

Tips

Recruiting Hispanic Laborers

Editor's note: We asked Terry Foley of Foley Enterprises in Austin, Texas, for advice on how to recruit Hispanic employees successfully. Foley Enterprises helps businesses obtain temporary work permits from Mexico. Here are Foley's pointers:

- **Get temporary work visas** – Contact an agent or attorney familiar with the H-2B visa program for temporary seasonal labor visas so you can recruit labor from Mexico legally.
- **Get involved** – Don't depend solely on an outside source to recruit for you. Use the source to help make an initial contact and preliminary screening, but don't depend totally on the recruiter.
- **Recruit from within** – Use a trusted employee who has permanent or legal status in the United States to find recruits. Or contact local Hispanic community programs (chambers of commerce, consulates, churches) and work through them to find individuals or groups who have contact with family and/or friends who would like to work legally in the United States.

Recruiting this way may help with personal issues such as housing, transportation and acclimation to your area. New employees/recruits are more likely to stay if they are in a community that they are familiar.

- **Meet and greet** – Make an effort to send a company representative to the border to greet your new employees. Having this representative meet your new employees works both ways.

Employees coming into the United States for the first time will be intimidated — if not completely terrified. Meeting them can help them alleviate the anxiety, but the company can also ensure that the recruits get the correct transportation to their destinations.

- **Spanglish** – Make some effort to increase your communication with your recruits. Most likely, they speak little or no English, so have a translator available as much as possible to keep the lines of communication open. There are many translation services available not only for work issues, but personal issues as well. If a recruit is unhappy with living conditions, he or she needs to be able to communicate with someone for a solution.

- **Planning for the future** – With a successful season of recruitment, you can probably plan on the next year being successful because you will likely have a loyal group of employees who will be willing to return and may know of more people who would like to work for you. ■

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PEOPLE ON THE MOVE

Eric Greytok, who hosted last year's U.S. Open at Pebble Beach Golf



Links, was named superintendent at Winged Foot GC in Mamaroneck, N.Y., replacing the legendary Paul

Latshaw, who has taken a job as a part-time consultant for Signature Control Systems, an irrigation management control company.

Pursell Technologies named **Ed Carmody** (left) as its Midwest re-



gional sales manager and **Andy Drohen** as its Northeast regional sales manager.

NOTABLE ACHIEVERS

The following superintendents were recently certified: **Rodney W. Haley**, Oglebay Park GC, Wheeling, W.Va.; **Chad Millang**, Ballard G&CC, Huxley, Iowa; **Patrick H. Sisk**, Milwaukee CC, River Hills, Wis.; **George C. Stasiulewicz**, Cooks Creek GC, Ashville, Ohio; **Richard Johns**, The Country Club of Arkansas, Maumelle, Ark.; **Vincent Dodge**, Nordic Hills Resort, Itasca, Ill.; **Kurt Klonsinski**, Kissing Camels GC, Colorado Springs, Colo.; **Kreg K. Renzelman**, Hyland Hills GC, Westminster, Colo.; **John L. Parkes**, Stone Creek GC, Urbana, Ill.; **Scott Sann**, Greenwood Hills CC, Wausau, Wis.; **Edward F. Halasey**, Rivercut GC, Springfield, Mo.; and **Randy J. Hisey**, University of New Mexico GC, Albuquerque, N.M.

Cherokee Town and CC in Dunwoody, Ga., named **Donald A. Armbrust** as superintendent. Armbrust replaces Randy Nicols.

Thomas R. Lively, CGCS, was named superintendent at Medinah CC in Medinah, Ill., replacing Danny Quast, who retired in March.

Former Golden Bear Club Services

senior vice president **Michael Zmetrovich** formed Z Golf Properties LLC, a boutique club management, consulting and development company.



Bill Dunn was named vice president of Seed Research of Oregon.

The Pebble Beach Co. named two superintendents to its signature properties: **Tom Huesgen** at Pebble Beach Golf Links and **Chris Flynn** at The Links at Spanish Bay.

ClubCorp named certified superintendent **Dan Gieseler** to its Bear's Best GC in Las Vegas.

Environmental & Turf Services named **Qingli Ma** as senior environmental hydrologist.

Joe O'Donnell was named vice president of George Super Sod Outlets, a division of Patten Seed Co.

Let us know about your people on the move. Send information/color photos to Golfdom's Frank Andorka at 7500 Old Oak Blvd., Cleveland, 44130. Fax information to 440-891-2675 or e-mail to fandorka@advanstar.com.

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Hover mower

Allen Seago International offers the 218si hover mower. The mower is designed to take repeated poundings associated with use on rough terrain, the company says. Its height of cut changes quickly and easily from one-half inch to 2 inches with four simple adjustments.

Allen's 14-inch impeller produces 850 cubic feet of air a minute for maximum lift and smoother mowing, according to the company.

For more information, contact 800-780-9889, www.allenseago.com or CIRCLE NO. 200

Improved soil penetrant

Aquatrols introduces an improved formulation of its injectable soil penetrant, InfilTRx, which allows superintendents to get the same improvement in water penetration realized with original InfilTRx for a lower cost per acre and using less product.

For more information, contact 800-257-7797, www.aquatrols.com or CIRCLE NO. 201

Fungicide

Cleary Chemical's Spectro 90WDG turf and ornamental fungicide has been accepted for use in California. Spectro 90WDG is a combination product of chlorothalonil and thiophanate-methyl in a 4 to 1 ratio. This combination has both

contact and systemic properties for optimal control of turf and ornamental diseases.

For more information, contact 732-329-8399 or CIRCLE NO. 202

Filtration system

Amiad Filtration Systems offers the SAF-1500 self-cleaning automatic water filtration system. It's a small powered automatic filter with 2-, 3- and 4-inch flanged SAF filters for flow rates up to 350 US gpm. The SAF-1500 features electronically monitored cleaning with flexible control options.

For more information, 800-969-4055 or CIRCLE NO. 203

Technology services

GolfSolutions has expanded its technology service offerings. It's offering development, hardware and advisory services to superintendents, including Web site development, database applications, GPS/GIS mapping and management consulting.

GolfSolutions is also offering the GS Network of Internet services, a series of Internet-based programs aimed at superintendents, suppliers and others in the golf course maintenance industry.

For more information, contact 703-628-3453, www.golfsolutions.com or CIRCLE NO. 204

Rebate program

Seed Research of Oregon offers a rebate program that supports local golf course associations. Called the SRO Bentgrass Initiative Program, Seed Research of Oregon will make a donation to a superintendent's choice of GCSAA affiliated association for every pound of qualifying Seed Research/Royal Brand seed bought by the superintendent in 2001. Qualifying products include creeping bentgrass SR 1020, Providence, SR 1119, Brighton, Dominant and Dominant Plus; and colonial bentgrass SR 7100 and velvet bentgrass SR 7200. Rebates are as high as 25 cents per pound.

For more information, contact 800-253-5766, www.sroseed.com or CIRCLE NO. 205

Herbicide

Illoxan 3EC herbicide, produced by the **Chipco Professionals Products** group of Aventis Environmental Science, recently received section 3 label approval for use on golf courses by the EPA. Illoxan, with its active ingredient diclofop-methyl, provides post-emergent control of goosegrass in bermudagrass without causing the brown patches associated with most goosegrass herbicides, according to the company. Once it has dried, Illoxan is not affected by rainfall.

For more information, contact 800-438-5837, www.aventischipco.com or CIRCLE NO. 207

Insecticides

Talstar insecticides from **FMC Specialty Products** offer long residual control with a variety of products, including Talstar GC Flowable Insecticide/Miticide and Talstar GC Granular Insecticide.

For more information, contact 800-321-1FMC, www.fmc-apgspec.com or CIRCLE NO. 208



Soil enhancer

Finn introduces HydroMax, a liquid product to be used for professional turf development in conjunction with seed, fertilizer and mulch. Finn has taken three of its current products and blended them into one. HydroMax consists of plant hormones and vitamins for earlier seed germination and root development, humic acid for soil enrichment, and beneficial microbial bacteria for replenishing plant and soil needs.

For more product information, contact 800-543-7166, www.finncorp.com or CIRCLE NO. 206

Fairway mower

John Deere's 3225B Lightweight Fairway Mower combines elements of the company's 3215B and 3235B mowers. The mower is designed to adapt to sloping and irregular terrain without compromising performance, the company says. Several features add to the mower's performance, including a fiberglass hood that improves noise levels, and an electric fan drive that improves air flow and engine cooling.

For more information, contact 800-537-8233, www.JohnDeere.com or CIRCLE NO. 209



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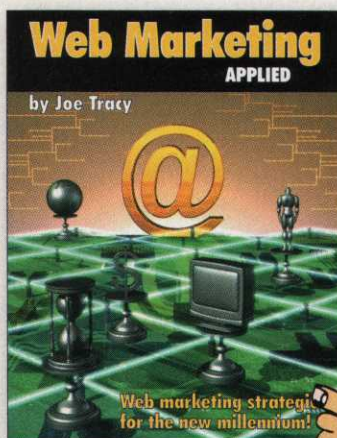
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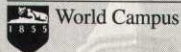
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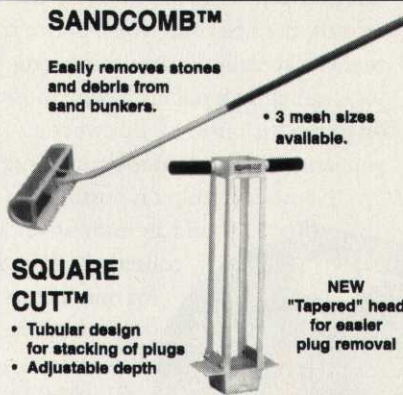
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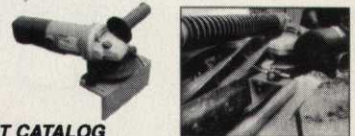
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Golfdom's Joke of the Month



A golfer whose car broke down caught a bus and sat down next to a little old lady, his pockets bulging with golf balls. The little old lady kept looking quizzically at him and his bulging pants. Finally, after many such glances, the golfer said "It's golf balls." She quickly replied, "Does it hurt as bad as tennis elbow?"

record albums

I have one word for you — vinyl. Also known as **L**ong-**P**laying records. Remember those black frisbees you grew up spinning non-stop on some beat-up turntable, ever mindful of accumulating dust, scratches and the quality of the needle.

In today's Napster world, vinyl is an afterthought. Most kids under 20 look askance when they hear the word "album." Why buy something that occupies so much space and is more delicate than John Daly's temperament?

I'll tell them why: The sound produced by the grooves on a vinyl album is still richer, fuller, warmer and more intricate than the compressed coldness of compact discs. Sure, there's nostalgia that comes from owning a working turntable. But grooving to a record is an incomparable listening treat.

You may be shocked to know that you can still buy a new record player and that there is treasure trove of cheap, classic albums available online and in dusty shops across the country — places like my hometown shop, Love Garden Sounds, in sleepy Lawrence, Kan.

While there are many wonderful

GOING THROUGH YOUR STACKS OF WAX ISN'T JUST NOSTALGIC —
IT'S A MUSIC LOVERS NIRVANA **BY MARK LUCE**

things about being reintroduced to records, the first thing you'll notice is that you actually *listen* to the recordings, rather than merely having music on in the background. But whether you jam to jazz, roll to rock or chime to classical, it is possible to build an impressive collection of vinyl for one-half to one-third the cost of a \$17.98 CD. It will take some digging, haunting in the shops cool enough to still stock albums and online search skills, but the reward for the hunt is worth it.

So let's spend some of your money. At J&R Music World, one of the best online electronic spots (www.jandr.com), you can buy an AIWA PXE860 Turntable for \$119. It comes with a cartridge and is fitted to use in the auxiliary port of most integrated bookshelf systems. Now you need some outstanding starter records. These five could get you started:

■ Frank Sinatra & Antonio Carlos Jobim — *The Chairman goes Bossa*

Nova. Indispensible. \$11.46 at (www.musicstack.com).

■ John Coltrane — *Blue Train*. His first record on Blue Note. \$6.99 at (www.gatefoldrecords.com).

■ Led Zeppelin — *Houses of the Holy*. Give no quarter to this hallmark rock recording. \$8 at (www.platterpus.com).

■ Glenn Gould — *Goldberg Variations*. Bach for the brainy. \$8.23 at (www.cyrcomusic.com).

■ Elvis Costello — *Armed Forces*. One of the Brit's finest. \$12 at (www.memorylanerecords.com).

So for around \$170, you are totally set up and ready to spin. Listening to records again is infectious. Once you make the jump, you'll find yourself stopping by garage sales, combing flea markets and tickling the keyboard for hidden LP gold.

And the first time the needle drops — making that unmistakable pop and slide — you'll find yourself transported back in time but forward in your appreciation of great music.

Happy spinning.

Mark Luce is a free-lance writer who listens to his stacks of wax in Lawrence, Kan.

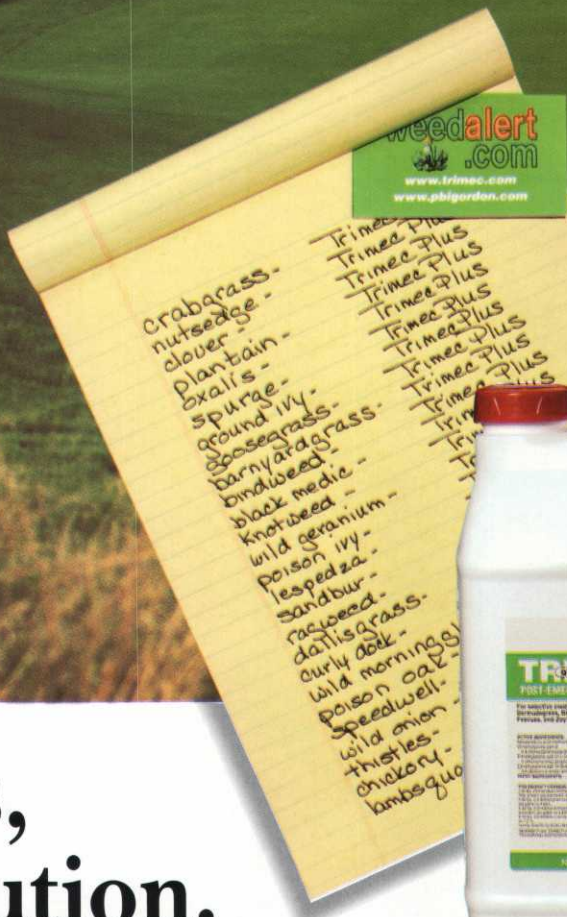


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