

New Equitable Stroke Control Procedure for USGA Handicap System Is Effective January 1, 1993

The present USGA Equitable Stroke Control (ESC) procedure will be changed, effective January 1, 1993, according to Dean L. Knuth, Director of Handicapping.

The new procedure is simpler and independent of par and still accomplishes the purpose of ESC, which is to eliminate unrealistically high hole scores. It sets a maximum score that a player can post on any hole depending on the player's Course Handicap.

The following table will be used to set the maximum score for posting purposes:

<u>Course Handicap</u>	<u>Maximum Score Posted on Any Hole</u>
9 or Less	6
10 through 19	7
20 through 29	8
30 through 39	9
40 through 49	10
50 and above	11

For example, a player with a USGA Handicap Index of 19.2 plays a 120 slope course which gives that player a Course Handicap of 20. For handicap purposes, that player is allowed a maximum score on any hole of 8. There is no limit to the number of holes reduced to 8 in the round, so the player can quickly scan his or her scorecard to locate any hole scores of 9 or higher and reduce them to a score of 8. The reduction is applied to allow a maximum score of 8, no matter what the par of the holes may be. Again, for handicap purposes, that player could pick up on a hole after seven strokes because the best the player could score is 8. Also, this player will find that a lower Slope course with a Course Handicap of 19, that his maximum score will be 7.

Concerns with the present ESC procedure were that:

(1) Clubs have had difficulty teaching golfers how to use the present procedure correctly.

(2) The present procedure depended upon the par

of each hole. Pars often were set higher than they should be. For example, holes under 401 yards for women sometimes were being set as par 5's, instead of par 4's.

(3) It caused unfairly low handicaps just below the "break-points." Players with Course Handicaps of 16 to 18, for example, experienced triple bogeys, but had to reduce them to double bogeys. A 19 handicap player could post a triple bogey and a 20 handicap player could post two triples. This effect caused a disparity in handicaps. The same thing happened at the 34 to 36 handicap level. Such players scored quadruple bogeys, but could not post them, but a 37 handicap could. A harsh limitation was on the scratch golfer who might hit a ball out-of-bounds or lose a ball, but could not post a double bogey.

(4) It had to be applied frequently and unfairly by high handicap players on very difficult holes to the point that often such players were not able to post their average hole score.

In 1991, the USGA Women's Handicap Procedure Committee suggested the concept of a fixed maximum score procedure. The procedure was developed and tested using several thousand lines of golfer's scores.

Research has proved that the fixed maximum score procedure eliminates these concerns, while reducing only unusually high hole scores. On average, the old ESC procedure reduced the 18-hole score by 1.6 strokes. The new fixed maximum score procedure reduces the 18-hole score by .9 stroke.

ESC, in general, is applied less often to the best 10 of the latest 20 scores than to the unused scores, so the average net effect of the new procedure will go to raise USGA Handicap Indexes about three-tenths of a stroke. Those affected the most will be players that were being forced to reduce a score on a hole that was usual for their normal game. The fixed maximum score procedure will apply to very long holes more frequently than to very short holes.

The new ESC procedure is simpler to use because players need to remember only one number—their maximum hole score allowed. Check a few lines of scores yourself and you will see how simple it is.

Audubon Program to Be Honored for Environmental Leadership by GCSAA

The Golf Course Superintendents Association of America has announced that it will present its President's Award for Environmental Leadership to the Audubon Cooperative Sanctuary Program for Golf Courses (ACSP).

The GCSAA President's Award for Environmental Leadership is given in recognition of an exceptional contribution to the game of golf—a contribution that further exemplifies the golf course superintendent's image as steward of the land.

The ACSP is a cooperative effort between the Audubon Society of New York State and the United States Golf Association (USGA). The program, in place since 1990, promotes ecologically sound land management and the conservation of natural resources. The ACSP is committed to increasing environmental awareness and enhancing wildlife habitat through proper golf course management programs.

GCSAA President William R. Roberts, CGCS, said, "Although the golf course management industry has been involved in conservation activities for years, the Cooperative Sanctuary Program has proved successful in educating the public and golf community on the benefits of golf courses as important open spaces and the role they play to the environment and wildlife."

Those who participate in the program register their property as a cooperative conservation area and determine the conservation activities in which they will become involved. Golf course members in the program presently number almost 500 in 48 states, Canada, Spain and Guam. Many courses are involved in nesting box projects, native grass restoration projects, aquatic environment enhancement projects and many other activities.

The award will be presented to Ronald G. Dodson, president of the Audubon Society of New York State, and Stuart F. Bloch, president of the USGA, on behalf of the program. The presentation will take place on January 26, during the opening session of GCSAA's International Golf Course Conference and Show in Anaheim, Calif.

GCSAA Examines Possible Human Exposure Study

GCSAA is examining the possibility of undertaking a major human pesticide exposure study.

If the association opts to conduct the study—a decision that will be made yet this year—it hopes to answer lingering questions about possible effects of chronic pesticide exposure.

Pat Jones, GCSAA director of development, is in charge of the association's study. Jones planned to call together a respected group of pesticide experts to discuss the scope of the proposed study and to finalize its methodology.

The group was to meet at GCSAA headquarters in Lawrence, Kan., and was to consist of federal regulators, a noted epidemiologist, industry officials, health experts and key GCSAA staff.

The study would examine the mortality records of GCSAA-member superintendents and compare them with statistics from the general population to determine if there are any unusual patterns.

"No independent group has ever sponsored as comprehensive a study as this," Jones says. "We are willing to accept an independent evaluation."

Jones also says that it makes sense to study chemical applicators because they come into more contact with pesticides than anyone else.

"Our main concern is for the health of members and employees who have primary exposure to undiluted pesticides," he explains. "This study of primary exposure should alleviate any concerns about golfers' health. The superintendent is the 'canary in the coal mine' who would be affected long before the golfer or golf course neighbor.

(Continued on Page 28)

EPA Plans Review of Inert Ingredients With Unknown Toxicity

Pesticide registrants would be required to submit to EPA data on inert ingredients with unknown toxicity that are used in pesticides, if the Office of Management and Budget approves an EPA request.

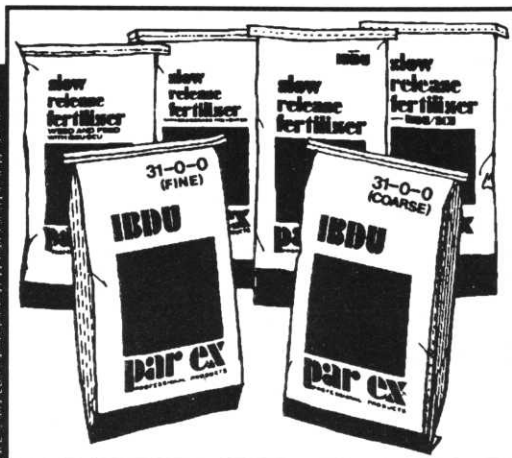
About 400 pesticide registrants would be affected by the measure.

Under FIFRA, registrants must report to EPA and keep records of data from studies conducted on registered pesticides. EPA then keeps four lists of inert ingredients ranging from greatest to least toxicological concern and collects data on List 1 and List 2 inerts.

Under the request pending with OMB, registrants would submit to EPA and keep records of any information on pesticides that contain List 3 inerts.

"The agency uses the information to assess whether the inert ingredients contained in pesticides may cause an unreasonable adverse effect on human health and the environment, and to determine whether to maintain the registration of a pesticide," the agency says.

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National Mower Joins GCSAA Golden Tee Club

The Minneapolis-based National Mower Company is the newest corporate member of the Golden Tee Club, the grassroots support organization for the Golf Course Superintendents Association of America (GCSAA) Scholarship & Research (S&R) program.

The company contributed \$1,000 to GCSAA S&R's campaign to help fund research into the effects of long-term pesticide exposure on superintendents, golf course staff and golfers. According to company official Stan Kinkead, the gift was made on behalf of National's customers nationwide.

"We feel that it's critically important to support your profession's future and the future of this industry," Kinkead said. "We're happy to be a part of this research program."

The firm will be among those honored for their contributions at the 1993 Golden Tee Reception on January 29 during the GCSAA International Golf Course Conference and Show in Anaheim, Calif.

The gift came on the heels of an October visit to GCSAA headquarters by Kinkead and a group of Minnesota GCSA members. The trip, which was sponsored by National Mower, allowed members to see the association's headquarters operations firsthand and learn more about the association's activities. Senior GCSAA staff members outlined the functions of each department during a half-day presentation.

Negotiating for Success

Negotiations are an important part of our everyday lives. Virtually all interactions we have with others include possibilities for negotiations. The value in successful negotiations comes from the philosophy to create a "win-win" situation. That is both parties perceive they have hammered out an agreement that fulfills their concerns and real needs. Each emerges feeling like a winner!

Can you think of a recent situation that you have negotiated a deal and won or lost? Winning or losing an agreement is determined by the amount of planning necessary for discussing any proposal. Negotiating on several key issues about a subject will result in more favorable responses than focusing on only one key point. Therefore, in any negotiation . . . never, never negotiate on **only one** issue!

When establishing a good negotiating proposal, one requires a firm action plan. A series of steps can be useful for organizing your thoughts on developing a persuasive argument. They are:

1. Develop a case
2. Justify the need
3. Provide the facts
4. Offer a resolution.

Should the process break down or fail, then one needs to obtain more information concerning the subject. It is estimated that planning may represent approximately 90% of the entire negotiation process. So it is vital to consider in detail strategies and a clear concise plan for presenting your ideas.

So the next time you begin to negotiate an idea, implement an action plan that illustrates several issues on "what's in it for me" and "what's in it for them". The end result: a successful win-win event that provides satisfaction to both parties.

—John Turner, *The Bull Sheet*



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Expert Panel Meets to Discuss Pesticide Exposure Study

A distinguished committee of industry and university research experts met recently at the headquarters of the Golf Course Superintendents Association of America (GCSAA) to discuss possible studies examining the issue of pesticide exposure and its effects.

Participants on the committee that met in early October were Dr. Aaron Blair, Occupational Safety Division, National Institutes of Health; Dr. Jerry Blondell, health statistician, Health Effects Division, U.S. Environmental Protection Agency (EPA); Bill Culpepper, director, Government, Public and Industry Affairs, DowElanco Specialty Products; Mike Scott, public liaison officer, EPA; Dr. Lorann Stallones, Dept. of Environmental Health, Colorado State University; and Steve Titko, environmental adviser, The O.M. Scott & Sons Co.

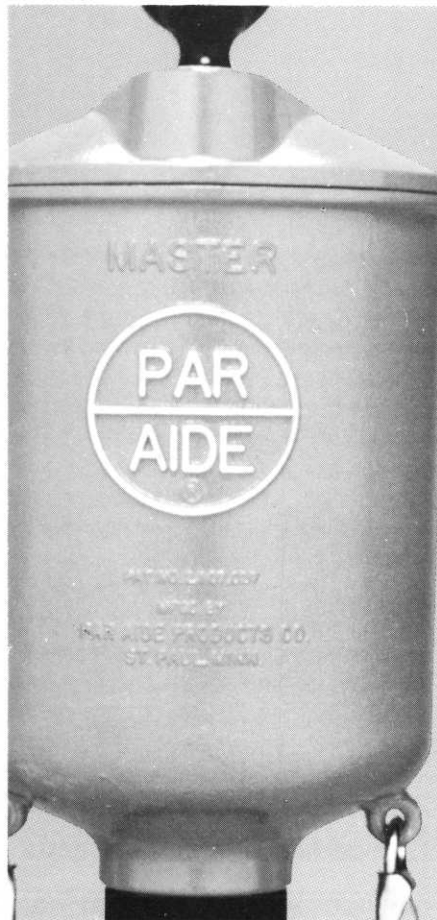
GCSAA representatives at the meeting included GCSAA President William R. Roberts, CGCS; General Counsel Robert D. Ochs; Director of Development Pat Jones, and *Golf Course Management* Technical Editor Dr. Jeff Nus.

The government, media and public have expressed concerns about the potential for adverse health effects caused by exposure to the pesticides used on golf courses. Because turfgrass pesticides are perceived by some people to be used only for aesthetic purposes, critics suggest that they pose an unacceptable health threat with little benefit to offset the risk.

GCSAA held this meeting to discuss the feasibility of sponsoring studies on human exposure to pesticides through its Scholarship & Research program. Such studies would be utilized to document worker safety, address public concern about pesticide exposure, and guide GCSAA education and research programs.

"The golf community, led by GCSAA, has maintained an open and positive approach to addressing ecological and health concerns," said Roberts. "This approach stresses professional education for superintendents and applicators, cooperation with regulatory agencies and increased scientific research."

GCSAA is completing its summaries of the meeting for presentation to the association's board of directors, who will decide later this fall which studies to undertake.



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Pesticide Reporting Proposal Sent to Reilly

A proposed rule designed to clarify manufacturers reporting requirements on the potential adverse effects of pesticide products has been sent to EPA Administrator William Reilly for final approval.

The proposed regulation would codify the continuing duties that pesticide registrants have under FIFRA to report information about possible unreasonable adverse effects of their products.

The proposed FIFRA rule has cleared the White House Office of Management and Budget routine review.

However, the rule still needs to gain an exemption by OMB from the regulatory moratorium, agency officials say.

President Bush announced a 90-day moratorium in January. He extended it in late April for 120 days and announced in late August that he would extend it for a year.

OMB has informed EPA that the rule is exempt from the moratorium, although OMB has not made public its reasons for exempting the rule.

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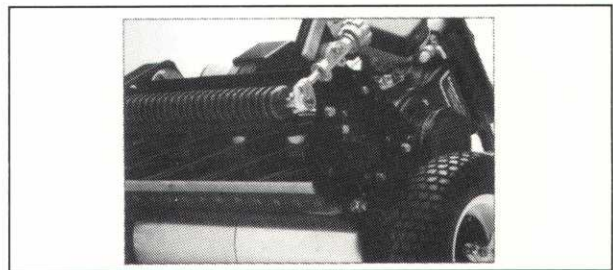
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Beard, Gibeault Honored For Distinguished Service

The Golf Course Superintendents Association of America's board of directors has selected Dr. James B. Beard and Dr. Victor Gibeault to receive the association's 1993 Distinguished Service Awards.

Beard's and Gibeault's dedication and outstanding contributions to the golf industry will be recognized at the opening session of the 64th GCSAA International Golf Course Conference and Show on January 26. The conference and show will be held Jan. 23-30 in Anaheim, Calif.

GCSAA President William R. Roberts, CGCS, said, "Each of these men has made an exceptional contribution to the advancement of the golf course superintendent's profession. I can think of no other individual as deserving as Drs. Beard and Gibeault to receive GCSAA Distinguished Service Awards."

Beard was a professor of turfgrass physiology and ecology for 35 years at Texas A&M University before retiring this year. During his tenure in the Department of Soil & Crop Sciences, Beard received numerous accolades and touched the lives of many golf course management professionals.

He has written several books that are widely used in turfgrass management instruction, including *Turfgrass: Science & Culture*, commonly referred to in the industry as "Beard's bible."

Among Beard's honors and awards have been the United States Golf Association (USGA) Green Section Award, the American Library Association's Oberly Award and the International Turfgrass Society's Distinguished Service Award. Beard is also a Fellow in the American Association for the Advancement of Science.

Beard has been an Affiliate member of GCSAA since 1984.

"Dr. Beard is considered by many to be the premier turfgrass researcher of the last several decades," said Roberts. "He has always been a contributor to the educational and professional growth of golf course superintendents throughout the world."

Gibeault has been an extension environmental horticulturist at the University of California-Riverside for 13 years. He has been a member of the USGA Turfgrass Research Committee since 1985. Gibeault has also written numerous research reports and articles for golf course technical publications, and is the editor of *California Turfgrass Culture*.

Gibeault works closely with local San Diego and California superintendents associations. He is a member of the American Society of Agronomy, the International Turfgrass Society, and the Northern and Southern Turfgrass Councils.

"Vic's dedication and service to the golf community have significantly advanced the profession," said Roberts. "There are few people in our field who are as highly respected and have touched as many individuals as Dr. Gibeault."

GCSAA members and affiliated chapters submit nominations for the GCSAA Distinguished Service Award.

GCSAA Election Set January 30 in Anaheim

Randy Nichols, CGCS, has been nominated for the presidency of the Golf Course Superintendents Association of America (GCSAA). The association's 1993 election of officers and directors will be held Saturday, January 30, during its annual meeting at the GCSAA International Golf Course Conference and Show in Anaheim, Calif.

Nichols, superintendent at Cherokee Town & Country Club in Dunwoody, Ga., is currently vice president of GCSAA.

Nominees for GCSAA vice president are directors Joseph G. Baidy, CGCS, Acacia Country Club in Lyndhurst, Ohio, and Gary T. Grigg, GCSSA, Naples National Golf Club, Naples, Fla. Baidy currently serves as GCSAA's secretary/treasurer and Grigg is a director of the association.

Three candidates for director will be elected for two-year terms. The four nominees for director are Dave W. Fearis, CGCS, Blue Hills Country Club, Kansas City, Mo.; Joseph M. Hahn, CGCS, Oak Hill Country Club, Rochester, N.Y.; Charles T. Passios, CGCS, Hyannisport Club, Hyannisport, Mass., and G.E. "George" Renault, III, CGCS, Burning Tree Club, Bethesda, Md. Hahn and Passios both currently serve as directors of GCSAA.

GCSAA's current president, William R. Roberts, CGCS, Lochmoore Club, Grosse Pointe Woods, Mich., will continue to serve on the board of directors for one year as immediate past president.

Two current board members, Paul S. McGinnis, CGCS, Union Hills Country Club, Phoenix, Ariz., and Bruce R. Williams, CGCS, Bob O'Link Golf Club, Highland Park, Ill., have one year remaining on their terms.

GCSAA's International Golf Course Conference and Show runs January 23-30 at the Anaheim Convention Center.

The title "CGCS," which follows a superintendent's name, stands for Certified Golf Course Superintendent. This distinction recognizes the achievement of high standards of professionalism through education and experience. More than 1,200 GCSAA members currently hold the CGCS title.

Headquartered in Lawrence, Kan., GCSAA is a 12,000-member international professional association dedicated to promoting the principles and techniques of responsible golf course management. Its members are the men and women who manage and maintain golf courses around the world.

Wetlands Permitting To Be Streamlined

The wetlands permitting process will be streamlined, making it easier for applicants to obtain permit decisions.

The more efficient process is the result of an agreement signed between EPA and the U.S. Army Corps of Engineers. The agreement says that a corps division or district supervisor, or an EPA regional administrator can initiate a policy implementation review between the two agencies through written notification to resolve differences.

The two agencies have disagreed on occasion over issuing development permits under authority of the Clean Water Act.

The agencies vowed to develop within six months written procedures to ensure effective coordination.

Jack Kolb Uncovers Interesting MGCSA History

Now that Jack Kolb is working toward his 70th birthday, he considers himself somewhat qualified to do a little contributing as an historian for the Minnesota Golf Course Superintendents Association.

Jack's wife has ordered him to clean out shelves, files and drawers of all outdated and superfluous material that he had accumulated during his affiliation with the Minnesota organization. Some of the material was given to Tom Fischer a few years ago, and Jack has uncovered another gem that he would like to share with the present group.

The document referred to was written as a secretary's report by Erich Pahl, then of Interlachen Country Club. There are club names used in this report that may confuse contemporary members of this Association. An attempt shall be made to explain those that do not sound familiar.

For instance: Northwood Country Club no longer exists; it was up near North St. Paul, just south of highway 36. The clubhouse continued as a supper club for a number of years after the golf course disappeared. Armour Golf Club was named after Tommy Armour and is now Gross Golf Course in the Minneapolis public system. Hilltop Golf Club is a mystery; it's not known whether it was a name change, or a club that went out of business. "The Country Club," presumably is the predecessor of Edina Country Club, since Leonard Bloomquist was the greenkeeper there before moving to Brookview in Golden Valley. Glenwood Municipal Course later became Theodore Wirth.

The following is dated April 28, 1928 and pertains to a meeting held at what was referred to as "The Country Club." The local association at that time was known as "Minnesota Greenskeepers Association" and Erich Pahl wrote the following "PREAMBLE" as a secretary's report:

"Realizing the necessity of a permanent organization in this Northwest District, following a meeting of Greenskeepers at Minikahda Club last summer, it was decided to organize such an association, and a date set for such meetings. Whereupon Mr. James A. Hunter, lessee of The Country Club offered the use of his club for the meeting and also arranged a dinner for the occasion.

There were 17 Greenkeepers present out of a total of 26 clubs in the Twin Cities district.

Charter Members and Clubs were:

Charles Erickson	Minikahda Club, President
Leo J. Feser	Woodhill Country Club, Vice Pres.
Erich W. Pahl	Interlachen Country Club, Secretary
F. G. Anderson	Town and Country Club, Treasurer
Victor Larson	Minneapolis Golf Club
M. P. Schiefner	Somerset Country Club
Mike Sanko	Golden Valley Golf Club
Matthew F. Byrne	Meadowbrook Municipal Course
John Pearson	Armour Municipal Course
Carl Erickson	Glenwood Municipal Course
Emil Anderson	Columbia Municipal Course
Emil H. Picha	Midland Hills Golf Club
John Streed	Hilltop Golf Club
Gustav Olson	Minikahda Club
Leonard R. Bloomquist	The Country Club
Arthur W. Anderson	University Golf Club
J. E. Benson	Northwood Country Club

★ HOCKEY SCHEDULE ★

NEXT SESSION: THURS., JAN. 14, 1993

The Minnesota Golf Course Superintendents' Association Hockey Club have their blades back on.

REMAINING ICE TIME IS AS FOLLOWS:

DATE	TIME	LOCATION
Thursday, January 14	11:30 a.m. — 1:00 p.m.	Augsburg "B" Rink
Thursday, February 11	11:30 a.m. — 1:00 p.m.	Augsburg "B" Rink
Thursday, March 11	11:30 a.m. — 1:00 p.m.	Augsburg "B" Rink

Any association member is welcome to play. Ice time is courtesy of Associate members.

Join us for pizza at Davanni's after the contest.

Human Exposure—

(Continued from Page 22)

There are two opposing caveats to this type of study," he says. "First, we cannot claim that research on superintendents represents the maximum exposure received by full-time applicators. On the other hand, the mortality group that would be studied are primarily superintendents who worked in the 1940s, 1950s and 1960s, before personal protection and careful handling were commonplace and safer products became available. Therefore, the research does present a 'worst-case scenario' when compared to the practices and products used today."

Jones adds that the study would serve as a starting point for GCSAA Scholarship & Research-sponsored studies of other specific questions, such as breast cancer among female golfers, cancer trends among PGA professionals and illnesses among golf course chemical applicators.

Jones says that he hopes the study would be in place late in 1992—if the focus group arrives at a workable plan.

Another human exposure study already under way is being conducted jointly by the National Cancer Institute and the Environmental Protection Agency. This exposure study is similar in nature, but focuses more on the agricultural use of pesticides. It will look at farmer exposure and will examine human exposure to pesticides through crop residue.

Although the study is aimed at agriculture, its findings could be significant to the turfgrass management industry as well.

The NCI/EPA study will look at the rate of disease in farmers compared to the general population. Some of the illnesses to be examined include non-Hodgkin's lymphoma, prostate cancer and leukemia.

Scientists will study more than 100,000 people—most of them farmers—in two or three states, who are registered to apply pesticides. The study could stretch three decades or more.

Scientists involved in the study say their findings should stretch far beyond the farm because many of the chemicals involved in the study are used by city dwellers as well.

The study will examine exposure to diesel fuels, animal viruses, paint and other chemicals, such as possible carcinogens in food.

Study organizers say results should provide insight on key questions that have gone unanswered for years because scientists lacked clear data on worker exposure to chemicals.

Most of the pesticide applicators to be included in the study will be farmers, their spouses and families. Other pesticide applicators—all registered—will include grain workers, lawn service crews, road crews and foresters.

Scientists will draw blood from participants, check it for chemicals and examine chromosomes to determine what effect—if any—chemical exposure has on humans.

Glatty Announces Formation of Twin City Seed Company

John C. Glatty, a 17-year seed industry executive, has announced the formation of Twin City Seed Company. Glatty is principal stockholder and president.

Twin City Seed is a distributor and marketer of all types of seed, with primary emphasis on professional turfgrass seed sales in the Midwest. Twin City Seed also represents and sells national seed company proprietaries and products to various classes of trade, including garden centers, lawn care companies, sod growers and other chains. Twin City Seed also distributes to the agricultural market.

Glatty was most recently Director of NK Lawn & Garden Co.'s Medalist Turf Division. He left that position to form Twin City Seed. He has worked for several regional and national seed companies including Whitney-Dickinson Seeds, Great Western Seed Co. and Lesco Inc.

Twin City Seed Company is headquartered at 7263 Washington Avenue South, Minneapolis, MN 55439.

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GCSAA Golf Championship Set January 23-24 In San Diego

The Golf Course Superintendents Association of America (GCSAA) Golf Championship is headed for San Diego, Calif., for the first time. Tournament participants will be contending Jan. 23-24, 1993, for individual and chapter team honors.

A major annual event for the men and women who manage golf courses throughout the world, the GCSAA Championship is one of the largest association-sponsored golf tournaments in the nation.

The championship is scheduled for four courses in the San Diego area: Carlton Oaks Country Club, Eastlake Country Club, Mount Woodson Country Club and Steele Canyon Golf Club. It will be held prior to GCSAA's 64th International Golf Course Conference and Show, which is scheduled Jan. 23-30 in Anaheim.

Last year's championship, held in Jacksonville, Fla., saw the Georgia #1 and Midwest AGCS #2 teams win chapter team honors. Gary Bennett, certified golf course superintendent at Crickentree Golf Club in Blythewood, S.C., won the individual championship. Bennett is scheduled to defend his title in San Diego.

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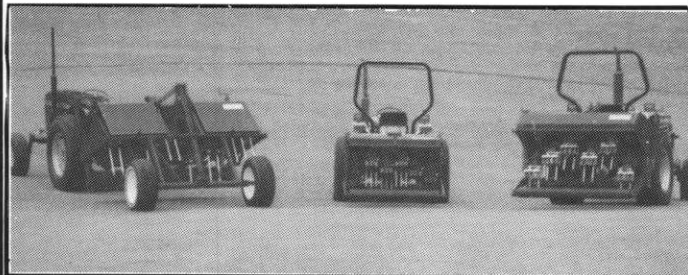
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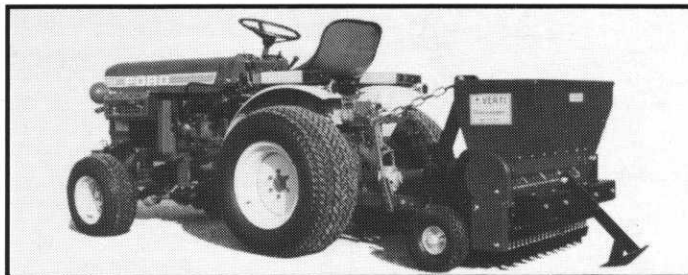
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By John Harris
Lafayette Club



First of all, I would like to thank our president, Greg Hubbard, for the appointment as *Hole Notes* editor. It seems like yesterday that I last wrote an editorial. With this in mind, I feel right at home, a little older and hopefully wiser. I think we all owe Dale Wysocki a debt of gratitude for the fine work he has done with this past year's publications. They were informative, addressed the issues and sometimes humorous. I hope to carry this into the '93 season.

I will need your help. If you have a tidbit of information or a good story up your sleeve, pick up the phone and call yours truly, whether it be a piece of legislation that affects us or a new infant in the household.

Some of you have expressed an interest in a structure change on payments to the monthly meetings due to your golf club and individual accounting procedures. The arrangements chair is going to offer an annual fee for all regular monthly meetings. This should help reduce confusion for pre-registration such as "the check is in the mail."

The MGCSA Annual Conference was a success, in large part due to the diligent work of Shane Andrews, CGCS. I have heard many positive comments on some of the format changes. Other changes were not as well-received and will be looked at closely by the Conference and Education Committee.

Special thanks go out to (in alphabetical order) Cushman Motors, Leitner Co., MTI, North Star Turf and Par Aide Corporation for supporting the Thursday Evening hospitality room. The nostalgia and camaraderie was well-received by all. We will be sure to ask them to do it again next year.

Also special thanks go to the Leitner Company and Polfus Implement. Leitner donated the notebooks and calendars that many of us use and probably adorn our office wall. Polfus donated the bag tags that I hope to see on everyone's bag. All proceeds go to the scholarship fund, and they are much appreciated.

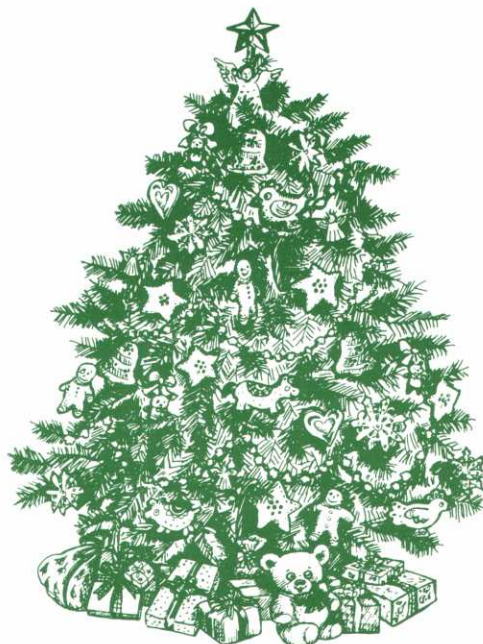
The GCSAA National Convention is fast approaching. For those of you that have not attended in the past, this could be your year to start. The educational opportunities are always there and growing to accommodate the issues that face Superintendents today.

Once again, it's nice to be back in the saddle, and I hope to get your input on upcoming issues. It's important that you contribute to the content of this newsletter. It's a direct reflection on you and our profession.

— John Harris
Editor



Happy Holidays



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(Continued from Page 3)

Our next meeting, featuring winter sports activities, will be hosted by Steve Schumacher at Izaty's on January 11. We will also caucus as members of GCSAA and discuss the proposed bylaw changes which will be voted on in Anaheim during convention week. Look for further information soon, and plan on attending this fun, event filled day.

* * * *

Best wishes for a happy and safe holiday season!

—Greg Hubbard