try to get to know them, and make them feel like they are part of our company right away.”

› **Respect your workers’ cultures.** Celebrate holidays such as Cinco de Mayo (the Fifth of May — a holiday celebrated in Mexico that commemorates the 1862 victory by Mexican forces over French soldiers). Have your native Mexican workers bring in food to share from their culture.

› **Train your workers on the importance of emergency personnel.** Help them so they are not afraid to seek assistance from firefighters, police or emergency medical technicians (EMTs) when needed. In one instance in Wisconsin, two Hispanic workers drowned after a canoe capsized on a golf course pond. Although EMTs arrived several minutes after receiving the call, co-workers initially sent them to the wrong side of the pond. Investigators believed that part of the problem was the Hispanic co-workers’ fears of talking with uniformed officers and rescue personnel.

› **Have a bilingual supervisor accompany ill or injured workers to the doctor.** This is important so the supervisor can help translate English into Spanish and so the supervisor can tell the doctor about your company’s light-duty program. However, it is also important to help allay your Hispanic workers’ fears.

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AD INDEX

Adkad Technologies .................. 42
Agrim Advanced Technologies ...... 35
All Pro Putting Greens .... 11, 49, 57, 85
Aloet .................................... 44
Ariens .................................... 59
BASF CORP .......................... 3, 15
Ball Horticulture ...................... 50
Bayer Environmental Science .... 32-33
Bobcat Co. .............................. 17
Christmas Décor ..................... 64
Clip Sensible Software .............. 4
Converted Organics ................... 31
Corona Clipper ......................... 14
Dow Agrosciences .................. 7, 19, 39
Dufat .................................... 63
DuPont .................................. 9
EarthWay Products .................. 67
Emerald Grovers ..................... 53
Hortica .................................. 22
Husqvarna .............................. 55
Hustler Turf Equipment ............ 37
John Deere Construction ....... cvr 4
John Deere Landscape .............. cvr tip, 20-21
L.T. Rich Products ................. 42
Mercedes-Benz Sprinter .......... 12-13
MistAway Systems ................... 10
Nufarm .................................. 46, 47
PBI Gordon ............................ 4, 5, 61
Progressive Insurance .............. 2
Rain Bird ............................... 41, 43
RedMax ............................... 29
Rhino Linings ......................... 16
Tender Lawn Care ................. 26
The Andersens ........................ cvr 3
TURFCO ............................... 26
U.S. Lawns ............................. cvr 2
Valent Professional Products .... 25

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