

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

Policy Manual For Law Firm In Texas

Michael Seilmaier



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Table of Contents Policy Manual For Law Firm In Texas

1. Understanding the eBook Policy Manual For Law Firm In Texas
 - The Rise of Digital Reading Policy Manual For Law Firm In Texas
 - Advantages of eBooks Over Traditional Books
2. Identifying Policy Manual For Law Firm In Texas
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Policy Manual For Law Firm In Texas
 - User-Friendly Interface
4. Exploring eBook Recommendations from Policy Manual For Law Firm In Texas
 - Personalized Recommendations
 - Policy Manual For Law Firm In Texas User Reviews and Ratings
 - Policy Manual For Law Firm In Texas and Bestseller Lists
5. Accessing Policy Manual For Law Firm In Texas Free and Paid eBooks

- Policy Manual For Law Firm In Texas Public Domain eBooks
- Policy Manual For Law Firm In Texas eBook Subscription Services
- Policy Manual For Law Firm In Texas Budget-Friendly Options
- 6. Navigating Policy Manual For Law Firm In Texas eBook Formats
 - ePub, PDF, MOBI, and More
 - Policy Manual For Law Firm In Texas Compatibility with Devices
 - Policy Manual For Law Firm In Texas Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Policy Manual For Law Firm In Texas
 - Highlighting and Note-Taking Policy Manual For Law Firm In Texas
 - Interactive Elements Policy Manual For Law Firm In Texas
- 8. Staying Engaged with Policy Manual For Law Firm In Texas
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Policy Manual For Law Firm In Texas
- 9. Balancing eBooks and Physical Books Policy Manual For Law Firm In Texas
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Policy Manual For Law Firm In Texas
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Policy Manual For Law Firm In Texas
 - Setting Reading Goals Policy Manual For Law Firm In Texas
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Policy Manual For Law Firm In Texas
 - Fact-Checking eBook Content of Policy Manual For Law Firm In Texas
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development

- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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