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Everything good,
everything magical
happens between the
months of June and
August. Winters are
simply a time to count
the weeks until the
next summer

Jenny Han

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Notes from CLA President – Mike Moulton

July 2021

Dear Members,

By now if your schedule has been as crazy and chaotic as mine,
I'm sure you are ready for a vacation.



We have been working very hard to get back to where we are meeting in person, enjoying conversation and laughter.

I hope everyone had a wonderful Fourth of July.

Please don't just take our independence lightly, but respect those that have fought for the freedoms that we hold dear and remember all of those men and women that are serving and have served our country to keep us the great democracy that we are.

It looks like we will finally be meeting as a group in September at O.S.U. agriculture campus.

This should be very exciting to get together as a group and we are hoping to have a special guest speaker to talk to our group.

As usual we have been working hard to plan the 2022 Home and Garden Show so we will try to keep everyone informed on how our plans are moving along.

Until the next time that we meet, keep making this the best industry on the planet to work in as our chosen profession.

Enjoy Summer,

Michael Moulton

President C.L.A.



Annual Membership Statements

We have been having a little problem with our Post Office Box.

If your membership payment was returned, please send it again.

Your membership to the Columbus Landscape Association is important.

We are striving to bring you important information that will help you with your business.

We have some new programs in the planning for 2021 and beyond. Keep a look out for your CLA Membership Statement. Don't forget you can add employees as Associate Members for just \$25.00 each. Please pay your annual dues and continue to be a member of the CLA. Suppliers are also encouraged to join the CLA.

It is not too late to renew your membership and add associates.

SPONSORS NEEDED !!!!!!!!!

Member Meetings and Classes are in the Planning Stages

In response to the very busy season, **CLA Member Meetings & Educational Programming (CEU based)** are being planned for late summer and Fall. All members are encouraged to submit location and topic ideas and attend the meetings.

Sponsors are needed to help provide Refreshments / Meals / Speakers

It makes our meetings so much better to offer attendees these perks and it will give you the opportunity to Meet and Greet CLA Members, Speakers and Guests. Contact Mary Ann — msmshrum@gmail.com

Meeting Sponsor: Be recognized for your contribution to support Food, Refreshments and / or Materials to a Member Meeting. Contact Ellen 614-876-4683 or Mary Ann 614-323-7976.

Sponsor: \$ 250.00

Sponsor: \$ 500.00

Open Sponsor \$ _____. ____ toward a member meeting.

Got Ideas? Member Meetings Ideas for 2021& 2022

Do you have an idea or suggestion for future CLA Member Meetings?

Please share them. Send your ideas / suggestions to: info@columbuslandscape.org



From our Friends at

Recruiting More Women to the Landscaping Industry

Lindsey Getz

Jun 11, 2021

Recruiting and retaining more women in landscaping is not something that will just *happen*. Landscaping companies must make a concerted effort to support the women already employed by their organization if they're serious about hiring more.

That's exactly why BrightView Holdings, Inc., launched the GROW Initiative, which stands for Growth in Relationships + Opportunities for Women. All 1,400 women from BrightView are invited to participate in GROW and it's already made enormous strides in the effort to show that this is a company that wants to see women succeed.

According to Caroline Weilert, BrightView's vice president of marketing and brand management and the co-leader of GROW, the mission is to advocate for the hiring, promotion, and retention of women at BrightView. A big part of that is providing opportunities for women to connect with others through networking. In addition to that, there are professional development opportunities, regional events, and webinars hosted as part of GROW.

"There is also a community service component of GROW through which we've built a partnership with Dress for Success, a global nonprofit organization that provides professional attire for low-income women re-entering the workforce," Weilert says. "This gives us the opportunity to support women within the community at large, too."

Amanda Orders, BrightView's executive vice president and chief human resources officer adds that GROW is a major focus area for the company. BrightView is also committed to investing in their diversity platform, in general, she adds.

How to recruit more women to the green industry

Simply by having this initiative in place, Orders says that it sends a message to potential hires that BrightView is a company that cares about women. The company is hopeful that will play a role in attracting more women to the field.

"Women have so much to add to the green industry," Orders says. "While we already have many women working here, it's important that we showcase this. It can be intimidating for women to step into a role in a male-dominated company, particularly if they don't see any others like them."

Weilert adds that it's not just the visibility of seeing other women—but also seeing women in leadership roles that matters. It's important that potential hires see that there are growth opportunities for them within the company they're considering. Women want to know that they'll be able to climb the career ladder rather than remain stagnant in their roles.

Continued on next page

Garnering support from the rest of the team

Of course, in order for any effort like this to be successful, there has to be support from the rest of the team. That includes support from the top, down—as well as support from men within the organization, Weilert says. She says that GROW would not be as successful as it's been without the support it has received from the men within the company. They truly believe in the mission.

“From its inception, our CEO Andrew Masterman has been a huge proponent of GROW,” Weilert adds. “He understands the value that it brings to the company as a whole and he has always supported diversity within the organization.”

Orders says that any company who is interested in adding more women to their organization can benefit from incorporating a program with some structure—like GROW. It doesn't have to be an enormous effort but having plans in place helps support a certain level of commitment.

Committing to the effort

“A lot of companies talk about wanting to recruit more women, but they don't actually take action and commit,” Orders says. “If you're serious about wanting to attract more women to your company, it makes sense to start with the ones that already work there. Are you supporting them? Do they like working there? This is a really important place to start.”

Weilert adds that a company's already-employed women are also an excellent resource. They can tell you what attracted them to your company in the first place and why they're still working there. They should also feel comfortable to share areas that can be improved upon. In the end, this can help facilitate positive company growth as a whole.

Customers have been checking out our website and leaving voicemails asking for help!

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If you cannot log on or forgot your password leave a message with the info@columbuslandscape.org email address. We will get back to you with a solution to log it. The information below is what the website asks you to fill in.

If you would rather print the profile page, fill it in, you can scan it and send it to the email address about. Or you can print it fill it out and mail it to:

The Columbus Landscape Association PO Box 963 Columbus, Ohio 43216.

Preparation for 2022 begins VERY soon.



If you are interested in creating a display of your quality work for THOUSANDS of attendees and potential customers to see, contact Mike Moulton at mmoulton@fslm.com

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CLA MEMBERS 2022 HOME AND GARDEN SHOW

Intent to Participate Form

_____ (company name) intends to install a garden in the 2022 Dispatch Home and Garden Show. I understand that by signing this document, I/we agree to be bound by the Participation Rules of the Columbus Landscape Association and The Dispatch. A \$250.00 Deposit must accompany this letter of intent.

Signed: _____ Date _____

Printed Name: _____

Company Name: _____

Address: _____

City/State/Zip: _____

Telephone #: _____

Fax #: _____

Cell #: _____

Email Address: _____

Participation Rules:

There will be a Garden Show meeting the LAST Tuesday of every month unless notified otherwise (May, June, July, August, September, October, November, December 2021, and January 2022).

Time and place will be e-mailed to you. Your company (you or a representative of your company) will attend 2/3 of these meetings to fulfill your participation eligibility.

A copy of your current Workers' Compensation Certificate and a Certificate of Liability Insurance will be required prior to the garden construction.

Mail, fax, or email forms by June 30, 2021 to Ellen Gallucci Purcell, Riepenhoff Landscape Ltd., 3872 Scioto Darby Creek Road, Hilliard, Ohio 43026, 614.876.4683 (P), 614.876.4862 (F). Or Mail to: The Columbus Landscape Association PO Box 963, Columbus, OH 43216-0963 (614) 741-5449 (P) (614) 876-4862 (F)

If interested: please plan to attend the May 25th, 2021 Home and Garden Show Committee Meeting, 4:00pm. (Zoom- please email Mary Ann to be included in this meeting at msmshrum@gmail.com)

Complete contract and detail information will be provided.

More From our Friends at



Selecting Deer-Resistant Plants for your Customer's Landscape

Lindsey Getz

Jun 24, 2021

Everyone loves Bambi until they find their favorite plants have suddenly been devoured. In certain parts of the country, deer can be an ever-present problem and there are a number of [solutions](#) to finding deer in the backyard, one of which is opting for more deer-resistant plants.

Deer browsing is usually indicated by jagged or torn places on plants. They tend to prefer to eat plants with soft growth and tender shoots, but only plastic plants are truly safe from never being nibbled on.

“By nature, deer are foragers,” says Todd Thomasson, owner of [Rock Water Farm Landscapes & Hard-scapes](#) in Aldie, Virginia, where deer are quite prevalent. “They will travel many miles to find food—so that means even if you haven’t seen a lot of deer on your property, food can still draw them in.”

While there is no plant that is 100 percent deer resistant, you can choose options that will be less likely to be eaten.

Traits of deer-resistant plants

When looking for plants that aren’t as attractive to hungry deer, there are four main characteristics that deer tend to avoid.

One trait to look for are plants with strong aromatic or herbal scents.

“Eating them would be a strong flavor that they would tend avoid,” says Josh Roggenbuck, regional product manager for [Walters Garden, Inc.](#), based in Zeeland, Michigan. “When you think of evergreens, arborvitae versus junipers, the junipers have a really strong herbal aroma where the arborvitae don’t, meaning they have more of a bland flavor.”

Another deer-resistant characteristic is fuzzy or hairy leaves. Lamb’s ear is a good example of a fuzzy plant deer tend to not care for. Plants with a milky sap are another type of vegetation deer prefer not to eat. Dimaond Frost-type euphoria is an example of this. It has a milky sap that is thought to upset deer stomachs.

The final trait to look for are plants that are thorny or have prickly leaves or stems, such as hollies. But Thomasson says that deer will overcome these distastes if they are hungry enough. That is most likely to happen in the winter when food is scarce. During other seasons, when deer have an abundance of food, they may be more selective.

Continued on next page.



Good deer-resistant plant options

The suggested deer-resistant plants below are by no means a definitive list, but they are a start when it comes to solid choices of plants that are left alone by deer the majority of the time.

When it comes to perennials, Roggenbuck says lavenders, bee balms and alliums are all good options. Some of the other perennials he lists include ‘Serendipity’ allium, ‘Denim ‘n’ Lace’ Russian sage, ‘Lemon Meringue’ Baptisia, and ‘Jack of Diamonds’ heartleaf brunnera.

“Brunnera is a great plant and is also a good shade option because hostas are so heavily foraged in the shade by deer,” he says.

There are also a number of evergreen options that are rarely browsed including boxwoods, Siberian cypress, inkberry hollies and junipers.

As for ornamental grasses, the vast majority are safe from deer.

“Ornamental grasses tend to be a very good category that just about everything is left alone,” Roggenbuck says. “I think again because it doesn’t have a very tender shoot, there’s a very limited time that a grass is very tender.”

Thomasson says that Mugo Pine, Mountain Laurel, Common Lilac, and Beautybush are examples in his region that they use because they’re less grazed by deer.

“Also keep in mind that trees can be an attractive meal for deer, particularly if they bear fruit such as apple or crabapple species,” Thomasson adds.

Roggenbuck highly recommends checking out Rutgers University’s [list](#) of plants rated by deer resistance for more information.

This will help give you an idea of what plants you might consider adding to your clients' landscape. However, keep in mind that plants (and their deer resistance potential) can vary by region.

Designing a deer-resistant landscape

Once you’ve selected your deer-resistant plant palette, it’s important to install them so they are effective.

Roggenbuck advises not planting giant swaths or monocultures of plants as they are basically a smorgasbord for deer. He suggests mixing deer-resistant plants in with those that deer love, so they are hidden more.

Considering where you plant is also important, says Thomasson. If you have certain plant species that you love (but that the deer seem to love, too), plant these closer to your home where you can enjoy them and they’ll be further from the deer’s natural habitat. Consider more deer-resistant plantings around the perimeter of your property to keep deer away. The last thing that you want is to draw them in with their favorite meal.

Thomasson says that deer can be a major source of frustration for clients who have spent hundreds or maybe even thousands of dollars on landscaping and do not want to have them destroyed by hungry deer. They work closely with clients to create a landscape that clients love but that won’t be as favored by deer.



Worth Repeating

School's Out Safety Tips

School is out and it is time to be on the alert for children playing and more toys left outside. Please be cautious on worksites in neighborhoods. Children have been inside learning on line or in classrooms. Now is their time to get out and play. Keep your eyes open for children running after toys or each other that may end up in the street. Your truck and trailer takes time to stop. Also, if mowing or applying chemicals, look out for more toys left in the yard. Do a quick walk around to prevent damage to toys and equipment.

Now is the Time to Prepare for the *Hot Weather*

Outdoor workers include any workers who spend a substantial portion of the shift outdoors. Examples include construction workers, agricultural workers, baggage handlers, electrical power transmission and control workers, and landscaping and yard maintenance workers. These workers are at risk of heat-related illness when the heat index is high. Additional risk factors are listed below. *These must be taken into consideration even when the heat index is lower.*

- ✦ Work in direct sunlight - adds up to 15 degrees to the heat index.
- ✦ Perform prolonged or strenuous work
- ✦ Wear heavy protective clothing or impermeable suits

Heat Index	Risk Level	Protective Measures
Less than 91°F	<u>Lower (Caution)</u>	Basic heat safety and planning
91°F to 103°F	<u>Moderate</u>	Implement precautions and heighten awareness
103°F to 115°F	<u>High</u>	Additional precautions to protect workers
Greater than 115°F	<u>Very High to Extreme</u>	Triggers even more aggressive protective measures

12 MOSQUITO REPELLENT PLANTS *By Christine Yoo submitted to Garden Design*

Most insect-repelling plants do so with their natural fragrances, which keep annoying mosquitoes away and introduce wonderful scents throughout your garden. If you don't want to douse yourself or your garden in chemical bug sprays you can grow some of these plants to help keep mosquitoes away naturally. Plant these plants in areas where guests will be often such as by a seating area or a doorway.

12 Plants to Use as a Natural Mosquito Repellent

- 1. Lavender** Have you ever noticed that insects or even rabbits and other animals have never decimated your lavender plant? It is because of their lovely fragrance, which comes from its essential oils that are found on the leaves of the plant. It is even argued that lavender oil hinders a mosquito's ability to smell! This plant is very tough and drought-resistant once established, and only needs full sun and good drainage. And while it can endure many climates, it thrives in warmer areas.
- 2. Marigolds** Marigolds, an easy-to-grow annual flower, emit a smell that deters mosquitoes. Grow them in pots and place them near your patio or entrance to your home to keep bugs out. Marigolds are also a popular addition to borders and vegetable gardens. According to NYBG, not only can they keep away mosquitoes, but they also dissuade [aphids](#), thrips, whiteflies, Mexican bean beetles, squash bugs, and tomato hornworms.
- 3. Citronella Grass** Known for its distinct smell, citronella grass (or lemon grass) is the most commonly used natural ingredient in mosquito repellants. In fact, the Brooklyn Botanic Garden recommends lemon-scented plants such as citronella grass to keep mosquitoes at bay. And the good news is that the living plant is the most effective at repelling pests. This low-maintenance plant does best in large planters because it cannot withstand frost, but in warmer climates, can be planted directly in a sunny area in the ground.
- 4. Catnip** (catmint) can be found thriving almost anywhere. It is from the mint family and grows abundantly both as a commercial plant and as a weed. It is very easy to take care of and may even start to invade other areas of your garden. However, if you are willing to forgo this plant's insidious nature, they are amazing mosquito repellants and another recommendation from the BBG. In a study at Iowa State University, catmint was found to be ten times more effective than DEET, the chemical used in most insect repellants.
- 5. Rosemary** Another great mosquito repellant is rosemary. Both the New York Botanical Garden and PlantShed recommended this plant. Rosemary is an herb that many of us are very familiar with and their woody scent is exactly what keeps mosquitoes as well as cabbage moths and carrot flies away. They do best in hot and dry climates and thrive in containers, which may be ideal for areas with winters. They can also be pruned into all sorts of shapes and sizes and make great borders or decorations. While the pests stay away you can enjoy the herb's scent and also use it to season your cooking.
- 6. Basil** Basil is another herb that can also double as a pest repellent. The pungent smell the [basil](#) leaves give off are what keep pests at bay. And since all kinds of basil work to keep flies and mosquitoes at bay, feel free to explore and find the right types of basil to mix into your garden. This herb likes to be kept damp, needs good drainage, and enjoys lots of sun. You can plant basil in containers or in the garden, alone or with other flowers, as long as both plants meet the same requirements.
- 7. Scented Geraniums** Scented geraniums seem to be a popular mosquito repelling plant. Recommended by PlantShed, BBG, and NYBG, the favored scent seems to be lemon scented, which is reminiscent of citronella grass. The strong fragrance keeps several types of pests away. These fast-growing plants like warm, sunny, and dry climates, but if you are in a cold-climate area, they can be grown in planters with constant pruning.
- 8. Bee Balm** Want to attract good bugs like bees and butterflies, while deterring the bad ones? Then bee balm, also known as Monarda or horsemint, is the plant for you. Simply crush its leaves to release the fragrant oils. Plus, you'll get to enjoy colorful flowers, in shades of red, pink, lavender, white, or purple, all summer long.
- 9. Mint** is an excellent nontoxic option for keeping mosquitoes, flies and even ants away. The more pungent the aroma, the less bugs you'll have. Grow it in pots on your patio where it can be easily reached if you want to drop a leaf or two in your afternoon tea. You can even dry the leaves and use them inside your home as a natural pest control method.
- 10. Floss Flower** This attractive annual flower makes great bedding or container plants. Floss flower contains coumarin, a chemical that helps repel mosquitoes—but, also makes it toxic if ingested by pets or humans.
- 11. Sage** If you love gathering around a fire pit in your backyard, then plant some sage nearby. Toss some of the plant into the flames and its earthy smell will ward off bugs. Sage can also be dried and used to make homemade bug spray.
- 12. Allium** These bulbs, which include garlic and onions, release a strong fragrance that mosquitoes don't like. You'll enjoy the whimsical globe-shaped flowers of allium that seem to float atop long slender, stems.

UNITED STATES DEPARTMENT OF LABOR

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

Planning Checklists

Use the following checklists to prepare for hot weather and to make sure that all appropriate precautions are in place.

Planning Ahead for Hot Weather: Employer Checklist¹

Develop a list of hot weather supplies (e.g., water, shade devices, etc.). Estimate quantities that will be needed, and decide who will be responsible for obtaining and transporting supplies and checking that supplies are not running low.
Create emergency action plan for heat-related illnesses (who will provide first aid and emergency services, if necessary).
Develop acclimatization schedule for new workers or workers returning from absences longer than one week.
Identify methods to gain real-time access to important weather forecast and advisory information from the National Weather Service and ensure the information is available at outdoor work sites (e.g., laptop computer, cell phone, other internet-ready device, weather radio).
Determine how weather information will be used to modify work schedules, increase the number of water and rest breaks, or cease work early if necessary.
Train workers on the risks presented by hot weather, how to identify heat-related illnesses, and the steps that will be taken to reduce the risk.
Plan to have a knowledgeable person on the worksite who can develop and enforce work/rest schedules and conduct physiological monitoring, when necessary, at high and very high/extreme risk levels for heat-related illness.

¹This table is adapted from concepts appearing in [OSHA's Heat-related Illness Prevention Training Guide](#).

Daily Planning for Hot Weather: Employer Daily Checklist²

Water	Is there plenty of fresh, cool drinking water located as close as possible to the workers?	
	Are water coolers refilled throughout the day? (Has someone been designated to check and make sure water is not running low?)	
Shade	Is shade or air conditioning available for breaks and if workers need to recover?	
Training	Do workers know the:	
	Common signs and symptoms of heat-related illness?	
	• > Proper precautions to prevent heat-related illness?	
	• > Importance of acclimatization?	
	• > Importance of drinking water frequently (even when they are not thirsty)?	
	• > Steps to take if someone is having symptoms?	
Emergencies	Does everyone know who to notify if there is an emergency?	
	Can workers explain their location if they need to call an ambulance?	
	Does everyone know who will provide first aid?	
Knowledgeable Person	For high and very high/extreme heat index risk levels, is there a knowledgeable person at the worksite who is well-informed about heat-related illness and able to determine appropriate work/rest schedules and can conduct physiological monitoring as necessary?	
Physiological Monitoring	Are workers in the high or very high/extreme heat index risk levels being physiologically monitored as necessary?	
Worker Reminders	Drink water often	
	Rest in shade	
	Report heat-related symptoms early	

²This table is adapted from checklist (page 18) in [OSHA's Heat-related illness Prevention Training Guide](#).

OCNT Exams

Exams are offered monthly at ONLA's office, located at 72 Dorchester Sq., Westerville, Ohio, 43081. Do you have multiple employees who would like to take an exam? Contact roni@onla.org or 614.899.1195 to schedule an exam.

Advanced Registration is required.

All exams begin at 9:00 am.

July 15

August 19

September 16

October 21

November 18

December 16

Important to remember:

As the Delta Variant of COVID-19 infections is spreading quickly, it is important to listen to the CDC about vaccination recommendations. Keep up with PPE, Personal Distancing, Wearing Masks, Hand Washing and Cleaning Trucks Equipment and Work Areas.

Stay Safe and Informed.

The First Days of the Seasons

Seasons of 2021	Astronomical Start	Meteorological Start
FALL	Wednesday, Sept. 22, 3:20 P.M. EDT	Wednesday, September 1
WINTER	Tuesday, Dec.21, 10:58 A.M. EST	Wednesday, December 1



Columbus Landscape Association

The Columbus Landscape Association was organized in 1926 by a small group of landscapers and nurserymen in the Columbus. Now our association includes nearly one hundred members from the Central Ohio area.

Green Industry Professionals. Become a part of the decision-making process that will affect your business and the industry as a whole. Become better informed through our educational programs and become part of the CLA family. Above all, present your organization as one committed to the highest standards landscaping.

Membership Benefits include:

- ♦ The opportunity to participate in the Central Ohio Home & Garden Show (Spring and/or Fall) and annual Outdoor Living and Landscape Tour
- ♦ Member meetings are held on the second Tuesday of the month throughout the year. Members are notified of meeting time and location through email.
- ♦ Educational and networking opportunities, such as CLA-sponsored seminars and educational speakers at CLA meetings.
- ♦ Inclusion in the Member Directory and the Find A Pro page on the CLA website.
- ♦ Access to the CLA's bimonthly newsletter, *CLA NewScapes Express*, which contains association and industry information.
- ♦ Committee and Board participation opportunities.
- ♦ Become involved in community activities, including support of the Chadwick Arboretum, education of the public on planting and watering techniques, promotion of local landscaping laws and participation in Arbor Day activities. These are just a few of the activities of the CLA.

The Columbus Landscape Association gives strength, effectiveness and identity to Central Ohio's Green Industry.

"The mission of the Columbus Landscape Association (CLA) is to serve its members by providing them with technical and professional education, by providing them with quality services, by representing their professional interests in central Ohio and by promoting the 'Green Industry'".

To Join Go to the CLA website:

info@columbuslandscape.org

**Professional Membership Pulldown
Join Tab.**

Follow instructions.

**Columbus Landscape Association
PO Box 963**

Columbus, OH 43216-0963

Phone: 614-450-0430

Fax: 614-876-4862

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SPONSORSHIP / ADVERTISEMENT FORM

The Columbus Landscape Association offers many opportunities for member firms to promote their business. If you are interested in placing an advertisement in our newsletter, **NewScapes Express**, in our member directory, on our website, our Landscape Tour Directory or provide sponsorship for our Member Meetings, please complete and return the form below.

CLA WEBSITE. Market your firm on our website, www.columbuslandscape.org. Your logo in full color will be prominently displayed with your firm's contact information and link to your website on our sponsor page. Your add will run for one year.

Website Sponsorship 1 year \$200.00 (please provide Company Logo)

Member Directory. Provided in print to all members. Released March of even years, Updated provided digitally on uneven years.

Full Page: \$ 250.00 **½ Page:** \$ 150.00 **¼ Page:** \$ 100.00 **Back Cover:** \$ 350.00 (only 1 available)

Meeting Sponsor: Be recognized for your contribution to support Food, Refreshments and / or Materials to a Member Meeting. Please circle your selection. You will be contacted for details.

Sponsor: \$ 250.00 **Sponsor:** \$ 500.00 **Open Sponsor \$** _____ **toward the next meeting**

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Serving the Green Industry in Central Ohio Since 1926

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Columbus, Ohio 43216

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