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BARRICADE ^a	H	M	M	M	MH	M	H	H
DIMENSION ^b	H	M	H	M	H	M	M	M
TEAM ^c	H	M	M	M	M	M	NR	NR
RONSTAR ^d	M	H	NR	M	M	NR	NR	NR
SURFLAN ^e	H	H	H	M	MH	M	H	H
Level of control	Medium		Medium-High		High	Not Registered		

^a Novartis ^b Rohm and Haas Co. ^c Dow AgroSciences ^d Rhine-Poulenc

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BASF

We've found these Web sites below have useful information for professional landscape managers, and many have extensive links to other great sites. New this year is an "e-commerce" section listing sites that not only have great information but help landscapers conduct business. If we've left any out, send an email to jstahl@advanstar.com and we'll consider it for an upcoming issue of *Landscape Management*.

Our site

www.landscapegroup.com - *Landscape Management, Turfgrass Trends, Golfdom, Athletic Turf magazines*

Turf

www.ntep.org - Site for the National Turfgrass Evaluation Program.

www.weedalert.com - Nice site - the turf professional's online source for weed control options.

www.msu.edu/user/karcherd/turflinks/ - This "ultimate" turf site has hundreds of links.

www.turf.uiuc.edu/turfspecies/tourseason/tour - Turf types, management and selection.

www.umass.edu/umext/programs/agro/turfgrass/ - Turf problems and pests.

www.natorp.com/tipSheets/LawnCare.html - Advice on lawns and renovations.

www.mes.umn.edu/Documents/B/G/BG528.html - Repairing flooded lawns from the University of Minnesota Extension Service.

leviathan.tamu.edu/70/1s/mg/turfgrass - Master gardener advises on turfgrasses.

www.roundup.com/easy_steps/lawns.html - Lawn renovation guide featuring use of non-selective herbicide.

www.lowes.com/lowes/howto/library/lawn-gard/tips/lush.asp - Establishing and maintaining turf in the South.

www.aces.edu/department/ipm/turfipm.htm - Turf and landscape IPM plus links.

www.nysaes.cornell.edu/ent/biocontrol/ - Guide to biological controls.

www.guarding-our-earth.com/aggrand/seed-ing.htm - Wow! Guide and links for organic lawn care.

www.whitneyfarm.com/garden/geninfo/lawn_turf2_main.html - Much information on organic turf care and other aspects of landscape management.

www.pan.ci.seattle.wa.us/seattle/util/rescons/n_resgud.htm - Natural Lawn Care Resource Guide carries referrals regarding the Northwestern U.S.

www.turf-tec.com/index.html - Wow! Diagnostic golf/home/athletic turfgrass tools and online turf consulting service, plus links.

www.wisc.edu/plhealthser/tddl/tddl.htm - The Turfgrass Disease Diagnostic Laboratory at the Univ. of Wisconsin.

www.scgf.oz.au/turfgrass - From Australia,

but with numerous worldwide links covering all things horticultural.

www.ampacseed.com - Great seed links covering turfgrass, weeds, etc.

www.lib.msu.edu/tgif - From Michigan State Univ., it's the Turfgrass Information Center containing much information and links to other sites.

www.bahiagrass.com - All about bahiagrass linking to other southern grass sites.

www.lawnseed.com - The webmaster calls himself "The Sodfather," with tips on selecting/blending grass seed.

www.aggies-horticulture.tamu.edu/plantanswers/turf - Guide to turfgrass species.

www.cru1.cahe.wsu.edu/turf/links - Superb collection of links to many turfgrass-oriented Web sites — very complete guide.

www.guiaverde.com - Turfgrass guide in Spanish.

www.rapidturf.com - Grass grown via a plastic medium.

<http://ext.agn.uiuc.edu/wssa> - The Weed Science Society of America has a virtual compendium of information about weeds and weed control.

<http://www.floridaturf.com> - A huge library of information on warm-season turfgrasses.

www.edis.ifas.ufl.edu - The Florida Agricultural Information Retrieval System for warm-season grasses.

<http://www.turf.uiuc.edu> - The University of Illinois Turfgrass Program's professional links.

www.texasturf.com - Texas Turfgrass Association.

Soils

www.soil.ncsu.edu/ - North Carolina State's detailed site.

rft.agsci.usu.edu/soil.science/soils.extension/ - Utah State University information on issues relating to soils.

soils.uwyo.edu-brewer/solfert.shtml - Review/summary of soil and fertility sites posted by Land Grant universities

www.ext.vt.edu/pubs/envirohort/426-313/426-313.html - Soil preparation and tips.

www.agcom.ads.orst.edu/agcomwebfile/garden/soil/ - How to improve clay soils along with many other soil tips, mulching, etc.

www.ag.ohio-state.edu/~ohioline/hygfact/1000/1144.html - Interpreting soil test results.

ianrwww.unl.edu/ianr/pubs/extnpubs/hort/g945.htm#soil - Soil guide, nutrient management — very complete.

Trees

www.treelink.org - Wow! News, views, tips and links all about tree care.

www.sufa.com - The tree care information center.

www.naturalpath.com - Urban forestry services, software, consulting, GIS mapping.

willow.ncfes.umn.edu/FAQs/treefaq.htm - Frequently asked tree questions.

www.urban-forestry.com - Society of Municipal Arborists.

www.2champaign.isa-arbor.com - Arboriculture On-Line. From the International Society of Arboriculture.

www.forestapps.com/news/html - Chain saw safety and tips. Includes "tree height measuring made easy."

www.ctpa.org - Connecticut Tree Protective Association.

www.state.ct.us/caes - Covers tree pests.

www.treeview.com - Plants and large trees.

forestry.miningco.com - A search site with links to tree care-related Web sites.

www.teleport.com/~prwisa/tree-care - "Landscape Tree Care 101."

www.odf.state.or.us - Oregon Dept. of Forestry — extensive research.

www.natlarb.com - National Arborist Association home page.

Pests and disease

www.scisoc.org - Plant disease data from the American Phytopathological Society.

www.nal.usda.gov/speccolli/Plant_Pests_and_Diseases - From the National Agricultural Library via the USDA — extensive information.

hammock.ifas.ufl.edu/bct/fairs/31573 - Plant disease management guide.

aceis.agr.ca/icar/E/440000.html - Controls for plant diseases.

www.ipm.ucdavis.edu/PMG/us_pmg.html - Pest management guidelines.

www.reeusda.gov/nipmn/ - Integrated Pest Management in the U.S., links to region-specific pest problem-solving.

www.ent.iastate.edu/ - From Iowa State University's entomology department.

entowww.tamu.edu/ - Entomology department at Texas A&M.

persephone.agcom.purdue.edu/AgCom/Pubs/pdflinks/E-70.html - Flower garden pests, from Purdue University.

www.gardenline.com/ - Wow! Links to all types of landscape management issues.

freenet.macatawa.org/org/ogm/orgcert.htm - List of each state's certification organization regarding organic plant management strategies and resources.

www.cdpr.ca.gov/docs/dprdocs/goodbug/organisms.htm - Suppliers of beneficial organisms in North America.

www.magick.net/~tower/molefact/htm - Information on moles and gophers.

www.pestweb.com - Insects and other organisms are covered by Van Waters and Rogers.

www.agnic.org/agdb/terc.html - Turfgrass entomology reference chart with photos.

www.biohaven.com/links - Important links for biology/entomology.

<http://ace.orst.edu/info/extoxnet> - From the Extension Toxicology Network, explains toxicological risk from pesticides in laymen's terms.

<http://cygnus.tamu.edu/Textlab/Lawns/lawq.html> - Texas Plant Disease Handbook.

Horticulture

wysiwyg://36/http://www.whitneyfarm.com/garden/guide_main.html - Garden Guide Index covers plant materials and aspects of landscape management.

www.gardenweb.com/vl/ - Wow! Extraordinary site with astounding number of key links — "The Internet's Gardening Community."

www.anr.ces.purdue.edu/anr/anr/ornament.html - Advice on ornamentals.

cabarrus.ces.state.nc.us/staff/dgoforth/mgdgwor.html - Information and selection guide for woody ornamentals.

www.realpittsburgh.com/living/1999/03/04/prune.html - Pruning ornamentals.

www.wildhorses.com/compost.html - Composting and organic gardening.

www.dr.toronto.edu:1080/dr.html - Center For Landscape Research.

www.ces.ncsu.edu/hil/landscape-index.html - Topics include landscape design, installation and maintenance.

www.hort.purdue.edu/ext/garden_calendars.html - Month-by-month guides for landscape maintenance strategies.

www.hcs.ohio-state.edu/webgarden.html - Extensive site.

garden.cas.psu.edu/ - Penn State Horticultural Dept.; testing flower varieties.

134.58.73.250/ishs/ishshome.htm - International Society for Horticultural Science.

www.hostas.com - You have to like this site dedicated to hostas and ornamental grasses.

www6.garden.com - Extensive site matches plant materials with environmental conditions; also contains garden design software.

www.wildflower.org - From the National Wildflower Research Center.

www.garden.org - From the National Gardening Association.

Water

www.arborman.com/ - Detailed site and links on pond care and construction, with fish index and other aspects of landscape management.

www.waterwisetexas.org - Water conservation tips.

www.iwaysol.com/westag/industry.htm - Irrigation links.

www.uwin.siu.edu - Universities Water Information Network.

www.igin.com/asic/home/html - American Society of Irrigation Consultants.

www.tiac.net/users/lakes - Management tips for ponds and lakes.

www.irri-gate.com - A search engine developed by the Irrigation Association.

www.wateright.org - Irrigation scheduling programs.

Snow

www.ptialaska.net/~kodiak1/ - Snow plows made in the Land of the Midnight Sun.

www.meyerproducts.com - Snow removal equipment.

www.westemplows.com - Snow removal equipment.

www.fisherplows.com - Snow removal equipment.

www.articsnowplows.com - Snow removal equipment.

Equipment/suppliers

www.turf.com - Lofts Seeds' information on turf and wildflowers.

www.turftech.com - For turf equipment technicians.

www.turfzone.com - "The Resource Site for the Turf Industry," it provides links to industry suppliers.

www.mathesquarry.com/products - Excellent guide to stone products ranging from sand to boulders.

www.vikingop.com - Commercial site for office supplies.

expo.mow.org - International Lawn, Garden and Power Equipment Expo.

Green Industry information

www.pestfacts.org - RISE's (Responsible Industry for a Sound Environment) site concentrates on benefits of pesticide use.

www.imandi.com - Referral site for consumers' ratings of listed contractors, industry professionals.

www.gogrow.com - From Horn's Home and Garden, a comprehensive resource for gardeners and landscapers with searches.

www.Kundeco.com/links.htm - "Links, links and more links" about use of Global Positioning System technology; includes landscape applications.

www.aksi.net/agquest - Horticultural job placement site.

www.nps.gov/htdocs1/cue - The Center for Urban Ecology, it has information on landscapes where people interact — parks, etc.

www.opei.mow.org - It's called Cyberlawn, with information and links regarding power equipment and turf.

www.flowerweb.nl - Flowers, plants and trees; links.

www.plantamerica.com - A "learning network" containing much information, links.

www.broccologroup.com - Tips and links from Green Industry veteran Laurie Broccoli.

www.128.227.103.58/txt/fairs/3635 - Information on groundcovers and numerous links.

www.designerlandscape.com - Displays design elements, plus links.

www.usda.gov - The United States Dept. of Agriculture.

www.intellicast.com - Check your hometown weather radar screen and track the latest storm as it moves in.

www.wunderground.com - Nice weather tracking site.

www.greenadvice.com - From a consulting firm with green industry clients.

E-commerce

www.egarden.com - Brings together buyers and sellers of lawn & garden merchandise, and provides them with supply and distribution channels.

www.greenzebras.com - Offers Green Industry knowledge, business tools, access to expertise and an easy-to-use purchasing system.

www.greentrac.com - Internet marketplace that brings buyers and sellers in the turf services industry together.

www.e-greenbiz.com - Uses Internet and e-commerce technology to improve the process of buying and selling professional horticulture products.

www.green2go.com - Offers an online solution to the Green Industry that provides end-to-end supply, transactions, and logistics.

www.horticopia.com - Features a comprehensive selection of nursery supplies for purchase.

www.growzone.com - Offers Greenbuyer, where growers and allied suppliers list and sell products and services online, and Younursery, where garden centers and landscapers create a Web presence.

www.floraplex.com - Provides the worldwide floriculture industry with a forum for global trade, open communication, and information and education resources.

www.bidmgr.com - Brings buyers and sellers together; general business management.

www.greensuccess.com - Provides information on equipment financing as well as other general information.

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Need to know what insecticide would be best to use to control chinch bugs? Or you've stumbled across some mysterious yellow patches on one of your customer's lawns and want to know what's causing them. Perhaps you're looking for tried and true ways to retain your employees or improve their performance. Look no further than our Quick Reference Technical Guide, your guide to greater knowledge and better business.

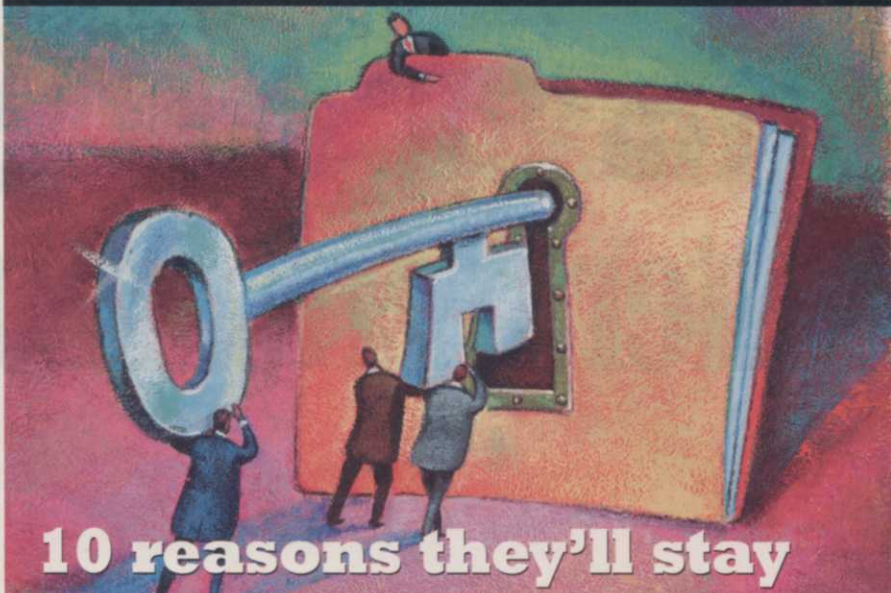
THE INFORMATION CONTAINED IN THE FOLLOWING PAGES WAS TAKEN FROM PREVIOUS ISSUES OF LANDSCAPE MANAGEMENT.

Winning the retention game

How landscape managers keep their employees

Incentives/bonuses	67.4%
Uniforms	52.2%
Retirement savings plans	38.0%
Promotions	31.5%
Transportation	28.3%
Recognition programs	23.9%
Education reimbursement	21.7%
Profit-sharing plans	19.6%
Health care programs	9.8%

Managing your labor force



10 reasons they'll stay

Follow this plan to cut employee turnover at your operation:

- 1 Improve the candidate-to-job match as you build your team — no square pegs in round holes.
- 2 Place a higher priority on training. Use the start-up program to “set the hook” and start building positive thoughts and feelings.
- 3 Build in some “people magnets.” Let employees do what they do well. Communicate often. Give the staff credit consistently. Share the results of success. Get out of the office and be around your people. Put some contests and fun into the job.
- 4 Give people a reason to believe. Stop flying by the seat of your pants. If you're organized and set an example, people will want to follow you because they see strong management. Talk constantly about company values and beliefs to build a sense of pride. Brag about your staff in public and in your advertisements.
- 5 Recognize and treat people as individuals. Identify individual talents and potential while you respond to their individual needs.
- 6 React to each employee's performance every day. Look for something to reward and don't send mixed signals.
- 7 Be fair to everyone. Don't play favorites. Tell your people why you want them to do it your way.
- 8 Be honest 100% of the time. Remember: If you lie, you die.
- 9 Set a positive leadership example. Put a smile on your face before you go through the door each morning. Never let the staff see you down. Positives create positives; negatives create negatives.
- 10 Balance your concern for tasks and people evenly. Try to be someone your staff just likes to be around.

10 reasons why they'll leave

- 1 "This job isn't what you said it would be." Translation: You either failed to explain the job requirements, or you've had smoke blown in your face during a hiring interview. Under pressure to "fill the chairs," we try to see the best in people. If you hear this phrase, you've misread the job candidate or mislead yourself.
- 2 "I just can't do this job." Translation: More than likely, there has been a failure to provide adequate start-up training or the employee is simply bored by the work.
- 3 "All we do here is work." Translation: Typically, the manager has been unable or unwilling to control work hours. This happens frequently during a bad weather spring, when we fail to eliminate long days and/or Saturday work after promising we would in the hiring interview.
- 4 "Nobody here knows what the heck is going on." Translation: From the employee's view, your operation is disorganized and inconsistent.
- 5 "All we ever hear is what's wrong." Translation: When I hear this, I usually find a manager who is totally task-oriented. When the task goals aren't met, there can be only one reason for him or her — lazy workers. This may not be true, but that's the employee's view . . . and that's the point.
- 6 "You never say thank you." Translation: Employees in this operation probably get little recognition and few rewards. Managers who don't give credit to the team and don't share rewards will lose 100% of the time.
- 7 "I don't fit in here." Translation: The workplace climate isn't people friendly. It may work for you, but what is it like for your employees?
- 8 "You always promise but never deliver." Translation: Many managers promise an employee whatever they have to just to boost productivity, then fail to deliver. They are so stressed and beaten down they see no other way to get people to work hard than to "promise the world." This is a big mistake.
- 9 "You expect us to work while you 'goof off.'" Translation: Tired managers can develop a habit of showing up for the start of the day, then disappearing (at least they believe they've disappeared) to the golf course or other activity while the staff "delivers the goods." Whether you own the business or not, employees won't tolerate what they consider lazy leadership while being pushed to the limit themselves.
- 10 "It's just no fun working here." Translation: This is a typical "exit interview" comment from employees of "task-oriented" managers. To keep people, there must be a perceived balance between the manager's concern for people and tasks. When the employee doesn't sense the balance and feels that work is the only thing management thinks about, turnover rises.

Typical Performance Appraisal Sheet

Employee Name _____

Title _____

Instructions: Read over the general factors and rate each employee's performance on a scale of 0 to 10, 0 being the most unsatisfactory and 10 being the most satisfactory.

General Factors

Quality — accuracy, thoroughness and acceptability of work performed

Productivity — quality and efficiency of work produced in a specified period of time.

Job knowledge — practical/technical skills and information used on the job

Paperwork — proper timeliness, accuracy and legibility. Includes time etiquette.

Reliability — the extent to which a task employee can be relied upon regarding completion and followup.

Independence — the extent of work performed with little or no supervision.

Availability — the extent to which an employee is punctual, plus his/her overall attendance record. Includes overtime and/or weekend work.

Equipment — care, proper use, upkeep, service, safety, and appearance of equipment this employee uses.

Safety — the extent to which the employee adheres to company safety policies and is safety-conscious (i.e., wearing safety equipment, following designated procedures).

Adherence to policy — the extent to which an employee adheres to company policy, conducts him or herself, follows rules, and observes good housekeeping practices.

Customer service — willingness and demonstrated ability to cooperate, work, and communicate with co-workers, supervisors, subordinates, outside contacts, and customers. Includes the stability, courtesy, personal appearance and judgment demonstrated on the job.

Total point score (1 - 100) _____

Discussed with individual on _____

Employee's signature _____

Follow-up req./denied: Yes__ No__ On what date? ____

Evaluator's signature _____

Date _____

Evaluator's supervisor's signature _____

Date _____

5

Top Five Reasons H2B Workers Quit

1. Housing is too expensive. Most H2B workers can only afford \$25 per week. The H2B housing should not be a direct company rental or it would fall under HUD standards.
2. Bad attitude from the foreman or supervisors. Use of foul language drives workers away.
3. No ride to and from work.
4. No evening recreation. These men are many miles from their families.
5. "Us" versus "them" atmosphere at work. They don't feel they are part of things.

Note: Check your local Labor Certification Office at the U.S. Department of Labor/Employment Training Administration for more information.

Compare costs & rates

As a lawn care operator or turf manager, you are not without various options. Newer fungicides may appear more expensive at first glance, but remember that the application rates are a lot less than the rates for older standard fungicides. For example, the rate for Compass (0.1 to 0.25 oz/1,000ft²) is approximately 90% less than that of Daconil Ultrex (1.8 to 7.8 oz/1,000ft²). Reduced rate fungicides equate to less active ingredients placed into the environment, less exposure to an active ingredient by the applicator and less storage space.

FUNGICIDE COST COMPARISONS

Product	Rate	Spray Interval (days)	Cost per application (\$/1000 ft ²)	Cost per treatment day (\$/1000 ft ²)
Daconil Ultrex 82.5WDG	3.67 oz	14	2.06	0.21
Compass 50WDG	0.2 oz	21-28	3.38	0.12-0.16
Banner MAXX 1.24MEC	2 fl oz	28	3.82	0.13
Banner MAXX 1.24MEC + Compass 50WDG	1.0 oz 0.15 oz	21-28	3.60	0.13-0.17
Heritage 50WG	0.4 oz	28	8.62	0.31
Cleary's 3336 50WP	6 oz	28	7.44	0.27

Test it yourself

If you want to be sure a product will fit your needs, test it. Wendy Gelernter, Ph.D., of PACE Consulting in San Diego, CA, says, "The only way to gain more confidence that a management system is the best for your site is to start a testing program."

Self-tests can ensure that the products and practices you choose fit your specific circumstances, conditions, site variations, equipment and management style.

- Plan your test before you begin; map out your plans
- Identify and record:

1. Objectives — "What rate will result in good pest control without damaging the foliage?" or, "How does the new product compare to a product that I have been using?"
2. Materials — products, rates, application equipment, etc.
3. Methods — dates of application and evaluation, how the evaluations were conducted, etc.
4. Observations — descriptions of visual characteristics, numerical ratings (e.g. the weight of clippings) or relative ratings (e.g. assigning estimates of performance on a scale).
5. Summary — of the answers to you questions.

Do not omit any of these components or it will be difficult to determine what happened during the test or why it happened.

► For each test, maintain an area that receives no treatment. Make sure the untreated (control) area is the same size and managed in the same way. Try to have the untreated area and testing plot next to each other, so the sites have similar conditions. And, the two areas should look the same at the start of the test, so you can easily compare the effect of the treatment.

► Size it properly. The smallest test plot recommended by Gelernter is 4 x 4 ft. For most small plot work, however, a 5-ft. by 10-ft. plot is convenient for a sprayer that applies a 5-foot-swath width. Or simply divide an area in half, leaving one half untreated and the other half treated.

Finally, once your tests are completed, don't take off your research hat. Follow an unwritten rule of grassroots product and practice testing — share your results with others.