2. Walk in the center of mowed trails to avoid brushing up against vegetation.
3. Conduct thorough "tick checks" on yourself and your children after spending time outdoors. Prompt removal of ticks, even after they have attached, can drastically reduce any chance of Lyme disease transmission.
4. To remove a tick that has attached, grasp it firmly with tweezers as close to the skin as possible and gently pull it straight out. If tweezers are not available, grasp the tick through a piece of tissue. In any case, avoid squeezing the tick's abdomen during the removal process. Once the tick has been removed, wash the bite area with soap and water and apply an antiseptic to the site.
5. Insect repellents containing 0.5% permethrin or 30% DEET have been shown to be effective in repelling deer ticks. If such products are used, be sure to follow the manufacturer's directions on the label.

For additional information about Lyme disease, contact your local public health agency.

My tenure as Editorial Chairman for HOLE NOTES so far, has certainly been an eye opener. Little did I realize the amount of time-consuming work and effort that was necessary to put out a publication of this size. Our newsletter goes out to 650 mailboxes each month as our members and other turf organizations receive their copies. To date, with the help of many fine people and the great work of the MGA office, our work has been kindly received and we appear to be reaching our goal of improving both the editorial quality and format of our publication. Many tanks to all involved. As always, member-generated articles are scarce and difficult to gather. Now that your course is fully staffed and things are slowing down, consider putting pen to paper and getting us an article on a subject that interests you. A $50.00 reward waits for those who submit a published article. You, and MGCSA, will greatly benefit from the knowledge.
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and recognition gained from such an endeavor.

Some difficulties have arisen in the land of journalism however. Questions have surfaced about our photos which are run each month. Responsibility for taking photos lies directly on my shoulders. I can take lousy photos with the best of them, my camera can malfunction, or developing labs can destroy my best efforts. The end result is a poor crop of photos which limits our choices for publication. Cover photos are particularly difficult as they must not only be suitable in subject, but shot in a vertical plane rather than horizontally. Because of these limitations, our policy is to run the best photos available. Please accept our apologies if our photos cause you difficulties in some manner. As our publication expands and finances improve, maybe we can get professional help or at least someone who takes the lense cap off!

Other problems arise when advertisers and article writers fail to meet their deadlines. In an effort to get HOLE NOTES to your doorstep on time, deadlines have been moved to the 15th of each month. This should allow the MGA office, our publisher, more time to assemble the newsletter and get it on its way. Information should be more current and mistakes lessened, making the job easier for all parties involved.
Discussions are now under way with the MGA to determine future directions this publication will take. As our circulation grows and editing becomes more complex, more and more time is going to have to be devoted to this newsletter, from both editorial and mechanics standpoint. We are currently investigating some combination of additional funding and/or staff for the MGA to lessen their workload of not only HOLE NOTES, but other services provided to members as well. Other options of hiring an advertising agency or even an executive director to handle the extreme workload are being explored as well. Please let your Board of Directors know about your thoughts on these matters.

What we have, are not insurmountable difficulties, but problems of success. As our organization becomes increasingly larger and more active in responding to the issues of the day, we simply need more help to respond to our members desires. The MGA should be gratefully thanked for their fine efforts in the past, but now they need our help. As we set our goals higher and higher and respond to the need for increased member services, we must devote more and more resources to their attainment. We will keep you posted on our discussions.

WHAT MOTIVATES YOUR EMPLOYEES?

The following 10 factors were presented in a National Survey to employees and again to employers. Each group was asked to rank each category on a scale of 1-10 with 1 being the most important and 10 being least important. As you can see, the bosses and employees did not agree very often:

<table>
<thead>
<tr>
<th>Employee Response</th>
<th>Employer Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Full Appreciation of Work Done</td>
<td>8</td>
</tr>
<tr>
<td>2 Feeling &quot;In&quot; on things</td>
<td>10</td>
</tr>
<tr>
<td>3 Sympathetic help on problems</td>
<td>9</td>
</tr>
<tr>
<td>4 Job Security</td>
<td>2</td>
</tr>
<tr>
<td>5 Good Wages</td>
<td>1</td>
</tr>
<tr>
<td>6 Work that is interesting</td>
<td>5</td>
</tr>
<tr>
<td>7 Promotion and Growth</td>
<td>3</td>
</tr>
<tr>
<td>8 Personal loyalty to workers</td>
<td>6</td>
</tr>
<tr>
<td>9 Good working conditions</td>
<td>4</td>
</tr>
<tr>
<td>10 Tactful disciplining</td>
<td>7</td>
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Versatile Motor 180 Adds Power 3-Wheel Drive Option.

The Ransomes legend in reel mowing began more than 150 years ago, with Robert Ransome’s manufacture of the world’s first reel mower. Since that original great idea, Ransomes has made one improvement after another.

Take the Motor 180 as an example. It has always been one of the most versatile, compact triplex riders you can find. But now we’ve added a smoother, more powerful engine - the Vanguard V-twin. And the good news doesn’t stop there.

We’ve also developed a new Motor 180 model with all of the premium features demanded by high-use operators. We call the new model the TRI5B. Its standard features include hydraulic cutter lifts and a powerful 15HP engine. And three-wheel drive is available as an option.

For superb mowing performance on golf courses, parks, athletic fields, or formal gardens, the Motor 180 is the easy choice - for lots of good reasons.

Most importantly, it produces great-looking turf. A wide 71-inch cut is provided by its three cutting units, two located out-front for better visibility and maneuverability. An independent cutter drive assures that proper cutting speed is maintained, even during low speed maneuvers.

Your choice of five or seven-knife reels for the right finish on any turf. The five-knife unit is built for general purpose mowing. It features fixed head configuration and full width roller for turf protection. Height of cut easily adjusted from 1/2" to 2 1/2".

The optional seven-knife cutting unit is designed for fine cutting applications. The floating head with full-width front and rear rollers allows the unit to closely follow ground contours. Height of cut adjustable from 1/4" to 1 3/4". Both five and seven-knife reels are 6 1/2" diameter.

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