

August 1, 2016

The Honorable Kurt Schrader
U.S. House of Representatives
2431 Rayburn House Office Building
Washington, D.C. 20515

Dear Representative Schrader:

On behalf of the members of the Professional Golfers Association of America, the Club Managers Association of America, the Golf Course Superintendents Association of America, the National Golf Course Owners Association and the National Club Association, we write to express our support for the Overtime Reform and Enhancement Act (H.R. 5813).

For many people, golf is merely thought of as a game. In reality, our industry employs two million Americans who earn nearly \$56 billion in annual wages. Indeed, the business of golf has an annual economic impact to the United States of nearly \$69 billion. Regrettably, the Department of Labor's (DOL) new overtime exemption rule will significantly harm many of golf's employers and employees.

As you know, DOL's rule dramatically increases the minimum weekly salary threshold required for exemption by more than 100 percent. This significant jump in the salary threshold cannot be absorbed by our members by the December 1 deadline. In response, many businesses will have to alter employee shifts, compensation packages and staffing levels to manage their increased labor costs. In the end, that means employees will see reduced opportunities for advancement, less workplace flexibility and even demotion from salaried to hourly positions.

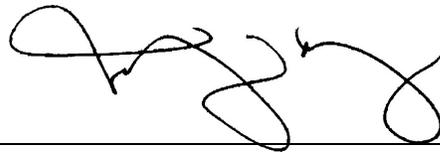
While we would prefer full delay and further consideration of the rule by DOL, the Overtime Reform and Enhancement Act provides the golf industry with the time needed to fully understand and implement the change in the minimum weekly salary threshold. By gradually increasing the threshold over the next three years, your bill helps employers meet their needs without harming the employees the rule was meant to help.

The golf industry thanks you for your leadership on this critical issue and we look forward to working with you to see your measure reach the president's desk as soon as possible.

Sincerely,



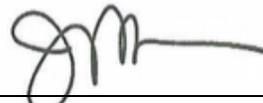
Peter Bevacqua, CEO,
PGA of America



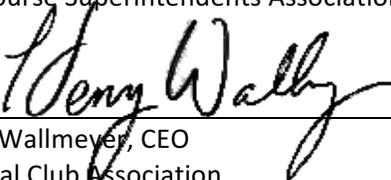
Jeff Morgan, CEO
Club Managers Association of America



Rhett Evans, CEO
Golf Course Superintendents Association of America



Jay Karen, CEO
National Golf Course Owners Association



Henry Wallmeyer, CEO
National Club Association