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PERFECTION
C O C O A**IS ACKNOWLEDGED
BY THE WONDERFUL
SALE IT IS HAVING.

SOME ILLUSTRATIONS.

Perhaps a few more illustrations in various departments may be of some help in determining how each of you should perform your particular duty, and with your permission I will give them to you:

1. Firemen using too much coal.
 2. Compounders careless in weighing.
 3. Mill and calendar men, by loafing, losing use of machinery.
 4. Cutters of raw material not sufficiently careful to minimize waste.
 5. Makers of finished articles not sufficiently careful to avoid making imperfect goods.
 6. Press heater and vulcanizing employees being too slow to empty and fill their receptacles, thus wasting steam and heat, and taking chances of over or undercuring expensive goods.
 7. Weighers, measurers, and packers, through carelessness, causing complaints from customers for short weight, short measurement, or imperfect packing, or, worse still, of causing an irreparable loss to employer by giving overweight or overmeasurement.
 8. Cost clerk by inaccuracy causing quotations to be made based on wrong costs, thus either losing money by prices being too low, or losing trade by prices being too high.
 9. Invoice clerks, by wrong extensions or additions, and incorrect copying of prices, losing customers for the company, as well as money.
 10. Travellers, in their eagerness to show volumes of sales, making promises or concessions of some kind that they know their employer cannot afford.
 11. Superintendents and managers of departments, by shielding disloyal, incompetent, untrustworthy employees, are assisting to unsystematize and disorganize the efforts of their employer.
 12. The general manager or director who conserves his private interest to the detriment of the company, is no better than the humblest employee in this respect.
- I could go on indefinitely with illustrations of this nature, but I think I have shown you sufficient to make you realize what is your duty.

LOCATING DEFECTS.

A large manufacturing industry might be properly systematized, but without a proper organization the system will not be effective, but a good system will enable the employer to locate the defective parts of his organization.

Let me, therefore, entreat each and all of you to carry out to the letter the system adopted, and report to your direct superior officer, be he a foreman, superintendent, or manager, any improvement that you think could be made; for it is by inventive suggestions that many an employee has gained rapid promotion.

Each and all of you form a component part of the organization of the Canadian Rubber Company, and if you are interested in your individual success and advancement, you will be interested in the success of the company, and assist to promote its interests, for, let me tell you

**CHEAPNESS of
ASSURANCE**with security and permanency are combined in the
**FIVE YEAR OPTION
POLICY** of the**National Life
Assurance Company**Capable men
should write for
good territory.

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HEAD OFFICE,
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plainly, that if the company is successful, your chances for more remuneration are much better. If, therefore, this is your desire, remember what I say to-night:

Understand and absolutely master your work.

Do not steal from the company time that you are paid for.

Do not be afraid to ask questions relative to your work.

Do not be disheartened by failure, the old adage, If you don't at first succeed, try, try again, is an admirable precept to adopt.

Suggest improvements to your superior officers.

Above all, however, be loyal to yourselves, your superior officers, and the company, and if you do this your success is assured.

The world is full of procrastinators and boasters. Do not be one of them. Make up your minds to-night to commence a new era, if it is necessary for you to do so. "You can tell."

Bend your energies and direct your thoughts to your work and produce results that will entitle you to recognition for superiority and advancement.

A COMMISSIONER of Patents has now been appointed for the whole Australian Commonwealth, and it is announced that, as a result, Canadian inventors, who have been in the habit of protecting their inventions in Australia, will now be able to do so at a quarter of the former cost, as one patent now suffices for all Australia, whereas, formerly, each of the six colonies, now federated, had its own patent laws.

ESTIMATED profits for the month of February at the Le Roi mine, Rossland, B.C., are \$58,500, the production having been 13,244 tons. The ore body opened up on the 700 foot level promises very well indeed. Shipments for the week ending March 19th were: Le Roi, 4,524 tons; Centre Star, 1,470; War Eagle, 930; Kootenay, 150; Jumbo, 225; Le Roi No. 2, 665; White Bear, 100. Total, 8,074 tons; for the year up to date, 100,250 tons.