

## FLSA-195

November 1, 1972

This is in further reply to your communication of September 8, 1972, concerning the application of the Fair Labor Standards Act to the operations of \*\*\*, PGA Head Professional,\*\*\* .

We have received a report from the Department's Wage and Hour Division that an investigation of \*\*\* operations was conducted. The information obtained indicates that his operations provides goods and services primarily for the members of the host country club in which the pro shop is located with over 75 percent of its sales being made to such members. Where golf facilities operated by a professional at a country club are held out as a place where goods and services can be obtained to meet more completely and conveniently the needs and desires of the club's members it expects to serve, such a golf shop is considered functionally a part of the larger country club enterprise. Thus, \*\*\* pro shop was found to be part of the larger Country Club enterprise. Noncompliance with the overtime pay provisions of the Fair Labor Standards Act was found to exist.

Representatives of the local office of the Wage and Hour Division have been in contact with Mr. and Mrs. \*\*\* in order to provide assistance for future compliance. Mr. \*\*\* has agreed to the payment of back wages.

You may rest assured that the representatives of the local office will be available to provide Mr. \*\*\* with every assistance possible.

Sincerely,

Frederick L. Webber  
Special Assistant for  
Legislative Affairs

Enclosure