



2018 PGA GOLF PROFESSIONAL COMPENSATION STUDY

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 **2017 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, 2018 to earn up to (2) Member Service Requirement hours. **A maximum of eight 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 2017?

- 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 months did you work during 2017? (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 2017? 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 2017, 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 2017, if any? (Check all that apply)

- | | |
|--|--|
| <input type="checkbox"/> N/A | <input type="checkbox"/> Full service dining |
| <input type="checkbox"/> Golf operations | <input type="checkbox"/> Banquets |
| <input type="checkbox"/> Golf shop/merchandising | <input type="checkbox"/> Locker room |
| <input type="checkbox"/> Tournament operations | <input type="checkbox"/> Golf course maintenance |
| <input type="checkbox"/> Teaching staff | <input type="checkbox"/> Hotel/resort lodging |
| <input type="checkbox"/> Golf car fleet | <input type="checkbox"/> Real estate sales |
| <input type="checkbox"/> Administration/Accounting | <input type="checkbox"/> Swimming |
| <input type="checkbox"/> Membership | <input type="checkbox"/> Tennis |
| <input type="checkbox"/> Marketing | <input type="checkbox"/> Health and fitness |
| <input type="checkbox"/> Clubhouse operations | <input type="checkbox"/> Golf School |
| <input type="checkbox"/> Snack bar | |

In 2017, 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 2017?

- Employee
- Independent Contractor
- Owner
- Not Applicable

Did you have a written contract with your employer in 2017?

- 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 (GTP)?

- Yes
 - No
-

Have you ever served in the military?

- Yes
- No

GOLF FACILITY INFORMATION

At what type of golf facility/business were you employed in 2017?

- 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 2017, 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 2017?

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

Which of the following best describes who owned the facility/facilities in 2017?

- 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 2017?

- For-profit
 - Not-for-profit
-

Did a management company manage the facility operations in 2017?

- Yes
- No

Please identify which management company managed the facility operations.

- | | |
|---|---|
| <input type="radio"/> American Golf | <input type="radio"/> Lindsey Mgt. Co. |
| <input type="radio"/> Billy Casper Golf Mgmt. | <input type="radio"/> Marriott Golf |
| <input type="radio"/> Brown Golf | <input type="radio"/> Mosaic Club and Resorts (formerly Affinity) |
| <input type="radio"/> Century Golf / Arnold Palmer | <input type="radio"/> National Golf Mgmt. |
| <input type="radio"/> Christovich & Associates | <input type="radio"/> QB Sports |
| <input type="radio"/> Club Corp (CCA) / Sequoia / Canongate | <input type="radio"/> Oliphant Golf Management |
| <input type="radio"/> CourseCo Inc. | <input type="radio"/> PGA TOUR Golf Course Prop. |
| <input type="radio"/> Destination Hotels and Resorts | <input type="radio"/> Touchstone Golf |
| <input type="radio"/> EAGLE Golf | <input type="radio"/> Traditional Golf Mgmt. |
| <input type="radio"/> Escalante Golf | <input type="radio"/> Troon Golf Mgmt. |
| <input type="radio"/> Fore Golf Partners | <input type="radio"/> Trump Golf |
| <input type="radio"/> Hampton Golf | <input type="radio"/> Walters Golf Mgmt. |
| <input type="radio"/> Honours Golf | <input type="radio"/> Don't Know |
| <input type="radio"/> Kemper Sports | <input type="radio"/> Other |
| | <input type="text"/> |
| <input type="radio"/> Landscapes Golf Corp. | |

Were you employed at a golf facility with golf holes in 2017?

- Yes (Please indicate # of holes)
- No
-

How many total rounds/starts were played at your facility in 2017?

- 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 2017? (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 2017?
(Convert monthly dues to annual dues).

	Fees / Dues	Don't Know
	\$	
Initiation/equity/upfront fees	<input type="text"/>	<input type="radio"/>
Annual golf dues	<input type="text"/>	<input type="radio"/>

How many memberships at your facility were:

	Number of Memberships	Don't Know
	#	
Golf Memberships	<input type="text"/>	<input type="radio"/>
All other memberships excluding golf memberships	<input type="text"/>	<input type="radio"/>

For how many months was the facility open for play in 2017?

How much did you personally charge for a one-half hour individual lesson in 2017? (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 2017 (in one-half hour segments)?

- # of lessons
- Not Applicable

If you managed the golf staff in 2017, 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 2017?

- Total Facility-wide Revenue \$
- Don't Know

GOLF FACILITY OPERATIONS

Who owned the golf merchandise concession at your facility in 2017?

- 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 .

Dollar Value \$

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 2017. 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 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:

	Income Received (Before Taxes)
	\$
» Base Salary	<input type="text"/>
» Overtime Pay	<input type="text"/>
» Bonus/Performance Incentives	<input type="text"/>
» Player Development Incentives	<input type="text"/>
» Lesson/Clinic Income	<input type="text"/>

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 2017. 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:

	Income Received (Before Taxes)	Percent Net or Gross		Percent Received
	\$	Net	Gross	%
» Golf Cars	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
» Green Fees	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
» Practice Range	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
» Club Storage	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
» Club Rental	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
» Club Repair	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
» Club Fitting	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
» Food and Beverage	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>

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:

	Income Received (Before Taxes) \$	Percent Net or Gross		Percent Net or Gross %
		Net	Gross	
» Golf Outings/Events	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
» Membership Sales	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
» Tournament Winnings	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
» Other Income/Concessions	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>

TOTAL INCOME FROM ALL SOURCES IN 2017

TOTAL INCOME FROM ALL SOURCES IN 2016

Referencing only 2017, have you received a formal performance review in the last year?

- Yes
- No

You indicated that you have not received a formal performance review in the last year. Please provide the year of your last review (e.g. 2016).

BENEFITS INFORMATION

Please indicate which benefits you received through your employer in 2017. (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?

	Individual Coverage	Family Coverage
	% Employer Pays	% Employer Pays
Health Insurance Coverage	<input style="width: 80px; height: 25px;" type="text"/>	<input style="width: 80px; height: 25px;" type="text"/>

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 2017?

- Yes
- No

GEOGRAPHIC INFORMATION

Please identify the state where you were primarily employed in 2017.

Please identify the PGA Section Name where you were primarily employed in 2017.

Please identify the PGA Chapter Name where you were primarily employed in 2017. 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)

- | | |
|--------------------------------------|--|
| <input type="checkbox"/> Asia | <input type="checkbox"/> Latin America |
| <input type="checkbox"/> Europe | <input type="checkbox"/> Australia/Oceania |
| <input type="checkbox"/> Africa | <input type="checkbox"/> Canada |
| <input type="checkbox"/> Middle East | |

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

- Same as current total compensation and benefit package
- 10 - 19% more
- 20 - 29% more
- 30 - 39% more
- 40 - 49% more
- 50% more
- More than 50%

Would you require a compensation package that included family benefits?

- Yes
- No

What types of roles would you be interested in considering internationally? (Check all that apply)

- General Manager
- Director of Golf
- Director of Instruction
- Head Professional
- Assistant Professional
- Teaching Professional
- Golf Consultant

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
- French
- German
- Korean
- Chinese

- Arabic
- Vietnamese
- Portuguese
- Japanese
- Other (please specify):

Please indicate your level of fluency in the languages that were selected in the previous question.

	Native/Fluent	Business	Conversational	Beginner
» Spanish	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» French	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» German	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Korean	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Chinese	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Arabic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Vietnamese	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Portuguese	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Japanese	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Other (please specify):	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>