Today we all know that if our employees possess sound bodies, peace of mind and good working conditions, increased efficiency and better products result.

Not too many years ago there was a feeling generally that company employees were indebted to the employer. For years I have spent an important part of my time trying to help superintendents and foremen of our 58 plants understand better the fundamentals of employer-employee relationship - the company debt to all men in the organization who pull their oar in advancing the company toward its objective. A proper sense of proportion has gradually developed. Human relations are at last getting the recognition due them. Their effect on earnings are known. Altruism and dividend rates are not incompatible.

Management has always known the importance of good people. In recent years we have come to realize that to attract them we must rate them - earn the reputation of providing "a better place to work." In the future, no plant will rate the best people without an adequate and an effective medical department.

We know that a strong medical department with at least one nurse at each plant is not only something companies owe their people but that it turns in a profit for stockholders through the development of better human relations. Also, and let's say incidentally, it reduces insurance premiums importantly.

Experience in our company with 38 plant nurses has shown them to be one of the most important influences in building employee confidence and friendship.

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