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**Turf Cutter**

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Only 140 lbs. but rugged enough for all types of turf. Cuts 12" wide, 3/4" to 1 1/4" thick at up to 75 fpm. The lowest cost turf cutter in its class features a high speed oscillating blade that keeps vibration at a minimum; ease of handling; one-lever, no-adjustment operation; and minimal maintenance.

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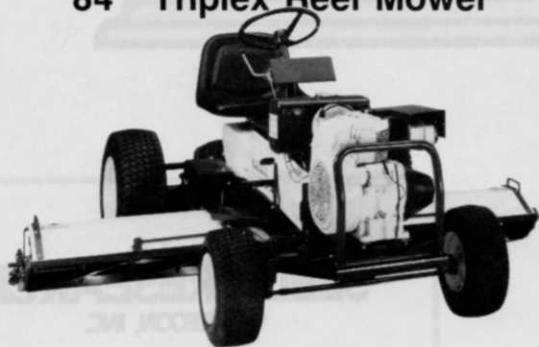
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**National**  
 84" Triplex Reel Mower



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| <ul style="list-style-type: none"> <li>• <b>Superior Quality of Cut</b> with National's 6 bladed reels</li> <li>• <b>Performance &amp; Durability</b> with National's rugged design</li> <li>• <b>Excels on Hills &amp; Slopes</b> with National's low center of gravity</li> </ul> | <p><b>Features</b></p> <ul style="list-style-type: none"> <li>• 12 hp Kohler</li> <li>• 8 mph transport speed</li> <li>• heavy duty rollers</li> <li>• long life bed knives</li> <li>• 84" cutting width</li> </ul> |
|---|---|



**NATIONAL MOWER COMPANY**  
 700 Raymond Avenue  
 St. Paul, Minnesota 55114  
 (612) 646-4079

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# EVENTS

## OCTOBER

**National Roadside Vegetation Management Association Annual Meeting**, Oct. 6-8, Louisville, Ky. Contact: T.J. Hernandez, NRVMA, 309 Center Hill Rd., Wilmington, DE 19807; (302) 655-9993.

**Florida Turfgrass Conference**, Oct. 11-14, Hyatt Regency Hotel and Curtis Hixon Convention Center, Tampa, Fla. Contact: Florida Turfgrass Association, 302 S. Graham Ave., Orlando, FL 32803-6332; (305) 898-6721.

**Tree Biology Workshop**, hosted by Alex Shigo, Oct. 13-16, Portsmouth, N.H. Contact: Robert Felix, National Arborists Association, 174 Rt. 101, Bedford, NH 03102; (603) 472-2255.

**International Irrigation Exposition and Technical Conference**, Oct. 25-28, Orange County Convention Center, Orlando, Fla. Contact: Mark Williams, The Irrigation Association, 1911 N. Fort Meyer St., Suite 1009, Arlington, VA 22209; (703) 524-1200.

## November

**Turf and Landscape Disease Short Course**, San Jose, Calif. (Nov. 4, 18), Foster City, Calif. (Nov. 4, 18), Walnut Creek, Calif. (Nov. 5, 19). Contact: Dr. Ali Harivandi, University of California Cooperative Extension, 224 West Winton Ave., Room 174, Hayward, CA 94544; (415) 670-5200.

**Texas Turf Irrigation Association and Texas Association of Landscape Contractors Trade Show and Convention**, Nov. 5-7, San Antonio (Tex.) Convention Center. Contact: Buddy Richard, Texas Turf Irrigation Association, 940 E. 51st St., Austin, TX 78751-2241; (512) 454-8626.

**Green Team Conference**, Nov. 7-11, Hyatt Regency Crystal City, Arlington, Va. Contact: ALCA, 405 N. Washington St., Falls Church, VA 22046; (703) 241-4004; or PGMS, 12 Galloway Ave., Suite 1E, Cockeysville, MD 21030; (301) 667-1833.

**California Landscape Contractors Association**, Nov. 8-11, Krystal Vallarta Hotel, Puerto Vallarta, Mex. Contact: Larry Rohlfes, CLCA, 2226 K St., Sacramento, CA 95816; (916) 448-2522.

**Penn State Golf Turf Conference**, Nov. 9-11, Keller Conference Center, University Park, Pa. Contact: Dr. Joe Duich, 21 Tyson Bldg., University Park, PA 16802; (814) 865-9853.

**Missouri Lawn and Turf Conference**, Nov. 9-11, St. Louis Chase-Park Plaza Hotel. Contact: Craig White, Office of Conferences, 344 Hearnes Bldg., UMC, Columbia, MO 65211.

**Alliance for Environmental Concerns Annual Meeting**, Nov. 13, Forsgate Country Club, Jamesburg, NJ. Contact: Alliance for Environmental Concerns, P.O. Box 3692, Wayne, NJ 07474; (201) 595-7172.

**Professional Lawn Care Association of America Convention and Trade Show**, Nov. 14-17, San Antonio (Tx.) Convention Center. Contact: PLCAA, 1221 Johnson Ferry Rd., Suite B-210, Marietta, GA 30067; (404) 977-5222.

# LETTERS

## Name Change

To the editor:

Congratulations on the name change for WEEDS TREES & TURF. It is a progressive move for the magazine and shows a keen awareness of changes taking place in the commercial market. The expanded, yet clearer title, also reflects your leadership in the development of editorial content for the publication.

Best wishes.

**Cheryl A. Van Vliet**

Outdoor Power Equipment Institute  
Washington, D.C.

## G-Max

To the editor:

I read with interest the work on the decelerations experienced by different forms of indenter during impacts with natural and artificial turf ("Safety to the Max," June 1987). As a follow-up to the article, your readers may be interested to hear of research at the Sports Turf Research Institute, Bingley, England, using the Clegg Impact Soil Tester (CIT).

We use the CIT with a 0.5 kg compaction hammer and a drop height of 0.3 meters. This configuration is different from that used by Trey Rogers of Penn State University, an important difference as G-Max is responsive to change in hammer weight particularly on layered media, e.g. a sand root zone overlying a gravel drainage layer or on multi-layered artificial turf.

As part of a project to investigate standards for natural turf playing fields funded by the Sports Council (London, England), we used the CIT to assess the hardness of natural turf soccer pitches immediately prior to matches. Sixty observations of G-Max were made on each pitch; following the soccer matches, questionnaires were distributed to the players.

G-Max values ranged from about 10 g to 100 g, much higher G-Max values on natural turf soccer pitches have been recorded.

Two questions concerned the hardness of the turf as perceived by the player. The first: "Overall, how did the pitch feel for falling/diving onto?" The results from the 416 respondents show that at G-Max values higher than 60, over 40 percent of the players thought that the surface was either "hard" or "unacceptably hard." The majority thought a G-max of 20-60 was "satisfactory."

The second question: "Overall,

how did the pitch feel for running on?" Of the 425 respondents, most considered a natural turf with a G-Max greater than 60 were favoured less and one third of the players who ran on such pitches stated that the surface was "hard" or "unacceptably hard."

There is no evidence to suggest that a soccer pitch with a G-Max greater than 60 is dangerous, but the results do show that British soccer

players would prefer not to run, fall or dive onto a surface that hard.

The test of G-max seems to correlate well with the opinion of players and this offers some hope that we may soon have a rapid assessment for the safety factor of playing surfaces.

**Graham Holmes**

Sports Turf Research Institute  
Bingley, West Yorkshire  
England

# DOUBLE DUTY



Naturally organic Milorganite does as much for the soil as it does for the grass.

**Milorganite's ability to grow great grass is legendary.** It can't burn, so application is worry-free. Bonus feedings of iron give turf a rich, dark green hue. Special time-release properties mean you apply less often, reducing your operating costs.

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# CLASSIFIEDS

**RATES:** \$1.00 per word (minimum charge, \$25). Bold face words or words in all capital letters charged at \$1.25 per word. Boxed or display ads: \$85 per column inch-1x (one inch minimum); \$80-3x; \$75-6x; \$70-12x. Agency commissions will be given only when camera-ready art is provided by agency. For ads using blind box number, add \$5 to total cost of ad. Send ad copy with payment to Dawn Nilsen, LANDSCAPE MANAGEMENT, 1 East First Street, Duluth, MN 55802 or call 218-723-9200.

**BOX NUMBER REPLIES:** Mail box number replies to: LANDSCAPE MANAGEMENT, Classified Ad Department, 1 East First St., Duluth, MN 55802. Please include box number in address.

## BUSINESS OPPORTUNITIES

**LEARN** Professional Landscaping and Gardening at home. Accredited program provides thorough training in all phases of commercial and residential landscaping. Certificate awarded. Free booklet describes program and opportunities in detail. Lifetime Career Schools, Dept A-290, 2251 Barry Ave., Los Angeles, CA 90064. 12/87

**WANT TO BUY OR SELL** a golf course? Exclusively golf course transactions and appraisals. Ask for our catalog. McKay Golf and Country Club Properties, 15485 N. East Street, Lansing, Michigan 48906. Phone (517) 484-7726. TF

Tired of working 12 hours a day for someone else's bottom line? Be your own boss! Earn your own profits! For as little as \$6800 down you can join the LawnCare professionals at ServiceMaster. Call (312) 964-1300 ext. 2242 to receive information on how to get started. 12/87

## HELP WANTED

**LANDSCAPE DESIGNER SALESMAN**—Established residential and smaller commercial design/build landscape construction firm, serving southeast Wisconsin and Northern Illinois. Excellent opportunity for aggressive, motivated individual to handle design, sales and some installation supervision. Prior experience preferred. Send resume and salary requirements to The Pines, Inc., 5309 75th St., Kenosha, WI 53142, Attention Leo J. Schuch. 11/87

**SALES REPRESENTATIVE: NORTHERN NY TERRITORY** - Excellent growth opportunity available with national turf products company. Golf course, lawn care or garden center experience helpful. B.S. preferred, self-motivation a must. Salary commensurate with experience, company car and benefits. Send resume with education, experience and salary history to: Division Sales Manager, P.O. Box 180, Lebanon, PA 17042. 10/87

**CAREER OPPORTUNITIES:** ChemLawn is now accepting applications for the positions of Lawn Specialist in our expanding Florida Markets. Join the Nation's Leader in Lawn Care. Send resume to LM Box 422. TF

## CAREER OPPORTUNITIES

**ORKIN LAWN CARE** (a division of Rollins, Inc.), is one of the nation's largest and fastest growing Lawn Care Companies. With over 43 branches located in 12 states our expansion plans for FY88 will require more proven management.

We are looking for Branch, District and Region Management talent, as well as, Sales and Service Management employees.

If you are ready to join an aggressive company with over 87 years of service business experience, one that is stable, growing and one where you can build a strong career with unlimited advancement opportunities then send your resume TODAY or call 404-888-2771.

Personnel Director  
Orkin Lawn Care Division  
P.O. Box 647  
Atlanta, GA 30301

**LANDSCAPE MAINTENANCE FOREMAN—THORNAPPLE LANDSCAPE MAINTENANCE, INC.**, a fast-growing firm serving commercial accounts throughout the Chicago Metropolitan area, has a career opening for an individual in the landscape maintenance field. Applicants are required to have two to five years "hands on" experience, knowledge of machinery use and maintenance, and technical expertise and knowledge of pests and diseases. A degree in Ornamental Horticulture is desired. **THORNAPPLE** is a well-regarded, quality-oriented firm which will give the right person a challenging career opportunity. All inquiries will be completely confidential. Send resume, work history and salary requirements to **THORNAPPLE LANDSCAPE MAINTENANCE, INC.**, Attn: Mr. Peter Grathoff, P.O. Box 626, Geneva, IL 60134. 11/87

## HELP WANTED

### Assistant Managers & Foremen

Excellent growth opportunity with Connecticut's largest landscaping firm. Complete Interior and Exterior Construction and Maintenance Departments. Candidates should have an "A.S." or "B.S." in Horticulture or equivalent in experience also two years experience supervising and motivating people. Excellent company benefits. Salary commensurate with experience. Send resume with education, experience, and salary history in confidence to:



**Milford**

**MILFORD LANDSCAPING & MAINTENANCE, INC.**

P.O. BOX 2-186  
MILFORD, CT 06460  
203-878-8748

**The University of Iowa Assistant Director of Physical Plant for Campus and Custodial Services.** The University of Iowa invites applications from top-performing individuals experienced in directing large, diverse organizations. The Assistant Director is responsible for the following functions: Maintenance of more than 400 acres of grounds, custodial services in academic and administrative buildings totaling 5 million gross square feet, Campus Mail Service, and the University's motor pool with a fleet of 350 vehicles. Directs a staff of 300. Requires a Bachelor's degree in business administration, public administration, or industrial engineering; more than five year's experience as a manager; or an equivalent combination of education and experience. Salary is commensurate with qualifications. Forward letter of application with resume to James E. Christenson, Director of Physical Plant, 103 W. Burlington, Iowa City, Iowa 52242. **THE UNIVERSITY OF IOWA IS AN EQUAL OPPORTUNITY AFFIRMATIVE ACTION EMPLOYER** 10/87

**HELP WANTED - PESTICIDE APPLICATOR:** Position for trained, educated and experienced Turf and Ornamental Applicator to work with a grounds care corporation. The general scope of the work will include diagnosis and control of insects and disease on bluegrass and ornamental shrubs. We offer excellent benefits and the opportunity to work with imminent professionals. Send resume and salary history. **CARMINE LABRIOLA, INC.**, Providing Horticultural Services to Corporate Landscapes. 200 JOHNSON ROAD, SCARSDALE, NEW YORK 10583. 10/87

**Top Firm Needs Top Person:** Quality conscious, Texas based landscape management firm has immediate opening for detail oriented Operations Manager and/or Business Manager. If you have outstanding professional, managerial and horticultural skills and are not afraid of hard and healthy teamwork, then you could qualify for a top position with the finest landscape firm in the southwest. Outstanding compensation and opportunity. Reply today to LM Box 434. 10/87

**Landscape Maintenance Crew Foreman - Commercial & Residential Contractor** seeks knowledgeable and hard working experienced crew leaders. Excellent career opportunity for responsible, ambitious and self motivated individuals. Horticultural Degree and mechanical ability a plus. Excellent salary, benefits. Send resume to Sharon Adams, Oyler Bros. Company, 1930 Silver Star Rd., Orlando, FL 32804 1-305-295-2921. 10/87

**PROJECT MANAGER:** Excellent opportunity for career and goal oriented individual to work with a commercial landscape firm in Atlanta, Georgia and Washington, DC. Must be experienced in all aspects of landscape construction and willing to assume total responsibility. Good salary, benefits and incentive program. Scapes, Inc. 404-956-7500. 10/87

Landscape maintenance sales position available in So. California. Sales experience preferred. Send resume/work history to Adco Service Co., 933 So. Greenwood Ave., Suite H, Montebello, CA 90640. 10/87

**San Francisco Bay Area** landscape firm seeks individual with strong horticultural, irrigation, supervisory, and client relation skills for Landscape Management Supervisor position. Learning and growth opportunities with established company. Salary and benefits. Letter and/or resume to Landscape Care Company, 4026 Pacheco Blvd., Martinez, CA 94553. 12/87

**TREE CARE SALESPERSON.** Must be knowledgeable in all phases of tree care including pruning, insect and disease diagnosis and control, estimating. Benefits include medical, profit sharing, paid holidays, and vacation. Liberal commission plan. Relocation expenses reimbursed after 6 months. Send resume with salary history to Fairfax Tree Service, Inc., 3746 Chain Bridge Road, Fairfax, VA 22030. (703) 273-7668. 10/87

Seeking manager to develop and expand our maintenance department, demonstrable experience in the areas of maintenance sales and production required. Expect first year sales of \$300,000, and be willing to base salary upon sales and production. Seeking individual who is willing to believe in himself, perform, and be paid handsomely for his initiative. **AYS Landscape Company**, 31 W. 545 Diehl Road, Naperville, IL 60540, (312)983-0094. 12/87

**Lawn Care and Lawn Maintenance Assistant Manager:** Leading Horticultural Company since 1929 is seeking qualified applicant who is highly motivated, management oriented and strong in customer sales and service. Excellent growth opportunity and benefits. Salary commensurate with experience and performance. Send resume to: McNaughton's Nurseries, Inc., 351 Kresson Road, Cherry Hill, NJ 08034. 10/87

**TREE CARE SALESPERSON - B.S.** degree preferred in Urban forestry, horticulture or related field. Knowledgeable in pruning and fertilization of trees, disease and insect control. 1-2 years experience necessary. Benefits include Medical Plan, Profit-sharing, and paid vacation. Relocation reimbursed after 6 months employment. Send resume with pay history to Ira Wickes - Arborists, 11 McNamara Road, Spring Valley, NY 10977, 914-354-3400. 12/87

## HELP WANTED

Growing Landscape firm, located in Southwestern U.S. has openings for qualified Operations Director responsible for all landscape installation projects and qualified Maintenance Superintendent. Require minimum of 7 yrs. Commercial Landscaping installation, and/or Maintenance Management, and outstanding supervisory skills. Degree in Landscaping or related field desirable. Salary and benefits commensurate with experience. Send resume and salary needs to LM Box 435.

11/87

Wanted - Manufacturers rep with successful sales force to sell turf spraying line. 38 years old Mid-western manufacturer of agricultural sprayers is expanding to turf industry and needs manufacturers rep for sales support. Opportunity for the right firm to have input into product line. Send organizational information to: Jim Weaver, V.P. Sales, Kuker Industries, Inc. Box 37589, Omaha, NE 68137.

10/87

**HELP WANTED:** Landscape, turf and spray foremen, nurserymen and pruners. Experience and/or education necessary to work for our dynamic, quality oriented, large, 40 year established company in the Hamptons on Long Island. Professional wages and benefits, year round, full time positions. Contact: Whitmore-Worsley Inc., P.O. Box 10, Amagansett, NY 11930. (516)267-3756.

12/87

**LANDSCAPE MAINTENANCE SUPERVISOR:** Expanding landscape management firm seeking individual with supervisory ability and a minimum of two years experience in maintenance and/or installation. An agricultural related background or degree would be beneficial. Send resume with salary requirements to: Maintain Inc., 16008 Boss Gaston, Richmond, TX 77469, Attn: Branch Manager.

10/87

Equipment for the  
turf care professional.

**Olathe**

## Leaf and Debris Blowers

Turn one man into a maintenance crew with any of the Olathe blowers — from 8hp up to the giant PTO tractor mounts, including blower attachments for Toro tractors. Olathe offers one of the most complete lines of commercial blowers.

For a free demo, write or call your local Olathe/Toro commercial dealer, or call toll-free 1-800-255-6438.



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## We are expanding.

If you are looking for a career opportunity rather than just another job, consider linking your future to ours. We are looking for experienced people in the following areas:

- Environmental Care Inc.**  
*Landscape Management*
- Arbor Care**  
*Commercial and Industrial Arborist*
- Interiorscape Division**  
*Interior Landscape Maintenance and Installation*

Please check your area of interest and the geographical area where you would most like to be located:

- Los Angeles  East Bay  Inland Empire  Sacramento  Santa Ana
- San Diego  San Jose  Colorado Springs  Denver
- Phoenix  Houston

Send resume to:



## Environmental Care Inc

Landscape Maintenance Services  
A subsidiary of environmental industries, inc.

Personnel Department  
24121 Ventura Boulevard  
Calabasas, CA 91302

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## HELP WANTED

### LANDSCAPE HORTICULTURAL POSITION

We have an immediate position available for a landscape working foreman with knowledge and experience in leading and working with a crew. Job responsibilities include installation, replacement of trees, plant material, sod, etc. Other duties include pruning trees and shrubs, plowing snow, and general landscaping work. Knowledge of landscape construction helpful. We are located in Dearborn, MI and have over 40 commercial sites in the Ford Motor land development corporation development. This is a year-round position with excellent health benefits, paid holidays, and paid vacation. We also have excellent equipment and working conditions - the best in the industry! For more information please call Bob or Terry 313-337-2591. If no one is available please leave message and we'll get back to you as soon as possible!!

Landscape Architects/Supervisors (project foremen) to join a nationally acclaimed firm looking to expand into its second generation Long Island area supports a high budget landscape industry. Year round employment, company benefits and continuing education available. Experienced and aggressive people send resume to: **GOLDBERG & RODLER, INC.**, 216 East Main Street, Huntington, New York 11743. 10/87

**TECHNICAL SERVICE REPRESENTATIVE**- Excellent opportunity for career and goal oriented individual to work with a commercial landscape firm in Mid-Atlantic state. Must be experienced in all aspects of landscape construction. Requires BS or AS degrees in agronomy, horticulture or turf management. Salary, incentive, and profit sharing program. Send your resume with a recent photograph and salary history to LM Box 439. Position available January 1, 1988. 10/87

**GIBBS LANDSCAPE COMPANY** - Landscape and grounds maintenance. High caliber people needed to assist award winning company doing quality work in Atlanta area. Must have good driving record, and transportation. Offer good pay, and benefits. If you are dependable and industrious, send resume: Attn: Mike Sherman, 4111 Burge Road, Smyrna, GA 30080. (404) 432-7761. 11/87

**GROUNDS SERVICE SUPERINTENDENT** up to \$2,901 approx. monthly (plus an extensive benefits package). San Bernardino County is recruiting for a Grounds Services Superintendent who will be responsible for directing, planning, designing and supervising the landscaping and maintenance of grounds and gardens adjacent to County facilities. One year of experience in managing and supervising a large landscaping and maintenance operation in a governmental, industrial or business environment is required. In addition, 24 semester (36 quarter) units of completed college level coursework in landscape, design and/or horticulture is also required. San Bernardino County is located in sunny Southern California approximately 60 miles southeast of Los Angeles. Qualified applicants should apply by October 30, 1987 at San Bernardino County Personnel Office, 157 West 5th Street, San Bernardino, CA 92415 (714/387-5591/8304). 10/87

## LESCO, INC.

A leader and complete supplier of equipment and products to the Turf Care Industry, is seeking aggressive, mature, customer oriented individuals to join the team as:

### SERVICE CENTER MANAGER

This position will have P/L responsibility for the management of a warehouse operation serving the professional lawn care industry; including local sales development, inventory control and accounts receivable. Ideal candidates should have previous experience in the lawn care and/or golf course industry, or possess a horticultural background. Past selling experience helpful.

Positions are available in various Florida markets and also Long Island, Philadelphia, Washington, and Baltimore.

Our firm has an established growth pattern and record of profit sharing. Interested and qualified candidates should submit resume and salary history in confidence to:

**Brad Gerson**  
**LESCO, INC.**  
20005 Lake Road  
Rocky River, OH 44116  
Equal Opportunity Employer

**LANDSCAPE DESIGNER AND ESTIMATOR.** Design/build landscape construction firm is seeking an experienced designer and estimator. Must be able to handle the job from sales to completion of job. Must have good graphic ability. Salary and benefits commensurate with ability and experience. Send resume to: P.O. Box 725, Utica, MI 48087. 10/87

**LANDSCAPE MAINTENANCE AND CONSTRUCTION FOREMAN:** Suburban Cleveland firm is seeking experienced individuals who can work together with other people. Must be hard working, organized and capable of directing a project from beginning to end. Salary commensurate with experience. Send resume to: P.O. Box 391002, Solon, OH 44139. 10/87

**MANAGEMENT:** Ever-Green Lawns Corporation, a division of the multi-national Hawley Group, Ltd. is looking for experienced lawn and tree care professionals. Please respond in writing only to Richard D. Niemann, Corporate Recruiter, Ever-Green Lawns Corp., 1390 Charlestown Industrial Drive, St. Charles, MO 63303. TF

**HELP WANTED- Grounds Superintendent:** Wilmington (DE) Housing Authority seeks experienced Grounds Superintendent to carry out site maintenance program. The successful candidate will have both technical and interpersonal skills. Duties include planning and scheduling work, budgeting, training, equipment maintenance and supervising staff of 10. Salary \$26,000/\$27,000 plus excellent benefits. Send inquiries or resumes to: Alyce Husser, Wilmington Housing Authority, 400 North Walnut Street, Wilmington, DE 19801. Phone (302) 429-6802. 10/87

**LANDSCAPE MAINTENANCE SUPERVISOR:** Scapes, Inc., a commercial landscape firm in Atlanta, Georgia, is seeking an individual who has strong management skills, as well as, extensive landscaping experience and knowledge of plants. Advancement potential — up to Division Manager — makes this position ideal for a goal oriented individual. 404-956-7500. TF

## Finn Finishes First...again

After 4 years of development and testing the Finn Corporation is proud to announce the new T90 HydroSeeder. This 800 gallon working capacity model is a joint effort of field input and Finn's 50 years of experience. By combining these efforts, Finn developed the highest quality and most efficient machine in the industry. Check it out.

Clean functional design.



New tank design and agitator allows rapid mixing of heavy slurries.

Quick and easy loading with front hatch.

Spray distances up to 150 feet and plug free performance from all new pumping system.

Better over the road/off road performance from a heavier suspension.

For all the facts about the new Finn T90 and other Finn HydroSeeders and Mulch Spreaders call or write us today.

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Products for a better environment.

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**LANDSCAPE MAINTENANCE FOREMEN NEEDED:** Expanding commercial landscape maintenance firm servicing Dallas/Ft. Worth areas. Knowledge of industry a must. Send resume to: **GROUND TECH INC.,** 2036 Bedford Road, Bedford, Texas 76021. 10/87

**ASSISTANT TO PRESIDENT/ARBORIST SALES POSITION:** Outstanding opportunity to join and grow with Westchester's fastest growing Tree Care Company. All benefits. Send resume to Ms. Michele Gerards, Sav-A-Tree of Westchester, Inc., P.O. Box 527, Armonk, NY 10504-0527. 10/87

Landscape Maintenance Salesperson position available with Yardmaster, Inc. in Cleveland, Ohio. Excellent compensation plan and benefits. Join Ohio's largest design/build and maintenance firm. Send resume or call **YARDMASTER, INC., 1447 N. RIDGE RD., PAINESVILLE, OH 44077, 216-357-8400.** 10/87

### FOR SALE

**BROUWER SOD HARVESTER FOR SALE** — 18" Roll Up Model, great shape, \$15,000 or best offer. 414-434-9496. 10/87

**CUSTOM LANDSCAPING TRAILERS.** Protect your investment from exposure and theft. Choice of colors, delivery available. **NORTHWEST TRAILERS,** Palatine, IL 800-522-6208 or 312-577-6208. 10/87

1977 Skyworker 1045A mounted on 1977 Ford F600 complete with chip and tool boxes, cab protector, \$17,900.00. Toledo, Ohio (419) 865-7071. 10/87

**BOWIE HYDRO-MULCHERS AND STRAW BLOWERS.** New and used. Landscape Supply, Ltd., P.O. Box 22092, Greensboro, NC 27420. (919) 292-2922. 10/87

Ben Sun A-34 Kentucky Bluegrass seed rated first for density, wear and shade tolerance. Call (303)841-8331 or (303)841-8473. 10/87

**QUALITY BLUE GRASS & FALCON FESCUE, KY. 31, DERBY RYEGRASS. PALLETIZED. ANDY WHITE SOD CO., INC. 502-633-6902.** 11/87

**FOR SALE**—Well established contract landscaping business located in southern Rhode Island. Inventory of equipment included along with active customer list. Principals only. Ledoux, Melucci & Company, 990 Mineral Spring Avenue, North Providence, RI 02904. 401-728-8100. 1/88

1985 Toro Park Master - 7 gang, 5 blade reels. Excellent condition. 413-568-1636. 11/87

**FOR SALE NEW**—Stumpster Tree Grinder (3p.h.-PTO) Reg. Price \$3,950.00 Will Sell For \$3,200.00. Call (606) 233-1254. 10/87

For Sale: Roseman 7 gang hydraulic reel mower \$5,000. Phone: 803-726-8888. 10/87

**SPYDERS - Used and reconditioned 2500 S. Cooper, Arlington, TX 76015. 817-261-7346 Mark.** 10/87

**FOR SALE**—60" Vermeer Truck Mounted Spade. 1984 Spade — 1972 Chev. 2 Ton, New Motor. Call (606) 233-1254. 10/87

**TREE SPADE AND TRUCK** for sale. Hobby operator equipment, practically brand new. 70" spade; 9,000 mi. on truck, GMC Tilt Master. \$45,000.00 complete setup. Contact Jack Farmer, Box 254, Star Rt. 1, Cave Creek, AZ 85331 (602) 488-1733. 10/87

Bucket Trucks, Tree Spade, Chippers, Stump Grinders, all makes and sizes. Check with us for the best deal going! Equipment in your area. We're Brokers. American Equipment Sales 314-789-3576. 24 Hours. TF

**HYDROSEEDER** - 1986 FINN T-50 500 gallon trailer model, 140 hours, diesel, 150' hose, excellent condition, some material available (513)563-0068, OHIO. 10/87

1979 F-700 50' Skyworker. Chip box, dump, tool boxes, cab protector. 370 Gas engine. Good working condition. Set up for hydraulic tools. Asking \$25,000. Kyser's Tree Service - Allegany, N.Y. (716) 372-0266. 10/87

Escape to Wisconsin's beautiful northwoods with the purchase of this fast growing lawn care business. Low price of 90K includes valuable commercial property, nice home and garage with fully equipped shop, complete line of equipment and accounts. Call 715-356-3035. 10/87

**SPYDERS**—used and rebuilt. Also a complete line of replacement parts for your Spyder. Call or Write: Mobile Lift Parts, Inc., 5402 Edgewood Rd., Crystal Lake, IL 60012. 815-455-7363. 12/87

**FOR SALE:** 83 Brouwer 18" Sod Harvester, Auto Steer, Rubber Cross Conveyor, 3910 Ford, E.C., \$25,000. 76 KW Cab over, 40 Ft. Hobbs with Princeton Forklift, E.C., \$32,000. 5 Gang Brouwer Reel Mower, \$3500. 405-354-3184. 10/87

**SPRAYERS:** New Skid-mounted 300 Gallon Fiberglass Tanks. Electric Reel with 300' hose and gun. Unused - List \$3,470.00. Will take Best Offers. (216)656-4200. 10/87

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## Managing to get ahead

We took a new name a few months ago, believing that the bulk of our readers are, indeed, "managers." Managers of their time, managers of budgets, project managers and people managers. When a good manager speaks, people listen.

Ron Kujawa is such a person. He not only operates a thriving business in the Milwaukee area, but he's also a very active member of the Associated Landscape Contractors of America and a member of *Lawn Care Industry's* technical advisory board.

Kujawa spoke at the most recent Landscape Expo, and people listened.

"A certain amount of caring and consideration is necessary to be a good manager and recognize employees' problems," he noted. "Employees have personal goals. We want them all to achieve those goals, using the company as an avenue. And, in most of the cases, their goals are the same as yours: coping with challenges, economic security and so on."

Kujawa, who operates KEI Enterprises with wife Sally, has three simple rules for its managers:

- (1) "You must be honest and represent the company with integrity.
- (2) "You must never promise what you cannot deliver," and, Kujawa says with a laugh,
- (3) "Ronnie and Sally do not like surprises."

Employees have told the Kujawas what their immediate needs are. Everytime they ask, they hear the same refrain: communication, recognition and training.

These are not big secrets here. Every good manager knows that he or she must communicate with employees. Employees don't like surprises, either. Every good manager knows that he or she must recognize exceptional efforts by employees. It helps them recreate that effort when needed again if they know it will be appreciated. And every employee would like to be taught the best, safest way to finish an assigned task.

Most of all, as Kujawa never ceases to point out, managing is a 24-hour-a-day job. Are you up to the task?



*Jerry Roche*

**Jerry Roche, editor**

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