

THE W.G.C.S.A AUTUMN EXTRAVAGANZA: ANOTHER YEAR, ANOTHER SUCCESS

By Rod Johnson

The combined hosts of the Stevens Point Holiday Inn and SentryWorld provided for another overwhelming successful W.G.C.S.A. Autumn Extravaganza. The now famous and annual event was held October 4th and 5th in Stevens Point and was attended by a record breaking 38 couples.

From all reports, everyone in attendance had a great time participating in everything from food to golf, to partaking in the social atmosphere of the Hospitality Room, to swimming, whirlpooling, and even ping-pong.

On Saturday morning the weekend's planned activities were brought to a roaring start. Coffee, juices and sweet rolls courtesy of SentryWorld were served at the SentryWorld Grounds Maintenance Headquarters. Bill Roberts, Host Superintendent for the weekend, was most congenial allowing our group a special inside look to the workings of SentryWorld. I doubt any other group would be afforded this special treat or for that matter could appreciate it.

Golf on the outstanding SentryWorld Golf Course followed. Several individuals braved less

than perfect weather and paved the way for the W.G.C.S.A. Couples Classic. The Couples Classic is a fun golf event using a modified alternate shot format containing a few special rules which make a golf purist wince. Twenty-two teams entered the event with Mike and Carolyn Lees coming out the victors with a fine score of 44 for the 9 holes. Gary and Karol Hunerberg won a meaningless survival playoff on the much heralded Mini Golf Course at the Holiday Inn.

Hospitality galore was available and partaken of in a special poolside room set aside for such purpose. Ray Woznik was this year's Hospitality Host and in his very capable hands all bases were covered.

Many thanks to the following generous purveyors who split the bill for this always popular attraction:

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Saturday evening's dinner was the last formal gathering for our gleeful group. A fine Prime Rib dinner was enjoyed in the Paper and Golden Sands Room of the Holiday Inn.

Thanks are due to all couples in attendance. This Social Weekend becomes more successful each year as the number of couples in attendance grows. For those who haven't attended this event in its two year revival, plans are already in the works for next year's event. The W.G.C.S.A. Autumn Extravaganza will again be held in early to mid October at a site yet to be named.

In wrapping up, I offer the following information. The Social Committee in its post event meeting has named Pat Norton as this year's winner of the special General Foods TANG-less Weekend Award. The committee has also determined that no mail or derogatory comments will be accepted.



Mike Lees, "Just doing a little gardening?"



Dale Marach always leaves his wife Linda in perfect position.



Bruce Worzella models appropriate attire.



R. Bell with the last known shot from his famous Gintz Wood.



Bill Douglas always follows through.



Gary and Karol Huenerberg finished a close second place in the ice cream eating contest.



The Lone Roscopf, his wife JoAnne, and their horse Harley.



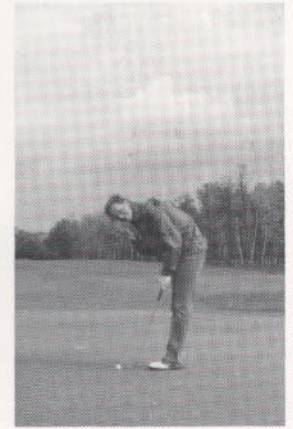
John Rambo Krutilla contemplates a Rocky escape.



Steve and Cheryl Schmidt enjoy dessert.



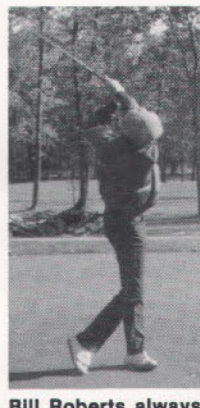
The La Crosse Swinger.



Pat Norton offers a gesture of friendship.



Dale Marach questions the where-a-bouts of the camera, his golf ball, and his wife.



Bill Roberts always enjoys unwinding at SentryWorld.



King of the Road and King of SentryWorld.



Bob and Kathy Belfield had a nice idea, bringing along a child in the oven.



Bob Musbach saves bogey on the Flower Hole.



Roy Zehren says, "Build It with sand!"



Where's Bob? M.K. seems to know!



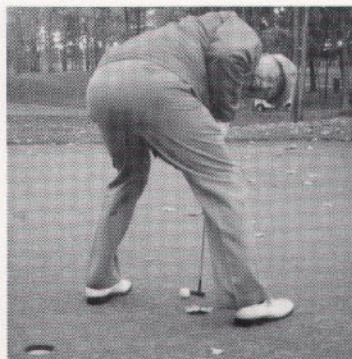
Bill and Pat Roberts, Mr. & Mrs. SentryWorld. Keep smiling!



Mark Kienert goes for the green on the 525 yd., Par 5, 5th hole at SentryWorld.



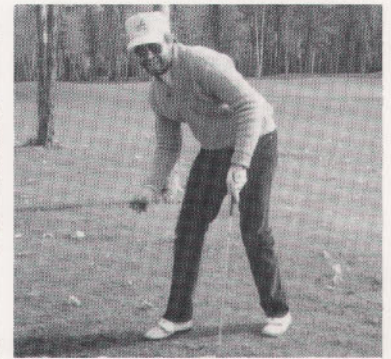
Woody in the woods.



Red Roscoff shows his unorthodox but effective putting style.



Mike and Carolyn Lees accept the W.G.C.S.A. Couples Classic Traveling Trophy.



Joe Wollner, could he be considering getting into back-hoe sales?

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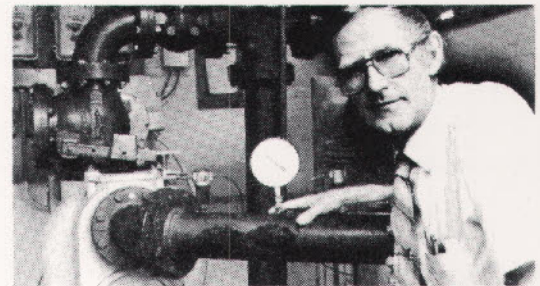


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SELECTION — PART II

By Ron Frame

Last column, we were using a driver for distance and position. Now it is time to get to the short irons — past generalizations and down to specifics; the repositories for information to be exchanged, how exchanged and other aspects of the delicate relationship between the person responsible for getting the work done and the candidate/person through whom he expects to execute that responsibility.

1. THE APPLICATION — The writer favors a simple screening interview application form, simple to complete and containing provisions for basic, important information. The applicant's time is valuable (to him), and the standard, laborious, comprehensive application at this early stage tends to interrupt the smooth flow of the process. Also, it often serves to generate negative, impatient and frustrating feelings in the mind of the candidate. A more complete, official form has its place later in the process.

2. THE SCREENING INTERVIEW — After the initial greetings and settling-in conversation, this interview becomes a series of "go"/"no-go" decisions. From first eyeball impressions to later probing questions, opinions and impressions are being formed and evaluated in the minds of both the interviewer and the candidate. Conscious decisions to terminate the interview or to continue are being made on both sides. Thus, it is important that conditions foster a useful exchange.

The interview should be conducted on a timely basis. Keeping the candidate waiting accomplishes little but anxiety and nervousness (and perhaps anger), reflecting poorly on the Superintendent and his operation. Arrange to conduct the interview in a private setting within the operating area. Eliminate prospects for telephone interruptions and staff drop-ins, and commit at least one half-hour to the process.

Avoid placing yourself behind a desk — you don't need a defense mechanism. And, don't worry that the chairs are uncomfortable or that coffee is unavailable. The idea simply is to initiate a process by which communication exchange can happen, an exchange from which information and impressions can be generated, explored and evaluated. And please remember, this is happening at both ends. The applicant is going through the same process of receiving, exploring and evaluating information.

The interview should be structured, however, to the primary advantage of the interviewer at this particular stage. It should be handled in such a way that the candidate does most of the talking. One can learn little about another person if one speaks much and listens little. Also, questions that lead the candidate to respond with "yes" and "no" responses are largely non-productive and give the candidate an inordinate advantage in conveying what he thinks the interviewer wants to hear. It helps to prime the communication pump with questions like:

"Take a few minutes and tell me about yourself, starting anywhere. It's a good way for us to get to know you."

"What led you to come to us rather than Bennie's Rib and Aerospace down the road?"

"What do you look for in a job? In an employer? What kind of things are important to you?"

"What is there about golf course work that seems attractive to you?"

Once primed, keep the applicant going with comments such as, "I see," "Tell me more about that," "That's interesting" or simply, "Oh." These bridging remarks help maintain the verbal momentum and convey approval and encouragement for the direction of the interviewee's thoughts, often opening up other areas for discussion that are of real value. Done properly, bridging remarks indicate that you are listening.


As the interviewer encourages and the candidate talks, the interviewer is gathering information and impressions, developing opinions, mentally putting a shape and texture to the person. He is getting a feel for how this person will relate to others, to supervision

and to the work. And as he gets to know or feel about the candidate, the Superintendent is making those go/no-go decisions. At any point when no-go's outweigh the go's, a courteous means of terminating the interview is implemented. Thanks and goodbyes are said, and the remaining time can be spent with another candidate.

If the signals to this point are positive, however, continue probing while time allows. Then, bring this initial interview, not to a close, but to its second phase. In the wind-down of this first phase, it is good to begin to give information about the job, the work, the skills, the goods and bads of working at the course, salary and benefit information, provided timing is comfortable.

While this initial interview is referred to as the "screening interview," it is apparent that it can evolve into something more substantial than just screening, for the screening process begins to diminish as the number of "go" signals increases. This is as it should be. Any human relationship begins in a similar manner, and the employment process is most definitely marked by intense and involved human relationships, expensive relationships — relationships critical to the Superintendent's ability to discharge his responsibilities and increase his career achievements.

In the next issue, we will move into the remaining phases of the Selection Process.



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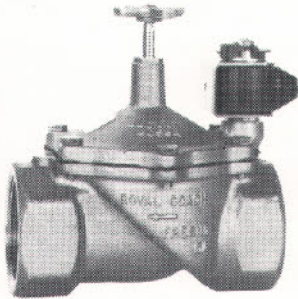
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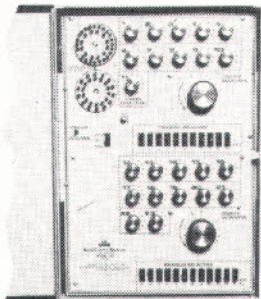
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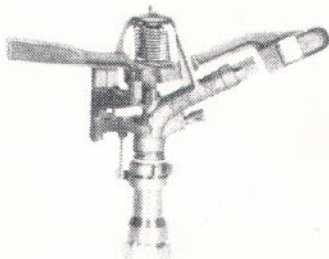
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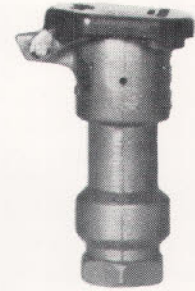
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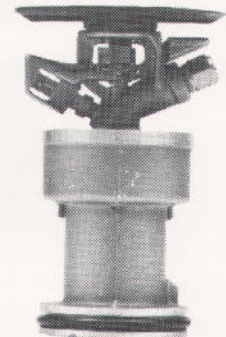
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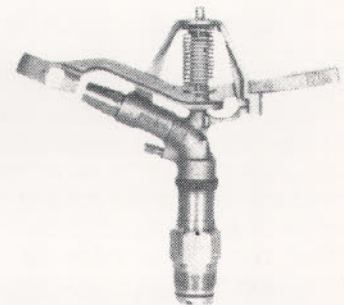
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1986 WGCSA ELECTIONS HELD

New officers and directors of the Wisconsin Golf Course Superintendents Association were selected at the November meeting held at the Travellers Inn in Fond du Lac on November 4. Bill Roberts was chosen President, Roger Bell as Vice-President, Rod Johnson as Secretary and Bruce Worzella as Treasurer. The membership selected Randy Smith and Carl Grassl as new Directors for the upcoming year. Honored at the meeting were Jim Belfield, who is leaving the Board after an eleven year record of service as an office holder and Director. Bill Sell's official retirement was noted. Other business conducted at the meeting was an approval of a \$10 per year increase in the annual dues.

After the business meeting the long awaited drawing for the winner of the trip to the 1986 Masters Tournament in Augusta was held. Appropriately enough, Mr. John Maring, Green Committee Chairman at the North Shore Golf Club, held the winning ticket. Maring, Roger Bell's Green Committee Chairman, was one of forty North Shore members "coerced" by Roger into supporting the WGCSA raffle. Congratulations to Mr. Maring!



Bill Sell drew the winning raffle ticket for North Shore's Green Committee Chairman, John Maring.



1986 WGCSA Officers and Directors.

W.G.C.S.A. SECRETARY'S COLUMN

By Rodney Johnson

During recent W.G.C.S.A. Board of Directors Meetings many items of business have come before this Board. The bulk of the Boards workload is accomplished during the winter months, but worthy business knows no season.

The results of an aggressive New Member campaign are showing. Thanks go to Bill Roberts and Dale Marach for their efforts.

New members approved at September Board Meeting were:

Joseph Fryman	B	Racine Country Club
John Gallus	B	Baraboo Country Club
Gregory Youngs	B	Brown Deer Golf Club
James Spindler	E	Milwaukee Sewerage Commission
Michael Krismer	D	Americana Resort
Mike Berwick	D	Lawsonia Links
Daniel Jahn	A	Lincoln Park
Larry Lennert	D	North Shore Golf Club

New members approved at October's Board Meeting were:

Richard Lohr	B	Pine Valley Golf Club
Du Wayne Fortney	A	Viroqua Country Club
Todd Renk	B	Plum Lake Golf Club
Peter Trenchard	A	Bay Ridge Golf Club
Daniel Schuld	B	Telemark Golf Club
Jan Muskatevc	B	Lost Creek Golf Club
Michael Groehler	A	Christmas Mountain Country Club
David Stevens	B	Slocum Golf Club

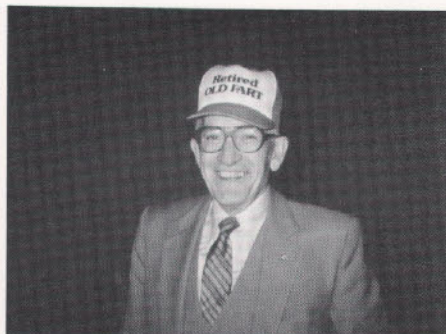
Dr. Wayne Kussow, Professor of Soils, U.W.—Madison was awarded an Honorary W.G.C.S.A. Membership. A full biography of Dr. Kussow appeared in the July/August issue of the "Grass Roots." With the upcoming retirement of Dr. James Love, Dr. Kussow is assuming a larger role in turfgrass research, teaching, extension, and counseling in the College of Agricultural and Life Sciences.

The W.G.C.S.A. welcomes all new members and looks forward to these new members' attendance at 1986 monthly meetings.

Your W.G.C.S.A. Board has committed to being a chapter host of a G.C.S.A.A. Regional Seminar in the fall of 1986. Seminar site and topic are yet to be determined for our hosting one of these always popular G.C.S.A.A. sponsored educational seminars.

A prepayment plan for monthly meetings has been discussed and has been referred to the Golf and Arrangements Committee with a strong recommendation for adoption.

The November 4th Annual Meeting will mark a changing of the guard for the W.G.C.S.A. Board of Directors. My congratulations to the 1985 Board and specifically President Monroe Miller for hard work and dedication. Rest assured the professionalism and momentum which has been achieved has built a base for continued efforts and success.



Bill Sell received a special "award" marking his official retirement!



Jim Belfield was honored for his eleven years of service as a WGCSA officer and director.

Golf courses lend themselves well to journal writing



What may seem to be a new feature in this issue of the GRASSROOTS — “Jottings From A Golf Course Journal” — really is not. Most of the thoughts recorded in the “President’s Message” or “Editorial” over the past two years are journal thoughts. What I am doing in this “new” column is merely a horse of a different color. Giving up the GCSAA presidency was difficult; giving up the chance to express myself was impossible. The obvious solution is what you’ll see in issues to come.

I’d like to convince you of the rewards of journal writing. Most Golf Course Superintendents keep a log or record or daybook that registers their activities on the golf course. Important dates like fertilization, fungicide applications, starting times of projects and their progress are part of the record we keep. A journal can be an extension of that. Becoming a journal writer is an activity that can enrich your life beyond your wildest imagination. I speak from experience and assure you that it is no exaggeration. I started as a youngster with dairy projects for 4-H and will continue until I am unable to take pen to paper.

Journal writing not only is a vehicle to record your day to day activities on the golf course, it is a tangible way to describe your most private thoughts and is a positive growth experience. It can enrich your life. It

is easy, inexpensive and enjoyable. And there is no “right” way to do it; no two journals are the same. Your journal can be restricted to just the golf course or it can even serve as a family record keeper. There are no rules! It can be, to some extent, a public document (like mine) or it can be very private and personal. It is a sounding board that never tires of listening to you.

I did some research on journals and found out that while they are quite popular today, they have a history as old as paper and ink. During the Victorian period, journal writing was even an art form. Most families kept journals with the man of the house in charge of executing it. Many of those older journals were often written to make the author’s life seem more glamorous, successful and exciting than it really was. What was missing from most of those old entries was any description of emotion. Now that our society allows people to express their emotions and feelings more freely, it is perfectly acceptable to include personal feelings or perceptions. That’s pretty important to a sentimentalist like myself!

I think another one of the great features of a journal is that it is “fine selfishness.” It is an activity that can be done absolutely for you. It’s a private thing, even though you may share it with family or others at a later

date, like I’m doing to some extent. Since it is private, you don’t have to deal with other people’s acceptance or judgements. You do not have to worry about handwriting, spelling, grammar, or thoughts since they are only for you, if you wish it that way.

The game of golf, like many other sports, is filled with events and opportunities that are unique and interesting and fun to write about. Complement that with the fact that the field of play — our golf courses — are at least as important as the game and you have subject material that is endless. The people, the players, the changing of the seasons, the beauty of the course and the intrigue of nature itself all are rich topics for a Golf Course Superintendent to explore. And since we have so many factors beyond our control — weather, economics, disease, etc. — writing a journal can work as a way to concentrate our attention on the good things about our job that are too often forgotten during stressful periods.

So there you have it — my reasons why I think you should, if you are not already, become a journal writer. And maybe these paragraphs are a rationalization or justification or explanation for why I must continue what I started two years ago — sharing some views and emotions about this wonderful profession of ours.

MSM



Jottings From The Golf Course Journal

LET IT SNOW! LET IT SNOW! LET IT SNOW!

By Monroe S. Miller

I’ve loved snow for my entire life, or at least for as long as I can remember. I like it for all the reasons most other “snowbirds” do — for its beauty, for the outdoor sports it provides, and because winter (and Christmas!) just wouldn’t be the same without it. Artists love snow, kids love snow and plants need snow. I really think that all of Wisconsin’s Golf Course Managers should love it also. Even the Bible asks us: “Hast thou entered into the treasures of

the snow?” (Book of Job). But there are several more and different reasons it is important and fascinating to me.

Although I am still a young man (I guess 39 is still young — Jack Benny thought so!), I had the distinct good fortune to attend grade school in a rural one room school. You know, or surely have read, that in these rural schools all eight grades were in the same room and shared the same teacher. This left you on your own a lot of the time, to study and do assignments, to listen to the other classes, and to read. Library materials were obviously limited and quickly consumed, especially if all 8 elementary years were spent in this same room. So, believe it or not, I was able to almost completely read **two** sets of encyclopedias. What a learning experience and what a way for a kid to be introduced to the endless wonders of the world, its history and its important people. One story I remember better than most and that has stayed with me the longest is the story of snow.

The section on snow and frost was written by a man named

Wilson Alwyn Bentley, a farm boy from Jericho, Vermont, who became known around the world in the early 1900’s as the “Snowflake Man of Jericho.” The story of W.A. Bentley is a romantic one and is as interesting as the story of snow itself.

He was born in 1865 not too far from Mt. Mansfield, the highest peak in Vermont. When he was 11 years old his mother introduced him to the beauty of snow by letting him look into an inexpensive microscope and see the beauty of a fragile, single snowflake. That was the start of his lifelong interest and near obsession with these crystalline creations of winter. In 1885, with help from his father, he purchased a compound microscope and a studio camera — a \$100 extravagance. This same outfit is what he used for his entire life to photograph individual snowflakes, almost 50 years worth of pictures.

He was lucky to have been born in this part of New England because the winter comes early and leaves late and it snows quite frequently. He was also fortunate because, under the shadow of Mt.

Mansfield, the types of snowflakes were widely varied.

His camera equipment for taking photomicrographs was simple. So was the building where he worked. It was a small, unheated shed. When a storm would begin, Bentley would hold a smooth black board about one foot square outside. His hands were gloved and the board was held by wires, both steps to minimize any transmission of heat. Once he had captured a number of flakes on the board, he inspected them with a magnifying glass. The imperfect ones — those that were stuck together or damaged or malformed — were brushed off with a bird feather (another expensive tool!). Those that were in perfect condition were carefully transferred from the black board to microscope slides. He had his camera pointed toward a window in the unheated shed to take full advantage of light. Each picture was taken through the microscope with the light passing through the snowflake. He had an ingenious arrangement of ropes and pulleys that allowed him to focus the camera while watching a ground glass at the rear. The snowflake images on this large glass plate were magnified from 64 to 3,600 times. He had to use long exposures, usually from 10 to 100 seconds, to get the pictures he wanted.

Mr. Bentley photographed over 6,000 snow-crystals during his life and he never once found any two the same. It was his belief, now commonly accepted that each snowflake is unique and individual and that nowhere on earth is there another like it. A copy of one of Mr. Bentley's photomicrographs is included here. His pictures are to be found in college texts, in periodicals, in art, in jewelry, on sleds made in Vermont, and even in an encyclopedia that I read thirty years ago.

When Cheryl and I traveled to New England the autumn before last, I dreamed to visit Jericho and see if I could at least find the Bentley farm. It is not listed in any literature about Vermont history, but my hope was that someone in



the village could direct me there. We traveled the Northeast Kingdom of Vermont early in our trip, prior to visiting the Jericho area, and stopped in the town of St. Johnsbury to visit the Fairbanks Museum. This museum was given to the citizens of St. Johnsbury by the world famous inventor. We had spent nearly an hour there studying this great collection before I discovered, on a back wall, six framed displays of — YES! — original W.A. Bentley photomicrographs of snowflakes. Their collection has scores of the pictures he had taken between the years of 1876 and 1931. It was one of those rare discoveries that gives one an almost euphoric feeling, a feeling I'll never forget. The "Snowflake Man" contributed something to the world that is invaluable and should never be forgotten. And I will be forever grateful to him for my love of snow!

I also love snow for reasons that may be the same as those of an artist. I love what a fresh snowfall, especially one early in the season, does to the landscape of late fall and early winter, particularly the landscape of my golf course. Snow on a golf course is able to lie where it falls — we don't have to move it and disrupt what it does. It tends to soften the stark and sharp lines of leafless trees, especially if it is a wet snow. It creates an entirely new look and feel on a golf course as it smooths out and softens the arcs and curves and contours even better than the grass does in the summer. It gives dimensions you just cannot see or that you are not aware of at any other time of the year. Everything is fresh and clean and simple.

And quiet. For anyone whose golf course is in the city like mine is, the snow of winter creates a quiet that is unfamiliar to other seasons. There are infinite numbers of tiny cells or pockets that hold air within a blanket of snow and they are highly effective in deadening sound and echoes by absorbing them. Walk your course in the snow sometime and immerse yourself in this unusual quiet.

As with most Golf Course Managers, I am forever and finally the pragmatist, even when it comes to snow. I'm reminded of the old adage I heard farmers speak of when I was young: "A

year of snow, a year of plenty." I think that is true for golf courses, too. Snow is an incredibly efficient insulator and can be important in the overwintering of turfgrass. One of the earliest and simplest experiments designed to measure the insulating value of snow involved setting a thermometer in the open air and one at 7 inches below the surface of a snowdrift. When the open air reading was —27 degrees F., the thermometer buried in the drift read 24 degrees F. — a difference of 51 degrees was caused by only 7 inches of snow. In other results, a —32 degree F. air reading was tempered up to a —1 degree F. reading one inch below the snow surface, and at one foot below the surface the temperature was a cozy +31 degrees F.! The same air pockets that serve to deaden sound account for snow's almost total inability to conduct heat, thus making it a superior insulation for a golf course. I know that I sleep much better on winter nights when there is a comfortable cover of snow. Snowmold? No problem, really. Low temperature fungi have always been easy to control on my golf course. Give me the snow any day.

For those who grumble that snow is monochromatic, I say nonsense! The late late fall preceding the first snowfall might be colorless, but not after snow. The snow gives us great color contrasts — the green of evergreens is more intense against the snow. The bright red fruit of the hawthorns and crabapples and highbush cranberry viburnum are highlighted by the snow. Snow makes the open water of ponds and water hazards on a golf course seem almost black. My eyes see a lot of color in the winter snow.

So forget about the slush on the streets, the snow shovel and snowblower, and the heavy boots. At least for the first couple of snowfalls, let yourself gleefully sing;

"Let it snow!
Let it snow!
Let it snow!"

Monroe S. Miller



AERIFYING FAIRWAYS RYAN GREENSAIRE

By Jerry Kershasky
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Sounds like a new idea, but wait a minute, I can remember a guy by the name of Bob Musbach doing this very thing 10 years ago.

Why use Greensaires when quicker less expensive operating aerifiers are available? I think I should go back a step before I can answer that, and determine just why I aerify in the first place.

Compaction: This is sometimes termed the "hidden" stress since its effects are not readily apparent. For example, compaction of a soil in spring may not result in deterioration of the turf until later in the season. How compaction affects soil physical properties is important in understanding soil compaction as a stress.

Bulk density refers to the density of a soil. Compaction tends to increase bulk density, particularly if traffic occurs near field capacity moisture. When this happens we destroy the large noncapillary pores [air space] and increase the small capillary [water space] pores. Noncapillary pores are essential for proper water infiltration and percolation as well as good gas exchange. Without gas exchange oxygen levels drop and root growth stops, and even retreats. You know, this description sounds like fairways we water every night during the season and then allow maintenance equipment, golf cars, and alike to roll down them.

Soil strength refers to the hardness of soil. A hard compact soil offers little hope for deep root penetration, and without that wear tolerance is nil, diseases tend to be more severe, and the turf cover tends to "Check Out" in summer stress periods.

Aeration, as mentioned in bulk density, decreases with compaction. The important factor being, oxygen levels for root respiration decreases, while carbon dioxide and other lethal to growth gasses increase.

Soil moisture content. Moisture holding capacity increases due to increased capillary pore spaces. However lack of moisture holding capacity is not a problem on soils prone to compaction, but lack of aeration is.

Infiltration and percolation. Without noncapillary pores water infiltration and percolation are reduced. Poor infiltration makes proper irrigation programming difficult. Also, standing water in low areas and excessive run off on slopes contribute to inefficient water utilization.

Soil temperature. A wet, compacted soil retains more moisture than if not compacted. In order for a compacted soil to warm up in early spring, the constituents of the soil plus any retained water must be heated. Thus, compacted soils are slower to warm up in the spring. However, compacted soils may become drier in summer due to poor infiltration rates. In this situation such soils tend to heat up

more rapidly compared to noncompacted soils. Sounds to me like just the opposite of what I would like to happen.

Well, now that I have the soil with the strength of a stretch of I-94, I don't think I'm going to get much root penetration into it. So if roots don't go down they will stay up and form another problem, thatch.

Thatch basically is a tightly intermingled layer of living and dead grass stems, leaves, and roots that develop between the zone of green vegetation and the soil surface. Give grass some credit, its smarter than some people I know, instead of trying to beat its roots into soil that resembles a rock, it develops above the problem. But by taking the easy route it will accumulate excessiveness which makes it more susceptible to environmental stress, disease, and insect problems.

Actually the roots and rhizomes themselves can alleviate some compaction by fracturing the soil with their mass penetration. But with a lower percentage bulk density in the thatch than in the soil the roots and rhizomes stay above the soil, with the end result of more soil compaction.

How do we get rid of the thatch, and get the roots back in the soil?

Topdressing mixed into the thatch will help decompose the organic debris, give better moisture retention, and may be due to the abrasive action of soil particles it will grind away the thatch also. Sounds good to me, but I'm not "YET" equipped to topdress fairways, but I can aerate them and leave the cores on top and drag them in to get some topdressing material on, plus have the bonus of relieving the soil compaction below the thatch.

Now that I have convinced myself that aerifying is indeed beneficial, I can now specify the job performance I want out of an aerifier.

The aerifier I want should be able to do the following:

1. Penetrate the deepest into the soil. The deeper the machine goes, the more soil it will bring to the surface to decompose thatch, plus, compaction is reduced deeper in the soil, and water and nutrients can pass easier to greater depths in the soil allowing the roots to go after them.

2. The surface penetration of the turf must be neat, not ragged. Let us not forget the golfer, the employer, they want the surface to be playable, and back into tournament condition in the shortest period of time.

3. The holes must be close together. The further apart the holes the less compaction I'm relieving and the less soil I'm bringing to the surface to topdress. You, might say that you could accomplish the same thing with a large fairway aerifier by going over the same area several times, but that practice causes more ragged holes on the surface, the very thing we wanted to avoid in our #2 requirement. Then you might say, why don't you just aerify three or four

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