

A FARM PROFIT SHARING SCHEME

Profit-sharing is often heard of in connection with our industries, but a large farm operated on this basis sounds altogether novel. Such a scheme has, however, been carried on with great success in Southern Alberta for a number of years. It is a hobby of C. S. Noble, who in 1915 made a reputation all over the world by harvesting what was claimed to be a record crop of wheat on 1000 acres the average yield per acre on this area working out at well over fifty bushels to the acre. This is a record that has not been equalled anywhere outside of Alberta, though it is claimed that it was surpassed by another farmer in Alberta in that year of record grain crops.

Mr. Noble has devoted considerable study to the subject of profit-sharing. His belief is that every worker is entitled to a share of the wealth he creates, and in the Noble Foundation, the name under which his company is incorporated, he and his associates have tried to put this theory into practice. This company owns and operates farm property, stores, elevators to the value of over two million dollars.

Any employee who has been long enough with the company to prove his value may become a participant in the scheme and the method of acquiring stock is very simple. The employee is required to pay for ten per cent. of his stock in cash and give a note for the balance of eight per cent. interest. He then makes monthly payments of a certain amount to pay off the note, to which his dividends are credited. In this manner his stock is paid off fairly rapidly.

Needless to say, many of the employees avail themselves of the opportunity to become shareholders.

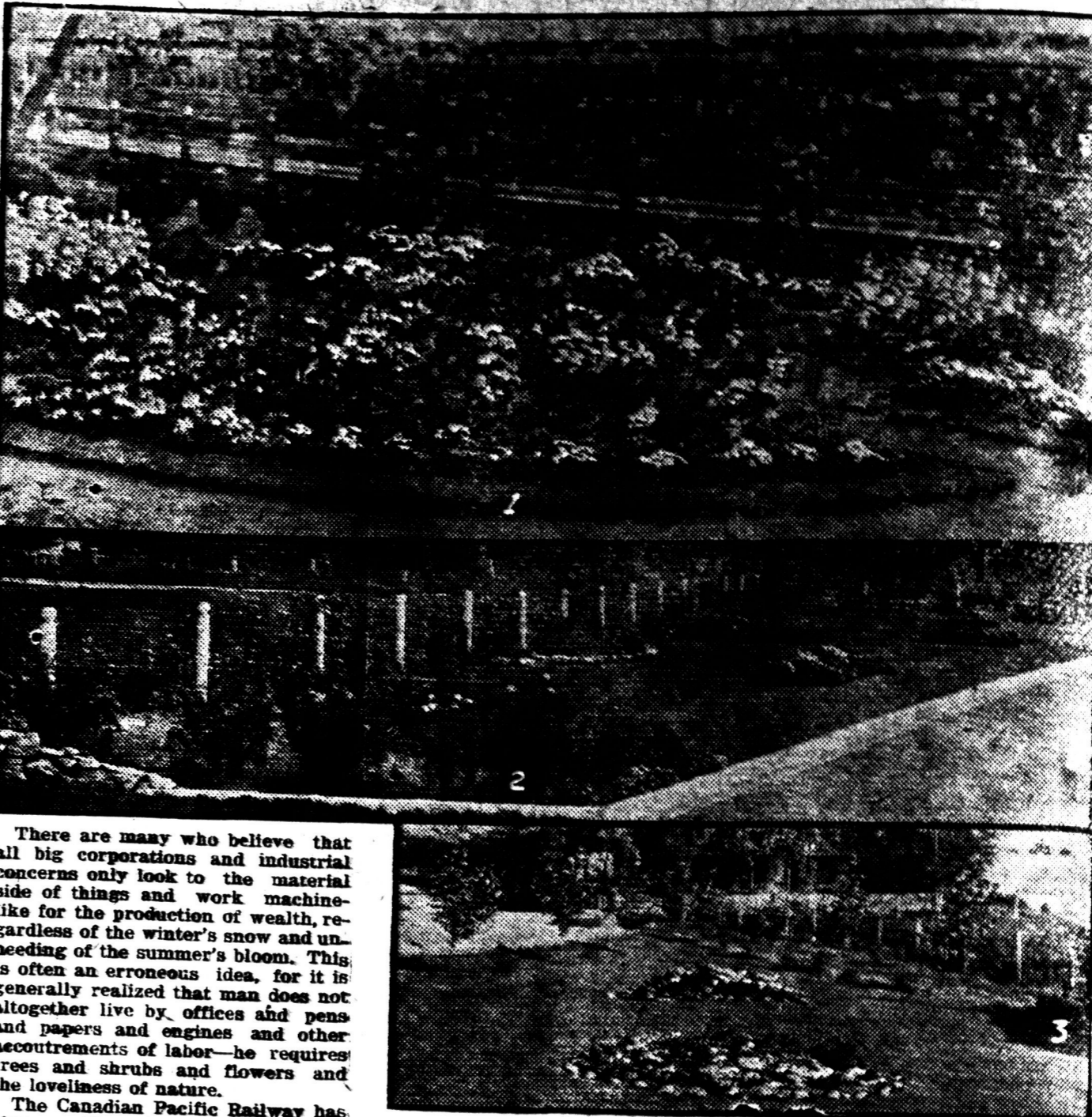


(1) Oats grow well in Alberta.
(2) An Alberta wheat field in autumn.

The results of the operations of this company are a striking example of the productive capacity of the soil in Southern Alberta and the kind of crops that may be expected if careful and proper farming methods are followed. It is questionable if the land they own is any better than millions of acres of other land in the province, yet last year, which was the driest season ever experienced, the average yield of wheat was twenty-four bushels of wheat per acre, and of oats fifty bushels per acre. Still more interesting is the average for the years 1914 to 1917, which was no less than thirty-eight bushels of wheat and ninety-two bushels of oats. With such high average yields as these the big dividends need not cause any surprise. An instance of the progressiveness of the Noble Foundation and its farm in the country was the purchase in the fall of 1917 of a large parcel of about 2500 acres. On this property thirty-five miles of gravel road have been constructed, sixty miles of three-wire fencing put up, several first-class buildings erected, the water drilled and other work done.

The profit-sharing scheme has been a successful beyond expectations. Many employees have availed themselves of the opportunity to invest their savings in the company and are receiving dividends on their stock. Mr. Noble has proved that a large farm can be operated successfully in hard years and that the future of the profit-sharing scheme will be watched with great interest.

TRAVEL BY FLOWERY WAYS



There are many who believe that all big corporations and industrial concerns only look to the material side of things and work machine-like for the production of wealth, regardless of the winter's snow and unheading of the summer's bloom. This is often an erroneous idea, for it is generally realized that man does not altogether live by his offices and papers and engines and other accoutrements of labor—he requires trees and shrubs and flowers and the loveliness of nature.

The Canadian Pacific Railway has always paid considerable attention to the development of garden plots along its lines. It is just thirty years ago since a C.P.R. employee raised a few varieties of flower seeds in his own garden, and distributed them amongst his friends in the service of the company, with the object of promoting flower gardening at the various station plots of the railway. A vast advance has been made since then; and now the company possesses a Floral Department, with headquarters at Windsor street, Station, Montreal, and a Floral Committee which embraces members from the Eastern and Western lines. It is under the guidance of this department that the various station plots and other properties of the company have been cleared up and beautified. Thousands of packages of flower seeds, bulbs, trees and shrubs and large quantities of grass seeds and fertilizers have been distributed during the last few years to station agents, section foremen, caretakers of round houses, and all employees living on the property of the com-

(1) Along the line at Moose Jaw, Sask.
(2) Woodstock, Ont. (3) Vaudreuil, Que.

pany. Travellers on the line observe the happy results achieved. The cultivation work is done in all cases by the employees themselves, who in most cases acquired the art of amateur gardening by taking their lessons from leaflets issued by the Floral Department. The best material is always provided. Amongst the varieties of trees supplied are: Maple, birch, beech, poplar and catalpa. Some of the shrubs are: weigelia, berberis, laurel leaf willow and sumac. Perennials distributed are: Oriental poppies, iris, phlox, veronica, gaillardia, larkspur, columbine, sweet william, and pinks. Beeding plants used include: geraniums, coleus, cannas, pansies, asters, verbenas, petunias, and castor oil plants. Standard seed packets sent out contain: Nasturtium, alyssum, nigella, sweet peas, phlox and kochia. Fosses and house plants are given to the larger stations. The establishment and maintenance of the gardens and selection of the seeds, bulbs, and plants are supervised by Mr. B. M. Winnipeg, forester of the company.

The encouraging influence of flower growing on the C.P.R. during the last thirty years has in a large measure assisted in the inauguration of floral societies all over the country. There are hundreds of C.P.R. officials connected with these societies, and most of them received their first lesson in flower culture at the C.P.R. flower beds. Flowers have improved the railway stations, and inspired by the beauty of the stations, residents of the towns have planted flowers and improved the appearance of their homes. In every division of the C.P.R. prizes are given every year for the best displays, and many of these amateur railway gardeners have tried their products with success against all comers at the big Canadian and American flower exhibitions.

CANADA'S RAILWAY GIANT

A handsome tribute to Lord Shaughnessy was paid by the C.P.R. shareholders at the annual meeting today. Mr. Huntly R. Drummond moved the following resolutions:

Resolved—That there be inscribed in the record of this meeting an expression of the appreciation of the shareholders of the great services rendered to the Company and to the Dominion of Canada by the Rt. Hon. Lord Shaughnessy who has recently retired from the Presidency and assumed the Chairmanship of the company.

The outstanding position held by the Canadian Pacific Railway not only in the markets of the world but also in the respect and admiration of the Canadian people provides the greatest of all tributes to the genius with which Lord Shaughnessy has directed the affairs of the Company, but the shareholders cannot let this occasion pass without their tribute of their thanks for the services he has rendered during the thirty-six years with which he has been associated with this enterprise.

Through Lord Shaughnessy's financial skill and executive ability, an immense transportation system has been built up and consolidated with such efficiency and economy that the Canadian people have enjoyed efficient service at moderate rates, have seen their resources developed beyond all expectation and have been encouraged during normal years by the financial returns of the Company which have amply justified the confidence placed by investors in Canadian industry and management.

It is particularly gratifying to the shareholders that under Lord Shaughnessy's Presidency the Canadian Pacific Railway Company should not only have rendered such signal services to the cause of the Allies during the recent Great War, but should also have maintained its efficiency and financial standing in the face of the difficult conditions created by that war. The shareholders consider it due largely to his far-sighted policy that under such circumstances the Canadian Pacific Railway Company should not only have required no assistance from the Canadian Government but should

actually from its reserves have been able to provide substantial aid to that Government in maintaining the high standard of Canadian credit.

The shareholders deeply appreciate and honour the spirit of self-sacrifice with which Lord Shaughnessy maintained the arduous duties of the Presidency during the anxious years of the war in spite of physical disabilities. They rejoice that these disabilities have been all but healed and that with renewed vision he can once more enjoy the beauties of the Canadian landscape which the Canadian Pacific Railway has made accessible to the world.

When the prospect of peace enabled him to hand over the more arduous duties of the Presidency with clear conscience to a younger man, it was with genuine pleasure that the shareholders heard of Lord Shaughnessy's decision to remain as Chairman of the Company, not only because they realized that the Company would thereby continue to have the benefit of his counsel and advice, but also because they are proud to retain in such universal honour.

The shareholders trust that the indomitable spirit which has been so characteristic of Lord Shaughnessy's whole splendid career will be rewarded with many years, yet to come of health, prosperity and happiness.

Moved by: Huntly R. Drummond.
Seconded by: Colin Campbell.
Lord Shaughnessy replied: I appreciate most heartily and thank you, Mr. President and fellow shareholders, for the complimentary remarks referring to myself in the President's address, and in the Resolution adopted by the meeting. I would be lacking in candour if I failed to admit great pride in the progress of the Company during my Presidency and in its present splendid position, physically and financially, and equal pride in the faith and confidence of the shareholders who, with marvellous unanimity responded to calls for new capital by subscribing for additional issues of stock, even on occasions when in deference to popular clamour the issue price was less favourable to the subscribers than it might properly have been. My predecessors, Lord Mount Stephen and Sir William Van Horne, who carried the responsibilities of the Chief Executive through the period of construction and the first few years of operation, had a most difficult task as is well-known to our section colleagues on the Board of Directors, Mr. Angus, Sir Edmund Osborn and Mr. Matthews, but it was good fortune to become President just when the tide was turning and when Canada was coming into her own.

The expansion in the country's business and the consequent increase of traffic compelled capital expenditure on a large scale to furnish improved transportation facilities, the money required and to anticipate the future, and the money for these purposes was provided year by year from 1901 to the outbreak of war.

The policy of your Directors was held firm and forward.

There was never any hesitation in looking back over that period and they are justified in the conviction that few, if any mistakes were made, and that conviction is, I am sure, shared by the great body of the Canadian people and of the Company's shareholders.

It was fortunate indeed that when the time arrived to transfer the responsibilities of Chief Executive to you, a younger and more vigorous shouldered your Directors had available for the post a man so capable, so energetic, so conscientious and so well versed in matters relating to the Company's policy as the new President, Mr. Beatty. I shall not hurl back at him such compliments as he paid me in great profusion, but I may be permitted to say that he enjoys the complete confidence and respect of the Directors and of the Canadian people. The shareholders' interests could not be in safer hands.

After so many years of business and personal association it was somewhat of a wrench to my fellow-Directors as it was to me to alter our relations by permitting me to retire from the Presidency, but they felt as I did, and as I hope you feel, that it was best for the future of the Company.

Growing Tomatoes in Alberta

The production of tomatoes in large quantities on the prairie does not appear to have been a success in the past, but prairie people are of a type who are forever doing something which was never done before. Messrs. G. O. Kerr and J. E. Terrill, of Lethbridge, Alberta, have observed for some years that tomatoes in small quantities were matured in the Lethbridge district and decided that there was no reason why the experiment should not be made on a commercial scale. As a result about two acres of tomatoes were set out last summer on land farmed by Mr. Kerr, a few miles east of Lethbridge. The plants were started under glass in Lethbridge and set out on June 6, 7, and 8, at which time they were from 6 to 8 inches in height. Three thousand five hundred plants were set in the plot, some of them three feet apart and some four feet apart. The experience of the season seems to indicate that the four foot plant is preferable.

The soil secured was an old pasture which had been in alfalfa and is protected by a wind break of trees on the western side. It is a very rich loam with a gentle south slope and, of course, is irrigated. The land was cultivated in the ordinary way and irrigated before planted and three times afterwards.



Gathering Tomatoes in Alberta.

The first of the ripe fruit was available seven weeks after setting out the plants, or about the end of July. During the month of August from five to six hundred pounds of beautiful ripe fruit was taken off the plot each day and this rate of production continued into September. The total yield of the plot is estimated at 35,000 pounds and a ready market was found for the product in the city of Lethbridge, the early ripe tomatoes bringing twenty-five cents a pound and the latter crop fifteen cents a pound. The gross price of 35,000 pounds at the latter figure is \$5,250.

According to Mr. Kerr, no difficulties were experienced in the production of this crop. The vines were trimmed early in July for the purpose of producing heavier fruit and also admitting more sunshine which ripened it very rapidly. The tomatoes were as large and as well developed as the best imported stock from British Columbia or Washington and, being local grown, they, of

course, reached the consumer in better condition. The crop was so heavy that in many cases the support stakes which had been put in for the vines to climb on were broken down. One vine was noted which had eighty-three tomatoes on it.

Up to the middle of September no damage had been experienced from frost, although as a precautionary measure flax straw had been dumped about the plot, so that smudges could be started if necessary. Mr. Kerr points out that the essential thing in the production of this crop was the amount of fruit but by affording ample moisture at the right time irrigation it is doubtful if the experiment would have been at all successful, and while it is not suggested that every person can go into tomato raising in Southern Alberta and produce \$2,600 per acre the experience in what these irrigated lands are capable of. It is not too much to say that such lands, if located in the mountainous part of the continent, would be sold at many hundreds of dollars per acre, but because they are found in Alberta in practically limitless sweeps of prairie they are still sold cheaply for the plot at less than what would be the cost of clearing them in even lightly timbered regions. Their very abundance makes it difficult to grasp their value but there is little doubt that some day they will be the home of the most productive and closely settled agricultural community on the continent.