



Special points of interest:

- ◆ Preliminary Bid Calling Contest
- ◆ Letter from Hannes Combest
- ◆ 2017 MPAA Winter Conference



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The MISSOURI AUCTIONEER

The 2017 MPAA Winter Conference February 17, 18 & 19th, 2017

Stoney Creek Hotel & Conference Center

2601 S Providence Rd, Columbia, MO 65203



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**President**

Doug Vaughn
20 Hadfield Drive
Ewing, MO 63440
573-494-1029

vaughnauctioneers@hotmail.com

President Elect

Jeff Pittman
7076 State Rout C
Rosendale, MO 64483
816-262-8753

pittmanauctions@live.com

Vice President

Michael Cunningham
2078 Highway J
Jacksonville, MO 65260
660-651-2288

Immediate Past President

Rob Weiman
1081 Teson Road
St. Louis, MO 63042
314-680-8599
moundcityauctions@gmail.com



A new year has arrived!

The 2017 Winter Conference in Columbia is fast approaching and promises to be a great event. The legendary Spanky Assiter is the featured speaker this year.

Spanky needs no introduction. He is truly a legend in the auction industry.

This will be my final letter as your MPAA President. I have had the opportunity to serve the MPAA in 2011 and 2016 as your president. For that, I appreciate your trust, confidence, and assistance in helping the MPAA strive to provide the services our members need and expect to succeed in this industry. I look forward to seeing everyone in Columbia at the conference. And as always, good selling!

Doug Vaughn
MPAA President

573-494-1029

vaughnauctioneers@hotmail.com

DIRECTORS - TERM ENDING 2016

Jeff Garber
19685 Zion Church Road
Lincoln, MO 65338
660-723-5272
jeffgarberauctioneer@gmail.com

Josh Teter
305 Pleasant Street
Laclede, MO 64651
660-734-2111
teterauction@gmail.com

DIRECTORS - TERM ENDING 2017

Sanford Smith
19390 State Hwy 51
Puxico, MO 63960
573-222-3900
sandysmith@gmail.com

Seth Hutchison
PO Box 551
Versailles, MO 65084
660-620-2571
Seth.hutchison.auctioneer@gmail.com

DIRECTORS - TERM ENDING 2017

Ed Warden
19615 Hwy Y
Dixon, MO 65459
573-528-0729
ed@wardenauction.com

Toney Thornhill
869 Boca Raton Drive
St. Peters, MO 63366
636-295-1370
toney@highercallingba.com

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Recently, I had the opportunity to sit in on an NAA task force that is developing a new designation for Contract Auctioneers. This task force has opened my eyes to the auction industry in a ton of new ways.

The task force was chaired by Janine Huisman, CAI, AMM, BAS, GPPA, who hired contract auctioneers for her family's business focused on equipment and classic cars and is a benefit auctioneer. Ten committed NAA professionals sit on this task force – all of whom have been or work with contract auctioneers. And all are singularly focused on ensuring that NAA's newest designation will help contract auctioneers in the automobile sector, the livestock sector, real estate or benefit work (or with any other asset class) be successful.

Here's what I learned – as much as I have been exposed to in the auction industry, each asset class and auction professional is very unique with unique needs for their business. We at NAA know this inherently, but I don't know that we have acted on it as well as we could have.

Enter a new concept that the NAA Board of Directors has approved: called the Communities of Practice. It works very simply: We have identified five communities: Contract Auctioneers; Real Estate; Benefits; Personal and Commercial Property; and Marketing and Management. All of these communities will have education targeted to them (including a specific summit each year), each community has designation programs focused on them, and all will have content written and provided specifically for them.

It is NAA's opportunity to help you get the information you most need for your business to be successful.

It is not a one size fits all approach. Having said that, you WILL have the opportunity to receive ANY content you want.

Let me give you an example. Beginning Jan. 1, 2017, the NAA Knowledge Center will be completely free. For those of you who don't know about the Knowledge Center, it is simply a collection of recorded conference sessions that range back several years. In the past, we have charged \$20 or more for each of these sessions. But, we want members to have access to everything they need. So, the Board approved a proposal to make those free to NAA members.

To further help you decide what you want, each title will be tagged with an icon that will let you know which of the five Communities of Practice the specific session addresses. Some may address more than one community; some may address all five of the communities; and some may be specific to one audience.

If this all sounds big, that's because it is. The Communities of Practice will take a long time to be integrated into the fabric of NAA. But, we are starting.

We are grateful for our members at NAA and grateful to the state associations for helping us spread information to those of you who do not belong. We want all auction professionals to be successful – it is important to our industry.

On behalf of the NAA Board and staff, I would like to wish all of you happy holidays and best wishes for a very SUCCESSFUL 2017.

Janine Huisman



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February 2017

SUN	MON	TUE	WED	THU	FRI	SAT
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

Save the Date!

The 2017 Missouri Professional Auctioneers Association (MPAA) Winter Conference and preliminary Bid Calling Contest is scheduled for February 17, 18, and 19 in Columbia, MO.

Make your reservations now by calling 1-800-659-2220. Be sure to mention the Missouri Professional Auctioneers Association to get the \$95.00 room rate. **Deadline is 1/16/17!** Stoney Creek Hotel and Conference Center, 2601 S Providence Rd, Columbia, MO 65203.

2017 MPAA Preliminary Bid Calling Contest Entry Form

Preliminary Contest

Contestants have until 12:00 NOON on Saturday, February 18, 2017 to register for the Preliminary Bid Calling Contest. This form must be completed and returned to the registration desk by 12:00 Noon (no exceptions).

OR

you may mail/or email this entry form with payment to:

Mail to: MPAA, c/o Diane Riley - 5403 St. Louis Rock Rd - Villa Ridge, MO 63089

Your entry form and credit card payment may be emailed to mpaaexecdirector@gmail.com.

Please print legibly

Enclose:

2017 MPAA Dues: \$75.00

Contest Entry Fee: \$75.00

Women's Division: _____ Men's Division: _____

Copy of MO Auctioneer's License

Bring 2 items to sell in the preliminary contest with an approximate value of \$25.00 per item.

(Your photograph and bio will only be required if you are selected as one of the finalists)

Finals Contest - MO State Fair, Sedalia, MO, Thursday, August 10, 2017

2017 MPAA Preliminary Bid Calling Contest RULES!!!

Stoney Creek Hotel & Conference Center, Columbia, MO

(Finals Contest - August 10, 2017, MO State Fair, Sedalia, MO)

NO Current MO Auctioneer's License is Required!

3 JUDGES AND THEY ALL COUNT- NO DROPPING OF SCORES

Please note the contest rules have been modified from previous years. Highlights include bios and pictures are no longer required in the preliminary round and contestants can enter the contest up to NOON on Saturday, February 18, 2017.

Men and Women divisions (must have minimum 5 ladies or they will compete with men)

Contest Rules:

1. Contestants shall be 18 years of age or older and a current active (paid) member of the MPAA at the time of entry deadline. (MPAA annual membership dues are \$75).
2. Contestants must have paid their \$75 entry fee by the preliminary contest deadline of 12:00 NOON, SATURDAY, FEBRUARY 18, 2017. Finalists will be required to send in a bio, and a photograph to the MPAA by July 1st, 2017.
3. There shall be two divisions in the preliminary contest (men and women) as long as there is a minimum of 5 women auctioneers entered. If not, the women will compete with the men.
4. In both the preliminary and final rounds of the competition, contestants in the women's division will compete first, followed by the men.
5. Each contestant shall provide two items to sell in the preliminary round with an approximate value of \$25 per item. The MPAA will provide 2 items per contestant for the final round held at the Missouri State Fair.
6. Number of finalists: Men's division – 20 or less entries= 7 finalists, more than 20 entries= 10 finalists. Women's division- 5 or less entries=3 finalists, 6 – 10 entries= 4 finalists, 11-15 entries=5 finalists.
7. All contestants must attend the Contestant Roll Call and Orientation Meeting scheduled for Saturday February 18, 2017 at the Stoney Creek Hotel & Conference Center, Columbia, MO (time and room location will be announced at the Winter Conference). In the event a contestant is not present by the time the contest begins, he or she will be disqualified from the contest without return of their entry money.
8. Contestants must dress appropriately for a professional business presentation (suit and tie, no hats).
9. There will be three judges. Each of these judges is knowledgeable of the auction industry.
10. Contestants will be introduced in both preliminary and final rounds.
11. The sound system will be preset and will not be adjusted during the contest. All contestants will have the opportunity to test the sound system prior to the start of competition.
12. Scores from the preliminaries determine who makes it to the finals.
13. Finalists will be announced on Sunday morning, February 19, 2017 at the general business meeting. Contestants need not be present to be a finalist.
14. The scores from the preliminaries will be used as the tie-breaker in the finals.

This event is sanctioned and promoted by the Missouri Professional Auctioneers Association

For more information and/or questions call Bid Calling Contest Committee Members:

Michael Cunningham 660-651-2288 and Josh Teter 660-734-2111

REGISTRATION INSTRUCTIONS

Please type or carefully print the information requested exactly as it should appear on all conference materials.

Send completed form and fees payable in US Funds to: **Missouri Professional Auctioneers Association - c/o Diane Riley, 5403 St. Louis Rock Rd. - Villa Ridge, MO. 63089.** Or email with Credit Card Information to mpaaexecdirector@gmail.com. Fees are payable to Missouri Professional Auctioneers Association (MPAA). Fees cover conference functions and **do not include accommodations.**

Name _____ Designations _____

Spouse's Name (if attending) _____ Auxiliary member _____

Company Name _____

Address _____ City _____ State _____ Zip _____

Business Phone _____ Cell Phone _____

Email _____ Website _____

FEES: Registration includes Sunday's brunch and all functions		
****Add \$15.00 if registration is made after February 5, 2017		
Member	\$90.00	\$
Guest / Spouse of Member	\$90.00	\$
Non Members	\$100.00	\$
Guest / Spouse of Non Member	\$100.00	\$
Children 12 and Under	\$45.00	\$
Single Day Registration		
Friday Evening Social Event Only	\$25.00	\$
Saturday Seminar Only	\$75.00	\$
Sunday Business Meeting Only	\$25.00	\$
Single Meal Tickets		
Friday Night (Adult)	\$20.00	\$
Friday Night (Children 12 and Under)	\$10.00	\$
Saturday Lunch (Adult & Child)	\$15.00	\$
Saturday Evening Banquet (Adult)	\$30.00	\$
Saturday Evening Banquet (Child 12 & Under)	\$25.00	\$
MPAA Dues: March 1 thru Feb 28, 2018	\$75.00	\$
Auxiliary Dues	\$5.00	\$
Real Estate Continuing Ed (6 hrs Credit & lunch)	\$60.00	\$
Real Estate Continuing Ed - Non Certified (For any auctioneer that would like to sit in on the class; not certified)	\$15.00	\$
Kansas RE Certificate	\$5.00	\$
Bid Calling Competition	\$75.00	\$
Total: Registration, Dues, and Real Estate Continuing Education		\$



PREREGISTRATION

Those who pre-register may pick up their conference packets on Friday following the Real Estate Continuing Education Class. Pre-registration is recommended but not required.

**You can now register online
 for our 2017 MPAA Winter
 Conference at:
www.moauctioneers.org**

Mail or email registration to:

MPAA, 5403 St. Louis Rock Rd., Villa Ridge,
 MO 63089

Email: mpaaexecdirector@gmail.com.

Questions: phone 636-221-1534

Real Estate Continuing Education Information:

Name as on License:			License Number:
Address:			
City:	State:	Zip:	Phone Number:

METHOD OF PAYMENT

Check Enclosed (U.S. dollars drawn on U.S. Bank)
 Credit Card information MC VISA Credit Card # _____
 Exp. Date _____ month /year v-code from back of card _____

Entry Form

MPAA 2016 ADVERTISING CONTEST

As an Auctioneer, advertising and marketing expertise are the keys to the success of your business. The quality of your advertising, whether it be signage, business cards, letterhead, newspaper, magazine ads, television or radio commercials, or the Internet, are often the general public's first exposure to your business.

Advertising creates awareness and promotes the auction method of marketing as well as the professionalism of your organization. This contest is designed to be your opportunity to show off your skills and see how others present themselves in various forms of media.

Requirements:

- **Must have MPAA logo or statement**
- **Must have date and year on advertisement**
- **Must have statement that Auctioneer is Licensed**
- **Date must be between March 1, 2016 and February 28, 2017**

Name _____

Company Name _____

Address _____

City _____ State _____ Zip _____

Phone _____ Fax _____

Email _____ Website _____

Use this form to enter the contest. Check the appropriate box to indicate which category you are submitting for your entry. **One form must accompany each entry** application for use with more than one entry.

Send your entry to: MPAA, c/o Diane Riley, 5403 St. Louis Rock Rd., Villa Ridge, MO 63089

OR

Bring your entry to the convention and submit no later than 9:00 a.m. on Saturday, February 20, 2016 to the Registration Desk.

Sale Bill (Auction Flyer)

- Two Color (includes Black & White)
- Multi Color

Newspaper Ad

- Two Color (includes Black & White)
- Multi Color

Business Card

- Two Color (includes Black & White)
- Multi Color

The MPAA Scholarship in honor of Eddie and Karen Pickett.

Contributions to the MPAA Scholarship fund will be accepted from anyone with the desire to assist in furthering the education of our youth.

The selection committee will consist of Hall of Fame members.

The scholarship is open to current High School seniors and those continuing their education but not graduating in the spring. You may apply if you are planning to attend College, Trade School or Auction School.

The applicant must be a child or grandchild of a member of the MPAA.

We will be presenting the scholarship at the 2017 Winter Conference in Columbia, MO. We would appreciate having the recipient and family members present, if possible.

Applications due: February 15, 2017

**Send to: MPAA, c/o Scholarship Committee, 5403 St. Louis Rock Road,
Villa Ridge, MO 63089**

Please provide the following information:

1. Name—Address-Phone
2. Names of parents/guardians
3. Name of MPAA member and relationship to the member
4. High School name—GPA—List of school activity involvement
5. School of planned attendance and field of study
6. Community member in good standing and a list of community activities involved in that are not related to school activities
7. How will you use the scholarship funds?

Scholarship Contribution

What a pleasure it is to contribute to the MPAA Scholarship program. I would like to help further the education of our youth by giving the following monetary gift.

Name: _____

Address: _____

Or in Memory of: _____

Amount to be given to the Scholarship Fund: \$ _____

The MPAA is a non profit organization

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Please send any news articles, additional information, stories and pictures if available.

Person to contact for Award of Distinction information: _____

Phone of contact: _____

Address: _____ City: _____ State _____ Zip: _____

Person making the nomination: _____ MPAA Member: _____

Address: _____ City: _____ State _____ Zip: _____

Any other information concerning your nomination: _____

Additional pages may be included

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By January 31, 2017

The nominee is not required to be a member of the MPAA

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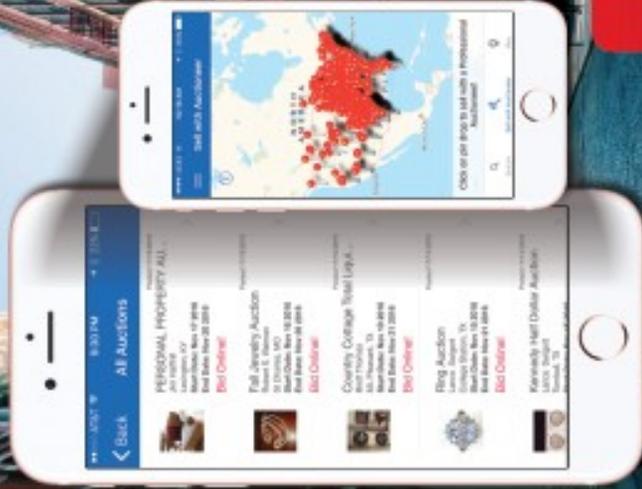
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Auctioneers Give Back— This Time to Their Alma Mater

Published December 12, 2016 MidAmerica Nazarene University

OLATHE, Kansas--Dave Webb and Kevin Borger have a lot in common. They are both auctioneers, they both attended MNU and together they recently gave the university a significant gift that will support student scholarships. Webb's firm, Webb & Associates, handles the sale of all types of real estate and personal property throughout the Midwest. Borger, who works with Webb, is a champion auctioneer and bid caller, and holds the 2009 World Championship. He is also a past Kansas and Idaho state champion and is currently vice president of the Kansas Auctioneers' Association (KAA). Webb is also a past vice president and president of the KAA.

Recently the two teamed up to help the university with a significant real estate sale. Through [Webb & Associates](#) they marketed and sold at auction the nearly 1,400 acres of prime farmland donated to MNU from the Edgar and Maron Moore estate. The firm handled research, advertising, marketing services, hall rental, and more. The event generated excitement throughout central Missouri drawing 125 attendees, 30 pre-qualified bidders and an online audience of 200. The [September 13, 2016, sale](#) culminated with proceeds of \$4.1 million, all of which will benefit MNU because Webb and Borger chose to donate their sales commission to the cause.

"It's a very significant and meaningful gift," says David Spittal, MNU president. "I'd say our unique relationship with these nationally recognized auctioneers led to MNU realizing the best possible outcome from the land sale."

Webb says it was a natural thing for him to do because he learned about giving at an early age.

"My mother and my uncle often said, 'we make a living by what we earn and we make a life by what we give,'" Webb says.

Interestingly Webb had a special tie to the land he was selling for MNU. Edgar and Maron Moore, were friends of Webb. Webb and Edgar served at the same time in the Kansas State House of Representatives. They remained friends and in the later years of Edgar's life, Webb would drive Edgar to the capitol. Webb also knows the Thompson family who farmed the land Moore donated to MNU. So at the auction, Webb relayed stories about the families, making their tie to and love for the land more personal. This technique is common in Webb's auctions.

"I like for the buyers to understand more about the lives that are involved in the sale," he says. "It's not just about the number of productive acres of land, it's not just about the money. I want them to know who owned it, why it's being sold and what it will do for the people receiving the money (in this case the university)."

There is more to a sale than the auction itself, Webb adds. Hours of research at the court house and the US Department of Agriculture office starts the process. Once all the details about the property are gathered, a minimum of four to six weeks of advertising and marketing is required. Webb advertises nationally, regionally and locally. An integral part of the marketing includes walking the whole property to photograph it. Webb uses handheld and drone-mounted cameras to capture the best images. This kind of process proved helpful to MNU because originally administrators thought they would offer the property for sale in the spring. Webb suggested that this kind of property and crop in central Missouri would look its best in September. So the sale was set for that month. This also allowed the Thompson family to continue farming the land for this crop season. Webb says marketing the property for two months prior to MNU's sale generated great interest in the property.

"I'm confident we received the best price possible for this property," Jon North, vice president for university advancement says. "I'm extremely grateful to Dave, Kevin and the whole team of professionals."

Webb has a long history with auctions and fundraising at MNU having been part of the university's cattle auction that was popular in the 1970s through 90s. But when that event began to decrease in popularity, Webb encouraged university leaders to consider a new kind of event.

"Dave Webb was key component in encouraging us to start President's Honors," says North.

The annual gala which supports student scholarships has raised more than \$2.5 million since its inception in 2012.

Humbly, Webb insists he simply planted a seed about creating an event that appeals to a broader audience.

"I knew there were better ways to generate more interest and donations," Webb says. "Kevin (Borger), Jon and their team have done a great job with it."

continued

Continued.....

Borger is also a long-time auction supporter of MNU. In fact, he learned his trade, in part, at the Autumn Auction. The son of an Iowa pastor, Borger had a dream to attend auctioneering college. At 16 he was asked by the late Harold Olson, then director of admissions and alumni, to assist with the Autumn Auction, and he's been calling auctions for MNU ever since. Borger's vocation as a pastor eventually brought him back to MNU to be assistant to the president for church relations. It was in this position that he learned of the land gift that needed to be sold and suggested to Webb that they handle the sale and donate their commission.

According to Borger it is unusual for an auctioneer to donate his or her commission to the organization selling the land, but he says Webb didn't miss a beat, and agreed at once.

"They worked for months to prepare for the sale," Spittal says. "Dave Webb and Kevin Borger love MNU and their generosity and hard work made the difference. The gift of their commissions gives further evidence of their commitment to the university and its mission. We are so grateful for the contribution of their professional skills and their remarkable generosity."

Webb and his wife, Wendy live in Stilwell, Kansas and attend Church of the Resurrection. Borger and his wife, Beth live in Overland Park, Kansas, and attend College Church of the Nazarene. Borger boasts 15 family members (including his son) who have attended MNU.

For more information on giving to MNU, visit www.mnu.edu/giving.



Photo of a pond on the land in Henry, County, Missouri, sold by Webb & Associates for MNU



Left to right, Kevin Borger, Dave Webb and Dr. David Spittal at the MNU Board of Trustees dinner where they were honored for their generous gift to MNU.

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Headline: Contractor vs. employee

Deck: If you don't know the difference, you could wind up in jail.

By James Myers, contributor

(This article first appeared in the October 2016 issue of Auctioneer – the official publication of the National Auctioneers Association.)

The auction industry can be particularly vulnerable to a problem that can lead not only to bankruptcy, but also jail time.

It occurs when an independent contractor is found by state and federal agencies to be misclassified and actually fits under the description of an employee. The issue is only magnified by the fact that the guidelines what defines an independent contractor can differ per investigator.

NAA member Rich Schur, CAI, BAS, MPPA, said it's a topic he discussing during a three-hour CAI session.

"Of the many regulatory things Auctioneers can get caught up in," Schur said, "this is one of the most disastrous."

The Department of Labor, just one of four organizations that can come after parties that may run afoul of the classification, said in 2015 that it recovered \$246 million in back wages. That number is in stark contrast to the previous year's \$79 million recovered, which could mean the Department is cracking down on the issue.

The Bureau of Statistics estimates that roughly 10 percent of the workforce (14.4 million people) is classified as independent contractors. However, the Department of Labor has an estimate of its own – roughly 3.4 million of them are misclassified and should actually be considered employees.

The value of classifying someone as an independent contractor is that the employer is not paying taxes on those wages. Instead, the company that hires the independent contractor only has to pay the fee, wage or commission. There is no responsibility for paying overtime, vacation, payroll taxes, FICA, Social Security – that's the responsibility of the independent contractor.

Another perk for the independent contractor is that the person can deduct mileage, expenses, etc. – anything that falls under the cost of doing business. That makes it an enticing proposition.

Enthusiasm should be quickly tempered, though, when considering the fact that if you wrongly bring someone in as an independent contractor, there are four government agencies that are going to potentially take notice, perform audits, and levy fines and penalties that can devastate your business.

"If they find that the misclassification was intentional," Schur said, "that may qualify as a criminal offense and result in a prison term, plus tens, if not hundreds, of thousands of dollars in penalties and fines."

The Internal Revenue Service is one agency that will get involved and hand down its monetary punishment. The Department of Labor can also step in, and the independent contractor who actually qualified as an employee is now owed back wages and overtime. Also, the state's Department of Revenue can come in and collect back taxes. The state's Department of Labor can also get involved and hand down its own fines and penalties.

Continued

“An independent contractor who is misclassified and should be an employee creates a huge liability to both the company and the contractor,” Schur said. “Huge liability.”

It’s a problem in the auction industry, Schur said, because so many contract bid callers work as independent contractors. Some will consider themselves independent contractors because they work for multiple auction houses. They may be legitimate contractors, but working for more than one company is just one of many indicators that they’re not an employee.

One of the most important aspects of this issue involves control. The company that hires contractors cannot control them like they would an employee. Schur said Auctioneers can demonstrate they may qualify as an independent contractor if they establish themselves as an LLC or other business entity – there has to be some business structure there, not just an individual.

Having insurance is recommended, and you must demonstrate that you are providing a skilled service to multiple clients. You should have the control to accept or reject assignments as you see fit. There should also be a contract between the contractor and the employer that specifically spells out that you are a contractor and not controlled by the company.

A true independent contractor will bring their own tools to the job, set their own schedule, and will bill the client instead of submitting a time sheet. Schur points to the IRS’s independent contractors 20-factor test to determine if you qualify as a contractor or an employee. However, he cautions that this is not a fool-proof method of making that determination.

“It’s guiding principles and nothing more,” Schur warns. “You’re always at the mercy of the investigator.”

In the 20-factor guidelines, the IRS says that if a worker performs services in the order or sequence set by the person for whom the services are performed, that shows the worker is not free to follow his or her own pattern of work, which indicates they are employees rather than contractors. However, investment in facilities, such as tools used on the job, would indicate that the worker classified as an independent contractor.

The IRS weighs in on the issue with “Topic 762 – Independent Contractor vs. Employee,” saying that, “you should consider all evidence of the degree of control and independence in this relationship. The facts that provide this evidence fall into three categories – Behavioral Control, Financial Control, and the Relationship of the Parties.”

Behavioral: Does the company control or at least have the right to control what the job is and how the worker does their job?

Financial: Are expenses reimbursed? Are tools provided or does the contractor bring in their own? Are the business aspects of the job controlled by the payer?

Relationship to parties: Has a contract been written describing the relationship? How permanent is the relationship? Does the business offer employee-type benefits?

For 30-plus years, Schur’s company hired an independent contractor to sell cars at an impound auction. The contractor came in with his own truck, microphone, experience, etc. The seller set the auction time, so Schur’s company was, in theory, in the clear on that account, too. However, he’s in no hurry to bring in outside help as a contractor if there is even the slightest doubt.

“Don’t gamble if you’re an employer,” Schur advises. “If you’re in doubt, make them an employee. It’s a heck of a lot cheaper than going out of business. When in doubt, contact your attorney or tax professional.”

**Note – Prior to working in the auction industry, Schur earned his senior professional in human resources (SPHR) designation, and ran an HR consulting company.*

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Diane Riley, MPAA Executive Director
636-221-1534
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