

# NO. 230 SEPTEMBER 2011

**FINAL NOTICE** – DUES – Your July 2011-June 2012 Dues Notice is enclosed in this newsletter, (for those who have not paid) Please **RENEW TODAY**

## IN THIS ISSUE

### Articles and Departments

Advertising Rates	2
Officers and Directors	2
Notice-Newsletter Yearbook Changes	3
Marmorated Stink Bugs	4
Minutes – Summer Meeting	4
Great Winter Meeting	6
Selling Pest Control-Obstacles	7
A New EPA Policy on Pesticides	8
Rodenticide Label Changes	10
Handshakes	11
Regulatory Responsibility	12
Pest Facts	13
Fluctuating Workweek Method Of Pay	14
IPMA Decal/Patches Order Form	16
Hiring Mistakes	18
Summer Meeting-Scholarship Auction	19

## ADS IN THIS ISSUE

Arrow Exterminators	19
BASF-The Chemical Company	17
Bell Labs	7
Brownyard Group	21
DuPont	23
Ensystem, Inc.	11
Forshaw, Inc.	15
Norris Insurance	13
Oldham Chemicals Company, Inc.	5
Pest Management Supply	24
Univar USA, Inc.	3
Zoecon Professional Products	9

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ASSOCIATION**  
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One Issue \$310  
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**One-half Page (7" x 5" horizontal)**  
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One issue \$175  
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**One-fourth Page (3.5" x 5")**

One issue \$110  
Year (four issues) \$400

**YEARBOOK OF INFORMATION**

Full page \$250, Half page \$125, ¼ Page \$75

Non-members of the Association should add an additional \$25 to the cost of each ad printed. Camera-ready copy of the size listed must be submitted for publication. If you are subscribing for less than a full-page ad, copy size may be the equivalent of that listed in the rate table above, as long as it fits within the page format. IPMA Newsletter is published in March, June, September, and December. Submit your ad copy at least 2 weeks prior to the 1st of the month in which your ad is to appear. A confirmation of ad space, however, must be received at least 3 weeks prior to the 1st of the month in which the ad is to appear. The Yearbook of Information is printed annually. Sandy Lindsey and G. W. Bennett, Editors

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### **NOTICE**

The Newsletters and Yearbook will go online as of January, 2012. This will be a significant cost savings to the Association, and will enable us to get information to you much more quickly. You will receive an email notification when these items are completed, as well as a clickable web address that will take you directly to the newsletters and Yearbook of Information. We can also get announcements, meeting registration information and pre-registration forms, dues reminders, regulatory action items, updates on Pesticide Review Board activities, etc., to you immediately by email rather than having to go through extended printing and mailing time delays.

Please make sure we have a correct and current email address for you/your company so that you will receive all these Association materials on a timely basis.

You can go to our current website: <http://www.ipma.us> to check the information we have on file for you for accuracy.

## **MARMORATED STINK BUGS\***

After a brutal winter that sent stink bugs into hiding, the National Pest Management Association (NPMA) is warning homeowners that these pests will become active again with the warm weather and that their growing populations are likely to make infestations significantly worse than in previous seasons.

“Findings from the U.S. Department of Agriculture on the size of overwintering populations support NPMA’s prediction that this season’s stink bug population will be larger than in the past,” says Jim Fredericks, director of technical services for the NPMA. “As the weather warms, stink bugs emerge from overwintering sites and try to exit structures, but sometimes they enter our living spaces instead.”

Brown marmorated stink bugs are an invasive species from Asia that arrived in Pennsylvania in 1996 and can now be found from South Carolina to New Hampshire and west to Indiana, as well as in California and Oregon. The U.S. Department of Agriculture warns that stink bugs have the potential to spread throughout the country, which could be harmful to the agricultural industry, as they destroy crops.

“Although these smelly pests do not pose serious property or safety threats to homeowners, their tendency to invade homes in high numbers can be a nuisance,” says Missy Henriksen, vice president of public affairs for NPMA. “Luckily, there are steps people can take to prevent stink bugs from entering their homes.”

### **NPMA offers the following tips:**

- Seal cracks around windows, doors, electrical outlets, ceiling fans and light switches.
- Replace outdoor lighting with yellow bulbs, which are less attractive to stink bugs.
- Repair damaged window screens. Also screen attic and crawlspace vents.
- Use a vacuum to eliminate stink bugs indoors. Seal vacuum’s contents in a plastic bag and dispose of it immediately.
- If an infestation develops, contact a professional promptly.
- Remember that a pest professional can pretreat homes for stink bugs before they become a problem

\*NPMA Technical Release, 2011

## **MINUTES – SHIPSHEWANA MEETING JULY 16, 2011**

President Shah called the meeting to order.

The minutes of the Purdue winter meeting and the Treasurer’s report were read and accepted.

### **Committees:**

**Education** – Dave Edwards reported on the successful winter meetings, and indicated that Spring 2012 meetings were being planned.

**Liaison** – No Report

**Membership** – Mark Swihart reported 8 new members for 2011.

**Pesticide Review Board** – Greg Campbell indicated that insurance requirements for applications are being studied.

**Summer Meeting** – Syed Shah reported that the 2012 meeting will be at the Hilton Downtown Indianapolis, July 12-14. Details are being developed.

**Winter Meeting** - The 2012 Winter Meeting at the Majestic Elegance Hotel in Punta Cana, Dominican Republic, was mentioned, and members were encouraged to attend the meeting, and enjoy the warm water and breezes. (See Page 6 for additional information.)

**Nominations** – Judy Logsdon was elected Director at Large, Sarah Florey Central Region Director, Allied Director Tim Kaforke, Secretary Gary Bennett, Vice President Ray Siegel, and President Jeff Zeigler.

The meeting was then adjourned.

---

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## GREAT WINTER MEETING

Mark Swihart has worked with Betty Hollingsworth in setting up a great winter get-a-way. See information below.

### WINTER MEETING AT ALL-INCLUSIVE RESORT — BOOK TODAY

**Dates of Travel:** January 24-January 31, 2012 – (Tuesday to Tuesday)

Air scheduled from Indianapolis to Punta Cana, Dominican Republic: **January 24:** Depart Indianapolis to Atlanta 6 a.m. and arrive 7:34 a.m. Depart Atlanta to Punta Cana 9:45 a.m. Arrive 2:15 p.m. **January 31:** Depart Punta Cana 3 p.m. to Atlanta arrive 6 p.m. Depart Atlanta 8:45 p.m. to Indianapolis arrive 10:16 p.m.

**NOTE:** Because we leave so early on the 24<sup>th</sup>, Betty will be happy to set up rooms at the airport. If you do that, she can get you a hotel which will allow you to leave your car parked there at no cost. You will be able to take a shuttle to the airport. She can get you a hotel that has breakfast. You can also stay at the same hotel upon return on the 31<sup>st</sup>. Just let Betty know when you call in your deposit.

**RATES** are: \$1,675.00/person This includes round trip airfare, 7 nights at the Majestic Elegance Hotel in Punta Cana (4-1/2\* hotel), all taxes and hotel service, all food, drinks, snacks and entertainment. **Charges not included:** \$36.00/person for round trip transfers from airport to hotel and back in Punta Cana.

**Important Note:** This island has an entrance fee of \$20.00/person and an exit fee of \$20.00/person. Most of the islands have one or the other but NOT both. They will not accept credit cards and will accept US dollars only. Betty specifically asked this as she got caught leaving with not enough dollars (too much shopping) and they would not take her credit card. She does not want this to happen to you.

**DEPOSIT:** \$200.00/person (due immediately)

**BALANCE DUE:** 45 days from travel date. (Betty is trying to find out if we should go ahead and purchase airline tickets to keep them from going up higher with the fuel charges. Sometimes they can hold them under contract. She'll have this information soon.

**CONTACT:** Betty Hollingsworth, CTC; All ways Travel, LLC; 9061 Lising Circle; Indianapolis, IN 46256; email: [betty@goallwaystravel.com](mailto:betty@goallwaystravel.com), office: 317-845-1310; cell: 317-800-0593. Checks or credit cards will be fine.

**You must have a valid passport that will not expire 6 months within travel dates. Names must be the same as passports and dates of birth are required. Please feel free to call Betty at any time you have a question. Please let her know if you have special needs.**



## SELLING PEST CONTROL – OBSTACLES\*

Probably the biggest selling obstacle among technicians is the fear of rejection and how to handle objections?

The key is, don't think of an objection as rejection. It's simply the beginning of your conversation.

Think about the typical objections technicians face in the field while selling. Many objections result from too much focus on specific services and not enough on the results your company will provide. Stick to the benefits. That's what customers are most interested in.

If you hear, "We are happy with our current pest company, thanks anyway." Ask what they like about them, you might learn something. Be respectful of your competitor, don't badmouth, but come back with benefits your company can offer that differentiate you from the competition. Then ask, "If there was anything you could change about your service to make it a little better, what would that be?"

You should know by now which competitor services their property, giving you an idea of what benefits to push that will outshine that company.

Again, don't badmouth your competitor. Use this opportunity to promote doing business with your company. This is also a good time to mention your own customer referrals you have in the area by name (with prior permission of course).

Now you have taken a "brush off" and turned it into a good impression along with your business card. Document all these opportunities so you can follow up next month to see "how things are going" with Mrs. Smith's service and to say "hello".

**Technicians:** Plant these seeds up and down the streets you currently service and your route will grow, as will your income.....And your company's bottom line!

\*By <pestcontroltrainer@cox.net>

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## A NEW EPA POLICY ON PESTICIDES\*

On June 9, the U.S. Environmental Protection Agency (EPA), announced it plans to obtain information on nanoscale materials in pesticide products. Under the requirements of the law, the EPA will gather information on what nanoscale materials are present in pesticide products to determine whether the registration of a pesticide may cause unreasonable adverse effects on the environment and human health. The proposed policy will be open for public comment.

“We want to obtain timely and accurate information on what nanoscale materials may be in pesticide products,” said Steve Owens, assistant administrator for EPA’s Office of Chemical Safety and Pollution Prevention. “This information is needed for EPA to meet its requirement under the law to protect public health and the environment.”

A number of organizations, as well as government academic and private sector scientists, have considered whether the small size of nanoscale materials or the unique or enhanced properties of nanoscale materials may, under specific conditions, pose new or increased hazards to humans and the environment.

The EPA also recognizes that nanoscale materials have a range of potentially beneficial public and commercial applications, including pest control products. “The agency will continue to encourage responsible and innovative development of products containing nanoscale materials to realize these benefits while also addressing health or environmental concerns.

The new proposed policy options will be published in the Federal Register shortly. The notice will also propose a new approach for how EPA will determine whether a nanoscale ingredient is a “new” active or  
(continued to page 21)

## CUT FUEL COSTS

With national gasoline prices hovering just around \$4 a gallon, keeping a fleet of cars or trucks fueled and ready for business is an expensive proposition. Small-business owners that rely on vehicles for delivering goods, making service calls or meeting clients at offsite locations are feeling the pinch.

While most small-business owners would ideally replace their gas guzzlers with more efficient rides, that’s a luxury few can afford. Here are some fuel cost-cutting strategies, when hybrids aren’t in the budget.

- **Locate cheaper gas stations.** We may be talking pennies, but when you are filling up seven or eight vehicles with 20-gallon tanks, those pennies add up fast.
- **Train your drivers not to idle, too hard accelerate, or speed.** All of these are major fuel eaters. Ten seconds of idling can use up more fuel than turning off and restarting your engine.
- **Don’t get lost.** Looking up directions before heading out will keep you from wasting gas trying to locate your destination.
- **Lighten the load.** The more weight in the vehicle, the more fuel consumed. Removing the excess weight improves the fuel efficiency.
- **Consolidate your trips.** It takes a little planning but it’s an easy and painless way to cut fuel costs.
- **Keep vehicles well-maintained.** Just giving your fleet a regular tune-up and **keeping tires inflated** properly can improve gas mileage by an average 3 to 4 percent.
- **Tack on a surcharge.** You could raise your prices in general, or start a tiered pricing system, charging customers who live farther away a higher price. Regardless, make sure you notify your customers well in advance.



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## RODENTICIDE LABEL CHANGES\*

Around the middle of December 2010, a new label began to appear on buckets of Contrac All Weather Blox with a couple of significant changes. First, bait placements are no longer allowed more than 50 feet from a "building". Second, the statement that this product can be used "for control only of Norway rats, roof rats, and house mice" was added. Do these changes only apply to Contrac? What does it mean to PMPs?

### All Rodenticides Affected

These changes are the result of the EPA's Rodenticide Risk Management Decision (RRMD). This decision applies to the following Rodenticides.

(1) All 10 rodenticide active ingredients including zinc phosphide, bromethalin, cholecalciferol, warfarin, difacinone, chlorphacinone, bromadiolone, brodifacoum, difenacoum and difethialone.

(2) All products which have one or more of the "commensal rodents", Norway rat, roof rat or house mouse listed on the label. Products that do not have any of the commensal rodents on the label will not be affected by this decision.

Although Contrac All Weather Blox is the first, all rodenticides we use will have similar restrictions. Manufacturers can produce product with old labels or new labels on them until June 4, 2011. After June 4 they can no longer ship products with the old labels. This means that new labels could appear on other products any time between now and June 4. If the distributors or end users (PMPs) have old label product in their inventories after June 4, they can continue to sell or use them up under the label on the container.

### What Does this Mean to PMPs?

It is important to understand that the lead agencies of the various states interpret the label language and that manufacturers are not authorized to interpret the label language

of their products? Our best information is that EPA does not consider a fence line a building. Buildings need to have a roof and be large enough for a person to enter. By this definition a Porta-Potty or a shipping container would be considered a building. Remember that ultimately the state lead agency for the state in which the application is being made has final say on this interpretation.

An important point to remember is that these restrictions apply to rodent placements, not just bait stations. This means that burrows more than 50 feet from a building cannot be baited.

We do need to think about our rodent control programs in light of these new label restrictions. There are several situations that will be impacted besides fence lines. Dumpster pads or enclosures more than 50 feet from a building cannot have bait stations containing these baits nor can burrows around these pads be baited. If you are currently baiting along railroad rights of way or ditches, this cannot continue under these labels. Telephone junction boxes, cable boxes and cattle feed bunks are also not considered structures.

Beyond 50 foot restrictions the "only Norway rats, roof rats and house mice" restriction effectively removes the FIFRA 2ee exemption for these products. The 2ee exemption is what allows us to use a pesticide for pests not listed on the label as long as the site is on the label. By using "only" you can only use these rodenticides for the listed commensal rodents.

There are rodenticides available for use on Voles, moles, and gophers which do not have commensal rodents on the label. Currently these are not affected by the RRMD measures.

\*By Jeff Weier, Sprague Pest Solutions, Nevada Ass'n. News.

## HANDSHAKES\*

Nobody likes a limp handshake, but you probably don't realize just how much you communicate through your hands. Here's one handshake to use, one to be careful of, and three to avoid.

**The Fail-Safe:** Connect the web between your index finger and thumb firmly with the other person's and pump two or three times. This is confident and always appropriate.

**The Rubber Glove:** While shaking hands, cover the other person's hand with your left hand. A favorite of politicians and clergy, this should be used only with someone you know well.

**The Queen's Handshake:** Offering just your fingertips, rather than your palm, indicates a sense of superiority.

**The Dead Fish:** A limp handshake conveys weakness and a lack of self-confidence.

**The Terminator:** Turning the grip so your hand is on top is a sign of aggression.

### TIPS-

**Be Friendly:** You should always be ready to initiate a handshake, demonstrating your eagerness to meet the person. Although etiquette rules once dictated that a man should wait for a woman to offer her hand, that's no longer the case.

**Show Respect:** Make sure you're standing when you shake hello or goodbye. It shows respect for yourself and the other person.

**Be Direct:** Look the other person in the eye. Don't allow the handshake to linger too long, but you can show an extra bit of sincerity by holding their hand a second longer after the last pump.

\*Reprinted from NSPCA "Pest Press", Summer 2011

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## REGULATORY RESPONSIBILITY

There are 13 Senators who have introduced a bill to prevent duplicative federal regulation of pesticides by the Environmental Protection Agency (EPA). EPA has proposed new, separate regulation of pesticide use on top of longstanding regulations already prescribed by law. The new legislation, sponsored by Agriculture Committee Ranking Member Pat Roberts (R-Kansas), would exempt pesticides already regulated by law from being subject to redundant EPA permits.

“I find it astonishing that an agency under fire for being either ignorant about agriculture or downright anti-agriculture is pursuing regulations that clearly duplicate existing ones,” Johanns said. “Redundant regulations amount to little more than additional costs, red tape, and roadblocks. The President has promised to eliminate duplicative regulations, yet is allowing this rogue agency to create even more. The Roberts legislation is a reasonable solution to maintaining proper pesticide use while also protecting our farmers and ranchers from EPA overreach.”

### Background

- Pesticides are already subject to regulations prescribed by the Federal Insecticide, Fungicide, and Rodenticide Act (FIFRA).
- In January 2009, the Sixth Circuit Court ruled that EPA cannot exempt pesticides already compliant with one set of federal safety regulations (In this case, FIFRA) from additional permitting requirements under the Clean Water Act.
- More than 25 Senate and House members, including Johanns, supported an amicus brief urging the Supreme Court to review the Sixth Circuit Court’s decision.

- The Obama Administration, in its own brief, then took the opposite position and urged the Supreme Court to let the ruling stand.
- As a result, EPA in June 2010 released a general draft permit to subject pesticide applicators for the first time to duplicative requirements under the Clean Water Act, marking a distinct shift in how pesticides are regulated.
- This regulation not only impacts American farmers and ranchers, but local communities with routine public health activities such as mosquito and other pest control.
- The House of Representatives passed similar legislation, H.R. 872 – Reducing Regulatory Burdens Act of 2011, with broad bipartisan supported by a vote of 292 to 130, including 57 Democrats.

---

### Insect Poem

Some primal termite knocked on wood;  
and tasted it, and found it good.  
That is why your Cousin May  
fell through the parlor floor today.

- - - *Ogden Nash*

## PEST FACTS

- Insect stings force half-a-million people to the emergency room every year
- Pests destroy homes and buildings and their contents; termites alone cause over \$5 billion in damage annually.
- Pests can transmit as many as fifteen major disease-causing organisms including West Nile Virus, Lyme Disease, malaria, plague, Rocky Mountain spotted fever, hantavirus, and encephalitis.
- Rodents consume or contaminate about 20 percent of the world's food supply. They carry fleas and ticks that potentially carry diseases. Rodents have also been implicated in fires across the country by chewing electrical wires and spilling flammables.

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**IPMA Summer Meeting**

**July 12-14, 2012**

**in**

**Indianapolis**

**at the**

**Hilton Downtown**

## **FLUCTUATING WORKWEEK METHOD OF PAY\***

The federal Fair Labor Standards Act allows employers to utilize a special pay plan called the “fluctuating workweek” method of pay. Some employers have referred to this pay plan as “Chinese overtime.” Many of our clients are using (or have considered use of) the fluctuating workweek because of the potential savings on overtime. This pay plan is for nonexempt positions (those that do not qualify for an overtime exemption) and permits employers to use a “half-time” calculation (vs time and one-half) for overtime pay when certain provisions are met, including:

- The employee’s hours of work must fluctuate from week to week and the hours of work should not customarily follow a regular schedule.
- There must be a clear, mutual understanding of the parties that the fixed salary is compensation (apart from overtime) for the hours worked each workweek, whatever their number.
- The amount of the salary, when divided by the total hours worked for the week, cannot be less than the applicable minimum wage rate. (The result of this calculation is called the “regular rate.”)
- The employee must receive overtime at a rate of one-half the regular rate of pay (salary/hours worked during the workweek) for every hour worked in excess of 40 for the week. The regular rate must be determined separately for each week based on the number of hours actually worked.
- The employer **MUST** pay the full salary even during weeks when a full schedule of hours is not worked.

## **WHAT’S CHANGING**

As with any regulation, here are a number of important enforcement practices pertaining to these provisions. Understanding and applying these enforcement practices are critical for compliance. After all, it’s one thing to read an employment regulation and quite another to apply it correctly! Herein lays the challenge.....

As a long-standing enforcement practice, the DOL has allowed employers using the fluctuating workweek to provide additional compensation (beyond the fixed salary) as long as it was included in the “total wages” before running the calculation for the regular and half-time rates of pay for each week. Additional forms of compensation paid to fluctuating workweek employees have typically included premium payments, incentive bonuses and/or commissions. This enforcement practice was patterned after a 1942 Supreme Court decision in which the court ruled that such additional payments did not invalidate the fluctuating workweek method of pay. In keeping with this ruling and the DOL practice, in 2008 the agency proposed a modification of the regulations to affirm and allow the use of this practice.

So much for years and years of a DOL practice....In response to the proposed modification, several pro-employee groups including, among others, the Service Employees International Union (SEIU) and the American Federation of Labor and Congress of International Organizations (AFL-CIO), expressed strong opposition to the Department’s desire to adopt this practice as a matter of regulation. These groups believe that: (1) paying additional compensation under the fluctuating workweek pay plan is inconsistent with the payment of a “fixed salary,” (2) revisions allowing the additional compensation will encourage employers to schedule additional overtime for fluctuating workweek paid employees, and (3) the proposal will permit employers to reduce employees’ fixed weekly salaries and shift the bulk of their wages to bonus and  
(continued to page 15)



## FLUCTUATING WORKWEEK

(continued from page 14)

premium pay, which would ultimately harm them because it would lead to significant variations in weekly wages based on hours worked.

Unfortunately, the DOL caved to these arguments and, effective May 5, 2011, employers no longer pay additional forms of compensation (incentive bonuses, commissions, etc.) to employees who are paid by means of the fluctuating workweek method. The DOL has reversed its long-standing practice and position and now believes that such payments are incompatible with the fluctuating workweek method of computing overtime pay.

### HOW DO I COMPLY?

Effective immediately, if you use the fluctuating workweek method of pay AND if you offer additional compensation in the form of incentive bonuses or commissions, we recommend that you immediately eliminate these forms of non-salaried pay. This may mean that your fluctuating workweek employees could earn less overall compensation and pay/job responsibility adjustments may need to be made to account for this change. If you are client, call our office for ideas and tips to help make this transition as smooth as possible. Keep in mind that if your incentive bonus or commission plan is tied to specific goals, accountabilities, or objectives, eliminating the additional compensation can impact operational results! To help minimize the effect on results, changes to job descriptions, performance standards, and expectations may be necessary at the same time you eliminate the compensation or add it to the fixed salary amount.

In some situations, it may make sense to change the overall pay plan and classification from salaried nonexempt to hourly nonexempt or some other type of nonexempt pay plan (piece rate or day rate, for example). Additional compensation in the form of commissions, bonuses, and incentive pay

can be provided to hourly or piece rate paid nonexempt employees; however, there is a special overtime calculation required for the additional compensation in weeks where overtime is worked. Also, before changing the classification of a position from salaried non-exempt to hourly non-exempt, be sure to determine how this change impacts benefits such as eligibility for health insurance, vacation pay, or others. (Once again, feel free to call us for assistance with pay plan changes.)

(continued to page 17)

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### FLUCTUATING WORKWEEK (continued from page 16)

**State-Specific Regulations:** The fluctuating workweek method of pay is a bona fide pay plan under the federal Fair Labor Standards Act (FLSA). In addition to this federal law that regulates wage payments, overtime and recordkeeping (among others), many states have their own wage and hour regulations and state enforcement agencies. Some of these states do not allow use of the fluctuating workweek method of pay and the corresponding overtime calculation! For these reasons, before using this pay plan, clients should call our office to verify that it is permissible in their state. States such as

Alabama, Florida, Georgia, North Carolina, and Tennessee allow use of this pay plan; however, states such as California and Pennsylvania do not. Employers should never adopt a method of pay without first verifying that is permissible under both state and federal employment regulations.

\*By Jean Seawright, NPMA *Pestworld*



## **HIRING MISTAKES\***

Hiring decisions that result in "bad" hires sap your organization's time, training resources, and psychic energy. These are the top hiring mistakes to avoid during your recruiting and hiring process. Do these eight activities with care; your recruiting, interviewing and hiring practices will result in better hires. Better hires will help you develop a strong, healthy, productive, competitive organization.

Here are eight recruiting and hiring mistakes to avoid:

### **Do Not Pre-screen Candidates**

A half hour phone call can save hours of your organization's time. Pre-screening applicants is a must for recruiting and hiring the best employees. You can discover whether the candidate has the knowledge and experience you need. You can screen for applicants who expect a salary that is out of your league. You can gain a sense about the person's congruity with your culture. Always pre-screen applicants.

### **Fail to Prepare the Candidate**

If your applicant fails to ask about your company and the specifics of the job for which he or she has applied, help the applicant out. Prepare your applicants better for the interview, so interviewers spend their time on the important issues; determining the candidate's skills and fit within your culture. Prepare the candidates by describing the company, the details of the position, the background and titles of the interviewers, and whatever will eliminate time wasting while the candidate interviews within your company.

### **Fail to Prepare the Interviewers**

You wouldn't choose a college for your child or launch a project without a plan. Why, then, do organizations put so little planning into interviewing candidates for positions? Interviewers need to meet

in advance and create a plan. Who is responsible for which types of questions? What aspect of the candidate's credentials is each person assessing? Who is assessing culture fit? Plan to succeed in employee selection in advance.

### **Rely on the Interview to Evaluate a Candidate**

The interview is a lot of talk. And most frequently, because applicants are not prepared in advance, a lot of interview time is spent giving the candidate information about your organization. Even more time is invested in different interviewers asking the candidate the same questions over and over.

During an interview, candidates tell you what they think you want to hear because they want to successfully obtain a job offer. Organizations are smart when they develop several methods for evaluating candidates in addition to the interview.

According to the Chally Group, a Human Resources consulting firm, in, [The Most Common Hiring Mistakes](#), research at the University of Michigan found that, "The typical interview increases the likelihood of choosing the best candidate by less than 2%. In other words, if you just "flipped" a coin you would be correct 50% of the time. If you added an interview you would only be right 52% of the time."

*Here are four more mistakes you need to avoid as you work with your candidates from application through interview.*

### **Do Nothing but Talk During an Interview**

Every interview needs to have components other than questions, answers and discussion. Walk the candidate through the company. Ask about his or her experience with situations you point out during the walk. In a manufacturing company, ask how the candidate would improve a process.

(continued to page 20)

## SUMMER MEETING SCHOLARSHIP AUCTION

This summer's auction generated over \$4,000 for our scholarship program. We owe many people for their hard work (Judy Logsdon, Marion Hall, Mark Swihart, Greg Long, Milta Bennett and Syed Shah) and for the donations to the auction and purchases during the auction.

John Walton, David Edwards, Greg Campbell, Milta Bennett, Todd Brown, Bob Jackson, Rob Jackson, Danny Glaze, Janet Shah, Marion Hall, Betty Hilger, Syed Shah, Wally Jessup, John Vermillion, Greg Long, Bob Windler, Carl Wallin, Bob Hanstra, Marian Herndon, Scott Wright, Sid Shah, J. R. Campbell, Scott Broaddus, Todd Marcum, Kathy Callahan, Judy Logsdon, Mark Swihart, Larry Logsdon, Jeff Zeigler, Jack Lucas, Brad Pollert, Mike Field, Tim Kaforke, Scott Robbins, Gene Hilger, Rich Williams, Arnold Ramsey, and Ray Siegel. **THANKS** to all for another successful scholarship auction.

**Refer to Page two for a complete listing of Officers and Directors**

**Newly Elected Officers:**  
**President: Jeff Zeigler**  
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## **HIRING MISTAKES (continued from page 18)**

Watch the candidate perform a task such as separating parts of components to get a feel for their “hands-on” ability. Have a documentation or writing candidate write a description of the steps in one of your work processes. See how quickly a person learns a particular task. Ask how the candidate would approach improving the quality of a given accounting process.

As long as you use tests and tasks that are directly related to the position for which the individual is interviewing, you will earn reams of relevant information to use in your selection process.

### **Evaluate “Personality,” Not Job Skills and Experience**

Sure, it would be nice for you to like everyone at work. But, this is much less important than recruiting the strongest, smartest, best candidate you can find. People tend to hire people who are similar to themselves. They are the most comfortable with those candidates, of course.

This will kill your organization over time. You need diverse people with diverse personalities to deal with diverse employees and customers. Think about the customer that drives you crazy. Isn't it likely that a new employee with a similar personality would have the same problem? Likewise, hiring a candidate because you enjoyed and liked him or her, as the main qualification, ignores your need for particular skills and experience. Don't do it.

### **Fail to Differentiate, Via Testing and Discussion, the Critical Job Skills**

How do you differentiate one candidate from another? Everyone has a “wish list” for all of the qualities, skills, personality factors, experience and interests you want to see in your selected employee. You must decide on, and perhaps, test, the skills you most desire in your candidate.

What are the three – four most critical factors for contribution and success given the job, the skills of the other employees and the needs of your customers?” Once you have identified these, you cannot “settle” on a candidate that does not bring these to your workplace. Or you will fail.

### **Develop a Small Candidate Pool**

Take the time to build a candidate pool with several candidates who meet the needs of your organization. If you don't have to make a choice among several qualified candidates, your pool is too small. Don't “settle” for someone if you don't have the right person with the skills and experience you need. It's better to reopen your search.

These mistakes are often fatal to a candidate's ultimate success within your organization. If you do these activities successfully, you increase the probability of a happy, successful employee contributing what you need from him or her to your organization.

\*By Susan Heathfield, *About.com Guide*.

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FOR DETAILS**



## NEW EPA POLICY ON PESTICIDES

(continued from page 8)

inert ingredient for purposes of scientific evaluation under the pesticide laws, when an identical, non-nanoscale form of the nanoscale ingredient is already registered under FIFRA. This approach will help ensure that EPA is informed about the presence of nanoscale ingredients in pesticide products and allows a more thorough review of the potential risks.

Comments on the Federal Register notice will be accepted until 30 days after publication. The notice will be available at [Regulations.gov](http://Regulations.gov) in docket number EPA-HQ-OPP-2010-0197.

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## WHERE'D IT COME FROM?

You know those expressions we all use every day? Well, here's how some of them got started.

**“Strait-Laced”** This comes from a time when ladies wore corsets to make them look thinner. Those corsets laced straight up the back and when the laces were tied very tightly it gave the woman a proper and dignified look. So if someone acts very dignified, he is said to be “Strait-Laced.”

**“Minding Your Ps and Qs”** At old local taverns, customers ordered their drinks in either pint- or quart-size containers. The bartender's job was to know what everyone had ordered and keep the glasses full. A forgetful bartender could end up overcharging a customer or getting shortchanged. Therefore, they were often told to keep an eye on the “pints” and “quarts”, or, “Mind your Ps and Qs.”

**“Baker's Dozen”** In medieval times, bakers were penalized severely for selling their products short of the required weight. When customers would order a dozen loaves, the baker would often toss in an extra loaf to make sure that the weight requirement was met. This behavior raised the number of loaves in the bundle to 13, or a “Baker's Dozen.”

**“Bury the Hatchet”** Among some Native American tribes, it was customary for weapons to be literally buried in the ground during a ceremony celebrating new peace. The weapons buried could include spears, bows, clubs and of course.....hatchets.

**“Cut to the Chase”** This comes from Hollywood in the 1920s and refers to the process of cutting from a dramatic scene to an action scene. So when someone is telling a long-winded story you can say, “Hey, cut to the chase.”

**“R.S.V.P.”** The term R.S.V.P. comes from the French expression “repondez s'il vous plait,” meaning “please respond.”

**“Put a Sock in It”** Years ago, record players didn't have any volume control, so to turn down the volume folks actually put a sock in the speaker. So today when someone is making too much noise you can say, “Will you put a sock in it!”

**“Sour Grapes”** In the fable *The Fox and the Grapes*, which is attributed to the ancient Greek writer Aesop, the fox tries but fails to reach some grapes hanging high up on a vine. So he says, “Those grapes are probably sour anyway!” The moral of the story is: It's easy to despise what you can't get.

**“Let the Cat Out of the Bag”** During the Middle Ages, markets were held to sell livestock, produce and other goods. Most livestock was sold alive and a small animal like a piglet would be put in a bag so the customer could carry it home. Sometimes an unscrupulous merchant might try to cheat the customer by placing a cat in the bag instead of a piglet when the customer wasn't looking. The customer would take the bag home, open it, and realize he had been cheated.



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