



THE SOUTH FLORIDA GREEN

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Dan Jones
Editor



Tom Mascaro
Associate Editor



Dr. Max Brown
Associate Editor

The Official Bulletin of the South Florida Golf Course Superintendents Association

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ON OUR COVER

The Famous No. 3, Par 3, Hole at Bonaventure C. C., Ft. Lauderdale, Fla.

SOUTH FLORIDA GOLF COURSE SUPERINTENDENTS ASSOCIATION

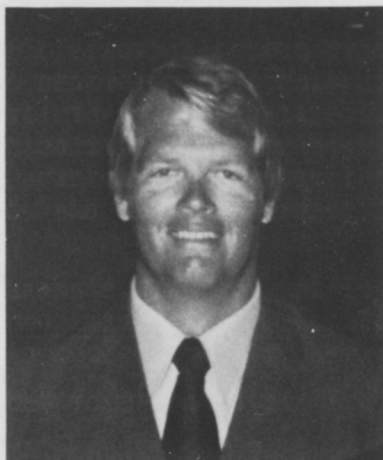
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President's Message



There are times in everyone's life when events move more rapidly than the mind can absorb. I happen to be going through one of these eventful periods. As a matter of fact, I am even more confused than the little boy who dropped his gum in the chicken house.

To become President of the South Florida Golf Course Superintendents Association is indeed an honor. To be jet propelled into this important position is an event that is going to take a while to become accustomed to.

By way of explanation, I was very happy as Chairman of our Education Committee. When our Secretary resigned to take a position in North Florida, I accepted the job of filling out his term. Past President, Mike Barger, because of his commitments declined both the second term as President and as Editor of our "South Florida Green". These events, as I have mentioned jet propelled me into the Presidency.

The only thing I can promise you is that I shall do the best I can to continued leadership that the past Presidents before me have so ably provided.

As your new President, I wish to pay a special tribute to Mike Barger, our immediate Past President. He has done more than most people realize for the Association and especially for each of us individually. Mike served many years on the Board of Directors in every office. The number of hours he has worked for the betterment of the Association would stagger the mind. As editor of the "South Florida Green", he nursed it through its infancy and made it one of the finest Association magazines in the nation. We have gained national recognition from his untiring efforts. As our immediate Past President, he has initiated numerous worthwhile projects which I will make every effort to continue. Certainly, the Florida Turfgrass Survey, completed during his term in office was realized through his perseverance and dedication. I am indeed honored to be asked to fill Mike Barger's shoes. As a Good Ole South Georgia Country Boy, shoes are not my first love; especially big ones like these.

Bear with me and together we will continue to make our organization strong and healthy. Lest we lose sight of this fact, let me remind everyone that we are united as an Association to produce the best possible playing conditions for all golfers in South Florida.

Tom Burt

Dan Jones Appointed...

President Tom Burton has announced the appointment of Dan Jones, Superintendent of Aventura Country Club, as Editor of "The South Florida Green." Dan's enthusiasm and drive has enriched our Association throughout this past year. Along with his activities as Member of the Board of the SFGCSA, Dan is involved in and with the Florida Turf-Grass Association, the Golf Course Superintendents Association of America, and the Aquatic Plant Management Society.

Among our new Editor's goals for "The South Florida Green" is

the determination to "keep our publication the finest in the United States," and to "instill interest in every reader." Dan has already been instrumental in this through his feature stories, Hooks and Slices, and Straight Shots which have been regulars in each edition since he joined our group.

As Chairman of the Education Committee, Dan's hopes are to bring Panel Discussions and Special Programs to the forefront and to help the Superintendent by holding classes and seminars for the Assistant Superintendents and work crews.

Our Association could do no better. Dan Jones is a dedicated man with thoughts and energies for a united future. Congratulations to us all.



AN ANNOUNCEMENT

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Dean of Golf Course Superintendents

By TOM MASCARO

Hans Schmeisser has helped nurture the Turf-grass Industry to full bloom in Florida and well remembers when Florida itself was just beginning to bud with growth. Miami was a metropolis which ended at the Flagler Railroad Station and Miami Beach was mangrove above 32nd Street.

Hans came to Florida from Germany in 1929 with studies at the agricultural college behind him. His first work with a golf course was found at the Gasparilla Inn in Boca Grande, being developed by Mr. Collier (of Collier County fame). The newly drained nine hole course with fairways of Saint Lucie and greens of seeded Arizona Bermuda was the site of Hans' work in transplanting Cabbage Palms. The transplant was a success but the palms died because of their root structure, just as Hans had foretold.



Hans Schmeisser with C. C. Shaw. These two pioneers did much towards the improvement of turf in South Florida.

From this beginning with golf courses, Hans was set in motion and began to build the nine hole course at the Everglades Inn on the Gulf Coast. With his experience limited to the Gasparilla Inn, Hans found friends in Jimmy Blackledge, who was at the Bitmore Club at the time, and other "Green Keepers" as they were then called. C. C. Shaw was a great friend and Hans relied on him for much information. Hans had a good start at the Everglades Inn with a salary of \$300.00 per month and a budget that allowed labor to be paid \$.90 for a ten hour workday. While at the Everglades, Hans met Dr. David Fairchild (Fairchild Tropical Gardens) and together they worked trying new plant species and in the building of Dr. Fairchild's hothouse.

As the economic crisis was being felt by the rest of the country, so was it felt by Hans Schmeisser. Pay at the Everglades Inn leveled off to \$140.00 a month and Hans was ready to move his family in 1937 and begin work at the Hollywood Beach

Hotel for the \$200.00 per month and the joys of the Florida East Coast. Hans remained with the Hollywood Beach Hotel until 1945.

After the war, the Schmeissers moved to Im-mokolee and began to build a farm. "The worst disaster of my life," recalls Hans. Disaster it was, in the form of two hurricanes which destroyed the fences, swept away the roads and the work of the Schmeisser family.

Hans returned to his work with golf courses, this time with the Redlands Golf Course in Homestead. Hans, by now a well known figure in the industry, was increasingly approached with offers.

It was at this time that Hans was approached by LaGorce Country Club. A time that Hans states, "was the most interesting time in my life as a superintendent." Hans was constantly meeting and working with notables such as Robert Trent Jones on the redesign of the greens at LaGorce.

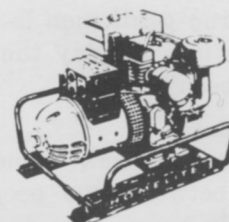
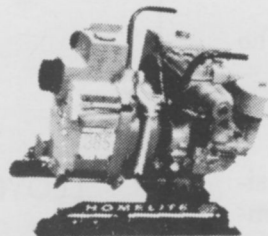
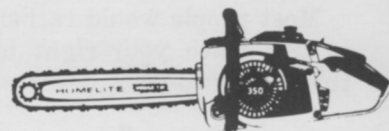
Hans is a man who could never resist a challenge and when contacted by Billy Watts of the Sunset Club in Saint Petersburg, moved to St. Pete to rebuild that course. While serving as the super-

Continued on Next Page

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DEAN OF GOLF COURSE SUPERINTENDENTS

(Continued from Page Two)

intendent at Sunset, Hans found the energies to consult and be a part of the Lakeland Country Club, rebuild the Rocky Point (army) Course, design and build the Glenn Oaks part 3, build the Rich Manor Course in Brooksville, build the Lauderdale Lakes Course and the nine hole Madison Course in Tallahassee. In 1957 Hans decided to return to the East Coast and began work on the Fort Lauderdale Country Club. Hans remembers how he felt some the traps had been made, one "dug a hole and it was a sandtrap." Another challenge for irrepressible Hans Schmeisser.

Never one to be still for any period of time when there was work to be done, Hans went on to rebuild Temple Terrace in Tampa in 1960, complete and bring into play the Country Club of Miami with Robert Trent Jones and Arnold Palmer in 1961, work the Placid Lakes in Sebring, the Par Three in Miami Beach, redesign and build the 18 hole Oak Ridge Country Club in Dania, work with Huntington Hartford on the Paradise Island Club in Nassau, remodel and bring into play the Runaway Bay Club in Jamaica, work on the Pines Par Three in Hollywood and the Forrest Hills Golf Club in West Palm Beach and remodel the greens and drainage on the Palm Beach National. He is now superintendent at the Forrest Hills Golf Club.

As it always is with men like Hans Schmeisser, they always leave a rich heritage in their profession. Not only has he trained many men to become superintendents, two of his three sons are very deeply



Hans Schmeisser and Arnold Palmer at Miami Country Club.
Arnold was a bit younger in those days, but
Hans still looks the same.

involved in the Turfgrass Industry. John Schmeisser is in the golf course construction business and does much of Robert Trent Jones' work. Son, Otto is superintendent at Indian Creek Golf Club and Fred Schmeisser has made a career of the Air Force.

Hans Schmeisser, a practicing superintendent at the age of 84, whose talents and dedication to our industry have far reaching effects as seen in his advice to us all — "love your work and deal with life as it comes." I for one feel richer for the chance to have learned from him.

HOOKS AND SLICES

Most people would rather defend to the death your right to say it than listen to it.

A true gentlemen is a man who knows how to play the bagpipe — but doesn't.

True friendship comes when silence between two people is comfortable.

The auto-manufacturing executive received a telephone call. "Was it your company that announced in the paper that you recently put together a car in seven minutes?" the caller asked.

"Yes sir, it was", the executive answered proudly.

"Well", the caller said, "I'd like to let you know that I've got the car."

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THE MODERN SUPERINTENDENT

PART III

By DAN JONES

Record Keeping. Ugh! What a depressing thought. Who needs it! I have enough problems without burying myself in paper work.

Sound familiar? Sure it does. We all dislike the so called "desk side" of a superintendents job. But, if you checked every successful superintendent, you would find they keep accurate **records** of every phase of their operation, from labor to material purchases.

What is record keeping? Record keeping is the art of setting down in writing all important events that have taken place on the golf course daily. To be factual and of any importance to your operation, it must be done daily. It should be kept as simple as possible and take no more than 30 minutes per day. You do not need a secretary either. The most successful record keeping operations I have seen were delegated to the assistant superintendent.

How do we set up record keeping? Keep it simple. Keep it accurate. Study and utilize the information recorded. List the catagories you would like to keep track of. Then devise the simplest way to keep track of each item. A few suggestions for record

keeping are as follows: 1. Daily labor report by job description on monthly sheet. (See fig. 1.) 2. Daily gasoline sheet to be filled out at gasoline pump. 3. Monthly labor and material report by designated catagory to compare with budget. A simple code system can be set up with your accounting department. 4. Insecticide and herbicide applications. 5. Irrigation inspections and repair. (See fig. 2.)

These are just a few examples of record keeping. Now that we have historical records, what do we do with them? We use past records to plan future work, to prepare budgets, to control materials, and to keep track of our single biggest budget item, manpower. But, above all these, I believe the single greatest asset of record keeping is dealing with management. Accurate and up to date records have gotten me new equipment, additional manpower and justified overtime. To have a good relationship between management and the superintendent, management must know what is happening on the golf course. I can think of no better way than presenting them with a monthly labor report.

Aventura Country Club Irrigation Control Station

ZONE _____

COURSE _____

HEAD NO.	SET TIME	ACTUAL TIME	ROTATION	SPRAY PATTERN	NOZZLE PRESSURE	COMMENTS
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						
11						

NOTES :

(Figure 1)

Score A Birdie For Turf Research

By DAVID BAILEY

The quality of turf has improved over the years because of the outstanding work done by the research specialist. The following questions were asked of the leading men in the field on bermuda turf.

Dr. Glenn W. Burton is recognized around the world as the best bermuda turf specialist. His credits are too numerous to list. He is the distinguished professor at the University of Georgia Coastal Plain Station, Tifton, Georgia. The hybrid turf on most of the south Florida courses was developed at Tifton. Dr. Burton is the author of 474 papers describing the results of his research.

James B. Moncrief is director of the Southern Region of the USGA Green Section, a position he has held since 1960. His past experience includes research work at the Rice Pasture Experiment Station in Beaumont, Texas. He received his B.S. degree in agronomy from Texas A&M University.

Question:

Which turf do you prefer for South Florida greens?

BURTON — The turf my research results prove best Tifdwarf Bermuda.

MONCRIEF — For Greens, I would prefer either Tifgreen 328 or Tifdwarf. The reasons for one over the other is the type of operation and the type of clientele.

Question:

Which turf do you prefer for South Florida tees and fairways?

BURTON — Tifway 419 Bermuda released by our experiment station is the best.

MONCRIEF — The turfgrass preferred for tees and fairways would be Tifway 419 and in some cases Tifgreen all the way. The fewer number of grasses you have, the less mixing occurs.

Author's Note: Ormond Bermuda was discontinued by one planting company in Tifton because of the huge success of Tifway 419

Question:

Do you recommend overseeding greens in South Florida? With what seed?

BURTON — Some clubs yes, the perennial ryegrass seed works well. There are several good varieties, select for your play and needs.

MONCRIEF — Greens with excessively heavy traffic, 250 to 300 rounds per day, away from the beach would be better off overseeded.

Tifdwarf may need to be overseeded before Tifgreen 328 just because of color problems to the Tifdwarf during cold weather.

Question:

What can we see in the future of new turfs not now released?

BURTON — The turf of the future will be better. One of our main goals is turf with more pest resistance.

MONCRIEF — Research for more hardy grass continues with mutation breeding showing promise of faster screening of cultivars or strains of bermuda grass. Probably a dwarf Tifway 328 strain would be useful. A high yielding, uniform source of common bermuda seed producing uniform medium, textured turf would be very welcome, and it may be sooner than we think. Research will play an important role in this end product.

Question:

In what area will our horticultural chemicals make their most progress?

BURTON — Our goal here is the same as in turf development. We are looking for selective pest control.

MONCRIEF — I think the chemicals that affect growth of plants will be utilized more in the future. That is, control of flowering, less time spent on trimming hedges, stimulation of growth during cold weather, and counteracting of salt water on plants.

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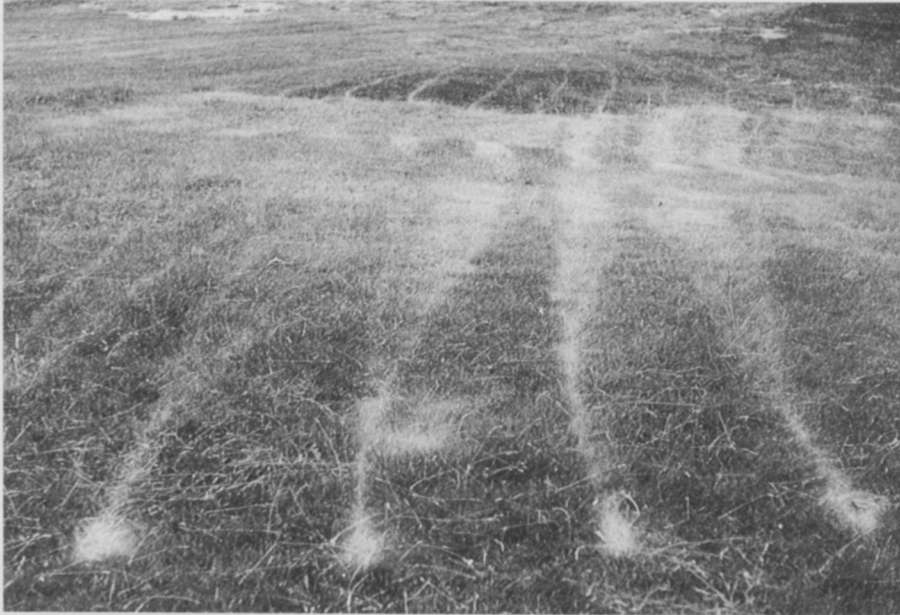
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CAN YOU TOP THIS?...



A Golf Course In Florida

Answer on Page Eleven

Motivation—Part of Managing A Crew

One of the golf course superintendent's main jobs is to get his crew to do what he wants, when he wants, the way he wants, and to have them want to do it.

For that, he needs the respect of the crew and the authority to direct them. He has the authority because he is the superintendent, but for him to be effective, the crew must accept his authority and allow him to use it over them — something they won't do unless they respect him. So the essential ingredients for good management, respect and authority, must be given voluntarily by those to be managed.

Getting respect and authority from a crew takes deliberate effort, careful thought and effective actions, but most of all it takes motivation.

Satisfaction is the biggest motivator. All people, not just golf course crew members, have certain needs, and if they can be satisfied, morale will rise and the crew will perform better. An individual's needs include: to do a good job, to receive individual recognition, to advance, to feel balance and order, and to belong.

Set An Example

People naturally want to do a good job. The fact that they may be doing a lousy job now doesn't mean they like it that way. It's up to the superintendent to help them do their best. The example he sets is probably the most effective way to show the crew that doing a good job counts.

Attitudes are contagious, and the superintendent's attitudes are reflected in those of his crew.

For instance, the superintendent can set a standard of excellence by always doing his work correctly. If employees see the superintendent use a pesticide without measuring or reading the label, they'll do it too. If a superintendent slides through a training session with little attention to detail or the feelings of his trainees, the crew also will pay little attention to

details or the feelings of others. Even the smallest things, like being obviously glad to come to work in the morning, will rub off on the crew. Never underestimate the power of personal example.

Give Recognition

Another thing people require is genuine recognition for individual effort and contribution. They want to be assured that the superintendent knows when they

(Continued on next page)



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The National GCSSA has released a report of the survey they took last fall. The survey was taken regarding the timing and location of the GCSAA International Turfgrass Conference and Show.

Over one thousand returns were submitted. The results indicate the membership would favor five or six cities on a "rotation" basis as host locations. We are proud to report our area was the number one selection as a conference site. The other favorite sites were in order, Anaheim (Los Angeles area)

San Francisco, Las Vegas, Atlanta, Hawaii and New Orleans.

The 1979 Conference has been withdrawn from Detroit. Detroit was listed as the last selection by the membership. The 1979 Meeting will be in Atlanta.

The time of the conference will probably remain being held in January or February. These two months received more votes than the other ten months combined.

Motivation A Management Key (Continued)

have done a job well; they want their work to be appreciated. Recognition doesn't have to be a certificate or a direct compliment. The simple statement that John is a fine irrigation man may be reward enough, as long as it's deserved and honestly given.

When something has gone wrong, it is valuable to criticize only the job, not the person. A superintendent may say, for example, "John, you normally do a fine job of syringing the greens, but this afternoon some of the low spots were very wet. I think they need more attention." That tells John that he's all right — he does a fine job of syringing — but it also lets him know that the job he did was not satisfactory.

Provide Advancement

Crew members have a desire to better themselves, to advance, to achieve personal goals. If the superintendent listens — really listens — when talking with them, he can tell what those goals

are. He then can create an opportunity for crew members to meet their goals and advance in the organization. Advancement doesn't have to be a promotion; it could also be education, letting crew members who want to take on extra duties do so, and encouraging innovations and ideas.

Part of helping crew members progress and improve is inherent in personal managerial organization and style. If it's rigid, there isn't room for the crew to move or be creative. People need room to breathe, to expand. A superintendent can demonstrate an open organization by providing flexibility and diversity in work assignments, and by not being hung up on too many written rules and procedures. Flexibility encourages the crew to expand to their fullest, and when they feel fulfilled they will do a better job.

Keep Balance, Order

Another thing people need is to feel a sense of social balance and order, which can be provided by fair job assignments

and promotions. If one person never gets the dirty work and another always does, more than the one who gets the dirty work will be unhappy and unmotivated. Everyone on the crew will judge the superintendent to be unfair, and they will not do their best, fearful that they might be the next victims.

When major routines or structures must be changed, people whose working lives are affected will be less upset if they understand ahead of time why and how the changes will be made. Radical changes without explanation generate fear — fear of the unknown. Everyone wonders if his job is to change or be terminated and fantasies and fears can run rampant, taking energy and motivation from the crew and decreasing their accomplishments.

Make Them Members

Finally, crew members need to feel that they are part of the group, that they belong and are wanted. These feelings involve pride, self-satisfaction and personal reputation. The wise superintendent tries to help each employee build a good self-image, because self-image is a prime motivator; it is even more important than pay, for although adequate pay is important, money can't change the way a person feels about himself or his position, and feelings determine how the job gets done.

The good superintendent can create a climate in which his crew will be motivated and gain their willing cooperation by consciously satisfying as many of their basic human needs as possible: the need to do a good job, the need for individual recognition, the need to advance, the need for balance and order, and the need to belong. In addition, it is well to remember that what motivates the superintendent may not motivate the crew. Sensitivity to *their* needs, respect for those needs and satisfaction of them, will help build highly motivated people who do the good job they really want to do.

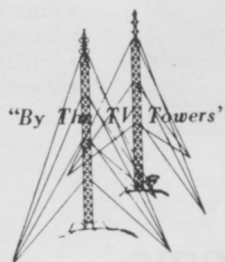
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Lawn And The Environment

Everyone admires a thick, green, carpet-like lawn surrounded by beautifully landscaped and succulent shrubs, trees and flowers. We are attracted by the visual beauty and the aesthetic value of this seemingly urban paradise. But this property, and others like it, provides more than aesthetics.

For the last decade, the public has become more aware of pollution and the environment. Federal and state agencies have been established to cope with the problem. Some improvement has been made in correcting the situation.

Homeowners, collectively, can make a contribution to environmental quality that goes beyond writing our Congressman. The plants growing outside our front door can contribute to a better environment. Living plants, besides providing visual beauty, assist in removing many wastes from the environment.

Through photosynthesis, plants take gases such as carbon dioxide from the air and liberate pure oxygen. A 150 acre 18 hole golf course, through its activity during the growing season, provides enough oxygen for 110,350 people for a year. To bring it closer to home, a 50 x 50 ft. plot of grass provides enough oxygen for a family of four.

Grass and trees are also effective dust traps. The particles are attracted to the leaf surface through static electricity or are trapped by dense

foliage. Rainfall washes the particles into the soil. This claim cannot be made for man's growing architectural achievements expressed in towering skyscrapers and asphalt parking lots.

Grass also acts as a cooling system. A two thousand square foot plot releases as much as 120 gallons of water through a method called evapotranspiration. The releasing of water reduces the heat factor. Grass also cools the environment by absorbing less energy. It absorbs only 50-60% of the incoming solar radiation while buildings and pavement absorb up to 90%.

Sports fans may be aware of the heat absorption of artificial playing surfaces present in sports stadiums across the country. Readings taken some time ago at Busch Stadium in St. Louis measured air temperature at 90 degrees. On the artificial surface, the temperature was 123 degrees.

The 18th century writer, Jonathan Swift, seemed to understand mankind's role in regard to nature when he wrote: "Whoever could make two blades grow where only one grew before, would deserve better of mankind, and do more essential service to his country than the whole race of politicians put together."

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BEFORE YOU GET RID OF THAT SUPPOSEDLY "UNREPAIRABLE" MACHINE

With the recession abating and sales turning up, now is the time to make sure all your production equipment is in good running order. If you have any older metal-working machines for which you've had trouble finding replacement parts, a reference manual published by "Industrial Machinery News" may be helpful.

Called "The Serial Number Reference Book for Metalworking Machinery," it gives the serial numbers of thousands of machines built between 1920 and 1973, cross-referenced by year of manufacture, name of producer and, where the original builder has gone out of business, the name of the company that took over replacement parts supply, if any. Thus, if your own equipment records are lacking the facts, you need only look up the serial number of your machine to find the company that can supply a needed part or make it to order.

If you are interested in selling machines you own, or simply want to know what your equipment is worth for internal accounting purposes, the lists are also useful. Knowing the exact age of a machine makes it easier to determine the current market value by checking prices of similar models on the used equipment market. For example, you can check prices in "Industrial Machinery News" magazine published by the same company. About 25% of this 200-page monthly is devoted to listings of used machinery offered for sale, with the asking prices.

"The Serial Number Reference Book" covers equipment made in Europe and Asia as well as the U.S. It is revised every four years and costs \$29.95. A subscription to the magazine costs \$15 per year. For further information, write Industrial Machinery News, Post Office Box 727, Dearborn, Mich. 48121.

Research Institute 10/8/75

FTGA CONFERENCE AND SHOW SET

The largest warm season Turf-Grass Conference in the world has been set for October 10 through the 14 at the Sheraton Towers in Orlando. The Florida Turfgrass Association has planned for over 25 nationally known speakers to cover areas ranging from "Down to Earth Turf" to "Medical Hort Therapy"; a new area of research showing the impact of Turf in the medical field.

Moderator and speakers for **Golf Turf** are: Robert Keeth, Moderator; Dr. Jerrel Powell on "Breeding New Grasses"; James B. Moncrief on "Contamination in Greens"; and "Turf 'n Weather" by Fred Crosby. Updates from research will be moderated by Dr. William Ennis with talks on "Diseases", "Weeds", "Insects", "Nematodes", "Fertilization", and "Management" by noted specialists including Dr. E. O. Burt.

All those planning to attend should send pre-registration information by October 1 to:

FTGA
1520 Edgewater Dr., Suite E
Orlando, Florida 32804

STRAIGHT SHOTS

How to generate enthusiasm in yourself:

1. Listen to what you say. You'll be surprised at how many negative statements you make without thinking about it.
2. When you catch yourself giving vent to a negative thought or attitude, examine it carefully. Ask yourself if you really think things are that bad.
3. When you feel a negative statement coming on, censor it and replace it with a remark of the exact opposite nature.
4. Keep an accounting of events as they happen each day. If, in the past, you were inclined to observe that things were not going too well, you'll now find that they really are going better, if even slightly, which helps fuel enthusiasm.
5. Put the most favorable interpretation possible on every person and event in the course of each day.

People who follow these rules faithfully find that over a period of time something new and exciting starts to happen to them. In a word, they have succeeded in generating enthusiasm.

Answer: This is a common occurrence with inexperienced spraymen. The spray unit was started while the machine was standing still causing excess weed control material to be applied.

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Commercial Pesticide Applicator Training Programs

The Cooperative Extension Service, University of Florida, has been given the responsibility of training and examining most commercial pesticide applicators in Florida who want to be certified to apply restricted use pesticides in the state. No one will be allowed to use restricted use pesticides in Florida after October 21, 1977 unless they have been certified by either the Florida Department of Agriculture and Consumer Services or the Florida Department of Health and Rehabilitative Services (PCO and Mosquito Control).

Private applicators, those growing a crop (for example, farmers, nurserymen, etc.), will be trained by county agents and commercial applicators will be trained by the University of Florida in one or more of the following categories.

If you would like to attend, fill out the attached form and mail it to:

Dr. Richard L. Lipsey Phone 904/392-1938
204 Newell Hall
University of Florida
Gainesville, Florida 32611

We must know how many applicators to expect at each location. Therefore, registrations will close two weeks prior to each session.

Registration Form Commercial Applicator Training Program

Name _____ Date _____

Address _____ Phone _____

	TRAINING	EXAM
	()	()
Core (1st day - 8 hours)		
Category		
1a. Agricultural Plant Pest Control	()	()
1b. Agricultural Animal Pest Control	()	()
2. Forest Pest Control	()	()
3. Ornamental and Turf Pest Control	()	()
4. Seed Treatment	()	()
5. Aquatic Pest Control	()	()
6. Right-of-way	()	()
7. Industrial, Institutional, Structural and Health Related Pest Control	()	()
8. Public Health Pest Control	()	()
9. Regulatory Pest Control	()	()
10. Demonstration and Research Pest Control	()	()
11. Aerial	()	()

Place and Date

() September 21-23	West Palm Beach	Mounts Build., County Auditorium
() September 28-30	Homestead	County Agricultural Center
() October 5-7	Palmetto	Kendrick Auditorium, Fairgrounds
() October 19-21	Orlando	Orange County Agricultural Center
() October 26-28	Gainesville	Reitz Union Auditorium, U. of F.
() November 9-11	Marianna	Jackson County Agricultural Ctr.



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Assistant Director of the Physical Plant
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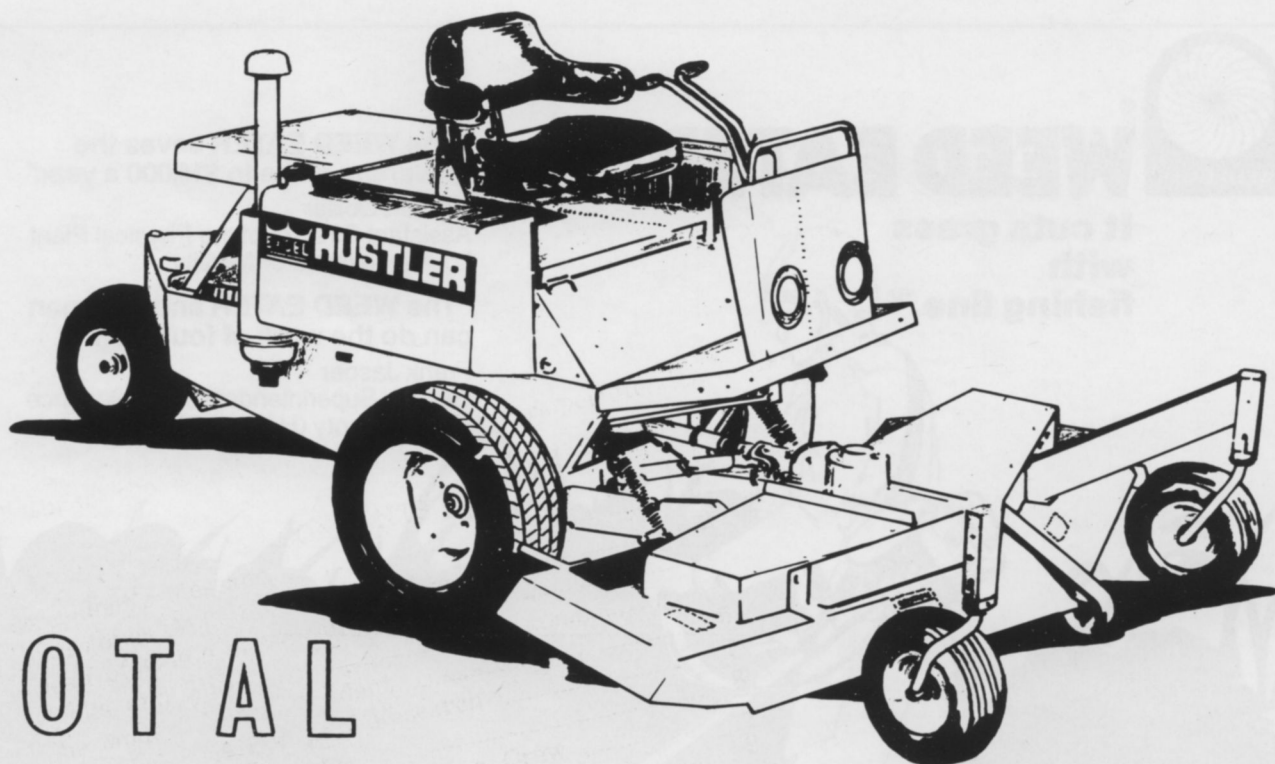
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