Michigan Interscholastic Swim Coaches Association

Twenty Tips for Leading the Millennial Generation

Note: While the leadership principles are more directed to millennials in the workplace, many of the same concepts apply to athletic teams as well. Taken from the COS Sports blog: www.csosports.org

1. Give them freedom with their schedule. Even limited freedom to vote when they practice will help build team trust and motivation.

2. Provide them projects, not a career. Career is just not the same anymore. They desire options.

3. Create a family environment. Work, family and social are all intertwined, so make sure the work environment is experiential and family-oriented. Everything is connected.

4. Cause is important. Tie in compassion and opportunities to give back are important.

5. Embrace social media. It’s here to stay.

6. They are more tech savvy than any other generation ever. Technology is the norm. XBOX, iPhones, laptops, iPads are just normal. If you want a response, text first, then call. Or send a Facebook message.

7. Lead each person uniquely. Customize your approach.

8. Make authenticity and honesty the standard for your corporate culture. Millennials are cynical at their core, and don’t trust someone just because they are in charge.

9. Millennials are not as interested in “climbing the corporate ladder.” But instead, more are concerned about making a difference and leaving their mark.

10. Give them opportunities early with major responsibility. They don’t want to wait their turn. They want to make a difference now. They will find an outlet for influence and responsibility somewhere else if you don’t give it to them. Empower them early and often.

11. It’s all about the larger win, not the personal small gain. Young leaders in general have an abundance mentality instead of a scarcity mentality.

12. Partnering and collaboration are important. They are not interested in drawing lines. Collaboration is the new currency, along with generosity.

13. Not about working for a personality. Instead of a scarcity mentality. Collaboration is the new currency, along with generosity.

14. They deeply desire mentoring, learning and discipleship. Many older leaders think millennials aren’t interested in generational wisdom transfer - not true at all. Younger leaders are hungry for mentoring and discipleship, so build it into your organizational environment.

15. Coach them and encourage them. They want to gain wisdom through experience. Come alongside them don’t just tell them what to do.

16. Create opportunities for quality time-individually and corporately. They want to be led by example, and not just by words.

17. Hold them accountable. They want to be held accountable by those who are living it out. Measure them and give them constant feedback.

18. They’ve been exposed to just about everything, so the sky is the limit in their minds. Older leaders have to understand younger leaders have a much broader and global perspective, which makes wowing Millennials much more difficult.

19. Recognize their values, not just their strengths. It ain’t just about the skills they bring to the team. Don’t use them without truly knowing them.

20. Provide a system that creates stability. Establish clear expectations with the freedom to succeed, and provide stability on the emotional, financial, and organizational side.

NISCA JOURNAL MARCH / APRIL 2017
The candidate must have distinguished himself/herself with good coaching ethics and promoted good sportsmanship throughout his/her coaching career.

*The AD or principal’s signature confirms this. Ten (10) years of coaching outside of Michigan may be applied to the application. Coaching at any level may be applied as long as it is a school sponsored interscholastic sport.

To receive a general coaching certificate the candidate must have been coaching at least one sport per year at any level for the requested number of years.

To receive specific certificates for a single sport the candidate must qualify for the specified number of years in that sport. This can be at any level. You cannot however count more than one level or season for a sport in any one year.

For example, coaching both boys and girls basketball during the same school year counts as “1” year; coaching both 7th grade boys and JV boys during the same school year counts as “1” year.

Up to three (3) years may be included for active duty military service which delayed or interrupted an applicant’s coaching career. Awards for 30 years and more (plaque) will have the

*Current 2019 Coaches who have been honored by MHSCA for service years to sports in Michigan*

sports that the candidate coached listed on the plaque. The coach will be presented only one award for each level of service after 30 years.

For more information go to www.mhsca.org or Mike Jolly at E-mail to: dlathletics@aol.com

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**Note from MHSCA Past President Mr. Larry Merx**

The following article reports action taken by the Michigan High School Football Coaches Association Board of Directors at its Fall 2018 Meeting in Traverse City. The proposal to adopt Practice Like Pros’ recommendations as practice policy in Michigan will be considered for approval by the MHSAA’s Rep. Council this Spring.

**From: Practice Like Pros • Newsletter Edition #25: December 3, 2018**

**Instant Meeting of Minds in Michigan**

By Terry O’Neil

The Practice Like Pros video clinic was received with unprecedented fervor Friday in Traverse City, MI, by the Board of Directors of the Michigan High School Football Coaches Association (MHSFCA).

As the meeting began, Michigan was one of the more permissive Midwestern states, allowing 15 days of full contact in pre-season, four full-contact scrimmages and 90 minutes of full contact per week in regular season.

The PLP presentation to coaches’ associations and state governing bodies is generally followed by weeks/months of deliberation. But Friday, when PLP founder Terry O’Neil finished, MHSFCA executive director Larry Merx took the floor and said to his Board: “Gentlemen, you’ve heard the proposal. We all know the issues. This is our opportunity.”

Within seconds, all 55 Board members raised their hands in unanimous support of the standard PLP recommendation for high school football practice:

- no full contact in spring/summer,
- 6 hours total in pre-season, including scrimmage(s),
- 15 minutes per week in regular- and post-season.

The MHSFCA thereby became the third statewide association of coaches, following New Jersey and Connecticut, to refer this type of proposal to its governing body (MHSAA) for adoption.

The group also invited O’Neil to make two presentations to its full membership -- more than 2000 coaches -- at the annual MHSFCA Clinic, January 17-18 in Lansing.

“We’ve never had the concept approved bam!, on the spot, in the meeting room,” said O’Neil afterward. “God bless these guys, they know what’s needed in high school football and they weren’t afraid to act.”

High school football participation in Michigan has declined by 8,203 players over the past eight years, leaving the state with fewer than 35,000 players. Board member Jerry Rabideau, highly successful coach of Spring Lake High School, said, “We’ve been...
## Michigan High School Sport Association

### Coaches Clinic Events

<table>
<thead>
<tr>
<th>Sport</th>
<th>Date</th>
<th>Location</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Baseball</strong></td>
<td>January 2020</td>
<td>@ Soaring Eagle, Mt. Pleasant</td>
<td></td>
</tr>
<tr>
<td><strong>Basketball</strong></td>
<td>October 12-13, 2019</td>
<td>@ Oakland University, Rochester Hills</td>
<td><a href="mailto:dhopkins@oaklandchristian.com">dhopkins@oaklandchristian.com</a></td>
</tr>
<tr>
<td><strong>Bowling</strong></td>
<td>October 19-20, 2019</td>
<td>Site: TBA</td>
<td></td>
</tr>
<tr>
<td><strong>MITCA: Cross Country</strong></td>
<td>November 7-9, 2019</td>
<td>@ Comfort Inn, Mt. Pleasant</td>
<td></td>
</tr>
<tr>
<td><strong>Competitive Cheer</strong></td>
<td>October 19-20, 2019</td>
<td>@ Crowne Plaza Lansing</td>
<td></td>
</tr>
<tr>
<td><strong>Football</strong></td>
<td>January 16-18, 2020</td>
<td>@ Lansing Center &amp; Radisson Capitol Center</td>
<td></td>
</tr>
<tr>
<td><strong>Golf</strong></td>
<td>May 18 &amp; 19, 2019</td>
<td>@ Eagle Eye Golf Course/Banquet Center</td>
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<tr>
<td><strong>Gymnastics</strong></td>
<td>October 19, 2019</td>
<td></td>
<td></td>
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<tr>
<td><strong>Men’s Lacrosse</strong></td>
<td>Hall of Fame Game May 4, 2019</td>
<td>@ Clarkston H.S. Time 7:30 p.m.</td>
<td></td>
</tr>
<tr>
<td><strong>Skiing</strong></td>
<td>October 12, 2019</td>
<td>@ Clair, Mich. Droughty Hotel</td>
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<tr>
<td><strong>Softball</strong></td>
<td>February 8-9, 2020</td>
<td>@ Causeway Bay, Lansing</td>
<td></td>
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<tr>
<td><strong>Swimming</strong></td>
<td>September 13-14, 2019</td>
<td>Site: McCamly Plaza Hotel</td>
<td></td>
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<tr>
<td><strong>Tennis</strong></td>
<td>January 31 &amp; February 1, 2020</td>
<td>Site: Hope College</td>
<td></td>
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<tr>
<td><strong>Track &amp; Field</strong></td>
<td>February 1-2, 2020</td>
<td>Site: Lansing, Crowne Plaza Lansing</td>
<td></td>
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<tr>
<td><strong>Volleyball</strong></td>
<td>March 2020</td>
<td>@ Ann Arbor Huron High School</td>
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<tr>
<td><strong>Wrestling</strong></td>
<td>October 27, 2019</td>
<td>@ Mt. Pleasant, Comfort Inn</td>
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<tr>
<td><strong>MIAAA</strong></td>
<td>March 20-23, 2020</td>
<td>@ Traverse City,</td>
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<tr>
<td><strong>NHSACA Convention</strong></td>
<td>June 23-26th, 2019</td>
<td>Bismarck, ND</td>
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</tbody>
</table>

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### 5 Tips to Help Athletes Stay Hydrated

#### Keep Hydration Top of Mind
- Remind athletes to check their urine color before practice. If it’s the color of pale lemonade, that’s a sign of being hydrated.
- Take weather into account and give athletes opportunities to drink during practice.
- Teach athletes to pay attention to how they feel, including their thirst and energy levels.

#### Keep Fluid Levels Up
- Athletes should drink enough fluid to maintain hydration without over-drinking.
- Fluid loss, not weight loss, is most important, because sodium helps maintain the athlete’s desire to drink and retain the fluid consumed.

#### Keep the Body Cool
- Remind athletes to wear cool, loose clothing to help maintain their body temperature.
- If your athletes experience heat illness, help them lower their body temperature by tying in a cool place with their legs elevated, applying cool, wet towels to their body and drinking cool fluids.

#### Keep Hydrated Before, During and After Activity
- Athletes need to think about their entire schedule when it comes to fueling, not just when they are competing.
- Encourage them to drink plenty of fluids throughout the day to replace the fluids lost through sweat.

#### Keep a Recovery Schedule
- Rest and recovery are an essential part of avoiding heat illness.
- Ensure your athletes have time for breaks during practices.
- Encourage athletes to get 9-10 hours of sleep each night in a cool environment if possible.

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### Michigan School Insurance Program

- **Camp Insurance Program**
  - Take advantage of your association’s membership benefit!
  - General Liability coverage
    - $1,000,000 Each Occurrence
    - $1,000,000 General Aggregate (per member)
  - Participant Accident coverage (purchase optional)
    - $5,000 Accidental Death & Dismemberment
    - $25,000 Accident Medical Maximum
    - $5000 Deductible

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### Client Testimonial

“Loomis & LaPann understood what I needed as a football coach and was able to provide great coverage at a reasonable price. The people are also great to work with!”

Pat Lilac, Glens Falls High School Football Coach

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### MHSAC Insurance Program

- **Having a sports camp?**
- **Need Proof of Insurance?**
- **Need an Additional Insured?**
- **Need Participant/Accident coverage?**

**APPLY ONLINE TODAY:**

www.loomislapan.com

**Questions?**

800-569-6479

sports@loomislapan.com

Loomis & LaPann, Inc. is the Insurance Administrator for your coaches association.
Do you follow proper National Anthem Etiquette?

How to follow National Anthem Etiquette – What to do when someone is singing the Star Spangled Banner

Do you know how to follow National Anthem etiquette? What are you really supposed to do while someone is singing the Star Spangled Banner? Many people don’t follow flag etiquette procedure – Make sure you don’t fall in that bucket!

The United States Flag Code is a set of guidelines that lays forth proper American Flag Etiquette for just about every scenario you can think of, including how to act during the singing of the National Anthem. Specifically we’ll look at Title 36 of the US Flag Code, Section 301.

Proper conduct during a rendition of the National Anthem, when the US flag is displayed:

Everyone present, except those in uniform should stand at attention facing the American flag with the right hand placed over the heart.

Those not in uniform should always remove their head-dress (or anything on their head, such as a hat) and hold it at their left shoulder, with their right hand still over their heart.

Men and women in uniform should give the military salute at the very beginning of the anthem and hold the position until the very end.

But what about if the National Anthem is being played but the US flag isn’t being displayed? If this is the case, then everyone should face toward the music and still follow the guidelines listed above, as if a flag were flying.

One of the most common places the National Anthem is sung is at sporting events – football, baseball, hockey, basketball, soccer games, etc. All the above rules apply while listening to the Star Spangled Banner as those various games. However, there are several other events where it’s critical to follow National Anthem Etiquette.

How familiar are you with the lyrics to the National Anthem, also known as the Star Spangled Banner? Here is a refresher on National Anthem Lyrics and some history behind the historic song.
This year is our 5th annual coaching school on Thursday, June 27 - Friday, June 28, 2019. Our theme is Generation of Change: Coaching Today's Youth Athletes.

Our expert presenters will conduct workshops on various topics such as athlete mental health, navigating social issues, working with parents, principles of training and conditioning, using and evaluating reinforcement, and mental skills training.

The schedule of workshops is available on our website at: http://education.msu.edu/summercoach/program.

In the past, our audience consists of coaches of a range of competitive levels and ages, but most work with high school and college-level athletes. Many also work in positions as scholastic athletic directors or club directors.

Our coaches school also serves as MHSAA CAP Levels 7 and 8 and coaches are able to earn those credentials through attendance.

In the past, we have received feedback from coaches that they feel there is a need for more workshops on these topics. I am reaching out to ask if you could send information about our coaches school to the members of your organization. Coaches can register at summercoach.msu.edu and take place at Brody Center on MSU's campus.

Registration for both days is $130.00 and for a single day is $80

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**Fundraising at the Big House - Make Money**

**PURPOSE**

Non-Profit organizations earn money by working in concession stands at University of Michigan athletic events.

In return for your work, you can earn a commission, based on the sales of your stand.

**REQUIREMENTS** Volunteers are expected to arrive on time and in the proper attire.

Excellent customer service is required. Volunteers must be 14 years of age or older and there should be a 4:1 ratio of minors (under 18) to adults (over 18) at all times. Groups should assign 1-2 stand "leads" over the age of 18 to be responsible for inventory tracking and cash management.

Everyone must arrive ready to work hard and have fun!

**DOLLARS AND CENTS**

Average earnings vary depending on the event worked and the number of required volunteers.

- **Highest earning stand** | 20-25 volunteers and over $1,600 average commission per game Mid-size stand | 12-15 volunteers and over $600 average commission per game Portable stand | 5-9 volunteers and over $450 average commission per game

**TESTIMONIALS**

"Money from each of our athletic teams that work gets placed in their team account to be used for additional coaching salaries, uniforms, equipment needs." — Monroe Catholic School

**Contact:** Jenny Keane
Field Marketing

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**Specialist Sdexo**

**University of Michigan**

Mi: 312-439-1414

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**On the Cover:**

- [Image of coaches at event]
- [Image of summer coaches]
- [Image of Michigan State University logo]

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**MHSCA**

Michigan High School Coaches Association
MICHIGAN HIGH SCHOOL COACHES ASSOCIATION

HALL OF FAME APPLICATION

Criteria for Application: Only persons who have coached and/or directed a secondary school athletics program for 20 years or more and actively coached in Michigan for a minimum of 10 years are eligible for the MHSCA Hall of Fame. The applicant must have been a member of the association (MHSCA), in good standing, and an active member of the association two years prior to nomination into the Hall of Fame. In addition to the application, the nominee will need to have two letters of support sent to the address at the bottom.

Contact Information

Date of Birth: ____________________
Name of Candidate: ____________________ Phone: ____________________
Home Address: ____________________ City: ___________ State: _______ Zip: _______
Candidate E-mail: (please print carefully)
______________________________
School: ____________________ Phone: ____________________
Address: ____________________ City: ___________ State: _______ Zip: _______
Athletic Director Name: ____________________ Phone: ____________________
E-Mail Address ____________________ FAX Number ____________________
Nominator’s Name: ____________________ Phone: ____________________
Home Address: ____________________ City: ___________ State: _______ Zip: _______
E-mail: (please print carefully)
______________________________
Coaching and/or Athletic Director Record (Please include all that you can on this form)

<table>
<thead>
<tr>
<th>School</th>
<th>Sport</th>
<th>Years</th>
<th># of Seasons</th>
<th>Won-Loss Record, Summary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Example Smithville HS</td>
<td>Basketball</td>
<td>1969–2000</td>
<td>48</td>
<td>600-20: 34 League, 20 Req. 10 State Titles</td>
</tr>
</tbody>
</table>

Number of years as a Coach: _______ Number of years as an Athletic Director: _______ Combined Total: _______

Coaching Honors Listed:

Service to Sports Associations and/or Community (sports associations, committees, leadership roles, service clubs, church organizations, etc.): ____________________

Please send application, photographs (5 x 7) and have 2 letters of support forwarded to:

Mr. Mark Holdren, 854 Marshall Street, Portland, MI 48875

For more information contact mhscainfo@comcast.net or call 517-626-4575

(Please feel free to use additional sheet for providing information)
Executive Board

Executive Director:
Jim Okker

Executive Secretary:
Mark F. Holdren

President:
John Cunningham

1st Vice President
Ted McIntyre

2nd Vice President
Debbie Williams-Hook

3rd Vice President
Darrin Miller

Past President
Larry Merx

Executive Committees

Rich Tompkins Multi-Sport
Athlete Award
Larry Merx

Service Award
Mike Jolly

Member Associations

MHSCA: Baseball
BCAM: Basketball
MHIBCA: Bowling
COCAM: Competitive Cheer
MHSPCA: Football
MOCGA: Golf
MHSCCA: Gymnastics
MHLTCA: Men's Lacrosse
MHLCA: Women's Lacrosse
MHSCA: Skiing
MHSCA: Softball
MISCA: Swimming & Diving
MHSTCA: Tennis
MITCA: Track & Field & Cross Country
MVCA: Volleyball
MWA: Wrestling

Michigan High School Coaches Association/Gatorade

15/20/25/30/35/40/45/50 YEAR COACHING SERVICE AWARD

GENERAL REQUIREMENTS

- The candidate must have distinguished himself/herself with good coaching ethics and promoted good sportsmanship throughout his/her coaching career. *The AD or principal's signature confirms this.

- Ten (10) years of coaching outside of the state of Michigan may be applied to the application.

- Coaching at any level may be applied as long as it is a school sponsored interscholastic sport. A maximum of ten (10) years may be allowed for coaching at the collegiate level.

- To receive a general coaching certificate the candidate must have been coaching at least one sport per year at any level for the requested number of years.

- To receive specific certificates for a single sport the candidate must qualify for the specified number of years in that sport. This can be at any level. You cannot however count more than one level or season for a sport in any one year. For example, coaching both boys and girls basketball during the same school year counts as “1” year; coaching both 7th grade boys and JV boys during the same school year counts as “1” year.

Awards for 30 years and more will have the sports that the candidate coached listed on the plaque. The coach will be presented only one award for each level of service after 30 years.

PROCEDURE FOR RECEIVING AWARD

- Complete the application forms (2) and mail to: Mike Jolly, Years of Service Awards,
  29917 Parkplace Lane, Clinton Twp, MI 48035 or E-mail to: disaathletics@aol.com

- Certificates will be sent to your home address. Please allow four (4) weeks for processing.

- Plaques will be mailed to your home address. Please allow six (6) weeks for processing.

MHSCA APPLICATION FOR YEARS COACHING SERVICE AWARD

<table>
<thead>
<tr>
<th>__15 Years</th>
<th>__20 Years</th>
<th>__25 Years</th>
<th>__30 Years</th>
<th>__35 Years</th>
<th>__40 Years</th>
<th>__45 Years</th>
<th>__50 Years</th>
</tr>
</thead>
</table>

Name (as it is to appear on award)________________________

Best Phone________________________ Email Address:________________________

Home Address________________________

Home City________________________ Home State________________________ Home Zip__________

Michigan High School Sports Association:________________________ (MITCA, BCAM, etc.)

MHSCA Membership Card #:________________________ Year:________________________

Signature of Coach________________________

Signature of AD or Principal*________________________ Phone Number:________________________

Printed Name of Administrator:________________________ Email:________________________

Send Completed form to: Mike Jolly, Years of Service Awards, 29917 Parkplace Lane, Clinton Twp, MI 48035

or E-mail to: disaathletics@aol.com. Be sure to include your Year-by-Year Summary Sheet.

The MHSCA Coaching Service Award is sponsored by GATORADE in cooperation with MHSCA
**NAME:**

<table>
<thead>
<tr>
<th>Year</th>
<th>School</th>
<th>Sport</th>
<th>Year</th>
<th>School</th>
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<tbody>
<tr>
<td>MACOMB CC</td>
<td>BBSK</td>
<td>MACOMB CC</td>
<td>BBSK</td>
<td>MACOMB CC</td>
<td>BBSK</td>
</tr>
</tbody>
</table>

**SPORT CODE**

- BSB, BBSK, BBKL, GBWL, GBWL, CHR, BCC, GCC
- FB, BGFL, GGLF, GYM, HCK, BLAX, GLAX, BSIK, GSKI
- BSCR, GSCR, SFB, BSWM, GSWM, STEN, GTEN
- BTRK, GTRK, VB, WR

**SCHOOL or SERVICE CODE**

- (Example)
- MCHS: Mt. Clemens HS
- USAF: US Air Force
**Michigan High School Coaches Association Distinguished Service Award** is one of our highest awards for services and contributions to sports in the state of Michigan.

The MHSCA Distinguished Service Award:

MHSCA recognizes individuals and organizations who have provided extraordinary service to educational athletics, the advancement student athletes, coaches, or those who serve interscholastic athletics through its Distinguished Service Awards.

The Distinguished Service Award (DSA) is given to a person (or persons), either volunteer or staff, who have exhibited valuable professional service (within the MHSCA or among its association membership) including academically, supportive, service, or assistance distinction at any level of interscholastic athletics. These criteria are good measures of acceptable candidates and help to assure that recipients have a wide range of "service" that they provide to the profession of interscholastic athletics. Nominations should be submitted on an individual basis, not by a group or on behalf of constituent groups (conferences, affiliates, assemblies, committees, etc.).

The MHSCA Distinguished Service Award does not need to be awarded each year. This award should be bestowed only when the MHSCA Board of Directors committee decides that nominations warrant presentation of the award. This award may be given posthumously.

Why nominate a deserving candidate for the MHSCA Distinguished Service Awards:

- To recognize person who has positively impacted interscholastic athletics in a significant way;
- To recognize institutions for their affiliation with individuals who demonstrate the highest level of professionalism and commitment to interscholastic athletics;
- To confirm and honor a superior servant by his/her peers and colleagues;
- To celebrate individuals who epitomize the profession’s highest standards for interscholastic sports;
- To focus attention on the exemplary, and by doing so to elevate the profession overall and establish a high standard of excellence in promoting, supporting or contributing to interscholastic athletics;

**Required information for completed application:**

Name of MHSCA Distinguished Service Award Nominee:

School or sport affiliation:

Email:

Mobile Phone

Nominated by:

Email:

Mobile Phone:

I believe this nominee is worthy of receiving this award for the following reasons: (attach separate)

Completed application can be submitted to MHSCA1954@gmail.com
The Michigan High School Coaches Association has partnered with ADDIX to offer an online store starting February 11 until March 25 for Michigan High School Coaches Association / National High School Athletic Coaches Association upcoming 2019 National Coach of the Year honorees and Hall of fame Inductees or guest.

Here a few items to consider.
- Flex fit hat
- Fleeces
- Polo
- Sweatshirt
- 1/4 zip wind shirt

The MHSCA logo is included. For an additional fee will apply if you consider embroidery of the 2019 National Coach of the year and sport or Hall of Fame Inductees on items.

These items also can be ordered for any past NHSACA participates or guest.

http://sportsaddix.tuosystems.com/stores/mhsc
Meet Your New Medco Sales Representative

Mandy Estep MS, ATC

serving our
Midwest Territory

Valued customers in Louisiana, Oklahoma and Texas,

We’re pleased to announce Amanda Estep (Mandy), has joined the Medco Sports Medicine sales team, serving our South Central Territory.

Living just outside of Cincinnati Ohio, Mandy will assume responsibility for our Midwest sales territory which includes the states of Ohio, Michigan, Indiana, Kentucky and West Virginia.

Mandy received her Bachelor’s degree in Athletic Training from Eastern Kentucky University where she was a member of the women’s varsity soccer team, and her Master’s degree in Sports Medicine from Georgia State University in Atlanta. After working several years as an Athletic Trainer for high schools in Georgia, North Carolina and Florida, Mandy and her family returned to Cincinnati where she worked as an Outreach Athletic Trainer for Mercy Health. Mandy began her sales career working for Apex Medical Systems and DJO Global, where she’s worked for the past 2 years.

Mandy will begin her Medco career on Monday (October 9th) and spend the first week getting acclimated in our Amherst NY office. Please join me in welcoming Mandy to Medco and wishing her great success in her new position!

Thank you for your continued support of Medco Sports Medicine!