

Q1 What is the name of your golf course(s)? Please note that all information in this survey will be kept strictly confidential. Our interest is in developing meaningful industry benchmarks vs. analyzing specific course performance.

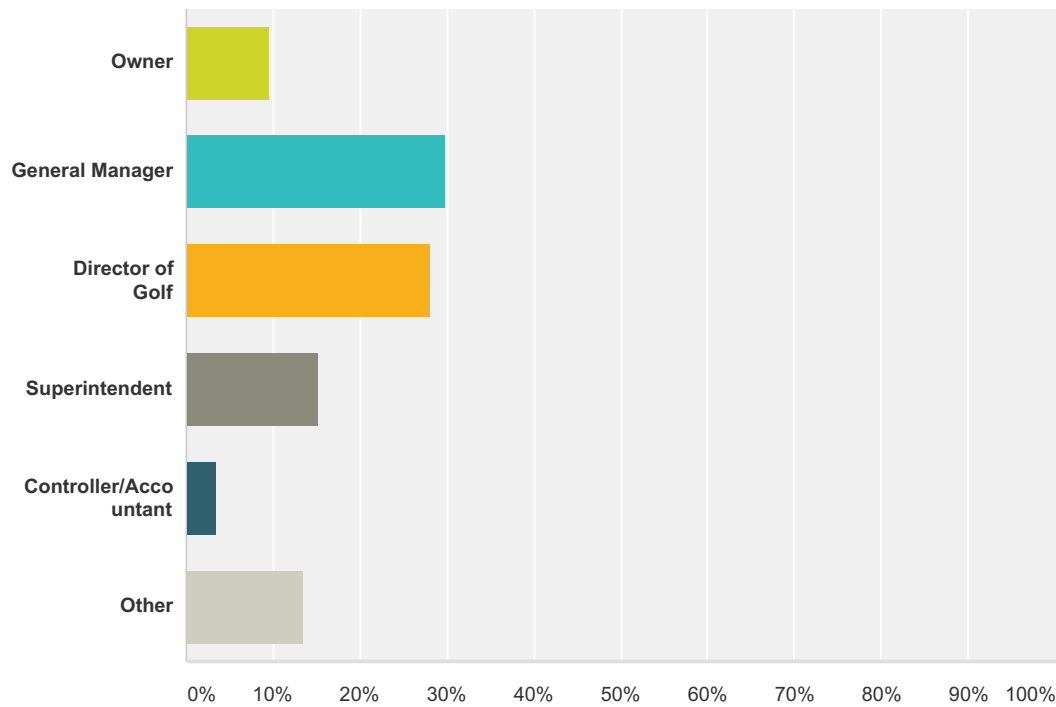
Answered: 181 Skipped: 21

Q2 What is the zip code of your golf course(s)?

Answered: 202 Skipped: 0

Q3 What is your position?

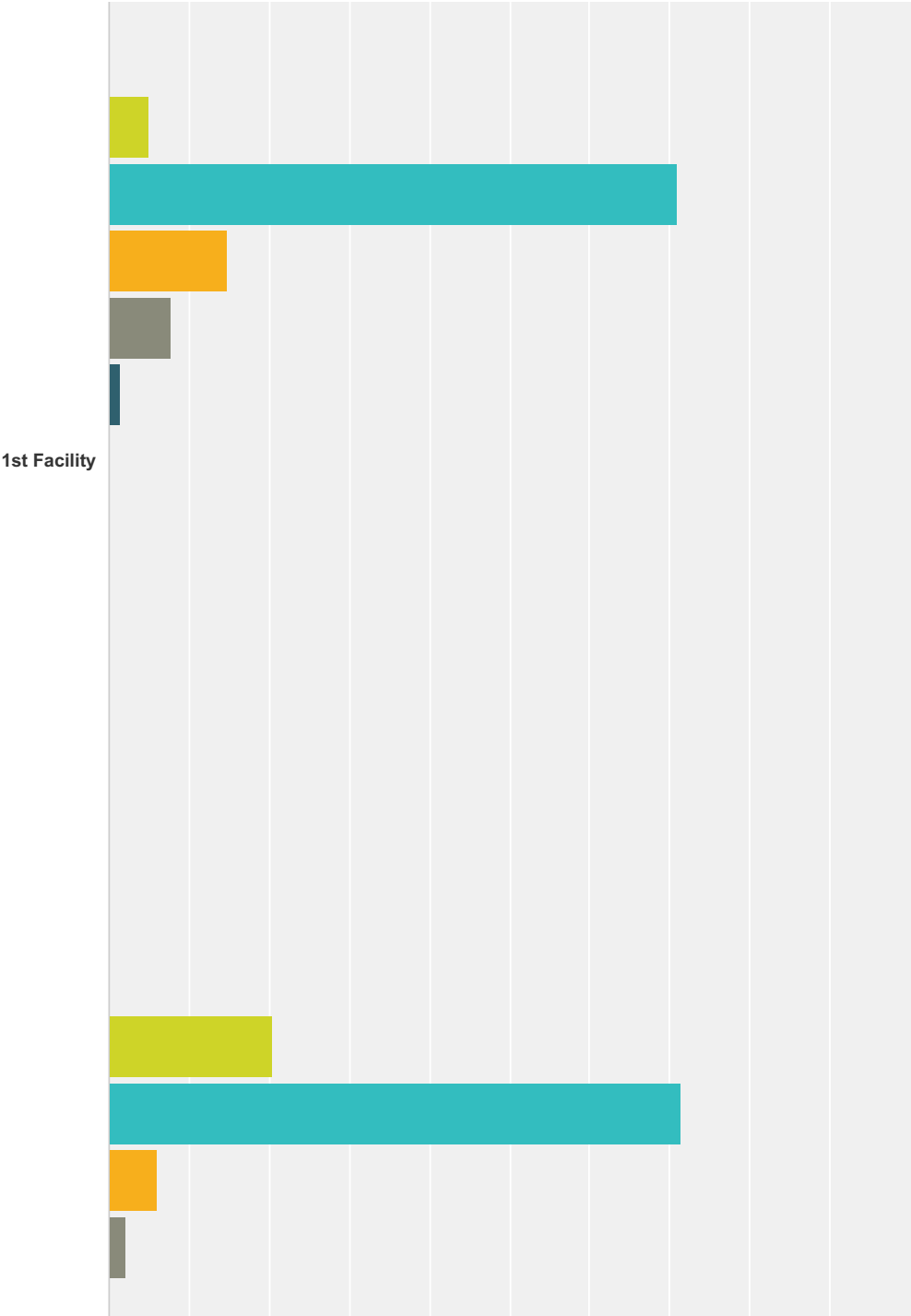
Answered: 198 Skipped: 4



Answer Choices	Responses	
Owner	9.60%	19
General Manager	29.80%	59
Director of Golf	28.28%	56
Superintendent	15.15%	30
Controller/Accountant	3.54%	7
Other	13.64%	27
Total		198

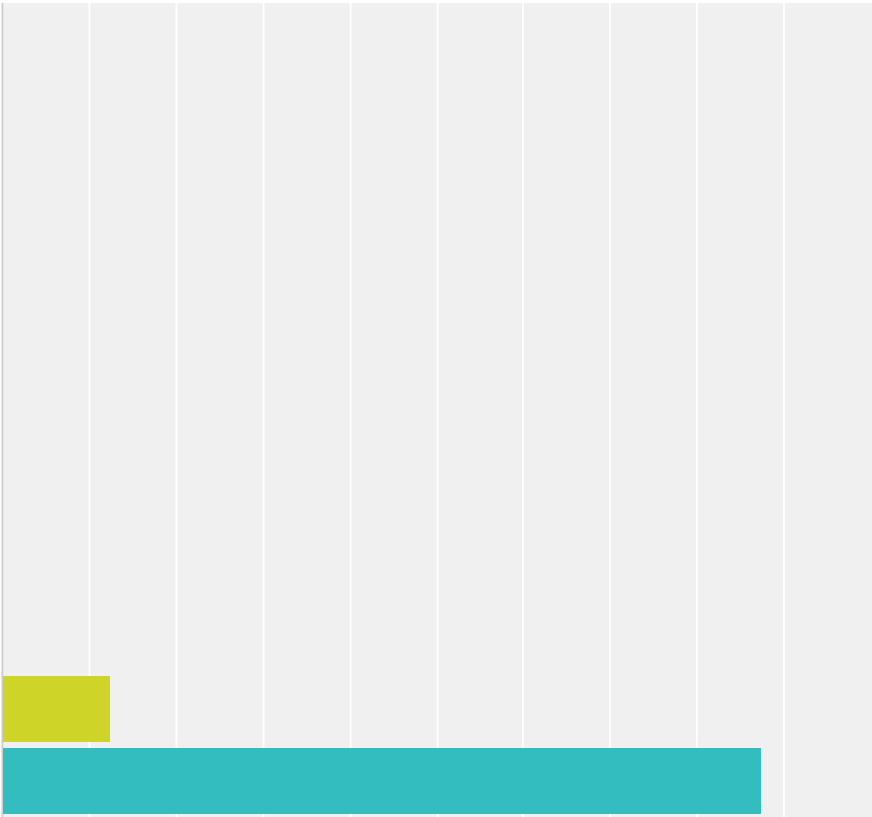
Q4 We are trying to ascertain how many facilities you operate and the number of holes at each facility. This question is merely attempting to measure the breadth of your operation. To illustrate, at Bethpage State Park there is only location (clubhouse) with five 18 holes golf courses. Merion Golf Club has two facilities separated by a couple of miles with 18 holes at each. They would check the 1st and 2nd facility with 18 holes. Finally, the City and County of Denver has seven different locations. They would check 9 holes for facility 1, facilities 2 through 6 with 18 holes and the seventh facility with 45 holes. Most golf courses responding to this survey will merely check 1st facility for 18 holes. Confusing, yes. Unfortunately, the permutations are almost limitless. Thank you for your patience. There is a method to the madness. :)

Answered: 196 Skipped: 6

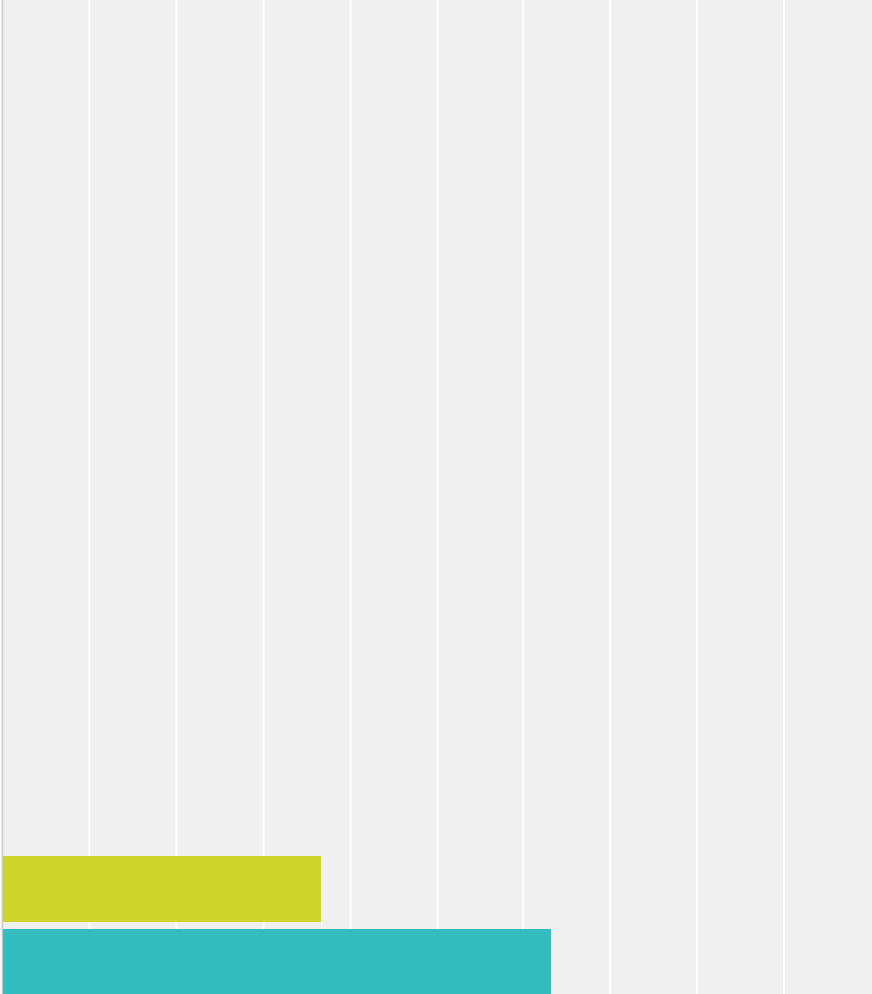


National Golf Course Labor Survey

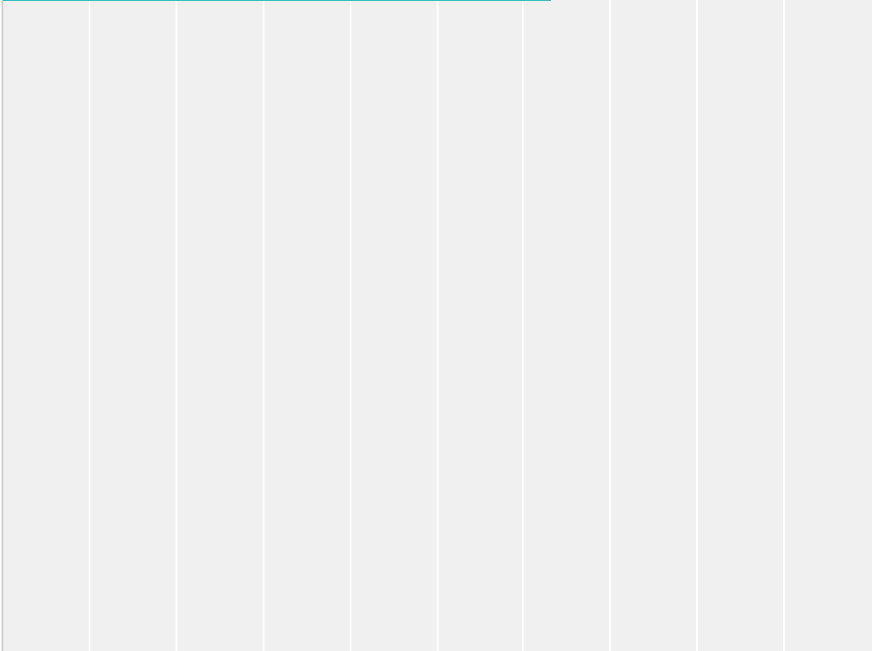
2nd Facility



3rd Facility

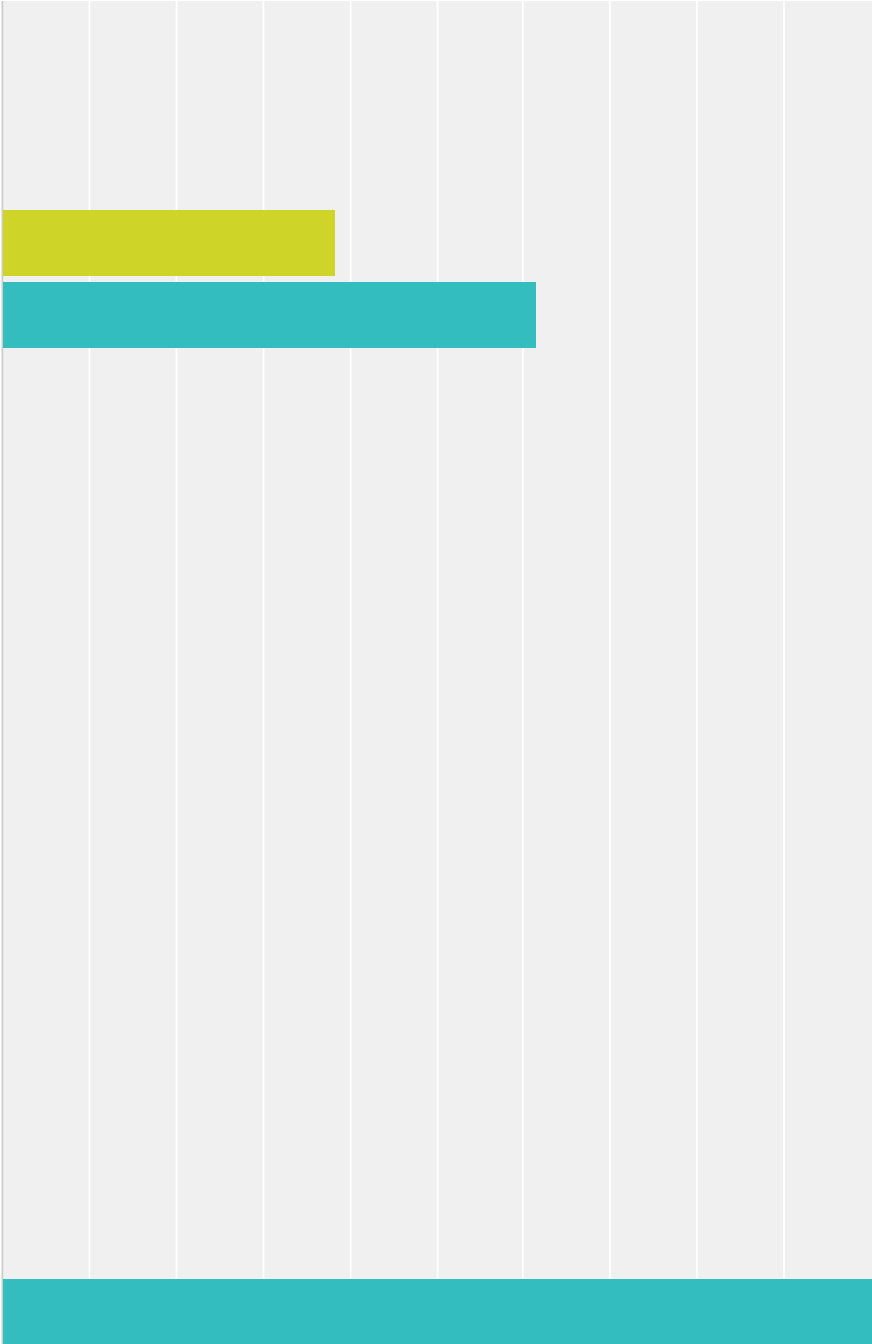


4th Facility

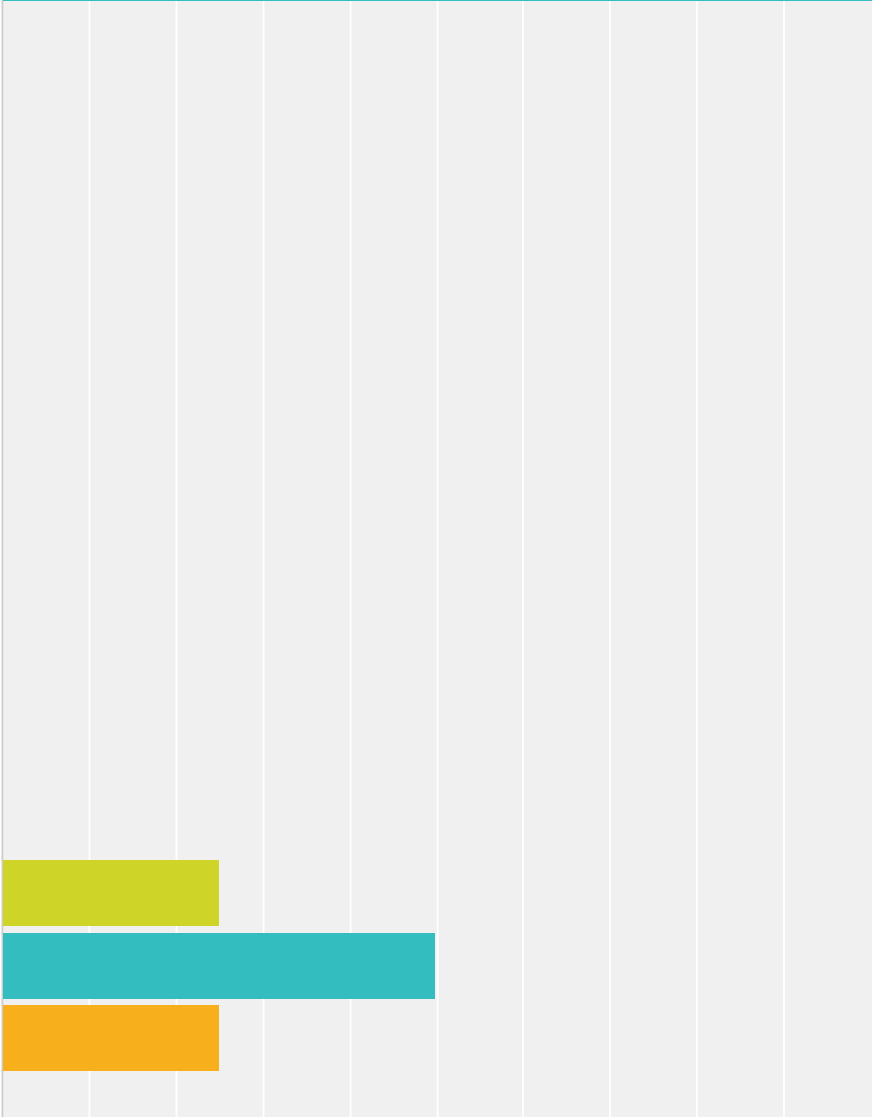


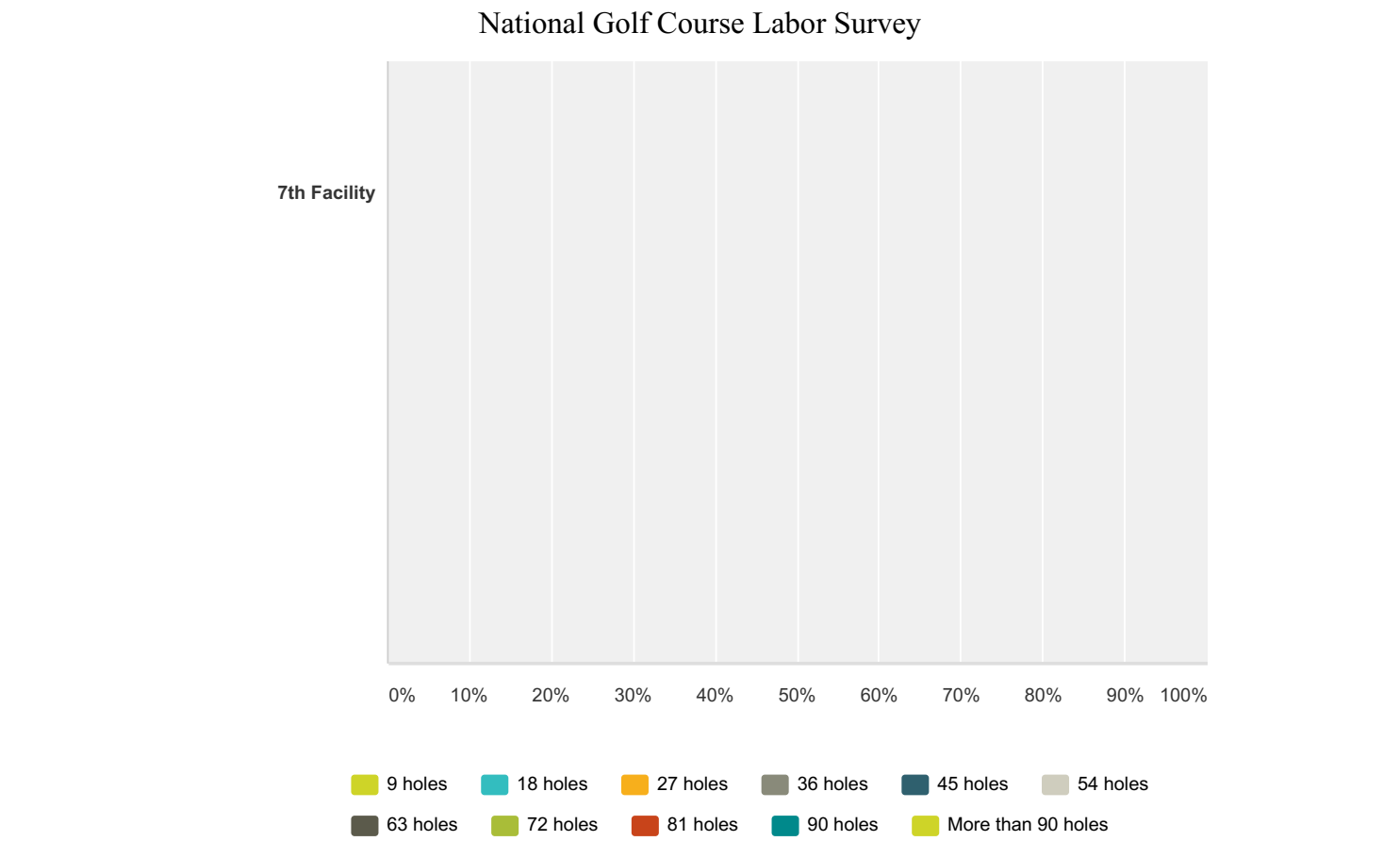
National Golf Course Labor Survey

5th Facility



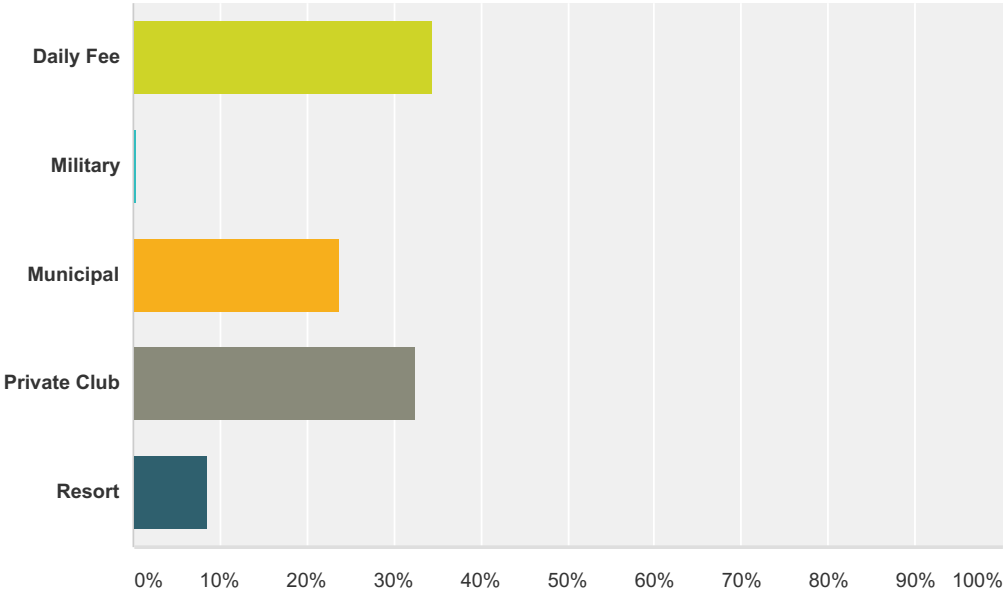
6th Facility





Q5 What type of golf course do you operate?

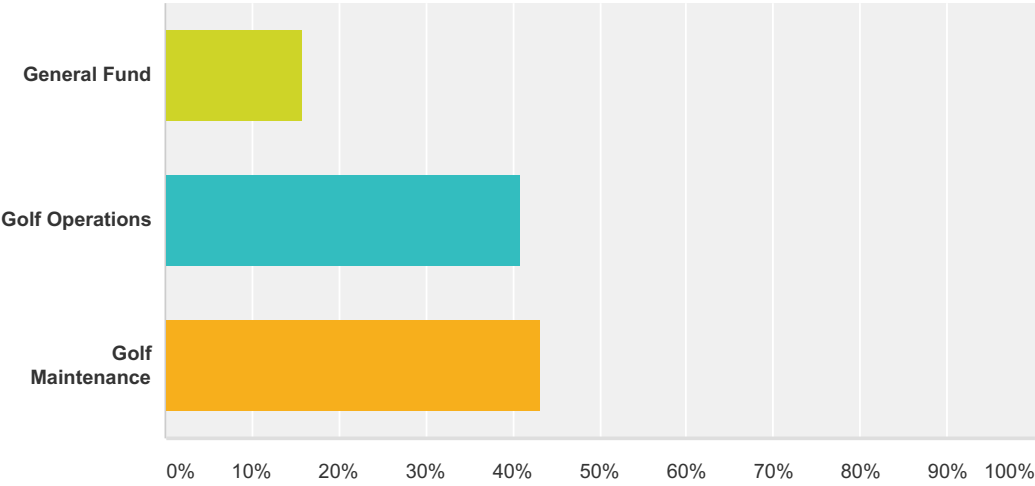
Answered: 197 Skipped: 5



Answer Choices	Responses	
Daily Fee	34.52%	68
Military	0.51%	1
Municipal	23.86%	47
Private Club	32.49%	64
Resort	8.63%	17
Total		197

Q6 How are trades people (electricians, plumbers and mechanics) costed?

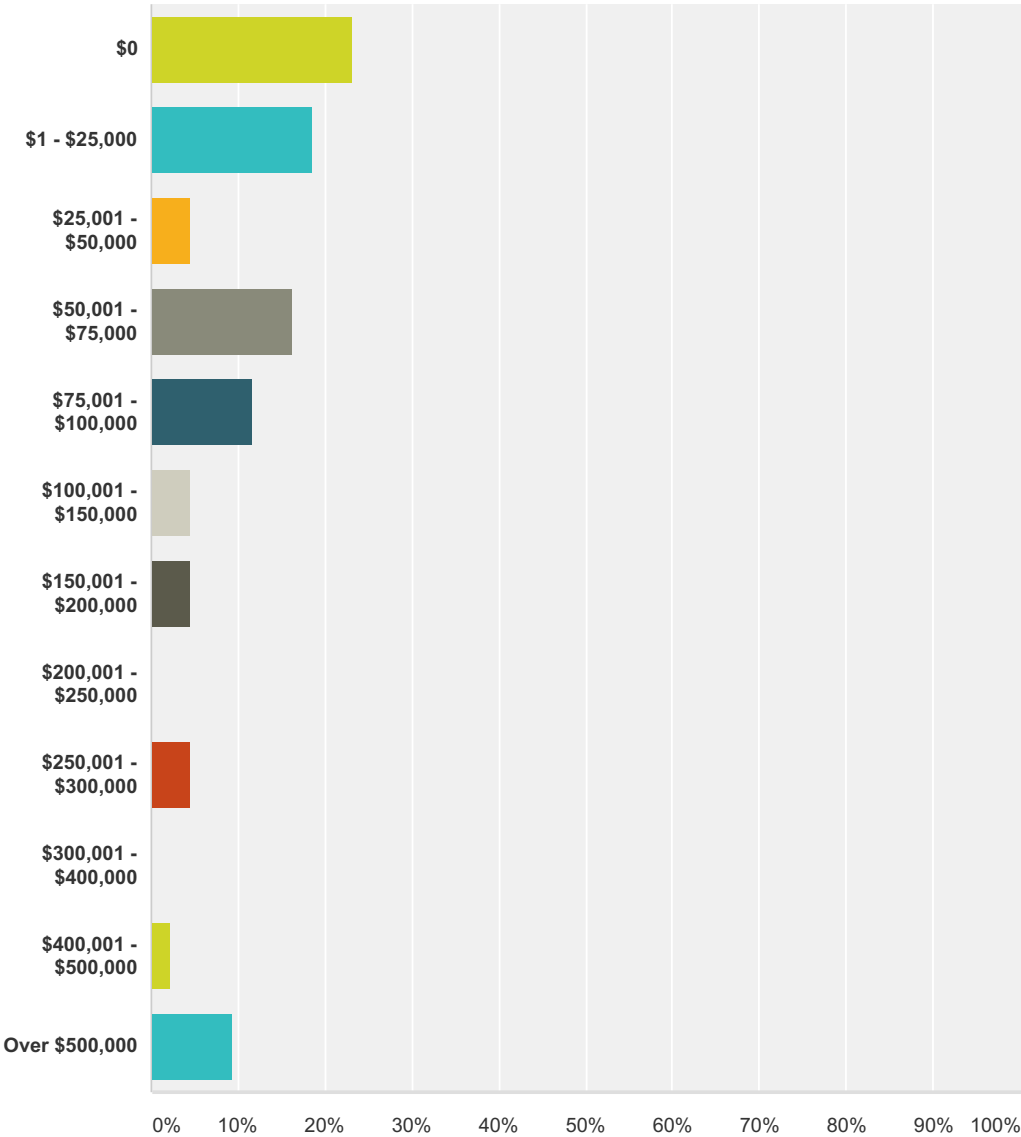
Answered: 44 Skipped: 158



Answer Choices	Responses	
General Fund	15.91%	7
Golf Operations	40.91%	18
Golf Maintenance	43.18%	19
Total		44

Q7 What is the total common service allocation for all course(s) from the general fund for services performed for accounting, human relations, legal, purchasing, etc.

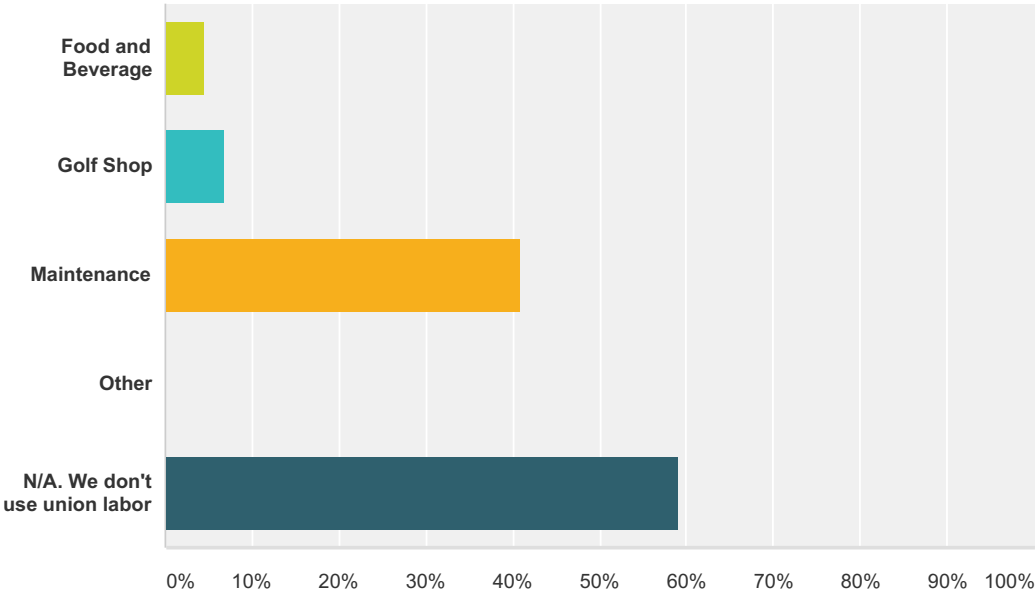
Answered: 43 Skipped: 159



Answer Choices	Responses	
\$0	23.26%	10
\$1 - \$25,000	18.60%	8
\$25,001 - \$50,000	4.65%	2
\$50,001 - \$75,000	16.28%	7
\$75,001 - \$100,000	11.63%	5
\$100,001 - \$150,000	4.65%	2
\$150,001 - \$200,000	4.65%	2
\$200,001 - \$250,000	0.00%	0
\$250,001 - \$300,000	4.65%	2
\$300,001 - \$400,000	0.00%	0
\$400,001 - \$500,000	2.33%	1
Over \$500,000	9.30%	4
Total		43

Q8 If you use golf course(s) uses union labor, what department(s) is such labor employed?

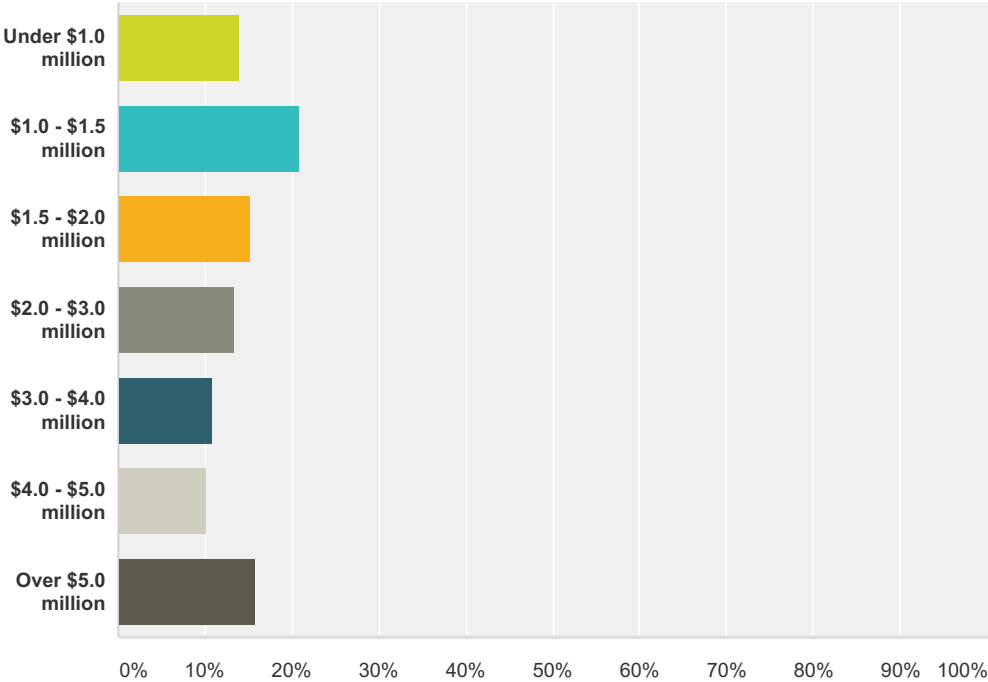
Answered: 44 Skipped: 158



Answer Choices	Responses	
Food and Beverage	4.55%	2
Golf Shop	6.82%	3
Maintenance	40.91%	18
Other	0.00%	0
N/A. We don't use union labor	59.09%	26
Total Respondents: 44		

Q9 What are the total facility revenues?

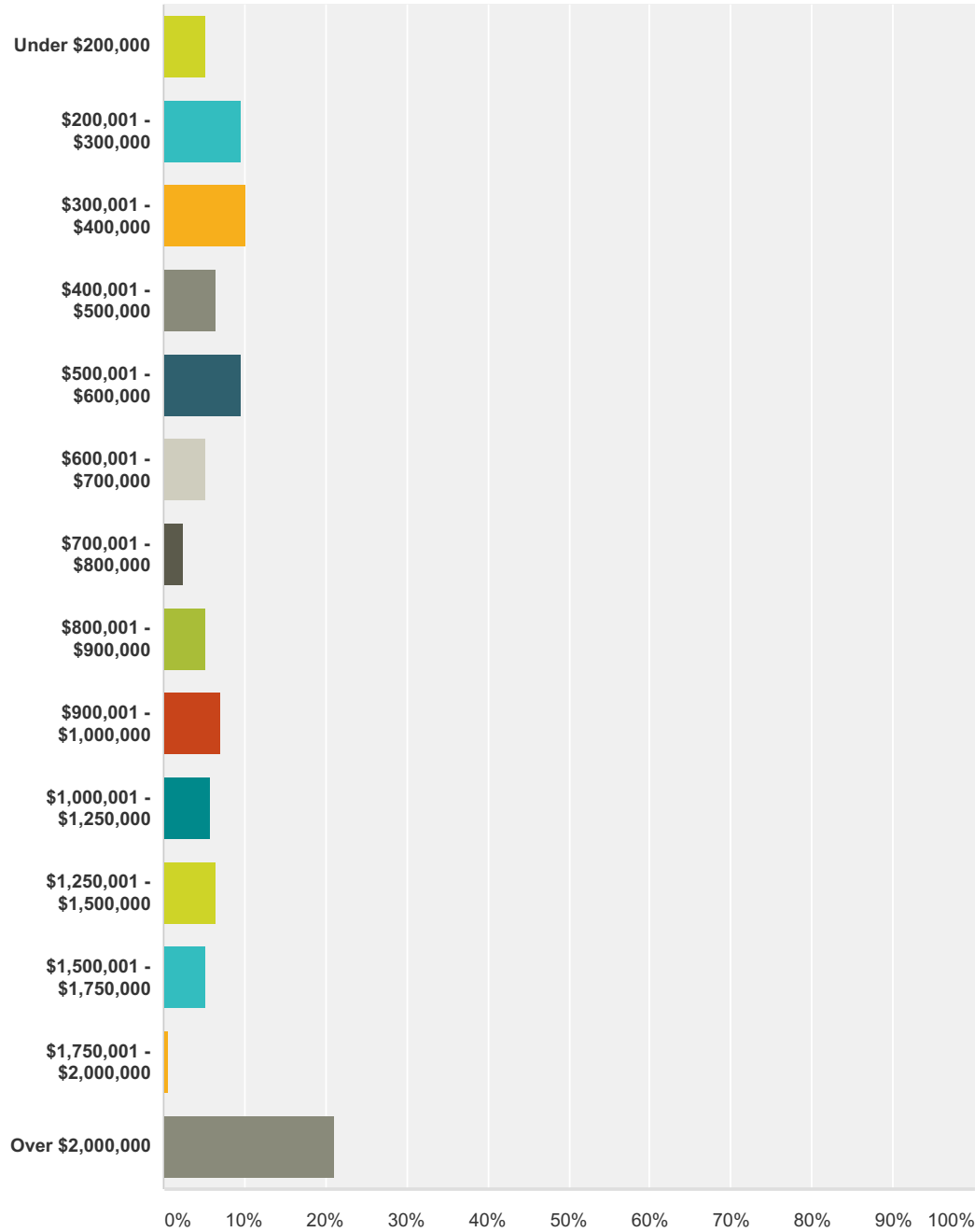
Answered: 158 Skipped: 44



Answer Choices	Responses	
Under \$1.0 million	13.92%	22
\$1.0 - \$1.5 million	20.89%	33
\$1.5 - \$2.0 million	15.19%	24
\$2.0 - \$3.0 million	13.29%	21
\$3.0 - \$4.0 million	10.76%	17
\$4.0 - \$5.0 million	10.13%	16
Over \$5.0 million	15.82%	25
Total		158

Q10 What is the total facility payroll, inclusive of employee benefits, contractor and temporary staffing costs at each facility for all departments (golf operations, food and beverage, maintenance)?

Answered: 156 Skipped: 46

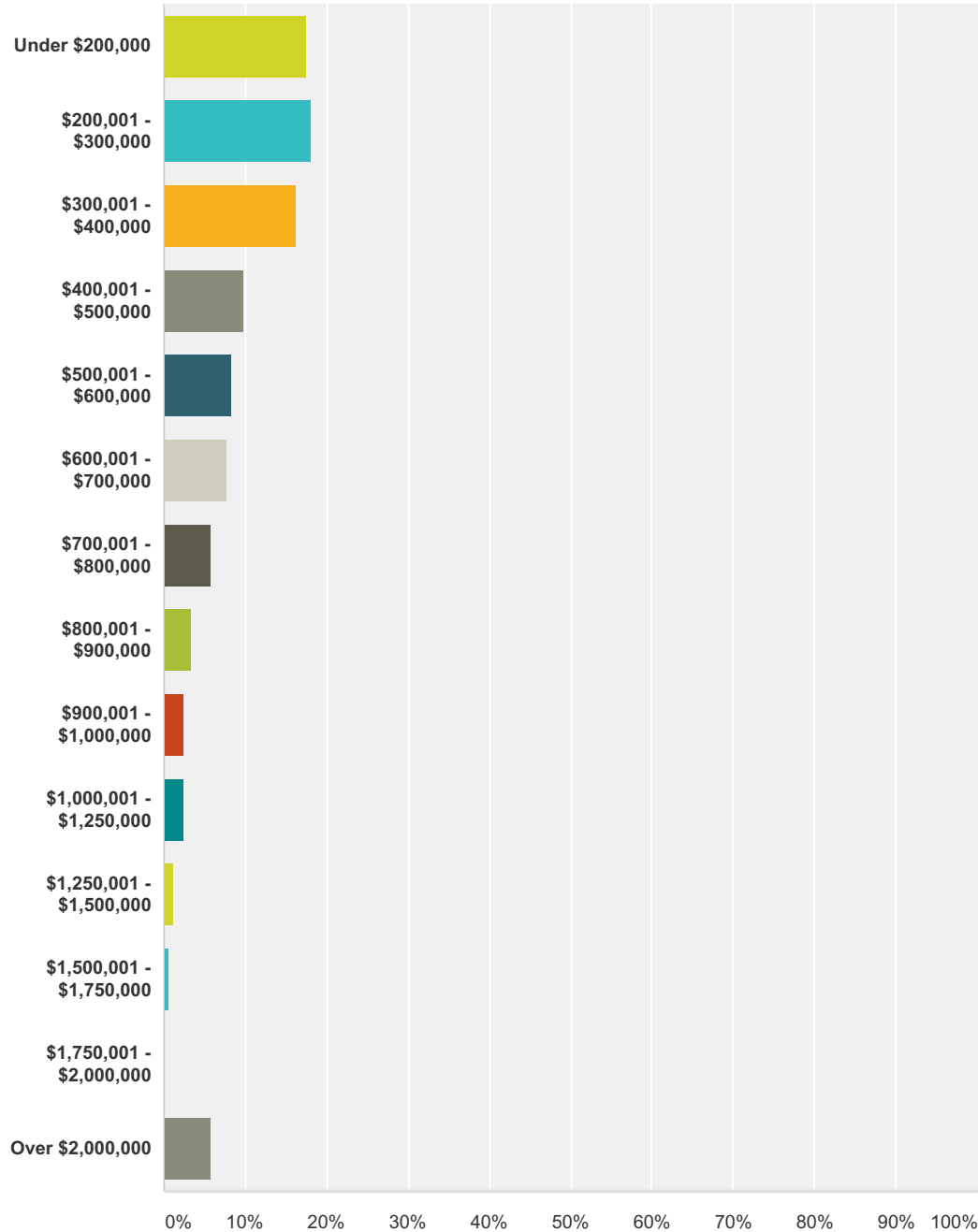


Answer Choices	Responses	
Under \$200,000	5.13%	8
\$200,001 - \$300,000	9.62%	15
\$300,001 - \$400,000	10.26%	16
\$400,001 - \$500,000	6.41%	10
\$500,001 - \$600,000	9.62%	15
\$600,001 - \$700,000	5.13%	8
\$700,001 - \$800,000	2.56%	4
\$800,001 - \$900,000	5.13%	8
\$900,001 - \$1,000,000	7.05%	11
\$1,000,001 - \$1,250,000	5.77%	9
\$1,250,001 - \$1,500,000	6.41%	10

National Golf Course Labor Survey		
\$1,500,001 - \$1,750,000	5.13%	8
\$1,750,001 - \$2,000,000	0.64%	1
Over \$2,000,000	21.15%	33
Total		156

Q11 What is the total golf operations payroll, inclusive of employee benefits, contractor and temporary staffing costs at each facility?

Answered: 154 Skipped: 48

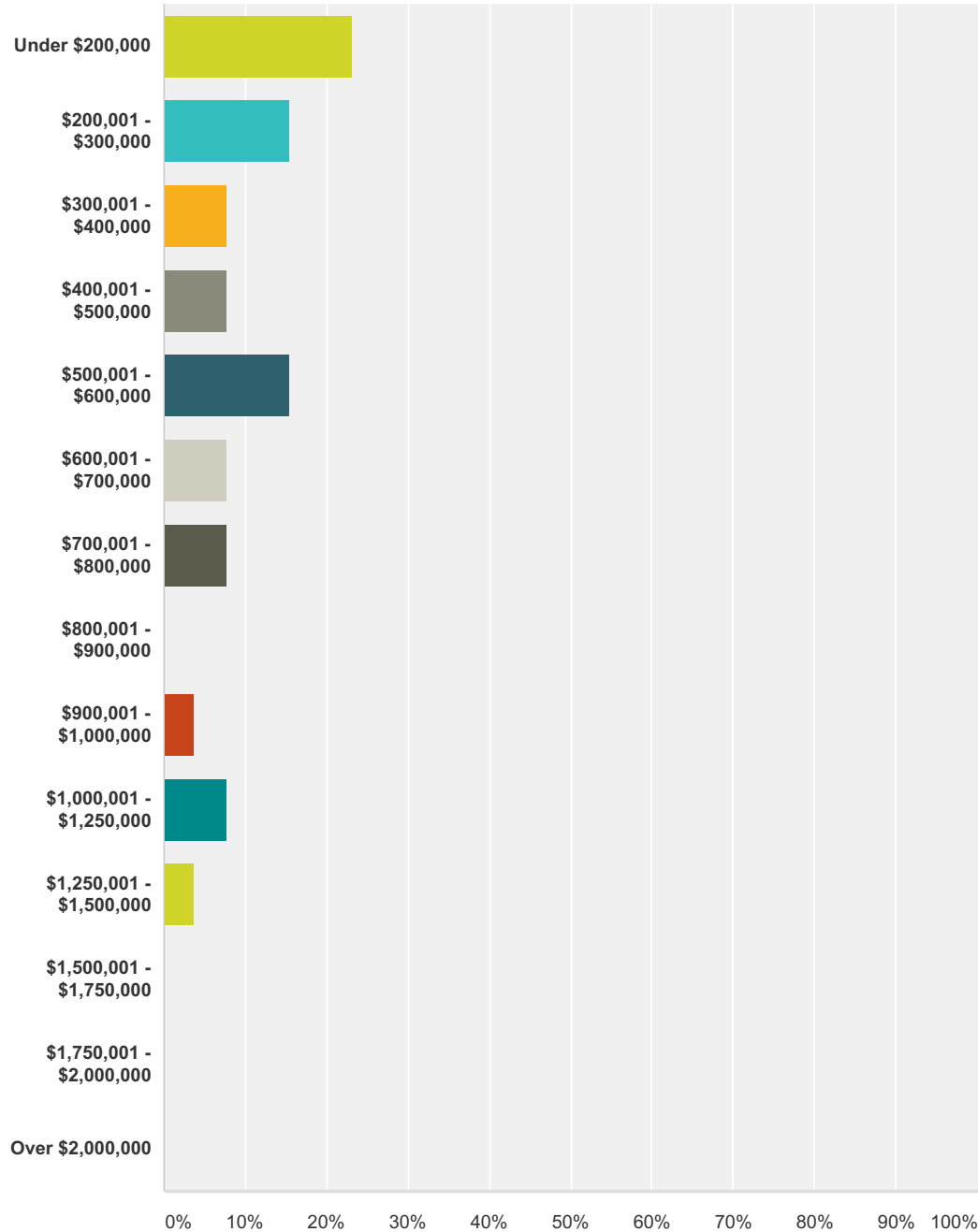


Answer Choices	Responses	
Under \$200,000	17.53%	27
\$200,001 - \$300,000	18.18%	28
\$300,001 - \$400,000	16.23%	25
\$400,001 - \$500,000	9.74%	15
\$500,001 - \$600,000	8.44%	13
\$600,001 - \$700,000	7.79%	12
\$700,001 - \$800,000	5.84%	9
\$800,001 - \$900,000	3.25%	5
\$900,001 - \$1,000,000	2.60%	4
\$1,000,001 - \$1,250,000	2.60%	4
\$1,250,001 - \$1,500,000	1.30%	2

National Golf Course Labor Survey		
\$1,500,001 - \$1,750,000	0.65%	1
\$1,750,001 - \$2,000,000	0.00%	0
Over \$2,000,000	5.84%	9
Total		154

Q12 What is the total maintenance payroll, inclusive of employee benefits, contractor and temporary staffing costs at each facility?

Answered: 26 Skipped: 176

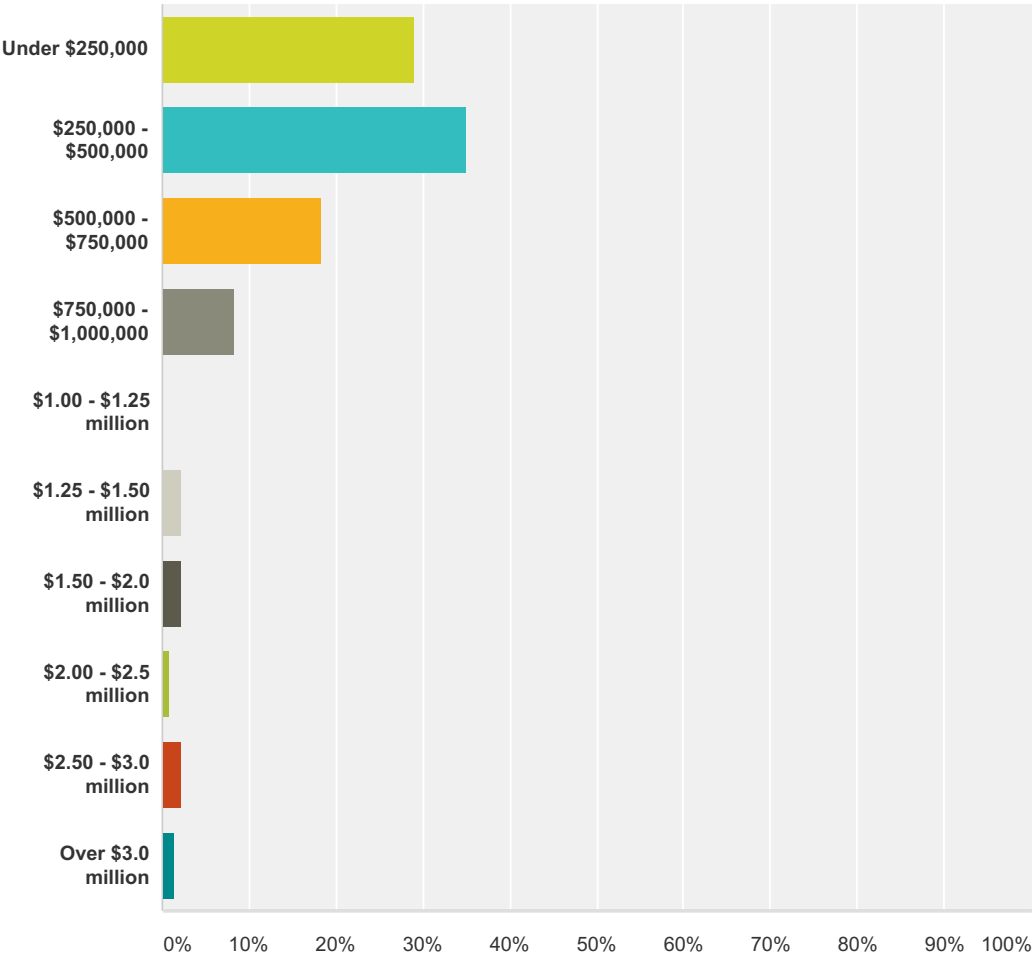


Answer Choices	Responses	
Under \$200,000	23.08%	6
\$200,001 - \$300,000	15.38%	4
\$300,001 - \$400,000	7.69%	2
\$400,001 - \$500,000	7.69%	2
\$500,001 - \$600,000	15.38%	4
\$600,001 - \$700,000	7.69%	2
\$700,001 - \$800,000	7.69%	2
\$800,001 - \$900,000	0.00%	0
\$900,001 - \$1,000,000	3.85%	1
\$1,000,001 - \$1,250,000	7.69%	2
\$1,250,001 - \$1,500,000	3.85%	1

National Golf Course Labor Survey		
\$1,500,001 - \$1,750,000	0.00%	0
\$1,750,001 - \$2,000,000	0.00%	0
Over \$2,000,000	0.00%	0
Total		26

Q13 What is the total golf facility maintenance payroll, employee benefits, contractor and temporary staff costs at each facility?

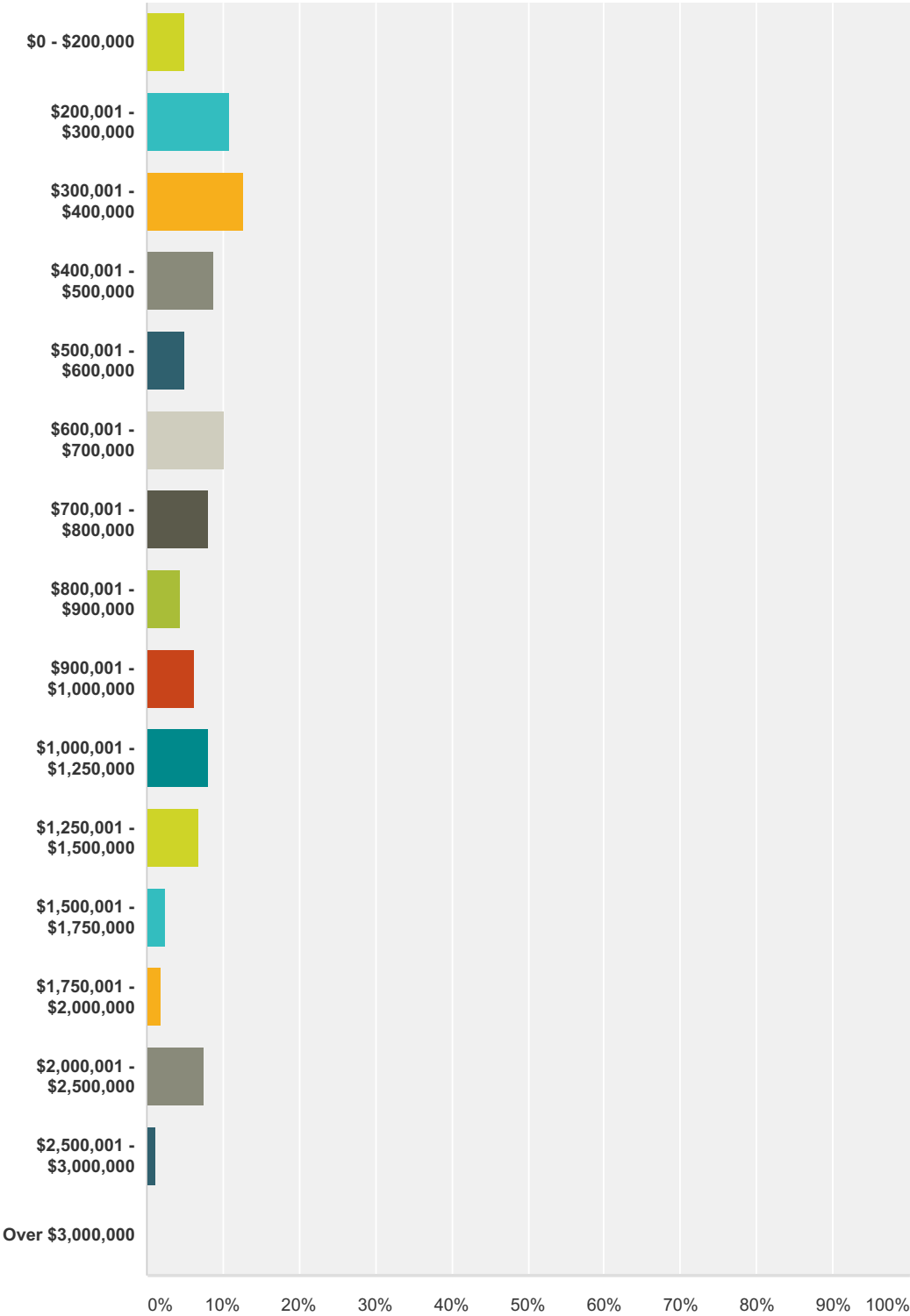
Answered: 131 Skipped: 71



Answer Choices	Responses	
Under \$250,000	29.01%	38
\$250,000 - \$500,000	35.11%	46
\$500,000 - \$750,000	18.32%	24
\$750,000 - \$1,000,000	8.40%	11
\$1.00 - \$1.25 million	0.00%	0
\$1.25 - \$1.50 million	2.29%	3
\$1.50 - \$2.0 million	2.29%	3
\$2.00 - \$2.5 million	0.76%	1
\$2.50 - \$3.0 million	2.29%	3
Over \$3.0 million	1.53%	2
Total	131	

Q14 What is the total maintenance budget at each facility?

Answered: 158 Skipped: 44

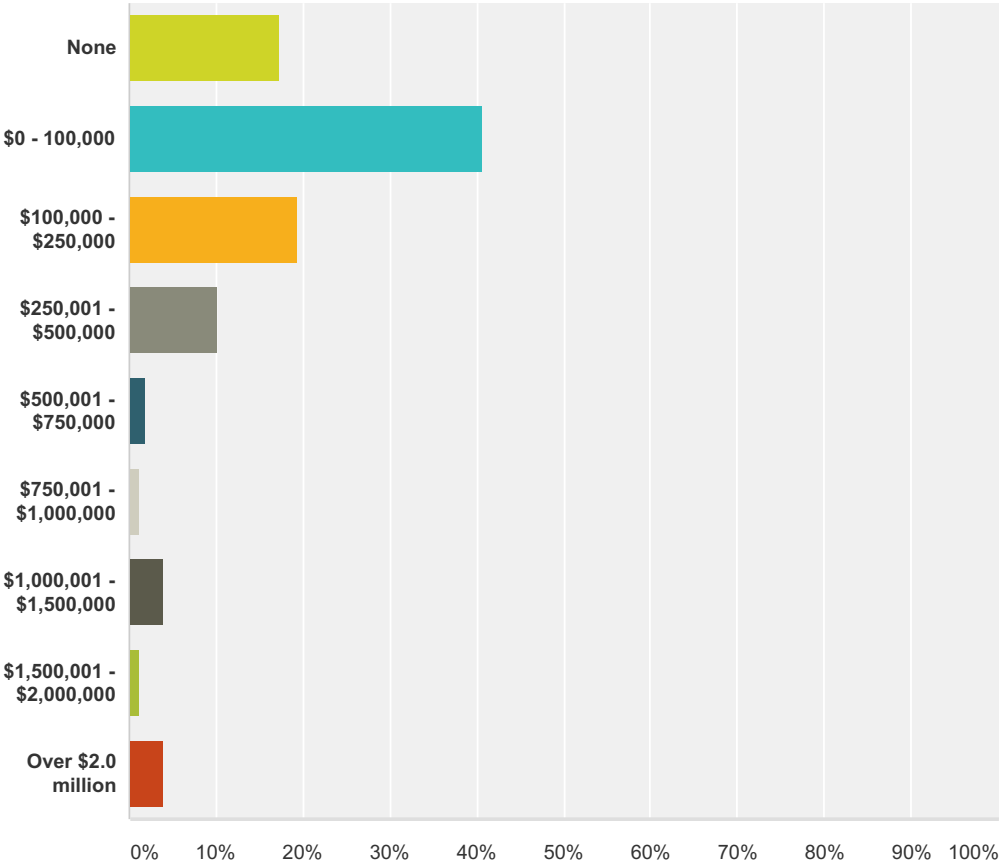


Answer Choices	Responses	
\$0 - \$200,000	5.06%	8
\$200,001 - \$300,000	10.76%	17
\$300,001 - \$400,000	12.66%	20
\$400,001 - \$500,000	8.86%	14
\$500,001 - \$600,000	5.06%	8
\$600,001 - \$700,000	10.13%	16
\$700,001 - \$800,000	8.23%	13
\$800,001 - \$900,000	4.43%	7
\$900,001 - \$1,000,000	6.33%	10
\$1,000,001 - \$1,250,000	8.23%	13

National Golf Course Labor Survey		
\$1,250,001 - \$1,500,000	6.96%	11
\$1,500,001 - \$1,750,000	2.53%	4
\$1,750,001 - \$2,000,000	1.90%	3
\$2,000,001 - \$2,500,000	7.59%	12
\$2,500,001 - \$3,000,000	1.27%	2
Over \$3,000,000	0.00%	0
Total		158

Q15 What is the estimated deferred capital investment currently at each facility?

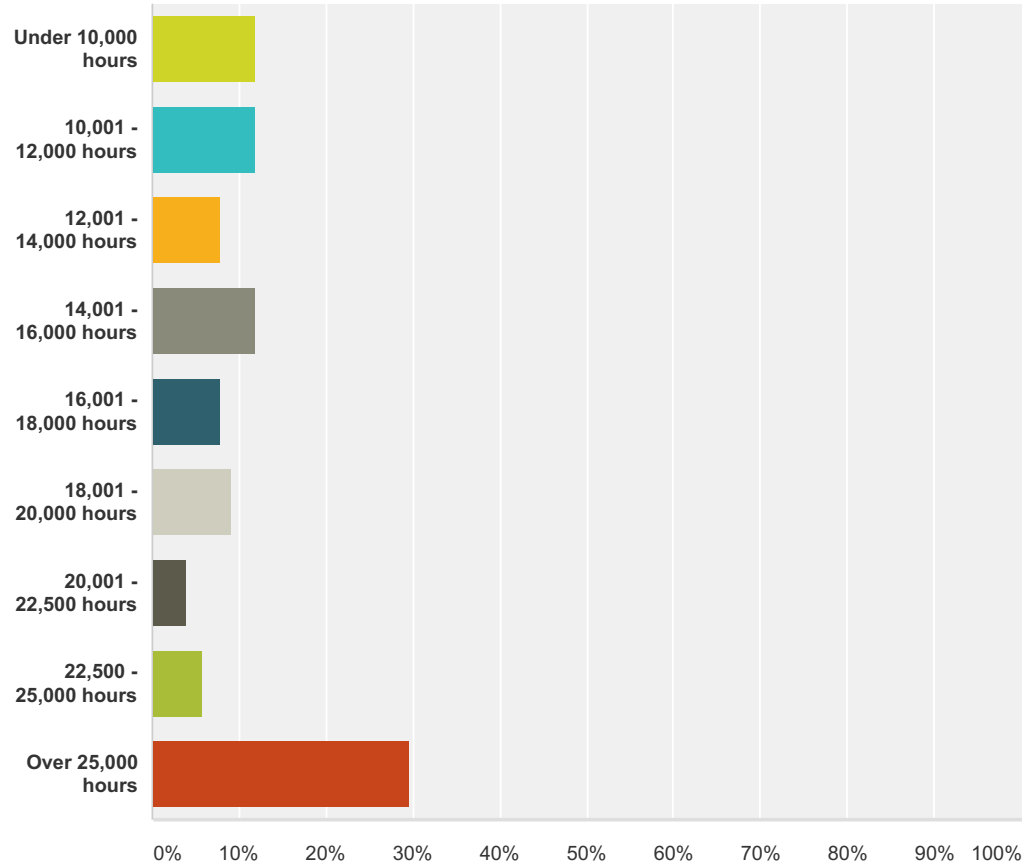
Answered: 155 Skipped: 47



Answer Choices	Responses	
None	17.42%	27
\$0 - 100,000	40.65%	63
\$100,000 - \$250,000	19.35%	30
\$250,001 - \$500,000	10.32%	16
\$500,001 - \$750,000	1.94%	3
\$750,001 - \$1,000,000	1.29%	2
\$1,000,001 - \$1,500,000	3.87%	6
\$1,500,001 - \$2,000,000	1.29%	2
Over \$2.0 million	3.87%	6
Total		155

Q16 What do you estimate are the total labor hours required to maintain each facility?

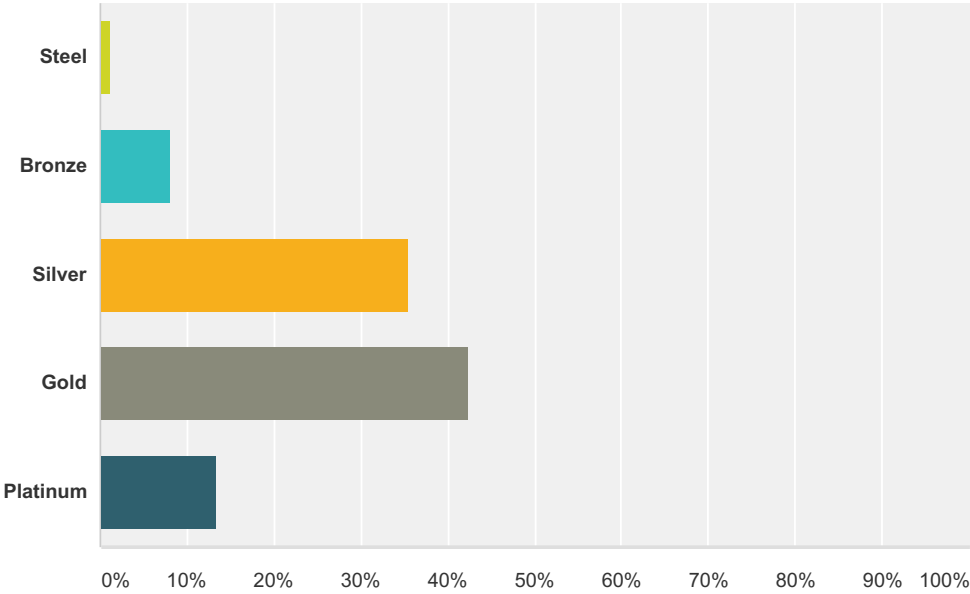
Answered: 152 Skipped: 50



Answer Choices	Responses	
Under 10,000 hours	11.84%	18
10,001 - 12,000 hours	11.84%	18
12,001 - 14,000 hours	7.89%	12
14,001 - 16,000 hours	11.84%	18
16,001 - 18,000 hours	7.89%	12
18,001 - 20,000 hours	9.21%	14
20,001 - 22,500 hours	3.95%	6
22,500 - 25,000 hours	5.92%	9
Over 25,000 hours	29.61%	45
Total		152

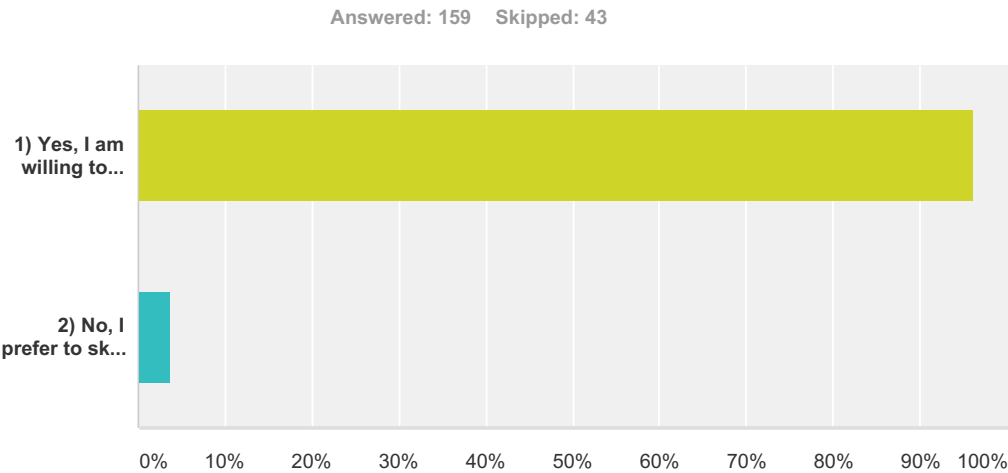
Q17 How would you describe the playing conditions at your golf course?

Answered: 158 Skipped: 44



Answer Choices	Responses	
Steel	1.27%	2
Bronze	8.23%	13
Silver	35.44%	56
Gold	42.41%	67
Platinum	13.29%	21
Total		158

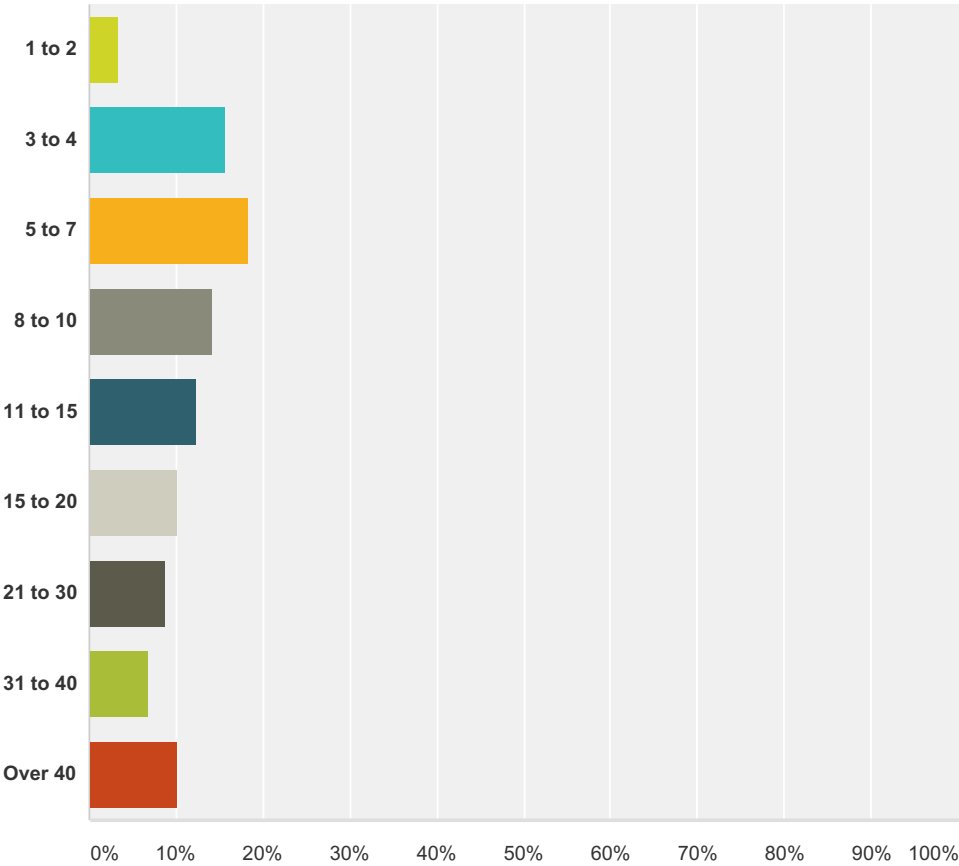
Q18 The last six questions focus on staffing levels at the facility, allocated to the golf department and assigned to maintenance.We would appreciate your completing these questions.Would you like to answer the final six questions or would you prefer to skip to the end to register for the prizes and gifts been awarded?



Answer Choices	Responses	
1) Yes, I am willing to answer last six questions.	96.23%	153
2) No, I prefer to skip to the last question to register.	3.77%	6
Total		159

Q19 What is the number of Full-Time Employees per Facility? (Note: We are seeking to measure the number of employees assigned to each course and not the total number of employees that may be engaged for all golf courses in the aggregate if you operate multiple courses at separate locations.)

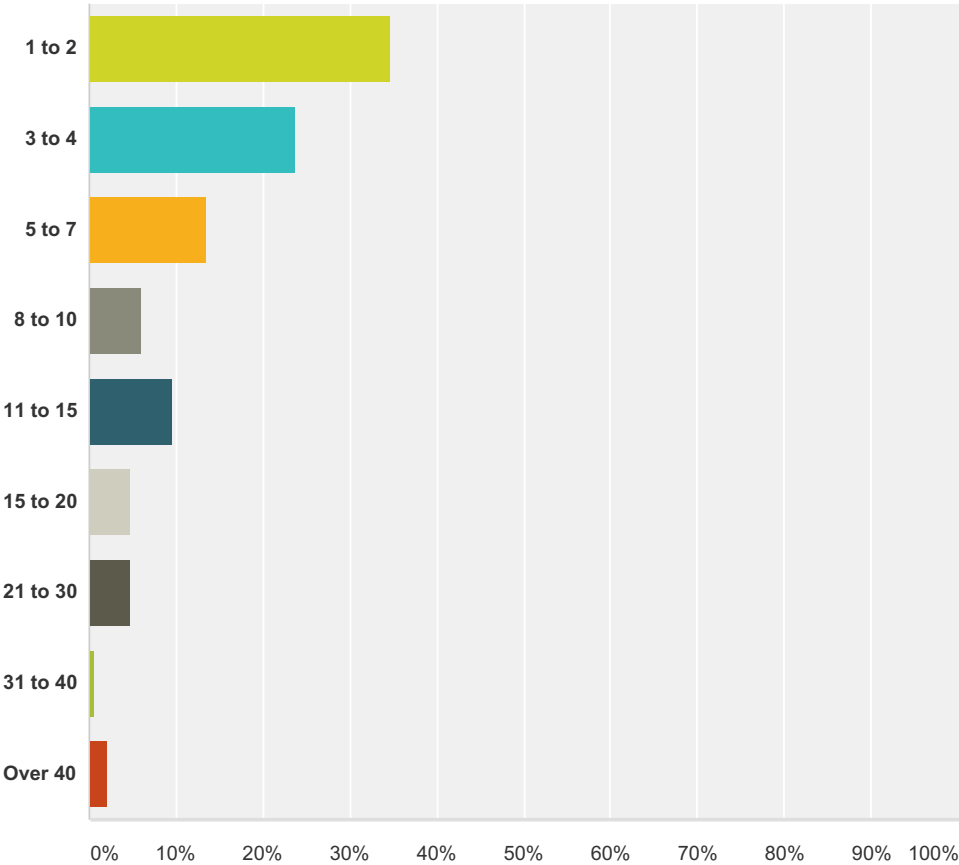
Answered: 147 Skipped: 55



Answer Choices	Responses	
1 to 2	3.40%	5
3 to 4	15.65%	23
5 to 7	18.37%	27
8 to 10	14.29%	21
11 to 15	12.24%	18
15 to 20	10.20%	15
21 to 30	8.84%	13
31 to 40	6.80%	10
Over 40	10.20%	15
Total		147

Q20 What is the Number of Full-Time Employees Assigned to Golf Operations at each facility?

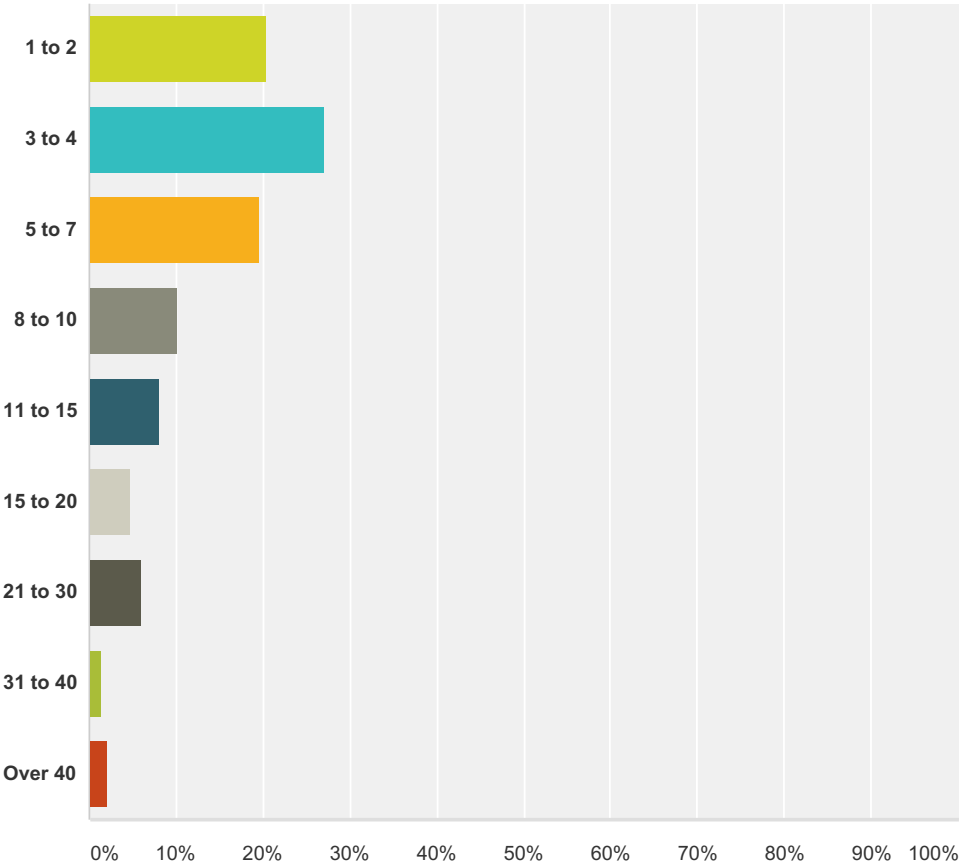
Answered: 147 Skipped: 55



Answer Choices	Responses	
1 to 2	34.69%	51
3 to 4	23.81%	35
5 to 7	13.61%	20
8 to 10	6.12%	9
11 to 15	9.52%	14
15 to 20	4.76%	7
21 to 30	4.76%	7
31 to 40	0.68%	1
Over 40	2.04%	3
Total		147

Q21 What is the Number of Full-Time Employees Assigned to Maintenance at each facility?

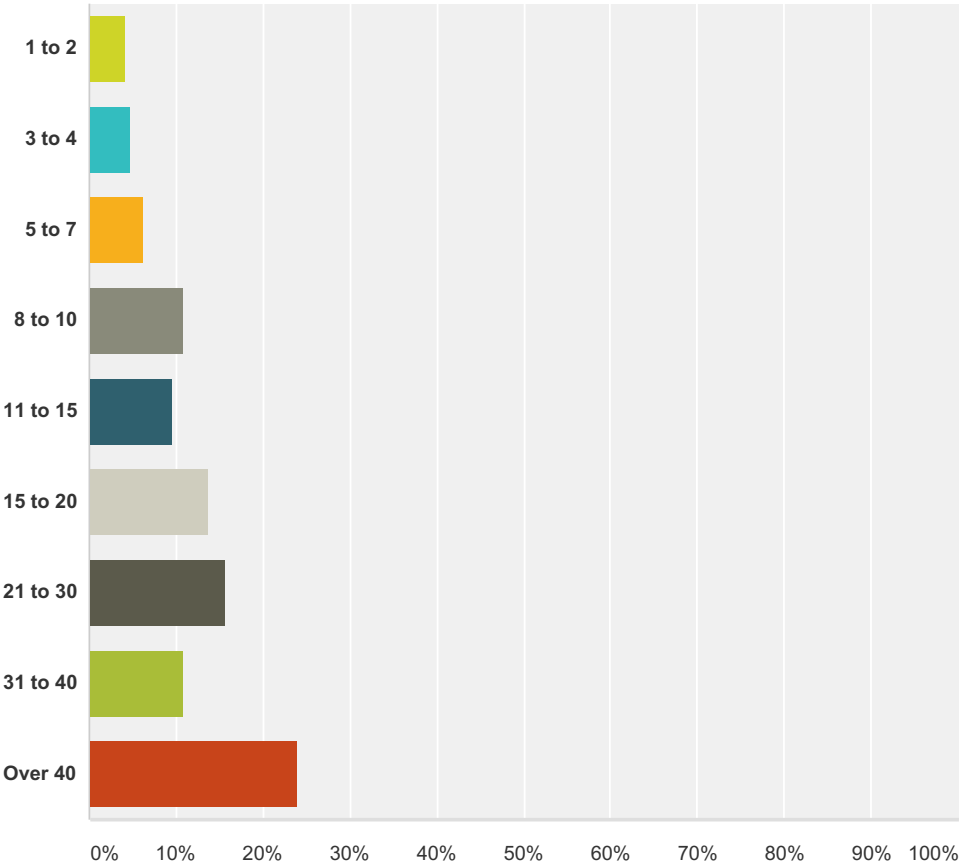
Answered: 147 Skipped: 55



Answer Choices	Responses	
1 to 2	20.41%	30
3 to 4	27.21%	40
5 to 7	19.73%	29
8 to 10	10.20%	15
11 to 15	8.16%	12
15 to 20	4.76%	7
21 to 30	6.12%	9
31 to 40	1.36%	2
Over 40	2.04%	3
Total	147	

Q22 What is the Number of Part-Time Employees Including Seasonal Employees at each facility?

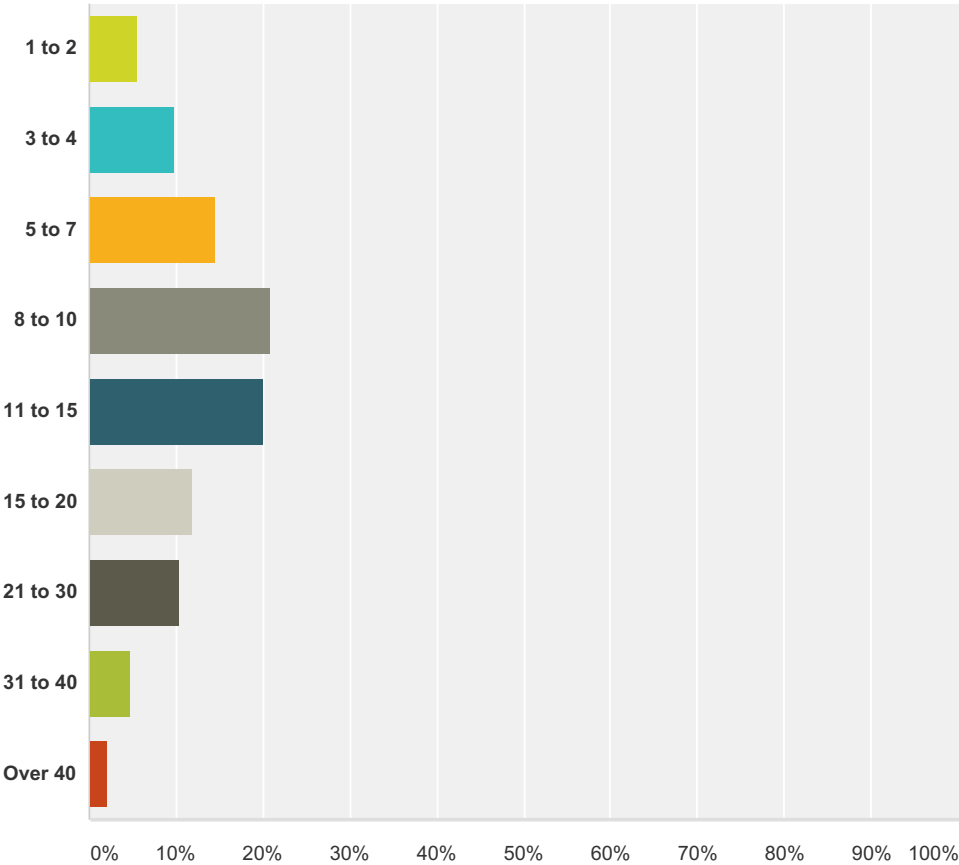
Answered: 146 Skipped: 56



Answer Choices	Responses	
1 to 2	4.11%	6
3 to 4	4.79%	7
5 to 7	6.16%	9
8 to 10	10.96%	16
11 to 15	9.59%	14
15 to 20	13.70%	20
21 to 30	15.75%	23
31 to 40	10.96%	16
Over 40	23.97%	35
Total		146

Q23 What is the Number of Part-Time Employees Assigned to Golf Operations at each facility?

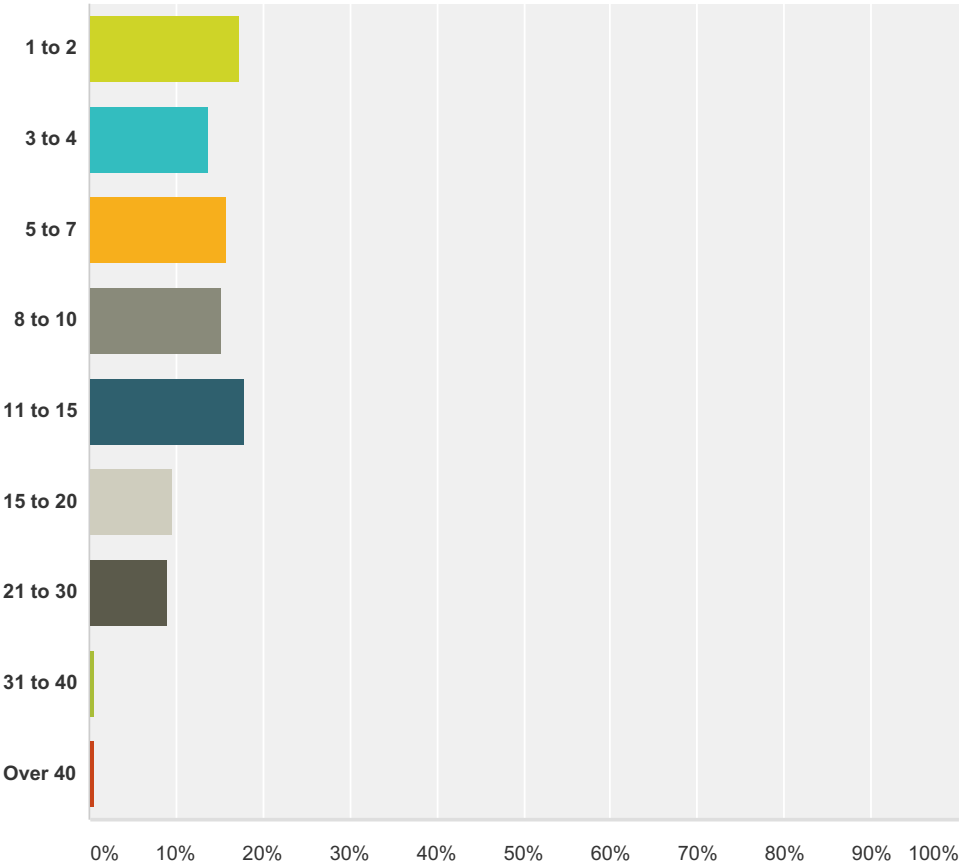
Answered: 144 Skipped: 58



Answer Choices	Responses	
1 to 2	5.56%	8
3 to 4	9.72%	14
5 to 7	14.58%	21
8 to 10	20.83%	30
11 to 15	20.14%	29
15 to 20	11.81%	17
21 to 30	10.42%	15
31 to 40	4.86%	7
Over 40	2.08%	3
Total		144

Q24 What is the Number of Part-Time Employees Assigned to Maintenance at each facility?

Answered: 145 Skipped: 57



Answer Choices	Responses	
1 to 2	17.24%	25
3 to 4	13.79%	20
5 to 7	15.86%	23
8 to 10	15.17%	22
11 to 15	17.93%	26
15 to 20	9.66%	14
21 to 30	8.97%	13
31 to 40	0.69%	1
Over 40	0.69%	1
Total	145	

Q25 If you would like to receive a copy of the results on this survey on January 4, 2011, please enter your email address. You will also be entered into a contest to win one of five FREE copies of J. J. Keegan, Managing Principal of Golf Convergence's book, "The Business of Golf - What Are You Thinking?" which is available at www.golfconvergence.com and amazon.com. Please click on the link below to complete the survey. It should take no more than 5 uninterrupted minutes to complete. We greatly appreciate your vital input. Thank you.

Answered: 134 Skipped: 68