

Spring 2008

Commonwealth Crier

News from the Virginia Golf Course Superintendents Association



President's Message

I cannot believe that the 2008 golfing season is here!! What happened to the winter or lack thereof?

There were a lot of happenings over the last couple of months during the "Education Season." The VTC Conference was well attended, the GIS set records and our GCSAA Social Event was an absolutely huge success.

I would like to thank our supporters of this event which made it possible. In no special order they were: Helena Chemical, Syngenta, GL Cornell, Turf and Garden, Davisson Golf, Quali-Pro, FMC and Nutramax.

Moving forward with this event we will have to meet or exceed the expectations set forth, a challenge that we are eager to face.

I would also like to take a moment and offer a huge **THANK YOU** to our 2008 Partners. As you peruse this newsletter please take a moment and read the listing of our 2008 Partners on page 10, and I ask that you support them as they have supported us. Partners, without your generous support, we as an Association would be not be in the position we are in

now. VGCSA is a highly regarded Association among the allied golfing associations in Virginia.

Just to keep you in the loop on a couple of GCSAA happenings ... The search for the CEO continues and will hopefully be resolved soon. As more concrete information is passed along to us we will post it on the website.

David Norman has been selected to serve on the GCSAA Chapter Executives Task Group, and I have been selected to serve on the GCSAA Professional Development Committee. We are both honored to serve on these committees and look forward to the impacts we can help create.

One of the biggest impacts for our industry continues to be labor; more specifically the H2B program. If you happen to fall into the same situation I am faced with, I feel your pain. Failure to renew the returning worker visas has had a profound impact. The impact will be felt not only by us, but also the patrons of our golf courses.

As you are aware the results of the Survey are in. If you are a Class A or SM member, please contact our

office for a copy (survey respondents automatically received results). The findings are astounding. A goal we have is to create an electronic version which will help to ease the burden of filling out the survey and will greatly enhance the findings.

I would like to wish each of you a successful 2008 season. Please be aware of the drought conditions we are in and begin conserving as much water as you can now. Our friends south of us can testify how severe the conditions are there.

Eric D. Spurlock
President
Virginia GCSA



Water, Turf on EGR Winners' Minds

Originally published in the March 2008 issue of *Golf Course Management*

GCSAA honored three superintendents at the GCSAA Education Conference and Golf Industry Show in Orlando with its 2008 Excellence in Government Relations Awards for their exceptional commitment to government relations advocacy.

The awards went to Michael Maffei, CGCS at Morefar Golf Course in Brewster, N.Y.; **Peter McDonough**, Class A superintendent at The Keswick Club in Keswick, Va.; and Richard Staughton, CGCS at Towne Lake Hills Golf Club in Woodstock, Ga.

Long an advocate for communicating golf industry views on legislative and regulatory issues, Maffei, a member of GCSAA for 36 years, was instrumental in the formation of the

New York State Turfgrass Association's Turfgrass Advocacy Day.

McDonough, an 18-year GCSAA member, has played an integral role in helping shape Virginia's water laws by informing legislators about golf course management and water conservation practices. Most recently, he was involved in the development of state regulations on the use of reclaimed water.

For the past three years, Staughton has had a key role in negotiations among the Georgia Environmental Protection Division, the Georgia GCSA Water Task Force, chapter members and state officials to improve water conservation in the state. Ultimately, the 31-year GCSAA



Peter McDonough (left) receives his award from GCSAA President Ricky Heine.

member led the way in creating and implementing unprecedented statewide best management practices for golf course water conservation.

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2008 GCSAA Priority Issues Agenda

How the Agenda is Developed

The GCSAA Board of Directors, Government Relations Committee members and GCSAA Staff receive ongoing feedback on golf course management issues through communication with members, affiliated chapters (boards, executives, government relations liaisons), regional turfgrass and green industry coalitions, allied associations, industry partners, university scientists, and government agencies. Input and feedback is also gathered from the GCSAA Member Needs Assessment, as well as issue-specific member surveys.

Based on this feedback, the GCSAA Government Relations Committee annually develops a recommended Priority Issues Agenda. While staff actively monitor and take action on more than 40 issues impacting golf course management, the Priority Issues Agenda outlines the legislative and regulatory “priorities” for GCSAA—those that are likely to require the

2008 Priority Issues

- **The Americans with Disabilities Act (ADA)**
- **Fertilizers**
- **Labor and Immigration**
- **Land Use**
- **Pesticide Laws and Regulations**
- **Water Management**



greatest amount of association resources and staff time.

For each priority issue the Agenda contains an informational overview, a GCSAA Board-approved position statement, current GCSAA activity on the issue, information on official GCSAA position papers, and information on coalitions in which GCSAA participates.

The recommended Agenda is submitted to the GCSAA Board of Directors for approval. Upon approval,

the Agenda is distributed to members through the GCSAA Website and other association communication vehicles.

GCSAA Staff utilize the Priority Issues Agenda to take action on golf course management issues. They are guided by the official GCSAA position statement for each issue.

For more information on any government issues that affect the golf industry, please contact the GCSAA Department of Information and Public Policy at 800-472-7878, ext. 3610.

VGCSA Announces Annual Awards

The Virginia GCSA held its annual meeting earlier this year in Fredericksburg, and award winners were honored.

Steve Burnette of Lake Chesdin Golf Club won the **Distinguished Service Award** for outstanding service to the association and the profession over the past year. Steve was recognized for his role in leading the Old Dominion GCSA as its President, during a most stressful drought season, where he worked tirelessly to maintain his course when his primary water source was not available.

Til Hankley received the association’s highest honor, the **Presidents Award for Lifetime Service**, “to honor those superintendent pioneers who were instrumental in state and local affairs but who may no longer be actively involved in the VGCSA.

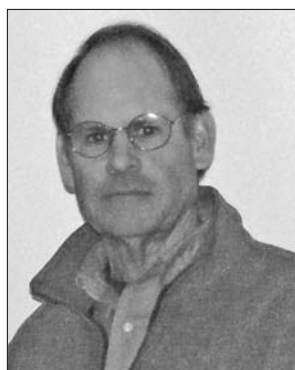
Qualifications include twenty years or more of service to the turfgrass industry, 10 of which were as a superintendent.” Hankley was instrumental as a founder and leader of the association, and recently retired after a distinguished career at outstanding Richmond-area

clubs. Hankley was known as a mentor to many superintendents in Virginia.

The association also honored Virginia Tech student **Gregory Caldwell** with its annual scholarship award.



Distinguished Service Award
Recipient Steve Burnette



Presidents Award for Lifetime
Service Recipient Til Hankley



VGCSA Scholarship Recipient
Gregory Caldwell

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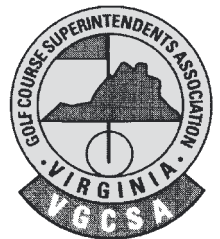


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Five Strategies for Making Yourself be Heard

- 1. Do you talk daily with your management team, especially the golf professional, regarding course conditions and schedules?** Since the golf professional has more visibility with golfers, you want to be sure accurate information is communicated to them. Initiate the meetings with the golf professional, the general manager and the food and beverage manager to discuss mutual plans, areas of concerns and upcoming events. These interactions will help to create an effective working relationship.
- 2. How do you answer the phone?** Do you slur some words? Talk too fast or too slow? Punctuate your speech with “um,” “you know,” or other meaningless fillers? Remember, your voice is your image for those who contact you only by phone. Do you answer your phone promptly or let it ring and ring because you consider it an intrusion? Always keep a pad of paper and pen nearby. It’s unprofessional to keep someone on hold because you are unprepared to take a message.
- 3. Do you convey professionalism on your answering machine message?** Be sure you state your name, department and facility name. Keep your voice courteous, friendly and soft-spoken. Give information on when you will return phone calls and then do it. To make sure your answering machine message speaks volumes in your favor, try this: call yourself on your answering machine. If you detect problems, work on them until you can make every syllable project a favorable image for you.
- 4. Do you know the names of active golfers at your course?** Always call people by name. Coming into frequent contact with members, golfers, boards, etc. at meetings or at official and unofficial functions can be useful in honing verbal communication skills. Discover which golfers or members like to be informed and keep them informed. Satisfy your golfers’ expectations by keeping the course’s play-ability consistent. Gain feedback from your golfers by asking or developing a golf course satisfaction survey.
- 5. Are you on speakers’ bureau lists?** Polish your speaking skills, and seek out and accept speaking invitations for civic groups and other similar gatherings. Contact local elementary and junior high schools to arrange field trips.

VGCSA Team Places 7th in 80-Team National Championship

The VGCSA Team competed for the GCSAA Chapter Championship at The Independence Course at the Ginn Reunion Resort near Orlando, FL.

Team members were **Jeff Whitmire** (Williamsburg Country Club), **Scott Kinnan** (Farmington Country Club), **Brian Vincel** (Spring Creek Country Club) and **Brent Graham** (Two Rivers Country Club). Congratulations, gentlemen!

Qualifying for next year’s event will take place on May 19, 2008, at Two Rivers Country Club in Williamsburg. Look for details on the VGCSA web site.

Chapter Team Competition Final Results – Gross Point Division

1. Carolinas CGSA A	100	98	198
2. Florida GCSA 01	96	100	196
3. Florida GCSA 02	97	99	196
4. Florida GCSA 03	97	98	195
5. Midwest Assoc. of GCS 01	101	93	194
6. Lone Star GCSA 01	98	91	189

7th Place: VIRGINIA GCSA

Graham, Brent	19	17	46
Kinnan, Scott CGCS	30	32	62
Vincel, Brian CGCS	31	33	64
Whitmire, Jeffrey CGCS	32	25	57

TEAM TOTAL 93 90 183

Take Note: Minimum Wage to Rise on July 24th

On May 25, 2007 President Bush signed a spending bill that, among other things, amended the The Fair Labor Standards Act (FLSA) to increase the federal minimum wage. The FLSA establishes minimum wage, overtime pay, recordkeeping, and child labor standards affecting full-time and part-time workers in the private sector and in Federal, State, and local governments.

Covered nonexempt workers are entitled to a minimum wage of not less than \$5.85 per hour effective July 24, 2007; \$6.55 per hour effective July 24, 2008; and \$7.25 per hour effective July 24, 2009. Overtime pay at a rate of not less than one and one-half times their regular rates of pay is required after 40 hours of work in a workweek.

News from Affiliated Chapters

TTA Update

Warm weather is approaching and soon we will all be chasing wilt on our greens. I hope everyone had some time to refresh themselves this winter. Let's hope we don't have another extreme dry year like 2007. Here at Cedar Point, we have embarked on a dredging project of our main irrigation lake. You have never seen so much mud! We are excited about the project and will be finishing shortly. This will be a huge help in solving some of our water shortfalls.

The TTA has spent the last couple of weeks finalizing our schedule for the upcoming year. Our traditional first event is the joint meeting with the Old Dominion. This year we are excited to have the event at Kingsmill on April 7. I am looking forward to the event and should have a good turnout for the afternoon golf at a premier facility.

We have been talking for a while about putting together a TTA fishing trip.

Well, unfortunately we are still talking about it and only have a tentative plan for sometime in May. Our next two events are the Dick Cake Memorial on June 30 and the Wee One Tournament on July 28. We will talk about those events, as they become nearer.

I wanted to welcome Mike Schiller to the Tidewater area. Mike has taken over as superintendent at Nansemond River Golf Club. Jeff Yarborough, former TTA and VGCSA president was there previously until he made the difficult decision to move out of the industry. Mike has big shoes to fill but I am sure

he will do great.

I hope to see everyone at our first event in April. Last year, attendance was up at most of our events and I want to see this trend continue. Remember that the TTA is only as strong as its members want it to be. Come out and catch up with your fellow superintendents and see what they have been up to lately.



*Chris Petrelli
External V-P for TTA
Cedar Point Golf Club*

2008 TTA Schedule

April 7	Joint Meeting with ODGCSA, Kingsmill Resort
May TBA	First Annual Fishing Trip presented by Landscape Supply
June 30	Dick Cake Golf Tournament, Elizabeth Manor G&CC
July 28	Wee One Tournament, Cypress Creek GC (<i>see page 11 for more details</i>)
	Additional Events TBA



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News from Affiliated Chapters

News from the GWGCSA

Greetings from the Washington D.C. suburbs. I hope everyone has had a good winter and is heading into spring rested and ready to take on whatever may come at you. This winter has brought some much needed rain to the area and milder temperatures have allowed for many projects to be completed.

2008 is shaping up to be a great year for the Greater Washington. We have some of the premier golf courses in the area on the meeting schedule. For a complete list of scheduled events visit the website at www.vgcsa.org.

There are two joint meetings set up, one with the Old Dominion and one with the Mid-Atlantic Superintendents Associations. I hope everyone can find the time to break away from their courses and make it to some meetings.

As the chairman of the Membership Committee, I am happy to report that the membership is very strong in the Greater Washington. Last year the association saw a 4% growth in members. While we love to see membership growth, there still is a

lot of room for improvement. I urge everyone to enroll their assistants in the association. There is much to be gained for them to become members of this great organization. Last year there were only 18 paid memberships for assistants.

There are some great meeting venues coming up that should provide numerous educational opportunities as well as networking potential. It would be great to have a strong network of assistants representing our association. On a

personal note, I would like to offer congratulations to Bo and Wendy Jumbercotta, who welcomed their daughter Sophie Mae's arrival on February 15th.

Good luck to all for a great season.



*Steven Harris, CGCS
External V.P., GWGCSA*

2008 GWGCSA Schedule

April 15	Westfields Golf Club
May 27	Stonewall Golf Club
June 16	Cannon Ridge Golf Club North/South Challenge: GWGCSA vs. ODGCSA
July 16	Forest Greens Golf Club, Maintenance Challenge
September 23	Virginia National Golf Club
October 6	International Golf & Country Club Superintendent/Assistant
November 3	Robert Trent Jones Country Club
November 11	Evergreen Country Club, Annual Meeting

Shenandoah Valley Turf Association News

As I write this note to all the VGCSA members, I am in the middle of "MARCH MADNESS." You are probably thinking, "What does basketball have to do with golf?" That's not the madness, that I am talking about. It's the madness that comes with the preparations for opening of the golf course in the spring. You know the drill. Get the equipment ready to go. When should the first mowing be done? What about aerifying? What about finishing those winter projects? So much to do. Not enough time. Not enough manpower (where's all my help?).

Okay. Take a deep breath! Review what has to be done. Prioritize the tasks and make the plan for the work. And work the plan.

Don't forget about going to a local meeting. You need to see other professionals in the industry. A little camaraderie goes a long way to prepare you for the days ahead.

The SVTA continues into its 25th

year with a full schedule of meetings. Have a great spring. See you at a meeting in your neighborhood.

*David Geiger, CGCS
President, SVTA*

2008 SVTA Schedule

April 24	Lakeview Golf Course (Harrisonburg) Qualifier Tournament
May 22	Bryce Resort (Basye) Speaker: John Moriarty, expert in organic matter
June	No meeting
July 8	Rock Harbor GC (Winchester) VTF Fundraiser Tournament
August 26	Greene Hills GC (Standardsville) Speaker: Ray Funkhouser, PBI Gordon
September 15	Joint Meeting with VTA at The Homestead (Hot Springs) Speaker: TBA
October 16	Highland Golf Club (Franklin, WV) Speaker: TBD
October 30	One Day Seminar at Spotswood CC (Harrisonburg)

News from Affiliated Chapters

News from the VTA

This year has been very successful in that the VTA has seen an enormous increase in attendance at all meetings and seminars. I have been honored to get to know all of you and, I'm proud to say we have some of the finest members of our field in this area.

I have gained valuable knowledge from the meetings as well as from each of you. Being a part of this organization can truly help with day to day issues.

For the upcoming year we have some events and meetings planned that I'm sure you will enjoy. Some of the highlights are April's meeting, which will include a hands-on demonstration of a bunker rebuild.

The Draper Valley Golf Club will have our benefit tournament to help fund Virginia Turfgrass Foundation Research. This will be a great opportunity to help support Virginia Tech's research. Door prizes as well as lunch will be included.

I would like to hear any suggestions or constructive criticism you may have for future meetings and events. Please feel free to contact me anytime. I am

always looking for new meeting topics or guest speakers to help us in our ever changing jobs. I am on a constant quest for ways to improve our trade as Golf Course Superintendents.

I would like to thank all VTA members as well as our vendors for

supporting the association. I would like to encourage all of you to continue attending meetings and seminars in the upcoming year. 2008 looks to be a very promising year!

Dan Robertson
VTA President

2008 VTA Schedule (Flyers for all meetings will be mailed the month before.)

- **April 8** **Blue Hills Country Club** Bunkers 360 for info go to www.vgcsa.org
Starts 7:30 AM Cost \$50 (Seminar, Breakfast, Lunch & Golf)
- **May 6** **Draper Valley Golf Club** VTA Benefit Tournament \$300 per team
Hole Sponsor \$100 / Door Prizes Needed 11:30 AM Lunch / 12:30 PM Shotgun
- **June 9** **Primland Golf Club** \$50 Lunch & Golf 12PM Shotgun
Speaker: Brian Kearns & Brett Helms, *Construction & Grow-in of Primland*
50 golfers max
- **July 15** **The Pete Dye River Course** \$40 Lunch & Golf 1PM Shotgun
Speaker: TBA
- **August 13** **New River Livery** Canoe Trip 9 AM (no speaker)
Eggleston to Pembroke (7 miles) \$25 per person (15 canoes available)
30 people max – unless you provide your own canoe
- **September 15** **The Homestead Golf Resort** \$50 Lunch & Golf
Rooms Available for \$150 per night Speaker: TBA
- **October & November** Coming Soon

Hokie Turf Students Place Well in National Collegiate Competitions

Virginia Tech Turf Club students, representing the departments of Crop and Soil Environmental Science and Agricultural Technology, traveled to two national turfgrass conferences and competed as 3- or 4-person teams in "Turf Bowl" events.

The first competition was at the national **Sports Turf Manager's Association (STMA) annual conference** in Phoenix on January 18. The team (pictured on p. 9), sponsored by the Virginia chapter of STMA, placed 7th out of 30. For the second year in a row we were tops in the ACC!

The competition involves a 3-hour written exam (taken as a team) covering turf, weed, insect, and disease

identification, infield skin maintenance, soils, cultural management practices, and a case study.

Penn State finished 1st, while Iowa State finished 2nd.

In the second competition, students traveled to the Golf Industry Show (formerly the Golf Course Superintendent's Association of America conference) in Orlando and competed in the **Collegiate Turf Bowl** on February 1.

The test is taken together in 4-person teams and consists of a 4-hr written exam that covers turf identification; weed, disease, and insect identification and control; best cultural management practices; turf soils; a

written case study; and human resource and accounting practices. A record number of collegiate teams competed this year: 91!

The three Virginia Tech teams finished 6th, 32nd, and 53rd. Our 6th place team was tops in the ACC and was only bettered by teams from Iowa State and Purdue Universities!

The 6th place team consisted of: Jeremy Waddell, Greg Caldwell, Trevor Payton, and Jason Ferrell. The 32nd place team consisted of: Sean Jackson, Ryan McNamara, Brett Brubaker, and Jake Gardner. The 53rd place team consisted of: Kyle Barthelson, David Carper, Darren Carper, and Ben Gill.

The Golf Turf teams raised money by

News from Affiliated Chapters

News from the Old Dominion GCSA

It is hard to believe Spring has already arrived. In the Old Dominion, the first day of spring means the golf season is upon us. Many of our members have already aerified greens and the ones that haven't are certainly gearing up for it.

We recently had a great meeting at Country Club of the Highlands in Chesterfield. A special thank you goes out to Matt Carlton, Golf Course Superintendent and his staff. The recently renovated greens were fantastic and anyone who heard Matt's discussion about the timeline he worked with will agree that he did an outstanding job in a tough situation. I would also like to thank Trinity Turf and Nutrients Plus for their sponsorship of the meeting.

The next meeting for the Old Dominion is a joint meeting with the Tidewater Turfgrass Association on April 7. The meeting is being held at Kingsmill, in Williamsburg, on the River Course. Thank you to Brad Pegram, Director of Golf Course Maintenance, for arranging our meeting at Kingsmill.

The Old Dominion will be hosting the Tollie Quinn tournament in May, the North vs. South in June and meetings in September, November and

December. We are still working out the details on a few of these meetings and will make sure to publicize all the information when it is available. I hope everyone can join us at these meetings at least once this year. I know it is never easy leaving work and your daily routines, but spending a few hours with fellow superintendents and industry friends can be rewarding and energizing.

For those of you that don't know, our association's President, Steve Burnette, has been a little under the weather lately. He seems to be getting better and it was great to see him at our last meeting. Steve is taking some time away from the Old Dominion BOD until he is feeling better again. Steve continues to be a great representative for his fellow superintendents. We wish him a speedy recovery and look forward to him leading the Old Dominion in

the near future.

I hope all of you have a great finish to your spring and the inevitable summer that follows. I am sure this season will be filled with new and difficult challenges that will once again allow us to prove we have some of the brightest and most dedicated people in the country working at our facilities.

If any of you have questions concerning the Old Dominion please feel free to contact me or any other member of the BOD at any time. I hope your spring is great and I look forward to seeing all of you at the upcoming meetings.



Scott Kinnan
Vice President
ODGCSA
skinnan@fccva.com

2008 ODGCSA Schedule

- April 7** Joint Meeting with TTA, Kingsmill Resort
- May 19** ODGCSA Tollie Quinn Tournament & VGCSA Qualifier
Two Rivers Country Club, Williamsburg
- June 16** North-South Challenge (GWGCSA vs ODGCSA)
Cannon Ridge GC, Fredericksburg

Additional Events TBA

selling shirts, conducting our VT Turf Field Day Golf Tournament, and giving lawn care advice on weekends at Lowe's. Their travel expenses were also off-set by donations from the Virginia Turfgrass Council and Syngenta Professional Products. A big HOKIE thanks to all of our supporters!

*Submitted by Dr. Erik Ervin,
Turf Club Advisor*



Competing in the Sports Turf Manager's Association competition in January were Nick McKenna (graduate student and non-competing team captain), Daniel Clayton, Jeremy Harvey, and Chris Webb. Not pictured, faculty advisor: Sam Doak.



GCSAA Collegiate Turf Bowl student competitors from Virginia Tech: Bottom row (left to right): Jeremy Waddell, Greg Caldwell, Ryan McNamara, Trevor Payton, and Kyle Barthelson; Top row (left to right): Darren Carper, David Carper, Jake Gardner, Jason Ferrell, Brett Brubaker, Sean Jackson, and Ben Gill. Faculty Advisor: Dr. Erik Ervin, not pictured.

2008 VGCSA Partners – Thank You!

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Smith Turf & Irrigation
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Southern States
Turf & Garden
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Nonprofit

USGA Green Section
Virginia Turfgrass Council



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- Precision Greens Inter-Seeding

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Wee One Foundation Event Set for July 28th at Cypress Creek

Smithfield, VA - The Wee One Foundation was developed to assist golf course management professionals or their dependents that incur overwhelming expenses due to medical hardship and are without comprehensive insurance or adequate financial resources. Since 2004, the Wee One Foundation has funded over \$120,000 to superintendents and colleagues in need. Last year Virginia superintendents raised \$4,500 to donate to the Wee One Foundation.

On **July 28, 2008** the Tidewater Turfgrass Association will again hold a Wee One Foundation tournament at beautiful Cypress Creek Golfers' Club. All VGCSA members statewide are invited to participate and support the cause in this fun event. Cypress Creek superintendent Phil Bailey will host and chair the event.

Wee One Foundation membership information will be available soon. Please consider becoming a member to help fellow superintendents in need. New members to the Foundation will receive a complimentary entry fee into the tournament. Last year the tournament was well attended with great food, fun and prizes.

Wee One Foundation Golf Tournament

Sponsored by the TTA with support from VGCSA

Cypress Creek Golfers' Club

July 28, 2008

10:00 Shotgun 4 Player Captain's Choice

Wee One Benevolence

Purpose: To assist golf course management professionals (or their dependents) who incur overwhelming expenses due to medical hardship without comprehensive insurance or adequate financial resources.

Sponsorship Levels

Gold Plus \$2000 • Gold \$1000 • Silver \$500
Bronze \$250 • Partner \$100

Registration

Entry: \$75 per Player, \$300 per Team

Note: If you become a Wee One Foundation Member for \$75 your entry to this event is free. Please look for membership applications in the mail soon.

For More Information, Contact

Phil Bailey, CGCS
Cypress Creek Golfers' Club
600 Cypress Creek Parkway
Smithfield, VA 23430
757-357-7995
creeksuper@charter.net

The Syngenta logo is positioned in the top left corner of the advertisement. It features the word "syngenta" in a lowercase, sans-serif font, with a stylized leaf icon above the letter 'y'. The background of the entire advertisement is a lush, green golf course with a small pond and a golfer in the distance.

Use your points for a worthy cause.

When a GreenPartners® member purchases Syngenta products, they have the option to donate their points to worthy causes. If you haven't registered yet, just log on to www.greenpartners.com and find out how rewarding GreenPartners can be. For more information, contact Steve Dorer, CGCS at 919-943-0360, stephen.dorer@syngenta.com or Mark Merrick, CGCS at 410-365-9946, mark.merrick@syngenta.com.

Eligible organizations include:

Virginia Golf Course Superintendents Association
Virginia Turfgrass Foundation
Virginia Turfgrass Council
Wee Ones Foundation
and many others



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up•time (noun) { úp-tīm }

1. *the time during which a machine or equipment is operating or ready for use*



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