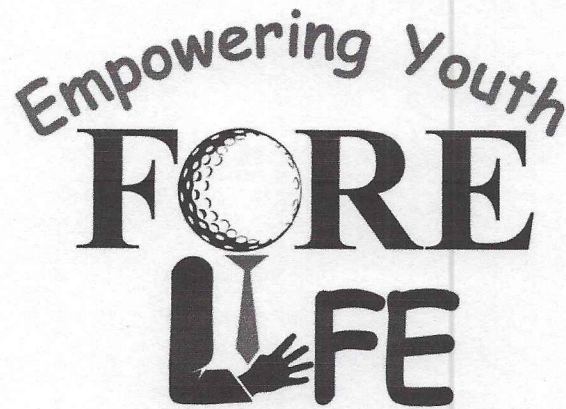


RESPONSE TO RFP 2025-25

**OPERATION OF GOLF PROGRAMS
AT THE LAUDERHILL GOLF COURSE**

PRESENTED BY



April 20, 2025

City of Lauderhill
5581 West Oakland Park Boulevard
Lauderhill, Florida 33313

Dear Purchasing and Contracts Manager:

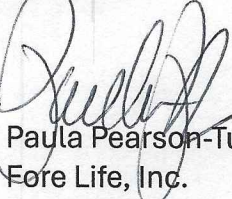
After reviewing the Request for Proposal for the Lauderhill Golf Program Operations (RFP 2025-025), Fore Life, Inc. is once again honored to bid on the project.

Noone understands the needs of the Lauderhill Golf Course better than myself, who for the past 27 years has been consistently providing my services to the City of Lauderhill. Together, we have made positive impacts in the community by creating a unique environment for people to learn and enjoy the game of golf. Between my expertise as a Lady Professional Golf Association (LPGA) Professionals and dedication to the city, I am confident we can build and grow the Lauderhill golf brand.

I am enthusiastic for the opportunity to continue the existing partnership with the City of Lauderhill to accomplish the goals set forth in said RFP.

Thank you for the time and consideration given throughout this process.

Sincerely,



Paula Pearson-Tucker
Fore Life, Inc.
Founder & Executive Director
Lauderhill Golf Course
LPGA Professionals
(786)554-6056



For this RFP, Fore Life, Inc. (FLI) and Paula Pearson-Tucker are one and the same and the City of Lauderhill will on occasion be referred to as "City".

Fore Life, Inc. is a not for profit 501(c)(3) tax exempt organization that was incorporated in Miami, Florida in Miami-Dade County and is housed at the Lauderhill Golf Course in Lauderhill, Florida in Broward County that was founded and is where Pearson-Tucker serves as Executive Director. Pearson-Tucker is the manager and head golf professional at Lauderhill Golf Course and she with the assistance of other qualified coaches and volunteers hope to continue programs as outlined in accordance with the RFP. Combined, Pearson-Tucker and her staff have over 100 years of experience in teaching golf and within the golf industry. Fore Life, Inc.'s current programming gives vulnerable youth access and opportunities to play, practice, and succeed. Fore Life, Inc. has become the program that is marveled by the Lauderhill community. For over 27 years, Paula Pearson-Tucker has been sharing her love of the game of golf annually with thousands of people, not just children in South Florida. Her commitment to youth, community and strengthening families are monumental in golf industry in the City of Lauderhill.

Fore Life, Inc./Paula Pearson-Tucker proposes to work with the City in its current capacity and proposes to offer its golf expertise to support the City and/or golf course maintenance company in improving the playing conditions and services offered at the City's nine-hole golf course.

The challenge to fulfill the project as outlined in RFP 2025-025 is the current condition of the golf course. Improving the playing condition of the golf course should be the City's priority of which nothing to that fact is stated in said RFP 2025-025. Fore Life, Inc. proposes to act as the liaison between the City and company that is responsible for the overall maintenance of the golf course and report to the City issues and concerns and effectiveness of their ability to improve said conditions that would help achieve the project as it is outlined in the RFP 2025-025.

After which and/or during, Fore Life, Inc. proposes to train the Lauderhill Golf Course pro shop staff to assist/learn how to facilitate the golf tournaments as outlined in the RFP. Also, Fore Life, Inc. proposes to offer training to golf course pro shop staff with golf specific customer service which will include, but is not limited to golf club/equipment knowledge, golf terminology, products, merchandising, sales, etc. In doing so, the City will keep 100% of revenue. In the past, there was split of tournament revenue. Any golf tournaments planned and implemented should be based on the condition of the golf course and any other services associated with hosting successful golf tournaments. Currently, the golf course

doesn't have enough electric golf carts or hand pull carts to compliment hosting successful tournaments.

Fore Life, Inc. (FLI) has been consistent at exposing vulnerable youth and people of color to the game of golf in the City. Each year the number of FLI members increase as word-of-mouth of the success stories continues to grow. For the past five years we have been instrumental in supporting Broward County in its introducing competitive golf in middle schools and in hosting their matches at Lauderhill Golf Course. Junior golf lessons are offered through Fore Life, Inc. Adult lessons are few and when they are requested are offered at a reduced rate by Pearson-Tucker that is far less than most golf professionals and industry standards. This is due to the lack of a driving range at the golf course and the condition of the golf course. Based on this and the fact there has never been a lesson split from the golf professional and that Fore Life, Inc. provides all the golf club sets that are rented at the course and there is no split of those revenues. The City has not purchase golf clubs in the time that Pearson-Tucker has been the head golf professional.

Fore Life, Inc.'s niche is junior golf and without the support of the City, it would not have grown to the premiere mentoring golf program that it has become. Fore Life, Inc. proposes maintaining the existing agreement that allows the company to stay focused on Empowering Youth Fore Life and on the community they live.

FLI charges an annual membership of \$75 per child that gives them access to over 300 hours of training per year. Most of the children in the program are on scholarships that Fore Life, Inc. supports by fundraising efforts and grants. We currently offer a one-week spring break camp and two weeks of summer camp at a cost of \$100 per child, per week. If there is a family that demonstrates a need, all costs are waived and/or subsidized. No child has ever been turned away due to parent's inability to pay.

When adult lessons are requested and done, Pearson-Tucker encourages those students to continue their growth in the game and to do it at Lauderhill Golf Course by becoming members. When they do, there is no revenue split to the golf professional and it is proposed that it continues as such. Lauderhill is a great place for beginner golfers to learn and play, despite the condition of the golf course.

Fore Life, inc. has proven its value, commitment, and ability to perform all the duties as outlined by the City in RFP 2025-025. The City commissioned Pearson-Tucker to organize their inaugural golf tournament to commemorate its 50th anniversary in 2009. The growth of that annual event under her leadership grew into the Lawrence Taylor Throwback Celebrity Golf Weekend that included "Jammin in the Park" that she founded and the City later took over operation. This events brought hundreds of visitors to the City for the past 16 years.

The existing partnership between the City of Lauderhill and Fore Life, Inc. has been one of quality and purpose. It is proposed that it continues as such.

Paula Pearson-Tucker has only received two increases in contract/wages in her 27 years of service. Neither of those two times was it requested by her. The first increase was urged by the late Commissioner Tyson Jones who went before the commission and requested the increase because he said the City was not paying her enough for the job she was doing. The second was by Irv Kiffin, then PALS Director. He has been gone from the City for quite some time and she haven't requested nor received an increase since. The reason Pearson-Tucker has not insisted on the industry standard, or her worth is due to the support she has received to house and grow Fore Life Inc. at Lauderhill Golf Course and within the City. This support also allows her the flexibility needed as a touring golf professional on The Legends of the LPGA tour and to be able to engage and support other programs within the City and the golf industry. Without that flexibility she would be forced to seek/charge industry standard pay which would far exceed the cost that has been charged to the City. Her value is in the service she provides to the City, the golf industry and most importantly, the children.

The RFP 2025-025 as the following outlines is that of a full-time employee/golf professional:

- 8-10 golf tournaments
- Youth program
- Organize and implement golf leagues
- Golf lessons
- Golf clinics
- Advertising and promotions
- Increase memberships

All the above are services that Paula Pearson-Tucker has been providing over the years and has a proven track record of success.

Fore Life, Inc. is proposing to continue and enter into a new agreement for an annual amount of \$36,000.00 with an annual cost of living increase of 3% during the length of contract.



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

03/25/2025

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER K&K Insurance Group, Inc. 1712 Magnavox Way Fort Wayne IN 46804	CONTACT NAME: Mass Merchandising Underwriting PHONE (A/C, No, Ext): 1-800-426-2889 FAX (A/C, No): 1-260-459-5105 E-MAIL ADDRESS: info@sportsinsurance-kk.com PRODUCER CUSTOMER ID:
INSURED Fore Life Inc. 4141 NW 16th Street Lauderhill, FL 33313 A Member of the Sports, Leisure & Entertainment RPG	INSURER(S) AFFORDING COVERAGE INSURER A: AIG Specialty Insurance Company NAIC # 26883 INSURER B: INSURER C: INSURER D: INSURER E: INSURER F:

COVERAGES

CERTIFICATE NUMBER: W02944084

REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PROJECT <input type="checkbox"/> LOC OTHER:	X		9YAPG0001334486101	03/28/2025 12:01 AM EDT	03/28/2026 12:01 AM	EACH OCCURRENCE \$1,000,000 DAMAGE TO RENTED PREMISES (Ea Occurrence) \$1,000,000 MED EXP (Any one person) \$5,000 PERSONAL & ADV INJURY \$1,000,000 GENERAL AGGREGATE \$5,000,000 PRODUCTS - COMP/OP AGG \$1,000,000 PROFESSIONAL LIABILITY \$1,000,000 LEGAL LIAB TO PARTICIPANTS \$1,000,000
A	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input checked="" type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> NON-OWNED AUTOS ONLY NOT PROVIDED WHILE IN HAWAII			9YAPG0001334486101	03/28/2025 12:01 AM EDT	03/28/2026 12:01 AM	COMBINED SINGLE LIMIT (Ea accident) \$1,000,000 BODILY INJURY (Per person) BODILY INJURY (Per accident) PROPERTY DAMAGE (Per accident)
	UMBRELLA LIAB <input type="checkbox"/> OCCUR EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED <input type="checkbox"/> RETENTION						EACH OCCURRENCE AGGREGATE
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/ EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) <input type="checkbox"/> Y / N If yes, describe under DESCRIPTION OF OPERATIONS below	N/A					PER STATUTE <input type="checkbox"/> OTHER <input type="checkbox"/> E.L. EACH ACCIDENT E.L. DISEASE - EA EMPLOYEE E.L. DISEASE - POLICY LIMIT
A	MEDICAL PAYMENTS FOR PARTICIPANTS			9YAPG0001334486101	03/28/2025 12:01 AM EDT	03/28/2026 12:01 AM	PRIMARY MEDICAL EXCESS MEDICAL \$25,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

Legal Liability to Participants (LLP) limit is a per occurrence limit.

Sport(s): Golf Age(s): 12 and under, 13-15, 16-19

The certificate holder is added as an additional insured, but only for liability caused, in whole or in part, by the acts or omissions of the named insured.

CERTIFICATE HOLDER

City of Lauderdale
5581 W Oakland Park Blvd
Lauderhill, FL 33313
(Owner/Lessor of Premises)

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

Coverage is only extended to U.S. events and activities.

** NOTICE TO TEXAS INSURED: The Insurer for the purchasing group may not be subject to all the insurance laws and regulations of the State of Texas

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

**ADDITIONAL INSURED – DESIGNATED
PERSON OR ORGANIZATION**

This endorsement modifies insurance provided under the following:

COMMERCIAL GENERAL LIABILITY COVERAGE PART

SCHEDULE

Name Of Additional Insured Person(s) Or Organization(s)

City of Lauderhill
5581 W Oakland Park Blvd
Lauderhill, FL 33313

Named Insured: Fore Life Inc.

Information required to complete this Schedule, if not shown above, will be shown in the Declarations.

A. Section II – Who Is An Insured is amended to include as an additional insured the person(s) or organization(s) shown in the Schedule, but only with respect to liability for "bodily injury", "property damage" or "personal and advertising injury" caused, in whole or in part, by your acts or omissions or the acts or omissions of those acting on your behalf:

1. In the performance of your ongoing operations; or
2. In connection with your premises owned by or rented to you.

However:

1. The insurance afforded to such additional insured only applies to the extent permitted by law; and
2. If coverage provided to the additional insured is required by a contract or agreement, the insurance afforded to such additional insured will not be broader than that which you are required by the contract or agreement to provide for such additional insured.

B. With respect to the insurance afforded to these additional insureds, the following is added to Section III – Limits Of Insurance:

If coverage provided to the additional insured is required by a contract or agreement, the most we will pay on behalf of the additional insured is the amount of insurance:

1. Required by the contract or agreement; or
2. Available under the applicable Limits of Insurance shown in the Declarations;

whichever is less.

This endorsement shall not increase the applicable Limits of Insurance shown in the Declarations.

Attachment A
Contractor's Qualifications Statement

The Contractor must provide the following information. Failure to do so may result in the bid being deemed non-responsive and rejected. Additional sheets may be attached if necessary.

1. Contractor's Name and Principal Address:

FORE LIFE, INC. / PAULA PEARSON-TUCKER

2. Contact Person's Name and Title:

PAULA PEARSON-TUCKER, EXECUTIVE DIRECTOR

3. Contractor's Telephone and Fax Numbers:

Telephone: (786) 554-6056 Fax: (954) 730-4223

4. Contractor's License Number:

(Please attach certificate of competency and/or state registration.)

5. Contractor's Federal Identification Number:

83-0412490

6. Number of Years in Business in this Type of Work:

30

7. Names and Titles of All Officers, Partners, or Individuals Doing Business Under Trade Name:

V. LYNN WHITFIELD (PRES), KAREN MATTERSON (VD), ALISON-BROOKS-WILSON (SEC)
TRESSILIND MOZIE (TREASURER), PAULA PEARSON-TUCKER (ED)

8. Type of Business:

- ☐ Sole Proprietorship ☐
- ☐ Partnership ☐
- ☒ Corporation ☐

Detail by Entity Name

Florida Not For Profit Corporation
FORE LIFE, INC.

Filing Information

Document Number N04000007934
FEI/EIN Number 83-0412490
Date Filed 08/12/2004
State FL
Status ACTIVE
Last Event CORPORATE MERGER
Event Date Filed 12/07/2004
Event Effective Date NONE

Principal Address

4141 NW 16TH STREET
LAUDERHILL, FL 33313

Changed: 04/30/2007

Mailing Address

P. O. BOX 541346
MIAMI, FL 33054

Changed: 04/30/2007

Registered Agent Name & Address

TUCKER, PAULA P
17741 NW 28TH CT.
MIAMI, FL 33056

Officer/Director Detail

Name & Address

Title VP/D

Matterson, Karen M
4141 NW 16th Street
Lauderhill, FL 33313

Title S/D

Brooks-Wilson, Alison
6529 Raquet Court Drive
Lauderhill, FL 33319

Title T/D

MOZIE, TRESSILIND
474 EAST MELROSE CIRCLE
FT LAUDERDALE, FL 33312

Title ED/D

TUCKER, PAULA P
17741 NW 28TH CT
MIAMI, FL 33056

Title President

Whitfield, Vennie Lynn
432 33rd Street
West Palm Beach, FL 33407

Title Officer

Gwendolyn, Fuller
10240 Collins Ave
704
Bal Harbour, FL 33154

Title Officer

Tucker, David Alexander
2466 Taylor Street
3A
Hollywood, FL 33020

Annual Reports

Report Year	Filed Date
2022	03/10/2022
2023	02/06/2023
2024	02/01/2024

Document Images

**Attachment B:
Non-Collusive Affidavit**

State of: Florida

County of: Broward

I, the undersigned, being duly sworn, depose and say:

Contractor's Name: PAULA PEARSON-TUCKER
Position (Owner, Partner, Officer, Representative, or Agent):
OWNER

The Contractor is fully informed regarding the preparation and contents of the attached Bid and all relevant circumstances surrounding it. This Bid is genuine and not a collusive or sham Bid.

Neither the Contractor nor any of its officers, partners, agents, representatives, employees, or parties in interest have colluded, conspired, or agreed, directly or indirectly, with any other bidder or entity to submit a collusive or sham Bid. Furthermore, they have not refrained from bidding on the contract or engaged in any agreement or communication to manipulate the Bid price, overhead, profit, or any elements of the Bid, either directly or indirectly, in collaboration with any other bidder or party, in order to secure an unfair advantage.

The prices quoted in the attached Bid are fair and proper, without any influence from collusion, conspiracy, or unlawful agreements.

Signature of Contractor: [Signature]

Date: 4/10/2025

Subscribed and sworn to before me on this 10th day of April, 2025

Notary Public: [Signature]

My Commission Expires: Feb 16, 2027



Jennifer De La Torre
Comm.: HH 383399
Expires: February 16, 2027
Notary Public - State of Florida

**Attachment C:
Cost Schedule**

Operation of Golf Programs at Lauderhill Golf Course

- **Program:** Golf Programming
- **Location:** Lauderhill Golf Course

Program Cost per Participant: \$ 75.00 Annual
Payment to the City:

- **Percentage of Gross Program Registration Fees:** \$ 0
- **Storage Space Fee (see facility manager for designated space):**
\$ 0

Contractor: FORE LIFE INC

Address: 4141 NW 16th Street, Lauderhill 33313 / PO Box 541346, Miami 33054

By: PAULA PEARSON-TUCKER

Signature

Title: [Signature]

Date: 4/20/2025

Telephone Number: (786) 554-6056

Attachment D:
Confirmation of Drug-Free Workplace


In order to maintain a drug-free workplace program, a business must:


1. Notify employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the workplace and outline actions for violations.
2. Inform employees of the dangers of drug abuse, the drug-free policy, available counseling, rehabilitation programs, and the penalties for drug-related violations.
3. Provide each employee working on the bid project with a copy of the policy and ensure compliance with its terms.
4. Require employees to notify the employer within five days of any conviction related to drug violations in the workplace.
5. Impose sanctions or require participation in a drug rehabilitation program for convicted employees.
6. Make a good faith effort to maintain a drug-free workplace.

A signed copy of the Drug-Free Workplace Policy must be attached to this document.

As the authorized signer, I certify that this firm fully complies with the above requirements.

Contractor's Signature:



 <p>Administrative Policies & Procedures Manual</p>		<p>Subject</p> <p>HUMAN RESOURCES</p> <p>DRUG AND ALCOHOL FREE WORKPLACE POLICY AND SUBSTANCE ABUSE TESTING PROCEDURES</p>	
<p>Number: HR-6</p>	<p>Revisions: 4</p>	<p>Effective Date: 9/19/17</p>	<p>Page: 1 of 8</p>
<p>Supersedes: 06/01/97, 04/11/05, 06/29/05, 08/28/08</p>		<p>Approved By: Charles Faranda, Jr., City Manager</p>	

HR-6.0

PURPOSE:

In a strong commitment to safeguard the health of our employees, to provide a safe working environment for both our employees and invitees, and to set an example for the citizenry of the City of Lauderhill, Florida, especially its youthful residents, we have established a Drug and Alcohol Free Workplace Policy and Substance Abuse Testing Procedure which comply and comport with both federal and state laws, regulations and judicial rulings.

This policy is implemented pursuant to the Drug Free Workplace Program as codified within the laws of the State of Florida at § 440.102, the Florida Administrative Code, Drug Free Workplace Standards found at Chapter 59A-24 of the State of Florida Administrative Code, the rules of the Department of Labor and Employment Security, Division of Workers' Compensation, as well as the Federal Drug Free Workplace Acts of 1988 and 1989.

Under our policy it is a condition of employment for all City of Lauderhill employees to refrain from ingesting illegal substances (including lawfully prescribed medical marijuana) at all times, whether on or off duty, and from reporting to work or working with the presence of drugs or alcohol in his or her body. The City fully recognizes that the use of illegal drugs and abuse of alcohol endangers not only the health and safety of its employees, in addition to causing poor moral and employee relations problems, but most importantly, such use and/or abuse directly impairs the employee's ability to safely and efficiently perform his or her assigned tasks and job functions by contributing to tardiness and increasing employee accidents, absenteeism, and sub-standard job performance.

Policies & Procedures

HR-6 – Drug and Alcohol Free Workplace Policy and Substance Abuse Testing Procedures

HR-6.1 DEFINITIONS:

1. "Drug" means substances such as alcohol, including distilled spirits, wine, malt beverages, or intoxicating liquor; any prescription or non-prescription amphetamines, cannabinoids, cocaine, phencyclidine (PCP), or opiates, or a metabolite of any of these substances for the D.O.T 5 panel test, or any prescription or non-prescription amphetamines, cannabinoids, cocaine, phencyclidine (PCP), methaqualone, barbiturates, benzodiazophines, methadone, propoxyphene, or opiates, or a metabolite of any of these substances for the H.R.S. 10 panel test. Note that lawfully prescribed medical marijuana is considered a "drug" for purposed of this policy. Activities participated in while off-duty may result in positive drug tests.
2. "Drug test" or "test" means any initial screening test utilizing a sensitive, rapid, and reliable procedure using an immunoassay procedure or an equivalent more accurate method approved by FDA or AHCA; and/or any confirmation test using gas chromatography/mass spectrometry or an equivalent more accurate method approved by AHCA or FDA. A saliva alcohol test may be used to determine whether a blood alcohol test should be administered.
3. "Reasonable suspicion testing" means drug testing based on a belief that an employee is using or has used drugs in violation of this policy. Facts and inferences may be based upon direct observation of drug use, physical symptoms or indications of being under the influence of drugs; or abnormal conduct, erratic behavior or deterioration in work performance; or a report of drug use by a credible or reliable source; employee involvement in an accident of any type at work; evidence that an employee used, possessed, sold, solicited or transferred drugs while working within city premises, vehicles, machinery, or equipment. The threshold level for vehicular accident, equipment or property damage drug testing is \$300.
4. "Positive test" means the results of a confirmation test reported through a medical review officer finding the presence of drug(s) in one's body. When a confirmed positive test occurs, it is presumed that the injury or accident was primarily due to the influence of the drugs in accordance with regulations.
5. "Injury" means any act that causes personal injury requiring medical attention, property damage, or loss arising out of and in the course of employment. Property damage encompasses city or private property harm associated with an accident.
6. "First Aid" means application of treatment for minor personal injury not sufficient to require medical attention. Examples include but are not limited to bee stings, paper cuts, poison ivy rashes, minor scratches, sunburn, spider bites, or blisters. Drug testing is not conducted for instances of minor personal injury treated with first aid.

Policies & Procedures

HR-6 – Drug and Alcohol Free Workplace Policy and Substance Abuse Testing Procedures

7. "Medical Review Officer" means a licensed physician with knowledge of substance abuse disorders and training to interpret and evaluate positive results with prescriptive or other relevant medical information.
8. "Random" means unannounced drug testing for specific employees covered by the Omnibus Transportation Employee Testing Act of 1991 regulated by the DOT. Volunteers and contract employees in positions covered by the DOT standards are also subject to random drug testing.

HR-6.2

POLICY:

1. The City of Lauderhill has a "zero tolerance" policy and therefore prohibits the illegal use, possession, sale, manufacture or distribution of illegal, non-prescribed drugs by its employees at all times. This prohibition applies to lawfully prescribed medical marijuana because marijuana – even if lawfully prescribed – remains illegal under federal law as a Schedule I Drug under the Controlled Substances Act. The City of Lauderhill prohibits the use of drugs, alcohol or other controlled substances on its property or in its vehicles. It is also against the City of Lauderhill's policy to report to work or to work under the influence of illegal, non-prescribed drugs or alcohol. Employees who violate this policy are subject to disciplinary action up to and including termination. Any employee who is taking any prescription drug which might impair safety, performance, or any motor functions must advise his or her immediate supervisor or a human resources staff member before reporting to work while on such a medication.
2. **Drug Testing of Applicants:** In City of Lauderhill jobs where the risk to public safety is real and substantial, or where public safety is generally in jeopardy, suspicious-less pre-employment drug testing may be part of the application process of certain job classifications. For such high-risk, safety sensitive jobs, applicants will be required to sign a Consent To Pre-Employment Screening form. If the applicant refuses to sign the form or refuses to submit to the screening when asked, he or she will not be considered for employment and the employment application process will be concluded at that time. If an applicant's test is confirmed positive, the applicant will not be considered for employment at that time and will be informed that he or she has failed to meet employment standards.
3. **Reasonable Suspicion Substance Abuse Testing:** The City will require any employee to submit to a drug or alcohol test when it has a reasonable suspicion that the employee is under the influence of or possibly using illegal drugs, narcotics and/or alcohol.

When confronted by a supervisorial/managerial employee, the employee under suspicion will be offered an opportunity to explain to the supervisor/manager, prior to being ordered to take the drug test, why the aberrant or unusual behavior is noticeable. Drug and/or alcohol testing based upon reasonable suspicion will be conducted upon the request of a Department head (or his/her designee), and

Policies & Procedures

HR-6 – Drug and Alcohol Free Workplace Policy and Substance Abuse Testing Procedures

the Human Resources Director (or his/her designee), with the consent of the City Manager (or his/her designee). Such approval shall be memorialized in writing by completing a Drug Alcohol Testing Form or in a memo format:

1. Indicating the subject matter of the test.
2. Why the test was ordered.
3. Listing the specific objective fact(s) constituting "reasonable suspicion".

A copy of this written order will be provided to the employee before any testing takes place, if possible.

Any refusal on the part of the suspected employee to immediately comply with a valid "reasonable suspicion" substance abuse testing order will result in the immediate causal termination of the employee.

4. Random Drug Testing: Only employees who are covered by DOT standards are randomly selected at various times for unannounced drug testing. Covered employees will be selected by a scientifically valid method (i.e. – computer generated random number table). Each employee has an equal chance of being selected each time regardless of being previously tested.

HR-6.3

SUBSTANCE ABUSE TESTING PROCEDURES:

The following procedures shall apply to the substance abuse testing administered to employees who meet the above stated conditions:

1. The City may request urine and/blood samples. The employee may, at his/her sole option and expense, upon request receive a blood test in addition to a urine test if none was ordered. The sample will be split to preserve a portion of the sample for future testing.
2. Analysis of specimens will be collected and performed only by laboratories, hospitals or clinics certified by the State of Florida, Agency for Health Care Administration (AHCA) of the Federal Substance Abuse and Mental Health Services Administration (SAMHSA), utilizing qualified sites and employing collectors trained to follow custodial collection protocols and properly maintain legal specimen chain-of-custody.
3. Urine or blood specimens shall be drawn or collected at a laboratory, hospital, doctor's office, certified medical facility or even on City premises in a private room in a building other than the employee's workplace by a certified health care professional who is not a City employee. Employees being tested may request a representative of their choice, if immediately available (within 30 minutes), to accompany the employee to the substance abuse test and observe the collection of other specimen. If the City or the collector requires an observer when the urine specimen is given, the observer shall be of the same sex as the employee being

Policies & Procedures

HR-6 – Drug and Alcohol Free Workplace Policy and Substance Abuse Testing Procedures

tested. All specimen containers and vials shall be sealed with evidence tape and labeled in the presence of the employee and his/her witness.

4. All substance abuse testing will be conducted using recognized technologies and recognized testing standards. The following standards shall be used to determine what level of detected substance shall constitute a **POSITIVE** test result.

Substance	Screening Test	Confirmation
Amphetamines	1000 ng/mL	1000 ng/mL
Barbiturates	300 ng/mL	300 ng/mL
Benzodiazepines	300 ng/mL	300 ng/mL
Cocaine	300 ng/mL	300 ng/mL
Cannabinoids (Marijuana)	50 ng/mL	50 ng/mL
Methadone	300 ng/mL	300 ng/mL
Methaqualone	300 ng/mL	300 ng/mL
Opiates (Heroin, Morphine, Codeine)	300 ng/mL	300 ng/mL
Phenecyclicline (PCP)	25 ng/mL	25 ng/mL
Propoxyphene	300 ng/mL	300 ng/mL
Alcohol (Ethanol)	0.02 g%	0.02 g%

The levels used will be same as those set by the Federal Government CDL Program. As those levels change so will the levels in this policy. Levels found below those set above shall be determined as negative indicators. Tests for other non-presented controlled substances will be in accordance with federal government screening and confirmation standards.

5. A Certified Medical Review Officer (MRO) will review all negative and confirmed positive laboratory results. Positive results will be communicated to the City's designated human resources professional after the MRO or Human Resources has ascertained that personal prescriptions or other legal substances do not account for the laboratory findings. Investigations may include, as appropriate, telephone contact with the employee and any prescribing physician. Employees may consult the City appointed MRO concerning drugs and/or drug groups that may be tested for under this procedure.
6. An employee who tests positive will be sent a "Notice of Positive Drug Test Result" letter containing the laboratory and Medical Review Officer's telephone numbers as well as pertinent information concerning the drug test result challenge/appeal process. Within five (5) working days after receiving written notification of a confirmed positive test result which has been verified, an employee may request a further test for the split sample and may submit information to the City and/or the Medical Review Officer explaining or contesting the test results. If the City challenges the employee's position, within fifteen (15) days of receipt of a formal challenge of positive test results, the City will respond to the employee. Appropriate disciplinary action may be initiated by the City. At that time the

Policies & Procedures

HR-6 – Drug and Alcohol Free Workplace Policy and Substance Abuse Testing Procedures

employee may contest the decision through grievance procedures as noted in either the contractual grievance procedure or codified Civil Service Procedure.

7. The results of all urine and blood tests performed hereunder will be held confidential to the extent permitted by law.
8. Any adulteration of specimens before, during or after the substance abuse test will constitute immediate grounds for employee discharge from employment.
9. Where the language of this policy conflicts with the language contained in a City collective bargaining agreement, the pertinent language from the collective bargaining agreement shall control.

HR-6.4

DISCIPLINARY CONSEQUENCES FOR POSITIVE SUBSTANCE ABUSE TEST:

Disciplinary consequences for violating the City's Drug and Alcohol Free Workplace Policy may include termination of employment and denial of Unemployment Compensation benefits. An employee's refusal or failure to promptly submit to a drug test shall constitute a violation of this Policy.

An employee injured and subsequently confirmed positive for drug or alcohol abuse based upon post-accident testing may not get Workers' Compensation benefits under State law and such benefits will not be paid beyond the date of the notice provided under Florida's Worker's Compensation Act. Failure to report first aid, injuries or accidents as required is grounds for disciplinary action up to and including termination.

HR-6.5

VOLUNTARILY ACKNOWLEDGEMENT OF SUBSTANCE ABUSE PROBLEM:

Nothing in the City's Drug and Alcohol Free Workplace policy shall prohibit an employee from voluntarily self-identifying as having a substance abuse problem to either his/her immediate supervisor or a representative of the Human Resources Department. Requests from employees for assistance in this regard shall remain confidential to the extent permitted by law.

Employees enrolled in substance abuse programs as outpatients, shall be subject to all City rules, regulations and job performance standards. There will be no discipline for voluntary requests for assistance involving a personal substance abuse problem.

Drug and alcohol abuse are serious personal concerns for many individuals. The City of Lauderhill provides employees in such circumstances with the services of an Employee Assistance Program (EAP) which may be called to obtain *Confidential Professional Referral Assistance*. Also, employees may obtain an up-to-date listing (names, addresses, telephone numbers) of employee assistance and drug rehabilitation programs by contacting their EAP. The City's Human Resources Department will provide you with the contact information for your EAP.

Policies & Procedures

HR-6 – Drug and Alcohol Free Workplace Policy and Substance Abuse Testing Procedures

HR-6.6 FOLLOW UP AND RETURN TO DUTY DRUG TESTING:

Employees who enter rehabilitation programs or EAP's for drug related problems are required to submit to follow-up drug testing utilizing the D.O.T. 5 panel guidelines as evidence of successful participation in such programs. Follow-up drug testing shall occur without notice to the employee at least once in the first and second years after completing the prescribed program.

'Return-to-duty' drug testing applies only to DOT covered employees which requires a passing drug test prior to returning to duty after the Substance Abuse Professional's assessment, evaluation, and an outlined treatment has been identified and begun at a substance abuse or rehabilitation center. DOT covered employees are subject to at least six (6) unannounced drug tests in the twelve (12) months following a return to duty. Additional testing can occur for sixty (60) months following return to duty.

HR-6.7 DRUG TESTING HOURS:

Drug testing services are available through a local walk-in clinic (US Healthworks – 954-474-4403) on weekdays from 8 a.m. to 6:00 p.m.; and Saturday from 9:00 a.m. to 1:00 p.m. (Employees with worker's compensation injuries should follow established guidelines for treatment.) When an injury is sustained after hours, the supervisor on call should meet the employee on the same day, even if it is a scheduled day off for either the employee or the supervisor, and report to the designated collection site immediately for drug testing. The supervisor should contact US Mobile Drug Testing at (954) 646-7260 for any testing required outside of the hours US Healthworks is open. The supervisor should also advise the City's Human Resources Director at (954) 854-7163 of every instance which requires testing. The actual time spent from arrival to departure at the collection site is compensable for non-exempt employees.

HR-6.8 ACKNOWLEDGEMENT OF RECEIPT

All employees are required to read, and comply with the foregoing policy. All employees are required to sign the Acknowledgement of Receipt acknowledging receipt of the policy (See Page 8). The Acknowledgement of Receipt will be retained in the Human Resources Department's employee file.

Policies & Procedures

**HR-6 – Drug and Alcohol Free Workplace Policy and
Substance Abuse Testing Procedures**

ACKNOWLEDGEMENT OF RECEIPT

I hereby acknowledge that I have read and understood the foregoing policy, rules and conditions governing the use of the City of Lauderhill's **Drug and Alcohol Free Workplace and Substance Abuse Testing Policies & Procedures**. I understand that a violation of the Policy (HR-6) or any Human Resources policy may result in disciplinary action, including possible termination, and/or legal action.

Signature

Print Name

Date

Witnessed (Human Resources Representative)

Date

Attachment E: Signature Page

The undersigned certifies the authority to submit this proposal and binds the named firm(s) to perform as per the agreement. By signing, the undersigned attests to the following:

1. The Contractor is financially capable and sufficiently experienced to complete the work required by the contract.
2. The facts stated in the response, including the Request for Submittals, instructions, and specifications, are true and correct.
3. The Contractor has read, understood, and agreed to all terms and conditions set forth in the RFP.
4. The Contractor warrants that all materials provided are free from security interests or liens and can be lawfully supplied to the City.
5. If selected, the firm will negotiate in good faith to establish an agreement with the City.
6. The Contractor understands that all provided information may be verified by the City and authorizes entities to answer any questions regarding this information. The Contractor indemnifies the City and any third parties from any claims arising from such verifications.

Submitted on: 21 day of April, 2025

Witness: _____

Company: FORE LIFE INC

Printed Name: PAULA PEARSON-TUCKER

Title: EXECUTIVE DIRECTOR

Signature: _____

(If a Corporation, affix seal)

By: _____

Printed Name & Title: PAULA PEARSON-TUCKER

Attested by Secretary: _____

Attachment F: Acknowledgment of Addendums

RFP No.: 2025-025

Title: OPERATION OF GOLF PROGRAMS @ THE LAUDERHILL GOLF COURSE

The undersigned acknowledges receipt of the following addenda issued since the release of the specifications:

- Addendum No. _____, Dated: _____
- Addendum No. _____, Dated: _____
- Addendum No. _____, Dated: _____

Vendor Name: FORE LIFE INC / PAUL W PEARSON - TUCKER
Address: 416 N W 16TH STREET, LAUDERHILL 33313
Signature: [Signature]
Date: 4/20/2025

This page must be submitted with the RFP. Failure to provide the requested documents may result in the proposal being deemed non-responsive.

Affidavit of Compliance with Anti-Human Trafficking Laws

Pursuant to Section 787.06(13) of the Florida Statutes, the undersigned, on behalf of Entity, hereby affirms under penalty of perjury the following:

1. Entity does not engage in the use of coercion for labor or services as defined in Section 787.06, Florida Statutes, relating to "Human Trafficking."
2. The undersigned is duly authorized to execute this affidavit on behalf of the Entity, and affirms that the statements made herein are true and correct under penalty of perjury.

Dated this 20 day of April, 2025

Signed: 

Name: Paula Pearson-Tucker

Title: EXECUTIVE DIRECTOR

Entity: FORE LIFE INC

REFERENCE QUESTIONNAIRE

Reference for (Contractor's Name): Paula Tucker /FORE LIFE Inc

Agency Giving Reference: _____

Contact Person Name: Lawrence "Jabbow" Martin

Address: 3650 NW 7th Court Lauderhill, FL 33311

Telephone: 954-274-6399

E-Mail: Jabbow35@gmail.com

Provide a reference for the above named firm by indicating below the level of satisfaction (Satisfactory or Unsatisfactory) with services provided to your agency.

	QUESTION	Satisfactory	Unsatisfactory
1	What was your experience with the firm's ability to provide Security Services?	N/A	
2	How would you rate the experience and professionalism of the firm's staff?	X	
3	How would you rate the accessibility and responsiveness of the firm's staff?	X	
4	How would you rate the firm's success at keeping you updated and informed on the progression of the service?	X	
5	How would you rate the firm's ability to complete the scope of work in a timely manner?	X	
6	Would your agency use this firm to provide services again? (Circle One)	YES/ X Satisfactory	NO/ Unsatisfactory

Additional Comments: THE FOR-LIFE PROGRAM HAS A PROVEN TRACK RECORD FOR POSITIVELY AFFECTING THE LIVES OF YOUNG PEOPLE THROUGH GOLF. IT HAS BEEN AND SHOULD CONTINUE TO BE A MODEL OF SUCCESSFULL YOUTH PROGRAMING IN THE CITY OF LAUDERHILL



Signature LAWRENCE MARTIN

COMMUNITY LEADER AND FORMER VICE MAYOR

Title

REFERENCE QUESTIONNAIRE MUST BE SIGNED AND COMPLETED BY PERSON PROVIDING THE REFERENCE

REFERENCE QUESTIONNAIRE

Reference for (Contractor's Name): Paula Pearson Tucker Fore Life Inc

Agency Giving Reference: Mor Brand Management

Contact Person Name: Breon Gibbons

Address: 3481 me 5th pl Lauderhill Fl 33311

Telephone: 7373032726

E-Mail: Morbrandmanagement@gmail.com

Provide a reference for the above named firm by indicating below the level of satisfaction (Satisfactory or Unsatisfactory) with services provided to your agency.

QUESTION		Satisfactory	Unsatisfactory
1	What was your experience with the firm's ability to provide Security Services?		
2	How would you rate the experience and professionalism of the firm's staff?	✓	
3	How would you rate the accessibility and responsiveness of the firm's staff?	✓	
4	How would you rate the firm's success at keeping you updated and informed on the progression of the service?	✓	
5	How would you rate the firm's ability to complete the scope of work in a timely manner?	✓	
6	Would your agency use this firm to provide services again? (Circle One)	YES/ Satisfactory ✓	NO/ Unsatisfactory

Additional Comments: _____

Signature

Title

CRD

REFERENCE QUESTIONNAIRE MUST BE SIGNED AND COMPLETED BY PERSON PROVIDING THE REFERENCE

REFERENCE QUESTIONNAIRE

Reference for (Contractor's Name): Paula Pearson-Tucker

Agency Giving Reference: Parent (Alison Brooks-Wilson)

Contact Person Name: _____

Address: 6529 Racquet Club Drive, Lauderhill, FL 33319

Telephone: +19544655340

E-Mail: brooks1674@bellsouth.net

Provide a reference for the above named firm by indicating below the level of satisfaction (Satisfactory or Unsatisfactory) with services provided to your agency.

	QUESTION	Satisfactory	Unsatisfactory
1	What was your experience with the firm's ability to provide Security Services?	N/A	
2	How would you rate the experience and professionalism of the firm's staff?	S	
3	How would you rate the accessibility and responsiveness of the firm's staff?	S	
4	How would you rate the firm's success at keeping you updated and informed on the progression of the service?	S	
5	How would you rate the firm's ability to complete the scope of work in a timely manner?	S	
6	Would your agency use this firm to provide services again? (Circle One)	YES/ Satisfactory	NO/ Unsatisfactory

Additional Comments: _____

Signature

ABC

Title

REFERENCE QUESTIONNAIRE MUST BE SIGNED AND COMPLETED BY PERSON PROVIDING THE REFERENCE

REFERENCE QUESTIONNAIRE

Reference for (Contractor's Name): Payle Penson Truckee
 Agency Giving Reference: Fox Co. Inc.
 Contact Person Name: James J. Moore
 Address: 377 S.W. 10th Street, Ft. Lauderdale, Florida 33301
 Telephone: 754-461-5714
 E-Mail: James.J.Moore@foxco.com

Provide a reference for the above named firm by indicating below the level of satisfaction (Satisfactory or Unsatisfactory) with services provided to your agency.

	QUESTION	Satisfactory	Unsatisfactory
1	What was your experience with the firm's ability to provide Security Services?	NA	
2	How would you rate the experience and professionalism of the firm's staff?	✓	
3	How would you rate the accessibility and responsiveness of the firm's staff?	✓	
4	How would you rate the firm's success at keeping you updated and informed on the progression of the service?	✓	
5	How would you rate the firm's ability to complete the scope of work in a timely manner?	✓	
6	Would your agency use this firm to provide services again? (Circle One)	<u>YES/</u> Satisfactory	<u>NO/</u> Unsatisfactory

Additional Comments: _____

James J. Moore
 Signature

Treasurer
 Title

REFERENCE QUESTIONNAIRE MUST BE SIGNED AND COMPLETED BY PERSON PROVIDING THE REFERENCE

REFERENCE QUESTIONNAIRE

Reference for (Contractor's Name): Fore Life

Agency Giving Reference: DP Premiere Solutions

Contact Person Name: Debra Swain-Pinkney

Address: 3161 NW 16th Street

Telephone: 754 900-7171

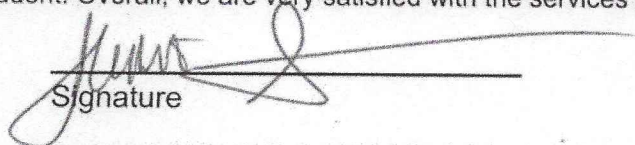
E-Mail: Debra.SwainPinkney@gmail.com

Provide a reference for the above named firm by indicating below the level of satisfaction (Satisfactory or Unsatisfactory) with services provided to your agency.

	QUESTION	Satisfactory	Unsatisfactory
1	What was your experience with the firm's ability to provide Security Services?	N/A	
2	How would you rate the experience and professionalism of the firm's staff?	X	
3	How would you rate the accessibility and responsiveness of the firm's staff?	X	
4	How would you rate the firm's success at keeping you updated and informed on the progression of the service?	X	
5	How would you rate the firm's ability to complete the scope of work in a timely manner?	X	
6	Would your agency use this firm to provide services again? (Circle One)	<u>YES/</u> Satisfactory	NO/ Unsatisfactory

Additional Comments: _____

Coach Paula has established herself as a valuable asset to the community of Lauderdale. Her program has made a significant impact on many underprivileged youth, providing them with valuable life skills through the game of golf. The unique perspective and discipline taught through her coaching have fostered personal growth and development in each student. Overall, we are very satisfied with the services provided by Coach Paula and highly recommend her program.


Signature

owner
Title

REFERENCE QUESTIONNAIRE MUST BE SIGNED AND COMPLETED BY PERSON PROVIDING THE REFERENCE

City of Lauderhill Parks & Recreation

4141 NW 16 Street
Lauderhill, FL 33313

954-730-3080
parks@lauderhill-fl.gov
<https://www.lauderhill-fl.gov/parks>

Registration/Payment Receipt 82563891

02/08/2025 11:29 AM

Account Information

Payment

Credit/Debit \$77.25
MASTERCARD ending in [REDACTED]
Merchant Code
eff45e21-94f1-4641-b311-
23fad5c1ef11

Received By

Omari Hosang at Lauderhill Golf Course

Item

Amount Paid

Kehlani Moise for Fore Life Youth Golf Fore Life Youth Golf Program (2024-2025)
(FLYG24-25)

\$77.25

SCHEDULE: 3:30p-5:30p every Tue/Thu from Aug 1 to Jul 31 at Lauderhill Golf Course Golf Course - 9 Holes 10a-4p every Sat from Aug 1 to Jul 31 at Lauderhill Golf Course Golf Course - 9 Holes 3:30p-5:30p every Tue/Thu from Aug 1 to Jul 31 at Lauderhill Golf Course Pro Shop - Meeting Room 10a-4p every Sat from Aug 1 to Jul 31 at Lauderhill Golf Course Pro Shop - Meeting Room

Subtotal \$77.25

Total Payment \$77.25

Prompt(s)

When paying with a credit/debit card, do not refresh your browser, click back, or close your screen until you receive a receipt from CivicRec. On a mobile device, you will be prompted to enter your credit card information and click "Submit Payment." On the next screen, you must click "Complete Transaction" to finalize your purchase. If you do not receive a receipt from CivicRec, please email us at parks@lauderhill-fl.gov with your contact information and what you purchased. Agreed

Please list the school your child will attend during the upcoming school year. Bezo Elementary

Please select the grade your child will be in during the upcoming school year. 1st

Please select your child's t-shirt size. Youth Small

Please provide your child's shoe size. 2

Please provide your child's pant size. Small

If there any medical, physical, behavioral or dietary restrictions for your that we need to be aware of, please describe in detail. If not, type "N/A". N/A

In the event that I cannot be reached in an emergency, I agree to accept any and all determinations of need for medical assistance and/or administration of medical attention deemed necessary by Fore Life representatives. I hereby give permission to the medical personnel selected by Fore Life representatives to ensure any and all medical, hospitalization, dental and/or surgical treatment. In event that such medical attention is needed from a healthcare provider, all costs shall be the responsibility of the parent or guardian. Agreed

I hereby give Fore Life, Inc. and participating agencies permission to use film, video tape and/or photographs of the above mentioned minor for lawful promotional and informational purposes. I also consent to Fore Life, Inc. communicating information regarding my child's participation via the internet. Agreed

Fore Life sponsored activities. I assume all risks whatsoever and agree to hold harmless Fore Life, Inc. from all claim(s) of any nature arising from any activity, including transportation, connected with the program. This holds harmless agreement includes, but not limited to, any claim due to injury resulting from negligence of Fore Life, its employees, agents, LPGA, PGA professional, participating agencies, and volunteers.

Agreed

Would you like to volunteer as a coach or team parent? If yes, please also complete the volunteer sign-up form for yourself. Thank you! Yes

Waiver(s)

Youth Sports-Code of Ethics

CODE OF ETHICS

(For Athletes and Coaches, Volunteers, Parents, and Spectators)

All Participants, coaches, and spectators will be bound by the following Code of Ethics while participating in the City of Lauderhill sanctioned events.

Athletes

- I will encourage good sportsmanship from fellow athletes, coaches, officials, and parents at all times.
- I will remember that participation in any athletics event is an opportunity to learn and have fun.
- I deserve to play in an environment that is free of drugs, tobacco, and alcohol; and expect everyone to refrain from their use at all sports games/meets.
- I will do the best I can each day, remembering that athletes have talents and weaknesses the same as I do.
- I will treat my coaches, other athletes and coaches, officials, administrator, and fans with respect.
- I will concentrate on my athletics performance. Always giving my best effort.
- I will perform by the rules at all times.
- I will control my temper at all times and resist the temptation to retaliate.
- I will always exercise self control.
- I will never inappropriately or forcefully physically contact any of the athletes, coaches or officials (i.e. hitting, sexually, etc.).
- Conduct during competition towards opponents and officials shall be in accordance with appropriate behavior and in accordance with "Laws of the Games/Event" with and in adherence to the Rules and Regulations.
- While traveling, I shall conduct myself so as to be a credit to myself and my team mates.
- Alcohol, illegal drugs and unauthorized prescription drugs shall not be possessed, consumed or distribute before, during or after athletics events or at any other time at the field and /or competition site.
- The rules contained in this Code of Ethics also applies to all electronic communications.

Coaches/Volunteers

- I will never place the value of winning before the safety and welfare of all participants in athletic events or practices.
- I will always show respect for athletes, coaches, and officials.
- I will lead by example, demonstrating fair play and sportsmanship at all times.
- I will demonstrate knowledge of the rules of the game/event, and teach these rules to my athletes.
- I will never use abusive or insulting language, electronically or in person. I will treat everyone with dignity.
- I will not tolerate inappropriate behavior, regardless of the situation.
- I will not allow the use of anabolic agents or stimulants, drugs, tobacco, or alcohol by any of my athletes.
- I will never knowingly jeopardize the eligibility and participation of a student-athlete.
- Youth have a great need for leadership by example. I will be a role model for good behavior.
- I will never inappropriately or forcefully physically contact any of the athletes, coaches or officials (i.e. hitting, sexually, etc.).
- I will at all times conduct myself in a positive manner.

encouraging athletes to be winners.

- Coach's actions on sidelines during game/event shall be in spirit of "good sportsmanship" at all times. Profanity, profane gestures, arguing, inciting disruptive behavior by spectators and/or athletes, or any conduct not in spirit good sportsmanship, shall require disciplinary action from the affiliate.
- Alcohol, illegal drugs and unauthorized prescription drugs shall not be possessed, consumed or distributed before, during or after athletics events, practices or any other time at the field and/or competition site.
- The rules contained in this Code of Ethics also applies to all electronic communications.

Parents/Spectators

- I will encourage good sportsmanship by demonstrating positive support for all athletes, coaches, officials, and administrators at all times.
- I will place the emotional and physical well being of all athletes ahead of any personal desire to win.
- I will support the coaches, officials, and administrators working with my child, in order to encourage a positive and enjoyable experience for all.
- I will remember that the athletic event is for the athletes and not for adults.
- I will ask my child to treat other athletes, coaches, officials, administrators, and fans with respect.
- I will always be positive.
- I will always allow the coach to be the only coach.
- I will not get into arguments with the opposing team's parents, athletes or coaches.
- I will not come onto the field for any reason during an event.
- I will not criticize game/meet officials.
- I will never inappropriately or forcefully physically contact any of the athletes, coaches or officials (i.e. hitting, sexually, etc.).
- Alcohol, illegal drugs and unauthorized prescription drugs shall not be possessed, consumed or distributed before, during or after athletics events, practices or any other time at the field and/or competition site.
- The rules contained in this Code of Ethics also applies to all electronic communications.

Failure to comply may result in the suspension of your privilege to participate in the City of Lauderhill sanctioned events.

Photo/Media Release

CITY OF LAUDERHILL CONSENT TO AUTHORIZE USE OF IMAGE OR LIKENESS

I, on behalf of myself and/or my minor child/ward hereby acknowledge that myself and/or my child/ward will be, or has, participated in or attended an event/program/function/activity (hereinafter "Event") where either I have provided to, or the City of the Lauderhill has taken, or caused to be taken, photographs, pictures, videotaping, recording, digital images, or likenesses of any kind or medium (hereinafter "Images") of myself and/or my child/ward in connection with said Event. I on behalf of myself and my child/ward hereby knowingly, freely and voluntarily consent to authorize the City of Lauderhill to publish or use any Images of myself and/or my child/ward in any medium, including but not limited to the following: The Spotlight, flyers, newspapers, internet, computer, television, or video without any compensation or remuneration to me or my child/ward.

I do hereby knowingly, freely and voluntarily release, acquit, waive, discharge, and covenant to hold harmless the CITY OF LAUDERHILL, any and all of its Departments, its officers, employees, agents, volunteers and their respective heirs, successors and assigns from any and all liability, claims, causes of action, suits, controversies, contracts, promises, damages, debts, costs, expenses, loss of services, compensation, judgments, executions or demands whatsoever which may be sustained by me or my child/ward directly or indirectly in connection with, or arising out of, the use or publication of any Images of myself or my child/ward from said Event.

General-Adult or Youth Participant or Volunteer-Waiver

I, on behalf of myself or as the parent, legal guardian or custodian of a minor child, hereby acknowledge that I/my child/ward will be participating in, or volunteering in connection with, a City of Lauderhill Program or Event (hereinafter referred to as "Program"). I understand that I/my child/ward is participating in all events, activities and any transportation associated with the Program at his/her own risk. I expressly and voluntarily assume any and all risks and liability. I hereby represent that said participant is in good health, has no communicable diseases

(including COVID-19 or any symptoms related to COVID-19 within the past 10 days), and has no physical conditions that would interfere with his/her participation in this Program.

I do hereby knowingly, freely and voluntarily release, acquit, waive, discharge, and covenant to hold harmless the CITY OF LAUDERHILL, any and all of its Departments, counselors, coordinators, volunteers, officers, employees, agents, and their respective heirs, successors and assigns (collectively "CITY") from any and all liability, claims, causes of action, suits, controversies, contracts, promises, damages, debts, costs, expenses, loss of services, compensations, judgments, executions or demands whatsoever, including exposure to COVID-19 and even death, which may be sustained by myself/my child/ward directly or indirectly in connection with, or arising out of my/child's/ward's use of the CITY's premises, participation in Program, related events, or associated transportation, whether they are participating in the Program or merely attending as spectators, volunteers, or visitors of the Program, whether caused in whole or in part due to the negligence of the CITY.

I hereby give the CITY the right to refuse the use of its premises and the right to discontinue the Program if the CITY has determined, in its sole discretion, that it is in the best interest of the CITY, the Program participant, or any spectators. The CITY also has the discretion to remove a participant or volunteer from the Program or to prohibit their continued participation in the Program due to behavior, conduct, activities, or other facts and circumstances if such action is deemed necessary by the CITY.

I hereby give the CITY the authority to authorize emergency transportation and/or emergency treatment to myself/the minor/ward. I also permit the CITY's representative to sign all documents which are required in order to permit the emergency transportation and/or emergency treatment to myself/the minor/ward. I further agree to indemnify the CITY for the costs associated with any emergency medical services incurred by myself/the minor/ward. I have read this RELEASE AND WAIVER OF LIABILITY form and fully understand its terms. I further understand that I have given up substantial rights on my own behalf and on behalf of my child/ward by signing this form and have signed it freely and without any inducement or assurance of any nature and intend it to be a complete and unconditional release of any and all liability to the greatest extent permitted by law and agree that if any portion of this RELEASE AND WAIVER OF LIABILITY is held to be invalid or unconstitutional, only that portion shall be voided and the remainder of this document shall continue in full legal force and effect.

I hereby grant to the CITY and its assigns a global license to use any and all photographs, videotape or other media from the Program without any additional prior notice or compensation.

Activity Notes

Fore Life Youth Golf Fore Life Youth Golf Program (2024-2025)

1. Program Hours

Please make every effort to get your child to the golf course at least ten (10) minutes before the scheduled session. All members must sign-in prior to each session. It is very disruptive and unfair to the children that arrive on time to have others arrive after the session has already begun. Plus, your child will miss valuable life skills information that's normally covered at the beginning of each session. In golf and especially competition, when you're late to your tee time, you will be penalized and/or disqualified. Remember, we are raising champions! Please do your part by getting them here and picking them up on time.

Training sessions are as follows:

Tuesday and Thursday (After School)

3:30pm to 5:30pm - Available to all levels

Saturday

10:00am to 1:00pm - Advanced (Biggy Wows)

2:00pm to 4:00 pm - Beginners/New Members (Itty Bittys)

Sunday

1:00 pm to 3:00 pm - Advanced Only - (Or as scheduled by coaches)

Schedule is subject to change and will be revised on early release and school

of the program hours and not telephone or contact coaches during sessions.

1. Volunteer Hours

In addition to the annual membership fee, a minimum of one hour per month (per child) of parent volunteering is required. There are various committees and tasks necessary to help in achieving our long term goals. A "Love Log" is provided to keep track of all parent volunteer hours. Keep in mind that there are many ways you can satisfy them. No gift and/or talent are too little. Anything you do that benefits Fore Life, benefits your child and should be logged. If, at the end of your child's membership, you have not fulfilled your volunteer hours, you will be assessed an additional \$75.00 that will be added to your child's renewal fee.

Volunteer positions include but are not limited to the following. These positions are also available to Biggy-Wows for community service hours and should also be logged:

REFRESHMENTS:

Provide and/or prepare beverage and snacks after scheduled sessions. Serve and coordinate the necessary set-up and clean up.

CLEANUP:

Assist children with the cleanup of the pro shop (inside and outside) after sessions.

EARLY CARE:

Assist with safety during and after sessions, especially with Itty Bittys.

COACHES:

If you have some golf abilities, assist with training. If you are willing to learn and want to help, we will train you.

ADMINISTRATION:

Assist with any task required to keep Fore Life, Inc. operating, i.e. social media, recordkeeping, fundraising, etc.

SPECIAL EVENTS:

Serve on and/or chair a committee in a Fore Life event.

If you are interested in volunteering as a coach or know of someone who would be a good fit for the organization, please have them contact us. All volunteers are subject to a background clearance before interacting with our children. We welcome Coach Mom and Dads to serve as safety coaches during all training sessions.

1. Web Page

is our web page and it contains items of interest and all current information on Fore Life, Inc. We are more than a golf program and we want you and your child to receive the most from our programming. We make every effort to keep it updated with scheduled events, changes in programming, photos, special events, etc. to keep you and our supporters up-to-date. If there is anything else you would like for us to provide, the web is a good place to give us input. If you haven't visited the site, please do so and "like" us on Facebook. For those of you who are not computer and/or social media savvy, we will continue to provide written notices to keep you abreast of important information.

1. Uniforms

Appropriate attire for golf and Fore Life, Inc. is as follows:

Male members:

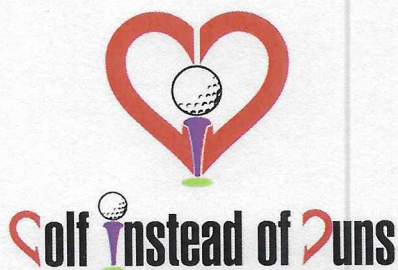
Golf shirt and shorts or slacks with pockets and shirts tucked in.

Female members:

Golf dress and/or golf shirt with shorts, Capri's, slacks, skirts or skorts with pockets. Female members are not required to have shirts tucked in.

Golf shoes, sneakers or any rubber sole shoe is acceptable. We sometimes have golf shoes and will make every effort to provide them when we do. We recommend caps or visors due to the extreme Florida heat and length of time we spend outdoors.

NO jeans, basketball shorts, daisy dukes, cut-offs, wife beaters or tee shirts. They are not proper golf attire and not allowed on most golf courses and never at a country club. All



Golf Instead of Guns will be a national project powered by Fore Life, Inc., and Community Police Relations Foundation, that will share its simple and unique mentoring and golf programming in communities where juvenile crime and gun violence is prevalent.

*The **GIG** Project has four (4) main goals:*

1. **TO SAVE LIVES**
2. To provide an in-school curriculum around the nature of the game of golf that will help unite law enforcement with vulnerable youth and the communities they live
3. To teach our youth how critical thinking skills learned playing golf can also be used to avoid the perils of gun violence.
4. **TO HELP RESTORE HOPE**

Empowering Youth

**FORE
LIFE**



**CPR
FOUNDATION**

*For more information on how you can be involved,
please visit us at
www.forelifeinc.org/communitypolicerelationsfoundation.org
or contact us at (786)554-6056/(305)216-6014*

MORE THAN A GOLF PROGRAM!

Empowering Youth

**FORE
LIFE**



Golf Instead of Guns

CARE

ENCOURAGE

CHALLENGE

EMPOWER

www.forelifeinc.org



Here's How You Can Help and Become A Partner Fore Life.

- Make a tax-deductible contribution
- Donate golf bags, balls, equipment, etc.
- Volunteer your time
- Support the Project Fore Life
- Purchase "Support Junior Golf" license plate.



• Ask a friend to match your contribution

All contributions are appreciated and vital to the success and continued growth of Fore Life.

Want your child to benefit from all Fore Life has to offer?

To become a member Fore Life, just stop by and check us out first. All registration is done on site and membership is limited.

Please log on: www.forelifeinc.org for complete program information and/or to make donations.

THANK YOU FOR YOUR SUPPORT!



TEE-UP & RALLY

Empowering Youth
FORE LIFE

Our campaign to raise funds and awareness is ongoing as we "Tee Up and Rally" Fore Life sharing our effective programming and our four (4) pillars to get not just at-risk youth, but the entire community to take our Pledge Fore Life:

I will always try and make good decisions
FORESIGHT

I will always take responsibility for my actions
OWNERSHIP

I will always treat others the way I want to be treated
RESPECT

I will always trust the Fore Life process and do my best
EXCELLENCE

Fore Life, Inc. P.O. Box 541346
Miami, Florida 33054

Phone: 786.554.6056
Email: info@forelifeinc.org

info
Lauderhill Golf Course
4141 N.W. 16th Street
Lauderhill, Florida 33313
Phone: 954.730-2990

"501(c)(3) Tax Exempt Charitable Organization"



Empowering Youth

FORE LIFE

We...
**CARE
ENCOURAGE
CHALLENGE
EMPOWER**

**MORE
THAN
A GOLF
PROGRAM**

**FORESIGHT
OWNERSHIP
RESPECT
EXCELLENCE**

www.forelifeinc.org



ENCOURAGE

Fore Life, Inc. is a long term empowerment and higher education program that uses the game of golf to focus on positive peer relationships, improved social and decision-making skills among its members. The Fore Life Pillars that we build upon that lead to confident and responsible young men and women are:

Foresight; judgment in making better decisions

Ownership; accountability for ones action

Respect; treating others the way you want to be treated

Excellence; to do your best to be your best!

Empowering Youth
FORE
LIFE

CHALLENGE

Fore Life offers a variety of age and behavior appropriate programming four days a week, 46 weeks a year. We combine life lessons with golf training to serve children ages 5 to 18. Our progressive golf training prepares children for competitive golf and life, on and off the golf course. Here are the populations we serve:

Offenders: Children who have committed minor delinquent acts and are diverted to Fore Life from the juvenile justice system.

Non-Offenders: Children who have not committed such acts and stand to benefit from Fore Life programming to avoid delinquent behavior.

CARE

The Fore Life experience has attracted high levels of participation. Caring and consistency continue to be the key to our success. Once you become a member Fore Life, you become part of a family that love and respect one another. Every session is geared to foster that. Our qualified golf professionals, along with committed volunteers provide training and experiences that produce champions in golf and life.



EMPOWER

Since 1998, Fore Life Inc. has impacted the lives thousands of young men and women and the communities in which they live.

In 2005, Fore Life began offering alternative programming to juvenile offenders with emphasis on consequences and better decision making skills to reduce recidivism. Upon completion, juveniles are offered the opportunity to mainstream into our regular programming and afforded the same opportunities as members.

Once you're a member, you're one Fore Life. We are proud of all our members that have grown through the program. We thank our aspiring tour golf professionals that return to Fore Life to "give back". Some of our members are enrolled in universities throughout the country. Many have graduated and are productive citizens and career professionals. Past members still live in the community and now entrust their children to Fore Life, Inc.

Throughout the years, we have and will continue to Care, Encourage, Challenge and Empower Fore Life!

**WE ARE
A FAMILY
FORE LIFE!**



Learning Is Forever Evolving!!!