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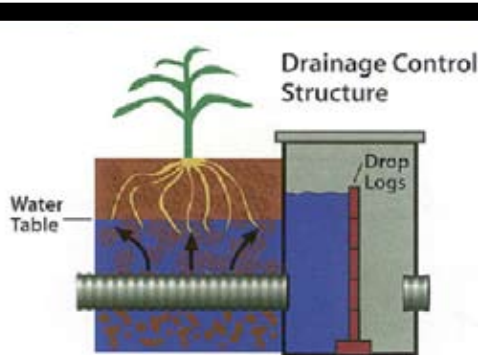
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GREETINGS
From Your
PRESIDENT

Greetings everyone,

Here it is almost the end of September. I hope everyone's had a decent summer and looking forward to making a little money on those fall jobs. Nevertheless winter is coming once again.

I spent last Friday in Montgomery playing best ball golf. Good job, Jim Walker who lined things up for us with the Montgomery Golf Course people. The food was great, beer was cold and the sun came out for a while. It was a fun day with fellow members and associates. Thanks to Nordis and Jan for organizing the event and thanks to all the sponsors and participants. Hopefully we raised some money for some deserving scholars.

Fellow members we have area meetings coming up in December. Please plan on attending.

Also the state convention is in January the 16 thru 19th at the Best Western North Mankato. MnLica has some good seminars planned so please attend. If you can't make it to the whole thing, just come for a day or two. We need to support our organization. You might meet a new member, have fun networking, and learn a thing or two. See some new equipment or new products at an Associates Display, or maybe just relax and have a few beers with someone that does the same thing for a living as you do.

I'm looking forward to seeing you at future MnLica events.

Respectfully yours,
 Kevin Bakken
 President Minnesota LICA

To access what is going on with legislative and other issues or meetings please go to the following:

MNLICA Web-site: www.mnllica.org or e-mail

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* National Highway Traffic Safety Administration Report, "What Do Traffic Crashes Cost? Total Cost to Employers by State and Industry," 1998-2000

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Bioreactor Installation

Mark Dettrich (MDA)

MNLICA's two members (Jerry) Schultz Excavating and (Gary) Hansen Excavating along with the U of M Waseca; Castle Rock Tree Service; Waseca NRCS; Waseca & BE County SWCD; ADMC; PCA; MDA; Agri-Drain and farmer/land owner Carl Guse installed a woodchip bioreactor. It is the largest in Mn. to date, capturing 66 acres of subsurface flow.

SWCD and USDA SCS Success Story

Part of this success story could be told by farmer & landowner Carl Guse: beginning with a sediment control drop structure at the head of the short ditch leading to the sediment control basin that was designed & built by USDA SCS in 1973.

Per the workplan: BE Cty SWCD office inspected the outlet structure, checked the depth of the water/sediment in the sediment basin & it appears to be about half full of water, the other half sediment.

Amount of sediment in the basin maybe explored this winter with sediment cores (off site erosion): about 2-3 acre feet of sediment detached & transported from 80 acres over 37 years (corn & soybeans rotation). Will likely follow-up with BWSR DMT members regarding feedback on any future hydrology, water quality, emerging vegetation & wildlife monitoring components that may be appropriate, & acceptable to Carl Guse.

Wetland-River-Conservation Drainage Zone

Carl Guse site (bioreactor & sediment basin) is immediately adjacent to the LeSueur River; on the other side of the LeSueur River from this site is a restored wetland complex, capturing about 1100 acres of surface & subsurface runoff. This wetland complex-LeSueur River-conservation drainage zone may likely serve as a site for demonstrating where in the landscape, & how programs & policies can come together with conservation organizations, via farmer-led & industry support to improve the water resources in south central Mn.

Sizing up the Old & Inviting -in New

On this site we retrofit a new four chamber control structure/ woodchip bioreactor to existing surface & subsurface structures & designs that will better protect public waters (LeSueur, Minnesota, Mississippi Rivers & Lake Pepin).



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HOW LOW CAN THEY GO?

By Jim Huston

I hear all the time in every market & in every geographic area of the country. Low-ballers—contractors with unrealistically low pricing—are everywhere & they are ruining it for contractors who know their costs & who have accurate pricing. And the situation is getting crazier by the day.

The bad news is that low-ballers are, in fact, everywhere. I don't know of any major market in North America where they do not exist. However, that is not the end of the story. There is good news.

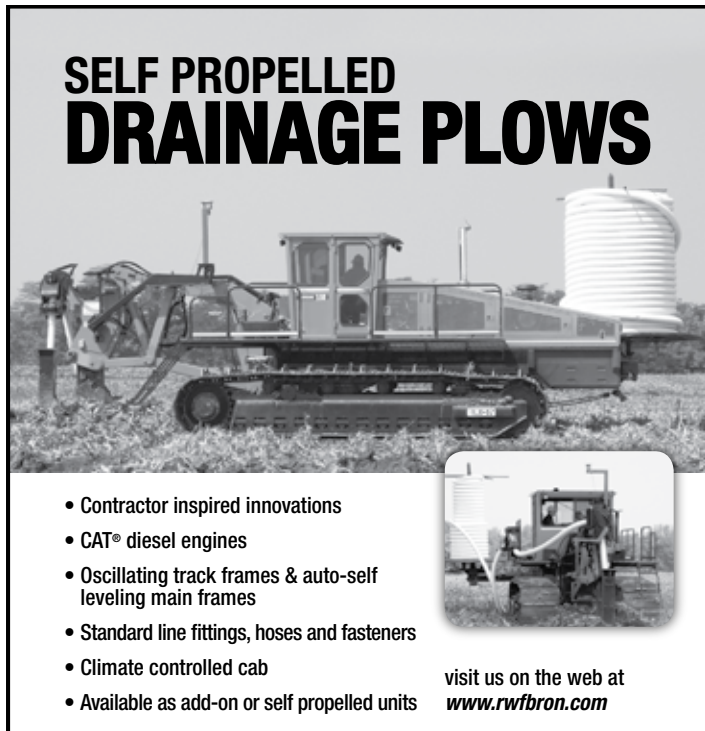
The good news. First, low-ballers don't necessarily have to impact your pricing. It's like wrestling with a pig—he like it & you get dirty. You don't have to get down into the mud with low-ballers. I've seen lots of contractors compete for work & it's not always the one with the lowest price who gets the work. Often the contractor with the most experience or best presentation wins. My clients are rarely the low bid. Many of them, upon first talking with prospects, tell them right up front they will not be the low-price bid.

Second, low-ballers may be doing you a favor. Just as water seeks its own level, clients who want the lowest price tend to find the contractors whose primary (& often only benefit) is the lowest price. I once tried to work with a contractor who told me, "If I'm not the low bidder, I don't get the work". After seeing his operation, I knew why. Unless this contractor has the lowest price, you'd be crazy to hire him. But even with the lowest price, you'd be crazy to work with him, as he was disorganized & has poor quality work. Low-ballers & their customers often deserve each other.

Third, it's really not about the price. Quality companies often tout a higher-than-usual pricing structure. One retailer boasts that they are the highest price & darn well worth it! I often ask seminar attendees to share their pricing with the group. It never fails: the companies with the highest pricing for their service are the most successful. They are also the ones with the best reputation for doing good work.

You can't push a rope. Trade association members, vendors, educators & other contractors think they need to "educate" low-ballers. Then they see the light & raise their prices. I've been teaching contractors how to price their work for more than 23 years. The contractors who need to be in my workshop the most are the ones who never will attend. Being a low-baler is a mind-set. You can't climb a fence that's leaning toward you. You can't make someone else successful. Those who need it most recognize it the least. Some low-ballers will see the light, but most won't.

Low-ballers never go away. Low-ballers are like flies at a picnic. You kill one & 50 more come to the funeral. They're always going to be in the market. You need to appreciate your level of quality & service, & your price. That's what marketing is all about. You also want four to five good contractors in your market to reinforce good pricing & who provide good quality work.



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HAPPY HALLOWEEN

HAPPY THANKSGIVING

Drive Thy Business, or it Will Drive Thee

By Jim Kneiszel

If Ben Franklin were alive today, he could make a heap of money as a keynote speaker at business building seminars. A quick survey of this founding father's wise words reveals today's popular motivational speakers as pretenders to the podium.

For quotable quotes, few hold a candle to Franklin, whose list of one-liners could prove both hilarious & potentially profitable. Sure, everyone can have a chuckle over these ditties: "Guests, like fish, begin to smell after three days," "Beer is living proof that God loves us & wants us to be happy," "Three may keep a secret, if two of them are dead," & "He that displays too often his wife & his wallet is in danger of having both of them borrowed.

But for the small business owner, Franklin had a lot to say more than 200 years ago that remains sound advice today. In Fact, if more people were paying attention to Franklin's words, we may have sidestepped the most recent collapse of the banking industry & subsequent recession.

Though many small business owners have had to scratch & claw their way back to prosperity over the past year, it's never too late for a reminder of the genius of perhaps the cleverest of our Colonial statesmen.

I've gleaned some of Franklin's best small business advice from hundred's of his most famous quotes. Follow these mantras &, like Ben, you might harness electric energy for your company.

Energy & persistence conquer all things. One of Franklin's major messages from his early days as an entrepreneurial printer was that hard work is the dominant ingredient for success. He couldn't abide laziness or time wasting, & implored business owners to watch out for both in themselves & their employees. Everyone knows his line "Early to bed, early to rise, makes a man healthy, wealthy & wise." But how hard a person works during their waking hours is even more important, as Franklin said: "Fatigue is the best pillow."

An investment in knowledge pays the best interest. Remember this bit of advice the next time you have the urge to complain about obtaining **continuing education credits in your profession.** Franklin clearly believed in life-long learning & not getting stuck in a rut in the way you approach new business challenges. Through his editorials in Poor Richard's Almanack, he frequently advised his readers to seek & heed good advice. "**He that won't be counseled, can't be helped**" Franklin said. He could be speaking directly to today's construction industry, which faces ever-more-complex issues like heightened government regulation, healthcare & intense competition. "To succeed, jump as quickly at opportunities as you do at conclusions."

Beware of Small Expenses. A small leak can sink a ship. In Franklin's day, as he sailed back & forth across the Atlantic to promote the American ideal, the second part of this tip could be taken literally. But for people who could who run small businesses, as he did for many years, Franklin stressed paying attention to details. Are you charging what you should to turn a profit on every job? Are you watching costs as closely as revenues? Are you keeping up with routine maintenance to preserve your expensive equipment? Is your accounting system working well? Many small drains on resources can imperil your company.

If you want something done, ask a busy person. How many times do you go back to your top-performing employee when a job has to be done right & on time? Franklin reminds business owners that they need to both reward their best employees & demand more of the rest. This means regularly praising the efforts of great workers, offering them more money & greater responsibilities in you organization. His advice also calls on you to motivate the rest of your staff to raise their efforts to match the standard-bearer.

Anger is never without a reason but seldom a good one. Simply put, don't blow your top when dealing with an employee, a difficult customer or anyone you encounter in business. Let a cool head prevail in an argument. If you approach a conflict with a positive attitude, you may turn around a customer service disaster or a problem employee. Butting heads will usually get you nowhere fast. "If passion drives you, let reason hold the reins".

There are three great friends: an old wife, a dog & real money".

Franklin clearly wasn't concerned about political correctness in his writings. For today, this bit of advice isn't about "an old wife" or an "old dog". It's about "ready money," & the time-tested importance of positive cash flow & careful spending. Which companies were best suited to ride out the recession over the past year? The ones determined to collect on their bills in a timely fashion, watch borrowing, & salt some profits away for a rainy day. And when I read this line from Franklin, I was certain he faced deadbeat customers just like you do: "If you can't pay for a thing, don't buy it. If you can't get paid for it, don't sell it. Do this, & you will have calm & drowsy nights, with all of the good business you have now & none of the bad".

The best investments is in the tools of one's own trade. They didn't have the convenience of high-tech construction equipment in Franklin's day. But he knew that to print newspapers, build furniture or farm land, the best technology available made the work easier & the results better. Franklin often preached about efficiency, reminding that "time is money" &, "You may delay, but time will not, & lost time is never found again." Today, Franklin would advise business owners to keep an open mind to new trends & processes, & maintain a reliable inventory of equipment.

By failing to prepare, you are preparing to fail. The buzzword used today is "systemizing." Break down every task in your business so you know how much time it should take to complete & so anyone can be trained to do a job to the same level of quality & efficiency. Franklin was sending the same message on getting organized in Colonial America. You don't need a fancy life coach or a business consultant to get

BE AWARE!

It has been brought to our attention there is a letter being sent out using the name of the U.S. Department of Transportation in Washington D.C. It will claim that your company is registered as a prospective contractor for procurements by them but states after reviewing the records you have not submitted your financial information. There is an authorization for release of financial information sent with it and a request to fax it back. **DO NOT** fill it out. Call the authorities and report the SCAM!

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Onsite Sewage Treatment Program

Cleaning up a Sewage Back-up

Adapted with permission from King County, Washington Wastewater Treatment Division: <http://www.kingcounty.gov/environment/wtd/Response/SewageSpill.aspx>

Sewage spills are caused most often by clogged or broken pipes belonging to private owners. On rare occasions, problems in pipes owned by local wastewater districts can result in sewage spills on private property. Flooding may also result in back-ups inside a home that contain untreated wastewater.

Thorough cleaning of indoor sewage spills is necessary to protect people -- especially small children and those with weakened immune systems -- from harmful bacteria and viruses. Clean-up should begin as soon as possible to reduce the risk of exposure to sewage. The following tips are a guide to properly managing a back-up situation.

Think Safety First

- Keep children and pets out of the area until clean-up has been completed.
- Stay out of flooded areas. Entering a flooded area creates a risk for accidental electric shock, excessive exposure to disease-causing contaminants and potential injury from rushing water.
- Safely turn off electricity in affected areas. To prevent accidental electrical shock, turn off circuit breakers and unplug electrical appliances in affected areas. Do not attempt if you must stand in or make contact with water to do so.
- Wash your hands thoroughly and launder clothes separately after completing the clean-up.
- Contact your doctor at the first sign of adverse health effects.

Limit Exposure

- Stop using plumbing and appliances that drain into the sewer system, including sinks, showers, toilets, dishwashers and laundry machines.
- Wear rubber gloves and boots.
- Prevent the spread of contaminants and odors.
 - Turn off forced air furnaces and air conditioners.
 - Cover or close vents capable of spreading contaminants and odors.
 - Do not use wet/dry vacuums because of the danger of electrical shock and the spread of aerosolized germs by the fan motor.
 - Be careful not to track contamination into other parts of the residence.

Call for Help

- Contact your insurer immediately. Know your coverage for both flooding and sewer back-up situations.
- Consider hiring a professional water damage restoration service. If there is too much water to absorb using mops and sponges, professional water damage restoration experts can be found in the Yellow Pages under "Water Damage Restoration." SSTS Professionals can act as a resource and could coordinate effective clean-up services.

Clean up tips:

- Remove all furniture, loose rugs, and so on from the area.
- Saturated wall-to-wall carpeting (and the pad) usually cannot be adequately cleaned. They should be removed, wrapped in plastic, and taken to a transfer station or sanitary landfill. If you decide to keep the carpeting, hire a licensed carpet cleaning company to steam clean and disinfect the carpet.
- All hard surfaces, such as linoleum, hardwood floors, concrete, wood moldings, wood, and metal furniture, and so on, should be thoroughly cleaned with hot water and a mild detergent (dish detergent), and then rinsed with a bleach solution by mixing one tablespoon of liquid household bleach to one gallon of water. Let the surface air dry.
- Upholstered furniture, loose rugs, drapery, and so on, should be professionally cleaned. Notify the cleaner of the problem.

- Remove and replace plaster, plasterboard, and lath that have been saturated and are soft to the touch. If the surface has been wetted, clean as you would a hard surface, but do not saturate the plaster.
- Clean sinks, dishwashers, and other plumbing fixtures that have had sewage backup with detergent, and then rinse with bleach solution.
- Disinfect clean-up mops, brooms, and brushes with bleach solution.
- Increase air circulation to reduce odors and mold growth -- open all windows and doors. The use of fans and heaters may speed this process.

SSTS professionals should be familiar with these tips. They can act as a resource and even provide and/or coordinate professional services for those experiencing this difficult situation.

MPCA UPDATE: Local Government Outreach, SSTS Inventory, Implementation and Enforcement Task Force, Rule Amendment

By Gretchen Sabel, MPCA

To better understand concerns raised by counties, MPCA Assistant Commissioner Rebecca Flood & Legislative Affairs Director Jodi Boyne have been meeting with regional Mn. Association of County Planning & Zoning Administrators groups to discuss obstacles & Opportunities for the subsurface sewage treatment system (SSTS) program. Some counties have already adopted the 2008 SSTS rules into their ordinances & have experience to share. Other counties are at different points in the process & the MPCA will be working with them to meet the statutory deadline of February 4, 2012.

In these meetings with the MPCA, as well as during the rulemaking hearings held this summer, counties have voiced concerns about the cost of administering the SSTS program. Although some state funding is provided to assist with county SSTS programs, commentators identified the fact that it is short of what the program costs. In these times of tight budgets, it is difficult for counties to find additional resources to apply to their SSTS programs. The MPCA also understands counties, as well as SSTS professionals, have concerns about how the MPCA will implement its design guidance & the SSTS enforcement program. Because of these concerns, the Legislature, during the 2010 legislative session, created a new Implementation & Enforcement Task Force.

New Task force represents several associations, will provide new tools for counties.

The legislation requires the MPCA to create this task force with representation from the Association of MN. Counties, MN. Association of County Planning & Zoning Administrators & the MN. Onsite Wastewater Association. The MPCA will work with these groups to “.develop effective & timely implementation & enforcement methods in order to rapidly reduce the number of subsurface sewage treatment systems that are an imminent threat to public health or safety & effectively enforce all violations of the SSTS rules.” The MPCA will, in collaboration with the task force, staff of the Attorney General’s office, county attorneys, & county planning & zoning staff, develop & provide to counties enforcement protocols & a checklist that county inspectors, field staff & others may use when inspecting systems & enforcing rules.

The task force will meet three times a year. The MPCA has invited representation from the previously mentioned associations & all have expressed their intention to participate & are in the process of selecting their representatives.

MPCA reading interim report on status of, recommendations for statewide SSTS inventory.

The Legislature also required the MPCA to develop recommendations & a plan for directly or indirectly inspecting & providing an inventory of all SSTS’s. The MPCA is currently finalizing a preliminary report to the legislature on “Status Report on Recommendations & Planning for Statewide Inventories & Inspections.” A final report will be delivered after the new Implementation & Enforcement Task Force has met in order for the task force to provide additional input for the report. Both the final inventory/inspection report & the outcomes from the Implementation & Enforcement Task Force will be presented to the Legislature in January 2011.

Developing a statewide inventory of SSTS’S is a major task. Wisconsin, Iowa & Florida have started inventories, but none are completed or attempt to track both location & compliance status of systems similar to the MN. Mandate. The emphasis will be on identifying failing systems in sensitive areas. Direct inspections may be appropriate for systems on riparian areas, lakes, wetlands & other sensitive areas to determine which are either failing or posing an imminent health threat. For remaining portions of each county, indirect inspection methods may be used that could include collecting census-type information to determine owner & system locations.

Program administrators to get SSTS inventory survey in September.

This month (September) SSTS program administrators in each of Minnesota’s 87 counties will be surveyed to identify the true extent of existing SSTS inventories as well as potential approaches & barriers to completing inventories in each county.

The preliminary inventory report includes the results of grant-funded pilot projects in four counties to expedite identifying & replacing SSTSs that pose an imminent public health threat. The grant program provided these counties with \$60,000 a year for four years. In Chisago, Fillmore & parts of two other counties, 8620 systems were evaluated. Of those, 1,103 or 13 percent, were deemed imminent health threats. Of the 1,103 failing systems, 919 had been replaced by August 2010. The preliminary inventory report also summarizes ongoing SSTS inventory efforts by the Board of Water & Soil Resources (BWSR) in other parts of the state.

Finally, a note on the status of the 2010 amendments to the SSTS rules. The rule amendments were available for review & comment from June 21 until August 30. The rule public notice period has ended & the process of judicial review has begun. The administrative law judge who is currently reviewing the rules & comments received will issue a report by the end of September 2010. After that, the MPCA will complete the final procedural steps of the rule amendment process in order for the amendments to be adopted by the legislative deadline of April 4, 2011.

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DIRECTORS REPORT

Hope this finds all of you in the field and busy! We had a good turnout for the Field Day on Bioreactor Installation training at Waseca and the Golf Scholarship Fund Day at Montgomery. Thanks to all the **members and associates** that came and supported our organization. **MNLICA appreciates YOU!**

We hope all of you will take the time to attend the Tradeshow and Convention. This is a great time to make new friends and visit with past friends, get new field related information, trainings and **network!** MNLICA needs **YOU** there!

Nordis has been busy representing MNLICA at an MECA (Mn Erosion Control Agency) meeting on water and soils with MnDOT; U of M; Dakota SWCD. Asked Board member Stu Frazier to write a comment paper concerning 7080 rules changes and sent it to Carol Nankivel with MPCA. Asked Board member Don Loken to write a comment paper concerning Farm Taps for Norm Coleman. Am getting speakers and trainers for the 2011 State Convention and setting up a winter Bioreactor Installation 8 hour classroom certified training with U of M and ADMC.

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Several members have asked where there is a company to use to comply with the MN. Drug & Alcohol testing required by the state. MNLICA has a program through Midwest Compliance Inc. that you can join for a fee. This company has three levels of services to fit all sizes of companies and their needs. For cost and form please call them at 320-656-1396 or 800-656-1396 and ask for Sandra Brakstad. For more information on what this covers call Nordis at 507-789-5725 or cell 507-649-1771.

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Eggs, Bacon & Hash Browns Quesadilla

By Bobby Flay

Hash Browns:

- | | |
|-----------------------------|--------------------------|
| 1 Large potato, scrubbed | 4 Tablespoons canola oil |
| 1 Small onion, thick sliced | salt & pepper |
| 1 Tablespoon chili powder | |

Place potatoes in pan of water, bring to boil & cook to 3/4 done. Heat 2 Tbsp. oil in a large sauté pan over medium heat. Add onions; salt & pepper. Stir often. Remove onions, return pan to burner add remaining 2 Tbsp. oil, add potatoes, stir occasionally, when browned add onions, salt & pepper & chili powder & cook through.

Scrambled Eggs:

- | | |
|---------------------|--------------|
| 1 Tablespoon butter | 4 large eggs |
|---------------------|--------------|
- Melt butter in non-stick pan over medium heat. Crack eggs in bowl & whisk, season with salt & pepper. Cook, stirring until soft mounds form., about 2 minutes. Set aside.

Assembly:

- | | |
|-----------------------------|----------------------------|
| 8- six inch flour tortillas | 1 cup grated cheese |
| Hash Browns | 8- slices bacon, cooked |
| 2 Tablespoons canola oil | Scrambled eggs |
| 1/2 cup salsa | Cilantro leaves (optional) |

Preheat oven to 425 degrees. Place 4 tortillas on a work surface. Divide the cheese, hash browns & bacon among the 4 tortillas. Top with the remaining 4 tortillas & brush with oil & sprinkle with chili powder.

Transfer the quesadillas to a baking sheet. Bake to golden brown, 8-10 minutes. Remove from oven & cut into quarters. Top each with some scrambled eggs & salsa. Garnish with cilantro if desired.

MNLICA SCHOLARSHIP GOLF

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Agri-Drain; ADS; Century Plastics, Continental Western; Crawler Welding; EEP; Federated Insurance; Prins Insurance; Prinsco Inc.; RDO. Thank you to all the members who participated in the best ball tournament also. We appreciate all of YOU!

Winners of the Best Ball Tournament are the RDO Team of Matt Dull, Al, Pat and Pete Barnett with a score of 34.



Other scores ranged from 36 to 42, so any team could have one. Great Games Guys & Gals!

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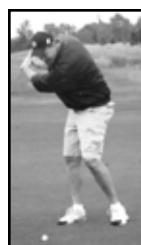
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Winners of other prizes were Barney Flueger, Scott Turner, Brad Seykora & James Becvar, each received a Faribault Woolen Blanket. Shortest Drive won by Pete Barnett & Nordis Estrem. Longest Drive won by Brad Seykora & Mary Flueger, who each received \$10.00. The Longest Putt was Kory Clayton, who received a beautiful Putter from Federated Insurance. A fun time was had by all, especially Barney Flueger who managed to make an EAGLE shot on the 8th hole. Good Shot Barney!



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2010 UPCOMING EVENTSMNLICA Web-site:www.mnlica.org

Fall/Winter 2011	Area & Board Meetings	to be determined
January 16-19	MNLICA State Convention	Best Western North Mankato
March 8-10	MSHA, 1ST AID; Adult CPR	Red Wing, Dennison, Worthington
March 20-21	National LICA Convention	Las Vegas, NV Riveria Hotel
March 22-26	Con-Expo	Las Vegas, NV
July 11-16	National LICA Summer Mtg.	Kahler Grand, Rochester



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the foundation of banks.*

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We often take it for granted, or even abuse it,
and yet many unthinkingly and unknowingly pass the land by.
What man finally does with the land
will be the deciding factor in his survival.*