

### SAN FRANCISCO SITUATION.

A conflagration destroys buildings—not a city. The above very terse remarks are used by our esteemed contemporary "The Coast Review" in referring to the situation at San Francisco. It states business of most kinds in San Francisco is becoming normal. Bank clearings are about as formerly. Real estate transactions are numerous. Some 6,000 temporary wooden buildings have been erected in the burned district. About 100 permanent brick and stone structures are under way. Thirty thousand laborers and mechanics are engaged in the work of restoration and an equal number more are needed. Restoration work is delayed by strikes of organized labour and by advances in the prices of materials. Street car service is fairly good and is improving. The spirits of the people are buoyant. Thousands of citizens are returning to the city. There is hardly a vacant house. Van Ness avenue has been transformed into a handsome retail street lined with first-class stores, from which rows of new framed buildings on cross streets extend farther and farther into the down town burned district. A hundred car loads of debris are hauled out of the city every day. The number of cleared-out building lots is notably large and increasing fast.

Millions of dollars coin has been paid claimants by the insurance companies and the situation in this respect has greatly improved. The banks are filled with money. Insurance is not easy to get even at the prevailing high rates. This fact deters men from engaging in business, and will hasten the construction of brick buildings. Several companies have discontinued writing in San Francisco, unwisely; other strong companies are writing their full net lines, especially in the burned district.

### SAN FRANCISCO LOSSES.

The Union of London and Law Union & Crown have been handling their San Francisco losses through an adjusting bureau of their own, and by this method have disposed of claims against them in the most expeditious manner possible. Up to August 25, the Union had paid losses aggregating \$3,351,763, and the Law Union & Crown \$1,409,704.

### THE QUESTION OF SALARIES.

"The real question is not the size of the salaries but whether the right men are drawing them. One man may be cheap at \$10,000 a year, while another man in the same position might be dear at \$1,000 a year.

The tendency of the business world just now is not to search for men who will take low salaries but for men who deserve high salaries.

The difficulty does not lie in lack of ability any more than it does in the niggardliness of employers. It is true that the demands of business have increased enormously, and the man who was considered above the average twenty years ago, would not be up to present standards. Human ability, however, has kept pace with the advance in business methods, and the average salesman, executive, clerical or technical man of to-day is even more capable than one in the same line of work ten years ago.

What employers need to-day is not more ability. There is enough of that—in fact as a well-known business man recently remarked, perhaps there is too much. What is needed is more men with the power and inclination to use the ability they have.

Employers want men who combine with their ambition, education and natural talents, honesty and the capacity for hard work. This sums up the requirements and the scarcity of men who meet them explains the world-wide search that is now going on. There is no lack of ability but there is a lack of the integrity, the energy and the infinite capacity for taking pains, without which even great ability can accomplish little.

### ARMSTRONG LEGISLATION.

In connection with the Armstrong legislation recently enacted, and which went into effect on the 1st inst., one of the laws provides that in any prosecution for perjury the falsity of the testimony set forth in the indictment shall be presumatively established by proof that the defendant has testified under oath to the contrary in any other written evidence.

Another law amends the code pertaining to rebates and allowances by life insurance companies. It adds a new section, providing that any person who knowingly receives a rebate or deduction from any premium, or special favor or advantage as an inducement to take a policy of life insurance, not specified in the policy, is guilty of a misdemeanor.

The third law holds an officer or employe liable to a penalty if he "makes or concurs in making any false entry, or concurs in omitting any material entry in its books or accounts." The law also declares it to be a misdemeanor if such an officer or employe knowingly concurs "in making or publishing any written report, exhibit, or statement of its affairs or pecuniary condition containing any material statement which is false, or omits or concurs in omitting any statement required by law to be contained therein."