if the builders of the great life insurance companies must have realized in a large measure their responsibility to the people. These companies are not the result of accident. The officers, managers and agents of the past have served their generation well by putting their labors of a lifetime into the careful guarding of the public's interests and officers and managers and agents of the present are giving of their best to the same end. There is so much publicity given to the conduct of home office affairs, their