



By Ralph Keeler

MINE MANAGEMENT IN THE PHILIPPINES

The organization which J. H. Marsman has built for the management of mining properties in the Philippines is based on the principle of coordinating the services of many specialists through committees. It is organized for the utmost efficiency and economy, and smoothly-run operations at the Marsman mining properties indicate the success of the system.

The foundation of any mining company, of course, is the body of shareholders. The shareholders meet once a year, and elect directors, who in turn elect their officers—president, vice-presidents, secretary, and treasurer.

The administrative board in Marsman & Company is the Executive Committee, composed of six members appointed by the Board to carry out the policies of the Company.

A Finance Committee consisting of experienced financiers control the financial affairs.

Technical details of mine operation are determined by the Boards of Engineers, which consists of 7 members, each an engineer of long experience in

his particular line, whether it be mining, milling, smelting, dredging, geology or drilling. As new problems arise, such as plant construction, new underground development campaign, et cetera, they are discussed at length by this board. After a plan of operation has been drawn up and approved, it is turned over to the Division Managers (at present there are two, Northern and Southern Division Managers).

The Division Managers in turn delegate the details to the General Superintendents of the various units.

Each mining company is under the active administration of the General Superintendent and his staff. Experienced mining engineers, most of them graduates of one of the leading mining schools of the United States, are chosen for these staff positions. Each man is thoroughly investigated before he is engaged, and each has years of experience to his credit.

A feature of the Marsman organization which is outstanding is the accounting system which has been built up during the past five years. Each mining company uses the same details



of accounting, with a mine accountant stationed at each property. Daily records are sent to the main office in Manila, for careful study and recording. Through these records, which the division managers, the mine management committee, and the board of engineers go over daily, the progress of each mine is noted.

Purchasing for all of the mining companies is handled through the Manila office, and substantial economies are effected by large quantity buying. The isolated location of practically all of the mining companies makes it essential to keep comparatively large stocks of mining supplies at the mine, as well as the necessities of life for the staff

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members, the laborers, and the families of all employees. Every mining camp has a complete cold store, where fresh meat, fish, vegetables, and dairy products are always available. Much improved transportation facilities in the Philippines in recent years, by air, train, water, and road, make it possible to send supplies from Manila almost daily—bad weather during the rainy season, however, must be foreseen and

care taken that the warehouses are sufficiently stocked to keep the camp running efficiently.

The principal work of the secretary is the handling of stock transfers and of the general correspondence of the company. The mining industry everywhere is, of course, closely linked to the share markets; when the market is active it keeps the secretary and his staff busy.

