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JANUARY 31, 2019

www.nevadapma.org
PRESIDENT’S MESSAGE

By Misty Goodroad
NVPMAPresident
pres@nevadapma.org

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For those who do not know me I would like to introduce myself. My name is Misty Herman, I recently married to my wonderful husband Marcus, we have a beautiful 3-year-old daughter named Hailey, and I am proud to be the first female President in NVPMAPhany. I am 3rd generation pest management professional starting in the 1960’s with my grandfather who owned Action Termite & Pest Control in Arizona for many years, later my grandmother would become the first woman pest control operator licensed in the state of Arizona, and in 1989 my father opened Delcon Termite & Pest Control in Las Vegas. After getting my start in the industry in 2003, I founded Innovative Pest Management in 2013, holding true to the simple concept of bringing integrity, leadership and innovation to the pest control industry. I plan to continue to with my family’s legacy and strive to break new ground as I go.

I would like to thank each of you for the opportunity to serve as your new NVPMAPresident. The NVPMAPhany officers, board members and volunteers are currently working very hard behind the scenes on educational, legal and legislative issues and while doing so are going to be as transparent as possible on anything that affects you, your employees or your businesses. Have you ever asked “Why are they doing that?” or said “I don’t like that idea.” when you’re at one of our meetings or Pest Expo? We need everyone’s input to build on and maintain our healthy growing association. This is such an amazing industry we get to be a part of because of the passion and concern we have, so let your voice be heard and join one of our many committees! If you would like to participate in a committee or volunteer your time please let us know.

Lastly, we are looking to get more directly involved with our members and want to recognize the people who are important to you and your companies! Please share any kudos, promotions, good deeds, milestones, new employees, etc. and we’ll be sure to shout them out (see pg 22). We’d love to hear what you’re up to!

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SPRING 2018 - NEVADA PEST MANAGEMENT ASSOCIATION | 3
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Pat VanHooser
All Things Professional PCD

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**RETAINING YOUR VALUED HOMEOWNER SERVICE CONTRACT**

By Austin Frishman, Ph.D., B.C.E.
President AMF Pest Management Services, Inc.

The value of a customer is more than in dollars and cents over time. Over a ten year period the strict monetary value can easily reach close to $5,000. There are the factors which increase the value. If they are happy with your service it can result in accumulating additional accounts which over time expands again and again.

Landscapers and Pest Management Companies share similar challenges in terms of keeping a customer happy. Here are a dozen reasons I am seriously considering changing landscaper firms. (I dislike using the term firing. It makes me feel guilty). Again it takes a customer quite a bit to finally terminate your services.

**Why you fire a landscaper**

- Does not check in with me to begin work and again when they leave. Please ask if anything special is needed to be done.
- Contract says to monthly check sprinkler heads. They do not do so. If the sprinkler head breaks, it causes stains on building and flowers and lawns dry out.
- Timer on water sprinkler needs to be changed with the season. They do not do it.
- They let weeds continue to grow in different areas.
- They leave cut grass in doorways.
- They blow leaves into garage with door open which I then have to sweep out.
- Breaks items (ceramics) and does not report it.
- Shrubs grow too high. You have to keep telling them to cut it lower.
- Leave cigarette butts on the ground, this after being told “Do not smoke on the property”.
- Boss or office manager never comes by and checks if everything is O.K.
- Employees leave empty soda/ juice cans on the property.
- Some of the crew barely smile or talk to you.
- Does not notify ahead (at least one day) that they are coming. (Rain can delay a normal schedule. I understand this).

Price is not an issue. The men work hard and is not an issue. It boils down to communicating and listening to what I feel is important. Close friends and neighbors have already dropped this firm and ask me why I continue to remain an unsatisfied customer.

Now compare it to your own service. How well do you stack up? Have you done an analysis on why you lose customers? When you have a new employee to take over a route, are they oriented to the desires of each customer?

A company grows faster when they retain their old customers.

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It’s happened again; another school shooting. Last time it was a church and the time before that it was an office building. No work place is safe anymore. We’ve seen plenty of government buildings get shot up and they have lots of security. Imagine how many more there would be without it.

I have met my share of scary employees and spouses over the years. One woman stormed into our office and accused all the women there of sleeping with her husband. If you knew her husband you would think that unlikely. But it made for a tense 15 minutes before the police arrived to take her away.

Another time a former disgruntled employee showed up drunk and threatened me personally and everyone else for good measure. Again, the police are on speed-dial.

But it’s not just people you know. There is a large homeless population roaming around and many of those souls have serious drug/alcohol/mental issues. And I read that 70% of the general population is on some kind of prescribed brain-chemistry altering drug at one time or another. Most of the time that’s fine, except when it goes wrong. What would you do if someone came into your business to do you harm? Have you thought about it? Do you have a plan?

If not, you should. Do you need beef up your locks? Maybe install some cameras and a door buzzer to buzz people in when necessary. One company I worked with completely closed off their front reception office and you couldn’t get in unless someone there knew you and let you in.

I know some of you are thinking this isn’t the world I want to live in. Me, either. But the reality is that’s our world today. Just ask the people at the Florida school.

Here’s something else to consider: if something goes wrong your employees or their families might sue you for negligence. There are plenty of lawyers ready to make that case.

Continued on page 8

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**In Loving Memory of Lloyd Smigel**

Industry icon Lloyd Smigel passed away peacefully surrounded by his family on November 28, 2017. He was 74 years old.

Lloyd grew up in New York City and joined the Army as a young man. It wasn’t his sense of patriotism that got him to enlist, but rather the need to get away from some unsavory characters in the neighborhood who thought he needed to go. After his Army stint, where he learned to peel potatoes with the best of them, Lloyd headed out West and away from the old neighborhood. There he began working for a uniform company. This is where he met Truly Nolen, who persuaded him to come to work at his company. And so began a more than 40 year career in the pest control industry.

After years of service with the Truly Nolen organization as manager, district manager, national training director and sales professional, Lloyd went on to own two pest control companies with various partners. At the same time, he started a consulting business to help small pest control companies expand and grow. Out of that came the Discovery Retreats which continue to this day with his current business partner, Pat VanHooser. He also authored several business books, a couple of screenplays and a novel.

While in Arizona, he met Bonnie, the love of his life. Their marriage lasted for more than 50 years. Along with raising two children of their own, they also cared for several foster children as well as rescued dogs. His greatest joy and reason for being on the planet was to help others become successful and take care of those who couldn’t care for themselves.

He will be missed. Not only by those in our industry but so many who knew him.
EPA SETTLES WITH AMAZON FOR DISTRIBUTIONS OF ILLEGAL PESTICIDES

By Bill Dunbar
Public Affairs Specialist
Environmental Protection Agency

The U.S. Environmental Protection Agency announced an agreement with Amazon Services LLC to protect the public from the hazards posed by unregistered and misbranded pesticide products. The agreement settles allegations that Amazon committed nearly four thousand violations of the “Federal Insecticide, Fungicide and Rodenticide Act” – dating back to 2013 – for selling and distributing imported pesticide products that were not licensed for sale in the United States.

“This agreement will dramatically reduce the online sale of illegal pesticides, which pose serious threats to public health in communities across America,” said EPA Region 10 Administrator Chris Hladick. “Amazon is committed to closely monitoring and removing illegal pesticides from its website, and EPA will continue to work hard to ensure these harmful products never reach the marketplace.”

Under the terms of the agreement, Amazon will develop an online training course on pesticide regulations and policies that EPA believes will significantly reduce the number of illegal pesticides available through the online marketplace. Successful completion of the training will be mandatory for all entities planning to sell pesticides on Amazon.com. Amazon will also pay an administrative penalty of $1,215,700 as part of the consent agreement and final order entered into by Amazon and EPA’s Region 10 office in Seattle, Washington.

In late 2014, EPA began investigating online pesticide product distributions and sales through several internet retail sites including Amazon and third-party sellers that used Amazon’s online marketing platform. In March 2015, EPA inspected an Amazon facility in Lexington, Kentucky, and inspectors in EPA’s Region 10 office successfully ordered illegal pesticides from Amazon.com. In August 2015, EPA issued a FIFRA Stop Sale Order against Amazon’s online marketing platform. In March 2015, EPA inspected an Amazon facility in Lexington, Kentucky, and inspectors in EPA’s Region 10 office successfully ordered illegal pesticides from Amazon.com. In August 2015, EPA issued a FIFRA Stop Sale Order against Amazon to prohibit the sale of the illegal pesticide products that can easily be mistaken for black-board or sidewalk chalk, especially by children.

EPA issued another Stop Sale Order against Amazon in January 2016 after discovering that certain unregistered or misbranded insecticide bait products were being offered for sale on Amazon.com. After receiving the stop sale orders, Amazon immediately removed the products from the marketplace, prohibited foreign sellers from selling pesticides, and cooperated with EPA during its subsequent investigation. The orders, as well as EPA’s subsequent engagement with the company, prompted Amazon to more aggressively monitor its website for illegal pesticides. As a result, Amazon has created a robust compliance program comprised of a sophisticated computer-based screening system backed-up by numerous, trained staff.

In October 2016, Amazon notified all customers who purchased the illegal pesticides between 2013 and 2016 to communicate safety concerns with these products and urge disposal. Amazon also refunded those customers the cost of the products, approximately $130,000.

For more information on this settlement or to read a copy of the consent agreement and final order, go to: www.epa.gov/enforcement/amazon-services-fifra-settlement.

Workplace Violence - Continued from page 6

So come up with a plan. Do you allow trusted employees to carry guns or Tasers? Check with your attorney – the laws is different in each state. If you do, make sure then have the proper training and certifications.

What about having a practice drill? Teach your team members what to do, how to get out, where to hide. Ask your local law enforcement agency to come in and evaluate your current security and recommend enhancements. And have some kind of written policy in your employment manual and make sure your folks have read it.

Be on the lookout for domestic violence with your workforce. Problems at home can easily turn into problems for YOU at work. It’s a fine line between interfering and being concerned. This is where an EAP program is worth every penny you spend (and they don’t cost much).

The point is the world has changed and we have to change with it. We need to be proactive with prevention rather than wait for the aftermath.

Workflow Violence - Continued from page 6

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The point is the world has changed and we have to change with it. We need to be proactive with prevention rather than wait for the aftermath.
BAIT ALONE IMPROVES ASTHMA OUTCOMES

By Jodi Dorsch
Editor
Pest Control Technology

Children in homes being treated with bait had almost 50 fewer days a year without asthma symptoms.

For children living in the inner city, being exposed to cockroaches regularly can trigger their asthma and reduce their quality of life. But a study in The Journal of Allergy and Clinical Immunology found that just by putting cockroach bait in homes, the number of pests was reduced significantly and children had almost 50 fewer days with asthma symptoms a year.

The study followed 102 children with moderate to severe asthma living in the greater New Orleans area for a year. Most families (92 percent) had a household income of less than $25,000. “In homes that were being treated with cockroach bait, technicians would visit every two to three months and place traps in the kitchen, living room and the child’s bedroom,” a press release about the research said. “Insecticidal bait is inexpensive and exposes families to a relatively small amount of pesticides compared to other forms of pest control.”

“ Cockroach exposure is an important contributor to asthma disparities which, despite an overall trend for reducing asthma disparities, have not been adequately addressed,” the researchers wrote in their report. “The study confirmed that cockroach control can reduce cockroach exposure in homes and thus reduce the risk of asthma exacerbations.”

The research also found that children who had received cockroach control had a greater amount of asthma medications and a reduction in their quality of life. In the study, children in homes being treated with bait had almost 50 fewer days without asthma symptoms.

They’re quick learners.

Cockroaches can develop resistance to single active ingredients over time. New, Optigard® Cockroach Gel Bait introduces a unique active ingredient, emamectin benzoate, giving them a challenge they haven’t seen before. So when you rotate it with Advion® Evolution Cockroach Gel Bait or Advion® Cockroach Gel Bait, you’ll outsmart even the brightest cockroaches.

To learn more, visit: SyngentaPM.com/CockroachSolutions

Continued on page 12

FIREBACK® HAS A NEW CAN WITH DUAL SPRAY & STRAW APPLICATOR

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Fireback’s double-strike applicator delivers the flexibility you need to target the pests you can see and destroy the pests hiding in cracks and crevices. The new permanently attached flip-up straw reaches listed pests hiding in cracks and crevices. Flip the straw back down to expose the opening for a normal spray.

Fireback’s active ingredients are perfect for cockroaches, ants and spiders. Fireback kills on contact and provides a 3-month residual. It can be used against 26 additional listed flying and crawling pests, including houseflies, mosquitoes, crickets, scorpions, bed bugs and millipedes.

New iSTRIKE™ Insecticide Foam is your go-to product for wood destroying organisms (WDO). The easy-to-use can comes with an applicator hose and two tips: one for narrow cracks and crevices and a wide tip for larger holes and wider area application. Use iSTRIKE when you see wood boring beetles, carpenter bees, subterranean or drywood termites, or listed ants. ISTRIKE kills on contact as the foam fills the galleries, voids and holes and leaves a residual to continue protection.

LISTED FLYING AND CRAWLING PESTS

Ants
Carpenter bees
Mosquitoes
Houseflies
Crickets
Scorpions
Bed bugs
Millipedes

LISTED INSECTS

Bees
Termites
Ants
Carpenter bees
Subterranean termites
Drywood termites

TARGET PESTS:

Bed bugs
Bees
Listed ants
Cockroaches
26 Listed Pests

APPLICATION:

INDOOR PESTS: Spray into hiding places, hitting insects wherever possible. OUTDOOR INSECTS: Spray infested surface, hitting as many insects as possible. Follow label for all listed pests.

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PEST CONTROL FEATURED IN MAINSTREAM ENTERTAINMENT

By Travis R. Aggson, A.C.E.
Vice President, Associate Certified Entomologist
American Pest Management, Inc.

It always surprises me in the way Pest Management Professionals are portrayed in mainstream entertainment. Whether it is the gopher chasing Bill Murray in the 1980’s hit comedy “Caddyshack”, the tank carrying John Candy in “Araachnophobia”, or the poor pest control guy in the recently released Netflix Original Season 3 of “Orange is the New Black” that says he is only 75% sure the bug he has found is a bed bug. It never fails that the pest control guy is made out to look like an unaudited, insignificant character in society.

Most of this portrayal may be due to a writer that may have had a bad experience with a pest management professional. Or there is a lack of knowledge of the pest control industry itself. It is no doubt that the modern day pest management professional is stereotyped with the Fogging DDT days of the 1950’s. But the industry has changed in leaps and bounds since then. One could make the argument that Effective Pest Management is in the top five reasons why we have the quality of life we have in the United States today. If it wasn’t for effective pest management our homes would be falling down due to termite damage, our food would be infested with grain beetles and salmonella carrying cockroaches, and our cars would be filled with malaria infesting mosquitoes.

Pest Control is a very interesting field of work and pests are a concern to the public. Why else would pest problems continue to pop up in Movies, TV Sitcoms, in Newsrooms, and in Short Films. Bed Bugs have been featured multiple times in movies and television shows like “Oceans 13”, “Shark Tank”, “The Michael J. Fox Newsrooms, and in Short Films. Bed Bugs have been portrayed as a concern to the public. Why else would pest control be a concern to the public? Because you think it is a muffin crumb. It never fails that the pest control guy is made out to look like an unaudited, insignificant character in society.

Asthma - Continued from page 10

stabilization in prevalence, continues to rise among the poor,” said Felicia Rabito, Ph.D., associate professor of epidemiology at the Tulane School of Public Health and Tropical Medicine, “identifying interventions that result in clinical benefits and that are affordable and feasible for low-income families are urgently needed.”

Asthma is a chronic lung disease that affects 25 million Americans. It is caused by inflammation in the airways, leading to narrowing and swelling of the air passages. This can cause shortness of breath, coughing, wheezing, and chest tightness. Asthma is a common condition that affects people of all ages, including children and adults. It is the leading cause of hospitalizations and emergency department visits for children in the United States.

In recent years, there has been a significant increase in the prevalence of asthma. This is likely due to several factors, including increased exposure to environmental pollutants and other triggers, as well as changes in diagnostic practices. The impact of asthma on quality of life is significant, with asthma-related symptoms affecting daily activities and work productivity.

Asthma can be managed with medication and lifestyle changes. The goal of treatment is to control symptoms and prevent exacerbations. Patients with asthma should be encouraged to identify and avoid triggers, use bronchodilators and inhaled corticosteroids as prescribed, and participate in regular exercise.

Asthma is a complex disease with a wide range of symptoms and severity levels. It is important for individuals with asthma to work closely with their healthcare provider to develop an individualized treatment plan. By working together, patients and healthcare providers can achieve optimal control of asthma and improve overall health outcomes.
Thanks for making the Las Vegas Pest Expo the best show in the West!
The Perfect Recruitment Model For Your Business

Maria Mayorga
Coalmarch Productions
Director of Strategy

Last year at CO2, I presented the perfect recruitment model for your business. I have been speaking with businesses all over the country with pest control and lawn business owners on how they aren’t able to recruit effectively and they never have enough people when they need them. I hope this presentation helps you to recruit more effectively and alleviate some of the stress you had in 2017. You can see the full presentation here: https://www.slideshare.net/Coalmarch/the-perfect-recruitment-model-for-your-business-maria-mayorga-co2-2017-presentation

My presentation follows the following recruiting model:

**DELIGHT** your current team members

Analyze your benefits and pick one benefit to change/improve

If you don't have a career path outlined for your top 3 positions, write that and post it online

Create a timeline for performance reviews and work with your managers to roll this out

Here is a helpful blog post on how to improve team performance: https://www.coalmarch.com/insights/improve-team-performance

**CLOSE** more applicants by improving your processes and tracking the right metrics

Write five new processes related to hiring

Looking for examples? Check this post out: www.coalmarch.com/insights/your-comprehensive-fool-proof-hiring-checklist

Meet with your managers to review your ideal types of employees and where you are falling short.

Outline and track five metrics related to recruiting. Review these every month!

**CONVERT** prospects into leads by updating your application and process

Sign up for a free trial of Textio at textio.com

Add all of your job descriptions to Textio and make changes within the 30 day window

Outline 3 or 4 areas/phrases that you want to test in 2018 and begin to add those to your job descriptions

Create an employee survey to ask employees why they started working with you

Why did they apply?

What in the job description stood out?

How did this job differ from others they applied to?

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Why did they apply?

What in the job description stood out?

How did this job differ from others they applied to?

**ATTRACT** the right kinds of people by executing the digital recruitment model.

Update your website for applicants

Incorporate content for applicants into your monthly content calendar

Respond to all reviews on Indeed and Glassdoor

Update your design materials to include recruitment-focused messaging

In May of 2017, Google Jobs was announced. In addition to building out the perfect recruitment model, you also need to stay in tune on the changes coming down the pipeline with Google Jobs. More information on Google jobs and the schema markup can be found here: searchengineland.com/google-for-jobs-open-to-job-search-sites-developers-277359

List your salaries on every open position

Measure where applicants are coming from

Invest in the platforms that are sending you the most applicants

Prepare to post new positions weekly/bi-weekly

Following these tips and processes will take a lot of time and dedication. You can’t go at it alone. Involve other members of your team! You need the full support of every single team member in order to execute the perfect recruitment model.

Maria Mayorga
Coalmarch Productions
Director of Strategy

Airofog USA - Equipment for Professionals made by Professionals.

We are known worldwide for our product innovations targeting the end-user’s needs. Given our High-Quality products, an extensive R&D department, and superior designs, Airofog is able to compete with the Top brands in the industry. Our dedication to new product innovations and creating new and exciting equipment is what sets us apart from our competitor’s. Airofog's rise and growth has been driven by our sincere aim to provide high-quality products to the industry and aid industry professionals in cost savings, all while saving the technicians time and increasing productivity.

Airofog's core principles are built around developing equipment catered to the needs of operators on the ground. Airofog uses an entirely different system for our design. This unique system is based on the need to reduce parts required in the makeup of the product. This was designed purely from the standpoint of the end-user, fewer parts means less wear and tear, less maintenance, and enhance ease of operations.

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ADULT BED BUGS PREFER RED AND BLACK, BUT AVOID YELLOW AND GREEN.

Researchers from the University of Florida and Union College in Lincoln, Neb., wondered whether bed bugs preferred certain colors for their hiding places, so they did some testing in the lab. The tests consisted of using small tent-like harborages that were made from colored cardstock and placed in Petri dishes. A bed bug was then placed in the middle of the dish and given 10 minutes to choose one of the colored harborages. A few variations of the test were also conducted, such as testing bed bugs in different life stages, of different sexes, individual bugs versus groups of bugs, and fed bugs versus hungry bugs.

The results, published in the Journal of Medical Entomology, showed that the bed bugs strongly preferred red and black, and they seemed to avoid colors like green and yellow. "It was speculated that a bed bug would go to any harborage in an attempt to hide," wrote the authors. "However, these color experiments show that bed bugs do not hide in just any harborage; rather, they will select a harborage based on its color when moving in the light."

"We originally thought the bed bugs might prefer red because blood is red and that's what they feed on," said Dr. Corrine McNeill, one of the co-authors. "However, after doing the study, the main reason we think they preferred red colors is because bed bugs themselves appear red, so they go to these harborages because they want to be with other bed bugs, as they are known to exist in aggregations."

While this is a plausible explanation, many factors influenced which color the bed bugs chose. For example, the bugs’ color preferences changed as they grew older, and they chose different colors when they were in groups than when they were alone. They also chose different colors depending on whether they were hungry or fed. Furthermore, males and females seemed to prefer different colors. The authors suggest that a possible explanation for why bed bugs avoided yellow and green colors is because those colors resemble brightly lit areas. These findings are important because they may have implications for controlling the pests.

"We are thinking about how you can enhance bed bug traps by using monitoring tools that act as a harborage and are a specific color that is attractive to the bug," said Dr. McNeill. "However, the point isn't to use the color traps in isolation, but to use color preference as something in your toolkit to be paired with other things such as pheromones or carbon dioxide to potentially increase the number of bed bugs in a trap."

REAL-LIFE IMPLICATIONS? In light of these results, people might be tempted to throw out their red and black sheets in place of yellow and green ones. However, Dr. McNeill warns that they might not want to replace the contents of their linen closets just yet. "I always joke with people, 'Make sure you get yellow sheets!'" said Dr. McNeill. "But to be very honest, I think that would be stretching the results a little too much. I think using colors to monitor and prevent bed bugs would have to be specifically applied to some sort of trap, and it would have to be used along with another strategy for control. I don't know how far I would go to say don't get a red suitcase or red sheets, but the research hasn't been done yet, so we can't really rule that out completely."

Interestingly, this study almost never happened in the first place. "We were trying to think of a new avenue to control bed bugs," said Dr. McNeill. "My adviser at the time, Dr. Phil Koehler, said to me, 'You know, I don't think we have any recent studies regarding bed bug vision or how they respond to colors if they're looking for a harborage.' At first I laughed at him and said, 'Oh Dr. Koehler, bed bugs can't see color or use color in that way! That's ridiculous.' However, he encouraged me to not push the idea out the door until we had tried some preliminary tests. So, we did some preliminary testing and found that the bed bugs were specifically going to certain colors over others, especially as it pertained to harborages. From there, we took the idea and ran with it."

"As a result of our findings, we think it's possible to use color traps in a bed bug trap, and it would have to be used along with another strategy for control. I don't know how far I would go to say don't get a red suitcase or red sheets, but the research hasn't been done yet, so we can't really rule that out completely."

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Continued on page 22

By Travis R. Aggson, A.C.E.
Vice President, Associate Certified Entomologist
American Pest Management, Inc.

If you are like me, when you hear the word “Head Lice” you start scratching your head fearing that those little guys are crawling all over you. What should you do if you get a call from client in regards to lice? Should you tell them to run to your local retail store and buy the special hair soap? Should you have them shave their hair off? Should you research and perform all home remedies found on the internet? How about treating their entire home?

There are actually 3 types of lice that can affect humans.
Head Lice
Body Lice
Crab Lice

When dealing with any of these lice you should recommend that your client consult a dermatologist for the recommended treatment. It is not recommended that they go buy and self-treat with head lice hair soap unless it has been confirmed that they do have them by a physician.

Head Lice is the most common call we receive through our office. Head lice are confined to the head hairs and scalp. These lice will not survive for more than 48 hours off of the human host, so there is no need to treat the entire home. The homeowner will want to wash the sheets and linens in the hottest water and hottest dryer setting that is still safe for their clothes. Repeat until the lice are gone.

If the infected person is patient and does not mind a little mess, there is a home remedy that works well. Take olive oil or mayonnaise and rub it into the affected persons hair and scalp. Then place a plastic shower cap that fits tight over the hair. It is best to do this before they go to sleep because they will want to leave it on their head for 8-12 hours. The next morning they will of course want to shower. This process may be repeated.

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They know a lot about flavor.

Over time, cockroaches develop more refined tastes. That’s why it’s important to keep your menu fresh. With Advion® Evolution Cockroach Gel Bait, you’ll have a bait that’s proven to increase both feeding and speed of kill.

It’s just the mix to attract even the toughest roaches.

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Kevin Laubscher  
Pest Control Technician, HomeTeam Pest Defense

This is to let you know what an exceptional employee Kevin is. Not only does he do a wonderful job with our pest control, he is also a great man. A few days ago, my little 2-year-old girl got out our front door while I was doing some cleaning. I was not aware that she was outside when my doorbell rang; it was Kevin. He had been servicing the home across the street from mine when he noticed my little girl outside. He took time out of his busy schedule to wait for me to answer the door and make sure that my little girl was safe inside my home. He truly went “above and beyond” the call of duty and may have saved my little girl’s life. I am so grateful to him and the fact that he cared enough to do such a great thing. He is always going the extra mile when it comes to our pest control and now he is a hero to me as well.

I just thought you should be aware of what an exceptional employee Kevin is. I am hoping he will always be the one to service my home. Please let him know once again how grateful I am that he cares. That seems to be very rare these days. Thank you.

Sincerely, Michelle G.

Have an employee or boss you'd like everyone to hear about? Promotion? Good deed? All around great human being?

Send us the details and we’ll make sure to spread the word! Email to membership@nevadapma.org

Lice - Continued from page 20

in 7 days and might need to be done 1 or 2 times. The treatment will suffocate the lice and by retreat ing will suffocate any nits that have hatched. We recommend that the treatment be done over the week end.

To reduce the chances of getting head lice starts by not sharing items that touch the head. It may be tempting to share personal items (especially for kids), doing so will lead to the spread of head lice.

Items to avoid sharing:
- Combs and brushes
- Hair clips and accessories
- Hats and bike helmets
- Scarves and coats
- Towels
- Headsets and earbuds

So the next time you hear someone talking about lice, try not to freak out. Sometimes by overreacting we do things that are not necessary or effective and could cause more harm that help. As pest management professionals we should leave diagnosis to a licensed physician, if a lice infestation is suspected, make the recommendation for your client to make an appointment with their family physician.

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At the Nevada Department of Agriculture (NDA), our primary purpose (and the reason for many of the regulations that govern our agency) is to protect public safety. As the pest control industry evolves and changes, we need to consistently review and sometimes revise Nevada Revised Statutes (NRS) to achieve that goal. In the 2017 legislative session, NRS Chapter 555 was revised to ensure the statute is current, accurate, and most importantly, written in the best interest of public safety.

Because public safety is our priority, our recommendation to the legislators was to require government applicators to obtain a license through the NDA. The new language in NRS Chapters 555.280 – 555.285 no longer includes the words “for hire,” ensuring that anyone applying pesticides “as an agent, consultant, demonstration and research specialist, operator, pilot, primary principal or principal for that purpose within this state” is required to do so under a license issued by the NDA.

Licensing government applicators has historically been a grey area for the NDA and its pest control operator licensing program. The statute, as it is was written, required any “person” who/that performs pest control shall have a license (NRS chapter 555.280) for hire. “Person,” as defined in NRS Chapter 555.266, includes “a government, a governmental agency and a political subdivision of a government.” However, to further confuse the situation, NRS Chapter 555.2667 stated that pest control is the “use for hire” of pesticides, devices and inspections. Based on this terminology, the regulation inadvertently excluded pest control operators who are employed by government agencies. This means pest control operators applying pesticides in public spaces, city parks, near waterways or on school properties may not have had the necessary understanding of pest control products and safe applications.

Looking ahead
Government licenses are not equivalent to a commercial operator or principal license. This means a person conducting pest control with a government license does not accrue time towards being eligible to apply for a commercial principal license.

The deadline for government applicators to be licensed as pest control operators with the NDA was May 31 and we are continuing to work with local, state and federal government agencies to ensure they are in compliance with regulations.

IN LOVING MEMORY OF
David “Dave” Barton
September 1st, 1945 - April 16th, 2018

Dave Barton, 72, of Las Vegas, owner of Protech Pest Service, passed away Monday, April 16, 2018. Dave was born September 1, 1945, in Wilmington, Delaware and was a Las Vegas resident for over 60 years.

Dave started his career with his dad’s pest control business in 1957, one of the first pest control companies in Las Vegas called Ace Pest Control. When his father sold the business to Rose Exterminators, David was hired by them and became regional manager, he was with them for 26 years, and then started Protech in 1994.

He was the founding president of the Nevada Pest Control Association.

Some of his achievements and recognitions were:
- Outstanding contribution as Vice Chairman with the NV Pest Control Association, Southern Region 1999
- Appointed in 2007 by Gov. Gibbons to be a member of the Board of Agriculture, State of Nevada.
- Honored by the Nevada governor for outstanding service on the Board of Department of Agriculture 2010
- Lifetime achievement award from the Nevada Pest Management Association 2015
- Premium Member recognition with Nevada Pest Management Association for Pro-Tech in 2017

Personally, David loved the Runnin’ Rebels basketball team, playing golf and hunting in the great outdoors. David was also a very integral part of The Church at Las Vegas for the over 40 years. He always gave the best hugs, he wouldn’t let go until you did. He said you never know when a person needs a hug.

He is survived by his beloved wife, of 38 years, Gail; his mother, son, two daughters, nine grandchildren, and two great-grandchildren.

He was an integral part of this association and will be greatly missed!
ideal conditions, depending on the species. Adult mosquito control is usually only temporary. For effective control, the source where the larvae are developing must be found and treated. An accurate identification of the mosquito to species level will help in finding the source.

Midges
Midges are often reported in high numbers near water sources rich in organic material. Although the numbers can often be a nuisance, these insects do not bite and in fact have very reduced mouthparts (Fig. 3). The wings are generally very clear and have no hairs on the edges or veins of the wings like mosquitoes (Fig. 4). The bodies of midges are generally a drab white or tan color but are sometimes green to greenish blue.

Midge larvae are found in a variety of places but most often on the bottom of ponds in the decaying organic material. In many species, the larvae are bright red from the hemoglobin in the “blood” of the insect. Adult midges are highly attracted to lights, which may cause them to concentrate around homes and businesses. Changing light bulbs to a yellow or amber color will help eliminate the problem since these have little to no ultraviolet wavelengths. Finding the ponds that are the source of the midges and aerating them regularly will reduce the amount of organic matter and the midge problem.

Mosquitoes
Mosquito adults can be recognized because they have long, tube-like mouthparts for feeding (Fig. 1). Females may feed on nectar but require a blood meal to lay viable eggs. Males feed on either plant sap or nectar. Mosquitoes differ from midges by having hairs or scales on their wings (Fig. 2) and their bodies are patterned with gray, black, white and/or brown scales. Mosquito eggs are laid in a variety of locations, typically on or near water. The eggs hatch into larvae that remain near the surface breathing through short tubes and rapidly twist when disturbed, thus the common name, “wigglers.” The pupae are also found near the surface and are called “tumblers” for the action they take when approached. The entire process from egg to adult can be as short as two weeks under

Mosquito and midge photos are courtesy of: A Guide to the Mosquitos of Nevada by Will Lumpkin and Lee Lemenager.

Jeff Knight has served as the Nevada State Entomologist since 1993. The Nevada Department of Agriculture’s entomology program identifies, surveys for and controls native and exotic invertebrate pests, applicable quarantines and regulations.
The right product is just the beginning.

Getting what you need, when you need it, no matter what — that’s the promise of Univar Environmental Sciences. But our service doesn’t stop at our industry-best product selection. Our experienced team can offer insightful advice at every turn. So get in touch with your local rep and discover how Univar can help you drive business.

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