

attended the excellent spring seminar at Royal Porthcawl Golf Club would like to thank all the speakers who came down and gave such great presentations. Maybe many came to listen to Greg Evans talk on 'The Short Cut To Better Greens' which has created a lot of interest and asks questions of traditionally held greenkeeping beliefs, which I think is a good thing. My favourite presentation though (they were all good, mind) was the one given by Allan Patterson, of The Castle Course at St Andrews. I just found it amazing how they turned a flat area of agricultural land into a very natural looking cliff top links -not only did they create a great looking golf course but they must have ticked all the boxes environmentally as well, so that even the most bearded of environmentalists would be happy (if that's possible!) Thanks go out to Richard Blizzard, of Soil Harmony, for sponsoring the day, to all the speakers for their time, to all the people who attended, to Royal Porthcawl GC for the use of their facilities (and a cracking lunch!) and to Steve Chappell for all his hard work in organising the event.

As promised, here is the draw for the 1st round of this year's Rigby Taylor Knockout which was made at the seminar: Tony Horne (14)/Martyn David (15) V Nigel Ruck (11)/Mel Leech (12) Mark Wiltshire (18)/Mark Anderson (1) V Peter Lacey (13)/Simon Lacey (24) Steve Price (15)/John Knight (5) V Darryl Bray (9)/Leigh Davies (11) James White (3)/Wayne Benger (20) V Phil Thomas (15)/Stuart Jones (15) Steve Chappell (22)/Darryl Jones (5) V Rhys McDonough (0)/Gary Humphries (0) Huw Morgan (9)/Rob Williams (3) V Andy Roach (5)/Gareth Knight (18) Colin Thomas (15)/James Rees (18) V Steven Lloyd (6)/Mark Wells (11) Adrian Parsons (20)/Ceri Richards (18) V Paul Handy (13)/Rhys Norville (4) Marrison Griffiths (9)/Glyn Jones (5) V Jim McKenzie (9)/Alan Abel (10) - good luck everyone!

Steve has also asked me to thank the 14 people who attended the mole control training day at Neath GC recently and made the event such a big success. If you would like to attend a training day on chainsaws, abrasive wheels, tractor driving or something else that is relative to greenkeeping

then please contact Steve. If eight people or more apply for a particular course then funding can be available, so have a think about it!

Good luck to Jim McKenzie and his team for the preparation for this year's Wales Open (June 4-7) which is to be played on the Twenty Ten course. Jim is often interviewed by the press during the tournament, so whatever you do Jim, don't tell them any of your jokes! You make Chubby Brown sound PC!

Speaking of big golfing tournaments, one journalist described the Augusta course after The Masters as being 'The prettiest in the world' which prompted a response by a sports journalist from The Guardian, who wrote that the chap should go and visit St David's City Golf Club, in Pembrokeshire, before coming to that conclusion! I have to admit, I'm with the chap from The Guardian, It's only nine holes, but it is a beautiful course in a wonderful setting and John Phillips, Head Greenkeeper, produces consistently good greens. Best of all though, he makes a nice cup of coffee to enjoy the scenery with! He now has a copy of the article on the notice board in the clubhouse to remind all the members of how lucky they are!

Swansea City and Ospreys fans will be pleased to learn that Dan Duffy, Head Groundsman at The Liberty Stadium, was recently voted Championship Groundsman of the year for the 2008/9 season. Dan is one of the most dedicated Turf Managers that I know and thoroughly deserved the accolade. How he can produce such a good playing surface when both Rugby and Football are played on it (sometimes one after the other) is amazing - well done mate!

How long is your semi? That question was put to Julian Bartlett Jones by the Ladies section of Dinas Powys GC recently. Julian wasn't sure so they went out to measure it. They concluded that it could be left to grow longer to provide them with more of a challenge. When he got home and he relayed the day's events to his partner, Joanne, he found himself sleeping on the sofa! Funny creatures women! But then height of cut is an emotive subject!

Ceri Richards
celticceri@aol.com



John Pemberton
Chief Executive

All members should by now be aware that the Board has called a General Meeting of Members for Tuesday, June 16, to consider, and vote on, a change to the Constitution that will allow Groundsmen who are employed in the sports turf industry the opportunity to apply for Full and Associate categories of Membership of the Association.

All current members who are entitled to vote will have received a voting form by now and these are starting to be returned as I write. Please use your vote if you have not already done so, it is your Association and this is your chance to have a democratic say in its future.

At the March Board Meeting the structure of the Sub Committees was reviewed and it was agreed that more representation from outside of the Board would be sought in order to better engage the views of the Membership. In future, meetings will be held by way of mixture of conference calls and round-the-table meetings. In addition a series of sub-groups will be formed that will liaise with the relevant member of staff by e-mail in order to identify members' views. If you would like to be considered for inclusion in either of these then please forward your name and e-mail address to the appropriate member of staff as below:

General Purposes

Chairman, Mark Dobell
Staff member, Steve Wragg
e-mail: steve@bigga.co.uk

Membership

Chairman, Archie Dunn
Staff member, Tracey Maddison
e-mail: traceymaddison@bigga.co.uk

Learning & Development

Chairman, Jeff Mills
Staff member, Sami Collins
e-mail: sami@bigga.co.uk

Communications

Chairman, Tony Smith
Staff member, Scott MacCallum
e-mail: scott@bigga.co.uk

Environment

Chairman, Paul Worster
Staff member, Sandra Raper
e-mail: sandra@bigga.co.uk

John Pemberton
Chief Executive



Membership

Tracey Maddison, Head of Membership, provides a departmental update

We are pleased to advise you of a new benefit offered to BIGGA Full Members and to inform you of an enhancement to the Greenkeepers Support Helpline (Stress helpline).

Telephone Debt Counselling Helpline

Managing money well is sometimes overlooked in the pressures of our daily lives. As debt isn't just a finance issue, but one that feeds into all elements of our life, the solutions are wide and varied; whether it's cutting interest costs, budgeting, challenging the legality of our debts, or simply where to find real one-on-one help.

BIGGA Full Members can now talk about any financial concerns or worries through the Arc Legal 24/7 Debt Counselling Helpline.

Expert confidential help is at hand through their trained independent counsellors ready to assist with counselling, support, advice and help.

If your debt is complicated the counsellor can also direct your call to a team of specialist debt experts who will talk through the stages of prioritising the debts and steps to resolution.

Importantly, once you are managing your money concerns the support of the counsellors is available 24/7 to help you find better ways to control future spending and deal with money related issues.

The Debt Counselling Helpline is available to all Full Members, and partners, by calling 0800 174 319 24 hours a day seven days a week 365 days of the year and quote your BIGGA Membership number.

The Greenkeepers' Support Service (Stress Helpline)

This confidential, professional telephone counselling service is now available to all Full Members and their partner. The Greenkeepers' Support Service can work with a wide range of concerns from emo-

tional issues such as anxiety, stress, depression and low self-esteem to family and relationship issues marital and relationship problems, critical illness and bereavement, this list is not exhaustive.

One telephone call to this helpline could be all that someone needs to begin to manage their own problems and improve their situation.

EGM 16th June 2009 – Your Vote Counts

If you are eligible to vote then you should have now received your voting form to vote on the integration of sports turf grounds care staff into full membership of BIGGA. If you do not intend on coming along to the EGM on June 16, 2009, then please make sure you use your vote and return your form in the prepaid envelope provided by June 10, 2009.

Limited Company

On January 21, 2009, the British and International Golf Greenkeepers Association (BIGGA) passed a resolution at its Annual General Meeting approving the conversion of BIGGA into a company limited by guarantee and authorising the Board of Management (the Current Board) to undertake such actions as are appropriate to facilitate such conversion, for full information see page 9 of this month's GI.

In conjunction with the conversion to a company limited by guarantee, we need your written consent for you to become a member of BIGGA Limited, you will shortly receive an application form in the post.

Please complete and sign the form and return it to Headquarters in the envelope supplied, to arrive no later than June 30, 2009 (Return Date).

If after reading the article on Page 9 you have any questions or queries don't hesitate to contact BIGGA HQ.



Contact Details

Tracey Maddison
traceymaddison@bigga.co.uk

Brad Anderson
brad@bigga.co.uk

Tel: 01347 833800
(option 1 for Membership)

BIGGA welcomes the following new members...

Scottish Region

Anthony Jinks, East
Malcolm Kydd, Central
Chris Murray, Central
Lewis Patchett, East
Colin Qua, Ayrshire
Craig Richardson, East
Jamie Robertson, North
Richard Watt, North

Northern Region

Ian Gibson, North Wales
Andrew Jackson, North Wales
David Povey, North Wales
Mark Rooney, North Wales
Neill Sidebotham, North West
Paul Stanley, North Wales

Midland Region

Glenn Dyer, Berks/Bucks & Oxon
Sam Evans, East Midland
Graham Henley, Berks/Bucks & Oxon
Ralph Holmes, East of England
Holly Jones, Mid Anglia
Paul Lawrence, Mid Anglia
Jonathan Ramsay, Berks/Bucks & Oxon
James Rawlings, Berks/Bucks & Oxon
Chris Watts, Mid Anglia
James Young, Midland

South East Region

Andrew Offord, East Anglia
Thomas Openshaw, Surrey
Ian Pettyfer, Kent
Roger Pluckrose, Kent
Tyler Rook, Sussex
Phil Rowlett, East Anglia
Michael Stott, Surrey

S West/S S Wales Region

Phillip Newens, South Coast
Richard Percy, South Coast
Christopher Sharp, South Wales
Sam Starling, South Wales

Northern Ireland

Andrew Foster
Timothy Graham
Wallace Wilmot

Regional Administrators



Peter Boyd Peter Larter



Clive Osgood Jane Jones

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Mobile: 07841 948410
cliveosgood@yahoo.co.uk

Jane Jones
South West & Wales
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Mobile: 07841 948110
janejones1@btconnect.com

OTHER USEFUL NUMBERS (Greenkeeper Members only)

Personal Accident Helpline
02075 603013

Greenkeepers Legal Assistance
0800 177 7891

Greenkeepers Support Services
0800 174 319

Debt Counselling Helpline
0800 174319



Assistant Profile

Each month we take a light hearted look into the life of an assistant greenkeeper...

Darts lover, Stuart, works at Carholme, or at least he did until his Course Manager reads this! He loves strimming, hates bunker raking and has met David Attenborough...

Name: Stuart Dallas
Age: 22
Golf Club: Carholme Golf Club
Position: Assistant Greenkeeper
Nickname: Dallas



How long have you been greenkeeping?

I have been greenkeeping for about three years now.

What was it about the career that attracted you?

When I left school I worked on a farm and was outside all the time, then I ended up working in a shop I did not like working inside so when the job came up at Carholme golf course I went for it and got it!

If you weren't a greenkeeper what do you think you'd be?

If I was not a greenkeeper I would possibly be working some where outside.

Which task do you most enjoy doing and why?

One of my favourite jobs is strimming. Sad I know but I find it quite therapeutic.

Which task do you least enjoy doing and why?

My least favourite job is raking bunkers. I find this job boring plus I find that alot of our bunkers lack sand thus making it harder to rake them.

What one thing - other than a pay rise - would improve the greenkeepers' lot?

One thing that could improve the greenkeeper's lot would be cheaper spraying solutions, i.e. for chafer grubs which our course suffers from a lot and is quite expensive to keep control of (or maybe a new course manager wouldn't go amiss!)

Hobbies?

I enjoy fishing and I am also quite partial to game of darts.

Favourite Band?

I don't really have a favourite band. I have quite a varied taste in music.

Which team do you support (football or otherwise)?

I don't follow football but do watch England in the Six Nations. I also watch the World Championship Darts, I especially enjoy watching Phil (The Power) Taylor.

What is your claim to fame?

My claim to fame is being in this magazine but I have met David Attenborough!

What's your number?

Our regular and random profile of an industry figure continues with this month's lucky number...

This month, Kubota's Dave Roberts comes under the spotlight



Name: Dave Roberts
Company: Kubota
Position: Sales & Marketing Manager – Kubota Tractor & Groundcare Products

How long have you been in the industry?

"20 years."

How did you get into it?

"I trained as an Agricultural Engineer, but joining Kubota took me into the grounds care industry."

What other jobs have you done?

"Various roles within Kubota, but in the commercial horticultural industry and on farms before that."

What do you like about your current job?

"Getting out of the office and meeting the very diverse customer base we deal with."

What changes have you seen during your time in the industry?

"Some changes in machinery trends like the propensity toward self propelled machinery versus tractors with implements in the golf sector, and the increase in the number of competitors!"

What do you like to do in your spare time?

"What's that...? golf (not often enough), motorcycling and holidaying."

Where do you see yourself in 10 years time?

"Playing more golf, more motorcycling and more holidays... hopefully!"

Who do you consider to be your best friends in the industry?

"Too many to mention (yes...a cop out!)."

What do you consider to be your lucky number?

"29."

Pick a number

"29."

Dave has picked Tim Fell from Tillers Turf to take part next month

A QUICK GUIDE TO...

RECYCLING

Paul Worster, Course Manager at Minchinhampton Golf Club offers some tips on recycling

1. Identify Waste Streams

There are any number of waste streams within a golf club, most of which have the potential for at least some recycling - some of these stem from the golf course directly, others from the clubhouse, offices, pro-shop, or kitchen areas.

2. Adopt an Action Plan

This covers the whole company and sets a budget. Make no mistake - the polluter pays. Any recycling scheme needs to be financed, therefore it is essential to link and audit all areas of the club to ensure that anything that can be reduced or re-used is taken into account. Recycling ought actually to be the last resort.

3. Include the members

Members will be very keen to help with recycling if the right attitude is given, the right atmosphere projected, and the right facilities made available. For example, members can be invited to bring unwanted Christmas trees for shredding and disposal, and six months later can purchase the compost that has been produced from them, to improve their gardens.

4. Clubhouse Waste

This will include cardboard, paper, print cartridges and glass bottles. Cardboard and paper can either be shredded into compost, or taken away by a licensed contractor for recycling. In general, it is better to re-use paper and envelopes for notes and internal mail before recycling. Do not assume that the brewery automatically collects empty glass bottles - all too often these end up in landfill.

5. Golf Course Waste

This is generally grass clippings, branches, bunker edgings, hollow tine cores, leaves etc. This can be collected and

composted. Hard standing will make this task easier, and a covered area, or covered bays allow air movement and prevents the build-up of potentially harmful spores.

A chipper will be required and a front loader tractor for turning. Once a reasonable degree of decomposition has been achieved, this material can be moved to an out-of-the-way area for storage.

6. Golfer Waste

This includes scorecards, plastic bottles, banana skins etc. Provide a segregated unit in a convenient location, and members will sort their own rubbish.

Bare in mind that many pro-shops can sell 300 bottles over a weekend, so the facility must be large enough to cope. A small subsidy should be added to the cost of the drinks to finance the facility.

7. Mandatory Disposal of Waste

Some of your waste streams will include "hazardous materials" that will be covered by legislation which dictates that proper disposal is mandatory. In general, it is the golf course Workshop and Operations waste which falls into this category. The club will need a contract with a licensed contractor and a Hazardous Waste Producers Number from the Environment Agency, to allow even Waste Transfer to take place.

The contractor will then collect and recycle those items such as batteries, filters, used oil and empty plastic containers.

8. Reduce the amount of Hazardous Materials Produced

The less hazardous materials used, the less waste is produced for disposal or recycling. "Long-life" synthetic engine and hydraulic oils are available which need not be changed at standard service intervals. At service, the filter is replaced losing only a small amount of oil. Once or twice a year a chemical test determines levels of pollutants building up. Normally, two or three seasons will pass, before the oil requires changing.

9. Use the experts

There is no substitute for expert advice, readily available nowadays on the Internet. There is a Composting Association with local members close at hand to give advice. Lubrication Engineers, both independent and from manufacturing companies, can give advice on machinery, lubricants, and fuels.

10. Take the initiative, and take some pride in your efforts

Recycling is not straightforward, it takes time and commitment to carry out successfully. Your efforts will be recognised and highly commended by your members and employers. Your team will buy into the effort also, and take pride in doing so. There are many positives.

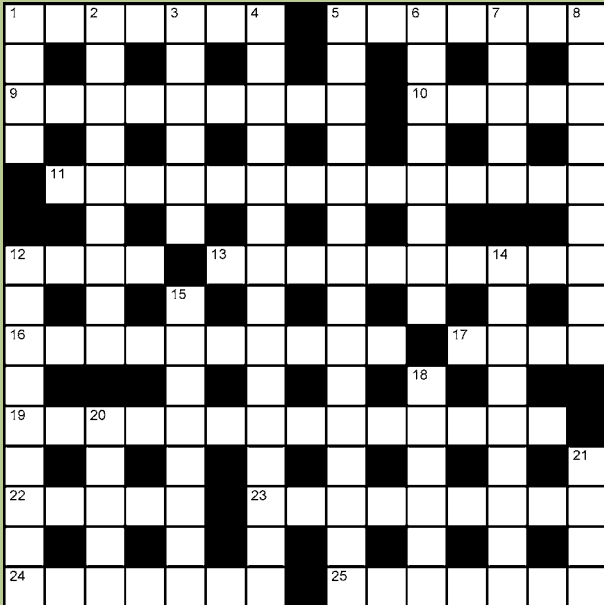




in the shed

Our monthly puzzle page to keep you entertained when you're forced indoors..

CROSSWORD



Across

- 1 Accumulation of unfinished tasks (7)
- 5 Marine debris, especially that which does not sink (7)
- 9 Anti-inflammatory drug, analgesic (9)
- 10 Imperfection; responsibility (5)
- 11 Geological feature close to the town of Bushmills, Northern Ireland (6,8)
- 12 Student who studies excessively (4)
- 13 Manufactured in such a way as to be available for reuse (10)
- 16 Group of delegates; fee paid as a percentage (10)
- 17 Satisfaction, usually malicious (4)
- 19 Food ingredient from which hydrogen bonds are eliminated (11,3)
- 22 Be identical to (5)
- 23 Early mechanical version of what is now MIDI data (5,4)
- 24 Infection also called lockjaw (7)
- 25 Baked dish using layered pasta (7)

Down

- 1 Minor interruption, usually of little consequence (4)
- 2 Shaped like a cross (9)
- 3 Part of the trachea containing vocal cords (6)
- 4 Is great for pests (anag.) (2-6,7)
- 5 Competition based on imaginary teams, influenced by real events (7,8)
- 6 In a coarse, contemptible manner (8)
- 7 Derogatory name for American Indian woman (5)
- 8 chloride, a volatile solvent (9)
- 12 Plant adapted to arid conditions, able to store water (9)
- 14 In Australia, a stagnant pool of water (9)
- 15 Athletic contest consisting of two events (8)
- 18 Detestable (6)
- 20 Of trains, to transfer to a different track; minor accident (5)
- 21 Conduit for carrying away smoke (4)

QUICK 'NINE HOLE' QUIZ

1. Ann Callaway represented Great Britain in the 1984 Olympics in the women's eight rowing team, but what is her other claim to fame?
2. Who won a gold medal in the 100 metres breaststroke at the 1980 Olympics in Moscow?
3. Only one British athlete won a medal in the track and field events in the 1976 Olympics. This was in the Men's 10,000 metres. Who won this medal?
4. As a result of finishing fifth in the 1980 Winter Olympics figure skating competition, Jayne Torvill and Christopher Dean gave up their jobs in order to skate full-time. What were their previous jobs?
5. Linford Christie won a gold medal representing Great Britain in the 100 metres at the 1992 Olympics in Barcelona, but what country was he born in?
6. Who won the gold medal in the heptathlon in the 2000 Olympics?
7. What colour medal did Amir Khan win in the lightweight boxing tournament at the 2004 Olympics?
8. Who won a silver medal in the men's javelin event at the 1996 Olympics in Atlanta?
9. Sean Kerly, Imran Sherwani and Ian Taylor were all members of Great Britain's gold-medal winning team in the 1988 Olympics in Seoul. In which sport?

					A		5	0	7	8	B		
8		B	3	C		A	D	F		1	0		
3		C	5	9					7	F	A		
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	6	3	A	B	1	5		7	0	E		9	
	1	2	4	8	3	0	C	F		5	D		
		A		B	D	F	8			C	1	0	
	C						7	3				2	
	D	5			1	C	9	4			3	8	7
C		D	9	6	7		F	2					
7	3		A						5	2	E	D	
	B	2		D	3	C			8	4		0	9
	5	0	A		2	9		3					

MONSTER SUDOKU

Fill in the grid so that every row, every column and every 4x4 box contains the numbers 0 to 9 and the letters A to E.

		8		2		7						
5												
4		6	1						7	9		
	5	9				3						
7					8							3
				7				5	6			
1	9					2	3					4
												1
				3		5			2			

SUDOKU

Fill in the grid so that every row, every column and every 9 box shape contains the numbers 1 to 9.



BUYERS' GUIDE



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Synthetic turf is now widely accepted as a highly cost-effective means of delivering good looking, high performing, low maintenance playing surfaces and high footfall areas on golf courses throughout the year.

Major factors behind this acceptance are the huge advances made over the past decade in the quality, durability and construction of the material, which has moved close to natural turf in terms of its appearance, its feel and the way that the surface reacts to the striking of a golf ball.

However, golf Course Managers and greenkeepers need to be aware that synthetic turf does vary in quality and that it is essential that the appropriate type and specification of material are selected for the project being undertaken.

Additionally, long-term playability, durability and appearance depends also on the level of care and professionalism applied to the planning, preparation and installation of the surface, no matter whether it is for a golf course tee, putting green, practice tee or pathway.

Ensuring that you get the optimum all-weather surface for your requirements does not have to be a lottery.

Best advice is to deal only with a reputable firm that has a proven track record and is able to provide sound references and recommendations from existing customers. Any company worth its salt will be happy to supply you with a current user list or direct you to its website where such a list can be found. The website should tell you also if a company has been awarded official supplier status by a reputable golf organisation such as the PGA or EGU.

Spending a little time and effort on initial research is likely to save a great deal of time and money in the long run.

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FORMAL MEETINGS – PART ONE

During your course of employment it may be the case that you are asked to attend the following types of meetings: Formal disciplinary meetings, Formal grievance hearings or Appeal meetings or it may be the case that one of your work colleagues asks you to attend with them to the types of meetings detailed above as their 'companion'.

In this article we will discuss what happens during the disciplinary process.

In subsequent articles we describe what happens during grievance hearings. In the third and final article in the series, we describe the role of the companion who can accompany someone at a disciplinary or grievance hearing. A formal disciplinary meeting may be arranged if your employer feels that there are issues with:

- Your performance (how you do your job, how you fulfil your role, your capabilities in your role)
- Your conduct (how you behave at work, your attitude, compliance with instructions and procedures, how you treat other people at work including customers)
- Your timekeeping and your attendance

Informing you of the disciplinary meeting - your employer should provide you with a letter inviting you to attend a disciplinary meeting. This letter should let

you know what the issues/'allegations' are, the date, time and location of the meeting. It will also let you know that the outcome of the meeting may be of a disciplinary nature and that you are entitled to be accompanied (the role of the companion will be covered in a future article). If you receive such a letter then you should prepare yourself for the meeting by thinking about what questions you may be asked, what happened, the incidents, concerns, issues that are going to be discussed.

It may be the case that an informal or investigatory meeting took place prior to you receiving the invite letter. If this is the case then the issues discussed with you at this informal meeting will probably be discussed with you again, in more depth. It may be the case that you have been suspended off site on full pay. An employer will suspend a member of staff where the issues/allegations are of a serious nature. The suspension allows you time to think about the issues and allows your employer time to investigate issues further.

The meeting - you will be asked a series of questions at the disciplinary meeting and you should be given the opportunity to answer. You may be shown documentation or you may have been given documentation prior to the meeting that relates to the issues/concerns being discussed.

The decision - a decision should only take place when you have been asked questions and you are given the opportunity to respond. It may be the case that your employer has a break and then returns to the meeting having made a decision or your employer may wish to consider the issues overnight before making a decision.

If a formal warning is being issued to you then you should be given a letter stating the reasons for the warning, the level of warning, how long the warning lasts for, and you will have the right of appeal against the decision.

Appeal - if you have appealed a disciplinary decision then you will be invited by letter to discuss this in an appeal hearing. This letter should let you know the date, time and location of the meeting. It will also tell you are entitled to be accompanied.

The meeting - at an appeal meeting you will be asked to detail the specifics of why you are appealing. You will have written a letter prior to this, and your employer will want you to expand upon the information in your letter.

The decision - your employer will write to you with the decision/outcome of your appeal meeting.



intheshed answers

QUICK 'NINE HOLE' QUIZ ANSWERS:

1. She is the wife of Sir Stephen Redgrave
2. Duncan Goodhew
3. Brendan Foster (winning bronze)
4. Insurance clerk and policeman
5. Jamaica
6. Denise Lewis
7. Silver
8. Steve Backley
9. Hockey

CROSSWORD

B	A	C	K	L	O	G		F	L	O	T	S	A	M
L		R		A		O		A		A		Q		E
I	B	U	P	R	O	F	E	N		F	A	U	L	T
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MONSTER SUDOKO

2	9	1	4	F	D	A	E	6	5	0	3	7	8	B	C
8	7	B	6	3	C	2	5	A	D	E	F	9	1	0	4
3	0	C	5	9	B	4	6	8	2	1	7	D	F	E	A
A	E	F	D	7	0	1	8	C	B	4	9	6	5	2	3
5	A	7	B	E	9	0	2	4	1	C	8	3	D	6	F
1	F	9	C	8	3	6	7	D	E	A	2	0	4	5	B
0	2	E	8	5	4	F	D	3	9	B	6	A	C	7	1
D	6	4	3	C	A	B	1	5	F	7	0	E	2	9	8
9	1	6	2	4	8	7	3	0	C	F	A	5	B	D	E
4	3	A	7	B	6	D	F	2	8	5	E	C	9	1	0
B	C	8	F	0	E	5	9	1	7	3	D	4	6	A	2
E	D	5	0	2	1	C	A	9	4	6	B	F	3	8	7
C	8	D	9	6	7	E	4	F	0	2	1	B	A	3	5
7	4	3	1	A	F	8	0	B	6	9	5	2	E	C	D
6	B	2	E	D	5	3	C	7	A	8	4	1	0	F	9
F	5	0	A	1	2	9	B	E	3	D	C	8	7	4	6

SQUIGGLY SUDOKO

9	8	1	2	3	7	6	4	5
5	2	7	9	6	4	1	3	8
4	3	6	1	5	8	2	7	9
6	5	9	4	2	3	8	1	7
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3	4	8	7	9	1	5	6	2
1	9	5	6	7	2	3	8	4
2	6	3	8	4	9	7	5	1
8	7	4	3	1	5	9	2	6