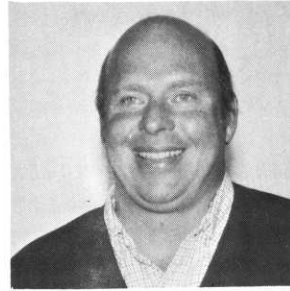


2. Walk in the center of mowed trails to avoid brushing up against vegetation.
3. Conduct thorough "tick checks" on yourself and your children after spending time outdoors. Prompt removal of ticks, even after they have attached, can drastically reduce any chance of Lyme disease transmission.
4. To remove a tick that has attached, grasp it firmly with tweezers as close to the skin as possible and gently pull it straight out. If tweezers are not available, grasp the tick through a piece of tissue. In any case, avoid squeezing the tick's abdomen during the removal process. Once the tick has been removed, wash the bite area with soap and water and apply an antiseptic to the site.
5. Insect repellents containing 0.5% permethrin or 30% DEET have been shown to be effective in repelling deer ticks. If such products are used, be sure to follow the manufacturer's directions on the label.

For additional information about Lyme disease, contact your local public health agency.

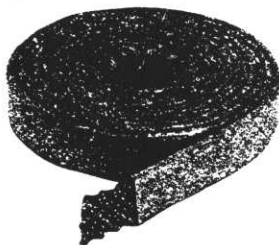


OFF THE TOP OF MY HEAD

**GREG HUBBARD, CGCS
Editorial Chairman**

My tenure as Editorial Chairman for *HOLE NOTES* so far, has certainly been an eye opener. Little did I realize the amount of time-consuming work and effort that was necessary to put out a publication of this size. Our newsletter goes out to 650 mailboxes each month as our members and other turf organizations receive their copies. To date, with the help of many fine people and the great work of the MGA office, our work has been kindly received and we appear to be reaching our goal of improving both the editorial quality and format of our publication. Many tanks to all involved. As always, member-generated articles are scarce and difficult to gather. Now that your course is fully staffed and things are slowing down, consider putting pen to paper and getting us an article on a subject that interests you. A \$50.00 reward waits for those who submit a published article. You, and MGCSA, will greatly benefit from the knowledge

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and recognition gained from such an endeavor.

Some difficulties have arisen in the land of journalism however. Questions have surfaced about our photos which are run each month. Responsibility for taking photos lies directly on my shoulders. I can take lousy photos with the best of them, my camera can malfunction, or developing labs can destroy my best efforts. The end result is a poor crop of photos which limits our choices for publication. Cover photos are particularly difficult as they must not only be suitable in subject, but shot in a vertical plane rather than horizontally. Because of these limitations, our policy is to run the best photos available. Please accept our apologies if our photos cause you difficulties in some manner. As our publication expands and finances improve, maybe we can get professional help or at least someone who takes the lens cap off!

Other problems arise when advertisers and article writers fail to meet their deadlines. In an effort to get *HOLE NOTES* to your doorstep on time, deadlines have been moved to the 15th of each month. This should allow the MGA office, our publisher, more time to assemble the newsletter and get it on its way. Information should be more current and mistakes lessened, making the job easier for all parties involved.

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Discussions are now under way with the MGA to determine future directions this publication will take. As our circulation grows and editing becomes more complex, more and more time is going to have to be devoted to this newsletter, from both editorial and mechanics standpoint. We are currently investigating some combination of additional funding and/or staff for the MGA to lessen their workload of not only *HOLE NOTES*, but other services provided to members as well. Other options of hiring an advertising agency or even an executive director to handle the extreme workload are being explored as well. Please let your Board of Directors know about your thoughts on these matters.

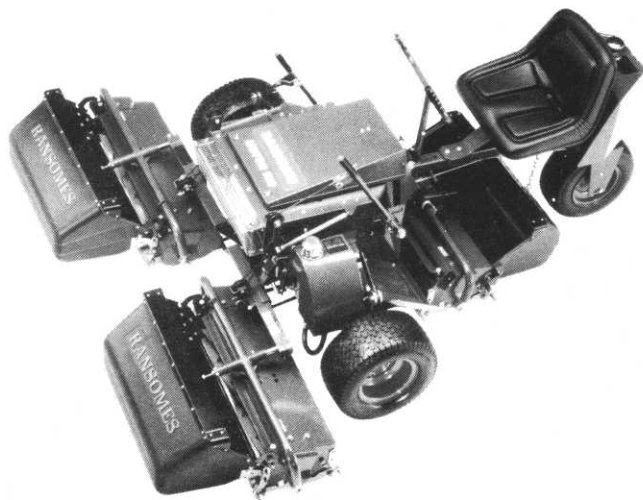
What we have, are not insurmountable difficulties, but problems of success. As our organization becomes increasingly larger and more active in responding to the issues of the day, we simply need more help to respond to our members desires. The MGA should be gratefully thanked for their fine efforts in the past, but now they need our help. As we set our goals higher and higher and respond to the need for increased member services, we must devote more and more resources to their attainment. We will keep you posted on our discussions.

WHAT MOTIVATES YOUR EMPLOYEES?

The following 10 factors were presented in a National Survey to employees and again to employers. Each group was asked to rank each category on a scale of 1-10 with 1 being the most important and 10 being least important. As you can see, the bosses and employees did not agree very often:

Employee Response		Employer Response
1	Full Appreciation of Work Done	8
2	Feeling "In" on things	10
3	Sympathetic help on problems	9
4	Job Security	2
5	Good Wages	1
6	Work that is interesting	5
7	Promotion and Growth	3
8	Personal loyalty to workers	6
9	Good working conditions	4
10	Tactful disciplining	7

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