All survey responses continue to be treated confidentially with results being reported only if there are five or more responses. To ensure your confidentiality, results continue to be shared in an aggregated format and not by individual.

All information entered should be based on 2016 data only. There may be some questions that do not apply to you; please refer to all directions in these questions. If a question does not apply to you and is not required to proceed in the online survey, please choose the 'not applicable' option or leave blank.

PGA Members must complete the entire survey by March 31, 2017 to earn up to (2) Member Service Requirement hours. **A maximum of five MSR credits can be earned in one cycle year for completing National and/or Section surveys.**

Where applicable, please input values using whole numbers without decimals, commas, or symbols when entering your data online. An error message may appear asking you correct your entry should you input anything other than a whole number.

**BACKGROUND INFORMATION**

What was your active PGA member classification in 2016?

- Class A & Master Professional
- Class A & Certified Professional
- Class A Member
- Apprentice
- Inactive

How many years have you been in your current job title? (Enter zero if less than one year)

- Years
- Not Applicable

How many years have you been employed at your current facility? (Enter zero if less than one year)

- Years
- Not Applicable
How many years have you been employed at your current facility? (Enter zero if less than one year)

- [ ] Years
- [ ] Not Applicable

How many months did you work during 2016? (Enter zero if less than one year for your primary job or in the golf industry)

- [ ] Months
- [ ] Not Applicable

What was your job title in 2016? If multiple job titles, select the most appropriate one only.


Based on your previous answer choice "other", please specify your job title.


If you were an Assistant Professional in 2016, what was your job title?


Based on your previous answer choice of Assistant Professional, please specify your "other" job title.


In which departments/programs were you the lead individual responsible for managing personnel and operations in 2016, if any? (Check all that apply)

- [ ] N/A
- [ ] Golf operations
- [ ] Golf shop/merchandising
- [ ] Tournament operations
- [ ] Teaching staff
- [ ] Golf car fleet
- [ ] Administration/Accounting
- [ ] Membership
- [ ] Marketing
- [ ] Clubhouse operations
- [ ] Snack bar
- [ ] Full service dining
- [ ] Banquets
- [ ] Locker room
- [ ] Golf course maintenance
- [ ] Hotel/resort lodging
- [ ] Real estate sales
- [ ] Swimming
- [ ] Tennis
- [ ] Health and fitness
- [ ] Golf School
In 2016, to whom did you report (immediate supervisor) in your primary job?

Based on your selection of "other", please specify your immediate supervisor.

---

**EMPLOYMENT & EDUCATION STATUS**

What was your employment status in 2016?

- [ ] Employee
- [ ] Independent Contractor
- [ ] Owner
- [ ] Not Applicable

Did you have a written contract with your employer in 2016?

- [ ] Yes
- [ ] No
- [ ] Not Applicable

What was the total length of the contract (in years) from its inception?

Your highest level of education completed:

- [ ] High school
- [ ] 2-year college degree
- [ ] 4-year college degree
- [ ] Master's degree
- [ ] Ph.D. degree
- [ ] Other (please specify)
Did you graduate from a PGA Golf Management University Program?
- Yes
- No

Did you graduate from the PGA Golf Professional Training Program (GPTP)?
- Yes
- No

GOLF FACILITY INFORMATION

At what type of golf facility/business were you employed in 2016?
- Regulation course
- Executive course
- Par 3 course
- Golf range
- Golf academy/school
- Indoor golf center
- Golf retail store
- Golf manufacturer
- Golf association
- Golf media
- Golf architect/builder
- Not employed in golf
- Other (please specify)

IF FACILITY TYPE IS NOT A REGULATION COURSE, EXECUTIVE COURSE OR PAR 3 COURSE, PLEASE SKIP TO SECTION - GOLF FACILITY OPERATIONS.
During 2016, did your job position encompass a single golf facility location or multiple golf facility locations (defined as multiple facilities physically located on different sites)?

- Single-facility location
- Multiple-facility locations
- Not Applicable

Which of the following **best describes your primary customer access** to your facility/facilities in 2016?

- Private
- Public
- Resort
- Semi-private
- Military
- University-related
- Other (please specify)

Which of the following **best describes who owned** the facility/facilities in 2016?

- Club members
- Private owner(s)/Corporation
- Government/municipal agency
- Management company
- Military
- University
- Owned by me
- Owned by another PGA member
- Other (please specify)

What was the tax status of your facility in 2016?

- For-profit
- Not-for-profit

Did a management company manage the facility operations in 2016?

- Yes
- No
Please identify which management company managed the facility operations.

- American Golf
- Billy Casper Golf Mgmnt.
- Brown Golf
- Century Golf / Arnold Palmer
- Christovich & Associates
- Club Corp (CCA) / Sequoia / Canoe Gate
- CourseCo Inc.
- Destination Hotels and Resorts
- EAGLE Golf
- Escalante Golf
- Fore Golf Partners
- Hampton Golf
- Honours Golf
- Kemper Sports
- Landscapes Golf Corp.
- Lindsey Mgt. Co.
- Marriott Golf
- Mosaic Club and Resorts (formerly Affinity)
- National Golf Mgmnt.
- OB Sports
- Oliphant Golf Management
- PGA TOUR Golf Course Prop.
- Touchstone Golf
- Traditional Golf Mgmnt.
- Troon Golf Mgmnt.
- Trump Golf
- Walters Golf Mgmnt.
- Don’t Know
- Other

Were you employed at a golf facility with golf holes in 2016?

- Yes (Please indicate # of holes)
- No

How many total rounds/starts were played at your facility in 2016?

- Total Rounds/Starts 
- Don’t Know

Of the total rounds/starts played, how many comprised 9 holes or less?

- # of 9 hole rounds from total
- Don’t Know

What were your combined 18 hole peak season green/guest fees and golf car fees at the facility in 2016? (If private, please enter only those fees that apply to guest play).

- Combined fees $
- Don’t Know
Do you offer memberships?

- Yes
- No

What were the membership fees and annual dues for a full/golf family membership in 2016? (Convert monthly dues to annual dues).

<table>
<thead>
<tr>
<th>Fees / Dues</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>$</td>
<td></td>
</tr>
</tbody>
</table>

Initiation/equity/upfront fees
Annual golf dues

How many memberships at your facility were:

<table>
<thead>
<tr>
<th>Number of Memberships</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>#</td>
<td></td>
</tr>
</tbody>
</table>

Golf Memberships
All other memberships excluding golf memberships

For how many months was the facility open for play in 2016?

How much did you personally charge for a one-half hour individual lesson in 2016? (Please pro rate your lesson fee to 30 minutes if you do not offer 1/2 hour lessons).

- Fee charged $ 
- Not Applicable (If you did not teach individual lessons)

Approximately how many lessons did you give in 2016 (in one-half hour segments)?

- # of lessons
- Not Applicable
If you managed the golf staff in 2016, please indicate who was responsible for paying the golf operations payroll?

- I was
- Facility was
- Both facility and I were
- Not Applicable

What were the total golf operations gross payroll paid to all employees (including yourself)?

- Total Gross Payroll Paid $ 
- Don't Know

What was the total facility-wide revenue for the entire operation in 2016?

- Total Facility-wide Revenue $ 
- Don’t Know

**GOLF FACILITY OPERATIONS**

Who owned the golf merchandise concession at your facility in 2016?

- I did
- Other PGA member
- Facility owner/club-owned
- Management company
- Third party merchandiser

Regardless of concession ownership, if merchandise sales information for the golf shop is available to you, please answer the following based on the facility where you were primarily employed.

What was your total gross merchandise sales for the past year? (Not including other revenue sources, i.e. bag storage, range revenue, etc.)

What was your cost of goods sold for the past year?

What were your total additional expenses related to merchandise operations for the past year, excluding payroll? (Generally these include: Interest, insurance, property taxes, accounting & legal fees, freight, postage, office supplies, pricing equipment, fixtures, displays, hangers, bags, boxes, gift wrap, computer, POS equipment, software, printing & advertising, employee commissions & merchandise allowances, trade shows, education, dues, subscriptions, security system, depreciation.)

What was your merchandising NET PROFIT for the past year? (Net Profit calculation=Total gross sales less cost of good sold less additional expenses)
As part of owning the merchandise concession, did you pay the employer “rent”? 

- Yes
- No

If you pay “rent” to the employer, did you pay based on:

- Percent Gross Sales
- Percent Gross Profit
- Percent Net Profit
- Flat Fee

Based on how you pay “rent” to your employer, please provide the percent paid.


Based on how you pay “rent” to your employer, please provide the annual amount paid.


Please indicate the golf shop space (in square feet) that is dedicated to merchandising.


Do you follow a Mill River plan at your facility?

- Yes
- No
- Don’t Know

INCOME INFORMATION: Basic Compensation

Please indicate your income before taxes for the following areas where you were employed in 2016. Please round to the nearest dollar.

Where applicable, please input values using whole numbers without decimals, commas, or symbols. An error message may appear asking you correct your entry should you input anything other than a whole number.
INCOME INFORMATION: Concessions

Please indicate which of the following basic compensation sources are applicable to you. (Check all that apply)

- Base Salary
- Overtime Pay
- Bonus/Performance Incentives
- Player Development Incentives
- Lesson/Clinic Income

Based on the compensation source(s) selected in the previous question, please answer the following:

<table>
<thead>
<tr>
<th>Income Source</th>
<th>Income Received (Before Taxes)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Base Salary</td>
<td></td>
</tr>
<tr>
<td>Overtime Pay</td>
<td></td>
</tr>
<tr>
<td>Bonus/Performance Incentives</td>
<td></td>
</tr>
<tr>
<td>Player Development Incentives</td>
<td></td>
</tr>
<tr>
<td>Lesson/Clinic Income</td>
<td></td>
</tr>
</tbody>
</table>

Please provide the percent received for your lesson/clinic income.


INCOME INFORMATION: Concessions

Please indicate your income before taxes for the following areas where you were employed in 2016. Please round to the nearest dollar.

Where applicable, please input values using whole numbers without decimals, commas, or symbols. An error message may appear asking you correct your entry should you input anything other than a whole number.

Please indicate which of the following concession income sources are applicable to you. (Check all that apply)

- Golf Cars
- Green Fees
- Practice Range
- Club Storage
- Club Rental
- Club Repair
- Club Fitting
- Food and Beverage
Based on the concession income source(s) selected in the previous question, please answer the following:

<table>
<thead>
<tr>
<th>Income Received (Before Taxes)</th>
<th>Percent Net or Gross</th>
<th>Percent Received</th>
</tr>
</thead>
<tbody>
<tr>
<td>Golf Cars</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Green Fees</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Practice Range</td>
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<td></td>
</tr>
<tr>
<td>Food and Beverage</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Please indicate whether you received merchandise concession income.

- Yes, please indicate amount $ __________
- No

Which of the following best describes how your merchandise concession income is determined?

- N/A; Did not receive income
- Percent gross sales
- Percent gross profit
- Percent net profit

Please provide the percent received for your merchandise concession income.


INCOME INFORMATION: Other Income

Please indicate which of the following concession income sources are applicable to you. (Check all that apply)

- Golf Outings/Events
- Membership Sales
- Tournament Winnings
- Other Income/Concessions
Based on the concession income source(s) selected in the previous question, please answer the following:

<table>
<thead>
<tr>
<th>Income Received (Before Taxes)</th>
<th>Percent Net or Gross</th>
<th>Percent Net or Gross</th>
</tr>
</thead>
<tbody>
<tr>
<td>$</td>
<td>Net</td>
<td>Gross</td>
</tr>
<tr>
<td>Golf Outings/Events</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Membership Sales</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tournament Winnings</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other Income/Concessions</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

TOTAL INCOME FROM ALL SOURCES IN 2016

TOTAL INCOME FROM ALL SOURCES IN 2015

BENEFITS INFORMATION

Please indicate which benefits you received through your employer in 2016. (Check all that apply)

- Education Allowance
- Tournament Expenses
- Health Insurance - Individual Coverage
- Health Insurance - Family Coverage
- Dental Insurance - Individual Coverage
- Dental Insurance - Family Coverage
- Disability Insurance
- Retirement/Pension/401K
- Shop Utilities
- Shop Security
- Guest Privileges
- PGA Dues
- Life Insurance
- Lunch/Meals
- Housing
- Cell Phone/Telephone Expenses
- Facility/Club Privileges for self/family
- Auto Expenses/Mileage
- Expense Account
- Clothing Allowance
- Vacation Time/Paid Time Off
- Other (please specify)
What percentage does your employer pay for the following?

<table>
<thead>
<tr>
<th>Individual Coverage</th>
<th>Family Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>% Employer Pays</td>
<td>% Employer Pays</td>
</tr>
</tbody>
</table>

Health Insurance Coverage

Is there employer match for your Retirement/Pension/401K?

- Yes (Please indicate percent matched)
- No

Does your employer restrict access to participate in Golf Retirement Plus?

- Yes
- No

Did you participate in Golf Retirement Plus in 2016?

- Yes
- No

GEOGRAPHIC INFORMATION

Please identify the state where you were primarily employed in 2016.

Please identify the PGA Section Name where you were primarily employed in 2016.

Please identify the PGA Chapter Name where you were primarily employed in 2016. If you do not have a Chapter, please select ‘Not Applicable’ from the drop-down menu.

INTERNATIONAL EMPLOYMENT INTEREST

Are you interested in working outside of the United States?

- Yes
- No

IF YOU ANSWERED ‘YES’, PLEASE SKIP THE NEXT QUESTION AND ANSWER THE REMAINING ONES.
IF NO...
What is the primary reason you would not consider moving internationally?

- Not familiar with opportunities
- Better opportunities in the U.S.
- Comfort and Safety
- Compensation
- Other (please explain):

IF YES...
Are you interested/willing to work in a non-English speaking country?

- Yes
- No

What area of the world are you willing to relocate to? (Check all that apply)

- Asia
- Latin America
- Europe
- Australia/Oceania
- Africa
- Canada
- Middle East

What type of total compensation would you require to move internationally, if the cost of living was equivalent to the United States?

- Same as currently making
- 10% more
- 15% more
- 20% more
- 25% more
- 40% more
- 50% more

What is the most important factor for you in considering a job internationally?

- Compensation
- Career Growth
- New Experiences
- Comfort and Safety (Personal and Family)
- Other (please explain):

Are you fluent in another language? (Check all that apply)

- Spanish
- Arabic
- French
- Vietnamese
- German
- Portuguese
- Korean
- Japanese
- Chinese
- Other (please specify):