

# RECOMMENDATION LETTER

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May 9, 2013

**To Whom It May Concern:**

I am writing this letter to highly recommend Mr. Steven Neuliep.

As a 30+ year member of the golf industry and certified golf course superintendent, I have seen many people come and go in this industry. Over that time however I have seen very few people in this industry with the presence, charisma and personality of Steven Neuliep. People know when he walks in a room, not because of any arrogant air about him, but because of a warm and caring persona he emits that tells everyone around him THEY are important. The thing that sets Steve apart is the "it" factor and very few people in any position in life have "it".

It is hard for me to imagine a more perfect candidate than Steven Neuliep and as I have previously stated, in this brief letter, in my mind has all the tools necessary to be a valuable asset to any organization.

This profession and industry in these times of dying ethics, loyalty and professionalism, needs more examples like Steven Neuliep. I sincerely hope he will be given the opportunity to speak with you regarding your open position. My feeling is that is all it will take for you to make your decision.

**Sincerely,**

Randy Allen, CGCS Retired  
843-424-1901 rallen009323@yahoo.com

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**22 AUG 2023**

**Re: Steven Neuliep, CGCS  
Neuliep Golf**

## **To Whom It May Concern:**

Please let this serve as an enthusiastic letter of reference for Steven Neuliep and Neuliep Golf within the field of golf management, golf practices and as a witness and/or consultant with respect to these topics. I am an attorney whose practice includes defense of golf courses, golf management companies and golf course designers. My clients also include Fortune 500 companies, product manufacturers, trucking companies, design professionals and schools/universities.

I had the pleasure of working with Mr. Neuliep in a lawsuit wherein I and my firm represented a golf management company in a lawsuit in Cook County, Illinois, wherein the plaintiff alleged negligent management of a golf course and golf tournament, which alleged negligence caused serious, permanent physical and cognitive injuries to a golfer struck by an errant tee shot on our course. Mr. Neuliep researched the issues involved, reviewed all records and deposition transcripts, all applicable standards and regulations involved in the matter, and formulated unbiased opinions with solid evidentiary and industry-standard bases. His review of all materials within a tight court-ordered deadline was prompt but without corner-cutting. He was responsive to my inquiries. Two other parties to the litigation also retained "hired experts" on the issues, but clearly Mr. Neuliep's knowledge, credibility and bases for his opinions by far exceeded the somewhat speculative overreaching by the two other "expert" golf witnesses. Based on Mr. Neuliep's solid report, confident but cordial manner while testifying at deposition and his overall superior knowledge of the issues involved, my client obtained an outstanding result to the lawsuit. Much of the credit goes to Mr. Neuliep.

Again, I strongly recommend Mr. Neuliep and his company to provide consulting, forensic, expert and/or explanatory work within the fields of golf course design, management, operations and best practices. Do not hesitate to contact me should you wish to discuss Steve's work further.

Very truly yours,

*/s/ Ronald R. Aeschliman*

Ronald R. Aeschliman, Esq.

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## To Whom It May Concern:

Steven Neuliep has been a professional colleague and personal friend for close to 15 years. Through that time, I have known him to be extremely capable, always determined and never afraid of what might be new or challenging. Combined with a natural curiosity and his outgoing personality, I believe those are traits ideally suited to any role he seeks to fill with any organization.

As an employee and later as a contractor providing communications services to the Carolinas GCSA, I worked with and observed Steve from various angles in a wide range of settings over a considerable period of time. I quickly learned several things about him that have never waned. Steve has remarkable energy. He is passionately committed to ongoing education. He is steadfastly dedicated to achieving the best outcome for the group.

With regard to that latter point, I knew him to be the most valuable kind of board member in that he always researched his position and argued for it strongly. But just as importantly, he was always open to new information or an alternative perspective if it helped advance the issue or his own understanding. In short, he was never afraid to be wrong if it meant getting the board to the right outcome.

At a personal level, I have been fortunate to be on the receiving end of Steve's loyalty and support through some challenging times, not just the good. It is a quality I have seen him exercise in other relationships both at home and in the work environment.

I have every confidence that Steve would excel in the position he seeks and that he would give his absolute all to ensure that success. I would be happy to provide any further information you may seek in this matter. My contact details are below.

Sincerely,

Trent Bouts  
President  
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