



To Whom It May Concern,

It is both a pleasure and a privilege to recommend Brian Hammond, CGCS, for senior agronomy leadership or golf course grow-in consulting opportunities.

I had the opportunity to work closely with Brian during one of the most significant golf course improvement projects in The Santaluz Club's history. As Agronomic Consultant, Brian provided leadership and oversight for the establishment and grow-in of 21 Pure Distinction bentgrass greens on a highly demanding site that required precise execution, continuous evaluation, and thoughtful agronomic decision-making. His expertise, attention to detail, and steady leadership were instrumental in the success of the project.

What impressed me most about Brian was his ability to see the bigger picture while never losing sight of the details that ultimately determine success. Throughout the grow-in process, he consistently anticipated challenges, adapted to changing conditions, and implemented timely solutions that kept the project moving forward. His agronomic knowledge is exceptional, but equally valuable is his practical approach to problem-solving and his ability to communicate effectively with all stakeholders involved.

Brian's consulting role took place within a complex construction environment that included a Rees Jones golf course renovation, Capillary Concrete bunker construction, drainage enhancements, and significant irrigation system improvements. Coordinating agronomic priorities within an active construction project requires a unique combination of technical expertise, patience, and leadership. Brian demonstrated all three at a very high level.

Beyond his agronomic capabilities, Brian worked exceptionally well with club leadership, our golf course maintenance team, contractors, and project partners. He fostered a collaborative environment, maintained open communication, and consistently focused on achieving the best possible outcome for the Club. His professionalism and commitment to excellence earned the respect of everyone involved.

The results speak for themselves. The greens established under Brian's direction achieved outstanding coverage, consistency, and overall quality, creating a strong foundation for the long-term success of our golf course. His work reflected not only technical proficiency but also a genuine pride in delivering a first-class product.

Without hesitation, I recommend Brian Hammond. He is an accomplished agronomic leader, a trusted consultant, and a true professional whose expertise in golf course grow-ins, turfgrass



management, and project execution would be a tremendous asset to any organization fortunate enough to work with him.

Sincerely,

A handwritten signature in dark ink, appearing to read "Russell Sylte". The signature is fluid and cursive, with the first name "Russell" and last name "Sylte" clearly distinguishable.

Russell Sylte, CCM, PGA Master Professional
Chief Operating Officer
The Santaluz Club