

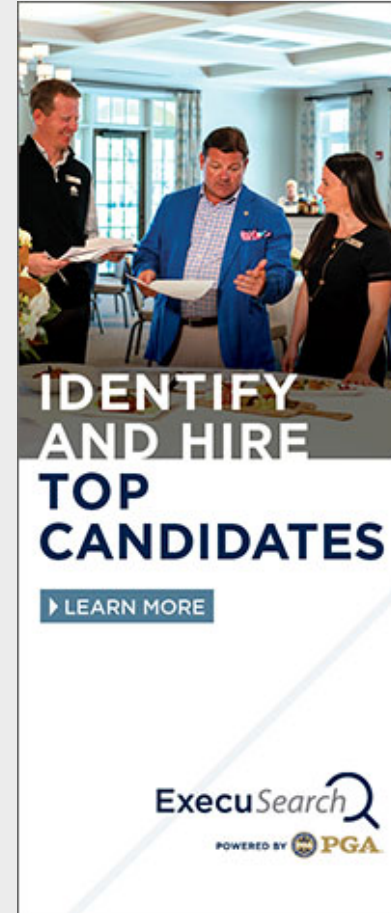
FEBRUARY 24, 2021

SPOTLIGHT

DOL Challenges 'Exempt Employee' Status: Is Your Staff Properly Assigned?

By Ronnie Miles, Director of Advocacy, NGCOA

From time to time, we receive information from owners who face different challenges from local and state government officials that are worthy of sharing. I recently had a member explain a problem they face involving the Department of Labor (DOL). This case involves whether or not the owner properly designated an employee as exempt under the FLSA standards. While this case is still under review, should the DOL find the employee did not meet the exempt employee standard, the owner could be liable for pay reaching back to prior years the employee worked. The golf course owner faced a complaint by a previously employed PGA professional claiming they were unfairly designated as an exempt employee, denying him overtime pay. The employer established their PGA professional was an exempt employee using the Executive Employee standard... [READ MORE >>](#)



OPINION

Treat the Patient or the Disease? The Science Behind Valuing Properties with Different Objectives

By Larry Hirsh, President, Golf Property Analysts

Recently, we were retained for two very different assignments that raised the same question. In the appraisal world, the Uniform Standards of Professional Appraisal Practice (USPAP) requires us to state the intended use of the appraisal. One client had been very vague about the use of the appraisal but implied that it was for corporate asset valuation. I later learned that there was an assessment appeal being pursued for the property and asked if the appraisal were to be used in conjunction with the appeal. He wondered why I inquired and asked if there were a difference in the finalized report. There is... [READ MORE >>](#)

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- [Where are the women?](#) (GolfCourseArchitecture.net)
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GOLF BUSINESS MAGAZINE JANUARY/FEBRUARY 2021



Club Fitness in Times of COVID

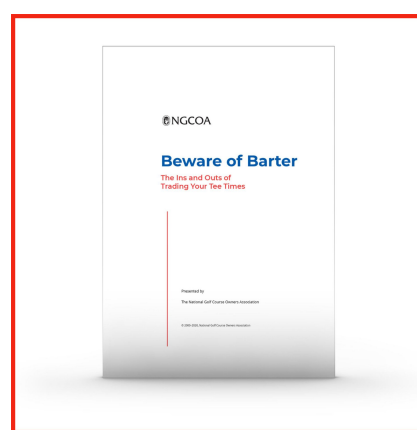
It was once the place you went to convalesce. Famous sufferers of respiratory ailments like Doc Holiday, who died of tuberculosis, migrated to Arizona for clean air and dry heat. But in 2020, few states suffered more from the ravages of COVID-19... [READ MORE >>](#)

MINDing Your Business

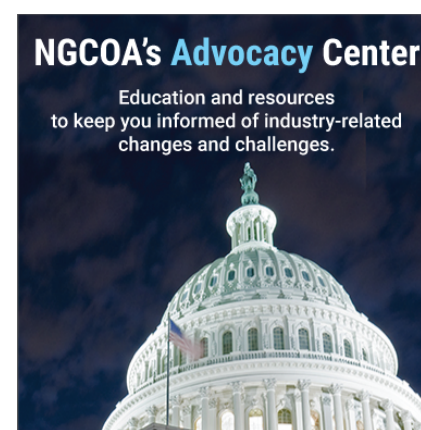
The pandemic hit Don Rea at the worst possible time. "March is our busiest time of the year," said Rea, who owns Augusta Ranch Golf Club in Mesa, AZ, and was recently selected as Secretary of the PGA of America. "We immediately lost three weeks of business and that hurt because we actually lose money in the summer"... [READ MORE >>](#)



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The NGCOA strives to provide guidance, interpretation and suggestions for action when it comes to industry related challenges.

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