

INSULATION QUIETS NOISY GRILL



The men's grill at the Ozaukee C. C. (Milwaukee) was noisy. Conversations at the end of an 18-hole game were naturally rollicking in nature. All sorts of annoying and distracting echoes were caused by a vaulted construction of the roof. The result was a constant noise and din that drowned out ordinary conversation.

Ozaukee's board of directors solved this condition effectively and simply by installing on the ceiling flexible insulating material of the type made by the Flaxli-num Insulating Co., St. Paul. This insulation, left exposed, absorbed the noise and din which previously had been reflected in the form of echoes.

"Our men's grill is at last mentally comfortable and quiet," says A. H. Bentley, president of the club. "Reverberations have disappeared and conversations may be carried on without undue strain. Also, the appearance of the room has been improved."

membership whose requirements are much more exacting and particular.

It is more essential that a club manager have the great number of details of the business at his command than the hotel manager because of the fact that in the majority of cases he is compelled to administer the departments himself directly without aid of experienced assistants, whereas the hotel can support a staff of trained executives to work with its manager.

The hiring of a manager usually comes within the province of a house committee, and because it is true that house committees are often chosen on the basis of social standing, or popularity, or their reputations as business men in the community without regard to their experience with

the technical and administrative side of club work, it is obvious that their selection of a manager would not be based upon the fundamental principles most important to the club's benefit. They may mean well enough, and they may select a man who from appearance and from his sales talk and from references seems to them to be capable of filling the bill, but with a yardstick in their possession, it would be pretty difficult for them to go wrong. Therefore, what follows is an attempt to describe capabilities, personality, characteristics, appearance, and general knowledge, which are the units which will show the real measurements of a candidate who presents himself for the position of manager.

(To be continued.)