

How to Keep Good Workers

When you can't offer cash or promotions to keep good workers on board, try these incentives:

- **Acknowledge** their sacrifices. And don't err by suggesting that they should be grateful for keeping their jobs during the recession.
- **Remind them** often to "keep in mind how much we value you here."
- **Involve them** more deeply in decision-making.
- **Offer them** the chance to learn new skills -- inside or outside the company.
- **Give them** new titles and greater visibility
- **Build bonds** by having lunch and an occasional coffee break with them.
- **Give them** some tangible award. *Example:* One company recognized outstanding performers by giving them antique Waterman fountain pens.



Host Superintendent Pete Bibber (rt) describes his prize-winning shot to Mike Garvale (Palo Alto Hills CC) and Blake Swint (Castlewood CC)

CHRISTMAS

Continued from page 1
for the tournament. Great work, Pete. The only complaint I heard was that your guys took most of the birdies out of the greens. Thanks to you and your staff for a great 18-holes of golf.

The winner of the Larry Lloyd Trophy is **Jeff Gorham** of Spyglass Hills Golf Course. He came in with a net 62. The closest competition was **Gary Carls** with a net 68, **Jim Banthrup** with a net 69, and **Patrick Burgess** with a 71.

Tim Greenwald won the television set donated by H.V. Carter for closest to the pin on #12.

Our thanks to Westar and Shelton Transfer for sponsoring the beverage cart. We received \$85.00 in donations for the Scholarship and Research Fund. Thanks to all who chipped in with your donations.

Check the Scoreboard for the balance of the results.

The cocktail hour started at 6:00pm with dinner at 7:00. This year the band was the Original Substitutes from

the Monterey area.

Mr. and Mrs. Claus made their appearance around 9:00 and handed out gifts ranging from watches, and binoculars to champagne, and many more goodies. Thanks Santa and Mrs. Claus.

Thanks to all who helped, particularly **Becky Naumann** for the great table decorations, **Mike Basile** for setting up the whole party, **Barbara Mikel** for handling all the reservations, and **Karen Snethen** for helping spend the money for presents and then wrapping most of them.

See ya all next Christmas.

We wish to thank our sponsors for making the gifts possible.

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Continued on next page



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