

THE VOICE OF THE GREEN INDUSTRY

LANDSCAPE^S *management*

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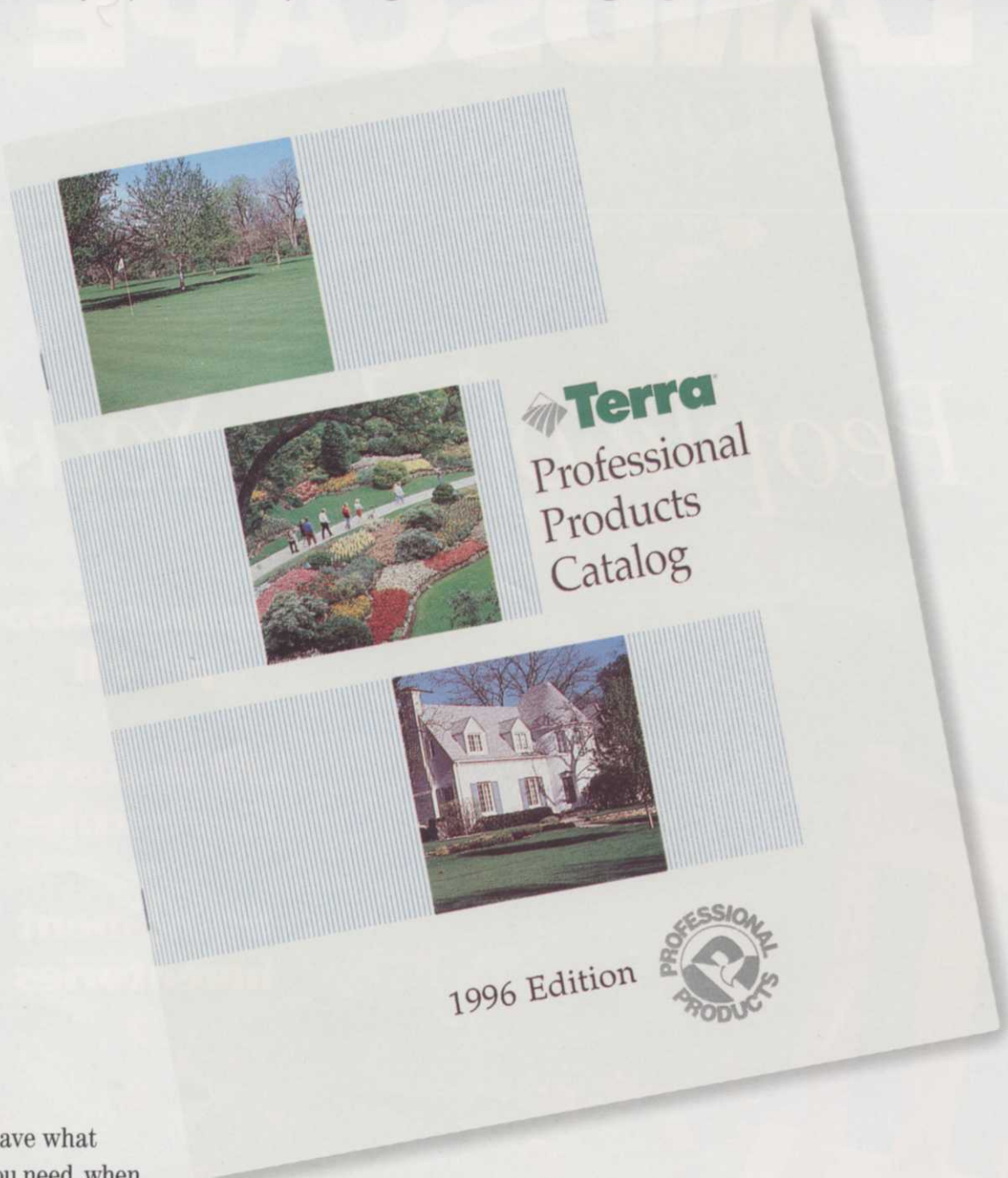
People of the Year

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LANDSCAPE

As the new editor-in-chief of LANDSCAPE MANAGEMENT magazine, I'd like to remind our readers that the coming year's issues will carry more of the timely news and helpful feature articles you've come to expect from us.

Ron Hall—our managing editor—and myself have more than a dozen years of combined green industry experience, and we certainly intend to put it to work to make 1997—our 35th Anniversary Year—a landmark year in green industry publishing!

Our job as industry observers is to deliver news, management and technical information that will help you run your operation or business more efficiently and profitably.

Current events in the green industry aren't always as fast-breaking or ever-changing as events in other industries, yet there are some key issues out there—labor concerns; pesticide use and regulations; equipment issues; financial management—that are always current, and we plan to continue

to keep you up to date.

High on our list of priorities is that we continue to ask you lots of questions. You are our nationwide panel of experts, and we appreciate and respect your knowledge and experience.

Each day, your green industry work presents you with many challenges relative to project planning and execution. We want to know what innovations you and your crews are coming up with to get the job done right.

▶ Is your company or facility better off this year than in 1995? Why or why not?

▶ What made this week or this month one of your most successful?

▶ Do you have a new way of training, evaluating and keeping employees?

▶ How did you budget in for that new fleet

of mowers?

▶ Do you have the all-time best solution to high traffic areas in athletic fields?

▶ What do you feel you do better than any other landscaper, golf course superintendent, athletic field manager or grounds supervisor in your neighborhood?

▶ What can we at LM do to better meet your information needs?

Many of you have told us that you like LANDSCAPE MANAGEMENT for its "in touch" approach. Our tallies show that we talk to more of you than any other magazine on the green industry beat.

The peer-group support we've seen in the green industry is astounding! As we mention in our "People of the Year" feature on page 10, the leaders are those who are willing to give of their time and ideas, to share their experiences with others, so that others may have a shot at being the best.

Our "Talkback" page is one way you can share your opinion and ideas. This month—see page 25—we're polling readers on what they want from a Web Site. If you can help us out by jotting down your thoughts, we encourage you to do so.

In 1997, we will more accurately define the size and scope of the green industry. We have a number of special features planned that aren't being written anywhere else, and we want you to contribute if you can. And if you're reluctant to drop us a line because you're "not a writer," fear not. All we need are your helpful hints, ideas, methods or solutions, in just a few words. Leave your number. We'll be in touch. **LM**

Comments? Write Terry at 7500 Old Oak, Blvd. Cleveland, OH 44136; phone him at (216) 891-2709, fax him at (216) 891-2675 or e-mail him at lscope@en.com.

Telling your story an LM tradition



Terry McIver

TERRY McIVER
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EDITORIAL STAFF

Fax (216) 891-2675
E-mail: lscape@en.com

Terry McIver **Editor-in-Chief** (216) 891-2709
Ron Hall **Managing Editor** (216) 891-2636
Dr. William Knoop **Technical Editor** (903) 860-2410
Vernon Henry **Group Editor** (216) 826-2829
Lisa Lehman **Art Director** (216) 891-2785
Lisa Bodnar **Graphic Designer** (216) 891-3101

READER ADVISORY PANEL

Jerry Coldiron **Boone Links / Lassing Pointe G.C.** Florence, Ky.
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BUSINESS STAFF

John D. Payne **Publisher** (216) 891-2786
Leslie Montgomery **Administrative Coordinator** (216) 826-2856
Judy Miducki **Production Manager** (218) 723-9281
Donna Pack **Group Business Manager** (216) 891-3131
Debi Harmer **Production Director** (218) 723-9325
Rosy Bradley **Senior Production Manager** (218) 723-9352
Karen Edgerton **Circulation Manager** (218) 723-9280
Sandy Ollah **Green Book Supervisor** (218) 723-9618
Lynn Viele **Green Book Coordinator** (218) 723-9393

ADVERTISING OFFICES

Headquarters 7500 Old Oak Blvd.
Cleveland, OH 44130-3369
(216) 243-8100 Fax: (216) 891-2675

John D. Payne **Publisher** (216) 891-2786
E-mail: jpayne2222@aol.com

Kerry Jacobson **Southeastern Sales Manager**
(216) 891-2626

Tom Galligan **National Sales Manager**
3901 52nd Ave.
Kenosha, WI 53144-1830
(414) 653-9523 Fax: (414) 653-9524
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John Kiesewetter **Western Sales Manager**
859 Willamette St.
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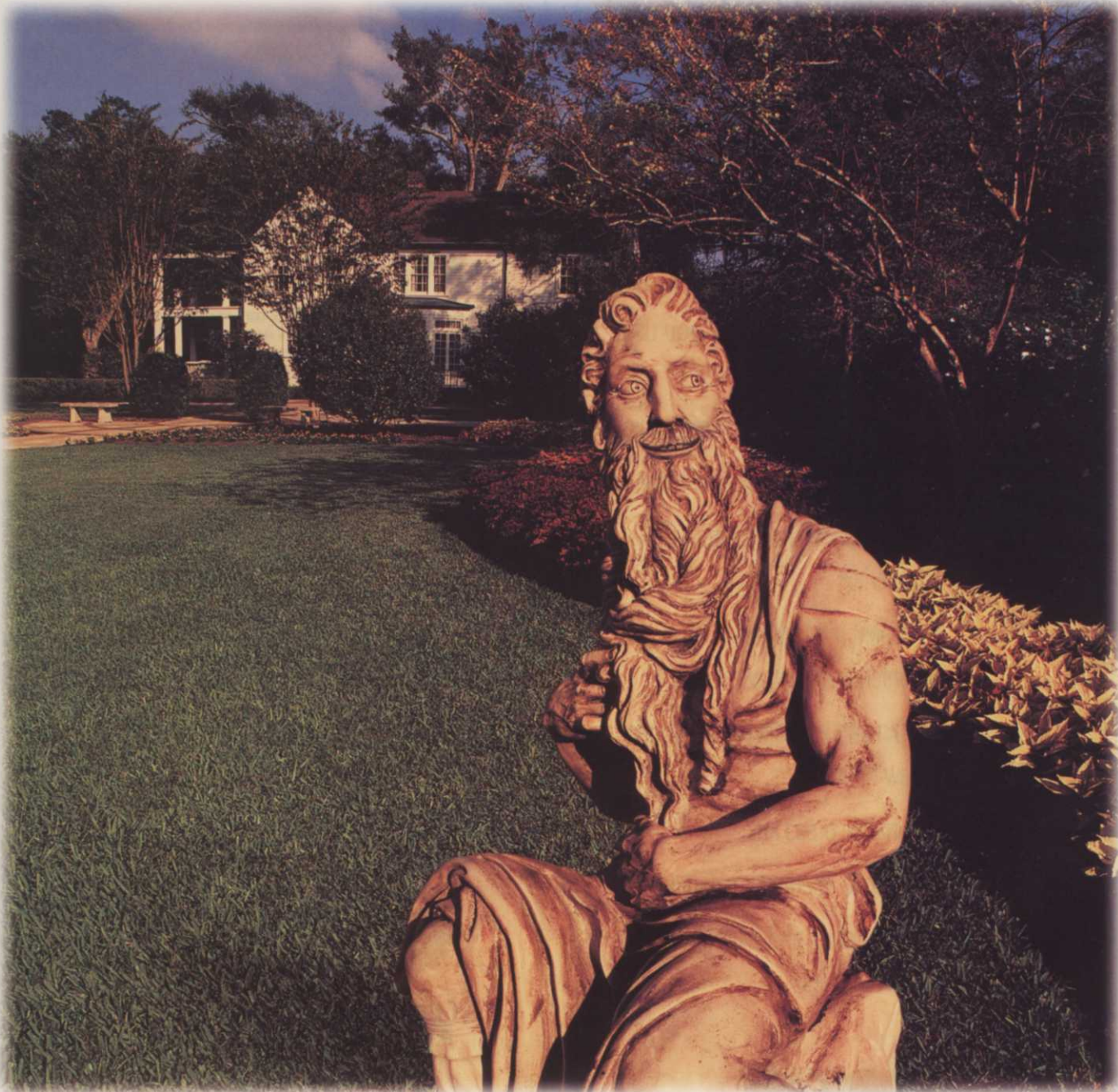
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Rounding up weeds

How do we get rid of weeds in an established evergreen planting nursery? We have been using Princep as a pre-emergence herbicide and Roundup as a post-emergent during autumn or winter. We are controlling grassy weeds fairly well with the pre-emergents, but for the broadleaves we have to use the Roundup. Any suggestions to improve the result would be appreciated.

—OHIO

For evergreen plantings, you could use pre-emergence herbicides such as Princep, Casaron, Kerb, Devrinol, Gallery or Snapshot. Gallery and Snapshot have pre-emergence activity on broadleaf weeds as well and grassy weeds.

For post-emergence control, you can spot-treat with herbicides such as Roundup, Finale or Scythe (a fatty-acid-based herbicide). Finale would be slightly quicker-acting than Roundup. Scythe will help manage the top part of a contacted weed with a quick knockdown and burning effect. However, weeds can resprout from the underground parts. Since you are familiar with Roundup, continue using that and try the other products on a small scale and learn how to use them in your weed management program.

Treat annual and perennial grasses when they are actively growing. Most broadleaf perennials are managed more effectively in late summer or early autumn.

Remember that the post-emergence herbicides mentioned above are all non-selective, so they can injure any green plants that they contact. Therefore, be careful when using around desirable plants. Similarly, after treating an area, do not walk in that area and then walk on desirable turfgrass. This may produce what I call a "footprint blight" by injuring the turfgrass if these herbicides are tracked by shoe.

Read and follow label specifications for best results.

Mulch mildew coats siding

We see mildew appearing on bright surfaces such as white aluminum siding. We were told that lawns can develop a mildew problem, and the spores can make their way to these surfaces. Is there any non-toxic treatment for this problem, or any lawn-mowing precautions that can minimize it?

—ILLINOIS

The problem is related to a artillery fungus, *sphaerobolus stellatus*.

It is generally not a lawn problem, but is commonly found on mulches around homes.

The fungus grows on well-rotted wood such as the wood chips used as foundation bed mulches.

The fungus is frequently found around shady, moist areas. It is also found on old greenhouse benches and indoor mulched potted plants. After establishing in the mulched

area, the fungus produces fruiting bodies which are 1 to 2 mm in diameter and slightly raised to globular in shape. The outer cover of this spore-bearing fruiting body is brown, and it becomes darker with age. These fruiting bodies contain spore masses called glebal masses (peridiole), which can be expelled with force. Upon release the glebal masses will be forcibly spattered onto nearby house siding and draperies, walls and windows in the green houses. From a distance, they may look like some insect or mite pest.

There is no chemical treatments that can manage the problem. Consider washing the affected house siding with house siding washing soap.

As far as mowing, I would not be concerned about this fungus since it establishes primarily on decomposing wood. Those who are allergic to some secondary fungi growing on mulch or compost may want to keep away from this area.

The fungus doesn't produce fruiting bodies above 25° C, therefore, the problem is limited to spring and fall. If the problem persists, it is a good idea to remove the existing mulch and replace it with better mulch. Scraping the tiny black spore structures from home siding is very difficult and may not eliminate the problem, because the spore masses reportedly are viable up to 11 years. **LM**



BALAKRISHNA RAO
Manager of Research and
Technical Development
for the Davey Tree Co.
Kent, Ohio

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Please allow two to three months for an answer to appear in the magazine.

Replacement hard to find for N.A.A.'s Felix

Association seeking testimonials to industry leader, to be included in special publication.

The National Arborist Association is taking its time finding a replacement for its long-time executive vice president Robert Felix, who had held that post since 1974. Felix served as NAA's president in 1972.

Felix died of heart failure early the morning of Sept. 23rd.

"Anyone who knew Bob also knew that he was a rare soul: A true and compassionate leader, and a genuinely good man," said the current NAA Board of Directors in a letter to its membership. "Bob's vision, leadership and incredible dedication were critical to the growth and development of the NAA."

Career-long service

A graduate of Adelphi University, Felix began his career in tree care with Harder Tree & Landscape Service in Hempstead, Long Island, N.Y. Felix has served as president of the Hempstead Rotary, and the Long Island Arborist Association.

"In 1974, Bob began carving a path for the growth, education and professionalism

of commercial tree care," wrote his wife Pat, in a special issue of the association newsletter.

"He lived to see NAA members elevate their levels of professionalism. His guidance will be sorely missed, but the principles and practices that he established to lead the NAA will continue on."

Felix is survived by his



Robert Felix 1934-1996

wife Patricia Felix; sons Andrew and Peter; daughter Barbara; five grandchildren; and a brother, Warren.

Trust to be established

The Association reports that a permanent memorial trust will be established in Felix's name. Pledges may be sent to the National Arborist Foundation, The Meeting Place Mall, Rt. 101/P.O. Box 1094,

Amherst, NH 03031-1094.

Until a replacement is found for Felix, the NAA's directors and existing office staff are overseeing administrative functions of the Amherst, N.H. headquarters office. The association is accepting testimonials from individuals who would like to write in with remembrances of Bob Felix, to be included in a special commemorative publication. □

Legislative update: pesticide issues continue

WASHINGTON, DC—The 104th Congress is over, and Responsible Industry for a Sound Environment (RISE) reports some important bills have been passed during this last session that affect users of specialty chemicals.

Most important is an EPA appropriations bill which gives \$30 million for research and implementation of the Food Quality Protection Act and the Safe Drinking Water Act. Of that, \$10 million has been earmarked for pesticide residue data collection for use in risk assessment activities. The remaining funds will be split between the drinking water and pesticide programs.

The RISE State Report reveals the following activity:

Maine: The Green Party—the party of presidential candidate Ralph Nader—seeks to ban clear cutting timber and herbicide use on private land. A coalition of timber interests and environmental groups has an alternate plan. Voters will get to choose between a ban, the coalition plan or neither. In other news, Maine anti-pesticide advocates want to make pesticide contamination of state waters a felony offense. RISE says defensive strategies are being considered.

Oregon: People may be able to choose any health care provider of their choice, and insurance carriers would have to pay those providers. This would allow Idiopathic Environmental Intolerance (formerly Multiple Chemical Sensitivity) sufferers to gain access to health care using clinical ecologists.

Maryland: The state's Department of Agriculture moves forward with notification regulations, which RISE supports. Activists want to legislate against pesticide use in schools.

Montana: The Missoula city council wants to pass pre-notification requirements for pesticide applications. □

INS raids nurseries

Green industry on alert to be ready for further government activity against illegal aliens. Phony documents can fool you.

The American Association of Nurserymen reports raids and audits of several nursery growers in the U.S. by officials of the Immigration and Naturalization Service in search of illegal alien workers, many of whom have duped employers with phony papers. Immigration law states that employers must accept work authorization documents which appear to be genuine in order to satisfy the I-9 forms which all new hires must fill out. To ask for different or additional paper work could be charged as discrimination, says the AAN.

Guilty workers have been arrested and/or deported, and some growers had to do with reduced manpower.

The AAN wants a legal temporary alien workforce established in areas where it can be proven that American workers are either unavailable or unwilling to work. The "guest worker" idea was nixed by the House earlier this year, but the AAN plans to bring the labor shortage problem to Washington's attention in the coming months.

Under the AAN's "guest worker" plan, a grower can work with the federal government to bring in workers from abroad for a temporary period of time if it was proven that the number of available and willing workers

was not there, explains Bolusky. "These workers would benefit from all the worker health and safety protection on the books.

"The current program (known as H2-A) is broken," says Bolusky. "Of the 2 million agricultural workers in the U.S., 27,000 of them were brought in [under H2-A] during 1995. The program has many burdensome regulations, and exposes users to expensive litigation. It needs an overhaul."

Industry-wide problem

Bolusky sees increased INS action against alien labor across the green industry.

"Regardless of the category, any industry that is traditionally reliant on an alien workforce is going to come under a lot of scrutiny," says Bolusky.

In 1995, The INS received an extra billion dollars for enforcement, training and activities such as raids and audits.

Bolusky says the labor problem in America is more than a symptom of lethargic youth.

"Green industry work is labor intensive," reminds Bolusky. "In this day and age, when fast food restaurants are paying comparable wages, people don't have to work so hard if they don't want to. The harder work will be harder to fill." □

Jacobsen's Bunton buy good for both companies, says Trailes

Phil Trailes, president of Jacobsen, says the company's recent acquisition of Bunton is an example of what often happens to smaller players in very competitive markets.

"The industry became more and more competitive, with more players in the market," explains Trailes. "The current owner was limited financially in what he could do for distributors, and in manufacturing more products."

"To combine forces often makes sense. It's happening in golf as well. There are a lot of multi-course owners out there.

"Bunton's product line certainly blends well with ours," says Trailes. Bunton has been in business since 1948, with a good name and reputation. It gives Jacobsen an opportunity to capitalize on its distribution strength."

Trailes says he has met with the Bunton distributors, and sees good things ahead. Look for the Bunton colors to remain, however.

"The Bunton name and colors have value to us," says Trailes. "We didn't buy a product with a bad reputation."

Trailes views the recent spate of acquisitions/joint ventures in the green industry—MTD/Lesco; Toro/Hardie; Jacobsen/Bunton—as a realization of the competitive nature of the business.

"There are niche players in the market, and as the market matures, the niche players are limited in what they can do by themselves to be successful," says Trailes.

"We're very excited to be the newest member of the Textron family," says Bunton owner/CEO Larry O'Connell. "For nearly half a century, the Bunton Company has been a leader in producing quality commercial lawn care equipment. Being part of the Jacobsen Textron team will ensure our ability to grow and be a significant player in both domestic and global markets."

Bunton was founded in 1948. In 1954, the Bunton Lawn Lark mower was a big step towards better mower maneuverability.

In 1995, Bunton had sales of \$19 million. Jacobsen is celebrating its 75th year in business. The parent company, Textron, Inc., has revenues of more than \$9 billion, with divisions in aviation, automotive, industrial, systems and components and finance. □



Trailes: Bunton name, colors have value.

PEOPLE OF THE YEAR

Thirteen years ago we announced our first "Lawn Care Person of the Year" recipient, and made a special presentation at the PLCAA Conference. We've made a selection every year since. The list reads like a "Who's Who" in lawn care.

This year we've broadened our scope to include "Person of the Year" award winners in landscape, professional grounds care, and golf. We think this change reflects the growing cooperation among green industry groups such as PLCAA, ALCA and PGMS. These three professional associations combine their efforts in the sixth annual Green Industry Expo in Cincinnati this month. See you there.

The 1996 "People of the Year" are:

LAWN CARE CATEGORY

Daryle L. Johnson, President of All American Turf Beauty, Van Meter, Iowa

The videotape showed a Daryle Johnson that nobody had ever seen before and will never see again. It showed Johnson in the lead role as a thoughtless, careless applicator. A dirtball. He played it strictly for laughs. He wanted to demonstrate how not to act as a professional applicator. He played the video as part of a larger program at last year's PLCAA Conference in Ft Worth.

Let it be written here first—Daryle Johnson will not be considered for an Oscar as a result of that work.

But he is LANDSCAPE MANAGEMENT magazine's 1997 Lawn Care "Person of the Year."

Daryle Johnson's career highlights

- ▶ 1976: he and wife Linda start All American Turf Beauty
- ▶ 1980s: helps found Iowa Professional Lawn Care Association (IPLCA)
- ▶ 1980s: helps found Iowa Alliance of Environmental Concerns
- ▶ 1989: receives IPLCA Distinguished Service Award
- ▶ 1990: helps organize fight to prevent unfair anti-pesticide laws in Iowa
- ▶ Early 1990s: serves on PLCAA board (3 years); GIE board member (2 years)
- ▶ 1994: receives Iowa Turfgrass Institute Meritorious Service Award



Daryle Johnson, 20 years after co-founding All American Turf Beauty with his wife, Linda, remains one of the application industry's biggest boosters both in Iowa, his native state, and nationally. Not by words, but by actions over almost two decades.

In 1976 Daryle and Linda incorporated All American Turf Beauty, Van Meter, Iowa. Johnson was the only full time employee and handled both sales and production for the first two seasons. In 1976 he also became a manufacturer's representative for The Andersons Lawn Group. (His company still works closely with The Anderson as its sales rep west of the Mississippi.)

That first year in business was a tough one for the Johnsons. They ended the season with just 95 customers. Business increased the second season to 400 customers, and more than doubled again in 1978 when the Johnsons opened their second branch in Ames, Iowa. Several years later they staffed a Waterloo location.

All American Turf Beauty added commercial services in 1989 for large turf areas, and, in 1990, further diversified by adding irrigation design, installation and maintenance.

All American Turf Beauty continues to

grow, although at a slower pace, and the Johnsons have prepared it for the future by amending its Employee 401(K) Profit Sharing Plan, several years ago, to an Employee Stock Ownership Plan (ESOP) so that it gradually becomes owned by its employees.

Local, national leader

Johnson's contributions to Iowa turfgrass have been considerable. He helped found and also served as president of both the Iowa Professional Lawn Care Association and the Iowa Alliance of Environmental Concerns. He's also the 1996 president of the Iowa Turfgrass Institute. He continues as a trustee for both IPLCA and the Iowa Alliance.

On the legislative front Johnson helped organize the fight to prevent restrictive anti-pesticide laws in Iowa, and worked on the industry committee to eliminate the use tax on lawn fertilizer and chemicals there.

As a member of the PLCAA board, Johnson served as Conference Chairman and as a GIE board member and secretary.

Johnson's friendly, reasoned approach to problem solving has served his company and the lawn care industry well. The best news is that he's still contributing.

GROUNDS CATEGORY

Thomas Smith, senior vice president of the Spring Grove Cemetery and Arboretum, Cincinnati, Ohio

The booming voice of Tom Smith has been heard during many green industry events, as a seminar moderator and as instructor. A true champion and standard bearer of the grounds management profession, Smith is always willing to share what he knows with his peers, and he never fails

Tom Smith's career highlights

- ▶ 1970: MS degree in Forest Science, Yale University
- ▶ 1972: begins career at Spring Grove Cemetery and Arboretum
- ▶ 1987: named Spring Grove's vice president of operations
- ▶ 1995: receives PGMS "President's Award"
- ▶ Has served on the board of Directors, Urban Forestry Dept., Univ. of Cincinnati
- ▶ Current president of PGMS' Cincinnati chapter



Evening College; Northern Kentucky University and Cincinnati Technical College.

He enjoys his work

"I love what I do," exclaims Smith. "I'm excited about it. I love to come to work"

Smith is a former president of the Professional Grounds Maintenance Society—now in its 85th year—and currently leads its Cincinnati chapter.

"He is an unassailable, good choice," says PGMS Executive Director John Gillan.

"He is absolutely PGMS's most active member in terms of speaking about PGMS to other groups."

Smith received the PGMS President's

to take advantage of opportunities to learn from others.

"I've enjoyed sharing over the years," says Smith, *LANDSCAPE MANAGEMENT*'s "Person of the Year" in the Grounds Care Category. "It's part of what makes this the best industry in America. It's fun to see people grow and become part of it."

Smith's strength lies in his appreciation of horticulture, and the realization of the importance of horticulture to people.

Smith has been associated with Spring Grove since 1964, when he worked there as a student. He holds a degree in botany from the University of Cincinnati, and a masters in forest science from Yale University, home of the nation's oldest forestry school.

Beyond his many presentations at industry events, Smith's efforts include teaching others in a classroom setting.

Since 1973, Smith has taught horticulture courses at the University of Cincinnati

Award in 1995. "He is a mentor, by birth," says Gillan. "He does that with everybody. He talks about the green industry to anyone who will listen."

LANDSCAPE CATEGORY

Ronald Kujawa, CCLP, president and CEO, of Kujawa Enterprises, Inc. Cudahy, WI

Ron Kujawa and his wife Sally have been running KEI since 1969, when they took to running the business started by Ron's father and uncle. An equipment sales business was added in 1974.

Our 1996 "Person of the Year" in the Landscape Contractor Category, Ron Kujawa has always been willing to do what he can to help the landscaping industry grow and prosper in terms of its professionalism and service to customers.

Kujawa served as president of the Associated Landscape Contractors of America in 1989, and was also instrumental in forming the association's Landscape Management Division in the early 1980s.

"Ron is one of the most sharing people I've ever met, and one of the most visionary," says Debra Atkins, executive director of ALCA. "He comes up with ideas people tend to shy away from for awhile; but they implement them sooner or later. He plants the seeds for many ideas."

One of Kujawa's major industry contributions were his efforts to establish the Green Industry Expo, which brought ALCA, PGMS and PLCAA together for a common trade show. "He was one of the 'Founding Fathers,' the champion behind GIE," says Atkins, "and he has also served as GIE president."

"He knew that GIE was a good thing for the industry," adds ALCA President David Minor, of Minor's Landscape Services, Fort Worth, Texas. "He was very passionate about it, and convinced us all that it was a good thing to do. He pretty much single-handedly made it happen on ALCA's part.

"I admire Ron as much as anybody in this industry," adds Minor. "When I need an honest, straight forward opinion, Ron is the man I ask."

In 1995, Kujawa was awarded the ALCA "Landscape Service Award," for his service, commitment and contribution to the association and the green industry.

Kujawa is a member ALCA's legislative committee, and will also participate in the association's strategic planning meetings.

"Ron is very good at helping set ALCA's road map," says Atkins. "Many people have ideas, but not everyone can or will help."

Kujawa currently serves as chairman of ALCA's associate member committee, which represents its supplier members.

Customers as partners

Kujawa's business success is based on his relationships with customers. KEI offers full service and top-to-bottom efficiency for each of its commercial and municipal

Ron Kujawa's career highlights

- ▶ Marquette University graduate, 1953.
- ▶ 1969: Ron and wife Sally take charge of family business.
- ▶ Early 1980: helps form ALCA's Landscape Management Division
- ▶ 1989: president of ALCA.
- ▶ 1990: instrumental in launch of Green Industry Expo.
- ▶ 1995: receives ALCA "Landscape Service Award."
- ▶ Currently chairs ALCA's associate member committee.



clients.

"You have to be able to sit down and establish a good relationship with customers," says Kujawa. "which means two things have to happen: they should like you and trust you, and you have to like and trust them!"

"You really *can* become a 'partner' with your clients, but only with mutual trust and a willingness to talk.

"There are lot of business relationships that are very formal, and that's not necessarily bad; it can be formal as long as it's not a sterile relationship. You have to be able to talk to people."

GOLF CATEGORY

James Snow, executive director of the USGA Green Section, Far Hills, N.J.

Jim Snow, LANDSCAPE MANAGEMENT's "Person of the Year" in the Golf Category, has been with the United States Golf Association's Green Section for 20 years, and has helped to define and deal with many of the agronomic and environmental concerns that have grown as much as the game of golf itself. He has served as the Green Section's national director for six years.

Snow's tenure with the Green Section has coincided with a time of great advancements in golf course design, construction and maintenance and environmental stewardship.

"In 1982, we became committed to expanding research into areas of water management," says Snow, "dealing with such is-

suces as drought stress and disease pressure on turf, and the way water was being used."

A three year program from 1991-93 studied the effects of pesticides and fertilizers on the environment, pesticide leaching and runoff, and golfer and wildlife exposure to control products.

Audubon a highlight

The Audubon Cooperative Sanctuary Program is perhaps Snow's most lasting contribution to the green industry. He and

"Compared to early 1990s, after having done all the research, and having established the Audubon Cooperative Program, the industry isn't being criticized as much as it was," observes Snow. "A lot more people are giving the industry the benefit of the doubt.

"I know some superintendents get tired of hearing about it, but any super who has taken their course through full certification in the Audubon deserves a lot of credit."

Industry stewardship must continue. "As the population grows, and resources become more limited," predicts Snow, "stewardship can't help but become more important."

Revising the specs

The Green Section is further micro-managing the agronomic needs of the various regions of the country.

"We need to refine and regionalize greens construction specs," says Snow. "Intuitively, it doesn't make sense for one

Jim Snow's career highlights

- ▶ 1979: completes graduate studies at Cornell University, joins Green Section as agronomist for Northeastern region.
- ▶ 1982: Green Section expands water management research.
- ▶ 1991-93: study of the effects of pesticides and fertilizers on the environment, pesticide leaching and runoff, and golfer and wildlife exposure to control products.
- ▶ 1990: named director of the Green Section. Helps begin Audubon Cooperative Sanctuary Program.
- ▶ 1998: a new five year program will delve further into environmental and turfgrass research.
- ▶ Editor, *USGA Green Section Record*, with regular reports on golf course agronomic issues from around the U.S.



Ron Dodson of the National Audubon Society started the program in 1990, and more than 2000 golf course superintendents have since come on board to improve the environmental friendliness of their golf courses.

The results of the program are evident, environmentally and in the court of public opinion.

method of green construction to be used all over the world."

"We have a great staff of agronomists," says Snow. "They do their jobs well, and I couldn't do it without them." **LM**

—by Terry McIver and Ron Hall

Changing the Course.

ZENECA
Professional Products

Mexican workers for a price

by RON HALL / Senior Editor

Green industry operations that have employed Hispanic laborers for several seasons usually don't have a problem getting them again. But, if you're just getting started with Hispanic workers you may want to talk to a labor contractor like Bob Wingfield, profiled in this, our second of three articles dealing with the green industry's changing labor market. In January we conclude the series with comments from leading landscape companies about their experiences with Hispanic laborers.

For a growing number of U.S. landscapers and golf courses, the Mexican labor pipeline goes through the offices of Robert Wingfield in Dallas, Texas.



Wingfield: Mexican workers want clean, inexpensive housing.

Robert Wingfield knew he was doing a dumb thing. He did it anyway. An irrigation contractor, he put all of his undocumented Mexican workers on a single job. Then he got busted by the U.S. Immigration and Naturalization Service (INS).

"The economy here in Dallas was lousy, and we were on a big job in a hurry-up mode," he says. "Immigration hit us. They got every guy we had. It knocked us dead in the water for about three weeks. Production was way down even after that. It was November, and our guys went home and stayed until spring."

After that raid in 1986, his ninth for using "illegal" workers, Wingfield got religion.

Within the year he had abandoned his 15-year career as an irrigation contractor, and put out his shingle as a labor contractor. For a placement fee for around \$450 per worker, depending on the number needed, he finds and delivers Mexican workers to labor-starved U.S. industries. Nine years later, he's probably the best-known labor contractor serving the green industry. Landscape companies were among the first to ring his phone. They're still calling him, often when they're desperate for labor. Too often, says Wingfield.

"My job is to locate the workers and to make sure they're suited to the job," he says.

Sitting in a Denny's in Arlington, Texas, finishing off a late breakfast on a blistering hot Thursday morning, Wingfield doesn't look like the sort of guy who would drive out onto a deserted Dallas County road to negotiate with a car-load of "illegal" workers. But, he did, almost 20 years ago. Not any more, though.

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*patent pending



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Circle No. 110 on Reader Inquiry Card



Many green industry employers are finding Mexican workers more willing to work 10 hour days than their American-born counterparts.

He says workers he supplies are the ones that became "legal" in 1987 and 1988 following passage of the Immigration Reform and Control Act (IRCA). About 3 million aliens, mostly Mexicans, received a "one-time" amnesty then.

They became permanent residents and

could live and work in the U.S. But they're not U.S. citizens. They have to first meet citizenship requirements, which many are now doing.

The IRCA's stated purpose was to stop illegal immigration. It strengthened border patrols and, for the first time, established

penalties for U.S. employers who knowingly hire undocumented workers. The IRCA was amended in 1990 with strong anti-discrimination language.

The IRCA accomplished much: it spawned a new industry in counterfeit worker documents and it dramatically boosted the number of labor contractors—but it didn't stop the flow of illegal immigrants.

That flow became a flood when the Mexican peso's value fell by a third in December 1994. Mexico's working poor became poorer overnight. The lure of employment in the U.S. became even stronger.

Understandably so. A May 30 National Public Radio story on illegal immigrants from Cotija, Michoacan, reported that daily wages were \$50 to \$100 in the U.S. versus \$5 in Cotija. The population of Cotija is 20,000 in summer and almost doubles in winter when men return from seasonal U.S. employment.

The INS estimates that as many as 3 million illegals come to the U.S. temporarily each year. The number of illegals living in the U.S. at any one time approaches 4.2 to 4.7 million. More than half are from Mexico.

Congress, responding to the continuing migration, constructed a new immigration law this year. The law strengthens the borders even more.

But, while Congress debated employer sanctions this year, it did little to actually strengthen them.

With so many illegal immigrants in the U.S. labor market, it would seem that the INS wouldn't have any trouble rounding them up. And fining unscrupulous employers. But it does.

Aurelio Rojas, a reporter with the San Francisco *Chronicle*, revealed earlier this year that from 1989 to 1994, only 12,700 employer cases were reported to INS headquarters. Fewer than half resulted in fines to employers, INS records showed.

The INS is apparently stepping up its workforce enforcement. On June 15, it

Things you should know

When Robert Wingfield places Mexican workers with a green industry firm, he advises:

1) Treat Mexican workers with the same dignity and respect as other workers. If they think they're being bullied, they'll leave. Also, you're not going to get them cheaper than local labor, but they'll be more productive.

2) It's better if someone at your operation is able to speak Spanish. If you don't have somebody, find somebody. Many Mexican workers don't speak English.

3) Mexican workers usually will need inexpensive housing. They probably won't be willing to spend more than \$125-\$150 a month. They'll share quarters to keep costs low, but housing should be clean and contain a kitchen, table, chairs, sofa, beds, sheets, blankets, etc.

4) They'll want to work more than 40 hours a week. "About the third day that the sun is shining and they don't get to work, they take off," says Wingfield. "They have to go and find someplace where they can get some hours." Their sole purpose in working for you is to make money.

—Robert Wingfield, *Oficina de Empleos, Inc.*, 5415 Maple Ave., Suite 112A, Dallas, TX 75235. Phone: 214/634-0500. Fax: (214) 634-1001.

raided the Palatine Park District outside of Chicago and detained 21 landscape workers, one of 55 inspections in the Chicago area. Several landscaping companies in the Chicago marketplace lost workers, too.

Wingfield says he won't deal in undocumented workers, and that's one reason why it's getting harder to find Mexican laborers.

"It's not like you have them there sitting on a shelf," he says. "And it's not like any Mexican can do landscaping. The best guy to get is from the farm, the guy in blue jeans, a big belt buckle, cowboy hat and cowboy boots. He's from the farm. He's used to working hard."

But that's the type of worker other employers want, too. Many Mexican workers don't make it beyond the booming Dallas metroplex right now. They're being snapped up by construction crews and the building trades there.

"If the guys can make \$5.50 an hour here in Dallas, why would they want to move north for \$6 an hour?" says Wingfield.

"The whole workforce problem scares the hell out of me right now," adds Joe Loyet, a landscaper in St. Louis. "If they (Mexicans) can make more money in construction, they're not going to want to work in the green industry for \$6.35 an hour."

In spite of this, Wingfield says he can continue delivering Mexican laborers to American landscape companies. It's just getting harder.

He says green industry companies don't want to hear this because Mexican labor is not even an option any more.

"They have to hire Mexicans out of self defense, to stay in business," says Wingfield. "How many Americans want to go out there in the hot sun and push a lawn mower for 10 hours a day week after week?" **LM**

Tips for hiring foreign-born employees

Unsure of the steps to take in hiring foreign-born employees?

Obtain the "Handbook for Employers" put out by the U. S. Immigration and Naturalization Service. Call 1-800-870-3676 and the INS will send it to you. It explains hiring guidelines.

Develop a procedure to examine each applicant's work eligibility by their documents. This is your main responsibility as an employer. You're not expected to be an expert on forged or altered documents.

An applicant can use many different documents to establish employment eligibility. By law, you, as an employer, cannot specify which documents you will accept. You risk being the target of a discrimination action if you do.

If a worker can document both his identity and employment eligibility, and you comply with the Form I-9 requirements, you're covered. The Form I-9, contained within the "Handbook for Employers," verifies that a person is eligible to work in the United States. One must be filled out for every employee.

In 1995 a Employment Verification Pilot (EVP) system for employers in Los Angeles and Santa Ana turned up 3,000 false immigration documents from the 11,400 new hires that were checked. Under the EVP system, after an acknowledged immigrant is hired, the employer submits the new hire's A-number to INS computers, which return an "authorized" or "not authorized."

The INS extended the EVP system to San Diego in July, and by mid-September about 350 employers with 200,000 employees, plus the state of Florida with 95,000 employees, participated in EVP. The EVP system screens only those who acknowledge that they are foreigners.

Penalties for "knowingly" hiring illegal workers and being audited by the INS, can be stiff, from \$250 to \$2,500 per worker. In a related matter, Florida Gov. Lawton Chiles said that private companies knowingly hiring illegal immigrants would be banned from getting state contracts.

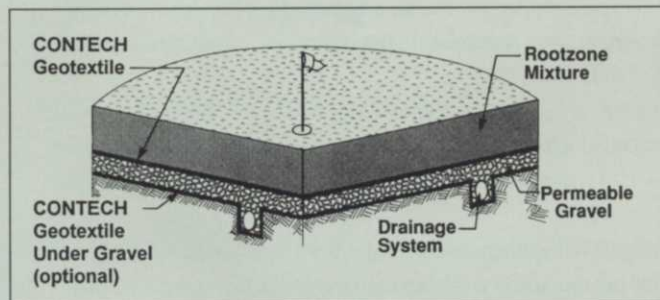
Be consistent in your hiring procedures for all employees. Develop a file or folder for each worker with copies of their documents. Have the paperwork available should an INS agent visit your business. □



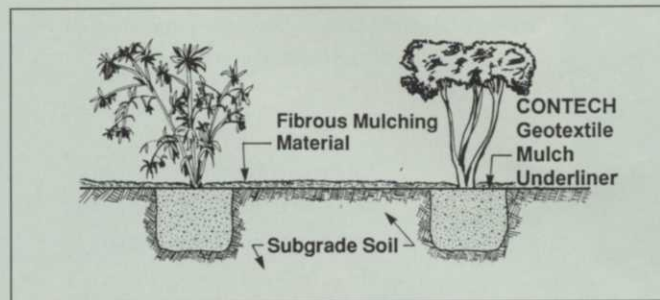
Landscaper Joe Loyet, St. Louis, keeps all of his Mexican workers' documents in a 3-ring binder.



The North American Green reinforcement mat solved an erosion problem in this sloped lawn.



Contech's TerraBond fabric assists drainage and keeps soil layers separate in golf greens.



In a landscape, the TerraBond fabric separates mulch from underlying soil.

GEOTEXTILES

These durable fabrics reduce soil erosion, protect newly-seeded areas, separate soil layers and even stabilize sand bunkers.

Geotextiles channel water, separate soil layers and stabilize a variety of landscaped areas, including drainage systems, roadways and retaining walls and golf course bunkers and putting greens.

They're often overlooked as landscaping solutions, however, according to Tom Baas, manager of the Contech Construction Products' Allied Products Group, Middletown, Ohio.

Baas says Contech makes TerraBond geotextiles for a variety of turf applications, including: slope erosion control; mulch/soil separation; pathway construction; retaining wall filtration; brick patio construction; subsurface drainage; planter filtration and separation; play area construction; putting green construction and sand trap lining.

Akzo Nobel Geosynthetics Company's Enkaturf system offers a long-term, low-maintenance solution to heavily-trafficked athletic fields, says a company spokesman.

Enkaturf is a system in which Enkamat, soil and turf are combined in a specific manner to provide a vigorous and structurally superior turf surface.

Grass roots grow into and through the Enkamat, which provides a permanent fibrous matting that gives the sod structural strength.

You have to match the product to the site. Synthetic Industries of Chattanooga, Tenn., reports in its product literature that soil type, climate, site geometry, agronomic factors and hydraulic conditions all work to influence product choices. The company has an erosion control design diskette to calculate which products to use for a variety of channel and slope erosion control applications.

Tim Lancaster, technical services manager for North American Green, Evansville, Ind. reminds users that overlapping seams and stapling are common installation mistakes when using the company's turf reinforcement products.

"If the overlap is too thick, the turfgrass will not be able to grow through the mat," explains Lancaster. "If the staples aren't

placed properly, a strong wind will lift the mat from the turf surface."

Beyond those mishaps, geotextiles are easy to use. Larger sites are the exception, but all companies publish installation guidelines which, if followed, will make any size job easier.

GEOTEXTILES FOR THE GREEN INDUSTRY

AKZO NOBEL
Circle No. 305
(704) 665-5050

Enkaturf is a system in which Enkamat, soil and turf are combined in a specific manner to provide a vigorous and structurally superior turf surface. Enkamat is a tough, flexible soil reinforcement matting made from nylon monofilaments fused at their intersections. Ninety percent of the three-dimensional structure is open space. Grass roots grow through the Enkamat, which provides a permanent fibrous matting that gives the sod structural

strength. Enkamat also produces an aerifying effect that reduces compaction and promotes the growth of each grass plant. For use on golf courses, athletic fields as well as playgrounds, parks, and all high traffic areas.

CONTECH
Circle No. 306
(513) 425-2165

TerraBond geotextiles are made from 100 percent polyester fibers, needlepunched and engineered to meet your most demanding applications, such as subsurface drainage, erosion control and many other professional horticultural needs. On golf courses, TerraBond is used to separate trap sand from underlying rocks and soils; to stop shoreline erosion; provide drainage and filtration behind retaining walls and provide for long-term percolation rates on greens. In the landscape, use in residential developments, shopping centers, athletic fields and parks and schools.

DEWITT CO.
Circle No. 307
(800) 888-9669

Seed & Plant Guard from DeWitt is a white, spunbonded fabric for use in grass seeding of commercial and residential sites. The company says the product provides excellent microenvironment for seed germination and seedling growth. DeWitt reports 90-95 percent average seed growth compared to a 60-65 percent average using hay or straw. Also helpful in protecting against sun scorching and cold weather, stopping wind and rain erosion and bird and insect deterrence. The company has many other products for landscape and nursery applications.

FABRISCAPE
Circle No. 308
(312) 436-0335

Landscape fabrics, frost protection and germination blankets, construction fabrics

and erosion control products comprise most of this company's geotextiles inventory. The company reports its landscape fabric stops approximately 95 percent of weed growth. A filter fabric product protects native soil and silt from clogging drainage septic systems. Professional Plus is a 3.5 oz. non-woven fabric that prevents aggregate, sand and mulches from intermixing with soil and prevents soil movement in erosion control applications.

NORTH AMERICAN GREEN
Circle No. 309
(812) 867-6632

The new C350 Three Phase Erosion Control/Turf Reinforcement Mat combines what the company describes as the superior erosion control effectiveness of a coconut fiber blanket with the permanent root reinforcement capabilities of a synthetic matting. No manual soil filling is required for short- or long-term erosion control/mulch projects. The company's Bio Net Series of 100 percent biodegradable erosion control blankets are made from lightweight, high strength jute yarn netting. The woven construction of the BioNet reduces the risk of wildlife entrapment.

PC CONSTRUCTION FABRICS
Circle No. 310
(330) 335-3635

Nonwoven geotextile fabrics are used to prevent siltation of aggregate drains. Geogrids reinforce the stone base over poor soil in a large parking lot. The company makes woven and non-woven geotextile fabrics of various sizes and weights; drainage products; pavement joint repair systems and three kinds of erosion matting.

REEMAY
Circle No. 311
(615) 847-7000

The Typar Tree Circle prevents

weeds around existing or newly-planted trees. The 36-inch, die-cut circle of fabric is placed on the ground around trees. The product is porous, and it resists tearing, punctures, rotting, chemicals, mildew and microorganisms.

STABILIZER
Circle No. 312
(602) 952-8009

TurfGrids fibers create durable surfaces for athletic fields and other high traffic natural turf surfaces when mixed into the soil base. These engineered fibers give additional strength and stability by reinforcing the base soil and root structure of natural turf playing fields, roadways and parking areas.

SYNTHETIC INDUSTRIES
Circle No. 313
(800) 621-0444

Landlok Turf Reinforcement Mats has been developed to complement and enhance the physical and biological capability of plants to protect soil from erosion. Turf reinforcement mats provide superior temporary erosion protection, rapid vegetation establishment and outstanding long-term erosion resistance to shear stresses associated with high water flow velocities in steep slopes and channels. **LM**

LANDLOK®
Turf Reinforcement Mats

Biotechnical Composites™ in balance with nature.

- Anionic Dishes
- Anionized Channels
- Erosion & Sediment Pads
- Bales & Blankets
- Cross, Open & Green
- Landfill Slope & Erosion Dishes
- Scar Slopes
- Geomembrane Reinforced Soil Structures

LANDLOK

SYNTHETIC INDUSTRIES

Landlok mats control erosion in larger, trouble-prone areas.

DeWitt
Geotextiles

FABRICS for PLANTS

Innovative Products for Plant Protection and Weed Control

WEED CONTROL | PLANT PROTECTION | ACCESSORY PRODUCTS

DeWitt makes a wide variety of erosion/weed control fabrics.



In micro-injection systems, tiny holes are drilled near the base of the tree to accommodate a feeder tube. A pressurized capsule, filled with treatment fluid, is placed directly onto the tube.

Many companies are discovering new opportunities for higher profits and lower liabilities in today's micro-injection systems.

The cost, hazards and limitations of a spray-only program tend to adversely affect the bottom line. While there is little question about the effectiveness of a spray-only program, many companies are missing the opportunities of caring for larger trees and shrubs. With micro-injection, problems that previously had no treatment are easily controlled and prevented.

Tiny holes drilled near the base of the tree accommodate a feeder tube. The tube is inserted in the hole and a pressurized capsule, filled with treatment fluid, is placed directly onto the tube. In a few minutes, the tree drinks the fluid up. After about one season, the hole is completely callused over.

Cortese Tree Specialists of Knoxville, Tenn., sells injection only, largely to avoid liability risks.

"We just don't have much need for spray equipment any more because the liabilities are too high," says Jim Cortese. "Most of my headaches disappeared when we switched from sprays to micro-injection. Not only that, but it separates us from our competitors. Using the proper technique, we get better results with an injection than any spray program ever could."

A small fiberglass spray rig costs approximately \$2,500. Add repair, maintenance and material costs, and the cost rises to at

Tree injection a neat, clean method

Micro-injection of trees is flexible, unique and brings high earnings for a small investment.

by MARTY SHAW

least \$3,000 a year to provide this basic service to 100 customers.

There was early reluctance to micro-injections because of Bidrin, a restricted-use pesticide that is slow to be taken up by the tree. With the newer materials, not only can you leave the capsules unattended, but they come with user-friendly "warning" and "caution" labels that are not restricted. New materials also last longer: Imicide (containing Merit) works for up to two years while the longest spray residual is only about four weeks.

Other benefits of micro-injection are:

- It only kills active pests. This can be an important selling point to some clients.
- All the material is used. None is lost to evaporation, dripping and drift, nearly eliminating the threat of legal liability for chemical trespass.
- Applicator error is almost non-existent. Micro-injection materials are clearly labeled and color-coded. All materials are pre-mixed, so that no illness, injury or catastrophic damage is likely to occur.

Product choices

J.J. Mauget sells insecticides, fungicides, antibiotics and fertilizers for a multitude of problems. Mauget makes the smallest wound of all other capsule-type systems ($\frac{1}{16}$ -inch) and has been used throughout the country for more than 30 years. Cost starts as low at \$1.60 per unit. For more information, contact Nate Dodds at (800) 873-3779.

The Wedgle system uses a wedge-shaped insertion needle and a high-pressure

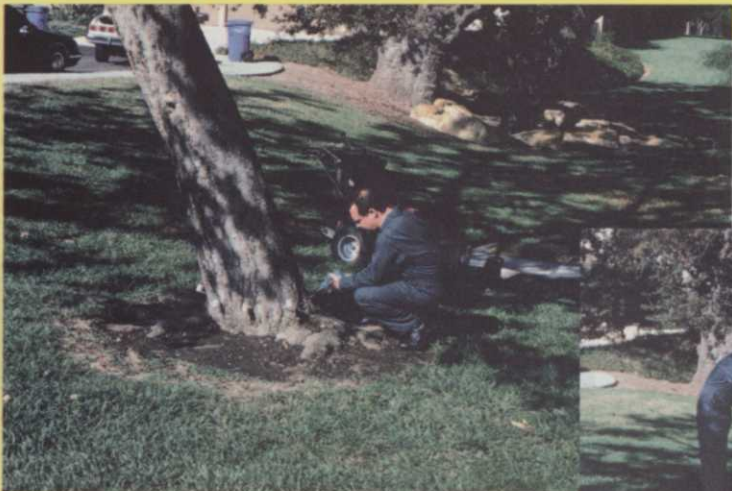


All material is used in a micro-injection. None is lost to evaporation, dripping and drift.

injection unit to inject a pocket of material below the bark. Less damage is done to the surface of the tree, yet little is known about the wounding under the bark. According to Wedgle literature, some problems with leaking and premature failure of the needle may also occur. The cost of the injector system itself is \$375. Wedgle injectable insecticides cost \$2.08 per insertion and injectable iron is 58 cents per treatment. Contact Chip Dolittle at (800) 475-8163.

Alamo, by Ciba Turf & Ornamental, is a fungicide product that uses a capsule with an $\frac{1}{16}$ -inch diameter feeder tube to accommodate the larger volume of propiconazole. The cost per injection is \$6.60. Call American Arborist at (610) 430-1214. **LM**

—Marty Shaw is a certified arborist and licensed horticulturist with Landscape Associates, based in Knoxville, Tenn. He has 10 years field experience with micro-injection.



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New insecticides excel at 'Grub Dig'

by RON HALL / Senior Editor

'Diggers' from RohMid were encouraged by promise of Mach 2 insecticide against grubs, black cutworms.

New chemical products are changing the way turf managers approach insect control, specifically white grubs and cutworm control.

One promising new product for grub control is Merit from Bayer Corp., Kansas City. It's being sold and used by turf managers. Another is Mach 2 which is being readied for a spring 1997 debut. This insecticide will be marketed by RohMid, a marketing partnership of American Cyanamid and the Rohm and Haas Company. RohMid is based in Parsippany, NJ.

These insecticides represent new chemistries, at least to the turf market. As this is being written, Mach 2 awaits final approval after being placed on the regulatory "Reduced Risk" track, a process established by the U.S. EPA for products posing fewer exposure and environmental risks than older pesticides.

Although Mach 2 (halofenozide) and Merit (imidacloprid) control grubs through different modes of action, tests at various research sites indicate that they do indeed control grubs.

Turf managers will also find out that these prod-

Employees from American Cyanamid and Rohm and Haas spent three days digging and learning about grubs, cutworms on RohMid tour.



(l. to r.) Glen Swingos, Twin Oaks GC; Tom Hartig, Meadowood GC; and Al Apking, Apking Lawn Service spoke frankly about insecticides at a roundtable in Covington, KY, during the 'Grub Mania '96' tour.

ucts can be applied relatively early in the growing season to control grubs before they become numerous or large enough to damage turfgrass. (Once grubs reach the largest, third-instar stage, "curative" applications of products like Dylox, Proxol, Turcam and diazinon work better, says Dr. David J. Shetlar, turf entomologist with The Ohio State University.)

Both Merit and Mach 2 showed excellent control of white grubs at the 1996 "Grub Dig" this past October, Mach 2 even against second instar grubs in one experiment. The Dig, directed by Dr. Harry Niemczyk and Dr. Shetlar, is an annual fall event at the OARDC/OSU Campus in Wooster, Ohio. Usually, several dozen volunteers join Niemczyk and

Shetlar and research associate Kevin Power to shovel up squares of turf from test plots on selected golf courses and at the OARDC campus. The plots have been treated with different products and/or formulations. Some plots, of course, are checks; they have not been treated.

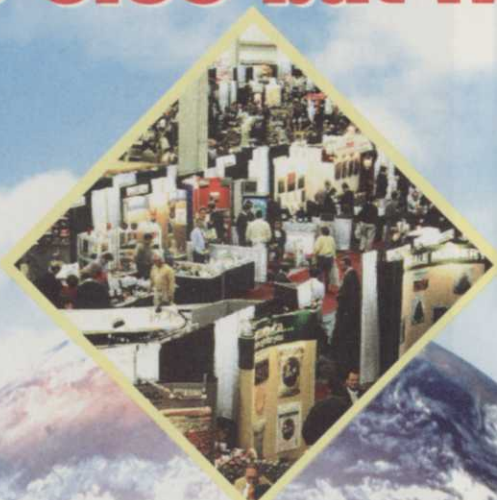
This was an unusual dig in the 25-plus years that Niemczyk has directed them.



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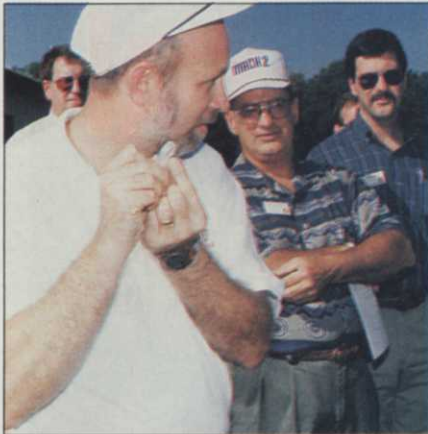
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Circle No. 115 on Reader Inquiry Card



Dr. David Shetlar, left, explained the basics of grub biology to the RohMid group.

RohMid Manager Dr. John Thomas, three members of the RohMid board, and about 25 other representatives (mostly sales) from parent companies American Cyanamid and Rohm & Haas, helped. With so many extra workers, the dig finished in one day instead of the usual two.

From Wooster, the "Mach 2 Technical Tour" contingent traveled by bus to Columbus, Ohio, and visited, first, the TruGreen/ChemLawn production facility north of the city and, later, the nearby TG/CL research facility.

Sales of add-on grub services "are very customer driven," TG/CL's Dr. Amy Sugars told the group. The lawn care company sells grub control to approximately 20-25 percent of its customers in areas where grubs are a problem, she explained. Since the introduction of Merit, TG/CL has offered customers this service weeks earlier in the season. The company still provides later treatments to customers who prefer that.

The following morning the bus tour concluded at the University of Kentucky, Lexington, where entomologist Dr. Dan Potter explained the significance of his work, much of it directed toward control of black cutworms. He too had encouraging news for the RohMid contingent.

In one experiment, Potter made applications of Mach 2 to a USGA-spec putting green which was mowed and watered daily. The clippings were gathered and

'Naturalyte' product controls webworms, cutworms, armyworms

A new "Reduced Risk" control product from DowElanco has passed the drawing board stage and is expected to hit the market by third quarter 1997.

Conserve SC (Suspension Concentrate) is the first in a new class of control products, called 'naturalytes,' naturally occurring metabolites that combine the efficacy of synthetic insecticides with the environmental compatibility of natural insect control products.

DowElanco reports favorable feedback from sites with Experimental Use Permits for Conserve SC. Golf courses and nurseries have been the primary test sites, and future information is being sought to support university trials.

In turfgrass settings, DowElanco reports Conserve SC provides excellent control of:

- ▶ sod webworms;
- ▶ black cutworms;
- ▶ fall armyworms.

In ornamental settings, Conserve SC controls:

- ▶ lepidoptera; insect pests such as: bagworm; E. tent caterpillar; gypsy moth; many others
- ▶ Chrysomelid leaf beetles;
- ▶ thrips;
- ▶ sawflies;
- ▶ dipterous gall midges;
- ▶ leafminers.

Conserve does not appear to control Japanese beetles, grubs, *Hyperodes* weevil, mole crickets, ant (mounds) and chinch bugs.

To date, there has been no phytotoxicity reported. DowElanco expects Conserve SC to be granted a caution label when registered, which signifies the lowest risk category given by the Environmental Protection Agency.

"This will be DowElanco's first offering of a product in the naturalyte class," says Mark Urbanowski, new products marketing manager for DowElanco's Urban Pest Management Business.

Conserve SC is being given a "Reduced Risk" review by the EPA, due to its low risk to humans and the environment.

The active ingredient in Conserve is a non-volatile crystalline solid, with a very low odor. It acts on the insects' nervous system, and is transmitted through injection or contact by the pest. The active ingredient is called spinosad (pronounced spin-oh-sid), which is composed of the metabolites spinosyn A and spinosyn D.

"DowElanco continues to pursue world class technology that does not compromise on safety or efficacy," says Urbanowski. □

taken back to the laboratory where they were fed to second instar cutworms.

"We got very good control of the black cutworms even three weeks after we treated," he said.

"We seem to have three weeks residual from a single application against small cutworms in a golf course putting green management situation which is very promising to me," explained Potter. "But, we need to do a little bit more work to see if it (Mach

2) will give us an economic level of control against the big cutworms."

Test results from just two locations during a single season do not provide enough information to give an accurate picture of a new product's potential usefulness. "There are certain years when any grub control can be a winner," said Dr. Shetlar. "There are other years when only certain products will be a winner." **LM**

[GOLF / GROUNDS]

PAGE 4 G ▶
Field 'downtime' a rarity

PAGE 6 G ▶
Soaking sodium from greens

PAGE 8 G ▶
Delegation a way to grow staff

PAGE 12 G ▶
Low maintenance at links course

A look through our 1996 volume shows we covered the major issues of the day for you: equipment and chemical safety; drug and alcohol abuse; legislative issues; hiring and firing; wages; weather; budgeting; immigration.

Guess what? None of those issues show any sign of evaporating into the blue. And one or more of them will continue to play a part in your day-to-day operation.

Many of you, however, can reflect on the summer of '96 with glee rather than gloom, in spite of all of your business concerns, and you're downright looking forward to 1997. That's because you plan ahead, you hire the best people you can find, you train them well and you know how to keep your equipment up and running.

You also attend at least one good trade show in the off-season, such as the Green Industry Expo, which takes place again this month, in Cincinnati. Or maybe you're a regular at the GCSAA's annual show, which is in Las

Vegas in 1997. Or maybe you're a regular at a good regional show. And you don't go to a show just to fill a bag with trinkets. You go to a show to learn!

We know that much of your success or failure has to do with the quality of your work force.

It's getting scary out there. As our feature series on Hispanic labor (page 14) shows, the legal immigrant workforce is out there, and doing fine work. The scary part is what's happened to the American work ethic when it comes to manual labor. I always thought it was the lethargy of American youth that was to blame, but after talking with some fellow industry observers, I'm not so sure it's not endemic of people of all ages. The willingness to work hard isn't there as it used to be.

Challenges ahead include labor & the learning curve



Terry McIver

TERRY McIVER
Editor-in-Chief

The song went, "Once I built a railroad, made it run against time..." Not anymore, at least not in the non-union labor force of America today.

It's all up to you. Learn all you can about advertising for and finding the best people. You are going to have to increase what you pay, though. Sorry, but that's the way it is in a buyer's market.

Words to remember as you sift through the American labor force of the 1990s: "screening," "incentives" and "alternative labor."

Equipment innovations you may want to look into include anything of quality that is light-weight; easy to maintain; and offers quick repairs and parts availability from dealers.

And as we've said before from these pages, we want to hear from you. We have a new Internet number, our phone bill is paid and the mail always gets through. **LM**

Comments? Write Terry at 7500 Old Oak Blvd., Cleveland, OH 44136; **phone him at** (216) 891-2709, **fax him at** (216) 891-2675 or **e-mail him at** lscape@en.com.

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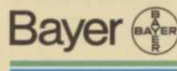
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Circle No. 104 on Reader Inquiry Card





What 'down time'?

Sports turf managers must be experts at meeting field agronomic needs within short and infrequent windows of opportunity allowed by intense field use schedules.

by STEVE & SUZ TRUSTY

The high school football field becomes the center of activity during the school year. At all levels, field use is close to being year-round, with any significant "down time" often coinciding with unworkable weather conditions.

Invariably, the football stadium is the premium site for the school's outdoor events, such as graduation. It may also serve as the outdoor site of choice for elementary schools, middle schools and various community-wide athletic associations.

Football, soccer and band

In some school districts the football game field is also the soccer game field, a practice field for both sports, a once-a-week practice site for the band, drill team and cheerleading squad—and the spot for overflow P.E. classes. It may be used throughout the spring, summer and fall (and during the winter in southern locations) by school-sponsored football and soccer camps, and by the local teams of various age groups for these two sports.

A major college football game field may be used exclusively for games, with one short on-field practice allowed for both the home and visiting teams each week. But the games also may include the underclassmen's football team and the men's and women's soccer teams. The marching band will want at least one on-field practice prior to each performance.

At some colleges the game field doubles as one of the practice fields for both football and soccer. It's frequently the site of key games for regional high school playoff and championship games. As with high schools, the college stadium is the prime spot for other outdoor events throughout the year.

College football has both a spring and fall season, and numerous camps. Soccer programs may run throughout the school year. The stadium also may produce revenue for the school as a rental site for athletic events, band or drill team competitions, or concerts.

Other events increase field stress

Professional football game fields don't get off any easier. Whether owned by the team or by the host city, these arenas must be money makers. The field may be converted for baseball, soccer, or both. In between sporting events, the field becomes a staging and seating area for concerts and massive meetings and rallies. Some fields even become heavy equipment display sites or mud pits for "monster" trucks.

Sports turf managers are becoming experts at meeting field agronomic needs within the short and infrequent windows of opportunity allowed by intense field use schedules. □


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Circle No. 130 on Reader Inquiry Card

Soaking for sodium

Weekly drenchings keep salt content low on greens at California coastal course.

by LESLEE JAQUETTE

Life is just about perfect at the Golf Club at Quail Lodge, near California's Carmel-by-the-Sea. The weather could be described as "posh," all year long, and not many of the residents work up a sweat, work-wise.

Dennis Kerr, however, sweats. Especially over salt water and Canada geese. Loads of sodium contained in water in four irrigation wells on the property, and a few hundred geese now call Quail Lodge home.

Neighbor golf course Pebble Beach Golf Club recently changed from using well water to reclaimed water. However Quail continues to

► "We basically flood the greens in order to stay away from sodium build-up," says Dennis Kerr.

▼ Drag nets brush in topdressing on one of Quail Lodge's newly-aerated greens.

irrigate its 130 acres from the local aquifer. According to Kerr, the sodium levels vary, and are a function of rainfall.

Three-way solution

If the rains stay away, Kerr and his staff combat salt by flushing the push-up greens weekly, aerifying and adding gypsum to help with leaching.

Kerr explains that since the old greens don't drain well; sodium build-up strangles the *poa annua* in the greens. If it rains in the early fall and then late in March, the irrigation season will be shortened, and the greens keepers are ahead of the game. In lieu of rebuilding the greens to PGA standards, Kerr's team maintains a regimen of

deep soaking.

"We soak to the point of runoff," says Kerr, as he looks out over the manicured course that is built into a lovely, older housing development.

"We soak to leach. We basically flood the greens in order to stay away from sodium build-up."

The crew soaks the greens about once a week and hand waters from the best of the wells on an as-needed basis, all the while being careful to observe the turf's conditions, and take soil samples. The Toro 660 heads Kerr uses pump 3,450 gallons per hour through the greens.

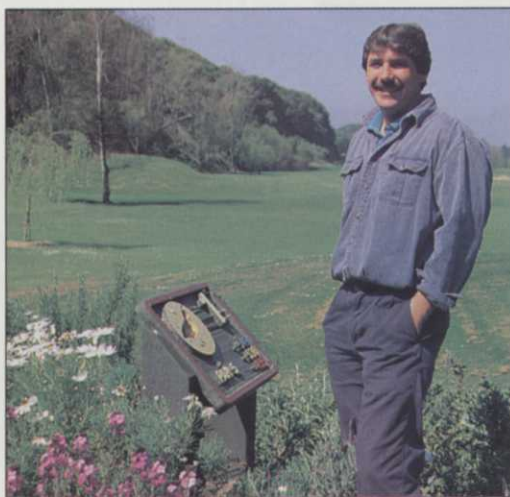
To enhance the leaching and gradually improve the greens' composition, Kerr aerifies four times a year. During the first part of June and again in early August, his crew deep tines the greens up to 10 inches in depth. These deep punctures facilitate the entire flow process, allowing the water and air to move through the dirt. Kerr admits that it's fairly risky to deep tine during the heat of summer, but if they take good care, the aerification works out. Two other times during the year, the crew does a normal aerification to about four inches deep.

Kerr often enlists the help of the aeration specialists at West Coast Greens of Sacramento, who Verti-Drain all the greens in one day. Kerr would like to purchase his own Verti-Drain unit to keep up the aerification schedule on greens and fairways.

Gypsum helps leaching

The Quail crew makes liberal applications of gypsum to help with the leaching. In an attempt to flush out the salts left from irrigation, the crew applies from 400 to 600 pounds of gypsum per green per year. They usually apply it in 100 pound lots, five to six times per year, says Kerr.

"You can't see the effect of gypsum," says Kerr. "It's ongoing, and it could take years, but it all helps improve the soil." □



"WHITEMARSH Valley Country Club.

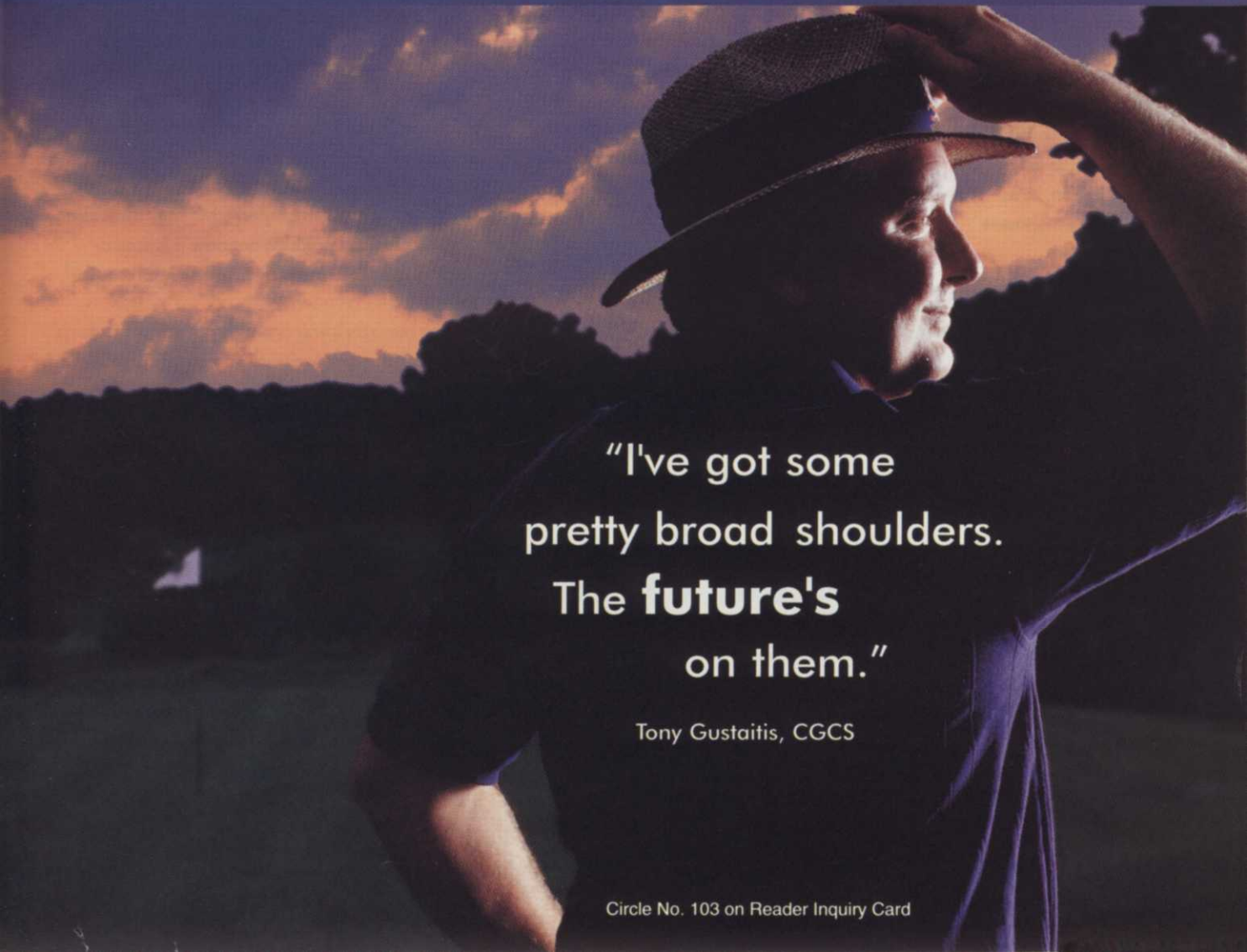
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Pendimethalin



**"I've got some
pretty broad shoulders.
The **future's**
on them."**

Tony Gustaitis, CGCS

DELEGATION: opportunity for growth

When managers and employees cooperate in the process, delegating authority and responsibility lets the team bring about the best results.

by GREG PETRY



Petry: with two-way communication, all aspects of the assignment will be covered.

Good managers know they can't "do it all" on their own. If you, as an athletic field manager, have the attitude that your way is the only way, and no one else can handle anything but you, you'll not only have a tough time reaching your goals, you'll also drive yourself crazy.

You're right if you feel that you need to delegate authority and responsibility.

Authority is the power to make decisions and take action. Responsibility is the condition of being accountable for those decisions and actions. One is incomplete without the other.

Build a team

The best game plan will result in a busted play if you don't have the right players "running the pattern." A manager must invest the time, effort and resources needed to form a winning team.

Develop and implement programs to train people in all aspects of their job. Initially, training should concentrate on the basic skills needed for the position, gradually increasing the difficulty level with time. Ideally, orientation and training in such

areas as personal relations, safety, communication and specific job-related tasks should be undertaken. Training should continue throughout the course of employment to advance the employee's knowledge and skills.

Investment brokers claim past performance is not an indication of future performance.

Some people learn from their mistakes and don't make the same ones again, and look for excuses to justify poor performance. They limit the scope of their job-related tasks and consequently become less valuable to the organization.

Managers need to monitor and evaluate employee performance, noting who is developing the skills and expertise to accept more responsibility.

Employees are obligated to learn and develop the skills they need to do their jobs effectively. The employee has to accept both the authority and the responsibility delegated to them.

Managers are certainly obligated to insist that an assignment is handled properly, but they must also focus on the final product, not how it is accomplished, provided the workers follow safe, standard guidelines of execution.

The manager's way is not the only way—or even necessarily the best way—to complete a project. Individuals have different ideas and working styles, each with its own strengths and weaknesses. Once you delegate a task, get out of the way and let the employee do the job.

Employees need to be empowered to complete their assignments. They should feel that their supervisor believes they are competent to handle the assignment and view it as an opportunity to shine and accomplish something positive.

Define the assignment

The manager and the employee share responsibility for a clear, precise definition of the assignment.

Managers have to communicate the "big picture," and employees must ask questions when something isn't clear to them.

Complex projects should be covered in writing,

Delegation details

- ▶ make periodic on-site visits
- ▶ complex projects well-planned out, in writing
- ▶ delegating is not "dumping"
- ▶ use peoples' ideas and strengths
- ▶ monitor employee performance
- ▶ take note of 'promotable' people
- ▶ look for opportunity, don't point fingers

with relevant plans and diagrams. Simpler projects can be explained verbally. Whichever format is used to relay the information, both parties must ensure that their expectations are the same, and are based on facts, not assumptions.

No dumping allowed!

Delegating involves a degree of "letting go" of the project, but don't think of it as "dumping." The team concept prevails after the assignment is given.

Managers and employees should work through the chain of command whenever possible, but people should feel free to go to others for information, to directly contact another individual to correct a mistake in process or to keep one from occurring. The appropriate people should be informed of this action as soon as possible.

Complex projects must be well-planned and analyzed prior to kick-off.

Managers are responsible for tracking the progress of the assignment at key intervals, including periodic on-site visits.

Employees in charge of a project should notify supervisors of unusual circumstances or unplanned delays.

Neither party should be afraid to make adjustments along the way to increase efficiency or improve the outcome.

Talk it out

Evaluation sessions are a time to talk about what's right and wrong, not a time for pointing fingers or casting blame. These sessions provide oppor-



Managers must communicate the overall scope of the project and specific details, including their expectations for the quality of the finished product.

Site visits good for morale

Greg Petry believes in the on-site visit as a way to take note of how well a project is going, and to trouble shoot any potential problems.

"When I'm going to work, or on my way to lunch or during a weekend, I'll drive by on a random basis, just to see what's happening," says Petry. "When I spot something that looks really good, I'll let the people know the project turned out well, or the maintenance was really well done. The site visit is a way to check out the good and the bad."

Petry also believes in talking to crews on the job, not just driving by and waving hello.

"I'll visit a project and talk with the people out there. When you visit on an informal basis, you just kind of pick up on how the work flow is going," says Petry.

"You can also pick up on their mood, and any tensions or problems that need to be resolved."

tunities to express concerns, assess progress and brainstorm possibilities.

Let everyone express their ideas, and back them up with well-thought-out facts and figures, in an attempt to reach consensus. After the pros and cons of all options have been weighed and decisions reached on how best to move forward, those decisions must be accepted and respected by everyone.

Some circumstances are beyond the control of either party, such as unfavorable weather conditions, the business failure of a key supplier, or drastic cuts in personnel or budgets.

Everyone in the organization must work together in developing a plan to overcome those kind of glitches. Look for opportunities, not obstacles, to reach the goal.

In some instances, internal adjustments in overall scope and quality can be made with minimal effect on the public perception of the total projects. In other cases, resources must be channeled to the most important and highly visible segments of a project to satisfy immediate needs, with other project segments temporarily cut back or put on hold until later.

Once the situation has been analyzed and the decisions made, everyone must accept and respect those decisions. □

Greg Petry is executive director of the Waukegan, Ill. Park District, and immediate past president of the Sports Turf Managers Association.

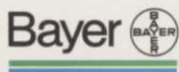
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But when you add in its low application rate of only 0.3 pound of active ingredient per acre, you have a pretty remarkable product that presents less exposure than current insecticides to birds and fish. A product so good, even the

Greens Committee will love it. To find out more, contact Bayer Corporation, Specialty Products, Box 4913, Kansas City, MO 64120. (800) 842-8020.





Nature maintains much of links course

by Larry Kassell

Forty-two acres of low-maintenance fine fescue makes fairway care a breeze in the Nebraska heat.

This course is more than just a great place to play," says Corey Crandall, superintendent of Sand Hills Golf Course. "It's a real pleasure to maintain with its natural efficiencies and thoughtful design."

Sand Hills is an 18-hole private links facility that's not quite two years old. Located 60 miles north of North Platte, Neb. the course features private cottages, and—talk about out-of-the-way—the first tee is a mile from the clubhouse.

The Sand Hills look is largely a result of the workings of the weather. Wind, rain, snow and grazing animals have sculpted the course over time into a wide, rustic expanse, much like the Scottish links-style courses.

Very little earth was moved during construction. Some leveling and contouring were needed for the creeping bentgrass tees and greens, which average 5,500 to 6,000 square feet. Greens have a natural sand base; no gravel, tile or amendments were utilized. The 42 acres of low maintenance fine fescue fairways abut and compliment the native switchgrass, Sand Hills Blue Stem and Little Blue Stem, grama-grass and sunflowers.

Cool downs for heat stress

"The only irrigation is on tees, fairways and greens," says Crandall. "Our water is plentiful; it comes from an aquifer directly below us. Irrigation and precipitation is quickly absorbed by the sugar-sized sand granules below. With our heat and wind, the closely mowed areas dry up quickly, so we do a lot of cooling down during the day, plus watering at night. The native grasses regulate themselves and could get out of control if we applied water."

The 10 to 13-member maintenance crew is comprised of men and women. During summer vacation, high school students average 45 hours a week during heavy play. When they return to school, local ranch workers replace them.

"Many have to travel several miles to work here, and some have never played golf because ranch life is more important to them," says Crandall. "We have to teach them about mowers, heights of cut, mowing patterns; then the difference between tees, fairways, greens and collars. My assistant, Josh Mahar, will select pin placement and change the cups almost every day. Meanwhile our employees hand mow greens at 1/8-inch and collars at 3/8-inch."

Sand Hills is a treeless golf course. There are no water hazards, bunker rakes, ball washers or out-of-bounds areas.

"It's pretty much 'what you see is what you get,'" says Crandall. It's not unusual to play out of an animal or golfer footprint in a bunker. The crew does, however, rake washed bunkers after a severe storm.

▲ The links look is emphasized at Sand Hills. No ball washers, no signs, no rakes.

"Members have a 16 handicap or less. If a player misses a fairway or green, there's little chance of recovery from the tall, thick native vegetation.

"Probably the most difficult part of course construction was the cart paths," says Crandall. "It was necessary to bring in clay and gravel to stabilize the sand base. We chose this method over asphalt or concrete to retain the natural sand color. We allow carts to cross fairways, but they're not allowed in the extreme roughs. Fairways were seeded and cultipacked with a mixture of Oregon-grown chewings and creeping fescue varieties that performed well in our area."

The Sand Hills fairways are mowed at a half-inch with a 5-plex fairway mower. So far, the fine fescues have lived up to their reputation of being a very low maintenance turfgrass with low fertility requirements (1 1/4 pounds of N per year) and very heat and drought tolerant.

"If a spot does dry out on the fairway, we give it some water and it comes right back," says Crandall. "We experienced some winterkill this spring, so we seeded in some annual ryegrass as a nurse crop with our fine fescue. We expect all the annual rye to be gone next season. A balance is necessary to keep the various types of vegetation from encroaching on each other.

"Deer can be destructive to greens when they stop to feed on the turf, but we've learned to peacefully co-exist." **LM**

[DO YOU USE THE WEB?]

by RON HALL /
Managing Editor

Rummaging through the drawers of my desk at home I turned up a glue pot, a pair of scissors with incredibly long blades, a bundle of stubby editing pencils, and a small empty notebook, an editor's tools in 1969. They, along with a creaky manual typewriter and a roll of unused newsprint cut 8½ inches wide, were the only tools editors needed then. And, that's the way it stayed for another 10 years. Gosh, how things have changed.

Now we write and edit electronically. Our MacIntosh computers have so many features that it's a chore keeping up with them.

But there's even newer technology and it's causing excitement in our editorial offices as we plan our presence onto the World Wide Web. We've been talking and planning, and we're pretty much in agreement here at LANDSCAPE MANAGEMENT magazine that we want our Web site to be:

- the best-designed site in the green industry,
- informative but also easy and fun to use,
- up to date, and
- interactive.

But we need your help.

Our goal is to be your primary Web link to the ideas, news, services and suppliers that you need to serve your customers.

That's where you can help

us. What would you like to see on our Web site? What types of information? What features? How can we serve you on the Web?

There's no question more and more of you will be turning to the Internet for information and, through e-mail, to communicate, too. That's why we're getting our Web site ready. We're going to be there for you. Meanwhile, check out some of these green industry sites:

- ▶ The Grasshopper Co.:
www.grasshoppermower.com
- ▶ The Golf Course

Superintendent's Association of America:

www.gcsaa.org/gcsaa

▶ Husqvarna: www.husqvarna.com

▶ Lofts Seed Co.:
www.turf.com

▶ John Deere Co.:
www.deere.com

▶ Power Pruner:
www.power-prune.com

▶ Professional Lawn Care Association of America:
www.plcaa.org

▶ RISE: www.acpa.org/rise

▶ Sports Turf Managers Association:

www.aip.com/stma

▶ The Toro Co.:
www.toro.com

▶ TruGreen/ChemLawn:
www.trugreen.com

▶ Weathermatic:
www.weathermatic.com

Give us some good ideas and we'll send you a LANDSCAPE MANAGEMENT cap. Write: Talkback, Landscape Management, 7500 Old Oak Boulevard, Cleveland, OH 44130; fax: (216) 891-2675, or e-mail: lscap@en.com. **LM**

Your turn

Every other month, we report what readers think about current topics in LANDSCAPE MANAGEMENT. Tell us what you think about **WEB SITES**. Tear out or photocopy this page, and fax or mail your response to: Talkback, Landscape Management, 7500 Old Oak Blvd., Cleveland, Ohio 44130 • Fax: 216/891-2683. E-mail: lscap@en.com

Would you access a LANDSCAPE MANAGEMENT Web Site? What information would you like to see on the site?

- Yes COMMENTS _____
- No _____

How often do you access other web sites?

- Often COMMENTS _____
- Not often _____

Are you generally satisfied with what you're finding on other green industry sites? Why or why not?

- Yes COMMENTS _____
- No _____

Has something you discovered on the web helped you run your business or facility better? Tell us about it:

- Yes COMMENTS _____
- No _____

SUPPLIERS CORNER

Bayer Specialty Products and **Monsanto Company** now offer product fax-on-demand information services. Bayer's 800 hotline (800-842-8020) now offers product information via fax as well as a question-and-answer line. Available are product labels, MSDS and product information sheets on Premise, Tempo, Baygon, Dipterex, Bayleton, Dylox, Merit, Morestan, Namacur, Oftanol and Sencor. Monsanto's 800 hotline (800-305-3055) offers product information via fax on Roundup, Roundup Pro, Dry Pak, Rodeo, Campaign, Accord and Manage herbicides. Product labels, MSDS and technical fact sheets are available via fax.

John Szafranski, vice president and general manager of the **Toro Company's** commercial division, retires this month after 23 years with the company. Michael J. Hoffman has been named general manager of commercial business. The **Toro Company** also reports it will sponsor the Golf Course Superintendents Association of America's golf championship through the year 2000. Next year's event is Feb. 5-7, 1997, at six unique courses in the Las Vegas metropolitan area.

Pursell Industries is the newest corporate sponsor of the GCSAA's annual Environ-

mental Steward Award, joining **Ciba Turf & Ornamental Products, Jacobsen Division of Textron** and **Rainbird's Golf Division**.

Gene Hintze has been named eastern district turf and ornamental sales team manager for **Sandoz Agro**. Leo Schoenhofen's sales territory is expanded to include the mid-South and Southwest. Terri Lohmann has joined the business management team, and Sean Lynch is new national account manager.

Lesco and **MTD Products, Inc.** have formed a joint venture to manufacture commer-

cial turf equipment. Products will be marketed by MTD through its existing dealer network in the U.S. and in Europe. Both companies are headquartered in Cleveland.

Vermeer Manufacturing introduced its global dealer network to its Parts CD-ROM System and its Private Label program at an annual sales meeting in July.

Alan Niblett of Lacanto, Fla. has joined **Aquatrols** as Florida territory manager. He will work with turf and horticultural professionals and support product distribution.

Rick Zeckmeister is new marketing director for **Briggs & Stratton's** Domestic Lawn & Garden Division. He was promoted from marketing manager.

Emerald Isle is now distributing **BioTurf Gro's** premium line of liquid micro-nutrients, foliar fertilizers, natural organic supplements and granular fertilizers. The BioTurf Gro products use a new chelating technology developed by Dr. Gene W. Miller, Utah State University professor emeritus.

Pickseed West, Inc. of Tangent, Ore., will buy **Roberts Seed Co.**, also of Tangent. Roberts has a proprietary line of turfgrass products, and would continue to distribute its varieties to its distributors. Pickseed says the purchase will not interfere with the companies' individual marketing efforts. Pickseed plans to use Roberts' small package line to offer more competitive rates. **LM**

Info center

VIDEOS AND LITERATURE FOR THE GREEN INDUSTRY

FREE LAMP GUIDE...You can receive a free "Pocket Lamp Guide" for landscape lighting from California Landscape Lighting. Just phone (800) 457-0710 or fax your business card to (800) 457-0730.

LIGHTING SPEC SHEETS...W.J. Whatley, a leader in composite lighting poles and lamp posts, offers free specification guidelines and cost-saving information on direct embedding fiberglass composite outdoor lighting poles. The company reports that specifiers can save from \$300 to \$500 per pole by using the direct embed method of installation. Call (303) 287-8053.

WHO READS THE PAPERS?...Ken Eichenbaum says lots of people do. That's why he's written "How to Create Small Space Newspaper Advertising That Works." Available for \$34.50 plus s&h, the book includes tips on how to use graphics and text more effectively, which positions work best, and the wisdom of advertising in "free papers." To order your copy, write to Litterati Publishing, 9470 N. Broadmoor Rd., Bayside, WI 53217; or call (414) 352-5070.

MARKETING, SALES GOLD...Joel Lerner's new book, "Landscape Professional's Marketing & Sales Sourcebook" features chapters on building client relations, using market data, pricing and job costing, selling techniques, design sales tips and advertising and promotional programs. Lerner, a landscape professional for 34 years, shows that your expertise is valued by homeowners and how you can make money by satisfying your client's needs. The book is available for \$45 plus s&h to members of the American Association of Nurserymen; cost for non-members is \$75. To order, contact the National Landscape Association at 1250 I St., NW, Suite 500, Washington, DC 20005; (202) 789-2900.

Events

NOVEMBER

15-21: Golf Course Superintendents Association of America education seminars, Cleveland, Long Island and Guelph, Canada. Phone: (913) 841-2240.

17-21: Green Industry Expo, Cincinnati Convention Center. Phone: Eleanor Ellison, (770) 973-2019.

17-21: Professional Grounds Management Society annual conference, Cincinnati Westin and Convention Center. Phone: (410) 584-9754.

17-21: Professional Lawn Care Association of America annual conference, Cincinnati Hyatt Regency and Convention Center. Phone: (800) 458-3466.

17-21: Associated Landscape Contractors of America annual conference, Cincinnati Omni Netherland Plaza and Convention Center. Phone: (800) 395-2522.

19-22: International Erosion Control Association professional development training courses, Quality Hotel, Metairie, La. Phone: (800) 455-4322 or (970) 879-3010.

22: "Integrated Pest Management: Landscaping for the '90s" conference, Holiday Inn, Toms River, N.J. Phone: (908) 349-1246.

DECEMBER

1-17: Golf Course Superintendents Association of America education seminars, various sites across the U.S. Phone: (913) 841-2240.

2: Roadside and Right-of-Way Vegetation Management seminar, Cook College, New Brunswick, N.J. Phone: (908) 932-9271.

2-5: North Central Turfgrass Exposition, St. Charles, Ill. Phone: (312) 201-0101.

4-5: Rhode Island Turfgrass Show, Rhode Island Convention Center, Providence. Phone: Melissa Herman, (401) 847-7666.

4-6: Rocky Mountain Turfgrass Conference & Trade Show, Currihan Hall, Denver. Phone: (719) 489-3222.

10-12: Georgia Turfgrass Conference, Georgia International Convention Center, Atlanta. Phone: Doug Moody, (404) 975-4124.

10-13: Ohio Turfgrass Foundation Regional Conference and Show, Greater Columbus Convention and Visitors Center. Phone: (614) 261-6750 **LM**

STATEMENT OF OWNERSHIP MANAGEMENT AND CIRCULATION

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B. Paid and/or Requested Circulation		
1. Sales through dealers and carriers, street vendors and counter sales (Not Mailed)	—	—
2. Paid or Requested Mail Subscriptions (include advertiser's proof copies and exchange copies)	42,283	44,523
C. Total Paid and/or Requested Circulation	42,283	44,523
D. Free Distribution by Mail (Samples, complimentary, and other free)	8,717	6,961
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Date: 9/20/96

I certify that the statements made by me above are correct and complete.



Chain-driven greens roller built for comfort

Wood Bay Enterprises of Las Vegas, Nev., has brought the greensron 3000 to the golf industry. The tool features a three roller configuration with a vulcanized, non-slip rubber drive roller, a 5.5-hp Honda engine and a non-hydraulic Snow-Nabstedt power transmission. The roller uses a hand throttle for increased safety and ease in operation, and travels at a speed of up to 5 mph. A compact, 110-pound steel-body trailer with folding ramp is provided for transport from green to green.

The roller trailer can be attached to a golf cart or utility vehicle.

To obtain more information about the greensron 3000, contact Wood Bay at (800) 661-4942, and be sure to mention LANDSCAPE MANAGEMENT. You may also

Circle No. 280

Buy early, Lofts suggests

Bob Richardson, general manager of Lofts/Great Western, Albany, Ore., reports that smaller than usual supplies will be available to turfgrass buyers in 1996-97, and he suggests you buy ASAP.

"Perennial ryegrass and tall fescue will be in extremely light supply," reports Richardson. "The higher quality items might be out by mid-spring. It really depends on the weather.

"Kentucky blue seems to be in good supply, but the Jamestown II chewings fescue and Koket fine fescue will be in tight supply due to acreage, a poor European fescue crop and high domestic demand.

"The sheeps fescue and hard fescue quality products are already hard to get," adds Richardson.

Lofts/Great Western reports there is an adequate supply of bentgrasses, but suggests that golf course superintendents will certainly see some shortages. Richardson advises professional turf managers in need of clean, quality turfgrass seed to buy as early as possible. Some items, Richardson reports, will have very little or no carry-over.

"Golf course superintendents will certainly see shortages of bentgrasses or ryegrasses," says Richardson.

The chart (right) illustrates the pricing and availability of the Lofts/Great Western varieties. This listing was inadvertently omitted from our September availability report.

LANDSCAPE MANAGEMENT regrets any inconvenience that may have resulted due to the omission.

For more information about Lofts/Great Western products, call (800) 526-3890, or

Key to availability:

A=expected surplus; B= adequate supply; C= limited supply.

Key to price:

H=higher prices than last season; S=stable prices, generally the same as last season; L=lower prices than last season

Cultivar	Availability	Price
Fine Fescue		
Reliant hard fescue	B	S
Jamestown II chewings	B	S
Azure blue fescue	B	S
Bentgrasses		
L-93 creeping bentgrass	B	S
Southshore creeping bentgrass	B	H
Crenshaw creeping bentgrass	B	S
Kentucky bluegrass		
Eagleton	B	S
Preakness	B	S
Belmont	B	S
Perennial ryegrass		
Palmer II	C	H
Prelude II	C	H
Repell II	C	H
Turf-type tall fescue		
Rebel family	C	H
Other seeded cultivars		
Salty Alkaligrass	B	S
Laser II Poa trivialis	B	S

Circle No. 281

LANDSCAPE Bookstore



Containment Systems Design: Chemical Storage, Mixing and Handling

by Fredric R. Haskett

100 pages, hardcover

Item #LSMB809 ~~\$74.95~~ \$49.95

Find out how to prepare your company for the scrutiny of government regulators...learn how your operation can comply with new regulations...understand the legal

implications of compliance versus non-compliance... and discover the difference between the cost of recycling finished product residues and the the cost of disposal. This comprehensive guide to compliance covers everything you need to know about storing, mixing and recycling chemicals. Areas covered include Planning, the Containment Facility, Equipment Standards, Site Standards, Emergency Response Procedures

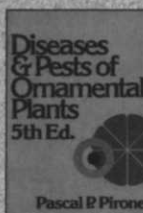


A Color Atlas of Pests of Ornamental Trees, Shrubs and Flowers

by David V. Alford

448 pages, hardcover

Item #LSMB810 \$89.95



Diseases and Pests of Ornamental Plants

by Pascal Pirone

566 pages, hardcover

Item #LSMB410

\$79.95



Diseases of Trees and Shrubs

by Wayne Sinclair, Howard Lyon
& Warren Johnson

575 pages, softcover

Item #LSMB430

\$56.50



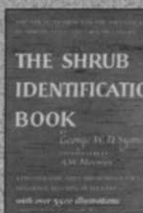
Insects that Feed on Trees and Shrubs

by Warren Johnson &
Howard Lyon

560 pages, hardcover

Item #LSMB690

\$56.50



The Shrub Identification Book

by George Symonds

379 pages, softcover

Item #LSMB720

\$19.50



The Tree Identification Book

by George Symonds

272 pages, softcover

Item #LSMB750

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Tree Maintenance

by P.P. Pirone

514 pages, hardcover

Item #LSMB760

\$49.95



Urban Trees A Guide for Selection, Maintenance, and Master Planning

by Leonard J. Phillips, Jr.

273 pages, softcover

Item #LSMB801 \$37.00



Tree, Turf and Ornamental Pesticide Guide

by W. T. Thomson

170 pages, softcover

Item #LSMB813

\$18.50



Ornamental Horticulture Science, Operations & Management 2nd edition

by Jack E. Ingels

554 pages, hardcover

Item #LSMB807 \$40.95



Landscape Principles & Practices 4th Edition

by Jack E. Ingels

401 pages, hardcover

Item #LSMB763

\$35.95



Landscape Design A Practical Approach 3rd Edition

by Leroy G. Hannebaum

446 pages, hardcover

Item #LSMB821

\$78.00



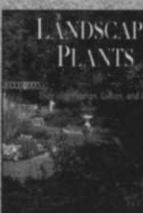
The Landscape Lighting Book

by Janet Lennox Moyer

282 pages, hardcover

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\$79.95



Landscape Plants Their Identification, Culture, and Use

by Ferrell M. Bridwell

560 pages, hardcover

Item #LSMB808

\$54.50



Landscape Architecture A Manual for Site Planning and Design

by James Ormsbee Simonds

331 pages, hardcover

Item #LSMB803 \$73.00

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> PRODUCT REVIEW




Smaller vehicle, many uses

The Cushman Jr. Turf-Truckster work vehicle handles turf management jobs at golf course and athletic field sites that don't need the large payload of the Cushman Turf-Truckster. The Jr. model comes in both three- and four-wheel models, and hauls up to 2,000 pounds of cargo. A hydraulic dump bed is standard. Various optional attachments are available, including aeration, top dressing and spraying attachments.

For more information on the Trucksters, call Ransomes America Corporation at (800) 228-4444, and tell them you saw it in **LANDSCAPE MANAGEMENT**, or

Circle No. 282



**The
New Jersey
Turfgrass
Association's
EXPO
1996**

Taj Mahal Casino/Resort
Atlantic City, New Jersey

Tuesday, Wednesday & Thursday
Dec. 10, 11 & 12, 1996

Sponsored by:
New Jersey Turfgrass Association

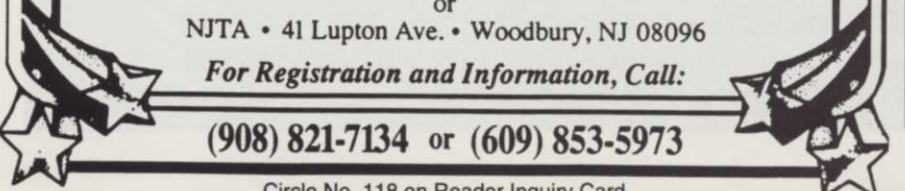
In Cooperation With:
New Jersey Turfgrass Foundation, Rutgers Cooperative Extension,
New Jersey Agriculture Experiment Station and Cook College

Presents turfgrass education featuring nationally recognized speakers on subjects pertaining to the establishment and maintenance of Golf Courses, Lawns, Parks, Athletic Fields & Cemeteries. Topics of interest to Irrigation Contractors, Landscape Contractors, Landscape Architects and Nurserymen are also included.

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Circle No. 118 on Reader Inquiry Card



Utility vehicles can run on LP gas

John Deere offers LP Gas conversion kits for its Gator Utility Vehicles, to add versatility and practicality of alternate fuel usage.

The conversion kits are designed with the commercial customer in mind, and feature dual fuel capability with key switch actuated propane or gas operation. An industry-standard tank mounting bracket allows use with a universal tank.

The Diesel Gators share an arc-welded unibody design, front suspension and a fully independent, single A-arm design that stands up to the bumps and jolts of off-road work. Low ground pressure and a low center of gravity also allow these heavy-duty haulers to work on turf without leaving ruts or marks.

For more information, call (919) 832-7421 and tell them you saw it in **LANDSCAPE MANAGEMENT**, or

Circle No. 283

Turning feature makes for easy service

The Ransomes Bob-Cat ZT "200" Series riding rotary mower features a true zero turning radius and a design that enhances serviceability. The mower's two steering levers control independent power to each wheel, for enhanced maneuverability around trees,



shrubs and small turf areas. Easy access to the cutter deck, belts and hydraulic reservoir makes service a snap. The wide stance of the tires enhances performance on hillsides.

To receive more information, contact the company at (800) 228-4444 and tell them you saw it here, or

Circle No. 284

Controller for simple, precise programs

Buckner's new AutoScape controller provides sophisticated control for large residential and small to medium-sized commercial irrigation system, and is very user-friendly.

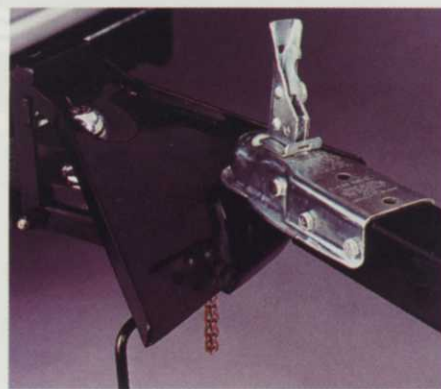
The controller is available from six to 24-station configurations. Programming allows for precise handling of demanding irrigation needs.

A detachable facepack is fully programmable, even when not connected to the base.

Full-size terminal strips make for sure and easy wiring hook ups. A sensor input allows for the quick addition of a rain shutoff switch or moisture sensor. A special "All" program feature allows global changes to run-time information within a program, when controlling a large number of similar sprinklers.

To learn more about the AutoScape, and other new Buckner products, call the company at (209) 275-0500 and tell them you saw it in LANDSCAPE MANAGEMENT, OR

Circle No. 285



Self-loading hitch connects easily

"Everett the Expeditor" is a self-loading hitch that requires one person to connect a trailer to a vehicle equipped with a class III receiver hitch.

The device is installed in seconds, by using the trailer ball mounting on a vehicle's existing receiver hitch. Once the trailer coupler is completely centered above the ball, a back plate is tripped, allowing the coupler to drop over the ball. After the trailer is completely secured to the vehicle, the funnel shaped plate is removed by pulling one pin.

For more information about the Expeditor, call the William Companies, at (414) 228-7250 and mention LANDSCAPE MANAGEMENT, OR

Circle No. 286

Four plows meet every requirement

Western Products has four distinct lines of snowplows to meet the requirements of every type of plowing need: Sport/Utility, Standard, Pro-Plow and the Heavyweights lines.

The newest addition, the Poly plows, feature improved snow rolling action. The slippery blade surface of thermal-formed, high-density polyethylene allows you to plow faster and save fuel. And the non-corrosive poly and powder-coated steel structural members make it rust-resistant.

Western also sells hopper-type, bed-mounted and tailgate spreaders. The newest tailgate model, the Pro-Flo2, can be filled to 1,200 lbs. It has a belt conveyor to assure positive feed of all materials, including wet sand.

For more information, phone (414) 354-2310 or

Circle No. 287



LANDSCAPE management

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Cleveland Metroparks - Background: Cleveland Metroparks manages over 19,000 acres of parkland in 14 park reservations, providing a diversity of outdoor recreation facilities, plus the Cleveland Metroparks Zoo. Cleveland Metroparks is a political subdivision of the State of Ohio, governed by a three-member, policy-setting Board of Park Commissioners who serve three-year, staggered terms, without compensation.

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Grab Bag

Grubs best when not too gritty

Most of us have battled white grubs, but how many of us have considered eating them? One person who has is Dr. Dave Shetlar, or so he says.

"People get real nervous when I serve cocktail shrimp," says Shetlar.



The turf and landscape entomologist with The Ohio State University Extension refers to grubs as "land shrimp."

Says Shetlar, "most people get real nervous when I serve cocktail shrimp." He recommends third instar grubs which he describes as "big, fat and sassy." If you don't want your grub snack gritty, put them, alive of course, in sawdust for a day or two before serving, jokes Shetlar.

Shetlar and Dr. Harry Niemczyk recently co-hosted the annual "Grub Dig" near Wooster, Ohio.

Grab Bag is a LM department that features brief observations and prognostications throughout the green industry. If you have an unusual photo or comment you'd like to share with us, please send it in...

Looks good enough to eat...but please resist

Hansel and Gretel have never signed the guest book, but The Gingerbread Mansion, a bed and breakfast located in the Victorian Village of Ferndale, in Northern Calif., has a 'sweet' landscape appeal. Horticulturist Larry Martin tends the formal English garden, which contains topiaries, two-story high camelia bushes, and myriad fuschias. The Village of Ferndale serves a scant 1500 residents, and dairy farming and tourism are the city's principle industries. The mansion is located five miles from the ocean, and its architecture is a combination of Queen Anne and Eastlake styles, trimmed with ornate gingerbread...the pretend kind. Ken Torbert is the innkeeper.

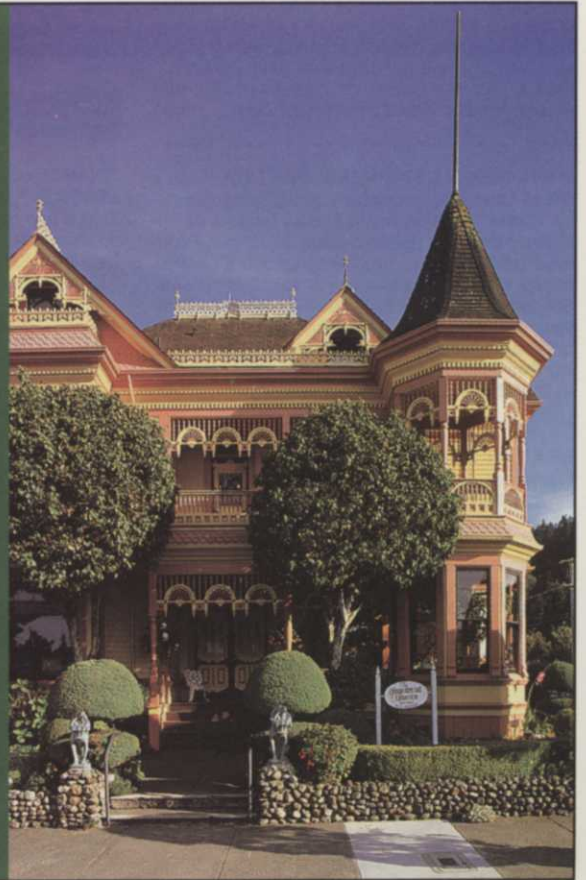


PHOTO BY LARRY KASSELL

Too many crows

Who do you call with your crow problems? Why, your friendly local landscaper, of course.

"A black cloud of over 10,000 crows descended on the trees of a large corporate headquarters here in Hartford," relates Judy Guido of Laflamme Services. "They were creating a lot of noise and a lot of mess, especially on the executives' cars."

The trees were apparently right beneath the crows' migratory path, and they needed a rest for a while last July. Not only was Laflamme involved in trying to get rid of them, but

so also was the Connecticut Department of Environmental Protection, the U.S. EPA and the Hartford Police Department. Local television crews were called out (to interfere, of course).

Laflamme supervised three control options. The first, exploding shells that created a ruckus not unlike M-80 firecrackers on the Fourth of July, did not work.

"They scared them," says Guido, "but they would come right back."

The third option was to haul out firearms and begin plucking the crows from the trees, one by one. Fortunately,

it never got to that ("Nobody wanted to do that," Guido notes).

However, Laflamme personnel had great luck with the second option, and the crows were gone in 1½ days.

"One of our employees has his wildlife nuisance license and he found a tape recording of a crow distress call," Guido says. "We amplified it and played it for the crows and they were gone in no time."

"Now, Laflamme Services has something to 'crow' about."

Indeed.

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LANDSCAPE
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NOVEMBER 1996

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B. CONTRACTORS/SERVICE COMPANIES/CONSULTANTS:

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| 17 <input type="checkbox"/> 110 Lawn Care Service Companies | 21 <input type="checkbox"/> 130 Land Reclamation & Erosion Control |
| 18 <input type="checkbox"/> 112 Custom Chemical Applicators (Ground & Air) | 22 <input type="checkbox"/> 135 Extension Agents/Consultants for Horticulture |
| 19 <input type="checkbox"/> 120 Tree Service Companies/Arborists | 23 <input type="checkbox"/> 140 Irrigation Contractors |
| | 24 <input type="checkbox"/> Other Contractor or Service _____ |

C. SUPPLIERS:

- 25 210 Sod Growers, Turf Seed Growers & Nurseries
26 215 Dealers, Distributors, Formulators & Brokers
27 220 Manufacturers

2. WHICH OF THE FOLLOWING BEST DESCRIBES YOUR TITLE? (check ONE only)

- 28 10 EXECUTIVE/ADMINISTRATOR: President, Owner, Partner, Director, General Manager, Chairman of the Board, Purchasing Agent, Director of Physical Plant
29 20 MANAGER/SUPERINTENDENT: Arborist, Architect, Landscape/Ground Manager, Superintendent, Foreman, Supervisor
30 30 GOVERNMENT OFFICIAL: Government Commissioner, Agent, Other Government Official
31 40 SPECIALIST: Forester, Consultant, Agronomist, Pilot, Instructor, Researcher, Horticulturist, Certified Specialist
32 50 OTHER TITLED AND NON-TITLED PERSONNEL: (please specify) _____

3. SERVICES PERFORMED: (check ALL that apply)

- | | |
|----------------------------------------------------|-----------------------------------------------------------------|
| 33 <input type="checkbox"/> A Mowing | 41 <input type="checkbox"/> I Landscape/Golf Design |
| 34 <input type="checkbox"/> B Turf Insect Control | 42 <input type="checkbox"/> J Turf Weed Control |
| 35 <input type="checkbox"/> C Tree Care | 43 <input type="checkbox"/> K Paving, Deck & Patio Installation |
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| 38 <input type="checkbox"/> F Turf Fertilization | 46 <input type="checkbox"/> N Snow Removal |
| 39 <input type="checkbox"/> G Turf Disease Control | 47 <input type="checkbox"/> O Other (please specify) |
| 40 <input type="checkbox"/> H Ornamental Care | |

4. WHAT IS YOUR ANNUAL BUDGET FOR EQUIPMENT, CHEMICALS, SUPPLIES? (please check one)

- 48 1 Less than \$50,000 51 4 \$250,001-500,000
49 2 \$50,000-\$100,000 52 5 More than \$500,000
50 3 \$100,001-\$250,000

101	119	137	155	173	191	209	227	245	263	281	299
102	120	138	156	174	192	210	228	246	264	282	300
103	121	139	157	175	193	211	229	247	265	283	301
104	122	140	158	176	194	212	230	248	266	284	302
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107	125	143	161	179	197	215	233	251	269	287	305
108	126	144	162	180	198	216	234	252	270	288	306
109	127	145	163	181	199	217	235	253	271	289	307
110	128	146	164	182	200	218	236	254	272	290	308
111	129	147	165	183	201	219	237	255	273	291	309
112	130	148	166	184	202	220	238	256	274	292	310
113	131	149	167	185	203	221	239	257	275	293	311
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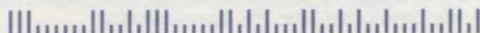
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management

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NOVEMBER 1996

*This card is void
after February 15, 1997*

NAME _____
TITLE _____
FIRM _____
ADDRESS _____
CITY _____ STATE _____ ZIP _____
PHONE (____) _____ FAX (____) _____
HAVE A SALES REP CALL ME 18 (A)

I would like to receive (continue receiving)

LANDSCAPE MANAGEMENT each month: **Yes** **no**

Signature: _____ Date: _____

1. MY PRIMARY BUSINESS AT THIS LOCATION IS: (check only ONE in either A, B or C)

- A. LANDSCAPING/GROUND CARE AT ONE OF THE FOLLOWING TYPES OF FACILITIES:**
- 01 05 Golf Courses
 - 02 10 Sport Complexes
 - 03 15 Parks
 - 04 20 Rights-Of-Way, Maintenance for Highways/Railroads & Utilities
 - 05 25 Schools, Colleges & Universities
 - 06 30 Industrial & Office Parks/Plants
 - 07 35 Shopping Centers, Plazas & Malls
 - 08 40 Private/Public Estates & Museums
 - 09 45 Condominiums/Apartments/Housing Developments/Hotels/Resorts
 - 10 50 Cemeteries/Memorial Gardens
 - 11 55 Hospital/Health Care Institutions
 - 12 60 Military Installations & Prisons
 - 13 65 Airports
 - 14 70 Multiple Government/Municipal Facilities
 - 15 Other (please specify) _____

- B. CONTRACTORS/SERVICE COMPANIES/CONSULTANTS:**
- 16 105 Landscape Contractors (Installation & Maintenance)
 - 17 110 Lawn Care Service Companies
 - 18 112 Custom Chemical Applicators (Ground & Air)
 - 19 120 Tree Service Companies/Arborists
 - 20 125 Landscape Architects
 - 21 130 Land Reclamation & Erosion Control
 - 22 135 Extension Agents/Consultants for Horticulture
 - 23 140 Irrigation Contractors
 - 24 Other Contractor or Service _____

- C. SUPPLIERS:**
- 25 210 Sod Growers, Turf Seed Growers & Nurseries
 - 26 215 Dealers, Distributors, Formulators & Brokers
 - 27 220 Manufacturers

- 2. WHICH OF THE FOLLOWING BEST DESCRIBES YOUR TITLE? (check ONE only)**
- 28 10 EXECUTIVE/ADMINISTRATOR: President, Owner, Partner, Director, General Manager, Chairman of the Board, Purchasing Agent, Director of Physical Plant
 - 29 20 MANAGER/SUPERINTENDENT: Arborist, Architect, Landscape/Ground Manager, Superintendent, Foreman, Supervisor
 - 30 30 GOVERNMENT OFFICIAL: Government Commissioner, Agent, Other Government Official
 - 31 40 SPECIALIST: Forester, Consultant, Agronomist, Pilot, Instructor, Researcher, Horticulturist, Certified Specialist
 - 32 50 OTHER TITLED AND NON-TITLED PERSONNEL: (please specify) _____

3. SERVICES PERFORMED: (check ALL that apply)

- 33 A Mowing
- 34 B Turf Insect Control
- 35 C Tree Care
- 36 D Turf Aeration
- 37 E Irrigation Services
- 38 F Turf Fertilization
- 39 G Turf Disease Control
- 40 H Ornamental Care
- 41 I Landscape/Golf Design
- 42 J Turf Weed Control
- 43 K Paving, Deck & Patio Installation
- 44 L Pond/Lake Care
- 45 M Landscape Installation
- 46 N Snow Removal
- 47 O Other (please specify) _____

4. WHAT IS YOUR ANNUAL BUDGET FOR EQUIPMENT, CHEMICALS, SUPPLIES? (please check one)

- 48 1 Less than \$50,000
- 49 2 \$50,000-\$100,000
- 50 3 \$100,001-\$250,000
- 51 4 \$250,001-500,000
- 52 5 More than \$500,000

101	119	137	155	173	191	209	227	245	263	281	299
102	120	138	156	174	192	210	228	246	264	282	300
103	121	139	157	175	193	211	229	247	265	283	301
104	122	140	158	176	194	212	230	248	266	284	302
105	123	141	159	177	195	213	231	249	267	285	303
106	124	142	160	178	196	214	232	250	268	286	304
107	125	143	161	179	197	215	233	251	269	287	305
108	126	144	162	180	198	216	234	252	270	288	306
109	127	145	163	181	199	217	235	253	271	289	307
110	128	146	164	182	200	218	236	254	272	290	308
111	129	147	165	183	201	219	237	255	273	291	309
112	130	148	166	184	202	220	238	256	274	292	310
113	131	149	167	185	203	221	239	257	275	293	311
114	132	150	168	186	204	222	240	258	276	294	312
115	133	151	169	187	205	223	241	259	277	295	313
116	134	152	170	188	206	224	242	260	278	296	314
117	135	153	171	189	207	225	243	261	279	297	315
118	136	154	172	190	208	226	244	262	280	298	316

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The new E-Z-GO Workhorse™ does it all. Hauls plants and fertilizer. Carries sand, gravel, bales of straw, building materials. And all your tools from shovels and hoes to mowers and blowers. It comes with lots of standard features like an 11h.p. 350cc engine, a 1200lb. payload capacity and an exclusive heavy duty bed liner. With options like a larger cargo bed and power dump, you can get an E-Z-GO utility vehicle that comes with just about anything – except a corkscrew. Looks sharp, too.



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**Penncross:
Tried and True**

Louis Miller, Supt., Louisville CC, Louisville, KY

"I've Specified Penncross For 33 Years. Why Mess With Success?"

I've been in business 33 years as a golf course superintendent, contractor, consultant and golf course owner. Of the nearly 500 greens I've built or rebuilt, 95% have been planted with Penncross creeping bentgrass. The customers specified PennLinks on the others.

As a certified golf course builder, my company is currently working on six courses in three states, and all will have Penncross greens. Why? Because I believe Penncross has already been where all of the other bents are trying to go. Penncross can take the extremes of heat, humidity and cold we experience here, plus the daily wear

and tear of spikes, ball marks and divots. But the real value is in its rapid establishment. In today's economy, a golf course must generate revenue quickly to recoup land, construction and startup expenses. I can seed Penncross anytime the soil is warm enough to germinate and have green grass in five days. We're then mowing the greens in 13 to 16 days. This pleases both investors and owners.

We mow Penncross between 5/16" and 1/8", and this is fast enough to please the most demanding golfer we get.

I plan to specify Penncross for years to come. Why would anyone mess with success?"

Penncross is available from your dealer in the distinctive burlap bag or 25 pound 'Penn Pail'. Order yours today.



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