

TAVIS J. HORTON, CTP

3900 Bristol Drive ~ Troy, MI 48083
248-840-6500

E-Mail: horton31@aol.com

Website: www.tavishorton.com

SUMMARY OF QUALIFICATIONS

- 19 Years of Golf Course Experience, including 9 years as an Assistant Superintendent.
- Strong agronomic and business background supplemented by continuing education.
- Current and successful local committee experiences with the Michigan Golf Course Superintendent Association and Michigan Turf Foundation.
- Excellent degree of organizational and managerial ability, including problem solving and decision making as a result of a hands-on management style
- Strong financial experience in managing operational and capital budgets, including detailed labor tracking
- Informative oral and written communications to management, committees, members, consultants, peers and co-workers in the form of e-mails, articles, photo updates and presentations.
- Lead person responsible for achieving Certification and Re-Certification in the Michigan Turfgrass Environmental Stewardship Program, a commitment to environmental responsibility.
- Involved in planning and managing small and large scale construction/renovation projects which have included an 18 hole tee renovation project, a complete hole renovation, a new Toro irrigation system and well, a bunker renovation project, a Consumers' Energy dig project and renovation, a short game practice facility project, multiple drainage and irrigation projects and tree trimming and removal programs.

Education

University of Georgia, Athens, Georgia
Certified Turfgrass Professional (CTP) • 2008

Michigan State University, East Lansing, Michigan
2-Year Turfgrass Management Certificate • 1999

University of Massachusetts, Amherst, Massachusetts
Certificate of Completion • Winter School for Turf Managers • 1996

Wilfrid Laurier University, Waterloo, Ontario, Canada
Bachelor of Arts • 1993

Professional Experience

Birmingham Country Club

Birmingham, MI

Assistant Golf Course Superintendent

1999 to Present

Seasonal Employee

1996 ~ 1999

Key Achievements:

- Assist in maintaining the condition of the golf course to meet the BCC written Greens Standards.
- Prepare, plan, schedule and track the daily tasks and weekend schedules to achieve the most efficient utilization of workers and equipment.
- Involved in planning and managing a successful \$850,000 tee renovation project including a complete hole renovation, large scale tree spading and transplanting and a new 1st tee landscaping project
- Provide input and support for the Birmingham Country Club golf course Master Plan created by David Esler and the Clubhouse Master Plan created by Michael J. Dul & Associates.

- Support the Golf Course Superintendent in the allocation and adherence to a \$950,000 operational and \$250,000 capital budget through creation and maintenance of supporting schedules
- Supported the Golf Course Superintendent in the planning, management and installation of a \$1.2 million Toro irrigation system including 1,500 heads and 26 LTC Plus satellites.
- Participate and prepare minutes for all monthly Greens & Grounds meetings including the Maintenance & Conditioning, Master Plan and Tree Sub-Committees.
- Provide leadership in a team oriented atmosphere through extensive training, communication and listening
- Revised and updated the employee manual to include current expectations
- Provide championship quality turf conditions on a daily basis through a sound "Attention to Detail" and agronomic program which includes: aerification of greens, tees and fairways; fertilizer and pesticide application, sound Integrated Pest Management practices; prudent watering; achievement of desired green speeds; light and frequent and heavy (spring + fall) topdressing programs to greens and light topdressing practices to tees.
- Responsible for hiring, terminating, performance plans, morale, discipline, safety and training of a multi-cultural staff of 24 workers
- Supported the Golf Course Superintendent in the planning, management and installation of a complete bunker renovation program including new drainage, use of Best Signature sand and restoration of the surrounding bluegrass areas which included irrigation.
- Experienced in attaining competitive bids for equipment and a variety of projects around the golf course including but not limited to new irrigation well installation, bunker renovation, tree trimming and removal and a Consumers' Energy dig restoration.
- Responsible for Birmingham Country Club's certification in the Michigan Turfgrass Environmental Stewardship Program in 2003 and re-certification in 2006.
- Supported the Golf Course Superintendent in the planning, management and installation of a new irrigation well including complying with environmental and DEQ regulations and DTE Energy.
- Assisted in the management and construction of BCC's short game practice facility and improvements and expansion of the main practice tee and targets which continues to include a monthly practice tee re-sodding program.
- Written over 60 informative articles for the Birmingham Country Club Newsletter.
- Prepare a yearly Greens & Grounds committee binder for distribution at the first meeting of the year.
- Ensure the Greens & Grounds department and surrounding shop areas are compliant with annual safety inspections.
- Develop and continuously send an e-mail photo book communication to all committee members and the Board of Directors to update them on course developments.

Country Club of Detroit

Gross Pointe Farms, MI

Turfgrass Intern

April 1998 ~ August 1998

Westmount Golf & Country Club

Kitchener, Ontario, Canada

Seasonal Employee

April 1990 ~ December 1995

Huron Pines Golf & Country Club

Blind River, Ontario, Canada

Summer 1989

Tournament Experience

- 2008 PGA Championship Volunteer ~ Oakland Hills Country Club
- 2007 British Open Qualifier Volunteer ~ Oakland Hills Country Club
- 1999 U.S. Open ~ Pinehurst No. 2
- 1991 Canadian Women's Open ~ Westmount Golf & Country Club
- 1990 L.P.G.A. du Maurier Classic ~ Westmount Golf & Country Club

Committee Involvement

Golf Course Superintendents Association of America

- Assistant Superintendent Task Group ~ 2008

Michigan Golf Course Superintendents Association

- Member of the Board of Directors ~ 2008
- Big Event Golf Committee Co-Chair ~ 2008
- Assistant Superintendent Committee Co-Chair ~ 2008
- Assistant Superintendent Board Liaison ~ 2008
- Greater Detroit District Committee ~ 2008
- Website Development Committee ~ 2008

Greater Detroit Golf Course Superintendent Association

- Big Event Golf Committee ~ 1999 to 2007
- Class 'C' Advisory Committee *Co-Chair* ~ 2007
- Super G.A.M. Committee ~ 2004
- Michigan Special Olympics Committee ~ 2000 to 2002

Michigan Turf Foundation

- Silent Auction Committee ~ 2007

Professional Qualifications

- Commercial Pesticide Applicator ~ Michigan Department of Agriculture (Category 3A)
- American Red Cross; Certified in AED, Adult CPR, Care Before Giving and First Aid ~ 2007
- Certificate of Completion ~ Site Pro LTC Plus Training & Computer Programming

Professional Affiliations

- Member of the Golf Course Superintendents Association of America
- Member of the Michigan Golf Course Superintendents Association
- Member of the Michigan Turf Foundation
- Member of the Michigan Turf Foundation Founder's Society ~ Diamond Level
- Member of the United States Golf Association
- Member of the Master Gardener Association of Wayne County

Awards & Achievements

- 2007 Certified Master Gardener Volunteer, *Michigan State University Extension*.
- 1999 C.E. Tuck Tate Scholarship, *Michigan State University*.
- 1999 Agricultural Technology Scholarship, *Michigan State University*.
- 1999 John Walter Award ~ Patch of Green Best Written Article (1st Assistant to be given this award) from the *Greater Detroit Golf Course Superintendents Association Board of Directors*
- 1999 Winner of the First Toro Tournament Training Program at Pinehurst No.2