

Northeast

DEALER

The Newsletter of NORTHEAST EQUIPMENT DEALERS ASSOCIATION, INC.

WORKFORCE DEVELOPMENT

By **TIM WENTZ**

NEDA Field Director / Legislative Committee Chairman

I am happy to report that in cooperation with the PA's Secretary of Agriculture, the Agricultural Education Commission, and the Ag Teacher's Professional Development Office, NEDA was able to facilitate and fund a follow up to last year's Diesel/Electrical systems "teach-the-teacher" session at Thaddeus Stevens College of Technology on June 26th and 27th, 2023.

This year's focus was on an introduction to hydraulics. The class was limited to 11

seats, which I'm pleased to report were filled in less than a week. A combination of funding via a grant from the Agricultural Education Commission through the Department of Agriculture and the Ag Teacher's professional development office enabled NEDA to facilitate the class. Based on the survey results shared with me, the teachers were pleased with the class and the opportunity for continued professional development.

In addition to the hydraulics session, NEDA was also able to facilitate another electrical system (DC) seminar at the PA Ag Teachers annual conference. Matt Herr of Thaddeus Stevens College presented a condensed version of the electrical systems material covered at last year's 2-day Diesel session – all agreed it was an ambitious challenge but well worth the time and effort!

For me, both the sessions were an example of what an association can accomplish on behalf of their members.

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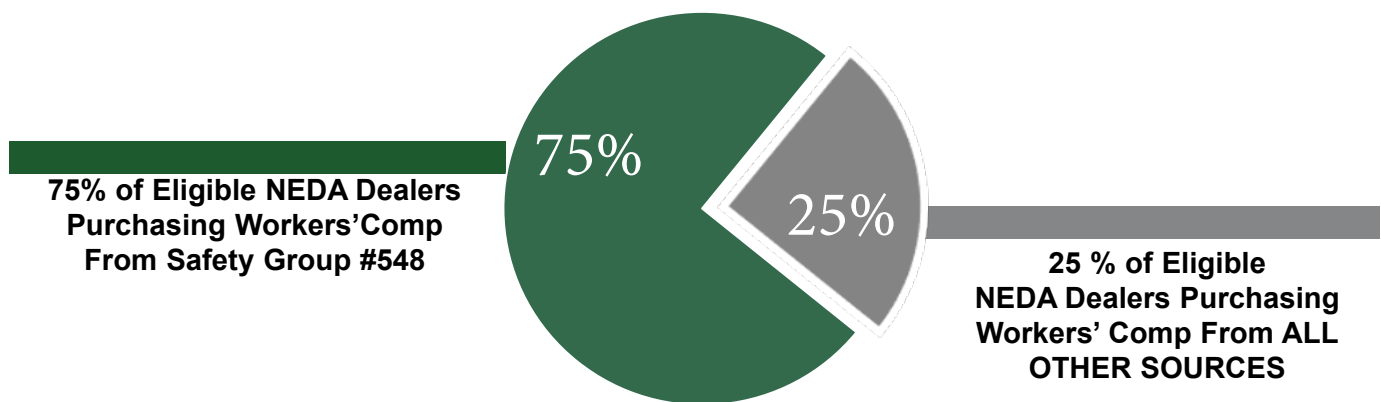
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2017-2018	40.0%
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Observations from the **FIELD**

I Last month I used my observations article to share a portion of my legislative report to the association's board. I hope you were able to take time to review and explore the list of Repair related legislation. Tracking and advocating against that legislation on our members' behalf has been a significant focus of the association's time and resources. Unfortunately, there remains much work ahead for equipment dealers and manufacturers on the repair front knowing that advocates have successfully identified Wheelchair and Ag Equipment repair as their best opportunities to "get their nose under the tent" and build consensus, momentum, and support for their agenda.

As I write this article, the stock market continues to perform well, unemployment remains low, commodity prices are in positive territory, and inflation seems to be tempering - all of which are good things! I have even heard some pundits floating the idea that the economy might have avoided a "soft" landing. Other pundits aren't quite there, though they have pushed their predictions of a mild recession/soft-landing into the fourth quarter of 2023 <https://www.morningagclips.com/cobank-u-s-economic-slow-down-likely/>. Regardless of the final designation or outcome, the Fed's interest rate hikes are having an impact on the economy. Personally, I would have guessed that we would have seen higher rates of contraction, but that doesn't seem to be the case. Most economists point to high workforce participation rates (the highest ever for women and non-citizens), as well as continuing low unemployment in general, as reasons that the US economy is performing better than expected.

Unfortunately, mother nature doesn't seem quite satisfied with the status quo and has decided to add a bit of variability into the mix, particularly for those of us who work and support the equipment industry in the northeast. Excessive heat in the South, Southwest and Midwest, drought in the corn belt and the Northwest <https://droughtmonitor.unl.edu/>, and excessive rain in the Northeast would all typically point to higher commodity prices, particularly for corn and soybeans. All this to say, 2023 might turn out to be a more profitable year than we expected, at least for Northeast equipment dealers.

As we start to think about 2024, and recognize that our manufacturers will soon be asking us to finalize our parts and wholegoods orders, it will be important that dealers invest more time into exploring the impact of higher interest rates in terms of both their floorplan and operating loans as well as their impact on retail sales (customers). We may never find that perfect mix of inventory and demand - add in manufacturer's market share "goals", and the task becomes even more challenging! Please remember to base your decisions on verifiable data and set aside ample time for meaningful discussion. History has taught us that we are far more likely to get close if we have explored as many variables as possible and planned accordingly.

Looking ahead NEDA staff hope to continue to focus time and resources on workforce development, expanding beyond service technician training and recruitment. In the long term, our hope is to develop tools focused on helping dealers identify position-associated skills identification, and tools and methods for existing organizational and individual employee skills validation. We also hope to follow that by developing educational and professional development resources.

"Talent wins games, but teamwork and intelligence win championships." - Michael Jordan



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NAEDA Board Elects Brad Hershey as Chair; Announces 2023-24 Board of Directors

Kansas City, MO – The North American Equipment Dealers Association (NAEDA) Board of Directors is pleased to announce that **Brad Hershey** has been elected Chair of the Board. Hershey has previously served as NAEDA Vice Chair and as a Director representing the Northeast region of NAEDA. He also Chaired NAEDA's Partner Programs Committee.



Hershey is a partner in **Hooper, Inc.**, a 12-location dealership (DE, MD, NJ, PA, VA) that represents the Case IH, Kubota and JCB brands. In addition to serving on the NAEDA board, Hershey has also been a long-time Director of the Northeast Equipment Dealers Association.

Jared Nobbe was elected as Vice Chair to the NAEDA Board. Nobbe is a partner in Syndenstricker Nobbe Partners (SNP), a 27 store John Deere dealership with locations in Illinois and Missouri. Other NAEDA officer positions include Wally Butler (Mazergroup, Canada Region) as Treasurer and Joanne Olson as Corporate Secretary.

Chad Fossey was also elected as a new Director for NAEDA's Pacific Northwest Region. Fossey is the general manager of Campbell Tractor, a 6 store John Deere dealer complex in Idaho and Oregon.

Other members of the 2023-24 NAEDA Board of Directors include: Joe Nash, Past Chair (Delta Group, Midwest SouthEastern Region); Kevin Clark (AKRS Equipment, Iowa Nebraska Region); Les Olson (Plains Ag Group, North Central Region); Eric Mason (Mason Machinery, Far West Region); Josh Vines (Allegiant Ag & Turf, Deep Southern Region); Steve Hunt (H&R Agri-Power, United Region); Ken Wagner (Heritage Tractor, Western Region); Landis Stankevich (Trochu Motors, Canada Region); and Jon Castongia (Castongia Tractor, United Region). The officer position elections took place at NAEDA's Summer Board Meeting held in Chicago, IL.

Committee Chair and member appointments also were ratified at this meeting, with appointments made to NAEDA's Audit & Finance, Human Resources & Governance and Partner Programs Committees.

► Published online [NAEDA website](#) | 7.24.23

2023 FARM BILL WILL COME DOWN TO THE WIRE

By MICHELLE ROOK

The 2023 farm bill is coming down to the wire and according to the June Ag economists Monthly Monitor the majority of ag economists surveyed say it's unlikely the bill will be written before the current legislation expires September 30. However, some think it could be done by the end of the year.

There is a strong desire among leadership to get a farm bill done on time. While language is being drafted, some ag leaders say delivering a bill before expiration may be tough with the ag committees still actively holding hearings. National Cattlemen's Beef Association president Todd Wilkinson says, "You know frankly I would have to tell you I'm not very optimistic that we're going to get the farm bill done but I think it's better to get it done right, rather than to miss out on some things."

There is consensus on priorities among lawmakers and farm groups such as preserving crop insurance but also enhancing it and ARC, PLC programs in light of inflation and record production costs for the 2023 crop.

John Newton, Chief Economist with the Senate Ag Committee says, "So we've heard from growers across the country that we need to modernize and update the risk management tools that they have update the title one programs, the information that you [were using] for those reference prices and Title One were established using data that's over a decade old, so we need to modernize the safety net [making] sure farmers have all the tools available to deal with the risks they face." That will require higher prices, so there is a call to increase the baseline. Plus, throw in administration priorities like nutrition and climate smart ag programs – the challenge is where to find additional dollars.

Sam Kieffer, Vice President for Public Policy with the American Farm Bureau Federation says, "Senator Stabenow has come out and said that there is no more new money. Chair Chairman Thompson has not yet made that concession and he continues to work with leadership in the House to see if they can find additional funding for an effective farm bill and Chairman Thompson's number one priority is not just to get a farm bill done, but that'd be effective policy."

Newton adds, "On the conservation side, I think a lot of folks who are looking at the \$20 billion or so that was in the inflation reduction Act. I think about is there a way that we can bring that into the farm bill to create [a] permanent baseline for some of those conservation related programs."

While the CBO score is already at \$1.5 trillion over 10 years, \$1.2 trillion is for the nutrition title alone. So Kieffer says it's also a food bill. "We've taken everything in the farm bill that is not nutrition related. It's still less than one half of 1% of federal spending in a single year."

Livestock producers also want dollars for foreign animal disease prevention, disaster preparedness and traceability. However, Wilkinson says they're also playing defense. "From the beef side, our big deal is do no harm. So, we'd rather have them knock which brings into the Farm Bill. In kind of an omnibus fashion that all of a sudden causes problems."

So, an extension may be needed, bringing the risk the farm bill will get embroiled in politics in a presidential election year.

► Published online [AgWeb Farm Journal](#) | 7.20.23



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Now That Marijuana Is Legal In Maryland, What Do Employers Need To Know?

By Denise Elliott

Effective July 1, 2023, Maryland became the 21st state to legalize recreational cannabis. Individuals 21 and over may now purchase, possess, and use cannabis products without fear of criminal repercussions in the state. Cultivation of no more than two plants is also permitted. Because Maryland has a developed dispensary system for medical cannabis, progressing from the legalization of recreational cannabis (last fall) to implementation (on July 1) was relatively straight forward. Several dispensaries in Maryland have been granted dual use licenses, and on July 1 were allowed to sell cannabis products to anyone over the age of 21 – medical certification is no longer needed.

What does this mean for employers in Maryland and its surrounding states?

Neither the initial ballot measure approving the use of recreational cannabis, nor the subsequent laws passed to implement such approval, specifically address use by employees or the impact of such use on the workplace. Nonetheless, we can glean some information from what is and what is not included in the new law.

First, the law provides that cannabis may not be consumed in a vehicle. Thus, it follows that employers can implement policies that prevent the use or possession of cannabis in company vehicles, vehicles used for work purposes, or in private vehicles on the employer's property.

Second, the law requires that businesses subject to Maryland's Clean Air Act take steps to add

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THE WORK IS DONE AND YOU'RE NOT PAID, NOW WHAT?

BY HILARY HOLMES RHEAUME, ESQ. and AFRA DANAI, ESQ.

What happens when you repair a piece of equipment, but the customer fails to pay? What if the customer never returns your telephone calls? Does the equipment become the property of the dealership and/or repair shop?

In this article, we will explore some general remedies that might be available to repair shops when the shop repairs a piece of equipment but does not receive payment. Importantly, the process to file a lien and/or attachment is governed by state law, so the availability of any lien and/or attachment described below, along with all procedural requirements and time limitations, vary by state.

"Garage Keeper's Lien" or "Garageman's Lien"

This lien is likely your best option to recover payment for the repairs. A "garage keeper's lien" or "garageman's lien" may arise when a person (individual or entity) incorporates labor and/or material into personal property, i.e., equipment. When this lien arises, the holder of the lien, i.e., the person who performed the labor, acquires a security interest in the repaired equipment. To note, some states provide a similar remedy under a different name, such as an "Artisan's Lien" (Vermont (9 V.S.A. § 1951) and New York (NY Lien L. § 180, 184)).

Generally, the lienholder has the right to maintain possession of the equipment until the repair costs are paid in full. Further, the lienholder may have the ability to sell the equipment to satisfy the debt. Importantly, state law controls whether the lienholder has the right to maintain possession of the equipment and/or sell the equipment to satisfy the debt. As a result, it is important to check with your counsel before you take any such action.

Storage Lien

In the event you are required to store the repaired equipment on your lot, you may want to consider whether state law allows you to assert a storage lien. A "storage lien" allows a storage facility to assert a lien against a person (individual or entity) that fails to remit payment for the storage of personal property. For example, under New Hampshire law (R.S.A. 450:1), a public garage may assert a lien against a vehicle in the amount of the "proper charges due" for the "parking, storage or care" of that vehicle, but only while it remains in possession of the storage facility. Similarly, a repair shop that provides a towing service and/or public parking may similarly be entitled to a storage lien, depending on the respective state law.

Bulky Article Attachment

We recommend considering a bulky article attachment when (1) the amount owed to you is greater than the value of the equipment in your possession, or (2) the item is not in your possession. Generally, you cannot assert a bulky article attachment unless you file a lawsuit against the customer. In the event you file a lawsuit and obtain a bulky article attachment, the customer will not be able to dispose of the real estate (or other attached property) during the pendency of the litigation.

Whether you have just started working on a piece of equipment and are concerned about potential nonpayment, or, if you are ready to file a lawsuit, one of the foregoing liens and/or attachments may be useful. To the extent you have additional questions, please do not hesitate to reach out to us or your legal counsel.

► Submitted by [Bernstein Shur](#) attorneys

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Outdoor Power Equipment Helps Weather A Storm or Power Outage

Be Prepared & Keep Safety in Mind, Says the Outdoor Power Equipment Institute

ALEXANDRIA, VA – Summer storm season is here, but having the right outdoor power equipment on hand year-round is important, says the Outdoor Power Equipment Institute (OPEI), which advises home and business owners to think ahead before foul weather or a power outage disrupts life.

"It's important to be prepared year-round given any season can be storm season. We see more people investing in portable and whole house generators and having other outdoor power equipment on hand such as chainsaws and water pumps to mitigate any damage from felled trees and water damage and floods," says Kris Kiser, President & CEO of OPEI, an international trade association representing manufacturers and suppliers of outdoor power equipment, small engines, battery power systems, portable generators, utility and personal transport vehicles, and golf cars.

He notes that outdoor power equipment is becoming faster, lighter, more efficient, and more technologically-advanced. "There's a power source for every need including battery/electric, propane, solar and gasoline," he says, noting each has different maintenance and care requirements. "Always read and follow the manufacturer's manual."

To get ready for inclement weather, homeowners should identify which equipment is needed. Chainsaws or pole saws can trim limbs and shrubs ahead of a storm and handle clearing. String trimmers, pruners and chainsaws can also remove combustible material from around your home, making it less vulnerable to wildfires.

A portable generator will power key appliances and charge cell phones when utilities go down. Before an outage, plan where the generator will be set up (never in a home or garage, and always away from your home and any air intake) and determine how to secure it if needed. Buy and install a carbon monoxide detector, too. Get outdoor-rated extension cords for portable generators and consider

adding an approved cover to your generator for rainy weather. A whole house generator can keep the lights and appliances on and running.

Water pumps can help get water and muck out of basements and homes. Be sure you know how to operate the pump. Never pump substances that your equipment is not designed to cope with. Pay attention to avoid overheating and follow all safety precautions.

A utility type vehicle can transport people and supplies quickly in an emergency. Keep the vehicle stable and drive slowly. Do not turn mid-slope or while on a hill. Consider taking a safety course.

Always read the directions provided by outdoor power equipment manufacturers and be sure to follow all manufacturer's safety and usage recommendations before you need it – not waiting until an emergency. Practice how to operate equipment. Save a digital copy of the owner's manual on your computer if possible, so it can easily be consulted in the future.

Make sure to have the right fuel on hand and charge batteries ahead of an outage. Gasoline-powered equipment uses E10 or less fuel and most manufacturers recommend adding a fuel stabilizer. Fuel that is more than 30 days old may phase separate and cause running problems, so it's important to purchase fuel just ahead of a storm. Store fuel safely and only use an approved fuel container.

One of the most important things operators can do for safety is to pay attention to energy levels and health.

Preparation for bad weather, a power outage and storm cleanup can be taxing on the body and the spirit. Do not operate power equipment when tired or overly fatigued. Drink plenty of water and take regular breaks. Always use safety equipment like chaps, gloves, eye protection or hearing protection.



► Published online [OPEI](https://www.opei.org) | 6.15.23

DATA EQUIPS DEALERSHIP SALES TEAMS TO SHIFT TACTICS AND CAPITALIZE ON NEW OPPORTUNITIES

Dealerships are facing a distinctly different operating environment now than in the past two years as factors like returning equipment supply, increasing machinery values, higher interest rates, and likely lower farm profitability trigger a return to normal.

As the market transitions, dealership sales teams strategize how they use data insights to be better positioned to move forward. These three perspectives from dealership leaders across the Midwest detail what works in their organizations.

Lead the Sales Team out of an Abnormal Market

"We're going from abnormal to more normal {cycles}," Brian Knotts, Vice President of Asset Management at Koenig, says. "Abnormal has been what we've been experiencing lately with extremely high turn used equipment that goes from one farm to the next and allocation by our suppliers to manage that."

The challenge now, Knotts says, is leading the sales team and other staff to change the habits that sustained the business in the past five years. Koenig has three strategies in place to do this:

1. A data analyst is on staff using tools to establish new and used equipment purchase history and comparing that with territory information of who has been quoted to or not to discover where opportunity exists.
2. Utilizing a reserve of money set aside during good times enables Koenig to adjust inventory prices as market conditions change so the Customer Account Manager (CAM), who is paid based on gross margin, can still benefit.
3. Sharing evaluations with the CAMs daily via the CRM, Anvil Enterprise from Anvil App Works, allows the team to see activity early, understand trends, and give the CAM a chance to indicate if they already have a lead for equipment prior to trading.

Provide Financial Literacy and Track Trends

Trent Giles, Regional & Wholegoods Program Manager at KanEquip, says, "As an industry, we need to spend time training reps about the financials and how it affects the dealership the way an owner would think about it so they can understand how we make decisions." Providing financial literacy gives the sales team a more global view of the business, the ability to be more proactive, and a better understanding of equipment holding costs, and the knowledge of when to take a deal or walk away.

To capitalize on this understanding, keeping track of the trends is essential. At KanEquip and other dealerships, Giles sees inventory building, particularly high class combines and planters, which trickles down into other cash crop equipment. In addition, he sees more judicious use of reserve funds and more defined lifecycle management for

inventory and more data and system needs for the entire dealerships.

"On the customer side, they're becoming more price-sensitive than the last few years. We see fewer rolls and more cautious adoption of tech as customers become more reserved in their buying approach," Giles says.

Be Proactive

"One of the biggest challenges now is getting our sales team to understand that things have changed," Duane Kautzman, Vice President of Asset Management at Hutson, says. "We aren't just keeping up with phone calls; we need to call on customers again. That's changed in the last 18 months."

For Kautzman and the team at Hutson, the focus is now all about activity and tracking and they're using a customer relationship management tool like Anvil to help manage the process. It's a numbers game, he says, and takes support from managers to find and close deals.

"The biggest challenge is mental," Kautzman says. "We have to drive the streets again, pound on doors, and ask for the business."

This article and quotes were sourced from a webinar hosted by Anvil App Works and Tractor Zoom on June 15th, 2023.

► Published online

NAEDA EQUIPMENT [dealer MAGAZINE](#) | 7:13.23



The impact (value) of the association's legislative advocacy, work-force development, and Industry Relations work can easily be overlooked. Our efforts cannot be accomplished without significant financial investment, support, and grassroots participation. If we're to continue that work, we are going to need your help participating in and financially supporting our legislative work, association governance/direction, and program development. We need your help recruiting new members, participating in legislative visits, giving testimony, contributing financially to the legal/legislative fund, association governance/direction, and program development!



When you REAP the benefits of membership, your PROFITS will follow! Call Dave Close at 800-932-0607 for questions and support.

WORKFORCE DEVELOPMENT

continued from page 1

Unfortunately, we won't know how many students will be exposed to our dealerships/industry because of the sessions, nor do we know when, or if, we might see them in our dealerships, making it virtually impossible to perfectly quantify a return on the investment. What we can take away from the sessions is that teachers are motivated and excited by the opportunity to master "new" subject matter and in-turn provide their students with competencies and knowledge bases relevant to today's agricultural marketplace.



We have a lot more work to do in promoting career opportunities at our dealerships, building clearly identified pathways to those careers, and ensuring that those pathways are fully supported, managed, and monitored. Personally, I'm looking forward to partnering with our members, AG teachers, and our manufacturers as we continue "the work" of identifying what subjects are being presented. We will also be looking at knowledge gaps, funding opportunities, what works and, more importantly, what doesn't.



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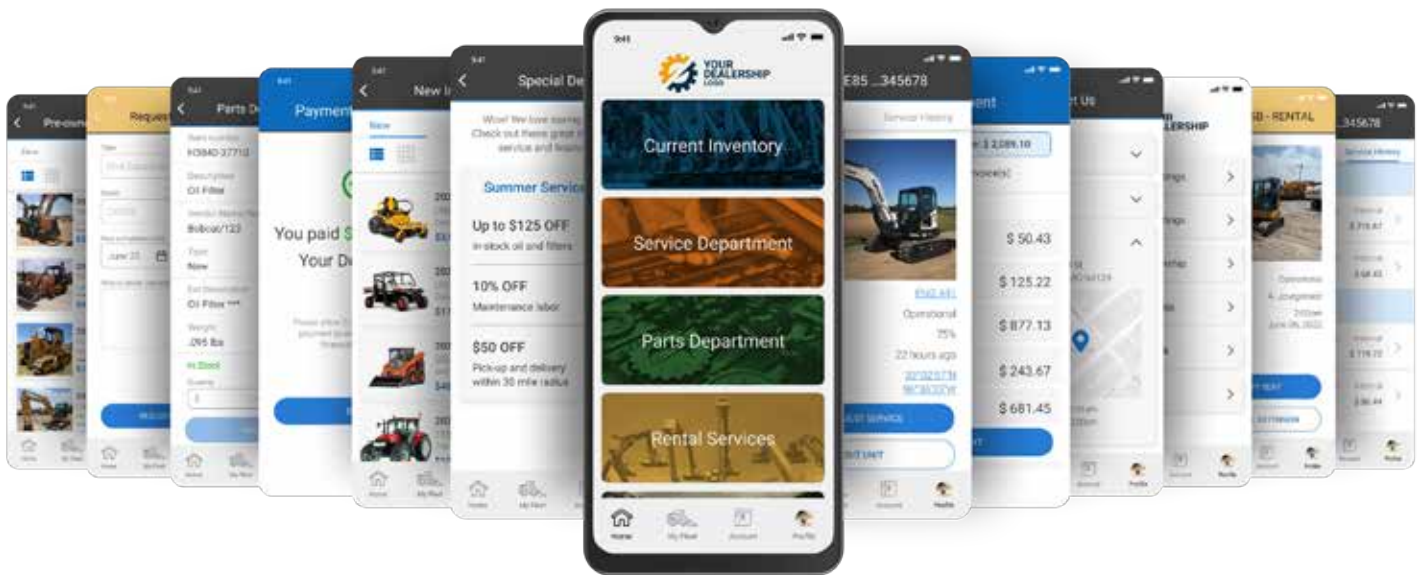
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SAFETY MATTERS:

How to Prepare for High-Voltage Batteries at Outdoor Power Equipment Dealerships

By **AMANDA BAUMAN**

Associate Editor, *Equipment Dealer Magazine*

The debate rages on about which is better: battery or internal combustion engines; however, litigation, mandates, and popularity among certain demographics are pushing towards a battery-powered future.

Equipment dealers need to start thinking about how battery-operated equipment will impact their dealerships – particularly the outdoor power equipment dealers – to stay ahead of the curve.

This starts with making sure manufacturers provide instructions and communications to inform customers of the proper care and safety handling for each unique high-voltage battery.

"I think as an Association, and myself previously being a dealer, we have to really ask these manufacturers for more, and I know Joe Dykes is working with OPEI trying to get answers," said Dale Magie, part of the dealer development team at the Dealer Institute. "Because there's not enough information and answers out there on these products coming out. It's a push across the country from autos right on down through all equipment. I think it's a gorilla in the room for outdoor power equipment."

Magie's primary focus at Dealer Institute and through NAEDA is within the Outdoor Power Equipment sector. Along with others, he has found that the safety protocols for handling batteries are not as in-depth as dealers need. Even though batteries have been seen in smaller equipment like weed trimmers and leaf blowers for over a decade, this is slowly moving towards equipment such as lawnmowers and eventually much larger pieces of machinery.

In addition to the growth in popularity of battery-powered lawn equipment, municipalities within cities are starting to set regulations mandating electric mowers and more. State legislation could be close behind.

"Change is going to continue to occur," Magie said. "Obviously, if you've been in business, you know that change is always a part of every day, every year, every week. As a dealer, you have got to be proactive and be accepting to change by looking for the best avenues to maximize the change. As government mandates continue to come out, this category is going to grow; it's not just about using the association to get ourselves educated, and it's up to working with the manufacturers to come up with the best business plan we can for how this affects their dealerships moving forward."

For example, one of the six batteries used to power a EGO Power+ 42" Z6 Turn Riding lawnmower is 56 volts. Because OSHA defines a high-voltage battery as 50v or more, this puts each of those six batteries in that category

Large manufacturers like John Deere are also taking the leap into electric. By 2026, they plan to have a battery-powered option for each of their riding lawnmowers; therefore, precautions as a dealer and owner will be necessary. That starts with manufacturers being transparent about their batteries and providing protocols to the equipment dealers selling these products.

"The small, handheld equipment has been pretty much uniform. It's not really a concern in comparison to the bigger ride-on

products, and the even bigger products coming out," Magie said. "It's knowing the products that you're bringing in – what the chemistry of that battery is – because that adds variables as well to the safety protocol."

Lawnmowers are the beginning of these higher voltage batteries. Companies like Soletrac are releasing tractors that use 72v. The risk of electric shock or fire increases with these larger batteries – not to mention the heavier batteries will require proper lifting techniques and potentially, a forklift.

"I would recommend that you know what the manufacturer can supply you with the information you need to make the best decision on what safety protocols need to be in place when bringing in this category of equipment," Magie said. "Because, in a lot of cases, dealerships need to do some enhancements to their facilities before they truly stock battery-operated products ... We're continuing to work with the manufacturers and KPA (safety and compliance team) on trying to get better systems in place."

Equipment dealerships need to start preparing for this inevitable shift by taking the steps to ensure the best safety practices for handling, storing and shipping batteries that could be so large that they will need teams or forklifts to move them.

Regardless of a dealership's manufacturer, dealers need to focus on a few things:

1. Potential Risks
2. Safety Precautions
3. Employee Training

NAEDA and KPA hosted an on-demand webinar focusing on "Creating a Safe & Compliant Li-Ion Workplace" which took place Monday, May 8.

Mitigating and Planning for Potential Risks

The risks related to handling lithium-ion batteries are very similar to that of combustion engines but require some early interventions and plans. They should create a foundation for safety which includes:

- Hazard Assessments
- Hazard Communication Programs
- Hazard Communication Employee Training
- Emergency Plans and Evacuation Maps
- Emergency Response Training
- Chemical Inventory, Safety Data Sheets, and Platform Training
- Forklift Operator, Lift Safety, and DOT Hazmat for those who will be shipping these batteries

Analyzing these risks is just the start. Once a dealership has established its hazard assessments, they need to start purchasing the appropriate material to avoid injury and be prepared for any fires or shocks along the way.

Read article in its entirety [here](#).

► Published online

NAEDA Equipment dealer Magazine | 7.17.23

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TAXATION OF DIGITAL CURRENCY

By IAN C PERRY and ROMAN A. BASI

According to the Internal Revenue Service (IRS), most cryptocurrencies are convertible virtual currencies. This means that they act as a medium of exchange, a store of value, a unit of account, and can be substituted for real money. In the U.S., cryptocurrencies like Bitcoin, are treated as property for tax purposes. Just like other forms of property such as stocks, bonds, and real estate, you incur capital gains and capital losses on cryptocurrency investments when you sell, trade, or dispose of your cryptocurrency. The tax rates fluctuate depending on your personal tax bracket and are decided on whether the gains fall under short-term (less than 12 months) or long-term (12 months or more).

When do you owe taxes on your cryptocurrency? You trigger a tax reporting requirement whenever you incur a taxable event from your crypto investing activity. A taxable event simply refers to a scenario where you realize income. The following are all considered taxable events for cryptocurrency.

- Exchanging cryptocurrency for government-issued currency, called fiat money.
- Paying for goods, services, or property.
- Exchanging one cryptocurrency for another cryptocurrency.
- Receiving mined or forked cryptocurrencies.

There are also circumstances in which you do not owe taxes on your cryptocurrency.

You do not trigger a taxable event whenever you:

- Buy cryptocurrency with fiat money.
- Donate cryptocurrency to a tax-exempt non-profit or charity.
- Making a gift of cryptocurrency to a third party (subject to gifting exclusions).
- Transferring cryptocurrency between wallets.

To calculate your capital gains and losses from each of your crypto sells, trades, or disposals, you can simply apply the formula: Fair Market Value – Cost Basis = Capital Gain/Loss. What is the fair market value for cryptocurrency? FMV is the price an asset would sell for on the open market. In the case of cryptocurrency, this is typically the sale price in terms of U.S. Dollars. To determine your cost basis, this will represent how much money you put into purchasing the property (cryptocurrency). The cost basis will include your purchase price plus any other costs associated with the purchase (fees, etc.)

Now that we know how to calculate the tax liability, how should we go about reporting our cryptocurrency on our taxes? If you're like most cryptocurrency investors, you more than likely have only bought, sold, and traded crypto. This income is considered capital gains income and should

be reported as such. However, if you earned cryptocurrency as a form of payment from a job, mining, staking, or earning interest rewards, that earned income will be treated as ordinary income. To report your capital gains and losses, you will need to file IRS Form 8949. Form 8949 reports sales and disposals of capital assets which includes cryptocurrency, along with stocks and bonds. To fill out Form 8949, list all your cryptocurrency trades, disposals, and sales. Make sure to include the date you acquired, sold/traded, along with the fair market value, your cost basis and your gain/loss for the event.

Unfortunately, when it comes to ordinary income, the process is not as simple. There are specific situations in which a different tax form must be used. If you earned crypto as a business entity, you would report your earnings on Schedule C. If your income is derived from staking income or interest rewards from lending out cryptocurrency, this should be reported on Schedule B. If you were to treat your cryptocurrency events as a hobby, Schedule 1 would be used to report as other income.

If you wish to invest in cryptocurrency mining, there are some things to take into consideration. There are two ways to report your crypto-mining events. You can simply do it as a hobby or you can register it as a business. If you are mining as a hobby, any income derived from it would be subject to Capital Gains Tax as mentioned before. You would be unable to deduct any expenses incurred as no deductions are allowed. Even if the value of the coins is less than \$10,000, the personal asset use exemption would not apply.

On the other hand, if you decide to start a business and operate as a business, any income derived from mining cryptocurrencies will be treated the same as the tax liability of other businesses. If you have decided to keep the coins and their value has increased at the end of the fiscal year, then the increase in the value would also be considered assessable income. The advantage of mining as a business becomes relevant as any expenses incurred as a direct result of mining, (electricity costs, purchasing of hardware, internet/utilities) can be deducted from your taxable income.

The cryptocurrency market is fast and wild. Nearly every day cryptocurrencies emerge, die, or stand stagnant. The world of crypto is forever changing from the viewpoint of taxpayers and the IRS. Please contact us at (618) 997-3436 for any other questions or guidance.

Ian C. Perry is a staff accountant for [The Center for Financial, Legal, & Tax Planning, Inc.](#)

Roman A. Basi is an expert on closely held enterprises. He is an attorney/CPA and the President of the [Center for Financial, Legal & Tax Planning, Inc.](#)



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3 Small Tools That Help Big When You Need Them

By DAN ANDERSON

Big tools, such as ¾-inch impact wrenches and 1,000 lb./ft. torque wrenches, are impressive, but many jobs are rescued or made easier by small specialized tools. For example:

- **O-ring picks** look like the nasty little tools your dental hygienist uses to clean your teeth, but they are much more fun when they simplify removing and installing rubber O-rings, especially those annoying flat spiral rings used in hydraulic fittings. Their long reach and sharp, angled tips reach deep in fittings to pry out damaged O-rings and help gently prod replacement O-rings into place. Yes, a small screwdriver or piece of baling wire will do the job, but a set of O-ring picks does it more easily.

- A **jeweler's screwdriver set** is no longer an option in many shops, thanks to the teeny screws used in electronic circuit boards. Don't be tempted to buy the cheap made-in-China mini-screwdriver sets sold at the counter of local hardware stores. When dealing with teeny little screws made of soft metal alloys metallurgically similar to Silly Putty, it's best to use quality screwdrivers that have crisp, sharp tips of quality metal.

- A **¼-inch-drive socket set** is a good defense against a secret, fiendish plot by engineers to drive farmers and mechanics crazy when working in the cabs of farm equipment. They intentionally use 25 different types of screws, nuts, bolts and fasteners to


fasten panels, gauges, brackets and circuit boards deep inside consoles and inside seats and headliners. The only defense is a compact ¼-inch-drive socket set complete with not only standard and metric sockets, but also flat-blade, Phillips and allen-head bits that you can take into the cab with you. A fully-stocked ¼-inch-drive socket set in a compact plastic carrying case costs from \$100 to \$200, but is it worth \$1,000 when you're on your back in a tractor cab with your head on a brake pedal and your feet draped over the seat, trying to unbolt a panel or bracket under the steering wheel and discover a single panel is held in place by a 5/16-inch nut, a Phillips-head screw and a 3/16-inch bolt.

► Published online **AgWeb Farm Journal** | 6.30.23

A REMINDER THAT COULD SAVE YOU MONEY!!!


The FTC expected dealerships to comply to the Safeguards Rule by the June 9, 2023 deadline. You could be fined as much as \$100,000 per violation, with an additional \$10,000 against officers and directors if you've not yet done so.

See the article in July's **NE Dealer** for more information of what you need to do to comply with the Safeguards Rule.



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HUMAN RESOURCES

Beyond the Bonus: How to Put Intention Behind Your Incentives

By JOELLE OREM

How can you incentivize your employees in a way that fosters relationships? Going beyond the standard bonus check is a key to increasing morale and retention.

"Incentive plans can be a great way to motivate [employees] when designed correctly," says Jim Versweyveld, University of Wisconsin-Madison Extension farm management outreach specialist. "Incentive plans should have specific targets and metrics and should be documented in writing and communicated to team members in their preferred language. The metrics should be measurable and tied directly to clearly understood business goals."

Show gratitude

Ad hoc or unexpected bonuses can also be an effective way to show gratitude to your team at the completion of one-off projects. If they are issued too frequently or at the same time interval, they might be viewed as an entitlement and lose their impact, Versweyveld cautions.

Uncover "hidden paychecks"

Tailoring incentives to each employee's unique needs and goals can help foster personal relationships, but how can you scale that level of attention to the individual needs and motivations of your entire [crew]?

Versweyveld suggests one of the ways producers can be intentional in their incentive strategy is by creating a total compensation statement unique to each employee. Doing so can set expectations from the beginning and take the ambiguity out of the bonus structure.

Simply put, this document outlines an employee's direct and indirect compensation, including the following:

- Annual pay (including overtime)
- Paid time off
- Bonuses
- Mandated Federal benefits
- Insurance plans
- Value of technology use
- Meals, drinks, and snacks
- Transportation (including personal use of [vehicles])
- Professional development/training
- Other employee perks unique to the [dealership]
- Create a clear path to success.

Read article in it's entirety [here](#).

► Published online **AgWeb Farm Journal** | 7.3.23

Golden Assets: How Experienced Employees Can Revolutionize The Workplace

Commentary: Minutes count when it comes to matters of the heart.

By SANDER VAN 'T NOORDENDE

CEO, Randstad - the world's largest talent company

Some of the most productive workers today are those 55 and older. Gen Xers and Baby Boomers provide deep subject matter expertise and tribal knowledge important to an organization's culture, performance and cohesiveness. With talent scarcity a chronic challenge for the global economy, retaining those nearing retirement should be a priority for most businesses.

Companies have plentiful reasons to encourage experienced talent to remain in the workforce: older workers are less likely to job hop than Gen Z and Millennials. Those 55 and older are also important contributors to a diverse, multigenerational workforce, which a majority of companies say is a key to growth and long-term success. But, managers also have a role to play in reducing bias in the workforce against older colleagues. Recent research from Randstad in Belgium suggests that 1 in 3 people think older workers need more time to learn new things, yet older workers feel more motivated and less bored than their younger colleagues.

Organizations benefit from a diverse workforce

Randstad's 2023 Workmonitor survey of more than 35,000 workers around the world found that rising prices are forcing some to reconsider retirement. This reaction was shared across all generations with those 55 and older feeling it the most with 26.4% not able to retire when they'd like. Even so, the majority of respondents believe they can still retire before 65, with a plurality figuring they will step away between the ages of 65 and 69. An overwhelming majority say their financial situation will dictate their decision.

While many prefer to retire earlier than they can, the global workforce needs them. According to the OECD, not only do older workers help mitigate growing talent scarcity, but their experience, skill sets and organizational knowledge contribute to business performance. Companies that have a 10% higher share of workers aged 50 and over than the average are 1.1% more productive, research has shown. The OECD also found building a multigenerational workforce also yields a stronger pipeline of talent, increases resilience and improves workforce continuity, stability and the retention of knowledge.

Across the world, people are living longer even as birth rates have declined for the past two decades, according to the International Monetary Fund. This is leading to a set of economic and social challenges that necessitates longer careers. More retirees means a greater social burden for those who are working. At the same time, talent scarcity will grow and restrict growth.

By encouraging more people to stay in the labor market, even by a year or two, economies stand to reap a myriad of social and economic benefits. For example, at its current spending level, Social Security won't be able to fully pay benefits by 2033. Some estimates suggest raising the retirement age in the US to 70 could reduce the deficit by a third.

Read article in it's entirety [here](#).

► Published online **Forbes** | 7.4.23

How to be the Top Sales Rep in Your Industry

Recently someone asked me how they can become the absolute best salesperson possible. This question caused me to go back and look at my 35-year sales journey in which I became a number one sales rep in three industries during my sales career and number one in two more during my sales training career when I had to prove to two eventual clients my ideas would work in their industries too by outselling all their sales reps.

The plan below takes into account everything I've learned about what it takes to be number one in sales anywhere in any industry. It is not the exact path I followed, it is better based on experience and mistakes made. The plan below is unique; I've never seen it described in any sales material before, and I've seen a ton of sales material. Once you see this plan, I think you'll understand how it will get you to the top in any industry if you follow it to the letter, no shortcuts, no half effort.

Note: This plan is the what-to-do from a pure execution standpoint. It does not reference character traits you're going to need to be number one in sales, namely: people skills, empathy, strong personal motivation, at least average intelligence, and an ironclad work ethic. Assuming you have those basic character traits in place, following the below plan will make you the best of the best anywhere.

Step one is to start with best practices and the best sales techniques in your industry. Focusing on these will help you learn good sales skills while also learning about the industry. You learn best sales techniques by seeking out the top sellers and finding out what they say and do in an attempt to do the same and get the same results. You also want to seek out a mentor and/or coach, trainers, and speakers who are also top sales and business experts in the industry. This learning process is typically a three to five-year endeavor at the end of which your knowledge of the industry and your sales skills will be anywhere from good to very good to maybe even great if you've learned all of the best and applied it extremely well.

The next step to becoming the best is to pick an industry outside of yours. It really doesn't matter what they sell to who, it just has to be something different than what you sell. If you sell a product B2B, it may be an industry that also sells a product B2B. On the other hand, you may look at an industry that sells a service B2B or even B2C. For example, if you're selling construction equipment, you might look at sales skills and best practices in the commercial insurance industry. As one is a product B2B sale, and one is a service B2B sale, sales techniques and industry best practices will differ.

You're now going to replicate the learning process you used in your industry. In other words, find the top salespeople, along with mentors, coaches, trainers, and speakers who are also top sales and business experts in that industry. By the way, this does not mean listening to everyone. There are very



BY JOHN CHAPIN

few speakers and trainers in each industry who have truly been there, done that when it comes to sales. Most trainers and speakers have very little sales experience and the few that do, weren't that good when they were selling. Vet your sources carefully. That said, once you've found these people, work with and study them just as you did with your own industry. Some of the practices, habits, and other things you learn, will be the same. In fact, many of them may be. What you're looking for are the things that are different. The different ways they call on or approach prospects, the different questions they ask, how they look, sound, and do things differently, and how they approach situations differently. Unlike your industry, assuming you put in the necessary time and work, you

should only have to spend about a year fully dissecting this second industry to master the best practices and best sales techniques.

Now shift to another industry and learn their best practices and best sales techniques. At this point though you do want to look for variances in either product, service, and/or audience. For example, if the first two industries you picked were products sold B2B, either pick a service sold B2B or a product sold B2C. You can also pick products or services sold primarily over the phone versus in-person. Once you've spent a year in this industry, shift again looking for another industry that differs in product, service, B2B, B2C, and/or phone versus in person. Spend a year here and then find another industry. Continue to follow this process by shifting industries yearly.

The longer you follow this plan, and the more industries, and products, and services, and audiences you encounter, the better you will get at selling. Just imagine how good your sales skills will be after doing this for ten or fifteen years or more.

By the way, I am not telling you to actually switch jobs and industries. The objective is to study the other industries and bring the best ideas to your current job and see if and how they can enhance what you're doing.

In addition, while you're studying other industries, you should also be reading books, taking courses, watching YouTube videos, and studying other really good sales material. Again, be careful here, I'm not telling you to just watch just anything. As I said earlier, make sure the material comes from legitimate sales experts.

John Chapin is a motivational sales speaker, coach, and trainer. For his free eBook: *30 Ideas to Double Sales* and monthly article, or to have him speak at your next event, go to www.completeselling.com John has over 35 years of sales and sales management experience as a number one sales rep and is the author of the 2010 sales book of the year: *Sales Encyclopedia* (Axiom Book Awards). You can reprint provided you keep contact information in place. E-mail: johnchapin@completeselling.com.

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Now That Marijuana Is Legal In Maryland *continued from page 6*

cannabis and hemp products to the list of substances that may not be smoked or vaped indoors. Accordingly, employers can and must implement policies prohibiting the smoking and vaping of cannabis and hemp products in the workplace. Likewise, individuals have no affirmative right to use cannabis at work and employers can enact – and should enact – general policies prohibiting all use at work and during work hours. Drug and alcohol policies should specify that employees may not be under the influence of, or impaired by, cannabis while working.

Third, there are no provisions in the new law, or any other law in Maryland, restricting an employer's ability to test for cannabis/THC. Unlike New York and New Jersey, for example, employers in Maryland may include marijuana/THC on their testing panels, including for pre-employment or random tests.

Finally, there are no employment protections for off duty use by employees. Accordingly, employers – for now – may continue to administer and follow drug and alcohol policies that strictly prohibit use of recreational cannabis by employees. If an employee tests positive, does not have a medical certification for use of cannabis, and the employer has a policy providing for discipline or termination in the event of a positive test, the employer may follow its policy – at least for now. Notably, several states are starting to include or enact protections for off duty use, requiring that employers show impairment before issuing discipline. Maryland has not yet done so, but employers should keep an eye out for further developments in this space.

For employers in neighboring states, such as Pennsylvania, there is nothing in the law that would require those employers to make an exception to their policies for legal recreational use in another state. Recreational cannabis remains illegal in Pennsylvania and Pennsylvania employers may continue to adopt and enforce zero tolerance drug policies for recreational cannabis use.

Of course, just because an employer is allowed to test for cannabis under all circumstances or terminate an employee for legal off duty use, does not mean the employer has to do these things. Employers who are not subject to federal regulation may decide to relax their drug policies for cannabis use and focus only on reasonable suspicion testing and termination for impairment at work. Why? Work force issues and employee retention are big reasons. Employers should, if they haven't already, assess their organizational temperament for off duty recreational use and how the legalization of cannabis might impact their hiring and retention programs. Additionally, employers should ensure they have a detailed reasonable suspicion

policy and that supervisors and managers are trained regarding impairment detection, documentation, and the procedures for reasonable suspicion testing.

As always, if you have any questions about cannabis legalization in Maryland, your company's drug testing policy, or workplace health and safety generally, you should reach out to Denise Elliott or another member of the McNees Labor and Employment team.

► Published online

Pennsylvania Labor & Equipment Blog | 7/19/23

What Can You Do to Help Prevent Workplace Injuries and Accidents?

Having an understanding of the OSHA Top 10 most frequently cited standards is a great way to keep an eye out for common risks that could lead to workers compensation injuries and claims. Take time to review the following with your employees.

For the 2021 fiscal year, the Top 10 consisted of:

1. Fall Protection
2. Respiratory Protection
3. Ladders
4. Hazard Communication
5. Scaffolding
6. Fall Protection Training
7. Control of Hazardous Energy (lockout/tagout)
8. Eye and Face Protection
9. Powered Industrial Trucks
10. Machinery and Machine Guarding

Be Proactive

As an employer, you have a responsibility to help keep your employees safe. Take action now by:

- Posting OSHA and safe work reminders in places employees will see them
- Providing regular safety training
- Delegating a risk manager
- Implementing and regularly updating written safety programs
- Maintaining accurate records of work-related injuries and illnesses
- Supplying proper Personal Protective Equipment (PPE)
- Informing of potential jobsite hazards through labels, alarms, and information sheets

The least expensive workers compensation claim is one that never occurs. Reach out to your local Federated® marketing representative today for more information.

¹ <https://www.osha.gov/top10citedstandards> The Top 10 Most Frequently Cited Standards. Accessed 5/15/23.

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STIHL Inc. Names Chris Keffer as New President and CEO

STIHL Inc. announced that STIHL Inc. Senior Vice President of Sales and Marketing Chris Keffer has been promoted to president and CEO and will assume this position on August 4, 2023. He succeeds Terry Horan, who has been appointed to the board of directors of STIHL Inc.

"Terry has the heartfelt thanks of the Stihl family for his exceptional leadership," said Dr. Nikolas Stihl, chairman of the advisory and supervisory boards at the STIHL Group. "He has built a strong leadership team and established the foundation for significant growth through a demonstrated commitment to our loyal distribution network and local STIHL dealers, focusing the organization on winning as one team."

Michael Traub, chairman of the STIHL executive board, added: "The USA is by far our most important market worldwide. These appointments provide stability and continuity, which are critical to our long-term strategic and operational success. Chris has quickly established himself as an innovator and leader and has a keen understanding of our market and our customers. His experience and expertise will enable the company to lead in all markets in which we choose to compete."

Read article in its entirety [here](#).

► Published online

[The Hardware Connection](#) | 7.17.23



Ignite Attachments Launches Auger Attachment Line

Ignite Attachments, a manufacturer of compact equipment attachments, adds to its growing lineup of products with a new auger line. The four models offer self-aligning vertical accuracy for precise, accurate vertical holes in any situation. A choice of drive system ensures ample torque for even the toughest digging conditions.

With the power and precision to handle everything from shale, clay and frozen surfaces, the new auger lineup is an ideal solution for post hole digging, fence installation, deck building, tree planting and more. With Ignite's Fit Finder, customers can easily find the right auger to pair with existing equipment and fast delivery directly to their shop door.

"It's all about getting the job done quickly and accurately," said Matthew Foley, lead engineer of Ignite Attachments. "Our business model allows customers to confidently match, buy and receive attachments directly to their door fast. With the new auger lineup, we're expanding the applications customers can tackle with their existing equipment, giving those in the fencing, utility, landscape, construction, agriculture, rental and similar industries, as well as homeowners, a high-quality, cost-effective solution without the delay of working with a third-party dealer."

Read more about [Auger's](#) New Attachment line.

► Published online [ConstructionEquipmentGuide.com](#) | National Edition | 7.12.23

Brandt DXT Series Grain Cart

The all-new Brandt DXT Series GrainCarts help you achieve maximum efficiency during harvest.

These dual-auger carts deliver efficient unload speeds, large carrying capacities, and unmatched durability fit for your operation. With capacities of 1,150 to 2,500 bushels and unloading speeds of up to 1,000 bu/min, these grain carts meet the rigorous demands of a fast paced harvest.



► Published online [Brandt](#) website

AGCO Gives a Peek Under the Hood: 4 Prototypes Are Previewed

By MARGY ECKELKAMP

At a recent field day hosted in Kentucky, AGCO showcased its latest machinery and technology, including several prototypes.

Many of the machines still be developed highlight AGCO's stated goal of providing autonomous solutions for every season in crop production by 2030.

Selective Spraying With Symphony Vision

In the next one to two years, AGCO will be introducing Symphony Vision via its Precision Planting aftermarket channels. The goal of the equipment is to intelligently apply (spot spray) the right rate of herbicide and only where needed by using machinery learning and artificial intelligence.

Read article in its entirety [here](#).

► Published online [AgWeb FarmJournal](#) | 7.6.23

Briggs & Stratton's Post-Bankruptcy CEO Departs After Less Than Three Years

By **RICH KIRCHEN**

Senior Reporter

Milwaukee Business Journal

Steve Andrews, who has been CEO at Briggs & Stratton since the company emerged from bankruptcy in September 2020, has left the company for personal reasons, according to an announcement attained by the Milwaukee Business Journal.

► Published online

[Milwaukee Business Journal](#) | 7.20.23

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► Published online

[Orthman.com](#) | 7.20.23

New Holland Wins Green Good Design Award for LNG tractor

New Holland Agriculture, a global brand of **CNH Industrial**, has been awarded a 2023 Green Good Design Award for its T7 Methane Power LNG (Liquefied Natural Gas) prototype tractor.

The awards are organized by the Chicago Athenaeum: Museum of Architecture and Design and The European Centre for Architecture Art Design and Urban Studies. This special GREEN edition of GOOD DESIGN highlights important work that spearheads fully sustainable design, from new international products and buildings to construction and planning projects.

"The new T7 prototype furthers our leadership position in the quest for viable alternative fuels. This new LNG system provides four times the fuel storage of our T6 model, the world's first commercialized compressed natural gas tractor, which more than doubles the autonomy and creates more value for our customers," the manufacturer said.

"We partnered with Bennamann, a UK-based expert whose multi-patented approach converts fugitive methane to clean biofuel — helping support an energy independent and sustainable farm system. When the T7 prototype is integrated within this process, an operation's overall carbon footprint can be 'better than zero.'" Blending style, function and sustainability, the prototype features an all-new exterior with remodeled hood and updated lighting. Inside the cab, the operator will benefit from a range of improvements: a full-length skydome roof for enhanced visibility, the SideWinder Ultra armrest for greater comfort, a larger IntelliView 12-in. touchscreen, and ergonomically shaped seats.

The Green Good Design award recognizes a commitment to sustainable design that generates long-term value for customers.

For more information, visit [cnhindustrial.com](#).

► Published online [AgriculturalEquipmentGuide.com](#) | 6.14.23

Husqvarna Snow Blowers Recalled Due to Injury Hazard

The recalled snow blowers can unexpectedly go into drive mode, causing collisions.

By **Joanne Chen**

Husqvarna has recalled about 2,700 units of its gas-powered residential 300 Series snow blowers.

The model numbers are ST 324, ST 327, and ST 330. These blowers can suddenly switch into drive mode, potentially hitting the user and others in its way. There have been 22 reports where the auger pulley belt became loose—thus unexpectedly engaging the drive, according to the recall notice released by the Consumer Products Safety Commission. So far, no injuries have been reported. Consumer Reports currently rates more than 70 snow blowers, including the Husqvarna ST 324, which is part of the recall. Our engineers did not encounter the issue at the time of testing, but strongly advise that owners confirm whether their model and serial numbers are affected, and if so, contact their nearest [Husqvarna dealer](#) for an immediate repair.

► Published online **Consumer Reports** | 7.6.23

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