



To the Members of the North Texas Chapter GCSAA Superintendent of the Year Selection Committee,

Please accept my strong support and recommendation of Neil Packard, Dallas National Golf Club as the NTGCSAA Superintendent of the year for 2025.

I make this recommendation on key attributes which I believe make him among not only the very best in North Texas, but within the US. Were this event judged only on the conditions that Neil and his team provide for our members and guests at Dallas National, it would be difficult to see how the award could go elsewhere. Neil provides near flawless conditions for playing 12 months a year and the golf course is the pride of our membership.

This year, I would like to express additional support for Neil in receiving this award. He and his team have undertaken the responsibility of a huge renovation project which has closed the course for nearly 18 months. This project was a major undertaking including new greens installed with hydronics, new tees, fairways and bunkers and updates to all bridges and cart paths. Along with the main course we rebuilt our short game area and added a 6-hole reversible par 3 course. Coupled with the weight of the responsibility of the course, he and his team added new dimensions to their roles with hydronics technology and maintaining the new par 3. Through many long days, in extreme heat, bitter cold and heavy rains, Neil kept his team going and we now near the time when the membership can bear the fruits of his incredible labor.

My backing of Neil goes well beyond the course and playing conditions that he maintains. Nothing is more impressive to me than someone who can build a team and get them all moving in one direction, in full support of one another. In a world where great staff remain hard to come by, Neil stands by his men and ensures the best possible working conditions for all his crew. He commands great respect by working hard alongside them and on their behalf.

On top of being a skilled agronomist and manager of people, Neil is simply a good guy. He is humble and easy to work with. He evaluates all the comments regarding the golf course and assesses their merits before deciding on a course of action. If something requires

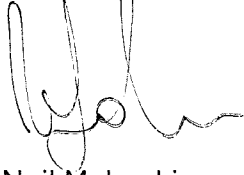
jumping on, he jumps. If something is coming from a less educated source, he allows it to roll off his back. Slowly, and with a little grimace as any superintendent with Neil's passion would. When he is his own biggest critic on his course, there is little any observer could say that he would not have noticed himself.

I was asked once by a club in Southern Texas about what I think makes Neil so good in his role and able to produce such consistent quality. Very simply, he treats the course like it's his own. He has greater demands on his team and himself than any Board Member, Greens Chairman or Committee will ever expect of him.

The product of his skills with the grass, his mastery of his team and his willingness and passion to produce the spectacular, would make him very difficult to look past for this award.

I hope this note serves to assist in the process of honoring this deserving and talented Superintendent. If I can provide any further information, please don't hesitate to reach out.

Regards,

A handwritten signature in black ink, appearing to read 'Neil M. Lockie', with a stylized, flowing script.

Neil M. Lockie

Director of Golf

Dallas National Golf Club