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The avid golfer on the left told the photographer that this "Flower Hole" is the most beautiful golf hole in the country.

THE SENTRY'S WATCHDOG

Anywhere you travel in Wisconsin to talk golf, the subject always turns to the course and the corporate layout at Stevens Point. That's Sentry Insurance headquarters and Sentry World—and Dave Reit is the Sentry's watchdog.

by Jerry Roche, editor

It is inarguably the most beautiful golf hole in the country. It is, at least, according to one well-traveled golfer playing the course last summer.

It is the par three, 145-yard No. 16 hole at Sentry World in Stevens Point, Wisc., guarded by 80,000 flowers. It was designed jointly by Robert Trent Jones and John Jonais, who was chairman of the board of Sentry Insurance until his death three years ago.

But the "Flower Hole" is just one

interesting point of Sentry's amazing complex, nestled smack dab in the middle of dairy country. The company has its headquarters building, downtown home office, a one-acre employees park, a corporate hangar at the local airport and Sentry World. The latter consists of the public golf course, six indoor and six outdoor tennis courts, racquetball courts, a squash court and banquet facilities for up to 1500 people.

It's no wonder, then, that the per-

son in charge is no normal "landscape manager." His formal title is "facility superintendent" and his name is Dave Reit.

Reit must care for 420 acres, including the 80-acre national headquarters and the 256-acre golf course (66 playable acres). And he must do it while contending with budget cutbacks.

Jonais, a certified landscape architect, took great pride in the landscape. But since profit margins have de-

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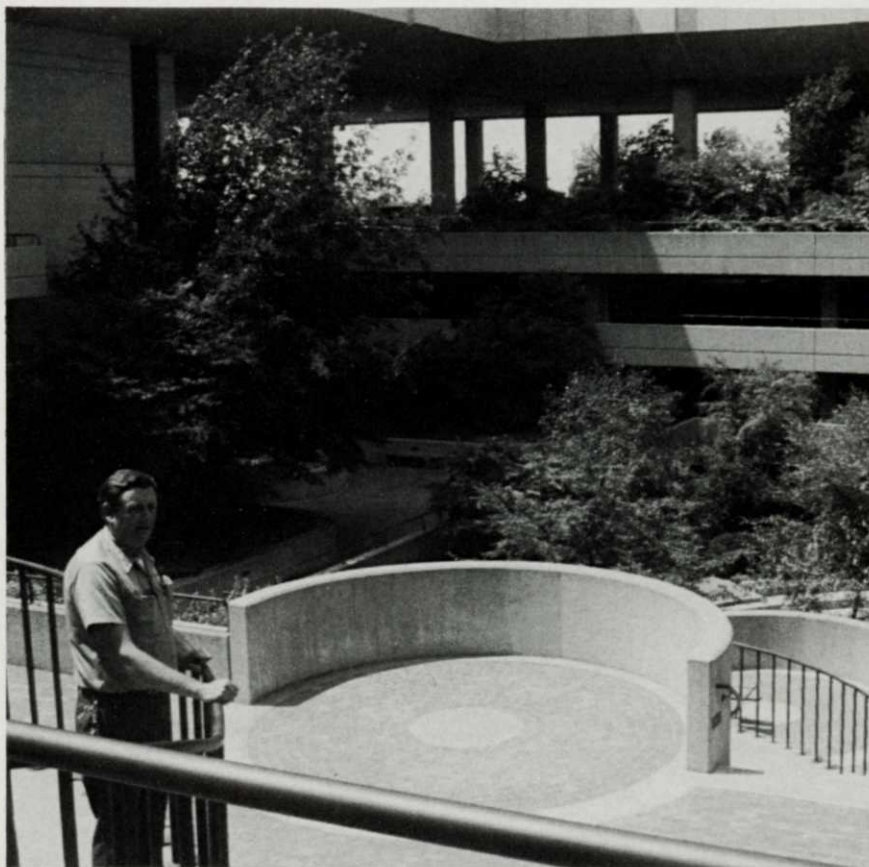
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Only Rubigan® spans the patch disease spectrum.





Flowers are a strong feature of the Sentry Insurance Company's national headquarters building.



Dave Reit surveys the headquarter's atrium, "designed to blend into as much the countryside as possible."

created, Sentry board members have taken stock of the company's finances and cut back in some areas.

"For the company to be stable and grow is the prime concern," says Reit. "We don't do things the way we used to. It's been a big kick in the teeth to morale since Mr. Jonais died.

"Working 12 to 13 hours a day, six—sometimes seven—days in a row puts a hell of a demand on us. You've got to have good, reliable people. There's an awful lot of talent there, an awful lot of good, new ideas being generated by them. We just can't do things the way we used to."

This is not to say that Reit's hands are completely tied. He still controls \$175,000 for the headquarters' landscape and an additional \$500,000 for the golf course, greenhouse and employee park.

It helps, too, that Sentry has three mechanics who are qualified on the company's lapping machines, milling machines and metal lathe. "We do all our own repair work," Reit notes.

The maintenance facility's size is testament to the amount of work done: 120 by 460 feet with a full paint shop included. (That's about the size of 1½ football fields.)

Training is also rather inexpensive. That, too, is done totally in-house. "There are not a lot of sources available in central Wisconsin," Reit adds. "You pretty much have to be self-sufficient in a town this size. That's the key to all of our maintenance."

Flowering up

Like on the "Flower Hole," annuals are a big part of the entire facility's beauty. The main building's courtyard contains more than 15,000 annuals (down from 35,000 in past years). For weddings, special flowering almond, forsythia, hydrangia, witch hazel and hazelnut plants are put in.

At the entrance to Sentry World are basil, coleus and geraniums. "But we're going more and more to perennial flowers like shasta daisies," says Reit.

Sentry, of course, has its own greenhouses. At present, there are 220,000 annuals in stock, some of which are sold commercially.

Reit has been landscape supervisor for eight years. His predecessor, Bill Roberts, a turf graduate of Penn State University, is now superintendent at Lochmoor Country Club in Grosse Pointe Woods, Mich. "Bill had a heck of an impact on the way the course looks today," credits Reit.

The complex has a fascinating irrigation system. It features 7,000 heads,

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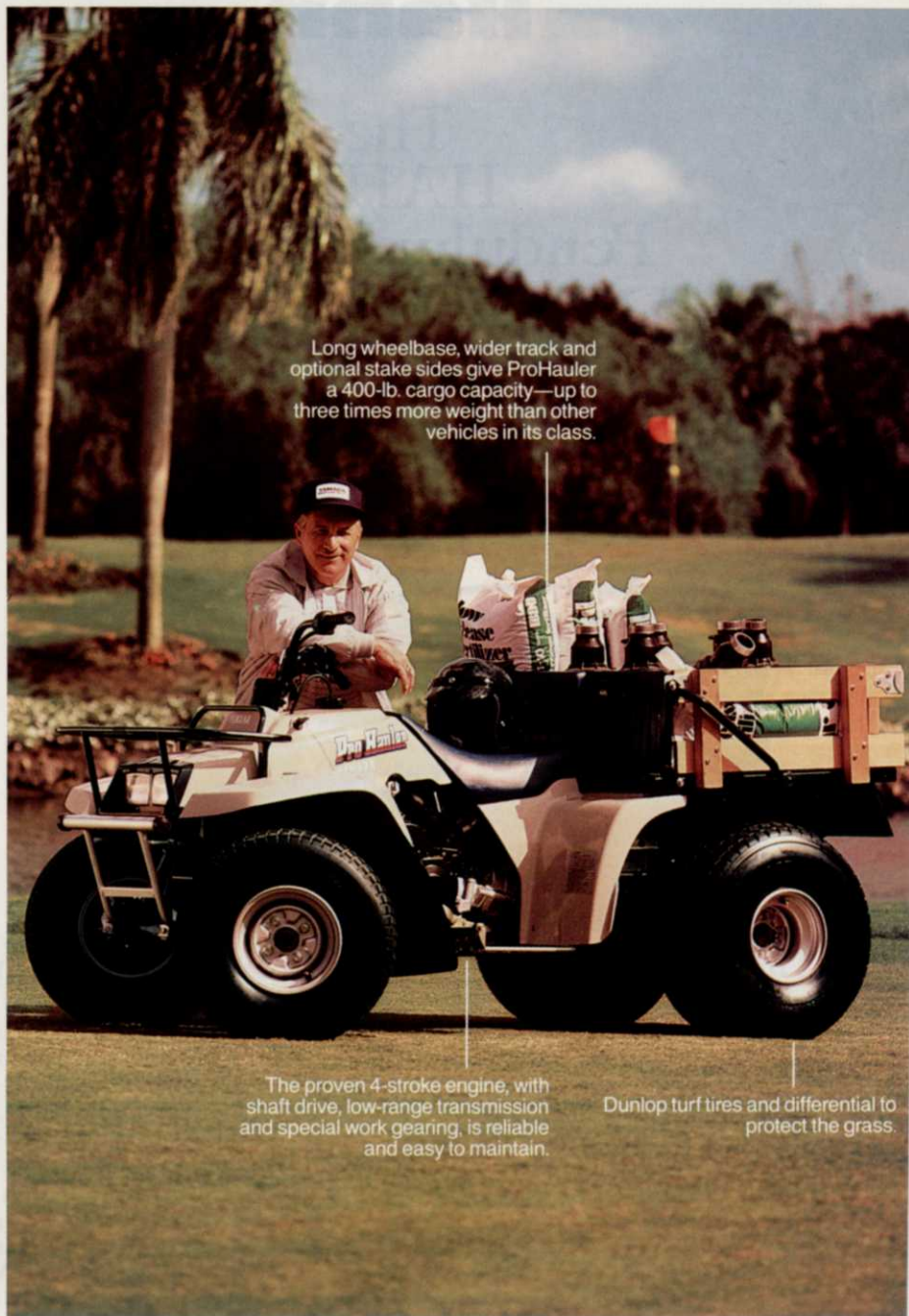
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50 miles of piping and 70 controllers running off two main controllers. The buildings have Toro controllers and heads; there are some RainBird heads in outlying areas. The golf course has Buckner equipment with a PSI pumping system. The entire system is capable of pushing 5,000 gallons per minute on all sites.

On the golf course fairways, four-inch irrigation pipes are spaced four feet apart. Water is pumped in from a half-mile of man-made creekways carved out of the swamp when the complex was built in 1981.

Originally, 50 percent of the golf course was woods, 30 percent was swamp and 20 percent was wasteland.

The real keys

Reit is especially proud of the golf course. "The real keys to a good course are fertilization, coring and irrigation," he says.

Among the fertilizers he has incorporated into the regime are Scott's 15-0-30 and Par Ex 24-4-12 for fairways; Milorganite 6-2-0 plus an additional 20-0-16 for greens and tees. Roughs

get Lebanon 20-10-20. Occasionally, depending on conditions, urea, sulfur and/or potash are added. Fertilization is "pretty much spread throughout the year," Reit notes. Bayleton, Subdue and Chipco 26019 are used to avoid dollar spot. Daconil 2787, Thiram and an Alliette/Rubigan/Daconil combination are used for other diseases.

The biggest insect problem at Sentry World is the cutworm. So Reit uses two applications of Proxol at the proper time to keep populations down.

Complementing the pesticides is \$2 million worth of equipment: 18 maintenance trucks and 250 other pieces of equipment. Also, nearly 500,000 parts are kept in stock.

Sentry World owns four John Deere tractors, some models 420 and 755; a JI Case front-end loader, a Ford/New Holland backhoe and 25 Cushman utility vehicles.

Jacobsen mowers are used on the fairways and greens, along with Toro Greensmaster 2s. The equipment inventory even includes a Hi-Ranger tree truck and a tree transplanting truck.

The course has 26 acres of Penn-eagle and Penncross fairways. The 40 acres of playable rough are bluegrass. Tees and fairways are mowed at $\frac{3}{16}$ -inch, greens at $\frac{5}{32}$ -inch and playable roughs at 2 inches.

The other component to a good golf course, according to Reit? Aeration, which reduced thatch and compaction. As a matter of fact, thatch on the course was reduced from three inches to $\frac{3}{4}$ -inch in less than one year.

"One man spent the whole summer coring the hell out of the course," Reit notes. "We core around midnight and pick up debris at 4:30 a.m."

Dry times

Despite last summer's drought, the course was kept in fine shape.

"We had to make some adjustments on some of the outlying areas, eliminating water. Some of the areas which you could call 'readily playable' we had to let go," remembers Reit.

"Everybody was pretty well suffering. The employees realized what we were up against. But we pretty much kept top management involved. There's just no way you can substitute for Mother Nature."

But when Mother Nature turns on her spring thaw, you can be sure that the new set of earlybird golfers will again be greeted by, maybe, the most beautiful golf hole in the country. And, maybe, by the most beautiful course around. **LM**

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ARE YOUR EMPLOYEES LEGAL?

It is the employer's responsibility to make sure he has no illegal aliens on his payroll. The penalties for not complying are strict.

by Richard I. Lehr

On Nov. 6, 1986, President Reagan signed into law perhaps the most sweeping statute affecting immigration and employment. The Immigration Reform and Control Act became effective on Jan. 1, 1987. A formal grace period—during which time employers did not receive citations for an initial violation—expired May 31, 1988. The act has two essential provisions of note:

1) If a company employs four or more, it may not discriminate based on citizenship or national origin.

2) Regardless of the number of employees, the employer must fill out Form I-9, indicating an employee's identification and eligibility to work.

No discrimination

An Office of Special Counsel in the Justice Department will investigate and prosecute alleged discrimination based on citizenship or national origin. A special panel of administrative law judges will hear these cases. An administrative law judge decision may be appealed to the United States Court of Appeals.

If the Special Counsel fails to bring an action within 120 days after receiving notification of the alleged complaint, a person can take legal action through private counsel. If a winner, the person is entitled to receive at-

torney fees, costs, reinstatement, back pay and other compensation.

"Citizenship status" as a basis for discrimination refers to someone who has or is intending to apply for United States citizenship. Thus, discrimination could be the case if a person applied for a job, provided the appropriate alien documents and was otherwise qualified for the job—yet was not hired.

While Title VII of the 1964 Civil Rights Act covers employers with 15 or more employees, the anti-discrimination provisions of the Immigration Act cover employers with four or more employees.

The new act does not require affirmative action when employers are considering hiring a person seeking U.S. citizenship. If an alien applies for employment and is as qualified as a United States citizen, the employer may hire the citizen as a preference without violating this act.

As a practical suggestion, employment applications that give company philosophy on not considering certain factors (race, color, religion, etc.) as a basis for employment, should also add "citizenship status" to that list.

Citizenship status

An employer must verify the citizenship status of applicants for employment. Four steps must be taken:

1. The employer must examine the appropriate documents before hiring.

2. The employer must verify Immigration and Naturalization Form I-9:

(a) that the appropriate documents regarding citizenship have been reviewed by the employer and (b) the employee who is hired is not an illegal alien. The verification must be completed within three days of when the employee begins work.

3. The employer must be sure that the employee completes the "employee" provisions of the form.

4. The employer must retain this form for a period of three years, or one year after the employment relationship is terminated, whichever is longer.

Employers are not required to retain copies of the documents provided by the employee, just a copy of the I-9 form.

The three categories of verification documents are: Group A, Group B and Group C. According to the act, any one of the following Group A documents would be sufficient to establish employment authorization and identity:

- U.S. passport; or
- certificate of U.S. Citizenship; or
- Certificate of Naturalization; or
- unexpired foreign passport; or
- Resident Alien Card or another type of registration card approved by the Attorney General.

Group B documents relate to only employment authorization. Group C documents relate to only the identity of the alien.

If presented with a Group B type of document, you then must also review a Group C document relating to identity. A Group A document covers both identity and authorization.

continued on page 92

Richard I. Lehr is a partner in the Birmingham, Ala. law firm Sirote, Pirmutt, Friend, Friedman, Held & Apolinsky. He is legal counsel for the Professional Lawn Care Association of America.