



**MEETING NOTICE:**

Date: June 23, Thursday  
 Place: Mt. Kisco Country Club  
 Lunch: Available in grill room  
 Golf: 11:30-2:00 1st round Superintendents Championship  
 Cocktails: 6 PM  
 Dinner: 7 PM Steak cookout  
 Program: Dr. Paul Sartoretto. Compatibility of Pesticides  
 Host: Fred Scheyhing 914-666-9050  
 Directions: Take I-684 North to exit 4 (Rt. 172). Take a left at bottom of exit ramp (Rt. 172). Follow Rt. 172 until you hit first traffic light. Take a left at traffic light. Go thru next traffic light, Mt. Kisco C.C. is on your left about 1/4 mile after the light. Taylor Road goes to the club.

You also may come up the Saw Mill River Parkway to the Readers Digest exit. Go over to Route 117 then head north on 117. Mt. Kisco C.C. is on your right.

**COMING EVENTS:**

- June 28 HVGCSA Broad Acres, Middletown, N.Y.
- June 28 Conn GCSA—Pre-Superintendent Invitational Aspetuck Valley Country Club
- July 7 Conn GCSA H.B. Bronson C.C.
- July 25 MGCSA Waccabuc C.C.—Special Meeting (By Laws change)
- August 4 Rutgers Turfgrass Field Day
- August 24 Rhode Island Field Day
- August 16 MGCSA picnic—rain date 17th—Woodway C.C.
- September MGCSA Invitational
- October 11 Siwanoy C.C. 2nd round Supt. Championship
- November 14-16 N.Y. Turfgrass Association Conference Albany, N.Y.

**MGCSA NEWS:**

It was a gorgeous May day for our monthly meeting at Bedford Golf and Tennis Club. The Program committee scrambled to the last minute trying to figure out how many people would be there. We were lucky and guessed within reason. We had 55 reservations confirmed, 94 showed up for dinner. We must have more cooperation in this area. If you can't buy a 13 cent stamp at least get on the phone and call the host and let him know you are coming at least a day in advance. We have the privilege of signing our clubs name. We

may lose that privilege if this trend continues. Enough said. Terry Boles our humble host did a great job. We had a full program with Dr. Tashire giving us an update on the Hyperodes Research project. Pat Vittum, who is doing most of the research gave us an outline of the area of study for the coming year. Mel Lucas presented a check from GCSAA to Dr. Tashiro for the Hyperodes and Dung Beetle research. We had some lively questions and answers on the hyperodes weevil and the methods of treatment. They are now showing their work as turf damage has begun in recent weeks. We then got to our main program with Dr. Noel Jackson giving an excellent coverage of turf grass diseases. I am sure the Green Chairman who did attend now realize a little more about the many diseases we contend with, along with our insect problems.

On May 23 at the MGA Presidents Council meeting which is a combination seminar and golf day which is usually attended by club presidents and other club officials. Our own Edward (Ted) Horton gave an excellent talk on "A Business Approach to Turf Management." It certainly stimulated a lot of questions from the group present and certainly it opened up a few eyes to the many facets of our job that often is taken for granted. I am sure that the talk will be reproduced and it would be worth your time to read it. I am sure the few Superintendents who were at the seminar would agree. In conjunction with the MGA seminar introduced information in regard to the two surveys that MGA will be conducting very shortly. One



New Honorary Members: l. to r. President Edward C. Horton; James McLaughlin, Executive Director MGA; Tom Nally and Fred Marshall, Westchester County Co Op Ext.; Robert O. Kneifski, Nassau County; Dr. Tashiro, Cornell University and Stanley Zontek, NE Regional Director USGA.





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*Not copyrighted. If there is good here, we want to share it with all chapters – unless author states otherwise.*

will be on golf course maintenance and certainly we should all try to cooperate as much as possible so that the survey is meaningful.

Welcome back Fred Scheyhing. It seems that we have had more changes in May than in any month of the past year. It's always a point of discussion but certainly the need for an agreement with your club is a fact to be considered. It's the old public relations, politics communications situation. That's why it's important that we attend board meetings so we can get the tempo of the club to often there maybe something that may seem insignificant to us as a priority but it is bothering a board member. We don't always hear about it and the next thing you know it's a mountain and it maybe your job.

It seems that vandalism is on the increase on most courses. It just is the same items but more often, ball washers, flags, poles too markers, too signs. The latest is Dick Allen. He had 145 ft. of black vinyl chain link fence cut and taken away as clean as a whistle along with a 280' of barbwire. It was a professional job.

Allyn Smith had Wykagyl in fine shape for LPGA tournament held at his club in May. The Westchester Classic will be held this year in August.

**Membership:** The following members have been approved for membership:

Skip Klimas Jr.—Terre Co.—Class C  
 Gayle Losay—Agway—Class C  
 Ron Gagne—Scotts—Class C  
 Mark Sosnowitz—Emanuel Shemin—Class C  
 Paul Sartoretto—W.A. Cleary—Class C  
 Thomas Racioppo—Century C.C.—Class B  
 Paul Christ—Spook Rock G.C.—Class B  
 Donald Pullen—Westchester C.C.—Class B  
 Edward Walsh—Ridgewood C.C.—Class A

**Thanks to Thomas R. Nally, Jr., Horticulturist, Cooperative Extension Agent, for the following information:**

### U.S. FISH AND WILDLIFE SERVICE

#### Geese Regulation Amendment

In order to clarify further one of the effects of the Rulemaking, the Director has added a sentence to the revised wording of Paragraph 21.41 to make it explicit that a permit will no longer be required merely to scare or herd migratory birds.

This rule shall become effective March 31, 1977

Accordingly Part 20 of chapter I Title 50 code of Federal regulations is amended as follows:

21.41 Depredation permits.

(a) Permit requirements. Except as provided in 21.42 through 21.46 a depredation permit is required before any person may take, possess or transports migratory birds for depredation control purposes. No permit is required merely to scare or herd depredation migratory birds other than endangered species or bald or golden eagles.

Jim Forbes

U.S. Department of Interior  
 U.S. Fish and Wildlife Service

### FIELD BURNING HOT ISSUE IN OREGON

The valley grass seed growers brought suit against the Department of Environmental Quality and the State of Oregon seeking an injunction on the legislative measure arbitrarily cutting the number of acres growers could burn.

The DEQ has admitted using money from the Smoke Management Fund to defend the Department in the suit. The defense funds in question come from a tax assessed on seed growers for burning fees and is earmarked for research and smoke management.

Thus, the feelings of Tom Hunton, Seed Council president, which follow are not too surprising: "The frosting on the cake comes from the discovery the DEQ used the growers' tax money to get the ruling against the seed growers. There has to be something wrong with our legislative and judicial system when such things are allowed to happen."

#### Burning Not Dominant Factor

The U.S. Environmental Protection Agency had to swallow its own smoke when it appeared before a legislative hearing in Salem and admitted its figures on field burning did not support a recommendation that the state tighten up the phase-out schedule for Willamette Valley grass seed field burning.

The federal agency's figures indicate what seed growers have been contending—that field burning is not the dominant factor in causing smoke and air pollution in the Eugene-Springfield area. In fact, state studies show that under the smoke management program of last year field burning contributed less than 3 percent of the total air pollution (measured in tons) and that field burning only contributed slightly to visibility problems during six hours in Eugene.

The field burning problem has been both an emotional and political issue. The facts have been either distorted, disregarded or covered up. The federal EPA has admitted to a meeting of Senate and House Committees that it did not tell the true story when it recommended last January to Gov. Bob Straub that field burning restrictions should be tightened.

### Possible Losses

The fact is that the State was a party to the misleading effort on the part of EPA. An EPA memorandum, produced following a meeting with Oregon's Department of Environmental Quality, indicated that unless EPA supported the field burning phase-down, the DEQ was fearful the Oregon Legislature would increase acreage quotas.

Unless the Legislature acts this session to increase acreage burning quotas, which under present law will allow only 20 percent of the total acres in seed grass to be burned in 1978. Oregon faces the loss of a substantial part of a major industry.

•••••

**While burning seems to be the problem of the Oregon seed growers, it becomes one of our problems in the Northeast. At present there is no substitute for maintaining high yield and quality.**

Field burning is the only known control for ergot, a sticky substance that forms on seed heads and harbors over winter in the unburned fields and causes abortion in cattle and humans. Most foreign nations will not accept seed with ergot and this is particularly sensitive in Japan and other Asian nations since rice is susceptible to ergot.

Blind seed disease also springs up in unburned fields and cuts seed yields drastically. Weed seed and insects are also destroyed by burning, and unburned fields are soon a mass of wild oats and other weeds if fields are not sanitized after the summer harvest. These things mean higher turf seed prices for the Northeast—Editor.

Credit: Green World, Winter 1977

### WHO IN THE WORLD PUT THE HOLE THERE!

by Frank D. Tatum, Jr.

Member, U.S.G.A. Executive Committee

The Open had reached its most dramatic moment. As Jack Nicklaus Crouched over an eight-foot putt on the 12th green at Pebble Beach, Arnold Palmer hunched over an eight-footer on the 14th. Nicklaus needed his putt for a bogey 4, Palmer needed his for a birdie 4, and if Arnold Palmer made and Jack

missed, Palmer would lead the Open by a stroke.

Both tapped their putts at about the same instant, and both putts ran practically straight at the hole. As everyone with any interest in these things knows by now, Nicklaus holed and Palmer missed, and Jack won his third Open.

What some spectators found a bit unusual, or unexpected, was the paths of these putts. They had not expected them to run so straight. Their experience with other tournaments had conditioned them to expect holes to be cut in hillsides, behind bunkers or next to creeks, in places where only a lucky putt goes in or a lucky shot ends up in birdie range. They came prepared to condemn the man who put the hole there as some kind of a fiend.

They should not. He deserves not condemnation but pity. He is up before daylight, ready to start setting the holes as soon as light will permit. His early start expresses his concern that the players with the early starting times will have an equal opportunity with the late starters to see how the course is set up. He struggles with intense care to get it right. If he succeeds, he is blissfully ignored; if he fails, recognition is immediate, universal, bombastic and blasphemous.

I do not seek sympathy for these men. Theirs is a vital function. They can emasculate a great design, or they can accentuate its greatness. To assume such responsibility necessarily includes accepting its consequences. Like bad art, there is too much bad pin setting afflicting the championships to combine the art and the science of locating the holes so as to bring out all the qualities of the course on which they are played. Hopefully, the principles applied by the U.S.G.A. will be useful to others who squint into the rising sun hoping to find that small plot of good grass and terrain in the right part of the green for that day's play.

The first principle is to be fair. Never pick a placement that will not fully reward the properly struck shot played from the right position. The hole setter, therefore, must not only appreciate the design of the hole, but he must also weigh such factors as weather, wind direction, and firmness of the turf, and determine in advance how that particular hole will play on that particular day. He must have done some planning. In a four-day championship, for example, this means he must have



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analyzed the course and generally determined the four areas on each green providing hole locations appropriate for the particular tournament. He must then plan his practice round settings so that those areas will be preserved for tournament play.

He should set up a balanced course for each day's play. A common error is to set up the course to play progressively more difficult each day by using all the easiest pin placements on the first day and proceeding progressively to all of the most difficult settings on the last. This tends to distort the course, at least on the first and last days. In a four-day championship the U.S.G.A. will evaluate each of the four areas preplanned for each green, rating the most difficult as 1, the easiest 4 and assessing a 2 and a 3 for the intermediate areas. Each day's setting process involves planning to avoid something like an "18" course (i.e. 18 number 1 settings) on the one hand, or a "72" course (i.e. 18 number 4 settings) on the other. The optimum for each day would be a "45" course, and the effort each day is made to get as close to that number in the total course settings as conditions that day will allow.

There are other balance factors to be considered, such as avoiding too many left side, right side, front or rear settings sequentially.

After a particular area has been selected for a placement on a given green, care must be given to picking the right spot. Here too a number of factors should be weighed. The U.S.G.A. recommends at least 15 feet between the hole and green edge. Ideally, for a radius of 3 feet around the hole there should be no changes of slope. This does not mean that such area must be flat; it rather means that there should be no change in the angle of slope over the area. The angle of slope, too, is an important factor. There have been instances where holes have been set on slopes so severe that as the green dried out it would not hold a ball. One occurred in a recent regional amateur competition where one contestant 7-putted (!) a green and the tournament winner took 4 putts there.

The area around the hole should be as free as possible of ball marks, other blemishes and changes in grass texture. It is right around the hole where the ultimate action takes place; the particular spot should be selected with commensurate care. The location should "look" right. Care should be taken to avoid placements which, from the player's point of view,

present a distorted picture. Golf is a visual game, and the ultimate vision is of the location of the hole.

To assess the player's point of view, the person setting the hole should bring along a putter (and, hopefully, a reasonably representative stroke) to roll the ball at the selected spot before the hole is cut to assure that it will, in fact, play properly.

Perhaps pity is not what the poor pin setter deserves. He experiences the quiet beauty of a superb golf course shimmering in the early morning light. And if he does his job properly he will have planned and worked and placed the hole so that it will add the final touch to the artistry of the course designer and of the shot-maker; so doing should be deeply satisfying.

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## WE CAN LEARN TO SELECT BETTER GROUNDS EMPLOYEES FROM THE GOLF PROFESSIONALS

by Ted Horton

At one time or another we have all had the opportunity to hire new groundsmen and perhaps an Assistant Superintendent. Each time a position on the grounds crew is open we are presented with a chance to perhaps improve even further on the calibre of our maintenance staff. Unfortunately, we do not always capitalize on the situation. By not thoroughly exploring possibilities the best individual is not always hired for the position. At times we may even have to operate with a misfit for quite a while because of a hasty decision.

The Metropolitan Section of the Professional Golfers' Association of America discussed hiring an assistant at their 15th Annual Educational Forum at the Westchester Country Club in April. Although they are referring to the hiring of an Assistant Golf Professional who will meet and teach the members, I believe that the comments presented in their panel discussions of the "process of interviewing and selecting an Assistant Professional" are worthy of our consideration as we attempt to provide our clubs with highly professional grounds maintenance crews.

Andy Nusbaum, Golf Professional at the Siwanoy Country Club stressed that "it is most important to take interviewing and hiring of personnel seriously." "Careful selection of staff is the next most important aspect after your own personal conduct." As a procedure toward hiring an assistant he suggested that "you know what is needed and what kind of person would be best for the job." During an interview he rates an applicant and then requests that the applicant rate himself on eight separate points:

- |                            |                               |
|----------------------------|-------------------------------|
| 1. teaching                | 5. playing ability            |
| 2. merchandising           | 6. public and human relations |
| 3. business administration | 7. leadership                 |
| 4. promotion               | 8. appearance                 |

Candidates are rated by Nusbaum on a scale of 1 to 5 for his answers to questions in 4 categories:

- |               |                       |
|---------------|-----------------------|
| 1. background | 3. general knowledge  |
| 2. goals      | 4. specific knowledge |

The applicant is then evaluated after the interview on the following:

- |                              |                |
|------------------------------|----------------|
| 1. appearance                | 4. attitude    |
| 2. knowledge of the business | 5. personality |
| 3. common sense              |                |

If possible, Mr. Nusbaum will play a round of golf with the prospective employee and finally, perhaps in a second interview a detailed job description is reviewed. It was cautioned that "it is essential for both parties to cover all aspects of the job during the pre-hiring stages. All details should be discussed." the candidates are encouraged to take an active role in the interviewing showing what they can offer to the job.

George Lewis, Golf Professional at the Leewood Golf Club presented his methods of interviewing and selecting an Assistant. "Have a pre-interview idea" he suggested. "The strongest assistant you can hire will best represent you." Mr. Lewis interviews a candidate three times—once while playing golf. He noted that "communication is a key problem" and takes opportunities to introduce the applicant to the members

to see how he handles himself. Comments are solicited from the applicant on golf swings seen on the range and the candidate is asked to evaluate his own personal performance at past jobs. A job description detailing the earnings potential and costs of the job is outlined. A list of former assistants is provided to the applicant to allow him to check out the job.

Mr. Lewis then listed six factors for selection:

1. attitude is most important
2. personality with members and the rest of the staff
3. expression of ideas
4. personal habits
5. reaction under pressure
6. record at prior two jobs to note whether the candidate is consistent or not

Mr. Lewis then illustrated what he believes an assistant can expect from his job:

1. the terms of the Job Description should be met,
2. knowledge of the golf operation will be taught,
3. opportunities to speak to groups at the club,
4. honest appraisals of their ability,
5. help in preparation of a resume,
6. encouragement to apply for jobs as they become available and assistance in preparing for interviews.

Glen Haugsjaa then summarized the discussion by offering his 5 D's for hiring an assistant:

1. dress is important. First impressions are lasting,
2. job description should be detailed and available to both parties,
3. desire and attitude on the part of the applicant is important,
4. deliberation to determine whether the job is right for the applicant,
5. determination to do the best possible when discouraged.

Hopefully, some of the above can help us to employ the right people by being more careful during the selection processes. I would like to thank the Metropolitan PGA for their courtesy extended to officers of the MGCSA at their Seminar. We appreciated the opportunity to attend an enjoyable and educational forum.



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Dear Ted:

This will acknowledge receipt of MGCSA check of \$2000 directly from Bob Alonzi on April 13 as your final **Hyperodes** research grant support for the year 1976-77. We look forward to another year of profitable research efforts on the **Hyperodes** insect problem and hope also to gain new knowledge on **Ataenius** dung beetle should populations develop to make studies possible.

Sincerely,  
 H. Tashiro,  
 President

Dear Ted:

The attached sheet shows our receipts and expenditures for the first-year (ending March 31, 1977) operation under the grant funds for primarily the **Hyperodes** weevil research.

Even though received after March 31, 1977, I am considering the last check as part of the first-year allocation. Also another point of clarification is publication cost. We do have a manuscript on **Hyperodes** research that is just about ready to submit for publication that has involved some expense in photography and typing to date, hence the expenditure.

Feel free to use this information in any way you wish relative to your membership.

Sincerely,  
 H. Tashiro  
 Professor of Entomology

**Accounting for First Year  
 Metropolitan Golf Course Superintendent  
 Association Research Grant  
 Hyperodes and Ataenius Research**

Receipts

July 7, 1976	2000
Oct. 15, 1976	2000
Feb. 2, 1976	2000
Apr. 13, 1976	<u>2000</u>
	8000

Expenditures

Graduate student	
Salary—1 year	4050
Tuition—2 semesters at 500	1000
Seasonal labor	500
Travel	1600
Supplies & equipment	800
Publication costs	<u>200</u>
	8150

**MGCSA Research Fund Report**

To date we have heard from 25 clubs but we still haven't heard from many of the clubs that contributed last year. Many individuals also have not sent in their contribution for this

year. MGCSA is committed to raising at least \$8,000 for the research work to be conducted this year. If you or your club has not contributed to date, please try and help us in this important research for all of us.

**To date the following clubs have contributed:**

The Apawamis Club	Piping Rock Club
The Ardsley Country Club	Ridgeway Country Club
Blind Brook Club	Rockland Country Club
Bedford Golf and Tennis Club	Round Hill Club
Brae Burn Country Club	St. Andrews Golf Club
Century Country Club	Sleepy Hollow Country Club
Elmwood Country Club	Waccabuc Country Club
Fenway Golf Club	Wee Burn Country Club
Knollwood Country Club	Whippoorwill Club
Greenwich Country Club	Winged Foot Golf Club
Old Oaks Country Club	Woodway Country Club
Pelham Country Club	Wykagyl Country Club
Quaker Ridge Golf Club	MGCSA

**Individuals:**

Robert Alonzi	Ted Jezwick	Allan Treters
Terry Boles	Roger King	Robert Tosh
Garry Crothers	Robert Phippe	Dan Verrille
Michael Dale	Mike Russe	Dr. Andrew Virtuoso
Roger Harmonay	Jerry Scafa	Almstead Tree Co. Inc.
Edward Horton	Phil Santucci	

**TURF DISEASE SLIDE SETS**

A slide set on Turfgrass Diseases is available through the New York State Turfgrass Association. The set includes 65 slides of turf diseases such as: Fusarium Blight, Snow Mold, Dollar Spot, Brown Patch, Leaf Spot, Slime Mold, Powdery Mildew, Rust, Red Thread, and Fairy Ring. The diseases are pictured in several stages and on bluegrass and bentgrass. Identification keys are included.

The slide set was compiled by Dr. Richard W. Smiley and NYSTA and can be made available to you for \$15.00.

Send slide set requests and a check made out to the New York State Turfgrass Association to: Mrs. Benya Spruck, Executive Secretary, NYSTA

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