The NEW G-Series state-of-the-art instrumentation provides dozens of operational features, diagnostics and monitoring functions.

The easy-to-read deluxe display panel shows all system setup, monitoring, troubleshooting and error condition data.

For example, this screen appears if the engine coolant temperature is excessively high. Push the "question mark" icon for further information.

A system troubleshooting screen appears, suggesting ways to solve the problem.

The deluxe panel provides a wealth of loader information, including a list of attachment information. Follow the on-screen instructions for the listed attachment.
Check out these New G-Series loaders:

**751 G-Series Skid-Steer Loader**

The Bobcat 751 is the ideal machine for working in confined areas. It's not only compact and easy to maneuver, it delivers plenty of power and lift capacity as well.

**763 G-Series Skid-Steer Loader**

The long-wheelbase 763 loader is a smooth-riding machine with plenty of traction and breakout force for excavating and handling large loads.

**773 G-Series Skid-Steer Loader**

Low-profile lift arms give super visibility to the sides, front and rear corners of the loader when loading, dumping and turning in tight quarters.

**753 G-Series Skid-Steer Loader**

The 753's large tilt cylinder and rollback power mean improved digging and loading capability, and its tight turning radius lets you handle big jobs in small areas.

**764 G-Series Compact Track Loader**

Rugged rubber tracks deliver the extra traction you need to keep working on rough terrain, soft ground — even in muddy conditions!

**863 G-Series Skid-Steer Loader**

More power to dig, lift and push. The 863 handles every task with strength, speed and smoothness.

**873 G-Series Skid-Steer Loader**

Lift more. Work faster. Ride smoother. Everything's easier with the Bobcat® 873 Skid-Steer loader!

**864 G-Series Compact Track Loader**

When you need big power, big performance and big productivity, bring on the biggest Bobcat loader — the 963.

**963 G-Series Skid-Steer Loader**

When you need big power, big performance and big productivity, bring on the biggest Bobcat loader — the 963.
Choosing fertilizers

continued from page 38

gen. Initially, about one-third of the N is released in the first 4 to 6 weeks of growing season, while the remainder is released over the next 36 to 52 weeks. What is not used in one season carries over and will be available the next. Leaching and runoff of nitrogen is practically nonexistent.

Since microbial activity is temperature dependent, release of N from ureaform will begin when soil temperatures rise above 55° F and slow down when they exceed 90° F. The advantage of using ureaform is that it contributes to increased microbial activity in any soil capable of supporting plant life. It is particularly well suited for direct application in the root zone of turf, trees and plants following core cultivation or by injection of a liquid suspension of powdered UF in the soil.

TABLE 4 U.S. MANUFACTURERS AND PRIMARY DISTRIBUTORS

<table>
<thead>
<tr>
<th>Product Description</th>
<th>% share</th>
<th>$ Dollars (Millions)</th>
</tr>
</thead>
<tbody>
<tr>
<td>UF fertilizers</td>
<td>43</td>
<td>142.2</td>
</tr>
<tr>
<td>IBDU*</td>
<td>2</td>
<td>8.3</td>
</tr>
<tr>
<td>Sulfur coated &amp; polymer coated</td>
<td>16</td>
<td>52.5</td>
</tr>
<tr>
<td>Polymer coated</td>
<td>22</td>
<td>74.4</td>
</tr>
<tr>
<td>Other slowly soluble products</td>
<td>5</td>
<td>16.4</td>
</tr>
<tr>
<td>Processes natural organic</td>
<td>12</td>
<td>40.6</td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
<td>334.3</td>
</tr>
</tbody>
</table>

Inhibiting effect

Nitrogen inhibitors effect N availability and are known to provide more controlled availability of soluble N to plants (N-ServE by Dow AgroChemicals Inc. is one type that many professionals know). When the inhibitor reduces the population of nitrobacter and nitrosonomas bacteria, the conversion of ammonic nitrogen to the nitrate form is greatly diminished. Ammonic N does not move in the soil solution, and therefore will remain in place with only gradual conversion to nitrate.

Know your options

Managing for uniform growth will pay multiple dividends, not the least of which will be a more active root system. Stretching the budget to save on fertilizer is fruitless and wasteful if you have more mowing as a consequence. LMI

— The author is a technical consultant for NU-GRO Technologies Inc., Grand Rapids, MI
The Labor Crunch: Finding Good People

Finding and hiring people with potential might be Job 1, but it's easier said than done. This series will show you alternatives and ideas from many industry experts.
Demographics are against you, and they won’t improve anytime soon. The fact is, the United States birthrate has slowed enough to cause a real problem in the workforce. There are not, and will not be enough people to perform the work that economists project to be there in 2001, 2010 and beyond (some say for 30 years).

Add to that the difficulty of day-to-day landscape installation and maintenance work, the lowest unemployment rates in years, the high competition for employees across all industries and the lack of year-round positions in many landscape organizations — it’s a recipe for disaster.

Immigrant labor has relieved some of the pressures and new government H2B regulations make it easier to get legal employees (even then, it’s not cheap), but the fact remains that immigrant labor is only a partial solution. And most likely, the political pressures for the next few years will keep the United States from allowing huge masses of immigrants in to solve the problem.

As more ‘baby boomers’ opt for professional landscape services and as the economy continues to roll as predicted, your opportunities will grow. And as more people continue to retire early and job openings grow with the economic boom, your hiring opportunities will continue to shrink. You’ve got a problem.

Want ads won’t do it anymore. Internet searches, industry recruiters and programs that bring professionalism to the industry help, but don’t solve the problem. The answer lies in working long-term to find new sources of employees, hiring and keeping them, providing satisfying and challenging career paths and responding to their needs for benefits and possibly alternative systems to get the work done. These could include new work schedules, more company services or investment in additional labor-saving equipment.

Our series on labor solutions starts here and will continue in upcoming issues. This month, we look at the labor picture and give alternatives to traditional recruiting and hiring. We’ll follow-up with more ideas on training, building alliances, retention and improving your organization.
Rx for winning
in the service industry

Does it seem more difficult to find “good” people? Good people are everywhere — they just don’t want to work for us. Here’s how to get your recruiting act together.

BY BILL HOOPES

Every day, experts analyze factors that impact success in our business and we develop business strategies with the same basic resource list. It doesn’t seem all that difficult until we encounter the most critical resource of all—the human resource.

Wanted: Effective people
No service business can realistically expect to reach objectives or maximize results without an effective people strategy. Service is demanded, designed and delivered by people. We see the failed efforts of good people again and again. And we are forced to conclude that, if the people plan flops, the business plan flops.

But are human resource problems that big of a deal? After all, everyone knows at least one manager who has survived some sort of horrific staff problem and gone on to succeed. Some do make it in spite of human resource problems but they never maximize results. In fact, a team cannot execute (or grow) nominally without a trained, effective staff.

So what’s the quick answer? (This is America, the information age — give it to me fast so I can get back to work!)

- Developing a core of effective team players doesn’t happen overnight.