

HIGH OUTPUT MANAGEMENT

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What is the high output management process? High Output Management introduces Grove's "management by objective" approach, also known as the objectives and key results (OKR) framework. It has been described as a "crash course for middle managers" and discusses the importance of measurable processes, performance reviews, and trainings.

What are high leverage activities in high output management? High leverage activities include decisions or activities where many people are impacted, where a person's activity is impacted over a long period of time relative to the manager's input, or when a large group's work is affected by information or guidance from the manager.

What is the meaning of output management? Output management is a process used by organizations to manage and optimize the distribution of data and information generated from various business operations. This includes everything from documents, reports, and invoices to emails and digital content.

What is an example of output in management? For example, output can be the number of tons of sugar or boxes of cookies produced in a year by a business or industry. These products can be measured in terms of dollar value so that different outputs—such as tons of sugar and boxes of cookies—can be combined using the same unit of measurement.

What is an example of a high leverage practice? Teachers pose questions or tasks that provoke or allow students to share their thinking about specific academic content in order to evaluate student understanding, guide instructional decisions, and surface ideas that will benefit other students.

What are some high leverage activities?

What are the four key components of the high leverage practices? This High-Leverage Practices Writing Team developed HLPs in four domains: (a) collaboration, (b) assessment, (c) social/emotional and behavioral support, and (d) instruction (see below).

What is the point of muted colors? To begin with, they create a serene and soothing atmosphere for users. It makes the look perfect for crafting tranquil and relaxing spaces. Additionally, muted colors foster visual harmony and balance, ensuring that designs remain free from overwhelming or distracting elements.

How do you get muted colors? A muted tone is one that has been dulled by mixing it with other colors, such as black, gray, brown, or white. This creates a color that isn't bright or saturated.

What is the difference between muted and clear colors? Clear or bright colors are pure colors. These are fully saturated colors. The more grey is added to a pure color, the more muted it becomes. Muted colors are therefore desaturated, greyed out colors, which are much less intense than their pure counterparts.

How to get soft colors in Lightroom?

What are the best muted colors?

How do muted colors make you feel? Muted shades can pique feelings of love, passion, and sensuality, while bright hues may trigger anger, strength, and power.

How do you make muted colors pop?

Are muted colors cool or warm? The warm color palettes are slightly softened with white or black but not muted. People with warm undertones look best in clear chroma colors, even if the most saturated color is too strong for them. Muted colors with grey tend to have a coolness to them and more ideal for someone with cool undertones.

What is the difference between pastel and muted colors? With these terms in mind, pastel color can be seen as a pure hue with a light tone, or a color that is tinted

with white. Muted colors can be seen as either a pure hue with a dark tone added or as an impure color that has either grey added or is less saturated.

How to tell if a color is muted? Muted colors are hues that have been dulled or grayed. A muted color is the opposite of a bright and saturated one.

Is grey a muted color? Muted is just another word for greyed, or dulled. It refers to colours which have a low saturation. The opposite of a muted colour is a vivid colour, saturated colour.

What are vivid muted colors? Muted colors are the opposite of vivid colors, and they are created by simply adding black, white, or complementary colors to a base color, making them grayed, dulled, or desaturated. "Muted colors" refers to colors that have a low saturation or chroma.

How to get creamy colors in Lightroom?

How do I make my photos look soft and dreamy in Lightroom?

How do I make my Lightroom color more vibrant? In the Color panel, use the Saturation slider to adjust the color intensity of all of the colors in the photo. Saturation is an absolute adjustment; it affects all colors equally. Drag to the left to decrease saturation or to the right to increase it.

Why do I prefer muted colors? Muted and subtle colours are also soothing. Blue, green and grey tones are ideal for creating a calming and relaxing ambience in any room. These complementary colours have long been a staple of Scandi interiors, but they work with just about any decorating style.

Who looks best in muted colors? Typically people who have a Summer profile have a low level of contrast between their hair color, eye color and skin tone with, cool undertones of pink or blue. For you to look your best, choose soft, muted colors with cool undertones. You should strive for blended shades like heather gray and slate blue.

What is the palette of muted colors? The Muted palette is medium value and neutral undertone, and is between Summer and Autumn. The colour palette strip can be used as a reference or as a colour analysis tool for colour consultants. The strip

has 35 colours, and the reverse has detailed information about the palette.

What color represents anxiety? Yellow was most often associated with a normal mood and grey with an anxious or depressed mood. Different shades of the same color had completely different positive or negative connotations. Reproducibility was exceptionally high when color choice was recorded in positive, neutral or negative terms.

How to get muted colors? The trick to muting a bright color is mixing in a bit of its complement. When painting with my limited color urban sketching palette, I approximate complements by picking the closest color in my palette, which works pretty well. In the diagram below, I dull down an orange (#1) with a blue from my palette (#2).

What is the most relaxing color? Blue is the Most Relaxing Colour, Scientists Say | Frieze.

What are muted colors in photography? Muting the color of an image is simply to change the tone, mood, atmosphere and feel of a picture into whatever you choose by eliminating the bright, gaudiness of it without making it black and white.

What is the color code for muted tones? muted color palette created by lpalm that consists #697e8d,#e9e6c2,#d6d5bd,#c3a770,#a74b22 colors.

What is the difference between muted and saturated colors? Saturation is the level of intensity of a color. High saturation is bright colors. Low saturation is muted colors. Muted colors and bright colors have to work together.

What are subtle muted colors? What are muted colors? Muted colors are colors that have been desaturated or toned down to create a softer and more subtle appearance. They have a lower saturation level and are often described as having a more faded or washed-out look compared to brighter, more vibrant colors.

What colors should cool tones avoid? Avoid pastels and neon hues that will clash with your cool-toned skin. Experiment with different shades of warm undertones like peach and navy blue to find what works best for you. Patterns like jade green or floral prints can also enhance the richness of your complexion.

What are the characteristics of muted colors? A muted one is simply greyed, dulled, or desaturated. You can mute a color by mixing it with black, white, gray, the complement of the color, or an earthy color, each of which will lead to desaturation. The result will be a softer color that is easier to work with.

Should I wear bright or muted colors? The colors that you wear should be in harmony with your natural coloring and tone. So, if you have soft tones, then soft colors will look best. If you have brightness about you, then brighter colors (not muted) will look better on you. How saturated a color is the chroma.

What is the purpose of different noise colors? While research is still growing when it comes to colored noise, brown may help with concentration, pink helps with sleep, green helps with calming, and white noise is especially good at drowning out noise from neighbors.

What is the meaning of silence color? The meaning of Silence color palette It is often associated with depth and stability. It symbolizes loyalty, trust, confidence, truth, wisdom, intelligence, faith, and heavens. You may use blue to promote services and products related to air, sky, and cleanliness. Also, you may use blue in your branding.

What does it mean for a color to be mute? Muted colors are the opposite of vivid colors, and they are created by simply adding black, white, or complementary colors to a base color, making them grayed, dulled, or desaturated. "Muted colors" refers to colors that have a low saturation or chroma.

What is the most uncomfortable color to look at? Pantone 448 C is a colour in the Pantone colour system. Described as a "drab dark brown" and informally dubbed the "ugliest colour in the world", it was selected in 2012 as the colour for plain tobacco and cigarette packaging in Australia, after market researchers determined that it was the least attractive colour.

What is the most calming color to look at? Shades of Blue and Green "Light sages and light sky blues are often associated with spa-inspired rooms. There's also some scientific research indicating that due to the short wavelengths of cooler colors and how our cones perceive them, greens and blues are the most relaxing to our

eyes,” she says.

What color is most flattering on everyone?

Which color noise is best for anxiety? Brown noise, with its low-frequency bass tones, has been found to have a calming effect on the nervous system, reducing stress levels. These findings suggest that the choice of noise color can have a significant impact on both psychological and physiological well-being.

What color noise clears your mind? Brown noise triggers relaxation because of its similarities to the brain's resting state, Sarow says. The low frequencies of brown noise create a deeper sound that many people find soothing. There are even brown noise playlists curated with babies in mind because it's said to mimic the sound inside a mother's womb.

What color noise is best for ADHD? However, anecdotal evidence suggests that brown noise can improve focus, productivity, and sleep in ADHD. That's because brown noise may be able to mimic the effects of dopamine on the ADHD brain as well as minimize internal and external distractions.

What is the muted color theory? A muted color palette has less intensity to it and often appears subdued or grayed. Muted colors are desaturated colors. They appear somewhat dull or a washed out because you create a muted color by mixing it with gray. However, there's so much more to a muted color palette than just desaturated hues.

Is grey a muted color? Muted is just another word for greyed, or dulled. It refers to colours which have a low saturation. The opposite of a muted colour is a vivid colour, saturated colour.

What is the color of wickedness? There's no such thing as a color being inherently evil; however, the color black is often associated with darkness, sadness, and evil.

What is the difference between saturated and muted colors? Saturation is the level of intensity of a color. High saturation is bright colors. Low saturation is muted colors. Muted colors and bright colors have to work together.

Is maroon a muted color? Maroon is a shade of red, a color that is associated with intensity. Passion, love, anger, energy and danger can all be linked with red, however maroon's more muted tone means it is less likely to make that impression.

What is the color code for muted tones? muted color palette created by lpalm that consists #697e8d,#e9e6c2,#d6d5bd,#c3a770,#a74b22 colors.

What is the lifespan of a scissor lift? So, we would say that a scissor lift can last about 500 to 1,000 hours of movement.

What does OSHA say about scissor lifts? Employers must regularly maintain scissor lifts to ensure that they are safe to use (e.g., prevent the lifting mechanism from collapsing). Manufacturer's maintenance and inspection instructions will generally include how to: Test and inspect controls and components before each use.

What is the maximum grade for a scissor lift? These lifts will still require a firm stable surface to support the outriggers or tracks for elevation but are able to operate on inclines and slopes up to 20 degrees depending on the specific model.

What is a disadvantage of a scissor lift? Scissor Lifts Cons Lower Lift Heights – Most scissor lifts can only reach heights of 20-50 feet. This is significantly less than most boom lifts. Limited Maneuverability – Because most scissor lifts only move vertically, there is no way to maneuver them up and around obstacles.

Is 300 hours a lot on a scissor lift? Scissor Lift Maintenance and Lifespan A scissor lift can last 500-750 hours if well-maintained.

Should you leave a scissor lift plugged in all the time? It is best for the batteries that they are charged for an extended of time, such as overnight, because opportunity charging — plugging the scissor lift in during lunch time or for short periods of time — can be detrimental to battery longevity.

Why shouldn't you wear a harness in a scissor lift? In order to reduce falls and serious injury, OSHA harness regulations were implemented. According to OSHA, a worker only needs to be protected from falling when operating from an elevated scissor lift by a guardrail system. As long as it is properly installed and maintained

there is no need for further fall protection.

Does OSHA require a hard hat in a scissor lift? Does OSHA require hard hats on scissor lifts? Yes. Hard hats are an essential piece of fall protection gear. Workers should never step on a platform without a hard hat, and anyone working in the vicinity should also wear a hard hat to protect against falling materials.

What are the do's and don'ts of a scissor lift?

Can you stand on the rails of a scissor lift? Stay on the work platform — don't stand on the guardrails or any other part of the lift. Make sure that a guardrail system is in place before working on the scissor lift. Keep work within reach to avoid leaning and to reduce falling object hazards. Report any equipment defects or maintenance needs.

Do you need training to use a scissor lift? Proper training and certification significantly reduce the risk of accidents and injuries associated with scissor lift and cherry picker operation.

What is the maximum allowed scissor lift speed? Scissor lifts rated for outdoor use are generally limited to wind speeds below 28 miles per hour.

Is there a cheaper alternative to scissor lift? Choose an aerial lift with enough capacity to lift the worker(s), their tools and any materials. – Man lifts, also known as vertical mast lifts or stock pickers, are the least expensive option.

What is the most common type of scissor lift accident? Falls. This is the most common cause of aerial lift and scissor lift fatalities. Serious injuries also result from falls. Falls happen due to operator negligence, carelessness, and not using proper safety restraints.

How long should a scissor lift last? Most scissor lifts are designed to last for thousands of hours before requiring extensive maintenance or replacement. However, this can vary depending on the manufacturer and the amount of use the elevator receives.

Do scissor lifts tip over? Scissor Lifts Must Be Stable Before Operating High winds, holes, slopes, or getting knocked by another object or machine can cause a

scissor lift to be unsteady and fall over. ANSI standard MH-29-2020 states that employees must ensure scissor lifts are stable, protected from any potential hazards.

What is the life of a scissor lift battery? In reality, battery manufacturers frequently predict that the lifespan of a scissor lift battery would range from 6 to 48 months. Although every scissor lift battery ultimately has to be changed, the longevity of a battery is greatly influenced by how often it is used and how well it is maintained.

Can scissor lifts get rained on? It is not advised to use a scissor platform lift in any adverse weather conditions like snow, rain, or storms, it can cause serious injury to the workers. However, the lift can be customized to be functional in moderate rains.

Why you shouldn't wear a harness in a scissor lift? If there's an adequate guardrail system in place, scissor lift workers don't need a harness. However, if the guardrail system is insufficient, additional fall protection is needed.

Is electric or diesel scissor lift better? Fumes – Diesel scissor lifts release exhaust fumes, making them the best choice for outdoor work. If you need a scissor lift to operate cleanly and quietly in an indoor environment, then an electric model is the better option. Remember, the larger the job, the larger the lift required.

Can you put lithium batteries in a scissor lift? The Best Battery for Your Scissor Lift Lithium Ion provides a maintenance-free, better return on investment, and more efficient battery solution. Click the button below to find out why lithium is the best battery for your scissor lift.

Are lanyards required on scissor lifts? OSHA's guidelines clearly state that workers must be tied-off the moment they step into the basket of a scissor lift. According to 29 CFR 1926.453(b)(v), workers in an aerial lift must wear a body belt and attach a lanyard to the boom or basket. This requirement has no exceptions or qualifiers.

Is a hard hat required on a scissor lift? The most common PPE you should use include hard hats, gloves, hearing and eye protection, visibility vests, and slip-resistant footwear. Your employer may recommend additional PPE such as steel-toed boots or coveralls.

Can you climb on the rails of a scissor lift? The answer is no for aerial lifts. Section 1926.453(b)(2)(iv) states that "employees shall always stand firmly on the floor of the basket, and shall not sit or climb on the edge of the basket or use planks, ladders, or other devices for a work position."

How often do lifts need to be replaced? Typically lifts are designed to last between 15 - 25 years dependent upon their original construction and the quality of lift installed. Buildings will typically last much longer than this and it is normal for a lift to be refurbished or replaced at least once or twice during a building's lifespan, and possibly more.

What is the life expectancy of a lift? Between 20 and 25 Years. Once your elevator reaches its 20th year, the elevator car operating panel, cables, and traveling cables should all be replaced for optimal efficiency and safety. Between 20 and 25 years of use is when your elevator's controller and dispatcher should be replaced.

How long is scissor lift training good for? Scissor lift certification lasts three years from the date of issue. Employers must verify that all workers who regularly use a scissor lift maintain a valid license. Otherwise, they can face OSHA penalties.

What is the life expectancy of a boom lift? With proper care and regular maintenance, a boom lift can last around 30 years.

How much does lift maintenance cost? However, as per our latest research, home lift maintenance and servicing packages generally fall between \$900 to \$1200 annually per lift. This usually encompasses routine check-ups about twice a year. It's crucial to understand that these costs are a benchmark for home lifts.

How often do lifts need to be serviced? Keeping your lift serviced is a legal requirement, in addition to ensuring its efficiency and safety for passengers. As a general guide, we would normally recommend at least 2 service visits each year, and up to 6 service visits for high volume lifts in – for example – hospitals, hotels, or airports.

What is the average cost of lift maintenance? The cost of maintaining a lift varies depending on the type and size of the lift, as well as the frequency of maintenance required. Maintenance costs can range from Rs. 20,000 to Rs. 30,000 per year on

HIGH OUTPUT MANAGEMENT

average.

Are old lifts safe? Declining safety – Outdated safety features may not meet current standards, putting passengers at risk. Poor performance – Old lifts can become slower, less efficient, and more prone to jerky movements, impacting the overall user experience.

How long does a lift replacement take? It can take a few days to weeks to replace a lift, depending on the lift type and the number of floors. We'll work with one of our chosen lift removal companies for safe and quick removal and disposal of existing equipment before installing and commissioning the new lift.

What is the expected lifetime of a lift? The Chartered Institution of Building Services Engineers (CIBSE) suggests within their Guide D to Transportation systems in buildings, that the typical life of a lift can be between 20 and 25 years for an electric traction lift, and approximately 15 years for a hydraulic lift.

Does OSHA require certification for scissor lift? Employers must provide workers training on hazards, including how to work safely with or near scissor lifts. [29 CFR 1926.454] Training must, at a minimum, include: The correct procedures (e.g., the manufacturer's instructions) for operating the scissor lift vertically and while in transit.

Do you need a certificate to use a scissor lift? Much like with forklifts, there is no specific training certificate, although most accredited training courses will provide comprehensive training and a card or certificate that can be updated if the operator takes on further training.

Can you leave a scissor lift plugged in all the time? Charge When Not in Use. Charging your machine after each use ensures that your batteries are at the fullest capacity in all work environments. For maximum battery life, leave the charger plugged in until the machine is ready to be used again.

Do you need a harness on a scissor lift? If an operator is working at a height under 6ft, then simple measures such as guardrails and a hard hat will suffice. OSHA mandates that scissor lift operators wear a harness if there's a chance of a fall greater than 6ft (in a construction environment).

What is a lot of hours for a backhoe? Backhoe Loader After about 6,000 hours, 20% of engines in 14-15-foot loaders required a major repair or replacement. Typically, by 8,500 hours, 50% of the components in a backhoe loader have reached their end and fail within 3,500 hours.

How common are boom lift accidents? An average of 26 construction workers die each year from using aerial lifts. This is 2 to 3% of all construction deaths.

How do I know what model Mercury outboard I have? The placement of the Mercury serial number label varies a bit from engine to engine. However, it is typically located on the righthand side of the engine. Simply put, your Mercury serial number will allow you to identify and order the right parts for your engine model and year.

How do you check engine hours on a Mercury outboard motor?

How do you manually start a Mercury outboard motor?

How do you run a Mercury outboard?

How do I know what model outboard I have? The outboard plate displays the model code, shaft length, serial number and older models also a quick reference letter that reflects 'production year' reference. Modern outboards do not show the quick reference letter.

How can I tell what year my engine is by the serial number? The date code for the engine is built into the serial number after the first two numbers. As an example, a 2013 engine would read something like this, 1013426. The "13" designates it as a 2013 engine.

What is considered high hours on a Mercury outboard? So a boat just sitting in a dock for months will not accumulate many engine hours, while one out cruising and fishing will. Most boat experts say that 1500 hours on a boat is considered a lot.

How long does a Mercury outboard motor last? Mercury Marine Engines offer a wide selection of outboard motors that range from 2.5 to 600 hp. With the right amount of care and maintenance, you can expect a new Mercury outboard motor to

last up to 3,000 hours.

What happens if timing is off on outboard motor? Problems can occur even if the timing is only slightly off in one direction or the other. Some incorrect timing symptoms include: Engine knocking: Engine knocking occurs when the air-fuel mixture is ignited too soon in the cylinder. The mixture then pushes against pistons that are still trying to compress it.

What is the throttle only button for on a Mercury outboard?

Why is my outboard turning over but not starting? Your boat engine may crank but not fire or fail to kick over if the safety lanyard has disengaged for any reason. Make sure the ignition interrupt switch is turned "on" if your boat has one. Even experienced boaters occasionally make mistakes.

Can you jumpstart an outboard motor? Get a Set of Marine Jumper Cables Regular jumper cables don't work on deep-cycle batteries, so you must invest in a specialized set of cables for your boat. Finding a quality set of marine jumper cables will prepare you for the worst.

How far down should outboard motor be in water? Proper Height for Outboard Motor If you are running an outboard motor without a cavitation plate (as most electric outboards are designed to be), the outboard motor height is decided differently where the top of the propeller should be kept 100 mm to 150 mm below the water.

How to check engine hours on a Mercury outboard? There are three ways to check hours on a Mercury Outboard—engine diagnostics, a gauge on the boat's console, or an after-market engine hour meter. Some boaters rely on the old-school method of pen and paper logging. We believe manual logging has a lot of value, but today is best coupled with electronic methods.

What fuel should I run in my Mercury outboard? All current Mercury gasoline engines are designed to operate safely on fuel with a maximum of 10 percent ethanol (known as E10). Avoid using fuel with more than 10 percent ethanol (such as E15 or E85) in your Mercury engine.

How to tell what year a Mercury outboard motor is? For most Mercury outboards the serial number tag is located on the swivel bracket (port or starboard). Or check the plate, located between the thumb screws above the steering tube. The top number on the plate is the serial number, and the number directly beneath it is the four-digit year of manufacture.

How do I know if my Mercury outboard is 2 or 4 stroke? It really comes down to how the cylinders are lubricated. 4-stroke outboards have internal oil reservoirs and sumps which need regular oil level checks, filter replacements and oil changes at least annually. 2-stroke outboards generally have an external oil tank with the oil and fuel mixture injected into the cylinder.

What does the number on the back of an outboard motor mean?

How do I find out what engine I have? How to check the type of engine. You can easily find out what kind of engine is in your car by checking the VIN, which can be seen in the owner's manual or under the hood. The VIN can also be found on the front of the driver's side dashboard in most cases.

Can you tell a year by a serial number? For the serial number the typical format is to have the 4th, 5th, and 6th characters to reference when the product was built. The first character is the year date (Y) and the next two (WW), the week in that year it was made. Hope this helps you and answers your questions.

How do I find the engine code of a VIN number? The tenth character from the left in the VIN denotes the model year, and the eighth character represents the engine codes. You can share these two characters with a store clerk, and they can provide you with the relevant engine size information.

Which outboard motors last longest? The old 2 stroke outboards had an expected lifetime of 1500 hours, while the modern 4 strokes are expected to have 4000 hrs. An electric motor can last for tens of thousands of hours* (with battery replacement), with a notable increase over the 4,000 hour average of high-end petrol outboards.

What is a 20 hour service on a Mercury outboard? Service is determined by boat engine hours, here are the three most common scenarios. 20 hour: This is very important, it's the most basic level, but tackles key pieces of care. In the 20 hour

HIGH OUTPUT MANAGEMENT

service your oil and gear lube will be changed, as well as the oil filter and fuel/water separator.

How long can a boat engine sit without running? As long as it's well maintained before going into storage, a boat can sit for a few months, a few years or even a few decades. Neglecting to prep it for storage, though, will necessitate massive repairs or even a total rebuild.

How do I find out what model my boat is? The type/model and year the boat was built can be found imprinted on the hull of the boat in the Hull Identification Number or HIN code.

What are the different types of Mercury outboards?

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What is the make and model of my boat motor? On the side of your motor you'll find a plate. This tells you the make, model and serial number. You'll only need the serial number if it's an outboard motor. Different model plates have the same information but may vary in layout.

How to check boat serial number?

How do I identify my boat engine? To identify the engine type (model), open the engine hatch and look at the top of the engine. Then locate the badging found on the plenum. Please note that on GDI engines, removal of the plastic cowling may be required to identify the engine variant.

How do I know what Mercury outboard I have?

Which Mercury outboard is best?

What is the best fuel for Mercury outboards? When possible, Mercury recommends using gasoline containing no ethanol. Use a tool such as the Quicksilver Fuel Tester (PN 91-879172T28) to accurately measure the percentage of ethanol in your fuel if you have doubts.

How can I check the manufacture date? The 1st three numbers of your serial number will always provide your manufacture date. The 1st number is the YEAR of manufacture; the 2nd & 3rd numbers indicate the MONTH of manufacture.

What is the year digit of the serial number? The 10th character in the 17-character VIN represents the vehicle model-year. This standard applies to vehicles built in or after 1981. Before 1981, the VIN format was not standardized and varied by manufacturer.

How to check year model on VIN number? The third number or letter is used by the vehicle manufacturer to identify what kind of vehicle it is: car, truck, bus, etc. The 10th character of the VIN indicates the model year.

When did Mercury stop making two-stroke outboards? Mercury two-strokes were discontinued in 2006 as a result of EU legislation on emissions. We maintain our data on legacy Mercury outboards that have been discontinued as a reference source for owners of previous-generation engines. Most parts are still available for these engines - please contact us with enquiries.

What is the life expectancy of a Mercury 2-stroke outboard? The old 2 stroke outboards had an expected lifetime of 1500 hours, while the modern 4 strokes are expected to have 4000 hrs. An electric motor can last for tens of thousands of hours* (with battery replacement), with a notable increase over the 4,000 hour average of high-end petrol outboards.

What year did Mercury outboards go to 4-stroke? In 1995, Mercury and Mariner introduced their first four-stroke outboards, in 9.9hp and 50hp configurations. The engines are noted for their smooth, quiet operation, fuel efficiency, low maintenance and reduced emissions.

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