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The Minnesota GCSA and GCSAA  
 present  
**Managing People for Peak Performance and  
 Job Satisfaction**

**Tuesday and Wednesday  
 March 10-11, 1998  
 8 a.m. to 5 p.m.  
 Minneapolis, Minnesota**

**Member Fee: \$220; Non-member Fee: \$330  
 Continuing Education Units: 1.4**

(Held in conjunction with the Minnesota GCSA March Mini Seminar, March 9, 1998.)



**For more information  
 or to register,  
 contact  
 1/800-472-7878**

## GCSAA Seminar Set March 10-11 In St. Louis Park

On Tuesday and Wednesday, March 10-11, the two days immediately following the MGCSA Mini-Seminar, the Golf Course Superintendents Association of America and the MGCSA will host a seminar on "Managing People for Peak Performance and Job Satisfaction."

This two-day seminar will also be held at the Doubletree Park Place Hotel in St. Louis Park, Minn., is based on the GCSAA book Human Resource Management for Golf Course Superintendents and will be presented by Thomas Maloney and Dr. Robert Milligan of Cornell University. The material in this seminar will prepare participants to take section six of the GCSAA certification exam.



**Scott Austin, CGCS, James Gardner, CGCS and Mike Klatte, CGCS, are all smiles after participating in the GCSAA Golf Championship. Twelve MGCSA members played. The other nine were: Michael Brower; Tom Feriancek; Scott Hoffman; Tim Johnson; Tom Kientzle; John Malloy; Jonathan Pulju; David Simeon, and Scott Weltzin.**



**Brad Zimmerman, Edina CC, chats with Todd Foley of North-ern Irrigation.**



**Greg Christian, Mike Bohnenstingl and Lee Horning take a break during the Trade Show at the National Convention.**



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# EDITOR'S CORNER

By Steve Shumansky  
Perham Lakeside Country Club



I would like to take this time to introduce myself as your new editor. My name is Steve Shumansky and I am the superintendent at Perham Lakeside Country Club in Perham, Minn. I have been in Perham for the past six years. Before coming here I worked in the Twin Cities metro area at Brackett's Crossing Country Club in Lakeville and at Mendakota Country Club in Mendota Heights.

It is a pleasure serving on the MGCSA Board of Directors, and I am looking forward to being your editor this year. I just hope I can do as good a job as Rob Panuska did last year. I want to thank our president, Jim Nicol, for giving me the opportunity to serve as the *Hole Notes* editor, as well as Kerry Glader, North Star Turf Supply, for the use of his fax machine.

\* \* \* \*

**I need your help.** If you have an idea or article you would like to share with your peers, let me know and we'll get it in *Hole Notes*. Remember, this is *your* newsletter, and its success depends on you and your input. So please, if you

have something you want printed, let me know. We're always looking for articles to print. Either success stories, or something that didn't work so well. Or if you found a better way to do something that might help the rest of us. Remember, publication deadline for *Hole Notes* is the 10th of the month preceding publication. So if you have something you want printed, please have them to me before the 10th of each month.

\* \* \* \*

**Our sympathy goes out to Chris Hasbrouck** and his family on their recent loss of Stephanie Daniels. Stephanie lost her bout with cancer just a short time ago. Chris, we are very sorry for your loss.

\* \* \* \*

Finally, I want to thank Scott and Jeff Turtinen for all the fine work they do in the production of our *Hole Notes* newsletter.

—Steve Shumansky  
Editor

## Applications For 1998 GCSAA Legacy Awards And GCSAA Scholarship Awards Are Available At the GCSAA Office

The GCSAA Legacy Awards offer educational aid to the children and grandchildren of GCSAA members who have been an active member for five or more consecutive years and have a membership classification of A, B, C, Retired-A, Retired-B or AA-Life. These \$1,500 awards are sponsored by Novartis.

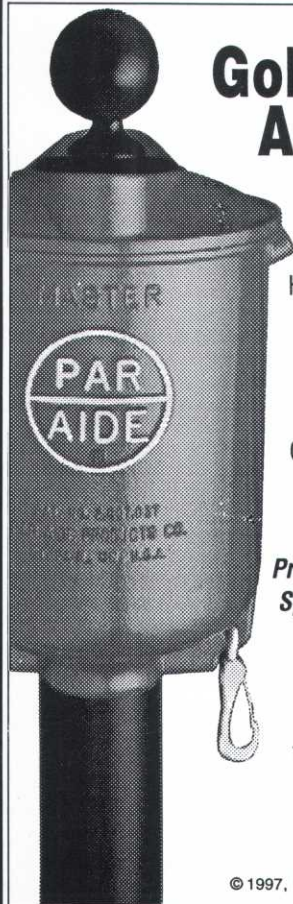
The Scotts Company Scholars Program offers education and employment opportunities to students interested in careers in the "green industry." One of the primary goals of the program is to seek out promising students from diverse ethnic, cultural and socioeconomic backgrounds. This could include women, minorities and individuals with disabilities.

Applications must be postmarked by April 15.

**FOR APPLICATIONS, CALL TOLL FREE:**

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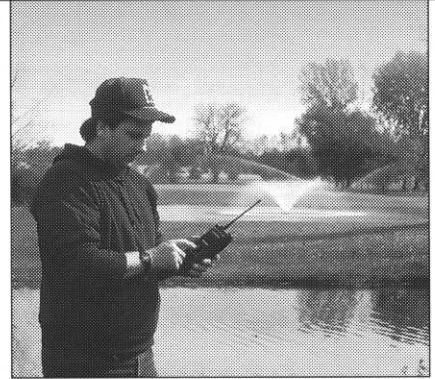
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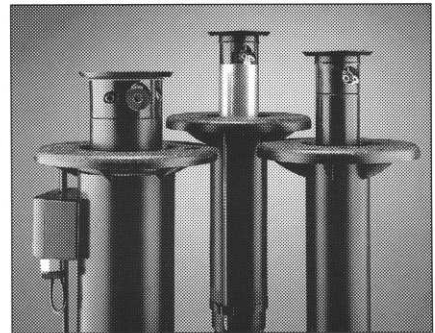


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