

1898 May 31st

Minutes of Directors' Meeting held at the Brewery Offices at 3.30 p.m.
on Tuesday the 31st May 1898

Present: Messrs J. Dodds, Chairman, J.D. Hutchison, W.R. Bennett,

T.B. Glover, F.S. James and (by invitation) M. Kirkwood

The Chairman opened the meeting by offering to Mr. Glover a welcome back to the Board after his long interval of rest and also to Mr. James from whom as representing new blood many hints and good services generally might be expected.

Minutes of previous Meetings of the 16th, 18th and 23rd May were read and, after some slight amendments, confirmed.

➤ Mr. Yonei (Meidiya) Guarantors

Mr. Yonei (Meidiya) Guarantors The Chairman stated that two different forms of guarantee had been drawn up by Mr. Walford on behalf of the Company. Both had been objected to by the guarantors on the score of length and they had promised to prepare a form themselves. The Chairman explained partly for the information of the new members of the Board that the arrangement under which Meidiya should furnish this guarantee had been reached after great trouble on the part of the Directors extending through several years and that its ultimate attainment was due considerably to the efforts of Mr. Kirkwood.

Mr. James said he thought the result very satisfactory.

➤ Watt Chief Engineer's Salary

Chief Engineers Salary The Chairman reported that Mr. Watt had not appeared very well satisfied with the increase of salary allowed him although

on enquiry it had been found that such salary was about the current rate. He the Chairman read the letter addressed to Mr. Watt accompanying the Bonus voted him with which also (the letter) Mr. Watt had expressed himself as dissatisfied on the ground that the working of his department had nothing to do with the out-turn of accounts.

➤ Accounts for the Year

Accounts for the Year The Chairman read a letter signed by himself addressed to the Chief Brewer on 21st May to which no reply had yet been received. In connection with the same subject the Chairman said it was necessary to make a sub-division of some of the accounts as at present kept so as to show more clearly the position of the Company at any time.

➤ Relations among Brewery Staff

Brewery Staff The Chairman said he had heard that the Chief Brewer had lost control of his Assistant Mr. Von Mann, who was very high-handed at times; and that Mr. Heckert had tried to make out that he – the Chairman and Mr. Baehr had taken away much of his power – which was not the case. He had only been told that he must be more regardful in his dealings with the men under him. Mr. Von Mann also it appeared had been far too rough in his treatment of the work-people, one recent result having been a strike among the betto which had it not been checked in time by the Secretary might have become serious. Mr. Dodds continued that it had been suggested to allow Mr. Von Mann his leave of absence now, and to give him to understand that his continued employment by the Company depended upon his being willing to be more careful in his treatment of the Japanese employees of the Company and to render proper obedience to Mr. Heckert. This subject was not fully

discussed, Mr. Heckert at the moment attending in response to a request from the Directors. The Chairman, addressing him, referred to the letter of 21st May and repeated the expression of surprise there made at the poor out-turn of the year. Mr. Heckert said he had a reply to make in writing but he asked for two or three days more in which to prepare it. Questioned as to his relations with Mr. Von Mann, Mr. Heckert said he would include this in his written reply. Mr. Dodds then reminded Mr. Heckert that the Directors had never taken away any of his authority and that he was still as he always had been in charge of the Brewery and all the staff.

➤ Flavor of Beer

Flavour of Beer Reference being made to an impression that the Beer had recently been of a more bitter flavor Mr. Heckert said this was not due to an increase in the quantity of hops used – hops being added in excess really to improve the keeping qualities of the Beer – and that beer decreases in bitterness the longer it is allowed to mature in the Cellars. Mr. Heckert would not recommend making any change in the quantity of hops used – the quality and strength of which, he added, varied from time to time.

➤ Breakage of Bottles

Breakage of Bottles Referring to this the Chairman, still addressing Mr. Heckert, said the question was so pressing that the sooner it was settled the better it would be for the Company, with which Mr. Heckert agreed. It was suggested by several of the Directors that it would be well to have an overseer to look after bottle-breakage alone, and Mr. Heckert said more space was required and less night-work which would be advantageous all round. He promised to endeavour to make an arrangement for more systematic checking

of the bottles and then retired.

➤ Commission on Mr. Rohde's invoices-- 2 1/2%

Additional Directors Mr. Hutchison proposed that Mr. Baehr be invited to join the Board. Mr. Baehrs services, he said, had been most valuable to the Company and in view of the intended extension of the Brewery would most certainly continue to be so. He referred to a report which had apparently been current that Messrs Carl Rohde & Cos commission on Invoices of material imported from Europe had been 5%, which was quite incorrect. – 2 1/2% being the amount charged covering the services of the firm both in Europe and in Yokohama. Mr. Dodds endorsed this and Mr. Bennett having seconded the proposal it was carried unanimously.

➤ Alteration of Capital

Alteration of Capital The Chairman read Mr. Walfords letter giving his opinion that it would be illegal to change the unit from dollars to yen. After consideration it was determined to apply to the Registrar in Hongkong for registration in terms of the special Resolution and in the event of this being dis-allowed to apply, without reference back to Yokohama, for power to increase the capital in dollars a shares of \$100 and b shared of \$50.

➤ Apportionment of Directors Fees

Apportionment of Directors Fees The Secretary was instructed to prepare a memorandum showing the term of office of each Director and to submit same to Messrs Dodds and Hutchison.

➤ Holmes second Engineer's Salary

Second Engineers Salary A letter from Mr. Holmes was read asking an increase further than that allowed him. On the Chairmans stating he had on

enquiry ascertained that yen 100, the amount fixed for Mr. Holmes, was fair remuneration it was decided to adhere to that figure and to advise Mr. Holmes accordingly.

➤ Taiwan Agency of Maidiya

Taiwan Agency Meidiya application for an extension of his Agency to this Colony having been read and considered it was decided to comply and to arrange suitable terms.

➤ Mr. Yonei

Mr. Yonei Mr. Glover enquired on behalf of the Mitsu Bishi Goshi Kaisha whether the Company was satisfied with Mr. Yonei in its dealings with him to which the Chairman, endorsed by the Secretary, replied "Yes, perfectly".

The Meeting then closed at 6 p.m.

James Dodds

Chairman