



Dedicated to fighting evils,
StressGard[™] Formulation Technology never rests.

Protect your course with the most powerful technology out there. When it comes to overall plant health, Bayer fungicides with *StressGard*[™] Formulation Technology give you control when it matters most. We've developed these products to work at a cellular level, strengthening turf and fighting against evil stressors like heat, drought and traffic so you'll have the strongest, healthiest turf and happy golfers. **To learn more visit BackedByBayer.com/StressGard.**

Tartan[®] | Chipco Triton[®] Flo | Interface[®] | Chipco[®] Signature[™] | Reserve[®]

Our five quality fungicides with StressGard Formulation Technology are proven to have preventive and curative properties against disease.



CHAMPION TURF FARMS

Our focus is Bermudagrass Greens...

- Over 40 Years of Planting Bermudagrass Greens
- Installing Greens on Over 500 Courses in 16 States
- Breeders of CHAMPION Dwarf Bermudagrass Released in 1995
- Breeders of EMERALD Dwarf Bermudagrass Released in 2007
- Creators of the No-Till Renovation Process Used to Convert Over 300 Courses to CHAMPION
- Developing Numerous Innovations in Production and Planting Techniques

Nobody does it better...

- Guaranteed Purity
- Guaranteed Establishment
- Refrigerated Transportation Of Planting Stock
- Sprigs Treated With Fungicides Before Shipping
- The Fastest Grow-In Possible
- No Contamination During Installation
- No Nematodes In The Planting Stock
- No Weeds In Planting Stock
- No Soil In Planting Stock
- No Heavy Equipment On Your Greens
- We Are Always There In Person To Install Your Greens

Follow-up support after installation...

Because we are the breeders of the grasses we install, we will be there to ensure your success for the life of your greens. We make follow-up visits, take soil tests, and make agronomic recommendations for every set of greens we install.

CHAMPION
DWARF BERMUDAGRASS

*Specializing In
Bermudagrass Greens
Since 1966*

EMERALD DWARF
BERMUDAGRASS FOR GREENS

TOUR EVENTS PLAYED ON OUR GREENS IN 2011

Arnold Palmer Invitational
Bay Hill Club & Lodge
Orlando, Florida
March 24th-27th
Emerald greens planted 2009

Valero Texas Open
TPC San Antonio
San Antonio, Texas
April 14th-17th
CHAMPION greens planted 2009

Outback Steakhouse Pro-Am
TPC Tampa Bay
Lutz, Florida
April 15th-17th
CHAMPION greens planted 2009

St. Jude Classic
TPC Southwind
Memphis, Tennessee
June 9th-12th
CHAMPION greens planted 2004

Viking Classic
Annandale Golf Club
Madison, Mississippi
July 14th-17th
CHAMPION greens planted 2006

PGA Championship
Atlanta Athletic Club
Johns Creek, GA
August 11th-14th
CHAMPION greens planted 2009
First Major Championship Played On
Bermudagrass Greens In Decades

Navistar LPGA Classic
RTJ Golf Trail, Capitol Hill
Prattville, Alabama
September 15th-18th
CHAMPION greens planted 2011

Administaff Small Business Classic
Woodlands Country Club
Houston, Texas
October 7th-9th
CHAMPION greens planted 1996

AT&T Championship
TPC San Antonio
San Antonio, Texas
October 14th-16th
CHAMPION greens planted 2009

Sherwood LPGA Taiwan Championship
Sunrise Golf & Country Club
Taiwan, Republic of China
October 20th-23rd
CHAMPION greens planted 2001

3606 Ave F Bay City, TX 77414
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For a Complete List of
of Courses Please Visit:
www.championturffarms.com

employees. It is not uncommon to stop any use of the computer server and email service. It is a good idea to have a separate email account for personal use. Any items you might need later should be kept in that account even if they are duplicates. Once you lose access to company computers you'll also more than likely lose access to your MS Outlook database – or similar programs – that keep you in touch with your networks.

Imagine losing your cell phone in today's connected world. It creates a nightmare for anyone. I suggest having your phone contacts backed up and it never hurts to ask the employer if you can keep the phone and take over the billing.

Making a statement

When a superintendent retires there may be consideration for a continued relationship with the golf facility. This may range from an honorary membership, club usage with discretion or even consulting at the facility.

It is best for a golf facility to write a nice farewell message showing appreciation for a retiring superintendent. Whatever the agreement, it is best to share it with the golfers and/or members at the facility.

However, in some situations it may not be a welcome departure, but it can still be done with class. I suggest that golf facilities work with the departing superintendent to have a

mutually agreed upon statement that both parties can use jointly.

Getting around town

While the title to the car or truck they have been provided with is one of the nicest things a departing superintendent can receive at the conclusion of their tenure, this does not always happen. Recent Golf Course Superintendents Association of America (GCSAA) research shows that about 77 percent of its members receive a car allowance or vehicle as a part of their job. Being on call 24 hours a day, those vehicles are often used as the superintendent's main transportation.

Upon retirement or employment separation you will need to make arrangements for the future or negotiate an agreement with the employer to either be gifted the vehicle or to purchase it. Either way there will be tax liabilities that few consider because they don't have a plan in place for their exit strategy.

State of the state

Each state has a different set of laws regarding employment. Be familiar with your specific laws. Some states require that unused sick or vacation pay be paid out to departing employees. The same may be true for compensatory time for holidays worked and such.

Cardboard box rule

Most employment terminations result in a quick exit from your office and the property. This is just the standard business procedure today, and while it seems harsh, it is a reality. I often hear of people having 15 to 20 minutes to gather their personal belongings and place them in a cardboard box before leaving the property. Take a minute and think about what you might be able to fit in a cardboard box after working out of the same office for a decade.

Be sure you know what belongs to you and what belongs to the golf facility. Books purchased by the golf course during your tenure should stay with the golf course. The same is true with digital cameras that the course may have purchased for your use. Laptop computers fall under the same category.

COBRA

While human resource laws and policies vary by state and employer, many offer departing employees a COBRA option for their health insurance. Those retiring who are eligible for Medicare will have no problem. Many will need continued health and dental care



Conducting your own JOB SEARCH

For those that are unemployed it is now time to get busy in finding that next job if so desired. There are so many vehicles to assist with this today. I strongly suggest that people utilize the GCSAA Career Development department and look at the website. There are many good tools there that can help superintendents looking for a job.

If you haven't done it for your entire career then no better time to develop and strengthen your network. One person can only do so much in finding a job but with a strong network assisting you many hands make light work. Others can assist you in finding job opportunities that are out there. Use the GCSAA ERS, TurfNet, Indeed.com and other vehicles to see what is available. Have your resumé fine-tuned and ready to go. Develop a personal website or blog to showcase the many successes you have had during your career.

And since you never know when that last day might come it is best to have a resumé that is current.

You never know when you may have to move into the job-search mode. First thing that comes to mind is knowing what your employment options are. Be sure to develop a set of skills that not only required for golf course operations but also transferable to other employment opportunities. Many superintendents have found successful transitions to a variety of careers with the skills learned while managing people and resources in the golf course industry.

In some situations it may not be a welcome departure, but it can still be done with class.”

coverage as a bridge until they are on a new plan. Take the time to look at what those options are before you are under stress and have to make quick decisions. Most employers' human resources departments can provide you with this info, and it is good to evaluate your options every few years.

Know your legal rights

I cannot offer any legal advice, but I can make a few suggestions for readers to follow up on. Most separations are amicable and will not require any legal assistance. However, there are instances in which some employees believe they have been wrongfully terminated. If this is the case in your situation, then you will want to consult with a labor attorney who specializes in this area of law. Be sure to supply them with the facts and, most importantly, have documentation to back up your assertions.

A couple of items to keep current are your employee reviews and any other pertinent information that will help you negotiate a fair severance.

Finishing strong

When leaving a golf course you never want to rest on their many years of hard work. Golf courses require a lot of TLC, so do the best you can right up until your last day on the job. Some golf courses merely say they choose to go a different direction and may give an individual several months notice to provide them with ample time to find new employment. Finishing strong bodes well for you and often includes a great reference from facility ownership or management.

Transitioning

In some cases the departing superintendent will be asked to assist in selecting the person that will follow as superintendent. If this is the case work hard to develop a plan for the employer. Possibly the departing superintendent has prepared a potential candidate or two on the existing staff. I do believe we owe that to our employers.

Personal finances

When individuals find themselves on a fixed income it creates a lifestyle change. Again, whether through retirement, layoff, separation or termination, it is essential all superintendents do a gut check on finances throughout their career. Do you have enough money, in savings, to go without a paycheck for six months? Do you know how much Social Security you will receive? Do you know how money in your IRA could or would be distributed? All of these are very important questions that will need to be answered.

A wise investment is to retain a financial planner who can help you answer these questions and provide a “game plan” for managing your finances that will protect you and your family.

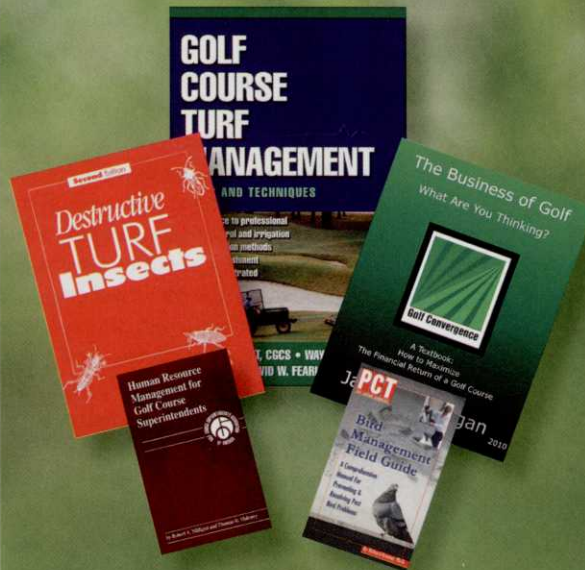
Overall, be prepared for that last day or week on the job.

It may be three to four years off for a scheduled retirement date, or it could be as close as a few weeks when new owners take over, a new green chairman wants to go a different direction or it's just a bad weather year.

Superintendents are great planners and an exit strategy should be no different than any other. It should be well thought out and done in advance while providing a variety of options for a departing golf course superintendent. **GCI**

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PHIL'S FODDER

Column deadline day and what to write? Wait, thank you Phil Mickelson for part two of your “Rees’s Rants”; this time for changes at Chicago public golf icon, Cog Hill, made in hopes of landing the Second City their People’s U.S. Open. The comments are also a proxy for complaints on modern architecture in general, which have some merit as we discussed last month.

A course designed to hold major tournaments is likely a wee bit tough on Joe Six Pack the other 519 weeks a decade. A few common design elements cause unnecessary difficulty for everyday players. While well known, some course designs use them, and problems ensue.

TEE SHOTS. A decade-old USGA study showed more than 20 percent of tee shots are dribbled, skunked, shanked or squibbed fewer than 100 yards. Keeping turf from the middle tees to fairway is essential to fast and fun golf. USGA studies also show fairways must be at least 40 yards wide for 66 percent of tee shots to find them. My research shows it takes a play corridor of at least 75 yards wide to provide “safe landings” for about 80 percent of tee shots. On a typical narrow tree-lined course, with native grasses in front of the tee, almost half of tee shots may be lost, or at least looked for.

Let’s go back to mowing turf and cutting trees, and environmentalists be damned.

Phil mentioned, “Slashing out of the rough” being hard on average players. It should be kept just long enough to create visual difference between fairway and rough, but some tournament venues do keep rough high to give their players that PGA Tour or US Open experience.

APPROACH SHOTS. USGA research shows average golfers spray their approach shots in a width pattern of about 15 percent of the approach shot length. That’s 24 yards wide for a 160-yard approach shot. If you let your greens shrink, widening them back out just three feet all the way around a 5,000-square-foot round green, you will pick up almost 800 square feet of green – a 15 percent gain and greater chance your golfers will “reach the dance floor.”

THE FRONTAL APPROACH. Phil complained about this the most, even though his idea of a roll-up approach

is using the drive through at Krispy Kreme. While strategic design for good players would suggest an approach slightly narrower than green width, average golfers still bounce the ball well in front of the green, and need an open fairway approach in front that is nearly as wide as the green. The benefits to average players outweigh the strategic needs of good players by tenfold in this case.

AROUND THE GREEN. The USGA is mum on how wide an area is required for all golf shots, but I suspect it’s embarrassingly comparable to the width of Kansas, especially in typical Kansas winds. But, my research shows that about 80 percent of golfers stay within 25 percent of the approach shot length (40 yards wide on that 160 yard approach) and 99 percent will stay within 40 percent (or 64 yards wide).

Removing trees, deep rough or native areas close to your greens in favor of expanding turf

Phil complained about this the most, even though his idea of a roll-up approach is using the drive through at **Krispy Kreme.**

areas as far as practical makes sense. Even adding by five more yards to your greens surrounds typically adds 50 percent to the turf area around the green and makes golf easier.

GREEN HAZARDS. Phil said greens are over-bunkered, and I agree. Sand is still a multiple stroke hazard for average players, while good players sometimes aim for bunkers because they are easy. Reducing sand in favor of any number of grass hazards – grass bunkers, chocolate drop mounds, fairway chipping areas – also makes sense. Sand hazards that extend well in front of the green create unnecessary difficulty by being in high miss zones and creating difficult, long bunker shots.

The artistic endeavor that is golf design often boils down to simple math problems of dimensions and percentages. Providing more turf in key high-use areas makes golf fun. More designers should play the percentages and design for average golfers, and not the best players who might show up. **GCI**

GOLF COURSE
INDUSTRY

PRODUCT PAYBACK

SUPPLEMENT



How do turf colorants save money?

Awareness of the benefits of using turf colorants has been growing over the past several years. Many golf course superintendents have been successfully using the products for years, and more are integrating them into their programs with greater frequency. The practice that has been standard among superintendents is now popular in lawn care and professional sports turf management as well.

Why have turf colorants grown in popularity? Many golf course superintendents and other turf management professionals are finding new ways of using the products to meet the challenges that come with limited budgets. Growth in this trend is largely due to application efficiencies associated with turf colorants, especially when compared to the cost of overseeding programs.

HOW DO THEY COMPARE?

For years, many superintendents have invested in costly fall overseeding programs to keep their course green through the winter when warm season grasses are dormant.

The direct costs associated with annual overseeding programs include seed, fertilizer, water, pest control products and the hours of labor it takes to prepare and convert the course to winter play conditions. An indirect cost of the programs is revenue losses from decreased rounds-played and clubhouse purchases.

With just one application of most turf colorants, you get instant green color

without all of the additional inputs. That means less money spent on labor, fertilizers, pesticides and water costs.

Products like Becker Underwood's Green Lawnger turf colorant provide a solution for an attractive surface that is affordable and non-invasive, with little to no disruption of golf play.

EASING SPRING TRANSITION

Consistent turf color and an extended golf season are additional benefits exhibited by the application of turf colorants.

The elimination or reduction of seeding perennial winter turf grasses provides a clear agronomic benefit to the quality of warm season turf as it emerges from dormancy the following spring. Dark colored turf readily collects and holds solar heat, improving the transition out of cool-season dormancy. Warm-season grasses like Bermuda find spring emergence easier with less competition from cool season turf types.

Becker Underwood makes Transition, a dark turf colorant with UV heat-absorbing technology that helps elevate plant and soil surface temperatures. Higher temperatures can slow the onset of dormant turf as cold weather approaches and reduce damage to new growth during the temperature variations that come with the freeze-thaw cycles of spring.

SPOT TREATMENT

Using turf colorants for spot treatments can help disguise damaged, worn

or even diseased turf throughout the year. They can be especially useful in drought situations when water availability is limited.

Some turf colorant products improve accuracy and convenience of herbicide and fungicide applications. Using a colorant with these products can help achieve uniformity, while adding a long-lasting green color.

Unlike other spray colorant products that quickly fade in sunlight, Becker Underwood's Vision Pro application aid produces a natural-looking green color on turf that resists the adverse effects of prolonged UV light exposure.

TIPS FOR SUCCESS

Application rates vary by brand, so you may need to experiment to get the color and the consistency you want. Multiple applications will enhance the turf's appearance and color longevity.

Some brands of turf colorants eventually fade to an unattractive blue color. Becker Underwood's Green Lawnger brand colorant products with ColorLock technology produce a long-lasting, healthy-looking, rich green color that will not fade to blue.

When using turf colorants, avoid overspray on concrete, masonry, or other objects you do not want to color. Remove accidental overspray with a water rinse prior to drying. Rinse spray tanks, spray nozzles and screens thoroughly with water immediately following use of turf colorants.



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GREEN LAWNGER® TURF COLORANTS

Natural Looking. Long Lasting. Cost Effective.

For a quick and easy solution for natural-looking, year-round green turf, add Green Lawnger® turf colorants to your management program. Green Lawnger turf colorant products can replace or significantly reduce overseeding programs. That means less money spent on labor, fertilizers, pesticides and water costs. Green Lawnger provides instant color — which you control when and where it goes — with minimal disruption of golf play. More green, more play, more profit.



*Made with Becker Underwood's exclusive **ColorLock™** technology for long-lasting, UV-resistant color that won't fade to blue!*

To find out how Green Lawnger turf colorants can work for your turf, contact your Becker Underwood representative or local distributor.

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With the Toolcat 5610, you won't have to slow down to start up another machine. You won't waste valuable space occupied by equipment that only gets used occasionally. And, you can eliminate the extra costs of maintaining multiple machines.

The Toolcat utility work machine can comfortably transport two people, haul all necessary tools around the golf course, and finish the job in one trip. The four-wheel independent suspension system and automotive-inspired cab features, including foot pedals, adjustable seat and adjustable tilt steering wheel, give the Toolcat 5610 the fit, finish and comfort of an automobile. At the same time, these rugged machines are built to Bobcat® equipment standards so they can power through tough jobs with ease.

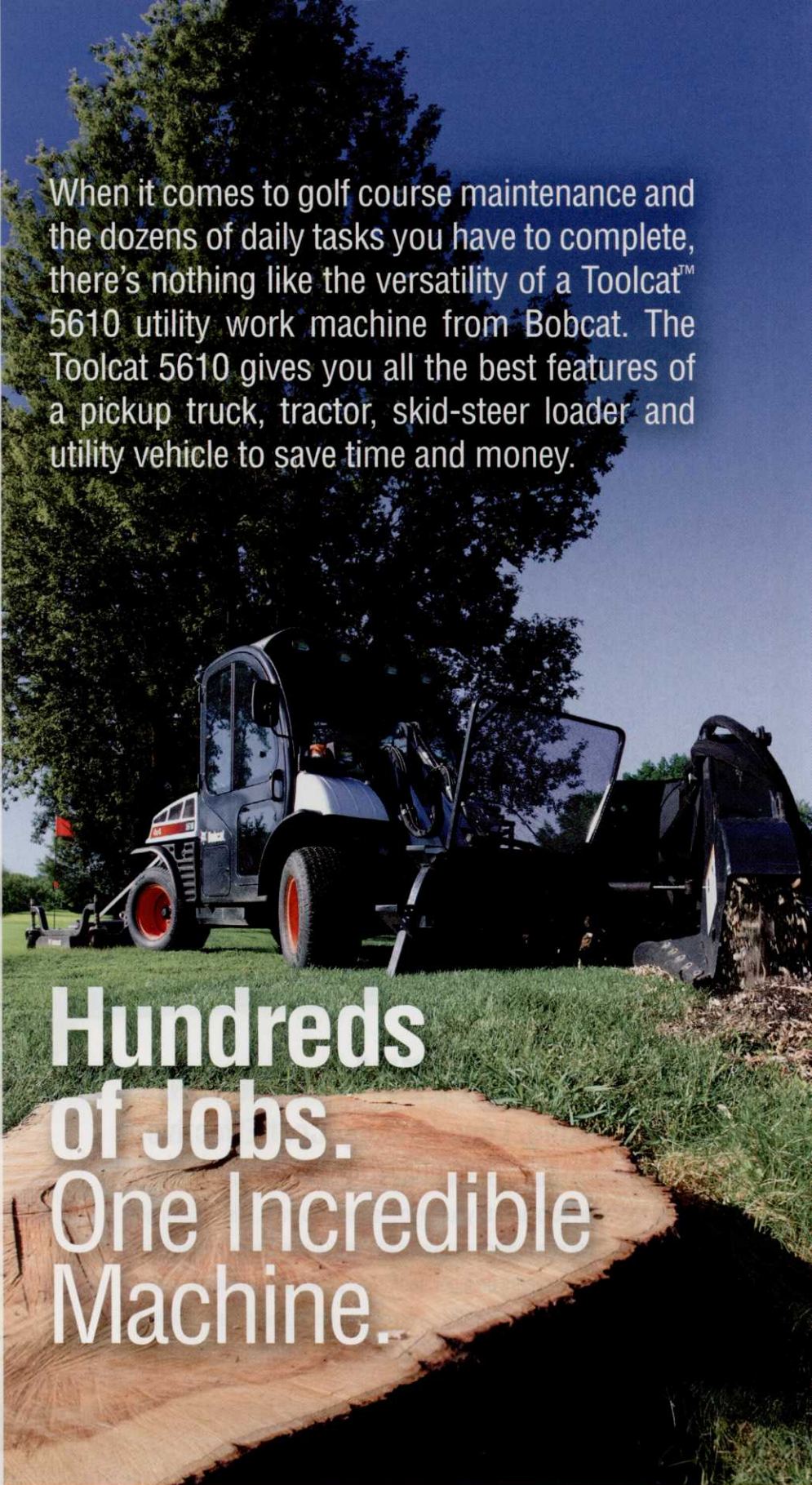
Bobcat's hydrostatic traction control (HTC) system provides superior traction on loose gravel or dirt, and the precise maneuverability of all-wheel steer lets you do more in tight spaces while minimizing turf disturbance.

With its 1,500-pound rated operating capacity (ROC), the Toolcat 5610 is capable of lifting heavy pallets of sod or hardscape materials and transporting them around the grounds. A 2,000-pound bed payload (more than most pickup trucks), hydraulic dump bed and a 4,000-pound towing capacity makes this machine capable of hauling all of the tools you'll need for a variety of tasks.

In addition, the Toolcat 5610 has a selection of more than 40 attachments that can be changed in less than a minute, making this machine a seriously versatile worker in your grounds maintenance fleet. Transform the way you work with the front and rear capabilities of the Toolcat 5610 that combine lifting, towing and attachments with options for 3-point hitch, rear PTO and rear remote hydraulics. Blow snow, then blade the tight corners. Sweep, then blow leaves or debris. Easily transition between jobs — or finish two tasks in one pass.

For more information on how you can make the Toolcat 5610 work for you, visit www.bobcat.com/GCI

When it comes to golf course maintenance and the dozens of daily tasks you have to complete, there's nothing like the versatility of a Toolcat™ 5610 utility work machine from Bobcat. The Toolcat 5610 gives you all the best features of a pickup truck, tractor, skid-steer loader and utility vehicle to save time and money.



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