

# Palmetto PESTalk

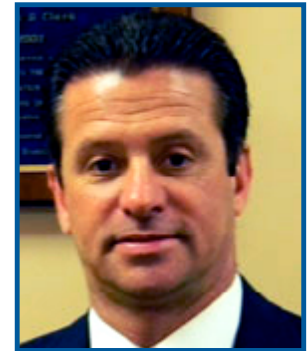
The official publication of the South Carolina Pest Control Association

## Message From The President


This sure has been a hot summer with no relief in sight. Thankfully the heat is good for our industry. The insects are out and running which means we are out running. Running after those bugs hopefully means that you are needing to hire more technicians. It is really hard to find good people to do what we do out there. Today's technician not only has to have a good grasp of the technical aspect (The biology, mathematics, some chemistry and even construction), they must also be skilled in technology, customer service and salesmanship. Not only do we compete for the technicians with each other, electrical, HVAC and plumbing companies also target our technicians because exterminators are more experienced in customer service. Where do we fall in being an attractive

industry to these potential workers? We can offer an rewarding career for all types of workers. Somehow we need to change the perception of the industry and get the word out that the exterminating industry is a great career path. As we all know being an exterminator is more than meets the eye.

Next week is the joint state meeting with North Carolina and Virginia. This is our summer meeting. This meeting seems to be losing participation and NPMA is looking for suggestions to get attendance up. If you have any suggestions please let Jim know. You can call or shoot him an email. The Midlands area had a one day meeting that was successful. If any local association is looking to have a one day meeting give Jim a heads up and we will help



**David Clark**  
President of the  
SC Pest Control Association

you make that meeting happen. Before you know it the winter school will be here. Mark your calendars! See you in Wrightsville. 

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## In This Issue

July-August 2016  Volume 39, No. 4

Message From The President - <i>David Clark</i>	1
From the Executive Director - <i>Jim Wright</i>	2
Palmetto PESTalk General Information	2
Urban Entomology Extension & Research - <i>Eric Benson</i>	4
Membership - New & Renewing Members	12
Upcoming Events	14
Priorities - <i>L. Smigel &amp; P. VanHooser</i>	15
Board of Directors & Board Members	16

## Notes From the Executive Director



**Jim Wright**

*Executive Director of the  
SC Pest Control Association*

We were hopeful that these changes could be implemented over a three year period since it represents more than a 100% increase in the overtime requirement. The rule has passed without the phase in period and still includes the indexing which provides for automatic increases without consideration to the economy or public input. These new rules are set to go into effect in September 2016 so you should prepare to meet these requirements and consult with your accountant or HR professional. A Bill was introduced on July 15th (***Overtime Reform and Enhancement Act***) that would allow the phase in of these changes over a three year period with a tiered implementation and would remove the indexing. This would allow for future administrations to make necessary changes with public input. However, timing for this to have an opportunity to pass this year makes the passage a remote possibility at best.

NPMA has worked tirelessly with congressional leaders to provide funding to combat the spread of the Zika virus in the US. On Thursday H.R. 2577, the Appropriations Package that included \$1.1 billion in funding for the Zika Virus, failed to overcome a procedural hurdle (52-44). This Bill had previously passed the House but needed Senate approval to go to the President. Several controversial amendments were attached dealing with Obamacare and Planned Parenthood funding that made it clear the Senate Democrats and the President would not approve the measure. There is one remote chance for emergency funding to be used for Zika efforts but again that is yet to be determined. Interestingly, at the same time this measure failed the head of the CDC and EPA have written a letter and advised Puerto Rico to apply more pesticides to control mosquitos in direct response to Zika...

We are currently in the SPCCA Membership renewal cycle for 2016-2017. Many of you have already sent your renewals and I

Earlier I reported to you in *PESTalk* that the US Department of Labor (DOL) was proposing a change to the Regulations governing overtime pay for certain employees who work in excess of 40 hours per week. The Regulations amend the Fair Labor Standards Act (FLSA) which raises the minimum threshold in which all employees are entitled overtime pay for hours worked in excess of 40 hours per work week from \$23,660 annually (\$455 per week) to \$47,472 (\$913 per week).

appreciate your prompt response. In this issue of *PesTalk* I have listed the companies who have renewed for this year. Please take a quick look and make sure you are on the list. If you are not we need for you to either mail the renewal or you are welcome to visit the SPCCA website and **click on Join or Renew Here**. Simply, we need your continued support ...

The Mid-Atlantic Summer Conference is here and should again be another great opportunity. If you have not registered I encourage you to reconsider since this meeting does support your state associations in SC, NC and VA. The conference is scheduled for July 28-30, 2016 at the Holiday Inn located in Wrightsville Beach, NC. You can visit the NPMA website for details and register for the **Mid-Atlantic Summer Conference**. I hope to see you at the beach.

If there are things that the SPCCA can do for you please, let us know. 

Best regards... Jim

### Carolinas/Mid-Atlantic Summer Conference 2016 July 28-30, 2016

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# The Urban Entomologist Report

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My kids were young just before the advent of in-car DVD players and handheld gaming devices. On trips in the car we would pay games to keep them from getting too bored. We used to "shoot" VW bugs we saw, played "I Spy" and even 20 Questions. One game I liked was making up a sentence that had never, ever been spoken before on planet Earth (at least probably not). For example, you could do a literary type sentence such as: "The tapestry of life experience embroidered into her soul regret, longing, yet hope that could be seen in her wistful gaze as she stared at the first morning light glinting on the fog of the Bay of Fundi." (One trick is to add a location to be pretty sure the sentence is unique.) Of course I would usually choose silly sentences such as: "A dapper box turtle wearing wing-tipped shoes that attends moon-

light balls in Washington, DC on the Fourth of July should have trepidations of dancing with disheveled lady rats with obvious hygiene problems and a demonstrated inability to properly floss." To take it a step further, I would often ask my daughter to draw a picture of my silly sentences, so I take some credit to this day for her creative artistic ability.

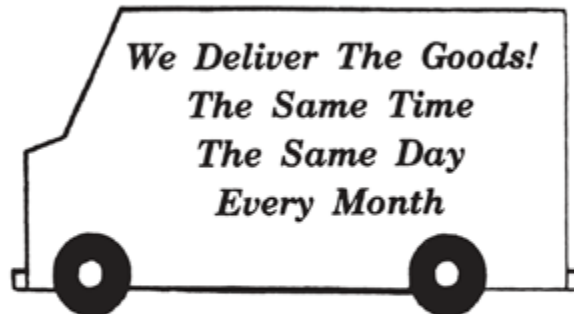
I recently thought of our family game after watching a 42 minute video that I plan to show to my entomology class this fall. While it is not a sentence, I am going to create a lecture around the video titled: Hope, Spirituality, Maggots and Friendship. I think that title may be unique. The video is actually titled: "Where Do They All Go?" It was filmed and produced by Tom Davenport,

CLEMSON, continued on page 5

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**CLEMSON**, continued from page 4

and is certainly unique. It highlights the life of Jerry Payne, a retired USDA entomologist who worked most of his career researching pests of vegetables in Georgia. Before becoming a Vegetable Entomology Specialist, Jerry did his Ph.D. research at Clemson in the 1960's on insect fauna in dead animals. As a teenager and avid hunter, growing up poor in rural Virginia, Jerry used to wonder, "Where did all the dead animals go?" His childhood curiosity motivated his studies when he was given the opportunity to go to college. For his research at Clemson, Jerry placed dead fetal pigs outdoors in different conditions such as on the forest floor, submerged in water, buried under soil or hanging in trees. His very unusual and very detailed work is perhaps some of the most famous research ever done by an entomologist at Clemson. His work was highlighted in Time magazine and

Scientific American in the 1960's, and his work is one of the first important bodies of research in the development of Forensic Entomology. I came to Clemson about 20 years after Jerry, but we shared some of the same professors and I heard all the Jerry Payne stories.

Jerry methodically documented the ability of insects, especially flies, to detect carrion outdoors. Fly eggs laid on a dead pig would hatch in about a day and the maggots could completely recycle it within 6 days during the warm months in South Carolina. Many of the flies that come to carrion are the same flies that can be pests in your accounts. If they are allowed entry into building or have food resources around trash areas and decaying organic matter, their populations can quickly explode. Most of these flies are pervasive outdoor, strong fliers and can travel long distances. While some chemical treatments may be needed in some situations,



Jerry Payne - "Where Do They All Go?"

the best control in urban settings is usually monitored traps, exclusion and sanitation.

If you have 42 minutes to spare, you may want to watch "Where Do They All Go?" by Davenport Films: <http://brandymorecastle.org/services/davenportfilms/>. You probably know where "Maggots" fit into my lecture title, but watching the film will elucidate where I get Hope, Spirituality and Friendship. In the meantime, you can contemplate this unique sentence:

**CLEMSON**, continued on page 6

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**CLEMSON**, continued from page 5

“Flies, especially blow flies, while often not dapper, do play an important role in the tapestry of life as sometimes foe, but oftentimes friend, by keeping us free of being neck deep in dead possums.”

**What Are You Drinking?**

A dung beetle walks into a bar and asks “Is this stool taken?” That is a joke going around on Facebook. All insects (all animals) need food, water and shelter. This is the triangle of life. Dung beetles are one of the insect groups that get all three of their needs in one package: dung (stools). Lucky them. Many insects are not so fortunate. For example, ants usually make a nest for shelter and forage independently for solid food and water. Whenever I try to troubleshoot an ant infestation, I try to remember the triangle of life and determine the most probable need for ants infesting an account. Many ants use structures



Argentine ants (*Linepithema humile*)

Field ants (*Formica integra*)

for shelter. Many other ants forage into structures looking for food.

Recently, I have been on two inspections involving ants: one with Argentine ants, *Linepithema humile*, also known as sugar ants, and one with a field ant species, *Formica integra*. Argentine ants are all about 1/16 inch in length, light to dark brown in color. They often forage in strong trails during the summer. *Formica integra* field ants tend to be medium to large ants and can vary in color from black to yellow or a

combination of both colors. Sometimes they are also called thatching ants. They collect and mound up large amounts of thatch, usually around tree trunks, logs and large stones. Field ants will also mound against man made items such as junked cars, appliances or construction materials stored outdoors. They will forage over long distances and can be misidentified as carpenter ants. However, carpenter ants have a rounded thorax when viewed from their

CLEMSON, continued on page 7

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**CLEMSON**, continued from page 6

side whereas field ants have a sculpted thorax.

During both of my inspections, I was predominantly thinking, "Where are the ants nesting and what are they eating?" I had forgotten that we are in early-stage drought conditions in Upstate South Carolina. I should have been thinking, "What are they drinking?" While the numerous ants were easy to find, it wasn't clear at first as to why they were in such numbers around the structures. I eventually found the source: dripping outdoor faucets creating pools of water adjacent to the buildings and providing a wonderful source of water for thirsty ants. While chemical control can be done to help keep ants from entering the buildings, fixing the dripping faucets would help keep them from foraging to a shelter for water.

While the field ants we see in see are

native, many pest control operators seem to be more adept at treating for outdoor populations of the exotic Argentine ants. Argentine ants like sugary liquids. A combination of liquid sugar-based baits placed around a structure with targeted foundation sprays can often keep a population from entering a structure. Field ants seem to be more of a problem when they are encountered. They don't readily take baits, and perimeter sprays on a foundation or granular insecticides are often marginal in controlling them. This is the reason I have developed the following 7 steps for you to consider if you are finding field ants difficult to control. I first wrote this plan in *Pestalk* 11 years ago, but the procedures and tips still seem to be the best viable option for field ant problems today.

**First**, and always first, if you are not positive your client has field ants, have them identified. Most species I see tend to be in the genus *Formica*, with *Formica*

*integra* being the most common.

**Second**, set appropriate expectations with your client. You are not out to eradicate the field ants. You are trying to bring the population down to a reasonable level. In most situations, having some field ants around the property competing with more serious pests is a good thing. If your client has a bunch of junk cars, junk refrigerators, piles of asphalt, piles of cans, etc., your job is going to be much harder. Make sure they know they have to clean up as much debris from the yard as possible if you are going to take the job. Field ants can probably forage at least several hundred feet, so the junk piles way in the back of the property or on the neighbor's property can be a problem.

**Third**, evaluate the trails and nests before treatment. Field ants are more general foragers than some other

**CLEMSON**, continued on page 9

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July-August 2016



**CLEMSON**, continued from page 7

strong trailing ants, but if you look hard enough, you should see a major trunk trail. If I can't find obvious trails or nests right away, I put out piles of crushed cookies (Pecan Sandies work well) near the house or area that I want to control. When ants pick up the cookies, I trail them. You don't always have to trail them all the way to the nest. Sometimes they'll give you the general direction and you can find it after that. Don't think that every hole they go into with a cookie is a nest entrance. Sometimes they'll go into a hole and come out another hole, like a subway rider going under a busy city street. As you start to detect trails, mark them, but don't disturb them. I like to use colored field flags about every ten feet to show trail lines. Marker paint could also work.

**Fourth**, as you start to find nests from the trails, mark those too. I usually use



Argentine ant nest



Field ant nest

a different color field flag for the nests. Again, just find the nests at this point. Don't disturb them until you are ready to treat. You will probably find many small nests in thatched material around trees or junk. Keep looking until you also find some of the mega nests containing workers and brood, probably around large trees, logs or junk. Also, don't forget the structures on the property. Trails and nests can be against foundations. After an hour or two of inspecting, you should have an interesting line of flags or other markers indicating where you should direct your treatment.

The **fifth** step is the treatment. To date, I haven't found a bait that will consistently be picked up by field ants or that is affordable for large scale treatments. If you find a good scatter bait that works, let me know. Nor have I found large area sprays to work. The best strategy seems to be a directed spray on trails and nests. To kill the ants quickly, use a good quality, later generation pyrethroid spray. While some of these new generation pyrethroid sprays may be expensive, the use rate will probably be very low, making a little go a long

**CLEMSON**, continued on page 10



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**CLEMSON**, continued from page 9

way. The secret is how and where you apply it. Where you'll apply it is on the trails and nests you have found.

**Six**, treat areas on structures where you see ants trailing. Use a fan spray at low pressure. You don't want to "blow" the ants away with high pressure. Continue to use the same method on the trails on the property with a low pressure fan spray, flanking both sides of the trail. Don't worry about the miscellaneous ants foraging about. Keep your spray focused on the trail. If a trail is covered with protective debris like leaf litter or mulch, move it. This is where a the second technician comes in with a rake, to help the person spraying get the chemical down to where the ants are located. If you have flagged trails, you can pull them out as you move along with your treatment so you can see where you have been and where

you need to go. Make sure everyone is wearing their appropriate chemically-protective equipment as required on the label. Spray the nest(s) thoroughly when you get to them. Treat and then have someone rake back the thatched piles or move debris if possible, and then spray again. You don't want to over-spray, but you do want to get the treatment to the ants. You may also want to bring along a termite inspection hammer or similar tool to break open stumps or logs or flip heavier items of debris. These are the locations where you can often find the main nests.

**Seven**, plan to go back in a few days to make an evaluation to see if you missed any key nests or trails. If you set your client's expectations properly, they won't be expecting total elimination, but they should see a significant reduction. This whole treatment plan will cost more than a quick drive up treatment, but when mega colonies of field ants occur,

extra steps are needed to get control. Take the time, make the plans and reap the rewards of a job well done.

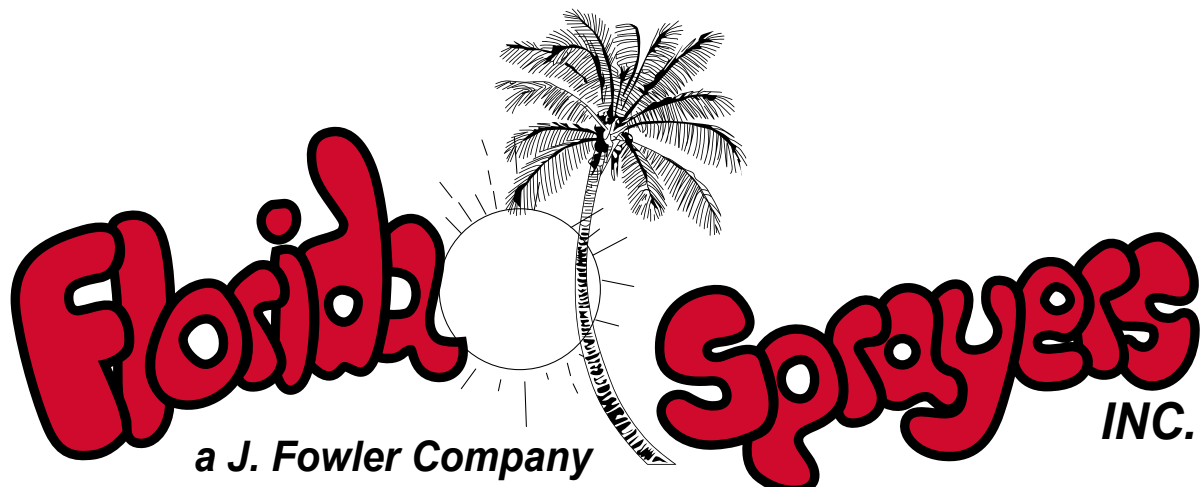
**Fall Forum September 14**

On Wednesday, September 14, we will hold our **Third Annual Clemson University Fall Forum for Pest Management Professionals** and allied professionals. The Fall Forum will be held at the Clemson University Madren Conference Center (230 Madren Center Drive). Registration will start at 8:00 AM. The program will be from 8:30 AM – 3:00 PM with five speakers and highlights from exhibitors. The speakers and topics include:

- **Dr. Eric Benson** – Entomology Tips for Troubleshooting Pest Problems
- **Mr. Lee Galloway** – Wood Decay & Excessive Moisture – A Regulatory Perspective

**CLEMSON**, continued on page 11

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**CLEMSON**, continued from page 10

- **Mr. Cory Tanner** – Managing Landscapes: IPM Principles
- **Dr. Tim Drake** – Unique Pest Control Challenges: Treatment of Historic Buildings, Museum Collection, and other Historical Items
- **Dr. Patricia Zungoli** – Mosquito Management in Landscapes and Zika Update

Recertification credits for SC, NC, and GA will be available. A total of five recertification credits will be offered in South Carolina. Three credits will be in either the Core or Category 7, one credit in Category 3 and one credit in Category 8. Early registration is \$125 per person if registered by August 15. This includes all the sessions, lunch, handouts and a morning break. Late registration is \$175. The early registration fee for exhibitors is \$200 and includes the above items

and table-top display areas and a short presentation slot on the program.

A direct mailing for to all licensed pest control companies was sent several weeks ago. You can also find a link for registration at the SCPCA website. Directions to the Madren Center can be found at: <http://www.clemson.edu/centersinstitutes/madren/directions.html>. If you have questions contact Jackie Ellis at (864) 656-5048 or e-mail her at [jells@clemson.edu](mailto:jells@clemson.edu). We hope to see you in September!


**Next Set of ATT, WIR, and MTT Programs**

The next offering of the **Apprentice Termite Technician (ATT)** programs will be August 10 and 11. Remember that the ATT is now a single day program, so August 10 and 11 are two back-to-back one-day offerings. The next **Wood Infestation Report (WIR) Workshop** is scheduled for Sept 9<sup>th</sup>.



ATT Programs - August 10 and 11  
 Clemson Fall Forum - September 14  
 WIR Workshop - September 19  
 MTT Program - October 13-14

The next **Master Termite Technician (MTT)** is scheduled for October 13 – 14. All of these programs will be held at the Clemson University Sandhill Research and Education Center in Columbia, SC.

The classes are starting to fill up, especially the August ATT program. For the ATT programs, we can take up to 30 per class. If you are interested in any of the next set of trainings, especially the August ATT classes, contact Jackie Ellis by phone at 864/656 5048 or via email at [jells@clemson.edu](mailto:jells@clemson.edu) very soon! 

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Modern Ext Co Inc of Rock Hill  
Modern Exterminating Co

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Mosquito Commander  
Mountaineer Pest Services  
Multi Family Pest Control LLC  
National Fit Testing Services  
Nelton Cole T & P Ctrl LLC  
Nicks Pest Control LLC  
Nolan & Company, Inc  
Oldham Chemical  
Owens Pest Control  
Palmetto Exterminators Inc  
Pest Away Exterminating Co  
The Pest Force  
Pest Management Systems  
Pestban  
Piedmont Pest Control Inc  
Preferred Business Brokers  
Priority Pest & Contracting Inc  
Proterm LLC  
RBS-Hartwell Lake Project  
Regal Pest Control  
Rid A Roach Inc  
Robs Pest Control Service  
Rollins Pest Control  
Ronnies Pest Control  
Sandy Run Ext Co Inc  
SC Home Services  
Schroeder Termite Inspection Svcs  
Senn Pest Control Service Inc  
Simon Matthews Ext Co  
State Pest Control  
Strand Chemical Co Inc  
Syngenta  
Tabb Pest Control Inc  
Taylor Agency  
Taylor Termite & Pest Ctrl  
Termitech  
Thomas Pest Control Inc  
Thompson Brothers Ext. Co  
Times Pest Control Specialists  
Titan Termite & Pest Control Inc  
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## Upcoming Events

► **August 10 and 11, 2016** [CLICK FOR INFO & REGISTRATION >>>](#)

### Apprentice Termite Technician (ATT) Schools

Sandhill REC Lakehouse

900 Clemson Road, Columbia, SC

**REGISTRATION FEE:** \$150.00 per person / one-day class

► **September 14, 2016** [CLICK FOR INFO & REGISTRATION >>>](#)

### Clemson Fall Forum

*Fee includes sessions, lunch, handouts and a morning break.*

Clemson University Madren Conference Center

230 Madren Center Drive, Clemson, SC

**REGISTRATION FEE:** \$125.00 per person - Early Registration by August 15

\$175.00 per person - Registration after August 15

\$200.00 for Exhibitors (includes tabletop display & presentation)

► **September 19, 2016** [CLICK FOR INFO & REGISTRATION >>>](#)

### Wood Infestation Report (WIR) Workshop

*Fee includes all course materials, room accommodations, and on-campus meals.*

Sandhill REC Lakehouse

900 Clemson Road, Columbia, SC

**REGISTRATION FEE:** \$125.00 per person



For more information about workshops, please contact Jackie Ellis by phone at 864-656-5048 or via email at [jells@clemson.edu](mailto:jells@clemson.edu)

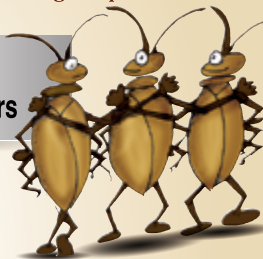


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July-August 2016

## PRIORITIES

By Lloyd Merritt Smigel and Pat VanHooser

Here is the definition: Precedence, especially established by order of importance or urgency.

Uh oh. What do you do when you have to figure out which is more important versus which is more urgent. This might help. You have to finish all of your stops today. That is important. However, you have to go to the bathroom. That becomes more urgent.

That was an easy one. However, when you are short a Service Rep and the Supervisor is in a CEU class today 100 miles away and today is your golf day. Uh Oh. There are many times an owner, manager and supervisor must prioritize and then re-prioritize.

As your season 'hits', other things have a way of 'hitting' the fan. **HOW** you handle these obstacles is a test of your Leadership Skills. If you get upset

and everyone knows it and sees it and you have lost it – you lose. Yelling and screaming and badmouthing others does not help the situation. That simply creates an atmosphere where people try to avoid you. You need participation to help solve the problem.

But you must look at why this happened in the first place. How many seasons must you go through to learn that **EVERY** summer you are short personnel? Yes, someone dies, is hospitalized, moves out of town, gets sick, is bitten by a snake, got poisoned, becomes allergic to work, etc. I get it.

So why not **INVEST** in your company and get someone hired **BEFORE** your busy season as a 'swing person', "trainee", or whatever you want to call that position. Waiting and reacting to the situation will cost you more than paying that 'extra'


person. However, that does not help you **NOW**.

"It's hard to remember that your mission is to drain the swamp when you are up to your..... in alligators." I know. When there are personnel and/or other problems that come up it is best to have a quick meeting with your people. Lay out the problem and ask for input. Usually people 'step up to the plate' and offer to help.

When you ask for their input they feel more part of a team. Some people will offer to work longer hours, come in earlier, work later, or work over the weekend. But YOU have to participate as well. When they see the Boss out there – working – it's impressive. When you ask everyone to help chip in and bust their chops so that you can go off to play golf – Not a good example of leadership.

When you have the same problems year after year – maybe you need to look in the mirror. Lloyd and I have seen many companies who have truck breakdowns every summer. Down time of a Sales or Service vehicle is costly. It affects production and sales and often can cause cancellations as well.

Additionally, when you have to tell your customer that you had a breakdown of your 1956 service vehicle and you have to reschedule them, they may decide that your competitor is who they should be working with. We have seen some companies un-serviced account listings rise thousands of dollars because there was no service vehicle maintenance program.

I understand that sometimes people get caught with their pants down. Yes, that is the reason for many shotgun weddings. But we have to be more prepared. When the season slows down you should meet with your employees and say "How can we avoid this from reoccurring next season?" That shows Leadership and solving something that is important. Or... it will become urgent again next year and the next year and the next year... 

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#### WHO SHOULD ATTEND?

**Decision Makers:**

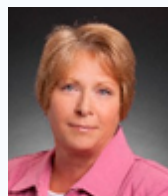
Managers/Owners/Supervisors

**Why?** Because ALL of them will be directly affected by the Sales Policies that you want to implement for your company. Avoid the potential problems in advance - be proactive rather than reactive.

#### PRESENTED BY:



Lloyd Smigel  
industry guru



Pat VanHooser  
40 yrs. experience

**Women owners and managers are encouraged to attend. Everyone is welcome!**

**Groups are forming now and class size is limited.**

**Contact Pat for information at 816-888-9146 or [discoveryretreat@aol.com](mailto:discoveryretreat@aol.com)**

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**Member Resources.** Links to the things you need most exclusively for SCPCA members. @ [www.scpca.net](http://www.scpca.net)