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The following is a list of office telephone numbers
for the entire Board.

Dorothy Carey	349-7766
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The President's Message

It looks as if Spring has arrived! That might sound premature, but as I write this message, the temperature has reached 70 degrees and the sun is shining. The past few weeks of warm weather have almost convinced me of this fact. Of course, by the time you read this we'll probably have a foot of snow on the ground and freezing temperatures.

With the above in mind I began walking the course to prepare a list of jobs on the outside for the crew. The list of tasks, needless to say, seemed endless and with a crew of only three men, still inside working on equipment I began to wonder about obtaining added help. In years past I had run some ads in local papers with little or no results, but I thought I'd try it again. The ad appeared first on Tuesday and stated "men wanted for golf course maintenance work" with my name and club number. There was no salary mentioned or conditions stated. By 10:00 o'clock that morning I had received ten phone calls and two filled in job applications. I cancelled the ad at 11:00 o'clock! By the end of the day we had received about 30 calls. Amazing results for a job that can't compete in wages with factories, construction and landscape work. More illuminating was the fact that most of the callers were in their 20's and professed a desire for outside work even though they could make more money in factories.

In past years I have relied heavily on Mexican workers. Now, however, because of lack of housing it is difficult to find these workers. The response to my Help Wanted ad has opened my eyes to a new source of labor and also to the problems of keeping them as full time employees. As I mentioned, the question of money was not as big a problem as I thought it would be and that the desire to be outside was the main concern. In other words, everyone in this world does not have to make \$20,000 a year if they're happy in their work. Now that I have hired some men it will be up to me to keep them.

Some of the things I am already doing — uniforms, paid holidays, time and a half for overtime, insurance, providing safety equipment (hard hats, safety shoes, raingear, etc.) are some of the items. Other areas will be a pension plan and family hospitalization. I hope with these items, and an open mind to employee suggestions, that I'll be able to keep satisfied employees full time.

I hope that some of my experiences of the past week will help you, the Superintendent, find good full time help.