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# President's Message - Summer 2023

Well, I will continue to say that there's no such thing as a "normal" or "average" summer here in the Mid-Atlantic. Some of you have experienced above normal rainfall while others have been dealing with drought like conditions just hoping that a thunderstorm comes their way. I also believe this is one of the reasons we are some of the most resilient superintendents with one of the strongest associations.

To further improve our Workforce Development Program, we will be launching a job board, which to further serve both Superintendents and school systems. This will allow for a dedicated platform to share career opportunities, and allow Superintendents and schools to have a versatile, well integrated platform dedicated to this program. We hope with this added resource that more superintendents take the opportunity to engage in the program.

Our events continue to be a major success and we thank all of those who have attended them. Let's take the opportunity to glance past summer and put these great events on your October calendar early!

- MAAGCS Annual Championship, Piney Branch Golf Club, October 2, 2023
- Stewards of the Chesapeake, River Bend Golf & Country Club, October 16, 2023

I especially want to thank everyone that was able to attend and celebrate Ed Gasper's retirement. It was great to see all those that Ed has been able to mentor throughout the years. I personally want to say thank you Ed for all your years of service in the industry! Also, thank you for all those that coordinated this event and to all of those at P.B. Dye Golf Club for making this an outstanding event.

Lastly, I would like to thank all our vendors and partners for their continued support this year. Our day-to-day operations, events, and all the projects going on would not succeed without your continued support!

Thanks for reading.

#### **Chris Sandels**

MAAGCS President #GETGROWING



Chris Sandels
Mount Vernon Country Club
703-989-3102
csandels@mountvernoncc.org



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#### **Chapter Executive**

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## **Assistants Update**

It is safe to say summer is in full swing now as we move past the halfway point of July. The heat is upon us as we battle high sun and afternoon storms, but those cool fall breezes will be back before we know it.

About a month ago Finch hosted an event at Nationals Park in their suite for a fun evening of baseball. While the Nats continue to struggle it is still always great to get together with folks in the industry to catch up and have a few beverages. As always, we are extremely grateful to have partners like Finch in the industry to provide us with these wonderful opportunities.

Keep on the lookout for more updates on assistant events and details regarding our joint VGCSA/MAAGCS golf tournament being held at TPC Potomac this November. I wish everyone the best of luck in the coming months with aerification and fall tournaments.





Luke Simon Chevy Chase Club 574-596-9953 Isimon@chevychaseclub.org



# **Social News Recap**

The social calendar for the first half of the season was slammed with great opportunities to hangout and talk shop. The venues were awesome providing fun food, drinks and viewing of The U.S. Open and PGA Championship. Attendance was great – a huge thank you for the folks who could make it to The Pier Oyster House and Frisco's Tab House. A great time was had by all. We look forward to seeing many of you later this fall as the golf calendar cranks up for the two remaining golf events: The Annual Championship and The Stewards of the Chesapeake. #StayThirsty







Joe Haskins Renditions Golf Course 443-865-0317 jhaskins@renditionsgolf.com



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# MAAGCS Wins Chesapeake Challenge in Dominating Fashion

#### Presented by



The annual Chesapeake Challenge between MAAGCS and ESAGCS took place at Queenstown Harbor on Tuesday, May 30th. A special thank you goes out to John Anderes, CGCS, Jason Neal, Nick Brandt and the entire Queenstown Harbor staff and to all of the sponsors for making this another top notch event!

The day started off with education featuring a speaker from the EPA, Tim Witman, followed by Brent Fuchs of Heritage Financial Consultants, both gave excellent presentations.

Following education was lunch in the pavilion then the annual Ryder Cup style competition. There were 21 official matches and MAAGCS started out hot winning the first four. ESAGCS made a charge winning the next four matches but could only muster two and a half more points for the rest of the afternoon with MAAGCS winning 10.5. MAAGCS captures the Chesapeake Challenge in dominating fashion in one of the most lopsided victories of the events history winning 14.5 to 6.5. The win for MAAGCS breaks the streak of four consecutive wins by ESAGCS. The President's Trophy is finally on the correct side of the bay!

#### **Contest Winners**

CTP #3 - Steve Smith 4'6" CTP #8 - Jeff Rice 15.5" CTP #11 - Kevin Boyle 5'4" CTP #17 - Tyler Eastham 20'9" Long Drive #10 - Tyler Eastham

#### **ESAGCS Blue | MAAGCS Red**





Derek Haley (ESAGCS President) & Chris Sandels (MAAGCS President)





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# **Westminster National Hosts Successful First Green Field Trip**

### **ABC 2 WMAR Was on Site to Cover the Event**

In Mid-May, Ryan Kraushofer and Westminster National Golf Course hosted another First Green Field Trip along with several MAAGCS member volunteers. Local 5th grade students from William Winchester Elementary School participated in the event, that introduced them to the golf industry, specifically geared towards turf management. Using STEM education guidelines, students learned some of the daily aspects of taking care of a golf course.

The field trips are a great way to introduce students to the game of golf while also demonstrating STEM skills learned in the classroom can be used in real world scenarios.

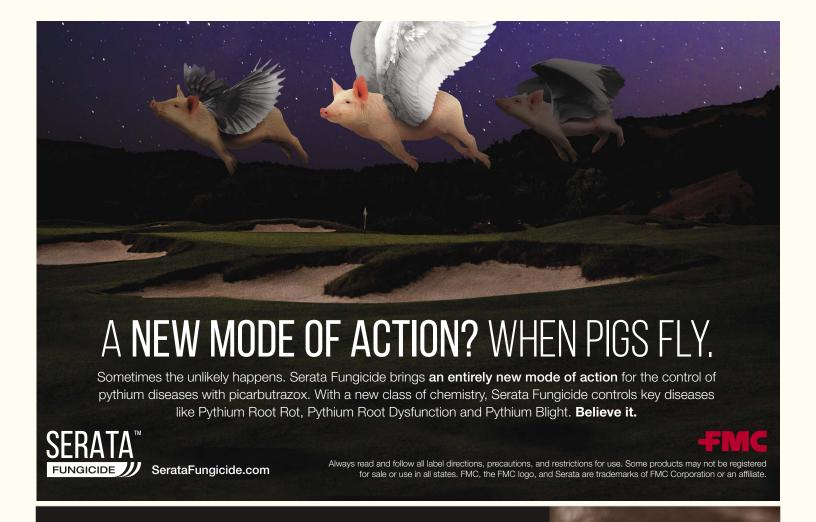
In case you missed it, ABC 2 WMAR covered the story on the evening news last week. You can <u>click here</u> to see the new story.







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### **GCSAA Update**

Summer is off to a hot start. GCSAA is continuing the hot streak as well. On July 11, 2023 GCSAA launched the Women's Leadership Academy. The inaugural event will be held November 7-9, 2023 in Lawrence, KS to provide leadership and networking events for women in turf. The headliner for the event is Suzy Whaley, PGA Master Professional and the first woman to serve as president of the PGA of America. The 2  $\frac{1}{2}$  day event is open to all women in the turfgrass industry, not just GCSAA members. Education will cover 4 distinct topics: self-discovery, understanding others, communicating effectively and being an inspiration. Applications for the Women's Leadership Academy open August 7. To learn more about this unique and exciting opportunity please visit GCM.

Dog days of summer are upon us. GCSAA also knows one of the best and most loyal crew members is the turf dog. Show off your dog in the annual Dog Days of Golf Calendar. Each year turf dogs from all across the country are showcased each month. The 2024 Dog Days of Golf Calendar is sponsored again by LebonanTurf. You are able to submit multiple photographs, but all must be shot horizontally. To learn more or to submit your photo please visit <a href="GCSAA.org">GCSAA.org</a>.

The Mid-Atlantic has a great history of mentorship and developing emerging leaders in turfgrass. Please consider nominating someone in our region for one of the newest awards the Emerging Leader Award. In 2021, GCSAA created the Emerging Leader Award and presents it in partnership with John Deere. Still in its early years, the award is growing each year. The Emerging Leader Award recognizes an individual who serves the industry as a superintendent with less than five years' experience, student, associate member, or assistant, who displays continuous growth in service and leadership. 2024 is a great year for the Mid-Atlantic to show the newest leaders for turfgrass management. To learn more and submit a nomination visit Emerging Leader Award.

Don't forget GCSAA has a <u>podcast</u>. New episodes typically come out each month. The newest GCSAA podcast caught up with Bubba Wright to talk about Pebble Beach and hosting the first ever U.S. Women's Open at the course. The podcast is available to the public and you can subscribe to at iTunes, Spotify, and Google Play. The podcast is great for on the course or commuting in your car. Episodes focus on relevant association and industry news. Keep up to date with GCSAA and learn something new while listening.



Katrin Wolfe
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### **Letter from the Editor**

Greetings and salutations.

Welcome to the hottest time of the year. I hope your greens are healthy and your tomato plants are prosperous.

Recently I read and enjoyed the July edition of GCM, the official publication of GCSAA. There are a wide range of topics making the reading interesting. On the Tech side there is an article about drone use for golf to help a superintendent and improve the view of the course. There is a reminder that GCSAA members have a health plan. Carol D. Rau, Ph.D gives us professional advice on job searches. Kevin P. Breen, CGCS discusses getting through the high demand of our work in the president's message. CEO J. Rhett Evans reminds members of the value of The GCSAA Foundation. There is a nice profile of Vanja Drasler, Superintendent of Montclair Golf Club in West Orange N.J.

The article that got my attention the most was the advocacy update about the decision by the supreme court to side with the landowner in Sackett v. EPA. The court in this case gave a clear definition which wetlands can be covered by the Clean Water Act. In research a statistical example of BMPs and 15 year trends of land use and energy practices on U.S. golf courses.

There is an article and candidate for the Leo Fraser Award written by Superintendent Jeff Heaton about mentorship. Lastly mentioned here but certainly not least, we have some meat for the turf nerds to chew on. Steven J. Kammer Ph.D. discusses Going Natural and the use of biologicals and bioproducts with real world examples. Mike Fidanza reports on a study investigating the possibility of pythium in our irrigation water. Beth Guertal Ph.D. shares a report on 5 research projects investigating the need for extra phosphorus when seeding.

GCM is available to members by email and hard copy. You can select both methods or pick your favorite at your Profile on the GCSAA website. You can also send a copy to a coworker as an added benefit.

Stay safe out there and thank you for reading Turfgrass Matters. Good luck out there.



Vince DiStefano Musket Ridge Golf Club 301-293-9930 x 118 v.distefano@musketridge.com



## **VGCSA/MAAGCS** Assistants Forum Heads to TPC Potomac at Avenel Farm Save the Date - November 13th

The MAAGCS is excited to announce the MAAGCS/VGCSA Assistants Forum, a first-class event for the assistant superintendent members, will be held at TPC Potomac at Avenal Farm in Potomac, MD. SAVE THE DATE - Monday, November 13, 2023. The bi-annual event draws assistant superintendents across Maryland and Virginia for a day of networking, education, and golf. Superintendents, vendors and other MAAGCS members are invited. The leaders of the Assistants Committee bringing back this special event are Luke Simon (Chevy Chase Club), Josh Peters (Washington Golf & CC) and Damian Beasley (Boonsboro CC). More details to come!







Luke Simon





Josh Peters

Damian Beasley

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5301 Trenton Mill Rd.

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# MAAGCS Annual Championship Monday, October 2, 2023 - Monday, October 16, 2023

### Hosted by



Scott Wunder

#### **Event Overview**

The Annual Championship will crown the MAAGCS champion golfer of the year. As always this will be a spectacular event with networking, good food, prizes and fun competition.

#### **Course Overview**

The 2023 MAAGCS Annual Championship is being hosted by MAAGCS President Past President Scott Wunder at Piney Branch Golf Club. This private golf course in Northwest Baltimore County Maryland is

just a short ride from Reisterstown, Hunt Valley, Owings Mills, Pikesville, Westminster and Hampstead.

#### **Schedule**

TBA

#### **Bloody Mary/Screwdriver Bar Sponsor**



#### **Hole Sponsors**





#### **Defending Champion**



Tad Dinan with Joe Haskins

#### **Sponsorships Available**

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#### Manned Hole Sponsor (Partner Discount) - \$600.00

2 Reps can set up on a hole and greet players as they play through. Onsite signage and recognition in event promos and emails

#### Hole Sign Sponsor - \$300.00

Recognition as a Hole Sponsor with on-site signage and recognition in event promos and emails

Contact Tyler Eastham with Questions or to Confirm your Sponsorship.

#### **Registration Opens Soon!**



### STEWARDS OF THE CHESAPEAKE

### River Bend Golf & Country Club - Monday, October 16, 2023

#### Hosted by



Luke Fisher **Golf Course** Superintendent

Located in the rolling countryside of Great Falls, Virginia, River Bend Golf and Country Club is one of the premier private membership clubs in the Washington, D.C. area.

River Bend has a distinctive character, combining excellent facilities and attentive service with a family-friendly and comfortable atmosphere. That atmosphere is a direct result of the fundamental policy at River Bend since its founding in 1961, that the Club exists for the use and enjoyment of its members.

River Bend Club features a championship eighteen-hole golf course

and state-of-the-art golf practice facility. In 2011, the course was redesigned and renovated by renowned architect Keith Foster who said of his time spent at the Club:

"The River Bend program was such a great joy for me to be a part of for so many reasons. Among them, a gracious membership and top-shelf club professional staff along with an elegant property that frames the holes so beautifully."

#### **Tournament History**

The Stewards of the Chesapeake event was established in 2000 by

the MAAGCS to develop a primary source of funding to support local research projects, support environmental efforts, and government relations as they pertain to the golf industry. The tournament has also provided a great opportunity for MAAGCS members to invite their club or company officials to participate in the event for the preservation and improvement of both the game of golf and our environment. The tournament has raised over \$250,000 since its inception, and proceeds benefit the Maryland Association of Green Industries (MAGI), various Universities, the GCSAA and other groups supporting environmental issues, such as the Chesapeake Bay Foundation.

#### **Sponsorships Available**

Contact Tyler Eastham - teastham@gmail.com with guestions

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**Bloody Mary Bar Sponsor** 



#### **Beverage Sponsor**



**Hole Sponsors** 



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#### **Registration Opens Soon!**

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Includes Hole Sign. 2 people from your company can sit at the hole to network and interact with players. You may give away merchandise or marketing materials. You may not distribute alcoholic beverages.

#### Manned Hole Sponsor (Non-Partner Price) - \$1,000.00

Includes Hole Sign. 2 people from your company can sit at the hole to network and interact with players. You may give away merchandise or marketing materials. You may not distribute alcoholic beverages.

#### Closest to the Pin Sponsor - \$500.00

Closest to the Pin Sponsor with recognition on the sponsored hole

#### Long Drive Sponsor - \$500.00

Long Drive Sponsor with signage recognition on contest hole

#### Beverage Station Sponsor - \$500.00

Signage Recognition at 1 Beverage Station, recognition on event promotions

#### Tee Sponsor - \$300.00

1 Tee Sian

#### **Lunch Sponsor - \$1,500.00**

Recognition as Lunch Sponsor with signage on-site and in digital and print promotions

#### Putting Contest Sponsor - \$500.00

Official sponsor of the putting contest at the event







### **Equipment Manager Update**

Another Summer is upon us and to no surprise, it is hot with a chance of thunderstorms this afternoon. Equipment Management during these warm months can ebb and flow as far as workload is concerned. We are busy during the initial stretch while reconfiguring rollers and adjusting heights, then there could be a lull when mowing schedules subside to mitigate turf stress. If you happen to have fans on the course, they'll either need to be installed, maintained, or possibly repaired. Sprayer maintenance is still a key aspect because of how frequently wetting agents, fungicides, or growth regulators are applied and how important it is to get them out reliably and accurate.

I'd like to touch on tips for prioritizing and managing workloads during these times. If things begin to get sideways it is important to have an order of operations to be effective and efficient. Primarily I like to know if we have a backup/secondary piece of equipment that is ready for use. This keeps the operation going and gives some wiggle room with prioritizing. Next step is usually diagnosis. Do we know what the issue is and can we proceed with whether or not there are parts/a solution on hand? Next step is usually what else is going on and how soon will this particular item need to be used again?

For example if we have three fairway units to check cut and height that aren't being used until the day after next, but a turbine blower needs a replacement tire installed... and we're mowing intermediate cuts tomorrow, we are replacing the tire first. When a part needs to be ordered, we like to do it immediately and based on the priority we will expedite shipping. Having fabrication equipment on hand can lend a hand with making simple parts to get you by. I recommend having simple items like threaded rod, round stock, plate steel, and nominal bushing tube in the parts room. Also, cable making kits, a roll of #50 chain, and recoil starter rope can pay off dividends.

At the end of the day our profession is to keep the show going while preserving the useful life of the equipment fleet. Managing is in our job title and making key decisions to balance the beforementioned ratio will keep everything as close to harmony as possible. Continue a line of communication as cultivation season approaches to ensure the dimension and quantity of tines are purchased and hang in there. MAAGCS is working on planning Fall education along with another social to increase networking opportunities. If anyone has any feedback or suggestions, please reach out!



Anthony Lewis, Chevy Chase Club 301-656-6323 alewis@chevychaseclub.org





# **Getting to Know Brian Gietka**

### **Meet Your New Mid-Atlantic Agronomist**

The USGA is pleased to introduce our newest agronomist, Brian Gietka. A 2003 graduate of the University of Maryland with a bachelor's in natural resource sciences and a concentration in turfgrass management, Brian was an assistant superintendent at several Baltimore-area clubs before becoming the superintendent at Fountain Head Country Club in Hagerstown, Md., in 2008.

You can contact Brian at BGietka@usga.org.

Here are five questions for Brian so you can get to know him a little better.

#### What made you want to pursue a career in golf?

Growing up on the Chesapeake Bay, my first job was "pullin' pots" on my uncle's crab boat. After several summers, I was looking for something different and joined a golf course crew. I fell in love on the first day. By fall, I changed my major and that decision 20-plus years ago has taken me places I've only imagined!

#### How did the USGA help you when you were a superintendent?

The USGA'S CCS visits always provided a treasure trove of recommendations to elevate and/ or optimize playing conditions. Being able to utilize visit reports with informed, actionable recommendations was paramount to my success as a superintendent.

Recently, utilizing the GPS Service showed rarely used bunkers, which led to their removal. The savings in maintenance quickly paid for the cost of the service.

#### What made you want to work for the USGA?

Early on in my career, several USGA agronomists had a tremendous impact on my career, so having the opportunity to carry on that legacy is a dream come true. The USGA's research and innovation activities continue to positively shape the game, and I'm thrilled to be part of it.

#### Who has been the most influential in your career?

I'm thankful for three mentors. Steve Potter recently retired after 40 years as superintendent at the club where I was his assistant. Dr. Peter Dernoeden was one of my professors and I may have played more golf with him than anyone else. Not only did I have the privilege of learning from visits by longtime USGA agronomist Stanley Zontek, but I was fortunate enough to spend time away from the golf course as well.

These gentlemen showed the importance of developing relationships, having an advanced knowledge of agronomics and being a champion for others.

#### What would you like superintendents to know about you?

Having been a Mid-Atlantic superintendent for 15 years, I understand the dynamics and I'm genuinely willing to help any way possible. I look forward to serving the region's golf courses and I believe in supporting everyone to share in the greatness of the game.





Brian Gietka 410-218-0131 bgietka@usga.org @Gietkacgcs



# **MAAGCS Scholarship Applications Now Open!**

Every year, MAAGCS awards scholarships to very deserving students and we are looking forward to helping out more exemplary students this year. Please find below the link for the scholarship applications. **Scholarship applications must be postmarked or E-mailed by November 3, 2023**. Applications can be E-mailed to Chris Sandels <u>csandels@mountvernoncc.</u> org and Tyler Eastham <u>teastham@gmail.com</u>.

#### **MAAGCS Scholarship**

- 1. Applicant must have completed at least 1 year as an employee of a Mid-Atlantic Association of Golf Course Superintendents (MAAGCS) member.
- 2. Applicant must be enrolled in at least one class in a turfgrass management curriculum. Note: Online turf programs are also eligible.
- 3. In order for the applicant to be considered for the scholarship, he/she must completely fill out the application form, satisfying all of the REQUIREMENTS as described below.
  - Complete APPLICANT'S QUESTIONNAIRE
  - Transcripts from all institutions attended in the last 5 years must be submitted with application
  - Applicant must secure a RECOMMENDATION FROM A SUPERINTENDENT that he/she has worked under OR a college ADVISOR from his/her particular college.
- 4. Past recipients of a MAAGCS Scholarship may reapply.
- 5. All applications must be completed, submitted, and emailed or postmarked no later than **November 3, 2023**.
- 6. Finalists may be interviewed by the MAAGCS Education Committee via phone. Scholarship recipients will be asked to attend the MAAGCS Annual Meeting.

MAAGCS Scholarship Application - Click Here

#### MAAGCS Child of a Member Scholarship

- 1. Applicant must be the child of a Mid-Atlantic Association of Golf Course Superintendents (MAAGCS) member.
- 2. Applicant must currently be enrolled in a college or university.
- 3. In order for the applicant to be considered for the scholarship, he/she must completely fill out the application form, satisfying all of the REQUIREMENTS as described below.
  - APPLICANT'S OUESTIONNAIRE
  - TRANSCRIPTS from all institutions attended in the last 5 years must be submitted with application
  - COLLEGE ADVISOR RECOMMENDATION form must be delivered to the appropriate ADVISOR with a request that the forms be completed and returned on time.
  - FRESHMAN in college have the option to provide a letter from a work supervisor, coach or mentor if they have not had the time to establish a relationship with anyone in their department. This applies to freshman in college only.
- 4. Past recipients of a MAAGCS Scholarship may reapply.
- 5. All applications must be completed, submitted, and emailed or postmarked no later than **November 3, 2023**.
- 6. Finalists may be interviewed by the MAAGCS Education Committee via phone. Scholarship recipients will be asked to attend the MAAGCS Annual Meeting.

Child of Member Scholarship Application - Click Here

# **MAAGCS Match Play Presented by Syngenta**

### **Ouarter-Finals are Almost Set!**

We are almost through Round 2 of the match play. Two matches have been granted extensions, the rest of the players, please be sure to get your matches on the books to decide who will play in the semifinals. Upon completion of the match please send your pictures and results to <u>Tyler Eastham</u> and <u>Joe Haskins</u> so we can make the updates and keep players informed.

It is the responsibility of the players to arrange their own matches, including the scheduling of tee times and course location. In the event of one player being absent at the starting time, a side may be represented by a single player. If the second player joins during the match, they must join between holes. See rule 23.4.

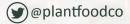
Good luck to everyone and remember to have fun, take pictures and get your matches completed before the deadlines!

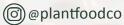






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# GCSAA Conference & Trade Show Giveaway

### Phoenix, Arizona

MAAGCS is giving away a chance for an MAAGCS Superintendent member to attend the 2024 Golf Industry Show in Phoenix, AZ, taking place January 29 – February 1, 2024.

All Superintendent members that have paid their 2023 MAAGCS dues will be eligible to win. Each superintendent member will automatically have one (1) ticket in the "pot" for just being a member in 2023.

#### **Participation Reward**

Superintendent members can earn up to a total of 5 tickets in the "pot" by attending any of the eligible events. The eligible 2023 events to increase your odds of winning are listed below:

- MAAGCS Education Seminar
- MAAGCS Social Events
- Superintendent/Assistant Challenge
- Participating in the Match Play Championship
- Chesapeake Challenge
- Stewards of the Chesapeake
- The MAAGCS Annual Championship

### The Winner will receive \$2,000 to go towards attending the Golf Industry Show

- \$500.00 for Airfare
- \$500.00 for Registration
- \$500.00 for Hotel
- \$500.00 for Education and Per Diem

#### **The Fine Print**

- The drawing for the Superintendent winner will be held in November, 2023.
- The winner will be notified that day and will be asked to attend the Annual Meeting to accept their award.
- The winner should be present at the joint reception in Orlando.
- The winner will not receive any fees until MAAGCS has confirmation that registration for GIS 2024 has been completed.

The stipend for the GCSAA Conference & Trade Show is transferable to any Superintendent/Assistant member of the winner's choice.





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### **MAAGCS Schedule of Events**

#### **July 20, 2023: Thursday**

The Open Championship Networking Social, The Point Crab House & Grill, Arnold, MD

#### October 2, 2023: Monday

MAAGCS Annual Championship, Piney Branch Golf Club, Upperco, MD

#### October 16, 2023: Monday

Stewards of the Chesapeake, River Bend Golf & Country Club, Great Falls, VA

#### November 28, 2023: Tuesday

MAAGCS Annual Meeting, Rolling Road Golf Club, Catonsville, MD

#### **January 29 - February 1, 2024**

GCSAA Conference, Phoenix Convention Center, Phoenix, AZ

#### January 31, 2024: Wednesday

MAAGCS/VGCSA/ESAGCS Joint Social Event, TBA, Phoenix, AZ

#### February 20, 2024: Tuesday

MAAGCS Education Seminar, Turf Valley Resort, Ellicott City, MD



# **MAAGCS Employment Referrals**

As a service to members, the MAAGCS provides complimentary posting of jobs to MAAGCS members and Partners.

Please <u>click here</u> for a complete listing and details of available positions. Here is a sampling:

Falls Road Golf Course (MCRA) in Potomac, MD seeks Equipment Manager

Heritage Hunt Golf & Country Club in Gainesville, VA seeks 1st Assistant Superintendent

National Links Trust/Troon Golf in Washington D.C. seeks Director of Agronomy

Whiskey Creek Golf Course in Ijamsville, MD seeks Assistant Superintendent

Genesis Turfgrass seeks Sales Professional in Virginia Territory

<u>LaBar Golf Renovations seeks Assistant Project Manager, Irrigation or Renovation/Construction</u>

Sawgrass Country Club in Ponte Vedra Beach, FL seeks Director of Agronomy

The Country Club of York in York, PA seeks Equipment Manager

Whiskey Creek Golf Course in Ijamsville, MD seeks Superintendent

Philadelphia Cricket Club in Flourtown, PA seeks Assistant Superintendent

## **GCSAA Career Services**

Did you know about GCSAA's support of your career? Erin Wolfram is GCSAA'A career consultant, available via email (Erin@careeradvantageresumes.com) or by phone at 785-393-5886.

**RESUME CRITIQUES** - At no charge to GCSAA members, our resume professionals will look through your current resume (and cover letter drafts) and make suggestions.

**LINKEDIN PROFILE** - Have a presence on the world's largest professional network with a \$100 member rate.

**PROFESSIONAL RESUME AND LINKEDIN PROFILE** - For a reduced member rate of \$260, this service includes full content recommendations and formatting, a phone consultation, and MS Word file ready to transfer to LinkedIn.

**COVER LETTER/THANK YOU LETTER** - Have your cover letter and follow-up thank you letter written and formatted for a member rate of \$55.

**REFERENCES** - Members receive free writing and formatting of their references.

**CAREER PORTFOLIO/ WEBSITE CRITIQUES AND EDITING** - Our career experts will provide guidance, critiquing, and editing of digital supplementary career materials such as career websites, portfolios, CDs, and PowerPoint slide shows.

**MOCK PHONE INTERVIEWS** - Conduct a mock phone interview with one of our career experts. Learn strategies to improve your approach. This service is \$110.

**INDIVIDUALIZED CAREER CONSULTATIONS** - Schedule a phone consultation to discuss your individual career situation. Hourly consultation fees may apply.



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