

## GOLF COURSE SUPERINTENDENT

# ANTHONY FRANDRIA

## RECOMMENDATION LETTERS

### JIM URBINA - GC ARCHITECT

It is my pleasure to write a letter of general reference for Tony Frandria. As the principal of Jim Urbina Golf Design, I had the pleasure of working with Tony during the formation of the Master Plan work and implementation of said plan at the Glen View Club during the calendar years, 2012 – 2013. I used Tony as a sounding board and for vital information as I formalized my plan to restore this 1923 William Flynn design. We implemented most of the restoration work in one fall season. Tony and I worked to come up with a budget and timeline for the implementation of said work. During the master plan work the practice facilities also received expansion and upgrades to the existing facility.

Although I was not a part of the practice ground upgrades, the golf pro and Tony with help from the committee devised a plan to capture more practice area as well as a new chipping green and surrounds complete with bunkers. The contractor and Tony handled all of that work prior to my arrival.

During the restoration work Tony oversaw the ordering of materials and kept a watchful eye on the timeline assisting me with the agronomic decisions and all the irrigation retrofitting necessary to keep the ball rolling in an efficient manner. Tony never hesitated when asked to assist in the some of the workload not related to turf, no matter the task or what I asked of him.

We were successful in the implementation of the master plan work and the memberships as a whole were completely satisfied with the rework of the bunkers. While restoring the bunkers we also expanded greens and fairways to bring back the character lost in the evolution of this William Flynn design. Inspecting deliveries trucks filled with sand and sod and checking the quality of the arriving materials as well as keeping the golf course open during the state of construction is a testament to his effort during the master plan implementation.

I know Tony will put in that extra effort when called upon again.

### PAST PRESIDENT

I am writing to commend to your attention Tony Frandria, who served Glen View Club with distinction as Grounds & Greens Superintendent for thirteen years, commencing in 2003. I had the pleasure of working closely with Tony for many of those years as a board member and club officer, including the presidency from 2012 to 2014.

Tony is a quality individual who possesses a strong work ethic with strong family values. He has the energy and tenacity necessary for the challenges of maintaining a sizable and complex property, interacting with a large and ever-changing club membership, plus contending with the uncertainties of Mother Nature. His strengths include managing staff workload, developing and working within a responsible operating budget, developing and managing a long-term capital equipment budget, and working within a broader management team.

The club's general manager and board took a chance in promoting Tony into his position at a young age in 2003, when unfortunate issues arose with the prior superintendent. To say the least, he more than rose to the occasion.

At Glen View Club, Tony played a pivotal role in a series of important capital projects, including:

The rework of poorly designed bunkers inherited from a 1999 course renovation

The installation of drainage and pumping vaults to overcome flooding issues that had interfered with club operations for over a century

The installation of a back-up generator due to electricity grid issues that similarly had interfered with club operations for many years

Working with the head golf pro in redesigning and implementing a new golf practice area

Working with members and outside contractors on numerous facilities projects that impact the overall grounds (e.g. expanded paddle tennis facilities, new golf shop & indoor facility, new pool house, new tennis courts & house, revamped parking lot, improved winter skating & sledding facilities)

Most importantly, a 2013 golf course renovation designed by architect, Jim Urbina (including being a part of the selection process)

### **PAST PRESIDENT**

I am a recent past President of the Glen View Club and during my tenure Tony Frandria served as our Golf Course Superintendent. During my time as President, Tony reported to our general manager. All during this time, the general manager and I had a close and very positive relationship with Tony.

Our golf course has a small river that runs through it that frequently floods the course making it unplayable. In fact, one year we had to close the course mid-year because the flooding killed a major portion of our fairway turf in the flooded areas. During my administration we installed a drainage and pumping system that Tony helped engineer and install and it made a huge difference in the playability of the course.

Our course is 119 years old with the original push-up greens that do not drain well, which fosters the accumulation of thatch. Tony, with the consultation of others, has work hard to reduce the thatch build-up and that has made a big difference the playability of the course.

In summary, Tony has been a dedicated and resourceful superintendent during his tenure at Glen View. I would be glad to talk in greater detail to anyone interested in my impressions and experience with Tony.

### **PAST GREENS CHAIRMAN**

I am pleased to write in support of Tony Frandria's pursuit of new opportunities. Having known Tony for approximately 13 years, both as a Director and Chair of the Grounds & Greens committee at Glen View Club, I can attest to a depth of knowledge, work ethic, and solid personality.

When he took over the golf course was not in good shape - basically "soft and slow." Dealing with push up greens with no drainage, Tony designed a long term program for improvement utilizing various cultural techniques (verticutting, coring, XGD drainage, gradens, etc.) to improve conditions. This was done in an appropriate, gradual manner so surfaces would not be lost. Other practices were initiated to get fairways to the "firm and fast" condition that the membership wanted.

During his tenure, Tony oversaw several major projects, two of which stand out - installation of a large drainage/pumping system and the construction of two large USGA spec greens. Glen View Club is blessed with a unique piece of rolling terrain and cursed by river touching 7 of the 9 backside holes. In periods of heavy precipitation, it regularly floods. Historically, areas would stay flooded for days, with the inevitable turf loss; working with outside engineers and construction firm, Tony led the installation of a system that can now eliminate flood waters in a matter of hours. In connection with course renovation, Tony supervised the construction of two large practice putting/chipping greens - now the best surfaces on the property and as good as any in the district. Working with Jim Urbina, our golf course architect, Tony also led the rebuilding of virtually every bunker on the course.

During my tenure on Grounds & Greens I saw Tony as a great leader/manager of his crew, make good use of outside experts in a number of highly technical areas, and relate in a very positive manner with the Club's membership. I can recommend him highly, without hesitation, and would be happy to respond to any questions.

### **PAST GREENS CHAIRMAN**

I would like to write a letter of recommendation on behalf of Tony Frandria, for golf superintendent. I have known Tony for his entire tenure at Glen View Club. The past two years I have worked closely with Tony, as I am the current Chairman of the GVC Grounds and Greens Committee.

Since Tony took over as Head Greens Superintendent position more than a decade ago, we have seen a marked improvement in the golf course and the golfing experience at Glen View Club. At the time of his hire, the greens and fairways were slow and full of thatch. The course had poor drainage and was continually soft and spongy. Through aggressive maintenance that included, but not limited to, greens and fairway aerification, the course became firmer and faster and sand found its way into the substructure and allowed for better drainage. This created a much more pleasant playing experience all levels of golfers.

In addition to traditional day to day maintenance, Tony oversaw the implementation of a large drainage and pumping system project a few years ago that dealt with our severe flooding issues of the back nine. This has been a 'game saver' for the club, for without it, our back nine would be closed for days at a time and in some cases, for the remainder of the season. Additionally, the Club hired noted architect Jim Urbina to design and implement a restoration project in 2013. Tony oversaw the complete restoration of our bunkers and green expansions. This was done in a timely manner, on budget, and to the satisfaction of the membership.

Tony has an affable personality and cares deeply about his position as greens superintendent. He would not stop thinking about the Club and the golf course. Tony leaves us on good terms and was a valued employee at Glen View Club. Please do not hesitate to contact me with any questions about Tony.

#### **PAST GREENS CHAIRMAN**

It gives me great pleasure to offer a letter of recommendation on behalf of Tony Frandria, golf course superintendent. For the last two years, I've served on Glen View Club's Grounds and Greens Committee and found myself working very closely with Tony on a variety of projects. These included, but were not limited to, complex riverbank engineering issues related to frequent flooding, irrigation problems due to aging equipment, and tree management. When I joined the committee, Tony had just completed the implementation and "grow-in" of a course wide renovation between 2013 and 2014. This consisted of renovating every existing bunker on the course and expanding all of the greens - not a small project. The results were deemed a success and were immediately praised by the membership.

As an enthusiastic "hobbyist" I frequented Tony's work area constantly, usually peppering him with questions and ideas that were on my mind. I could not have been given more consideration and attention by him in response to these inquiries. Although he was the expert and I the novice, he remained patient as he explained the subject matter at hand. He was an "arrive early, leave late" kind of professional who thought about the course every hour of the day. Before his family moved closer to the grounds, Tony frequently would sleep at the Club when special Club events were scheduled for the next day. This ensured he would be available first thing in the morning for any unexpected troubleshooting.

Aside from developing a professional relationship with Tony in my capacity as committee member, I'd venture to say we also developed a friendship. We frequently communicated about a variety of matters other than just the Club and its course. He is good natured, conscientious and full of goodwill and will succeed wherever this search leads him. He worked long and hard for Glen View Club and leaves on terrific terms with all of us. Please do not hesitate to contact me further if I can be of any further assistance.

#### **DAVID ESLER - GC ARCHITECT**

I am writing on behalf of my colleague, Mr. Tony Frandria.

As the principal of Esler Golf Designs, and owner of Vintage Golf Construction, LLC, I have had the opportunity to work with and meet most of the golf course superintendents in the Chicago Area over the past two decades. I have yet to meet a Superintendent more dedicated to the best interests of his members, club and golf course.

During that time I have had the good fortune to work with Tony at Glen View Club in Golf, IL. Mr. Frandria has helped develop a dynamic bilingual staff that operates efficiently within a strict budget, and progressed the golf course to an exceptional high quality presentation and consistently exceptional playing conditions.

In addition to his daily operating expertise, Tony and I have collaborated on several renovation projects to Glen View. Mr. Frandria has assisted with the construction of additional tees, drainage work, and sand bunker modifications and has shown a unique understanding time and project management.

Tony has displayed all of the characteristics required of an extraordinary golf course superintendent. He is respected by the well-trained staff and the membership, and is very comfortable dealing with both diverse groups. I have found him both decisive as well as open minded to new ideas. He is frugal with the club's capital, but understands the difference between quality and false economy. Tony is very enjoyable to work with and is an organized professional.

I am certain that Tony Frandria would be a long-term asset to any project or club. If you have any questions, please contact me at your convenience.

#### **PAST PRESIDENT**

It is a pleasure to write a letter of recommendation for Tony Frandria. Tony served as Grounds and Greens Superintendent for the Glen View Club for thirteen years. I was able to witness Tony's numerous contributions to Glen View Club from the vantage point of my service on the Board of Directors (2000-2004), Vice President (2006-2008) and President (2008-2010).

Tony possess many qualities which allow him to be an outstanding Superintendent, chief among them are dedication and work ethic. I could not try to count the number of instances when the golf course was confronting some challenge thrown at us by Mother Nature when Tony would assemble his crew and work diligently through all hours of the day and night. Throughout his tenure at Glen View Club Tony has been accessible and very responsive to feedback from the

Board, Committees, and his colleagues. His relationship with our General Managers has been cooperative and mutually respectful. He has made it a point to attend various industry continuing education conferences to keep his knowledge of agronomy practices up to speed.

Among Tony's many major accomplishments I would single out two: 1) overseeing the recent redesign of our bunker complexes and general course renovation under the guidance of our golf course architect Jim Urbina; and 2) the installation of the pumping system on the back nine holes, which has simply been a game changer in terms of returning the back nine to playability following flooding. Both of these assignments were carried out in a timely, efficient manner and were viewed by the membership as important contributions to our golf course.

Tony's service to Glen View Club has been exceptional and I know he will deliver the same level of performance at a new position. I am happy to respond to any further questions that would assist you in evaluating Tony Frandria's qualifications.

### **PAST PRESIDENT**

I am writing to offer my perspective on your success and sustained leadership as Grounds and Greens Superintendent at Glen View Club over the past 13 years. You are welcome to share these comments with others as you pursue your next career opportunity. As you know, we worked closely together over the past six years that I was the Glen View board, including two as vice president and two ending this past May as president.

Over the past six years, you successfully tackled major tasks and challenges to significantly improve our golf course. First, you led the installation of an innovative pumping system and other improvements to dramatically improve drainage on the golf course after the increasingly frequently flooding of the Chicago River that weaves through the course. Second, you worked very effectively with our architect Jim Urbina, contractors and your staff on a major renovation of our course focused on bunkers, surrounds, green expansions and fairway improvements. The project which came in on time and on budget is viewed by the membership as a clear success in enhancing the look and playability of our Golden Age course.

Throughout your tenure, you provided solid leadership of your staff, worked well with other senior managers, provided significant technical expertise and interacted constructively with the G&G committee, board, and broader membership.

I wish you well in the next chapter of your career advancement.