

cept, then certainly the physical efforts, imagination and creativeness of the employee will be directed toward non-productive work effort. The creative effort of employees in acquiring satisfaction of a non-monetary, non-productive nature is beyond the comprehension of management. The effort of an individual employee in seeking need satisfactions of a social, ego and creative nature in a work environment that does not provide for it, let alone recognize it, generally is counter-productive. When a number of employees join efforts to achieve non-monetary need satisfaction that is not provided in the work environment, the counter-productive nature may become increased to the point of a fraction of the fullest work potential of the group.

In the work environment, management should evaluate its philosophies and attitudes toward employees in terms of how they affect the work climate. Management should establish a work environment that is conducive to opportunity, fairness, honesty, respect and dignity. ❧

Root Growth, Finer Color By Drill Hole Fertilizing

Trees require certain food elements to sustain life. Carbon dioxide is taken from the air above and below ground. Soil water supplies hydrogen, oxygen, nitrogen, phosphorous and other chemical elements. Many of these trace elements are essential and must be replaced if a shortage develops in natural food-producing methods.

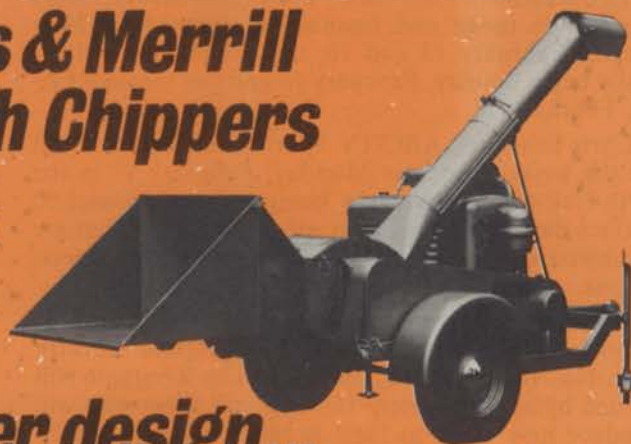
One of the most effective methods of food replenishment, say the Davey Tree people of Kent, Ohio, is by the drill hole technique. Through the use of an electric drill or punch bar, holes approximately a yard apart are drilled to a depth of 12 to 24-inches over the entire root system. Beginning at the edge of the branch spread of the tree, placing a high nitrogen tree food in the holes, then filling with loose soil or peat moss.

No other form of tree care brings about such improvement as that provided by fertilizing. The resulting increased root growth stimulates luxuriant foliage and finer color. Such feeding is particularly recommended in areas where poor soil conditions (clay soil) or insect problems exist.



A two-man crew drills and fills the holes beneath the branch spread of a tree.

Mitts & Merrill Brush Chippers For...

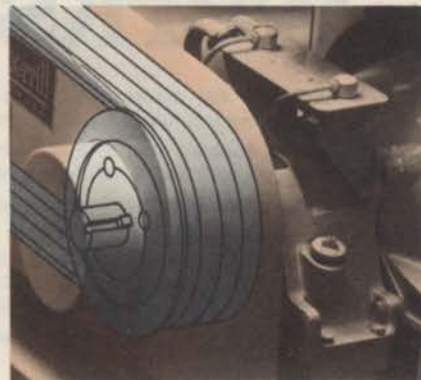


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For more than 115 years Mitts & Merrill has been making specialized machinery for industry. A major part of our business is equipment to reduce scrap and waste. This experience is incorporated into design features on our brush chippers that result in higher efficiency and longer, trouble-free service for you. Only Mitts & Merrill brush chippers offer features like these:



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Optional torque converter isolates engine and transmission from cutting shock to minimize maintenance. Makes operation virtually fully automatic; increases operator productive time. Available on all models.

• **Positive safety-lock pin** for greater operator safety • **Swing-away, folding feed chute** protects cutting chamber; allows instant access and increases maneuverability • **Heavy duty construction** includes coil spring, torsion-type suspension, and box tubular steel frame.

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