Editor's note: We asked Terry Foley of Foley Enterprises in Austin, Texas, for advice on how to recruit Hispanic employees successfully. Foley Enterprises helps businesses obtain temporary work permits from Mexico. Here are Foley’s pointers:

- **Get temporary work visas** – Contact an agent or attorney familiar with the H-2B visa program for temporary seasonal labor visas so you can recruit labor from Mexico legally.
- **Get involved** – Don’t depend solely on an outside source to recruit for you. Use the source to help make an initial contact and preliminary screening, but don’t depend totally on the recruiter.
- **Recruit from within** – Use a trusted employee who has permanent or legal status in the United States to find recruits. Or contact local Hispanic community programs (chambers of commerce, consulates, churches) and work through them to find individuals or groups who have contact with family and/or friends who would like to work legally in the United States.

  Recruiting this way may help with personal issues such as housing, transportation and acclimation to your area. New employees/recruits are more likely to stay if they are in a community that they are familiar.

- **Meet and greet** – Make an effort to send a company representative to the border to greet your new employees. Having this representative meet your new employees works both ways.

  Employees coming into the United States for the first time will be intimidated — if not completely terrified. Meeting them can help them alleviate the anxiety, but the company can also ensure that the recruits get the correct transportation to their destinations.

- **Spanglish** – Make some effort to increase your communication with your recruits. Most likely, they speak little or no English, so have a translator available as much as possible to keep the lines of communication open. There are many translation services available not only for work issues, but personal issues as well. If a recruit is unhappy with living conditions, he or she needs to be able to communicate with someone for a solution.

- **Planning for the future** – With a successful season of recruitment, you can probably plan on the next year being successful because you will likely have a loyal group of employees who will be willing to return and may know of more people who would like to work for you.
Leaders

PEOPLE ON THE MOVE

Eric Greytok, who hosted last year’s U.S. Open at Pebble Beach Golf Links, was named superintendent at Winged Foot GC in Mamaroneck, N.Y., replacing the legendary Paul Latshaw, who has taken a job as a part-time consultant for Signature Control Systems, an irrigation management control company.

Pursell Technologies named Ed Carmody (left) as its Midwest regional sales manager and Andy Drohen as its Northeast regional sales manager.

The following superintendents were recently certified: Rodney W. Haley, Oglebay Park GC, Wheeling, WV; Chad Milang, Ballard GC, Huxley, Iowa; Patrick H. Sisk, Milwaukee CC, River Hills, Wis.; George C. Stasiulewicz, Cooks Creek GC, Ashville, Ohio; Richard Johns, The Country Club of Arkansas, Maumelle, Ark.; Vincent Dodge, Nordic Hills Resort, Itasca, Ill.; Kurt Klonsinski, Kissing Camels GC, Colorado Springs, Colo.; Kreg K. Renzelman, Hyland Hills GC, Westminster, Colo.; John L. Parkes, Stone Creek GC, Urbana, Ill.; Scott Sann, Greenwood Hills CC, Wausau, Wis.; Edward F. Halasy, Rivercut GC, Springfield, Mo; and Randy J. Hisley, University of New Mexico GC, Albuquerque, N.M.

Cherokee Town and CC in Dunwoody, Ga., named Donald A. Armbrust as superintendent. Armbrust replaces Randy Nicols.

Thomas R. Lively, CGCS, was named superintendent at Medina CC in Medina, Ill., replacing Danny Quast, who retired in March.

Former Golden Bear Club Services senior vice president Michael Zmetrovich formed Z Golf Properties LLC, a boutique club management, consulting and development company.

Bill Dunn was named vice president of Seed Research of Oregon.

The Pebble Beach Co. named two superintendents to its signature properties: Tom Huesgen at Pebble Beach Golf Links and Chris Flynn at The Links at Spanish Bay.

ClubCorp named certified superintendent Dan Gieseler to its Bear’s Best GC in Las Vegas.

Environmental & Turf Services named Qingli Ma as senior environmental hydrologist.

Joe O’Donnell was named vice president of George Super Sod Outlets, a division of Patten Seed Co.

Let us know about your people on the move. Send information/color photos to Golfdom’s Frank Andorka at 7500 Old Oak Blvd., Cleveland, 44130. Fax information to 440-891-2675 or e-mail to fandorka@advanstar.com.

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Circle No 132
The Company Line

PRODUCTS & SERVICES

**Hover mower**
Allen Seago International offers the 218si hover mower. The mower is designed to take repeated poundings associated with use on rough terrain, the company says. Its height of cut changes quickly and easily from one-half inch to 2 inches with four simple adjustments.

Allen's 14-inch impeller produces 850 cubic feet of air a minute for maximum lift and smoother mowing, according to the company. For more information, contact 800-780-9889, www.allenseago.com or CIRCLE NO. 200

**Rebate program**
Seed Research of Oregon offers a rebate program that supports local golf course associations. Called the SRO Bentgrass Initiative Program, Seed Research of Oregon will make a donation to a superintendent's choice of GCSAA affiliated association for every pound of qualifying Seed Research/Royal Brand seed bought by the superintendent in 2001. Qualifying products include creeping bentgrass SR 1020, Providence, SR 1119, Brighton, Dominant and Dominant Plus; and colonial bentgrass SR 7100 and velvet bentgrass SR 7200. Rebates are as high as 25 cents per pound. For more information, contact 800-253-5766, www.sroseed.com or CIRCLE NO. 205

**Insecticides**
Talstar insecticides from FMC Specialty Products offer long residual control with a variety of products, including Talstar GC Flowable Insecticide/Miticide and Talstar GC Granular Insecticide. For more information, contact 800-321-1FMC, www.fmc-apgspec.com or CIRCLE NO. 208

**Improvised soil penetrant**
Aquatrols introduces an improved formulation of its injectable soil penetrant, InfilTRX, which allows superintendents to get the same improvement in water penetration realized with original InfilTRX for a lower cost per acre and using less product. For more information, contact 800-257-7797, www.aquatrols.com or CIRCLE NO. 204

**Filtration system**
Amiad Filtration Systems offers the SAF-1500 self-cleaning automatic water filtration system. It's a small powered automatic filter with 2-, 3- and 4-inch flanged SAF filters for flow rates up to 350 US gpm. The SAF-1500 features electronically monitored cleaning with flexible control options. For more information, 800-969-4055 or CIRCLE NO. 202

**Fungicide**
Cleary Chemical's Spectro 90WDG turf and ornamental fungicide has been accepted for use in California. Spectro 90WDG is a combination product of chlorothalonil and thiophanate-methyl in a 4 to 1 ratio. This combination has both contact and systemic properties for optimal control of turf and ornamental diseases. For more information, contact 732-329-8399 or CIRCLE NO. 207

**Technology services**
GolfSolutions has expanded its technology service offerings. It's offering development, hardware and advisory services to superintendents, including Web site development, database applications, GPS/GIS mapping and management consulting.

GolfSolutions is also offering the GS Network of Internet services, a series of Internet-based programs aimed at superintendents, suppliers and others in the golf course maintenance industry. For more information, contact 703-628-3453, www.golfsolutions.com or CIRCLE NO. 209

**Herbicide**
Illoxan 3EC herbicide, produced by the Chipco Professionals Products group of Aventis Environmental Science, recently received section 3 label approval for use on golf courses by the EPA. Illoxan, with its active ingredient diclofop-methyl, provides post-emergent control of goosegrass in Bermuda-grass without causing the brown patches associated with most goosegrass herbicides, according to the company. Once it has dried, Illoxan is not affected by rainfall. For more information, contact 800-438-5837, www.aventischipco.com or CIRCLE NO. 207

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**Soil enhancer**
Finn introduces HydroMax, a liquid product to be used for professional turf development in conjunction with seed, fertilizer and mulch. Finn has taken three of its current products and blended them into one. HydroMax consists of plant hormones and vitamins for earlier seed germination and root development, humic acid for soil enrichment, and beneficial microbial bacteria for replenishing plant and soil needs. For more product information, contact 800-543-7166, www.finncorp.com or CIRCLE NO. 206

**Fairway mower**
John Deere's 3225B Lightweight Fairway Mower combines elements of the company's 3215B and 3235B mowers. The mower is designed to adapt to sloping and irregular terrain without compromising performance, the company says. Several features add to the mower's performance, including a fiberglass hood that improves noise levels, and an electric fan drive that improves air flow and engine cooling. For more information, contact 800-537-8233, www.JohnDeere.com or CIRCLE NO. 209
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**AD INDEX**

<table>
<thead>
<tr>
<th>129</th>
<th>Aqua-Aid</th>
<th>.55</th>
</tr>
</thead>
<tbody>
<tr>
<td>127</td>
<td>Aquatrols Corp</td>
<td>.41</td>
</tr>
<tr>
<td>114</td>
<td>BASF</td>
<td>.13</td>
</tr>
<tr>
<td>124</td>
<td>BASF</td>
<td>.45</td>
</tr>
<tr>
<td>122</td>
<td>Brillion Iron Works</td>
<td>.42</td>
</tr>
<tr>
<td>130</td>
<td>Eco Soil Systems</td>
<td>.57</td>
</tr>
<tr>
<td>120</td>
<td>FMC</td>
<td>.27</td>
</tr>
<tr>
<td>111</td>
<td>Floratine Products</td>
<td>.15</td>
</tr>
<tr>
<td>115</td>
<td>Foley Enterprises</td>
<td>.32</td>
</tr>
<tr>
<td>108</td>
<td>Griffin LLC</td>
<td>.51</td>
</tr>
<tr>
<td>118</td>
<td>Growth Products</td>
<td>.36-37</td>
</tr>
<tr>
<td>121</td>
<td>ICC Consulting</td>
<td>.42</td>
</tr>
<tr>
<td>128</td>
<td>Jacklin Seeds</td>
<td>.53</td>
</tr>
<tr>
<td>106</td>
<td>John Deere</td>
<td>.7</td>
</tr>
<tr>
<td>105</td>
<td>Monsanto</td>
<td>.42a-42d</td>
</tr>
<tr>
<td>102</td>
<td>Nutramax Laboratories</td>
<td>.9</td>
</tr>
<tr>
<td>133</td>
<td>PBI Gordon</td>
<td>.CV3</td>
</tr>
<tr>
<td>126</td>
<td>Redexim Charterhouse</td>
<td>.49</td>
</tr>
<tr>
<td>104</td>
<td>Reelcraft Ind</td>
<td>.4</td>
</tr>
<tr>
<td>117</td>
<td>Regal Chemical</td>
<td>.5</td>
</tr>
<tr>
<td>119</td>
<td>Regal Chemical</td>
<td>.39</td>
</tr>
<tr>
<td>109</td>
<td>Signature Control Systems Inc</td>
<td>.10-11</td>
</tr>
<tr>
<td>103</td>
<td>Tee-2-Green</td>
<td>.CV4</td>
</tr>
<tr>
<td>112</td>
<td>Telex Turf Care</td>
<td>.19</td>
</tr>
<tr>
<td>113</td>
<td>Telex Turf Care</td>
<td>.22</td>
</tr>
<tr>
<td>131</td>
<td>Telex Turf Care</td>
<td>.58</td>
</tr>
<tr>
<td>125</td>
<td>Top Pro Specialties</td>
<td>.28-29</td>
</tr>
<tr>
<td>115</td>
<td>Top Pro Specialties</td>
<td>.46</td>
</tr>
<tr>
<td>101</td>
<td>Toro Co</td>
<td>.CV2-1</td>
</tr>
<tr>
<td>132</td>
<td>Toro Co</td>
<td>.63</td>
</tr>
<tr>
<td>110</td>
<td>United Horticultural Supply</td>
<td>.33-34</td>
</tr>
<tr>
<td>107</td>
<td>West Coast Turf</td>
<td>.8</td>
</tr>
</tbody>
</table>

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WEBSITES

Golfdom’s Joke of the Month
A golfer whose car broke down caught a bus and sat down next to a little old lady, his pockets bulging with golf balls. The little old lady kept looking quizzically at him and his bulging pants. Finally, after many such glances, the golfer said “It’s golf balls.” She quickly replied, “Does it hurt as bad as tennis elbow?”

www.golfdem.com  Golfdem  67
There is something completely different

**record albums**

I have one word for you — vinyl. Also known as Long-Playing records. Remember those black frisbees you grew up spinning non-stop on some beat-up turntable, ever mindful of accumulating dust, scratches and the quality of the needle.

In today’s Napster world, vinyl is an afterthought. Most kids under 20 look askance when they hear the word “album.” Why buy something that occupies so much space and is more delicate than John Daly’s temperament?

I’ll tell them why: The sound produced by the grooves on a vinyl album is still richer, fuller, warmer and more intricate than the compressed coldness of compact discs. Sure, there’s nostalgia for the compressed coldness of compact discs. But whether you jam to jazz, roll to rock or chime classical, it is possible to build an impressive collection of vinyl for one-half to one-third the cost of a $17.98 CD.

It will take some digging, haunting in the shops cool enough to still stock albums and online search skills, but the reward for the hunt is worth it.

So let’s spend some of your money. At J&R Music World, one of the best online electronic spots (www.jandr.com), you can buy an AIWA PXE860 Turntable for $119. It comes with a cartridge and is fitted to use in the auxiliary port of most integrated bookshelf systems. Now you need some outstanding starter records. These five could get you started:

- John Coltrane — Blue Train. His first record on Blue Note. $6.99 at (www.gatefoldrecords.com).
- Led Zeppelin — Houses of the Holy. Give no quarter to this hallmark rock recording. $8 at (www.platterpus.com).
- Mark Luce is a free-lance writer who listens to his stacks of wax in Lawrence, Kan.

For around $170, you are totally set up and ready to spin. Listening to records again is infectious. Once you make the jump, you’ll find yourself stopping by garage sales, combing flea markets and tickling the keyboard for hidden LP gold.

And the first time the needle drops — making that unmistakable pop and slide — you’ll find yourself transported back in time but forward in your appreciation of great music.

Happy spinning.

Mark Luce is a free-lance writer who listens to his stacks of wax in Lawrence, Kan.

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**Out of Bounds**

GOING THROUGH YOUR STACKS OF WAX ISN’T JUST NOSTALGIC — IT’S A MUSIC LOVERS NIRVANA  
**BY MARK LUCE**

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