

# ndimethalin.



All across America, people are saying beautiful things about pendimethalin.

Jim Miller of Emerald Green Lawn Care tells us, "When we compare preemergent results with price, we always return to pendimethalin."

Jessie Creemcia of Torrey Pines Golf Course also sings the praises of pendimethalin. "We have used it for the past three years on our fairways and roughs. We have had great results."

Due to its residual activity, pendimethalin controls a broad spectrum of grassy and broadleaf weeds *all season long*. With excellent turfgrass tolerance.

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## Pendimethalin

Nothing Beats Pendimethalin.

Always read and follow label directions.

Photography courtesy of Kinman Associates Landscape Design and Installation, Dublin, OH

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Deere's boom sprayer has a 200-gal. tank and 21-foot chain-supported boom.

## SPRAYERS from page 19

boom shuts down;

- ✓ three-way solenoid valves, which bypass boom flow to keep pressure constant when one or more boom sections are shut down;

- ✓ triple nozzle bodies, which hold up to three nozzles, allowing applicators to switch nozzles in the field in seconds; and

- ✓ drift-reducing nozzles, which are engineered to produce larger droplets that are less likely to drift.

**6) If you plan to purchase an electric-powered sprayer, is the diaphragm pump protected with a fuse and an automatic**

**pressure-sensing switch?** Is there a rechargeable battery pack available for easy hook-up to the truck's electrical system? Is there protection via a circuit breaker? Is there a wiring kit, complete with instructions for making connections to your truck's alternator?

**7) If the sprayer is designed to fit in a truckster-type maintenance vehicle, is its size suitable for the vehicle?** Will it be mounted there permanently, or will you use the truck for other work?, asks Bob Riley of Green Pro Cooperative Services. How much weight will the vehicle accommodate?

**8) Is the new unit completely assembled?** Or will you have to put it together yourself? If so, are the directions really clear and specific? Are well-drawn diagrams included?

**9) Is the manufacturer reliable?** How long has it been in business? To find out comprehensive answers, contact your local Better Business Bureau, the local branch of your trade association, and friends in the business.

—Bess Ritter May, author of this article, is a freelance writer based in Philadelphia, Pa. She is a frequent contributor.

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## SPRAYER EFFICIENCY

■ An efficient sprayer will earn profits for many years if you operate it sensibly and treat it kindly, says agricultural engineer Erdal Ozkan at Ohio State University. He makes these tips:

- **Always calibrate carefully.** If you don't, you'll waste expensive chemicals and cash. When a sprayer is over-supplying chemicals by as little as 16 percent, it can translate into a loss of approximately \$1200 per year.

- **Understand the factors that influence application rate.** These include shape and size of nozzle orifice, pressure at the nozzle, spacing, travel speed, concentration of active ingredient in the solution, and the uniformity of distribution. Check them routinely.

- **Remember that how the chemical is deposited is as important as the amount applied.** Check the nozzle's output periodically for clogging and whether the patterns are overlapping to ensure complete coverage.

- **Use the right nozzle.**

- **Move the sprayer in a uniform, calibrated speed.** (Moving faster cuts the application rate.)

- **Avoid chemical drift.** Remember that there is usually less drift in the morning and late afternoon.

- **Carry spare parts with you.** These should include extra nozzles, washers and repair tools.

- **Never use a pin, knife or similar object to unclog the nozzle,** because it changes the spray pattern or flow rate.

- **Clean the sprayer after each use,** and use only clean water.

—B.R.M.



# BUY ANY OTHER HYDRO AND YOU'LL PAY THE PRICE.



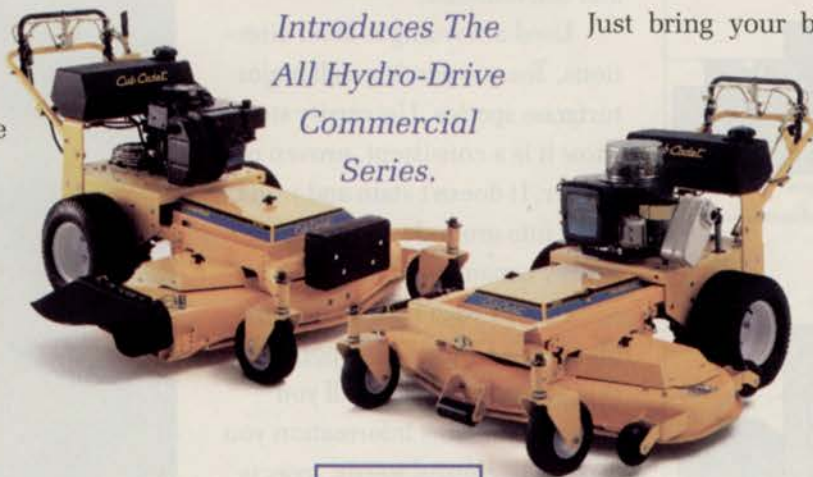
Nobody needs to tell you why landscape contractors prefer the benefits of hydro-drive mowers. And how they usually end up with belt-drive because they prefer the price. Now Cub Cadet brings you the best of both worlds in our new, all hydro-drive Commercial Series. Powerful, durable, reliable hydrostatic drive on every model.

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If applying herbicide is something you'd like to do less often, we have good news for you. We can show you how to make fewer

as much control for as long as Team. Season-long control means you can use fewer applications making Team a valuable tool in your management program.



or call our toll-free number. And start saving some wear and tear on your herbicide applicator.

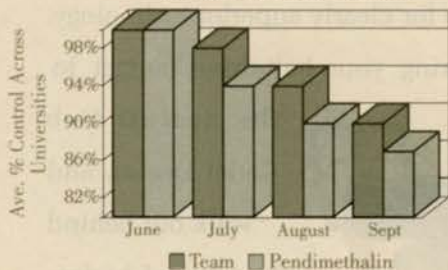
# The herbicide not applying herbicides

herbicide applications and get weed control that's as good or better than you're getting now.

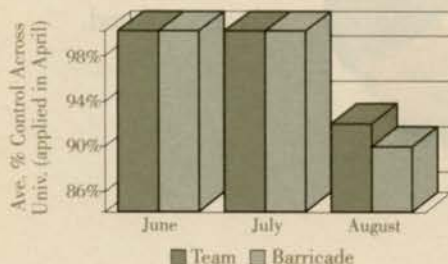
A single preemergent application of Team\* gives you 16 weeks of broad-spectrum control of grassy weeds. University research proves that no other product gives you

## Team outperforms the competition

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MI, OH, IN



Team is your first line of defense against crabgrass and goosegrass whether you're managing warm season or cool season turfgrass. It's available in granular form for application accuracy or on fertilizer to give you full application flexibility and convenience.

Used according to label directions, Team is gentle on all major turfgrass species. University studies show it is a consistent, proven performer. It doesn't stain and won't leach into groundwater or harm nearby ornamentals and trees.

Our 44-page book, The Turf Manager's Guide To Responsible Pest Management can tell you more. It contains information you can use to control weeds, insects and turf diseases more efficiently. For a free copy return the coupon,





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The chemistry is right.™







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# for people interested in





# SPRAYING SYSTEMS

MANUFACTURER		TYPE	NOTES	CIRCLE NO.
<b>B&amp;G Equipment</b> Plumsteadville, Pa.		BACKPACK SPRAYERS: KP-4	holds 4 gal. (as large a volume as practical to carry); adjustable nozzle for close-in or distance spraying; provides hands-free operation	<b>300</b>
<b>Broyhill</b> Dakota City, Neb.		BOOM SPRAYERS: Terramaster	Terramaster fits turf trucksters; tanks from 120- to 160-gal., polyethylene and fiberglass, and electronic console controlled sprayers; three-point and skidded sprayers and turf booms and accessories also available	<b>301</b>
<b>Danville Express</b> Danville, Kans.		BOOM SPRAYERS: No-Drift sprayers	system releases chemicals through rollers for no drift during windy days; tank capacity is 12 gallons with roller widths 48, 60 and 72 inches; walk-behind DEX 30 also available	<b>302</b>
<b>Deere &amp; Company</b> Moline, Ill.		BOOM SPRAYER: 1800 Sprayer	for use with 1800 Utility Vehicle, this Accumaster sprayer has 200-gal. polyethylene tank, Ace centrifugal pump to 100 psi, and 21-foot chain-supported boom	<b>303</b>
<b>Land Pride</b> Assania, Kans.		BOOM SPRAYERS: Chem-Pro Turf Sprayers	stainless steel tanks, sizes 100 to 370 gal. with WhirlFilters, level float boom, electric control console and metered manifold; also, the Wilker Walker, with speedometer, for walking applications	<b>304</b>
<b>Lesco Inc.</b>		TANKS, SPRAY UNITS	complete line of poly tank sprayers, 50 to 300 gallons, with gear assemblies, accessories; also available: nozzles, hoses, other parts	<b>305</b>
<b>Maruyama U.S.</b> Redmond, Wash.		BACKPACK SPRAYERS: Models MS056, MS056E, MO046	features Maruyama's duplex piston pump #056 with stainless steel wetted pump parts; 1.3 gpm maximum, up to 356 psi, dual-head nozzle; engine is Maruyama 19.8 cc two-cycle	<b>306</b>
<b>Master Mfg.</b> Sioux City, Ia.		TANK SPRAYERS: Dobbins brand	sizes range from 8 to 150 gallons with pumps from 60 to 550 psi	<b>307</b>
<b>Micro-Trak Systems</b> Mankato, MN		SPRAY MONITORS: MT-3000	MT-3000 is an electronic monitor/controller for pre-determined rate with digital readouts; Nitro-Trak is an electronic monitor/controller for anhydrous ammonia application with a liquid crystal display	<b>308</b>
<b>Mid-Atlantic Systems</b> Elkton, Md.		BOOM SPRAYER: Turf Runner	ground-driven, variable-stroke metering pump for constant accurate volume (not pressure); sprayer equipped with 300-gallon polyethylene tank, 25-foot spray boom; rates available from 8 to 60 gallons/acre	<b>309</b>
<b>Milliken Chemicals</b> Inman, S.C.		PATTERN INDICATOR: Blazon	blue colorant applied at 1/2 to 3/4 oz./1000 sq. ft.; non-staining and non-toxic; can help identify clogged nozzles	<b>310</b>

more on page 28





# TESTED TOUGH FOR TWO YEARS, THIS IS THE HEDGE CLIPPER THAT JUST WON'T QUIT!

It's the Echo HC-2400, the hedge clipper with the stamina and reliability you need to boost your job productivity.

We've increased power using an Echo 23.6 cc dual piston ring engine with Pro-Fire<sup>®</sup> Electronic Ignition, plus purge pump equipped carburetor for fast starts. The heavy-duty gear box handles the heaviest clipping, while the new commercial duty air filtration system extends engine life. And the vibration reduction system on the rear and side handles enhances user comfort.

To prove this clipper's durability, we field tested it for two years, longer than we've tested any other product.

It's so reliable, we've extended the commercial warranty to one full year. With a two, five and life consumer warranty.

Model HC-2400 has a 30" cutter bar, Model HC-2410 a 40" cutter bar. With the four other models shown below, Echo has exactly what you need in a high performance hedge clipper.

For the Echo dealer near you, call toll-free 1-800-432-ECHO (3246). Or write: Echo Incorporated, 400 Oakwood Road, Lake Zurich, IL 60047.

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**ECHO**  
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Model HC-2400  
30" Blade.  
Model HC-2410  
40" Blade.



New Electric  
ECH-2000  
26" Blades.



HC-1500  
20" Blades.



HC-1600  
24" Blades.



HC-2000  
30" Blades.



Shown with optional  
Debris Reflector.





Ransomes boom sprayers have tank capacities off 160-300 gallons.

Toro's InJector Pro mixes chemicals at the last moment.



## SPRAYING SYSTEMS from page 26

MANUFACTURER	TYPE	NOTES	CIRCLE NO.
Nomix Inc. Smyrna, Ga.	BACKPACK SPRAYER: Expedite	complete closed system backpack/wand sprayer for treating up to 47,000 sq.ft.; herbicides available are Grass & Weed I, Grass & Weed II, Grass & Weed Plus and 3-Way Broadleaf	311
Professional Tree & Turf Golden, Colo.	 SPRAYING SYSTEM	herbicide sprayers with 14 to 200 gal. tanks, 12-volt pump with agitation option; \$195 and up	312
Ransomes America Lincoln, Neb.	BOOM SPRAYERS: Cushman Turf Master, 5th Wheel	low ground pressure for reduced soil compaction with tank sizes 160 to 300 gal. on Turf Master; 300-gal. tank on 5th Wheel with six Venturi Jet Agitators and 20-foot wet boom	313
Rogers Innovative Saskatchewan, Canada	 BOOM SPRAYER Windfoil 3500	sprayer mounts on front-deck riding mowers; 5- to 12-foot booms, covered for less drift; can spray right to the edge of flower beds, etc.	314
Solo, Inc. Newport News, Va.	 BACKPACK SPRAYERS: Models 425/435	4- or 5-gallon capacity with piston pumps produce pressure up to 90 psi; polyethylene tank, viton seals. Also available: 475/485 with diaphragm pumps	315
Spraying Devices Visalia, Calif.	 BOOM SPRAYERS: Turf N'Trees	Equal-Flow all stainless steel wet boom with break-away hinges, easy height adjustment, drip-free nozzles and stainless steel tips; tank capacities 100 to 300 gal.; 20 gpm, 250 psi	316
Spraying Systems Wheaton, Ill.	NOZZLE: Quick Turbo Floodjet	design increases droplet size and distribution uniformity for drift control using special turbulence chamber; sizes from 1.5 to 12 gpm at pressures of 10 to 40 psi	317
Toro Company Minneapolis, Minn.	METERING SYSTEM: InJector Pro	water and chemicals kept separate until moments before mixture is injected into spray booms; can apply two chemicals at same time	318
Tuflex Pompano Beach, Fla.	 TANKS, SPRAY UNITS	one of the most complete lines of fiberglass tanks, hoses, valves, guns, wand, pumps, etc. on the market	319
United Hort. Supply Salem, Ore.	 BACKPACK SPRAYERS: CP3 Outlaster	contoured polypropylene tank with no exposed parts; tank capacity is 4.2 gallons with diaphragm pump; accurate at 15, 30 and 45 psi	320

ED. NOTE: Space precludes the inclusion of all spray systems and components. Please consult our September 1993 Buyer's Guide for complete listings.

Source: LM phone survey, March 1994



## THALONIL™ SHOCKED THE COMPETITION

For years, the competition has been saying there'd never be another turf and ornamental fungicide that could stand up to their chlorothalonil. *They were wrong.* And Thalonil™ proved it in major university studies.

In fact, the results of those studies did a lot more than just shock the competition. Those results also convinced a lot of professionals to switch to Thalonil™ 90DF.

With Thalonil, you get the same proven control of costly diseases—including dollar spot, brown patch, snow mold and many, many more—that you've always gotten. You also get Thalonil's superior safety, handling and storage characteristics at the same time.

*Plus, this season Thalonil is also available in new water soluble packets. New Thalonil™ 90DF WSP offers you extra convenience as well as added safety benefits for both the applicator and the environment.*

But the biggest shock of all is that you can get all of these Thalonil extras and a fair deal at the same time. Talk to Terra for Thalonil and all of your professional product needs. Call 1-800-831-1002, Ext. 225, for the location nearest you.

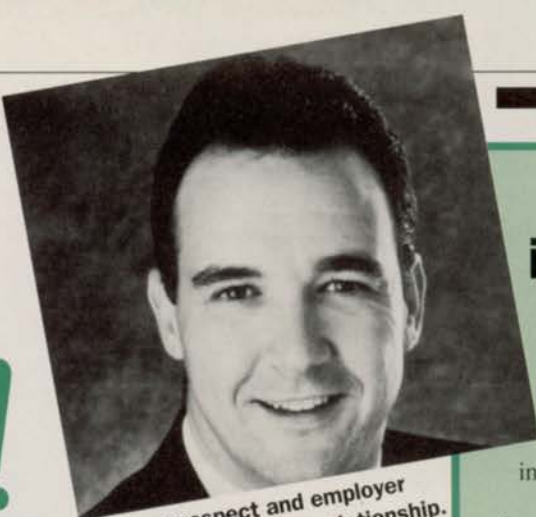


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# Hire a WINNER!



Carline: prospect and employer must care about their relationship.

## Pairing the right prospective employees with your company is a tedious, time-consuming—but rewarding—part of the owner's job.

■ "Interviewing is one of the most frustrating things we have to do," says Steve Carline, a business consultant based in Boulder, Colo. "And if you don't spend time up front (interviewing and hiring), you'll spend it at the back end (replacing)."

Carline, who spoke at the Associated Landscape Contractors of America's Executive Forum, says that the five factors which contribute to hiring the right people are:

- 1) casting the biggest net possible
- 2) practicing innovative strategies
- 3) adopting a "be-first" mindset
- 4) finding the money somewhere
- 5) remembering that success breeds success

When you "cast the big net," you're opening the door to a wider group of people from whom you can select the best. This invariably means using every method possible to announce any vacancies, from newspaper advertising to career days and job fairs; to customers, schools and universities.

When you practice innovative strategies, you're assuring yourself that the actual hiring decision will be a good one. "People say things on resumés that are designed to deceive you," Carline notes. "We've got to be very, very determined to get through the resumé fiction. We have to manipulate the environment so people will give us the information we need."

One of the innovative strategies Carline suggests is to reserve a minimum of two full hours for each candidate. These can be

arranged in one two-hour session or two one-hour sessions.

When you adopt a "be-first" mindset, you're practicing the long-range planning it takes to hire the best people. Don't wait until the last minute, or even for the time of year when everyone else is also hiring. Be first.

Hiring the right people, Carline also notes, is dependent on finding the money to do the hiring process right. You not only have to invest your time, but your resources. When figuring out where the money is going to come from, remember that it takes American business an average of 1.5 times the employee's annual salary to find a new replacement.

Finally, "success breeds success." If your current employees consider themselves successful, they will get the word out to worthy friends and acquaintances that the company is worth working for. Winning people will hear about your company's success and come to you.

Carline suggests to have job descriptions for every position you will hire for. They should be very specific, as many as two to three typewritten pages each.

"Tell people before they come to work what they're getting into," he adds.

You should also have job descriptions for the management positions to which the new hire will report, and job descriptions for the new hire's peer workers.

Finally, Carline implores his clients to hire right kind of people. "Make sure the job you have is what they like. Do not hire skills, hire traits. You can teach people 'how to,' but you can't teach caring. We, as employers, have also got to start caring—about what we can offer/employees."

Carline is a trainer for CareerTrack Seminars, 3085 Center Green Dr., Boulder, CO 80301. His phone number is (800) 325-5854.

—Jerry Roche

## Effective interviewing techniques

■ Steve Carline says that the "why's" to the candidate's answers are drastically more important than the "how's."

You must also keep score of the impressions each candidate makes on you. Carline uses a CAT (Candidate Assessment Tool) to grade behavior in 12 main categories; each has an importance value to the company:

- adaptability
- competence
- experience
- manageability
- interpersonal skills
- attitude
- initiative
- maturity
- stability
- emotional control
- integrity
- values

For instance, if the candidate scores a 2 (out of 5) in an area that scores 1 (of 5) in importance, it doesn't mean as much as if he or she scores a 2 in an area that scores a 4 or 5 in importance.

## Top 10 questions

Here are 10 of Carline's 36 "effective interview questions:"

- 1) How do you establish working relationships with new people?
- 2) How did you gain your knowledge of this industry/company?
- 3) Tell me about a specific area of responsibility you have enjoyed.
- 4) What have you been criticized for in the past two years?
- 5) How do you criticize subordinates?
- 6) What accomplishments are you truly proud of?
- 7) What steps have you taken to become more effective?
- 8) What does your current supervisor do to get the best out of you?
- 9) How would you define a successful career?
- 10) Give me an example of a crisis situation you were involved in.