Lurking just beneath the surface are thousands of tiny weed seeds, threatening to ravage lawns and established ornamentals. Fortunately, Pendulum® preemergent herbicide stops more than 40 broadleaf and grassy weeds dead. Pendulum is a proven performer, offering well over a decade of unsurpassed, season-long control and unmatched value to maximize your profit margins.

It’s a combination that’s earned Pendulum a higher satisfaction rating from LCOs than any other preemergent.*
BEST Cycle Times in Their Class
Bobcat multi-function hydraulic system lets you use up to four functions at the same time, such as the ones you’d commonly use to dig a hole or load a truck:
- House Swing
- Boom Up
- Dipper Out
- Bucket Dump

ALL-Weather Comfort Zone
Optional D-Series enclosed cab is equipped with super-efficient heating, ventilation and air conditioning systems to keep you working comfortably whether it’s sunny or chilly! (A/C available on models 331 and larger.)

Have an Earth-Moving Experience!
NEW Bobcat D-Series Compact Excavators
- A new standard in operator comfort!
- Swing-open tailgate for industry-leading serviceability!
- Fingertip control of auxiliary hydraulics!
- Engine shutdown system!

Get Hitched Quick!
The exclusive Bobcat X-CHANGE™ system makes changing attachments as quick as a snap!


www.bobcat.com
features

cover story

26. Employee retention
Why they stay — and why they don’t
BY JASON STAHL/MANAGING EDITOR

42. Drip gets a “D”
A new guide may give landscape professionals a better understanding of how to use drip irrigation
BY DON DALE

labor crunch

34. Make that extra effort
Rewards like these make landscape professionals glad they emphasize regular crew training

tools of the trade

53. Durability rules
Large, medium and small-sized company managers talk about what they value in hand-held equipment

62. Packin’ a punch
Manufacturers talk about what makes their hand-held and backpack equipment so powerful

72. New hand-held/backpack equipment for 2001

grounds management center

36. Award-winning landscape management
The devilish challenges of Duke University’s campus

COVER IMAGE: MATT COLLINS / MCOLLINS@WEBQUILL.COM
Signature brings you the only two-way communications system that doesn't require a PC.

One control box. One affordable solution.

- Operates as a stand-alone controller or as part of a satellite network, with or without a central computer
- Upgrades easily and affordably
- Utilizes hardwire and radio on the same network
- Features weather-station compatibility

Over 90 years of experience under one name.

For over 90 years, Signature Control Systems (formerly Union Tools and Thompson Co.) has been dedicated to providing the industry's most advanced irrigation management technology. From a full line of Constellation software, stand-alone controllers and network satellites to a complete range of high-performance Thompson® rotors and valves, Signature Control Systems is the only name you need for complete irrigation control.

Call toll-free 866-4SIGNATURE for a FREE demonstration.

Circle No. 105 on Reader Inquiry Card
ONE CUSTOMER SAID THE WAVE OF TRUCKS AND TRACTORS
LOOKED LIKE THE NORMANDY INVASION.

IT TAKES A LOT OF MEN AND EQUIPMENT TO MAKE THINGS LOOK BEAUTIFUL. AND NATURAL. ON SCHEDULE. WE PLAN CAREFULLY. AND WE WORK WITH THE BUILDERS TO COORDINATE OUR EFFORTS. BUT OUR BIGGEST ASSET IS OUR IRONCLAD COMMITMENT TO GETTING IT RIGHT.

WHAT LINE OF WORK ARE YOU IN? SO ARE WE.

CLOCKWISE FROM LEFT: SUPER DUTY F-250; SUPER DUTY F-350; SUPER DUTY F-750; SUPER DUTY F-550 STAKE TRUCK

For more info, call 1-800-FORD-II5 or visit www.commtruck.ford.com

Circle No. 106 on Reader Inquiry Card
March

**1-3 Green Space Design Conference** / Park City, UT; 877/473-7526

**6-7 CALCP Spring Training Conference** / Aurora, CO; Sponsored by the Colorado Association of Lawn Care Professionals; 877/473-7526

**7-8 MDLA Trade Show and Convention** / Novi, MI; Sponsored by the Metropolitan Detroit Landscape Association; 248/646-4992

**7-9 New England Regional Turf Conference & Show** / Providence, RI; 401/848-0004

**8-11 ALCA Student Career Days** / Ft. Collins, CO; 703/736-9666

**10-18 Chicago Flower & Garden Show** / Chicago, IL; 312/321-0077

**12 New York State Western Regional Turfgrass Conference** / Buffalo, NY; 518/783-1229

---

**February 2001**

**14-18 NAA Winter Management Conference** / Ft. Myers, FL; Sponsored by the National Arborist Association; 800/733-2622

**19-23 Cornell Turfgrass Management Short Course** / Westchester, NY; 607/255-1792

**20 Nevada Landscape Association Trade Show & Conference** / Reno, NV; 775/673-0404

**21-22 Landscape Industry Show** / Long Beach, CA; 800/448-2522

**21-23 Landscape Architecture Association Winter Workshop** / Bethesda, MD; 301/948-0810

**22-23 Ohio State University Professional Lawn Care Short Course** / Columbus, OH; 614/292-4230

**23 Illinois Landscape Contractors Association's Annual Excellence in Landscape Awards Program** / Oak Brook, IL; 630/472-2851

**24-4 Southern Spring Show** / Charlotte, NC; 704/376-6594

**26 New York State Turfgrass Association Southeast Regional Conference** / Suffern, NY; 800/873-8873

**26 Indiana-Illinois Turfgrass Short Course** / Willowbrook, IL; 765/494-8039

**27-1 Western PA Turf Conference & Trade Show** / Monroeville, PA; 724/837-1402

**28-4 Wichita Lawn, Flower and Garden Show** / Wichita, KS; 316/721-8740

**21-23 Landscape Architecture Association Winter Workshop** / Bethesda, MD; 301/948-0810

**22-23 Ohio State University Professional Lawn Care Short Course** / Columbus, OH; 614/292-4230

**23 Illinois Landscape Contractors Association's Annual Excellence in Landscape Awards Program** / Oak Brook, IL; 630/472-2851

**24-4 Southern Spring Show** / Charlotte, NC; 704/376-6594

**26 New York State Turfgrass Association Southeast Regional Conference** / Suffern, NY; 800/873-8873

**26 Indiana-Illinois Turfgrass Short Course** / Willowbrook, IL; 765/494-8039

**27-1 Western PA Turf Conference & Trade Show** / Monroeville, PA; 724/837-1402

**28-4 Wichita Lawn, Flower and Garden Show** / Wichita, KS; 316/721-8740

---

**Landscape Management**

**VISIT US ON THE WORLD WIDE WEB AT:** www.landscapegroup.com

**Proud supporter of these green industry professional organizations:**

- Associated Landscape Contractors of America
- American Nursery & Landscape Association
- Independent Turf and Ornamental Distributors Association
- The Irrigation Association
- Professional Grounds Management Society
- Professional Lawn Care Association of America
- Responsible Industry for a Sound Environment
- Sports Turf Managers Association
- Turf and Ornamental Communicators Association
Whatever happened to great seed varieties like Palmer III, Shenandoah II, Apollo and Crenshaw?

They landed in our bags and buckets.

After the recent disappearance of a large seed company, many seed buyers were left to wonder what became of many well-known and respected seed varieties.

Rest assured, they have a new home. United Horticultural Supply is now the nation's source for top varieties.

The varieties you've always counted on are now available individually, or formulated in new blends and mixtures, many of which carry the Signature Pure Seed Tag. When you ask for this tag, you are assured to receive clean seed of the highest quality. It underscores our commitment to provide only the best products and services.

Check with your local UHS representative for more details about our outstanding selection of premium seed varieties, mixtures and blends, the best available.
Working To Enhance Our World

United Horticultural Supply is your source for professionals who have the technical expertise and can provide all the products you need to be a success in today's competitive market.

- Fertilizers
- Herbicides
- Fungicides
- Insecticides
- Turf Seed
- Soil Amendments
- Adjuvants
- Equipment
- Colorants
- Aquatic Products
- Micronutrients
- Wetting Agents
- Plant Growth Regulators

Call today for a free product guide containing a comprehensive listing of available items.

Circle No. 107