



# Golf Course Maintenance Services for Barefoot Bay Executive Golf Course

RFP 2022-06

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**Presented to:**

Barefoot Bay Recreation District  
Barefoot Bay Golf Course

**Presented by:**

Clay Blevins  
District Manager, Landscape & Turf  
ABM | Business & Industry

NOV  
**14**  
2022



**ABM | Business & Industry**

Clay Blevins, District Manager, Landscape & Turf

407-690-8418

[clay.blevins@abm.com](mailto:clay.blevins@abm.com)

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November 14, 2022

Barefoot Bay Recreation District  
Barefoot Bay Golf Course  
625 Barefoot Blvd.  
Barefoot Bay, Florida 32976

Dear Barefoot Bay Recreation District,

ABM Landscape & Turf Services is very pleased to be given the opportunity to again propose our golf course maintenance services for Barefoot Bay Executive Golf Course. It has been our absolute pleasure to work alongside your team throughout the years and value our partnership with the Barefoot Bay Executive Golf Course with the common goal of the course continuing to be an integral part of the community.

Please accept this proposal to acknowledge compliance with all aspects of RFP #2022-06. We are in receipt of and acknowledge all addenda and attachments. We trust that you will find all the required information including detailed explanations to help answer any questions you may have.

ABM acknowledges the recent challenges that have taken place at your course involving the turnover of superintendents and labor staffing. ABM has taken steps to elevate the rates offered in both the oversight and front-line staff to attract more qualified candidates in this region of Florida. ABM is proud to inform you that on November 1<sup>st</sup>, Keith Smith began work at the course as the new Superintendent for the Barefoot Bay Executive Golf Course. Keith's background includes over thirty years of experience in golf course maintenance operations along with the capabilities to manage other sports fields this RFP requires. ABM has also restructured regional and corporate support for this course to better meet the District's expectations and more promptly address concerns.

We understand that you have many options, and we take immense pride in our relationships with our clients. We are confident in our ability and our proposal to maintain Barefoot Bay Executive Golf Course with the goal of elevating the golfing experience for the recreation district, its residents, and visitors. Our leadership and operational teams are in place to service Barefoot Bay for years to come. Our proven training methods, cultural programs, and emphasis on safety make us a proven, very dependable service provider for Barefoot Bay Executive Golf Course.

Sincerely,

A handwritten signature in blue ink, appearing to read "Clay Blevins". The signature is stylized with a large, sweeping "C" and "B".

Clay Blevins  
District Manager, Landscape & Turf

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# Proposal Required Forms

*Golf Course Maintenance Services for  
Barefoot Bay Golf Course (18 Holes)*

**RFP 2022-06**

## PART 4 PROPOSAL DOCUMENTS

### PROPOSAL COVER PAGE

<b>Name of Firm, Entity or Organization:</b> ABM Industry Groups, LLC	
<b>Federal Employer Identification Number (EIN):</b> 95-2495556	
<b>State of Florida License Number (If Applicable):</b> M17000000276	
<b>Name of Contact Person:</b> Clay Blevins	
<b>Title:</b> District Manager, Landscape & Turf, Florida	
<b>E-Mail Address:</b> clay.blevins@abm.com	
<b>Mailing Address:</b>	912 Avenida Central
<b>Street Address (if different):</b>	
<b>City, State, Zip:</b>	The Villages, FL 32159
<b>Telephone:</b> 407-690-8418	<b>Fax:</b>
<b>Organizational Structure – Please Check One:</b>	
Corporation <input checked="" type="checkbox"/> Partnership <input type="checkbox"/> Proprietorship <input type="checkbox"/> Joint Venture <input type="checkbox"/> Other <input type="checkbox"/>	
<b>If Corporation:</b>	
<b>Date of Incorporation:</b> 12/16/1966	<b>State of Incorporation:</b> Delaware
<b>States Registered in as Foreign Corporation:</b> N/A	
<b>Does your firm accept Visa® for payment?</b> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
<b>Authorized Signature:</b>	
<b>Print Name:</b>	Robbie Turner
<b>Signature:</b>	
<b>Title:</b>	Vice President, Market Leader
<b>Phone:</b>	407-328-3829
<b><i>This document must be completed and returned with your Submittal.</i></b>	

*Barefoot Bay Recreation District*

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## Proposal Forms

### PROPOSAL FORM

Area Description	Irrigation Zones	Pine Straw Bales	Number of Bunkers	Tees (Acres) Bermuda	Greens (Acres) Bermuda	Greens Collars (Acres) Bermuda	Fairway (Acres) Bermuda	Fairway Approaches (Acres) Bermuda	Bermuda (Acres) Rough	Bahia (Acres) Rough	Natives (Acres)	Landscape (Acres)
BBRD Golf Course (18 Holes)	158		11 57 acres	1.31	1.1	0.23						
BBRD Golf Course Complex (18 Holes)			42				12	.50	15	15		
TOTAL ANNUAL AMOUNT										\$509,350.00		

## PROPOSAL FORM (CONT'D)

### NOTE(S):

- ☐ When completing your proposal, do not attach any forms which may contain terms and conditions that conflict with those listed in the District's proposal documents. Inclusion of additional terms and conditions such as those which may be on your company's standard forms may result in your proposal being declared non-responsive.
- ☐ All price information to be used in the RFP evaluation must be on this proposal form.
- ☐ District reserves the right to adjust any quantity upward or downward as may be warranted or necessary.

*"The undersigned, as Proposer, hereby declares that he/she has informed himself/herself fully in regard to all conditions to the work to be done, and that he/she has examined the RFP and Specifications for the work and comments hereto attached. The Proposer agrees, if this proposal is accepted, to contract with Barefoot Bay Recreation District in the form of an Agreement, to furnish all necessary materials, equipment, machinery, tools, apparatus, means of transportation, labor and service necessary to complete the work covered by the RFP and Contract Documents for this Project. The Proposer agrees to accept in full compensation for each item the prices named in the schedules incorporated herein.*

*Proposer agrees to supply the products or services at the prices proposed above in accordance with the terms, conditions and specifications contained in this RFP."*

Robbie Turner, Vice President Market Leader  
Authorized Agent Name, Title (Print)

  
Authorized Signature

11/7/2022  
Date

***This document must be completed and returned with your Submittal***

**RFP 2022-06**

**Note: Proposer must sign the appropriate statement below as applicable.**

- Firm:

Signature:

- Firm: ABM Industry Groups, LLC

Signature:

Robbie Turner, Vice President Market Leader

Exceptions are listed in Red-lined Sample Agreement within the proposal

Attached are \_\_\_\_\_ additional pages. Exceptions are listed in Red-lined Sample Agreement within the proposal

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**Golf Course Maintenance Services for  
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**DISCLOSURE OF SUBCONTRACTORS, SUBCONSULTANTS AND SUPPLIERS**

**Name of Firm Submitting Proposal:**

ABM Industry Groups, LLC

(Print or Type)

**Name of Person Submitting Proposal:**

Glenn Hall, National Sales Manager

(Print or Type)

**Please list all Subcontractors, Subconsultants or Suppliers to be used in connection with performance of this contract. Attach additional sheets as necessary.**

**Name of Firm or Agency:** Florida Custom Aquatics

**Address:** 2625 Vining Street, West Melbourne, FL 32904

**Telephone:** 321-285-6612

**Contact Name / Title:** Brad Fontaine

**Name of Firm or Agency:**

**Address:**

**Telephone:**

**Contact Name / Title:**

**Name of Firm or Agency:**

**Address:**

**Telephone:**

**Contact Name / Title:**

**Name of Firm or Agency:**

**Address:**

**Telephone:**

**Contact Name / Title:**

**Name of Firm or Agency:**

**Address:**

**Telephone:**

**Contact Name / Title:**

***This document must be completed and returned with your Submittal***

**Barefoot Bay Recreation District**

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**Golf Course Maintenance Services for  
Barefoot Bay Golf Course (18 Holes)**

**RFP 2022-06**

### PROPOSER'S CERTIFICATION

Submit To: Barefoot Bay Recreation District 625 Barefoot Blvd. Barefoot Bay, FL 32976 Phone 772-664-3141 Fax 772-663-1928		BAREFOOT BAY RECREATION DISTRICT REQUEST FOR PROPOSAL (RFP) CERTIFICATION AND ADDENDA ACKNOWLEDGMENT											
<b>DUE DATE:</b> November 14, 2022	<b>DUE TIME:</b> am/pm 4:00 PM	<b>RFP 2022-06</b>											
<b>TITLE: Golf Course Maintenance Services for Barefoot Bay Golf Course (18 Holes)</b>													
<b>VENDOR NAME:</b> ABM Industry Groups, LLC		<b>PHONE NUMBER:</b> 407-690-8418											
<b>VENDOR MAILING ADDRESS:</b> 912 Avenida Central		<b>FAX NUMBER:</b>											
<b>CITY/STATE/ZIP:</b> The Villages, FL 32159		<b>E-MAIL ADDRESS:</b> clay.blevins@abm.com											
<p>"I, the undersigned, certify that I have reviewed the addenda listed below (list all addenda received to date). I understand that timely commencement will be considered in award of this RFP and that cancellation of award will be considered if commencement time is not met, and that untimely commencement may be cause for assessment of liquidated damages claims. I further certify that the services will meet or exceed the RFP requirements. I, the undersigned, declare that I have carefully examined the RFP, specifications, terms and conditions as applicable for this Request, and that I am thoroughly familiar with all provisions and the quality and type of coverage and services specified. I further declare that I have not divulged, discussed, or compared this RFP with any other Offeror and have not colluded with any Offerors or parties to an RFP whatsoever for any fraudulent purpose."</p>													
<p><b>Received 01</b></p> <table border="0"> <tr> <td>Addendum #</td> <td>Addendum #</td> <td>Addendum #</td> <td>Addendum #</td> <td>Addendum #</td> </tr> <tr> <td>Included in proposal</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>				Addendum #	Addendum #	Addendum #	Addendum #	Addendum #	Included in proposal				
Addendum #	Addendum #	Addendum #	Addendum #	Addendum #									
Included in proposal													
<p>"I certify that this quote is made without prior understanding, agreement, or connection with any corporation, firm, or person submitting an RFP for the same material, supplies, equipment or services and is in all respects fair and without collusion or fraud. I agree to abide by all conditions of this RFP and certify that I am authorized to sign this response and that the offer is in compliance with all requirements of the RFP, including but not limited to certification requirements. In conducting offers with an agency for Barefoot Bay Recreation District, respondent agrees that if this proposal is accepted, the respondent will convey, sell, assign, or transfer to the Districts all rights, title and interest in and to all causes of action it may now or hereafter acquire under the anti-trust laws of the United States for price fixing relating to the particular commodities or services purchased or acquired by the Districts. At the Districts' discretion, such assignment shall be made and become effective at the time the purchasing agency renders final payment to the respondent."</p>													
Robbie Turner, Vice President Market Leader Authorized Agent Name, Title (Print)		 Authorized Signature											
		11/7/2022 Date											
<p><b><i>This form must be completed and returned with your Submittal</i></b></p>													

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# PROPOSAL REQUIRED FORMS

## Golf Course Maintenance Services for Barefoot Bay Golf Course (18 Holes)

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### STATEMENT OF TERMS AND CONDITIONS

**PUBLIC ENTITY CRIME:** A person or affiliate who has been placed on the convicted vendor list following a conviction for a public entity crime may not submit a Proposal/Bid on a contract to provide any goods or services to a public entity, for the construction or repair of a public building or public works, may not submit a Proposal/Bid on leases of real property to a public entity, may not be awarded or perform work as a contractor, supplier, subcontractor, or consultant under a contract with any public entity, and may not transact business with any public entity in excess of the threshold amount provided in Section 287.017, for CATEGORY TWO for a period of 36 months from the date of being placed on the convicted vendor list.

**INDemnIFICATION:** The Contractor agrees to indemnify and hold harmless Barefoot Bay Recreation District and their elected officials, employees and volunteers and defend and indemnify the District and the agents, servants, employees, officers, and officials thereof from and against any and all liability or responsibility for damage to property or person that may arise in connection with the services to be provided hereunder, including reasonable attorney fees and expenses.

**PROHIBITION OF LOBBYING:** During the blackout period which is, the period between the time the submittals for invitation to bid or the Request for Proposal, or Qualifications, or information, as applicable, are received at Contracts/Purchasing and the time the Board awards the contract, no proposer, no lobbyist, principal, or other person may lobby, on behalf of a competing party in a particular procurement matter, any member of the Board, or any District employee. Violation of this provision may result in disqualification of violating party. All questions regarding this Request for Proposal (RFP) or Invitation to Bid (ITB) must be submitted in writing to the District Clerk.

**ANTI TRUST LAWS:** By submission of a signed RFP or BID, the successful Vendor acknowledges compliance with all antitrust laws of the United States and the State of Florida, in order to protect the public from restraint of trade, which illegally increases prices.

**CONFLICT OF INTEREST:** The award of the contract hereunder is subject to the provisions of Chapter 112 of the Florida Statutes. Vendors shall disclose the name of any Officer, Director, Partner, Associate, or Agent who is also an Officer, Appointee, or Employee of any of the Districts at the time of the RFP or BID, or at the time of occurrence of the Conflict of Interest thereafter.

**INTERPRETATION, CLARIFICATIONS AND ADDENDA:** No oral interpretations will be made to any vendor as to the meaning of the RFP/BID Contract Documents. Any inquiry or request for interpretation received by the District Clerk before the date listed herein will be given consideration. All such changes or interpretations will be made in writing in the form of an addendum and, if issued, will be distributed at or after the Pre-Proposal/Bid Conference and Site Visit, mailed or sent by available or electronic means to all attending prospective Submitters prior to the established RFP/BID opening date. Each Vendor shall acknowledge receipt of such addenda in the space provided. In case any Proposer/Bidder fails to acknowledge receipt of such addenda or addendum, his offer will nevertheless be construed as though it had been received and acknowledged and the submission of his bid will constitute acknowledgment of the receipt of same. All addenda are a part of the RFP/BID FORMS and each Proposer/Bidder will be bound by such addenda, whether or not received by him. It is the responsibility of each proposer/bidder to verify that he has received all addenda issued before RFPs/BIDs are opened in the case of unit price items, the quantities of work to be done and materials to be furnished under this RFP/BID Contract are to be considered as approximate only and are to be used solely for the comparison of RFPs/BIDs received. The District and/or its CONSULTANT do not expressly or by implication represent that the actual quantities involved will correspond exactly therewith, nor shall the Vendor plead misrepresentation or deception because of such estimate or quantities of work performed or material furnished in accordance with the Specifications and/or Drawings and other Proposal/Bid Documents, and it is understood that the quantities may be increased or diminished as provided herein without in any way invalidating any of the unit or lump sum prices bid.

**GOVERNING LAWS AND REGULATIONS:** The vendor is required to be familiar with and hold itself responsible for complying with all federal, state and local laws, ordinances, rules and regulations that in any manner affect the work.

**PROPRIETARY/CONFIDENTIAL INFORMATION:** Vendors are hereby notified that all information submitted as part of, or in support of RFPs/BIDs, will be available for public inspection ten days after opening of the RFPs/BIDs or until a short list is recommended whichever comes first, in compliance with Chapter 119, and 287 of the Florida Statutes. Any person wishing to view the RFPs/BIDs must make an appointment by calling the District Clerk at (772) 884-3141. All RFPs/BIDs submitted in response to this solicitation become the property of the District. Unless information submitted is proprietary, copy written, trademarks, or patented, the District reserves the right to utilize any or all information, ideas, conceptions, or portions of any RFP/BID, in its best interest.

**TAXES:** Barefoot Bay Recreation District is exempt from any taxes imposed by the State and/or Federal Government. Exemption certificates will be provided upon request.

**NON-COLLUSION DECLARATION:** By signing this RFP/BID, all Vendors shall affirm that they shall not collude, conspire, connive or agree, directly or indirectly, with any other Proposer, firm, or person to submit a collusive or sham Proposal in connection with the work for which their RFP/BID has been submitted, or to refrain from bidding in connection with such work, or have in any manner, directly or indirectly, sought or person to fix the price or prices in the RFP/BID or of any other Bidder, or to fix any overhead, profit, or cost elements of the RFP/BID price or the RFP/BID price of any other Bidder, or to secure through any collusion, conspiracy, connivance, or unlawful agreement any advantage against any other Bidder, or any person interested in the proposed work.

**PROPOSER RESPONSIBILITY:** Invitation by the District to vendors is based on the recipient's specific request and application to DemandStar by email at [www.DemandStar.com](mailto:www.DemandStar.com) (800) 711-1712 or as the result of response by the public to the legal advertisements required by State law. Firms or individuals submit their responses on a voluntary basis, and therefore are not entitled to compensation of any kind.

**OWNERSHIP OF SUBMITTALS:** All responses, inquiries or correspondence relating to or in reference to this RFP/BID, and all other reports, charts, displays, schedules, exhibits and other documentation submitted by the vendors will become the property of the District. Reference to literature submitted with a previous RFP/BID will not relieve the Bidder from including any required documents with this RFP/BID.

**EXAMINATION OF BID DOCUMENTS:** Each Bidder shall carefully examine the RFP/BID Document to ensure all pages have been received, all drawings and/or Specifications and other applicable documents are included, and shall inform himself thoroughly regarding any and all conditions and requirements that may in any manner affect cost, progress or performance of the work to be performed under the Contract. Ignorance on the part of the CONTRACTOR will in no way relieve him of the obligations and responsibilities assumed under the Contract.

**VENDOR RESPONSIBILITY:** Vendors are fully and completely responsible for the labeling, identification, and delivery of their submittals. The District Clerk will not be responsible for any mislabeled or misdirected submissions, nor those handled by delivery persons, couriers, or the US Postal Service.

**DRUG FREE WORKPLACE:** All Proposers/Bidders shall submit the enclosed, duly signed and notarized form entitled "Drug Free Workplace Certificate". The Drug Free Workplace Vendor shall have the burden of demonstrating that his program complies with Section 287.067 of the Florida Statutes, and any other applicable state law.

**BAREFOOT BAY RECREATION DISTRICT**, is an independent special district of the State of Florida, and reserves the right to reject any and/or all submittals; reserves the right to waive any informalities or irregularities in the examination process, and reserves the right to award contracts and/or in the best interest of the District. Submittals not meeting stated minimum terms and qualifications may be rejected by the District as non-responsive. The District reserves the right to reject any or all submittals without cause. The District reserves the right to reject the submission of any Vendor in arrears or in default upon any debt or contract to the District, or who has failed to perform faithfully any previous contract with the District or with other governmental agencies.

**PUBLIC RECORDS LAW:** Correspondence, materials and documents received pursuant to this RFP/BID become public records subject to the provisions of Chapter 119, Florida Statutes.

#### PREPARATION OF PROPOSALS/BIDS:

**Signature of the Bidder:** The Bidder must sign the RFP/BID FORMS in the space provided for the signature. If the Proposer/Bidder is an individual, the words "doing business as," must appear beneath such signature. In the case of a partnership, the signature of at least one of the partners must follow the firm name and the words "Member of the Firm" should be written beneath such signature. If the Proposer/Bidder is a corporation, the title of the officer signing the RFP/BID on behalf of the corporation must be stated and evidence of his authority to sign the RFP/BID must be submitted. The Proposer/Bidder shall state in the RFP/BID FORMS the name and address of each person interested therein.

**Basis for Bidding:** The price proposed for each item shall be on a lump sum or unit price basis according to specifications on the RFP/BID FORM. The proposed prices shall remain unchanged for the duration of the Contract and no claims for cost escalation during the progress of the work will be considered, unless otherwise provided herein.

**Total Proposed Price/Total Contract Sum Proposed:** If applicable, the total price bid for the work shall be the aggregate of the lump sum prices proposed and/or unit prices multiplied by the appropriate individual quantities for the individual items and shall be stated in figures in the appropriate place on the RFP/BID FORM. In the event that there is a discrepancy in the RFP/BID FORM due to unit price extensions or additions, the corrected extensions and additions shall be used to determine the project bid amount.

**TABULATION:** Those wishing to receive an official tabulation of the results of the opening of this RFP/BID are to submit a self-addressed, stamped business size (8 1/2" x 11") envelope, prominently marked on the front lower left side, with the RFP identification. Tabulation requested by telephone, fax or electronic media will not be accepted.

**OBLIGATION OF WINNING BIDDER:** The contents of the RFP/BID of the successful proposer/bidder will become contractual obligations if acquisition action ensues. Failure of the successful Proposer/Bidder to accept these obligations in a contract may result in cancellation of the award and such vendor may be removed from future participation.

**AWARD OF BID:** It is the District's intent to select a vendor within sixty (60) calendar days of the deadline for receipt of Proposals/Bids. However, Proposals/Bids must be firm and valid for award for at least ninety (90) calendar days after the deadline for receipt of the RFP/BID.

**ADDITIONAL REQUIREMENTS:** The firms shall furnish such additional information as the District may reasonably require. This includes information which indicates financial resources as well as ability to provide the services. The District reserves the right to make investigations of the qualifications of the firm as a general prerequisite.

**PREPARATION COSTS:** The District shall not be obligated, or be liable for any costs incurred by Proposers/Bidders, prior to issuance of a contract. All costs to prepare and submit a response to this RFP/BID shall be borne by the Proposer/Bidder.

**TIMEINESS:** All work will commence upon authorization from the District Clerk. All work will proceed in a timely manner without delays. The Contractor shall commence the work UPON RECEIPT OF NOTICE TO PROCEED and/or ORDER PLACED (PURCHASE ORDER PRESENTED), and shall deliver in accordance to the terms and conditions outlined and agreed upon herein.

**DELIVERY:** All prices shall be FOB Destination, Barefoot Bay Recreation District, Florida, inside delivery unless otherwise specified.

#### ADDITIONAL SERVICES/PURCHASES BY OTHER PUBLIC AGENCIES ("PIGGY-BACK"):

The Vendor by submitting a Bid acknowledges that other Public Agencies may seek to "Piggy-Back" under the same terms and conditions, during the effective period of any resulting contract - services and/or purchases being offered in this Bid, for the same prices and/or terms proposed. Vendor has the option to agree or disagree to allow contract Piggy-Backs on a case-by-case basis. Before a Public Agency is allowed to Piggy-Back any contract, the Agency must first obtain the vendor's approval - without the vendor's approval, the serving Agency cannot Piggy-Back.

**PLANS, FORMS & SPECIFICATIONS:** Bid Packages are available from the District Clerk. These packages are available for pickup or by mail. If requested to mail, the Proposer/Bidder must supply a courier account number (UPS, FedEx, etc.). Proposers/Bidders are required to use the official RFP/BID FORMS, and all attachments deemed herein, are to be submitted as a single document. Any variation from the minimum specifications must be clearly stated on the RFP/BID FORM and/or Exceptions/Clarifications Sheet(s). Only one set of plans, forms, and specifications will be furnished each company or corporation interested in submitting a proposal/bid. RFP/BID FORM documents for this project are free of charge and are available on-line and are downloadable (vendor must pay any DemandStar fees or any shipping).

**MANUFACTURER'S NAME AND APPROVED EQUIVALENTS:** Any manufacturer's names, trade names, brand names, information and/or catalog numbers listed in a specification are for information and not intended to limit competition unless otherwise indicated. The Proposer/Bidder may offer any brand for which he is an authorized representative, which meets or exceeds the RFP/BID specification for any item(s). If RFPs/BIDs are based on equivalent products, indicate on the RFP/BID FORM the manufacturer's product name and literature, and/or complete specifications. Reference to literature submitted with a previous RFP/BID will not satisfy this provision. The Proposer/Bidder shall explain in detail the reasons why the proposed equivalent will meet the specifications and not be considered an exception thereto. RFPs/BIDs which do not comply with these requirements are subject to rejection. RFPs/BIDs lacking any written indication of intent to quote an alternate brand will be received and considered in complete compliance with the specifications as listed on the RFP/BID FORM. The District Clerk is to be notified, in writing, of any proposed changes in materials used, manufacturing process, or construction. However, changes shall not be binding upon the District unless evidenced by a Change Notice issued and signed by the District Clerk, or designated representative.

**QUANTITIES:** The quantities as specified in this RFP/BID are estimates only and are not to be construed as guaranteed minimums.

**SAMPLES:** Samples of items, when called for, shall be furnished free of expense, and if not destroyed may, upon request, be returned at the Proposer/Bidder's expense. Each sample shall be labeled with the Proposer/Bidder's name, manufacturer brand name and number, RFP/BID number and item reference. Samples of successful Proposer/Bidder's items may remain on file for the term of the contract. Request for return of samples shall be accompanied by instructions which include shipping authorization and must be received at time of opening. Samples not returned may be disposed of by the Districts within a reasonable time as deemed appropriate.

**DOCUMENT RE-CREATION:** Vendor may choose to re-create any document(s) required for this solicitation, but must do so at its own risk. All required information in the original format must be included in any re-created document. Submittals may be deemed non-responsive if required information is not included in any re-created document.

ACKNOWLEDGED

  
(Signature and Date)

11/7/2022

Barefoot Bay Recreation District

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**Golf Course Maintenance Services for  
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**DRUG FREE WORKPLACE CERTIFICATE**

I, the undersigned, in accordance with Florida Statute 287.087, hereby certify that,

ABM Industry Groups, LLC  
(print or type name of firm)

- ☒ Publishes a written statement notifying that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the workplace named above and specifying actions that will be taken against violations of such prohibition.
- ☒ Informs employees about the dangers of drug abuse in the workplace, the firm's policy of maintaining a drug free working environment, and available drug counseling, rehabilitation, and employee assistance programs, and the penalties that may be imposed upon employees for drug use violations.
- ☒ Gives each employee engaged in providing commodities or contractual services that are under proposal or bid, a copy of the statement specified above.
- ☒ Notifies the employees that as a condition of working on the commodities or contractual services that are under proposal or bid, the employee will abide by the terms of the statement and will notify the employer of any conviction of, plea of guilty or nolo contendere to, any violation of Chapter 1893, or of any controlled substance law of the State of Florida or the United States, for a violation occurring in the work place, no later than five (5) days after such conviction, and requires employees to sign copies of such written (\*) statement to acknowledge their receipt.
- ☒ Imposes a sanction on, or requires the satisfactory participation in, a drug abuse assistance or rehabilitation program, if such is available in the employee's community, by any employee who is so convicted.
- ☒ Makes a good faith effort to continue to maintain a drug free workplace through the implementation of the drug free workplace program.
- ☒ "As a person authorized to sign this statement, I certify that the above-named business, firm or corporation complies fully with the requirements set forth herein".

*Rohita J...*  
Authorized Signature  
11.3.22  
Date Signed

State of: Florida

County of: Seminole

Sworn to and subscribed before me this 3rd day of November, 2022

Personally known ☒ or Produced Identification \_\_\_\_\_  
(Specify Type of Identification)

*Rosa Williams*  
Signature of Notary

My Commission Expires \_\_\_\_\_

(seal)



LISA L. WILLIAMS  
Notary Public  
State of Florida  
Comm# HH030883  
Expires 8/10/2024

***This document must be completed and returned with your Submittal***

**Barefoot Bay Recreation District**

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**Golf Course Maintenance Services for  
Barefoot Bay Golf Course (18 Holes)**

**RFP 2022-06**

**STATEMENT OF CONTRACTOR'S EXPERIENCE, EQUIPMENT AND PERSONNEL**

*(Contractor may also provide any supplemental company or personnel information that will assist the Selection Committee in evaluating your proposal such as a corporate organizational chart showing area of responsibility for personnel listed on this form).*

CONTRACTOR: ABM Industry Groups, LLC

DATE: November 7, 2022

1. How many years has your organization been in business as a golf course maintenance contractor under your present business name?  
46 Years

2. List all previous business names of your organization:  
Founded in 1909, ABM Industries Incorporated, ABM Industry Groups, LLC.  
ABM was reincorporated in Delaware on March 19, 1985.

3. How many years experience in golf course maintenance? 46 Years  
Prime Contractor 46 Years Subcontractor N/A

4. List all officers and directors of your organization:

NAME	POSITION/TITLE
<u>Robbie Turner, Vice President</u>	
<u>Clay Blevins, Branch Manager</u>	
<u>Craig Ironside, Regional Manager, Golf</u>	
<u>Keith Smith, Golf Course Superintendent</u>	

5. Have you ever failed to complete any work awarded to you in the last 3 years? Yes        No X If yes, where and why?  
N/A

**EXPERIENCE**

1. Describe any experience of the principal individuals (Foremen, Superintendents, etc.) who are responsible for the actual golf course maintenance work of your organization?

<u>Clay Blevins</u>	<u>Branch Manager</u>
Name	Position

**Barefoot Bay Recreation District**

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**Golf Course Maintenance Services for  
Barefoot Bay Golf Course (18 Holes)**

**RFP 2022-06**

Landscape & Turf Maintenance	25 Years	11 Years
Type of Work	Yrs. Experience	Yrs. With Firm

Craig Ironside	Regional Manager, Golf	
Name		Position
Golf Maintenance	23 Years	14 Years
Type of Work	Yrs. Experience	Yrs. With Firm

Keith Smith	Golf Course Superintendent	
Name		Position
Superintendent	30	New hire to ABM
Type of Work	Yrs. Experience	Yrs. With Firm

Name	Position	
Type of Work	Yrs. Experience	Yrs. With Firm

Name	Position	
Type of Work	Yrs. Experience	Yrs. With Firm

2. List/describe five (5) golf course maintenance contracts/projects of similar size and scope that you currently have or have recently completed.

Rocky Point Golf Course	4151 Dana Shore Drive, Tampa, FL 33634
Project	Location
2002-present	\$650,000
Date	Contract Amount
Jim Garrison, 813-673-4316, jgarrison@tampasportsauthority.com	
Contact Name, Phone Number and Fax Number	

Tampa Palms Community Development District	16101 Compton Drive, Tampa, FL 33847
Project	Location
2022-present	\$1,200,000+
Date	Contract Amount
Maggie Wilson, 813-977-3933, mmfitzy@aol.com	
Contact Name, Phone Number and Fax Number	

**Golf Course Maintenance Services for  
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**RFP 2022-06**

Zellwood Station Golf Club	2126 Spillman Drive, Zellwood, FL 32798
Project	Location
1998-present	\$550,000
Date	Contract Amount
Chuck Mcloone, 407-886-2891, cmcloone@zellwoodstation.net	
Contact Name, Phone Number and Fax Number	

Rogers Park Golf Course	7911 N 3-th Street, Tampa, FL 33610
Project	Location
2010-present	\$700,000
Date	Contract Amount
T.J. Heidel, 813-356-1674, tjheidel@tampasportsauthority.com	
Contact Name, Phone Number and Fax Number	

Babe Zaharias Golf Course	1412 Forest Hills Drive, Tampa, FL 33612
Project	Location
2010-present	\$650,000
Date	Contract Amount
Heidi Njoes, 813-631-4374, hnjoes@tampasportsauthority.com	
Contact Name, Phone Number and Fax Number	

**EQUIPMENT & MATERIAL RESOURCES**

1. List equipment owned (types and number of). Separate list is acceptable (i.e. spreadsheet).

1. ABM has an extensive list of owned equipment- please see list
2. of golf course/ landscape equipment listed in proposal for Barefoot
3. Bay Executive Golf Course
4. \_\_\_\_\_
5. \_\_\_\_\_
6. \_\_\_\_\_
7. \_\_\_\_\_
8. \_\_\_\_\_

**Barefoot Bay Recreation District**

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**Golf Course Maintenance Services for  
Barefoot Bay Golf Course (18 Holes)**

**RFP 2022-06**

9. \_\_\_\_\_
10. \_\_\_\_\_
11. \_\_\_\_\_
12. \_\_\_\_\_
13. \_\_\_\_\_
14. \_\_\_\_\_
15. \_\_\_\_\_

**2. List equipment expected to be purchased in the near future.**

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

**CONTRACTOR'S AFFIDAVIT**

State of Florida

County of Seminole

Before me personally appeared Robbie Turner who is (title) Vice President, Market Leader

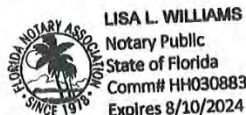
of (the company described herein) ABM Industry Groups, LLC being duly sworn, deposes and say that the foregoing statements are a true and accurate statement of the position of said organization as of the date thereof, and, that the statements and answers to the foregoing experience questionnaire are correct and true as of the date of this affidavit; and, that he/she understands that intentional inclusion of false, deceptive, or fraudulent statements of this application constitutes fraud; and, agrees to furnish any pertinent information requested by The District deemed necessary to verify the statements made in this application or regarding the ability, standing and general reputation of the applicant.

Personally Known ☒ or Produced Identification \_\_\_\_\_

Sworn to and subscribed before me this 3rd day of November, 2022

Lisa Williams  
NOTARY PUBLIC - STATE OF FLORIDA  
(Signature of Notary Public)

Lisa Williams  
(Print Name of Notary Public)



**Barefoot Bay Recreation District**

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## ABM INDUSTRY GROUPS, LLC W9

<b>Form W-9</b> (Rev. October 2018) Department of the Treasury Internal Revenue Service	<b>Request for Taxpayer Identification Number and Certification</b> ▶ Go to <a href="http://www.irs.gov/FormW9">www.irs.gov/FormW9</a> for instructions and the latest information.	Give Form to the requester. Do not send to the IRS.
1 Name (as shown on your income tax return). Name is required on this line; do not leave this line blank. ABM Industry Groups, LLC		
2 Business name/disregarded entity name, if different from above ABM		
3 Check appropriate box for federal tax classification of the person whose name is entered on line 1. Check only <b>one</b> of the following seven boxes.		
<input type="checkbox"/> Individual/sole proprietor or single-member LLC <input checked="" type="checkbox"/> C Corporation <input type="checkbox"/> S Corporation <input type="checkbox"/> Partnership <input type="checkbox"/> Trust/estate		
<input type="checkbox"/> Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=Partnership) ▶ _____ <small>Note: Check the appropriate box in the line above for the tax classification of the single-member owner. Do not check LLC if the LLC is classified as a single-member LLC that is disregarded from the owner unless the owner of the LLC is another LLC that is not disregarded from the owner for U.S. federal tax purposes. Otherwise, a single-member LLC that is disregarded from the owner should check the appropriate box for the tax classification of its owner.</small>		
<input type="checkbox"/> Other (see instructions) ▶ _____		
4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3): Exempt payee code (if any) _____ Exemption from FATCA reporting code (if any) _____ <small>(Applies to accounts maintained outside the U.S.)</small>		Requester's name and address (optional)
5 Address (number, street, and apt. or suite no.) See instructions. 14141 Southwest Frwy., Ste 400		6 City, state, and ZIP code Sugar Land, TX 77478
7 List account number(s) here (optional) Please remit to the address matching the remit to address listed on your invoice. PO Box 419860 Boston, MA 02241-9860   PO Box 74008829 Chicago, IL 60674-8829   PO Box 52609 Los Angeles, CA 90074-2609		
<b>Part I Taxpayer Identification Number (TIN)</b> Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see <i>How to get a TIN</i> , later. <small>Note: If the account is in more than one name, see the instructions for line 1. Also see <i>What Name and Number To Give the Requester</i> for guidelines on whose number to enter.</small>		
<b>Part II Certification</b> Under penalties of perjury, I certify that: 1. The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and 2. I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and 3. I am a U.S. citizen or other U.S. person (defined below); and 4. The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.		Social security number _____ - _____ - _____ or Employer identification number 9 5 - 2 4 9 5 5 6
<b>Certification instructions.</b> You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.		
<b>Sign Here</b>	Signature of U.S. person ▶ <i>Cheri Thompson</i>	Date ▶ 01/01/2022
<b>General Instructions</b> Section references are to the Internal Revenue Code unless otherwise noted. <b>Future developments.</b> For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to <a href="http://www.irs.gov/FormW9">www.irs.gov/FormW9</a> . <b>Purpose of Form</b> An individual or entity (Form W-9 requester) who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) which may be your social security number (SSN), individual taxpayer identification number (ITIN), adoption taxpayer identification number (ATIN), or employer identification number (EIN), to report on an information return the amount paid to you, or other amount reportable on an information return. Examples of information returns include, but are not limited to, the following. • Form 1099-DIV (dividends, including those from stocks or mutual funds) • Form 1099-MISC (various types of income, prizes, awards, or gross proceeds) • Form 1099-B (stock or mutual fund sales and certain other transactions by brokers) • Form 1099-S (proceeds from real estate transactions) • Form 1099-K (merchant card and third party network transactions) • Form 1098 (home mortgage interest), 1098-E (student loan interest), 1098-T (tuition) • Form 1099-C (canceled debt) • Form 1099-A (acquisition or abandonment of secured property) Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN. If you do not return Form W-9 to the requester with a TIN, you might be subject to backup withholding. See What is backup withholding, later.		

Cat. No. 10231X

Form W-9 (Rev. 10-2018)

## Acknowledgement of Addendum

ABM acknowledges receipt of Addendum 01 listed below.

Addendum - 01 to RFP 2022-06

(Golf Course Maintenance Services For Barefoot Bay Executive Golf Course)

This serves as an addendum to 2022-06 Golf Course Maintenance Services For Barefoot Bay Executive Golf Course. The requirement for “Pre-Proposal Conference and Site Visits: Contractors are required to visit the golf course to get a better knowledge and understanding of what is required. Course shall be visited only during the mandatory pre-proposal conference and site visit held on Monday, October 24, 2022, at 2:00 pm at Building D, 1225 Barefoot Blvd, Barefoot Bay, Florida 32976.” has been revised to add a second mandatory pre-proposal conference and site visit date and time for contractors who are unable to attend the original date and time of the mandatory pre-proposal conference and site visit on Monday, October 24, 2022, at 2:00 pm.

Barefoot bay recreation district added: Pre-proposal conference and site visit may be attended on Wednesday, October 26, 2022, at 2:00 pm at Building D, 1225 Barefoot Blvd, Barefoot Bay, Florida 32976. This required pre-submittal meeting will allow the proposer the opportunity to inspect the work sites and bring forward any questions concerning this RFP. Ernie Cruz, Golf Operations Manager, will be available to answer any questions about the site.

Attendance is required for only one of the two scheduled mandatory pre-proposal conference and site visits (Monday, October 24, 2022, at 2:00 pm or Wednesday, October 26, 2022, at 2:00 pm).



## Applicable License or Certifications

The applicable licenses and certifications below are on the following pages.

- State of Florida license
- Certificate of Stock Dealer
- License as Dealer in Agriculture products
- Department of Agriculture and Consumer Services (Clay Blevins)
- Florida Department of Transportation (FDOT) Certification (Clay Blevins)

## *State of Florida Department of State*

I certify from the records of this office that ABM INDUSTRY GROUPS, LLC is a Delaware limited liability company authorized to transact business in the State of Florida, qualified on January 10, 2017.

The document number of this limited liability company is M17000000276.

I further certify that said limited liability company has paid all fees due this office through December 31, 2021, that its most recent annual report was filed on March 26, 2021, and that its status is active.

I further certify that said limited liability company has not filed a Certificate of Withdrawal.

*Given under my hand and the  
Great Seal of the State of Florida  
at Tallahassee, the Capital, this  
the Twenty-sixth day of May, 2021*



*Samuel R. Bee*  
Secretary of State

Tracking Number: 9827310015CU

To authenticate this certificate, visit the following site, enter this number, and then follow the instructions displayed.

<https://services.sunbiz.org/Filings/CertificateOfStatus/CertificateAuthentication>



Florida Department of Agriculture and Consumer Services

B124986

**CERTIFICATE OF STOCK DEALER REGISTRATION**

Section 581.131, F.S. and Rule 5B-2.002, F.A.C  
1911 S.W. 34th St. P.O. Box 147100, Gainesville, FL 32614-7100 (352) 395-4700

NICOLE "NIKKI" FRIED  
COMMISSIONER

**ISSUED TO:**

ABM ONSITE SERVICES - WEST, INC.  
ABM ONSITE SERVICES - WEST, INC.  
912 AVENIDA CENTRAL  
THE VILLAGES, FL 32159-5704

**THIS CERTIFICATE EXPIRES:** 12/05/2021

**FEE PAID:** \$25.00

**REGISTRATION NO.:** 11506606-3621

**DATE ISSUED:** 11/13/2020

THIS IS TO CERTIFY that the person or business firm listed hereon has been issued this Stock Dealer's Certificate after having filed with the Division of Plant Industry a signed application giving the source of nursery stock to be sold and has agreed to deal only in nursery stock that has been inspected by a duly authorized inspector of the Division of Plant Industry and accompanied by valid certificate tags and otherwise moved in conformity with the rules and regulations of the Division of Plant Industry.

*Nicole Fried*

FDACS-08023 Revised 03/05

NICOLE "NIKKI" FRIED  
Commissioner of Agriculture

PROPOSAL REQUIRED FORMS



Florida Department of Agriculture and Consumer Services  
Division of Consumer Services  
2005 Apalachee Pkwy  
Tallahassee, Florida 32399-6500

January 26, 2021

ABM INDUSTRY GROUPS, LLC  
14141 SOUTHWEST FREEWAY, STE. 477  
SUGAR LAND, TX 77478

SUBJECT: AGRICULTURAL DEALER LICENSE - BUYER CERTIFICATE  
ISSUED TO: ABM INDUSTRY GROUPS, LLC  
LICENSE #: AD2175

This buyer certificate is issued pursuant to Chapter 604, Florida Statutes. This certificate is valid only for the person and license number listed. Any changes to this certificate (such as transfer or termination of employment), must be reported to the Bureau of Compliance at 850-921-1600 immediately.

Cut Here



State of Florida  
Department of Agriculture and Consumer Services  
Division of Consumer Services  
2005 Apalachee Pkwy  
Tallahassee, Florida 32399-6500

Registration No.: **AD2175**  
Issue Date: January 25, 2021  
Expiration Date: January 1, 2022

POST CERTIFICATE  
CONSPICUOUSLY

**License as Dealer in Agriculture Products**

Section 604.15-604.30, Florida Statutes

ABM INDUSTRY GROUPS, LLC  
DBA: ABM INDUSTRY GROUPS  
5028 TAMPA WEST BLVD.  
TAMPA, FL 33634

*Nicole Fried*

NICOLE "NIKKI" FRIED  
COMMISSIONER OF AGRICULTURE

PROPOSAL REQUIRED FORMS

STATE OF FLORIDA Department of Agriculture and Consumer Services BUREAU OF LICENSING AND ENFORCEMENT		
Date May 20, 2021	File No. JF147678	Expires June 1, 2022
<p>THE CERTIFIED PEST CONTROL OPERATOR NAMED BELOW HAS REGISTERED UNDER THE PROVISIONS OF CHAPTER 482 FOR THE PERIOD EXPIRING: <b>June 1, 2022</b></p>		
<p>CLAY MICAH BLEVINS 15921 WINDING DRIVE TAMPA, FL 33624</p>		<p>Lawn and Ornamental</p>
<p><i>nicole fried</i> NICOLE "NIKKI" FRIED, COMMISSIONER</p>		

STATE OF FLORIDA  
Department of Agriculture and Consumer Services  
BUREAU OF LICENSING AND ENFORCEMENT

CLAY MICAH BLEVINS  
CERTIFIED PEST CONTROL OPERATOR

JF147678

HAS PAID THE FEE REQUIRED BY CHAPTER 482 FOR THE PERIOD EXPIRING **June 1, 2022**

*nicole fried* Signature  
COMMISSIONER

Wallet Card  
Wallet Card - Fold Here

BUREAU OF LICENSING & ENFORCEMENT  
3125 CONNER BLVD, BLDG. 8  
TALLAHASSEE, FLORIDA 32399-1650



This Certifies that  
**CLAY BLEVINS**

Has Completed a Florida Department of Transportation Approved  
Temporary Traffic Control (TTC) Intermediate Course.

**Date Expires:** 05/07/2024

**Instructor:** Ronald C. Appel

**Certificate #** 62097

**FDOT Provider #** 134

**A&SW Consultants, Inc.**  
**Phone: 386-788-9899**  
**5545 Benchmark Lane**  
**Sanford, FL 32773**  
**www.FloridaMOT.com**  
**nicolle@aswconsultants.com**



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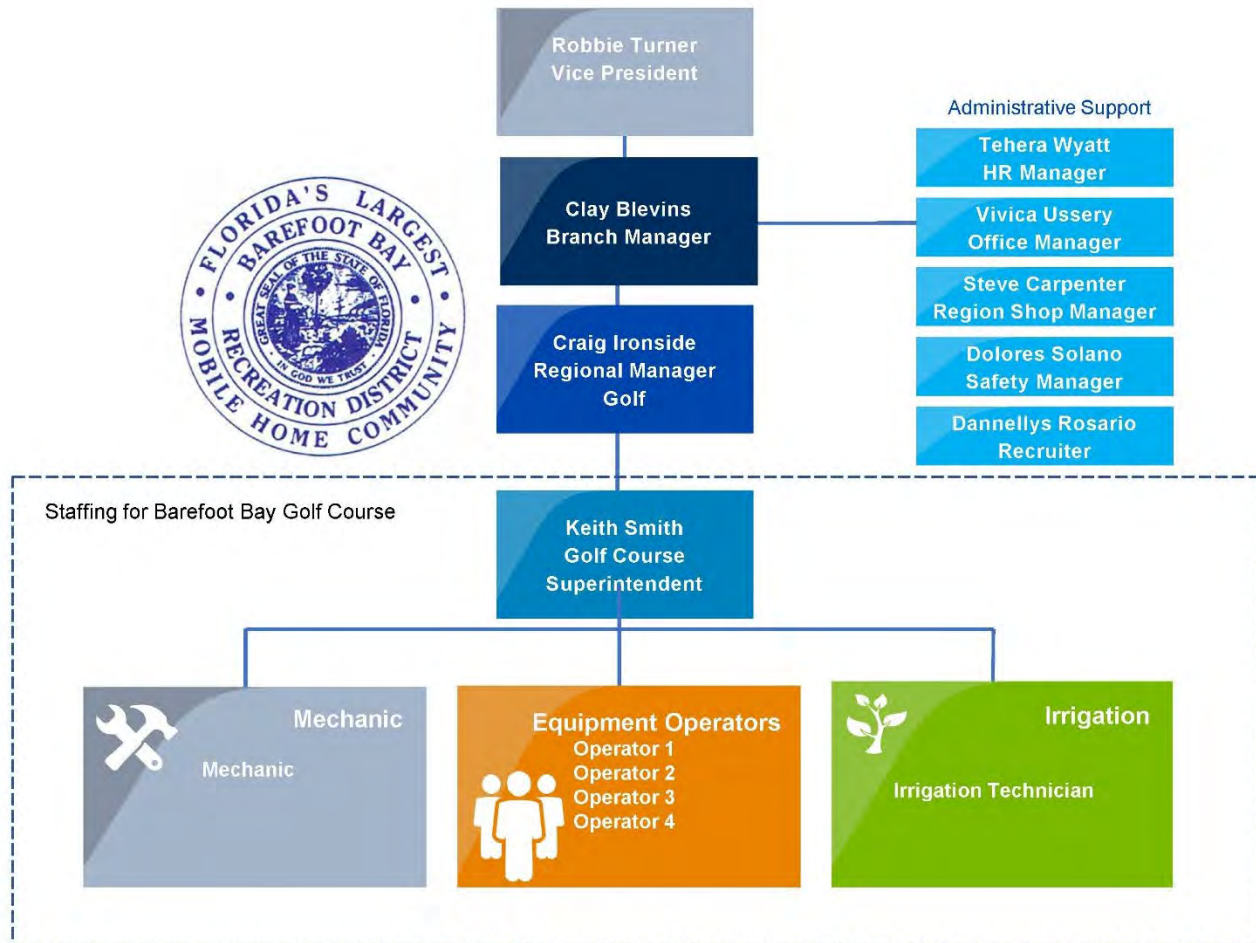
# Equipment List

Equipment projected for Barefoot Bay Executive Golf Course
John Deere (or similar) 7700 series fairway mower
John Deere tractor and Progressive (or similar) rough mower
John Deere Tractor with front-end loader
John Deere Tee Mower
<b>John Deere Greens Mower</b>
John Deere 2020 ProGator
John Deere Ztrak zero-turn mower
John Deere (or similar) 200-Gal Spray Rig
Toro 3500 series trim mower
Toro SandPro 3040
<b>Toro Self-Propelled reel mower</b>
Toro Top Dresser
Toro Rear-Discharge Belt Top Dresser
<b>Toro 648 Aerifier</b>
3-point Core Aerifier attachment
Reel-Grinding Unit
Utility Trailer
Five Club-Car (or similar) Utility Carts
Additional equipment mobilized during Aeration and Overseeding
Toro HD Workmans
Toro pull-behind 8-foot drop seeder
Toro 1298 8-foot Core Aerifier

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# Complete Staffing Plan



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# Scope of Work

ABM acknowledges and agrees to the Scope of Work laid out in this RFP including the Specifications listed below.

**Golf Course Maintenance Services for  
Barefoot Bay Golf Course (18 Holes)**

**RFP 2022-06**

## Schedule 1 - Scope of Services

### Golf Maintenance Service Specifications

#### **Customer is responsible for:**

Utilities (Electric, Water, Sewer, Trash Pick-up)  
Tree Removal  
Consultant Fees  
Capital Improvements  
Irrigation pump and motor repair or replacement  
Provide storage space for equipment and supplies

Contractor is responsible for: Securing all equipment needed to care for the course. This includes providing any and all equipment that will need to be replaced during the term of this Agreement. The cost of all equipment maintenance except to the extent that such maintenance is caused by the negligence, misconduct, or other fault of Customer, its agents, or employees. Contractor will provide the labor necessary to perform Golf Maintenance Service Specifications throughout the year. This may vary depending on seasons and specification requirements.

#### **Golf Course Maintenance Guidelines:**

##### **Greens (Including Practice Greens)**

- A. Mowing: greens must be mowed daily with a height of cut ranging from .125" to .250" depending on weather and traffic, varying mowing directions daily, and all grass clippings must be removed.
- B. Change cup locations 4 times a week and as needed for tournaments and events. With Golf Operations Manager approval, weather and turf conditions may result in less changes per week.
- C. Repair ball marks, divots, or any other damaged turf on all greens daily. Damage to greens incurred after hours will be repaired immediately the next day.
- D. Core aerify all greens three times each summer. Holes will be on 2" centers and at least 4" deep.
- E. Top dress greens after aerification and as needed to maintain a smooth putting surface.
- F. Light verticutting of all greens as needed from May through September to control mat and thatch build-up and stimulate optimum turf growth.
- G. Spike or needle tine greens at least 1 time per month during the non-growing season.
- H. Fertilization - Analysis and quantity shall be based on bi-annual spring and fall chemical soil analysis results to determine specific requirements. Only fertilizer specifically formulated for putting greens shall be applied, utilizing a combination of slow and quick release granular formulations. Greens shall receive 12-24 pounds of actual nitrogen per 1000 square feet per year.

**Barefoot Bay Recreation District**

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**Golf Course Maintenance Services for  
Barefoot Bay Golf Course (18 Holes)**

**RFP 2022-06**

Additionally, foliar applications will be used to enhance color. Weak and high traffic areas will receive additional fertilizations.

- I. Fungicide - Appropriate fungicide applications will be made when weather conditions favor the development of a fungal infestation.
- J. Pre-emergent chemicals - shall be used in the appropriate amounts and appropriate times to prevent intrusion into the greens of weeds difficult to eradicate.
- K. Weed control - All greens shall be maintained free of foreign grasses and weeds to the extent that it is currently possible with modern cultural practices.
- L. Insecticide - All greens shall be treated as required to control insect activity and prevent damage to the turf.
- M. Overseeding - All greens areas will be overseeded each fall with an appropriate rate of *Poa trivialis* or owner's preferred seed species. Proper cultural practices will be implemented before and after application to ensure successful germination of the seed.

**Areas used for tee surface:**

- A. All areas shall be mowed to a height ranging from .375" to .650"; no less than three (3) times per week.
- B. All tees shall be top-dressed a minimum of three (3) times each summer with daily divot repair.
- C. Tee markers shall be moved daily during the season. Litter containers shall be emptied daily. Ball washers shall be checked daily. They will be drained, filled with clean water, and a cleaning solution as needed. Clean towels will be supplied.
- D. Tees shall be kept 95% weed-free to the extent it is currently possible using modern cultural practices.
- E. All tees shall be vertically mowed as necessary to provide the best possible playing conditions.
- F. All tees shall be core aerified a minimum of twice each summer.
- G. All tees shall be fertilized at a rate of 6-12 lbs. of nitrogen per 1000 feet on an annual basis. Bi-annual (spring and fall) soil analysis shall be utilized to determine other specific nutritional requirements. Shaded teeing areas will be placed on a supplemental program to ensure proper vigor.
- H. All tees shall be overseeded with perennial ryegrass at an appropriate rate.
- I. All tees will be treated to control insect activity. The appropriate insecticide will be used to control mole crickets and worms.

**Fairways and Roughs (all areas of play other than tees, greens, and natural growth areas):**

- A. All fairways shall be mowed a minimum of three (3) times per week between .500" to .750" during the growing season. All rough areas shall be mowed at least one (1) time per week or at a frequency to maintain a maximum height of two (2) inches. Saturated areas may be skipped to prevent rutting.

**Barefoot Bay Recreation District**

**Page 33 of 58**



**Golf Course Maintenance Services for  
Barefoot Bay Golf Course (18 Holes)**

**RFP 2022-06**

- B. All fairways and roughs will be aerified at least two (2) times during the summer. Aerification holes shall not be more than 4" off center or be of a diameter less than ½ inch with a minimum penetration of 2 inches. Supplemental aerification will be conducted in high impact areas where there is heavy traffic.
- C. All fairways shall be fertilized with 6 lbs. of nitrogen per 1000 square feet on an annual basis. Roughs will receive 2-4 lbs. of nitrogen on an annual basis. Soil analysis results (spring and fall) shall be used to determine supplemental nutritional requirements and amendments. High traffic areas, weak areas, and bunker faces will receive supplemental fertilizations as needed to correct deficiencies.
- D. Fairways will be kept weed free to an extent of at least 90% of the area by the proper application of approved herbicides. Pre-emergent and post-emergent will be used on trouble areas. Roughs will be 80% free 15 feet beyond fairway.
- E. Fairways and roughs will be treated to control insect activity. The appropriate insecticides will be used to control mole crickets, worms, and nematodes. Due to the uncertain nature of Nematodes and the products to control them, all testing and decision-making regarding damage and control of nematodes with Nematicides will be discussed between Contractor and the Owner. All control products will be approved by and paid for by the Owner.
- F. Fairways shall be overseeded each fall with 300 pounds of Perineal Ryegrass per acre.

**Out of play areas:**

Out of play areas will be mowed at least 1 time per month during the growing season. The grass will be always kept under 4 inches.

**Landscape Areas and Clubhouse:**

All areas within perimeter of operations planted with ornamental plants, not intended for golf play, and having a definable border.

- A. The golf course area shall be policed and maintained free of trash and debris such as paper, drinking cans, bottles, and grass clippings.
- B. All plant beds and tree rings shall be maintained 95% free of weeds or grass to the extent it is possible with mechanical or chemical means.
- C. Plant material 12 feet tall or less (trees, shrubbery, and ground covering) shall be trimmed as necessary to provide for good appearance, protection from wind, and insect damage. Other trees will be pruned, as necessary, up to a height of 12 feet.  
Palm pruning is not included in this agreement but may be selectively pruned to minimize fallen wind debris.
- D. Clubhouse area will be mowed a minimum of once weekly.
- E. Installation of new ornamental plants and annual plants are not included, except where needed to replace plants that died or become unmanageable.

**Golf Course Maintenance Services for  
Barefoot Bay Golf Course (18 Holes)**

**RFP 2022-06**

**Irrigation:**

All equipment required to irrigate all areas of the golf course and clubhouse grounds.

- A. Contractor shall be responsible for labor and repair of all sprinkler heads, valves, wiring, Pipe, and controllers downstream of the pump station to maintain the proper operation of the golf course irrigation system (including greens, tees, fairways, and roughs) downstream of the valve on an ongoing basis. The Owner will be responsible for all parts cost. Any damage caused by Contractor will be repaired by Contractor at no expense to the Owner.
- B. The irrigation pump station shall be monitored and inspected on a regular basis. Routine greasing, packing, and gland adjustments will be performed. Service to the pumps, motors, valves, and control panels shall be performed by a qualified pump service company at the expense of Customer. Contractor will provide service reports. In the event replacement of the pumps and/or pump station components becomes necessary for the delivery of irrigation water, such replacement will be at the expense of Customer.
- C. Contractor will not be responsible for acts of nature or vandalism.

**Edging:**

Edging of trees, sprinklers, valve boxes, meter boxes, backflow preventer, etc., shall be done as needed to ensure no obstruction of play from growth around these items. Edging of cart paths will be performed six times per year and more frequently in high profile areas.

**Sand Traps:**

Greenside bunkers shall be raked a minimum of five (5) times per week during peak season and three (3) times per week during the off-season. Daily inspection of the bunkers will include hand raking obvious footprints left unraked by golfers. All bunkers shall be edged a minimum of six times per year to maintain a neat and orderly appearance. The cost of replacement sand shall be the responsibility of Customer. The installation of new sand will be the responsibility of the Contractor. Weed control Shall be accomplished by manual removal as required. Spot treatments with a contact herbicide may be done as needed.

**Construction and Remodeling:**

Any change in the physical appearance of any area of the golf course such as addition or removal of sand traps, addition, or removal of any hazards (water, trees, native vegetation), and the addition of drainage lines, or the modification of any portion of the golf course or the buildings must be approved by and paid for by Customer.

**Trash Removal:**

Domestic trash removal will be at the expense of the Owner. Other items, such as grass clippings, tree limbs, and other organic debris will be deposited in a separate container for weekly pickup. Removal of debris that is above and beyond normal will be the responsibility of Customer.

**Golf Course Maintenance Services for  
Barefoot Bay Golf Course (18 Holes)****RFP 2022-06****Drainage:**

Contractor shall not be responsible for drainage problems which may develop because of an act of nature. Improvements to the drainage system on the golf course will be performed under a separate agreement. Normal maintenance of the existing drainage system will be the responsibility of Contractor. Edging and flushing of the existing drainage system will be the responsibility of Contractor.

**Lakes:**

Contractor will maintain the grass to the water's edge on lakes and drainage areas. Aquatic maintenance of the lakes will be the responsibility of Contractor either by doing it in house or by subcontracting it to an aquatic maintenance company. If subcontracted, Contractor will be accountable for scope of service desired outcome.

**Golf course Supplies and Service Islands:**

Contractor will be responsible for the replacement of all flags, flagpoles, and cups as needed for a maximum of two (2) change outs per year. Contractor will be responsible for repairs of ball washers, teemarkers, and water coolers (un-electric). All ball washer towels, and trap rakes will be replaced as necessary. Contractor will be responsible for replacing trap rakes damaged by their personnel. Contractor will not be responsible for damage caused by vandalism, acts of God, or theft. Any supplies damaged by Contractor will be replaced by Contractor.

**Golf Course Maintenance Services for  
Barefoot Bay Golf Course (18 Holes)**

**RFP 2022-06**

**LAWN BOWL MAINTENANCE SPECIFICATIONS**

**Barefoot Bay Lawn Bowl**

**I. FIELD MAINTENANCE**

**A. Mowing**

1. Lawn Bowl Field shall be mowed a minimum of two (2) times per week. The practice of alternating mower patterns shall be followed; height of cut may be between .250" to .580". The area outside of the playing field shall be mowed one (1) time per week.
2. Weed eat along fence area once a week

**B. Aerification**

1. Lawn Bowl Field shall be aerated twice per year in summer using appropriate equipment

**C. Verticutting**

1. Vertical mowing shall be accomplished a minimum of two (2) times per year as conditions warrant to maintain an acceptable thatch level.

**D. Fertilization**

1. Type of materials and analysis shall be determined from results of soil nutrient level testing and adhering to the Florida Best Management Practices guidelines. Under normal conditions, one (1) pound of actual nitrogen per 1000 square feet may be applied six (6) times a year. Typically, slow-release type materials may be utilized. Soil tests shall be taken at least one (1) time per year.

**E. Weed Control**

1. Shall be accomplished by a semi-annual application of pre-emergent herbicides. Spot treatment with post-emergent herbicides shall be performed each month.

**Barefoot Bay Recreation District**

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**Golf Course Maintenance Services for  
Barefoot Bay Golf Course (18 Holes)**

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**F. Insect and Disease Control**

1. Applications of pesticides shall be carried out on a curative "as needed" basis. IPM (integrated pest management) program will govern rates and timing of applications.

**G. Overseeding**

1. Perennial Rye grass shall be applied at a rate of 150 pounds per acre and should be done when climatic conditions are favorable for germination and growth. Renovating may be done prior to seeding. Mowing heights may be set at higher cuts for the initial period. Downward height adjustment shall be done as necessary during the initial growth period. Additional seeding based on wear and appearance should be done as necessary.

**H. Irrigation**

1. Contractor will maintain the lawn bowling irrigation system. Repair or replace all heads, valves, controllers, wiring, and pipe as needed to maintain the proper operation of the lawn bowl irrigation system on an ongoing basis. The Owner will be responsible for all parts cost. Any damage caused by Contractor will be repaired by Contractor at no expense to the Owner. Pumps and controllers will be the responsibility of the District.

**Golf Course Maintenance Services for  
Barefoot Bay Golf Course (18 Holes)**

**RFP 2022-06**

**BALLFIELD MAINTENANCE SPECIFICATIONS**

**Barefoot Bay Softball Field**

**J. FIELD MAINTENANCE**

**A. Mowing**

1. Field shall be mowed up to two (2) times per week depending on growing conditions. The practice of alternating mower patterns shall be followed; height of cut may be between 7/8" and 1 1/4". The area outside of the playing field shall be mowed one (1) time per week.
2. Weed eat along fence area once a week.
3. Edge infield two (2) times a month.

**B. Aerification**

1. Field shall be aerated once per year using appropriate equipment with the minimum of interference to play.

**C. Verticutting**

1. Vertical mowing shall be scheduled a minimum of two (2) times per year as conditions warrant to maintain an acceptable thatch level.

**D. Fertilization**

1. Type of materials and analysis shall be determined from results of soil nutrient level testing and adhering to the Florida Best Management Practices guidelines. Under normal conditions, one (1) pound of actual nitrogen per 1000 square feet may be applied six (6) times a year. Typically, slow-release type materials may be utilized. Soil tests shall be taken at least one (1) time per year.

**E. Weed Control**

1. Shall be accomplished by a semi-annual application of pre-emergent herbicides. Spot treatment with post-emergent herbicides shall be performed each month.

**Barefoot Bay Recreation District**

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**Golf Course Maintenance Services for  
Barefoot Bay Golf Course (18 Holes)**

**RFP 2022-06**

**F. Insect and Disease Control**

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**G. Overseeding**

1. Perennial Rye grass shall be applied at a rate of 150 pounds per acre and should be done when climatic conditions are favorable for germination and growth. Renovating may be done prior to seeding. Mowing heights may be set at higher cuts for the initial period. Downward height adjustment shall be done as necessary during the initial growth period.
2. Lining fields with paint and chalk will be done by others.

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# Company Profile

## ABM Industries Incorporated

ABM (NYSE: ABM) is one of the world's largest providers of integrated facility services. A driving force for a cleaner, healthier, and more sustainable world, ABM provides essential services that improve the spaces and places that matter most. From curbside to rooftop, we offer a comprehensive array of facility services that include janitorial, engineering, parking, electrical & lighting, energy, HVAC & mechanical, landscape & turf, and mission critical solutions. We deliver these custom facility solutions to properties across a wide range of industries including commercial office buildings, schools, airports, hospitals, data centers, manufacturing plants, distribution centers, entertainment venues, and more.

### About Us

Our shared values help us make a difference, every person, every day. We make a difference by taking care of our team members, our clients, and our communities.

- Founded in 1909
- 20,000 Clients
- 250+ U.S. & International Locations
- \$7 billion in Revenue
- 100,000 Employees



### Electrical

28,000+ EV charging ports installed



### Energy

30% average reduced energy use



### Facilities Engineering

10,000+ certified engineers



### HVAC & Mechanical

500,000+ heating and cooling systems



### Janitorial

4+ billion sq. ft. cleaned each day



### Landscape & Turf

55,000+ acres of landscaping and golf courses



### Mission Critical

35+ million sq. ft. of data center space



### Parking & Transportation

\$1.5+ billion in parking revenue collected

## Company History

ABM began as a modest window cleaning business in San Francisco back in 1909. By 1932 ABM had 1,500 team members and clients that included banks, theaters, office buildings, department stores, and one university.

## Expanding Beyond a Janitorial Company

The growth of the company continued even through the end of World War II. By the mid-1960s, the company acquired a mechanical services company and a security services company becoming an integrated facilities service provider. ABM was first included on the New York Stock Exchange in the early 1970s as it continued to grow. In the 1980s, we took on our first parking garage in New York City, our lighting subsidiary opened, and our security subsidiary expanded.



In 1994, to reflect the diversification of American Building Maintenance Industries into complete facility services, the company's name changed to ABM Industries Incorporated.

## Growth Through Acquisitions

Through the next group of strategic acquisitions that strengthened its international, national, and regional service footprint, ABM added the Linc Group (2010), which transformed and enhanced our engineering and energy businesses, Airserv and HHA (2012), which expanded our services in the Healthcare and Aviation industries and then GBM (2014) and Westway (2016), which expanded our janitorial, security, and engineering services into the United Kingdom. ABM acquired GCA Services Group (2017), a leading provider of facility services in the commercial and education industries. ABM acquired Able Services (2021) which adds scale to ABM's core businesses and key geographies, bolsters ABM's engineering and technical services, and expands ABM's sustainability and energy efficiency offerings.





# ABM Landscape & Turf Services

## Industries Served

### Community Associations

We perform grounds maintenance at properties such as HOAs, COAs, and apartment communities. These properties require our staff to give special attention to detail and annual flower displays to meet the needs and expectations of commercial clients. Depending on customer expectations and property size, our team members and landscape professionals will maintain the landscape a few days each week or establish an on-site shop facility on the property. This feature of ABM allows us to care properly for all kinds of community properties, regardless of size or need.



### Resorts and Hospitality

Our resort division combines many of our foundation services to create a tailor-made solution designed for high profile properties. Our service schedules for these properties are designed to cause the least interference with guests of the resort, hotel, or park. All personnel wear uniforms are thoroughly acquainted with the property and are trained to serve as additional goodwill ambassadors. We provide service to our resort clients on a 365-day-per-year basis to ensure that each guest receives the full benefit of the landscape environment.



### Commercial Business Centers

As an owner or property manager of commercial office campuses, first impressions are a vital part of customer satisfaction. Whether your customer is your employee or visitor of the office space, ABM provides a positive image of the space through superior service. We offer landscape maintenance, irrigation, hard-surface policing, pressure washing, porter services and landscape design/installation.





## Industrial Sites

ABM performs services for large turf areas which have a drive-by characteristic. These areas include industrial sites, city thoroughfares, and highway right-of-ways. These projects usually require a competitive budget to maintain a professional image for the passerby. Some projects will have a mix of commercial and industrial characteristics. These projects are serviced through the use of roving equipment crews and/or full-time detail crews. By using this combined approach, large and expensive mowing equipment is used only when needed, thus reducing expenses for the customer while still providing access to efficient, versatile machinery needed for large-scale jobs.



## Golf Courses

The professionals in our Golf Services Division provide total turf maintenance from tee to green for a variety of golf course designs and owner arrangements. Our management plan and standardized practices are designed to provide meticulous care of tees, greens, and fairways to enhance playability as well as the visual appeal of your course. We provide an on-site, 365-day-per-year service to ensure that all customer needs are met. In addition, our key managers are Certified Golf Course Superintendents and are active in the Golf Course Superintendents Association of America.



## Athletic Fields

Our Athletic Field Specialists perform field maintenance and athletic event preparation for public and professional organizations. Coupled with our vast experience in landscape and golf course maintenance, athletic field services are a natural fit for our agronomy and horticulture professionals. With several high-profile clients already, we continue to experience rapid growth in this specialized service and are quickly becoming a leader in outsourced athletic field maintenance.



# ABM Golf Services

## It's in Our Nature

ABM is pleased to submit this proposal to provide golf course maintenance services to Barefoot Bay Executive Golf Course. At ABM, our corporate commitment is to always provide a level of service that exceeds our clients' expectations. Our proven management plan, standardized chemicals, equipment and methods and quality assurance procedures are designed to provide you with the most consistent, reliable, and cost-effective golf maintenance services available today.



***Our mission is to be the professional landscape and turf services organization dedicated to providing world class performance to our clients through aesthetic excellence, superior service, and ethical business practices.***

### Management Plan

Our management plan has been developed based on our experience with hundreds of clients. Our goal is to ensure that your property receives consistent, high-quality service. We analyze the unique requirements of your landscape environment and develop a management plan based on our proven processes, the latest technology and the health and safety of those who use the property.

- **Documented Processes** – Our comprehensive Service & Agronomic programs are the standard operating procedures ensuring that we do it right the first time, every time. Since we follow the same procedures every time, we can objectively measure the quality of the services we provide.
- **Safety** – All ABM personnel receive general safety training as well as specialized safety training as warranted by their assigned duties. Our Safety manual is designed to ensure a safe and healthy environment for the occupants, visitors, and service workers at the properties we service.
- **Uniform Policy** – Our uniform policy ensures that all ABM personnel are always recognizable and in full professional attire while on your property.
- **Drug Free Workplace** – ABM is a drug free workplace. All management and staff are drug tested upon hire, when under reasonable suspicion and immediately following an accident.

## Standardization

Standardized chemicals and equipment, methods and training allow us to provide consistent results for you with every action, every time.

- **Chemicals and Equipment** – We use the most up-to-date, efficient equipment and chemicals to achieve optimal results for every need, at the lowest cost to Barefoot Bay.
- **Methods** – ABM's landscape procedures ensure that our equipment and chemicals perform to their maximum effectiveness. Every employee is trained in our proprietary step-by-step standard operating procedures, which are enforced at every property we maintain.
- **Training** – ABM is committed to providing all our team members with the skills they need to successfully perform their jobs, improve efficiency, and develop new skills to enable them to better meet your needs



## Quality

Quality is not just a buzzword at ABM. It is built into everything we do and every service we provide. We regularly inspect and schedule communication with our customers to ensure satisfaction, reduce complaints and foster a productive, efficient work environment.

- **Regular Inspections** – Working with your requirements, we establish parameters through our Quality Assurance Reports for each course during program installation. Inspections are then conducted on a regular basis by the District Manager and/or Branch Manager.
- **Customer Communications** – Our organizational structure is designed to promote regular and frequent communication to make sure that your needs are being met 100% of the time.

## Commitment

We never take our customers for granted. We know that you have many options. The fact that we've been in business for 110 years or that we have more than 20,000 satisfied clients means nothing to you if your facility service needs are not being met. Our commitment is to use our management plan, standardized processes, and quality programs to provide your property with consistent, reliable service with every action, every day. And to do so at a price that provides you with the best overall value for your money.



## Service & Agronomic Program

ABM works closely and consults with The University of Florida and its professors as well as other professionals in the industry, including Dr. Billy Crow, Dr. Bryan Unruh, Dr. Jason Kruse, Dr. Grady Miller, and more. Our Superintendents attend continued education constantly including annual trips to the University Research Facility. ABM Golf Services pulls together all current research and time-tested practices to create the best possible programs for each golf course.

ABM requires all Superintendents to have a minimum of 3 years' experience as a Superintendent in Central Florida. Also, all Superintendents and Assistant Superintendents must be BMP Certified and carry an active State of Florida Pesticide Applicators License.

### Mowing Plan

ABM will have high quality, state of the art equipment on site to perform the major mowing task required to perform the scope of the RFP. On greens we will use Toro and John Deere triplex mowers to execute the task. The employees on this task will be required to fix imperfections on the greens surface and ensure debris is cleared prior to mowing. Each mower will be checked daily for quality of cut. On tees, collars, and approaches, we will use Toro triplex mowers. The employees on this task will be required to fix imperfections on the various surfaces and ensure debris is cleared prior to mowing. Tee markers and ropes will be moved and replaced immediately after cutting so our golf patrons have no interruption in their round. Fairways will be cut with Toro and/or John Deere 5-plex mowers. The employees on this task will be required to fix imperfections on the fairway surface and ensure debris is cleared prior to mowing. All fairway directions signs and/or ropes will be replaced immediately after cutting. Roughs will be mowed with a few different mowers. They bulk of the mowing will be performed with five deck rotary mowers.

Some self-propelled, others pulled by tractors. The required expectation is to maintain the proper height of cut, no matter what the growing conditions are or the season. Around bunkers, bulkheads, and tight tree areas Toro 3-deck trim mowers will be used. Their frequency will match the large bulk mowers for a consistent height match. Bahia (outer roughs) will be mowed with Toro out-front rotary deck mowers at each property. Clubhouses will be mowed with walk-behind rotary mowers.



## Vertical Mowing

A vertical mower has a series of knife blades that slice into the turf and remove thatch and shallow roots. Vertical mowing meets different objectives, depending on the depth they are set. Grain is reduced on putting greens when set just at a height to nick the surface of the turf. A deeper setting of the knives will stimulate new growth when stolons and rhizomes are severed, and accumulated thatch is removed. Vertical mowing should reach the bottom of the thatch layer, and preferably the soil surface beneath the thatch layer should be sliced.



There is a limit to the depth that blades should be set, or excessive removal of turf roots, rhizomes, stolons, and leaf surface may occur. Vertical mowing should begin once the thatch layer on golf greens exceeds .25 to .5 inch. Shallow vertical mowing should be completed at least once per month for Bermudagrass greens. Vertical mowing is also used to prepare seedbeds before overseeding.

## Golf Course Set-up

ABM will have a staff member visually inspect the grounds each day. We call this a set-up person. This individual(s) drives each hole before play looking for course set up issues and creating that days playing environment. This staff member cuts the cups, moves tee markers, empties trash receptacles, and removes debris. This operation along with others will fix ball marks on greens and fill divots.

## Fertility Program

ABM's fertility programs will be based off quarterly soil and tissue analysis. The first step in arriving at a sound plant nutrition program is to determine the proper pH, calcium, magnesium, phosphorus, and potassium available and amounts needed for balance. From this information a valid fertilizer program can be developed with the assurance that excess nutrients will not be applied. Nitrogen is the nutrient used by grasses in the largest quantities. Its function is to stimulate vegetative growth and provide the grass with green color. Nitrogen fertilization will be determined by color, density, and rate of growth (clipping yields) of the grass. Interpretation of soil nitrogen analyses to exact amounts which are available to the plant is difficult. For this reason, nitrogen rates will be adjusted, but not solely based on site testing. Leaching of nitrate nitrogen can be safely regulated by making controlled applications (spoon feeding), using controlled materials (slow release), or using a combination of these approaches. The RFP dictates the minimum amount of Nitrogen we apply, but we will combine this with proper testing to configure the detailed analysis needed to supply exactly what the turf needs. Everything will be taken into account for optimum results.

## Greens

Considering the greens are sand-based Bermuda grass we will apply approximately 1/2 lb. soluble N per 1,000 ft<sup>2</sup> every 7 to 14 days. A good example of the product we would consistently use would be a 13-3-13 or a 14-2-14. All products used on greens will be specifically design for use on putting greens. These blends will be formulated to combine the correct amount of macro and micronutrients along with the correct source of these nutrients to match the season.



## Tees

Analysis will be based on soil and tissue testing but a good example of a consistent product would be 15-0-15 at 1# of N per application per month. Par 3 tees will receive 12 lbs. of Nitrogen per year. This is based on the sand-based properties of all the tees and the need to have maximum recovery considering the tees are undersized for the amount of play received on all three courses. Par 4 and 5 tees will receive 10 lbs. per year considering less divot damage. Clipping will be returned to the tees to recycle the Nitrogen remaining in the tissue.

## Fairways & Roughs

Analysis will be based on soil and tissue testing but a good example of a consistent product would be 15-0-15 at 1# of N per application per month. The fairways will receive 6 lbs. per year. Clipping will be returned to the tees to recycle the Nitrogen remaining in the tissue.

In most cases applications will be applied at 1# of Nitrogen per acre per application.

## Pest Management

IPM (Integrated Pest Management) is a preventive approach that incorporates other systems rather than just the use of pesticides for controlling pest problems. It is an ecologically based system that uses biological and chemical approaches to achieve control. Turfgrass pest management can use one of three strategies: prevention, containment, or eradication. The particular pest problem can determine which approach to take. However, the turf's overall condition will play a vital role in how well it can tolerate specific pest problems and which of these three approaches may ultimately be necessary. In order for IPM to work as a viable system, the golf course superintendent must be familiar with the turfgrasses, the environment, and with the signs and symptoms of primary, occasional, and potential turf pest problems. ABM Superintendents will always look at the options before making pesticide applications.

## Herbicide Program

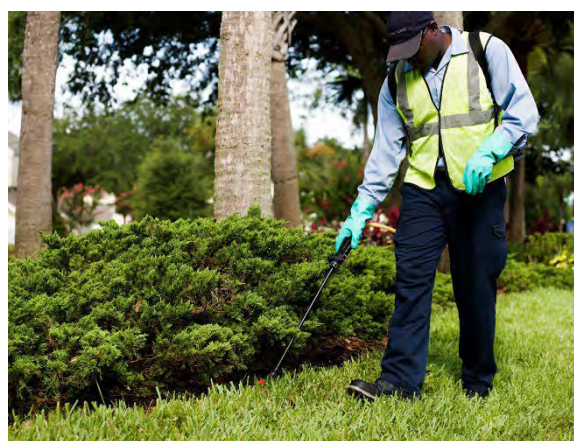
ABM's plan is to use proper pre-emergent herbicides on the course. ABM will use a combination of Ronstar, Tower, Pendulum, and Spectical depending on the type of weed we are trying to prevent and the soil type we are dealing with in that area. Our most prominent weeds are goosegrass and signal grass so Ronstar and Spectical will be used in those areas. The difference being that Spectical can prevent seed germination in the fall, so we must map everything out. With that said consideration must be given on

whether it is a seeded area or not. No decisions about seeded areas would be made without Barefoot Bay approval.

ABM will also have a post-emergent plan. The products applied will vary greatly depending on the weed of concern. Landscape beds and tree rings will be treated monthly with the proper products to maintain free of weeds. ABM guarantees that all products will be applied by the label and by licensed applicators. MSMA will not be used on any property and no Restricted Use pesticide will be used without Barefoot Bay approval.

### **Insecticide Program**

ABM's plan is to prevent each pest from exceeding an acceptable threshold at any time. We will apply Topchoice and Merit for Molecrickets, Grubs and Ants. Achephate and baits are used for any break-through in these areas. Bifenthrin is used for armyworms and cutworms. There may be a few other one-off pest outbreaks, but they are rare. In these cases, the correct product would be used specific to that pest. In the case of Nematodes ABM will always communicate the issue and address with the proper product. Most importantly, ABM guarantees that all products will be applied by the label and by licensed applicators. No Restricted Use pesticide will be used without Barefoot Bay approval.



### **Fungicide Program**

ABM understands the individual needs of each golf course. We have three separate preventative programs in place specifically for these problems and have had very little issue in the last four years. That being said, things can change fast so our team will always walk the greens each day giving visual inspection to all areas. ABM guarantees that all products will be applied by the label and by licensed applicators.

### **Aerification & Top-dress Program**

The main purpose of aerification is to relieve surface compaction and surface tension which in turn improves water infiltration. When properly done this allows for good root penetration, provides for good air exchange in the soil, improves nutrient uptake, increased turfgrass vigor. At the same time this process removes thatch and excess organics that may build up in the soil over time. Aerification on putting greens is commonly followed with topdressing. Topdressing encourages stolon rooting, aids thatch decomposition, stimulates new shoot growth, provides microorganisms antagonistic to parasitic fungi, provides nutrients to the turf and makes the ball roll truer and faster. Although a small amount of thatch (one quarter to one half inch thick) is desirable to provide a certain amount of resiliency, thatch is the greatest single limiting factor in the development of fast, uniform greens. Research has shown that topdressing is the only cultural practice that significantly reduces and/or manages thatch accumulation.



ABM uses a medium to course top-dress sand for most applications. This is based off physical analysis of the soil and keeping the sand on the higher end of the size spectrum for positive drainage and percolation. All sands are checked and approved before we accept any from the sand mine itself. ABM will apply sand to the greens monthly to maintain a true, consistent playing surface. We will use spinner-type top dressers for greens applications and belt top dressers following aerification. More sand is applied during aerification with the goal of filling all the holes. Tees will be top dressed three times per year during the aerification process. Divots are filled weekly.

Spiking is most useful in breaking up surface tension and allowing adequate moisture infiltration. Weekly spiking should occur during hot, high humidity stress conditions.

### **Bunkers**

ABM will rake bunkers daily both by hand and with a machine. Edges will be raked each time and the lips will be properly maintained at one inch. During this process ABM will place the rakes around the bunkers as Barefoot Bay approves. Sand depth will be monitored and reported to Barefoot Bay when there are concerns of inconsistency. The waste bunkers at will be raked twice per week. Bunker perimeters will be edged every month to maintain the proper appearance.



## Irrigation

A definitive description of how to irrigate is elusive because of many variables to consider, i.e., slope, soil types, height of cut, rooting depth, weather factors and the performance of the irrigation system itself. The only way for the superintendent to master the irrigation of every corner of his course is through careful study and trial and error. Experience is the best teacher when it comes to fine-tuning irrigation management skills. Irrigation scheduling involves answering two questions, when to irrigate and how much water to apply. Once these two questions have been answered, the schedule will need to be adjusted for rainfall and refined, as experience is gained. Irrigation should be scheduled only when the turf needs water, i.e., just before it begins to stress. One method that can be used in determining when to irrigate is visual inspection of the turf. When the grass begins to turn a bluish-gray tint, or leaf blades curl or fold, footprints linger in the grass long after being made and/or a soil probe indicates the soil is dry, it is time to irrigate. ABM routinely offers continued education in water management. This is given both in-house and through industry training. ABM required the Barefoot Bay Superintendent and Assistants to be Toro Osmac certified.



## Overseed Program

Prior to Seeding:

- Determine equipment needs and scheduling.
- Redefine greens, collars, tees, and fairways, as necessary.
- Complete irrigation checks (rotation, edging, etc.)
- Apply pre-emergent herbicide (Barricade or similar) to outer perimeters of all overseeded areas. Use of drop spreads along edge of overseed areas is preferred. Any additional areas requiring pre-emergent may be applied at this time with boom-sprayer (Barricade or similar).
- Vertical mowing process should be determined at that time.
- Apply Revolver or similar (post-emergent herbicide for poa annua) to selected greens and/or tees.

- Two to Four days prior to seeding, raise height of cut on greens to 0.180. This will help stabilize the seed (rain event) during germination.
- Apply Disarm, Insignia, or Heritage (fungicide) to all greens prior to seeding.
- Calibrate all spreaders

**During Seeding Process:**

- Sharpen and grind mowers prior to first cut.
- Line back of carts and trailers with tarp to keep seed from leaking out on course. Carry smaller spreaders from cart/trailer to the targeted seeding areas. This will minimize seed tracking in non-overseeded areas and reduce post-emergent herbicide applications over the winter months.
- Seed greens a minimum of two directions at determined rate. This may be done with either drop or rotary spreaders, but a drop spreader must be used along perimeter of greens.
- Top-dress greens following seed application and lightly drag in. Enter and exit at the approach.
- Seed tees a minimum of two directions at determined rate. This must be done with drop spreaders including the perimeter of tees.
- Seed fairways a minimum of two directions at determined rate. This may be done with either drop or rotary spreaders, but a drop spreader must be used along perimeter of fairways.
- Begin watering. Do not run unmanned syringe cycles (running irrigation automatically in play with no one present).

**Following Germination of Seed:**

- First cut on greens should be dry. Perform two to three consecutive dry afternoon cuts, then resume morning mowing at 0.180.
- Bump HOC down 0.01 each week until back to normal HOC.
- Reseed any skips or misses immediately after seed comes up.
- Apply second fungicide to greens in 21 days at preventative rate.

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## Our Team Members

### Attract and Recruit

Our promise to provide the absolute best in-service delivery is fulfilled by our people. Expectations need to be met by team members who are willing and able to “Make a difference, every person, every day,” which ABM team members demonstrate consistently.

We attract, select, and retain team members who will exemplify our core values—respect, integrity, collaboration, innovation, and excellence—at every job site. We hire superior team members from diverse backgrounds, give them thorough training, encourage them to be accountable for their work, and reward them for exceptional performance.

With well-managed people in the right jobs, The Barefoot Bay benefits in many ways:

- Higher quality service
- Increased productivity and reliability
- Professional interaction with golfers, community members and The Barefoot Bay’s team members
- Reduced turnover resulting in more familiar faces and more consistent services
- Lower costs because of a safer workplace

### Recruiting the best

Barefoot Bay Executive Golf Course requires a team dedicated to adapting to the culture and presenting themselves in a way that encompasses the excellence of the facility. We make significant efforts to recruit team members who don’t just match the job profile, but will also meet and exceed demands, and ABM’s culture of learning, teamwork, and providing high-quality service.

### Screen and Select

#### Careful selection to ensure safety and quality

Through professional interviewing and selection processes, we select quality candidates who meet your needs. Each applicant is personally interviewed to determine specific job interests, schedules, and possible work location preferences. To ensure the safety of our clients’ team members and business assets, we provide a range of team member screening packages. We conduct tiered screening based on the clients’ requirements.

#### Background Investigations

Once an eligible candidate has been identified, the background check process begins. Due to the sensitive responsibilities our team members will be undertaking, such as exposure to cash, automobiles, and other property, we must make sure that our hiring process is thorough.



Screening packages can include credit checks, professional certification checks, and other client requested screenings however, we recommend the following pre-screening process:

- Standard background checks
- Criminal/sex offender background checks (CORI/SORI)
- Credit checks
- Drug screening (upon contract requirement)
- Professional certification checks
- Additional reference checks

## Train

To deliver you the reliable, high-quality service that you expect, we develop training programs at the national and regional level and emphasize best practices and safety. For more detailed information, see the following section in this proposal.



## Retain

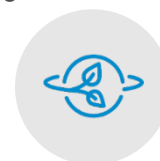
The key to any successful operation is retaining our valued service associates. ABM utilizes staff who are our team members, not subcontractors, to deliver our services. Based on our competitive wage structure and benefits packages, we maintain staffing levels to deliver quality and consistency in cleanliness through the life of this program. Being a part of a large global organization that offers competitive pay and benefits means our staff remain with us longer than companies who have temporary staff.

We offer a wide range of benefits to our team members. With an array of plan offerings, ABM is flexible and allows our clients to choose from a variety of benefit packages to meet your desired objectives.



## Grow

Barefoot Bay Golf Course will be serviced by team members who are encouraged to develop, which typically results in higher productivity and better service delivery quality. We facilitate regular conversations throughout the year between managers and their staff. Through this consistent contact, we see happier and more vested team member that get the training, mentoring and development they need to advance at ABM. Should the time come, and the team member wants to move into a new role, with the necessary training and preparation complete, we are ready to promote the individual and their replacement has already been trained. Over time we have recognized that team members with a career path and organizational support tend to stay longer than those who do not feel supported by their company.



## E-Verify Compliance

ABM Industries and its subsidiary companies have a policy of total compliance with immigration laws pertaining to employees.



Since the passage of the Immigration Reform and Control Act in 1986, ABM has required its branch offices to inspect work authorization documents and complete an I-9 Form for every new employee at every work location. ABM supplements the initial I-9 Form process with periodic self-audits, and ABM

responds promptly and aggressively to any information it receives indicating that an employee is not authorized to work in the United States. ABM has taken further steps to prevent the hiring of unauthorized workers by using the federal E-Verify system for new hires at more than 150 hiring locations across the U.S., excluding only those unionized areas where labor law restrictions apply.

ABM also uses the federal E-Verify system in every state that mandates its use. Wherever authorized by the client, ABM uses background checks at the time of hire to validate the identity and background of assigned workers. In short, ABM takes every step that it legally can in order to prevent unauthorized workers from obtaining employment with the company.

ABM employs more than 110,000 people in the United States. Despite our best and most rigorous efforts to screen employees and despite our use of E-Verify and background checks, it will still be possible for a determined unauthorized worker to gain employment with our company, or any other company. In all instances, if the federal government determines that a particular worker is not authorized to work in the U.S., it is our practice to cooperate fully with the government and take immediate steps to handle the situation properly and in a manner that protects ABM and its clients to the greatest extent possible.

### **Drug Free Workplace**

On contractual requirements, applicants may be screened for alcohol and illegal drug use. In these cases, applicants will have authorized a drug test to be conducted in their employment documentation.



### **Testing Procedures**

Testing is conducted through laboratories or clinics approved by the National Institute of Drug Abuse (NIH), and usually consists of a five-panel drug screen but may include testing for a wider variety of drugs, if requested. All results are secured and kept confidential. Those applicants who successfully pass the screening process are offered employment on a 90-day probationary period, and then attend our new hire orientation.

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# Training

## Management Training

### Manager Development

Satisfied and highly trained team members recognize the potential for career advancement and eagerly serve clients with excellence. Training is an investment in our team members' and the company's future. We support our managers' continuing education efforts with training curricula related to a myriad of relevant topics, including:

- Business acumen
- Client service
- Communication skills
- Leadership and managerial development
- Employment law and supervisory skills
- Software training
- Professional association memberships
- Safety certification courses
- Conferences or seminars
- Key Control Procedures

Development opportunities like ours help team members hone leadership, management, and other skills that can be directly applied on the job. Team members feel encouraged to move forward both personally and professionally. Our commitment to training helps the company retain top talent, which directly impacts ABM's superior levels of quality and client service that our clients expect and demand.

### People Leader Playbook

Our people leaders are managers and supervisors who have direct and frequent interaction with team members. Although there are differences in job responsibilities between operational and non-operational leaders, successful People Leaders demonstrate similar behaviors.

The Playbook presents key actions developed through conversations with managers across ABM and consists of the actions our internal research found that successful People Leaders consistently demonstrate.

We believe the Playbook will help our People Leaders see impressive results that directly impact our clients through higher team productivity, and improved team member motivation and accountability.



## Team Member Training and Development

We will provide Barefoot Bay with team members that have the training they need to successfully perform cleaning, improve efficiency, and develop new skills. After completing training, all ABM team members understand that our services are centered on creating a clean and safe environment for staff and patrons.

### New-Hire Training

New hire training includes:

- Orientation to ABM and your facilities
- Explanation of individual job duties
- Proper use of equipment

During start-up, our project manager and supervisors conduct team member training sessions. These sessions include site-specific rules and regulations, ABM policies and procedures, and basic job training.

Once initial training is complete, supervisors perform recurring reviews to make sure the team is maintaining Barefoot Bay and ABM standards. By empowering our team members with comprehensive training, we minimize deficiencies and quickly identify opportunities for improvement.

### Recurrent Training

Recurrent training includes:

- Job-specific topics
- Communication skills
- Procedures for basic duties and improved productivity (to address any identified skill gaps)

Our managers conduct recurring training sessions for current and replacement team members to ensure performance levels stay constant. More technical in nature, these sessions concentrate on specific job tasks and duties, including specialized certifications and interdisciplinary training. We train team members in groups specific to their function and track compliance to confirm all team members receive proper training.

ABM provides ongoing support to our team members as they grow and develop in their careers. Our culture encourages each team member to openly communicate with their manager to develop a career path that builds on individual strengths and talents. Performance reviews further facilitate ongoing coaching and development so that each team member continues to progress.



## Step-by-Step Training

Training is one of the cornerstones of the ABM mission and philosophy. It establishes the foundation for providing each client with the most professional golf management programs available. This philosophy recognizes that client satisfaction, as well as the success of ABM, is dependent on each and every employee. ABM believes that all of our employees are professionals. Every employee is given a specific responsibility and all individuals are recognized for their accomplishments. It is extremely important that our employees fully understand what is expected of them and how they fit into the organization. To accomplish this, all new employees receive a comprehensive orientation as well as on-the-job training. We have invested substantial resources to develop comprehensive training programs for all employees.

These programs are designed to:

- Ensure that all employees have the knowledge and skills needed to perform their jobs
- Develop new skills in current employees to enable them to remain productive as technology changes.
- Improve the productivity of both individuals and work teams
- Encourage employee self-development and involvement in programs of lifelong learning
- Prepare selected employees to assume supervisory, managerial, and executive positions in the organization
- Promote standardization throughout the ABM organization.

These training programs ensure that the best overall approach and the most professional management techniques are utilized in our golf course operations. This commitment to training enables employees to understand and better perform their jobs. In addition, the commitment has greatly reduced the amount of turnover in our work force. This, in turn, will give ABM the ability to provide a better trained, more dependable work force.



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# Environmental Considerations

## Environmental Considerations

A site-specific maintenance program will be developed for Barefoot Bay Executive Golf Course, which utilizes the interrelationship of Integrated Pest Management (IPM) which is an EPA recognized program and Best Management Practices (BMP), a USGA recognized program. Our program will ensure that the best possible management practices are utilized and conducted in a timely and effective manner to provide maximum turfgrass quality and golf course playability and make a positive impact on the environment. In addition, there has been a major emphasis on the Best Management Practices in Florida. ABM requires all of their Superintendents to become Certified in BMP's. This requires the Superintendent to go through a training class given by the University of Florida through the IFAS extension. At the end of this class, a test given and must be passed to become certified. Once the test is passed, Superintendents will be "Certified of Training in Best Management Practices" in the Florida Green Industry.

This environmental plan is intended to be an overall outline for agronomic, horticultural, and service practices of ABM's maintenance operation, covering maintenance of greens, tees, fairways, roughs, and sand traps within the boundaries of the entire course. Also included, are landscape maintenance practices for the golf course, clubhouse, and grounds. While the guidelines are detailed, they are not intended to be strict rules of operation. Variances from the guidelines will be necessary at times to allow for adjustments resulting in changes in climatic conditions, pest infestation, golf course traffic and other unforeseen problems.

## Green Initiatives

At ABM, we embody our operations with a spirit of environmental stewardship. We understand that true success hinges on our ability to responsibly minimize our environmental impact while providing quality service. Our customers look to us to help with their sustainability efforts too. Before green even became a world-wide buzzword, ABM, developed The ABM Green Care™ program. Implemented in 2006, Green Care leads the industry in providing solutions for a cleaner and healthier environment. ABM is one of the largest participants in the Environmental Protection Agency's ENERGY STAR program. ENERGY STAR offers real benchmarking and analysis for member companies. We analyze our clients' buildings and recommend options to improve energy efficiency.



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# Safety Standards

## Managing Risk Through Safety Programs

Safety is the cornerstone of our operations. We are committed to fostering a safe working environment for every employee at all working locations. It is our responsibility to embrace the ABM ThinkSafe culture and proactively prevent, detect, and correct any safety or risk concern that may arise.

The programs we have embedded into the ABM culture provide opportunities to significantly reduce the number of injuries that occur among our workforce. However, some accidents still occur, and the utilization of risk management programs becomes essential to get employees back to good health and back to work as quickly as possible. Our Safety and Risk Management teams have made powerful developments in our company's ability to monitor and administer hazards, claims and other risk-related issues.

### Current Programs

- **ThinkSafe:** A program that is intended to reflect the idea that almost all workplace accidents are preventable if you make safety an integral part of your day. At ABM, we are striving to create a world-class culture in all we do - safety is a large part of that objective.
- **Nurseline:** A "first call" nurse triage program to assess on the job injuries for appropriate treatment.
- **Concentra National Clinic Program:** A specialized national network of clinics focused on the assessment and treatment of work-related injuries.
- **Stay-at-Work Program:** A specific focus on returning injured employees to work once the provider has released the employee with appropriate "light-duty" assignment.
- **Telephonic Nurse Case Management (TCM):** Utilization of qualified nurses to assist with the medical management component of the claim, with the goal of prompt return to work.
- **Prompt Notification of Injury:** The reduction in lag time between the injury and report can minimize exacerbation of injuries; allow additional time to investigate the claim and implement proper corrective and preventive actions to avoid recurrence; decrease legal and claim related expenses; and ensure compliance with state and federal laws properly and expeditiously.
- **Loss Accountability Program (LAP):** An opportunity-based insurance premium collection mechanism designed to measure safety and claim performance. The foundation of the LAP collection system rewards branches and regions that have successfully reduced the frequency and severity of claims year-over-year and, conversely, penalizes those areas that have performed poorly in the safety and claim arena. Data analytics and dashboard reporting will be ABM leadership's primary tools to effectively measure each location's success.

**ThinkSafe**<sup>TM</sup>  
People. Materials. Environment.



## ABM Landscape & Turf Safety Manual

The table of contents from ABM Landscape & Turf's Safety Manual is provided below for your review. Each module contains an English and Spanish version as well as an instructor's guide and quiz. Per request, a copy of the safety manual can be provided for review.

	
<b>Table of Contents</b> <i>Tabla de Contenido</i>	
<i>Introduction to Safety Training/ Introducción: Entrenamiento de Seguridad</i> <i>Standardized Safety Policy/ Política de Seguridad Estandarizado</i>	
<b>Training Modules:</b>	
<i>Introduction</i>	<i>Module 1</i>
<i>Policy</i>	<i>Module 2</i>
<i>Preventing Slips, Trips and Falls / Prevencion de resbalones, y caídas</i>	<i>Module 3</i>
<i>Back Safety / Seguridad con la espalda</i>	<i>Module 4</i>
<i>Preventing Hand and Eye Injuries / Prevencion de heridas de mana y ojo</i>	<i>Module 5</i>
<i>Preventing Hearing Loss / Prevencion de perdida del sentido del oído</i>	<i>Module 6</i>
<i>Blood Borne Pathogens / Enfermedades sanguineas</i>	<i>Module 7</i>
<i>Low Voltage Electrical Safety / Seguridad con electricidad de bajo voltaje</i>	<i>Module 8</i>
<i>Outdoor Hazards / Peligros al Aire Libre</i>	<i>Module 9</i>
<i>High Voltage Electrical Safety / Seguridad con electricidad de alto voltaje</i>	<i>Module 10</i>
<i>Hot Weather Hazards / Peligros en clima ca/uroso</i>	<i>Module 11</i>
<i>Explosives and Chemical Reactions / Explosivos y reacciones quimicas</i>	<i>Module 12</i>
<i>Ergonomics / Ergonomia</i>	<i>Module 13</i>
<i>Pre Shift Safety Inspections / Inspecciones de seguridad antes de comenzar el trabajo</i>	<i>Module 14</i>
<i>OSHA Compliance / Conformidad con reglamentos de OSHA</i>	<i>Module 15</i>
<i>Personal Protective Equipment / Equipo protector</i>	<i>Module 16</i>
<i>HAZ/COM and Labeling / Comunicacion de peligros y etiquetas</i>	<i>Module 17</i>
<i>Material Safety Data Sheets (MSDS) / Hojas de seguridad de materiales (el MSDS)</i>	<i>Module 18</i>
<i>Fire Safety / Prevencion de incendios</i>	<i>Module 19</i>
<i>Escape and Evacuation / Evacuacion y como escaparse en el evento de una emergencia</i>	<i>Module 20</i>
<i>Small Hand Tool Safety / Seguridad con pequeflas herramientas manuales</i>	<i>Module 21</i>
<i>Basic First Aid / Primeros auxilios basicos</i>	<i>Module 22</i>
<i>Cold Weather Hazards / Peligros en clima invernal</i>	<i>Module 23</i>
<i>Drug and Alcohol Awareness / Prevencion del abuso de dragas y alcohol</i>	<i>Module 24</i>
<i>Safe Lifting Techniques / Tecnicas de seguridad de levantamiento</i>	<i>Module 25</i>
<i>Electrical Safety / Seguridad Electrica</i>	<i>Module 26</i>
<i>Asbestos Awareness / Conocimientos de Asbestos</i>	<i>Module 27</i>
<i>Accident/Incident Reporting / Reportes de Accidente/Incidente</i>	
<i>Lockout/Tagout / Cierre/Tagout</i>	

# Red-lined Sample Agreement

*Golf Course Maintenance Services for  
Barefoot Bay Golf Course (18 Holes)*

*RFP 2022-06*

## PART 6 SAMPLE AGREEMENT

(Sample agreement only. District reserves the right to alter this agreement based on final RFP results and/or any negotiations with proposed Contractor)

*[Name of successful bidder]*

### INDEPENDENT CONTRACTOR'S AGREEMENT

**THIS INDEPENDENT CONTRACTOR'S AGREEMENT** (hereinafter this "Agreement") is made and entered into this \_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_, **\*\*OR\*\***

effective the \_\_\_\_ day of \_\_\_\_\_, 20\_\_] by and between BAREFOOT BAY

**RECREATION DISTRICT**, a special district of the State of Florida (hereinafter the "District" or "BBRD") and \_\_\_\_\_, a Florida corporation **\*\*OR\*\*** a Florida Limited Liability Company **\*\*OR\*\*** a \_\_\_\_\_ corporation authorized to do business in the State of Florida] (hereinafter "CONTRACTOR").

### WITNESSETH

**WHEREAS**, the DISTRICT is a special district of the State of Florida, having a responsibility to provide certain services to benefit the citizens of the District; and

**WHEREAS**, the DISTRICT has the full power and authority to enter into the transactions contemplated by this Agreement; and

**WHEREAS**, CONTRACTOR is in the business of [...] in BBRD and elsewhere in the State of Florida; and

**WHEREAS**, CONTRACTOR is competent and has sufficient manpower, training, and technical expertise to perform the services contemplated by this Agreement in a timely and professional manner consistent with the standards of the industry in which CONTRACTOR operates; and

**WHEREAS**, Section 448.095, Fla. Stat., imposes certain obligations on public agencies with regard to the use of the E-Verify system by their contractors and subcontractors.

**WHEREAS**, CONTRACTOR agrees to provide such goods and services as more particularly described in this Agreement, as well as in any bid or quotation documents **\*\*OR\*\*** proposal documents] issued in connection with this project.

*Barefoot Bay Recreation District*

*Page 45 of 58*

*Golf Course Maintenance Services for  
Barefoot Bay Golf Course (18 Holes)*

*RFP 2022-06*

**NOW THEREFORE** in consideration of the premises, and in consideration of the mutual conditions, covenants, and obligations hereafter expressed, the parties agree as follows:

*Barefoot Bay Recreation District*

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**Golf Course Maintenance Services for  
Barefoot Bay Golf Course (18 Holes)**

**RFP 2022-06**

1. **Recitals.** The foregoing recitals are true and correct, constitute a material inducement to the parties to enter into this Agreement, and are hereby ratified and made a part of this Agreement.
2. **Description of Work.**
  - a. The DISTRICT hereby retains CONTRACTOR to furnish [goods and] services as described in the Scope of Services, which is attached hereto as Exhibit "A" and incorporated herein by reference. Any conflict between the terms and conditions in the body of this Agreement and the terms and conditions set forth in Exhibit "A" will be resolved in favor of the body of this Agreement.
  - b. CONTRACTOR must provide all permits, labor, materials, equipment, and supervision necessary for the completion of the Scope of Services, unless specifically excluded.
  - c. CONTRACTOR must also comply with, and abide by, all requirements as contained in any invitation to bid (ITB), request for proposals (RFP), request for qualifications (RFQ), bid specifications, engineering plans, shop drawings, material lists, or other similar documents issued for this project by the DISTRICT, together with any addenda, hereinafter the "Bid Documents, as applicable." The Bid Documents, if applicable, are hereby incorporated into this Agreement by reference and are declared to be material part of this Agreement.
3. **Commencement and completion/Term.**
  - a. CONTRACTOR must commence work under this Agreement immediately upon receipt by CONTRACTOR of the Notice to Proceed, and must complete the work not later than [...] calendar days thereafter. [sometimes, depending upon the bid, we will add this sentence: "Final Completion must be achieved \_\_\_\_ (\_\_\_\_) calendar days after Substantial Completion date"]
  - b. Liquidated damages will be assessed against CONTRACTOR in the amount of [\$.....] per day, for each day after [...] that the work contemplated by this Agreement is incomplete.
  - c. [AND/OR use Term below]

This Agreement has a Term of [...] year, beginning [...] and ending [...], and may be renewed for up to two (2) additional one (1) year Terms, upon agreement of the parties in writing. **[\*\*OR\*\* unless sooner terminated under the terms of this Agreement.]**

~~Barefoot Bay Recreation District~~

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**5. off Course Maintenance Services for  
Barefoot Bay Golf Course (18 Holes)**

**RFP 2022-06**

- a. The DISTRICT agrees to compensate CONTRACTOR, for work actually performed under this Agreement, at the rate or basis described in Exhibit "A", which is attached hereto and incorporated herein by reference. CONTRACTOR must perform all work required by the Scope of Services, but in no event will CONTRACTOR be paid more than the negotiated amount set forth in Exhibit "A". ~~CONTRACTOR must perform all work required by the Scope of Services, but in no event will CONTRACTOR be paid more than the negotiated amount of \$\_\_\_\_\_.~~ ]
  - b. Progress payments, if any, will be made as set forth in Exhibit "A".
  - c. The DISTRICT reserves the right to ratably withhold amounts in the event of the nonperformance of all or part of CONTRACTOR's obligations. CONTRACTOR must, without additional compensation, correct and revise any errors, omissions, or other deficiencies in its work product, services, or materials arising from the error or omission or negligent act of CONTRACTOR.
5. **Acceptance of work product, payment, and warranty.** Upon receipt of a periodic work product, or notice that work has progressed to a point of payment in accordance with Exhibit "A" attached or the Bid Documents, if any, together with an invoice sufficiently itemized to permit audit, the DISTRICT will diligently review those documents. When it finds the work acceptable under this Agreement the installment payment, found to be due to CONTRACTOR, will be paid to CONTRACTOR within thirty (30) days after the date of receipt of the invoice, unless another payment schedule is provided in Exhibit "A". CONTRACTOR warrants that the data utilized by CONTRACTOR (other than as provided by the DISTRICT) is from a source, and collected using methodologies, which are generally recognized in CONTRACTOR's industry or profession to be a reliable basis and foundation for CONTRACTOR's work product. CONTRACTOR must notify the DISTRICT in writing if it appears, in CONTRACTOR's professional judgement that the data or information provided by the DISTRICT for use in CONTRACTOR's work product is incomplete, defective, or unreliable. CONTRACTOR guarantees to amend, revise, or correct to the satisfaction of the DISTRICT any error appearing in the work as a result of CONTRACTOR's failure to comply with the warranties and representations contained herein. Neither inspection nor payment, including final payment, by the DISTRICT will relieve CONTRACTOR from its obligations to do and complete the work product in accordance with this Agreement.
6. **Termination.**
- a. Termination at Will: This Agreement may be terminated by ~~the DISTRICT~~THE DISTRICT ~~either~~TERMINATING PARTY in whole or in part at any time without cause by the ~~DISTRICT~~TERMINATING PARTY giving written notice to ~~CONTRACTOR~~NON-TERMINATING PARTY not less than 30 days prior to the date of termination; provided, however, that in such event, neither party will be relieved from its rights or obligations of this Agreement through the date of the actual termination.

**Barefoot Bay Recreation District**

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**Golf Course Maintenance Services for  
Barefoot Bay Golf Course (18 Holes)**

**RFP 2022-06**

- b. Notice must be delivered by certified mail, return receipt requested, or in person with proof of delivery.
  - c. Termination for Cause: This Agreement may be terminated by either party for cause by the DISTRICT or CONTRACTOR giving written notice to the other party not less than 10 days prior to the date of termination; provided, however, that in such event, neither party will be relieved from its rights or obligations of this Agreement through the date of the actual termination. Notice must be delivered by certified mail, return receipt requested, or in person with proof of delivery.
7. **Notices.** All notices to the parties under this Agreement must be in writing and sent certified mail to:
- a. To DISTRICT: Barefoot Bay Recreation District, Attention: Community Manager, 625 Barefoot Blvd., Barefoot Bay, Florida 32976;
  - b. To CONTRACTOR: [...], Attention: [...], President, [insert street address], [insert city, state, zip].

**8. Insurance.**

Contractor agrees to maintain insurance, which will fully protect both Contractor and the District from any and all claims under any Workers Compensation Act or Employers Liability Laws, and from any and all other claims of whatsoever kind or nature to the damage or property, or for personal injury, including death, made by anyone whomsoever, that may arise from operations carried on under this Agreement, either by Contractor, any subcontractor, or by anyone directly or indirectly engaged or employed by either of them.

The insurance coverage required by this Agreement must not be less than the amounts described in the Bid Documents. If the Bid Documents do not state an insurance requirement or the amount of insurance, then the amount of insurance required by this Agreement must not be less than:

- i. Workers' Compensation (unless exempt) with Employers' Liability shall be as provided by statute.
- ii. Comprehensive or Commercial General Liability (CGL) insurance (including, but not limited to, the following Supplementary Coverages: (i) Contractual Liability to cover liability assumed under this Agreement; (ii) Produce and Completed Operations Liability Insurance; (iii) Broad Form Property Damage Liability Insurance; and (iv) Explosion, Collapse, and Underground Hazards (Deletion of the X, C, U Exclusions), if such exposure exists):
  - 1. Bodily Injury: \$1,000,000 per occurrence;
  - 2. Property Damage: \$1,000,000 per occurrence.

**Barefoot Bay Recreation District**

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**Golf Course Maintenance Services for  
Barefoot Bay Golf Course (18 Holes)**

**RFP 2022-06**

- iii. Manager prior to engaging such subcontractor or professional associate. CONTRACTOR will remain fully responsible for the services of any subcontractors or professional associates.
- d. **Discrimination.**
  - i. CONTRACTOR shall not discriminate against any employee employed in the performance of this Agreement, or against any applicant for employment because of age, ethnicity, race, religious belief, disability, national origin, or sex. CONTRACTOR shall not exclude any person, on the grounds of age, ethnicity, race, religious belief, disability, national origin, or sex, from participation in, denied the benefits of, or be otherwise subjected to discrimination in any activity under, this Agreement.
  - ii. CONTRACTOR shall provide a harassment-free workplace, with any allegation of harassment given priority attention and action by management.
- e. **Independent contractor.**
  - i. CONTRACTOR is, and will be deemed to be, an independent contractor and not a servant, employee, joint adventurer, or partner of the DISTRICT. None of CONTRACTOR's agents, employees, or servants are, or will be deemed to be, the agent, employee, or servant of the DISTRICT. None of the benefits, if any, provided by the DISTRICT to its employees, including but not limited to, compensation insurance and unemployment insurance, are available from the DISTRICT to the employees, agents, or servants of CONTRACTOR. CONTRACTOR will be solely and entirely responsible for its acts and for the acts of its agents, employees, servants, and subcontractors during the performance of this Agreement. Although CONTRACTOR is an independent contractor, the work contemplated herein must meet the approval of the DISTRICT and is subject to the DISTRICT's general right of inspection to secure the satisfactory completion thereof. CONTRACTOR must comply with all Federal, State and municipal laws, rules and regulations that are now or may in the future become applicable to CONTRACTOR, or to CONTRACTOR's business, equipment, or personnel engaged in operations covered by this Agreement or accruing out of the performance of such operations. The DISTRICT will not be held responsible for the collection of or the payment of taxes or contributions of any nature on behalf of CONTRACTOR.
  - ii. CONTRACTOR will bear all losses resulting to it on account of the amount or character of the work, or because of bad weather, or because of errors or omissions in its contract price.

**Barefoot Bay Recreation District**

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**Golf Course Maintenance Services for  
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- iii. CONTRACTOR must utilize, and must expressly require all subcontractors to utilize, the U.S. Department of Homeland Security's E-Verify system to verify the employment eligibility of all new employees hired by CONTRACTOR and any subcontractors during the Term of this Agreement.

**f. Indemnification.**

- i. CONTRACTOR must indemnify and hold the DISTRICT harmless against and from any and all claims, losses, penalties, interest, demands, judgments, costs, damages, or expenses, including reasonable attorney's fees and court costs, incurred by the DISTRICT, or its agents, officers, or employees, arising directly or indirectly from caused by CONTRACTOR's performance under this Agreement or by any person on CONTRACTOR's behalf, including but not limited to those claims, losses, penalties, interest, demands, judgments, costs, damages, or expenses arising out of caused by any accident, casualty, or other occurrence causing injury to any person or property but only to the extent caused by the negligence, misconduct, or other fault of CONTRACTOR. This includes persons employed or utilized by CONTRACTOR (including CONTRACTOR's agents, employees, and subcontractors). CONTRACTOR must further indemnify the DISTRICT against any claim that any product purchased or licensed by the DISTRICT from CONTRACTOR under this Agreement infringes a United States patent, trademark, or copyright. CONTRACTOR acknowledges that CONTRACTOR has received consideration for this indemnification, and any other indemnification of the DISTRICT by CONTRACTOR provided for within the Bid Documents, the sufficiency of such consideration being acknowledged by CONTRACTOR, by CONTRACTOR's execution of this Agreement. CONTRACTOR's obligation will not be limited by, or in any way to, any insurance coverage or by any provision in or exclusion or omission from any policy of insurance, whether such insurance is in connection with this Agreement or otherwise. Such indemnification is in addition to any and all other legal remedies available to the DISTRICT and not considered to be the DISTRICT's exclusive remedy.
- ii. In the event that any claim in writing is asserted by a third party which may entitle the DISTRICT to indemnification, the DISTRICT must give notice thereof to CONTRACTOR, which notice must be accompanied by a copy of statement of the claim. Following the notice, CONTRACTOR has the right, but not the obligation, to participate at its sole expense, in the defense, compromise or settlement of such claim with counsel of its choice. If CONTRACTOR does not timely defend, contest, or otherwise protect against any suit, action or other proceeding arising from such claim, or in the event the DISTRICT decides to participate in the proceeding or defense, the DISTRICT will have the right to defend, contest, or otherwise protect itself against same and be reimbursed for expenses and reasonable attorney's fees and, upon not less than ten (10) days notice to CONTRACTOR, to make any reasonable compromise or settlement thereof. DISTRICT shall have the right to defend, contest, and otherwise protect itself against any suit, action or other proceeding at its sole cost and expense.

**Barefoot Bay Recreation District**

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**Golf Course Maintenance Services for  
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In connection with any claim as aforesaid, the parties hereto must cooperate fully with each other and make available all pertinent information necessary or advisable for the defense, compromise or settlement of such claim.

- iii. The indemnification provisions of this paragraph will survive the termination of this Agreement.

- g. **Sovereign Immunity.** Nothing in this Agreement extends, or will be construed to extend, the DISTRICT's liability beyond that provided in section 768.28, Florida Statutes. Nothing in this Agreement is a consent, or will be construed as consent, by the DISTRICT to be sued by third parties in any matter arising out of this Agreement.

- h. **Public records.**

- i. CONTRACTOR is a "Contractor" as defined by Section 119.0701(1)(a), Florida Statutes, and must comply with the public records provisions of Chapter 119, Florida Statutes, including the following:
1. Keep and maintain public records required by the DISTRICT to perform the service.
  2. Upon request from the DISTRICT's custodian of public records, provide the DISTRICT with a copy of the requested records or allow the records to be inspected or copied within a reasonable time at a cost that does not exceed the cost provided in Chapter 119 or as otherwise provided by law.
  3. Ensure that public records that are exempt or confidential and exempt from public records disclosure requirements are not disclosed except as authorized by law for the duration of this Agreement term and following completion of the Agreement if CONTRACTOR does not transfer the records to the DISTRICT.
  4. Upon completion of this Agreement, transfer, at no cost, to the DISTRICT all public records in possession of CONTRACTOR or keep and maintain public records required by the DISTRICT to perform the service. If CONTRACTOR transfers all public records to the DISTRICT upon completion of this Agreement, CONTRACTOR must destroy any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. If CONTRACTOR keeps and maintains public records upon completion of this Agreement, CONTRACTOR must meet all applicable requirements for retaining public records. All records stored electronically must be provided to the DISTRICT, upon request from the DISTRICT's custodian of public records, in a format that is compatible with the information technology systems of the DISTRICT.

**Barefoot Bay Recreation District**

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**Golf Course Maintenance Services for  
Barefoot Bay Golf Course (18 Holes)**

**RFP 2022-06**

- ii. "Public records" is defined in Section 119.011(12), Florida Statutes, as may, from time to time, be amended.
  - iii. If CONTRACTOR asserts any exemptions to the requirements of Chapter 119 and related law, CONTRACTOR will have the burden of establishing such exemption, by way of injunctive or other relief as provided by law.
  - iv. CONTRACTOR consents to the DISTRICT's enforcement of CONTRACTOR's Chapter 119 requirements, by all legal means, including, but not limited to, a mandatory injunction, whereupon CONTRACTOR must pay all court costs and reasonable attorney's fees incurred by DISTRICT.
  - v. CONTRACTOR's failure to provide public records within a reasonable time may be subject to penalties under Section 119.10, Florida Statutes. Further, such failure by CONTRACTOR will be grounds for immediate unilateral cancellation of this Agreement by the DISTRICT.
  - vi. **IF THE CONTRACTOR HAS QUESTIONS REGARDING THE APPLICATION OF CHAPTER 119, FLORIDA STATUTES, TO THE CONTRACTOR'S DUTY TO PROVIDE PUBLIC RECORDS RELATING TO THIS CONTRACT, CONTACT THE CUSTODIAN OF PUBLIC RECORDS, DISTRICT CLERK, AT 772-664-3141, records@bbrd.org; MAILING ADDRESS: 625 BAREFOOT BLVD., BUILDING A, BAREFOOT BAY, FL 32976.**
- i. **Federal or State Funding.** If any portion of the funding for this Agreement is derived from the State of Florida, or any department of the State of Florida, or from federal funding through the State of Florida, the provisions of this sub-paragraph shall apply, provisions elsewhere in this Agreement to the contrary notwithstanding. CONTRACTOR shall make inquiry from the DISTRICT's Project Manager to determine whether Federal or State funding is applicable to this Agreement.
- i. **E-Verify.** CONTRACTOR must utilize, and must expressly require all subcontractors to utilize, the U.S. Department of Homeland Security's E-Verify system to verify the employment eligibility of all new employees hired by CONTRACTOR during the Term of this Agreement.
  - ii. **Agency.** CONTRACTOR agrees and acknowledges that it, its employees, and its subcontractors are not agents or employees of the Federal Government, of the State of Florida, or of any department of the Federal Government or the State of Florida.
  - iii. **Indemnification.** To the fullest extent permitted by law, CONTRACTOR shall indemnify and hold harmless the DISTRICT, the Federal Government, the State of Florida, any department of the Federal Government or the State of Florida, and all officers and employees, from liabilities, damages, losses and costs, including, but not limited to, reasonable attorney's fees, to the extent

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**Golf Course Maintenance Services for  
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- iv. caused by the negligence, recklessness or intentional wrongful misconduct of CONTRACTOR and persons employed or utilized by CONTRACTOR in the performance of this Agreement. This indemnification shall survive the termination of this Agreement. Nothing contained in this paragraph is intended to nor shall it constitute a waiver of the State of Florida and the DISTRICT's sovereign immunity.
- v. Workers' Compensation Insurance. CONTRACTOR must provide Workers' Compensation Insurance in accordance with Florida's Workers' Compensation law for all employees. If subletting any of the work, CONTRACTOR must ensure that the subcontractor(s) have Workers' Compensation Insurance for their employees in accordance with Florida's Workers' Compensation law. If using "leased employees" or employees obtained through professional employer organizations ("PEO's"), CONTRACTOR must ensure that such employees are covered by Workers' Compensation insurance through the PEO's or other leasing entities. CONTRACTOR must ensure that any equipment rental agreements that include operators or other personnel who are employees of independent Contractors, sole proprietorships or partners are covered by insurance required under Florida's Workers' Compensation law.
- vi. Liability Insurance. Contractor shall carry Commercial General Liability insurance providing continuous coverage for all work or operations performed under the Agreement. Such insurance shall be no more restrictive than that provided by the latest occurrence form edition of the standard Commercial General Liability Coverage Form (ISO Form CG 00 01) as filed for use in the State of Florida. CONTRACTOR shall cause the State of Florida to be made an Additional Insured as to such insurance. Such coverage shall be on an "occurrence" basis and shall include Products/Completed Operations coverage. The coverage afforded to the State of Florida as an Additional Insured shall be primary as to any other available insurance and shall not be more restrictive than the coverage afforded to the Named Insured. The limits of coverage shall not be less than \$1,000,000 for each occurrence and not less than a \$5,000,000 annual general aggregate, inclusive of amounts provided by an umbrella or excess policy. The limits of coverage described herein shall apply fully to the work or operations performed under the Contract, and may not be shared with or diminished by claims unrelated to this Agreement. The policy/ies and coverage described herein may be subject to a deductible. CONTRACTOR shall pay all deductibles as required by the policy. ~~No policy/ies or coverage described herein may contain or be subject to a Retention or a Self Insured Retention.~~ At all renewal periods which occur prior to final acceptance of the work, the DISTRICT and the State of Florida shall be provided with an ACORD Certificate of Liability Insurance reflecting the coverage described herein. The DISTRICT and the State of Florida shall be notified in writing within ten days of any cancellation, notice of cancellation, lapse, renewal, or ~~proposed change to any policy or coverage described reduction of limits below those required~~ herein.

**Barefoot Bay Recreation District**

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**Golf Course Maintenance Services for  
Barefoot Bay Golf Course (18 Holes)**

**RFP 2022-06**

The DISTRICT's or the State of Florida's approval or failure to disapprove any policy/ies, coverage, or ACORD Certificates shall not relieve or excuse any obligation to procure and maintain the insurance required herein, nor serve as a waiver of any rights or defenses the DISTRICT or the State of Florida may have.

- vii. **Inspections.** CONTRACTOR shall permit, and require its subcontractors to permit, the DISTRICT's and the State of Florida's authorized representatives to inspect all work, materials, payrolls, and records, to audit the books, records, and accounts pertaining to the financing and development of the Services described in the Contract Documents.
  - viii. **Auditor General Cooperation.** CONTRACTOR shall comply with §20.055 (5), Florida Statutes, and shall incorporate in all subcontracts the obligation to comply with §20.055 (5), Florida Statutes.
  - j. **E-Verify Compliance.** Contractor affirmatively states, under penalty of perjury, that in accordance with Section 448.095, Fla. Stat., Contractor is registered with and uses the E-Verify system to verify the work authorization status of all newly hired employees, that in accordance with such statute, Contractor requires from each of its subcontractors an affidavit stating that the subcontractor does not employ, contract with, or subcontract with an unauthorized alien, and that Contractor is otherwise in compliance with Sections 448.09 and 448.095, Fla. Stat.
  - k. **Federal-Aid Construction Contract.** If this is a federal-aid construction project, it shall be subject to the provisions in Exhibit "A", which is attached hereto and incorporated herein by reference.
10. **Miscellaneous Provisions.** The following miscellaneous provisions apply to this Agreement:
- a. **Binding Nature of Agreement.** This Agreement is binding upon the successors and assigns of the parties hereto.
  - b. **Entire Agreement.** This Agreement states the entire understanding between the parties and supersedes any written or oral representations, statements, negotiations, or agreements to the contrary. CONTRACTOR recognizes that any representations, statements, or negotiations made by the DISTRICT staff do not suffice to legally bind the DISTRICT in a contractual relationship unless they have been reduced to writing, authorized, and signed by the authorized DISTRICT representatives.
  - c. **Amendment.** No modification, amendment, or alteration in the terms or conditions of this Agreement will be effective unless contained in a written document executed with the same formality as this Agreement.

**Barefoot Bay Recreation District**

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- d. **Severability.** If any term or provision of this Agreement is held, to any extent, invalid or unenforceable, as against any person, entity, or circumstance during the Term hereof, by force of any statute, law, or ruling of any forum of competent jurisdiction, such invalidity will not affect any other term or provision of this Agreement, to the extent that the Agreement will remain operable, enforceable, and in full force and effect to the extent permitted by law.
- e. **Construction.** If any provision of this Agreement becomes subject to judicial interpretation, the court interpreting or considering such provision should not apply the presumption or rule of construction that the terms of this Agreement be more strictly construed against the party which itself or through its counsel or other agent prepared it. All parties hereto have participated in the preparation of the final form of this Agreement through review by their respective counsel, if any, or the negotiation of specific language, or both, and, therefore, the application of such presumption or rule of construction would be inappropriate and contrary to the intent of the parties.
- f. **Headings.** All headings in this Agreement are for convenience only and are not to be used in any judicial construction or interpretation of this Agreement or any paragraph.
- g. **Waiver.** The indulgence of either party with regard to any breach or failure to perform any provision of this Agreement does not constitute a waiver of the provision or any portion of this Agreement, either at the time the breach or failure occurs or at any time throughout the term of this Agreement. The review of, approval of, or payment for any of CONTRACTOR's work product, services, or materials does not operate as a waiver, and should not be construed as a waiver, of any of the DISTRICT's rights under this Agreement, or of any cause of action the DISTRICT may have arising out of the performance of this Agreement.
- h. **Force Majeure.** Notwithstanding any provisions of this Agreement to the contrary, the parties will not be held liable if failure or delay in the performance of this Agreement arises from fires, floods, strikes, embargos, acts of the public enemy, unusually severe weather, out break of war, restraint of government, riots, civil commotion, force majeure, act of God, or for any other cause of the same character which is unavoidable through the exercise of due care and beyond the control of the parties. This provision does not apply if the "Scope of Services" of this Agreement specifies that performance by CONTRACTOR is specifically required during the occurrence of any of the events herein mentioned.
- i. **Compliance/Consistency with Scrutinized Companies Provisions of Florida Statutes.** Section 287.135(2)(a), Florida Statutes, prohibits a company from bidding on, submitting a proposal for, or entering into or renewing a contract for goods or services of any amount if, at the time of contracting or renewal, the company is on the Scrutinized Companies that Boycott Israel List, created pursuant to section 215.4725,

**Barefoot Bay Recreation District**

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**Golf Course Maintenance Services for  
Barefoot Bay Golf Course (18 Holes)**

**RFP 2022-06**

- j. Florida Statutes, or is engaged in a boycott of Israel. Section 287.135(2)(b), Florida Statutes, further prohibits a company from bidding on, submitting a proposal for, or entering into or renewing a contract for goods or services over one million dollars (\$1,000,000) if, at the time of contracting or renewal, the company is on either the Scrutinized Companies with Activities in Sudan List or the Scrutinized Companies with Activities in the Iran Petroleum Energy Sector List, both created pursuant to section 215.473, Florida Statutes, or the company is engaged in business operations in Cuba or Syria. Contractor hereby certifies that Contractor is not listed on any of the following: (i) the Scrutinized Companies that Boycott Israel List, (ii) Scrutinized Companies with Activities in Sudan List, or (iii) the Scrutinized Companies with Activities in the Iran Petroleum Energy Sector List. Contractor further hereby certifies that Contractor is not engaged in a boycott of Israel or engaged in business operations in Cuba or Syria. Contractor understands that pursuant to section 287.135, Florida Statutes, the submission of a false certification may subject Contractor to civil penalties, attorney's fees, and/or costs. Contractor further understands that any contract with DISTRICT for goods or services of any amount may be terminated at the option of DISTRICT if Contractor (i) is found to have submitted a false certification, (ii) has been placed on the Scrutinized Companies that Boycott Israel List, or (iii) is engaged in a boycott of Israel. And, in addition to the foregoing, if the amount of the contract is one million dollars (\$1,000,000) or more, the contract may be terminated at the option of DISTRICT if the company is found to have submitted a false certification, has been placed on the Scrutinized Companies with Activities in Sudan List or the Scrutinized Companies with Activities in the Iran Petroleum Energy Sector List, or has been engaged in business operations in Cuba or Syria.
- k. **Law; Venue.** This Agreement is being executed in Barefoot Bay Recreation District, Florida and is governed in accordance with the laws of the State of Florida. Venue of any action hereunder will be in Brevard County, Florida.

**11. Special Provisions.**

- a. None.

**[\*\*OR\*\*]**

- a. This Agreement is a non-exclusive contract; the DISTRICT is not prohibited, or deemed to be prohibited, from bidding similar services either as an independent job or a component of a larger project.

**IN WITNESS WHEREOF**, the parties hereto have signed and sealed this Agreement effective the date first written above.

**Barefoot Bay Recreation District**

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**Golf Course Maintenance Services for  
Barefoot Bay Golf Course (18 Holes)**

**RFP 2022-06**

**BAREFOOT BAY RECREATION DISTRICT**

\_\_\_\_\_  
MICHAEL R. MAINO, CHAIRMAN

Date signed by DISTRICT: \_\_\_\_\_

**CONTRACTOR, INC.**

by \_\_\_\_\_  
[...], as its President and authorized agent

(CORPORATE SEAL)

ATTEST:

\_\_\_\_\_  
Corporate Secretary

STATE OF \_\_\_\_\_  
DISTRICT OF \_\_\_\_\_

The foregoing instrument was acknowledged before me by means of ☐ physical presence or ☐ online notarization, this \_\_ day of \_\_\_\_\_, 2022, by \_\_\_\_\_ of \_\_\_\_\_, a Florida corporation, on behalf of the corporation, and he/she is personally known to me or has produced \_\_\_\_\_ as identification.

\_\_\_\_\_  
Signature of Notary Public - State of Florida

\_\_\_\_\_  
Printed/Typed/Stamped Name of Notary  
My commission expires:

**Barefoot Bay Recreation District  
Page 58 of 58**

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# What to Expect from ABM



**We are ready to build value for Barefoot Bay Golf Course.**

**Our solutions lower your operating costs, preserve your assets, and maximize their value.**



## Service Excellence

With our highly trained in-house workforce, we provide services that increase efficiencies and lower your operating expenses—all while maintaining a uniform standard of service excellence.

## Breadth of Services

We provide an unrivaled range of facilities solutions that keep your properties safe, clean, comfortable, and energy efficient.

## Deep Industry Expertise

From our national office to our local branches, our workforce understands your industry. In over 110 years of service, we have developed the expertise to make our solutions work best for you.

## Technology-enabled Workforce

Innovative technology solutions simplify service delivery, empower on-site team members, and allow for greater transparency.

## Guaranteed Sustainability Solutions

We use our expertise to support your sustainability goals, including green cleaning, LEED support, bundled energy solutions, and more.



Golf Course Maintenance Proposal  
presented to



Barefoot Bay Recreation District  
Golf Course Maintenance Services For  
Barefoot Bay Executive Golf Course (18 Holes)  
RFP# 2022-06

November 14, 2022





# Table of Contents

<b>Section 1</b>	<b>Required Forms</b>	<b>5</b>
	<ul style="list-style-type: none"><li>• Proposal Checklist</li><li>• Proposal Cover Sheet</li><li>• Proposal Form(s)</li><li>• Exceptions / Deviations Page</li><li>• Disclosure of Subcontractors, Subconsultants and Suppliers</li><li>• Proposer's Certification / Addenda Acknowledgement Form</li><li>• General Terms and Conditions</li><li>• Drug Free Workplace Certificate</li><li>• Anti-Collusion Form</li><li>• Statement of Contractor's Experience, Equipment and Personnel</li><li>• W-9</li><li>• Copy of Required/Applicable Licenses/Certificate per Specifications</li></ul>	
<b>Section 2</b>	<b>Evaluation Criteria</b>	<b>39</b>
	<ul style="list-style-type: none"><li>• Experience</li><li>• Qualifications of Key Personnel</li><li>• Machinery, Equipment, and Manpower</li><li>• References</li><li>• Cost</li></ul>	





# 1 Required Forms

## Included in This Section:

- Proposal Checklist
- Proposal Cover Sheet
- Proposal Form(s)
- Exceptions / Deviations Page
- Disclosure of Subcontractors, Subconsultants and Suppliers
- Proposer's Certification / Addenda Acknowledgement Form
- General Terms and Conditions
- Drug Free Workplace Certificate
- Anti-Collusion Form
- Statement of Contractor's Experience, Equipment and Personnel
- W-9
- Copy of Required/Applicable Licenses/Certificate per Specifications

***Golf Course Maintenance Services for  
Barefoot Bay Golf Course (18 Holes)***

***RFP 2022-06***

**PROPOSAL CHECKLIST**

This standardized check list has been provided to assist the Proposer with the submission of their Proposal package. This checklist cannot be construed as identifying all required submittal documents for this project. Proposers remain responsible for reading the entire Proposal document to ensure that they are in compliance. Proposals may be considered subject to rejection if, in the sole opinion of the District, there is a serious omission, unauthorized alteration of form, an unauthorized alternate Proposal, incomplete or unbalanced unit price, or irregularities of any kind. The District may reject as non-responsive, any or all Proposals where Proposers fail to acknowledge receipt of Addenda as prescribed.

- ☒ Proposal Cover Sheet
- ☒ Proposal Form(s)
- ☒ Exceptions / Deviations Page
- ☒ Disclosure of Subcontractors, Subconsultants and Suppliers
- ☒ Proposer Certification / Addenda Acknowledgement Form
- ☒ General Terms and Conditions
- ☒ Drug Free Workplace Certificate
- ☒ Statement of Contractor's Experience, Equipment and Personnel
- ☒ W-9
- ☒ Copy of Required/Applicable Licenses or Certifications
- ☒ Required Number of Copies (1 Electronic File and 8 originals = 9 Total)

Golf Course Maintenance Services for  
Barefoot Bay Golf Course (18 Holes)

RFP 2022-06

**PART 4  
PROPOSAL DOCUMENTS**

**PROPOSAL COVER PAGE**

<b>Name of Firm, Entity or Organization:</b> BrightView Golf Maintenance, Inc.	
<b>Federal Employer Identification Number (EIN):</b> 95-2999239	
<b>State of Florida License Number (If Applicable):</b> F04000000526	
<b>Name of Contact Person:</b> Terrance D. McGuire	
<b>Title:</b> Vice President	
<b>E-Mail Address:</b> Terry.Mcguire@brightview.com	
<b>Mailing Address:</b> 27001 Agoura Road; Suite 350	
<b>Street Address (if different):</b>	
<b>City, State, Zip:</b> Calabasas, CA 91301	
<b>Telephone:</b> (310) 994-1533	<b>Fax:</b> (818) 225-2336
<b>Organizational Structure – Please Check One:</b>	
Corporation <input checked="" type="checkbox"/> Partnership <input type="checkbox"/> Proprietorship <input type="checkbox"/> Joint Venture <input type="checkbox"/> Other <input type="checkbox"/>	
<b>If Corporation:</b>	
<b>Date of Incorporation:</b> Feb. 17, 1976	<b>State of Incorporation:</b> California
<b>States Registered in as Foreign Corporation:</b> NA	
<b>Does your firm accept Visa® for payment?</b> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
<b>Authorized Signature:</b>	
<b>Print Name:</b> Terrance D. McGuire	
<b>Signature:</b>	
<b>Title:</b> Vice President	
<b>Phone:</b> (310) 994-1533	
<b><i>This document must be completed and returned with your Submittal.</i></b>	

Barefoot Bay Recreation District

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## PROPOSAL FORM

Area Description	Irrigation Zones	Pine Straw Bales	Number of Bunkers	Tees (Acres) Bermuda	Greens (Acres) Bermuda	Greens Collars (Acres) Bermuda	Fairway (Acres) Bermuda	Fairway Approaches (Acres) Bermuda	Bermuda (Acres) Rough	Bahia (Acres) Rough	Natives (Acres)	Landscape (Acres)
BBRD Golf Course (18 Holes)	158		11 .57 acres	1.31	1.1	0.23						
BBRD Golf Course Complex (18 Holes)			42									
TOTAL ANNUAL AMOUNT										\$538,988		

**PROPOSAL FORM (CONT'D)**

**NOTE(S):**

- ☐ When completing your proposal, do not attach any forms which may contain terms and conditions that conflict with those listed in the District's proposal documents. Inclusion of additional terms and conditions such as those which may be on your company's standard forms may result in your proposal being declared non-responsive.
- ☐ All price information to be used in the RFP evaluation must be on this proposal form.
- ☐ District reserves the right to adjust any quantity upward or downward as may be warranted or necessary.

*"The undersigned, as Proposer, hereby declares that he/she has informed himself/herself fully in regard to all conditions to the work to be done, and that he/she has examined the RFP and Specifications for the work and comments hereto attached. The Proposer agrees, if this proposal is accepted, to contract with Barefoot Bay Recreation District in the form of an Agreement, to furnish all necessary materials, equipment, machinery, tools, apparatus, means of transportation, labor and service necessary to complete the work covered by the RFP and Contract Documents for this Project. The Proposer agrees to accept in full compensation for each item the prices named in the schedules incorporated herein.*

*Proposer agrees to supply the products or services at the prices proposed above in accordance with the terms, conditions and specifications contained in this RFP."*

Terrance D. McGuire, Vice President  
Authorized Agent Name, Title (Print)

  
Authorized Signature      Date 11/9/22

***This document must be completed and returned with your Submittal***



**Golf Course Maintenance Services for  
Barefoot Bay Golf Course (18 Holes)**

**RFP 2022-06**

### EXCEPTIONS OR DEVIATIONS TO SPECIFICATIONS

**Note: Proposer must sign the appropriate statement below as applicable.**

- ( X ) Proposer understands and agrees to all terms, conditions, requirements, and specifications stated herein.

Firm: BrightView Golf Maintenance, Inc.

Signature:

(Terrance D. McGuire, Vice President)

- ( ) Proposer takes exceptions to terms, conditions, requirements, or specifications stated herein. (Proposer must itemize each exception below and return with the Proposal Form.)

Firm:

Signature:

Proposer should note that any exceptions taken from the stated terms and/or specifications *may*, but not necessarily will be cause for their submittal to be deemed "non-responsive", risking rejecting of the submittal.

Attached are \_\_\_\_\_ additional pages.

***This document must be completed and returned with your Submittal***

**Barefoot Bay Recreation District**

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**Golf Course Maintenance Services for  
Barefoot Bay Golf Course (18 Holes)**

**RFP 2022-06**

**DISCLOSURE OF SUBCONTRACTORS, SUBCONSULTANTS AND SUPPLIERS**

**Name of Firm Submitting Proposal:** BrightView Golf Maintenance, Inc.

(Print or Type)

**Name of Person Submitting Proposal:** Terrance D. McGuire, Vice President

(Print or Type)

**Please list all Subcontractors, Subconsultants or Suppliers to be used in connection with performance of this contract. Attach additional sheets as necessary.**

**Name of Firm or Agency:** NA

Address:

Telephone:

Contact Name / Title:

**Name of Firm or Agency:** NA

Address:

Telephone:

Contact Name / Title:

**Name of Firm or Agency:** NA

Address:

Telephone:

Contact Name / Title:

**Name of Firm or Agency:** NA

Address:

Telephone:

Contact Name / Title:

**Name of Firm or Agency:** NA

Address:

Telephone:

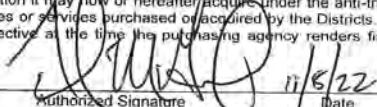
Contact Name / Title:

***This document must be completed and returned with your Submittal***

**Golf Course Maintenance Services for  
Barefoot Bay Golf Course (18 Holes)**

**RFP 2022-06**

**PROPOSER'S CERTIFICATION**

Submit To: Barefoot Bay Recreation District  625 Barefoot Blvd. Barefoot Bay, FL 32976 Phone 772-864-3141 Fax 772-663-1928		BAREFOOT BAY RECREATION DISTRICT  REQUEST FOR PROPOSAL (RFP) CERTIFICATION  AND ADDENDA ACKNOWLEDGMENT											
<b>DUE DATE:</b> 11/14/22		<b>DUE TIME:</b> 4:00pm											
<b>RFP 2022-06</b>													
<b>TITLE: Golf Course Maintenance Services for Barefoot Bay Golf Course (18 Holes)</b>													
<b>VENDOR NAME:</b> BrightView Golf Maintenance, Inc.		<b>PHONE NUMBER:</b> (310) 994-1533											
<b>VENDOR MAILING ADDRESS:</b> 27001 Agoura Road, Suite 350		<b>FAX NUMBER:</b> (818) 225-2336											
<b>CITY/STATE/ZIP:</b> Calabasas, CA 91301		<b>E-MAIL ADDRESS:</b> Terry.Mcguire@brightview.com											
<p>"I, the undersigned, certify that I have reviewed the addenda listed below (list all addenda received to date). I understand that timely commencement will be considered in award of this RFP and that cancellation of award will be considered if commencement time is not met, and that untimely commencement may be cause for assessment of liquidated damages claims. I further certify that the services will meet or exceed the RFP requirements. I, the undersigned, declare that I have carefully examined the RFP, specifications, terms and conditions as applicable for this Request, and that I am thoroughly familiar with all provisions and the quality and type of coverage and services specified. I further declare that I have not divulged, discussed, or compared this RFP with any other Offeror and have not colluded with any Offerors or parties to an RFP whatsoever for any fraudulent purpose."</p>													
<table border="0"> <tr> <td><u>10/20/22</u></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Addendum # 1</td> <td>Addendum #</td> <td>Addendum #</td> <td>Addendum #</td> <td>Addendum #</td> </tr> </table>				<u>10/20/22</u>					Addendum # 1	Addendum #	Addendum #	Addendum #	Addendum #
<u>10/20/22</u>													
Addendum # 1	Addendum #	Addendum #	Addendum #	Addendum #									
<p>"I certify that this quote is made without prior understanding, agreement, or connection with any corporation, firm, or person submitting an RFP for the same material, supplies, equipment or services and is in all respects fair and without collusion or fraud. I agree to abide by all conditions of this RFP and certify that I am authorized to sign this response and that the offer is in compliance with all requirements of the RFP, including but not limited to certification requirements. In conducting offers with an agency for Barefoot Bay Recreation District, respondent agrees that if this proposal is accepted, the respondent will convey, sell, assign, or transfer to the Districts all rights, title and interest in and to all causes of action it may now or hereafter acquire under the anti-trust laws of the United States for price fixing relating to the particular commodities or services purchased or acquired by the Districts. At the Districts' discretion, such assignment shall be made and become effective at the time the purchasing agency renders final payment to the respondent."</p>													
Terrance D. McGuire, Vice President Authorized Agent Name, Title (Print)		 Authorized Signature											
		11/8/22 Date											
<p><b><i>This form must be completed and returned with your Submittal</i></b></p>													



**Golf Course Maintenance Services for  
Barefoot Bay Golf Course (18 Holes)**

**RFP 2022-06**

**STATEMENT OF TERMS AND CONDITIONS**

**PUBLIC ENTITY CRIME:** A person or affiliate who has been placed on the convicted vendor list following a conviction for a public entity crime may not submit a Proposal/Bid on a contract to provide any goods or services to a public entity, for the construction or repair of a public building or public work, may not submit Proposal/Bids on leases of real property to a public entity, may not be awarded or perform work as a contractor, supplier, subcontractor, or consultant under a contract with any public entity, and may not transact business with any public entity in excess of the threshold amount provided in Section 287.017, for CATEGORY TWO for a period of 36 months from the date of being placed on the convicted vendor list.

**INDEMNIFICATION:** The Contractor agrees to indemnify and hold harmless Barefoot Bay Recreation District and their elected officials, employees and volunteers and defend and indemnify the District and the agents, servants, employees, officers, and officials thereof from and against any and all liability or responsibility for damage to property or person that may arise in connection with the services to be provided hereunder, including reasonable attorney fees and expenses.

**PROHIBITION OF LOBBYING:** During the blackout period which is, the period between the time the submittals for invitation to bid or the Request for Proposal, or Qualifications, or information, as applicable, are received at Contracts / Purchasing and the time the Board awards the contract, no lobbyist, principal, or other person may lobby, on behalf of a competing party in a particular procurement matter, any member of the Board, or any District employee. Violation of this provision may result in disqualification of violating party. All questions regarding this Request for Proposal (RFP) or invitation to bid (BID) must be submitted in writing to the District Clerk.

**ANTI TRUST LAWS:** By submission of a signed RFP or BID, the successful Vendor acknowledges compliance with all antitrust laws of the United States and the State of Florida, in order to protect the public from restraint of trade, which illegally increases prices.

**CONFLICT OF INTEREST:** The award of the contract hereunder is subject to the provisions of Chapter 112 of the Florida Statutes. Vendors shall disclose the name of any Officer, Director, Partner, Associate, or Agent who is also an Officer, Associate, or Employee of any of the Districts at the time of the RFP or BID, or at the time of occurrence of the Conflict of Interest thereafter.

**INTERPRETATION, CLARIFICATIONS AND ADDENDA:** No oral interpretations will be made to any vendor as to the meaning of the RFP/BID Contract Documents. Any inquiry or request for interpretation received by the District Clerk before the date listed herein will be given consideration. All such changes or interpretations will be made in writing in the form of an addendum and, if issued, will be distributed at or after the Pre-Proposal/Pre-Bid Conference and Site Visit, mailed or sent by available or electronic means to all attending prospective Submitters prior to the established RFP/BID opening date. Each Vendor shall acknowledge receipt of such addenda in the space provided. In case any Proposer/Bidder fails to acknowledge receipt of such addenda or addendum, his offer will nevertheless be construed as though it had been received and acknowledged and the submission of his bid will constitute acknowledgment of the receipt of same. All addenda are a part of the RFP/BID FORMS and each Proposer/Bidder will be bound by such addenda, whether or not received by him. It is the responsibility of each Proposer/Bidder to verify that he has received all addenda issued before RFP's/BID's are opened. In the case of unit price items, the quantities of work to be done and materials to be furnished under this RFP/BID Contract are to be considered as approximate only and are to be used solely for the comparison of RFP's/BID's received. The District and/or its CONSULTANT do not expressly or by implication represent that the actual quantities involved will correspond exactly therewith; nor shall the Vendor plead misunderstanding or deception because of such estimate or work performed or material furnished in accordance with the Specifications and/or Drawings and other Proposal/Bid Documents, and it is understood that the quantities may be increased or diminished as provided herein without in any way invalidating any of the unit or lump sum prices bid.

**GOVERNING LAWS AND REGULATIONS:** The Vendor is required to be familiar with and shall be responsible for complying with all federal, state and local laws, ordinances, rules and regulations that in any manner affect the work.

**PROPRIETARY/CONFIDENTIAL INFORMATION:** Vendors are hereby notified that all information submitted as part of, or in support of RFP's/BID's, will be available for public inspection ten days after opening of the RFP's/BID's or until a short list is recommended whichever comes first, in compliance with Chapter 119, and 287 of the Florida Statutes. Any person wishing to view the RFP's/BID's must make an appointment by calling the District Clerk at (772) 666-3141. All RFP's/BID's submitted in response to this solicitation become the property of the District. Unless information submitted is proprietary, copy written, trademarked, or patented, the District reserves the right to utilize any or all information, ideas, conceptions, or portions of any RFP/BID, in its best interest.

**TAXES:** Barefoot Bay Recreation District is exempt from any taxes imposed by the State and/or Federal Government. Exemption certificates will be provided upon request.

**NON-COLLUSION DECLARATION:** By signing this RFP/BID, all Vendors shall affirm that they shall not collude, conspire, connive or agree, directly or indirectly, with any other Proposer, firm, or person to submit a collusive or sham Proposal in connection with the work for which their RFP/BID has been submitted; or to refrain from bidding in connection with such work, or have in any manner, directly or indirectly, sought by person to fix the price or prices in the RFP/BID or of any other Bidder, or to fix any overhead, profit, or cost elements of the RFP/BID price or the RFP/BID price of any other Bidder, or to secure through any collusion, conspiracy, connivance, or unlawful agreement any advantage against any other Bidder, or any person interested in the proposed work.

**PROPOSER RESPONSIBILITY:** Invitation by the Districts to vendors is based on the recipient's specific request and application to DemandStar by Onvia at [www.DemandStar.com](http://www.DemandStar.com) (800) 711-1712 or as the result of response by the public to the legal advertisements required by State law. Firms or individuals submit their responses on a voluntary basis, and therefore are not entitled to compensation of any kind.

**OWNERSHIP OF SUBMITTALS:** All responses, inquiries or correspondence relating to or in reference to this RFP/BID, and all other reports, charts, displays, schedules, exhibits and other documentation submitted by the vendors will become the property of the District. Reference to literature submitted with a previous RFP/BID will not relieve the Bidder from including any required documents with this RFP/BID.

**EXAMINATION OF BID DOCUMENTS:** Each Bidder shall carefully examine the RFP/BID Document to ensure all pages have been received, all drawings and/or Specifications and other applicable documents are included, and shall inform himself thoroughly regarding any and all conditions and requirements that may in any manner affect cost, progress or performance of the work to be performed under the Contract. Ignorance on the part of the CONTRACTOR will in no way relieve him of the obligations and responsibilities assumed under the Contract.

**VENDOR RESPONSIBILITY:** Vendors are fully and completely responsible for the labeling, identification, and delivery of their submittals. The District Clerk will not be responsible for any mislabeled or misdirected submittals, nor those handled by delivery persons, couriers, or the US Postal Service.

**DRUG FREE WORKPLACE:** All Proposers/Bidders shall submit the enclosed, duly signed and notarized form entitled "Drug Free Workplace Certificate". The Drug Free Workplace Vendor shall have the burden of demonstrating that his program complies with Section 287.067 of the Florida Statutes, and any other applicable state law.

**BAREFOOT BAY RECREATION DISTRICT**, is an independent special district of the State of Florida, and reserves the right to reject any and/or all submittals, reserves the right to waive any informalities or irregularities in the examination process, and reserves the right to award contracts and/or in the best interest of the District. Submitters in the meeting stated minimum terms and qualifications may be rejected by the District as non-responsive. The District reserves the right to reject any or all submittals without cause. The District reserves the right to reject the submission of any Vendor in arrears or in default upon any debt or contract to the District, or who has failed to perform faithfully any previous contract with the District or with other governmental agencies.

**PUBLIC RECORDS LAW:** Correspondence, materials and documents received pursuant to this RFP/BID become public records subject to the provisions of Chapter 119, Florida Statutes.

**PREPARATION OF PROPOSALS/BIDS:**

**Signature of the Bidder:** The Bidder must sign the RFP/BID FORMS in the space provided for the signature. If the Proposer/Bidder is an individual, the words "doing business as," must appear beneath such signature. In the case of a partnership, the signature of at least one of the partners must follow the firm name and the words, "Member of the Firm" should be written beneath such signature. If the Proposer/Bidder is a corporation, the title of the officer signing the RFP/BID on behalf of the corporation must be stated and evidence of his authority to sign the RFP/BID must be submitted. The Proposer/Bidder shall state in the RFP/BID FORMS the name and address of each person interested therein.

**Basis for Bidding:** The price proposed for each item shall be on a lump sum or unit price basis according to specifications on the RFP/BID FORM. The proposed prices shall remain unchanged for the duration of the Contract and no claims for cost escalation during the progress of the work will be considered, unless otherwise provided herein. **Total Proposed Price/Total Contract Sum Proposed:** If applicable, the total price bid for this work shall be the aggregate of the lump sum prices proposed and/or unit prices multiplied by the appropriate estimated quantities for the individual items and shall be stated in figures in the appropriate place on the RFP/BID FORM. In the event that there is a discrepancy on the RFP/BID FORM due to unit price extensions or additions, the corrected extensions and additions shall be used to determine the project bid amount.

**TABULATION:** Those wishing to receive an official tabulation of the results of the opening of this RFP/BID are to submit a self-addressed, stamped business size (No. 10) envelope, prominently marked on the front lower left side, with the RFP identification. Tabulation requested by telephone, fax or electronic media will not be accepted.

**OBLIGATION OF WINNING BIDDER:** The contents of the RFP/BID of the successful Proposer/Bidder will become contractual obligations if acquisition action ensues. Failure of the successful Proposer/Bidder to accept these obligations in a contract may result in cancellation of the award and such vendor may be removed from future participation.

**AWARD OF BID:** It is the District's intent to select a vendor within sixty (60) calendar days of the deadline for receipt of Proposals/Bids. However, Proposals/Bids must be firm and valid for award for at least ninety (90) calendar days after the deadline for receipt of the RFP/BID.

**ADDITIONAL REQUIREMENTS:** The firms shall furnish such additional information as the District may reasonably require. This includes information which indicates financial resources as well as ability to provide the services. The District reserves the right to make investigations of the qualifications of the firm as it deems appropriate.

**PREPARATION COSTS:** The District shall not be obligated or be liable for any costs incurred by Proposers/Bidders in the preparation of a contract. All costs to prepare and submit a response to this RFP/BID shall be borne by the Proposer/Bidder.

**TIMELINESS:** All work will commence upon authorization from the District Clerk. All work will proceed in a timely manner without delays. The Contractor shall commence the work upon RECEIPT OF NOTICE TO PROCEED and/or ORDER PLACED (PURCHASE ORDER PRESENTED), and shall deliver in accordance to the terms and conditions outlined and agreed upon herein.

**DELIVERY:** All prices shall be FOB Destination, Barefoot Bay Recreation District, Florida, inside delivery unless otherwise specified.

**ADDITIONAL SERVICES/PURCHASES BY OTHER PUBLIC AGENCIES ("PIGGY-BACK"):**

The Vendor by submitting a Bid acknowledges that other Public Agencies may seek to "Piggy-Back" under the same terms and conditions, during the effective period of any resulting contract - services and/or purchases being offered in this Bid, for the same prices and/or terms proposed. Vendor has the option to agree or disagree to allow contract Piggy-Backs on a case-by-case basis. Before a Public Agency is allowed to Piggy-Back any contract, the Agency must first obtain the vendor's approval - without the vendor's approval, the seeking Agency cannot Piggy-Back.

**PLANS, FORMS & SPECIFICATIONS:** Bid Packages are available from the District Clerk. These packages are available for pickup or by mail. If requested to mail, the Proposer/Bidder must supply a courier account number (UPS, FedEx, etc). Proposers/Bidders are required to use the official RFP/BID FORMS, and all attachments (itemized herein, are to be submitted as a single document. Any variation from the minimum specifications must be clearly stated on the RFP/BID FORM and/or Exception/Deviations Sheet(s). Only one set of plans, forms, and specifications will be furnished each company or corporation interested in submitting a proposal. RFP/BID FORM documents for this project are free of charge and are available on-line and are downloadable (vendor must pay any DemandStar fees or any shipping).

**MANUFACTURER'S NAME AND APPROVED EQUIVALENTS:** Any manufacturer's names, trade names, brand names, information and/or catalog numbers listed in a specification are for information and not intended to limit competition unless otherwise indicated. The Proposer/Bidder may offer any brand for which he is an authorized representative, which meets or exceeds the RFP/BID specification for any item(s). If RFP's/BID's are based on equivalent products, indicate on the RFP/BID FORM the manufacturer's product name and literature, and/or complete specifications. Reference to literature submitted with a previous RFP/BID will not satisfy this provision. The Proposer/Bidder shall explain in detail the reason(s) why the proposed equivalent will meet the specifications and not be considered an exception thereto. RFP's/BID's which do not comply with these requirements are subject to rejection. RFP's/BID's lacking any written indication of intent to quote an alternate brand will be received and considered in complete compliance with the specifications as listed on the RFP/BID FORM. The District Clerk is to be notified, in writing, of any proposed changes in materials used, manufacturing process, or construction. However, changes shall not be binding upon the District unless evidenced by a Change Notice issued and signed by the District Clerk, or designated representative.

**QUANTITIES:** The quantities as specified in this RFP/BID are estimates only and are not to be construed as guaranteed minimums.

**SAMPLES:** Samples of items, when called for, shall be furnished free of expense, and if not destroyed may, upon request, be returned at the Proposer's/Bidder's expense. Each sample shall be labeled with the Proposer's/Bidder's name, manufacturer brand name and number, RFP/BID number and item reference. Samples of successful Proposer's/Bidder's items may remain on file for the term of the contract. Request for return of samples shall be accompanied by instructions which include shipping authorization and must be received at time of opening. Samples not returned may be disposed of by the Districts within a reasonable time as deemed appropriate.

**DOCUMENT RE-CREATION:** Vendor may choose to re-create any document(s) required for this solicitation, but must do so at his own risk. All required information in the original district format must be included in any re-created document. Submittals may be deemed non-responsive if required information is not included in any re-created document.

ACKNOWLEDGED:

 11/8/22  
(Signature and Date)

Terrance D. McGuire, Vice President

**Barefoot Bay Recreation District**

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**Golf Course Maintenance Services for  
Barefoot Bay Golf Course (18 Holes)**

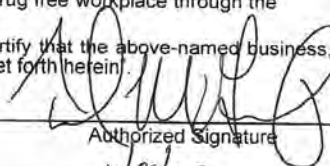
**RFP 2022-06**

**DRUG FREE WORKPLACE CERTIFICATE**

I, the undersigned, in accordance with Florida Statute 287.087, hereby certify that,

BrightView Golf Maintenance, Inc.  
(print or type name of firm)

- ☐ Publishes a written statement notifying that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the workplace named above and specifying actions that will be taken against violations of such prohibition.
- ☐ Informs employees about the dangers of drug abuse in the workplace, the firm's policy of maintaining a drug free working environment, and available drug counseling, rehabilitation, and employee assistance programs, and the penalties that may be imposed upon employees for drug use violations.
- ☐ Gives each employee engaged in providing commodities or contractual services that are under proposal or bid, a copy of the statement specified above.
- ☐ Notifies the employees that as a condition of working on the commodities or contractual services that are under proposal or bid, the employee will abide by the terms of the statement and will notify the employer of any conviction of, plea of guilty or nolo contendere to, any violation of Chapter 1893, or of any controlled substance law of the State of Florida or the United States, for a violation occurring in the work place, no later than five (5) days after such conviction, and requires employees to sign copies of such written (\*) statement to acknowledge their receipt.
- ☐ Imposes a sanction on, or requires the satisfactory participation in, a drug abuse assistance or rehabilitation program, if such is available in the employee's community, by any employee who is so convicted.
- ☐ Makes a good faith effort to continue to maintain a drug free workplace through the implementation of the drug free workplace program.
- ☐ "As a person authorized to sign this statement, I certify that the above-named business, firm or corporation complies fully with the requirements set forth herein".

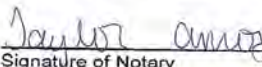
  
\_\_\_\_\_  
Authorized Signature  
11/8/22  
\_\_\_\_\_  
Date Signed

State of: FLORIDA

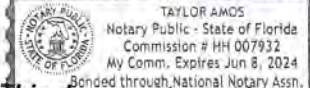
County of: INDIAN RIVER

Sworn to and subscribed before me this 8 day of November, 2022

Personally known \_\_\_\_\_ or Produced Identification Driver's License  
(Specify Type of Identification)

  
\_\_\_\_\_  
Signature of Notary

My Commission Expires June 8, 2024

(seal) 

**~~This document must be completed and returned with your Submittal~~**

**Barefoot Bay Recreation District**

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**Golf Course Maintenance Services for  
Barefoot Bay Golf Course (18 Holes)**

**RFP 2022-06**

**STATEMENT OF CONTRACTOR'S EXPERIENCE, EQUIPMENT AND PERSONNEL**

*(Contractor may also provide any supplemental company or personnel information that will assist the Selection Committee in evaluating your proposal such as a corporate organizational chart showing area of responsibility for personnel listed on this form).*

CONTRACTOR: BrightView Golf Maintenance, Inc.

DATE: 11/2/22

1. How many years has your organization been in business as a golf course maintenance contractor under your present business name? 6 1/2
2. List all previous business names of your organization:  
EII, Inc.; Western Landscape Construction; Environmental Golf Inc;  
ValleyCrest Golf Course Maintenance, Inc.
3. How many years experience in golf course maintenance? 46 years  
Prime Contractor BrightView Golf Maintenance, Inc. Subcontractor \_\_\_\_\_
4. List all officers and directors of your organization:  

NAME	POSITION/TITLE
<u>Please see the attached sheet.</u>	
5. Have you ever failed to complete any work awarded to you in the last 3 years? Yes \_\_\_\_\_ No X. If yes, where and why?  
\_\_\_\_\_  
\_\_\_\_\_

**EXPERIENCE**

1. Describe any experience of the principal individuals (Foremen, Superintendents, etc.) who are responsible for the actual golf course maintenance work of your organization?  

<u>Randy Massey</u>	<u>Regional Equipment Manager</u>
Name	Position

**Barefoot Bay Recreation District**

**Page 21 of 58**

## **BrightView Director and Officer Information Sheet** **November 2022**

### **BrightView Golf Maintenance, Inc. formerly known as ValleyCrest Golf Course Maintenance Inc.**

State of Incorporation: California  
Date of Incorporation: February 17, 1976  
CA State Corporation Number: C0749752  
CA State I.D. Number: 243-2680-3  
Employer I.D. Number: 95-2999239  
Company: 200

#### **Directors:**

Jeff Herold

#### **Officers:**

Jeff Herold	Chief Operating Officer and President
Robert Tyler	Chief Financial Officer
Jonathan Gottsegen	Secretary
Tomas Kuehn	Assistant Secretary
B. Todd Bunnell	Vice President
Terrance McGuire	Vice President
Vincent Gilmartin	Vice President
Timothy Wilkinson	Assistant Treasurer
Katriona Knaus	Assistant Treasurer

**Golf Course Maintenance Services for  
Barefoot Bay Golf Course (18 Holes)**

**RFP 2022-06**

Managing the equipment for all SE region	34 years	14 years
Type of Work	Yrs. Experience	Yrs. With Firm

Corey Adams		Area Director of SE
Name		Position
Managing Client Relationships in the SE	30 years	4 years
Type of Work	Yrs. Experience	Yrs. With Firm

Todd Six	On Top of The World Golf Course	Clearwater, FL	Superintendent
Name			Position
Golf Course Maintenance	33 years	20 years	
Type of Work	Yrs. Experience	Yrs. With Firm	

Joshua Newman	Omni Orlando ChampionsGate	Superintendent
Name		Position
Golf Course Maintenance	25 years	8 years
Type of Work	Yrs. Experience	Yrs. With Firm

Dale Adkins	The Villages, FL - Kingfisher/Fairwinds	Superintendent
Name		Position
Golf Course Maintenance	19 years	7 years
Type of Work	Yrs. Experience	Yrs. With Firm

2. List/describe five (5) golf course maintenance contracts/projects of similar size and scope that you currently have or have recently completed.

Palm Beach County	Okeehetee Golf Course	1200 Country Club Way West Palm Beach, FL 33413
Project		Location
10/04 - Current		\$1,277,924.79
Date		Contract Amount
Rich Smolen	(561) 629-8755	
Contact Name, Phone Number and Fax Number		

Palm Beach County	Park Ridge Golf Course	9011-A Lantana Road Lake Worth, FL 33467
Project		Location
4/06 - Current		\$898,880.87
Date		Contract Amount
Sean Steinemann	(561) 951-0683	
Contact Name, Phone Number and Fax Number		

**Golf Course Maintenance Services for  
Barefoot Bay Golf Course (18 Holes)**

**RFP 2022-06**

<u>Palm Beach County</u>	<u>Osprey Point Golf Course</u>	<u>12551 Glades Road</u>
Project		Location
<u>3/10 - Current</u>		<u>\$1,230,696.86</u>
Date		Contract Amount
<u>Bo Preston (561) 482-2868</u>		
Contact Name, Phone Number and Fax Number		

<u>City of Daytona Beach</u>	<u>Daytona Beach Golf Course</u>	<u>600 Wilder Blvd.</u>
Project		Location
<u>6/14 - Current</u>		<u>\$1,267,997.72</u>
Date		Contract Amount
<u>Brian Jaquet (386) 795-2961</u>		
Contact Name, Phone Number and Fax Number		

<u>Fairwinds Golf Course</u>		<u>4400 Fairwinds Drive</u>
Project		Location
<u>5/21 - Current</u>		<u>\$838,188.12</u>
Date		Contract Amount
<u>Mark Cammarene (772) 462-1700</u>		
Contact Name, Phone Number and Fax Number		

**EQUIPMENT & MATERIAL RESOURCES**

1. List equipment owned (types and number of). Separate list is acceptable (i.e. spreadsheet).

1. Please see the attached sheet
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_
6. \_\_\_\_\_
7. \_\_\_\_\_
8. \_\_\_\_\_

**Golf Course Maintenance Services for  
Barefoot Bay Golf Course (18 Holes)**

**RFP 2022-06**

9. \_\_\_\_\_
10. \_\_\_\_\_
11. \_\_\_\_\_
12. \_\_\_\_\_
13. \_\_\_\_\_
14. \_\_\_\_\_
15. \_\_\_\_\_

**2. List equipment expected to be purchased in the near future.**

1. Please see the attached sheet
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

**CONTRACTOR'S AFFIDAVIT**

State of Florida  
County of Indian River

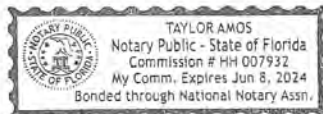
Before me personally appeared Terrance McGuire who is (title) Vice President of (the company described herein) Brightview Golf being duly sworn, deposes and say that the foregoing statements are a true and accurate statement of the position of said organization as of the date thereof; and, that the statements and answers to the foregoing experience questionnaire are correct and true as of the date of this affidavit; and, that he/she understands that intentional inclusion of false, deceptive, or fraudulent statements of this application constitutes fraud; and, agrees to furnish any pertinent information requested by The District deemed necessary to verify the statements made in this application or regarding the ability, standing and general reputation of the applicant.

Personally Known \_\_\_\_\_ or Produced Identification Driver's License

Sworn to and subscribed before me this 8 day of November, 2022

Taylor Amos  
NOTARY PUBLIC - STATE OF FLORIDA  
(Signature of Notary Public)

Taylor Amos  
(Print Name of Notary Public)





## BVGM Machinery/Equipment in The Southeast

MFG	Asset Description	Class Type
Other	4700E Workstation-Trion	Equipment
Ford	F150 SC XLT	Truck
Ford	F250 CC	Truck
Anglemaster	Grinder 3000	Equipment
Toro	Mower Fairway	Mower
Toro	Mower Greensmaster 2120	Mower
Toro	Trailer Trans Pro 80	Trailer
Dakota	Top Dresser 440	Equipment
Other	Trailer Equipment	Trailer
Toro	Aerator 648	Equipment
Toro	Aerator 686	Equipment
Toro	Bed Edger	Equipment
Anglemaster	Bedknife	Equipment
Ty Crop	Blower Pro Force	Equipment
Toro	Blower Pro Force	Equipment
Ford	F150 SC XL	Truck
Other	GL9 Lift 9000	Equipment
Toro	Mower 60 in	Mower
Toro	Mower Greens	Mower
Toro	Mower Greensmaster 3150	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Greenspro 1240	Mower
Toro	Mower Groundmaster 4500D	Mower
Toro	Mower Groundmaster 4500D	Mower
Toro	Mower Groundsmaster 3500D	Mower
Toro	Mower Groundsmaster 3500D	Mower
Toro	Mower Reelmaster 3100D	Mower
Toro	ProSweep Blower	Equipment
Toro	Sand Pro 3040	Equipment
Toro	Sand Pro 3040	Equipment
Toro	Sand Pro 5040	Equipment
Other	Sand Pro Infield Pro 3040	Equipment
Cushman	Slicer	Equipment
Misc.	Spin Grinder	Equipment
Toro	Sprayer 5800	Equipment
Lely	Spreader L1250	Equipment
Toro	Spreader ProPass 200	Equipment
Ty Crop	Top Dresser ProPass	Equipment
Misc.	Trailer Open	Trailer
Ryan	Trailer Open	Trailer
Other	Trailer Open 12 ft	Trailer
Imperial	Trailer Utility	Trailer
Kubota	Utility Tractor	Yellow Iron
Kubota	Utility Tractor	Yellow Iron
Toro	Utility Vehicle 3200 Workman	Equipment
Club Car	Utility Vehicle CarryAll 2	Equipment
Club Car	Utility Vehicle Caryall	Equipment
Club Car	Utility Vehicle Caryall	Equipment
Club Car	Utility Vehicle Caryall 2	Equipment
Other	Utility Vehicle HDXW	Yellow Iron
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment

Toro	Utility Vehicle Workman GTX	Equipment
Toro	Utility Vehicle Workman GTX	Equipment
Toro	Utility Vehicle Workman GTX EF	Equipment
Other	Utility Vehicle Workman HDX	Equipment
Toro	Blower Pro Force	Equipment
Other	Grass Cutting Attachment	Mower
Anglemaster	Grinder Bed Knife	Equipment
Express	Grinder Dual Reel	Equipment
Triple Crown	Trailer Utility	Trailer
Ford	F150	Truck
Other	Roll System UR3T	Equipment
John Deere	Tractor 3038E	Yellow Iron
Toro	5 UNIT TRANSPORT FRAME	Equipment
Foley	ACCU PRO 633/ FOLEY W/ BELLOW	Equipment
Toro	Blower Pro Force	Equipment
Express	Grinder Anglemaster	Equipment
Toro	Mower Fairway	Mower
Toro	Mower Greensmaster 3150	Mower
Other	Mower Greensmaster 3150Q	Mower
Toro	Mower Greenspro 1260	Mower
Toro	Mower Groundmaster 4500D	Mower
Toro	Mower Groundsmaster 3500D	Mower
Toro	Mower Reelmaster 5510	Mower
Other	Mower Trimax Snake System	Mower
Toro	Sand Pro 2040Z	Equipment
Other	Sand Pro 3040	Equipment
John Deere	Skip Loader	Yellow Iron
Toro	Sprayer 1750 Multi Pro	Equipment
Toro	Top Dresser ProPass 200 Base	Equipment
Kubota	Tractor	Yellow Iron
Kubota	Tractor MX5100	Yellow Iron
Club Car	Utility Vehicle Caryall	Equipment
Toro	Utility Vehicle HDX	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Ford	F150 SC	Truck
Other	Mower Flail	Equipment
Toro	Mower Frame 5 Blades	Mower
Toro	Mower Reelmaster 5510	Mower
Toro	Mower Z Master	Mower
Carryall	Utility Vehicle Gas	Equipment
Club Car	Utility Vehicle Turf 2	Equipment
Toro	3150 Greensmaster	Mower
Toro	5800 -G Multi Pro w/ excerate	Equipment
Toro	Accessories to Greenmaster 315	Equipment
Toro	Aerator 648	Equipment
Toro	Aerator 648	Equipment
Toro	Aerator 686	Equipment
Other	Air Compressor 80 Gal	Equipment
Toro	Anglemaster 4500	Equipment
Other	Backhoe Tractor Loader	Yellow Iron
Other	Bed Edger	Equipment
Toro	Bed Edger	Equipment
Toro	Bernhard Express 4250	Equipment
Toro	Blower Pro Force	Equipment

Toro	Blower Pro Force	Equipment
Toro	Blower Pro Force	Equipment
Toro	Bunker Rake	Equipment
Toro	Bunker Rake	Equipment
Toro	Bunker Rake	Equipment
Toro	Bunker Rake	Equipment
Ford	F250 SC	Truck
Ford	F250 SC XL	Truck
Other	GL9 Lift w/GTLA Frame Kit	Equipment
Other	Golf Lift	Equipment
Scottsman	Ice Machine	Equipment
Other	Ice Machine	Equipment
Toro	Mower 100 in	Mower
Toro	Mower 5 Gang Reel PB	Mower
Toro	Mower 5 Gang Reel PB	Mower
Toro	Mower Fairway	Mower
Toro	Mower Fairway	Mower
Toro	Mower Greenmaster 3150Q	Mower
Toro	Mower Greenmaster 3150Q	Mower
Toro	Mower Greenmaster 3150Q	Mower
Toro	Mower Greenmaster 3150Q	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Greensmaster 3150Q	Mower
Rhino	Mower Grooming TX115A	Mower
Toro	Mower Groundmaster 3500D	Mower
Toro	Mower Groundmaster 360	Mower
Toro	Mower Groundmaster 4500D	Mower
Toro	Mower Groundsmaster 3500D	Mower
Toro	Mower Reelmaster 5510	Mower
Other	Mower Ventrac	Mower
Other	Mower Ventrac	Mower
Toro	Mower Z Master 6000	Mower
Toro	Rollers	Yellow Iron
Toro	Sand Pro 5040 Accessories	Equipment
Ryan	Sod Cutter	Equipment
Toro	Sprayer	Equipment
Toro	Spreader	Equipment
Other	TA26 Boom Mower-Ferrie	Mower
Toro	Top Dresser 2500	Equipment
Kubota	Tractor	Yellow Iron
Imperial	Trailer Utility	Trailer
Other	Trailer Utility	Trailer
John Deere	Turf Tractor	Yellow Iron
Imperial	Utility Trailer	Trailer
Toro	Utility Vehicle	Equipment
Toro	Utility Vehicle	Equipment
Toro	Utility Vehicle	Equipment
Toro	Utility Vehicle	Equipment
Toro	Utility Vehicle	Equipment
Toro	Utility Vehicle	Equipment
Toro	Utility Vehicle	Equipment
Toro	Utility Vehicle	Equipment
Toro	Utility Vehicle	Equipment
Toro	Utility Vehicle	Equipment
Toro	Utility Vehicle	Equipment

Toro	Utility Vehicle	Equipment
Toro	Utility Vehicle	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle	Equipment
Other	Ventrac	Yellow Iron
Toro	Aerator	Equipment
Toro	Aerator ProCore 648	Equipment
Other	Blower Pro Force	Equipment
Toro	Green Roller Gas	Yellow Iron
Toro	Mower	Mower
Toro	Mower	Mower
Toro	Mower 5 in Unit Transport Fram	Mower
Toro	Mower Greenmaster 3150Q	Mower
Toro	Mower Greenmaster 3320	Mower
Toro	Mower Greenmaster 3320	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Groundmaster 3280D	Mower
Toro	Mower Groundmaster 3500D	Mower
Toro	Sand Pro / Infield Pro 5040	Equipment
Toro	Sprayer	Equipment
Toro	Thatching Reek Kit-Triflex	Mower
Toro	Thatching Reek Kit-Triflex	Mower
Toro	Top Dresser ProPass	Equipment
Kubota	Tractor/Loader Backhoe	Yellow Iron
Kubota	Utility Tractor	Yellow Iron
Kubota	Utility Tractor	Yellow Iron
Kubota	Utility Tractor	Yellow Iron
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Pro Sweep	Equipment
Toro	Aerator 686	Equipment
Toro	Blower Pro Force	Equipment
Ford	F150 SC XL	Truck
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Groundmaster 4300D	Mower
Other	Plug-N-Play Fertigation Panel	Equipment
Toro	Sand Pro 5040	Equipment
Toro	Sprayer 5800	Equipment
Lely	Spreader	Equipment
Club Car	Utility Vehicle Turf 2	Equipment
Club Car	Utility Vehicle Turf 2	Equipment
Toro	Aerator 648	Equipment
Foley	Bedknife Grinder 660	Equipment
Toro	Blower Pro Force	Equipment
Toro	Mower Fairway	Mower
Toro	Mower Fairway	Mower

Toro	Mower Greenmaster 3150Q	Mower
Toro	Mower Greens	Mower
Other	Mower Greens Roller	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Groundmaster 4500D	Mower
Toro	Mower Reelmaster 5510D	Mower
Foley	Reel Grinder	Equipment
Foley	Reel Grinder 630	Equipment
Toro	Reelmaster Transporter	Mower
Toro	Sand Pro 3040	Equipment
Toro	Sand Pro 5040	Equipment
Toro	Sprayer 5800	Equipment
Kubota	Utility Tractor	Yellow Iron
Kubota	Utility Tractor	Yellow Iron
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Broyhill	Walking Broom	Equipment
Toro	Aerator ProCore 648	Equipment
Toro	Blower Pro Force	Equipment
Toro	Bunker Rake	Equipment
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Groundmaster 360	Mower
Toro	Mower Groundmaster 7200	Mower
Toro	Mower Reelmaster 3550D	Mower
Toro	Sprayer 1750 Multi Pro	Equipment
Ventrac	Turf Tractor 4500Z	Yellow Iron
Kubota	Utility Vehicle HDX	Equipment
Toro	Utility Vehicle MD	Equipment
Toro	Utility Vehicle MD Workman	Equipment
Toro	Utility Vehicle MD Workman	Equipment
Toro	Utility Vehicle	Equipment
Toro	Aerator 648	Equipment
Toro	Mower Greensmaster 2120	Mower
Toro	PCX1298	Equipment
Toro	Trailer Trans Pro 80	Trailer
Toro	Aerator 686	Equipment
Toro	Blower Pro Force	Equipment
Ford	F150 SC XL	Truck
Ford	F150 SC XLT	Truck
Toro	Mower Greenmaster 3320	Mower
Toro	Mower Greensmaster 2120	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Greenspro 1260	Mower
Toro	Mower Groundmaster 4500D	Mower
Toro	Mower Reelmaster 3575D	Mower
Misc.	MULTI PRO 5800	Mower
Toro	Sand Pro	Equipment



Toro	Sprayer	Equipment
Toro	Top Dresser ProPass	Equipment
John Deere	Tractor 1070	Yellow Iron
Toro	Trailer Trans Pro 80	Trailer
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman 3200	Equipment
Toro	Utility Vehicle Workman GTX	Equipment
Toro	Utility Vehicle Workman GTX	Equipment
Other	Forward 913 Equipment Lift	Equipment
Toro	Mower Greenmaster 3150Q	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Groundmaster 7200	Mower
Toro	Mower Groundsmaster 360	Mower
Toro	Mower Reelmaster 3550D	Mower
Toro	Multi Pro 1750	Equipment
Toro	Sand Pro 3040	Equipment
Other	Spreader-Vicon	Equipment
Club Car	Utility Vehicle Turf 2	Equipment
Toro	Versa Vac	Equipment
Toro	Aerator 686	Equipment
Toro	Aerator ProCore 648	Equipment
Toro	Blower Pro Force	Equipment
Toro	Blower Pro Force	Equipment
Toro	Blower Pro Force	Equipment
Toro	Blower Pro Force	Equipment
Toro	Blower Pro Force	Equipment
Lely	Broadcast Spreader	Equipment
Ford	F150 SC	Truck
Ford	F150 SC XL	Truck
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Greensmaster 3250D	Mower
Toro	Mower Greensmaster 3250D	Mower
Toro	Mower Greensmaster 3300	Mower
Toro	Mower Greensmaster 3300	Mower
Toro	Mower Greensmaster 3300	Mower
Toro	Mower Greenspro 1260	Mower
Toro	Mower Greenspro 1260	Mower
Toro	Mower Greenspro 1260	Mower
Toro	Mower Groundmaster	Mower
Toro	Mower Groundsmaster 3500D	Mower
Toro	Mower Groundsmaster 7200	Mower
Toro	Mower Reelmaster 3100D	Mower
Toro	Mower Reelmaster 3575D	Mower
Toro	Mower Reelmaster 3575D	Mower
Ventrac	Mower Tractor 4500Z	Mower
Rhino	Mower TX1500	Mower
Toro	Multi Pro 1750	Equipment
Toro	MultiPro 5800-G	Equipment
Toro	Sand Pro 3040	Equipment
Toro	Sand Pro 3040	Equipment
Lely	Spreader	Equipment
Toro	Spreader Pro Pass 200	Equipment
Other	Thatching Reel Kit	Equipment
Kubota	Tractor/Loader Backhoe 4WD	Yellow Iron
Other	Trailer Open	Trailer
Kubota	Utility Tractor	Yellow Iron

Kubota	Utility Tractor	Yellow Iron
Club Car	Utility Vehicle CarryAll 2	Equipment
Club Car	Utility Vehicle Caryall	Equipment
Club Car	Utility Vehicle Caryall	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Aerator 648	Equipment
Toro	Aerator 686 Attachment	Equipment
Foley	Bedknife Grinder	Equipment
Ford	F150 SC XL	Truck
Other	Foley United Reel Grinder	Equipment
Toro	Mower Greenmaster 3150Q	Mower
Toro	Mower Greenmaster 3150Q	Mower
Toro	Mower Greensmaster 3150-Q	Mower
Toro	Mower Greensmaster 3150-Q	Mower
Toro	Mower Greenspro 1240	Mower
Toro	Mower Groundmaster	Mower
Toro	Mower Groundmaster 3500D	Mower
Toro	Mower Groundmaster 4500D	Mower
Toro	Mower Reelmaster 7000D	Mower
Toro	Sand Pro 2020	Equipment
Toro	Sprayer 5800	Equipment
Lely	Spreader	Equipment
Toro	Spreader Pro Pass 200	Equipment
Other	Thatching Reel	Equipment
Other	Trailer	Trailer
Buffalo	Turbine Blower	Equipment
John Deere	Utility Tractor 4520	Yellow Iron
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Aerator 686	Equipment
Kubota	Backhoe	Yellow Iron
Anglemaster	Bed Knife Grinder 4000DXI	Equipment
Toro	Blower Pro Force	Equipment
Toro	Blower Pro Force	Equipment
Ford	F150 SC	Truck
Caterpillar	Gang Roller Salsco HP 11-3 3	Yellow Iron
Toro	Mower 5 in Unit Transport Fram	Mower
Toro	Mower 5 in Unit Transport Fram	Mower
Toro	Mower 73 in	Equipment
Toro	Mower Greenmaster 3300 Triflex	Mower
Toro	Mower Greenmaster 3300 Triflex	Mower
Toro	Mower Greenmaster 3300 Triflex	Mower
Toro	Mower Greenmaster 3300 Triflex	Mower

Toro	Mower Greensmaster 2120	Mower
Toro	Mower Greensmaster 2120	Mower
Toro	Mower Groundmaster 7200	Mower
Toro	Mower Reelmaster 3100D	Mower
Toro	Mower Reelmaster 3100D	Mower
Toro	Mower Reelmaster 3757D	Mower
Toro	Mower Reelmaster 3757D	Mower
Toro	Sand Pro Infield Pro 5040	Equipment
Toro	Sand Pro Infield Pro 5040	Equipment
Lely	Spreader PTO	Equipment
Toro	Thatching Reel Kit Trifle	Equipment
Toro	Thatching Reel Kit Trifle	Equipment
Toro	Thatching Reel Kit Trifle	Equipment
Toro	Top Dresser ProPass	Equipment
Kubota	Tractor	Yellow Iron
Kubota	Tractor	Yellow Iron
Toro	Trailer	Trailer
Toro	Trailer Trans Pro 80	Trailer
Toro	Trailer Trans Pro 80	Trailer
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Mower
Foley	605 Reel Grinder	Equipment
Toro	Aerator 648	Equipment
Foley	Bedknife Grinder 660	Equipment
Toro	Blower Pro Force	Equipment
Toro	Mower Greenmaster 3320	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Greensmaster 3250D	Mower
Toro	Mower Groundmaster 3500D	Mower
Other	Mower Progressive Pro Flex	Mower
Toro	Mower Reelmaster 3575D	Mower
Toro	Multi Pro 1750	Equipment
Toro	Sand Pro 3040	Equipment
Lely	Spreader	Equipment
Kubota	Turf Tractor	Yellow Iron
Club Car	Utility Vehicle CarryAll 252	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman HDX	Equipment
Toro	Aerator ProCore 1298	Equipment
Misc.	Blade Cutting Unit	Equipment
Toro	Bunker Rake	Equipment
Toro	Mower Fairway	Mower
Misc.	Mower Multi Pro 1750	Mower

Toro	Mower Snake Trimax S2	Mower
Toro	Roller HP11-3	Yellow Iron
Misc.	Root Pruner MkVI	Yellow Iron
Toro	Sprayer	Equipment
Lely	Spreader	Equipment
Kubota	Tractor MX5400HST	Yellow Iron
Novae	Trailer Enclosed 20 ft	Equipment
Kubota	Utility Tractor	Yellow Iron
Toro	Utility Vehicle Workman GTX EF	Equipment
Toro	Utlity Vehicle	Equipment
Toro	Utlity Vehicle	Equipment
Toro	Wireless Vehicle Remote	Equipment
John Deere	Aerator 1500	Equipment
Ford	F150 SC	Truck
Misc.	Mower Greens Roller	Mower
Toro	Aerator	Equipment
Toro	Fairway Mower	Mower
Toro	Greens Mower	Mower
Toro	Greens Mower	Mower
Kubota	Kubota	Yellow Iron
Other	Lift Equip 9000	Equipment
Toro	Mower 72 in	Mower
Toro	Mower Fairway	Mower
Toro	Reel	Equipment
Toro	Utlity Vehicle	Equipment
Toro	Utlity Vehicle	Equipment
Toro	Utlity Vehicle	Equipment
Toro	Blower	Equipment
Toro	Greens Mower	Mower
Toro	Mower Greens Mower	Mower
Kubota	Tractor	Yellow Iron
Kubota	Utility Tractor	Yellow Iron
Toro	Utility Vehicle	Equipment
Toro	Utility Vehicle	Equipment

## Equipment to be Purchased for Barefoot Bay Executive Golf Course

- 1-Greenmaster 3150-Q 14 blade Greens mower



- 1-Greenmaster 3150-Q 8 blade Tee mower



- Set (3) of Vertical Cutting Units for Greensmower





- 1-ProPass 200 Topdresser with Trailer



- 1-Multi Pro 5800 Sprayer



\*Shown with optional GEOLINK® PRECISION SPRAY SYSTEM

- 1-Sand Pro 5040



- 1 - Kubota Tractors 56 Hp



- 1- GM 1200 pull behind Rough Mower



- 1-GM 3500-D Sidewinder Trim Rough Mower



- 1-Toro Proforce blower



- 1-Workman HDX 2wd Diesel w aux. hyd.



- 3-GTX Workman



- 1 – Lely Fertilizer Spreader



## Request for Taxpayer Identification Number and Certification

Give Form to the  
requester. Do not  
send to the IRS.

Go to [www.irs.gov/FormW9](http://www.irs.gov/FormW9) for instructions and the latest information.

1 Name (as shown on your income tax return). Name is required on this line; do not leave this line blank.  
**BrightView Golf Maintenance, Inc.**

2 Business name/disregarded entity name, if different from above

3 Check appropriate box for federal tax classification of the person whose name is entered on line 1. Check only **one** of the following seven boxes.

☐ Individual/sole proprietor or single-member LLC

☐ C Corporation

☒ S Corporation

☐ Partnership

☐ Trust/estate

☐ Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=Partnership) ▶

**Note:** Check the appropriate box in the line above for the tax classification of the single-member owner. Do not check LLC if the LLC is classified as a single-member LLC that is disregarded from the owner unless the owner of the LLC is another LLC that is not disregarded from the owner for U.S. federal tax purposes. Otherwise, a single-member LLC that is disregarded from the owner should check the appropriate box for the tax classification of its owner.

☐ Other (see instructions) ▶

4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3):

Exempt payee code (if any) \_\_\_\_\_

Exemption from FATCA reporting code (if any) \_\_\_\_\_

(Applies to accounts maintained outside the U.S.)

5 Address (number, street, and apt. or suite no.) See instructions.  
**Corporate Address: 27001 Agoura Rd., Ste 350, Calabasas, CA 91301**

6 City, state, and ZIP code

**Remittance Address: P.O. Box 31001-2463, Pasadena, CA 91110-2463**

7 List account number(s) here (optional)

### Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

**Note:** If the account is in more than one name, see the instructions for line 1. Also see *What Name and Number To Give the Requester* for guidelines on whose number to enter.

Social security number								
			-					

or

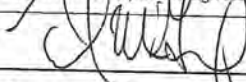
Employer identification number								
9	5	-	2	9	9	2	3	8

### Part II Certification

Under penalties of perjury, I certify that:

- The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
- I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
- I am a U.S. citizen or other U.S. person (defined below); and
- The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

**Certification instructions.** You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.

Sign Here Signature of U.S. person ▶  Date ▶ 7/27/22

### General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

**Future developments.** For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to [www.irs.gov/FormW9](http://www.irs.gov/FormW9).

#### Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) which may be your social security number (SSN), individual taxpayer identification number (ITIN), adoption taxpayer identification number (ATIN), or employer identification number (EIN), to report on an information return the amount paid to you, or other amount reportable on an information return. Examples of information returns include, but are not limited to, the following.

- Form 1099-INT (interest earned or paid)

- Form 1099-DIV (dividends, including those from stocks or mutual funds)
- Form 1099-MISC (various types of income, prizes, awards, or gross proceeds)
- Form 1099-B (stock or mutual fund sales and certain other transactions by brokers)
- Form 1099-S (proceeds from real estate transactions)
- Form 1099-K (merchant card and third party network transactions)
- Form 1098 (home mortgage interest), 1098-E (student loan interest), 1098-T (tuition)
- Form 1099-C (canceled debt)
- Form 1099-A (acquisition or abandonment of secured property)

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN.

If you do not return Form W-9 to the requester with a TIN, you might be subject to backup withholding. See *What is backup withholding*, later.

## Copy of Required/Applicable Licenses Certifications

### *State of Florida Department of State*

I certify from the records of this office that BRIGHTVIEW GOLF MAINTENANCE, INC. is a California corporation authorized to transact business in the State of Florida, qualified on January 28, 2004.


The document number of this corporation is F04000000526.

I further certify that said corporation has paid all fees due this office through December 31, 2022, that its most recent annual report/uniform business report was filed on March 29, 2022, and that its status is active.

I further certify that said corporation has not filed a Certificate of Withdrawal.

*Given under my hand and the  
Great Seal of the State of Florida  
at Tallahassee, the Capital, this  
the Twenty-seventh day of May,  
2022*



  
*Secretary of State*

Tracking Number: 8656314557CU

To authenticate this certificate, visit the following site, enter this number, and then follow the instructions displayed.

<https://services.sunbiz.org/Filings/CertificateOfStatus/CertificateAuthentication>

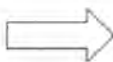




## Wade Foster's Applicators License

Florida Department of Agriculture and Consumer Services

Pesticide Certification Office

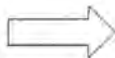
This card is your license. It authorizes you, the license holder, to purchase and apply Restricted Use Pesticides (RUPs). Please sign your card and keep it with you when applying or purchasing RUPs.



Florida Department of Agriculture and Consumer Services Pesticide Certification Office Commercial Applicator License License # CM27589	
FOSTER, WADE CHARLES 1302 14TH PL VERO BEACH, FL 32960	Categories 3
Issued: August 6, 2022  Signature of Licensee	Expires: August 31, 2026  NICOLE "NIKKI" FRIED, COMMISSIONER
<small>The above individual is licensed under the provisions of Chapter 487, F.S. to purchase and apply restricted use pesticides.</small>	

To renew a pesticide applicator license, applicators must first become recertified. Recertification is accomplished by either retaking the certification exams or accumulating Continuing Education Units (CEUs). See Table 2 in the Pesticide Applicator Certification and Licensing in Florida handbook located at <http://pestid.ifas.ufl.edu/pdfs/Pesticide-Applicator-Cert-Licensing.pdf> for information on Recertification.

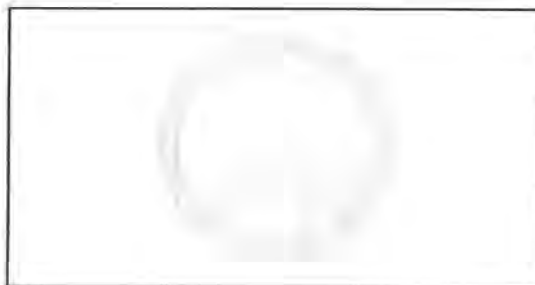
The bottom two cards are for your Authorized Purchasing Agents (APAs). Please sign the card in the space provided and give to your APA to sign. APAs are authorized to purchase RUPs.



For questions, comments or concerns,  
Contact us at:

Florida Department of Agriculture and  
Consumer Services  
Pesticide Certification Office  
3125 Conner Blvd, Bldg 8  
Tallahassee, FL 32399-1650

Phone: (850) 617-7870  
Fax: (850) 617-7895



## Randy Massey's Applicators License

6/3/22, 4:45 PM

Licensed Pesticide Applicator Detail

### Licensed Pesticide Applicator Detail

Print

Close

Applicator's Name

City, State

MASSEY, RANDOLPH D	GRAND ISLAND, FL
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License No.

License Status

License Type:

CM10168	Normal	Commercial RUP Applicator License
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License Categories

Ornamental and Turf Pest Control
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Original Issue Date

Last Issue Date

Expiration Date

2/5/1997	1/6/2021	12/31/2024
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Company Name

--

Agent Count: 0

## Cory Adam's Applicators License



## 2 Evaluation Criteria

### Included in This Section:

- Experience
- Qualifications of Key Personnel & Training Program
- Machinery, Equipment, and Manpower
- References
- Cost



## Experience

As the industry leader at providing golf course maintenance services, a key to BrightView's approach is respecting it is **YOUR COURSE**. In partnering with the Barefoot Bay Recreation District, our top priority will always be to help ensure Barefoot Bay Executive Golf Course and Barefoot Bay Recreation District achieve maximum success.

### About BrightView

Overall, BrightView Golf is the largest maintenance company in the golf industry and BrightView is the largest landscaping company in the country. We are a \$2.4 Billion corporation with 22,000 employees and 60,000 client properties.

While there are several service divisions within our company, BrightView Golf Maintenance is dedicated solely to caring for golf courses. We are not a full-service golf management company; we focus exclusively on golf course maintenance. This division has been in business for around 40 years, and we currently have more than 80 golf courses nationally with 24 of those being in the state of Florida. Like our parent company, we are also the largest golf course maintenance company in the country.

### Proven Approach to Golf Course Maintenance

As the golf industry leader at maintenance services, BrightView Golf Maintenance has a clear understanding of the day-to day challenges of maintaining golf courses in seasonal golf markets. We are true experts on the science, technology, and operations of golf course maintenance. We leverage this expertise in developing customized agronomic and operations plans specific to each of our partner courses.

However, the key to our success has been taking a personalized approach and building long term relationships with our partner courses. We feel combining the stability and reliability of such a well-established company with our personalized approach is a proven formula for your success.

Overall, here are a few elements that separate BrightView Golf Maintenance as the leader:

- Maintaining golf courses, and delivering high end conditions are all we do
- Extensive ongoing support and collaboration from our off-site team
  - Ph.D. Agronomist
  - Certified Golf Course Architect
  - Certified Golf Course Superintendents
- Prescriptive based diagnostic testing and customized agronomic plan development
- Commitment to a lean operations discipline, designed to maximize labor efficiencies
- Expertise in managing maintenance operations, equipment, irrigation systems and safety
- 100% responsible and accountable to deliver conditions that meet or exceed expectations

### Local Knowledge

BrightView's team supporting Barefoot Bay brings a wealth of knowledge and experience in having a long history in Florida and currently maintaining 24 golf courses across the state.

## Retain True Control

While Barefoot Bay Recreation District will be relying on a 3rd party outsource to maintain your golf course, you can always trust that the District will retain true control when partnering with BrightView.

Yes, BrightView will be accountable and responsible for managing all aspects of your golf course maintenance program. However, from transparent planning to our unparalleled, proactive communication, the leadership at Barefoot Bay will always have an active role. Simply put, you define the level of conditions then we deliver, and quite often exceed your expectations.





## BrightView Financials

### BrightView Financial Responsibility

BrightView Golf Maintenance, Inc., a subsidiary of BrightView Holdings, Inc. is a California Corporation which is publically traded on the NYSE. The Golf Maintenance Division of BrightView Holdings was incorporated on February 17, 1976. In March of 2016, ValleyCrest Companies merged with The Brickman Group to form BrightView Companies.

On January 31, 2018, the Company's fiscal year end changed from December 31 to September 30, beginning with September 30, 2017. Attached is the consolidated balance sheet data for Quarterly report ending 7/30/22. Since we are a publically traded company, our financial information is publically available at <https://investor.brightview.com/financials-and-filings/sec-filings/default.aspx>.

Our Bank reference is:

PNC Bank, N.A.  
Concentration Account #XXXX3529  
800 Connecticut Avenue, N.W.  
Washington, D.C. 20006  
Contact: Credit Information Department, 888-762-2265



UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION  
Washington, D.C. 20549

FORM 10-Q

(Mark One)

☒ QUARTERLY REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934

For the quarterly period ended June 30, 2022

OR

☐ TRANSITION REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934

For the transition period from to

Commission File Number: 001-38579

**BrightView Holdings, Inc.**

(Exact name of Registrant as specified in its Charter)

Delaware  
(State or other jurisdiction of  
incorporation or organization)

980 Jolly Road  
Blue Bell, Pennsylvania  
(Address of principal executive offices)

46-4190788  
(I.R.S. Employer  
Identification No.)

19422  
(Zip Code)

Registrant's telephone number, including area code: (484) 567-7204

Securities registered pursuant to Section 12(b) of the Act:

Title of Each Class	Trading Symbol	Name of exchange on which registered
Common Stock, Par Value \$0.01 Per Share	BV	New York Stock Exchange

Securities registered pursuant to Section 12(g) of the Act: None

Indicate by check mark whether the registrant (1) has filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such shorter period that the registrant was required to file such reports), and (2) has been subject to such filing requirements for the past 90 days. Yes ☒ No ☐

Indicate by check mark whether the registrant has submitted electronically every Interactive Data File required to be submitted pursuant to Rule 405 of Regulation S-T (§ 232.405 of this chapter) during the preceding 12 months (or for such shorter period that the registrant was required to submit such files). Yes ☒ No ☐

Indicate by check mark whether the registrant is a large accelerated filer, an accelerated filer, a non-accelerated filer, a smaller reporting company or an emerging growth company. See the definitions of "large accelerated filer," "accelerated filer," "smaller reporting company," and "emerging growth company" in Rule 12b-2 of the Exchange Act.

Large accelerated filer	<input type="checkbox"/>	Accelerated filer	<input checked="" type="checkbox"/>
Non-accelerated filer	<input type="checkbox"/>	Smaller reporting company	<input type="checkbox"/>
Emerging growth company	<input type="checkbox"/>		

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act. ☐

Indicate by check mark whether the registrant is a shell company (as defined in Rule 12b-2 of the Exchange Act). Yes ☐ No ☒

The number of shares of Registrant's Common Stock outstanding as of July 31, 2022 was 93,000,000.

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### **SPECIAL NOTE REGARDING FORWARD-LOOKING STATEMENTS**

This Quarterly Report on Form 10-Q (this “Form 10-Q”) contains “forward-looking statements” within the meaning of the Securities Act of 1933, as amended (the “Securities Act”), Securities Exchange Act of 1934, as amended (the “Exchange Act”), which are subject to the “safe harbor” created by those sections. All statements of historical facts included in this Form 10-Q, including statements concerning our plans, objectives, goals, beliefs, business conditions, results of operations, financial position, business outlook, business trends and other information, may be forward-looking.

Words such as “believes,” “expects,” “may,” “will,” “should,” “seeks,” “intends,” “plans,” “estimates,” “continues,” or “anticipates” or similar expressions are intended to identify forward-looking statements. The forward-looking statements are not historical facts and are based upon our current expectations, beliefs, estimates and projections, and various assumptions, many of which are inherently uncertain and beyond our control. Our expectations, beliefs, and projections are expressed in good faith, and we believe them to be reasonable. However, there can be no assurance that management’s expectations, beliefs and projections will result or be achieved, and they may differ materially from what is expressed in or indicated by the forward-looking statements.

There are a number of risks, uncertainties and other important factors, many of which are beyond our control, that could cause actual results to differ materially from the forward-looking statements contained in this Form 10-Q. Such risks, uncertainties and other important factors include, among others, the risks, uncertainties and factors set forth under the heading “Business,” “Risk Factors” and “Management and Analysis of Financial Condition and Results of Operations” and elsewhere in this Form 10-Q. New risk factors and uncertainties may arise from time to time, and it is not possible for management to predict all risk factors and uncertainties. Some of the key factors that could cause actual results to differ from expectations include risks related to:

- general business, economic and financial conditions;
- the duration and extent of the novel coronavirus (COVID-19) pandemic and its resurgence, and the impact of federal, state and local governmental actions and customer behavior in response to the pandemic, including possible additional or reinstated restrictions on business operations and resurgence of the pandemic;
- higher operational and supply costs and expenses due to inflation, and our inability to pass higher costs and expenses onto our customers through price increases;
- competitive industry pressures;
- the failure to retain current customers, renew existing customer contracts and obtain new customer contracts;
- the failure to enter into profitable contracts, or maintaining customer contracts that are unprofitable;
- a determination by customers to reduce their outsourcing or use of preferred vendors;
- the dispersed nature of our operating structure;
- our ability to implement our business strategies and achieve our growth objectives;
- the possibility that the anticipated benefits from our business acquisitions will not be realized in full or at all or may take longer than expected; the possibility that costs or difficulties related to the integration of acquired businesses’ operations will be greater than expected; the possibility that integration efforts will disrupt our business and strain management time and resources;
- the seasonal nature of our landscape maintenance services;
- our dependence on weather conditions and the impact of severe weather and climate change on our business;
- increases in prices for raw materials, labor and fuel caused by rising inflation, or otherwise;
- disruptions in our supply chain and changes in our ability to source adequate supplies and materials in a timely manner;
- any failure to accurately estimate the overall risk, requirements, or costs when we bid on or negotiate contracts that are ultimately not awarded;
- the conditions and periodic fluctuations of real estate markets, including residential and commercial construction;
- our ability to retain or hire our executive management and other key personnel;

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- our ability to attract and retain field and hourly employees, trained workers, and third-party contractors and seasonal workers;
- any failure to properly verify employment eligibility of our employees;
- subcontractors taking actions that harm our business;
- our recognition of future impairment charges;
- laws and governmental regulations, including those relating to employees, wage and hour, immigration, human health and safety and transportation;
- environmental, health and safety laws and regulations, including regulatory costs, claims and litigation related to the use of chemicals and pesticides by employees and related third-party claims;
- our ability to meet our environmental, social and governance (“ESG”) goals and targets and the possibility that complying with ESG standards and meeting our goals may be significantly more costly than anticipated;
- the distraction and impact caused by litigation, of adverse litigation judgments and settlements resulting from legal proceedings;
- increase in on-job accidents involving employees;
- any failure, inadequacy, interruption, security failure or breach of our information technology systems;
- our ability to adequately protect our intellectual property;
- restrictions imposed by our debt agreements that limit our flexibility in operating our business;
- our ability to generate sufficient cash flow to satisfy our significant debt service obligations;
- our ability to obtain additional financing to fund future working capital, capital expenditures, investments or acquisitions, or other general corporate requirements;
- increases in interest rates governing our variable rate indebtedness increasing the cost of servicing our substantial indebtedness including changes related to LIBOR reform;
- ownership of our common stock;
- occurrence of natural disasters, terrorist attacks, geopolitical events, hostilities or other external events;
- changes in generally accepted accounting principles in the United States; and
- costs and requirements imposed as a result of maintaining the requirement of being a public company.

We caution you that the risks, uncertainties, and other factors referenced above may not contain all of the risks, uncertainties and other factors that are important to you. In addition, we cannot assure you that we will realize the results, benefits, or developments that we expect or anticipate or, even if substantially realized, that they will result in the consequences or affect us or our business in the way expected. We undertake no obligation to publicly update or revise any forward-looking statements to reflect subsequent events or circumstances, any change in assumptions, beliefs or expectations or any change in circumstances upon which any such forward-looking statements are based, except as required by law.

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**PART I—FINANCIAL INFORMATION**

**Item 1. Financial Statements.**

**BrightView Holdings, Inc.  
Consolidated Balance Sheets  
(Unaudited)  
(In millions, except par value and share data)**

	June 30, 2022	September 30, 2021
<b>Assets</b>		
Current assets:		
Cash and cash equivalents	\$ 26.3	\$ 123.7
Accounts receivable, net	422.4	378.9
Unbilled revenue	121.1	111.2
Other current assets	114.0	97.0
Total current assets	683.8	710.8
Property and equipment, net	323.0	264.4
Intangible assets, net	186.4	197.6
Goodwill	2,005.4	1,950.8
Operating lease assets	78.4	69.5
Other assets	40.0	44.5
Total assets	<u>\$ 3,317.0</u>	<u>\$ 3,237.6</u>
<b>Liabilities and stockholders' equity</b>		
Current liabilities:		
Accounts payable	\$ 159.0	\$ 144.4
Current portion of long-term debt	12.0	10.4
Deferred revenue	73.0	48.2
Current portion of self-insurance reserves	49.6	50.2
Accrued expenses and other current liabilities	210.5	220.9
Current portion of operating lease liabilities	25.6	22.0
Total current liabilities	529.7	496.1
Long-term debt, net	1,336.4	1,130.6
Deferred tax liabilities	56.2	70.8
Self-insurance reserves	101.6	104.5
Long-term operating lease liabilities	59.2	54.2
Other liabilities	36.5	38.7
Total liabilities	2,119.6	1,894.9
Stockholders' equity:		
Preferred stock, \$0.01 par value; 50,000,000 shares authorized; no shares issued or outstanding as of June 30, 2022 and September 30, 2021	—	—
Common stock, \$0.01 par value; 500,000,000 shares authorized; 105,700,000 and 105,200,000 shares issued and 93,000,000 and 105,200,000 shares outstanding as of June 30, 2022 and September 30, 2021, respectively	1.1	1.1
Treasury stock, at cost; 12,700,000 and 287,000 shares as of June 30, 2022 and September 30, 2021, respectively	(168.1)	(4.4)
Additional paid-in-capital	1,504.7	1,489.1
Accumulated deficit	(142.9)	(141.6)
Accumulated other comprehensive income (loss)	2.6	(1.5)
Total stockholders' equity	1,197.4	1,342.7
Total liabilities and stockholders' equity	<u>\$ 3,317.0</u>	<u>\$ 3,237.6</u>

The accompanying notes are an integral part of these unaudited consolidated financial statements.

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**BrightView Holdings, Inc.**  
**Consolidated Statements of Operations**  
**(Unaudited)**  
**(In millions, except per share data)**

	Three Months Ended June 30,		Nine Months Ended June 30,	
	2022	2021	2022	2021
Net service revenues	\$ 747.4	\$ 673.6	\$ 2,051.2	\$ 1,879.9
Cost of services provided	558.2	494.6	1,565.0	1,409.2
Gross profit	189.2	179.0	486.2	470.7
Selling, general and administrative expense	131.3	123.1	399.5	374.4
Amortization expense	13.2	12.6	38.7	39.0
Income from operations	44.7	43.3	48.0	57.3
Other (expense) income	(14.6)	0.8	(15.1)	2.8
Interest expense	14.8	9.4	34.5	32.5
Income (loss) before income taxes	15.3	34.7	(1.6)	27.6
Income tax expense (benefit)	4.5	9.5	(0.3)	8.1
Net income (loss)	\$ 10.8	\$ 25.2	\$ (1.3)	\$ 19.5
Income (loss) per share:				
Basic income (loss) per share	\$ 0.12	\$ 0.24	\$ (0.01)	\$ 0.19
Diluted income (loss) per share	\$ 0.12	\$ 0.24	\$ (0.01)	\$ 0.18

The accompanying notes are an integral part of these unaudited consolidated financial statements.



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**BrightView Holdings, Inc.**  
**Consolidated Statements of Comprehensive Income (Loss)**  
(Unaudited)  
(In millions)

	Three Months Ended June 30,		Nine Months Ended June 30,	
	2022	2021	2022	2021
Net income (loss)	\$ 10.8	\$ 25.2	\$ (1.3)	\$ 19.5
Net derivative gains and other costs arising during the period, net of tax expense of \$0.5; \$0.3; \$1.5; and \$1.0, respectively (1)	1.1	0.7	3.9	1.9
Reclassification of losses (gains) into net income (loss), net of tax (expense) benefit of \$0.0; \$(0.1); \$0.0; and \$1.4, respectively	0.1	(0.3)	0.2	3.9
Other comprehensive income	1.2	0.4	4.1	5.8
Comprehensive income	<u>\$ 12.0</u>	<u>\$ 25.6</u>	<u>\$ 2.8</u>	<u>\$ 25.3</u>

(1) Other costs include the effects of foreign currency translation adjustments which were immaterial during the periods presented.

The accompanying notes are an integral part of these unaudited consolidated financial statements.

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**BrightView Holdings, Inc.**  
**Consolidated Statements of Changes in Stockholders' Equity**  
**Three and Nine Months Ended June 30, 2022 and 2021**  
**(Unaudited)**  
**(In millions)**

	Common Stock		Additional	Accumulated	Accumulated	Treasury	Total
	Shares	Amount	Paid-In	Deficit	Other	Stock	Stockholders'
			Capital		Comprehensive		Equity
					Income (Loss)		
Balance, March 31, 2022	105.7	\$ 1.1	\$ 1,499.9	\$ (153.7)	\$ 1.4	\$ (95.2)	\$ 1,253.5
Net income	—	—	—	10.8	—	—	10.8
Other comprehensive income, net of tax	—	—	—	—	1.2	—	1.2
Equity-based compensation	—	—	4.8	—	—	—	4.8
Repurchase of common stock and distributions	—	—	—	—	—	(72.9)	(72.9)
Balance, June 30, 2022	105.7	\$ 1.1	\$ 1,504.7	\$ (142.9)	\$ 2.6	\$ (168.1)	\$ 1,197.4
Balance, September 30, 2021	105.2	\$ 1.1	\$ 1,489.1	\$ (141.6)	\$ (1.5)	\$ (4.4)	\$ 1,342.7
Net (loss)	—	—	—	(1.3)	—	—	(1.3)
Other comprehensive income, net of tax	—	—	—	—	4.1	—	4.1
Capital contributions and issuance of common stock	0.5	—	1.6	—	—	—	1.6
Equity-based compensation	—	—	14.0	—	—	—	14.0
Repurchase of common stock and distributions	—	—	—	—	—	(163.7)	(163.7)
Balance, June 30, 2022	105.7	\$ 1.1	\$ 1,504.7	\$ (142.9)	\$ 2.6	\$ (168.1)	\$ 1,197.4
Balance, March 31, 2021	105.2	\$ 1.1	\$ 1,479.4	\$ (193.6)	\$ (1.5)	\$ (3.6)	\$ 1,281.8
Net income	—	—	—	25.2	—	—	25.2
Other comprehensive income, net of tax	—	—	—	—	0.4	—	0.4
Equity-based compensation	—	—	5.3	—	—	—	5.3
Repurchase of common stock and distributions	—	—	—	—	—	(0.1)	(0.1)
Balance, June 30, 2021	105.2	\$ 1.1	\$ 1,484.7	\$ (168.4)	\$ (1.1)	\$ (3.7)	\$ 1,312.6
Balance, September 30, 2020	104.9	\$ 1.0	\$ 1,467.8	\$ (187.9)	\$ (6.9)	\$ (2.5)	\$ 1,271.5
Net income	—	—	—	19.5	—	—	19.5
Other comprehensive income, net of tax	—	—	—	—	5.8	—	5.8
Capital contributions and issuance of common stock	0.3	0.1	1.5	—	—	—	1.6
Equity-based compensation	—	—	15.4	—	—	—	15.4
Repurchase of common stock and distributions	—	—	—	—	—	(1.2)	(1.2)
Balance, June 30, 2021	105.2	\$ 1.1	\$ 1,484.7	\$ (168.4)	\$ (1.1)	\$ (3.7)	\$ 1,312.6

The accompanying notes are an integral part of these unaudited consolidated financial statements.

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**BrightView Holdings, Inc.**  
**Consolidated Statements of Cash Flows**  
**(Unaudited)**  
**(In millions)**

	Nine Months Ended June 30,	
	2022	2021
Cash flows from operating activities:		
Net (loss) income	\$ (1.3)	\$ 19.5
Adjustments to reconcile net (loss) income to net cash provided by operating activities:		
Depreciation	71.5	63.6
Amortization of intangible assets	38.7	39.0
Amortization of financing costs and original issue discount	2.8	2.8
Loss on debt extinguishment	12.6	—
Deferred taxes	(12.7)	7.7
Equity-based compensation	14.0	15.4
Realized loss on hedges	0.2	5.3
Other non-cash activities, net	(2.5)	(2.2)
Change in operating assets and liabilities:		
Accounts receivable	(28.8)	(29.9)
Unbilled and deferred revenue	16.0	(6.3)
Other operating assets	(7.6)	11.0
Accounts payable and other operating liabilities	(37.2)	7.5
Net cash provided by operating activities	65.7	133.4
Cash flows from investing activities:		
Purchase of property and equipment	(88.1)	(44.7)
Proceeds from sale of property and equipment	5.4	7.5
Business acquisitions, net of cash acquired	(89.4)	(106.2)
Other investing activities, net	—	0.4
Net cash (used) by investing activities	(172.1)	(143.0)
Cash flows from financing activities:		
Repayments of finance lease obligations	(18.1)	(12.3)
Repayments of term loan	(1,003.3)	(7.8)
Repayments of receivables financing agreement	(203.0)	(24.6)
Repayments of revolving credit facility	(165.0)	—
Proceeds from term loan, net of issuance costs	1,180.1	—
Proceeds from receivables financing agreement, net of issuance costs	223.7	24.0
Proceeds from revolving credit facility	165.0	—
Debt issuance costs	(4.6)	—
Proceeds from issuance of common stock, net of share issuance costs	1.3	1.4
Repurchase of common stock and distributions	(163.7)	(1.2)
Other financing activities, net	(3.4)	(2.0)
Net cash provided (used) by financing activities	9.0	(22.5)
Net change in cash and cash equivalents	(97.4)	(32.1)
Cash and cash equivalents, beginning of period	123.7	157.1
Cash and cash equivalents, end of period	\$ 26.3	\$ 125.0
<b>Supplemental Cash Flow Information:</b>		
Cash paid for income taxes, net	\$ 16.5	\$ 3.8
Cash paid for interest	\$ 31.1	\$ 31.1

The accompanying notes are an integral part of these unaudited consolidated financial statements.

## Audubon Cooperative Sanctuary Program for Golf Courses

### Audubon International

BrightView Golf Maintenance believes that our people must be educated about environmental stewardship and motivated in their daily lives to conserve natural resources and enhance and protect wildlife and their habitats. With this in mind, BrightView Golf Maintenance enrolls our partner courses in Audubon International's Cooperative Sanctuary Program for Golf Courses (ACSP).

Enrollment in the Audubon Cooperative Sanctuary Program offers information and instruction for our golf course Superintendents, enabling them to implement an appropriate environmental management program at each course. The program provides comprehensive stewardship education in six key environmental areas:

- Environmental Planning
- Wildlife and Habitat Management
- Water Conservation and Water Quality Management
- Resource Conservation
- Waste Reduction
- Outreach and Education

Enrollment in the Audubon Cooperative Sanctuary Program adds a distinction to the Club as a facility that is interested in protecting natural resources as well as enhancing the golfing experience.

Following is a list of BrightView Golf Maintenance contracted golf courses that have achieved Audubon International certification.

Creekside Golf Course, CA  
Longshore Golf Club, CT  
Osprey Point Golf Course, FL  
Okeeheelee Golf Course, FL  
Park Ridge Golf Course, FL  
Resort at Squaw Creek, CA  
Youghiogheny Country Club, PA



120 Defreest Drive, Troy, NY 12180  
T: 518.767.9051 F: 518.767.9076  
W: [www.auduboninternational.org](http://www.auduboninternational.org)

To Whom it May Concern:

**RE: BrightView Golf Maintenance**

Audubon International is a 501(c)(3) not-for-profit and our mission is to deliver high-quality environmental education to facilitate the sustainable management of land, water, wildlife, and other natural resources in all places people live, work, and play. One of our programs is the Audubon Cooperative Sanctuary Program (ACSP) for Golf which is an award-winning education and certification program that helps golf courses protect our environment and preserve the natural heritage of the game of golf. The program is centered around six basic concepts: Environmental Assessment & Planning, Wildlife & Habitat Management, Chemical Use Reduction & Safety, Water Conservation, Water Quality Management, and Outreach & Education. Currently, we have approximately 2,000 golf courses who are members of the program with just over 900 who hold certification indicating they are compliant with six basic concepts indicated above.

BrightView Golf Maintenance is an active participant in and proponent of our ACSP. BrightView has almost 50 golf courses registered in the program with a number of courses currently holding certification. BrightView's commitment to environmentally sustainable golf course operations is evidenced by its participation in the ACSP. BrightView provides their courses with advanced research and technology to ensure not only sustainable operations but also high-quality playing conditions.

Based on their participation in our ACSP and commitment to environmentally sustainable practices, Audubon International provides this endorsement and recommendation of BrightView Golf Maintenance.

On Behalf of Audubon International,

A handwritten signature in black ink, appearing to read "Frank LaVadera", is written over a horizontal line.

Frank LaVadera  
Director of Environmental Programs for Golf



## Osprey Point Golf Course Supports the Audubon with Two Long-term Projects

### Project #1) Monarch Butterflies



April 9, 2020

Dear National Fish & Wildlife Foundation:

The Monarch's in the rough program has been a huge success here at Osprey Point the only Audubon Classic course in the United States. We initially started with milk weed plants given to us by the program. As time progressed and those plants were a success we became self-sustainable by harvesting our own seeds and growing them into larger plants that were then planted onto the golf courses here. We also continue to use the seeds donated by Audubon to make sure we have a large array of varieties being planted. We have given many plants away to people and groups that are interested. We love to hear about the success they are having by bringing monarchs to their backyard or workplace.

We have seen a dramatic increase in the amount of monarchs visiting these planting sites. We have also seen the complete cycle of life take place numerous times over the last two years. Mating to egg laying to young larvae, pre-pupa, to pupa. It still amazes us how these wonderful creatures can find the milk weed among our 200 acres of golf course, native areas, lakes, and wetlands. Our goal with the help of Audubon and our volunteers is to grow the program every year increasing the sites for expanding the monarch populations. We already have plans underway for adding more milk weed and other butterfly plants to a native area island near our organic farm to fairway garden. In a joint effort by BrightView Golf Maintenance, Palm Beach County, and Audubon we have already made a big difference in the monarchs in the rough program by being active partners. We hope to see this program continue on in the years to come so we can continue to grow the success and see the monarch populations soar.

Thank You,

Mike Scully  
Superintendent  
Osprey Point Golf Course  
Boca Raton, FL



Pictures from our Monarch Program



## Project #2) Superintendent, at Osprey Point GC Creates Garden and Helps to Support Local Restaurant "The Nest Eatery"

2/9/21

Hello All,

I know that I speak for Tally as much as myself when I say that it has been such a privilege to work with the "dream team" to realize the Osprey Point course-to-fork garden experience. Success has required time, imagination, and patience. Thank you to everyone that has helped this Audubon project reach its goals of developing a garden plan, building out the garden site and beds, planting and maintaining a rotating, seasonal garden, composting, harvesting crops, and utilizing the vegetables in the restaurant. It has required tremendous effort for us all to push this project forward in the age of Covid-19, but has been so worth it to enjoy the culmination of hard work, positive energy, and team coordination! Thank you to all for your continued support.

Sim, I love how you are going to incorporate garden produce into your menu as well as the efforts you have already made to showcase the flavorful yet meager yields. It must be somewhat difficult as crop harvests are ready at their own pace and often alternate between bumper crop and not. We should get together, though, as some of below vegetable items will be pulled to make way for warm season crops soon. Such is the come and go nature of a seasonal garden in Southern Florida—at a certain point, some crops begin to have issues with the heat, humidity (disease issues) and insect pressure. It is always difficult to pull a crop, but planting gives you a chance to grow what you need. I will check in with you guys this week to get your input about future planting as well as tell you what is going to be pulled (for example—most likely pulling lettuce in mid-March). In the meantime, we look forward to our tomatoes ripening and enjoying the end of our winter season crops.

To bring this project full circle, Tally and I are continuing our work cataloguing all of the images, documents, communications, outreach info, and garden notes into a 3-year case study. It is quite a large file and we look forward to sharing the case study results at the end of the spring season or sooner, if you need it before. Just let us know a time table and we will get it to you. Tally and I are creating plant lists for the Clock by Starter Shack and the Butterfly Area beside the garden, which should be available by the end of week. Bo, there are some other little fill in spots up by the clubhouse that need to be filled with new plant material to look full and happy; we will also recommend plant materials for those spots.

On that note, have a wonderful week, everyone!

Sincerely,

Mike and Tally Scully





## The Nest Eatery Organic Ingredients from Garden

### Herbs

The majority of the herbs that we receive have been fused to make a herb oil, this has many uses.

Primary use is to finish our flatbread pizzas.

Mint is used for our mojito's.

Cilantro & Basil can be used in our fish tacos and marinara sauce.

### Organic Greens

These are washed and then integrated into our salads.

We plan to use baby spinach as an extra ingredient in our Sunday Special omelets.

For the Kale my lead cook and I are working together on creating a Kale Salad Special.

### Vegetables

Peppers are sauteed and feature in our mediterranean wraps.

Radishes are shaved and used as a garish.

Carrots are used as sticks to go with the wings.

Tomatoes are used for salads.

"Wow! I'm just not sure what else to say but "wow"! I love seeing the garden each time I visit the course and I'm sure I'm not the only one. It's a great place for a quick time out.

I am just so impressed with the amount of effort, dedication, diligence, and sheer gumption that went into this project.

Mike – thank you for prioritizing this commitment to the property and its Audubon certification.

Special thanks to Tally and Mara for volunteering their time and expertise, and for doing most, if not all, of the heavy lifting. Thank you for sharing the harvest from your labor of love.

FANTASTIC JOB TO ALL WHO WERE INVOLVED! I give it two (green) thumbs up!"

- Bethany King, Golf Operations Supervisor - Palm Beach County

Please also see a FB post from Mara Murphy's daughter who runs the equestrian center in one of the PBC parks.



**Molly Murphy**

Just now · 🧑🏻‍🤝‍🧑🏻



Local PBC friends! Would y'all look at this?!

This beautiful haul went directly to [The Nest Eatery](#) at [Osprey Point Golf Course](#) and will be featured on this week's menu.

The planting, harvesting, and generous care is a labor of love for my mom and fellow volunteers.

If you are in West Boca, grab a fresh bite! A Master Gardener that I know would be thrilled! ❤️🌱🌿

[#EatLocal](#) [#HomeGrown](#) [#GrownWithLove](#)



*Tux Life Tux Life Tux Life Tux Life Tux Life*



Regional Park in Boca Raton, Florida at the edge of the Florida Everglades. Bordered by the Arthur R. Marshall Loxahatchee National Wildlife Refuge to the north and west, the remainder of the course is surrounded by residential development. Roy Case and Jeff Grossman of Case Golf Company designed the 200-acre golf parcel as three nine-hole courses called the Hawk, the Falcon, and the Raven focusing on the main habitat components of grasslands, fresh water ponds and canals.

Osprey Point Falcon 1 Forward Tee  
vegetative buffer at water's edge



sible golf, the following was incorporated into the construction process:

- Drainage filtration from the course first empties into either dry or wet retention areas or bioswales before connecting to the on-site ponds.
- Instead of the original selection of Bermuda turfgrass, a more environmentally friendly grass called platinum paspalum was featured on greens, tees and fairways since it is more drought and wear tolerant, has decreased fertilizer and maintenance needs, and accepts a wider range of water quality and composition.
- The overall grassed acreage was reduced by adding coquina waste areas that double as cart paths and are efficient at promoting water infiltration and replenishing of the aquifer.
- Drought tolerant native species were planted in the extended rough, hazard, and out of play areas.
- Butterfly gardens were developed to provide habitat for pollinator species.
- Nearly all trees on the property were newly planted featuring species such as



cypress, live oak and sabal palms providing habitat for bobcats to bald eagles as well as the ever-present osprey and creating corridors for wildlife movement throughout.

Osprey Point was recognized in 2016 as the World's Best Eco Friendly Golf Facility by the World Golf Awards through votes cast by the public, and by golf and travel professionals. Winners demonstrate "leadership in environmental stewardship

and were creative and responsible in planning, design, construction and management of unique, resource efficient golf facilities."

Osprey Point was certified on March 29, 2011 as the first Audubon International Classic Sanctuary in the state of Florida and only the second in the United States. It joined the other four Palm Beach County golf facilities which are Audubon International certified as well. 🌱

**Turflife**<sup>TM</sup>

**Not Just A Game, A Way Of Life!**

**www.turflife.org**



## North Palm Beach C.C. Earns the 2020 Latitude 36 Florida Course of the Year

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When Cory Adams took the role as superintendent of the North Palm Beach Country Club ([https://www.village-npb.org/453/Country-Club/?utm\\_source=Latitude-26-Course-of-the-Year&utm\\_medium=referral&utm\\_campaign=Turf-Talk](https://www.village-npb.org/453/Country-Club/?utm_source=Latitude-26-Course-of-the-Year&utm_medium=referral&utm_campaign=Turf-Talk)) golf course, it wasn't in great shape. In a lot of ways, it seemed like the environmental conditions of the course would prevent almost any turf variety from flourishing. The course sits on a sand ridge—not the best foundation for growing healthy, green grass. Nematodes, notorious for attacking root structures, were an ever-present issue. Pile on top of that the extreme Florida heat and humidity, and the conditions of the North Palm Beach Country Club course seemed to be the perfect storm of set-backs.



With so much work to be done, management felt that Adams might decline the position. Undeterred, he took the job and found that by trouble-shooting issues one at a time, the course began to improve. The turfgrass on the golf course was Latitude 36® Bermudagrass (<https://sodsolutionspro.com/grasses/latitude36-bermudagrass/>). The grass was struggling so much that there was talk of needing to replace it altogether. Latitude 36 was developed to push the upper limits of the transition zone and some questioned whether it could perform in the hot, humid climates of South Florida. The other issue was the sandy soil, which can be difficult for many varieties.



Adams thought it over and ultimately came to the conclusion that with the right maintenance and care, he believed Latitude 36 would not only do well, but would thrive and offer players an outstanding golf experience. Features like its color and playability make Latitude 36 perfect for a golf course application; it was just a matter of figuring out how to make it work in an environment with so many setbacks.



The first thing he had to handle was implementing an organic nutrition regimen. From there, he put a plan together to deal with the nematodes, and ramped up the irrigation system to address the sandy soil. Coming up with a program for moisture retention made all the difference, according to Adams. Within a few months, the dry, dead-looking patches that had been plaguing the course upon Adams's arrival disappeared, and a green, healthy looking golf course began to take shape.

Today, one of the main draws of the North Palm Beach Country Club course is the playability (the grass). Unlike other bermudagrasses, Latitude 36 has an upright growth pattern which creates the perfect foundation for golf play. From a maintenance point of view, Adams loves this feature because it requires less cultural practices and the upright growth pattern maintains itself. The ball sits up high on Latitude 36, which golfers love. The green color and beautiful texture of the grass provide fine aesthetic appeal which is highly sought after in the golf industry. Adams is proud to offer what he believes is truly the best course surface to club members and loves to hear the positive feedback from players.

After the initial project of getting the Latitude 36 back to health, Adams says that the day-to-day maintenance is actually much less than that of other varieties. Basic agronomic practices like correct feeding and grooming have been the magic formula that keeps the grass healthy and thriving. It all comes



down to the proper nutrition and consistent care.



Latitude 36 has become a success story in more ways than one at the North Palm Beach Country Club course, but there are still some skeptics. Adams invites anyone who doubts the choice of Latitude 36 for a South Florida application to talk to him; he is an open book when it comes to the care and maintenance practices that he has found to be successful. Cory Adams is a superintendent that not only manages with

excellence, he is also willing to step out of the box when it comes to management style and is more than willing to share information and interact meaningfully with his peers. These characteristics have allowed Adams to defy the status quo and make the North Palm Beach Country Club golf course a notable success. Congratulations to Cory and his staff, the recipients of the 2020 Latitude 36 Florida Course of the Year award.







*Mark Johnson*  
*Senior Director International & TPC Agronomy*

## **AGRONOMY TOURNAMENT REVIEW**

**Web.com Tour Championship**  
**Atlantic Beach Country Club, Atlantic Beach, Florida**  
**September 17 – 23, 2018**

To: Chesley Scott, BVGM Golf Course Superintendent

From: Mark Johnson

Thank you for the efforts you and your staff put forth for the 2018 **Web.com Tour Championship**. The golf course was in very good condition for the competition and provided an exceptional test for the Players trying to earn their PGA TOUR cards. The putting greens possessed excellent ball roll quality, and the cooperative weather supported firm and fast conditions throughout. The following is a brief summary of our discussions and observations during the tournament, as well as a few suggestions to try and improve for next year's event.

### **Greens**

The TifEagle putting surfaces were densely covered and produced high quality ball roll characteristics for the event. Most notably, the firmness had dramatically improved to prior year as a result of diligent cultural practices performed during the summer months and good water management. We discussed the importance of continuing an aggressive cultural program including core aeration, vertical mowing, brushing, and topdressing, designed to reduce the OM content and manage thatch. Additionally, we discussed the continued removal Celebration bermuda contamination along the inside perimeters of the putting surfaces.

### **Tees & Fairways**

The Celebration bermuda tees and fairways were in very good condition for the tournament. Moreover, the professional tees were well protected leading up to Tournament Week, thus providing ample teeing space during all rounds. As we discussed, the tees and fairways are beginning to develop excessive thatch and should be routinely vertically mowed and topdressed for improved firmness.

### **Rough**

The bermuda turf is all short-cut at fairway height, as per design, and resulting in no designated primary bermuda rough. Bahia turf is utilized adjacent to some of the sandy and outlying areas beyond the bermuda and was mowed uniformly at 5.0 inches during Advance Week. The bahia turf provided good hole definition, and an increased level of difficulty for Players trying to advance the ball from these areas.

### **Bunkers/Hazards**

The bunkers were meticulously prepared ahead of play each day, and the sandy areas were smoothed as needed to repair any traffic damage from the previous day. Good job! The bunker sand has become increasingly contaminated due to seasonal rains washing the darker colored native sand and stones into the bunkers. We discussed options for reducing the contamination, including lining the bunkers with a Mirafi or Polylast lining system to protect the bunker sand.

### **Operations/Miscellaneous**

Many thanks to the 10-15 volunteers that helped prepare the golf course for play each day during the competition. Furthermore, the additional pieces of mowing equipment were also instrumental in producing the desired conditions for the tournament. In addition, a few pieces of specialty equipment will also be essential for the successful implementation of the maintenance programs we discussed.

In closing, it was my great pleasure to work with you and your outstanding staff, and I already look forward to next year's event. Please keep in touch, and feel free to call anytime should you need our assistance. Thanks again for a job well done.

## Golfers' Choice: Most-Improved golf courses

These courses have come a long way in the last year, and earned special recognition from golfers.

Golfers' Choice  
December 30, 2019

Great turnaround stories at golf courses coast-to-coast (and Hawaii!) are happening all the time, and our review community is the best way to discover which management's efforts are paying off. We assessed your ratings & reviews from 2018-19 to uncover the U.S. golf courses that improved their overall score the most year-over-year.

For each course we found a review quote that shares insight as to why the improvement happened. The reasons range from new greens to improved management to rebuilt facilities. Some of these courses underwent extensive redesigns. Some of these courses are municipally-owned and operated, while others are privately-owned or resort properties. Click to read more about what golfers like you are saying about the experience.

If, during your 2020 golf season, you come across a course that has markedly improved their experience, be sure to acknowledge their efforts with a review of your own. [Click here](#) to review a golf course, whether it's your 1st or your 100th.

If one of these courses is in your neck of the woods and you had given up on them in years past, maybe it's time to give them a second look.

## Most Improved Courses of 2019 in the U.S.

1

### North Palm Beach Country Club

North Palm Beach, Fla. | [Read reviews](#)

What they're saying: " This course has gone through a major redo and will be incredible...Fairways are on par with PGA National just up the road." -[Lee1151656](#)

<https://www.golfadvisor.com/best-of/golfers-choice-2019-most-improved-courses>



## **Golf Digest - Florida's Top 75 Courses of 2015**

BrightView Golf Maintenance had many of our courses make the top 75 list.

Those courses and their rankings included:

- 31. Biltmore Golf Course/Coral Gables
- 42. Omni Amelia Island Plantation Resort (Ocean Links)/Amelia Island
- 45. Omni Amelia Island Plantation Resort (Oak Marsh)/Amelia Island
- 48. Osprey Point Golf Course/Baton Raton
- 52. Palm Beach National Golf Course/Lake Worth
- 60. North Palm Beach Country Club/North Palm Beach
- 75. ChampionsGate Golf Course/ChampionsGate

Link to the story:

<https://www.golfdigest.com/story/75-best-public-golf-courses-in-florida>

## The Golf Club at Cuscowilla

Eatonton, FL



### Relevant Aspects

Private Club

18 Holes

Golf Course Renovations with Cost Savings

**Golf Maintenance Partner Since 2017**

Cuscowilla on Lake Oconee is the number one ranked residential golf club in Georgia, twenty-fifth in the country and number five among all private clubs in Georgia. They are a preferred course among players in their market, which enabled them to raise dues by 10% a year over the past two years and double their initiation fees. They didn't get there without a plan.

### Situation

A Coore & Crenshaw designed course with signature red bunkers with natural rugged edges and new Champion Bermudagrass greens and TifGrand aprons, they had all the right ingredients for a pristine, awe-inspiring golf course. With forward-looking and strategic management, the club had aspirations to invest in their future, but they needed to get costs under control and see better results from their recent investment in their greens. That's when they found BrightView Golf Maintenance.

### BrightView's Solution

Within the first few months on the course, BrightView delivered better conditions with the same course operating budget, which improved member confidence and satisfaction. The club was ready for long-term planning. Club leaders and BrightView put their heads together to identify priorities and come up with a plan. The club's equipment had outlived its useful life and wasn't optimally suited for the turf and conditions requirements. BrightView experts helped source the right equipment, leveraging their buying power to extend significant savings to the club. Cuscowilla has always been known for its signature red bunkers with natural rugged edges. They give the course a character of its own while creating visual impact. But the soil composition was proving to impact the health of the surrounding turf, and the bunkers were losing their intended shape and structure. BrightView provided an option that made it possible for the club. BrightView offered a three-year financing package for the first phase of their bunker renovation, which included all greenside bunkers. Self-performing the job, BrightView sourced new soil that matched the color and character of the original bunkers, yet resolved the drainage issue. BrightView's in-house golf course architect, Erik Larsen, ASGCA, coordinated with the architect of record, Coore & Crenshaw, to ensure the bunker renovation project would retain the original design intent.

### Results

Today, member satisfaction floats around nine and ten, up from six before BrightView arrived. General Manager, Jarrod Clark credits BrightView for both the boost to member satisfaction as well as their ability to attract a consistent flow of new members who have shown they value the club by paying increased member dues and initiation fees. They recognize the value of their key asset, they're reinvesting in it, and they have the right partner, BrightView Golf Maintenance, to help them achieve their goals and continue leading their market.



“Due to the dramatically improved course conditions, we have been able to get \$3 more per round than we have been in the past. It is a big deal to get more money per round in this competitive marketplace.”

**Dustin McCabe**  
City of Lake Worth, Facilities Director and Golf Pro

## City of Lake Worth

### Golf Course

Lake Worth, FL



#### Relevant Aspects

Municipal Course

Course condition improvements

Warm season turf

18 Holes

**Golf Course Maintenance Partner Since 2011**

The City of Lake Worth operates an 18-hole golf course consisting of warm season turf. We began working with Lake Worth in 2011 based on a recommendation they received from Palm Beach County. Lake Worth had not previously outsourced their golf course maintenance.

#### Situation

Playing conditions at the Lake Worth Municipal in Lake Worth, Florida had been declining for nearly 10 years when the City decided to hire a professional maintenance contractor. Overall golf revenues had fallen significantly which created severe financial stress. Upon selection, BrightView was tasked to restore the course to a high level of conditioning, responsibly reduce maintenance costs and reinstate community pride in this valuable and well-loved municipal asset.

#### BrightView's Solution

Upon start-up, BrightView developed a science-based agronomic plan to improve overall turf health, vitality, playability and appearance while saving Lake Worth \$180,000 relative to their historical maintenance costs. With the City's involvement we installed a veteran superintendent (in this case from BrightView ranks) and hired and trained the maintenance team in technical skills, safety and golf course presentation and decorum. Our efforts led to increased play and convinced the City that the course was again worth investing in, which further opened the door for BrightView to pro actively provide a five-year equipment replacement plan and five-year capital improvement plan, which the City has approved.

#### Results

The course has been restored to a high level of conditioning and the community is once again proud of "Lake Worth Muni". The greens were renovated last year and the golf cart paths are scheduled for renovation later this year. These improvements have led to both an increase in play and in golf club memberships as well as a \$3 per round increase in greens fees. The increased revenues and costs savings have significantly righted the financial ship of the golf course.

## Qualifications of Key Personnel

### Key Personnel for Barefoot Bay Executive Golf Course

The following resumes are included for your review. These and the organizational charts presented were developed for your course to provide additional insight regarding how we will bring both on-site and off-site resources for your project. The fact that BrightView has considerable corporate expertise available to Barefoot Bay offers more power for each dollar you spend.

- Wade Foster, Superintendent
- Randy Massey, Regional Equipment Manager
- Corey Adams, Area Director SE
- B. Todd Bunnell, PhD, Vice President, Agronomy
- Erik Larsen, Business Development Executive, Southeast
- Terry McGuire, Vice President/General Manager, Southeast



## Wade Foster

### Superintendent, Class A

As Superintendent, Wade is responsible for leading the maintenance team to ensure course standards and operations are maintained and managed consistently according to the BrightView culture. With over 32 years in the Golf industry Wade is a seasoned BrightView team member and is well versed with BrightView's operating and administrative systems. With Wade's past experiences working at other properties and his in-depth knowledge of the golf industry, he continues to deliver excellent course conditions for BrightView clients.

#### Education/Training

Mott Community  
College Flint, MI

CPR Certification

Florida Best  
Management Practices  
Certification

Florida Pesticide  
Applicators License

Toro, John Deere and  
Jacobson Training

#### Professional Associations/ Licenses

GCSAA Class A Member

FL GCSAA Member

#### Professional Experience:

- 2012 - Current      Superintendent, BrightView Golf Maintenance, FL
- 2009 - 2012      Assistant Superintendent, Sugarbush, Davison MI
- 2005 - 2009      GM/Superintendent, Copper Ridge, Davison, MI
- 1994 - 2005      GM/Superintendent, Castle Creek, Attica, MI
- 1986 - 1994      Assistant Superintendent, Goodrich, Goodrich, MI

#### Additional Professional Experience

- Operations Manager
- Supervision
- Budget Management & Forecasting Property/Asset Management
- Event Management
- Inventory Control
- Marketing
- Project Bidding
- Landscaping, Irrigation, and Chemical Spraying
- Grounds Maintenance
- Heavy Equipment Operator
- Machines, Equipment, & Tools
- Safety Awareness
- Oral & Written Communications
- Computer Skills
- Team Player
- Customer Relations



## Randy Massey

### Regional Equipment Manager

#### Superintendent, Class A

As equipment manager, Randy is responsible for ordering and resourcing equipment that is needed for BrightView golf courses in the Southeast. Randy's top priority's are always cost, time schedules, safety, cost and productivity for the courses and the clients. Randy is also responsible for equipment inventory control which includes tracking and documenting equipment movement and recycling out dated equipment for all of the Southeast region.

With over 30 years as a Class A Superintendent, Randy is responsible for leading the maintenance team to ensure course standards and operations are maintained and managed consistently according to the BrightView culture. Randy is a seasoned BrightView team member and is well versed with BrightView's operating and administrative systems. With Randy's vast knowledge and experience he has performed every skill level needed on a golf course (Spray Tech, Irrigation Tech and Mechanic) that has helped him be successful in keeping cost down and productivity up.

#### Education/Training

Electronic Technician  
Diploma Devry University

Restricted Use Pesticide  
License over 30 years

BMP training for Florida

Toro and Rainbird  
irrigation training

#### Professional Associations/ Licenses

Class A GCSA Member

GCSAA member Central  
Florida Chapter

#### Professional Experience:

- 2008 - Current Superintendent with Brightview Golf Maintenance
- 1998 - 2008 Superintendent with OneSource at The Villages, FL
- 1987 - 1998 Asst. Superintendent and Superintendent at Zellwood Station, FL

#### Additional Professional Experience

- Hands-on Superintendent
- Mechanic
- Irrigation Technician
- Spray Technician
- Managed numerous in-house projects
- Irrigation up grades
- Greens and Tee rebuilds
- Equipment package purchases



## Cory Adams

### Area Director, Southeast

As Area director, Southeast, Cory is responsible for personnel development, quality control and customer relationships at BrightView's properties in the Southeast. He works closely with the on-site Golf Course Superintendents to ensure course standards and operations are maintained and managed consistently according to the BrightView culture and core values. With over 30 years of golf course operations experience, Cory is a seasoned BrightView team member and well acquainted with BrightView's operating and administrative systems. Cory started his career with BrightView in 2019 as Golf Course Superintendent for North Palm Beach Country Club and was promoted to Area Director in 2022.

#### Education/Training

Mississippi State  
University  
Agronomy/Turfgrass  
Management

#### Professional Associations/ Licenses

Florida Pesticide  
Applicators License

#### Professional Experience:

- 2019 - Current     Area Director/Superintendent, BrightView, FL
- 2018 - 2019       Director of Agronomy, Penn Florida Companies, FL
- 2014 - 2018       Superintendent, The Club at Admirals Cove, FL
- 2005 - 2014       Superintendent, Ibis Golf & Country Club, FL
- 2003- 2005       Superintendent, Marshall's Ranch, TX
- 2002- 2003       Superintendent, Chenal Country Club, AR
- 2000 - 2002       Superintendent, Jack Nicklaus Private Residence, FL
- 1998 - 2000       Asst. Superintendent, Spring Creek Ranch TN



## B. Todd Bunnell, Ph.D.

### Vice President, Agronomy

Dr. Bunnell will be the lead agronomist supporting our team at your course. As such, he will be available as needed to support the Superintendent and will be directly involved in the diagnoses and treatment strategy for any emerging turf issues. He will visit the course quarterly to oversee implementation and the fine-tuning of our programs. He will also work with the Superintendent and our team to develop the annual agronomic program each year. Dr. Bunnell developed the agronomic program contained in our proposal.

#### Education/Training

Phd, Plant Physiology,  
Turfgrass  
Clemson University, SC  
MS, Horticulture,  
Turfgrass  
Clemson University, SC  
BS, Plant and Soil  
Science, Turfgrass  
University of Kentucky

#### Professional Associations & Licenses

Golf Course  
Superintendents  
Association, Member  
United States Golf  
Association, Member  
Wade Stackhouse  
Graduate Student  
Fellowship, Clemson  
University, 2002–03  
Schilletter Fellowship,  
Outstanding Graduate  
Student Researcher,  
Clemson University,  
2001  
Golf Course  
Superintendents  
Association, Watson  
Fellow, 2001

#### Professional Experience

As Vice President of Agronomy for BrightView Golf Maintenance, Dr. Bunnell works closely with Superintendents to develop sound and efficient agronomic programs. Specific agronomic programs are developed independently for each property based on science, diagnostic results and client expectations. He also works with fertilizer and chemical manufacturers to ensure the newest and most effective inputs are applied at our customers' properties. Prior to joining BrightView, Dr. Bunnell was employed by SePRO Corporation as the Manager of Turf and Ornamental Research/Golf Market Manager (2004–11). His responsibilities included research, development, and regulatory compliance of SePRO branded turf and ornamental products including plant growth regulators, insecticides, herbicides and fungicides. His tasks also included developmental efforts towards new chemistries and uses in the turf and ornamental market.

#### Additional Professional Experience

- Clemson University, Clemson, SC, Graduate Research Assistant, (M.S., Ph.D.) 1997–2003. Research projects included determining optimum light quantity for dwarf and fairway bermudagrasses, investigating soil atmosphere effects on bentgrass in the southern transition zone, conducting herbicide evaluation trials, construction and maintenance of USGA-specified bentgrass and bermudagrass greens. He also taught multiple undergraduate level courses/labs in horticulture, soil science, and turfgrass science.
- Clemson University, Walker Course, Clemson, SC, Graduate Assistant, 1999–2003. Duties included daily golf course preparation and operations and discussing various agronomic options available for optimum turfgrass growth and development with golf course superintendent and staff.
- 1996 PGA Championship at the Valhalla Golf Club, Louisville, KY, Undergraduate Internship. Duties included major tournament preparation: mowing greens and fairways, assisted in all aspects of golf course management such as spraying, fertilization, irrigation, sodding, ornamental bed installation and maintenance, tree care, and supervised management of entrance drive and delegated duties to crew workers.





## Erik Larsen

### Business Development Executive, Architect

Erik heads the BrightView Golf Improvements division, overseeing projects across our 80+ Golf Course portfolio. Erik is a member of American Society of Golf Course Architects' and CLARB certified Landscape Architect. As an accomplished Architect, Erik has designed and overseen the construction of nearly one hundred golf courses around the world. He previously worked for the Arnold Palmer Design Company from 1983 until 2011, advancing to the position of Executive Vice President. With almost 30 years of experience he has been honored with numerous awards by his peers and is a past President of the American Society of Golf Course Architects. His planning concepts strive to provide a balance of development, infrastructure and nature into each project.

#### Education/Training

BS, Landscape  
Horticulture/  
Agronomy

North Carolina State  
University

CLARB Certified  
Landscape Architect  
State Certified in  
Florida and Iowa

#### Professional Associations & Licenses

Board of American  
Trails

Recreation-  
Development of the  
Urban Land Institute

American Society of  
Golf Course Architects,  
ASGCA (former  
President)

American Society of  
Landscape Architects

#### Additional Professional Experience

- Atlantic Beach Country Club, Atlantic Beach, FL (MP, complete golf course renovation, neighborhood in-fill)
- Arnold Palmer's Bay Hill Lodge and Club (Re-model Oversight & Host of Arnold Palmer Invitational)
- Silver Rock Resort, La Quinta, CA (Architect of Record) (Bob Hope Desert Classic)
- Stonewall Jackson Lake Resort, West Virginia, (Architect of Record) (Best new resort, Golf Inc.)



## Terry McGuire

### Vice President & General Manager, Southeast

As Vice President & General Manager, Southeast, Terry is responsible for overseeing personnel development, quality control and customer relationships at BrightView's properties in the Southeast. He works closely with Clients to ensure course standards and operations are maintained and managed consistently according to their standards and expectations.

Having served most recently as Vice President & Director of National Operations for BrightView Golf Maintenance, Terry is responsible for training and instructing staff members in the BrightView Golf Maintenance Operations Standards.

#### Education/Training

Associate of Science  
Lake City Community  
College Golf Course  
Operations

Associate of Arts  
Jacksonville  
Community College

#### Professional Associations & Licenses

Golf Course  
Superintendents  
Association of America

National Golf Course  
Owners Association

Top Agronomic  
Officers, NGCOA,  
Member

Audubon International,  
Member of the  
Environmental  
Advisory Council

Lake City Community  
College, Member of  
the Advisory Council

#### Professional Experience

Terry joined BrightView Golf Maintenance in 1999 as the Western Region Director of Maintenance with duties including overall maintenance operations of all BrightView Golf Maintenance facilities on the West Coast.

#### Additional Professional Experience

- 1990- 1998 Arnold Palmer Golf Management, Director of Golf Course Maintenance.

Responsibilities included overseeing all properties in the Western United States. Also served as a consultant in the development, construction and re-design phases of municipal, private, daily fee and resort courses.



# Training Program For Staff

## Safety and Training Plan

### INTRODUCTION

Creating a safe, healthy, and secure working environment is a fundamental principle and business practice of BrightView. We will actively discourage unsafe work habits and any form of conduct that compromises the safety and well-being of our employees or others who may be affected by our operations. Furthermore, it shall be the policy of BrightView to comply with all applicable Federal, State and Local, health and safety laws, standards and regulations. Such requirements include, but are not limited to those mandated by OSHA, DOT and EPA.

The same standards and methods of management control that are utilized to maintain quality and service will be applied to loss prevention and control. Safe working conditions at all of our locations together with focused team approach toward complying with appropriate laws, standards and regulations will contribute to both human and employee relations and profitable business operations. No reasonable expense will be spared to this end.

### CODE OF SAFE PRACTICE

BrightView has adopted a Code of Safe Practice, which relates to our operation. This Code of Safe Practice shall be provided to each supervisory employee who shall have it readily available.

### RESPONSIBLE PERSONS

#### ALL EMPLOYEES

BrightView believes that every individual within our organization is responsible for understanding, implementing, and adhering to the company's Injury and Illness Prevention Program (IIPP). It is every employee's responsibility to report unsafe or apparent unsafe conditions to their supervisor immediately and to discontinue the affected activity until the condition is corrected.

Certain positions within the company, as addressed below, have specific responsibilities.

#### SENIOR MANAGEMENT

BrightView' senior management is responsible for setting the tone and culture for the company's Injury and Illness Prevention Program (IIPP). They are also responsible for establishing, from the highest levels, a practice of accountability for failure to adhere to established policy and program requirements. All levels of management MUST lead by example.

#### AREA DIRECTORS

Area Directors are primarily responsible for creating a safe working environment in each of the golf course level operations within their respective regions. Area Directors are to ensure compliance with all applicable laws, standards and regulations that affect their respective operations.

#### GOLF COURSE SUPERINTENDENTS

Golf Course Superintendents are primarily responsible for managing the company's Injury and Illness Prevention Program (IIPP) within their specific area of operation. This includes facilities, jobsites and assigned equipment/fleet vehicles. Golf Course Superintendents are directly responsible for the operations and actions of their assigned personnel.

## COURSE SAFETY OFFICERS

Course Safety Officers are designated by each Golf Course Superintendent and are responsible for the day-to-day administration of the company's Injury and Illness Prevention Program (IIPP) at the assigned Course. Specific inspection, reporting and administrative actions are detailed throughout this document.

The Course Safety Officers will cover topics such as:

- Hazard Identification
- Safety inspections
- Safety communication Training
- Hazardous material handling
- Accident investigation Emergency response

The Safety Officer will notify committee members of the date, time, and place of the meeting, along with the specific agenda items for that meeting.

The agenda should be structured to include, but not limited to:

- Topic introduction
- Desired outcome statement
- Discussion options Selection of action items
- Assignments of roles and responsibilities (*who will do what by when*)

Course Safety Officers will keep meeting minutes. Copies will be sent to the Regional Safety Manager and posted on the safety bulletin board at each location.

## MONITORING PROGRAM EFFECTIVENESS

### COURSE SAFETY COMMITTEE

Each Course Officer is to hold a Safety Meeting on at least a monthly basis. The purpose is for reviewing the Course safety records and making recommendations for preventing accidents in the future.

### ACCIDENT/INCIDENT INVESTIGATIONS

All accidents, injuries or incidents must be reported immediately to the Course Safety Officer and an accident report completed using the appropriate form. The Course Safety Officer will conduct a follow up investigation and inform the Regional Safety Manager of any major accident, injury, or incident. The Course Safety Officer is to prepare a monthly summary of all accidents for review with all Course personnel making them aware of the circumstances along with recommendations and/or training to prevent similar incidents or unsafe conditions from occurring. A copy of all accident/incident investigations is to be sent to the Regional Safety Manager.

### FINANCIAL REWARD SYSTEM

BrightView has a reward system for Course safety performance as it relates to workers compensation, general liability, and at-fault automobile claims. This program seeks to reward Courses with good safety records. The dollar impact on a Course's annual financial statement can be significant.

### SAFETY INCENTIVES

BrightView believes in rewarding those employees and operations that make our facilities, jobsites, and workforce safer and by doing so protects the company by limiting excessive liabilities. To assist in promoting a safe and healthy environment, several incentive programs have been established for those who meet or exceed expectations.

## SAFETY VIOLATION DISCIPLINE

Failure to comply with safety policies, procedures, rules, guidelines, or supervisors' instructions not only places the offender at risk of injury but can potentially place fellow workers and the company itself in considerable jeopardy. BrightView takes safety violations very seriously and has established a policy of progressive discipline to deal with offenders. Depending on the severity of the offense the company may, at its discretion, elect from a number of disciplinary options ranging from verbal warning to immediate termination. The details of this policy are outlined below.

The goal of the company is to change unacceptable behavior by educating or "coaching" employees to find a way for them to comply with these expectations. If unacceptable behavior continues after a coaching session, an employee is subject to stronger actions, such as:

- Written warnings
- Suspension
- Termination

The company reserves the right to use stronger actions depending on the severity of the infraction, which may lead to an immediate written warning, suspension, or termination.

Management and Supervisory personnel (foreman and above), shall be subject to disciplinary actions for the following reasons:

- Repeated safety rule violations by their employees
- Failure to provide adequate training prior to job assignment
- Failure to report accidents and or provide adequate medical attention to employees who are injured on the job
- Failure to control unsafe conditions or work practices
- Failure to maintain good housekeeping standards and cleanliness on their jobsites or facilities
- Failure to comply with the safety standards of the company and the industry
- Failure to follow proper safety and health standards placing themselves and others at risk
- Failure to apply the proper quality controls standards to hazards placing people and the environment at risk

## IDENTIFICATION AND ELIMINATION OF HAZARDS

### GENERAL STATEMENT

Simply recognizing that a hazard exists is the single most important factor in avoiding an accident or injury as a result of the hazard. Most injuries and deaths result from hazards that were not recognized, identified or planned for.

Once a hazard has been identified, there are basically 3 methods by which the hazard can be addressed. Hazards can be addressed through the use of Engineering Controls, Administrative Controls or through the use of Personal Protective Equipment (PPE). These controls have been listed in order of preference and effectiveness and BrightView will strive to address hazards from this perspective.

**Engineering Controls** - are the most effective method of dealing with hazards, as they seek ways to eliminate the hazard completely, either through a redesign of the project or method of accomplishing the necessary task. This method is most effective due to the fact that once an engineering "fix" has been accomplished the "hazard" no longer exist and employees are never exposed to potential harm.

**Administrative Controls** – are policies and procedures put into place by the employer to minimize employee exposure to hazards that can't be completely eliminated. This is an effective means of addressing hazards only if these policies and procedures are adhered to and all employees are held consistently and equitably accountable for their actions relative to compliance. Specific safety, health and compliance policies are addressed under separate cover.

**Personal Protective Equipment** – may, in some instances, be the only reasonable protection of an employee from a recognized hazard. Our company recognizes that PPE is not as effective as either engineering or administrative methods of hazard control, as PPE does not eliminate or distance the employee from the hazard, but rather places a (sometimes minimally effective) physical barrier between the employee and the hazard. Personal Protective Equipment will be used on BrightView projects only after careful evaluation of all hazards and when other more effective means of hazard abatement have proven to be ineffective or impractical. Specific PPE policies are addressed under separate cover.

### **Employee Involvement in Hazard Identification & Elimination**

All employees are encouraged to become involved in the success of the company's' Injury & Illness Prevention Program (IIPP). In order to facilitate employee involvement, a "Near Miss/Unsafe Condition" reporting procedure has been established. The procedure consists of each employee being issued standardized forms upon which they are encouraged to document any dangerous conditions or any witnessed near miss incident. This form can also be used to make safety related suggestions to the Course Safety Committee, for review and possible implementation. This form can be submitted anonymously, but employees are encouraged to identify themselves so that they may be recognized for their safety awareness or for submitting a viable safety suggestion.

### **Yard Monitors**

At the discretion of the Golf Course Superintendent and/or the Course Safety Officer, Courses may choose to (and are encouraged to) assign a Yard Monitor to watch for and immediately address unsafe conditions during times of heightened activity in and around our facilities and/or yards. (This condition would most often exist during morning dispatch or as crews return to the yard at the end of the day.) This function may not be necessary in smaller operations where there are few personnel and vehicles but can prove extremely valuable in reducing incidents at our larger, "high traffic", operations.

### **Inspections**

A series of inspections are conducted on a monthly basis of all facilities, jobsites, and equipment in order to ensure that unsafe conditions are detected and remedied. These inspections are documented, and all appropriate management is made aware of any potential safety, health, or compliance issues. Details of the inspection program are maintained under separate cover.

Each Course shall maintain records of scheduled and periodic inspections to identify unsafe conditions and work practices, including person(s) conducting the inspection, the unsafe conditions and work practices that have been identified and the corrective action taken. These records shall be maintained for a period of three (3) years.

## **WORKPLACE HAZARDS**

Identification of workplace hazards is an ongoing and continual process. In our vigilance to identify and mitigate workplace hazards the following requirements must be met. Specific policies addressing inspections and reporting are addressed under separate cover.

1. On a quarterly basis, the Course Safety Officer is to conduct a review (audit) of the yard, shop and office areas of the facility. The purpose of this review is to ensure that the facility is in compliance with (or maintaining its schedule toward compliance) with all applicable Federal, State and local safety and health laws, standards and regulations. The results of these inspections



are to be documented on the appropriate form(s) and submitted to the Golf Course Superintendent and the Regional Safety Manager.

2. Hazardous materials, that employees may be exposed to, have been identified at each of our Course locations and SDS information obtained on each of these hazardous materials. This information is contained in our "Hazard Communications Program Notebook" and our SDS book located in each Course. The HAZCOM program, chemical inventory and SDS sheets are to be reviewed at least annually by each Course. A specific program addressing HAZCOM issues is maintained under separate cover.
3. Each Course will have an emergency evacuation plan and procedures in place.
4. Each Course shall maintain an employee information board where required information, mandated by Federal, State or local agencies, is posted. Internal safety information will also be posted.
5. Some facility-based hazards cannot be abated through either the use of engineering or administrative controls. In such cases, personal protective equipment (PPE), appropriate to the hazard, will be required. Specific policies addressing use of PPE is maintained under separate cover.
6. Each Course shall identify and evaluate hazards whenever new substances, processes, procedures, or equipment are introduced into the workplace that represents a new occupational safety and health hazard. Also, each Course is responsible for evaluating training needs whenever they are made aware of a new or previously unrecognized hazard.

**JOB SITE HAZARDS** – Due to the nature of our work, our job sites may, from time-to-time, present unsafe conditions. The following procedures shall be followed to help minimize risk to our employees or those who may be affected by our work.

1. Prior to commencing work at any new job site and, on a monthly basis or as necessary during the operation, the Supervisor is required to make a thorough survey of the job site. Job site surveys should be documented on the appropriate form and maintained with the job file. Copies of these surveys should be forwarded to the Golf Course Superintendent and the Regional Safety Manager. Any safety issues that affect our employees or our operations, over which we do not exercise exclusive control, should be brought to the attention of the job site owner or prime/master contractor for correction.
2. Job site hazards may develop during, or as a result of, our operations. It is the Supervisor's responsibility to see that any job site hazards are immediately corrected.
3. Weather, such as excessive heat or wet slippery conditions, may also create an unsafe environment for work. The job site supervisor is responsible for stopping production operations if conditions become unsafe. The supervisor is also responsible for inspecting the site for unsafe conditions prior to resumption of work.
4. From time-to-time job site hazards cannot be abated through either the use of engineering or administrative controls. In such cases personal protective equipment (PPE), appropriate to the hazard, will be required. Specific policies addressing use of PPE is maintained under separate cover.
5. Poisonous plants and harmful animals may be present on a jobsite at any time. All employees shall be trained in the recognition of and the protective measures for working in these conditions. The necessary personal protective equipment (PPE) will be provided by the company, and in situations of imminent dangers, the supervisor(s) shall abate the hazard prior to beginning the work.

**EQUIPMENT RELATED HAZARDS** - The safety of our employees and the safety of the general public are a major concern of the company. The operation and maintenance of our equipment is not only regulated by Federal and State laws and guidelines but is an important indicator of our company's attitude toward safety. For this reason, the company is dedicated to compliance with all Federal and State laws and requirements as they relate to vehicle operations, fleet maintenance and driver qualifications. Specific policies are addressed under separate cover.

1. It is important that each Course identify all pieces of equipment that are either out of service indefinitely or are in the shop for repair and must ensure that these pieces of equipment are not operated by anyone. This should be accomplished through either a lockout or tag-out system (whichever is appropriate given the type of equipment) or by clearly identifying a portion of the garage for storage of equipment needing repair. A Lockout/Tag-out policy and program are addressed under separate cover.
2. On a monthly basis, all vehicles and trailers are to be inspected by the driver. This inspection is above and beyond any required DOT inspections and includes vehicles not covered under DOT requirements. Inspections shall be documented on the appropriate form and copies are to be submitted to the Course Safety Officer who will in turn ensure that any necessary repairs are accomplished in a timely manner and will submit a summary report to the Golf Course Superintendent and the Regional Safety Manager.
3. If at any time a vehicle develops an apparent unsafe condition, the operator or driver is required to report the condition to the shop supervisor and at that time it will be determined if the operation of the equipment should be discontinued until repairs can be made.
4. Our field operations are very "equipment intensive", therefore the following guidelines are established:
  - a. Only trained operators are permitted to operate power equipment unless it is in a training environment under the close supervision of a trained employee.
  - b. Equipment developing an unsafe condition is to be removed from service immediately and remain "out of service" until repaired.
  - c. Under no circumstances is any manufacturers' safety protection to be modified or removed.
  - d. All guards, shields, plates, cut-off switches or other safety devices are to be used at all times and shall never be disabled for any reason.
  - e. Certain pieces of equipment require a higher level of training and knowledge in order to be safely and effectively operated. Equipment manufacturers and/or regulatory agencies may require "Certification" before an employee is allowed to operate the equipment. Typically, "Certification" to operate a piece of equipment requires an extensive level of knowledge and experience that can be demonstrated and proven in an objective manner. Only "Certified Equipment Operators" will be permitted to use equipment where certification is required.

## **IMMINENT HAZARDS**

When an imminent hazard exists which cannot be immediately abated without endangering employee(s) and/ or property, it will be the site supervisor's responsibility to remove all exposed personnel from the area except those necessary to correct the existing condition. All employees essential in correcting the hazardous condition shall be provided the necessary training and safeguards to do so.

## PROACTIVE SAFETY MANAGEMENT

One of the most effective methods for preventing accidents and incidents is by providing comprehensive and consistent training throughout an employee's term of employment. Upon presentation of appropriate training all employees, regardless of position, must be held accountable to follow the policies and procedures addressed in the training.

BrightView recognizes the importance of training its employees and has established a training program to fit the needs of the company. As with any training program, training offered to BrightView employees should be considered a "work in progress" as an employee's ability and need to learn safer, better and more effective ways to accomplish his/her job is never fully completed.

### NEW EMPLOYEE TRAINING (SAFETY ORIENTATION)

New employees have the potential to create an unsafe condition both to themselves and to other employees due to inexperience and a higher risk of committing unsafe acts.

In order to minimize the potential risk to our employees, provide the safest possible work environment and in order to comply with Federal and State requirements, each new employee will attend a "New Employee Safety Orientation" training program before starting work, or as required by new job/task. Both field operations and office-based employees are required to participate in safety orientation. Safety orientation programs appropriate to field operations and office safety are available. These training programs shall be administered by either the Golf Course Superintendent or the Course Safety Officer (or their designee) for field employees and by the office manager (or their designee) for office-based employees, and shall cover a review of all safety policies, procedures and rules. Each employee shall demonstrate a clear understanding of the covered materials and must complete this course before the employee starts his/her first day of work. This training shall be documented on the appropriate form and these records maintained with the employees' personnel records.

Each Course should develop a method for distinguishing "new field employees" (shirt, vest, hardhat, etc.) so that a supervisor can rapidly identify them and can pay additional attention to these employees during their first 90 days of employment.

### OPERATION SPECIFIC TRAINING

Although BrightView strives to provide consistent training to all of their employees, varying work requirements will dictate that some job-specific training, which will vary from division to division, must be accomplished. Training programs for the differing operational groups has been established and is as important to employee growth and safety as are the corporate training initiatives. Various elements of this job-specific training (appropriate to operational requirements) are to be incorporated into the New Employee Safety Orientation training.

### ON-GOING TRAINING

BrightView has, and will continue to develop, safety related training programs that are designed to build on existing knowledge and allow all levels of employees, from labor to management to continue to grow and become safer employees. Courses that provide a greater understanding of OSHA, DOT and EPA standards (in particular) are available and will be at the forefront of our continuing education process as we strive for an even safer company.

Certain equipment and/or operations may require that employees attain "Certification" in order to comply with manufacturer's recommendations or regulatory agency requirements. As specific needs are identified, appropriate programs will be developed.

Training needs will also be evaluated and conducted for the following as appropriate:

1. All employees given new job assignments for which training has not been previously received.
2. Whenever new substances, processes, procedures or equipment are introduced to the workplace and represent a new hazard.
3. Whenever the employer is made aware of a new or previously unrecognized hazard; and,
4. For supervisors to familiarize themselves with safety and health hazards to which employees under their immediate direction and control may be exposed.

## **SAFETY TAILGATE MEETINGS**

Safety tailgate meetings are at the core of the on-going safety training at the Course level. Topics are provided by the Corporate Safety Department and their presentation is mandatory. Topics have been selected and scheduled to provide for a consistent safety message throughout BrightView. Although not every topic will directly apply to every operation, these topics will provide a good safety foundation. Weekly safety tailgate meetings may include additional pertinent information of a more job-specific nature and should always address Course specific safety concerns. Covering the mandatory topics is a minimum requirement and is not intended to prevent the presentation of additional information.

Safety tailgate meetings are to be held weekly and should be conducted by the Supervisor. Attendance shall be documented on the appropriate form and completed forms shall be given to the Course Safety Officer. The Course Safety Officer will ensure tailgate meeting documentation is filed weekly and is available to the Golf Course Superintendent and the Regional Safety Manager if necessary for audit purposes.

## **DOCUMENT REVIEW**

This document, along with its supporting documentation, will be reviewed on, at least, an annual basis for correctness and consistency. Review of these documents will be the responsibility of the BrightView EHS Department.

## Employee Golf Course Etiquette Training

BVGM give our new team members a training program that allows them to hit the ground running starting in the first week, then continue to refine their skills, quality and efficiency over the next 90 days. Throughout the course of our contract, we offer continued education to our crews in the areas of golf course etiquette, customer service, operating excellence and safety. The First Week, the new team members will watch training videos on golf course etiquette, workspace safety and working safely on the course. The basics of the etiquette/customer service training are as follows:

**Working safely around golfers in areas of play starts with three simple rules:**

- **be quiet**
- **be still**
- **stay out of the line of play**

These rules may seem like common sense, it can require some nuance to know how to use them correctly in every situation.

### When to be quiet

Be as quiet as you can when golfers address the ball. According to the Rules of Golf and the United States Golf Association, a player has “addressed the ball” when he or she has grounded his club immediately in front of or immediately behind the ball.

The last few seconds before a golfer strikes the ball are critical, and golfers need as much focus as they can muster during this time. Know whether or not to turn your equipment to idle quietly or off altogether in this situation. This is at your superintendent’s discretion and may vary depending on the golf course.

### When to be still

Stand still while shots are in play. This is especially important if you’re working at a tee box, green or any other place golfers commonly get ready to take shots.

If you’re far away from the tee but find yourself within the range of a golf shot, stop working and quietly move out of the line of play.

### How to stay out of the line of play

The line of play is the direction a golfer wishes a shot to take, plus a reasonable distance on either side of the intended direction.

Always make sure you’re working out of this line of play. If golfers move into your work area, stop working and reassess their line of play, moving out of the way if necessary. This is another rule that will depend on your superintendent and the golf course.

### Avoiding rogue golf balls

As long as you’re attentive and follow basic golf etiquette, it’s unlikely that you will be hit by a golf ball. Accidents do happen, however, and you should be prepared for the situation. A blow to the head by a

golf ball could cause a concussion or more lasting damage. Minimize your risk by staying vigilant and attentive in active areas of play.

Learn where every blind spot is on the golf course. Blind spots are anywhere that golfers can't see you, even though you're within range of golf shots. Sand dunes and hilly courses are the most common examples of areas that might pose a blind spot risk. If you hear "Fore!" but can't see any golfers or balls, try to quickly determine the direction the ball may be coming from and turn to face away. Duck, then cover the back of your head and neck with your hands and arms.

If you are struck with a golf ball, go straight to your superintendent. Never interact negatively with golfers or club members. Use basic first aid and ice to reduce swelling and help with minor injuries. If you fear you've sustained a serious injury, or if you've been hit directly on the head, let your superintendent know and seek immediate help.

## Where courtesy and productivity meet

Balancing golf etiquette with your work rhythm can be tricky at first. The challenge is to stay productive while taking extra care around golfers. Even though following etiquette and safety rules sometimes slow you down, they pay off in the long run by keeping members happy and you safe.

If you find yourself delayed by group after group, try to find a pocket between groups that you can coast through to finish your job. Your superintendent may instruct you to work backward through the course to escape a string of groups, too.

Sometimes, when you're working greens, you might need to delay players while you finish up before moving out of their area of play. Even if your superintendent allows you to delay players for a full minute, be courteous to members and communicate to them that you're less than a minute away from finishing. They will appreciate seeing you hustle, and your actions will reflect positively on the turf management team as a whole.

## Takeaways

Golf etiquette is one of the realities of working in turf management. We expect every member of our team to abide by golf etiquette and safety rules.

Always remember the basics: be quiet, be still, and stay out of the line of play.

Also, remain vigilant when working in an active area of play.

And finally, ensure you balance courteous player interaction with productivity when working on the course. When in doubt about a specific etiquette rule, never be afraid to double check with your superintendent. As long as you're attentive and follow instructions, you're sure to have a safe and happy time working on the course.



## Machinery, Equipment, and Manpower

### BVGM Machinery/Equipment in The Southeast

MFG	Asset Description	Class Type
Other	4700E Workstation-Trion	Equipment
Ford	F150 SC XLT	Truck
Ford	F250 CC	Truck
Anglemaster	Grinder 3000	Equipment
Toro	Mower Fairway	Mower
Toro	Mower Greensmaster 2120	Mower
Toro	Trailer Trans Pro 80	Trailer
Dakota	Top Dresser 440	Equipment
Other	Trailer Equipment	Trailer
Toro	Aerator 648	Equipment
Toro	Aerator 686	Equipment
Toro	Bed Edger	Equipment
Anglemaster	Bedknife	Equipment
Ty Crop	Blower Pro Force	Equipment
Toro	Blower Pro Force	Equipment
Ford	F150 SC XL	Truck
Other	GL9 Lift 9000	Equipment
Toro	Mower 60 in	Mower
Toro	Mower Greens	Mower
Toro	Mower Greensmaster 3150	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Greenspro 1240	Mower
Toro	Mower Groundmaster 4500D	Mower
Toro	Mower Groundmaster 4500D	Mower
Toro	Mower Groundsmaster 3500D	Mower
Toro	Mower Groundsmaster 3500D	Mower
Toro	Mower Reelmaster 3100D	Mower
Toro	ProSweep Blower	Equipment
Toro	Sand Pro 3040	Equipment
Toro	Sand Pro 3040	Equipment
Toro	Sand Pro 5040	Equipment
Other	Sand Pro Infield Pro 3040	Equipment
Cushman	Slicer	Equipment
Misc.	Spin Grinder	Equipment
Toro	Sprayer 5800	Equipment
Lely	Spreader L1250	Equipment
Toro	Spreader ProPass 200	Equipment
Ty Crop	Top Dresser ProPass	Equipment
Misc.	Trailer Open	Trailer
Ryan	Trailer Open	Trailer
Other	Trailer Open 12 ft	Trailer
Imperial	Trailer Utility	Trailer
Kubota	Utility Tractor	Yellow Iron
Kubota	Utility Tractor	Yellow Iron
Toro	Utility Vehicle 3200 Workman	Equipment
Club Car	Utility Vehicle CarryAll 2	Equipment
Club Car	Utility Vehicle Caryall	Equipment
Club Car	Utility Vehicle Caryall	Equipment
Club Car	Utility Vehicle Caryall 2	Equipment
Other	Utility Vehicle HDXW	Yellow Iron
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment

Toro	Utility Vehicle Workman GTX	Equipment
Toro	Utility Vehicle Workman GTX	Equipment
Toro	Utility Vehicle Workman GTX EF	Equipment
Other	Utility Vehicle Workman HDX	Equipment
Toro	Blower Pro Force	Equipment
Other	Grass Cutting Attachment	Mower
Anglemaster	Grinder Bed Knife	Equipment
Express	Grinder Dual Reel	Equipment
Triple Crown	Trailer Utility	Trailer
Ford	F150	Truck
Other	Roll System UR3T	Equipment
John Deere	Tractor 3038E	Yellow Iron
Toro	5 UNIT TRANSPORT FRAME	Equipment
Foley	ACCU PRO 633/ FOLEY W/ BELLOW	Equipment
Toro	Blower Pro Force	Equipment
Express	Grinder Anglemaster	Equipment
Toro	Mower Fairway	Mower
Toro	Mower Greensmaster 3150	Mower
Other	Mower Greensmaster 3150Q	Mower
Toro	Mower Greenspro 1260	Mower
Toro	Mower Groundmaster 4500D	Mower
Toro	Mower Groundsmaster 3500D	Mower
Toro	Mower Reelmaster 5510	Mower
Other	Mower Trimax Snake System	Mower
Toro	Sand Pro 2040Z	Equipment
Other	Sand Pro 3040	Equipment
John Deere	Skip Loader	Yellow Iron
Toro	Sprayer 1750 Multi Pro	Equipment
Toro	Top Dresser ProPass 200 Base	Equipment
Kubota	Tractor	Yellow Iron
Kubota	Tractor MX5100	Yellow Iron
Club Car	Utility Vehicle Caryall	Equipment
Toro	Utility Vehicle HDX	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Ford	F150 SC	Truck
Other	Mower Flail	Equipment
Toro	Mower Frame 5 Blades	Mower
Toro	Mower Reelmaster 5510	Mower
Toro	Mower Z Master	Mower
Carryall	Utility Vehicle Gas	Equipment
Club Car	Utility Vehicle Turf 2	Equipment
Toro	3150 Greensmaster	Mower
Toro	5800 -G Multi Pro w/ exccerate	Equipment
Toro	Accessories to Greenmaster 315	Equipment
Toro	Aerator 648	Equipment
Toro	Aerator 648	Equipment
Toro	Aerator 686	Equipment
Other	Air Compressor 80 Gal	Equipment
Toro	Anglemaster 4500	Equipment
Other	Backhoe Tractor Loader	Yellow Iron
Other	Bed Edger	Equipment
Toro	Bed Edger	Equipment
Toro	Bernhard Express 4250	Equipment
Toro	Blower Pro Force	Equipment

Toro	Blower Pro Force	Equipment
Toro	Blower Pro Force	Equipment
Toro	Bunker Rake	Equipment
Toro	Bunker Rake	Equipment
Toro	Bunker Rake	Equipment
Toro	Bunker Rake	Equipment
Ford	F250 SC	Truck
Ford	F250 SC XL	Truck
Other	GL9 Lift w/GTLA Frame Kit	Equipment
Other	Golf Lift	Equipment
Scottsman	Ice Machine	Equipment
Other	Ice Machine	Equipment
Toro	Mower 100 in	Mower
Toro	Mower 5 Gang Reel PB	Mower
Toro	Mower 5 Gang Reel PB	Mower
Toro	Mower Fairway	Mower
Toro	Mower Fairway	Mower
Toro	Mower Greenmaster 3150Q	Mower
Toro	Mower Greenmaster 3150Q	Mower
Toro	Mower Greenmaster 3150Q	Mower
Toro	Mower Greenmaster 3150Q	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Greensmaster 3150Q	Mower
Rhino	Mower Grooming TX115A	Mower
Toro	Mower Groundmaster 3500D	Mower
Toro	Mower Groundmaster 360	Mower
Toro	Mower Groundmaster 4500D	Mower
Toro	Mower Groundsmaster 3500D	Mower
Toro	Mower Reelmaster 5510	Mower
Other	Mower Ventrac	Mower
Other	Mower Ventrac	Mower
Toro	Mower Z Master 6000	Mower
Toro	Rollers	Yellow Iron
Toro	Sand Pro 5040 Accessories	Equipment
Ryan	Sod Cutter	Equipment
Toro	Sprayer	Equipment
Toro	Spreader	Equipment
Other	TA26 Boom Mower-Ferrie	Mower
Toro	Top Dresser 2500	Equipment
Kubota	Tractor	Yellow Iron
Imperial	Trailer Utility	Trailer
Other	Trailer Utility	Trailer
John Deere	Turf Tractor	Yellow Iron
Imperial	Utility Trailer	Trailer
Toro	Utility Vehicle	Equipment
Toro	Utility Vehicle	Equipment
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Toro	Utility Vehicle	Equipment
Toro	Utility Vehicle	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle	Equipment
Other	Ventrac	Yellow Iron
Toro	Aerator	Equipment
Toro	Aerator ProCore 648	Equipment
Other	Blower Pro Force	Equipment
Toro	Green Roller Gas	Yellow Iron
Toro	Mower	Mower
Toro	Mower	Mower
Toro	Mower 5 in Unit Transport Fram	Mower
Toro	Mower Greenmaster 3150Q	Mower
Toro	Mower Greenmaster 3320	Mower
Toro	Mower Greenmaster 3320	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Groundmaster 3280D	Mower
Toro	Mower Groundmaster 3500D	Mower
Toro	Sand Pro / Infield Pro 5040	Equipment
Toro	Sprayer	Equipment
Toro	Thatching Reek Kit-Triflex	Mower
Toro	Thatching Reek Kit-Triflex	Mower
Toro	Top Dresser ProPass	Equipment
Kubota	Tractor/Loader Backhoe	Yellow Iron
Kubota	Utility Tractor	Yellow Iron
Kubota	Utility Tractor	Yellow Iron
Kubota	Utility Tractor	Yellow Iron
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Pro Sweep	Equipment
Toro	Aerator 686	Equipment
Toro	Blower Pro Force	Equipment
Ford	F150 SC XL	Truck
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Groundmaster 4300D	Mower
Other	Plug-N-Play Fertigation Panel	Equipment
Toro	Sand Pro 5040	Equipment
Toro	Sprayer 5800	Equipment
Lely	Spreader	Equipment
Club Car	Utility Vehicle Turf 2	Equipment
Club Car	Utility Vehicle Turf 2	Equipment
Toro	Aerator 648	Equipment
Foley	Bedknife Grinder 660	Equipment
Toro	Blower Pro Force	Equipment
Toro	Mower Fairway	Mower
Toro	Mower Fairway	Mower

Toro	Mower Greenmaster 3150Q	Mower
Toro	Mower Greens	Mower
Other	Mower Greens Roller	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Groundmaster 4500D	Mower
Toro	Mower Reelmaster 5510D	Mower
Foley	Reel Grinder	Equipment
Foley	Reel Grinder 630	Equipment
Toro	Reelmaster Transporter	Mower
Toro	Sand Pro 3040	Equipment
Toro	Sand Pro 5040	Equipment
Toro	Sprayer 5800	Equipment
Kubota	Utility Tractor	Yellow Iron
Kubota	Utility Tractor	Yellow Iron
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Broyhill	Walking Broom	Equipment
Toro	Aerator ProCore 648	Equipment
Toro	Blower Pro Force	Equipment
Toro	Bunker Rake	Equipment
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Groundmaster 360	Mower
Toro	Mower Groundmaster 7200	Mower
Toro	Mower Reelmaster 3550D	Mower
Toro	Sprayer 1750 Multi Pro	Equipment
Ventrac	Turf Tractor 4500Z	Yellow Iron
Kubota	Utility Vehicle HDX	Equipment
Toro	Utility Vehicle MD	Equipment
Toro	Utility Vehicle MD Workman	Equipment
Toro	Utility Vehicle MD Workman	Equipment
Toro	Utility Vehicle	Equipment
Toro	Aerator 648	Equipment
Toro	Mower Greensmaster 2120	Mower
Toro	PCX1298	Equipment
Toro	Trailer Trans Pro 80	Trailer
Toro	Aerator 686	Equipment
Toro	Blower Pro Force	Equipment
Ford	F150 SC XL	Truck
Ford	F150 SC XLT	Truck
Toro	Mower Greenmaster 3320	Mower
Toro	Mower Greensmaster 2120	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Greenspro 1260	Mower
Toro	Mower Groundmaster 4500D	Mower
Toro	Mower Reelmaster 3575D	Mower
Misc.	MULTI PRO 5800	Mower
Toro	Sand Pro	Equipment

Toro	Sprayer	Equipment
Toro	Top Dresser ProPass	Equipment
John Deere	Tractor 1070	Yellow Iron
Toro	Trailer Trans Pro 80	Trailer
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman 3200	Equipment
Toro	Utility Vehicle Workman GTX	Equipment
Toro	Utility Vehicle Workman GTX	Equipment
Other	Forward 913 Equipment Lift	Equipment
Toro	Mower Greenmaster 3150Q	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Groundmaster 7200	Mower
Toro	Mower Groundsmaster 360	Mower
Toro	Mower Reelmaster 3550D	Mower
Toro	Multi Pro 1750	Equipment
Toro	Sand Pro 3040	Equipment
Other	Spreader-Vicon	Equipment
Club Car	Utility Vehicle Turf 2	Equipment
Toro	Versa Vac	Equipment
Toro	Aerator 686	Equipment
Toro	Aerator ProCore 648	Equipment
Toro	Blower Pro Force	Equipment
Toro	Blower Pro Force	Equipment
Toro	Blower Pro Force	Equipment
Toro	Blower Pro Force	Equipment
Toro	Blower Pro Force	Equipment
Lely	Broadcast Spreader	Equipment
Ford	F150 SC	Truck
Ford	F150 SC XL	Truck
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Greensmaster 3250D	Mower
Toro	Mower Greensmaster 3250D	Mower
Toro	Mower Greensmaster 3300	Mower
Toro	Mower Greensmaster 3300	Mower
Toro	Mower Greensmaster 3300	Mower
Toro	Mower Greenspro 1260	Mower
Toro	Mower Greenspro 1260	Mower
Toro	Mower Greenspro 1260	Mower
Toro	Mower Groundmaster	Mower
Toro	Mower Groundsmaster 3500D	Mower
Toro	Mower Groundsmaster 7200	Mower
Toro	Mower Reelmaster 3100D	Mower
Toro	Mower Reelmaster 3575D	Mower
Toro	Mower Reelmaster 3575D	Mower
Ventrac	Mower Tractor 4500Z	Mower
Rhino	Mower TX1500	Mower
Toro	Multi Pro 1750	Equipment
Toro	MultiPro 5800-G	Equipment
Toro	Sand Pro 3040	Equipment
Toro	Sand Pro 3040	Equipment
Lely	Spreader	Equipment
Toro	Spreader Pro Pass 200	Equipment
Other	Thatching Reel Kit	Equipment
Kubota	Tractor/Loader Backhoe 4WD	Yellow Iron
Other	Trailer Open	Trailer
Kubota	Utility Tractor	Yellow Iron



Kubota	Utility Tractor	Yellow Iron
Club Car	Utility Vehicle CarryAll 2	Equipment
Club Car	Utility Vehicle Caryall	Equipment
Club Car	Utility Vehicle Caryall	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Aerator 648	Equipment
Toro	Aerator 686 Attachment	Equipment
Foley	Bedknife Grinder	Equipment
Ford	F150 SC XL	Truck
Other	Foley United Reel Grinder	Equipment
Toro	Mower Greenmaster 3150Q	Mower
Toro	Mower Greenmaster 3150Q	Mower
Toro	Mower Greensmaster 3150-Q	Mower
Toro	Mower Greensmaster 3150-Q	Mower
Toro	Mower Greenspro 1240	Mower
Toro	Mower Groundmaster	Mower
Toro	Mower Groundmaster 3500D	Mower
Toro	Mower Groundmaster 4500D	Mower
Toro	Mower Reelmaster 7000D	Mower
Toro	Sand Pro 2020	Equipment
Toro	Sprayer 5800	Equipment
Lely	Spreader	Equipment
Toro	Spreader Pro Pass 200	Equipment
Other	Thatching Reel	Equipment
Other	Trailer	Trailer
Buffalo	Turbine Blower	Equipment
John Deere	Utility Tractor 4520	Yellow Iron
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Aerator 686	Equipment
Kubota	Backhoe	Yellow Iron
Anglemaster	Bed Knife Grinder 4000DXI	Equipment
Toro	Blower Pro Force	Equipment
Toro	Blower Pro Force	Equipment
Ford	F150 SC	Truck
Caterpillar	Gang Roller Salsco HP 11-3 3	Yellow Iron
Toro	Mower 5 in Unit Transport Fram	Mower
Toro	Mower 5 in Unit Transport Fram	Mower
Toro	Mower 73 in	Equipment
Toro	Mower Greenmaster 3300 Triflex	Mower
Toro	Mower Greenmaster 3300 Triflex	Mower
Toro	Mower Greenmaster 3300 Triflex	Mower
Toro	Mower Greenmaster 3300 Triflex	Mower

Toro	Mower Greensmaster 2120	Mower
Toro	Mower Greensmaster 2120	Mower
Toro	Mower Groundmaster 7200	Mower
Toro	Mower Reelmaster 3100D	Mower
Toro	Mower Reelmaster 3100D	Mower
Toro	Mower Reelmaster 3757D	Mower
Toro	Mower Reelmaster 3757D	Mower
Toro	Sand Pro Infield Pro 5040	Equipment
Toro	Sand Pro Infield Pro 5040	Equipment
Lely	Spreader PTO	Equipment
Toro	Thatching Reel Kit Trifle	Equipment
Toro	Thatching Reel Kit Trifle	Equipment
Toro	Thatching Reel Kit Trifle	Equipment
Toro	Top Dresser ProPass	Equipment
Kubota	Tractor	Yellow Iron
Kubota	Tractor	Yellow Iron
Toro	Trailer	Trailer
Toro	Trailer Trans Pro 80	Trailer
Toro	Trailer Trans Pro 80	Trailer
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Mower
Foley	605 Reel Grinder	Equipment
Toro	Aerator 648	Equipment
Foley	Bedknife Grinder 660	Equipment
Toro	Blower Pro Force	Equipment
Toro	Mower Greenmaster 3320	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Greensmaster 3150Q	Mower
Toro	Mower Greensmaster 3250D	Mower
Toro	Mower Groundmaster 3500D	Mower
Other	Mower Progressive Pro Flex	Mower
Toro	Mower Reelmaster 3575D	Mower
Toro	Multi Pro 1750	Equipment
Toro	Sand Pro 3040	Equipment
Lely	Spreader	Equipment
Kubota	Turf Tractor	Yellow Iron
Club Car	Utility Vehicle CarryAll 252	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman	Equipment
Toro	Utility Vehicle Workman HDX	Equipment
Toro	Aerator ProCore 1298	Equipment
Misc.	Blade Cutting Unit	Equipment
Toro	Bunker Rake	Equipment
Toro	Mower Fairway	Mower
Misc.	Mower Multi Pro 1750	Mower

Toro	Mower Snake Trimax S2	Mower
Toro	Roller HP11-3	Yellow Iron
Misc.	Root Pruner MkVI	Yellow Iron
Toro	Sprayer	Equipment
Lely	Spreader	Equipment
Kubota	Tractor MX5400HST	Yellow Iron
Novae	Trailer Enclosed 20 ft	Equipment
Kubota	Utility Tractor	Yellow Iron
Toro	Utility Vehicle Workman GTX EF	Equipment
Toro	Utility Vehicle	Equipment
Toro	Utility Vehicle	Equipment
Toro	Wireless Vehicle Remote	Equipment
John Deere	Aerator 1500	Equipment
Ford	F150 SC	Truck
Misc.	Mower Greens Roller	Mower
Toro	Aerator	Equipment
Toro	Fairway Mower	Mower
Toro	Greens Mower	Mower
Toro	Greens Mower	Mower
Kubota	Kubota	Yellow Iron
Other	Lift Equip 9000	Equipment
Toro	Mower 72 in	Mower
Toro	Mower Fairway	Mower
Toro	Reel	Equipment
Toro	Utility Vehicle	Equipment
Toro	Utility Vehicle	Equipment
Toro	Utility Vehicle	Equipment
Toro	Blower	Equipment
Toro	Greens Mower	Mower
Toro	Mower Greens Mower	Mower
Kubota	Tractor	Yellow Iron
Kubota	Utility Tractor	Yellow Iron
Toro	Utility Vehicle	Equipment
Toro	Utility Vehicle	Equipment

## Machinery, Equipment, and Manpower

### Manpower

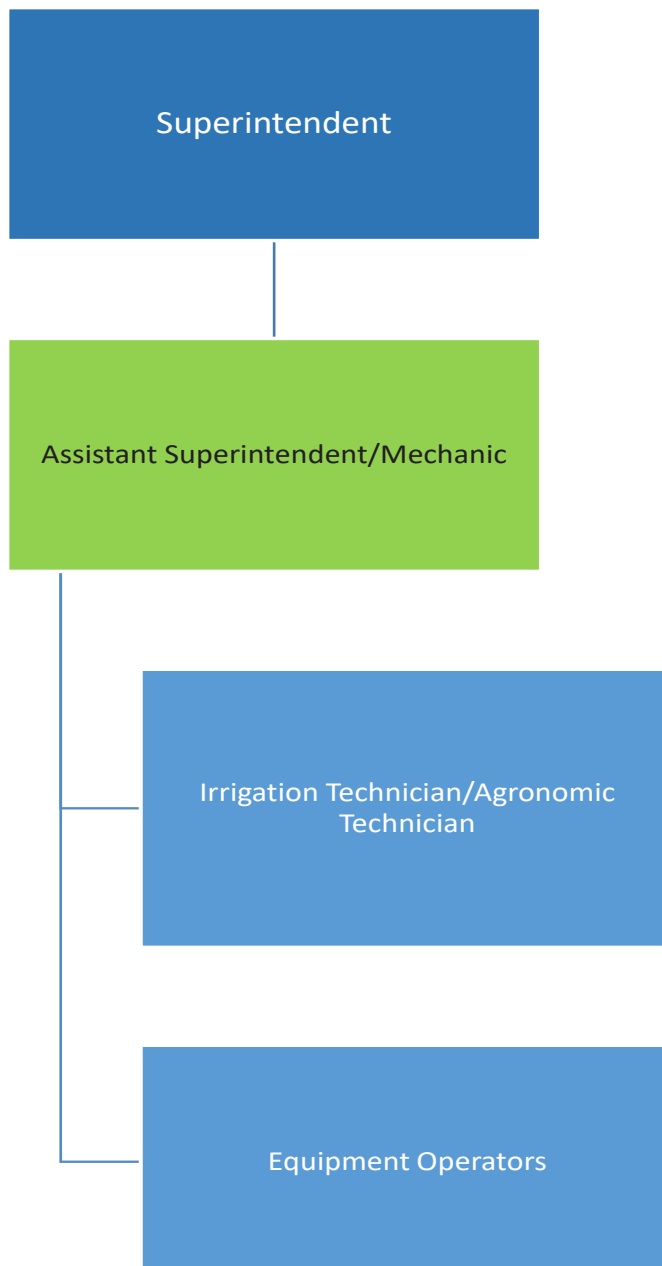
### Staffing to Stay on Top of Every Detail

To determine your staffing needs, we pull from years of observation and testing to determine the man-hours required to accomplish the work that needs to get done at the quality level the club expects.

Daily Labor Count							
Season	Mon	Tue	Wed	Thu	Fri	Sat	Sun
Summer	5	5	5	5	5	4	4
Winter	5	5	5	5	5	4	4
<div> <div>Summer Season</div> <div> <div>32</div> <div>5</div> <div>1</div> </div> <div>Weeks</div> </div> <div> <div>Full-time employees</div> <div>Part-time employees</div> </div>							
<div> <div>Winter Season</div> <div> <div>20</div> <div>5</div> <div>1</div> </div> <div>Weeks</div> </div> <div> <div>Full-time employees</div> <div>Part-time employees</div> </div>							

\* - Daily Labor Count is an estimate of needed employees and the mix between Full-time and Part-time labor is subject to change.  
All work is based on man-hours and staffing may be adjusted in order to complete the work specified in the Technical Specifications.

## Barefoot Bay Executive Golf Course Organizational Chart





## Golf Maintenance Job Descriptions



## Golf Course Superintendent

BrightView Golf Maintenance is recognized nationwide as the leader in golf course maintenance services.

The superintendent is entrusted with the maintenance, operation and management of a golf course. He serves as the liaison between the company, the customer representative and the golf shop on matters concerning daily course operation. He shall be easily contacted and will, in turn, be in contact with the key employees on the golf course at all times. The superintendent must be able to respond quickly to any situation.

### Duties and responsibilities include:

- Plan, organize, and direct maintenance of all areas within the scope and according to the technical specifications of the contract.
- Partner with the customer to understand or develop a long term property improvement plan.
- Supervise the operation, maintenance and repair of all equipment assigned to the course.
- Prepare and operate within annual budget estimates.
- Prepare and follow an annual agronomic plan that operates within the technical specifications of the contract and the annual budget.
- Procure and manage supplies and materials to support maintenance activities.
- Create and distribute report of maintenance activities as required.
- Manage golf course employees including interview, hire, training, discipline and separation.
- Protect the company's interest by an awareness of and compliance with all applicable regulations including course and company policies.
- Fulfill administrative duties timely. Administer all aspects of the BrightView Safety Program and the BrightView BV360 Management Program.
- Represent BrightView Golf Maintenance in a positive and professional manner including attitude, appearance and speech.
- Maintain effective employee and public relations.
- Meet or exceed external and internal customer expectations.

### Qualifications include:

- Experience in all phases of golf course management and turf culture.
- A working knowledge of the construction, establishment, and maintenance practices employed on golf course putting greens, tees, fairways, roughs, and bunkers.
- A degree or advanced knowledge of agronomy, horticulture, plant or soil science. High degree of administrative and executive ability including effective oral and written communication skills and computer proficiency.
- Certified and /or licensed for pesticide usage.
- Familiar with the characteristics and proper use of fertilizers and soil conditioners. Knowledge of irrigation including watering practices, irrigation systems, pumps, wells and automatic controls and drainage.
- Able to prepare the course for play in accordance with the rules of golf. Able to evaluate the course from the player's perspective.
- Valid driver's license.

## Golf Course Mechanic I

BrightView Golf Maintenance is recognized nationwide as the leader in golf course maintenance services.

### **Duties and Responsibilities Include:**

- Performing preventative maintenance and repairs on a variety of small engines- oil changes, filters, etc.
- Maintaining accurate information and reports of services
- Performing minor maintenance and repairs on hydraulic and electric components of equipment
- Performing various tasks associated with maintaining properly performing cutting units, including adjusting heights, minor reel adjustments
- Regular equipment relocation via truck and trailer within region
- Ensure that all equipment operates efficiently and safely at all times

### **Qualifications Include:**

- Strong work ethic
- Effective oral and written communication skills
- Ability to prioritize and multi-task and work in fast paced environment
- Valid Driver's License
- Physical demands are required for this position and might include, but are not limited to:
- Regular Heavy lifting up to 50 pounds
- Noise level in work environment is usually moderate
- Occasional exposure to outside weather conditions including sun, rain, cold
- Repetitive movement- standing, walking, twisting, turning, bending squatting, stooping, talking, writing, and typing

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## Irrigation Technician

BrightView Golf Maintenance is recognized nationwide as the leader in golf course maintenance services.

- Installing systems and ensuring that they function efficiently
- Repairing and maintaining valves- including quick coupler valves, tracing electrical components, installing and initializing clocks and timers, locating existing zones and valves and performing pump repairs
- Repairing and maintaining sprinklers, including quick coupler inserts
- Adhering to Company's safety policy and ensuring that the public will be safe while in contact with irrigation maintenance or repairs

### Requirements:

- Minimum of 1 year experience working with golf course irrigation systems
- Strong work ethic
- Effective oral communication skills
- Ability to prioritize and multi-task and work in a fast-paced environment
- Physical demands are required for this position and might include, but are not limited to:
- Heavy lifting up to 50 pounds
- Regular exposure to outside environment including rain, cold, sun, or night
- Repetitive movement- standing, walking, twisting, turning, bending, squatting, stooping
- Irrigation certification a plus

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## Mowing Team Equipment Operator (Red Team)

### Full or Part Time

**Triplex Greens Mowing Specialist, Tee Mowing Specialist, Fairway Mowing Specialist, Roughs Mowing Specialist**

BrightView Golf Maintenance is recognized nationwide as the leader in golf course maintenance services.

- Mowing turf areas using various sized power mowers
- Operating a towed behind gas powered blower
- Picking up leaves, trash, and cut grass and placing onto a truck or trailer
- Bilingual (English/Spanish) a plus
- Ability to report for daily work at different job sites within region to perform required tasks
- Physical demands are required for this position and might include, but are not limited to:
- Occasional lifting up to 50 pounds
- Regular exposure to outside environment including rain, cold, sun, or night
- Repetitive movement- standing, walking, twisting, turning, bending, squatting, stooping, sitting

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## Groundsperson (Green Team)

### Full or Part Time

BrightView Golf Maintenance is recognized nationwide as the leader in golf course maintenance services.

- Mowing small turf areas using "fly-mo" or small push power mowers
- Trimming and edging using a gas powered edger/trimmer
- Operating a gas powered blower
- Trimming shrubs and low trees to shape and improve growth or to remove damaged leaves, branches, or twigs using shears, pruners, or gas powered hedge trimmers
- Picking up leaves, trash, and cut grass and placing onto a truck or trailer
- Perform weeding by hand or using a garden hoe or hula hoe
- Ability to report for daily work at different job sites within region to perform required tasks
- May include Greenskeeper and/or Irrigator duties as assigned.
- Bilingual (English/Spanish) a plus
- Physical demands are required for this position and might include, but are not limited to:
  - Regular Heavy lifting up to 50 pounds
  - Regular exposure to outside environment including rain, cold, sun, or night
  - Repetitive movement- standing, walking, twisting, turning, bending, squatting, stooping

## Greenskeeper (Gold Team)

### Full or Part Time

Walk Mowing Specialist, Set Up Specialist, Bunker Specialist, Seasonal Watering Technician

BrightView Golf Maintenance is recognized nationwide as the leader in golf course maintenance services.

- Changing cup locations on all greens daily or as directed by supervisor
- Servicing all teeing ground stations on course to include:
  - Moving markers
  - Sand/seeding divots from prior day's play
  - Removing broken tees
  - Removing trash from receptacles
  - Maintaining ball-washers water and soap
  - Policing trash from golf course during daily travel
  - Daily monitoring of traffic control devices on golf course- ropes, stakes, and directional signs
  - Daily cleaning and stocking of restrooms.
  - Occasional picking up leaves, trash, and cut grass and placing onto a truck or trailer
- Operating various vehicles used to perform daily bunker raking activities, including power raking and hand raking
- Mowing small turf areas using small push power mowers
- Picking up leaves, trash, and cut grass and placing onto a truck or trailer
- May include applying irrigation to golf course as directed by a supervisor.
- Bilingual (English/Spanish) a plus
- Ability to report for daily work at different job sites within region to perform required tasks
- Physical demands are required for this position and might include, but are not limited to:
  - Regular light lifting up to 20 pounds
  - Regular exposure to outside environment including rain, cold, sun, or night
  - Especially Repetitive movement- twisting, turning, bending, squatting, stooping, standing, walking, sitting



# ARE YOU DRESSED THE BRIGHTVIEW WAY? ESTA VESTIDO CON UNIFORM DE BRIGHTVIEW?



## ✓ HARD HAT/CASCO

## ✓ EAR PLUGS/PROTECTORES de OIDOS

## ✓ SAFETY GLASSES LENTEs de SEGURIDAD

## ✓ BVGM SHIRT TUCKED IN CAMISA DENTRO del PANTALON

## ✓ BVGM UNIFORM PANTS LOS PANTALONES DEL UNIFORME DE BVGM

## ✓ SAFETY TOE WORK BOOTS: Covering the Ankle BOTAS de TRABAJO CON PUNTERA de SEGURIDAD: Que cubran el tobillo

## ✓ SAFETY VEST CHALECO de SEGURIDAD

### MUST BE WORN BY:

All new employees for first 30 days  
All personnel working along roadways  
As directed by supervisory personnel

## Barefoot Bay Operations Calendar

ACTIVITIES	SUMMER								WINTER			
	MAR	APR	MAY	JUNE	JUL	AUG	SEPT	OCT	NOV	DEC	JAN	FEB
<b>Greens Maintenance</b>												
Mow (Freq per week)	7	7	7	7	7	7	7	7	7	7	7	7
Overseeding									1			
Vertical Mow/Grooming/Brushing			1	1	1	1	1					
Topdressing	1	2	2	2	2	2	2	1	1	1	1	1
Core Aeration			1		1		1					
Needle tine/Spiking	1							1	1	1	1	1
Dry/Liquid Fertility Applications	1	1	1	1	1	1	1	1	1	1	1	1
Control Product Applications	1	1	1	1	1	1	1	1	1	1	1	1
<b>Tees (includes Range Tees)</b>												
Mow (Freq per week)	3	3	3	3	3	3	3	3	3	3	3	3
Vertical Mow/Grooming/Brushing			1		1							
Overseeding									1			
Topdressing			1		1			1				
Aerification (Core, Slicing, Spiking)			1		1							
Dry/Liquid Fertility Applications	1		1		1		1		1		1	
Control Product Applications		1		1		1		1		1		1
<b>Fairways, Collars and Approaches</b>												
Mow (Freq per week)	3	3	3	3	3	3	3	3	3	3	3	3
Aerification (Core, Slicing, Spiking)			1		1							
Overseeding									1			
Dry / Liquid Fertility Applications	1		1		1		1		1		1	
Control Product Applications		1		1		1		1		1		1
<b>Roughs</b>												
Mow Primary Rough (Freq per week)	1	1	1	1	1	1	1	1	1	1	1	1
Aerification (Core, Slicing, Spiking)			1		1							
Dry / Liquid Fertility Applications		1				1				1		
Control Product Applications		1				1				1		
<b>Setup</b>												
Cups Changed (Freq per week)	4	4	4	4	4	4	4	4	4	4	4	4
Tee Markers Moved (Freq per week)	7	7	5	5	5	5	5	5	7	7	7	7
Ball Washer Service (Freq per week)	1	1	1	1	1	1	1	1	1	1	1	1
Clean Signage & Markers (Freq per week)	1	1	1	1	1	1	1	1	1	1	1	1
<b>Bunkers</b>												
Raking (Freq per week)	5	5	3	3	3	3	3	3	5	5	5	5
Sand Depth Check								1				
Edge & Bank Detail	1	1	1	1	1	1	1	1	1	1	1	1
<b>Cart Paths</b>												
Cleaning/Blowing (Freq per week)	1	1	1	1	1	1	1	1	1	1	1	1
<b>Golf Course- Other</b>												
Clubhouse Landscape	1	1	1	1	1	1	1	1	1	1	1	1
Soil Analysis	1							1				
Physical Analysis	1											
Water Testing	1							1				
Tree Well Detail		1		1		1		1		1		1
Pump Station Check (Freq per week)	1	1	1	1	1	1	1	1	1	1	1	1
Irrigation Head Maint	1	1	1	1	1	1	1	1	1	1	1	1
Pump Station PM								1				
<b>Lawn Bowling Recreation</b>												
Mowing (Freq per week)	2	2	2	2	2	2	2	2	2	2	2	2
Mow/Weedat around Fence	1	1	1	1	1	1	1	1	1	1	1	1
Aerification (Core, Slicing, Spiking)			1		1							
Vertical Mow/Grooming/Brushing				1			1					
Dry/Liquid Fertility Applications	1		1		1		1		1		1	
Control Product Applications	1	1	1	1	1	1	1	1	1	1	1	1
Overseeding									1			
Irrigation Head Maint	1	1	1	1	1	1	1	1	1	1	1	1
<b>Softball Field</b>												
Mowing (Freq per week)	2	2	2	2	2	2	2	2	2	2	2	2
Mow/Weedat around Fence	1	1	1	1	1	1	1	1	1	1	1	1
Edge Infield	2	2	2	2	2	2	2	2	2	2	2	2
Aerification (Core, Slicing, Spiking)					1							
Vertical Mow/Grooming/Brushing				1			1					
Dry/Liquid Fertility Applications	1		1		1		1		1		1	
Control Product Applications	1	1	1	1	1	1	1	1	1	1	1	1
Overseeding									1			



## **Maintenance Plan for Barefoot Bay Executive Golf Course**

The following agronomic plan, prepared by Dr. Todd Bunnell, Ph.D., Vice President of Agronomy, and Corey Adams, Area Director, Southeast, is designed to give you the conditions that you expect with BrightView. With our Agronomic Plan, each area of the course, starting with the greens, illustrates the frequencies and specifications that are recommended applications, methods, and processes that we believe are necessary for the long-term improvement of your courses.

## Barefoot Bay Executive Golf Course

### 1. PUTTING GREEN MAINTENANCE (Includes Practice Green)

Task	Frequency	Method & Specifications	BrightView Notes
Mowing / Rolling	<ul style="list-style-type: none"> <li>Mow 7x/week.</li> </ul>	<ul style="list-style-type: none"> <li>Triplex greens mowers practicing alternating mowing patterns.</li> <li>Height of cut = .125" to .250" based on season.</li> </ul>	<ul style="list-style-type: none"> <li>Green consistency highest maintenance priority for BrightView.</li> </ul>
Vertical Mowing (Verticutting and Grooming)	<ul style="list-style-type: none"> <li>12x/year.</li> </ul>	<ul style="list-style-type: none"> <li>As needed during the growing season.</li> <li>Grooming included in schedule.</li> <li>Scheduled around other growing season programs (i.e., aeration).</li> </ul>	
Topdressing	<ul style="list-style-type: none"> <li>3x/year – Heavy.</li> <li>12x/year – Light.</li> </ul>	<ul style="list-style-type: none"> <li>Heavy sand topdressing in conjunction with core aerifications.</li> <li>Light sand topdressing during year to maintain consistent green speed and surface, while diluting organic matter/thatch (verticut, solid tine aeration).</li> <li>Sand topdressing will be brushed or watered into green surface as applicable.</li> <li>Topdressing will be USGA specs and matched to existing greens soil via testing.</li> </ul>	<ul style="list-style-type: none"> <li>BrightView scientifically matches sand topdressing material to existing greens soil to ensure long-term consistency and performance of soil structure and porosity.</li> <li>Many maintenance contractors do not test the compatibility of topdressing sand to existing soil, which can result in layering and significant long-term soil-related problems.</li> </ul>
Set-up (Hole Locations)	<ul style="list-style-type: none"> <li>4x/week (or as needed for tournaments).</li> </ul>	<ul style="list-style-type: none"> <li>Hole location changed in accordance with USG recommendations.</li> <li>Tee markers moved in concert with hole locations.</li> <li>Cups, flags and poles uniform and approved by Club.</li> </ul>	<ul style="list-style-type: none"> <li>Flag replacement 1x/year.</li> <li>Pole replacement 1x/year.</li> <li>Cups replacement 1x/year.</li> </ul>
Aeration	<ul style="list-style-type: none"> <li>3x/year – Core aerifications.</li> <li>6x/year – Needle Tine.</li> </ul>	<ul style="list-style-type: none"> <li>Tine size sufficient to remove prescribed 20% of the total putting surface annually.</li> </ul>	<ul style="list-style-type: none"> <li>We will perform annual soil physical profiles to track organic matter (thatch) accumulation. These results will guide percent annual displacement via core cultivation and verticutting.</li> <li>Vice President of Agronomy works with Superintendent and Area Director to determine tine size and timing of activity.</li> </ul>
Fertilization	<ul style="list-style-type: none"> <li>Bi-Monthly.</li> </ul>	<ul style="list-style-type: none"> <li>Fertilizer type and rates will be determined from the results of annual soil nutrient level testing and growing conditions at the time of treatment.</li> <li>Dry and foliar programs included.</li> <li>Micro-nutrient program.</li> <li>14.26 lbs N – 2.15 lbs P2O5 – 8.08 lbs K2O/1000 ft2 will be applied annually, under normal conditions.</li> </ul>	<ul style="list-style-type: none"> <li>Our year-round program is based on plant and soil chemistry.</li> <li>Rates are subject to change based on more current soil testing.</li> <li>Nitrogen program designed to provide adequate growth, color and traffic tolerance without promotion of excessive growth and thatch development.</li> </ul>
Weed Control	<ul style="list-style-type: none"> <li>As needed.</li> </ul>	<ul style="list-style-type: none"> <li>Greens will be maintained in weed-free condition.</li> <li>Will be achieved through post-emergence and pre-emergence chemical applications.</li> </ul>	<ul style="list-style-type: none"> <li>Applications of herbicides will be applied to eliminate goosegrass and crabgrass.</li> </ul>
Insect and Pest Control	<ul style="list-style-type: none"> <li>As needed.</li> </ul>	<ul style="list-style-type: none"> <li>IPM (Integrated Pest Management) program will govern rates and timing of applications.</li> <li>All applicable regulations shall be strictly adhered to and enforced.</li> <li>All required regulatory reporting will be the responsibility of BrightView.</li> </ul>	<ul style="list-style-type: none"> <li>We regularly monitor insect and disease thresholds throughout the season.</li> <li>A preventative disease and insect program will be implemented.</li> </ul>
Plant Growth Regulator (PGR)	<ul style="list-style-type: none"> <li>42x/year.</li> </ul>	<ul style="list-style-type: none"> <li>A PGR will be applied year round.</li> </ul>	<ul style="list-style-type: none"> <li>Benefits of PGRs include improved turf quality, improved stress tolerance and reduced water use.</li> <li>We are expert in using PGR technology and will use PGRs to improve greens performance and playability.</li> </ul>
Overseeding	<ul style="list-style-type: none"> <li>1x annually.</li> </ul>	<ul style="list-style-type: none"> <li>Poa trivialis will be applied at 10 lbs per 1,000 in November each year.</li> </ul>	<ul style="list-style-type: none"> <li>Intended to provide improved putting quality and enhanced color during winter months.</li> </ul>
BrightView Annual Diagnostic Program	<ul style="list-style-type: none"> <li>Comprehensive soil nutrient, plant tissue, water quality, and putting green physical analyses will be performed yearly to build a prescription-based agronomic plan.</li> </ul>	<ul style="list-style-type: none"> <li>Soil nutrient samples 2x/year.</li> <li>Plant tissue analysis 6x/year.</li> <li>Water quality samples 2x/year.</li> <li>Putting green physical analysis 1x/year.</li> <li>Nematode assays as needed.</li> <li>Disease/insect identification as needed.</li> </ul>	<ul style="list-style-type: none"> <li>Results will be compiled by Superintendent and reviewed collectively with Area Director and Vice President of Agronomy to continue to build and fine-tune the agronomic plan.</li> </ul>

2. TEE MAINTENANCE			
Task	Frequency	Method & Specifications	BrightView Notes
Mowing	• 3x/week during the growing season.	• Using triplex-type mowers. • Height of cut = 0.375"–.650".	
Set Up	• 7x/week – Tee markers placement.	• Tee located to be consistent with hole placement.	• Trash policed daily.
Cultural Practices	• 2x/year – Aerification. • As needed – Solid tine / slicing.	• Aerify in June and August. • Verticut as indicated by course conditions.	• Cultural practices may be increased if soil conditions require to improve turf quality.
Fertilization	• 12x/year.	• Fertilizer type and rates will be determined from the results of annual soil nutrient level testing and growing conditions at the time of treatment. • Granular program included 12.72 lbs N – 0 lbs P2O5 – 4.62 lbs K2O/1000 ft2 will be applied annually, under normal conditions. • Additional spot applications rendered to problem turf areas.	• Our year-round program is based on plant and soil chemistry. • Soil tests will be used to build fertilization program. <b>Rates are subject to change based on agronomic factors.</b> • Nitrogen program designed to provide adequate growth, color and traffic tolerance
Weed Control	• As needed.	• Will be achieved through both pre-emergence and post-emergence chemical applications.	• Pre-emergence and post-emergence herbicide program is included targeting poa, crabgrass, goosegrass, nutsedge and several broadleaf weeds. • Multiple herbicide modes of action will be used for resistance management.
Insect and Pest Control	• As needed.	• IPM (Integrated Pest Management) program will govern rates and timing of applications. • All applicable regulations shall be strictly adhered to and enforced. • All required regulatory reporting will be the responsibility of BrightView.	• We regularly monitor insect and disease thresholds throughout the season. • Preventative applications will be made to control grubs and other turf-feeding insects.
Overseeding	• 1x/year.	• Perennial Ryegrass will be seeded one time per year at a rate of 15 lbs per 1,000 ft2 annually.	• Benefits of overseeding include improved turf density and color quality during winter months.
BrightView Annual Diagnostic Program	• Comprehensive soil nutrient, plant tissue, water quality, and putting green physical analyses will be performed yearly to build a prescription-based agronomic plan.	• Soil nutrient samples 2x/year. • Plant tissue analysis 6x/year. • Water quality samples 2x/year. • Nematode assays as needed. • Disease/insect identification as needed.	• Results will be compiled by Superintendent and reviewed collectively with Area Director and Vice President of Agronomy to continue to build and fine-tune the agronomic plan.

3. FAIRWAYS			
Task	Frequency	Method & Specifications	BrightView Notes
Mowing	• 3x/week during the growing season.	• Consistent straight mowing pattern and defined edges. • Fairway width maintained to current size. • Height of cut = 0.500"–.750" based on season.	• Alternating mowing direction to control grain.
Cultural Practices	• 2x/year – Aerification.	• Aerify in June and August.	• Cultural practices may be increased, if soil conditions require, to improve turf quality.
Fertilization	• 6x/year.	• Fertilizer type and rates will be determined from the results of annual soil nutrient level testing and growing conditions at the time of treatment. • Granular program included 6.12 lbs N – 0 lbs P2O5 – 2.62 lbs K2O/1000 ft2 will be applied annually, under normal conditions. • Additional spot applications rendered to problem turf areas.	• Our year-round program is based on plant and soil chemistry. • Soil tests will be used to build fertilization program. <b>Rates are subject to change based on agronomic factors.</b> • Nitrogen program designed to provide adequate growth, color and traffic tolerance.
Weed Control	• Seasonal. • As needed.	• Will be achieved through both pre-emergence and post-emergence chemical applications.	• Pre-emergence and post-emergence herbicide program is included targeting the following weeds: poa, crabgrass, goosegrass, nutsedge, and several broadleaf weeds. • Multiple herbicide modes of action will be used for resistance management.
Insect and Pest Control	• As needed.	• IPM (Integrated Pest Management) program will govern rates and timing of applications. • All applicable regulations shall be strictly adhered to and enforced. • All required regulatory reporting will be the responsibility of BrightView.	• We regularly monitor insect and disease thresholds throughout the season. • Preventative applications will be made to control grubs and other turf-feeding insects.
Overseeding	• 1x/year	• Perennial Ryegrass will be applied at a rate of 300 lbs per acre.	• Benefits of overseeding include improved turf density and color quality during winter months.
BrightView Annual Diagnostic Program	• Comprehensive soil nutrient, plant tissue, water quality, and putting green physical analyses will be performed yearly to build a prescription-based agronomic plan.	• Soil nutrient samples 2x/year. • Water quality samples 2x/year. • Disease/insect identification as needed.	• Results will be compiled by Superintendent and reviewed collectively with Area Director and Vice President of Agronomy to continue to build and fine-tune the agronomic plan.

4. PRIMARY ROUGHS (Irrigated)			
Task	Frequency	Method & Specifications	BrightView Notes
Mowing	• 1x/week – May be reduced in periods of slow growth.	• Height of cut = 2" depending on season.	
Cultural Practices	• 1x/year – aerification.	• Aerify in June and August.	• Cultural practices may be increased, if soil conditions require, to improve turf quality.
Fertilization	• 4x/year.	• 2.95 lbs N – 0 lbs P2O5 - 1.62 lbs K2O/1000 ft2 will be applied annually, under normal conditions. • Additional spot applications rendered to problem turf areas.	• Our year-round program is based on plant and soil chemistry. • Soil tests will be used to build fertilization program. <b>Rates are subject to change based on agronomic factors.</b>
Weed Control	• As needed.	• Will be maintained to control weeds in rough and tee surrounds. • Will be achieved through both pre-emergence and post-emergence chemical applications.	• Pre-emergence and post-emergence herbicide program is included targeting the following weeds: tropical signalgrass, crabgrass, goosegrass, nutsedge, and several broadleaf weeds. • Multiple herbicide modes of actions will be used for resistance management.

5. BUNKERS (BrightView will deliver clean, playable and weed-free sand bunkers. Sand depth will be monitored and adjusted once annually)			
Task	Frequency	Method & Specifications	BrightView Notes
Raking	• Bunker 5x/week in Season and 3x/week during summer months.	• Mechanical raking. • Hand raking faces and edges as required.	• Maintain the design integrity of bunkers.
Edging	• Monthly in growing season.	• Mechanical edging to ensure hazard is well defined.	
Sand Depth	• 1x/year – Inspected.	• 4" base.	• Sand redistributed as needed to improve bunker playability.
Mowing	• 2x/month during growing season or as needed.	• Using a Flymow or string trimmer.	• Maintain a manicured appearance.

6. IRRIGATION			
Irrigation performance and delivery will be monitored daily to ensure adequate water is being applied for healthy turfgrass growth and firm playing conditions. Rain gauges and soil TDR meters will be used extensively to identify wet and/or dry areas. Hand watering will be used when needed to deliver additional water to dry areas without the use of overhead irrigation.			
Task	Frequency	Method & Specifications	BrightView Notes
Scheduling	• Daily.	• Use of automatic irrigation system.	• Daily adjustments to ensure optimal effectiveness of irrigation across golf course.
Repairs	• As needed.	• BBEGC responsible for cost of parts.	• Capital improvement or replacement for system responsibility of BBEGC and requires prior written authorization.
Irrigation Audit	• Annually.	• Check pressure, plugged nozzles, arc adjustment, rotation and proper central irrigation water management program.	• We partner with other clients to define best practices, establish benchmarks and educate the public about water-use efficiency.

7. EQUIPMENT MAINTENANCE AND REPAIR			
BrightView utilizes the fleet maintenance system "My Turf." This program automatically alerts when maintenance is due, automates tasks and parts list for each preventive maintenance event and archives a full record of all parts and labor costs per equipment.			

8. MAINTENANCE RECORDS			
Task	Frequency	Method & Specifications	BrightView Notes
Course Reports	• Monthly.	• Provided by Superintendent to Director of Golf.	
Annual Agronomic Plan	• Yearly.	• Collaborate between Superintendent, Area Director, and VP of Agronomy.	• Provided to Director of Golf and updated annually.



# Communication Plan

## Teamwork Starts with Proactive Communication

COMMUNICATION VEHICLE (Frequency)	BrightView PERSON(S) Responsible or Included	BBEGC STAKEHOLDERS To be Included
<b>DAILY COMMUNICATION</b>		
<b>Golf Course Maintenance</b> Daily interaction to discuss any needs, changes for the course or play calendar. Changes are incorporated into daily operations.	Superintendent	Director of Golf
<b>MONTHLY COMMUNICATION (or more frequently as needed)</b>		
<b>Staff Meeting</b> • Golf Course Update • Coordination with Management Team • Accommodate events and other activities by holding regular discussions to ensure that we fulfill needs and activities.	Superintendent	Director of Golf
<b>Superintendent Report</b> <u>Written report to include:</u> • Current operational efforts • Tactical changes that have occurred or may be required due to changes in conditions or course activities • Golf Course Facility Standards Checklist as required	Superintendent	Director of Golf
<b>Bulletin Board Updates</b> • Update on course condition and progress and areas given special attention • Cultural activities planned for the week • Update on greens conditions and speed	Superintendent	Posted in Pro Shop
<b>Course Ride</b> Joint ride to review and discuss course conditions, needs and opportunities. Higher frequencies to the contract may be needed initially to ensure that everyone is "on the same page" — or during periods of particularly stressful weather conditions. Frequency set by Club. Typically weekly.	Superintendent	Director of Golf
<b>Operations Calendar</b> Joint meetings with all stakeholders to review annual calendar that accommodates needed agronomic practices, while maximizing play opportunities and golfer access to the course. Maintain, monitor and use records in developing the following year's Annual Plan.	Superintendent	Director of Golf

MONTHLY COMMUNICATION (continued)	BrightView PERSON(S) Responsible or Included	BBEGC STAKEHOLDERS To be Included
<b>MONTHLY COMMUNICATION</b>		
<b>Tournament and Special Event Planning</b> Ensure that the Club's outings, special events and member tournaments can easily be integrated into your calendar.	Superintendent	Director of Golf
<b>QUARTERLY COMMUNICATION</b>		
<b>Course Ride with BVGM Leadership Team</b> Joint ride to review and discuss course conditions, needs and opportunities. Higher frequencies to the contract may be needed initially to ensure that everyone is "on the same page" — or during periods of particularly stressful weather conditions	Superintendent SouthEast VP/GM	Director of Golf
<b>ANNUAL COMMUNICATION</b>		
<b>Annual Plan (Coordinated with club planning cycle)</b> Formal process to identify priorities and practices for the coming year (including agronomic plans), identification and prioritization of improvements that can be accomplished "in-house" with no additional expense to you, and any operational practices updates. This results in a written annual plan that is distributed to all parties.	Superintendent Vice President, Agronomy SouthEast VP/GM	Director of Golf
<b>Long-Range Strategy and Planning (As needed to supplement or update plans)</b> Process to develop and discuss ideas for long-term improvements to course conditions and operational efficiency. These may include identifying priorities for capital investments and changes to maintenance practices and specifications.	Superintendent Vice President, Agronomy SouthEast VP/GM	Director of Golf
<b>Emergency Response Planning</b> <i>(Initiated at the start of full operations and updated annually)</i> An integrated, comprehensive plan for protecting your members and your course in case of emergency.	Superintendent Staff Members	Director of Golf

## Observations & Recommendations of Barefoot Bay Executive Golf Course

BrightView Golf Maintenance (BVGm) proposes a supplemental and short-term program during the summer of 2023 to restore the bermudagrass base and improve weed control on all playing surfaces at Barefoot Bay Golf Course (BBGC). The goal of this program is threefold: 1) restoration of bermudagrass base of putting greens; 2) control/suppress existing weed populations (*Image 1*), such as tropical signalgrass, goosegrass and crabgrass in late spring and early summer months, following transition of the overseeded grasses; 3) as weed populations are decreasing, aggressive fertilizer and cultural programs (aerification, slicing, etc.) will be performed to promote the growth of existing bermudagrass base. Improving the bermudagrass base will provide BBGC with the option to consider not overseeding fairways in future years.

*Image 1. Additional inputs needed for restoration of bermudagrass base on putting greens at BBGC.*



### Enhanced Program Specifics – Putting Greens

Input	Number of Applications	Areas Applied	Comments
Fertilizer	7 granular	Putting Greens	4.1 lbs N + 1.8 lbs K/1000 ft <sup>2</sup> /year
Nematode Suppression	2 root applications	Putting Greens	Included in base Ag Plan
Postemergence Herbicide	If necessary	Putting Greens	Target grassy and broadleaf weeds
Sod	If necessary	Putting Greens	Large void replacement

*Image 2. Extreme grassy weed pressure on fairways at BBGC.*



**Enhanced Program Specifics – Fairways, Tees, Bowling Green, Softball Field and Primary Rough**

Input	Number of Applications	Areas Applied	Comments
Fertilizer	6 granular	Tees, Fairways, Primary Rough, Bowling Green, Softball	4.5 lbs N + 1.7 lbs K/1000 ft <sup>2</sup> /year
Nematode Suppression	2 root applications	Tees and Fairways	To be applied in conjunction with fertilizer
Postemergence Herbicide	7 applications	Tees, Fairways, Primary Rough, Bowling Green, Softball	Target grassy and broadleaf weeds

## SE References

Course Name	City	State	Zip	Client Contact	Client Title	Client Phone	Client Email	Client Name	Original Contract Start Date	Contract End Date
Biltmore Hotel Golf Course	Coral Gables	FL	33134	Lara Pavloff	Director of Golf	513-313-4601	lpavloff@biltmorehotel.com	The Biltmore Hotel Golf Mgmt., LLC	9/8/2015	Current
ChampionsGate	ChampionsGate	FL	33896	Patrick Dill	Director of Golf	631-624-6340	Patrick.dill@omnihotels.com	ChampionsGate Golf, LLC	2/1/2013	Current
Daytona Beach Golf Course	Daytona Beach	FL	32114	Brian Jaquet	Director of Golf	386-795-3961	JaquetB@COOB.US	City of Daytona Beach	6/15/2014	Current
Fairwinds Golf Course	Fort Pierce	FL	34982	Mark Cammarene	General Manager	772-462-1700	cammarene@stucieco.org	St. Lucie County Board of County Commissioners	5/9/2021	Current
Five Oaks Golf and Country Club	Lebanon	TN	37087	Jack Doby	Owner	817-304-6556	jdoby@five-oaks.com	Five Oak Golf and Country Club	9/1/2022	Current
Highland Fairway Golf Course	Lakeland	FL	33810	Joe Alessandro	Club President	330-936-7496	president@hfpoa.org	Highland Fairways Property Owners Assoc.	11/1/2016	Current
Ironwood Golf Course	Gainesville	FL	32609	Eric Thomas	Director of Golf	352-275-1386	thomase@cityofgainesville.org	City of Gainesville	4/21/2022	Current
John Prince Learning Center	Lake Worth	FL	33461	Eric Rein	General Manager	561-966-7056	erein@pbcgov.org	Palm Beach County	7/1/2011	Current
Lake Worth Golf Course	Lake Worth	FL	33460	Matt DeRosa	Lead Golf Professional	561-582-9713	mderosa@LakeWorth.org	City of Lake Worth	10/10/2011	Current
Naples Hotel and Beach Club	Naples	FL	34102	James Krall	Director	239-398-9065	jkral@athensdevco.com	Naples Hotel and Beach Club	10/15/2021	Current
North Palm Beach Country Club	North Palm Beach	FL	33408	Allan Bowman	Director of Golf	561-691-3421	abowman@village-npb.org	Village of North Palm Beach	6/24/2019	Current
Oak Harbor Golf Club	Vero Beach	FL	32967	Art Spillos	General Manager		aspillios@oakharborfl.com	Oak Harbor Club	1/13/2016	Current
Okeetee Golf Course	West Palm Beach	FL	33413	Rich Smolen	General Manager	561-714-0571	Rsmolen@pbcgov.org	Palm Beach County	10/20/2004	Current
On Top of the World	Clearwater	FL	33763	Andy Jorgensen	Director of Golf	352-237-9564	Andy_Jorgensen@otowfl.com	Sidney Colen & Associates, FL	1/1/2018	Current
Osprey Point Golf Course	Boca Raton	FL	33498	Bo Preston	General Manager	561-482-2868	spreston@pbcgov.org	Palm Beach County	3/22/2010	Current
Palm Beach National Golf Club	Lake Worth	FL	33467	Mike Dahlstrom	General Manager	561-965-3381	mike@palmbeachnational.com	Palm Beach National Golf Club	1/15/2015	Current
Park Ridge Golf Course	Lake Worth	FL	33467	Sean Steinemann	General Manager	561 951 0683	SSteinemann@pbcgov.org	Palm Beach County	4/25/2006	Current
Quail Valley Golf Club	Missouri City	TX	77459	Tyson Sittleburg	General Manager	713-824-6559	tsittle@missouricitytx.gov	City of Missouri	10/1/2008	Current
Sailfish sands Golf Course (Martin Co)	Stuart	FL	34996	Mike Saunders	General Manager	561-356-5309	msaunders@martin.fl.us	Martin County Board of County Commissioners	12/8/2014	Current
The Boca Raton	Boca Raton	CA	33432	Kurt Graham	Director of Property Operations	561 314-9236	Kurt.graham@waldorfasteria.com	BrightView Landscape Services, Inc.	3/16/2021	Current
The Golf Club at Cuscowilla	Eatonton	GA	31024	Jarrod Clark	General Manager	706-347-1443	JClark@cuscowilla.com	The Golf Club at Cuscowilla	12/1/2017	Current
The Hamptons Golf & Country Club	Auburndale	FL	33823	Phil Bernhauser	Community Manager	888-473-9402	pbernhause@suncommunities.com	Sun Communities, Inc.	9/1/2015	Current
The Tesoro Club	Port St. Lucie	FL	34984	Matt Doyle	General Manager	860-798-6945	mndoyle@tesoroclub.com	The Tesoro Club	3/28/2022	Current
The Villages Chatham	The Villages	FL	32162	Mitch Leininger	Director of Executive Golf	407-579-8826	Mitch.Leininger@districtgov.org	Village Center Community Development District	10/1/2008	Current
The Villages Kingfisher & Fairwinds	The Villages	FL	32162	Tony Wilson	Golf Pro	352-751-7029	Tony.Wilson@thevillages.com	The Villages of Lake-Sumter, Inc.	5/1/2013	Current

## Cost

Proposed Term	
Term:	3 year agreement plus two 1 year extension options
Proposed Financial Arrangement	
Year 1 Fee:	\$538,988.00
Year 2 Fee:	\$538,988.00
Year 3 Fee:	\$538,988.00
Year 4 Fee:	To be negotiated at end of initial term
Year 5 Fee:	To be negotiated at end of initial term

Contractor will present an invoice for the Monthly Maintenance Fee, payable in 12 equal installments. Owner will review all invoices, and payment will be made to the Contractor no later than the end of the month in which services are rendered. For example: a January payment bill will be past due if not paid by January 31st.

Items Not Included in Fee
<ul style="list-style-type: none"> <li>• Utilities (Electric, Water, Sewer, Trash Pick-up)</li> <li>• Tree removal</li> <li>• Consultant Fees</li> <li>• Capital Improvements</li> <li>• Parts for the irrigation system and pump station.</li> <li>• Acts of God Damage/Vandalism.</li> </ul>

# INTERNATIONAL GOLF MAINTENANCE MAINTENANCE PROPOSAL

RFP 2022-06 - Golf Course Maintenance Services for Barefoot Bay Golf Course

Prepared for :

Barefoot Bay Recreation District  
November 14, 2022

International Golf Maintenance  
5385 Gateway Blvd. Suite 12  
Lakeland, FL 33811  
P: 800-413-5500  
[golfmaintenance.com](http://golfmaintenance.com)







## MISSION STATEMENT

To serve our customers with the highest degree of professional standards, commitment, and dependability

To maintain and improve the value of our customers' assets

To effectively communicate results and progress to our customers

To be stewards of the environment

To recruit, hire, train and retain qualified individuals

To instill professional pride in our team members

To provide a safe working environment

To support industry and allied associations

To achieve company growth through customer satisfaction

**Providing Solutions, Supporting the Tradition**





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# INTRODUCTION



## IGM in the Business

The golf industry is one of the most dynamic business environments in America. Golf course owners, managers, and directors are challenged with rising costs, environmental issues, and consolidation of operations. Choosing the right service partner has never been more important. While the game of golf involves low scores and individual skill, International Golf Maintenance's model for the business of golf may seem counterintuitive: a high experience score combined with a team approach delivers the win.

IGM has provided comprehensive maintenance services to more than 125 golf courses, in all climates and conditions. Our team has helped clients stabilize expenses, bring efficiencies to their maintenance operations, and meet the quality demands of their customers. By managing the right mix of resources - personnel, materials, expertise, and equipment - we have successfully demonstrated that our team can deliver results, many times at an overall savings compared with past spending.

We also take the team concept seriously. With our specialized training, IGM has resolved a variety of agronomic challenges throughout our market areas; our team's credentials and experience form our primary competitive advantage. Many of our agronomists and turfgrass professionals are certified by the Golf Course Superintendents Association of America, bringing a wealth of knowledge and experience to each of our client relationships and delivering positive results.

To provide the best service, we follow a systematic approach that includes:

- *A fully customized program for each facility, based on sound agronomic and horticultural practices.*
- *A team of turfgrass professionals to consider all angles of problem solving.*
- *An extensive reporting system to keep clients up to date on the maintenance practices on their course.*
- *A customer service orientation to focus resources on the client's priorities.*

One of our goals is to keep costs competitive and pass the savings to the client. To deliver our services efficiently, we employ the following practices:

- *Training staff according to our standards to ensure tasks are completed correctly the first time.*
- *Implementing programs and using equipment that increase productivity and reduce the overall time required to achieve the desired results.*
- *Leveraging our buying power from multiple course operations to obtain the best pricing with the industry's top vendors.*



# WE ARE CONFIDENT WE CAN MEET YOUR EXPECTATIONS

## Introduction to IGM

Once you sign with IGM, our team takes complete responsibility for maintaining quality golf course conditions. This allows owners, managers, and directors more time to concentrate on operations, revenue producing activities, and club services. We work as partners to help our customers be successful, and you can be confident in our commitment to limit spending to a mutually agreeable level.



## CORPORATE STRUCTURE

### Name of Proposer:

International Golf Maintenance, Inc (IGM)

Address: 5385 Gateway Boulevard, Suite 12  
Lakeland, Florida 33811

Phone: 800.413.5500

**Date of Incorporation:** January 1998

**State of Incorporation:** Delaware

**Officers:** Ron E. Jackson, CEO

K. Eric Burk, CFO and Secretary

Greg A. Plotner, Executive VP

Steve Gano, VP of Operations

**Federal Tax ID:** 59-3489578

IGM is a wholly-owned subsidiary of Meadowbrook Golf, Incorporated. IGM has third-party maintenance and consulting agreements throughout the U.S. and the Caribbean. IGM has regional offices in Georgia, Virginia, Massachusetts and Las Vegas.

## HISTORY

International Golf Maintenance was formed in 1994, when outsourcing golf course maintenance became popular. It was owned and actively managed by four golf course superintendents and soon achieved a leadership role in the expanding industry. IGM was acquired by Meadowbrook Golf in the fall of 1998, strengthening both companies. Today, IGM is the industry's leading agronomic service company, managing golf course maintenance for clubs at all levels.

## AFFILIATIONS

IGM and its team members are proud to be affiliated with the following groups and organizations that make golf a better game:

- *National Golf Foundation*
- *Golf Course Superintendents Association of America*
- *Audubon International*
- *Golf Course Business Consultants*
- *Golf Course Builders Association of America*
- *National Golf Course Owners Association*
- *American Society of Golf Course Architects*

We also support our communities by engaging with the following organizations:

- *Wounded Warrior Project*
- *Military Welfare and Recreation*
- *Wee One Foundation*
- *Toys for Tots*
- *Law Enforcement United*
- *Many Local & Regional Organizations*

## BENEFITS OF IGM'S SERVICES

We are confident we can meet your expectations, and our customers can attest to these benefits when you sign with IGM:

**Increased control of maintenance expenditures** - With IGM, your annual maintenance budget is fixed; we absorb seasonal fluctuations and changes in resource requirements.

**Improved management productivity** - With IGM maintaining your golf course, you can focus on other important issues for your club...such as enhancing your revenue stream or improving customer satisfaction.

**Increased control of the results** - We focus our resources on the needs most important to you, which gives you more control over the results and the ultimate condition of your golf course. You are the customer, and our management team is trained to respond to your highest priorities.

**Better agronomic resources** - IGM's team of agronomists and superintendents have many years of combined training and experience in solving virtually any turfgrass maintenance problem. The synergy of our team, combined with readily available resources, will produce better results.

**Enhanced staff training** - We want maintenance activities to be performed correctly the first time, so we incorporate an extensive and industry-specific training program into each of our operations.

**Enhanced environmental awareness** - Our commitment to environmental stewardship assures that maintenance activities will have a positive impact on the environment. IGM's 100% participation in the Audubon Cooperative Sanctuary Program for golf courses gives you confidence in that commitment.

**Fewer checks to write** - Processing payroll for the maintenance staff and handling numerous vendor accounts become our responsibility. You pay IGM twice a month, and that's all.

**Higher staff motivation** - We provide our superintendents with opportunities beyond their current assignments. They are motivated to meet your needs, make improvements, and advance in the field without leaving our company.

**Better scheduling of maintenance activities** - We give you a report on all maintenance activities we complete, as well as a 3-month projection of upcoming activities. Projections can be aligned with your events schedule to ensure minimum impact on events and maximum impact on results.

**Greater value for your maintenance spending** - Golf course maintenance is our core business. Our experience makes us more effective and able to increase efficiencies, so we can deliver greater value for the money you spend on golf course maintenance. Your satisfaction is our priority.





## TEAM OVERVIEW

## IGM Management Team

International Golf Maintenance, Inc. (IGM) has developed the knowledge and techniques to not only meet, but also exceed our customers' expectations. IGM's dedication to customer satisfaction is the cornerstone of the company's vision for its management team and employees.

IGM's team comprises highly qualified and trained professionals, all with many years of experience in all facets of the golf industry. Committed to the highest degree of maintenance standards and practices, our management team is empowered to make decisions and support our customers.



**Greg Plotner**

**Greg A. Plotner, CGCS, Executive Vice President**, directs strategy and operations of all IGM business units and business development. He has more than 30 years' experience in turf grass management, golf course construction and renovation, and comprehensive agronomic support. He joined IGM in 1996 and was promoted to his current role in 2009. He earned a Bachelor of Science degree in plant and soil science from Southern Illinois University and achieved certification as a golf course superintendent in 1991. He is a past-president of the Florida and Florida West Coast Golf Course Superintendents Associations.



**Steve Gano**

**Steve Gano** is the **Vice President of Operations for IGM**. Since 2002, Steve has been responsible for developing operating budgets, capital improvement plans, and strategic business plans for IGM. He works with regional managers to oversee day-to-day operations at client golf courses and quality control reporting. He was instrumental in developing and implementing a training program for new team members that ensures consistent high quality among maintenance crew members. He is a graduate of University of Florida, receiving a Bachelor of Science degree in agriculture, with an emphasis on turfgrass management, and President's Honors.



**Tyler Minamy**

**Tyler Minamy, Regional Manager**, oversees and supports IGM superintendents in his territory. He has extensive experience with construction projects and has assisted several IGM client properties in achieving Certification from the Audubon Cooperative Sanctuary Program. He is a graduate of Horry Georgetown's golf course management school in Myrtle Beach, SC, where he gained valuable experience in a high-end golf market. Tyler began his career with the IGM team in 1999, successfully operating two properties as a course superintendent. He later transferred to a 45-hole property where he managed one of the Southernmost cool season grass golf courses on the East Coast.

## IGM Management Team



**Jon Dodds**

**Jon Dodds** is IGM's **Regional Manager** for southwest operations, based in our Las Vegas office. He brings a great deal of experience hosting PGA and Senior PGA events from his years as Superintendent at TPC Las Vegas, Bear's Best, and Bali Hai golf clubs. In addition to his daily responsibilities, he assists IGM Superintendents with tournament preparations, overseed operations, and project management when needed. Jon earned his Bachelor's degree from the University of Arizona, where he studied Turfgrass Management.

**Chris Garrett**

**Chris Garrett**, IGM's **Regional Golf Course Superintendent**, joined IGM in 2017 and assists our superintendents on the East Coast of Florida. He has been a certified pesticide applicator using IPM (Integrated Pest Management) for more than 15 years. Before moving to Florida, he worked at The Sanctuary Golf Club in Beaufort, South Carolina, for 18 years and gained valuable golf course maintenance experience. Chris also studied golf course management at Horry-Georgetown Technical College. He is a member in good standing of the Golf Course Superintendent's Association of America and the Florida Golf Course Superintendent's Association.

**Alexander Gannon, PhD**

**Alexander Gannon, PhD**, recently began working with IGM as an **Agronomist**, supporting all IGM Superintendents with specialized expertise. In this role, he reviews fertilizer and pesticide plans, consistent with IGM's commitment to environmental sensitivity. He is also a resource to assist in solving turf management problems. Alex earned his Doctorate from the University of Florida, with a curriculum focused on entomology, agronomy, plant pathology, and soil and water science.





# ENVIRONMENT





## Environmental Commitment

International Golf Maintenance (IGM) is committed to the continuous enhancement of the environment, conserving natural resources and protecting precious wildlife habitat. We are leaders in environmental performance through stewardship, education, employee involvement and the utilization of Integrated Pest Management (IPM) as well as sound Best Management Practices (BMP). We are committed to providing high quality services in a manner that ensures a safe and healthy workplace for our employees and minimizes our potential impact on the environment.

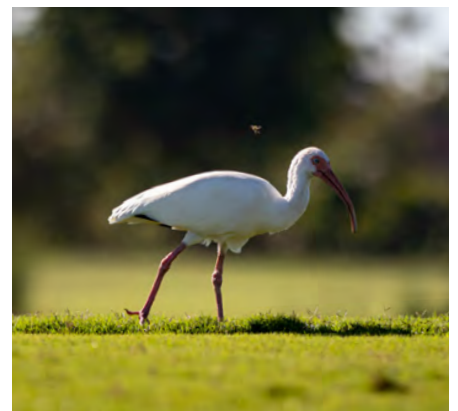
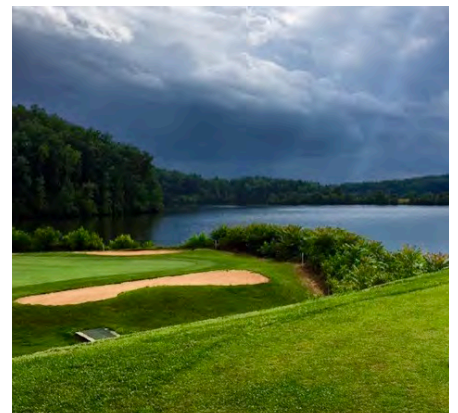
We recognize that economic development needs to be compatible with human welfare and a healthy environment. To ignore this is to risk increasing social, environmental and financial costs. Our role in managing and reducing environmental risk is one we take seriously and we regularly work in conjunction with governmental agencies, organizations and individuals to ensure our goals are achieved. We are committed to work together with all of those who share our commitment and endeavor to identify realistic, sustainable solutions to the challenges facing the golf industry.



## ENVIRONMENT

### We Commit Ourselves as Stewards of the Environment to:

- *Promote environmental awareness among our employees and encourage them to work in an environmentally responsible manner with a firm commitment to train, educate and inform our employees about environmental issues that may affect their work*
- *Communicate our environmental commitment to clients, customers and the public and encourage them to support in their own way*
- *Encourage and reward our supply base for working with us to implement changes in their operating procedures that will improve environmental and sustainability initiatives*
- *Promote efficient use of materials and resources throughout our facility including water, electricity, raw materials and other resources, particularly those that are non-renewable*
- *Integrate the consideration of environmental concerns and impacts into all of our decision making activities*
- *Avoid unnecessary use of hazardous materials and products, seek substitutions when feasible, and take all reasonable steps to protect human health and the environment when such materials must be used, stored and disposed of*
- *Ensure that we have environmental champions in each and every property and at each and every level in the organization*







### Audubon Cooperative Sanctuary Program

As a demonstration of this commitment, our team seeks to establish each of the properties we serve as an Audubon Cooperative Sanctuary. IGM is a Charter Member of Audubon's Conservation Country Club and has committed and maintained 100% participation of all its courses in the Audubon Cooperative Sanctuary Program for Golf Courses (ACSP). To date, IGM has completed certification of 13 courses across the country. One of IGM's certified courses, Widow's Walk Golf Course, is an environmental research center built to assess the impact of golf course maintenance practices on the environment.

There are five basic steps for completing the Audubon Cooperative Sanctuary Program's process - analysis, documentation, implementation, evaluation and revision.



### Highlights and Successes

Our successes are measured almost daily by our team in many ways. Some of the accomplishments that we are most proud of:

- *Complete participation of all maintained properties in ACSP*
- *Assisted in ACSP certification of 13 courses*
- *An additional 18 courses are nearing ACSP certification with all others working towards that goal*
- *Team members have received dozens of awards and recognition for Environmental Planning and Environmental Stewardship*
- *IGM CEO Mr. Ron Jackson served three years on the Board of Directors of the Environmental Institute for Golf*

**Our efforts are collaborative with our clients and represent our desire to go above and beyond standard maintenance practices - this results in sustainability.**



## REFERENCES

## Sandridge Golf Club

**Sandridge Golf Club is owned and operated by Indian River County and offers two 18 - hole championship layouts designed by Ron Garl. The Dunes course opened in April 1987, and the Lakes course debuted in December 1992.**

The island green fourteenth is a memorable feature of the Lakes course which is in contrast to the rolling hills of the Dunes course as it winds around a native ridge that runs up the East Coast of Florida that was once used for mining operations.

IGM has partnered with the County for over twenty years! IGM has completed a number of improvement projects including a greens renovation project that has been very well received by the golfing community.



**Location:** Vero Beach, FL

**Contact:** Bela Nagy, Director of Golf

**Phone:** 561.770.5003

**Status:** Municipal - 36 Holes

**Contract:** 2017 - Present

**Greens:** 5.5

**Tees:** 6.5

**Fairways:** 63

**Rough:** 80

**Common Areas:** 5





## REFERENCES

# Sebastian Golf Club

The 18-hole “Sebastian” course at the Sebastian Municipal Golf Course facility in Sebastian, Florida features 6,717 yards of golf from the longest tees for a par of 72.

Designed by Charles Ankrom and opened in 1981, the course has been a central part in the community ever since. Through a multi-faceted approach, IGM developed maintenance programs and practices that not only improved daily course conditions but did so within the strict guidelines of the St. John’s Water Management District. IGM has successfully managed a green’s reconstruction project on budget and on time. In 2014, IGM was awarded a new 10-year contract to continue serving the City of Sebastian!

**Location:** 101 East Airport Dr  
Sebastian, FL 32958

**Contact:** Greg Gardner  
Director of Golf

**Phone:** 772.589.6801

**Email:** [ggardner@cityofsebastian.org](mailto:ggardner@cityofsebastian.org)

**Status:** Municipal - 18 Holes

**Contract:** 2009 - Present

**Acreage:**

**Greens:** 3

**Tees:** 3

**Fairways:** 24

**Rough:** 60

**Common Area:** 3



## REFERENCES

### Water Oak Country Club

Sun Communities taps IGM to complete the grow-in of their multi-million dollar renovation of Water Oak Country Club. Nestled in the middle of Central Florida's retirement mecca, the course has undergone a complete renovation including the construction of massive lakes and retention areas to solve drainage issues on the 40-year old golf course.

IGM has successfully grown in the USGA greens grassed with Tif-Eagle and the remainder of the course grassed with Celebration Bermuda.



## LOCATION

Lady Lake, Florida

## Client Contact

Bob Cooke, Director of Golf  
561.578.2738  
BCooke1@suncommunities.com

## Contract

2022 to present



## REFERENCES



To Whom It May Concern:

Brays Island Plantation is a private luxury community located in the lowcountry of South Carolina. In 2008, we selected IGM as our golf course maintenance provider. Our first consideration in reviewing proposals was to retain a company with experience and a solid reputation in the golf course industry. IGM fit that bill, and we are happy to add to their reference list.

IGM manages our maintenance operation to keep the golf course in prime playing condition for a very demanding clientele. They are knowledgeable about the types of grass and pest control best suited to our area. They worked with us to establish a plan that accommodates seasonal events as well as capital improvements to include installing a new state of the art irrigation system and re-grassing all putting surfaces. We also appreciate their commitment to eco-friendly methods and products. Their experience with private clubs is very important for us.

The course superintendent and maintenance team are IGM employees, and they take on all responsibility for hiring, payroll, and supervision. In addition to their consistent performance with regard to golf course conditions, they share our commitment to providing members and guests excellent service.

We achieved cost savings through the economies of scale IGM provides in buying products. We only have one vendor to oversee and pay, which reduces administrative time. IGM executives have been responsive to our budgeting process and timeline.

Our course is in excellent shape, and members are extremely pleased with the service and value we receive. I recommend IGM to other golf clubs in need of comprehensive maintenance services.

Sincerely,



Kevin Rhatigan  
GM/COO



## REFERENCES



### LAKE ASHTON GOLF CLUB

4000 Mulligan Lane • Winter Haven, Florida 33884

June 4, 2019

To Whom It May Concern:

Lake Ashton Golf Club, Ltd., and its affiliates contract with IGM for maintenance of three of our golf course properties. As a multi-community ownership group, this represents a major investment decision and expenditure. We have found IGM's expertise, collaboration, and service to be outstanding. We have full confidence in recommending them to other golf courses.

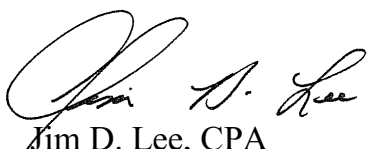
A significant advantage IGM brought to us was full-service capabilities that could be customized for the needs of each of our courses. The IGM executive team developed short and long-term plans for the courses' unique needs, which allows us to budget appropriately for needed upgrades as well as the daily maintenance. We have continued direct contact with the executive team on a regular basis. Our company also receives the advantage of IGM's industry buying power, which results in great savings over multiple courses.

Another important aspect of IGM's full-service program is that they employ their own superintendents and grounds crews for every golf course. This removes our company from the headaches of hiring, training, and managing golf course employees, as well as from additional payroll and worker's compensation issues. More importantly, we have found all IGM employees to be well-trained in their duties and in customer service.

IGM brings expert knowledge to maintaining our golf courses in top playing condition. Golfers at our courses regularly offer positive feedback about both the appearance and playability, which delivers return rounds and good word-of-mouth promotion. In addition, IGM uses environmentally-friendly products for fertilization and pest management, addresses safety of local wildlife and plant life, and is committed to water conservation in irrigation plans. This approach also builds goodwill among our golfers and communities.

Our company is happy with the collaborative partnership we have build with the IGM leadership team. The are responsive to questions or concerns and sensitive to our budget. IGM has delivered the results we desire, and we highly recommend their services.

Sincerely,



Jim D. Lee, CPA  
Vice President

863-944-3378



# MAINTENANCE PLAN

## KEY PERSONNEL AT THE CLUB

### Golf Course Superintendent

The Superintendent organizes and directs maintenance operations at the Club. This individual is responsible for all agronomic and landscape maintenance practices at the Club, as well as for record-keeping, personnel management, training, and safety. Open communication is essential for success, so IGM superintendents shall be easily contacted at all times by two-way radio, cell phone, and email. This ensures the superintendent will be able to respond quickly to any emergency communicated by the client or IGM. The Superintendent will have a thorough understanding of the irrigation system and its operation, knowledge of all types of turf products and their respective applications, experience in the supervision of personnel, and an understanding of the operation and repair of all types of golf course equipment.

### Equipment Technician

The IGM equipment technician is responsible for the daily service and repair of the golf course maintenance equipment fleet. This is one of the most critical positions for any golf course operation, as equipment must be in safe operating condition at all times for use on the course. Also, the equipment technician is typically responsible for shop cleanliness and organization.

### IGM Technicians

The IGM technicians are responsible for the maintenance and repair of the sprinklers, piping, and control systems of the course watering system, as well as for manually watering turf and plants at the course. In addition, IGM technicians apply chemicals and fertilizers responsibly.

### Greenspeople

The IGM greenspeople at the course will be fully trained in the safe operation of all types of golf course and landscape maintenance equipment. A mix of full and part-time team members, they are responsible for the daily care and set-up of the golf course. Additionally, they are trained to show the utmost respect and courtesy to golfers they encounter while performing their various maintenance tasks.



Weekly Services		Hours Per Service	Weekly Frequency		37 Weeks	15 Weeks
			In Season	Out of Season	Total	Total
Greens	Mowing	6	7	4	154	360
	Rolling	12	1	0	444	0
Tees	Mowing	9	3	1	909	135
	Range Tee Mowing	2	3	1	222	30
	Divot Repair	1.5	1	1	55.5	22.5
Col & App	Mowing	6	4	1	909	30
	Fairways	24	3	1	2664	360
Rough	Mowing	60	1	0.5	2220	450
	Mow Surrounds	58	1	0.5	2146	435
	Mowing (2nd)	60	1	0	1080	0
	Mow Surrounds (2nd)	58	1	0	1044	0
Ponds	Clean	6	1	1	222	90
	Mow lake edges	8	1	0.5	296	60
String Trim		42	1	0.5	1554	315
Range	Mowing	5.5	1	1	203.5	62.5
	Mow Targets	1.5	1	1	55.5	22.5
Bunkers	Raking	8.5	7	7	2201.5	882.5
	Mow Trim Edges	12	1	0.5	444	90
Course Set-Up (Cups, Markers)		5.5	7	7	1424.5	577.5
Rodent control		6	3	1	666	90
Sweep/Blow/Vacuum Debris		8	0.25	4	74	400
Watermen		6	7	0	1554	0

## THE IGM TEAM PHILOSOPHY

### People

IGM's foremost resource to provide the highest-quality golf course conditions is our PEOPLE!

IGM personnel will possess the following traits:

- *Professional* • *Friendly* • *Tactful* • *Communicative* • *Helpful*

Team members will be introduced to the game of golf and understand the terminology appropriate for use at a golf club. Personnel will be in an approved uniform which is clean and well-kept. IGM personnel will be encouraged to smile, make eye-contact, address members and guests by their surname, i.e. Mr. Mrs. Ms. etc., and in general project a positive attitude. And, most importantly, they will be encouraged and empowered to find a win-win outcome in any situation.

### Recognition

Team members not only want to be compensated fairly, they also want to be valued and recognized for their work. IGM management personnel are trained to recognize and evaluate team members on a daily basis. Team members are informed of short and long-term goals for the Club and operation, and they are encouraged to share their ideas for improving quality and efficiency. IGM believes in giving timely, sincere, and meaningful praise to employees for a job well done. This alone reinforces the behaviors we would like to see from our maintenance teams.

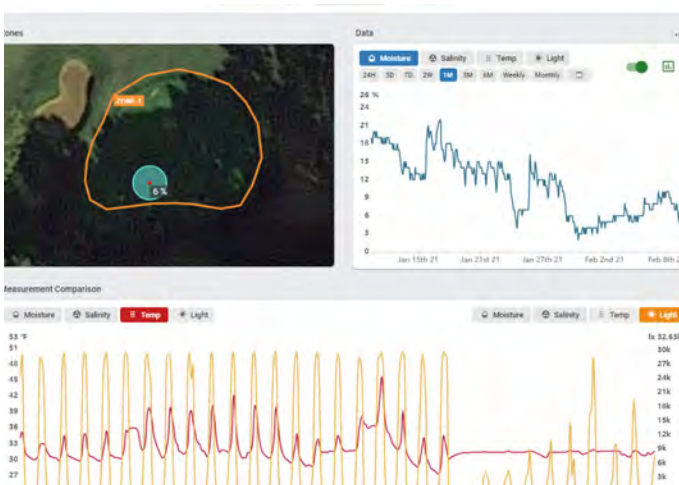
Formal employee recognition programs vary from facility to facility. Most often, employees are recognized internally at the maintenance facility during periodic meetings in front of the staff. Some formats include: Employee of the Month, Employee of the Season, and Employee of the Year. Each facility competes annually for Safety Excellence awards. Some IGM maintenance operations take part in the Club employee recognition program to maintain a seamless bond between IGM's maintenance department and the remainder of the Club.

### Scheduling

IGM has used flexible work schedules since our inception more than 20 years ago. This is one of the first ways we found to be more efficient than our competitors. Depending on weather, shotgun starts and full tee sheets, IGM carves out routines and work hours to be most efficient with the least impact on member and guest play. This has been instrumental in IGM's ability to maximize productivity.

### Use of Technology

IGM is a leader in the use of technology to create and execute the complex plans required to ensure no detail is overlooked. IGM utilizes unique management software that allows us to collect and analyze data about the operation, identify opportunities for improvement, and build a history for each asset under our care. Regular communication of our activities provides assurance to our customers that we are performing the tasks needed to care for their asset.



## THE IGM TEAM PHILOSOPHY

### Safety

Safety is everyone's responsibility, and IGM wishes to provide a safe working environment. The Company is committed to safety for all employees and has taken steps to protect team members from injury on the job. To accomplish this, management will provide reasonable safeguards to help ensure safe working conditions and support the safe and efficient development of all work activities. We recognize no job is so important and no order is so urgent that we cannot take time to perform our work safely.

The cooperation of employees and management in observing this policy will help provide safe working conditions, help reduce work related accidents, and will be to the mutual advantage of all. All IGM employees shall observe the following safety rules at all times:

1. We follow the established safe job procedures. We only perform the jobs we have been assigned and properly trained to perform.
2. We are a Drugfree Workplace. No alcohol or drugs will be used on the job at any time. All injured employees will be tested.
3. We wear the protective equipment required for the job.
4. We expect our teams to report unsafe acts or unsafe conditions without delay.
5. We report all job accidents immediately whether anyone is hurt or not. In cases of injury, we get first aid as soon as possible.
6. We keep all mechanical safeguards in operation.
7. We do not allow machinery to operate unattended.
8. HORSEPLAY, such as scuffling, practical jokes, or throwing articles at each other is not tolerated.
9. No employee is permitted to make repairs on any electrical device or equipment unless authorized to do so.
10. MACHINE MASTER SWITCHES ARE TO BE TAGGED OR LOCKED OPEN, WHEN MAJOR REPAIR, OILING AND GREASING OR MAINTENANCE IS BEING PERFORMED.
11. The covers on SWITCH BOXES AND FUSE STATIONS ARE TO BE KEPT CLOSED AT ALL TIMES.
12. All employees are requested to WALK-NOT RUN-WHILE THEY ARE WITHIN the work area.
13. No employee will be permitted to remove any guard installed over the point of operation, power transmission, or moving parts without permission from the supervisor and then only after proper safety procedures have been followed.
14. Fire extinguishers, sprinklers or fire exits are not to be blocked by supplies, stock, or parts at any time.
15. Only those individuals who have been properly trained will administer first aid.
16. The use of any tools, machinery, or equipment for the personal use of any employee shall not be permitted on company property.
17. Only qualified maintenance persons authorized by supervisors are permitted to repair machinery and equipment.
18. Safety equipment such as brushes, safety glasses, shields, safety shoes, etc. shall be used whenever the operation or job requires them.
19. Good housekeeping should be maintained at all times throughout the work area.
20. Flammable solvents are to be kept in approved containers and used only when needed.
21. Wear seat belts at all times in company vehicles or when driving your own vehicle on company business.
22. Ask your supervisor when you need additional equipment or instruction to get the job done safely.



## THE IGM TEAM PHILOSOPHY

### Monthly Safety Meetings

IGM has developed comprehensive safety education and training on subjects specific to our industry. Safety meetings are conducted at every facility, each month with attendance mandatory and recorded. Below is an example of a safety meeting outline:

#### *April – Cart Safety*

Carts come in many sizes and styles and are used by workers in many industries. While carts and the reasons we use them vary, they have some common hazards and safety issues to consider. Hazards associated with carts include using the wrong type for the job or the wrong size cart for the worker (ergonomics). They can be hazardous when used in congested work areas and in areas of poor housekeeping. They can cause injury to the handler who has had inadequate training. And, carts can cause the handler injury if the cart has not been properly maintained. All of these hazards require extra effort by the handler that may cause accidents that can result in sprains and strains, crush injuries, and fractures.

Make sure that the cart has the design and capacity for the job tasks. Some carts have open sides or spring-loaded bottoms that assist the handler with loading and unloading. Carts should have enough room to store necessary supplies and equipment. Use carts for the intended purpose; reckless horseplay can lead to injuries. Unless the cart was designed to carry people, don't allow passengers.

The floor or ground surface determines the best wheel type for the cart. Generally, larger and harder wheels are easier and require less force to push. Steel wheels are the easiest, followed by hard rubber, and plastic; soft rubber wheels are the hardest to push. For tight spaces and crowded work conditions, four swivel wheels or casters add maneuverability. For pushing long distances, two swivel wheels and two straight wheels ease movement.

Carts need a wheel-locking mechanism to park them. Take care where you park your cart; don't block walkways, exits, or doorways. A braking system adds additional control on slopes and ramps. Handles should be located at the rear of the cart and at the proper height for pushing. It is easier on your back to push than to pull. Lean in the direction in which you are going and use your arms and legs (not your back) for leverage. If you must pull a cart, keep the cart at your side to avoid twisting your back.

Don't overload the cart; you won't see where you are going, and it may overload the wheels. Don't attempt to carry extra items while you are pushing the cart; when pushing, keep both hands on the cart handle. Inspect your cart each time you use it; it should be properly functioning and in good repair. Wheel bearings require periodic inspections and maintenance, and damaged wheels should be replaced.

With proper training, use, and maintenance, carts can help you keep rollin' on the job.

### Training

An example taken out of IGM's proprietary training manual:

#### *Greens Mowing*

##### PROCEDURE:

1. Know the assigned machine, proper route, pre-determined mowing pattern and other specific instructions prior to leaving the job board. Check schedule for mowing patterns daily.
2. Memorize and follow the equipment maintenance, care, and operation guidelines.
3. Avoid rough terrain while transporting machine from hole to hole.
4. Approach green from rear if possible.
5. Carefully check green for any foreign objects before mowing.
6. NEVER walk on or mow any turf area with frost on it.
7. Leave mower idling on green slope with parking brake engaged and remove flag stick. Roll flag around stick to prevent it from touching wet grass and being stained.
8. Repair ball marks prior to mowing.
9. Lower and lift reels upon entering the green surface to prevent scalping of collar.
10. Make sure all reels are engaged while mowing.
11. Check for any type of leaks after your first pass and when you leave. (Hydraulic oil, gas, or grease).
12. If a leak is discovered, remove mower from grass as soon as possible and report it to a supervisor immediately.
13. Stay alert and scan green continuously for possible leaks and foreign objects.
14. REMEMBER: If there is a problem with a reel, NEVER check it with machine running! Turn off and visually examine. Do not attempt to dislodge a foreign object.
15. Make a straight line and cut toward an object on the horizon. Look straight ahead and use your peripheral vision on the lines below which will allow you to mow straight lines.
16. Overlap mower passes appropriate distance to avoid skips and maintain uniform width.
17. DO NOT make sharp turns anytime, anywhere. No "BURN TURNS". Make a "LIGHT BULB" to avoid turf damage.
18. Empty baskets when 1/2 to 3/4 full, and empty baskets before mowing perimeter (clean-up) pass.
19. DO NOT dump baskets in swales, landscaped areas, or highly visible areas. Scatter clippings thoroughly or dump in designated area.
20. Keep rollers free of excessive grass or debris.
21. If there is fertilizer on the greens, mow without baskets unless otherwise instructed.
22. After checking for damage, clean stick and flag and insert flag pole into cup (wipe off and shake flag to clean).
23. Clean up any clippings left on mowing surface and dew whip the edges if not mown.
24. Make sure reels are disengaged when mowing is complete.
25. Avoid high speed transport, especially in rough areas. These are delicate machines; treat them with care.

After task is complete, clean, re-fuel equipment and replace equipment to its designated area. Report any maintenance issues to a Supervisor or the Equipment Technician. Obtain next assignment from a supervisor or job board.

## KEY MAINTENANCE STRATEGIES



Obvious Layering at 4" Depth

- Adhere to the RFP Specifications.
- Transfer Stan Mrozek to Barefoot Bay as IGM's Golf Course Superintendent.
- Recruit qualified personnel to support Stan using our network of local resources at Sebastian Golf Club and Sandridge Golf Club.
- Perform physical soil analysis to evaluate the existing green's conditions and limitations; subsequently develop a realistic plan to improve turf conditions both from a capital project perspective and a maintenance perspective.
- Improve soil health. Improving soil health will in turn improve Bermudagrass density and naturally fend off weeds and enhance playability.
- Update the equipment fleet. This will improve efficiency and motivate the staff to reach new service levels.
- Perform an irrigation audit.
- Develop an affordable renovation plan for the Lawn Bowling court.
- Improve detail items such as: cleaning up the Dwarf Schefflera bed on the west side of the Golf Shop; installing aggregate screenings around high profile Sabal Palms; and replacing the 100-yard poles with red bird/duck houses.

## PROPOSED EQUIPMENT LIST

QTY	Unit Description	Area and Use
2	Tri-plex Mowers	Mow greens, tees and small fairways
1	Utility Tri-plex	Spare mower and groomer
1	Five-plex Mower	Mow fairways
1	Large Area Mower	Mow roughs
1	Secondary Rough Mower	Mow outer roughs and around trees
1	Bunker Rake	Rake bunkers
2	Light Utility Vehicles	Transport employees while performing tasks
1	Heavy Utility Vehicle	Transport employees and haul material
1	Sprayer	Apply plant protectants
1	Tractor	Pull rough mower and load material
1	Small Aerator	Shared for greens
1	Large Aerator	Shared for tees, fairways and roughs
1	Fertilizer Spreader	Spread Fertilizer
1	Topdresser	Spread sand
	Hand Tools	Trimming, blowing, cleaning, etc.
	Shop Tools	Servicing equipment

## AG PLAN

### Greens

*Weekly foliar fertilizer program on Greens*

Urea, Potassium Nitrate, Monopotassium Phosphate, Magnesium and Calcium, minor package  
Rotate with Potassium Nitrate, Iron, humic acid and seaweed extract  
Primo each application

*When aerating*

Ammonium sulfate 5 days prior  
3-3-3 organic, and sulfate of potash with Mg, Mn and Zn following

*Monthly*

Sulfate of potash with Mg and wetting agent  
Other nutrients and amendments based on updated soil and tissue testing

*Fungicides*

Fairy Ring and Take-All Patch rotations in Spring, Summer-stress and Pythium rotations in summer and leaf spot rotations in fall / winter and as needed

### Tees

*Fertilizer*

15-0-15 1x  
24-0-11 with minors 3x  
Ammonium sulfate 2x  
14-2-14 with Iron 1x  
Sludge 2x  
Par 3 – 2x supplemental with complete analysis

### Fairways

*Fertilizer*

15-0-15 2x  
24-0-11 with minors 1x  
Ammonium sulfate 1x  
0-0-7 with Calcium 1x  
Sludge 1x

### Bermuda Rough

*Fertilizer*

15-0-15 1x  
24-0-11 with minors 1x  
Ammonium sulfate 1x  
Sludge 1x

### Pre-emergent Tees, Fairways and Bermuda Roughs

February – Specticle  
May – Barricade  
October – Barricade or Specticle

### Post-emergent Herbicides (as needed)

Broadleaves – Speedzone, MSM and 2, 4 – D combination products  
Other grassy weeds – Tenacity, MSM, Revolver and Sencor  
Sedges – Dismiss, Sedgehammer, Monument and Certainty

### Nematicides

Sprayable products on greens. If necessary, Curfew on select tees and fairways at Club's expense.



## TRANSITION PLAN

### Upon Award

IGM would begin the transition as the Club's golf course maintenance contractor. Prior to an official contract start date, IGM would speak to the current maintenance employees at the course and interview them. It would be our goal to retain as many of those competent staff members as possible.

In addition to setting up the maintenance team, IGM would order supplies to hit the ground running on the official start date. IGM will provide personnel to assist with training and transitioning operations.

Finally, with the Club's tournament schedule in mind, IGM will prepare a schedule of the major agronomic and cultural programs that will be implemented on the golf course during the calendar year.

### First 90 Days

- Indoctrinate and train all employees as they are hired in the operation of all mechanical equipment and service tasks as outlined in our training program.
- Implement on the job safety programs that are outlined by IGM's worker compensation carrier.
- Set up the golf course maintenance operations to ensure that record keeping and the maintenance practices are in line with environmental compliance and safety. This set-up will be reviewed by our Regional Managers monthly to ensure the safety of our personnel as well as ensure that liability of IGM limited.
- Conduct regular meetings with the golf course maintenance staff to develop a punch list of items to be accomplished on the courses with regards to initial improvements.
- Conduct regular meetings with the Club representative(s) to develop a plan of operations, a schedule of events, and a communication process between the golf course and IGM.
- Provide support to the Club – attend meetings as necessary and respond accordingly to the Club's needs.
- Take soil and tissue tests as necessary to determine N: P: K ratios as well as micronutrients that are needed to obtain and maintain optimum vigor and tolerance – finalize a fertility plan for each course.
- Check calibration of all sprayers and fertilizer spreaders to be used for pesticide applications.
- Review and modify as appropriate all irrigation schedules. Monitor the Irrigation System and check every sprinkler to ensure proper operations and effectiveness – develop punch list for repair.
- Review and modify the mowing patterns to create more definition and contrast.
- Review and implement a weed control program.
- Maintain an orderly and efficient maintenance facility at each property.
- Ensure that first and last impressions are clean and aesthetically pleasing.
- Develop routines and maintenance routes for each service task.





## PRICE PROPOSAL

PROPOSAL FORM

Area Description	Irrigation Zones	Pine Straw Bales	Number of Bunkers	Tees (Acres) Bermuda	Greens (Acres) Bermuda	Greens Collars (Acres) Bermuda	Fairway (Acres) Bermuda	Fairway Approaches (Acres) Bermuda	Bermuda (Acres) Rough	Bahia (Acres) Rough	Natives (Acres)	Landscape (Acres)
BBRD Golf Course (18 Holes)	158	N/A	11 .57 acres	1.31	1.1	0.23	12	.30	15	15	N/A	N/A
BBRD Golf Course Complex (18 Holes)			42									
TOTAL ANNUAL AMOUNT											\$529,907	



## REQUIRED FORMS

**PART 4  
PROPOSAL DOCUMENTS**

**PROPOSAL COVER PAGE**

<b>Name of Firm, Entity or Organization:</b> International Golf Maintenance, Inc.	
<b>Federal Employer Identification Number (EIN):</b> 59-3489578	
<b>State of Florida License Number (If Applicable):</b>	
<b>Name of Contact Person:</b>	Steve Gano
<b>Title:</b>	Vice President of Operations sgano@golfmaintenance.com
<b>E-Mail Address:</b>	
<b>Mailing Address:</b>	
<b>Street Address (if different):</b>	5385 Gateway Blvd. Suite 12
<b>City, State, Zip:</b>	Lakeland, Florida 33811
<b>Telephone:</b> 407.803.2012	<b>Fax:</b>
<b>Organizational Structure – Please Check One:</b>	
Corporation <input checked="" type="checkbox"/> Partnership <input type="checkbox"/> Proprietorship <input type="checkbox"/> Joint Venture <input type="checkbox"/> Other <input type="checkbox"/>	
<b>If Corporation:</b>	
<b>Date of Incorporation:</b> January 1998	<b>State of Incorporation:</b> Delaware
<b>States Registered in as Foreign Corporation:</b>	
<b>Does your firm accept Visa® for payment?</b> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
<b>Authorized Signature:</b>	
<b>Print Name:</b>	Steve Gano
<b>Signature:</b>	
<b>Title:</b>	Vice President of Operations
<b>Phone:</b>	407.803.2012
<b><i>This document must be completed and returned with your Submittal.</i></b>	



## PROPOSAL FORM (CONT'D)

### NOTE(S):

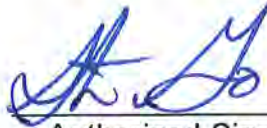
- ☐ When completing your proposal, do not attach any forms which may contain terms and conditions that conflict with those listed in the District's proposal documents. Inclusion of additional terms and conditions such as those which may be on your company's standard forms may result in your proposal being declared non-responsive.
- ☐ All price information to be used in the RFP evaluation must be on this proposal form.
- ☐ District reserves the right to adjust any quantity upward or downward as may be warranted or necessary.

*"The undersigned, as Proposer, hereby declares that he/she has informed himself/herself fully in regard to all conditions to the work to be done, and that he/she has examined the RFP and Specifications for the work and comments hereto attached. The Proposer agrees, if this proposal is accepted, to contract with Barefoot Bay Recreation District in the form of an Agreement, to furnish all necessary materials, equipment, machinery, tools, apparatus, means of transportation, labor and service necessary to complete the work covered by the RFP and Contract Documents for this Project. The Proposer agrees to accept in full compensation for each item the prices named in the schedules incorporated herein.*

*Proposer agrees to supply the products or services at the prices proposed above in accordance with the terms, conditions and specifications contained in this RFP."*

Steve Gano, VP of Operations

Authorized Agent Name, Title (Print)



Authorized Signature

November 14, 2022

Date

***This document must be completed and returned with your Submittal***

**Note: Proposer must sign the appropriate statement below as applicable.**

Firm: International Golf Maintenance, Inc.

Signature:

Firm:

Signature:

Attached are 1 additional pages.

***Barefoot Bay Recreation District***

**DISCLOSURE OF SUBCONTRACTORS, SUBCONSULTANTS AND SUPPLIERS**

**Name of Firm Submitting Proposal:**

International Golf Maintenance, Inc.

(Print or Type)

**Name of Person Submitting Proposal:**

Steve Gano, VP of Operations

(Print or Type)

**Please list all Subcontractors, Subconsultants or Suppliers to be used in connection with performance of this contract. Attach additional sheets as necessary.**

**Name of Firm or Agency:**

N/A

Address:

Telephone:

Contact Name / Title:

**Name of Firm or Agency:**

Address:

Telephone:

Contact Name / Title:

**Name of Firm or Agency:**

Address:

Telephone:

Contact Name / Title:

**Name of Firm or Agency:**

Address:

Telephone:

Contact Name / Title:

**Name of Firm or Agency:**

Address:




Telephone:

Contact Name / Title:

***This document must be completed and returned with your Submittal***



## PROPOSER'S CERTIFICATION

Submit To: Barefoot Bay Recreation District  625 Barefoot Blvd. Barefoot Bay, FL 32976 Phone 772-664-3141 Fax 772-663-1928		BAREFOOT BAY RECREATION DISTRICT  REQUEST FOR PROPOSAL (RFP) CERTIFICATION  AND ADDENDA ACKNOWLEDGMENT											
<b>DUE DATE: Nov 14, 2022</b>		<b>DUE TIME: am/pm 4:00</b>											
<b>RFP 2022-06</b>													
<b>TITLE: Golf Course Maintenance Services for Barefoot Bay Golf Course (18 Holes)</b>													
<b>VENDOR NAME:</b> International Golf Maintenance, Inc.		<b>PHONE NUMBER:</b> 407.803.2012											
<b>VENDOR MAILING ADDRESS:</b> 5385 Gateway Blvd., Suite 12		<b>FAX NUMBER:</b>											
<b>CITY/STATE/ZIP:</b> Lakeland, Florida 33811		<b>E-MAIL ADDRESS:</b> sgano@golfmaintenance.com											
<p>"I, the undersigned, certify that I have reviewed the addenda listed below (list all addenda received to date). I understand that timely commencement will be considered in award of this RFP and that cancellation of award will be considered if commencement time is not met, and that untimely commencement may be cause for assessment of liquidated damages claims. I further certify that the services will meet or exceed the RFP requirements. I, the undersigned, declare that I have carefully examined the RFP, specifications, terms and conditions as applicable for this Request, and that I am thoroughly familiar with all provisions and the quality and type of coverage and services specified. I further declare that I have not divulged, discussed, or compared this RFP with any other Offeror and have not colluded with any Offerors or parties to an RFP whatsoever for any fraudulent purpose."</p> <table><tr><td><u>1</u></td><td><u>Q&amp;A</u></td><td></td><td></td><td></td></tr><tr><td>Addendum #</td><td>Addendum #</td><td>Addendum #</td><td>Addendum #</td><td>Addendum #</td></tr></table>				<u>1</u>	<u>Q&amp;A</u>				Addendum #	Addendum #	Addendum #	Addendum #	Addendum #
<u>1</u>	<u>Q&amp;A</u>												
Addendum #	Addendum #	Addendum #	Addendum #	Addendum #									
<p>"I certify that this quote is made without prior understanding, agreement, or connection with any corporation, firm, or person submitting an RFP for the same material, supplies, equipment or services and is in all respects fair and without collusion or fraud. I agree to abide by all conditions of this RFP and certify that I am authorized to sign this response and that the offer is in compliance with all requirements of the RFP, including but not limited to certification requirements. In conducting offers with an agency for Barefoot Bay Recreation District, respondent agrees that if this proposal is accepted, the respondent will convey, sell, assign, or transfer to the Districts all rights, title and interest in and to all causes of action it may now or hereafter acquire under the anti-trust laws of the United States for price fixing relating to the particular commodities or services purchased or acquired by the Districts. At the Districts' discretion, such assignment shall be made and become effective at the time the purchasing agency renders final payment to the respondent."</p> <table><tr><td><u>Steve Gano, VP of Operations</u></td><td></td><td><u>November 14, 2022</u></td></tr><tr><td>Authorized Agent Name, Title (Print)</td><td>Authorized Signature</td><td>Date</td></tr></table>				<u>Steve Gano, VP of Operations</u>		<u>November 14, 2022</u>	Authorized Agent Name, Title (Print)	Authorized Signature	Date				
<u>Steve Gano, VP of Operations</u>		<u>November 14, 2022</u>											
Authorized Agent Name, Title (Print)	Authorized Signature	Date											
<b><i>This form must be completed and returned with your Submittal</i></b>													



## STATEMENT OF TERMS AND CONDITIONS

**PUBLIC ENTITY CRIME:** A person or affiliate who has been placed on the convicted vendor list following a conviction for a public entity crime may not submit a Proposal/Bid on a contract to provide any goods or services to a public entity, for the construction or repair of a public building or public work, may not submit Proposals/Bids on leases of real property to a public entity, may not be awarded or perform work as a contractor, supplier, subcontractor, or consultant under a contract with any public entity, and may not transact business with any public entity in excess of the threshold amount provided in Section 287.017, for CATEGORY TWO for a period of 36 months from the date of being placed on the convicted vendor list.

**INDEMNIFICATION:** The Contractor agrees to indemnify and hold harmless Barefoot Bay Recreation District and their elected officials, employees and volunteers and defend and indemnify the District and the agents, servants, employees, officers, and officials thereof from and against any and all liability or responsibility for damage to property or person that may arise in connection with the services to be provided hereunder, including reasonable attorney fees and expenses.

**PROHIBITION OF LOBBYING:** During the blackout period which is, the period between the time the submittals for invitation to bid or the Request for Proposal, or Qualifications, or information, as applicable, are received at Contracts / Purchasing and the time the Board awards the contract, no proposer, no lobbyist, principal, or other person may lobby, on behalf of a competing party in a particular procurement matter, any member of the Board, or any District employee. Violation of this provision may result in disqualification of violating party. All questions regarding this Request for Proposal (RFP) or Invitation to Bid (BID) must be submitted in writing to the District Clerk.

**ANTI TRUST LAWS:** By submission of a signed RFP or BID, the successful Vendor acknowledges compliance with all antitrust laws of the United States and the State of Florida, in order to protect the public from restraint of trade, which illegally increases prices.

**CONFLICT OF INTEREST:** The award of the contract hereunder is subject to the provisions of Chapter 112 of the Florida Statutes. Vendors shall disclose the name of any Officer, Director, Partner, Associate, or Agent who is also an Officer, Appointee, or Employee of any of the Districts at the time of the RFP or BID, or at the time of occurrence of the Conflict of Interest thereafter.

**INTERPRETATION, CLARIFICATIONS AND ADDENDA:** No oral interpretations will be made to any vendor as to the meaning of the RFP/BID Contract Documents. Any inquiry or request for interpretation received by the District Clerk before the date listed herein will be given consideration. All such changes or interpretations will be made in writing in the form of an addendum and, if issued, will be distributed at or after the Pre-Proposal/Pre-Bid Conference and Site Visit, mailed or sent by available or electronic means to all attending prospective Submitters prior to the established RFP/BID opening date. Each Vendor shall acknowledge receipt of such addenda in the space provided. In case any Proposer/Bidder fails to acknowledge receipt of such addenda or addendum, his offer will nevertheless be construed as though it had been received and acknowledged and the submission of his bid will constitute acknowledgment of the receipt of same. All addenda are a part of the RFP/BID FORMS and each Proposer/Bidder will be bound by such addenda, whether or not received by him. It is the responsibility of each proposer/bidder to verify that he has received all addenda issued before RFP's/BID's are opened. In the case of unit price items, the quantities of work to be done and materials to be furnished under this RFP/BID Contract are to be considered as approximate only and are to be used solely for the comparison of RFP's/BID's received. The District and/or its CONSULTANT do not expressly or by implication represent that the actual quantities involved will correspond exactly therewith; nor shall the Vendor plead misunderstanding or deception because of such estimate or quantities of work performed or material furnished in accordance with the Specifications and/or Drawings and other Proposal/Bid Documents, and it is understood that the quantities may be increased or diminished as provided herein without in any way invalidating any of the unit or lump sum prices bid.

**GOVERNING LAWS AND REGULATIONS:** The vendor is required to be familiar with and shall be responsible for complying with all federal, state and local laws, ordinances, rules and regulations that in any manner affect the work.

**PROPRIETARY/CONFIDENTIAL INFORMATION:** Vendors are hereby notified that all information submitted as part of, or in support of RFP's/BID's, will be available for public inspection ten days after opening of the RFP's/BID's or until a short list is recommended whichever comes first, in compliance with Chapter 119, and 287 of the Florida Statutes. Any person wishing to view the RFP's/BID's must make an appointment by calling the District Clerk at (772) 864-3141. All RFP's/BID's submitted in response to this solicitation become the property of the District. Unless information submitted is proprietary, copy written, trademarked, or patented, the District reserves the right to utilize any or all information, ideas, conceptions, or portions of any RFP/BID, in its best interest.

**TAXES:** Barefoot Bay Recreation District is exempt from any taxes imposed by the State and/or Federal Government. Exemption certificates will be provided upon request.

**NON-COLLUSION DECLARATION:** By signing this RFP/BID, all Vendors shall affirm that they shall not collude, conspire, connive or agree, directly or indirectly, with any other Proposer, firm, or person to submit a collusive or sham Proposal in connection with the work for which their RFP/BID has been submitted; or to refrain from Bidding in connection with such work; or have in any manner, directly or indirectly, sought by person to fix the price or prices in the RFP/BID or of any other Bidder, or to fix any overhead, profit, or cost elements of the RFP/BID price or the RFP/BID price of any other Bidder, or to secure through any collusion, conspiracy, connivance, or unlawful agreement any advantage against any other Bidder, or any person interested in the proposed work.

**PROPOSER RESPONSIBILITY:** Invitation by the Districts to vendors is based on the recipient's specific request and application to DemandStar by Onvia at [www.DemandStar.com](http://www.DemandStar.com) ((800) 711-1712) or as the result of response by the public to the legal advertisements required by State law. Firms or individuals submit their responses on a voluntary basis, and therefore are not entitled to compensation of any kind.

**OWNERSHIP OF SUBMITTALS:** All responses, inquiries or correspondence relating to or in reference to this RFP/BID, and all other reports, charts, displays, schedules, exhibits and other documentation submitted by the vendors will become the property of the District. Reference to literature submitted with a previous RFP/BID will not relieve the Bidder from including any required documents with this RFP/BID.

**EXAMINATION OF BID DOCUMENTS:** Each Bidder shall carefully examine the RFP/BID Document to ensure all pages have been received, all drawings and/or Specifications and other applicable documents are included, and shall inform himself thoroughly regarding any and all conditions and requirements that may in any manner affect cost, progress or performance of the work to be performed under the Contract. Ignorance on the part of the CONTRACTOR will in no way relieve him of the obligations and responsibilities assumed under the Contract.

**VENDOR RESPONSIBILITY:** Vendors are fully and completely responsible for the labeling, identification, and delivery of their submittals. The District Clerk will not be responsible for any mislabeled or misdirected submissions, nor those handled by delivery persons, couriers, or the US Postal Service.

**DRUG FREE WORKPLACE:** All Proposers/Bidders shall submit the enclosed, duly signed and notarized form entitled "Drug Free Workplace Certificate". The Drug Free Workplace Vendor shall have the burden of demonstrating that his program complies with Section 287.087 of the Florida Statutes, and any other applicable state law.

**BAREFOOT BAY RECREATION DISTRICT**, is an independent special district of the State of Florida, and reserves the right to reject any and/or all submittals, reserves the right to waive any informalities or irregularities in the examination process, and reserves the right to award contracts and/or in the best interest of the District. Submittals not meeting stated minimum terms and qualifications may be rejected by the District as non-responsive. The District reserves the right to reject any or all submittals without cause. The District reserves the right to reject the submission of any Vendor in arrears or in default upon any debt or contract to the District, or who has failed to perform faithfully any previous contract with the District or with other governmental agencies.

**PUBLIC RECORDS LAW:** Correspondence, materials and documents received pursuant to this RFP/BID become public records subject to the provisions of Chapter 119, Florida Statutes.

### PREPARATION OF PROPOSALS/BIDS:

**Signature of the Bidder:** The Bidder must sign the RFP/BID FORMS in the space provided for the signature. If the Proposer/Bidder is an individual, the words "doing business as," must appear beneath such signature. In the case of a partnership, the signature of at least one of the partners must follow the firm name and the words, "Member of the Firm" should be written beneath such signature. If the Proposer/Bidder is a corporation, the title of the officer signing the RFP/BID on behalf of the corporation must be stated and evidence of his authority to sign the RFP/BID must be submitted. The Proposer/Bidder shall state in the RFP/BID FORMS the name and address of each person interested therein.

**Basis for Bidding:** The price proposed for each item shall be on a lump sum or unit price basis according to specifications on the RFP/BID FORM. The proposed prices shall remain unchanged for the duration of the Contract and no claims for cost escalation during the progress of the work will be considered, unless otherwise provided herein. **Total Proposed Price/Total Contract Sum Proposed:** If applicable, the total price bid for the work shall be the aggregate of the lump sum prices proposed and/or unit prices multiplied by the appropriate estimated quantities for the individual items and shall be stated in figures in the appropriate place on the RFP/BID FORM. In the event that there is a discrepancy on the RFP/BID FORM due to unit price extensions or additions, the corrected extensions and additions shall be used to determine the project bid amount.

**TABULATION:** Those wishing to receive an official tabulation of the results of the opening of this RFP/BID are to submit a self-addressed, stamped business size (No. 10) envelope, prominently marked on the front lower left side, with the RFP identification. Tabulation requested by telephone, fax or electronic media will not be accepted.

**OBLIGATION OF WINNING BIDDER:** The contents of the RFP/BID of the successful proposer/bidder will become contractual obligations if acquisition action ensues. Failure of the successful Proposer/Bidder to accept these obligations in a contract may result in cancellation of the award and such vendor may be removed from future participation.

**AWARD OF BID:** It is the District's intent to select a vendor within sixty (60) calendar days of the deadline for receipt of Proposals/Bids. However, Proposals/Bids must be firm and valid for award for at least ninety (90) calendar days after the deadline for receipt of the RFP/BID.

**ADDITIONAL REQUIREMENTS:** The firms shall furnish such additional information as the District may reasonably require. This includes information which indicates financial resources as well as ability to provide the services. The District reserves the right to make investigations of the qualifications of the firm as it deems appropriate.

**PREPARATION COSTS:** The District shall not be obligated or be liable for any costs incurred by Proposers/Bidders prior to issuance of a contract. All costs to prepare and submit a response to this RFP/BID shall be borne by the Proposer/Bidder.

**TIMELINESS:** All work will commence upon authorization from the District Clerk. All work will proceed in a timely manner without delays. The Contractor shall commence the work UPON RECEIPT OF NOTICE TO PROCEED and/or ORDER PLACED (PURCHASE ORDER PRESENTED), and shall deliver in accordance to the terms and conditions outlined and agreed upon herein.

**DELIVERY:** All prices shall be FOB Destination, Barefoot Bay Recreation District, Florida, inside delivery unless otherwise specified.

### ADDITIONAL SERVICES/PURCHASES BY OTHER PUBLIC AGENCIES ("PIGGY-BACK"):

The Vendor by submitting a Bid acknowledges that other Public Agencies may seek to "Piggy-Back" under the same terms and conditions, during the effective period of any resulting contract – services and/or purchases being offered in this Bid, for the same prices and/or terms proposed. Vendor has the option to agree or disagree to allow contract Piggy-Backs on a case-by-case basis. Before a Public Agency is allowed to Piggy-Back any contract, the Agency must first obtain the vendor's approval – without the vendor's approval, the seeking Agency cannot Piggy-Back.

**PLANS, FORMS & SPECIFICATIONS:** Bid Packages are available from the District Clerk. These packages are available for pickup or by mail. If requested to mail, the Proposer/Bidder must supply a courier account number (UPS, FedEx, etc.). Proposers/Bidders are required to use the official RFP/BID FORMS, and all attachments itemized herein, are to be submitted as a single document. Any variation from the minimum specifications must be clearly stated on the RFP/BID FORM and/or Exceptions/Deviations Sheet(s). Only one set of plans, forms, and specifications will be furnished each company or corporation interested in submitting a proposal/bid. RFP/BID FORM documents for this project are free of charge and are available on-line and are downloadable (vendor must pay any DemandStar fees or any shipping).

**MANUFACTURER'S NAME AND APPROVED EQUIVALENTS:** Any manufacturer's names, trade names, brand names, information and/or catalog numbers listed in a specification are for information and not intended to limit competition unless otherwise indicated. The Proposer/Bidder may offer any brand for which he is an authorized representative, which meets or exceeds the RFP/BID specification for any item(s). If RFP's/BID's are based on equivalent products, indicate on the RFP/BID FORM the manufacturer's product name and literature, and/or complete specifications. Reference to literature submitted with a previous RFP/BID will not satisfy this provision. The Proposer/Bidder shall explain in detail the reason(s) why the proposed equivalent will meet the specifications and not be considered an exception thereto. RFP's/BID's which do not comply with these requirements are subject to rejection. RFP's/BID's lacking any written indication of intent to quote an alternate brand will be received and considered in complete compliance with the specifications as listed on the RFP/BID FORM. The District Clerk is to be notified, in writing, of any proposed changes in materials used, manufacturing process, or construction. However, changes shall not be binding upon the District unless evidenced by a Change Notice issued and signed by the District Clerk, or designated representative.

**QUANTITIES:** The quantities as specified in this RFP/BID are estimates only and are not to be construed as guaranteed minimums.

**SAMPLES:** Samples of items, when called for, shall be furnished free of expense, and if not destroyed may, upon request, be returned at the Proposer's/Bidder's expense. Each sample shall be labeled with the Proposer's/Bidder's name, manufacturer brand name and number, RFP/BID number and item reference. Samples of successful Proposer's/Bidder's items may remain on file for the term of the contract. Request for return of samples shall be accompanied by instructions which include shipping authorization and must be received at time of opening. Samples not returned may be disposed of by the Districts within a reasonable time as deemed appropriate.

**DOCUMENT RE-CREATION:** Vendor may choose to re-create any document(s) required for this solicitation, but must do so at his own risk. All required information in the original District format must be included in any re-created document. Submittals may be deemed non-responsive if required information is not included in any re-created document.

ACKNOWLEDGED:



(Signature and Date)

**November 14, 2022**



**DRUG FREE WORKPLACE CERTIFICATE**

I, the undersigned, in accordance with Florida Statute 287.087, hereby certify that,

International Golf Maintenance, Inc.

(print or type name of firm)

- ☐ Publishes a written statement notifying that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the workplace named above and specifying actions that will be taken against violations of such prohibition.
- ☐ Informs employees about the dangers of drug abuse in the workplace, the firm's policy of maintaining a drug free working environment, and available drug counseling, rehabilitation, and employee assistance programs, and the penalties that may be imposed upon employees for drug use violations.
- ☐ Gives each employee engaged in providing commodities or contractual services that are under proposal or bid, a copy of the statement specified above.
- ☐ Notifies the employees that as a condition of working on the commodities or contractual services that are under proposal or bid, the employee will abide by the terms of the statement and will notify the employer of any conviction of, plea of guilty or nolo contendere to, any violation of Chapter 1893, or of any controlled substance law of the State of Florida or the United States, for a violation occurring in the work place, no later than five (5) days after such conviction, and requires employees to sign copies of such written (\*) statement to acknowledge their receipt.
- ☐ Imposes a sanction on, or requires the satisfactory participation in, a drug abuse assistance or rehabilitation program, if such is available in the employee's community, by any employee who is so convicted.
- ☐ Makes a good faith effort to continue to maintain a drug free workplace through the implementation of the drug free workplace program.
- ☐ "As a person authorized to sign this statement, I certify that the above-named business, firm or corporation complies fully with the requirements set forth herein"

[Signature]  
Authorized Signature

November 14, 2022

Date Signed

State of: Florida

County of: Dalle

Sworn to and subscribed before me this 14 day of November, 2022

Personally known [Signature] or Produced Identification \_\_\_\_\_  
(Specify Type of Identification)

Signature of Notary

My Commission Expires March 27, 2025

(seal)



***This document must be completed and returned with your Submittal***

**STATEMENT OF CONTRACTOR'S EXPERIENCE, EQUIPMENT AND PERSONNEL**

*(Contractor may also provide any supplemental company or personnel information that will assist the Selection Committee in evaluating your proposal such as a corporate organizational chart showing area of responsibility for personnel listed on this form).*

CONTRACTOR: International Golf Maintenance, Inc.

DATE: November 14, 2022

1. How many years has your organization been in business as a golf course maintenance contractor under your present business name? 28

2. List all previous business names of your organization:

International Golf Management, Inc.

3. How many years experience in golf course maintenance? 28

Prime Contractor \_\_\_\_\_ Subcontractor \_\_\_\_\_

4. List all officers and directors of your organization:

NAME	POSITION/TITLE
<u>Ron E. Jackson</u>	<u>CEO</u>
<u>K. Eric Burk</u>	<u>CFO and Secretary</u>
<u>Greg A. Plotner</u>	<u>Executive Vice President</u>
<u>Steve Gano</u>	<u>VP of Operations</u>

5. Have you ever failed to complete any work awarded to you in the last 3 years? Yes \_\_\_\_\_ No X. If yes, where and why?

**EXPERIENCE**

1. Describe any experience of the principal individuals (Foremen, Superintendents, etc.) who are responsible for the actual golf course maintenance work of your organization?

<u>Steve Gano</u>	<u>VP of Operations</u>
Name	Position

<b>Agronomic Planning</b>	<b>32</b>	<b>23</b>
Type of Work	Yrs. Experience	Yrs. With Firm

<b>Chris Eckart</b>	<b>Superintendent</b>	
Name		Position
<b>Consulting Superintendent</b>	<b>33</b>	<b>25</b>
Type of Work	Yrs. Experience	Yrs. With Firm

<b>Stan Mrozek</b>	<b>Assistant Superintendent</b>	
Name		Position
<b>Proposed Superintendent at Barefoot Bay</b>	<b>16</b>	<b>13</b>
Type of Work	Yrs. Experience	Yrs. With Firm

<b>Greg Plotner, CGCS</b>	<b>Executive VP</b>	
Name		Position
<b>Agronomic Planning</b>	<b>40</b>	<b>26</b>
Type of Work	Yrs. Experience	Yrs. With Firm

<b>Chris Garrett</b>	<b>Regional Superintendent</b>	
Name		Position
<b>Project Assistance</b>	<b>24</b>	<b>6</b>
Type of Work	Yrs. Experience	Yrs. With Firm

2. List/describe five (5) golf course maintenance contracts/projects of similar size and scope that you currently have or have recently completed.

<b>Sebastian Golf Club</b>	<b>Sebastian, Florida</b>
Project	Location
<b>2009 - Present</b>	
Date	Contract Amount
<b>Greg Gardner, Dir of Golf</b>	<b>772.589.6801</b>
Contact Name, Phone Number and Fax Number	

<b>Sandridge Golf Club</b>	<b>Vero Beach, Florida</b>
Project	Location
<b>1995 - Present</b>	
Date	Contract Amount
<b>Bela Nagy, Dir of Golf</b>	<b>772.770.5000</b>
Contact Name, Phone Number and Fax Number	



Water Oak	Lady Lake, Florida
Project	Location
February 2022 - Present	
Date	Contract Amount
Bob Cooke, Dir of Golf	561.578.2738
Contact Name, Phone Number and Fax Number	

Lake Henry and Four Lakes Golf Clubs	Winter Haven, Florida
Project	Location
2007 - Present	
Date	Contract Amount
Brian Altman, VP of Golf	863.647.1581
Contact Name, Phone Number and Fax Number	

Kings Point	Delray Beach, Florida
Project	Location
2006 - Present	
Date	Contract Amount
Jeff Huelsman, Dir of Golf	561.499.3335 ext 152
Contact Name, Phone Number and Fax Number	

**EQUIPMENT & MATERIAL RESOURCES**

1. List equipment owned (types and number of). Separate list is acceptable (i.e. spreadsheet).

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_
6. \_\_\_\_\_
7. \_\_\_\_\_
8. \_\_\_\_\_

See Proposed Equipment List in  
Maintenance Plan Section

9. \_\_\_\_\_
10. \_\_\_\_\_
11. \_\_\_\_\_
12. \_\_\_\_\_
13. \_\_\_\_\_
14. \_\_\_\_\_
15. \_\_\_\_\_

2. List equipment expected to be purchased in the near future.

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

CONTRACTOR'S AFFIDAVIT

State of Florida  
County of Polk

Before me personally appeared Steve Gano who is (title) VP Operations  
of (the company described herein) IGM, INC. being duly sworn, deposes and say that the foregoing statements  
are a true and accurate statement of the position of said organization as of the date thereof, and, that the statements and answers  
to the foregoing experience questionnaire are correct and true as of the date of this affidavit; and, that he/she understands that  
intentional inclusion of false, deceptive, or fraudulent statements of this application constitutes fraud; and, agrees to furnish any  
pertinent information requested by The District deemed necessary to verify the statements made in this application or regarding the  
ability, standing and general reputation of the applicant.

Personally Known ☒ or Produced Identification \_\_\_\_\_

Sworn to and subscribed before me this 14 day of November, 2022

[Signature]  
NOTARY PUBLIC - STATE OF FLORIDA  
(Signature of Notary Public)

Jessica Pares  
(Print Name of Notary Public)





# Request for Taxpayer Identification Number and Certification

Give Form to the  
requester. Do not  
send to the IRS.

► Go to [www.irs.gov/FormW9](http://www.irs.gov/FormW9) for instructions and the latest information.

Print or type.  
See Specific Instructions on page 3.

1 Name (as shown on your income tax return). Name is required on this line; do not leave this line blank.

INTERNATIONAL GOLF MAINTENANCE, INC

2 Business name/disregarded entity name, if different from above

3 Check appropriate box for federal tax classification of the person whose name is entered on line 1. Check only **one** of the following seven boxes.

☐ Individual/sole proprietor or single-member LLC ☒ C Corporation ☐ S Corporation ☐ Partnership ☐ Trust/estate

☐ Limited liability company. Enter the tax classification (C=C corporation, S=S corporation, P=Partnership) ►

**Note:** Check the appropriate box in the line above for the tax classification of the single-member owner. Do not check LLC if the LLC is classified as a single-member LLC that is disregarded from the owner unless the owner of the LLC is another LLC that is **not** disregarded from the owner for U.S. federal tax purposes. Otherwise, a single-member LLC that is disregarded from the owner should check the appropriate box for the tax classification of its owner.

☐ Other (see instructions) ►

4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3):

Exempt payee code (if any) \_\_\_\_\_

Exemption from FATCA reporting code (if any) \_\_\_\_\_

(Applies to accounts maintained outside the U.S.)

5 Address (number, street, and apt. or suite no.) See instructions.

5385 GATEWAY BLVD #12

Requester's name and address (optional)

6 City, state, and ZIP code

LAKELAND, FL 33811

7 List account number(s) here (optional)

## Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

**Note:** If the account is in more than one name, see the instructions for line 1. Also see *What Name and Number To Give the Requester* for guidelines on whose number to enter.

Social security number

\_\_\_\_ - \_\_\_\_ - \_\_\_\_

or

Employer identification number

5 9 - 3 4 8 9 5 7 8

## Part II Certification

Under penalties of perjury, I certify that:

- The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
- I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
- I am a U.S. citizen or other U.S. person (defined below); and
- The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

**Certification instructions.** You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.

Sign  
Here

Signature of  
U.S. person ►

Date ► November 14, 2022

## General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

**Future developments.** For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to [www.irs.gov/FormW9](http://www.irs.gov/FormW9).

## Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) which may be your social security number (SSN), individual taxpayer identification number (ITIN), adoption taxpayer identification number (ATIN), or employer identification number (EIN), to report on an information return the amount paid to you, or other amount reportable on an information return. Examples of information returns include, but are not limited to, the following.

- Form 1099-INT (interest earned or paid)

- Form 1099-DIV (dividends, including those from stocks or mutual funds)
- Form 1099-MISC (various types of income, prizes, awards, or gross proceeds)
- Form 1099-B (stock or mutual fund sales and certain other transactions by brokers)
- Form 1099-S (proceeds from real estate transactions)
- Form 1099-K (merchant card and third party network transactions)
- Form 1098 (home mortgage interest), 1098-E (student loan interest), 1098-T (tuition)
- Form 1099-C (canceled debt)
- Form 1099-A (acquisition or abandonment of secured property)

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN.

If you do not return Form W-9 to the requester with a TIN, you might be subject to backup withholding. See What is backup withholding, later.

# *State of Florida*

## *Department of State*

I certify from the records of this office that INTERNATIONAL GOLF MAINTENANCE, INC. is a Delaware corporation authorized to transact business in the State of Florida, qualified on February 3, 1998.

The document number of this corporation is F98000000631.

I further certify that said corporation has paid all fees due this office through December 31, 2020, that its most recent annual report/uniform business report was filed on April 30, 2020, and that its status is active.

I further certify that said corporation has not filed a Certificate of Withdrawal.

*Given under my hand and the  
Great Seal of the State of Florida  
at Tallahassee, the Capital, this  
the Thirteenth day of July, 2020*



*Ronald R. De*  
**Secretary of State**

Tracking Number: 6409965768CU

To authenticate this certificate, visit the following site, enter this number, and then follow the instructions displayed.

<https://services.sunbiz.org/Filings/CertificateOfStatus/CertificateAuthentication>



**INTERNATIONAL GOLF MAINTENANCE**  
[golfmaintenance.com](http://golfmaintenance.com)

5385 Gateway Blvd. Suite 12  
Lakeland, FL 33811  
(800)413-5500 • (407)589-7200  
[info@golfmaintenance.com](mailto:info@golfmaintenance.com)