

## **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

**S Ashworth**



## 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

credentialing models how to credential allied health practitioners typical time frames and tracking systems pros and cons of delegating credentialing plus more      **Procedure Checklist Manual for Kinn's The Medical Assistant - E-Book**

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

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**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 *Kinn's The Administrative Medical Assistant - E-Book* Alexandra Patricia Adams, 2013-10-21 The most comprehensive front office medical assisting resource available Kinn s The Administrative Medical Assistant 7th Edition provides unparalleled coverage of the practical real world administrative skills essential to your success in the health care office This thoroughly updated fully modernized 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 Apply what you learn to realistic administrative situations through an Applied Learning Approach that integrates case studies at the beginning and end of each chapter 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 Confidently meet national medical assisting standards with clearly identified objectives and competencies incorporated throughout the text Master key skills through step by step instructions and full color illustrations that clarify procedures Sharpen your analytical skills and test your understanding of important 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 the CMA and RMA certification exams with a new online appendix that mirrors the exam outlines and provides

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*Study Guide for Kinn's The Administrative Medical Assistant - E-Book* Alexandra Patricia Adams,2010-10-18 Get more practice with medical assisting competencies and test your critical thinking skills Designed to support Kinn s The Administrative Medical Assistant An Applied Learning Approach 7th Edition by Alexandra P Young Adams this study guide offers a complete review of content and a wide range of exercises to help you master CAAHEP and ABHES competencies A variety of exercises test your knowledge and critical thinking skills including vocabulary review multiple choice fill in the blank and true false questions The most current content and competencies associated with CAAHEP and ABHES are included such as emergency preparedness patient education and documentation Procedure checklists allow you to tear out each sheet and provide to your instructor for evaluation Exercises are cross referenced to the Connections themes in your textbook Additional exercises enhance the learning experience with skills and concepts word puzzles case studies work applications and Internet activities English Spanish terms help bilingual students master the content Work products may be submitted to your instructor and to accrediting organizations as documentation that a competency has been completed Expanded coverage of the Electronic Medical Record includes Practice Partner EMR activities for extra practice with this key competency A companion Evolve website includes A P exercises with medical animations

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with helpful information on business systems marketing staffing and money management Unique comprehensive guide for the newly qualified dentist Covers key aspects of practice management and the transition into private practice Experienced editorial team provides a fresh balanced and in depth look at this vitally important subject New and expanded chapters on dental insurance patient communication personal finance associateships embezzlement and dental service organizations

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a successful real 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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