



Minnesota Pest
Management
Association

The “I” in Integrated Pest Management: Connecting With Individuals

By Rob Greer, CEO, Rove Pest Control



Technical expertise at eliminating cockroaches in multi-housing properties is an important skill in itself. But we’d surely all agree that we need the help of apartment residents in gaining control.

How do you help an individual tenant in a large, multi-family complex contribute to the cockroach solution?

When you walk into multi-family roach situations, the problem seems overwhelmingly daunting. The tenant may or may not see the roaches as a significant problem. The neighbors may be contributing as much to the problem as anyone. The management wants to save money and you may or may not ever see this tenant again.

Instead of seeing this situation as frustratingly hopeless, it is important to realize that multi-family housing is made of many individuals. Every opportunity we have for effecting change and improving the life of one tenant is an opportunity to build momentum toward a successful outcome for the whole.

Complex problems don’t always require complex solutions. More often: simple solutions.

The simple solution we will explore here does not replace the industry and company better practices for treating for roaches. This solution focuses on the “I” in IPM. This is how we successfully integrate individual tenants into the control process. In other words, in addition to a thorough, science-based cockroach treatment (insert your company’s cockroach training, protocols, and procedures here), we can improve tenants’ pest control experiences with these 3 principles:

- 1 Highlight the Bright** – Instead of focusing on the worst part when educating, highlight areas where roach activity is low. Contrast the “better area” with the problem area (also

continued on next page

Inside this Issue

Owner’s Corner:	
HR & Legal Questions	3
Pest Management Quiz.....	4
Becoming a Perimeter Pro	6
PWIPM-MN Creates New Initiative with Girl Scouts	8
January Board Meeting Minutes	10
MPMA Board of Directors	14
Tricky Insects in ILTs	15
New Products.....	16
Simple Solutions for a Mouse-Free Home.....	17

known as the best opportunity for improvement). Many single parent or minority families are struggling with a lack of bandwidth from financial pressures, demanding children situations, and health concerns. Highlighting the bright simultaneously gives them clarity on what to do along with hope to motivate action.

2 Share Simple Steps

– Show specific improvement steps they can take. Instead of simply saying it needs to be cleaner, show them that removing grease

build up under the microwave makes the area more like the no- or low-roach area. Help them experience it rather than simply hear it. Many immigrants and broken background individuals have never had the opportunity to learn the difference between different levels of “clean”.

3 Re-enforce with “Because” – Attach reason behind any directives, e.g. “Using a degreaser is important because it removes more of their food source than just wiping with a cloth.” Helpful hint: “because” doesn’t just refer to its verbal iteration.

A physical demonstration of securing food in a pocket size Tupperware container could be the ideal way to illustrate the simple steps and “because” in a language barrier situation. By focusing on the positive and sharing simple, actionable steps enforced with “why it matters,” more people will catch the vision; and your daily interactions will subsequently have a more balanced and positive feel.

Final pro tip: These three steps are not limited to cockroaches. The principles work for any pest we will face.

Authors Needed

If you are an Active or Allied member and you’d like to contribute an article to the newsletter pertaining to a current pest of concern, proper equipment use and care, application techniques, pesticide safety, choosing formulations and active ingredients, pesticide rotation – this list could go on and on – send your articles to Jay Bruesch at minnpest1@gmail.com. We’d like to have a store of articles that we can use as the need arises.



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HR and Legal Questions

By Todd Leyse, Adam's Pest Control

In this issue, I wanted to cover some legal issues. But first, the legal disclaimer. I'm not an attorney and I'm not your attorney. Heck, I'm not even in human Resources, so you should consult with them before taking any action for yourself or your company. I'm merely giving you topics to research and/or think about.

I thought I'd make this a quiz. See how you do. Answers at the end...

1. In Minnesota, if you terminate an employee and they demand their last paycheck, how long do you have to provide it?
 2. What if they quit?
 3. Do you have to tell an employee why they were terminated?
 4. Minnesota is an "at will" state, which means an employee can quit for any reason, and an employer can fire any employee for any reason. Except...
 5. Minnesota made new non-compete agreements illegal in 2023. Except...
 6. Are existing non-compete agreements still valid?
 7. Do you have to compensate someone for their non-solicitation agreement or revised agreement?
 8. Do you have to provide a personnel file to current and former employees?
 9. If you are terminating protected employees, like over the age of 40, you might want to consider a separation agreement. What should be tied to it?
 10. Can you tell employees not to share their wage information with each other?
- Answers**
1. 24 hours (MN Statutes 181.13)
 2. If an employee quits, wages are due on the next pay period that is more than five days after quitting. However, wages must be paid within 20 days of separation (MN Statutes 181.14).
- Note: When the discharged or quitting employee was entrusted with money or property during employment, the employer shall have an additional 10 calendar-days after the date of the employee's separation to audit the accounts of the employee before the employee's wages are to be paid.
3. Yes, an employer must give a truthful reason why an employee was terminated, if requested in writing by the employee within 15 working days of termination. The employer has 10 working days from receipt of the request to give a truthful reason in writing for the termination. I would recommend sending it via certified return receipt letter so you have proof you sent it and that they received it.
 4. For any reason as long as that reason is not illegal, such as discrimination based on race, creed, color, sex, national origin, ancestry, religion, age, disability, sexual orientation or marital status
 5. For non-compete agreements with sellers of their business.
 6. Yes, if signed before 7/1/2023. After that time, you'll want a non-solicitation agreement.
- Note: These types of agreements are best told to new employees early and often. Ideally it is in



your help wanted ad, your application, your offer letter, etc. It protects you from someone claiming that they didn't know, or they didn't know in time

7. Yes. A job is considered compensation, but if they've been on the job for a week and then you ask them to sign, that is probably too late. Prior to starting is ideal, but signing on day one is probably fine, especially if they knew it was coming. If the job is not compensation, then you need to provide something. How much? I don't know.
8. Yes to both. Employees can review it every 6 months. Former employees can review it every 12 months. Both should be free of charge
9. Compensation for the agreement. For example, if you offer them

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HR & Legal Questions, *continued*

severance, offer them severance only if they sign a separation agreement. There is a whole process to this though. You offer, they have limited time to accept, then there is a waiting period for them to rescind their decision, and then you cut them the check. Odds are you didn't do anything wrong and they know it, so they'll want the severance pay and view signing the agreement as no big deal.

10.No. They can talk all they want. Many don't, but expect that some will. You can't stop it, so treat people consistently and fairly to avoid dealing with hurt feelings. That doesn't mean everyone needs to make the same amount. Just be prepared to hear a complaint from the employee who makes less and thinks they are equal to or better than the higher paid employee. (MN Statutes 181.172)

Just for Fun!

Following is a brief pest management history quiz. Email your answers to Jay Bruesch at minnpest1@gmail.com. Be sure to include your name. The top scorers will be entered in a drawing for a copy of the not-yet-released 11th edition of the *Mallis Handbook of Pest Control*.

1. Who authored the first edition of *The Cockroach Combat Manual*? _____
2. Who co-authored, along with the answer to question No. 1 above, the 2nd edition of *The Cockroach Combat Manual*? _____
3. The very first anticoagulant rodenticide (active ingredient), which started a revolution in rodent baits, was named after its inventors, the Wisconsin Alumni Research Foundation, and was named _____.
4. In what city and state is the National Pest Management Association currently headquartered? _____
5. Before that (answer to question No. 4), in what city and state was the National Pest Management Association headquartered? _____
6. What was the title of the book that started the National environmental movement (and anti-pesticide sentiments Nationwide), and who was the book's author? _____
7. Most of the uses of this popular structural and stored-product fumigant were eliminated in 2005. _____
8. We know this person as the "Father of Toxicity." He said, "All substances are toxic. The dose determines the poison." Who was he? _____
9. DDT and chlordane belong to a class of chemicals commonly referred to as the _____
10. Vitamin D3, a commonly-used rodenticide, works by increasing what substance in the target pest's blood? _____



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Becoming a Perimeter Pro

Jeffrey Tucker, BCE, Entomology Associates

A Perimeter Pro is a structural pest management technician who understands that the exterior perimeter is the source of a wide variety of structural pests that often invade the interior of buildings. These experts know to prevent a pest problem on the exterior of a structure rather than to attempt remediation once the pest becomes established indoors. Perimeter Pros can identify conditions conducive to perimeter pests; determine when non-chemical methods can be used to deter habitation and/or entry by pests, and decide on the best treatment options/formulations for control of perimeter pests.

10 Things a Perimeter Pro Knows:

- 1** Most structural pest problems originate on the exterior perimeter of buildings. Ants, spiders, scorpions, peri-domestic cockroaches, termites, flies, rats and mice, and occasional or seasonal invaders all originate on the exterior and find their way inside through cracks, crevices, and other loose fittings, or broken building sub-assemblies (doors, windows, vents, utility entrances, etc.). Haphazard application of insecticides or rodenticides that miss population reservoir sites and/or use inadequate formulations typically results in survival of the population and continued infestation of the structure.
- 2** The abundance and distribution of perimeter pest populations is typically determined by

certain structural features and landscape characteristics. For example, locations that are dark, damp and undisturbed, such as below decks, are ideal habitats for peri-domestic cockroaches. Decayed stumps and tree limbs are perfect nesting sites for carpenter ants. A Perimeter Pro knows to look for landscape, sanitary, and structural conditions that provide or support the physiological needs of the specific target pests.

3 A thorough inspection of the exterior, from property line to property line, is just as important as an inspection of the building interior, and pest prevention on the exterior is always the goal. Intense, regular inspection of the near exterior perimeter of residential structures also increases the likelihood that incipient infestations by subterranean termites will be discovered before extensive damage occurs. It is likely that the pest management industry would benefit greatly from a major paradigm shift away from the emphasis of residential pest management on the interior to a greater emphasis on the exterior.

4 That all insecticide active ingredients and formulations are not equal when you consider pest physiology and behavior and the characteristics of the surfaces to which insecticides

are applied. Some formulations are superior to others when applied to highly porous surfaces commonly found on and around exterior perimeters. Further, a Perimeter Pro realizes that environmental conditions (moisture, heat, cold, sunlight) affect not only the pest but also the insecticides applied for control. An informed selection of an insecticide's formulation can reduce the deleterious effects of these conditions on efficacy and residual.

5 The key to effective perimeter management of pest populations lies in correcting conditions conducive to their survival and entry into the structure, along with selection of active ingredients and formulations that will produce pest mortality and assure a reasonable length of residual effectiveness. It is essential to apply insecticides according to label directions and at the proper concentration and volume.

6 Frequency of perimeter applications should be based on pest biology, not the calendar. There is little benefit from routine exterior application of liquid insecticides from November through February, apart from areas of the U.S. where exterior pests (mostly ants) remain active throughout the year. A Perimeter Pro understands that there is

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no magic amount of time that an exterior perimeter insecticide application will “last” under all conditions. Consider: if a pest management professional perceives that a given product is not “lasting” as long as expected, they might be basing their observation on the continuing presence of pests in the treated area. Before concluding that the product isn’t up to the task, a Perimeter Pro should consider whether they missed something or if the product was applied in full accordance with the label. In fact, most perceived product failures are usually due to the product not being applied correctly by the applicator.

7 Unless you are doing work that requires high pressure and/or high volume,

gas engine power sprayers are typically not necessary for general pest perimeter applications. Low pressure electric rigs or backpack sprayers are sufficient for most exterior perimeter applications and are less likely to produce over-application, runoff and drift.

8 Exterior applications may be made with any of several different formulations. Water-based formulations (Fendona® CS Controlled Release Insecticide), water soluble granules (Alpine® WSG Insecticide), suspension concentrates (Termidor® SC Termiticide/Insecticide), etc.) bait granules (MotherEarth Granular Scatter Bait), gel baits and insecticide granules are all acceptable. A Perimeter Pro avoids

taking the easy way out by routinely applying whatever is in the spray rig tank month after month or quarter after quarter. Active ingredient and formulation should be selected based on proven efficacy and residual performance under conditions similar to those encountered on the job

9 Environmental protection, or stewardship, is part of the job. Following label directions on where, when, and how insecticide applications can be made is imperative, as is a constant awareness of the importance of pollinators and their protection when making exterior perimeter applications. A Perimeter Pro knows that when vegetation is in bloom, pollinators are probably nearby.

10 Your job is both to control any existing infestation and, more importantly, to prevent future infestations. A Perimeter Pro is a problem solver and preventer.

The future of single-family residential and much non-food commercial pest management will be focused on the exterior perimeter. It’s an ecosystem that has been traditionally underrepresented in pest control research, innovation, and training. It’s time to shift the focus away from routine and often perfunctory indoor treatments to preventive pest management on the exterior perimeter.

Written on behalf of BASF Professional & Specialty Solutions



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PWIPM-MN Creates New Initiative with Girl Scouts



Girl Scouts were about to learn from Ecolab's entomologists about the behaviors and characteristics of various insects.

Photo: PWIPM-MN

By Ellen Wagner

The Minnesota Chapter of Professional Women in Pest Management (PWIPM-MN) joined forces with Girl Scouts River Valley for a new initiative that blends education, empowerment and hands-on exploration.

Fifty second- and third-grade Girl Scouts converged at the Ecolab Schuman Campus in Eagan, Minn., on Jan. 6 for an experience aimed at earning their Brownie Bug Badge.

Imagination and architectural design

It was a buzzing hive of creativity as young Girl Scouts used their artistic talents to create bug art and design bug homes. Guided by experts, the girls discovered the importance of bug habitats and the role they play in sustaining insect populations. This hands-on building activity instilled a sense of environmental stewardship in the young participants.

Seeing bugs in action

Thanks to live demonstrations by Ecolab's entomologists, the scouts marveled at the behaviors and characteristics of various insects, gaining valuable insights through interactive and engaging demonstrations — and even holding Madagascar hissing cockroaches (*Gromphadorhina portentosa*).

Meeting Baxter

Baxter the Beagle, who is Adam's Pest Control official bed bug sniffing dog, showcased his impressive skills alongside his handler, Doug Seeman. The duo demonstrated the incredible olfactory abilities that dogs possess, particularly in the detection of bed bugs. Unlike humans, who have approximately six million olfactory receptors in their noses, dogs like Baxter boast up to 300 million. Additionally, the part of a dog's brain dedicated to analyzing smells is about 40 times larger than that of humans. This heightened sense of smell allows dogs to excel in various scent-related tasks, including the precise identification of bed bugs. This makes them invaluable allies in pest control efforts.

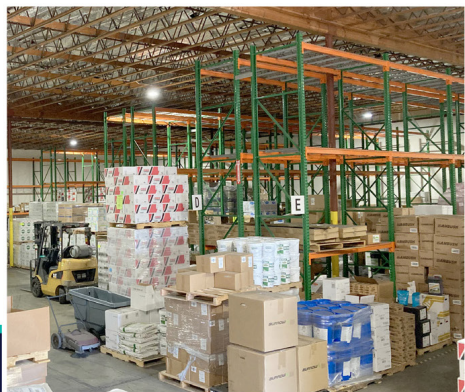
Sponsorship and support

This innovative collaboration was made possible through the generous sponsorship of PWIPM-MN and the financial support from industry leaders in Minnesota. Adam's Pest Control, Plunkett's Pest Control and Ecolab joined forces and demonstrated their commitment to education and community engagement by contributing to an event that goes beyond traditional boundaries. This event showcased the potential for industry partnerships to inspire and educate the next generation of women in careers related to science, technology, engineering and mathematics (STEM). It featured a wide representation of women in the industry, including owners, scientists, administration, human resources, technicians and more.



Girl Scouts used their talents to create bug art and design bug homes

Photo: PWIPM-MN



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January Board Meeting Minutes

MPMA Board of Directors Meeting January 16, 2024

Office of Plunkett's Pest Control, Inc. 40 52nd Way NE Fridley, MN 55421

Attending in person

Jay Bruesch, MPMA
Nathan Heider, Spidexx
Dr. Mohammed El Damir, Adam's Pest Control, Inc.
Keith Gordon, Vesperis
Brian Elm, Vesperis
Troy Timermanis, Bear Pest Control
Dr. Stephen Kells, University of Minnesota
Todd Leyse, Adam's Pest Control, Inc.
Travis Chambers, BASF
Caroline Kohnert, Plunkett's Pest Control, Inc.
Rusty Binkley, Rockwell Labs

Lane Zimmerman, Rainbow Pest Experts
Jason Lindeman, Xtreme Pest Solutions
Beau Geer, Xtreme Pest Solutions
Rob Greer, Rove Pest Control

Attending remotely via Zoom

Josh Reynolds, NPMA
Morgan Manderfield, Ecolab
Kathy Watrin, Granite Pest Control
Mike Zimmerman, Syngenta
Dave Johnson, Catchmaster
Shawn Wilson, Cardinal Professional Products

Rob Greer, President

Rob called the meeting to order at 11:35 am and circulated a sign-up sheet.

Josh Reynolds, NPMA

Josh kindly took part in the meeting and summed up the past year's activities in the legislative arena, as well as defining goals for the year ahead.

Jay Bruesch

October meeting minutes

Jay sent a copy of the October 2023 meeting minutes to all members the evening before our meeting, and invited comments from members. A motion was made and seconded to accept the minutes, and was unanimously approved.

Financial report

MPMA had \$11,926.95 in revenues between October 10, 2023 and January 15, 2024.
Expenses between October 10, 2023 and January 16, 2024 totaled \$6,644.40

MPMA has \$28,697.62 in its Wells Fargo Initiate Checking™ account, and \$16,807.28 in its Business Market Rate Savings account, for total assets of \$45,504.90.

The financial report generated discussion on fund-raising to generate extra revenues; the general idea was that other state associations routinely conduct fund-raising so that they can finance their own operations as well as contribute to charitable causes.

Shawn Wilson suggested a fund-raising event like cornhole, possibly to add some fun to future MN PMP Conferences.

Todd Leyse mentioned that a lot of organizations do fund-raising. They raise funds for their own operations, plus charitable giving. Some ideas included silent auctions, cornhole, golf, etc. Funds raised in this way could constitute a rainy-day fund in case we need to hire a lobbyist down the road, which is a real possibility.

continued on next page

January Board Meeting Minutes, *continued*

If there is interest, Todd would offer guidance.

There would be tax complications! We would have to re-file for non-profit status based on our revenue-generating efforts.

Since we're currently in the process of shoring up our status as a non-profit/tax-exempt organization, it was agreed that we should put the issue of fund-raising on the back burner until we have our tax status finalized.

Some members have offered stories of instances where having a charitable purpose enabled associations to contribute to very worthy causes.

Dr. Mohammed El Damir reminded the group of the benefits MPMA was able to offer when we supported the U. of M. fellowship fund with a commitment of \$5,000 a few years ago.

Adam's and Plunkett's have chipped into a currently ongoing effort to raise funds for a Fellowship at the U. of M. Fellowship funds, once endowed with a significant original amount, earn interest that can be used to provide a continuing fellowship – a grant to graduate students who will then contribute to the research and outreach work of the University.

Travis Chambers mentioned that the Greater Chicago and Iowa pest control associations do this kind of fund-raising as well.

We'll stay on top of this issue and look for ways to jump into the fund-raising pool, maybe at the shallow end first. For now, Todd Leyse and Jay Bruesch will meet with bank officials and establish a CD or similar instrument to get our existing capital working for us.

MPMA booth at 2024 PMP Conference (Who, What and When?)

We have ordered a tabletop banner, and will staff a booth at the 2024 MN Conference, next to the Vesperis booth, because Vesperis' Keith Gordon graciously offered to help staff that booth alongside Jay Bruesch.

Social media

Everybody is on social media these days – Facebook, Twitter, etc. It is almost expected that social media will be an important element of any organization's public presence.

We'd need the right volunteers to monitor and contribute to social-media platforms so that they don't grow stagnant.

Rob Greer mentioned that there is a softer approach than aggressively monitoring and regularly posting: we could put out information for people who are following us without needing to post daily.

Our MPMA Website, up until now managed by NPMA, will need a champion once NPMA drops their Website management role this year. Jay Bruesch has worked with NPMA in recent months to get some of its content up to date, but our Website is far from what it could be. Todd Leyse volunteered to get our Website shined up and ready to proceed without NPMA's help.

Rob Greer proposed a committee to re-work our social media presence, and asked, Who wants to be on that committee of three, with Todd? Nate Heider, Beau Geer, and Travis Chambers all bravely stepped forward. The committee's goal will be to have something to announce at 2024 MN Conference. Their ideas will include recommendations on how often to post, etc. This will work best if there is a relatively burden for any one individual.

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January Board Meeting Minutes, *continued*

Steve Kells: Overview of PMP conference

Conference: Main session is Tuesday, March 5; two special sessions will be held on Monday, March 4, in the afternoon.

Question: Will vendors be able to set up Monday morning? Not sure; probably not. But definitely Monday afternoon. Sessions will start at 1:00 on Monday.

Keith Gordon, Vesperis, thinks that afternoons setup will work okay; no need for morning setup time..

The Conference will be held at Heritage Center in Brooklyn Center; the Embassy Suites directly attached to the Heritage Center has a block of rooms reserved. However, room rates for vendors have not yet been settled.

An in-person attendance of 400-500 is expected. Last year we had 200-250 in person, plus about 650 online.

Vendor display booths will be sited along hallways and in conference rooms to maximize opportunities for vendors and attendees to interact.

A breakfast meeting is planned, whose purpose will be to recruit Active members; an NPMA representative will talk about legislation, etc. including preemption rules. This will take place from 6:30- 7:45 am on Tuesday.

MPMA will sponsor a Happy Hour on Monday evening. This event will be held in conjunction with an invitation to an open house at Adam's new offices. Happy hour will be Monday March 4th from 3pm-7pm at Adam's Pest Control's new office building at 2900 Eagle Bluff Cir, Medina, although this might not map for you so head to 922 Hwy 55, Medina and then head another 2.5 miles west on Hwy 55. Look for the new Adam's on the north side of the highway (right side if heading west). Keith Gordon, Vesperis, would be happy to foot the bill for happy hour. Travis Chambers of BASF said his company is also willing to chip in.

Dr. Kells has the schedule worked out for the Conference; he'll have that out to the membership by the end of this week. He cautioned: When you register people, make sure license numbers are correct.

Dr. El Damir asked whether the whole program will be offered online; the answer to his question is Yes.

Last year, the video photo system worked very well, and MDA approved of it; we will repeat this. The only real problems were when someone had their eyes closed at the moment a picture was snapped, or had their body in a different position.

Lane Zimmerman asked, when will remote learning be available? Dr. Kells answered that availability would begin two weeks after the in-person conference. It would start the week of March 18 and run until the end of April 2024.

Question: Will participants be able to "mix 'n' match" between in-person and online sessions? Dr. Kells' answer is Yes, but if one attends an in-person session for the main conference, they must attend the entire day on Tuesday in order to be credited for the session.

Dr. Kells is looking for videos from vendors. Vendors are notified by means of their membership renewal/booth reservation form that they have the option to submit short video presentations for inclusion in the online version of the Conference. Video presentations are due by March 1, 2024.

Question: In what format should videos be submitted? Dr. Kells answered that MPEG, MP4, and otherw would be acceptable. It is important to use the landscape mode when shooting video.

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January Board Meeting Minutes, *continued*

Dr. Kells is talking to JD Darr, NPMA, as a breakfast speaker for Tuesday morning.

Vendor breakdown will be after Tuesday's pm break; Allison Forcier will coordinate this.

MN PIE is creating some confusion by way of their brochures listing recertification options: Only the March 4-5, 2024 Conference is valid for 2025 renewal of Structural licenses.

Just a heads-up: Rats are on the increase in both Minneapolis and St. Paul.

Keith Gordon, Vesperis has heard roof rats are showing up in the Midwest. Dr. Kells agreed that he is waiting for them to show up. Caroline Kirby mentioned that Plunkett's has dealt with confirmed roof rats in our area already.

Executive director job description

Jay Bruesch had shared a proposed job description for the MPMA executive director, which is a new position that grew out of the Secretary/Treasurer position. Todd Leyse distributed a revised version of this job description, reduced to two sides of one page, which is of course a lot more readable than what Jay had written!

Old Business

Morgan Manderfield, Ecolab: Exam questions.

Jay had sent an email to MDA regarding their somewhat perfunctory response to MPMA's request for more input into exam questions. MDA feels that individuals should point out ambiguous or confusing questions or responses at the time they turn in their tests. However, individuals just starting out in the industry are not well-equipped to critique test questions. MDA is not very enthusiastic about involving the industry in test amendments; after all, this process did take place not that long ago. In any event, MPMA offered to review any test at any time; the ball is in MDA's court, but MPMA is available to assist if they would like us to.

Dr. Mohammed El Damir was recently invited to review the Category "A" and Mosquito tests.

Dr. Kells will reach out to MDA. MDA's test writers are from highly regulated states, and this might contribute to some of the lack of clarity in question writing. Clarity is needed, and only through transparency is this achieved. We'll get this solved, as always, but give-and-take between our two groups. We are fortunate to have this kind of open communication and cooperation with our regulating agency.

New Business

PWIPM: A motion was made for MPMA to continue its annual donation to PWIPM, as well as complimentary exhibit space at 2024 PMP Conference. This was seconded, voted on, and unanimously approved.

A recent PWIPM/Girl Scouts event drew 50-60 participants plus parents – a huge success.

Next Meeting

Tuesday, April 16, 2024 11:30 am – 1:00 pm (Central); office of Adam's Pest Control. Members may also attend via Zoom.

Adjourn

A motion was made to adjourn, and was seconded and voted on. The meeting was adjourned at 1:05 pm.



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Caroline Kohnert, Plunkett's Pest Control, Inc.

Lane Zimmereman, Rainbow Pest Experts



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Tricky Insects in ILTs

that are hiding in plain sight. The following two case studies include insects that weren't what they initially appeared to be.

Case Study No. 1

An organic feed mill regularly reported evidence of small

flies on the ILT glueboards.

Upon first look, the glueboards do appear to be covered in small flies (Fig. 1). However, after further examination, these insects lack some of the key features of a fly.

There are three characteristics to use when deciding if something is a fly. First, flies only have one pair

of functional, membranous wings. The second pair of wings are reduced to halteres (Fig. 2), small, club-shaped organs that provide information about body rotations during flight. The insects on the glueboard have four separate wings (Fig. 3), so we know these are not flies.

Second, flies commonly have short, stubby antenna made of a single large segment (Fig. 4), often with a hair sticking out of it. The insects on the glueboard have much longer antennae (Fig. 5).

Finally, except for mosquitoes, dipteran insects have sponging-sucking mouthparts. Unfortunately, we can't see the mouthparts in this picture, so this information isn't helpful in this instance.

Using the characteristics above, it can be determined that these insects are not flies. Instead, these turned out to be parasitic wasps that use Indian meal moths as their host. This facility was also struggling with Indian meal moths. Once they were controlled, the parasitic wasps were controlled as well.

Case Study No. 2

An industrial manufacturing facility reported catching

small, beetle-like insects on about 10 percent of the ILT glueboards. There was concern that these were stored product pests.

While this beetle looks very similar to a warehouse beetle, it is a fungus beetle. Comparing the two, you can see slight differences.



Warehouse (pictured) and fungus beetles have slight differences in appearance.

The fungus beetle has antennae that are clubbed at the end, has a prominent band going across its middle and lacks the distinct V-shape to the thorax.

Fungus beetles are attracted to light and often found in ILTs. They are a common sight during fall as they search for overwintering crevices. They feed on fungus and decaying plant materials but will not infest sound product. They don't survive long indoors but can be an annoyance.

continued on next page



Fig 1

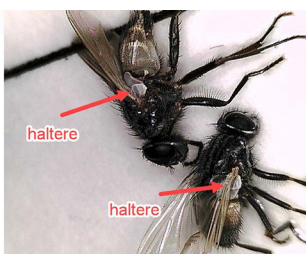


Fig 2

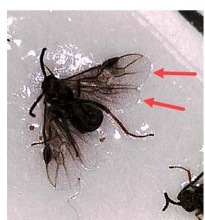


Fig 3

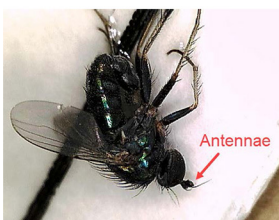


Fig 4



Fig 5

In case study No. 1, an organic feed mill reported evidence of small flies on ILT glueboards. Upon further examination, the insects were determined to be parasitic wasps that use Indian meal moths as their host.

Tricky Insects, *continued*

Instead of searching for a breeding site as would be typical in a warehouse beetle infestation, a point of entry should be found, monitored, and fixed if possible. Common entries include open doors and windows without screening, improper filtration of incoming air (ventilation components), and roof openings such as caps and flashing.

Final Thoughts

The insects in the scenarios above are difficult to identify, and it's not expected that everyone can identify every single insect they encounter. What's more important is

taking the time to investigate what was caught, especially insects that seem out of the norm. Knowing enough to say that something might not be what it seems and asking for help to identify it is just as important as knowing the identity of something from the start.

Caroline Kohnert is the technical director of Plunkett's Pest Control. She is an Associate Certified Entomologist and serves as president of the Urban Pest Management Technical Committee (www.upmtc.org) and committee chair of NPMA's Technical Committee.

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Simple Solutions for a Mouse-Free Home

By Dr. Mohammed El Damir, BCE



Have you faced the challenge of dealing with persistent home invaders that multiply seemingly overnight? The endeavor to eradicate mice extends beyond mere convenience; it's a vital element in ensuring the safety of our living spaces. Let's explore the realm of professional mouse control, where outsmarting these resourceful pests is more than a service—it's a dedication to safeguarding every protected space.

Embarking on the exploration of the common house mouse reveals not just their swift reproduction and adaptability to various environments but also the challenges they pose for detection and control due to their nocturnal habits, small size, and impressive climbing skills. While mice tend to stay within 10 feet of their food source, their real-world exploration often extends beyond, demanding a comprehensive approach to inspection and control.

In the pest control realm, frequent callbacks for mouse services can escalate costs and lead to dissatisfaction. To effectively tackle these challenges, strategic control measures become paramount. Now, let's unravel effective strategies to

outsmart these resourceful pests and optimize mouse control in your living spaces.

Tailored Inspections and Targeted Measures

Professionals should conduct a meticulous inspection, considering both the climbing and squeezing capabilities of mice within and beyond a 10-foot radius and understanding their territorial preferences.

Inspect floors above and below, adjacent rooms, and extending the range to 30 feet if no signs are found.

Recognize favored hiding spots in diverse structures, including suspended ceilings, on top of commercial walk-in coolers, in attic spaces, inside vertical pipe runs, floor voids, crawl spaces, storage rooms, basements, and under coolers and processing equipment. Tailor inspection and control measures to each specific area, taking into account preferred territories.

Encourage Creativity for Effective Control

Diversify your approach by analyzing the site and making changes if the current strategy proves ineffective. Leverage a mouse's curiosity by introducing new elements or modifications in the environment, such as relocating traps or altering

the setup. Experiment with various trapping methods, including both mechanical and adhesive traps, and mix up bait types to enhance effectiveness. Consider incorporating advanced technology in rodent equipment to enable quick alerts and interventions, especially in hard-to-reach areas.

Follow Up for Swift Action

Ensure prompt action through regular follow-ups. Recognize the mouse's rapid reproductive rate and re-service infested locations ideally every week or two until mouse activity subsides. Use more placements than initially thought necessary and conduct thorough checks for ongoing activity, replacing baits and resetting traps as needed.

Be Proactive in Pest Management

Take proactive steps during each service visit by conducting meticulous inspections to identify and seal potential entry points, thwarting mouse intrusion. Eliminate mouse droppings and food debris, gauging activity by monitoring the appearance of new droppings since the last service. This proactive approach not only enhances mouse control but

also addresses regulatory concerns in commercial accounts.

Conclusion

In the battle against mouse infestations, a strategic and proactive approach is essential. Understanding mice behavior, optimizing control strategies based on their preferences, and exploring creative methods, such as varied trapping techniques, are key elements. Timely follow-up actions, driven by the awareness of mice's rapid reproduction, minimize costs and ensure customer satisfaction. A comprehensive plan that combines knowledge, creativity, and consistent follow-up actions is crucial for maintaining a mouse-free and safe environment. Pest control professionals, armed with these insights, can effectively combat the challenges posed by these resilient creatures, upholding the integrity of every protected space.