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The feature story (page 4) looks at schools with advanced arboriculture curriculums. Photo courtesy of Robert Miller, University of Wisconsin-Stevens Point.

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**Cover Photo:**
New Hampshire Winter scene. Photo by Robert Felix, Publisher.
As they say, “What goes around, comes around!”

When the supplier side of the tree care industry first suggested that NAA publish a magazine and hold a trade show, those projects hardly seemed feasible. Now, both are established realities.

Tree Care Industry has been widely acclaimed and we are grateful for the many fine comments we receive. Look for more diversified articles, new authors and more advertisers in the future.

TCI EXPO '90 was equally well received. Every booth was sold. The exhibit of equipment, small tools, materials, computer software and everything else relating to the tree care industry was the largest display that I have ever seen anywhere. The exhibitors went all out.

More than 625 people attended TCI EXPO '90, representing 340 firms from 39 states. Exhibitors were so pleased with the event that almost all have already signed up for booth space in TCI EXPO '91, in Columbus, Ohio, next December. TCI EXPO '91 will be bigger and better, with more booths, more exhibitors and many new speakers for our seminars.

We decided from the outset that being “user friendly” would make the magazine and exposition successful. It's simply stating the Golden Rule a little differently.

While we all would probably like to believe that we are always user friendly or live by the Golden Rule, such is not the case. It is something that you work at every day.

As I talk to tree service firms around the country, I find that some are having tough times in this current economy and others are working harder but still selling work and keeping their crews busy. Where are they finding the business? With clients that they have worked for before—clients who appreciate the work that was done for them and have confidence in their tree care contractor. This comes from being “user friendly.”

As 1990 draws to a close, we all have much to be grateful for. I certainly am grateful that we have been able to contribute to the industry in the form of information in the magazine, the EXPO seminars and the marvelous exhibits.

In the eyes of some, the future may be a little shaky, but I have every confidence that those in the tree care industry who have established a good relationship with their clients and who are willing to persevere will continue to be successful. What goes around will come around.
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So, you want to be an arborist. In today's world, that normally involves some education and/or training beyond high school. What schools offer the training you need? What kind of courses are involved? How long does it take?

The study of arboriculture is offered at several colleges throughout the United States. In many of these programs, students can earn an associate's degree in two years. Some students go on to earn bachelor's and master's degrees.

Following is a profile of several schools and their courses of study.

University of Massachusetts Amherst, Massachusetts

The University of Massachusetts' Stockbridge School of Agriculture, founded in 1918, is part of the university's College of Food and Natural Resources. The school offers an associate degree program in animal agriculture, arboriculture and park management, equine industries, floriculture, fruit and vegetable crops, landscape operations and turfgrass management. Most of the school's graduates continue their studies to earn a bachelor's in a related field.

According to H. Dennis Ryan III, assistant professor of arboriculture and urban forestry, the university's basic philosophy is that arborists are in the people business as well as the tree business so knowing arboriculture isn't enough. The curriculum reflects this philosophy and is divided into five sections: science and theory, technical arboriculture, people and social education, communication skills and business management.

Most of the 2-year Stockbridge program is devoted to science, theory and technical arboriculture courses.

Students are given a strong background in science and then taken out into the field or into the tree to practice what they have learned.

Upon graduation, about 40% of the students transfer to the bachelor's program, offered through the Department of Landscape Architecture and Regional Planning, where they take courses in the last three sections. These courses focus on developing the ability to work with the general public, customers, employees and government agencies, and to understand the costs of doing business or managing an urban forestry program. About 90% of the students in the bachelor's program already hold an associate's.

The university also offers graduate-level programs.

Summer occupational work experience is required for freshmen during the final six weeks of the spring semester and the following summer. All students are required to complete five months of cooperative work training. Most work for commercial arboricultural firms in New England, but experienced climbers have
worked all across the United States and in England, France and New Zealand.

The university offers special tuition rates to students in the New England region if their chosen course of study is not offered in their home state.

Job opportunities are virtually unlimited in commercial arboriculture if students are willing to move, Ryan says, but positions in utility and municipal arboriculture are more difficult to find. One or two students each year also become high school teachers.

After completing their courses, graduates can expect annual salaries of about $25,000 in the New England/New York region. Those with some experience can earn more. This past spring, one graduate landed a city forester's job paying $37,000, while another started at $32,000 in commercial sales.

Paul Smith's College of Arts and Sciences
Paul Smith's, New York

The Urban Tree Management Program at Paul Smith's College is a 2-year program. When possible, the school uses a hands-on approach, with emphasis on safe climbing practices, pruning, cabling and fertilizing.

Students must complete course work in landscape fundamentals, greenhouse management and turf maintenance. The curriculum also includes courses in English composition, math, speech, physical education, business management, accounting and graphic communications.

In addition, students are required to perform a summer internship with a tree care company, tree nursery or landscaping company approved by the program coordinator.

Thirty-three students are enrolled in the program, but Coordinator Randall Swanson hopes that will increase to about 40.

Graduates are employed primarily with tree care companies in metropolitan areas and earn between $8 and $15 per hour, depending on their abilities and geographic location, according to Swanson.

University of Wisconsin
Stevens Point, Wisconsin

About 50 undergraduate and three graduate students are enrolled in the urban forestry program at the university’s College of Natural Resources, according to Professor Robert W. Miller. This number includes only juniors and seniors as students at the university do not declare a major until their junior year.

About half of the urban forestry undergraduates enroll in an extra semester of school to obtain an additional major or minor, or to take additional courses. The most common additional major is forest recreation, while the most common minors are soil science or business.

Upon completing the program, students receive a bachelor’s in Forestry—Urban Emphasis. The school focuses on providing a broad-based education in forestry, including a course in amenity forestry. (Amenity forestry includes topics in urban forestry, landscape aesthetics and recreation). Students in the urban forestry option take a variety of additional courses related to urban forestry and arboriculture.

Most courses involve field laboratories. A strong intern program is also available, but is not required. Students who have participated in the intern program are most likely to land better jobs upon graduation, however, Miller says.

The number of job opportunities exceeds the number of graduates so multiple job offers are common. Most of these positions are primarily in commercial arboriculture, landscape contracting and consulting. In recent years, the number of jobs available in the federal and state governments has also grown, but jobs for utility arborists are limited.

Starting salaries range from $18,000 to $25,000 per year, but after three to five years most graduates have advanced to management or supervisory positions with considerable increases in pay, according to Miller.

Miller describes students in the program as being dedicated to their chosen course of study. This is evident, he says, in the Student Society of Arboriculture, an active group of
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Please circle 4 on the Reader Service Card.
University of Wisconsin—Stevens Point climbing class.

young professionals which has consistently received strong support from the Wisconsin Arborists Association and the International Society of Arboriculture. Students regularly attend and participate in meetings of both organizations.

Michigan State University
East Lansing, Michigan

Michigan State University offers a 4-year program in forestry as well as graduate-level work. The department is divided into five different fields, one of those being Urban Forestry. All forestry students are required to complete basic courses, including oral communication, dendrology, soil science, economics, a writing course, botany and several forestry courses.

Approximately 15 students are enrolled in the Urban Forestry program. In addition to the basic curriculum, these students must take courses in entomology, park and recreation operations, tree physiology, personnel management, small business management, pathology, urban forestry and arboriculture.

Students are not required to intern, but it is highly recommended. “Once students get their feet wet, they can move around and market themselves better,” explains Dr. James Kielbaso, professor of Urban Forestry at MSU.

Most courses have lab work in addition to basic classroom exercises. Arboriculture students are exposed to climbing and pruning, tour a local nursery and communicate with a city forester. Other lab work includes hands-on tree evaluation and management recommendations to property owners. “Our program prepares students to fit into any area of Urban Forestry, and the option of traditional forestry is always available,” says Kielbaso.

The department is relatively small, which enables faculty members to work closely with students. A large campus compliments the program, and the campus grounds department and the city parks and recreation department offer arboriculture demonstrations to students.

Graduates are finding jobs, particularly if they are willing to relocate. Last year one graduate went to Colorado and another went to New Hampshire.

ACRT, Inc.
Kent, Ohio

Perhaps the best way to describe the service of ACRT, Inc. is with its toll-free telephone number: 1-800-NAB-A-JOB. ACRT provides entry-level and in-service training for tree care, line clearing, landscaping and lawn care companies, public utilities and federal, state and local governments and agencies. Also offered are Advanced Tree Care/Urban Forestry courses and Small Business Management Training. ACRT programs last from one day to several weeks, depending on the level of training requested.

A 3-day tree maintenance seminar teaches students about basic tree structures and functions, pruning
principles, ropes and knots, chain saw safety, cabling and bracing principles, ANSI Standards for Tree Care and electrical hazards. Students also practice arboriculture techniques in the field. Longer courses offer more detail on the requirements and practices of an arborist.

Through its entry-level program, ACRT has trained over 2600 tree trimmers in more than 200 programs nationwide, with over 80% of graduates securing entry-level positions in training-related jobs. Along with the toll-free number, a national “Green Industry” help wanted file is maintained identifying openings in the field for ACRT trainees. Year-round programs are available nationwide.

University of Washington
Seattle, Washington

The College of Forest Resources offers the degrees of Master of Forest Resources, Master of Science and Doctor of Philosophy.

The Center for Urban Horticulture provides graduate programs in horticultural physiology, environmental horticulture, urban ecology, horticultural taxonomy and systematics, plant materials, urban forestry and urban pest management.

A Master of Forest Resources degree program in Urban Horticulture is also available. Initiated last year, the program is designed for mid-career and developing professionals in the fields of urban forestry; public and institutional horticulture; parks management; teaching at vocational, community college and other educational levels; arboretum and botanic garden management; street tree management; and landscape contracting.

The program does not emphasize research, but focuses on providing students with the ability to understand and apply current research in their practice.

In all, the College of Forest Resources administers more than 100 active research programs. It also provides strong interdisciplinary programs with other departments at the university and well-established cooperative programs with other institutions, agencies and private industry. International research interests include long-term programs in forestry and wood and fiber utilization in Latin America, programs in the Far East, and participation in programs related to appropriate wood-processing technology.

While the university does not offer a formal undergraduate program in urban forestry/arboriculture, such a curriculum has been proposed and is being reviewed.
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Ellis N. Allen, consulting arborist
Mashpee, Mass.

Special gear
In the October issue of TCI magazine, Don Blair listed many important tools and safety equipment that every tree climber and crew should have. For those of us who toil on resort islands, there are some that we must have that a landlubber like Don would overlook. We often must barge our trucks, chippers and buckets to neighboring islands that are not connected by bridges. Our crews must then board boats each morning and motor across the sounds to the client's island. When the waters are calm, it is quite pleasant. How many of you get up close to dolphins on the way to work? Since we're then on the open seas, we must carry life preservers for the entire crew and a foghorn or flares. We never got inspected by the Coast Guard, but we had to be prepared for any crisis just the same. Their inspection would compare to a DOT on a highway.

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**1979 International.**
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- **Price:** $16,500

**1974 International.**
- **Options:** V8, 5 Spd., w/50' Crane.
- **Price:** $12,500

**1978 Ford Tandem; Gas; w/IW Skyhook Crane.**
- **Price:** $6,500

**1960 Ford LT9000; 671; 13 Spd. w/50' Digger Derrick.**
- **Price:** $14,500

**1978 Ford Tandem; Gas; w/IW Skyhook Crane.**
- **Price:** $26,000 to $30,000

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- **Price:** $12,800

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- **Price:** $13,500

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- **Price:** $16,500

**1975 International, V8, Auto. with Powers 42' Bucket.**
- **Price:** $16,500

**1973 GMC.**
- **Options:** 5 Spd., w/165 Ton Crane.
- **Price:** $24,000

**1974 International.**
- **Options:** V8, 5 Spd., w/50' Crane.
- **Price:** $7,500

**1978 GMC.**
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**1979 Ford.**
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The Review Process
How To Conduct A Good Performance Review

By Jim Perrone and Larry Ambrose

Conducting effective performance reviews is one of the most crucial management responsibilities a supervisor has. It is also one of the most difficult. Providing employees with accurate, helpful feedback on performance is essential to employee development and good supervisor-employee relations, and is necessary for accurate decision-making on personnel actions. But because the process involves giving another person input on his/her behavior as a worker—a very sensitive issue—the supervisor may often view the performance review meeting with apprehension.

Suggestions for supervisors
The following tips may help to make your next review meeting more effective.

1. Make sure that the employee shares his/her self-assessment first in the meeting.
2. Ask many questions during the interview.
3. Paraphrase to check your thorough understanding of the employee’s ideas and problems. Use active listening.
4. Build on the employee’s proposals and thoughts.
5. Make suggestions on an issue only after hearing the employee’s ideas on it.
6. Stop several times during the discussion to summarize what has ensued.
7. Give the employee specific feedback on performance and behavior rather than succumbing to vague statements and generalities. Use specific behavioral terms to describe behavior. Check for clarification and understanding.
8. Treat the meeting as a problem-solving, learning meeting rather than as a criticism session only.
9. Make sure to praise the employee on tasks, projects, and practices that he/she has performed well.
10. Make sure the employee talks as much or more than you do during the meeting. An employee who is talking a great deal in a review meeting is highly involved in the process.

The involved employee
Employees who are highly involved in the review process are more likely to:

a. know what is expected of them;
b. understand the results to be achieved;
c. feel they are being supervised effectively;
d. know what their supervisors think of their work;
e. receive straightforward feedback on their performance;
f. discuss specific ways of doing a better job;
g. participate in full discussions of their future with the company;
h. see their supervisors as helping them;
i. receive recognition and encouragement;
j. be appropriately motivated to do the best job.

The ultimate goal
Remember, the ultimate goal of the performance review meeting is to help the employee become as successful as possible. The meeting should be approached in a spirit of coaching rather than evaluation. Coaches help; judges evaluate. We expect assistance and support from a coach, but only punishment—or reprieve—from a judge.

Jim Perrone and Larry Ambrose are the principals of Perrone-Ambrose Associates, a Chicago-based management and training consulting firm with a wide range of experience in the green industry.
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Budget Wrap-up

Congress finally wrapped up its budget deliberations in a session that lasted into the wee hours of the last Sunday in October.

Of key importance to all citizens is the passage of the Deficit-Reduction Bill, aimed at cutting the federal deficit by nearly $500 billion over five years— including $40 billion this fiscal year— through a combination of tax increases and spending cuts.

The savings and loan industry bailout and Operation Desert Shield, two of the government’s costliest ventures, are not included in deficit-reduction calculations.

A major component of the legislation is an increase in taxes in several areas. Of particular significance to the tree care industry is a 5-cent-per-gallon increase in the gasoline tax, for a total of 14 cents per gallon. This measure has the potential for substantially increasing operating costs for the industry.

The new budget also calls for increased civil fines for violations of Occupational Safety and Health Administration and Mine Safety and Health Administration regulations.

In addition, monthly Part B Medicaid premiums (the voluntary program that pays doctors’ bills) will be increased from $29.90 to $46.20 in 1995. This raises the provisions of current law, which calls for an increase to $35.40 a month by 1995.

In all, new revenues will total $137.2 billion, the largest deficit-reduction measure in history. Besides the gasoline tax, the most notable features include a higher income tax rate for the wealthy; higher taxes on cigarettes, beer, liquor and wine; and luxury taxes on expensive cars, jewels and furs.

In other action, Congress failed to override the president’s veto of civil rights legislation that would have made it easier for workers and job applicants to win discrimination suits against employers.

The bill would have forced employers to show that any hiring and promotion practices that negatively affected women and minorities were based on business necessity, not discrimination.

Besides news on the budget, tree service firms are reminded that the Occupational Safety and Health Administration’s new standard on electrical safety-related work practices went into effect at the beginning of this month. The rule preserves the right of residential/commercial tree service firm employees with appropriate electrical hazards training to perform tree work near conductors when that work is incidental to the job.

The rule also mandates that residential or commercial tree workers who happen to work near energized overhead power lines (including house drops, telephone line, cable TV, etc.) be trained to recognize electrical hazards and to perform their duties safely. The training requirements go into effect in August 1991.

In addition, all employers should be mindful of Department of Transportation regulations concerning drug testing. The regulations, which take effect on December 20, require that all drivers of certain commercial motor vehicles be tested for drug use. The regulations went into effect in December 1989 for companies with more than 50 employees, but all employers will be covered as of this year.
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Using Rope Safely

By H. Dennis P. Ryan III

The proper use and care of arboricultural ropes can mean the difference between a successful day or a disaster.

Although all arborists—not just climbers—use ropes frequently, the American National Standard Z133 Safety Requirements for Pruning, Trimming, Repairing, Maintaining, and Removing Trees addresses climbers specifically. The standard requires that a climber “shall be tied in with an approved type of climbing rope and safety saddle when working above ground.”

Rope materials

Today, rope is primarily made from five materials: manila, nylon, polyester (Dacron), polypropylene, wire or a combination of these fibers.

Manila (made from the fibers of the abaca plant) at one time was the main material used by arborists, but it has now been replaced by polyester rope because the synthetic fibers are much stronger and easier to care for.

Nylon has been tried by arborists in the United States, but it was found to be unsuitable because of its stretch factor. Tree climbers in England use nylon, but American climbers found it difficult to move out onto thin lateral branches because the line would stretch from the climber’s weight. When nylon was used as a lowering line, the weight of the wood often would stretch the line causing damage to roofs, electric lines and other property. Today nylon is used only in combination with other fibers to make tree ropes.

Polypropylene is a plastic; it is light in weight and inexpensive. When polypropylene was first introduced, many arborists tried it for lowering lines. It was found to be unsatisfactory, however, because the rope heated up and melted when it was run quickly through a crotch while lowering. Polypropylene rope is often used to tie down brush on trucks and as pull lines for pole pruners, but it should not be used for any other purpose.

Wire rope was formerly used on tree cranes and winches. Wire is still used occasionally on winches, but for the most part it has been replaced by synthetic braided fibers.

Polyester (Dacron) line is the principal fiber used today for arborist ropes. It greatly reduces the stretch factor found in nylon and is used for both climbing and lowering ropes.

As of this printing, polyester and several combination fiber ropes meet Z133 requirements.

Rope production


Climbing line and bull ropes from both manufacturers are carried by most arboricultural suppliers. When pricing rope, make sure that you are getting the cost of arboricultural rope.

Bo Preston, of New England Ropes, emphasizes that rope is designed and manufactured for specific purposes. Boating rope is not arboricultural rope and will not hold up to the rigors of tree work.

Samson’s manual recommends that you consult the manufacturer or distributor before buying a rope when personal safety or possible damage to property is involved. In the tree care industry, that’s all the time!

The construction of ropes varies but there are three main ways of making tree ropes—3-strand right-laid, plaited (braided) line, and double braided.

The 3-strand right-laid rope is what most arborists use today. It is generally long wearing and holds knots well. A disadvantage of 3-strand,
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however, is its tendency to “kink” up, which can be frustrating to a climber.

The plaited or braided line has been on the arboricultural market since about 1970 and has several advantages over laid rope. Generally speaking, the braided lines are easier to handle primarily because they do not “kink” up. This makes climbing easier and is a real advantage on cranes. Today most climbers use a braided climbing line. Braided lines are available in 8, 12, and 16 braid.

The double-braided rope in many cases is made with two types of fibers, such as a polyester cover on the outside with a nylon core. This results in a strong line that does not twist or kink and has a low stretch factor. New England Ropes is now selling a new double-braided line that may be the next breakthrough in climbing lines. The KM-III Static Kermantle Rope has been designed as a lifeline for persons working above ground. The KM-III has a continuous filament polyester cover braided over a nylon core. This construction is supposed to produce a durable and abrasion-resistant line that has little twist or stretch in it.

Amazingly, a 1/2-inch KM-III has a tensile strength of 10,000 pounds and only 3% elongation with 900 pounds on the line. This is almost two times as strong as most 1/2-inch lines used today.

### Rope care

The strength of a rope varies tremendously not only because of the production methods and fiber material used in its manufacture, but also in the way in which it has been cared for and handled. A brand new rope can be weakened or damaged beyond safe use if it is improperly used. A rope that is in poor or doubtful condition puts climbers, ground workers, property and equipment in jeopardy. Proper use and maintenance of a line can reduce the likelihood of a serious accident and increase the life expectancy of the rope. Follow these general rules when using arboricultural ropes of any sort.

1. Every time you coil a line, inspect it for damage. Never climb with a line that is not yours. A climber should always know the complete history of his/her climbing line. It's your most important piece of safety equipment.

2. Coil and store rope where it will not be damaged by saws, oil, acids, moisture or sunlight. While polyester fibers are the least affected by ultraviolet exposure and resulting strength degradation, ropes should not be stored in direct sunlight.

3. Coil right-laid line right-handed or clockwise to avoid putting kinks in the line.

4. When taking a wrap (round turn) to lower or to tie off, avoid doing so on or around sharp objects.

5. When lowering, avoid “jerking” the line. Try to apply the weight smoothly and carefully. Shock-loading can part a line.

6. If a line becomes chaffed or worn from rubbing on a tree, replace it.

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damaged, replace it. Never use a damaged line!

7. Always follow the manufacturer’s guidelines for working load limits. Know the weight of the wood you plan to lower; if there is any doubt, use a larger line.

8. Never take a wrap around your hand or body with a rope. If tension is put on the line, it could cut your hand off! When lowering limbs, if the limb is too heavy and you have the rope wrapped around your hand, you could get pulled up the tree.

9. Never straddle a rope or step over a rope under tension. If it is snapped up, you could be seriously hurt.

10. When a line is under tension, never stand directly behind it; if the line snaps, it usually snaps back like a whip. If possible, stand off to the side 90 degrees.

11. Never stand in a loop on the ground; if it suddenly comes under tension it could cause serious injury. Pay attention to where you are and what’s going on.

12. Always keep all pedestrians away from work areas when there is danger of parting lines; keep alert!

13. All arborists and any other person who works with rope should always carry a strong sharp knife that is readily accessible. When an emergency arises and you need to cut a line, you do not have time to look for one.

Dr. H. Dennis P. Ryan III is a professor of arboriculture at the University of Massachusetts at Amherst, Stockbridge School of Agriculture.
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Federal Statute Establishes What You Must Pay Your Workers

By Steven R. Semler

The basic federal statute governing minimum wage and overtime pay for employees is the Fair Labor Standards Act (FLSA).

The current minimum wage for covered employees is $3.80 per hour. This goes up to $4.25 per hour on April 1, 1991.

The FLSA requires overtime pay for covered employees at time-and-one-half the employee's regular rate of base pay—not time-and-one-half of the minimum wage. The law does not require that an employee be paid overtime for working more than eight hours in a day so long as the employee works less than 40 hours in a week. Therefore, if an hourly paid employee works 12 hours on Monday and eight each on Tuesday through Thursday, and is sick (or laid off or has a holiday) on Friday, he is not entitled to any overtime pay that week because he did not actually work over 40 hours in that week.

Compensatory time cannot be used in place of overtime pay unless the comp time is used in the same pay period in which the overtime is worked.

Coverage of the FLSA

The FLSA covers all non-exempt employees in interstate commerce. This means virtually all employers in the nation. Even though all of a company's work is in one state, it affects interstate commerce if it uses major equipment that is made out of state (for example, trucks).

Additional requirements may apply if you are doing work under federal contracts, public construction or government service contracts.

Employees are covered; independent contractors are not. (As a rule of thumb, if the person cannot set his own hours, what he does and how he does it, he likely is an employee and not an independent contractor.) The hallmark of employee rather than independent contractor status is that an employer can discipline and determine when and how the work is done and by whom.

Exemptions

Certain occupations are exempt from the FLSA’s minimum wage and overtime provisions, while others are exempt only from overtime regulations. Here's a rundown:

Certain domestics and babysitters; outside salesmen (requirements must be met); certain professional, executive or administrative personnel; fishermen; certain agricultural employees of farms; seamen; and others are exempt from minimum wage and overtime regulations.

Certain commission salesmen; drivers/Helpers paid on a per trip basis; agricultural employees engaged in farming or raising animals, or logging done on a farm or incident to farming; farm workers; motion picture theater employees; cab drivers; employees of small loggers when done incident to farming (tree trimmers are not loggers simply because they cut trees); and others are exempt only from overtime requirements.

Enforcement

The law is enforced by the Secretary of Labor or by employees' civil suits. If a violation is willful (intentional), double damages may be obtained against the employer. Attorneys for a plaintiff also can recover legal fees. An employee's legal release of FLSA rights will be honored only in limited circumstances.

Office employees

To be exempt as an executive, the employee must be salaried (paid for a week's work at $250/week or more without deduction for missed hours or days) and engaged in the management of a business or a division and the direction of at least two employees. There are other tests, as well.

To be exempt as administrative, the employee must similarly be salaried, do non-manual office work directly related to management policies and use independent judgment.

To be exempt as professional, the work must require advanced knowledge, usually through a period of intense study. Vocational or on-the-job training is not professional training.

There are more requirements for these exemptions. Readers are encouraged to consult their labor counsel concerning the scope of coverage and exemptions under the FLSA.

Steven R. Semler is a partner in the Washington, D.C. law firm of Semler & Pritzker, which exclusively represents management with respect to labor law matters. Mr. Semler is labor law counsel to NAA and several corporations in the tree care industry. Readers should not rely upon this article as individual advice for specific situations; that can be provided only by the reader's own counsel.
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Arborist Foreman Training Meeting Scheduled

The 15th annual foreman training meeting will be held Thursday, February 21, at the Park Hotel in Columbus, Ohio. The full-day seminar program will feature Dr. David Nielsen, who will speak on plant health care and updating pest control strategies; Dennis McKeown, whose topic will be "Let's Build A Better Profession;" and Dr. Beal David Lowe, who will cover a variety of sources of frustration for arborists.

Cost is $25 per person, including lunch, if registered by February 14. Registration at the door will be $35, with no guarantee of lunch.

For further information, contact Lana Ahlum, Ohio Chapter ISA, P.O. Box 967, Hilliard, Ohio 43026.

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TCI will publish such information in this column on a space-available basis, and reserves the right to edit submissions for length and clarity.

Send information to Editor, P.O. Box 1094, The Meeting Place Mall, Route 101, Amherst, N.H. 03031.

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*Circle this number on Reader Service Card for more information on this advertiser.
Brush With Death

Bee Stings Pose Dangerous Threat

By Sharon Lilly

It was a typical, humid afternoon in August. We were cleaning up the limbs from the two maples we had just finished trimming. What I didn’t realize was that the butt end of one of the limbs had hit square on the entrance to an underground yellow jacket nest.

I never saw the wasps, but suddenly they were all over me. I ran screaming and slapping into the street. This, naturally, attracted the attention of neighbors who had been watching us work. Several people came to my assistance offering to get ice, baking soda and other home remedies. I explained that I am allergic to bee stings and had to get to the emergency room right away. Someone suggested calling 911, but Jim, a veteran climber on the crew, already had the truck ready to go.

Two or three minutes had elapsed since the attack. Two of the stings were on my face and I was swelling at an alarming rate. We were speeding down the street, but Jim was new in town and didn’t know how to get to the nearest hospital.

I told Jim that I would try to talk him through the directions, but he would have to describe our location since my eyes were swollen shut.

“You’re never going to make it to that hospital,” Jim said, suggesting we go someplace closer.

I remembered a neighborhood medical center one street over. By the time we reached the center, five minutes had elapsed. My head felt like it was bouncing on the table. The combination of epinephrine and cortisone were working. My blood pressure was coming back up and I could now see doctors and nurses standing over me. The doctor in charge was breathing harder than I was.

After my condition had stabilized, the doctor told me he had saved my life. He then asked why I was trimming trees for a living if I was allergic to bee stings. I didn’t know what to say. I had never lost consciousness, and hadn’t realized it had been so close.

I still trim trees for a living, but now I carry a bee sting kit everywhere I go. Every member of our crew knows what to do if I get stung again. There are many people who are allergic to bee stings, and some of us work with them every day. I am thankful to Jim for making some quick decisions that helped save my life. Would you know what to do if it happened to someone near you?

A person allergic to insect stings may go into shock. Within minutes after the sting, the victim may experience faintness, swelling, difficulty in breathing and reduced pulse.

1. Anyone who is allergic to insect stings should carry an emergency sting kit at all times. The kit contains a syringe pre-loaded with two doses of epinephrine and instructions for use.

2. If stung, get emergency medical help immediately if possible.

3. Remove the stinger if it is left in the skin, being careful not to push or squeeze it. This could cause more venom to be injected.

4. If practical, keep the affected body part below the heart. Apply ice packs to reduce swelling.

5. If breathing and/or pulse ceases, begin CPR immediately.

Sharon Lilly is vice president of Expert Tree Service in Worthington, Ohio.

Do you have a story for From the Field? TCI will pay $50 for published articles. Submissions become the property of TCI and are subject to editing for grammar, style and length. Entries must be submitted by field workers and must bear the name of the worker and his employer or they will not be considered for publication. Articles and photos must be received by the first day of the month for the following month’s issue.
Merry Christmas and a Happy New Year to all that made Aerial Lift possible

Since 1958, The Height of Success has been Aerial Lift of Milford, CT!

One Year Warranty. Meets ANSI A92.2 - 1979 Specifications. Timberjack or Skidder Mountings. Upper Boom Link Drive, All Steel Weldments.


AERIAL LIFT, INC.

571 Plains Road, P.O. Box 66, Milford, CT 06460
Phone USA: 1-800-446-5438, in CT: 1-800-245-5438. FAX: (203) 878-2549
Southco Industries
"The Body Builders"
A complete line of Chipper Bodies and Chassis Cabs

Model "B"
Model S-14 / S-12
Model MP-12
Model PC-11

SOUTHCO INDUSTRIES, INC. 1840 E. DIXON BLVD. SHELBY, NC 28150
FAX: (704) 482-2015 IN N.C. (704) 482-1477 1-800-331-7655

Please circle 29 on the Reader Service Card
This directory contains over 230 companies supplying the tree care industry with products and/or specialized services. The listings contain paid advertising. The information contained herein should in no way be construed as an endorsement of products or techniques. If your firm sells its products or services to the tree care industry and is not listed or is listed incorrectly, you should call Patricia Felix, TCI's Advertising Manager, at (603) 673-8952.
A

ACRT, Inc.
P.O. Box 219
Kent, OH 44240
Mr. Richard E. Abbott
216-673-8272

Aerial Lift, Inc.
571 Plains Rd., P.O. Box 66
Milford, CT 06460
Mr. Brian DePiero
800-245-5438 (in state), 800-446-5438 (out of state)
Unit with working heights up to 73', side reach to 47', 45° overcentered boom, continuous rotation, 69 KV rating. Don't gamble on quality & service!

Agro-Chem, Inc.
11150 Addison
Franklin Park, IL 60131
Mr. Jerry Speir
800-245-5438 (instate), 800-446-5438 (out of state)

Agrotec, Inc.
Highway 35 North
Box 49
Pendleton, NC 27862
Ms. Jill Gibson
919-585-1222

Agrotec manufactures tall tree sprayers to 40 GPM at 710 PSI-Lawn and shrub care sprayers.- Sizes 15 gal to 1000 g.

Aircut
2588 S. Railroad Ave.
Fresno, CA 93706
Mr. Jerry Speir
209-266-6832
Performance, value, efficiency, quality & reduced pruning cost are guaranteed with "AIRCUT" PNEUMATIC PRUNING SYSTEMS.

TCI Directory - Page 1
Alaco Ladder Co.  
5167 G St.  
Chino, CA 91710  
Mr. Ken Hartley  
714-591-7561

American Hydraulics, Inc.  
Route 4, Box 4668  
Hartwell, GA 30643  
Mr. Russell Tupper  
404-376-3192

American Intertool, Inc.  
1255 Tonne Rd.  
Elk Grove Village, IL 60007  
Ms. Val Box  
800-334-3675  
Largest selection of saws for arborists and tree care specialists with conventional and triple edge teeth. Also hand pruners and hedge shears.

American Manufacturing Co., Inc.  
200 Southpark Rd.  
Lafayette, LA 70117  
Mr. Joe Berhelot  
313-837-9241

American Standard Co.  
P.O. Box 325  
Southington, CT 06479  
Mr. Nat Florian  
203-628-9643

Arborline, Inc.  
P.O. Box 101  
East Longmeadow, MA 01028  
Mr. Fred Spain  
413-525-7571

Arbortech  
3203 W. Lincoln Way  
Wooster, OH 44691  
Mr. Richard Williston  
800-255-5715  
216-264-4266  
Builders of quality chip bodies and tool boxes for the tree care professional. Turnkey packages available on new and used chassis.

Artistic Arborist, Inc.  
706 W. Montecito  
Phoenix, AZ 85013  
Mr. Tim Johnson  
800-843-8733  
602-263-8889  
Call Artistic Arborist, Inc. for state of the art diagnostic tools & equip. We know what you need because your business is ours.

Asplundh Manufacturing  
100 Asplundh Ave.  
Creedmoor, NC 27522  
Mr. Michael Utterback  
800-331-1038

B

B & G Equipment Co.  
Route 611, P.O. Box 130  
Plumsteadville, PA 18949  
Mr. George Brehm  
215-766-8811

Badger Body & Truck Equip. Co.  
6336 Grover St.  
Omaha, NE 68106  
Mr. Eli C. Wheat

Badger Chipper Co.  
6 Johnson Ct.  
P.O. Box 671  
Bay City, MI 48707  
Mr. Michael C. Whaley  
517-894-4579

TCI Directory - Page 2
Baker Equipment Engineering Co.  E
P.O. Box 25609
Richmond, VA 23260
Mr. Reid Snider
804-358-0481

Bandit Industries  E
6750 Millbrook Rd.
Remus, MI 49340
Mr. Jerry Morey
517-561-2270
Complete line of hand-fed tree and brush chippers. Drum style and disc style. Seven models to choose from. Bandit also offers a line of whole tree chippers with capacities up to 19" in diameter.

Bartlett Manufacturing Co.  S
3003 E. Grand Blvd.
Detroit, MI 48202
Mr. John Nelson/Henry Nelson
800-331-7300
For nearly 80 years professional arborists have relied on the quality of our pruning tools and our superior service to accommodate their needs.

D.A. Beam Enterprises, Ltd.  E,S
P.O. Drawer 400
Shelby, NC 28150
Mr. D.A. Beam, Jr.
800-438-0671
D.A. Beam Enterprises manufactures and distributes Skyrider aerial lifts, Wood/Chuck chippers and safety equipment for the tree trimming industry.

Becker-Underwood, Inc.  C
701 Dayton Ave.
Ames, IA 50010
Mr. Daniel Bergeron
800-232-5908

Beever Sales Corp.  E
P.O. Box 800
Winn, MI 48896
Mr. Jack Rau
517-866-2770
The most complete line of tree chippers in the industry. See the Eeger Beever, Busy Beever, Super Beever & E-Z Beever in action. Call for free video.

BFG Supply Co.  C
14500 Kensman Rd.
Burton, OH 44210
Mr. Don Hornak
216-834-1883

Big John Tree Transplanter  E
P.O. Box 608
Heber Springs, AR 72543
Mr. Charles Blankenship
501-362-8161

Bill Hunt Chain Saws  E
Route 1, Box 81
Queen City, TX 75572
Mr. Bill Hunt
214-796-9409

Bishop Co.  E,S
12519 E. Putnam, P.O. Box 870
Whittier, CA 90602
Mr. Jack McCormick
213-698-9818
800-421-4833 (out of state)
Bishop Company is a wholesale distributor of quality professional arborist equipment & supplies, and landscape maintenance tools at a fair price.

Black & Decker Mfg. Co.  E
617 E. Joppa Rd.
Towson, MD 21204
Ms. Ellen Foreman
301-828-3900

Blackburn Manufacturing Inc.  S
P.O. Box 86
Neligh, NE 68756
Mr. Don T. Gartner
402-887-4161

Blade Equipment  E
1211 Sherbrook Ct.
Raleigh, NC 27612
Mr. Dan Deriscavage
919-848-6988

Border City Tool & Mfg. Co.  E
23325 Blackstone
Warren, MI 48089
Mr. John Parenteau
313-758-5584

Brant Leasing, Inc.  E
6 Neshaminy Interplex, Suite 101
Trevose, PA 19047
Mr. Shannon Crosby
215-244-1540

Briggs & Stratton Corp.  E
P.O. Box 702
Milwaukee, WI 53201
Mr. Frank W. Lightle
414-259-5333

Brothers Truck Service  E
417 S. Military Trail
West Palm Beach, FL 33415
Mr. Bruce Oresky
407-478-2045

Brown Manufacturing Corp.  E
Route 3 - Box 339
Ozark, AL 36360
Mr. Ricky Brown
205-795-6603

Buccaneer Rope Co.  S
4711 126 Ave. North
Clearwater, FL 34622
Mr. Dan Pockman
813-573-6066

Buckingham Mfg., Inc.  S
P.O. Box 1690
Binghamton, NY 13902
Mr. Jim Pennefeather
607-773-2400

Bullard Leasing, Inc.  C
2680 Bridge Way
Sausalito, CA 94965
Ms. Barbara Hounslo
800-227-0423

C.U.E.S., Inc.  E
Caldwell Dr.
Amherst, NH 03031
Mr. George P. Tyler
603-889-4071

Cal-Line Equipment Co.  E
10001 Shannon Ct., Unit D
Livermore, CA 94550
Mr. Dennis Knoll
415-443-6571

Car-Vir Corporation  S
P.O. Box 1956
Goldsboro, NC 27530
Mr. Bob Whitesell
919-734-1444

J.P. Carlton  E
121 John Dodd Rd.
Spartanburg, SC 29303
Mr. Daniel Falatok
803-578-9335
J.P. Carlton Company currently manufactures stump grinders ranging from 37 to 65 HP, gas and diesel available. New for 1991 24 HP gas and 101 HP diesel.

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Chipmore Manufacturing Co.
6 Johnson Ct., P.O. Box 671
Bay City, MI 48707
Mr. Michael C. Whalsy
517-894-4578

Clia-Gelgy Corporation
P.O. Box 18300
Greensboro, NC 27419
Mr. Owen Towne
919-547-1160

Cleaves Co., Inc.
300 Reservoir St.
Needham, MA 02194
Mr. Lenny Cleaves
617-449-0833


Corona Clipper Co.
P.O. Box 1388, 1540 E. Sixth St.
Corona, CA 91718
Mr. Tom Horel
714-737-6515

Creative Sales, Inc.
P.O. Box 501
Fremont, NE 68025
Mr. Bryan K. Wolfe
402-727-4800
800-797-739

Acecap & Medicap systemic tree implants.
See our ad this issue.

Crowder & Assoc.
5602 Randolf Blvd., Suite 1
San Antonio, TX 78233
Mr. Tom Crowder
512-655-4979

Cummins Michigan, Inc.
41326 Vincenti Ct.
Novi, MI 48050
Mr. Jim Osborne
313-473-9000

Curt Ogden Equipment Co.
500 So. Highway Dr. E.
Fenton, MO 63026
Mr. Curt Ogden
314-343-5000

Cutwell Products
201 So. 88th Ave.
Yakima, WA 98908
Mr. Ted Bellamy
509-966-1499

Direct Safety Co.
7815 So. 46th St.
Phoenix, AZ 85044
Ms. Karen Richardson

Ditcher Saw, Inc.
P.O. Box 68
St. Marys, WV 26170
Mr. Eric Lytle
304-684-3800

The Doggett Corporation
Lebanon, NJ 08833
Mr. Roger Mellick
800-448-1862
201-236-6353
The number one choice in professional tree fertilizers call toll free. 1-800-448-1862.

Dossckol Industries, Inc.
1324 W. Rialto Ave.
San Bernardino, CA 92406
714-885-0988

Dow Elanco
9002 Purdue Rd., Quad IV
Indianapolis, IN 46269
Mr. Tom Wiltrout
317-871-8275

Drelling Manufacturing
24528 Kansas St.
Newhall, CA 91321
800-284-7919

Drexel Chemical Co.
P.O. Box 9306
2487 Pennsylvania St.
Memphis, TN 38109
Mr. Gerald T. Manley
919-467-8800

Duerr, Inc.
E. 12122 Day Mount Spokane Rd.
Mead, WA 99021
Mr. Dean Bakke
800-445-2222

Echo, Inc.
400 Oakwood Rd.
Lake Zurich, IL 60047
T.L. Boscher
708-540-8400

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<td>Elvex Corporation</td>
<td>S</td>
<td>P.O. Box 850, 18 Taylor Ave.</td>
<td>Bethel, CT</td>
<td>06801</td>
<td>Mr. Roland Weslerdal 800-888-6582 203-743-2488</td>
</tr>
<tr>
<td>Encap Products Co.</td>
<td>S</td>
<td>500 N. Michigan Ave.</td>
<td>Chicago, IL</td>
<td>60611</td>
<td>312-644-2830</td>
</tr>
<tr>
<td>Energy Mfg. Co. Inc.</td>
<td>E</td>
<td>100 N. Main St. P.O. Box 458</td>
<td>Monticello, IA</td>
<td>52310</td>
<td>Ms. Angela Hanken 319-465-3537</td>
</tr>
<tr>
<td>Environmental Chem. Co., Inc.</td>
<td>C,E,S</td>
<td>674 N. Main St. Spring Valley, NY</td>
<td></td>
<td></td>
<td>10977 Mr. Barry Eldrige 914-356-2800</td>
</tr>
<tr>
<td>Environmental Consultants, Inc.</td>
<td>P</td>
<td>207 Lakeside Dr. Southamptont, PA</td>
<td></td>
<td>18966</td>
<td>Mr. Dennis E. Holewinski 215-322-4040</td>
</tr>
<tr>
<td>Equipment Connection</td>
<td>E</td>
<td>4529 Angeles Crest Hwy. #321</td>
<td>La Canada, CA</td>
<td>91011</td>
<td>Mr. Todd Baker 818-790-1475 Premier equipment trading service via nationwide equipment pool. Saves buyers and sellers time and money. Cash in today!</td>
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<tr>
<td>Errick, Inc.</td>
<td>E</td>
<td>P.O. Box 322 Port Allegany, PA</td>
<td></td>
<td>16743</td>
<td>David Errick 814-642-2589</td>
</tr>
<tr>
<td>Fairfield American Corp.</td>
<td>C</td>
<td>201 Rte. 17 North Rutherford, NJ 07070</td>
<td></td>
<td></td>
<td>Mr. W.K. Bill German 201-507-4880</td>
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<tr>
<td>Fairmont Hydraulics</td>
<td>E</td>
<td>507 Downtown Plaza Fairmont, MN 56031</td>
<td></td>
<td></td>
<td>Mr. Bart Stadherr 507-238-4357</td>
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<tr>
<td>Falkenburg, Inc.</td>
<td>E</td>
<td>9429 S.E. Lawnfield Clackamas, OR 97015</td>
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<td>Mr. Gary Falkenburg 800-424-7867</td>
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<tr>
<td>Fanno Saw Works</td>
<td>S</td>
<td>P.O. Box 628 Chico, CA 95927</td>
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<td>Mr. Robert A. Fanno 916-895-1762</td>
</tr>
<tr>
<td>Forestry Suppliers, Inc.</td>
<td>S</td>
<td>205 W. Rankin St. P.O. Box 8397</td>
<td>Jackson, MS</td>
<td>39284</td>
<td>Ms. Joann Wilson 601-354-3565</td>
</tr>
<tr>
<td>Fox Manufacturing, Inc.</td>
<td>E</td>
<td>16005 Delmar P.O. Box 6</td>
<td>Lowell, IN</td>
<td>46356</td>
<td>Mr. Dan Fox 219-696-1440</td>
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<tr>
<td>Friend Mfg. Corp.</td>
<td>E</td>
<td>Prospect St. Gasport, NY 14067</td>
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<td>Mr. Terry P. Culp 716-772-2622</td>
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<tr>
<td>G.M.F. Contractors Equip.</td>
<td>S</td>
<td>8846 W. 47th St. Brookfield, IL 60513</td>
<td></td>
<td></td>
<td>Mr. George Fillos 708-485-7300</td>
</tr>
<tr>
<td>Geiger, Enterprises</td>
<td>S</td>
<td>Box 285 Harleysville, PA 19438</td>
<td></td>
<td></td>
<td>800-443-4437</td>
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<tr>
<td>GFX Corporation</td>
<td>E</td>
<td>3 Sullivan St. Woburn, MA 01801</td>
<td></td>
<td></td>
<td>Mr. Richard McCann 617-933-8428</td>
</tr>
<tr>
<td>Golden Coast Envir. Services</td>
<td>P</td>
<td>4750 N. Oracle Rd., Suite 312</td>
<td>Tucson, AZ</td>
<td>85705</td>
<td>Mr. Bob Carroll 714-474-9230</td>
</tr>
<tr>
<td>Grandburg International</td>
<td>E</td>
<td>200 So. Garrard Blvd. Richmond, CA 94084</td>
<td></td>
<td></td>
<td>Mr. Don Carlson 415-236-0400</td>
</tr>
<tr>
<td>Grow Gun Corporation</td>
<td>E</td>
<td>5322 Howell St. Arvada, CO 80002</td>
<td></td>
<td></td>
<td>Mr. Chuck Staudinger 303-278-9112 Latest technique and tools fracture, aerate, inject dry or liquid fertilizers, water and other materials directly to the root system of trees/shrubs.</td>
</tr>
<tr>
<td>Hahn, Inc.</td>
<td>E</td>
<td>1625 N. Garvin St. Evansville, IN 47711</td>
<td></td>
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<td>Ms. Doris Lindsey 812-428-2025</td>
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Hall’s Safety Equipment  
P.O. Box 230  
Grove City, PA 16127  
Mr. Jack Hall  
412-458-7202

Hercules Engines, Inc.  
101 Eleventh St. SE  
Canton, OH 44707  
Mr. Kim Boyer  
216-438-1361

Herr Mfg. Co., Inc.  
17 Pearce Ave.  
Tonawanda, NY 14150  
Mr. Rick Wahl  
716-874-5770

Hi-Ranger, Inc.  
P.O. Box 177  
Waukesha, WI 53187  
Mr. Bill Harrington  
414-547-1000

HMC/The Green Machine  
P.O. Box 4070  
Medford, OR 97501  
Mr. Bill Chambers  
213-603-9888

Hodges Manufacturing Co, Inc.  
P.O. Box 897  
Mountain Home, AR 72653  
Mr. Jake Minton  
800-525-6312

Hoffco Inc.  
358 N.W. F St.  
Richmond, IN 47374  
Ms. Carol Smith  
317-966-8161

Holan Mfg. Co.  
839 Everee Inn Rd.  
Griffin, GA 30223  
Mr. R.A. Eskins  
404-227-9423

Homelite/Div. of Textron, Inc.  
14401 Carowinds Blvd.  
Charlotte, NC 28273  
Mr. Steve Moore  
704-588-3200

500 N. Michigan Ave.  
Chicago, IL 60611  
Mr. John M. Hepburn  
312-644-2830

Husqvarna Forest & Garden Co.  
907 W. Irving Park Rd.  
Itasca, IL 60143  
Mr. Mack Reynolds  
708-657-9440

ICI Americas, Inc.  
Concord Pike & Murphy Rds.  
Wilmington, DE 19897  
Mr. Robert C. McCelland  
800-759-4500

The Idea Bank  
2716 Exeter Place  
Santa Barbara, CA 93105  
Mr. Richard Lambert  
800-621-1136

Illinois FWD Truck & Equip. Co.  
7128 Barry Ave.  
Rosemont, IL 60018  
Mr. Frank Hantak  
312-296-7171

Industrial Engine & Equipment Co.  
311 N. Polk St.  
Pineville, NC 28134  
Mr. Jim Ferguson  
800-877-7511

Independent Protection Co.  
P.O. Box 537  
Goshen, IN 46526  
Mr. Robert Cripe  
219-533-4116

Instant Shade Trees  
P.O. Box 45915  
Houston, TX 77245  
Mr. Al Korenek  
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University of Wisconsin - Stevens Point
Stevens Point, WI 54481
715-346-4189

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Trans Alta Utilities Corp.
Box 1900
Calgary, Alberta T2P 2M1
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