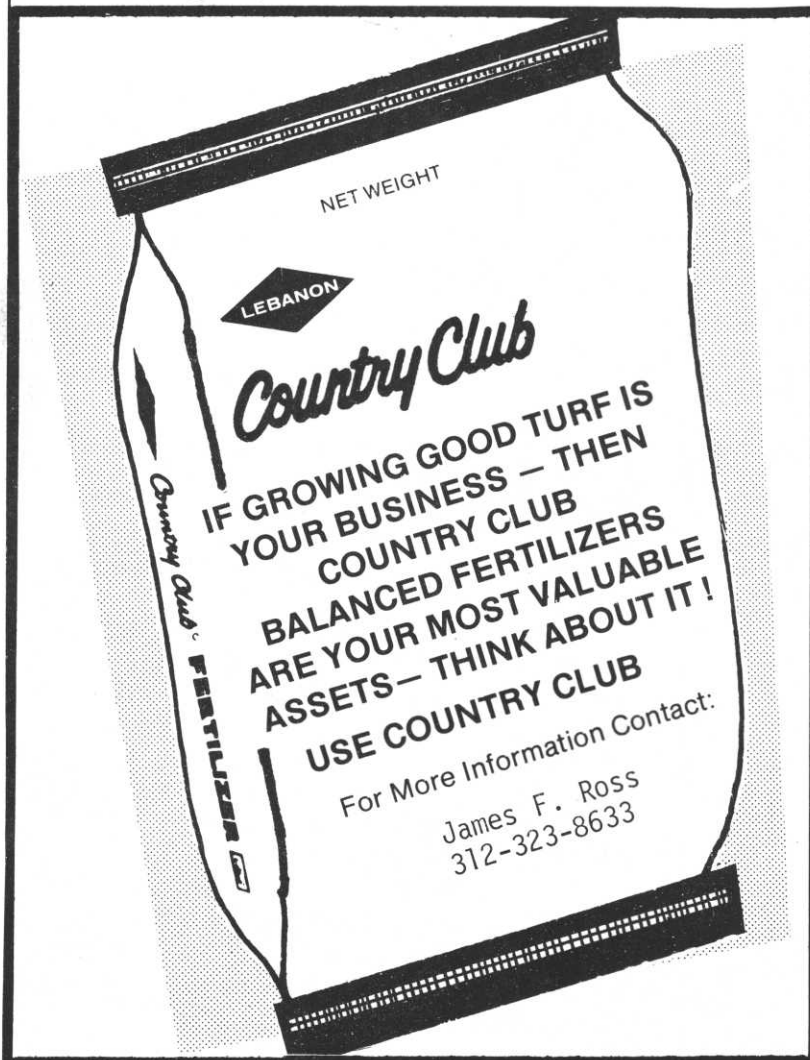


NINE WAYS TO NEGOTIATE A RAISE

Many people who have no trouble dealing with their superiors in most day to day situations find it very difficult to ask for a raise. If you're fainthearted at negotiation time, consider these recommendations to ease the process:

- *Know your worth. Ask yourself how valuable you are to the course, how much would it cost to replace you, what have you done lately to help the organization.
- *Pick your place. Get your boss outside of the office to listen to your request. Take him to lunch if possible.
- *Detail your reasons. Tell your boss why you deserve a raise.
- *Suggest an amount. You, not your boss, should propose the amount of your possible raise.
- *Set your figures high. Ask for more than you expect to get. This leaves room to bargain.
- *Compromise, but not too easily. Since you've started with a high figure, realize you probably won't get it. Let your boss make a counter-offer, and be ready to compromise.
- *Rehearse. Don't go into negotiation cold. Be sure to be in top mental and physical condition when the actual talks begin.
- *Get it in writing. If possible, get your boss to put it in writing - for both signatures - the raise he agrees to.

*Don't wait - ask. Don't wait around for the company to recognize your value and give you a raise. Ask for it. Your aggressiveness may pay off.



Steve Young Awarded CGCS

Steve Young, golf course superintendent at Baker Park Golf Course, Maple Plain, recently completed the stringent certification requirements of his national professional organization, the Golf Course Superintendents' Association of America (GCSAA).

Young, superintendent of the Baker Park Golf Course since 1977, was honored in a presentation at the Hennepin County Park Reserve District Headquarters, Maple Plain, during a meeting of the Park Board. James Lindblad, CGCS, superintendent of the Wayzata Country Club, Wayzata, made the formal presentation.

To attain certification, Young was required to meet eligibility requirements of tenure and experience and then successfully complete a six hour written examination.