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Received from the Bull Sheet Roving Reporter MEMORANDUM TO ALL CLUB EMPLOYEES REGARDING EARLY RETIREMENT PROGRAM

Due to present economic conditions and as a result of automation as well as a declining work load, management must of necessity take steps to reduce our work force. A reduction in force plan has been developed which appears the most equitable under the circumstances.

Under the plan, older employees will be placed on early retirement, thus permitting the retention of employees who represent the future of the club.

Therefore, a program to phase out older personnel by the end of the current fiscal year via early retirement will be placed into effect immediately. The program shall be known as RAPE. (Retire Aged Personnel Early)

Employees who are RAPE'd will be given opportunity to seek other jobs within the club, provided that while they are being RAPE'D they request a review of their employment status before actual retirement takes place. This phase of the operation is called SCREW. (Survey of Capabilities Of Retired Early Workers)

All employees who have been RAPE'd and SCREW'd may also apply for a final review. This will be called SHAFT. (Study by Higher Authority Following Termination)

Program policy dictates that employees may be RAPE'd once and SCREW'd twice, but may get the SHAFT as many times as the club deems appropriate.

I was as you are,
You will be as I am.

COMMON COMPLAINTS

Now that another season is upon us, maybe it would be a good idea to check the common complaints of the golfer, superintendent and worker so a better relationship can be achieved.

THE GOLFER:

1. Tees are not level, not smooth.
2. Tee markers are not moved often enough — grass cover too sparse.
3. Tee markers are placed too close to one another.
4. Tee markers are not squared away with the correct line of flight.
5. Pin placements are unfair at times.
6. Pin placements (cups) are moved too infrequently. Grass is sparse around cups or long and scraggly at perimeter of cups.
7. Cups are not replaced properly — sometimes too low, or too high or too near last cup placement.
8. Greens bumpy — not perfectly true.
9. Too much grain, mat, or thatch in greens.
10. Greens too soft or too hard — ball marks numerous and repaired badly — wonder whose responsibility that is!
11. Traps raked inadequately or not at all.
12. Traps edged improperly or unfairly — traps constructed so that they restrict backswing are most unfair.
13. Roughs too lush near edge of fairways.
14. Roads through course too numerous — made by **constant traffic or course equipment.**
15. Clean towels for ball washers not replaced often enough.

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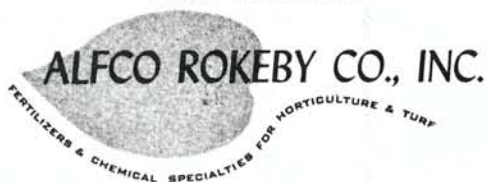
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SLUDGE'S BOUNTIFUL HARVEST

In these days of recycling to improve the environment, few experiments are more interesting than the Chicago Sanitary District's "Prairie Plan" in Fulton County, some 150 miles southwest of the metropolis. This is the locale of Edgar Lee Masters' "Spoon River Anthology," but years of strip mining for coal have left much of the land ravaged and scarred — offensive to the eye and incapable of sustaining crops.

But in co-operation with the Fulton County Board, the Sanitary District has converted 800 of the 28,000 mutilated acres into highly profitable farmland. This is but a small demonstration project, and the elixir that wrought the miracle is "liquid fertilizer" — the watery residue of the district's sewage treatment process. More often called sludge, it consists of human and industrial wastes that have been separated, treated and stabilized — freed of harmful bacteria and other offensive properties.

Feed corn planted in the infertile mined-out strips and laced with generous applications of the nutrient-rich sludge produced huge stalks, with ears nearly three times the size of those grown on untreated land. District President John P. Egan has just finished totting up last year's harvest — 44,800 bushels of corn that fetched \$52,241 for the district on the open market. In the growing season this year, the district will plant most of the 11,000 acres it owns, not only in corn but in soybeans and other feed crops. And there will be sludge for the asking for farmers who want to join in the experiment

The fastidious may have some qualms about sludge, but Milwaukee has been drying out its own for years and selling it profitably to home gardeners throughout the country under the trade name of Milorganite. The Sanitary District's liquid fertilizer is simply Chicorogonite that hasn't been put through the wringer.

If it takes hold in Fulton County, it offers a logical recycling solution for the quick ecological restoration of more than 150,000 acres of strip mining land in Illinois. And in Spoon River country it could be that the descendants of Masters' Lucinda Matlock may ramble again as she once did "over fields where sang the lark," gathering "many a flower and medicinal weed — Shouting to the wooded hills, singing to the green valleys."

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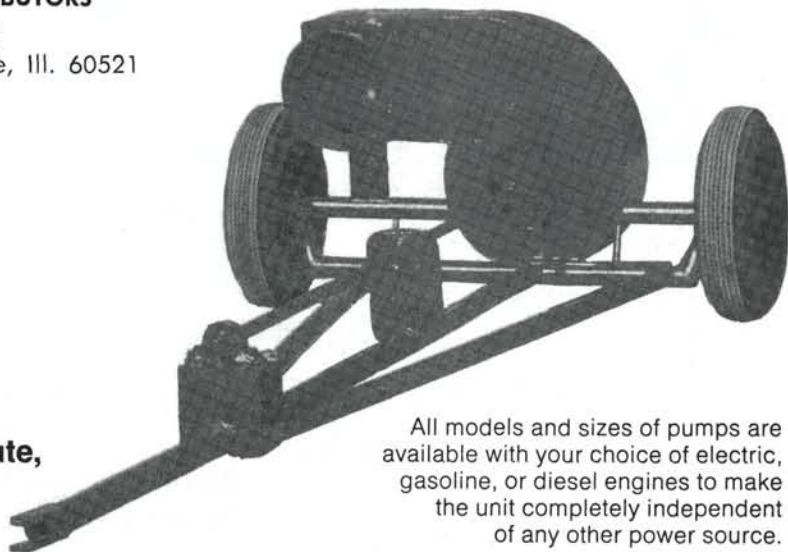
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