



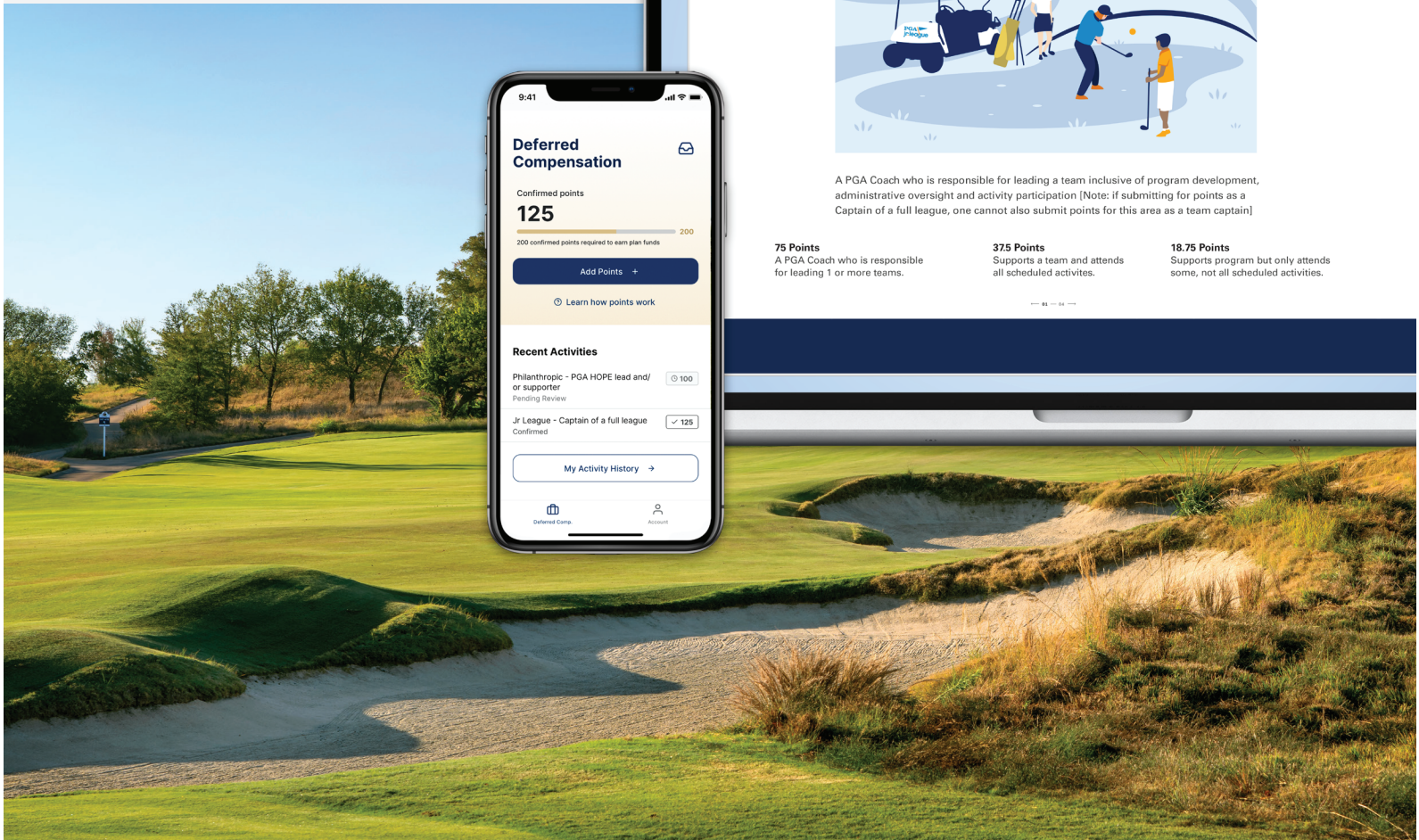
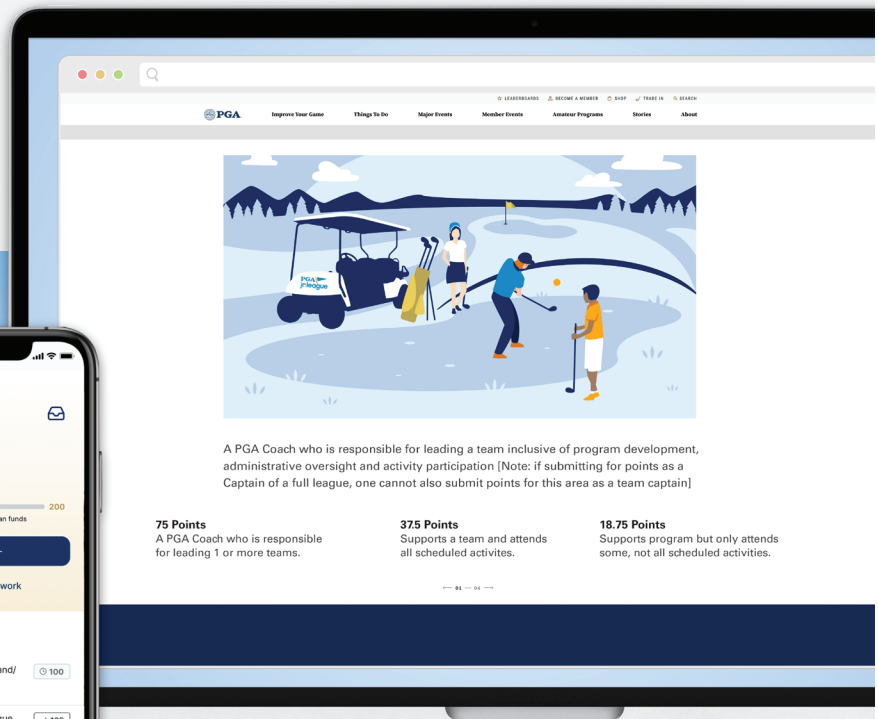
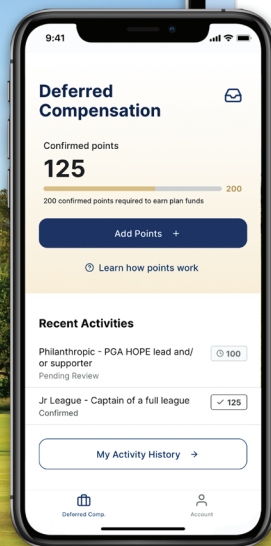
PGA

Deferred Compensation

WHAT IS PGA DEFERRED COMPENSATION ALL ABOUT?

- PGA Members can potentially earn up to \$1,500 a year to a Deferred Compensation fund by participating in a combination of 16 PGA approved activities across all three career tracks
- Activities and points matrix were developed with input from a cross-section of PGA Membership
- The aim is that over the years these investments will grow and provide a supplemental income for the member upon reaching the age of 65

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Activity	Description / Definition	Definition of Eligible for 100%	Definition of Eligible for 50%	Definition of Eligible for 25%	# of Points Allotted
PGA Jr League - Coach of a full league (1 per league)	A PGA Coach of a full league is defined as a PGA Member that oversees a full league which is no less than 24 players with teams playing during the recreational season against each other, plus coaches an all-star team, and hosts an all-star play day.	A PGA Coach with 24+ players in rec league, coaches an all-star team, and hosts an all-star play day	A PGA Coach with 24+ players in rec league	N/A	250
PGA Jr League - Team Coach (1 per team)	A PGA Coach who is responsible for leading a team inclusive of program development, administrative oversight and activity participation	A PGA Coach who is responsible for leading 1 or more teams	Supports a team and attends all scheduled activities	Supports program but only attends some, not all scheduled activities	75
PGA Family Golf - lead coordinator of tournament	A PGA Member that hosts a PGA Family Golf event.	Only option is 100%	N/A	N/A	75
PGA of America, PGA of America Section or PGA of America Sanctioned Tournament - facilitation of a tournament by acting as a lead host professional for the tournament hosting facility, provided that only two (2) participants may receive an allocation per tournament	One of a maximum of 2 lead host professionals at a facility for a PGA national, section or sanctioned tournament. 1. National Tournaments include PGA Championship, Ryder Cup, Women's PGA Championship, Senior PGA Championship, PGA Professional Championship (PPC), Senior PPC, Assistant PPC, PGA Cup, Women's PGA Cup, PGA Winter Championship Events, PGA Tournament Series Events, PGA National Club Championship, NCCGA Nationals, NHSGA High School Golf National Invitational, Junior PGA Championship, Junior Ryder Cup, PGA Jr. League National Championship, PGA University Championship, or PGA Team Golf Championship 2. Section Tournaments include any tournament operated by the Section including: State Opens (if run by Section), PGA Section Junior Tour Events, Pro-Am Competitions, PGA Professional Championship Qualifiers, Senior PGA Professional Championship Qualifiers, PGA Assistants Championship Qualifiers, PGA Section Stroke Play Events, PGA Section Match Play Events or PGA Pro-Pro Events	Lead host professional	Supports lead host professional (note: only 1 person can receive in addition to lead host professional)	N/A	75
Inclusive Golf Communities - leverage one national or national-approved marketing program in a given year	Oversee or work on one of the national or national-approved programs including PGA Junior Camps, NCCGA local tournaments, and PGA Team Golf local tournaments [Note: we will develop a more detailed list and allow for sections to submit programs to be added; PGA Jr. League, PGA HOPE, PGA Family Golf and Drive, Chip and Putt will not be included as get points otherwise]	Anyone who is responsible for leading the program inclusive of program development, administrative oversight and activity participation	Supports program and attends all scheduled activities	Supports program but only attends some, not all scheduled activities	75
DEI - Participation in at least one PGA- or industry-led DEI facility-based program	Participation in a PGA of America-led or industry-led Diversity, Equity & Inclusion (DEI) program or initiative, e.g. deploying Inclusion Guidelines for Golf Facilities, inclusive procurement/bidding using VRACONnect.org (specifically including 1 or more qualified diverse-owned vendor/supplier from the directory in a procurement bidding opportunity)	Anyone who is responsible for leading the program/effort inclusive of program development, leading deployment, administrative oversight and activity participation	Supports program and attends all scheduled activities	Supports program but only attends some, not all all scheduled activities	200
DEI - Lead the establishment of and/or activation of a PGA Section PGA LEAD program that includes no fewer than [6] six engagements in a 12-month period	Leads the establishment and/or activation of a PGA Section PGA LEAD program to identify, mentor and progress PGA Members from diverse background to and through the volunteer leadership chairs of the Section.	Person responsible for establishment of the PGA LEAD program and participates in 6 engagements	Was not the sole establisher, but co-sponsored the establishment of the program and participated in 6 engagements	Did not take a leadership role in establishing the program but participated in the content planning and delivery of 6 engagements.	200
Philanthropic - Active engagement related to PGA HOPE defined as lead and/or supporter	PGA HOPE is the military pillar of PGA REACH. A lead for PGA HOPE is defined as the PGA Member that is responsible for establishing and administering the PGA HOPE program at a given facility	Individual responsible for leading the program/activity inclusive of program development, administrative oversight and activity participation	Supports program and attends all scheduled activities	N/A	200
Philanthropic Assistant engagement of PGA HOPE defined as instructor	PGA HOPE is the military pillar of PGA REACH. An instructor is that engage in golf coaching and instruction with PGA HOPE participants.	Instructor that participates in all scheduled activities	Instructor that participates in no less than 50% of scheduled activities	Instructor that participates in no less than 2 scheduled activities	50
Philanthropic - Active engagement of Drive Chip & Putt competition	A PGA Member that hosts a Drive, Chip & Putt event, including a local, sub-regional, or regional qualifier. Points allocated for each event hosted.	Supports program and attends some scheduled activities	Volunteers at a Drive, Chip & Putt event	N/A	25
Year of active engagement on PGA's digital platforms	A PGA Member that is actively part of the PGA Interactive platform defined primarily as PGA.com, PGA.coach, and the mobile app experiences	Defined as having a profile set-up and having created no less than 5 transactions with consumers through the platform	Defined as having a profile set-up	N/A	100
Volunteer - Year of serving as a golf in school volunteer for a program that regularly delivers PGA branded instruction to a school	A PGA Member that serves as a volunteer (cannot be paid) at a school that delivers golf instruction consistent with ADM coaching philosophy for a full season. This can be any level of school from K-12 and college.	Anyone who is responsible for leading the program/activity inclusive of program development, administrative oversight and activity participation	Supports program and attends all scheduled activities	Supports program but only attends some, not all scheduled activities	100
Volunteer - Engagement as a mentor in a PGA recognized PGA mentoring program for other PGA members defined as enrollment in program and no less than 10 hours of active mentoring	Participant in PGA Journeys mentoring program and/or a Section-led mentoring program	10 hours of active mentoring	N/A	N/A	150
Volunteer - Tournament Rules Official / Referee service at PGA or PGA Section Championship event that is no less than 2 days (national or section staff does not qualify)	Tournament Rules Official/Referee service at PGA or PGA Section event that is no less than 2 days (national or section staff does not qualify). This includes hosting of the PGA Playing Ability Test as it is over 2, 18 hole rounds.	Acted in capacity as a Rules Official/Referee for national and/or section championship/event, or Playing Ability Test minimum 36-holes or no less than 2 days	Attends Rules Meeting and only works as a Referee 2 of the 4 Championship Rounds at a National Championship	N/A	150
Support of completion of the membership requirements and election to membership by the individual	Supporting an Associate or Student to be elected into PGA Membership that year	Supervising Professional as submitted in education portfolio	Mentor but not supervising professional	N/A	100
Recognition from the employing facility of the applicable participant's facilitation of a new job opportunity for another PGA member	Employing an additional member at a participant's facility (must be an incremental PGA member role versus a replacement)	Actively supported hiring (multiple people can receive but max allotment for an individual over a year is 100 points)	N/A	N/A	100