

Cleanup Clues

Be prepared for post-application cleanup before you begin applying pesticides.

By Dr. Robert Belinger

After you've finished applying pesticides on your golf course, it's time to think about disposing of the containers, right?

Well, yes and no. Yes, pesticide containers do need to be disposed of promptly after application. But the time to think about container disposal is before application. In fact, you should think about it even before you buy the pesticide.

Container disposal can be a problem, but the earlier you start to manage the situation, the less of a problem it will be. The easiest containers to dispose of are those you have not yet purchased. Your future purchases give you the most container-management options.

Look at it this way: How do you select a pesticide? Your first consideration is probably the product's ability to effectively control a particular pest. Of course, the intended-use crop must be listed on the product's label. Other considerations include formulation, cost, re-entry interval, applicator safety and potential for contaminating surface water and groundwater.

However, you should also consider container disposal when choosing a pesticide. Plan a container-management strategy with the same care you give to your pest-management strategies. By carefully planning your pesticide-application needs, and buying only the amount of pesticide you need, you can reduce the number of containers you'll have to dispose of. Buying only what you need will also help you avoid having to store pesticides.

You can even go one step further. Consider the kind of container you're buying. Ask yourself some questions about the containers your pesticides come in, and then go out and get the answers. For instance, can the container be recycled in your area?

Ask your dealer, supplier, chemical sales representative or cooperative extension service about the availability of products that can reduce or even eliminate the need for pesticide-container disposal. And keep up with the trade journals for tips and success stories from others in your industry.

For many golf courses, the total elimination of containers may not be possible. When containers are still a fact of life, proper cleaning—with triple or pressure rinsing—is necessary before disposal. Properly washed, empty pesticide containers are considered solid—not hazardous—waste.

Clean pesticide containers as soon as they are emptied. Don't wait until you are done with your application! Rinse the container over the spray tank to collect the rinsate for re-use; the rinsate then becomes part of the makeup water for the application. After you've cleaned the containers, crush or puncture them to prevent reuse by others.

One option for emptying and cleaning containers is to use a closed system. These systems have advantages and disadvantages; it's best to investigate the possibilities carefully to see if there is a system to fit your particular needs.

Assume you've cleaned your containers immediately after emptying them. What's next? Get your containers to the appropriate solid-waste disposal facility as soon as it is practical to do so. If you can't get them to a disposal site right away, put them in a secure location—for instance, in the same place you store your pesticides.

Never leave any container—empty or not—unattended at the application site.

Pesticide labels usually give very general treatment to the subject of container disposal. This is necessary because specific requirements for container disposal vary from state to state, county to county, and community to community.

You may need prior approval to dispose of pesticide containers at your local landfill; check with the landfill operator. If you have a contract waste hauler who picks up your cleaned empty pesticide containers with your other solid waste, be sure he knows what he is hauling.

Clean containers may not carry any pesticide residue, but they often carry a stigma.

While container disposal is important, it's not the only cleanup that needs to be done. Your personal protective equipment must also be properly cleaned and stored. Wash rubber gloves, rubber aprons and protective eyewear as soon as possible with hot water and a heavy-duty detergent. Respirator manufacturers usually supply instructions on how to clean and disinfect their products.

Here are some pointers for laundering protective clothing that isn't chemical-resistant:

- Before laundering, store pesticide-contaminated clothing in a separate, covered container. A commonly recommended, easy and inexpensive method is to use a cardboard box lined with a disposable plastic bag. This will prevent transferring pesticides to other clothing.
- Rinse the articles, either in a washing machine or by hand.
- Wash pesticide-contaminated protective clothing separately from other clothing.
- Launder the protective clothing with a heavy-duty detergent and plenty of hot water; don't pack the machine. Moderately to heavily contaminated articles should be laundered twice, separately. (Unfortunately, while rinsate from containers can be reused, nobody has come up with a good solution for what to do with the water from washing contaminated clothing.)

(Continued on Page 30)

Best Seasonal Help Can Easily Be Yours

By E. T. Wandtke

Using seasonal, temporary workers lets golf facilities avoid extra costs which come with full-time personnel, and at the same time bring new enthusiasm into the crew.

Why they'll work - The skills and quality of potential seasonal em-

ployees applying for jobs will change in 1995. The applicant will possess more skills, be more performance driven, and may be an overall better potential employee than you have seen in the past.

Generally, these people are looking

for more than just a job; they are seeking the opportunity to learn more skills and a way to apply their knowledge. In the past, the seasonal employee has typically not been motivated. But the current economic conditions make this a buyer's market. Look for a way to meet the challenge good seasonal workers will present to your company, rather than someone to just "fill in."

How many? - A key factor influencing the local job market is obviously the unemployment rate.

Need for some kind of financial restitution will lead many over-qualified individuals to your doorstep if the unemployment rate is very high. Be careful in hiring these job-shifters. If an individual has been highly compensated in the past and your job opening does not pay that well, expect them to leave you as soon as a job close to their previous pay level opens.

Where are they? - Seasonal workers are found among farm hands, people laid-off from other businesses, new immigrants, retired people and those seeking to supplement their family income with a second job.

A big mistake made by personnel managers and owners is failing to properly advise a prospective employee about the physical and environmental stress involved in the job. Many newcomers to the green industry leave in the first two to four weeks.

It is extremely important when hiring seasonal help to properly advise them:

- the job is physically demanding
- they will be expected to work in almost all weather conditions and
- the hours are sometimes longer than usual.

When to recruit? - Establish how many extra people you need two months before you advertise. Let current employees know of your needs, and perhaps they can recruit for you.

Post notices at local churches. The quality of those applicants, their integrity and highly dedicated work ethic often has resulted in higher-than-expected performance from all of the employees they come in contact with.

(Continued on Page 29)

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WHERE ARE THEY NOW?

Past MGCSA President Kurt Erdmann Enjoying Retirement in Rochester

Kurt Erdmann, a past president of the Minnesota Golf Course Superintendents' Association and a superintendent in Rochester for approximately 45 years, has been retired since 1988.

But he still has fond memories of his service to the association, which he joined in 1946, and his involvement in the industry.

Kurt was employed at Soldiers Field Municipal Golf Course in Rochester from 1944 to 1957 and at Rochester Golf & Country Club from 1957 to the final day of 1988.

Since then he and his wife, LaVina, have lived in Rochester, and he's keeping busy fishing, hunting, golfing,

gardening and traveling to visit a daughter in California, a daughter in Fargo, N.D., and a son in Wilmington, Del.

"I enjoy the freedom to come and go when I feel like going fishing or golfing or visiting children and grandchildren," he said, "and I also enjoy the relief of no responsibility."

But he readily admits he misses the monthly and annual meetings with fellow superintendents.

After serving on several MGCSA committees including Membership and Research, he was the MGCSA's vice-president in 1965 and the association's president in 1966 and 1967.

"I enjoyed serving the MGCSA in various capacities and in sharing knowledge with fellow superintendents," he said, "and it's always nice to look back and enjoy the fruits of your labor."

Now his traveling usually takes him to Delaware to visit his son in October, to California in February to see his daughter and during the summer to visit his daughter in Fargo.

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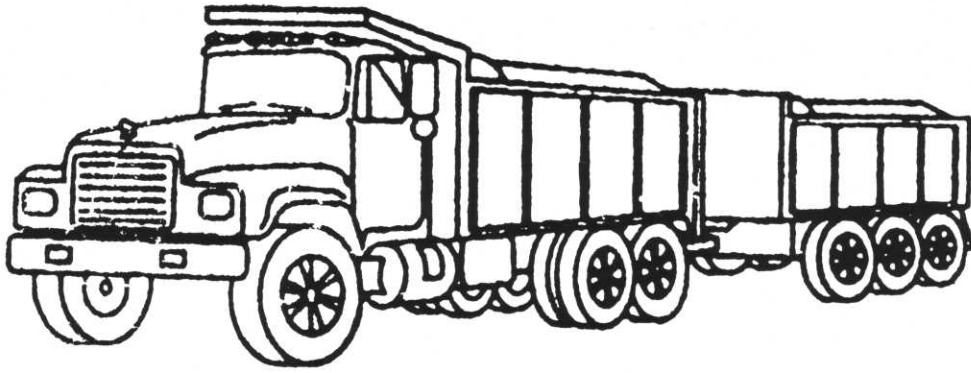
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PROUD SUPPORTER OF RESEARCH AND EDUCATION THROUGH THE MGCSA

Identifying and Controlling Pink and Gray Snow Molds on Turfgrass

By Joe Rimelspach
Turfgrass Extension Pathologist, Ohio State University

As snow and ice melt away and with the arrival of spring weather, lawn owners will be venturing out into the landscape. This will generate many questions about the condition of their lawn and what to do to help it recover from the harsh winter weather. Snow molds are present on many lawns.

The occurrence of snow molds is highly dependent on environmental factors and the turf grass species at the site. Different fungi can be involved, but *Typhula* species (gray snow molds) and *Microdochium nivale* (pink snow mold) referred to as *Fusarium nivale*, are the most common. These fungi commonly grow where there is snow cover or during cool, wet periods of winter and spring. All cool season grasses are susceptible. The two diseases may occur together or individually. Reports last spring indicate simultaneous activity on many lawns. Disease development is extensive on lush turf with wet unfrozen soil and snow cover.

Symptoms

Affected turf is usually noticed in early spring. Patches (more or less circular) may be a whitish tan straw color from 1 inch to 3 feet in diameter; commonly the areas are 3" to 12" in diameter. Leaves are matted together and the patch appears sunken. When the patches are wet, they appear slimy; when dry the texture is more like a crust of dead leaves. During some periods, the pink snow mold may have a slight pinkish color on the outer edge of the patch; the two diseases appear very similar.

The gray snow molds (*Typhula* sp.) can be positively identified by the presence of sclerotia (small seedlike structures) 1/16 to 1/8 inch in diameter. Sclerotia are dark reddish brown to black and found on leaves of diseased plants.

Management

To minimize damage from these diseases, manage the environment to favor healthy turf:

- 1) PROMOTE GROWTH AND RECOVERY
- 2) Rake damaged turfgrass to let light and air into the crowns to encourage growth and recovery.
- 3) If the lawn is tall and has a lot of dead leaves, mow it short one time to remove dead grass and rake it away. Use debris 7 as a mulch or compost. If areas are dead, renovation will be needed. Check the crowns of plants to see if they are alive. Living crowns will be white and have a moist "healthy" appearance. If there are questions about possible regrowth, take a section of damaged turf and try to grow it indoors to see if new leaves develop.

Fungicides

Materials that are applied as a preventative in the fall are not effective as a curative. Spring applications may accelerate turf recovery. Follow all label instructions.

Gray Snow Molds (*Typhula* sp.)

- Pentachloronitobenzene (PCNB)
- Iprodione + chlorothalonil

Pink Snow Molds (*Microdochium nivale*)

- PCNB
- Iprodione
- Vinclozolin
- Thiophanate methyl

FOR HELP

Send a sample to the Plant and Pest Diagnostic Clinic at the Department of Plant Pathology, The Ohio State University, Columbus. Submit it with a Turfgrass Specimen Form, available at your County OSU Extension Office.

Joe Rimelspach is the Turfgrass Extension Pathologist at The Ohio State University Department of Plant Pathology in Columbus, Ohio. Joe has over 20 years experience with the lawn and landscape industry in the Midwest. He can be reached at (614) 292-6397.

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Monterey to Host 1995 GCSAA Golf Championship

Five courses along the Monterey Peninsula in California will host the 1995 Golf Course Superintendents Association of America (GCSAA) Golf Championship scheduled for Feb. 20-21.

Presented in partnership with The Toro Company, the association's 45th championship will test a field of approximately 480 GCSAA members and affiliates.

The host courses for GCSAA's championship are The Golf Club at Quail Lodge, Old Del Monte Golf Course, Poppy Hills Golf Course, Rancho Canada Golf Club and The Bayonet.

The Golf Club at Quail Lodge, designed by Robert Muir Graves, was host to the United States Golf Association's 1975 Senior Amateur and annually is the site of the California Women's State Amateur. The 6,515-yard layout plays to a par 71 and has a slope rating of 126. Dennis Kerr is the golf course superintendent.

Old Del Monte Golf Course, designed by Charles Maud, originally was a nine-hole layout that opened in 1895. Old Del Monte is reportedly the oldest golf course west of the Mississippi River. At par 72, it plays to 6,278 yards with a slope of 122. Pete Bibber is the golf course superintendent.

Poppy Hills Golf Course, designed by Robert Trent Jones Jr., is owned and operated by the Northern California Golf Association and has been a part of the PGA Tour's AT&T Pebble Beach Pro-Am rotation since 1991. The par-72 venue plays to 6,863 yards and has a slope of 143. Manny Sousa is the golf course superintendent.

Rancho Canada Golf Club, designed by Robert Dean Putman, is characterized by large, fairly flat greens. Participants in GCSAA's championship will play the West Course, a 6,613-yard, par-72 layout with a slope of 126. Tim Greenwald is the golf course superintendent.

In anticipation of a large number of participants, a fifth course was added to GCSAA's '95 tournament rotation. The Bayonet, designed by Gen. Robert McClure and located at Fort Ord, is a 7,000-yard, par-72 layout with a slope of 132. The military opened the Bayonet and its companion course on the base, The Black Horse, to public play last year. Nick Moana is the golf course superintendent.

A more detailed look at the 1995 GCSAA championship courses can be found in the September 1994 issue of *Golf Course Management* magazine.

The tournament will precede GCSAA's 66th International Golf Course Conference and Show in San Francisco. Tournament registration information was included in GCSAA's conference and show Early Bird brochure, which was mailed to GCSAA members Aug. 1.

Toro's support of the GCSAA Golf Championship will include a number of added activities, such as complimentary receptions, continental breakfasts, a complimentary victory banquet, a new and expanded array of tee prizes and a hole-in-one contest with a new car as the prize. Toro also is sponsoring the 1995 GCSAA tournament book. Any funds provided by Toro that are not used for the event will be donated to GCSAA's Scholarship & Research Foundation.

GCSAA San Francisco Hotel Rooms Available Through NST

For those planning to attend the 66th GCSAA Show & Conference in San Francisco in February, it's none too early to make your hotel reservations. As in past years, North Star Turf has secured a block of rooms in conjunction with the event.

A limited number of rooms remain available at the Sir Francis Drake for those interested. The newly renovated Drake is conveniently located seven blocks from the Moscone Center near Union Square. Contact Dan Miller or Joe Campbell at North Star Turf, 612/484-8411, for more information.

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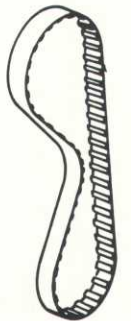
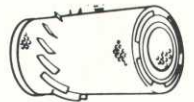
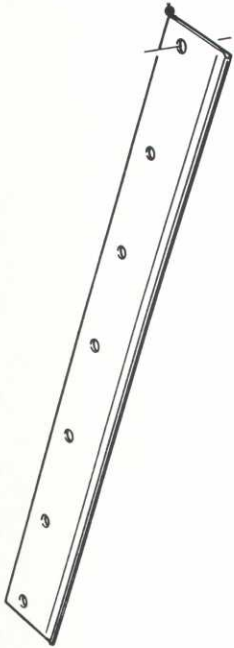
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Playing It Safe With Chemical Mixing

Keep this checklist of safety reminders handy the next time you are preparing chemicals for mixing.

Summer is one of the busiest times of the year. With all the pressures of the job, it is easy to overlook safety precautions when handling chemicals.

The following checklist is a reminder that you can never be too busy to remember proper safety habits. Keep the list handy the next time you are handling chemical mixtures.

Read the label carefully. Take particular notice of personal safety and environmental precautions.

Wear appropriate personal safety equipment when handling chemicals.

When mixing and loading chemicals in the field, ensure that you prevent spills that might contaminate water supplies.

Prevent spray-tank overflow by never leaving the tank unattended.

Never exceed labeled chemical

rates, mix carefully and calibrate your sprayer before applying chemicals.

Prevent having leftover chemicals by mixing only the quantities you need.

Never rinse equipment near well-heads, ditches, streams or other water sources. If needed, install a longer rinse-water hose to allow you to move the cleaning operation to a safe distance from the well.

Before disposing of chemical containers, triple rinse or pressure rinse them. Then, pour the liquid into the spray tank.

Dispose of equipment and container rinse-water by spraying it out over the soil following label instructions.

Remember Personal Safety

- Wear rubber gloves.
- Use goggles or face shields.
- Wear a wide brim hat, long sleeve shirt, long pants and rubber boots or shoe covers.

- Keep a supply of clean water handy and wash your hands before eating.

- Check labels for additional precautions.

The right mix.

When preparing your tank mix recipe, it's wise to take a few moments to prepare a record of the following items:

- The order in which to mix the products
- Prescribed rates for each product
- Capacity of the spray tank
- Amount of mix to be applied
- Types and rates of any additives
- Acres covered per tank
- Types of nozzle you plan to use
- Nozzle pressure in pounds per square inch (psi)
- Tractor speed, this information, along with the location, type of turf-grass and date of product application, will help provide you with an important record and handy reference.

The Grim Payoff for Not Washing: Contamination by Pesticide Migration

You just wore your protective equipment a little while, and it looks pretty good. Why not wear it once more before washing?

The logic may sound good, but pesticide build-up is not necessarily the problem.

In the case of rewearing contaminated clothes, pesticide migration is the deadly enemy.

Once you wear the protective clothing, pesticide residues that remain are likely to continue to move

slowly through the material of the clothing, even material that is chemical resistant.

If you wear it again before washing it, the pesticide may have moved to the inside, next to your skin.

Even pesticides that are not highly toxic can have a harmful build-up effect.

The experts say don't take a chance. Wash protective clothing after every use, however brief.

AT NATIONAL Need a Roommate?

Contact the MGCSA office if you are looking for a roommate for the GCSAA 66th International Golf Conference and Show, February 20-27, 1995, Moscone Convention Center, San Francisco, California.

612/473-0557 (metro)

or

800/642-7227

Sound Strategy

Meeting with the board of directors? Grab their attention by varying your pitch, volume, pause and intonation to get the reaction you want.

By Anita I. Jacobs, Speaking Consultant

“It’s not what you say, but how you say it.” How many times have you heard that old adage? Now research supports its truth. Researchers have found that when you speak to people, getting your message across depends on these factors:

- Words = 7%
- Body language = 55%
- Sound of the voice = 38%

These figures show the importance of how you say it. It takes about 30 seconds for people to sum you up. After you begin to speak, they decide whether they want to trust you or like you in 30 seconds. (These are significant considerations when you’re making a presentation, trying to close a sale or attempting to soothe an angry member.)

30 seconds to win

Organization is critical. Motivation, method, personal characteristics and strategy are the first set of necessary elements in organizing your 30-second impression. Don’t waste that first 30 seconds. Here’s how to begin:

1. Define your motivation. What’s the underlying reason behind the action you are about to take in delivering your spoken message? Once you define your motivation, you must figure out how to satisfy it.
2. Develop a method that will allow you to hook your audience—a way to get them to give you the action or reaction you seek.
3. Who will get you what you want? In order to answer this question, you must learn the personal characteristics of those you are addressing. You want to know what you are going to say and to whom you are going to say it; then pick a technique (your strategy) that will hook them.

Your voice should reflect your professional status, title, position and training.

4. Develop a strategy that successfully asks for the action/reaction you want. Your strategy involves combining your motivation, your method and what you know about the personal characteristics of your audience in a way that will get them to give you what you want.

Sometimes you don’t want a direct action. Sometimes you just want a subtle response to indicate you’re getting

through. That’s a reaction. Reactions can be just as powerful as actions. Decisions can depend on motivation.

Your voice should reflect your professional status, title, position, training, competence, age and sex. The second set of elements you’ll employ to accomplish your goal consists of four essential voice qualities—pitch, volume, pause and intonation.

Pitch

Pitch tells people immediately whether you’re weak or strong. It’s an accurate indication of personality. When we speak, we use approximately 10 notes. Most good speakers go up and down the scale, using all 10 notes.

However, we all possess optimal pitch—that individual core note that’s appropriate for your size, sex and age. You can find this note by saying the words “uh, um” up and down the scale until they vibrate in the area around your nose, mouth and lips.

Your optimal pitch changes throughout your life. It affects your professional status and the impression that you

There is a standard in vocal language that can get you what you want.

make on people. When you speak with someone for the first time by phone, pitch usually is the first element that allows you to form a mental picture of the other party.

If the person on the other end uses only a few notes, it indicates a lack of vigor. A female with a high-pitched voice forms a mental picture of a light, non-serious personality. A man with a high-pitched voice sounds helpless or weak. A very low-pitched female voice signals an aggressive personality type. In a male, the low-pitched voice might sound intimidating.

People who speak in their optimal-pitch range are perceived as self-assured. They can use their voices in many different ways without croaking, groaning or putting out messages that belie their personalities or intentions.

Volume

Volume is the second quality that you can learn to use effectively to get what you want. You can be speaking at
(Continued on Page 22)