

and that difference carried on all through the work of these two men brings to one of them a probable advance in salary, and to the other one a bitter disappointment, mingled with surprise as to why he does not get an increase in salary.

Loyalty.—This quality of wholehearted allegiance has the value of scarcity, and, like other scarce qualities, it is very precious—it is worth striving for. We are inclined to be disloyal in thought and deed. If we are told to do something human nature frequently tells us either not to do it at all or to do it in some other way than the way in which we were instructed to do it. Fight against this inclination—strive mightily for loyalty—to render absolutely loyal service. I shall have to go abroad for an illustration of this quality. There is an old German saying that strikes me as very apropos:

"Whose bread I eat, his song I sing."

You are eating some insurance company's bread—singing their song, not anybody's else's, and sing it with all your might. If your insurance company believes that they may desire a particular line of insurances, say on sprinklered risks at the current low rates, it is not your business to tell them that dwelling houses would be more desirable, even at the increased commissions, or that frame business in Atlantic City at the rates is more desirable, but it is your business to find out how many sprinklered risks there are to be had, and then get every last one of them on the books of your company just as soon as possible. That is allegiance—that is loyalty.

While I cannot overstate, it is not possible to overstate the value of loyalty, yet to my mind there seems to be nothing inconsistent between real, hearty loyalty to one's employer and the taking or considering of another position. Indeed if another position comes along that offers not only a much larger income, but greater responsibility, there is nothing disloyal to your present employer in considering or accepting this greater opportunity of life. The loyalty to yourself and to your family, to those to whom you wish to give opportunities and advantages that have perhaps been denied to you, may oblige you to take the new position, but always with the utmost loyalty to your present position as long as you fill it and afterwards. It should be impossible for one to do anything that would be unfair to his former employer.

I realize that some of you may say that loyalty is all right enough, but I am working under conditions where I find that I cannot give wholehearted loyalty. My friend, if you are sure of this, I have some good advice for you. Get a position where you can give it and get it by the first of next month, and to-day is the twenty-second.

From time to time exceptional opportunities come for a larger and better position than one holds at present. Sometimes, very infrequently, the man holding the higher job dies—you may think that he is an unconscionably long time dying, but, nevertheless, he will die eventually and some few officials are wise enough and fortunate enough to be able to retire for a few years of grace before the final summons comes.

There is a sort of a perpetual, standing com-

mittee always in session to select men to fill these vacancies. This committee are always looking over, carefully canvassing the qualities of the possible candidates. You may not realize this, but let me tell you it is so, and they are looking for men of sound character, good habits and firm health—these are the foundation, but they are looking for those who also possess tact, executive ability, education, enthusiasm and loyalty. I hope that in due time they may have no difficulty in finding these desirable qualifications in large measure among those to whom I have had the honour to make this address.—N. Y. Commercial Bulletin.

Personals

MR. J. CORBET MCBRIDE, of London, manager of the Accident department of the Commercial Union Assurance Company, visited Montreal recently. He was entertained at luncheon at the St. James' Club, by the directors of the Canada Accident Assurance Company which is controlled and guaranteed by the Commercial Union. Among those at the luncheon were, the Hon. Alphonse Desjardins, Mr. S. H. Ewing, Mr. R. Wilson-Smith, Mr. J. O. Gravel, Mr. J. McGregor, Canadian manager of the Commercial Union, Mr. T. L. Morrissey, manager of the Union, and Mr. T. H. Hudson, manager of the Canada Accident. Mr. McBride expressed his satisfaction at the progress made by the Canada Accident and congratulated the management.

THE UNIVERSITY OF MCGILL COLLEGE is about to confer the degree of LL.D., upon the Rev. Herbert Symonds, D.D., Mr. E. B. Greenshields, ex-Mayor Laporte, Senator Dandurand, and Admiral Sir Archibald Douglass and the degree of D.C.L., in course upon Mr. Justice Dunlop and Mr. Justice Martineau.

MR. E. MARSHALL, general manager Excelsior Life Insurance Company, Toronto, spent a few days in Montreal this week. He reports the past three months, as being the best in the history of the company as regards new business for the same period in any year.

MR. H. W. ALLAN, Montreal, inspector for the Phoenix of Hartford, and also the Protector Underwriters, will leave to-morrow for the West, on behalf of both companies, to visit the agencies throughout Manitoba, Saskatchewan and Alberta.

IT IS EXPECTED that Sir Thomas Hewitt, K.C., Chairman of the Ocean Accident & Guarantee Company, accompanied by Mr. R. J. Paull, will visit the United States and Canada within the next couple of weeks.

MR. A. W. MURRAY has been appointed inspector for the Law Union & Rock Insurance Company, and left this week for Winnipeg to assume his new duties. Mr. Murray has been connected with the company for past nine years.

MR. J. A. STEWART, inspector for the North British & Mercantile Insurance Company, with headquarters in Toronto, spent a few days in the city recently.