

## **2. Policy Manual**

### **2.1 General Purpose**

The purposes of this policy and procedure manual is to establish a uniform system of daily conduct by and between us when dealing with each other, other members of the Company, our clients and members of the public.

### **2.2 Responsibilities**

You are responsible to work in accordance with Company policies and procedures. Your failure to comply with the policies and procedures within this manual may result in your termination from this Company.

### **2.3 Changes in Manual**

This Policy manual may be changed from time to time by the Company. Changes can be made at any time and will be distributed periodically through the Company's web site and all member e-mail list. The policies on-line at any time represent the Company's current Policy Manual.

### **2.4 Exclusions from the Manual**

This Manual applies only to salespersons, and does not apply to Company staff employees.

### **2.5 Conflict with Salesperson/Broker Independent Contractor Agreement**

In the event of a conflict between this Policy Manual and your Salesperson/Broker Independent Contractor Agreement, the terms of this Policy Manual shall prevail.

## **3. Independent Contractor Relationship**

### **3.1 Independent Contractor**

You have signed an Independent Contractor Agreement with the Company and are associated with this Company as an Independent Contractor. You do not have an employee-employer relationship with this Company. You are considered to be an Independent Contractor for tax purposes and will receive a 1099 at the end of each calendar year. The Company will NOT withhold taxes or Social Security from your compensation. Payment of taxes and Social Security contributions are your responsibility. You are also considered an independent contractor for purposes of Unemployment Insurance. You are not subject to the minimum wage laws. The Company will provide Worker's Compensation insurance for Broker's own benefit.

### **3.2 At-Will Status**

You are associated with the Company for an unspecified term on an at-will basis. Except where it is otherwise expressly agreed in writing with the Company, either party may terminate your association at any time with or without cause or reason.

## **4. General Office Procedures**

### **4.1 DRE License and Requirements**

You are required to maintain a valid Florida real estate broker or salesperson license in good standing while associated with this Company. If your license expires, you may not engage in any activities on behalf of the Company for which a real estate license is required. The Broker may designate another Company salesperson to handle your prospects, listings and transactions during any time your license lapses, and allocate such reasonable compensation to that salesperson for work performed. Your Company's Broker is charged by Florida law to review, supervise and manage the activity of all salespersons. The Broker may rely on management and staff support to perform this function. You are expected to cooperate with Broker's assistants in the handling of files, documents and procedures in accordance with this Policy Manual and Florida law. It is your responsibility to keep current on changes in industry practices and to take advantage of available education and training programs to maintain your professionalism and your ability to properly represent your clients. It is also your responsibility to obtain all Continuing Education courses so as to renew your license in a timely manner.

### **4.2 Company Business Hours**

# Office Policy Manual

**Mike Jess**



## Office Policy Manual:

**Law Office Policy & Procedures Manual** Howard I. Hatoff, Robert C. Wert, 2006 This manual helps medium and large law firms increase productivity by providing a model manual for law office policies and procedures The book an updated and expanded version of the previous fourth edition is divided into seventeen sections covering such topics as law office organization management and administration support personnel office policies personnel policies and benefits office security and emergency procedures financial management file systems technology and communications systems The book contains numerous sample forms and documents as well as extensive bibliographies A CD containing the entire text of the manual is included allowing customization of the manual for particular user needs *Creating and Updating an Employee Policy Manual: Policies for Your Practice* American Dental Association, 2016-06-01 This resource helps dental practices develop an office policy manual Includes sample policies forms and worksheets to help craft the perfect policy for your dental employee handbook With 99 sample dental office policies sample dental job descriptions templates for forms worksheets and checklists and explanations of at will employment Also offers information on dental staff training including OSHA and HIPAA

**Contemporary Office Handbook** P M Saleem, 2012-12-04 Contemporary Office Handbook emphasizes the critical skills traits and knowledge required to effectively face the emerging workplace realities It is designed to guide you the reader toward success Whether you are a new professional applying for your very first job or a seasoned manager there is information in this handbook to help you The structure of the content is clear making it easy to find what you need quickly And the content is thoroughly researched with excellent citations for those who want to dig deeper From the basic skills to the most advanced thinking on how to be a le *Principles of California Real Estate* Kathryn J. Haupt, David L. Rockwell, 2006

**Program Policy Manual** United States. Mine Safety and Health Administration, 1988 Dental Office Administration Geraldine S Irlbacher, Guy S. Girtel, 2020-03-18 Dental Office Administration is a comprehensive resource that details the responsibilities of the dental office professional providing practical communication techniques and tips for problem solving It also provides the necessary clinical background information every dental office professional needs for a successful practice Hands on activities within the text require students to practice common tasks such as dental charting writing a memo or conducting a mock telephone call with another student A free bonus DVD ROM for Windows includes practice management software called DENTRIXG4 practice management to give students real world experience managing patient data and filing electronic claims A companion Website includes the full text and a quiz bank **The Credentialing Handbook** Sheryl Deutsch, Sheryl K. Deutsch, Christine S. Mobley, 1999 The Credentialing Handbook provides comprehensive plain English guidance to understand and master the provider credentialing process in any health care setting With sample forms checklists flowcharts and correspondence this practical guide walks you through every aspect of effective credentialing appointment and recredentialing You ll learn key steps in the credentialing process about express

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Deborah B. Proctor,Alexandra Patricia Adams,2013-08-19 Procedure Checklist Manual for Kinn's The Medical Assistant

*NSF Grant Policy Manual* National Science Foundation (U.S.),National Science Foundation (U.S.),1989      **Kinn's The Medical Assistant - E-Book** Deborah B. Proctor,Alexandra Patricia Adams,2014-03-27 The most comprehensive medical assisting resource available Kinn's The Medical Assistant 11th Edition provides unparalleled coverage of the practical real world administrative and clinical skills essential to your success in health care Kinn's 11th Edition combines current reliable content with innovative support tools to deliver an engaging learning experience and help you confidently prepare for today's competitive job market Study more effectively with detailed Learning Objectives Vocabulary terms and definitions and Connections icons that link important concepts in the text to corresponding exercises and activities throughout the companion Evolve Resources website and Study Guide Procedure Checklist Manual Apply what you learn to realistic administrative and clinical situations through an Applied Learning Approach that integrates case studies at the beginning and end of each chapter Master key skills and clinical procedures through step by step instructions and full color illustrations that clarify techniques Confidently meet national medical assisting standards with clearly identified objectives and competencies incorporated throughout the text Sharpen your analytical skills and test your understanding of key concepts with critical thinking exercises Understand the importance of patient privacy with the information highlighted in helpful HIPAA boxes Demonstrate your proficiency to potential employers with an interactive portfolio builder on the companion Evolve Resources website Familiarize yourself with the latest administrative office trends and issues including the Electronic Health Record Confidently prepare for certification exams with online practice exams and an online appendix that mirrors the exam outlines and provides fast efficient access to related content Enhance your value to employers with an essential understanding of emerging disciplines and growing specialty areas Find information quickly and easily with newly reorganized chapter content and charting examples Reinforce your understanding through medical terminology audio pronunciations Archie animations Medisoft practice management software exercises chapter quizzes review activities and more on a completely revised companion Evolve Resources website      *Optometric Practice Management* Irving Bennett, OD, FAAO,2002-09-27 While the business aspect of an optometrist's practice may come second to patient care optometrists today are faced with greater competition for new patients and income This updated guide shows readers how to work smarter through effective practice management to offset reduced earnings due to fixed reimbursements of managed care and competition from 1 800 contact lens companies and chains selling discount frames and lenses Drawing on over 40 years of experience the author presents practical strategies for addressing the problems of day to day practice and explains how to develop business and marketing plans without detracting from the optometrist's professional image This edition features an

increased focus on how to work with partners including how to exit gracefully from a partnership how to start a part time practice and how to be creative in practice Authored by an expert in the field of practice management and optometry for the most effective realistic advice and guidance Concise readable text synthesizes the author s 40 plus years of expertise in optometric practice Necessary business and marketing skills are presented in a way that is compatible the optometrist s professional image Tips and tools are provided on how to approach the client as both a consumer and a patient Helpful information for students or optometrists who own or are planning to own their own practice Completely re written and updated 4 new chapters cover topics such as practice locations part time practicing managed care management of un met vision needs and the office of the future An increased focus on how to work with partners including how to exit gracefully from a partnership A discussion of how to start a part time practice addresses real world considerations and practical strategies Hot new topics such as co management of patients gender and ethnicity senior patient concerns and discounting

*The Architect's Handbook of Professional Practice* Joseph A. Demkin, American Institute of Architects, 2008-03-24 This updated resource covers all aspects of architectural practice featuring new material of sustainable design managing multiple offices lifelong learning mentoring and team building revised content on programming project management construction contract administration risk management and ethics and coverage of small firm considerations as well as emerging issues such as integrated practice and integrated project delivery Jacket

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estate practice The text explores issues facing professionals including advertising qualifying prospects loan applications investment analysis competitive market analysis and using the Internet in practice 493 pages 2004 copyright Chapters include Instructor Note Student Enrichment Exercises Power Point Presentations Chapter 1 Getting Started in Real Estate Chapter 2 Ethics Fair Housing and Trust Funds Chapter 3 Mandatory Disclosures Chapter 4 Prospecting Chapter 5 Listing Presentation Package Chapter 6 Listing Presentations Chapter 7 Servicing The Listing Chapter 8 Advertising Chapter 9 The Buyer and The Property Showing Chapter 10 Obtaining the Offer and Creating the Sales Agreement Chapter 11 From Offer To Closing Chapter 12 Real Estate Financing Chapter 13 Escrow and Title Insurance Chapter 14a Taxation Chapter 14b Taxation cont Chapter 15 Property Management and Leasing Chapter Quiz Answer Keys Mini Quizzes for All Chapters Mini Quiz Answer Keys



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