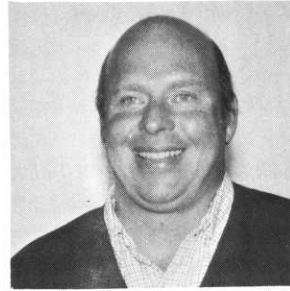


2. Walk in the center of mowed trails to avoid brushing up against vegetation.
3. Conduct thorough "tick checks" on yourself and your children after spending time outdoors. Prompt removal of ticks, even after they have attached, can drastically reduce any chance of Lyme disease transmission.
4. To remove 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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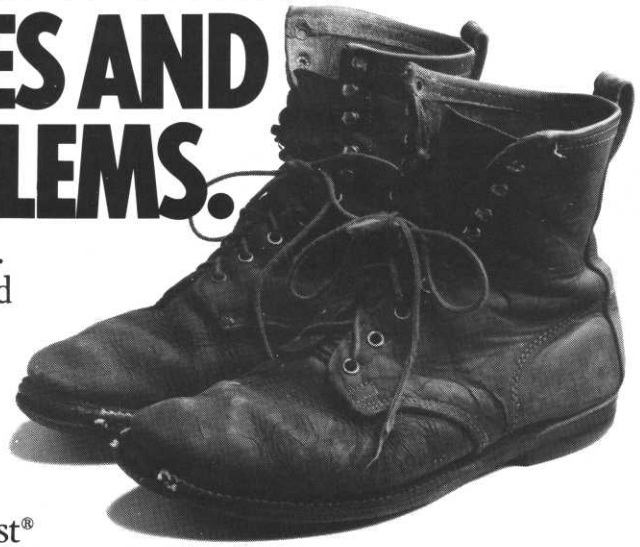
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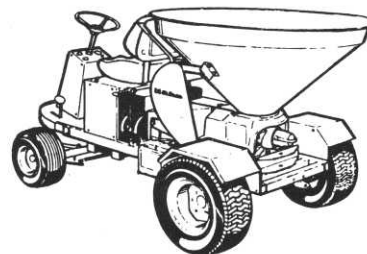
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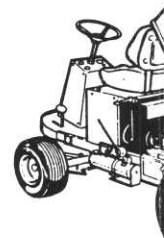
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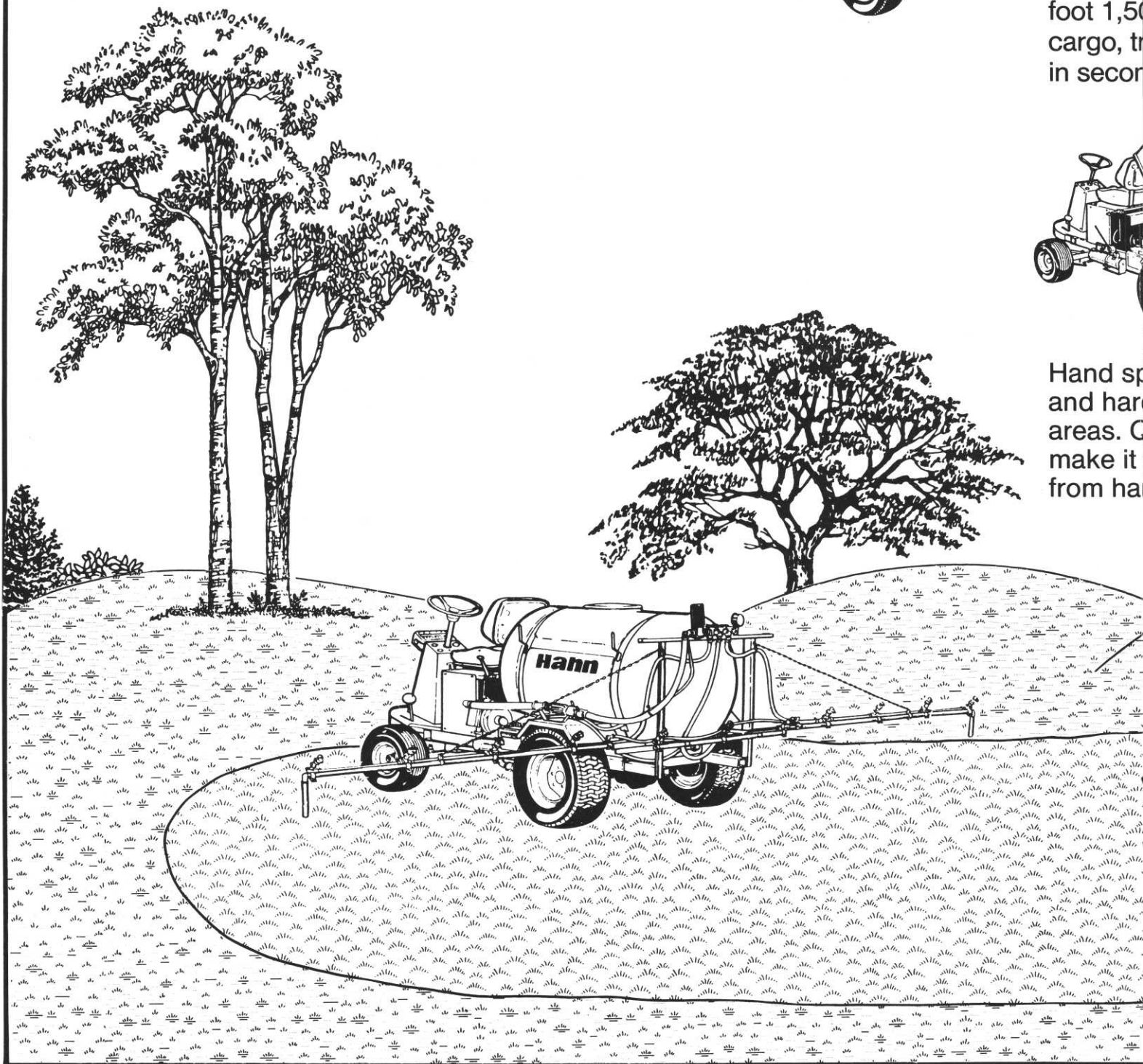


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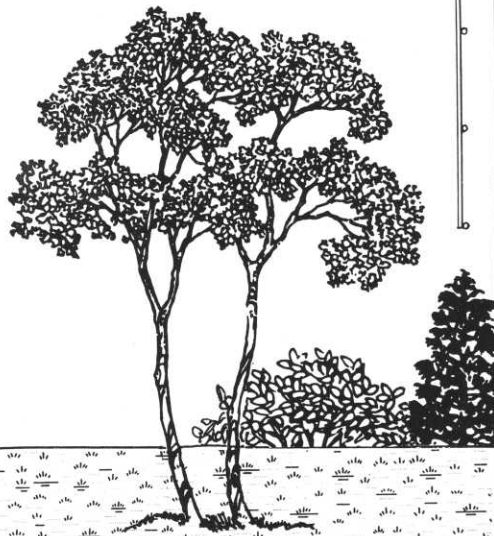
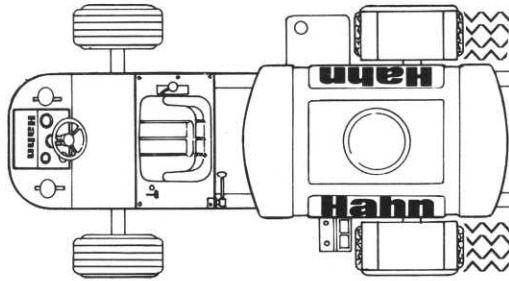


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and recognition gained from such an endeavor.

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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ENGINE	Mitsubishi Model L3E, liquid cooled diesel engine. Mitsubishi rating of 23.0 hp; governed to a maximum rpm speed of 3200. 58.1 cu.in. (952 cc) displacement. Heavy duty, 3-phase, remote mounted air cleaner. Electric (transistor type) fuel pump, 12 volt, mounted on frame with replaceable fuel filter. High water temperature shut-down switch. Nelson fuel filter/water separator.
RADIATOR	Mid-mounted radiator with industrial tube and fin construction; 7 fins per inch. Approx. 6 quart (5.7 liter) capacity. Remote mounted 1 quart (.95 liter) expansion tank.
ELECTRICAL FEATURES	12 volt, cold cranking 530 amperes at 0°F (-18°C), 85 minute reserve capacity at 80°F (27°C), maintenance free battery. 40 amp alternator with I.C. regulator/rectifier. Automotive type electrical system. Seat switch, PTO and traction interlock switches.
FUEL CAPACITY	12 gallons (45 liters) diesel fuel.
CONTROLS	Foot operated traction and brake pedals. Hand operated throttle, parking brake lock, glow plug switch, ignition switch, single lever control for cutting unit on/off and lift/lower, cutting unit backlap switch and reel speed controls.
GAUGES & DIAGNOSTICS	Hour meter, fuel gauge, temperature gauge. 4 bank warning lamp cluster: oil pressure, water temperature, amps, and glow plug.
TRACTION DRIVE	Sundstrand Model M25 hydrostatic transmission mounted on Dana Model GT20 axle 20.9:1 ratio. Foot pedal control of forward/reverse ground speed. 25 micron filter mounted directly on transmission housing. Axle is used as reservoir for hydrostatic transmission.
GROUND SPEED	0-10 mph (0-16.1 km/hr) forward, 0-4 mph (0-6.4 km/hr) reverse.
TIRES/WHEELS/PRESSURES	Two rear steering tires: 18 x 8.50-8, tubeless, 4-ply rating. Two front traction drive tires: 26 x 12.00-12, tubeless, 4-ply rating, demountable rims. Recommended tire pressure: 10-15 psi (69-103 kPa).
MAIN FRAME	All welded formed steel.
BRAKES	Individual 7" x 1.75" (17.8 x 4.4 cm) drum type wheel brakes and parking brakes on front traction wheels. Dynamic braking through traction drive.
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CUTTING UNIT SUSPENSION	Equal length lift arms with free floating, trailing cutting unit attachments. Adjustable spring applied down pressure system.
SEAT	Deluxe high back suspension seat.
OVERALL DIMENSIONS	Length — w/grass baskets: 119" (302 cm); — without grass baskets: 106" (269 cm) Width — mowing: 105" (267 cm); — transport: 87" (221 cm) Height: 52" (133 cm)
WEIGHT	Approx. 2000 lbs. (907 kg).
WARRANTY	One year limited warranty.
CERTIFICATION	Certified to meet the American National Standard Institute's (ANSI) specifications B71.4-1984 and applicable Federal and State regulations based thereon.
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TYPE OF CUTTER	Five 21" (53 cm) reels.
HEIGHT OF CUT RANGE	¼" (6.3 mm) to ¾" (19.1 mm)
HOC & ROLLER ADJUSTMENT	Front Roller: fixed position Rear Roller: screw adjustable with bolt clamp lock.
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CLIP FREQUENCY (ADJUSTABLE)	Model 03505: .59" → 1.17" (15 mm → 29.7 mm); 5 blade reel at 5 mph (8.04 km/h). Model 03508: .37" → .73" (9.4 mm → 18.5 mm); 8 blade reel at 5 mph (8.04 km/h).
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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.

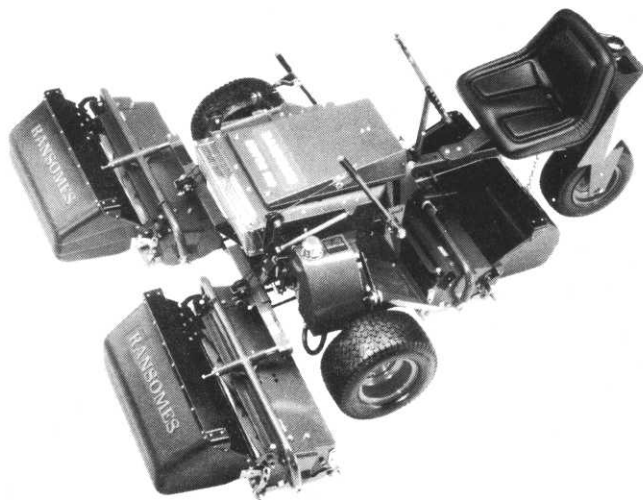
What we have, are not insurmountable difficulties, but problems of success. As our organization becomes increasingly larger and more active in responding to the issues of the day, we simply need more help to respond to our members desires. The MGA should be gratefully thanked for their fine efforts in 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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**MGCSA
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PROFILE**



KEITH SCOTT

SPOUSE - Sandra.

CHILDREN - Mike, age 15; and Carla, age 13; Kevin, age 7.

CLUB AFFILIATION - Oak Ridge Country Club.

PAST EMPLOYMENT HISTORY - Superintendent, Oak Ridge Country Club, 1971 to present. Assistant Superintendent, Minikahda Club, 1969 to 1971. Assistant Superintendent, Mississauga Golf Club, 1966 to 1969.

EDUCATION - Associate Degree in Horticulture, University of Guelph, Ontario. Bachelor of Science Degree, Iowa State University.

INTERESTS & HOBBIES - Skiing, Golf, Tennis, and Woodworking.

AWARDS / HONORS - Achieved certification status (Certified Golf Course Superintendent). MGCSA Past President.

COMMITTEE ASSIGNMENTS - President, Research Committee Member, Water Use Impact Study Committee Member and Ethics Committee Chairperson.

COMMITTEE GOALS - To continually push for completion of all the programs that are under way.

MGCSA GOALS - Continue to up grade the HOLE NOTES, to make sure the Employee Right to Know program is well in place and to be very active on the Water Use / Impact Study Committee.

PAST MGCSA POSITIONS - Have held all positions.

MEMBERSHIP IN OTHER ORGANIZATIONS - Golf Course Superintendents Association of America, United States Golf Association Green Section Committee Member, Minnesota Golf Association Director, O.J. Noer Committee Member.

CAREER GOALS - As Superintendent, to provide my membership with the best playing conditions, and to be always involved with the MGCSA.

SAVE

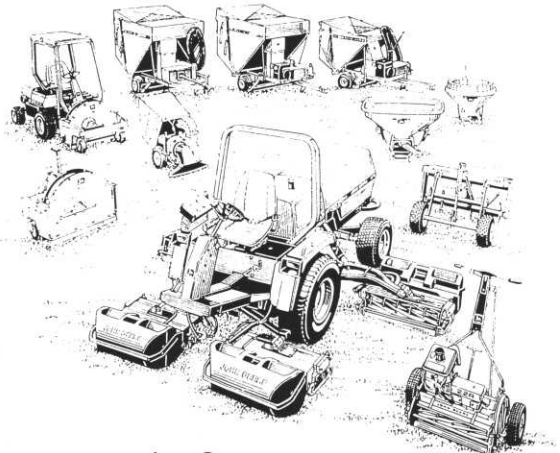
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THE EXTENSION LINE

Bob Mugaas of the University of Minnesota Extension Service is a regular contributor to *Hole Hotes*. As Hennepin County Extension Agent, Mr. Mugaas compiles various articles related to the golf field for our information. Bob is an excellent source for answers to many questions on horticultural problems. He may be reached at 612/542-1420. Written requests should be sent to:

Bob Mugaas
Minnesota Extension Service-Hennepin County
701 Decatur Ave. N.
Suite 105
Minneapolis, MN 55427

This month's articles cover Nectria Canker and the Honeylocust tree, Bronze Birch Borer, Concern on Pesticides.

NECTRIA CANKER CAN DAMAGE HONEYLOCUST

by Cynthia Ash
Assistant Extension Specialist
Plant Pathology
Minnesota Extension Service

Honeylocusts are beautiful trees which many homeowners are adding to their landscape. Unfortunately, a disease called nectria canker is causing loss of branches or entire trees. The nectria fungus invades

wounds--many of which occur during planting--and continues to invade and kill tissues as long as the tree is under stress. Stress can be caused by transplanting, lack of root establishment, improper care, and adverse environmental or soil conditions.

Several steps can be taken to prevent nectria canker damage to honeylocusts. First, plant fully hardy selections in good locations. Before purchasing the tree check the trunk for mechanical damage. Avoid purchasing damaged trees. Plant the tree properly and encourage its growth and establishment by regular watering. A wood chip mulch around the tree's base helps retain moisture, reduces competition from the grass and keeps lawn mowers and weed whips away from the trunk.

BRONZE BIRCH BORER DAMAGE IS EVIDENT NOW

by Jeffrey D. Hahan
Assistant Extension Specialist
Entomology
Minnesota Extension Service

Birch trees under attack by the bronze birch borer should be exhibiting symptoms now. Branch dieback, due to

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larvae tunneling and girdling the inner bark of the tree, is usually the first symptom. Raised ridges in the bark due to the girdling and D-shaped exit holes may be visible to indicate bronze birch borer activity.

Bronze birch borers only survive in weakened or stressed birch. Birch, native to the northern forests of Minnesota, enjoy cool, shaded conditions. However, when planted in the urban environment, birch often are placed in the open with little or no ground cover to protect their shallow roots. As a result, the birch becomes weakened and loses vigor. Water once a week if there is not sufficient rainfall. Add a layer of mulch around the tree under the canopy to reduce moisture loss and help keep the soil temperature cool. Older trees on poor soil should be fertilized in the spring every two to three years.

Small branches that have died should be pruned in August, cutting the limb two feet beyond the point of damage to ensure all bronze birch borer larvae are taken out. August is the best time to do this because the adults are not laying eggs and the wound heals better during reduced sap flow at that time. If the damage is in a large limb or trunk, the tree is probably too far gone to be helped.

There is no effective insecticidal control this late in the season. Professional applicators could have applied ben-

diocarb (Turcam) starting the end of May. These applications will not protect the birch if it remains unhealthy.

U of M GROUP ADDRESSES PUBLIC CONCERN ON PESTICIDES

Too much of almost anything -- table salt, aspirin, water, vitamin D -- can be harmful to humans.

But recent public alarm over pesticide residues in the food supply and what this could be doing to the health of children and adults has more than 20 people involved at the University of Minnesota. They are taking time from other duties to collect information and ponder all sides of the residue problem. Their group is informally called: Pesticide Education: Residue vs. Risk.

Jim Cink, Assistant Entomologist with the Minnesota Extension Service, is coordinating these efforts. Cink's group is putting together three brief publications to explain dosages and chemicals to a public that Cink says is "chemically illiterate." The publications will cover pesticides and their toxicity, establishing food tolerances and pesticide risk perception. Cink emphasizes, "The group's pesticide education project is not out to promote or con-

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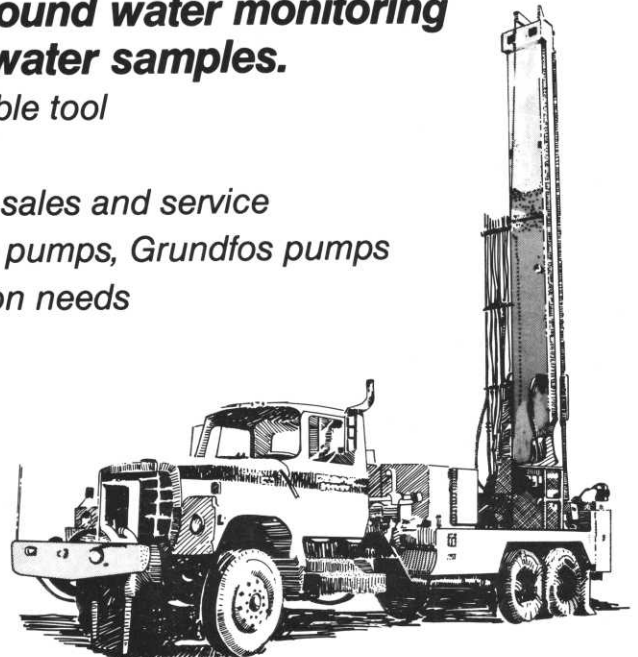
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demn the use of any pesticide product."

While the campus participants include representatives from agronomy, entomology, food science and nutrition, home economics, horticulture and plant pathology, there is input from agencies such as the Environmental Protection Agency (EPA), Minnesota Department of Agriculture, Food and Drug Administration (FDA), Hennepin County Poison Control Center and National Agricultural Chemical Association among others.

"Any chemicals can be labeled a pesticide if it is used to control or destroy a pest problem," Cink says. He mentions boric acid, used in a variety of products, as an example. "It can be a disinfectant in eye washes, a flame retardant in clothing and an insecticide to kill cockroaches." Table salt has been used by farmers and ranchers in the southwest to kill cactus. Beer is sometimes used to control garden slugs.

However, not all the chemicals used in food production actually kill pests. Growth regulators, such as daminozide (Alar), are an example. These chemicals control how insect or plants develop or allow timed harvesting so that the crop matures simultaneously and labor and transportation costs can be dealt with efficiently. Cink calls this "a chemical being used as a management tool."

The FDA and EPA are quiet on their testing, but they are constantly on the alert to problems, Cink says. Something he believes the public should know about is the Tolerance Assessment System (referred to as TAS), which the EPA began in 1987. It is a computerized database program in which chemical residues in food and their set tolerances take into account ethnic backgrounds, age groups and dietary habits to assure that no group is exposed to unacceptable risk levels--currently, greater than 1 in a million.

In agriculture, Cink notes that recommended application rates in some chemical families are being reduced. Some older pesticides that used to call for a gallon or a pint to treat an acre of small grain are being replaced with chemicals applied at a rate of 1/16 ounce per acre.

A third of the United States' agricultural production is lost each year to insects, weeds, flood or drought. Today's philosophy seems to be toward integrated pest management, managing the crop to avoid the use of chemicals when possible.

All new pesticides are tested to establish the kind of toxicity and dosage which would produce a toxic reaction. The burden of proof for safety is placed on the manufacturer of the pesticide, Cink says. Toxicity tests are based on two premises: that toxicity in laboratory

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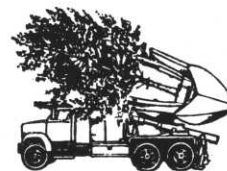


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