

Standard Oil man Charles I. Salmon, who works for us at our Whiting, Indiana, refinery, gets his first look at Kevin C. Salmon. Mr. Salmon's company hospital and

surgical operation insurance helped pay the bills. Our employees—and their families—are protected by one of the broadest employee benefit programs in any industry.

## IT COSTS DAD LESS TO BECOME A DAD IN THE STANDARD OIL FAMILY

● One of the things that make Standard Oil a good place to work is the employee benefit program of this company and its subsidiary companies.

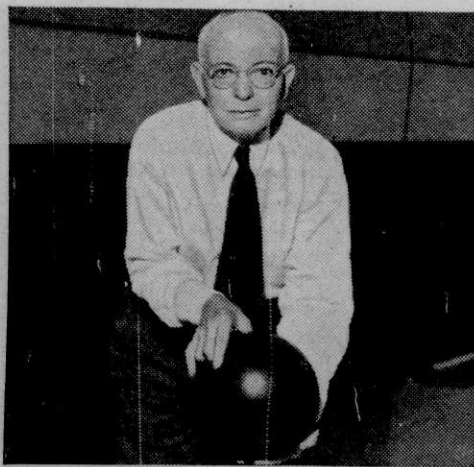
This program includes group hospital and surgical operation insurance, sickness and disability benefits, group life insurance, and vaca-

tions. Our employee retirement plan sends monthly checks to retired Standard Oilers.

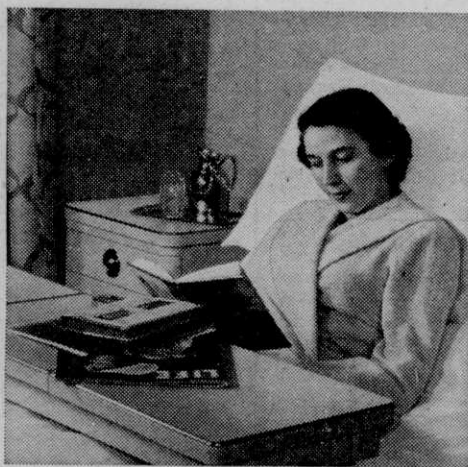
Every part of this benefit program adds to employee security. So does the fact that every member of the Standard Oil team has behind him an average investment of \$26,700 in tools and equipment—tools which helped him average more than \$4,400 in wages and benefits last year.

Most of this equipment was provided by the investment of our 97,000 stockholders. Some of it was provided for by borrowing. Each year we plow back, in new tools and equipment, some of our profits—the money left over after all operating costs are paid. Of Standard Oil's 1948 profits, 29% went to our 97,000 owners; 71% was spent for new tools and equipment.

**STANDARD OIL COMPANY (INDIANA)**



**WILLIAM WANTLING** of Peoria retired in 1940 after 35 years with Standard. Now he has lots of time for recreation. For the rest of his life he will receive monthly checks under our employee retirement plan, started in 1903.



**ALYCE HEITZMAN'S** recent illness sent her to the hospital for 10 days. Thanks to our sickness and disability benefits plan, she received full salary, plus part of her hospital expenses under our hospital insurance.



**STANDARD EMPLOYEES** are actually many times safer on the job than away from it, according to nation-wide statistical studies of accidents. Our accident prevention program helps make Standard a good place to work.