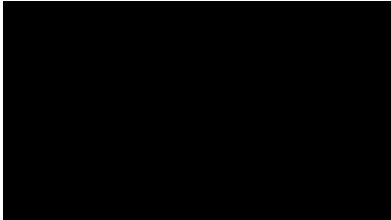


Thomas Beaudry

General Manager, Head Golf Professional
Nemadji Golf Course



Chery Pierzina
Human Resources Officer
City of Grand Rapids
420 North Pokegama Avenue
Grand Rapids, MN 55744
(218) 326-7606
cpierzina@grandrapidsmn.gov

Dear Chery,

I am writing in response to the recent posting of the Director of Golf position at Pokegama Golf Course. I believe that my previous experiences make me the best candidate for this position.

As you will read from the attached documents, I have years of experience and proven success at the various facilities I have overseen. It would be an honor to bring my knowledge and experience to Pokegama Golf Course.

I would appreciate the opportunity to discuss how I can positively contribute to Pokegama Golf Course and the City of Grand Rapids. Thank you for your consideration; I look forward to hearing from you.

Sincerely,
Thomas Beaudry



Tom Beaudry



PROFESSIONAL SUMMARY

An award-winning Class-A PGA member. My background includes managing a top-50 *Golf Digest* course, as well as start-up of a golf course, 78-room Comfort Suites Hotel, Conference Center, restaurant, bar, and indoor water park. Currently responsible for over \$2.4 million in revenue for the City of Superior and self-funding of capital projects.

EXPERIENCE

Nemadji Golf Course, Superior, WI **2019 - Current**

General Manager Head Golf Professional

Nemadji includes design elements from three distinctly different architects - Stanley Pelcher, Don Herfort, and Roger Packard. Rated 4 stars by *Golf Digest*

- Manage 36-hole facility, currently doing over 50,000 rounds a year, generating over \$675K for capital projects in three years
- Volunteer to introduce underprivileged youth to golf through the 9-week City summer playground program 2021-2023
- Founded the Twin Ports PGA HOPE chapter providing free lessons to veterans
- Increased the junior golf program from 40 to 125 youth, 2021 to 2023
- Increased rounds 10% year over year since taking over in 2019, on track to finish 20% ahead in 2023
- Installed new tee sheet and point-of-sale system while training staff on its use

North Star Credit Union, Cook, MN **2017 - 2019**

Managing Agent

Commercial and private property and casualty insurance agency representing multiple companies

- Acquired Minnesota insurance license
- Increased book of business by 20% in first year and 30% in second year
- Created website and marketing materials to support new agency

The Wilderness at Fortune Bay, Tower, MN **2007 - 2017**

General Manager/PGA

18-hole resort facility generating over 22,000 rounds in a five-month season. Course ranked #1 in the State of MN and #43 in the Nation by *Golf Digest*

- Responsible for operational and capital budgets over \$2.5M
- Awarded the National Golf Foundation Top Five Courses in the United States for customer service five years in a row
- Installed Club Prophet systems point-of-sale and trained staff on its use

Thumper Pond Resort, Ottertail, MN 2001 - 2007

General Manager

18-hole resort facility doing over 20,000 rounds annually. Course honored by *Golf Magazine* "A must play in Minnesota"

- Responsible for operational and capital budgets over \$4M
- Wrote and implemented Thumper Pond employee manual
- Manage over 150 employees during the peak season

Brays Island Golf Club, Sheldon, SC 1998 - 2001

Head Golf Professional

18-hole private facility with a membership of over 280 playing year-round. Voted by *Forbes* magazine, "Top five plantations in the world"

- Installed and set up computerized point-of-sale system for the golf shop
- Renovated the golf shop at no cost to the membership
- Increased shop sales by 25% while decreasing average merchandise on hand from 93K to 45K

EDUCATION

1996 - 2000 **PGA of America**

- Graduate of Golf Professional Training Program, Class "A" member

1995 - 1996 **College of Saint Scholastica, Duluth, MN**

- Business Administration

1993 - 1995 **University of South Carolina, Beaufort, SC**

- Business Administration

LEADERSHIP AND ACHIEVEMENTS

- Superior Chamber of Commerce Business of the Year Award 2023
- Lake Superior Ice Festival Committee member, 2021 – 2022
- National Golf Foundation Top 3 facility 2022 for customer satisfaction
- KemperSports True Review Top 5 facility 2019-2022
- Duluth News Tribune Best of The Best Award 2019, 2020, 2021, 2022
- City of Cook Park and Recreation Committee 2012-2015
- BOD North Star Credit Union 2014-2017
- ISD 2142 School Board 2008-2012
- Midwest Golf Course Owner's Association Facility of The Year 2012
- Professional Golfers' Association of America Minnesota Section Facility Promoter of the Year 2012
- BOD Otter Tail County United Way 2006-2008
- BOD Perham Area Chamber of Commerce 2006-2008
- Blandin Community Leadership Program, completed 2005
- President, Minnesota Golf Trail 2004-2005

- Dakota Chapter Minnesota Section Facility Promoter of the Year 2004
- President, Ottetail Lions Club 2003-2004
- President, Ottetail Business Person's Association 2003-2004
- BOD Ottetail Country Tourism Association 2001-2004
- Class "A" Member, PGA of America 2000
- United States Marine Corps 1989-1996

PROFESSIONAL REFERENCES

Linda Cadotte

Director of Parks, Recreation, and Forestry

Superior, WI 54880

Cell: 218-348-7315, Email: cadottel@ci.superior.wi.us

City of Superior, direct supervisor

William Naegele

Owner of Lord Fletcher's

Cell: 612-867-4144, Email: ottoandme@aol.com

Bill was a frequent guest at The Wilderness at Fortune Bay.

Nicholas Ledin

Superior City Council 1st District

Cell: 218-428-6080, Email: ledinn@ci.superior.wi.us

Nick is an avid golfer and on the Golf Committee.

Denny Roy

Resident of Grand Rapids

218-259-5408



Employment Application

420 N. Pokegama Avenue
 Grand Rapids, MN 55744
 (218)326-7606 (218)326-7024 (218)326-7608 Fax
 www.cityofgrandrapids.com

500 SE 4th Street
 Grand Rapids, MN 55744
 (218)326-7698 Fax
 www.grpuc.org



Equal Opportunity Employers

Please complete by printing in ink or typing. The application must be signed for employment consideration.

Thank you for considering employment with the City of Grand Rapids and Grand Rapids Public Utilities. We welcome you as an applicant and look forward to reviewing your application information. It is our policy to provide equal opportunity in employment. The City of Grand Rapids and Grand Rapids Public Utilities will not discriminate on the basis of race, color, creed, age, religion, national origin, marital status, disability, sex, sexual orientation, familial status, status with regard to public assistance, local human rights commission activity, or any other basis protected by law.

Please furnish complete information on the application form, so we may accurately and completely assess your qualifications. You may attach any other information that provides additional details about your qualifications for employment in the position you seek. Please refer to the Applicant Data Practices Advisory for guidance regarding how your application information will be used, the consequences of providing or not providing information, and more.

The City of Grand Rapids and Grand Rapids Public Utilities accommodates qualified persons with disabilities in all aspects of employment, including the application process. If you believe you need a reasonable accommodation to complete the application process, please contact Human Resources at 218-326-7606.

PERSONAL INFORMATION

NAME Last Beaudry	First Thomas	Middle Herbert	POSITION APPLIED FOR: Director of Golf	
			TODAY'S DATE: 9/6/23	DATE AVAILABLE TO WORK: Negotiable
			STATUS DESIRED:	
			<input checked="" type="checkbox"/> Full-time <input type="checkbox"/> Part-time <input type="checkbox"/> Seasonal	
			EMAIL ADDRESS: [REDACTED]	
Are you a U.S. citizen or do you have legal Authorization to work in the U.S.? YES Proof of age and/or eligibility to work may be requested. Will your continued employment require employer sponsorship? NO			Do you have a valid driver's license? <input type="checkbox"/> <input type="checkbox"/> YES (For driving positions only) <input type="checkbox"/> <input type="checkbox"/> Are you <u>under</u> 18 years of age? NO	

EDUCATIONAL INFORMATION

School Name, City and State		Major Area of Study
High School: Grand Rapids High School	Diploma YES NO <input type="checkbox"/> GED NO <input type="checkbox"/>	
College: College of St. Scholastica University of South Carolina Beaufort	Degree Completed: <input type="checkbox"/> YES <input type="checkbox"/> Associates <input type="checkbox"/> Bachelors <input type="checkbox"/> <input type="checkbox"/> Masters <input type="checkbox"/> Other NO # of years completed 3 _____ Semester/Credit hours earned _____	
Graduate School:	Degree Completed: <input type="checkbox"/> YES <input type="checkbox"/> Associates <input type="checkbox"/> Bachelors <input type="checkbox"/> <input type="checkbox"/> Masters <input type="checkbox"/> Other NO # of years completed _____ Semester/Credit hours earned _____	
Technical or Vocational Programs:	(indicate type of certificate earned)	

List any other courses, seminars, workshops, or training you have that may provide you with skills related to this position:

Minnesota PGA HOPE Certification

KemperSports:

- 1. Annual Leadership Conference 2007-2017 & 2019-2023**
- 2. Annual sexual harassment, discrimination, bystander intervention, diversity, and inclusion certification 2019-2023**
- 3. True Leadership Certification 02/2023**
- 4. True Service Train the Trainer 3/2007**

List any current licenses or certificates you possess which may be related to this position:

- 1. Start New At Golf (SNAG) Certified Coach 01/2020**
- 2. Abuse Prevention Systems Sexual Abuse Awareness Training Program 12/2019**

List any current registration(s) or membership(s) related to the position for which you are applying:

- 1. Professional Golfers' Association of America, Class 'A'**

EMPLOYMENT EXPERIENCE

CURRENT EMPLOYMENT INFORMATION			
EMPLOYER KemperSports Management Nemadji Golf Course	DATES EMPLOYED		JOB TITLE: General Manager/PGA
	FROM	TO	
ADDRESS 500 Skokie Blvd., #444	12/2019	Current	NAME OF CURRENT SUPERVISOR: Jon Cheshire
CITY, STATE, ZIP Northbrook IL 60062	DESCRIBE YOUR WORK IN THIS JOB: <ul style="list-style-type: none"> Responsible for \$2.4M revenue driving \$150K down to NOI, allowing the City of Superior to self-fund capital projects for the golf course Oversee 80 employees Manage financials, payroll, and AP/AR 		
TELEPHONE Area Code + Number 1-847-850-1818			
Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>			
May we contact this employer?			
<input checked="" type="checkbox"/> Full-time <input type="checkbox"/> Part-time <input type="checkbox"/> Other			
PAY INFORMATION			
STARTING:	CURRENT:		
REASON FOR LEAVING:			
PREVIOUS EMPLOYMENT INFORMATION			
List all positions held including full-time, part-time, military, summer, volunteer work and any periods of unemployment. Explain any period of unemployment. Attach additional sheet if necessary.			
EMPLOYER North Star Credit Union	DATES EMPLOYED		JOB TITLE: Managing Agent
	FROM	TO	
ADDRESS 24 S River St.	12/2017	12/2019	NAME OF LAST SUPERVISOR: Rich Crettol, CEO
CITY, STATE, ZIP Cook, MN 55723	DESCRIBE YOUR WORK IN THIS JOB: <ul style="list-style-type: none"> Created and supported all marketing related to new property and casualty insurance agency which North Star Credit Union acquired Grew agency 20% in its first year and 30 % in the second year while maintaining current book of business 		
TELEPHONE Area Code + Number 218-666-5940			
Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>			
May we contact this employer?			
<input checked="" type="checkbox"/> Full-time <input type="checkbox"/> Part-time <input type="checkbox"/> Other			
PAY INFORMATION			
STARTING:	CURRENT:		

EMPLOYER KemperSports Management The Wilderness at Fortune Bay	DATES EMPLOYED		JOB TITLE: General Manager/PGA
	FROM	TO	
ADDRESS 500 Skokie Blvd, #444	2/2007	2/2017	NAME OF LAST SUPERVISOR: Mike Williams
CITY, STATE, ZIP Northbrook IL 60062	DESCRIBE YOUR WORK IN THIS JOB:		

TELEPHONE Area Code + Number 1-847-850-1818	
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
May we contact this employer?	
<input checked="" type="checkbox"/> Full-time	<input type="checkbox"/> Part-time Other
PAY INFORMATION	
STARTING:	CURRENT:
REASON FOR LEAVING: New opportunity	

- Responsible for providing best in class service levels and course conditions at *Golf Digest* Top 50 golf course
- Managed 85 employees with three direct reports

PREVIOUS EMPLOYMENT INFORMATION CONTINUED List all positions held including full-time, part-time, military, summer, volunteer work and any periods of unemployment. Explain any period of unemployment. Attach additional sheet if necessary.			
EMPLOYER Thumper Pond, LLC	DATES EMPLOYED		JOB TITLE: General Manager/PGA
	FROM 02/2001	TO 01/2007	
ADDRESS 300 Thumper Lodge Rd.			NAME OF LAST SUPERVISOR: Verle Blaha
CITY, STATE, ZIP Ottertail, MN 56571	DESCRIBE YOUR WORK IN THIS JOB:		
TELEPHONE Area Code + Number	<ul style="list-style-type: none"> • Opened a new golf course • Responsible for buying and installing all FF&E for 11,000 square ft. log clubhouse within three months of opening • Hired and trained all 35 clubhouse employees • Wrote operations manual • Hosted six wedding receptions the first year and over 30 per year by my departure 		
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No		
May we contact this employer?			
<input checked="" type="checkbox"/> Full-time	<input type="checkbox"/> Part-time	<input type="checkbox"/> Other	
PAY INFORMATION			
STARTING:	CURRENT:		
REASON FOR LEAVING: Better opportunity			

EMPLOYER Brays Island Plantation, Inc.	DATES EMPLOYED		JOB TITLE: Head Golf Professional
	FROM 8/1998	TO 1/2001	
ADDRESS 115 Brays Island Drive			NAME OF LAST SUPERVISOR: Mike Ingram, Director of Golf
CITY, STATE, ZIP Sheldon, SC 29941	DESCRIBE YOUR WORK IN THIS JOB:		
TELEPHONE Area Code + Number 843-846-3100	<ul style="list-style-type: none"> • Responsible for all golf shop merchandising • Installed point-of-sale system • Wrote operations procedures for the golf shop • Hired and managed all golf staff 		
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No		
May we contact this employer?			
<input checked="" type="checkbox"/> Full-time	<input type="checkbox"/> Part-time	<input type="checkbox"/> Other	

PAY INFORMATION	
STARTING:	CURRENT:
REASON FOR LEAVING: Wanted to live in Minnesota	

EMPLOYER The Fripp Company	DATES EMPLOYED		JOB TITLE: First Assistant Golf Professional
	FROM	TO	
ADDRESS 300 Tarpon Blvd.	10/96	8/98	NAME OF LAST SUPERVISOR: Charlie Bohmert
CITY, STATE, ZIP Fripp Island, SC 29920	DESCRIBE YOUR WORK IN THIS JOB: <ul style="list-style-type: none"> • Assisted the Director of Golf with daily operation of two courses • Helped with merchandising, staff management, and overall administrative duties 		
TELEPHONE Area Code + Number 888-741-8974			
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No May we contact this employer?			
<input checked="" type="checkbox"/> Full-time <input type="checkbox"/> Part-time <input type="checkbox"/> Other			
PAY INFORMATION			
STARTING:	CURRENT:		
REASON FOR LEAVING: Better opportunity			

UNPAID EXPERIENCE

Describe any unpaid or volunteer experience relevant to the position for which you are applying (you may include, if you wish, information which would reveal race, sex, religion, age, disability, or other protected status).
 Annually volunteer for the City of Superior summer playground program, introducing golf to underprivileged youth using the SNAG (Start New At Golf) Program.

MILITARY EXPERIENCE

Did you serve in the U.S. Armed Forces?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Describe your duties: I level jet mechanic and parts expeditor for Marine Air Logistics Squadron 31		
Do you wish to apply for Veteran's Preference points:	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
If you answered "yes," you must complete the enclosed application for Veterans' Preference Points, and submit the application and required documentation to the City of Grand Rapids by the application deadline of the position for which you are applying.		

AUTHORIZATION

PLEASE READ CAREFULLY BEFORE SIGNING

I certify that all information I have provided in this application for employment is true and complete to the best of my knowledge. Any misrepresentation or omission of any fact in my application, resume or any other materials, or during any interviews, can be justification for refusal of employment, or if employed, will be grounds for dismissal, regardless of length of employment or when the misrepresentation or omission is discovered.

I understand that submission of an application does not guarantee employment. I acknowledge that I have received a copy of the job description summary for the position/s for which I am applying. I further acknowledge my understanding that employment with the City of Grand Rapids and/or Grand Rapids Public Utilities is "at will," and that employment may be terminated by either the City of Grand Rapids, Grand Rapids Public Utilities, or me at any time, with or without notice. I understand that none of the documents, policies, procedures, actions, statements of the City of Grand Rapids, Grand Rapids Public Utilities, or its representatives used during the employment process is deemed a contract of employment, real or implied. I further understand that this "at will" employment relationship may not be changed by any written document or by conduct unless such change is specifically acknowledged in writing by an authorized executive of the City of Grand Rapids and/or Grand Rapids Public Utilities. In consideration for employment, if employed, I agree to conform to the rules, regulations, policies, and procedures of the City of Grand Rapids and/or Grand Rapids Public Utilities at all times and understand that such obedience is a condition of employment.

I understand that if offered a position with the City of Grand Rapids or Grand Rapids Public Utilities, I may be required to submit to a preemployment medical and psychological examination, drug screening and background check as a condition of employment. I understand that unsatisfactory results from, refusal to cooperate with, or any attempt to affect the results of these pre-employment tests and checks will result in withdrawal of any employment offer or termination of employment, if already offered.

With my signature below, I am providing the City of Grand Rapids and/or Grand Rapids Public Utilities authorization to verify all information I provided within this application packet, including contacting current or previous employers. However, I understand that if, in the Employment Experience section I have answered "No" to the question, "May we contact your current employer?," contact with my current employer will not be made without my specific authorization.

I have read the included Applicant Data Practices Advisory, and I further understand that criminal history checks may be conducted (after I have been selected for an interview, in the case of non-public safety positions) and that a conviction of a crime related to this position may result in my being rejected for this job opening. I also understand it is my responsibility to notify the City of Grand Rapids and/or Grand Rapids Public Utilities, in writing, of any changes to information reported in this application for employment.

----- *Thomas Beaudry* ----- 9/6/23

Signature

Date

Name and telephone number of person completing this form if other than applicant: _____

IMPORTANT FACTS ABOUT INFORMATION ON YOUR APPLICATION

This application is to assist in the process of referring you for possible employment. Certain information requested on the application is private; that is, it may be released only to you or to agencies where you may be considered for employment (to comply with M.S. 13.43, Subd 2)

Private Data	Why We Ask For It	Are You Legally Obligated To Provide It?	What May Happen If You Don't Provide It
Name	To distinguish you from all other applicants	Yes	Failure to provide information may be cause for rejecting an application.
Address	To be able to send you notices	Yes	Failure to provide information may be cause for rejecting an application.
Home Telephone	To be able to contact you to determine availability for interview and to notify you when we need you to work on short notice	No	We may not be able to employ you in certain jobs where you may be required to come to work on short notice

EQUAL EMPLOYMENT OPPORTUNITY INFORMATION

The information asked of you will be used to evaluate our overall efforts in reaching all segments of the population. The following information is VOLUNTARY and CONFIDENTIAL. This information is NOT A PART of the application file and is REMOVED from the application when received by our office. The City of Grand Rapids and Grand Rapids Public Utilities appreciates your cooperation in our efforts to ensure affirmative action and equal opportunity.

Position(s) for which you are applying:

Gender: Male Female