



**EDITOR**

DAVE KAZMIERCZAK, CGCS  
DAVE@PRESTWICK.COMCASTBIZ.NET

# CONTENTS

Vol. 48, No. 8 September 2014

## Feature Articles:

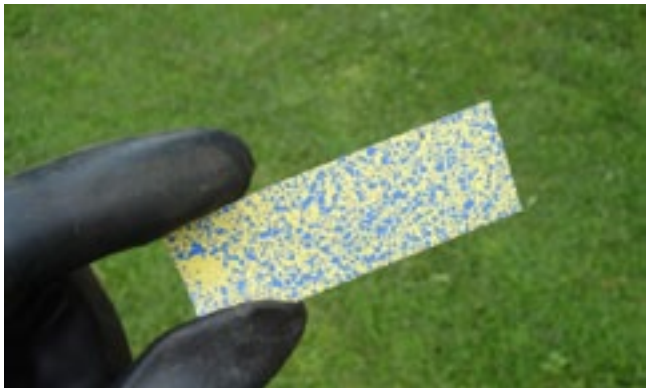
- Employee Problems-Finding Root Causes pages 14-17  
Dr. Robert Milligan
- Effective Spray Patterns - Are You Really Covered? pages 20-24  
Dr. Rebecca Masterman UMN Bee Squad Coordinator
- Protecting Bees and Beneficial Insects on MN Golf Course pages 28-39  
Dr. Vera Krischik, UMN Extension Entomologist

## Monthly Columns:

- Presidential Perspective page 6-7  
Roger Stewart, CGCS
- In Bounds pages 10-12  
Jack MacKenzie, CGCS
- Within the Leather pages 52-53  
Dave Kazmierczak, CGCS

**Feature Article:  
Creative Solutions to  
Water Undersupply  
Pages 40 - 49  
Various Contributors**

**On the Cover:  
Johnson Falls, BWCA,  
clean water beginning  
its journey to the  
Atlantic Ocean**



## ...Even More Content...

- South West Exposure: Luverne Country Club page 27  
Superintendent Joe Davelaar
- Badgerland Exposure Lake Wissota Golf Club pages 38  
Superintendent Kris Wopprt

***Covered?***

**Hole Notes** (ISSN 108-27994) is digitally published monthly except bimonthly in November/December and January/February by the Minnesota Golf Course Superintendents' Association, 10050 204th Street North, Forest Lake, MN 55025. Jack MacKenzie CGCS publisher. Please send any address changes, articles for publication, advertising and concerns to [jack@mgcsa.org](mailto:jack@mgcsa.org).