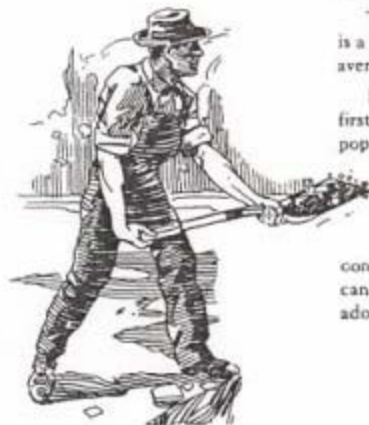


# Give Him a 21-Pound Load Shovel

## He'll Double your Results



The Wyoming 21-Pound Load shovel is a shovel which is designed to hold an average of 21 pounds a load.

Fredrick W. Taylor—the man who first made "scientific management" popular—demonstrates beyond doubt that the shoveler does his best day's work for you when his average is 21 pounds.

Taylor's experiments were conducted with Wyoming Shovels. You can "cash in" on his discovery by adopting

**WYOMING**  
 • "21-POUND LOAD" •  
**SHOVELS**  
(Registered Trade Mark)

Because of Mr. Taylor's experiments the 600 shovelers at the Bethlehem Steel Works increased their day's work per man from 16 to 59 tons!

They more than tripled results. You may not be able to do as well as this but there is no reason why you cannot double results if you supply your men with Wyoming 21-Pound Load Shovels.

They are made to take a 21-pound load naturally in various materials. There is a Wyoming 21-Pound Load Shovel for use in silicious and sulphide ores, one for concentrates, one for coke, one for dirt, etc., etc.

Think of all the shoveling in and around your mining plant done in about half the time it is now taking!

Of course you will want all the details before you try Wyoming 21-Pound Load Shovels. Therefore we have printed for you this book

### "Scientific Shoveling" — Send for a Copy

It is an excerpt from Taylor's "Principles of Scientific Management" reprinted by permission of the publishers, Harper & Bros.

It tells you the facts, the figures and the "why."

Send for a copy today before the first edition is exhausted.

## The Wyoming Shovel Works

Makers of Good Shovels for almost 40 years

Wyoming

Penna.



WYOMING

Shovel advertisement based on Taylor's research (from the *Engineering & Mining Journal*, Vol. 95, No. 16.). (Photo courtesy of Stevens Institute of Technology, Taylor collection, Hoboken, N.J.)