

REER SERVICES HAT IS IN OUR FUTURE?

ecruiting

tinued Relationship Job Search Identification

- **SalesForce**



RECRUITING

Recruitment Purpose

The Goal is to IDENTIFY, INFORM, INVITE and LEAD the Next Generation of PGA Members

While Creating Active Member Promotion and Engagement Throughout the PGA of America

Objectives:

- Build a Business Plan That Connects Young Talent to Employment, Education and Player
 Development for the Industry's Employment Needs of the Future
- Elevate Focus on Inclusion in our PGA Membership, Workforce, Governance, and our Championships
 - Educate PGA Members on the Culture of Mentorship, Engagement and Sales
- Define Mentorship and Partnership Between Senior Leaders and Younger Members
- Engage Industry Experts in Futuristic Planning to Define Industry Employment Needs Into 2030

Research Additional Opportunities for Part-time, Seasonal, and Transitional Candidates to Fill Short Term Employer Needs

Fill Short Term Employer Needs
Promote PGM Universities to Golf Focused Youth Through Partnerships with PGA
Sections and Junior Tours

BUILDING PERSONAL & PROFESSIONAL RELATIONSHIPS WITH OUR PGA PROFESSIONALS

Extensive Travel and Face to Face Meetings

Job Search

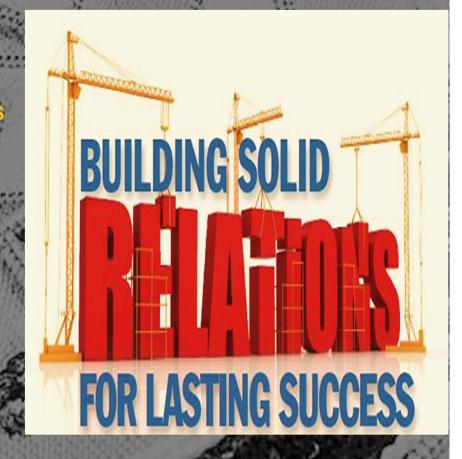
 Identification of Job and Career Opportunities
 Traditional and Advanced Methods of Job Matching

Revenue Creation

 Showing Your Employer How Valuable You Can Be via Top Line Revenue Generation Ideas

How to Excel in Your Current Position

• Creative Ways to Retain Your Job and Increase Value





Access My Courses

Create an account

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PGA Career Services

PGA Career Services offers tools and resources to assist golf industry personnel with their employment and career development



Meet Our Team

Our team of industry professionals are committed to serving you.

The PGA of America employs regional Career Consultants to serve the needs of PGA Members, Industry Employers, and anyone interested in a career in the golf industry.



Online Education

Let our experienced team guide you through the career planning process.

Life is a journey, and the puzzle pieces that make up your life don't always seem to fit together. Create an account by clicking the link at the top of the page and experience our online education developed by PGA Career



My PGA Journey

Wherever your golf journey is headed, let's get you there.

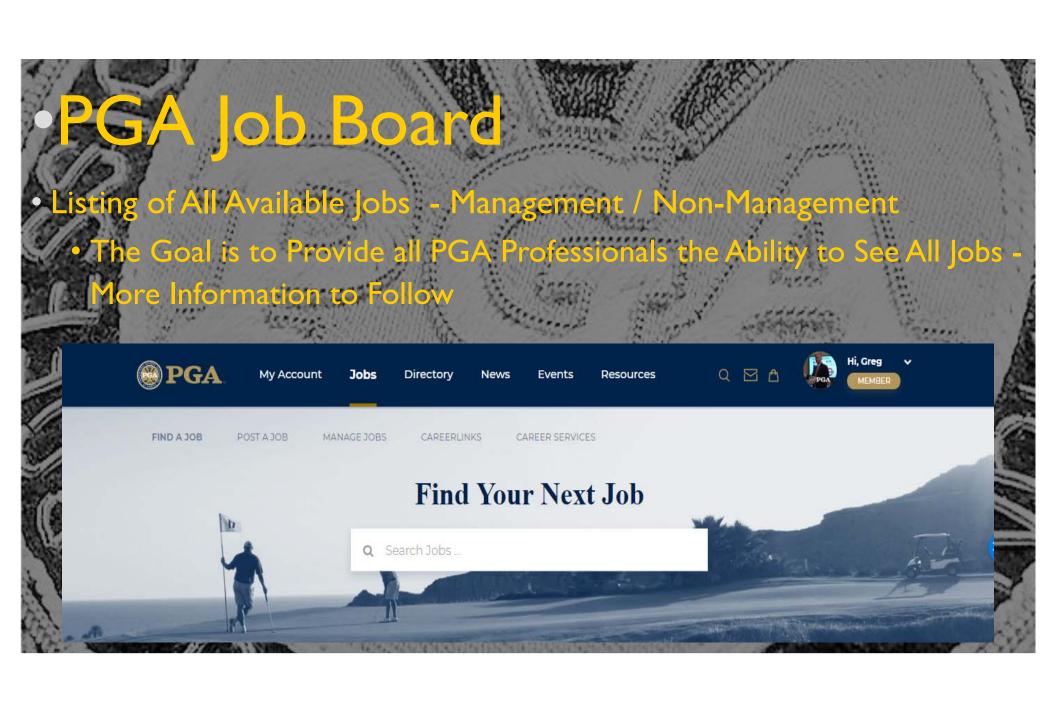
Check out our interactive experience where leading PGA Mentors share their insights, passion and career guidance for a successful career in the golf industry.

NEW DIGITAL RESOURCE

- Career Services Tools and Resources In One Location
- On-Line Education
- Better Consistency For Our
 - Members
- Controlled Content
- Linked Directly with SalesForce
- Ability to Provide User Analytics

Consultant

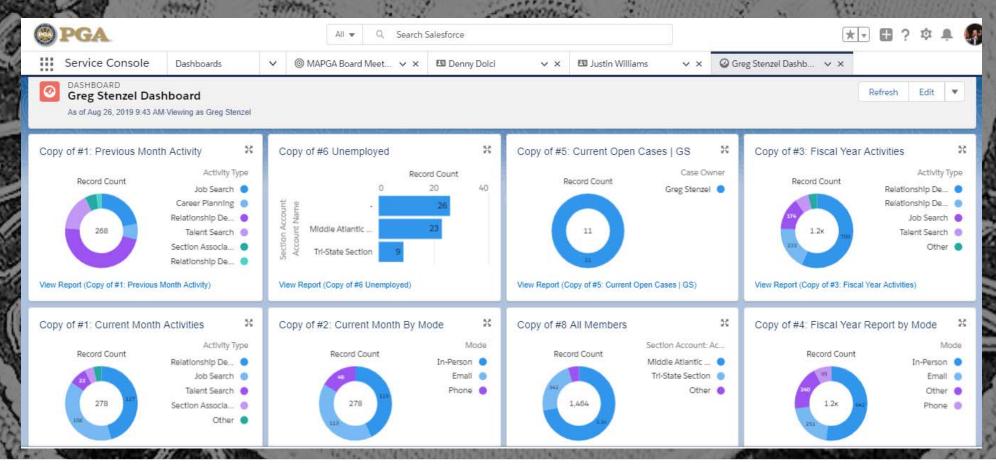






SalesForce - CRM

Knowing You Better Through Interaction While Retaining Information for Years to Come





The U.S. Department of Labor (the "DOL") issued a final rule, on September 24, 2019, updating the Fair Labor Standards Act ("FLSA") by increasing existing compensation thresholds necessary to meet the executive, administrative, and professional exemptions from the minimum wage and overtime requirements of the FLSA. The new rule becomes effective January 1, 2020.

New Overtime Rule Impacting PGA Members

Here are the five key takeaways all members should be aware of:

- 1. Standard Salary Level: The new rule raises the standard salary level requirement from the current \$23,660 or \$455 per week to \$35,568 per year or \$684 per week.
- **2. Highly Compensated Employees:** The total annual compensation cutoff for "highly compensated employees" increases from the current \$100,000 to \$107,432.

(Highly compensated employees are well-paid workers who perform some managerial duties, and typically must satisfy less exacting requirements for being exempt.)
To claim this exemption under the final rule, employers must pay workers at least the standard weekly salary level of \$684 per week on a salary or fee basis, while the remainder of the total annual compensation may include commissions, nondiscretionary bonuses, and other nondiscretionary compensation.

New Overtime Rule Impacting PGA Members

- **3. Bonuses and Incentive Pay:** The new rule allows employers to use nondiscretionary bonuses and incentive payments, as well as commissions, to satisfy up to 10-percent of the \$35,568 minimum salary level. Such bonuses include, for example, nondiscretionary incentive bonuses tied to productivity or profitability (e.g., a bonus based on the specified percentage of the profits generated by a business in the prior year). To qualify for the credit, the bonus and incentive payments must be paid on an annual or more frequent basis.
- 4. Special Salary Levels: The DOL also revised special salary levels for employees in U.S. territories (Puerto Rico, the U.S. Virgin Islands, Guam, and the Northern Mariana Islands) to \$455 per week, and the special base rate for employees in the motion picture producing industry to \$1,043 per week.

New Overtime Rule Impacting PGA Members

5. Duties Tests Remain the Same: Although the changes establish a new standard for salary and fee basis thresholds, it does nothing to alter the existing duties tests for the administrative, executive and professional exemptions or other requirements for the outside sales exemption and computer employee exemption. Of course, states may have more protective laws than the FLSA.

It is conceivable that this new final rule may face legal challenges from worker rights' organizations and other groups that may seek to prevent it from becoming effective, similar to what occurred in 2016, when a federal court declared the DOL's then-attempts to increase the compensation thresholds to be invalid. We will continue to monitor any developments.

