

From: The Greens committee

To: LLGCC Board

Subject: Employees' Salaries

We know that the Board is aware of the rising cost of maintaining our valued Associations' assets. We appreciate the job you are doing of distributing the revenues and resources. We appreciate your efforts. However...

It has come to our attention that we are losing key personnel because they are not paid current market salaries. We offer a good benefit package and they like working here. Other golf courses have come forward to current personnel and offering more money to come work for them. If the person takes the offer, that's their choice. Lake Limerick should not engage in a bidding war for personnel. However, the Greens Committee feels the Board needs to look at what the market is paying for equal jobs and take the necessary steps to become more competitive. We spend a lot of time training staff and they do an exceptional job. Losing personnel costs, us time and money.

The people we employ are a great asset to the LL Community. We need to be competitive in the market. We do not want to lose key personnel because we are not paying them a competitive salary. When we do not pay competitively, staff becomes underappreciated. We are concerned we may lose staff such as, Jason, Javier or Elen, and not be able to recruit quality replacements.

We respectfully ask that the Board to take the necessary steps to bringing current personnel up to competitive salary level, as those in the market place.

Thank for the being good stewards of our money.

Respectfully,

The Greens committee.