Texas Pest Management Association  
(TPMA)

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Welcome to the Internet Home of Texas Pest Management Association

TPMA has been serving Texas agriculture and promoting IPM principles through education and demonstration for over 30 years. As an undisputed leader in advancing IPM technologies, the organization seeks to demonstrate the economic and environmental benefits of addressing pest management issues with proven science.

Since 1972, the Texas IPM program has made significant progress in helping to solve agricultural pest problems within the state. Pest management methods developed through the program are both affordable and environmentally responsible. Widespread IPM implementation in Texas has resulted in an overall reduction in pesticide use in many crops, transition to less toxic chemicals, increased use of diverse IPM methods and an increase in profits for agricultural producers.

Without a doubt, partnerships have been the key to the success of the Texas IPM program. IPM partners will continue to work together to solve Texans' pest problems.

Texas IPM
"Partners With Nature"

Texas Pest Management Association
Texas Cooperative Extension
Texas Department of Agriculture
Texas Farm Commodity Organizations
US Department of Agriculture
US Environmental Protection Agency
US IPM Centers, Nationwide

Dr. Perry Adkisson
Founder of Extension IPM Programs in Texas
and Co-winner of the 1997 World Food Prize for work in IPM

"IPM has proven to be the best way to manage crop pests. It has sustained yields, lowered production costs and protected the quality of the environment. IPM has been a good investment for Texas farmers."

IPM in and Urban Setting

IPM concepts are not only applicable in agricultural settings. The methodology that has been so successful in Texas agriculture is now being put to use in urban settings ... residential subdivisions, parks and recreational areas, industry, and public schools.

Home fertilizer, pesticide and herbicide users are a major cause of water pollution in urban areas and neighborhoods in and around our state ... too much is running off and tainting water supplies. The Texas IPM Program focuses on educating people on the least-toxic approaches to lawn care, with the ultimate goal of reducing the amount of landscape chemicals that seep into waterways and degrade water quality.

The IPM concept can be as simple as taking time to read and follow the label instructions for applying lawn and garden chemicals. It's just good, common sense.

Our Vision

The Texas Integrated Pest Management Program will deliver unbiased, credible, reliable, and timely solutions to pest problems of agricultural and urban customers.
Texas Pest Management Association (TPMA) is the only statewide, multi-commodity, non-profit, producer organization in Texas dedicated to the development and implementation of Integrated Pest Management (IPM) programs. IPM programs in Texas have provided increased profitability and environmental stability for agriculture through research, education and application.

Texas IPM programs are conducted as a public/private partnership and cooperative effort between TPMA, Texas Cooperative Extension, and the Texas Department of Agriculture (TDA). IPM units are located in key cropping regions of the state and address a wide range of pest problems across major agricultural crops.

The Goals

The goals of the organization are:

1. To encourage the implementation of pest management practices.
2. To coordinate pest management activities across the state.
3. To help growers organize into pest management units.
4. To serve as a liaison between cooperating state and federal agencies.
5. To develop state and national assistance for growers' pest management activities.
6. To provide a grower viewpoint on environmental concerns.

The Program

The TPMA statewide IPM program:

- Teaches pest identification skills and pest management action thresholds;
- Provides technical guidance and support for biological monitoring activities;
- Teaches the appropriate mix and use of resistant plants, cultural practices, agricultural chemicals and biological control agents to control pests; and,
- Uses a variety of mass media techniques to provide IPM information.

TPMA represents over 2,500 growers of cotton, grain sorghum, wheat, peanuts, citrus, vegetables, corn, alfalfa, soybeans and sunflowers. The organization also cooperates with 12 commodity organizations and maintains 22 integrated pest management units throughout the state. The information developed by the IPM program reaches over 8,500 growers, and acreage in the counties covered by this information dissemination is approximately 10,125,000. TPMA monitors a million acres twice a week.

The IPM database is the crucial informational source upon which the Texas IPM program operates. TPMA employs approximately 100 field monitors each season to collect critical information to help farmers in making crop pest and management decisions. Fiscal management of these funds is provided by TPMA for each of the 22 IPM units.

Over 18 million pieces of data on nearly one million acres of crops are collected each year to form the TPMA IPM database. Information on pest abundance, distribution and damage, levels of natural enemies, weather conditions, and soil fertility levels is critical to TPMA producer members. The organization shares its IPM database with fellow farm growers and agribusiness, TCE, the Texas Agricultural Experiment Station, TDA, the USDA and other states. Through IPM educational programs, Texas Cooperative Extension has multiplied the use of the TPMA database to provide information to producers farming nearly 4 million acres of crops.
**Definition of IPM**

Integrated Pest Management (IPM) is a sustainable approach to managing pests by combining the use of all practical methods of pest control, including biological, cultural, physical, and chemical methods, in a manner that attains the clients' goals while minimizing economic, health, and environmental risks.

**Another definition of IPM...**

Integrated Pest Management is a sustainable approach to managing pests by combining biological, cultural, physical, and chemical tools in a way that minimizes economic, health, and environmental risks.

**What IPM is not...**

1) IPM is not a rigid program of management techniques. While the tactics and treatment thresholds may vary, successful IPM strategies can be developed for any level of crop production or any commodity regardless of economic value.

2) IPM is not organic farming. While IPM seeks to minimize or optimize the use of high-risk synthetic pesticides, it recognizes that pesticides will be needed to maintain highly productive agriculture for the foreseeable future and pesticides are currently the best option available for certain situations. IPM selects pesticides that are effective, economical, and least disruptive to the production system. Organic farmers are prevented from using some of the low-risk techniques and technologies available to IPM growers simply because they are synthetic.

3) IPM is not low input, low yield farming. IPM strategies can be developed for any level of production or any commodity. IPM evaluations over the years generally indicate that IPM maintains or increases yields while reducing production costs resulting in increased net profits.

4) IPM is not being tied to any certain company's products or services but rather seeks current, unbiased, science-based information to solve problems.

5) IPM is not static, but rather advances the understanding of agricultural systems and incorporates the intelligent use of existing and new technologies through research and demonstrations in practical situations. IPM seeks to put the best science and the best management practices available to work.

6) IPM is not risky, and scientific studies and research evaluations indicate that IPM reduces economic, human health, and economic risks.

7) IPM is not scouting one field on a farm and then using the information to treat all fields on a farm alike.

8) IPM is not doing something just because a neighbor has invoked a certain practice, nor is it taking the advice offered by someone at the local coffee shop.
IPM Benefits

Economists and IPM researchers have worked for decades to develop methodology to assign a dollar value to the use of IPM technologies in agriculture. It has thus far been difficult to extract an exact dollar figure as to the cost savings of IPM implementation, although there has been general unanimous agreement that dollar savings are significant. Considering the cost of chemical pesticides and their application, even the reduction of one pesticide application can amount to a considerable reduction in pest control costs.

In addition to monetary considerations, the worth of IPM concepts to maintaining a healthy environment is undisputed. It is difficult, however, to place a value on preservation of the environment for current and future generations. It would be within reason to assume, though, that such contributions to maintaining the environment would be priceless.

Evaluation of IPM benefits has generally been obtained through pest management surveys, and analysis of pesticide use over time. In every such survey evaluation in Texas, IPM technologies have been shown to greatly reduce pesticide use and associated risks.

How has IPM benefited Texas crop producers?

IPM has helped producers increase net profits while reducing pesticide use and reducing production risks. The following are examples of results of evaluations conducted:

A 1994 survey of 637 crop producers in 25 counties showed the following:
* 58% decreased pesticide use by an average of 29%
* 46% increased yields
* 65% increased net profits
* $106 million increase in net profits statewide
* $340 million statewide economic impact annually

A 1996 evaluation of the pecan IPM program documented:
* insecticide use reduced 35%
* fungicide use reduced 30%
* increased pecan yields
* $6.06 million annual economic benefit to producers

Continued enhancements to IPM technologies coupled with new science have contributed to the on-going success of the Texas program. The use of IPM concepts has been endorsed and recognized by the US Environmental Protection Agency (EPA) as contributing to decreased agricultural production costs, a reduction in the use of pesticides, and a subsequent significant lowering of risks posed by pesticide use. Whether pesticides are used in agricultural settings, public schools, or private industry, the US EPA recommends the use sound, proven of IPM practices.
IPM Principles

The integrated pest management (IPM) concept is simple...to manage agricultural pests by combining the use of all practical methods of pest control including biological, cultural, physical and chemical methods, in a manner that attains the clients' goals while minimizing economic, health and environmental risks.

As environmental concerns pertaining to the use of chemical pesticides continues to grow, IPM offers the most rational approach to managing insect pests. The IPM rational continues to receive a considerable amount of attention.

Under agricultural IPM program guides, farm fields are scouted on a frequent basis during the growing season. Data obtained includes crop stage, levels of pest populations, as well as beneficial insect numbers. The data is compared to established pest thresholds and pesticide applications are made only when pest numbers exceed those economic thresholds. The result is that pesticides are used only when needed.

IPM principles can be employed anywhere there are insect pests...and that's everywhere. Even the little rural church on the hill can reap the benefits of this scientifically based and common sense approach to pest control.

Need more information on how to manage insect pests or incorporate IPM concepts at your home, business, ranch or farm? Contact your local Cooperative Extension Agent, or Texas Pest Management Association through this web site.
IPM Implementation

IPM or Integrated Pest Management is a strategy of managing pests that is designed to meet an individual's production goals in the most economically and environmentally sound manner possible using a combination of control tactics.

IPM is a systematic, information-intensive approach which depends upon an understanding of the entire production system. It strives to use several complimentary tactics or control methods to manage pests which makes the system more stable and subject to less production risks. IPM focuses on tactics that will prevent or avoid anticipated pest problems rather than remediate problems once they have occurred.

Implementation of IPM requires a working knowledge of the basic tools available for pest control. It also requires on-going education about the pest complex, and maintaining the delicate balance between pests and beneficials. It further requires the use of the proper tools at the proper time to ensure that harmful pesticides are not used prior to the need to maintain pest populations level below an acceptable economic threshold.

Implementation of IPM concepts cannot occur until a degree of information about the pest population is obtained, which requires frequent and periodic monitoring and analysis. Additionally, the implementer must have a working knowledge of the pest itself, including proper identification and an understanding of the life cycle of the pest.

Implementation of IPM principles will naturally include monitoring (scouting) of fields or areas subject to pest infestation. Monitoring involves scouting for the pest, as well as determining natural pest enemies (beneficials). Population numbers are calculated, and environmental factors such as weather are considered (ie some pests are more prone to attack plants exhibiting drought stress).

Integrated Pest Management Basics:
The tactics or methods used in IPM include one or a combination of the following:

* **Genetic Control** - (planting varieties of plants that exhibit natural, genetic inhibitors to pest damage)
* **Cultural Control** - (crop rotation, use of locally adapted or pest resistant/tolerant varieties, sanitation, manipulating planting/harvest dates to avoid pests)
* **Biological Control** - (protect, enhance, or import natural enemies of pests)
* **Mechanical Control** - (cultivation, trapping, pest exclusion)
* **Chemical Control** - (chemical pesticide applications)

**IPM Goals**

* Ensure abundant, high quality food and fiber
* Increase net profits
* Maintain or improve environmental quality
* Reduce production risks
TPMA ORGANIZATIONAL STRUCTURE

Producers are direct, participating members of Texas Pest Management Association and sponsored by an area commodity association. Each local pest management program consist of one or more units but is operated by a producer steering committee.

The steering committee is comprised of producers and other interested agri-businessman from the area and directs the operation of the scouting program.

Producers within each regional commodity area are represented on the board of two directors; one an elected participating member from the regional commodity area, the other a representative from the commodity association representing the production area. This provides statewide representation of producers on the board of directors.

The regional commodity association coordinates pest management efforts and assists in the development and operation of pest management units within the program area.

There are ten regional commodity associations in TPMA representing cotton, grain sorghum, and peanuts. Other commodities, such as citrus, pecans, rice and soybeans, will be included as IPM practices become available.

The Extension Agent-Pest Management provides technical support, serves as local coordinator for the program, and works closely with the pest management steering committee for each program.

The County Extension Agent, as Agricultural Program Leader for his county, plays a key role in incorporating IPM practices into the total county agricultural program.

Technical assistance is provided through the Texas Agricultural Extension Service. Further support is given by the Texas Agricultural Experiment Station and other parts of the Texas A&M University System.
Texas Pest Management Association
Member Associations

- Blackland Cotton & Grain Producer’s Association
- Cotton & Grain Producers of the Lower Rio Grande Valley
- El Paso Valley Cotton Association
- Grain Sorghum Producer’s Association
- Plains Cotton Growers
- Rolling Plains Cotton Growers
- St. Lawrence Cotton Growers Association
- So. Rolling Plains Cotton Producer’s Board
- South Texas Cotton & Grain Association
- Texas Citrus Mutual
- Texas Citrus & Vegetable Association
- Texas Corn Producers Board
- Texas Peanut Producers Board
- Tran Pecos Cotton Association
# TPMA APPLICATION FOR EMPLOYMENT

## PERSONAL INFORMATION

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<th>DATE</th>
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## EMPLOYMENT DESIRED

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<td>ARE YOU EMPLOYED NOW?</td>
<td>IF SO, MAY WE INQUIRE OF YOUR PRESENT EMPLOYER?</td>
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| HAVE YOU EVER APPLIED TO THIS COMPANY BEFORE? | YES | NO | DATE |

## EDUCATION

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## PERSON TO BE CONTACTED IN CASE OF EMERGENCY

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<th>ADDRESS</th>
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<th>Telephone No.</th>
<th>Area Code</th>
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- Do you have an automobile that you can use in your work? **Yes** **No**
- Do you have required automobile liability insurance? **Yes** **No**
- Do you have a driver’s license? **Yes** **No**
- If yes, what is your driver’s license number?  
- Do you understand that you could be exposed to hazardous agricultural chemicals? **Yes** **No**

(CONTINUED ON OTHER SIDE) 287
I hereby authorize and request you and all of my former employers and any other person, firm or corporation to furnish any and all information concerning my credit-worthiness and personal background and I hereby release each such employer and other person, firm or corporation from any and all liability by reason of furnishing the requested information. I understand that in connection with the application, a consumer report and/or an investigative consumer report may be requested whereby information is obtained through personal interviews with my neighbors, friends or associates or with others with whom I am acquainted or who may have knowledge with respect to my character, general reputation, personal characteristics and mode of living, and hereby authorize the procurement of any such report. I understand that, upon my request, I have the right to know (a) any such report was requested and, if so, the name and address of the consumer reporting agency that furnished such report and (b) the name of the consumer investigative report, that I may inspect and receive a copy of such report by contacting such agency. I also understand that I have the right to receive a complete and accurate disclosure of the nature and scope of the information requested if I request such disclosure within a reasonable period of time.

I understand that if employed: 1.) any misrepresentation or omission of facts requested in this application is cause for dismissal; and 2.) my employment is for no definite period and I may, regardless of the date of payment of my wages and salary, be terminated at any time without prior notice.
### TEXAS PEST MANAGEMENT ASSOCIATION
PERSONNEL TIME AND MILEAGE REPORT
(To Be Filled Out in Duplicate)
Submit original only to TPMA.

Ballpoint pen only. Do not use felt tip pen.

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**PAY PERIOD:** (date) ___________ to ___________  
**PAY FROM:** (check one)  
UNIT FUNDS  SPECIAL FUNDS

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**FIRST WEEK TOTALS**

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**PAY PERIOD TOTALS**

I certify that the hours and mileage reported on this form are true and correct to the best of my knowledge.

Signature of Supervisor

I acknowledge that the payroll time and mileage reported on this form is true and correct.

Signature of Employee

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WHITE - TO TPMA  YELLOW - EMPLOYEE COPY  Revised 1/96
NOTIFICATION OF EMPLOYMENT TERMINATION

1. Name: ___________________________ (First Name) ___________________________ (Middle Name) ___________________________ (Last Name)

2. Title: ___________________________

3. Official headquarters: County Pest Management Program ___________________________

4. Nature of action: Resignation ___________________________ Dismissal (See NOTE 1) ___________________________ Other ___________________________

5. Effective date (Close of business last day of duty): ___________________________

6. Reason for termination or action: (Include sufficient details to eliminate the necessity for requesting additional information.) ___________________________

7. Evaluation of employee’s performance, attitude, character and loyalty: (This statement should be complete and clear enough to be used as a factor for consideration when re-employment or employment in other fields is recommended.) ___________________________

8. Overall evaluation as compared to other employees under your supervision: Excellent: ________ Good: ________ Fair: ________ Poor: ________

9. Recommended for re-employment or other employment: YES ☐ NO ☐ (If "No" explain briefly.) ___________________________

10. Additional personal data: ___________________________

11. Mailing address for future correspondence: ___________________________

Signed: ___________________________ Date: ___________________________

APPROVED: ___________________________ Date: ___________________________

PROCESSED: ___________________________ Date: ___________________________

NOTE 1 – “Dismissal”: If this is a dismissal, complete and specific information and details must be given under Item 6 or a letter of explanation must be attached. This may be marked “Administratively Confidential.”
APPLICATION FOR MEMBERSHIP AND AGREEMENT

STATE OF TEXAS
COUNTY OF TRAVIS

This Application for Membership in an Integrated Pest Management (IPM) Participating Member of the Texas Post Management Association (hereinafter referred to as TPMA), a Texas non-profit corporation, and Agreement between the Applicant and Texas Post Management Association, is made and entered into on the date indicated below.

WITNESSETH

The undersigned (also referred to as Applicant) as a participating member in the Post Management program represented by Post Management Steering Committee, desires to become an IPM Participating Member of the TPMA and be provided with the information and assistance of TPMA.

The TPMA promises to commodity growers within the area covered by the above named area program information and assistance in the principles of integrated pest management. This information and assistance includes, but shall not be limited to, periodic scouting of the Applicant's fields and interpretation of data accumulated from such monitoring. The results of field scouting (pre and beneficial insect counts, feeding rates, plant growth, stem, etc.) shall be delivered to the form of a Producer's Scouting Report.

The TPMA and the Applicant do mutually agree:
(1) The Applicant agrees to provide payment for scouting services by the indicated crop acreage at the specified price per acre listed below. The Applicant agrees that payment is conditional on the Applicant for membership and agreement is not sufficient in the judgment of the Post Management Steering Committee, that it may be adjusted. The various parts will be reviewed during the period specified and in accordance with uniform methods and procedures designated by the Texas Agricultural Extension Service.

Applicant desires scouting for ( ) time(s) per week on the following fields:

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<th>Crop</th>
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<th>Cost/acre</th>
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Total Payment due

(2) The Applicant understands that annual TPMA membership is included in funds paid.
(3) Contributions to TPMA are not tax deductible as charitable contributions. However, they may be tax deductible as ordinary and necessary business expense.
(4) TPMA agrees, at upon acceptance of the Applicant’s Agreement for membership and Agreement, and upon receipt of scouting fees, to provide the Applicant with periodic scouting of the fields listed above and reports developed from such monitoring.
(5) Both parties acknowledge, understand and agree as follows:
(a) The Applicant assumes the responsibility for final interpretation of field scouting reports.
(b) The Applicant acts in accordance with and in reliance upon the scouting reports or other information and assistance of the TPMA, he accepts at his own risk.
(c) TPMA cannot and shall not be held responsible for or liable to the party arising out of or for acting in accordance with or in reliance upon the scouting reports or information.
(d) The Applicant agrees that the final decision and any consequence arising from such decision to apply or not to apply and agricultural pesticide is solely his responsibility.
(e) The Applicant agrees to secure for himself the necessary pesticide, supplies and services from a third party.
(f) The Applicant agrees to abide by all requirements of the EPA Worker Protection Standards.
(6) The Applicant, by his acceptance of the Agreement and by his signature hereon, reserves and holds harmless TPMA and any member or TPMA or any designated agents, officers or directors thereof for any and all financial responsibility resulting from the failure of the Applicant to produce his expected goal of this planned commodity.
(7) The parties further agree that this contract is made and is performed while in the County of Travis, the principal office of TPMA and that all matters relating to this Agreement shall be determined in that County.
(8) The parties further agree that this Agreement shall not be binding upon TPMA until the (a) Applicant has executed and delivered this Agreement in triplicate to the above named Post Management Steering Committee and (b) each organization has approved the Applicant for an IPM Participation Membership in TPMA and (c) until this Agreement shall be duly executed by an authorized officer or his designee of TPMA.

SIGNED AND AGREED TO this day of , 20

APPLICANT SIGNATURE:
APPLICANT NAME:
ADDRESS:
CITY/STATE/ZIP:
PHONE:

APPROVED BY STEERING COMMITTEE this day of , 20

STEERING COMMITTEE MEMBERS:

TENANT POST MANAGEMENT ASSOCIATION
SIGNED AND AGREED TO this day of , 20

By: __________________________

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EMPLOYMENT AGREEMENT

PET MANAGEMENT UNIT

This Agreement is made this day of , 20 , between TEXAS PEST MANAGEMENT ASSOCIATION, a Texas non-profit corporation, having a principal place of business at 8030 Centre Park Drive, Suite 100, Sugar Land, Fort Bend County, Texas 77478, hereinafter referred to as "TPMA," and the Steering Committee of the above described PET Management Unit (hereinafter referred to as "PETMA"), hereinafter collectively referred to as "Employer," and (hereinafter referred to as "Employee"). The Steering Committee is a standing committee of TPMA in charge of the operations of the above described PET Management Unit (including approval of all Employment Applications and Employment Agreements) and the termination of all Employment Agreements.

1. DUTIES. Employee is hereby employed by TPMA or its designee, hereinafter referred to as "Employer," as a (fill in the position) and shall perform the duties associated with the position. This position is located in the City of (fill in the city) and is part of the (fill in the geographic region or area). The duties of the position shall be performed at the discretion of the Employer.

2. NOTICE OF TERMINATION. The Employer may terminate the Employee's employment by written notice to the Employee at the Employee's last known address, at any time during the term of this Agreement, for any reason or no reason, with or without cause. The Employer shall provide the Employee with written notice of termination at least thirty (30) days prior to the effective date of termination. The Employee may accept any compensation after his receipt of notice of termination from the Employer. The Employee shall be reimbursed for all expenses incurred in connection with the Employer's business during the course of his employment. In such event, Employee shall be reimbursed for all expenses incurred in connection with the Employer's business during the course of his employment.

3. COMPENSATION. The term of this employment shall commence on the day of , 20 , and shall continue until the day of , 20 . The Employee shall be paid by the Employer at the rate of per hour, payable every two weeks in accordance with the Employer's established payroll schedule. All work performed shall be paid at the above described per hour rate. Employer shall charge to the Employee's account any expenses incurred by the Employee on behalf of the Employer.

4. VACATION PAY AND HOLIDAYS. Employee shall be entitled to vacation pay during the term of this Agreement at the rate of days per year. Employer shall pay the Employee a salary for each day that the Employee does not work while on vacation. Employer shall pay the Employee a salary for any holiday that the Employee does not work.

5. RESTRICTIVE COVENANT. Employee covenants and agrees that during the term of this Agreement and employment and for a reasonable period of time thereafter, Employee shall not engage in any business or activity that is similar to the business or activity of Employer, and shall not solicit or induce any customers or employees of Employer to cease doing business with Employer or otherwise terminate their employment with Employer, and shall not disclose to any third party any confidential or proprietary information obtained during the course of employment.

6. NOTICE OF TERMINATION. This Agreement shall remain in full force and effect during the term of employment and may be terminated by either party by written notice to the other party. Employee shall be entitled to any accrued vacation pay and unused sick leave. Employer shall provide Employee with a written notice of termination at least thirty (30) days prior to the effective date of termination. The Employee may accept any compensation after his receipt of notice of termination from Employer. The Employee shall be reimbursed for all expenses incurred in connection with the Employer's business during the course of his employment. In such event, Employee shall be reimbursed for all expenses incurred in connection with the Employer's business during the course of his employment.

7. CONFIDENTIALITY. Employee covenants and agrees that during the term of this Agreement and employment and for a reasonable period of time thereafter, Employee shall not disclose to any third party any confidential or proprietary information obtained during the course of employment, and shall not solicit or induce any customers or employees of Employer to cease doing business with Employer or otherwise terminate their employment with Employer.

8. NATURE OF EMPLOYEE'S CONSENT. This Agreement is made in consideration of the mutual covenants and agreements between the parties with respect to each employee's duties and responsibilities. This Agreement shall be binding upon the Employee, Employer, and their successors and assigns.

Signed and AGREED TO this day of , 20 , by

PET MANAGEMENT UNIT

EMPLOYER (As shown in W-4 form)

PET MANAGEMENT ASSOCIATION

Address

Signature

TPMA

Yellow - Steering Committee

Paid - Employer

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