Turfco's light and rugged

Turf Cutter

- Self-Propelled
- Low Initial Cost
- Easy to Operate
- Less Service

Only 140 lbs. but rugged enough for all types of turf. Cuts 12" wide, 3/4" to 1 1/4" thick at up to 75 fpm. The lowest cost turf cutter in its class features a high speed oscillating blade that keeps vibration at a minimum; ease of handling; one-lever, no-adjustment operation; and minimal maintenance.

TURFCO MFG., INC.
3456 N. Washington Ave.
Minneapolis, MN 55412-2688
Ph. 612/588-0741
Telex 5106013762

EVENTS

OCTOBER
National Roadside Vegetation Management Association
Annual Meeting, Oct. 6-8, Louisville, Ky. Contact: T.J. Hernandez, NRVMA, 309 Center Hill Rd., Wilmington, DE 19807; (302) 655-9993.


November
Turf and Landscape Disease Short Course, San Jose, Calif. (Nov. 4, 18), Foster City, Calif. (Nov. 4, 18), Walnut Creek, Calif. (Nov. 5, 19). Contact: Dr. Ali Harivandi, University of California Cooperative Extension, 224 West Winton Ave., Room 174, Hayward, CA 94544; (415) 670-5200.

Texas Turf Irrigation Association and Texas Association of Landscape Contractors Trade Show and Convention, Nov. 5-7, San Antonio (Tex.) Convention Center. Contact: Buddy Richard, Texas Turf Irrigation Association, 940 E. 51st St., Austin, TX 78751-2241; (512) 454-8626.

Green Team Conference, Nov. 7-11, Hyatt Regency Crystal City, Arlington, Va. Contact: ALCA, 405 N. Washington St., Falls Church, VA 22046; (703) 241-4004; or PGMS, 12 Gallaway Ave., Suite 1E, Cockeysville, MD 21030; (301) 667-1833.

California Landscape Contractors Association, Nov. 8-11, Krystal Vallarta Hotel, Puerto Vallarta, Mex. Contact: Larry Rohlfes, CLCA, 2226 K St., Sacramento, CA 95816; (916) 448-2522.

Penn State Golf Turf Conference, Nov. 9-11, Keller Conference Center, University Park, Pa. Contact: Dr. Joe Duchi, 21 Tyson Blvd., University Park, PA 16802; (814) 865-9853.

Missouri Lawn and Turf Conference, Nov. 9-11, St. Louis Chase-Park Plaza Hotel. Contact: Craig White, Office of Conferences, 344 Hearnes Bldg., UMC, Columbia, MO 65211.

Alliance for Environmental Concerns Annual Meeting, Nov. 13, Forsgate Country Club, Jamesburg, NJ. Contact: Alliance for Environmental Concerns, P.O. Box 3692, Wayne, NJ 07474; (201) 595-7172.

Professional Lawn Care Association of America Convention and Trade Show, Nov. 14-17, San Antonio (Tex.) Convention Center. Contact: PLCAA, 1221 Johnson Ferry Rd., Suite B-210, Marietta, GA 30067; (404) 977-5222.
G-Max

To the editor:

I read with interest the work on the decelerations experienced by different forms of indentor during impacts with natural and artificial turf (“Safety to the Max,” June 1987). As a follow-up to the article, your readers may be interested to hear of research at the Sports Turf Research Institute, Bingley, England, using the Clegg Impact Soil Tester (CIT).

We use the CIT with a 0.5 kg compaction hammer and a drop height of 0.3 meters. This configuration is different from that used by Trey Rogers of Penn State University, an important difference as G-Max is responsive to change in hammer weight particularly on layered media, e.g., a sand root zone overlying a gravel drainage layer or on multi-layered artificial turf.

As part of a project to investigate standards for natural turf playing fields funded by the Sports Council (London, England), we used the CIT to assess the hardness of natural turf soccer pitches immediately prior to matches. Sixty observations of G-Max were made on each pitch; following the soccer matches, questionnaires were distributed to the players.

G-Max values ranged from about 10 g to 100 g, much higher G-Max values on natural turf soccer pitches have been recorded.

Two questions concerned the hardness of the turf as perceived by the player. The first: “Overall, how did the pitch feel for running on?” Of the 425 respondents, most considered a natural turf with a G-Max greater than 60 were favoured less and one third of the players who ran on such pitches stated that the surface was “hard” or “unacceptably hard.”

There is no evidence to suggest that a soccer pitch with a G-Max greater than 60 is dangerous, but the results do show that British soccer players would prefer not to run, fall or dive onto a surface that hard.

The test of G-max seems to correlate well with the opinion of players and this offers some hope that we may soon have a rapid assessment for the safety factor of playing surfaces.

Graham Holmes
Sports Turf Research Institute
Bingley, West Yorkshire
England
LANDSCAPE MAINTENANCE FOREMAN—THORNAPPLE LANDSCAPE MAINTENANCE, INC., a fast-growing firm serving commercial accounts throughout the Chicago Metropolitan area, has a career opening for an individual in the landscape maintenance field. Applicants are required to have two to five years' "hands on" experience, knowledge of machinery, use and maintenance, and technical expertise and knowledge of pests and diseases. A degree in Ornamental Horticulture is desired. THORNAPPLE is a well-regarded, quality-oriented firm which will give the right person a challenging career opportunity. All inquiries will be completely confidential. Send resume, work history and salary requirements to THORNAPPLE LANDSCAPE MAINTENANCE, INC., Attn: Mr. Peter Grathoff, P.O. Box 626, Geneva, IL 60134.

HELP WANTED
Assistant Managers & Foremen
Excellent growth opportunity with Connecticut's largest landscaping firm. Complete Interior and Exterior Construction and Maintenance Departments. Candidates should have an "A.S." or "B.S." in Horticulture or equivalent in experience also two years experience supervising and motivating people. Excellent company benefits. Salary commensurate with experience. Send resume, education, experience, and salary history in confidence.

Top Firm Needs Top Person: Quality conscious, Texas based landscape management firm has immediate opening for detail oriented Operations Manager and/or Business Manager. If you have outstanding professional, managerial and horticultural skills and are not afraid of hard and healthy teamwork, then you could qualify for a top position with the finest landscape firm in the West. Outstanding compensation and opportunity. Reply today to LM Box 434.

PROJECT MANAGER: Excellent opportunity for career and goal oriented individual to work with a commercial landscape firm in Atlanta, Georgia and Washington, DC. Must have knowledge of aspects of landscape construction and willing to assume total responsibility. Good salary, benefits and incentive program. Scares, Inc., 404-955-7500.

LANDSCAPE MAINTENANCE sales position available in San Diego, California. Sales experience preferred. Send resume/work history to Adco Service Co. 933 So. Greenwood Ave., Suite H, Montebello, CA 90640.

San Francisco Bay Area landscape firm seeks individual with strong horticultural, irrigation, supervisory, and client relations skills for Landscape Management Supervisor position. Learning and growth opportunities with established company. Salary and benefits. Letter and/or resume to Landscapes Company, 4026 Pacheco Blvd., Martinez, CA 94553.

TRREE CARE SALESPERSON. Must be knowledgeable in all phases of tree care including pruning, insect and disease diagnosis and control, estimating. Benefits include medical, profit sharing, paid holidays, and paid vacation. Liberal commission plan. Relocation expenses reimbursed after 6 months. Send resume with salary history to Fairfax Tree Service Inc., 3748 Chain Bridge Road, Fairfax, VA 22030.

Seeking manager to develop and expand our maintenance department, demonstrable experience in the areas of maintenance sales and production required. Expect first year sales of $300,000, and be willing to base salary upon sales and production. Seeking individual who is willing to believe in himself, perform, and be paid handsomely for his initiative. AYS Landscape Company, 31 W. 545 Diehl Road, Naperville, IL 60540, (312) 293-0034.

Lawn Care and Lawn Maintenance Assistant Manager: Leading Horticultural Company since 1929 is seeking qualified applicant who is highly motivated, management oriented and strong in customer sales and service. Excellent growth opportunity and benefits. Salary commensurates with experience and performance. Send resume to: McNaughton's Nurseries, Inc., 351 Kresson Road, Cherry Hill, NJ 08002.

TREE CARE SALESPERSON—B.S. degree preferred in Urban forestry, horticulture or related field. Knowledgeable in pruning and fertilization of trees, disease and insect control. 1-2 years experience necessary. Benefits include Medical Plan, Profit-sharing, and paid vacations. Relocation expenses reimbursed after 6 months employment. Send resume with pay history to IRA Wickes - Arborists, 11 McNamara Road, Spring Valley, NY 10977, 914-354-3400.
HELP WANTED

Growing Landscape firm, located in Southwestern U.S. has openings for qualified Operations Director responsible for all landscape installation projects and qualified Maintenance Superintendent. Require minimum of 7 yrs. Commercial Landscaping installation, and/or Maintenance Management, and outstanding supervisory skills. Degree in Landscaping or related field desirable. Salary and benefits commensurate with experience. Send resume and salary needs to LM Box 435.

11/87

HELP WANTED: Landscapes, turf and spray foremen, nurserymen and pruners. Experience and/or education necessary to work for our dynamic, quality oriented, large, 40 year established company in the Hamptons on Long Island. Professional wages and benefits, year round, full time positions. Contact: Whitmore-Worsley Inc., P.O. Box 10, Amagansett, NY 11930. (516)267-3756.

12/87

OLATEH MANUFACTURING, INC.
100 INDUSTRIAL PKWY, INDUSTRIAL AIRPORT, KS 66031
1-800-255-6438 • 913-782-4396

Circle No. 133 on Reader Inquiry Card

We are expanding.
If you are looking for a career opportunity rather than just another job, consider linking your future to ours.
We are looking for experienced people in the following areas:

[ ] Environmental Care Inc.
Landscape Management

[ ] Arbor Care
Commercial and Industrial Arborist

[ ] Interiorscape Division
Interior Landscape Maintenance and Installation

Please check your area of interest and the geographical area where you would most like to be located:

[ ] Los Angeles [ ] East Bay [ ] Inland Empire [ ] Sacramento [ ] Santa Ana

[ ] San Diego [ ] San Jose [ ] Colorado Springs [ ] Denver

[ ] Phoenix [ ] Houston

Send resume to:
Environmental Care Inc
Landscape Maintenance Services
A subsidiary of environmental industries, Inc.
Personnel Department
24121 Ventura Boulevard
Calabasas, CA 91302

Circle No. 115 on Reader Inquiry Card

OCTOBER 1987/LANDSCAPE MANAGEMENT 75
HELP WANTED

LANDSCAPE HORTICULTURAL POSITION

We have an immediate position available for a landscape working foreman with knowledge and experience in leading and working with a crew. Job responsibilities include installation, replanting of trees, plant material, sod, etc. Other duties include pruning trees and shrubs, plowing snow, and general landscaping work. Knowledge of landscape construction help is very useful. We are located in Dearborn, MI and have over 40 commercial sites in the Ford Motor land development corporation development. This is a year-round position with excellent health benefits, paid holidays, and paid vacation. We also have excellent equipment and working conditions - the best in the industry! For more information please call Bob or Terry 313-337-2591. If no one is available please leave message and we'll get back to you as soon as possible!!

GIBBS LANDSCAPE COMPANY - Landscape and grounds maintenance. High caliber people needed to assist award winning company doing quality work in Atlanta area. Must have good driving record, and transportation. Offer good pay, and benefits. If you are dependable and industrious, send resume: Attn: Mike Sherman, 4111 Burge Road, Smyrna, GA 30080, (404) 432-7761.

RODLER, INC., 216 East Main Street, Huntington, W.V. Landscape Architects/Supervisors (project foreman) to join a nationally acclaimed firm looking to expand into its second generation Long Island area supports a high budget landscape industry. Year round employment, company benefits and supervising the landscape and maintenance of grounds and gardens adjacent to County facilities. One year of experience in managing and supervising a large landscaping and maintenance operation in a governmental, industrial or business environment is required. In addition, 24 semester (36 quarter) units of completed college level coursework in landscape, design and/or horticulture is also required. San Bernardino County is located in sunny Southern California approximately 60 miles southeast of Los Angeles. Qualified applicants should apply by October 30, 1987 at San Bernardino County Personnel Office, 157 West 5th Street, San Bernardino, CA 92415 (714/387-5591/8304). 10/87

GROUND SERVICE SUPERINTENDENT up to $2,901.00 approx. monthly (plus an extensive benefits package). San Bernardino County is recruiting for a Grounds Services Superintendent who will be responsible for directing, planning, designing and supervising the landscaping and maintenance of grounds and gardens adjacent to County facilities. One year of experience in managing and supervising a large landscaping and maintenance operation in a governmental, industrial or business environment is required. In addition, 24 semester (36 quarter) units of completed college level coursework in landscape, design and/or horticulture is also required. San Bernardino County is located in sunny Southern California approximately 60 miles southeast of Los Angeles. Qualified applicants should apply by October 30, 1987 at San Bernardino County Personnel Office, 157 West 5th Street, San Bernardino, CA 92415 (714/387-5591/8304). 10/87

LES CO, INC.

A leader and complete supplier of equipment and products to the Turf Core industry serving aggressive, mature, customer oriented individials to join the team as:

SERVICE CENTER MANAGER

This position will have P/L responsibility for the management of a warehouse operation serving the professional lawn care industry, including local sales development, inventory control and accounts receivable. Ideal candidates should have previous experience in the lawn care and/or golf course industry, or possess a horticultural background. Past selling experience helpful.

Positions are available in various Florida markets and also Long Island, Philadelphia, Washington, and Baltimore.

Our firm has an established growth pattern and offers excellent benefits. Interested and qualified candidates should submit resume and salary history in confidence to:

Brad Gerson
LES CO, INC.
20005 Lake Road
Rocky River, OH 44116
Equal Opportunity Employer

LANDSCAPE DESIGNER AND ESTIMATOR. Design/build landscape construction firm is seeking an experienced designer and estimator. Must be able to handle the job from sales to completion of job. Must have good graphic ability. Salary and benefits commensurate with ability and experience. Send resume to: P.O. Box 725, Utica, MI 48087. 10/87

LANDSCAPE MAINTENANCE AND CONSTRUCTION FOREMEN: Suburban Cleveland firm is seeking experienced individuals who can work together with other people. Must be hard working, organized and capable of directing a project from beginning to end. Salary commensurate with experience. Send resume to: P.O. Box 391002, Solon, OH 44139. 10/87

MANAGEMENT: Ever-Green Lawns Corporation, a division of the multi-national Hawley Group, Ltd. is looking for experienced lawn and tree care professionals. Please respond in writing only to Richard D. Niemann, Corporate Recruiter, Ever-Green Lawns Corp., 1390 Charlestown Industrial Drive, St. Charles, MO 63303.

HELP WANTED - Grounds Superintendent: Wilmington (DE) Housing Authority seeks experienced Grounds Superintendent to carry out site maintenance program team. The successful candidate will have both technical and interpersonal skills. Duties include planning and scheduling work, budgeting, training, equipment maintenance and supervising staff of 10. Salary $26,000/$27,000 plus excellent benefits. Send inquiries or resumes to: Alyce Hussler, Wilmington Housing Authority, 400 North Walnut Street, Wilmington, DE 19801. Phone (302) 429-6802. 10/87

LANDSCAPE MAINTENANCE SUPERVISOR: Scapecs, Inc., a commercial landscape firm in Atlanta, Georgia, is seeking an individual who has strong management skills, as well as, extensive landscaping experience and knowledge of plants. Advancement potential — up to Division Manager makes this position ideal for a goal oriented individual. 404-956-7500. 10/87

FINN Finishes First...again

After 4 years of development and testing the Finn Corporation is proud to announce the new T90 Hydro Seeder. This 800 gallon working capacity model is a joint effort of field input and Finn's 50 years of experience. By combining these efforts, Finn developed the highest quality and most efficient machine in the industry. Check it out.

New tank design and agitator allows rapid mixing of heavy slurries.
Clean functional design.
Spray distances up to 150 feet and plug free performance from all new pumping system.
Better over the road/off road performance from a heavier suspension.

Circle No. 118 on Reader Inquiry Card

Finn Corporation

Products for a better environment.

Circle No. 118 on Reader Inquiry Card

76 LANDSCAPE MANAGEMENT/OCTOBER 1987
Club Car’s New Carryall II Will Out-Tough Any Utility Vehicle In The Field

Out-Perform

Everything about the new Carryall II - the body, truck bed, power and drive train, accessories - has been designed with exclusive Club Car features to enhance performance, durability, reliability and safety. The Carryall II will out-perform competitors in every category.

Out-Haul

With the largest pickup bed (50" x 50" x 11") and biggest gross payload (one-half ton) in the industry, plus a standard trailer hitch with a towing capacity of 1,000 lbs., the Carryall II becomes the most functional, practical and economical vehicle around.

Out-Last

Club Car exclusives like the Rust-Free Aluminum Pickup Bed & Frame*, heavy duty front bumper and side rub rails and Double Wall Pickup Bed Construction* of lightweight durable aluminum allows for a longer, more productive life span.

Out-Pull

Club Car’s 4 Cycle/341cc Engine*, the largest in the industry, gives the Carryall II the power to haul 1/2 ton loads without stress and vibrations.

Out-Maneuver

The Carryall II is designed to maneuver in tight aisles and small spaces with a clearance of 20'8", the tightest in the industry.

*Carryall II Exclusive Features.
Selective Control Of Weeds, Brush And Weed Trees!

PHILLIPS APPLICATOR

CALL OR WRITE
Eisdon Associates, Inc.
P.O. Box 16073, Minneapolis, MN 55416
(612) 926-9711 • Telex 27263

BROUWER 5 GANG REEL MOWER. GOOD CONDITION. $2000. (501) 729-5691. 2/88

BROUWER 1974 18" ROLLING BROSHER. GREAT MEYER ZOYSIA FOR YOUR FAIRWAYS AND TEES. GUARANTEED BERMUDA FREE. BEAUTY LAWN ZOYSIA (CINCINNATI) 1-513-424-2052. 2/88

HYDRO-MULCHERS AND STRAW BLOWERS
REASONABLE PRICES. ALSO ROW PLANTING SERVICES.

SATURDAY, OCTOBER 24, ADDISON, ILLINOIS. "LANDSCAPERS ONLY, EQUIPMENT AQUCTION" CONSIGN NOW! Sponsored by Illinois Landscape Contractors Association, Hamilton Auction Company, Shemin Nurseries, 8:30 A.M. tour followed by lunch and auction. For brochure call 319-243-1252.

TIRE REPAIR
Free Tire Supply Catalog
Hard-to-find ag tires, tubes, repair tools, hot-cold patches, boots, tire changers, low tire prices. For samples write: Green Tree Brochures, 742 South 4th St. St. Louis, MO 63102. Ph. 314-241-5609.

EXCESS LANDSCAPE TREE? We will buy or help you sell your excess landscape materials. We are located in Wichita, K.S., Central U.S.A. (316)722-7230. Ask for Dave or Jim D., 2501 N. Maize Rd., Wichita, K.S. 67205.

KELWAY® professional SOIL ACIDITY and SOLVENT DETERMINATION.

ATTENTION LANDSCAPE MAINTENANCE CONTRACTORS
We sell full-color brochures with your company name and logo imprinted to help you sell your services to your customers. Orders taken for as few as 100 brochures. "Give a professional touch to your sales call!" For samples write: Green Tree Brochures, 742 South 4th St., St. Louis, MO 63102. Ph. 314-241-5609.

LCAP" CONSIGN NOW! Sponsored by Illinois Landscape Contractors Association, Hamilton Auction Company, Shemin Nurseries, 8:30 A.M. tour followed by lunch and auction. For brochure call 319-243-1252.

LAWN SEED. Wholesale. Full line of top quality grasses. Improved bluegrass varieties, fine fescues and fine bladed ryegrasses. We specialize in custom mixing. Oliger Seed Company, 89 Hanna Parkway, Akron, OH 44319. Call collect (216) 724-1266.

ATTENTION GOLF COURSE SUPERINTENDENTS: Great Meyer Zoysia for your Fairways and Tees. Guaranteed Bermuda free. Beauty Lawn Zoysia (Cincinnati) 1-513-424-2052. 2/88

New! Don’t Just Cut Grass!

Get 10 times the work year-round from your mower with the fast, easy to use, power raise and dump Auto-Dump™ loader! Changeover in minutes with no additional hydraulics. Put more versatility in your mower by calling or writing:

WESTENDORF MFG. CO., INC.
P.O. Box 29 • Onawa, Iowa 51040
Phone (712) 423-2762

Circle No. 151 on Reader Inquiry Card

10/87
### Ad Index

<table>
<thead>
<tr>
<th>NO.</th>
<th>ADVERTISER</th>
<th>PAGE NO.</th>
</tr>
</thead>
<tbody>
<tr>
<td>101</td>
<td>Atlantic Construction Fabrics, Inc.</td>
<td>10</td>
</tr>
<tr>
<td>102</td>
<td>American Cyanamid/Pendimethalin</td>
<td>14-15</td>
</tr>
<tr>
<td>103</td>
<td>Barebo, Inc.</td>
<td>57</td>
</tr>
<tr>
<td>104</td>
<td>Billy Goat Industries</td>
<td>66-67</td>
</tr>
<tr>
<td>105</td>
<td>Briggs &amp; Stratton</td>
<td>6-7</td>
</tr>
<tr>
<td>106</td>
<td>Brouwer Turf Equipment LTD</td>
<td>43</td>
</tr>
<tr>
<td>107</td>
<td>Chevron Chemical Co.</td>
<td>CV3</td>
</tr>
<tr>
<td>108</td>
<td>Club Car</td>
<td>77</td>
</tr>
<tr>
<td>109</td>
<td>Cushman/Turf</td>
<td>3</td>
</tr>
<tr>
<td>110</td>
<td>Cushman/Ryan</td>
<td>40-41</td>
</tr>
<tr>
<td>111</td>
<td>Deere &amp; Co., John</td>
<td>54-55</td>
</tr>
<tr>
<td>112</td>
<td>Dow Chemical Co.</td>
<td>30-31</td>
</tr>
<tr>
<td>113</td>
<td>Elanco Products Co./Team</td>
<td>23</td>
</tr>
<tr>
<td>114</td>
<td>Elanco Products Co./Surflan</td>
<td>23</td>
</tr>
<tr>
<td>115</td>
<td>Environmental Care Inc.</td>
<td>75</td>
</tr>
<tr>
<td>116</td>
<td>Estech Inc.</td>
<td>1</td>
</tr>
<tr>
<td>117</td>
<td>Fairmont Div./Harsco Corp.</td>
<td>51</td>
</tr>
<tr>
<td>118</td>
<td>Finn Corp</td>
<td>76</td>
</tr>
<tr>
<td>119</td>
<td>Great Salt Lakes Minerals &amp; Chemicals Corp.</td>
<td>17</td>
</tr>
<tr>
<td>120</td>
<td>Hoechst-Roussel Agri-Vet Co.</td>
<td>62-63</td>
</tr>
<tr>
<td>121</td>
<td>International Lawn Garden &amp; Power Equipment</td>
<td>53</td>
</tr>
<tr>
<td>122</td>
<td>International Seeds, Inc.</td>
<td>35</td>
</tr>
<tr>
<td>123</td>
<td>Jacobsen Div. of Textron, Inc.</td>
<td>33</td>
</tr>
<tr>
<td>124</td>
<td>Lebanon Chemical Corp.</td>
<td>5</td>
</tr>
<tr>
<td>125</td>
<td>Loftus Seed, Inc.</td>
<td>CV4</td>
</tr>
<tr>
<td>126</td>
<td>Mallinckrodt, Inc.</td>
<td>59</td>
</tr>
<tr>
<td>127</td>
<td>Melroe Co.</td>
<td>37</td>
</tr>
<tr>
<td>128</td>
<td>Melroe Co.</td>
<td>37</td>
</tr>
<tr>
<td>129</td>
<td>Milwaukee Sewerage Comm.</td>
<td>73</td>
</tr>
<tr>
<td>130</td>
<td>National Mower Co.</td>
<td>72</td>
</tr>
<tr>
<td>131</td>
<td>New York Turfgrass Assoc.</td>
<td>79</td>
</tr>
<tr>
<td>132</td>
<td>Northrup King Co.</td>
<td>13</td>
</tr>
<tr>
<td>133</td>
<td>Ohio Turfgrass Foundation</td>
<td>61</td>
</tr>
<tr>
<td>134</td>
<td>Olathe Mfg., Inc.</td>
<td>75</td>
</tr>
<tr>
<td>135</td>
<td>Pickseed West, Inc.</td>
<td>29</td>
</tr>
<tr>
<td>136</td>
<td>Reemay</td>
<td>25</td>
</tr>
<tr>
<td>137</td>
<td>Scotts Proturf, O.M.</td>
<td>18-19</td>
</tr>
<tr>
<td>138</td>
<td>Scotts Proturf, O.M.</td>
<td>48-49</td>
</tr>
<tr>
<td>139</td>
<td>Seed Research Co. (Regional)</td>
<td>71</td>
</tr>
<tr>
<td>140</td>
<td>S.C. State Board for Technical And Comprehensive Education (Regional)</td>
<td>78</td>
</tr>
<tr>
<td>141</td>
<td>Standard Golf Co.</td>
<td>60</td>
</tr>
<tr>
<td>142</td>
<td>Tee-2-Green Corp</td>
<td>CV2</td>
</tr>
<tr>
<td>143</td>
<td>Teledyne Total Power</td>
<td>44</td>
</tr>
<tr>
<td>144</td>
<td>Toro Co.</td>
<td>26-27</td>
</tr>
<tr>
<td>145</td>
<td>Trebor Corp.</td>
<td>64</td>
</tr>
<tr>
<td>146</td>
<td>Turfcro Mfg.</td>
<td>72</td>
</tr>
<tr>
<td>147</td>
<td>Turf Merchants, Inc.</td>
<td>45</td>
</tr>
<tr>
<td>148</td>
<td>Turf Seed, Inc.</td>
<td>39</td>
</tr>
<tr>
<td>149</td>
<td>Turf Vac Corp.</td>
<td>65</td>
</tr>
<tr>
<td>150</td>
<td>Wells Cargo, Inc.</td>
<td>64</td>
</tr>
<tr>
<td>151</td>
<td>Westendorf Mfg. Co., Inc.</td>
<td>78</td>
</tr>
</tbody>
</table>

### Landscapers Supply Free Catalog

Buy direct and save up to 75% on a full line of commercial lawn maintenance equipment, engines, parts and accessories. Call Toll Free 1-800-222-4304.

**10/87**

### Used Equipment


**NEW AND USED EQUIPMENT:** Asplundh, Hi Ranger and Lift-all forestry bucket trucks, Chip-more wood chippers. Mirk, Inc., (216) 669-3567, (216) 669-3562, 7629 Chippewa Road, Orrville, Ohio 44667.

**TF**

### Situations Wanted

**WANTED—**Large Royer Shredders, Meyers Companies. P.O. Box 59, Stilwell, KS 66085, 913-698-2668.

**10/87**

**WANTED—**Large Lindig and Royer Shredders. Lewis Equipment, 320 Third Street S.W., Winter Haven, FL 33880. (813) 294-5893.

**12/87**

**SITUATIONS WANTED**

Seeking rounds supervisor or managers position for College, University, Hospital complex, Industrial site, or Recreational complex. Horticulture degree, advanced work in Hort. & L.A. Teaching and writing experience. Own business last 27 yrs.; Ind. & Commercial, Institutional speciality. 48 yrs. old, will relocate. Thomas C. Nelson, Box 907, Beecher, IL 60401. 312-946-2133.

**10/87**

---

**We Invite You to Attend and Be at the Focus of the Action at the Largest Growing Trade Show and Conference in the East**

**FOCUS ON TURF**

**NYSTA Turf and Grounds Exposition TRADE SHOW and CONFERENCE**

**IN ROCHESTER, NEW YORK**

**NOVEMBER 3-6, 1987**

- 275 Trade Show Booths
- Pre-Conference Seminars
- Special Interest Sessions: Protecting Ground Water
- A Morning With George Toma
- Research Updates
- Managing Your Water Resources
- D.E.C. Pesticide Certification and Credits

For further information please contact:
New York State Turfgrass Association
P.O. Box 612, Latham, N.Y. 12110
800-873-TURF 518-783-1229

Circle No. 129 on Reader Inquiry Card

---

This index is provided as an additional service. The publisher does not assume any liability for errors or omissions.
Managing to get ahead

We took a new name a few months ago, believing that the bulk of our readers are, indeed, "managers." Managers of their time, managers of budgets, project managers and people managers. When a good manager speaks, people listen.

Ron Kujawa is such a person. He not only operates a thriving business in the Milwaukee area, but he's also a very active member of the Associated Landscape Contractors of America and a member of Lawn Care Industry's technical advisory board.

Kujawa spoke at the most recent Landscape Expo, and people listened.

"A certain amount of caring and consideration is necessary to be a good manager and recognize employees' problems," he noted.

"Employees have personal goals. We want them all to achieve those goals, using the company as an avenue. And, in most of the cases, their goals are the same as yours: coping with challenges, economic security and so on."

Kujawa, who operates KEI Enterprises with wife Sally, has three simple rules for its managers:

1. "You must be honest and represent the company with integrity.
2. "You must never promise what you cannot deliver," and,
3. "Ronnie and Sally do not like surprises."

Employees have told the Kujawas what their immediate needs are. Everytime they ask, they hear the same refrain: communication, recognition and training.

These are not big secrets here. Every good manager knows that he or she must communicate with employees. Employees don't like surprises, either. Every good manager knows that he or she must recognize exceptional efforts by employees. It helps them recreate that effort when needed again if they know it will be appreciated. And every employee would like to be taught the best, safest way to finish an assigned task.

Most of all, as Kujawa never ceases to point out, managing is a 24-hour-a-day job. Are you up to the task?