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 side 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

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Policy Manual For Law Firm In Texas:

Principles of Real Estate Practice in Texas Stephen Mettling, David Cusic, Ryan Mettling, Dan Hamilton, 2024-11-18 Performance Programs Company s Principles of Real Estate Practice in Texas contains the essentials of the national and Texas real estate law principles and practices necessary for basic competence as a real estate professional and as mandated by Texas license law for Principles I II It is based on our highly successful and popular national publication Principles of Real Estate Practice which is in use in real estate schools nationwide The text is tailored to the needs of the pre license student It is designed to make it easy for students to learn the material and pass their real estate exam prepare students for numerous career applications stress practical rather than theoretical skills and knowledge Principles of Real Estate Practice in Texas is streamlined direct and to the point It includes multiple learning reinforcements It has a student oriented organization both within each chapter and from chapter to chapter Its examples and exercises are grounded in the authors many years in real estate education Principles I The Real Estate Business Concepts of Home Ownership Real Property Interests and Estates Ownership Encumbrances and Liens Real Estate Taxation Legal Descriptions National Agency The Brokerage Business Real Estate Contract Law Listing Agreements Sales Contracts Texas Contracts Professional Practices TRELA The Real Estate Commission TRELA Licensing Regulation TRELA Standards of Conduct TRELA Agency and Brokerage Principles II Real Estate Market Economics Real Estate Appraisal Real Estate Finance Land Use Control Real Estate Investment Leases Property Management Transfers of Title Closings Risk Management TRELA Special Topics Real Estate Mathematics For students looking for a Texas exam prep book we also publish Texas Real Estate License Exam Prep All in One Review and Testing to Pass Texas Pearson Vue Real Estate Exam The RCRA Practice Manual Theodore L. 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Peeples, Minor Peeples, 2003-09-15 **Martindale Hubbell Law Directory** Martindale-Hubbell,2003-04 Searching the Law - The States Francis R Doyle, 2022-11-14 This revised two volume set reproduces the easy to use logically organized format of Searching the Law for each of the 50 U S states Arranged by state and by topic within each state it features a complete list of all the legal research materials available for each state jurisdiction thousands of citations to the legal literature of each state materials applicable to more than one topic listed under each topic repeated listings under each state and topic where they apply and author title publisher format and the latest known supplement for each citation Searching the Law The States is the companion text to Searching the Law Together the sets form one of the most comprehensive logical legal reference sources available Published under the Transnational Publishers imprint The print edition is available as a set of two volumes 9781571052872 Organizational Policy Development M. 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