



New Jersey  
Irrigation

# NEWS

The Newsletter of the Irrigation Association of New Jersey

Vol. 15 No. 2 October 2013

## President's Message

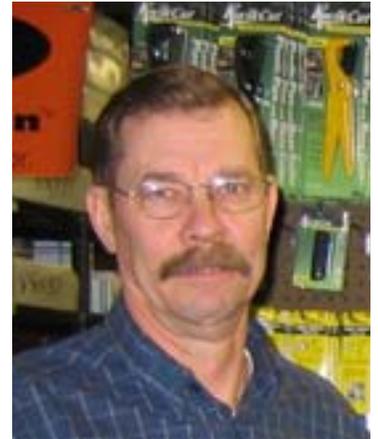
### A Volunteer Leader Retires

I was delighted, but very much saddened, to learn of the retirement of one of our own, Grover Snyder, Irrigation Operations and Purchasing Manager with the Storr Tractor Company. Grover is a well-respected past Irrigation Association of New Jersey (IANJ) board member and distributor partner who will forever be remembered as a passionate and dedicated ambassador for the IANJ.

The IANJ continues to evolve and grow in part by the elected volunteers who sacrifice their valuable time to serve on the Executive Board or as a Trustee. Additionally, we are challenged to participate in a variety of committees that were developed to enhance the diverse events we

regularly offer to you, our valued members.

Grover selflessly served on the IANJ Board in multiple capacities for two very busy terms. He co-chaired many golf outings, educational events, trade shows, and dinner meetings, providing leadership and direction resulting in highly successful events. His energetic



**Grover Snyder**

commitment to the IANJ membership provided for a stable association, helping the organization grow to over 300 members and making IANJ viable for many years to come.

Grover's lengthy career in the irrigation industry began well over 30 years ago when he was employed by The Van Zandt Tractor Company. Grover then moved to Storr when Paul DesChamps obtained the Cub Cadet Lawn Tractor line. Grover's exhaustive work ethic and dedication helped Storr Tractor become a leader within the irrigation industry.

Grover always conducted IANJ business with the belief and mindset that we are the "Certified Irrigation Contractors" association and challenged us to recruit contractors as our replacements. Grover left the IANJ better than he found it and his positive presence will be sorely missed.

On behalf of the Irrigation Association of New Jersey, we all wish Grover a happy and healthy well deserved retirement.

*Michael Edmiston, President  
Irrigation Association of New Jersey*

## *In This Issue...*

**2<sup>nd</sup> Annual IANJ/NJLCA Golf Outing**

**IANJ Took Members Out To The Ball Game....And To Summer Tech 2013!**

**Information about Your Responsibilities under the Affordable Care Act**

**Passage of the Continuing Education License Regulations Moves Along**

**Is IA Certification for you?**

**Movie Review**



New Jersey  
Irrigation **NEWS**

The Newsletter of the Irrigation Association of New Jersey

IANJ Newsletter is published four times a year by the  
Irrigation Association of New Jersey.

**Editor**

John J. Carbone Jr.

Please address inquiries to:  
Editor, New Jersey Irrigation News  
170 Kinnelon Rd., Ste. 33  
Kinnelon, NJ 07405  
Tel: 973-850-3366  
Fax: 973-838-7124  
www.ianj.com

**Art and Typography by**

Trend Multimedia  
(732) 787-0786  
Fax (732) 787-7212

**Please address inquires or for ad placement:**

Irrigation Association of New Jersey  
170 Kinnelon Rd., Ste. 33  
Kinnelon, NJ 07405  
Tel: 973-850-3366  
Fax: 973-838-7124  
www.ianj.com

**Executive Board**

Michael Edmiston, President  
Richard Robinson, Vice President  
Dan James, Treasurer  
Eric Nelson, Immediate Past President

**Trustees**

Gary Amos  
Art Elmers  
Joseph Maucieri  
Paul Munz  
Roy Nau  
Wade Slover

**Executive Director**

Patricia S. Koziol

## 2<sup>nd</sup> Annual IANJ/NJLCA Golf Outing

**P**icatunny Arsenal Golf Course was the setting for the 2<sup>nd</sup> Annual IANJ/NJLCA Golf Outing held on September 9, 2013. 110 golfers signed up to play and support the military-themed competition and networking event.

“The course, the club staff, and the banquet services were first rate and complimented our military theme for our co-sponsored outing,” said Mike Edmiston (The Toro Co.), IANJ President. “Our thanks to all our sponsors and players for their support of our charity, Project Evergreen.”

Project Evergreen’s GreenCare for Troops is a nationwide outreach program that connects local green industry professionals with men and women serving our country in the armed forces away from home. GreenCare is in the process of helping hundreds of volunteers provide free lawn and landscape services for thousands of military families nationwide. Murray Wingate (Lebanon Turf), board member of Project Evergreen, spoke at the awards dinner and encouraged both the irrigation and landscape contractor communities to become involved in this outreach program in their local towns. Jody Shilan, Executive Director of the New Jersey Landscape Contractors Association also spoke about the 9-11 Living Memorial Project and continuing to maintain this beautiful and touching tribute to the victims of the terrorist attacks.

“The NJLCA and IANJ Golf Committee consisting of Pat Barckett (Bobcat), Scott Gillinder (Scirocco Group), Jody Shilan and Gail Woolcott of IANJ and Wade Slover (Atlantic Irrigation), Joe Maucieri (Quench Irrigation), Mike Edmiston (Toro), Paul Munz (HydroTech) and Pat Koziol (IANJ) once again organized a great event and everyone enjoyed the outing and the awards dinner,” said Jody Shilan. “We also want to especially thank all our sponsors who helped us realize a profit to support Project Evergreen,” he said.

The scramble competition was won by the “Paradise Team” – Al Paradise, Sr., Al Paradise, Jr., Fred Paradise, and Perry Russo with a score of -15. Second place went to the team from Landscape Perceptions and Downes: Kevin Downes, Jeff Mortensen, Lenny Ditomaso, and Sue Finizio with a score of -11. The Long Drive Men’s winner was Mike Stair; Longest Drive-Women went to CeCee Peabody of New Jersey Turf Grass Association. The Closest to the Pin on hole 10 was won by Josh Braen and Straightest Drive went to Pat Burke.

Continued on page 3

# IANJ/NJLCA Golf Outing

Continued from page 2

**Our thanks to these great sponsors:**

**Aquarius Supply:** Golf Tee Sponsor

**Atlantic Irrigation Specialties:** Golf Bag Sponsor

**Bobcat of North Jersey & Scirocco Group:**

Dinner Sponsors

**Hunter Corporation:** Golf Shirt Sponsor

**John Deere Landscapes:** Golf Hat Sponsor

**Middleton & Co. Insurance:** Golf Towel Sponsor

**NJLCA:** Grand Prize Sponsor – IPAD Mini

**NJ Turfgrass Association:** Golf Ball Sponsor

**Jesco/Ditch Witch:** Straightest Drive Sponsor

**Paige Electric:** Closest to the Pin Sponsor

**Toro/Irritrol:** Longest Drive Sponsor

## Tee Sponsors:

Advanced Soil Technologies

Braen Supply

Cambridge PavingStones

Chris James Landscaping Inc.

E.P. Henry Foley Incorporated

Grass Roots Turf Products

Kodiak Landscape and Design

Meadowlands Exposition Center

Netafim

New Jersey Deer Control Plant Detectives

Princeton Irrigation

SPS Consulting

Storr Tractor Company

Syngenta

The Standard Group United Rentals

Weathermatic



*Runners-up: Kevins Downes, Jeff Mortensen, Lenny Ditomaso, and Sue Finizio*



*Longest Drive Men was won by Mike Stair*

*Longest Drive Women was won by CeCe Peabody*



*Closest to the Pin winner - Josh Braen*



*And the winners are... Wade Slover, Golf Co-Chair announced the golf winners. The Paradise Team: Al, Sr., Al, Jr., Fred and Perry Russo*

*Straightest Drive winner was Pat Burke*



Continued on page 4

# IANJ Took Members Out To The Ball Game....And To Summer Tech 2013!

**A**t lantic Irrigation in West Berlin, NJ was the host for the Technical Track series of classes held during Summer Tech 2013. Classes offered included: Electrical Troubleshooting 101, Advanced Electrical Troubleshooting 201, Advanced Electrical Troubleshooting – 2 Wire 301 – all taught by Craig Borland of The Toro Company; and Low Voltage Lighting for Contractors taught by Brian Collins. All the classes offered CECs for licensing re-certification

“We were proud to be one of the first chapters to present the new national Irrigation Association’s Certified Irrigation Technician Course,” stated Education Committee Co-Chairs Dan James (Storr Tractor) and Roy Nau (Princeton Irrigation). “Craig Borland did an outstanding job in teaching this new program,” stated James. This course is for contractors new to the landscape irrigation industry and students became familiar with landscape sprinkler system components and terminology as well as understanding the basics of system component installation and repair techniques.

The first 20 contractors who registered to attend Summer Tech won free tickets to the New York Yankee’s game on Friday, August 9th – a sold out game due to the



return of Alex Rodriguez to the lineup. “We had blast,” stated Art Elmers (Netafim USA). “The seats were terrific...we could reach out and touch Curtis Granderson and Brett Gardner!”

## 2<sup>nd</sup> Annual IANJ/NJLCA Golf Outing

Continued from page 3



*And the Most Honest Team - Bob and Joe Pedatella, Jody Shilan, and Jeff Bailey with a score of 80!*



*Registration area at the golf outing.*



# Great News for IANJ Members

## Group Health Coverage through IANJ and Association Master Trust



**U**nless you're a large business with hundreds or thousands of employees, providing and administering a health benefits plan can be a huge burden. However, if you're a IANJ member, you can now take advantage of a great group offering through the **Association Master Trust**

IANJ members are eligible to secure comprehensive self-funded health and dental benefits through Association Master Trust. The Association Master Trust covers approximately 10,000 participants from thirteen trade and member association benefit trusts.

Qualifying IANJ member firms can now enjoy all of the benefits of network services and modern claims administration. By being a member of AMT you're part of a large group, and have access the same great health benefits plans the big guys do!

**To learn more about AMT's self-funded health benefits plans call  
Association Master Trust today at  
973-379-1090 ext. 236 for further details.  
www.amt-nj.com • info@amt-nj.com**

*Association Master Trust*

# Information about Your Responsibilities under the Affordable Care Act

By  
Steve Dobossy  
RR Irrigation  
AMT Trustee

**T**he Affordable Care ACT requires employers to provide written notification to their employees informing them about health coverage options that will become available through the public (state or federal) health Insurance Exchange (also known as the “Marketplace”) and their possible cost sharing credits.

The Department of Labor (DOL) released guidance that employers must send a notice to all full-and part-time employees, whether or not they are on the employer’s group health plan. Employers are required to provide the notice to current employees before October 1, 2013. For new hires, employers are required to provide the notice to each new employee at the time of hiring beginning on **October 1, 2013**. (Starting in 2014, it appears that DOL will consider a notice to be provided at the time of hiring if the notice is provided within 14 days of an employee’s start date).

Employers are required to provide notice to employees by either first class mail or electronically (if the delivery

meets the DOL’s electronic delivery requirements).

## **The notices will inform the employee:**

- Of the existence of the Health Insurance Marketplace, a description of available services and
- how to access the marketplace.
- That if the employer does not provide minimum essential coverage, the employee may be eligible for a premium tax credit and/or cost-sharing subsidy.
- That if he/she purchases a Qualified Health Plan (QHP) from the Health Insurance Marketplace,
- the employee may lose any employer contribution to any health plan offered by the employer and that all or a portion of the contribution may be excludable from income for federal income
- tax purposes.

DOL has provided two model notices; one for employers that offer health plan coverage and another for employers that don’t offer health coverage. Both model notices can be found on the DOL website:

- Employers Who Offer Coverage: <http://www.dol.gov/ebsa/pdf/FLSAwithplans.pdf>
- Employers Who Do Not Offer Coverage: <http://www.dol.gov/ebsa/pdf/FLSAwithoutplans.pdf>

## Welcome New Members

#572477 Anthony Allegretto, Jr., Aqua Turf, LLC, Ocean View

#196966 Peter C. Brittain, Coast Land Development, Allentown, PA

#0015602 George E. Ley, III, George E. Ley Company, Glenmoore

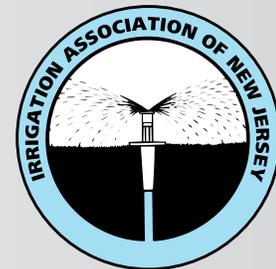
#562678 Luke Swider, Irrigation Innovations LLC, Lindenwold

#0019602 Jim Wright, Ken Southard Landscape, Seaville

#436469 David Santos, Mist Gardens, Hackensack

#0017076 Scott Spezial, Rainflow Sprinkler Systems. Twsp. Of Washington

#0017845 Al Westerland, Westerland Landscaping, Inc., Wildwood



# Passage of the Continuing Education License Regulations Moves Forward

By Tim Martin, MBI-Gluckshaw

The Licensed Irrigation Contractors Examiners Board (LICEB) reported in September that the Red Tape Review Process, established in Governor Christie's Executive Order #2, approved the state licensing regulations on CEC requirements, one step toward the process of full passage. LICEB voted to advance continuing education requirements that will streamline contractors' enrollment into the EPA's Water Sense program.

After the final rule adoptions, irrigation companies will be also required to obtain a permit that assigns responsibility to a single license holder. Significantly, the Board moved to strike an earlier proposal to charge a fee for this permit, in large part thanks to the work of the IANJ

board and legislative team.

***Significantly, the Board moved to strike an earlier proposal to charge a fee for this permit, in large part thanks to the work of the IANJ board and legislative team.***

Details of the CEC regulations and effective dates will be sent from the LICEB Board later this year. IANJ hopes to have the LICEB board meet at the annual meeting on December 11 at the Trump Taj Mahal, Atlantic City so members can have their questions answered directly by the Board and staff.

## **NEW!** Toro® EVOLUTION™ Series

***A Breakthrough in Irrigation Control***



**Intuitive, Modern Interface for multiple users**



**USB Port for computer programming, updates and more**



**The New EVOLUTION Series Controller Is A Contractor's Dream Come True.**

Based on years of customer research, the EVOLUTION has the perfect balance of simplicity and sophistication. The modern-day programming, expandable design and smart capability make it an ideal choice for users seeking an advanced irrigation controller without the complexity.

We've created something different. To learn more about how EVOLUTION will "change the game," visit us at: [www.toro.com/EVOLUTION](http://www.toro.com/EVOLUTION)

**Smart Connect™ allows Wireless Remote, Sensors and Landscape Lighting**



**TORO. Count on it.**

© 2013 The Toro Company.

# Is IA Certification for you?

By Art Elmers CIC, CID, CLIA

Most of us in the Irrigation Industry have known for years that the Irrigation Association has had professional certifications available. The oldest, first offered in 1983, is the Certified Irrigation Designer CID, followed by the Certified Irrigation Contractor CIC, Certified Landscape Irrigation Auditor CLIA and most recently the Certified Landscape Water Manager CLWM.

## Why achieve Certification?

- **Certification offers instant credibility.** It is an indication that you have successfully passed a proficiency exam and offer competent irrigation services. IA Certifications are the recognized gold standard for irrigation.
- **Certification offers increased job opportunities.** More projects require certified irrigation professionals. Whether it is design, installation, managing, or auditing. Certified Irrigation Contractors, Landscape Irrigation Designers, and Landscape Irrigation Auditors even qualify to become EPA WaterSense Partners which open up even more opportunities. Many RFPs and contract specifications require irrigation professionals. We see it more all the time with the Wal-Mart's and others of the world's largest companies incorporating Certifications in their bidding process.
- **Certification demonstrates your commitment to your industry.** That you are committed to applying and managing water efficiently. Water is becoming a valuable resource and one which is being more regulated every day. If we as an industry fail to show that we are capable of effectively managing this resource then we face being overlooked and regulated out of existence. By holding a Certification you stand head and shoulders above those who do not.

As we all know, the State of New Jersey requires licensing for Irrigation Professionals. But many do not know that the New Jersey Licensing Test is based on the IA's Certified Irrigation Contractor Exam.

## What's New?

Last year I was asked to join the Irrigation Association's National Certification Board. One of the Board's tasks is to write and review all Certification exam questions. My personal goal, as the only Board Member from the Northeast, is to make sure that the cultural practices and preferences of New Jersey Irrigation Contractors are respected and accounted for when exam questions are developed.

I am pleased to announce that the Irrigation Association has developed our newest certification. Rolling out at this year's IA Expo in Austin, TX in November is the Certified Irrigation Technician. This Certification will reflect the knowledge and skills an Irrigation Service Technician should possess after 6 to 12 months of experience. Many large Irrigation Companies have already shown high interest in having their service personnel achieve this Certification. And New Jersey has taken a pioneering role in the development of the Certified Irrigation Technician by actually hosting the first training seminar tied to this Certification.

Look for the Certified Irrigation Technician class and exam being offered at future IANJ Winter and Summer Technical Seminars. I think it may become one of the IA's most popular certification offerings.

## Is Certification for you?

If you want to improve your credibility, increase your job opportunities, or just want to demonstrate your commitment to being a leader in your industry, Irrigation Certification may just be the ticket.

## Visit our website

Click here to visit <http://www.ianj.com>

The wire  and cable specialist

# Paige®

*We take your business personally*

**1 - 8 0 0 - 3 2 7 - 2 4 4 3**



**Your One Stop Shop  
For All Your  
Turf & Irrigation Supplies**

**Come check out our local  
fully stocked warehouses**

**LAKWOOD**

195 Lehigh Ave. Suite2  
Lakewood, NJ 08701  
**(732)987-5597**

**TOWACO**

1 Como Court  
Towaco, NJ 07082  
**(973)335-8404**

**WILLIAMSTOWN**

1738 Glassboro Road  
Williamstown, NJ 08094  
**(856)881-4446**

**PISCATAWAY**

429 Bell Street  
Piscataway, NJ 08854  
**(732)752-7400**

**IRRIGATION**



**TURF**



**LIGHTING**



**EROSION**



**EQUIPMENT**



**ICE MELT**



[www.centraltis.com](http://www.centraltis.com)

# Irrigation Trends

## Landscape and Irrigation, July/ August 2013

**F**or our trends issue, we asked Brent Mecham, Irrigation Association (IA) industry development director, and Chad Forcey, IA state affairs director to identify the biggest current trends in the irrigation industry, and how those trends are impacting the industry.

According to Mecham, the biggest trend in the landscape irrigation industry is reducing how much potable water is used for irrigation and to find ways to capture or harvest other on-site waters and use them for irrigation.

“Rainwater harvesting is a viable concept where rainwater is harvested and stored to be used for irrigation when it is not raining sufficiently,” said Mecham. “This also helps with reducing stormwater runoff from a site. In arid areas with very little or sporadic rainfall, harvesting other sources of water such as gray water systems, or capturing process water, air-conditioning condensate, and foundation water can all be used to provide supplemental irrigation as long as the water quality is adequate to support plant health.”

Mecham added that another trend is the increased use of drip irrigation systems to irrigate turf and plants.

“Drip irrigation can deliver water precisely to where the plants roots are or where we would like them to develop,” he said. “But with this more exact application of water comes the need for even better irrigation designs and installation. The drip system has to account for where the roots are in small or relatively young trees and shrubs, but to also plan for the future so that the water will be applied to a larger area as the plants mature and the root system spreads. This takes planning and the need for maintenance personnel to assure that drip emitters are applying water to where it is needed by the plants to promote a good root system.”

According to Forcey, IA’s recent survey of main contacts from IA member contractor companies yielded

results showing slowly emphasis on credibility through certification and licensing programs. Respondents also noted a continued focus on growing business opportunities through marketing, customer service and a solid reputation. “Business needs continue to be of concern, with sales challenges, workforce needs, and increased competition

***“Rainwater harvesting is a viable concept where rainwater is harvested and stored to be used for irrigation when it is not raining sufficiently,” said Mecham.***

and sales and marketing challenges led the list in the 2012 survey.”

According to Forcey, when asked to rate uses impacting contractors, respondents chose the top problem of “fly by night” contractors undercutting the profits of law-abiding companies. This was followed by irrigation contractor licensing – licensing is also supported by an overwhelming 89 percent of contractors surveyed – and challenges to the irrigation profession by plumbers, electricians or landscape architects.

“IA will continue to advocate for our contractor members in all of these areas, including working with members and local partners on grassroots efforts to advocate for critical industry issues at the state level and through the Landscape Water Management Contractor Common Interest Group,” he added.

IA’s annual contractor survey polled 640 main contacts at IA member contractor companies. The survey featured a response rate of approximately 23 percent, and drew from a respondent group largely representing small business.



# Roll with the Changes

Lawn and Landscape, August 2013

**R**egardless of the change you might be considering, the issue of employee resistance quickly becomes the topic of delicate discussion. Successful change management is eventually based on the company's ability to anticipate, address and overcome inevitable employee resistance.

**Sources.** Resistance to change can occur at all levels of the company. No matter the focus, it is in management's best interests to understand the legitimate source of the resistance before it establishes a new program, procedure or plan. Here are the most common sources of resistance to change:

- Habit. Most employees are creatures of habit and are reluctant to learn something new. This creates complacency, preventing employee growth.
- Fear of the unknown. By definition, change implies uncertainty, which in many cases causes generic

*Successful change management is eventually based on the company's ability to anticipate, address and overcome inevitable employee resistance.*

- apprehension about what the new program will be like.
- Fear of loss. Any disruption to an employee's work equilibrium may be interpreted as potential loss of power, money, or status; all of which are primary motivators employees try to sustain.
- Fear of failure. Employees do not want to fail. By introducing novelty into their work life, they are forced

Continued on page 12

## AQUARIUS SUPPLY™

### Your "GO TO" Partner

- Servicing your Irrigation, Lighting and Landscape needs.
- Commitment to Professional Contractors
- Sales and Marketing Support
- Knowledgeable Staff
- CAD Design, Takeoffs and Field Support
- Hands-On Training Seminars
- 24/7 Website/Webstore access

Learn to diversify your business with our hands-on seminars in smart irrigation, LED lighting, pond and water solutions. Visit [www.aquariussupply.com](http://www.aquariussupply.com) for up-to-date listings.



#### **Hawthorne, NJ**

(973) 423-0222  
1120 Goffle Road

#### **S. Plainfield, NJ**

(908) 753-5200  
901 Montrose Avenue

#### **Whippany, NJ**

(973) 386-9076  
64 S. Jefferson Road

#### **Sewell, NJ**

(856) 228-6070  
223 Blackwood Road

#### **Lakewood, NJ**

(732) 363-5034  
1000 Airport Road,  
Suite # 206

Visit our website;  
**[www.aquariussupply.com](http://www.aquariussupply.com)** to order  
online. Save time and money!

# Roll with the Changes

Continued from page 11

to elevate their effort simply to maintain satisfactory job performance.

- **Resistant culture.** Most organizations are bound by tradition, stability, and norms such that employees may not have sufficient trust in the company to believe it is capable of changing its indelible ways.
- **Local determinism.** Many companies erroneously believe that change initiatives can be implemented in isolation, when in fact many organizational processes are inter-related with other indirect aspects of the company that can create resistance.

**Resistance.** Overcoming resistance to change cannot be done as a “cookie cutter” approach. It must be done in a manner tailored to the company, the specific change initiative and the employees who will be affected by it. The most common methods for overcoming resistance to change are summarized below:

- **Communication.** The best way to diminish employees’ fears of change is through active, continual, and honest communication regarding the reason for the change, the nature of the change, and its beneficial results. A series of group meetings, memos, emails, payroll stuffers, one-on-one sessions and postings should always be done well in advance of the change.
- **Participation.** It is exceedingly wise to involve a representative sample of employees likely to be affected by the change into the design of the actual program. This creates empowerment, ownership and decision making in the program details.
- **Facilitation.** Companies should provide ample support for employees to ensure efficient adoption. This can take the form of training, a balanced transition period, and non-judgmental coaching to underscore the employees’ ability to deal with the stress of adapting to

Continued on page 13

## IT'S WHAT'S INSIDE THAT COUNTS



### BUY PROVEN RELIABILITY

With millions of miles of Netafim subsurface dripline installed in the U.S., why buy an unproven product?

Techline® CV emitters provide reliable, worry-free operation. Here's why:

- Continuous self-flushing design and anti-siphon feature prevent clogging
- Physical root barrier eliminates chemical additives; can be buried
- Flow rates for every soil type
- Built-in check valve for high or low pressures
- Use one dripline for all installations



**BUILT-IN PHYSICAL  
ROOT BARRIER**  
NO CHEMICALS,  
NO COPPER GIMMICKS

 **NETAFIM™**  
[WWW.NETAFIMUSA.COM](http://WWW.NETAFIMUSA.COM)

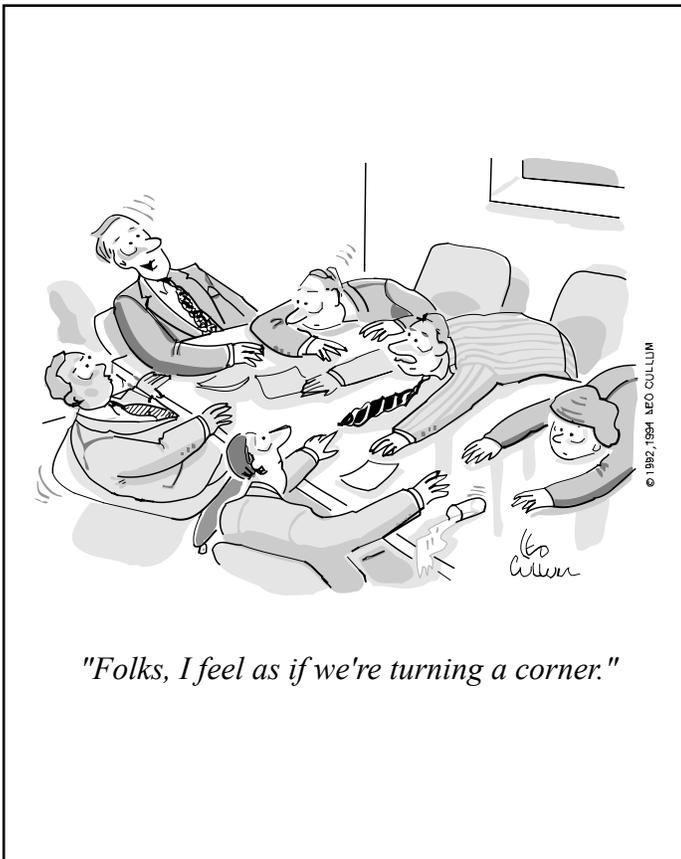
# Roll with the Changes

Continued from page 12

the new initiative.

- **Negotiation.** While not optimal, some companies overcome resistance through negotiation with affected employees. This type of give and take may tactically diminish the company's position by dealing with tangible employee conflict, though strategically ensuring the adoption of the company's change program.
- **Manipulation.** This method for overcoming resistance to change leverages organizational politics, informal leaders, and deal making that are likely handled behind closed doors, implying co-optation and forming alliances necessary to implement the change initiative.
- **Coercion.** The final and most extreme method for overcoming resistance to change is the use of force, threats or power. Lamentably, some companies effect change by simply dictating that failure to adopt the change program will result in demotion, pay cut, or reassignment.

**Approach.** Companies must never underestimate employee resistance to change. They should reward a change-oriented culture, promote ongoing discussions with employees and



inherently rely on employee participation in all change management interventions. Failure to do so will likely impede the success of the change management initiative, the company culture and the company itself.



**ATLANTIC  
IRRIGATION**

*Partnering with the IANJ  
And New Jersey Contractors*

*For a quote or info on our  
Irrigation, Lighting, Drainage and  
Water Gardening Product Lines -  
Call one of our New Jersey Locations!*

**Wayne, NJ- 973.628.0204  
Farmingdale, NJ- 732.751.0817  
Berlin, NJ- 856.767.1231**

*Where Value and Service  
are Never Compromised!*



# Swan Pump and Supply Co Inc.

*Now Celebrating our 96<sup>th</sup> Year!*

- Pump and Well
- Water Treatment
  - Irrigation
- Landscape Lighting
  - Drainage
- Pond and Water Garden

3490 Rt. 9 South – Freehold NJ 07728 – 732-462-4800  
Fax: 732-462-3011 Web: [www.swanpump.com](http://www.swanpump.com)



# IANJ Movie Review

For this issue we will be reviewing a film entitled “Olympus Has Fallen”

**Title: Olympus Has Fallen**

**Director: Antoine Fuqua**

**Cast: Gerard Butler, Aaron Eckhart, Morgan Freeman, Angela Bassett, Melissa Leo, Ashley Judd and Rick Yune.**

Imagine that “It’s ‘Die Hard’ only in the White House!” will serve as a clear synopsis of this purposefully bombastic action thriller. One of the handfuls of admirable things about this movie is it knows exactly why it’s blowing stuff up and serving up satisfyingly faux-cathartic killings of bad guys who have a seemingly unconquerable upper hand on the noble and crafty lone good guy.

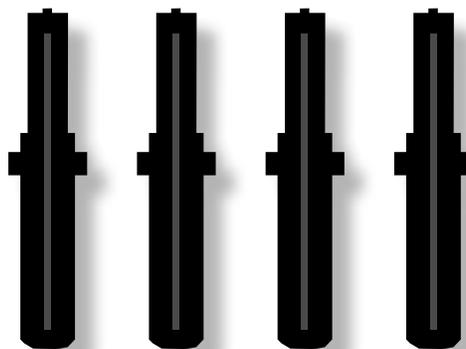
The movie begins with a riff lifted obliquely from a better thriller than this one, “In the Line of Fire.” Ace Secret Service dude Mike Banning (Gerard Butler) is so pally with President Benjamin Asher (Aaron Eckhart) that he actually spars with him, and he’s also a buddy and role model to Asher’s young son, Connor (Finley Jacobsen), who’s studying the layout of his current residence with the attentiveness of a future security ace. A snowy night’s accident throws everyone’s relationship into disarray, and a year and change later, Mike, haunted by the feeling that he could have done more, is off the president’s detail and bored at a desk job at the Treasury Department and distracted in his dealings with his wife.

When the White House (Secret Service Code: “Olympus”) is captured by a terrorist mastermind and the President is kidnapped, disgraced former Presidential guard Mike Banning, finds himself trapped within the building. As our national security team scrambles to respond, they are forced to rely on Banning’s inside knowledge to help retake the White House, save the President and avert an even bigger crisis.

While “Olympus Has Fallen” breaks no major new ground in the political thriller genre, Director, Antoine Fuqua, has directed a sharp, very taut adventure that keeps you engrossed from start to finish. It delivers some excellent visuals and a few surprising twists that add beautifully to the suspense.



***Olympus Has Fallen gets 4 Rotors***



# Non-certified contractors can be reported

In an effort to provide enforcement to the New Jersey Landscape Irrigation Contractors Certification Act, N.J.S.A. 45AA-1, the Irrigation Association of New Jersey has received a copy (through the New Jersey License Examining Board) of a Contractor Certification Verification form. This form may be used by Certified Irrigation Contractors to give the Examining Board the names of contractors they observe to be operating without the required certification. **ALL FORMS MUST BE FILLED OUT COMPLETELY OR THEY WILL BE RETURNED..**

**New Jersey Landscape Irrigation Contractor Examining Board  
Department of Environmental Protection  
Bureau of Revenue  
CN 417, Trenton, NJ 08625-0417**

Gentlemen:

I have observed the below named contractor installing a landscape irrigation system. I request that the New Jersey Landscape Irrigation Contractor Examining Board verify that the contractor has obtained certification pursuant to Landscape Irrigation Contractor Certification Act, N.J.S.A. 45AA-1.

Date of Inquiry: \_\_\_\_\_

Name of Contractor Firm in Question: \_\_\_\_\_

Address: \_\_\_\_\_

\_\_\_\_\_

Phone Number: \_\_\_\_\_

Address at which contractor was observed installing a landscape irrigation system:

\_\_\_\_\_

\_\_\_\_\_

I request that, should the contractor in question not be certified, the Board notify the contractor that he/she will be in violation of the Landscape Irrigation Contractor Certification Act as of January 1, 1997. I trust that the Board will send such notice in a timely manner and understand that I will receive further correspondence from the Board stating that said notice was made. I further resolve to make only this one request for verification for the above named contractor in question.

Signed: \_\_\_\_\_

Name of Contractor

Firm making inquiry: \_\_\_\_\_

Address: \_\_\_\_\_

\_\_\_\_\_

Phone Number: \_\_\_\_\_

## Industry Calendar

### October 14-15

IANJ License Exam Study Course  
Storr Tractor, Branchburg

### November 4-8

2013 Irrigation Show & Education Conference  
Austin, TX

### December 11

IANJ Annual Membership Meeting  
Taj Mahal, Atlantic City

## Special thanks to our advertisers

The IANJ would like to thank this month's advertisers for their continuous support through their advertisements:

Aquarius Supply.....	Page 10
Association Master Trust.....	Page 5
Atlantic Irrigation Specialties.....	Page 12
Central Turf & Irrigation Supply.....	Page 9
Hunter.....	Page 16
Netafim.....	Page 11
Paige.....	Page 9
Storr Tractor Company.....	Back Cover
Swan Pump.....	Page 13
Toro.....	Page 7

## SYNC INTO WATER CONSERVATION WITH SMART CONTROLLERS



**PRO-C**—Professional-grade control for residential and light commercial



**X-CORE**—Residential controller with seriously smart capabilities



**SOLAR SYNC** makes smart control available to any Hunter AC powered controller.



**I-CORE**—Versatility to fit any size commercial site



**ACC**—High end control for huge commercial systems



Adjusting to weather changes has never been easier with Hunter's full line of **smart** controllers.



**ADDED BONUS:**  
TRUE ON-SITE DATA  
NO SUBSCRIPTION **NO FEES**  
MAXIMUM WATER SAVINGS

**HUNTER: WHERE INNOVATION MEETS CONSERVATION**

RESIDENTIAL & COMMERCIAL IRRIGATION | *Built on Innovation*  
Learn more. Visit [hunterindustries.com](http://hunterindustries.com)

**Hunter**<sup>®</sup>

# STORR TRACTOR



# COMPANY

DISTRIBUTORS OF QUALITY COMMERCIAL  
TURF CARE EQUIPMENT & IRRIGATION



THE STORR TRACTOR COMPANY IS DEDICATED IN PROVIDING OUR CUSTOMERS WITH THE FINEST EQUIPMENT OUR MANUFACTURERS CAN SUPPLY, SUPPORTED WITH THE HIGHEST LEVEL OF CUSTOMER SERVICE IN ALL DIVISIONS.

3191 U.S. HIGHWAY  
SOMERVILLE, NJ  
PH 908 722-9830 · FAX 908-722-9847

175 13TH AVENUE  
RONKONKOMA, NY  
PH 631-588-5222 · FAX 631-588-5698

[www.storrtractor.com](http://www.storrtractor.com)