GAVEL & GLASS

JANUARY 2019

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THE OFFICIAL NEWSLETTER OF SOCIETY OF AUCTIONEERS & APPRAISERS (SA) INC



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The Society of Auctioneers and Appraisers (SA) Inc.

THE INDUSTRY CHOICE OF PROFESSIONALS



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auctioneers.com.au

MEET the Board



Attilio Cavuoto President



Matt Smith Vice President



Andrew Monks



Richard Ward



Jarrah Holmes

About the Society Click here!

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Register your interest now

SAVE THE DATES The Society of Auctioneers & Appraisers (SA) Inc

NETWORKING NIGHT FOR UNDER 27S | THU 24 JAN @ 5:30PM hosted by Matt Smith (Klemich Real Estate) and the Board of the Society

- Network with High Achievers
- What specific training do you want for Under 27s? please attend

All members

FORM 1 & CONTRACT WORKSHOP ADELAIDE | THU 7 FEB @ 9:30AM presented by Chris Gill and CBS Authorised Officer David Sedgwick • Form 1 & contract issues pitfalls ALL EXPLAINED!

2019 GOLDEN GAVEL LAUNCH | THU 21 FEB @ 5:30PM Join us at the Launch of the 2019 Golden Gavel!

Nominate now at: https://bit.ly/2N29dbz

LAND AGENT'S THREATS WORKSHOP | THU 28 FEB @ 9AM presented by Past President Wayne Johnson

- How to run a viable business with a long-term future
- Is your business structured to remain profitable and sustainable?

BREAKFAST OF CHAMPIONS | THU 7 MAR @ 7:30AM location: Lexus of Adelaide on West Terrace

- Join us at our popular Breakfast of Champions series
- Guest Speakers: Brenton Ilicic (EYS Auctions) & Sam Alexander (Klemich)

COONAWARRA FORM 1 & CONTRACT WORKSHOP | THU 11 APR presented by Chris Gill and CBS Authorised Officer David Sedgwick

Form 1 & contract issues pitfalls ALL EXPLAINED!

2019 GOLDEN GAVEL AWARDS & DINNER | WED 22 MAY Celebrating 27 years of the longest running Auction competition in the Southern Hemisphere

You are invited to celebrate the achievements of the best Auctioneers & Appraisers of Real Estate, General, & Livestock.

BERRI FORM 1 & CONTRACT WORKSHOP | THU 18 JULY presented by Chris Gill and CBS Authorised Officer David Sedgwick

• Form 1 & contract issues pitfalls ALL EXPLAINED!

PT LINCOLN FORM 1 & CONTRACT WORKSHOP | THU 1 AUG presented by Chris Gill and CBS Authorised Officer David Sedgwick

Form 1 & contract issues pitfalls ALL EXPLAINED!



WWW.AUCTIONEERS.COM.AU (08) 8372 7830 | SOCIETY@AUCTIONEERS.COM.AU

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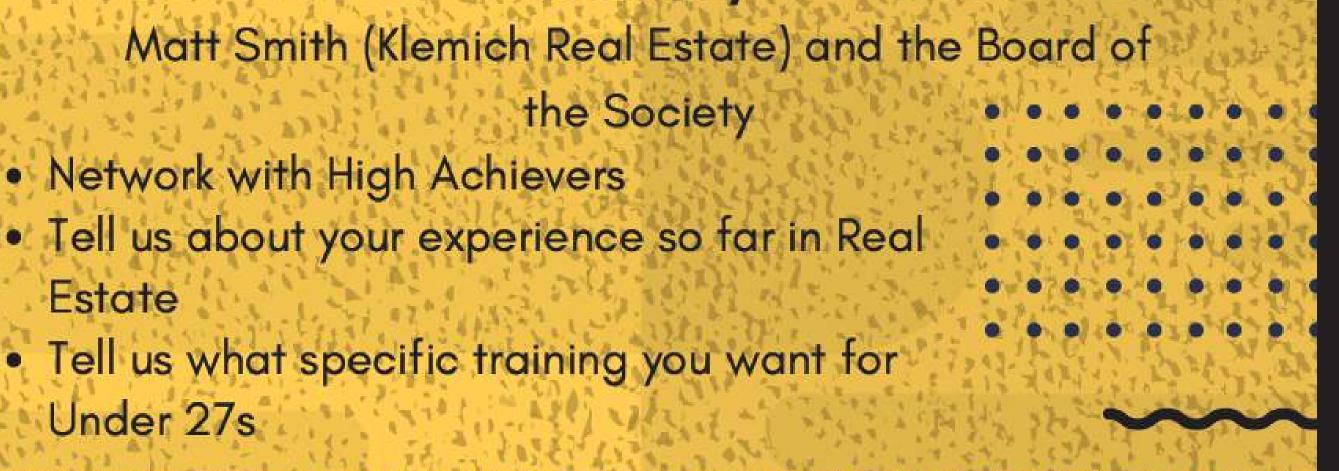
All members mequested to attend

THU 24 JAN 2019 530PM

Cucina North Adelaide 21 O'Connell Street, Nth Adelaide \$20 per person food incl. Bar at cost (bring 1-2 friends under 27 for FREE! Please book by Thu 17 Jan 2019

UNDER 275 NETWORKING NIGHT

Hosted by



WWW.AUCTIONEERS.COM.AU | (08) 8372 7830 | SOCIETY@AUCTIONEERS.COM.AU



Please RSVP with booking form admin@auctioneers.com.au

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Society of Auctioneers & Appraisers (SA) Inc

BREAKFAST of champions



ADELAIDE



Brenton Ilicic EYS Auctions - Founder & Director

He leads a team of 7 specialist Auctioneers who facilitated over 1,300 Auctions in the 2019 Calendar year.

Over the last 12 months, certain pockets of Melbourne have experienced a rapid 30% decline in property prices & Brenton will discuss his experiences, systems & processes to combat a down-turning market.

Many Sales Consultants have not worked in a declining market... Brenton will show you strategies:

- to reignite buyer interest
- upstage your negotiating skills to respond to the current tough market

NEW DEVELOPED STRATEGIES

- Educating Vendor in respect to Market
- Setting reserves that are most competitive
- Process from booking to Auction Day
- Communication with Sales Consultants & Vendors
- Techniques during the Auction to extract the most from bidders
- Mid-Auction Negotiations
- Strategies for Sales Consultants to convert Stale private treaty listings for Auction



Brenton trained & got his Real Estate & Auctioneers Licence in South Australia!

At our Breakfast, Brenton will be elaborating on how to convert more Open for Inspection attendees into active bidders at Auction and how to inspire your vendors to set their reserve at competitive levels in a

Effective utilization of GavI online Auction streaming

declining market.

Thursday 7th March 2018 7:15am for 7:30am Breakfast 7:50am On the Air! Lexus of Adelaide | 164 West Terrace, Adelaide

\$36 per member, or bring a friend! 2 or more tickets for \$30 each (Non members are invited to join prior to attending) Bookings by Friday 22nd February https://bit.ly/2GY8HK8



Sam Alexander Klemich Real Estate

At 22...how I got confidence of vendors

- My First Days in Real Estate
- How I got established
- Why I chose a career in Real Estate
- Is it for everyone?
- · How i created a database of my own
- · How i fast-tracked my new career



Please RSVP with booking form admin@auctioneers.com.au or CLICK HERE to book online

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Government of South Australia

Consumer and Business Services



Form 1 & Contract Workshop with Consumer & Business Services

ADELAIDE

Chaired by Society Trainer, Chris Gill, with CBS Authorised Officer David Sedgwick from Consumer & Business Services (Compliance & Enforcement Operations)



ALLEDI Form 1 and Contract

THURSDAY 7th February 2019 9am for 9:30am start to 12 noon

Issues & Pitfalls

- Capital gains withholding
- GST withholding
- Stamp duty exemption for commercial
- Form 1 re-serve or not
- Asbestos, EPA, planning approvals
- Building indemnity insurance

Arkaba Hotel 150 Glen Osmond Road Fullarton SA 5063

Members and employees \$44 (groups of 3 or more from the same office \$37) Non members are invited to join in order to attend

BOOK BY Friday 25th January 2019

Please RSVP with booking form admin@auctioneers.com.au

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CLICK

HERE

2019

Celebrating 27 years Since 1993

Golden Gavel Launch

with the release of

- Property Auction Selling Guide
- New Mandarin Contract
- New Mandarin Agency Agreement

5:30 PM | Thursday 21st February 2019 Level 1, THE GALLERY 30 Waymouth Street ADELAIDE

\$38.50 per person 20% off for U27 MEMBERS Food Provided | Bar at Cost

PRAISE

RSVP by Friday 7th Feb 2019 booking form to admin@auctioneers.com.au or CLICK HERE (https://bit.ly/2zUaeuF) All Members & Auctioneers should attend!

HAVE YOU NOMINATED YET?

Nomination Form: http://bit.ly/2N29dbz Conditions of Entry: http://bit.ly/2wEJ35r Facebook: https://bit.ly/2NAyO8P



Please RSVP with booking form admin@auctioneers.com.au

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OLDEN GAVEL

LAND AGENT'S THREATS PRESENTED BY WAYNE JOHNSON

HOW TO RUN A VIABLE BUSINESS WITH A LONG-TERM FUTURE

For Principals & Sales Consultants running a business within a business

IS YOUR BUSINESS STRUCTURED TO REMAIN PROFITABLE AND SUSTAINABLE?

This workshop, presented in an easy to digest manner, examines multiple scenarios demonstrating the effect on the net profit levels of various gross commission returns (average \$ return per transaction), sales commission structures and the growing level of referral fees paid to intermediaries

The workshop covers the following topics:

- The notion of adequate compensation for business owners

LEARN HOW TO

- Calculate the thresholds for costs and commissions to breakeven
- Calculate activity necessary to maintain breakeven point client contacts, listing opportunities, listings, sales
- Set targets & forecasts based on your average commission
- Shows what you need to do to make a profit & to be successful
- Look at a typical scenario analysis
 - desk cost per sales person
 - · break-even point for sales
 - Look at strategies to improve the bottom line
- Determine what commission rate you should walk away from
- Change your existing model to your advantage
- The critical implication of the margin of gross profit
- Average gross commission returns
- Sales staff remuneration structures including the impact of the new Award
- introduced on 30th April 2018

- Discover the break-even point for
- each transaction
- How many appraisals, listings, and sales do you need to produce an average commission



Wayne Johnson

Society of Auctioneers &_ Appraisers (SA) Inc President in 2008, Wayne has 30 years of experience in Real Estate including Sales and Property Management, multiple office agency ownership, National franchise CEO, and risk management consultancy. Wayne has an MBA - Bachelor qualification in property and is a qualified workplace trainer.

With multiple disruptors all looking for their share of a decreasing commission pie, the industry is facing intense competition with enormous pressure on professional fees.

Thursday 28th February 2019 Fullarton Room | Arkaba Hotel 150 Glen Osmond Rd, Fullarton 8:30am for 9am start \$79 each Bookings in by Fri 8 Feb please

We encourage all practitioners to attend this workshop and learn how to successfully predict the future of your business before its too late



Please RSVP with booking form admin@auctioneers.com.au

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Vice President's Report by Matt Smith

Happy New Year!

I would like to thank all our members and sponsors for your support over the years and I look forward to your involvement with the Society in 2019.

The Society has some great new initiatives and programs in plan... being developed to encourage networking and younger people to get involved.



Matt Smith - Vice President

We are kickstarting the New Year on Thursday 24th January with the Under 27 Networking event for EVERYONE. Remember, tickets are \$20 - but bring along a friend or two Under 27 for FREE! Please contact Michelle Lee (admin@auctioneers.com.au) if you have any questions about this event.

This year we will be introducing 20% off on all events for members under 27.

Looking forward to a fantastic 2019 to come! Matt Smith M.S.A.A.

Vice President

Conditions

of Entry

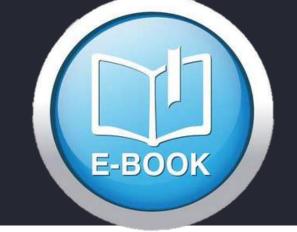
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All members Under 27 get 20% off ALL EVENTS!

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*Conditions Apply

EBook Report



Member communication and Social Events Board Report



Happy New Year to everyone!

I would like to thank everyone for their participation in our events throughout the year 2018. We had some wonderful successes and well-attended events throughout the year.

We will be kicking off the year with a networking night with the Under 27s in focus – all members are welcome!

Tickets are \$20 each for platters of Italian food and bring 1-2 friends under 27 FOR FREE!

Andrew Monks

This event will be held in the upstairs function room of Cucina North Adelaide on Thursday 24th January at 5:30pm. Please book by Friday 18th January by sending in the booking form to Michelle Lee at admin@auctioneers.com.au.

In 2019, we are focusing on the growth of our events – especially on our 2019 Golden Gavel Live. We are working to make it even better this year!

The official launch of the 2019 Golden Gavel will be held this year on Thursday 21st February at the Gallery on Waymouth Street just next door to Cibo. We will start off at Level One where formalities will be held – and for those up for it, there's a lovely rooftop Garden Bar for after drinks!

Other events this year include:

Form 1 & Contract workshop in Adelaide, Port Lincoln, Coonawarra, and Berri held by Chris Gill and CBS Authorised Office David Sedgwick – on form 1 & contract issues and pitfalls such as GST withholding and building indemnity insurance.

Land Agent's Threat Workshop by Past President Wayne Johnson – on how to run a viable business with a long-term future

Breakfast of Champions Thursday 7th March at the Lexus of Adelaide showroom on West Terrace.

I look forward to meeting with everyone this year and finding out what will aid you in your Golden Gavel entry and submission. Please let me know if you have any suggestions regarding events! Andrew Monks - 0414 340 399



Christmas Raffle



We held a Christmas Raffle for our members to win a dinner for 2 at the Arkaba Hotel's Christmas Show on Fri 14th Dec (valued at \$220 each). **The raffle was drawn by Society President, Attilio Cavuoto.**

Winners were:

- Mitchell Hawkes
- Hamish Mill
- John Kennedy
- Anthony DeMarco
- Amit Manchanda
- Gerry Manning
- Grant Lloyd
- Idriz Hibeljic

- Gary Hennessy

- Peter Emes



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Christmas Raffle Dinner



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Golden Gavel 2019

Click here for Conditions of Entry Click here for Nomination Form

Senior Real Estate, General & Livestock

OLDEN GAVEL CHAMPION

> SALIFE THE GOLDEN GAVEL

- **1. Judged live in the field via Facebook upload!**
- 2. Nominate prior to your performance or 28th February 2019.
- 3. Perform Anytime from ~ 1st December 2018 to 30th April 2019.
- 4. Not happy with it? upload as many auctions as you like, only the final upload will be judged!

Rising Stars

You will be judged at a designated location on Wednesday May 15th 2019. Nominations must be in by 28th February 2019.



Brett Roenfeldt, Sam Alexander, Richard Ward

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Marketing Upcoming Auctions

Sales Consultants/Agents

Are you marketing you Auctions on the Society's free upcoming Auctions App?

- Use your smart phone to search for upcoming auctions by
 - Agents
 - Auctioneer
 - Date
 - Suburb

SALES

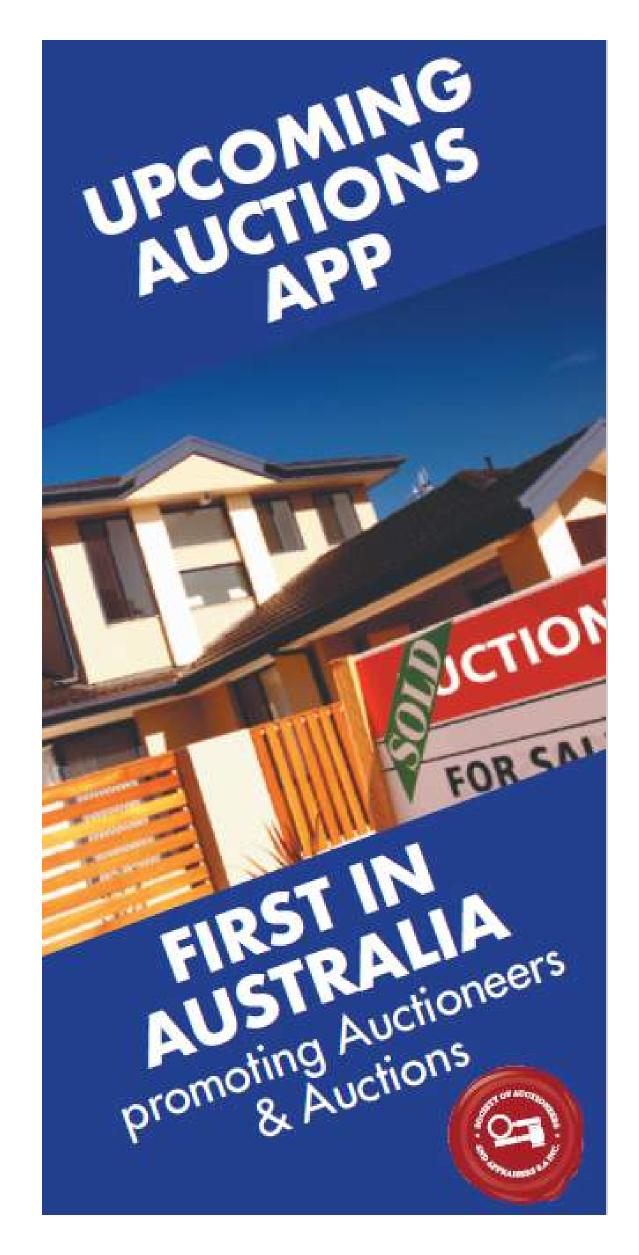
Many Properties have been sold with the Buyer seeing your property on the 'UPCOMING AUCTIONS APP'

INSTANT UPDATE

The moment you add or update an auction to the web page the App will adjust accordingly

AUCTION RECORD

When you enter the result after an auction the results appear on the Society's web page



DATA SUPPLIERS

When data suppliers ring the Agent & Auctioneer for the results – refer them to the Society Web Page and ask them to stop calling you!

Our website shows instant Auction results and the latest four auctions completed will appear on our home page.

Auctioneers will receive an email 30 minutes after the Auction time requesting the result. A reply to that email will instantly update our completed auctions panel on www.auctioneers.com.au

OR

Enter results through the **Upcoming Auctions App** which has a log-in button so multiple Auctions can be entered at the one time.

When data suppliers ring the Auctioneer or Agent on Saturday night for results, simply refer them to the Society website and take a rest after working all day.

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UPCOMING AUCTIONS

How to Upload...

Our Upcoming Auctions **Free** app report Society member's Upcoming Auctions and the public can use their Smartphone to search for Upcoming Auctions.

They can search with ease and drive around and see what's happening and search by Auctioneer, Agent, Suburb, Date or Time.

The moment you add or update an auction to the website, the app will adjust accordingly. Please ensure all your upcoming auctions are posted on our website the minute they are listed.

We are aware of an instance where the buyer at an auction found the property on our Upcoming Auctions

App, and **it is free to use for Society members**.

Please ensure you or someone in the office puts your Upcoming Auctions on the website the minute they are confirmed.

Step One

LOG IN

'Member Sign In' at www.Auctioneers.com.au with your username and password (if unsure or forgotten, please contact us at 8372 7830). Step Two

MAINTAIN AUCTIONS

Click 'Members Only' (Top left corner) and 'Maintain Auctions' in the drop down menu.

Members Only

Join The Society? Register

Member Files

Best Practice Procedures

Proxy bidder authority for agent

Proxy bidder authority

Maintain Auctions

Logout

Step Three

AUCTION TYPE

Choose the type of Auction (Property, General, or Livestock) and enter all relevant information and click save!

Auction Manager	
Suburb	T
Address	
In Rooms	
Description	
Agent	
Sales Person	
Auction Date	
Time	▼
Sold Date	
Price	Not Disclosed
Status	τ
New Item	Example of Property

After each auction, you will receive an email 30 minutes after the Auction – requesting the auction results.

This email will provide a link to the page where you can update your result – this also updates the 'Completed Auctions' panel on our webpage.



Auction entry page

Upcoming Auctions & Auction Results on Auctioneers.com.au

SOCIETY OF AUCTIONEERS & APPRAISERS (SA) INC.

Contact Us

22 Greenhill Road, Wayville SA 5034 P: (08) 8372 7830 F: (08) 8372 7833 E: society@auctioneers.com.au W: Auctioneers.com.au

21 Advantages ofAuction

SOCIETY OF AUCTIONEERS & APPRAISERS S.A. INC.

The 21 Advantages of using Auction as Your Preferred Marketing Process

POWERFUL **MARKETING TOOL**

Auction puts the Focus on Your Property

What are the Advantages to me as a Vendor?

- 1. Control, as Vendor you set the terms and conditions.
- 2. You get a cash unconditional contract.
- 10% deposit on the fall of the hammer. 3.
- No cooling off period applies. 4.
- 5. Allows 3 opportunities to sell - before, at Auction or immediately after - and reduces the overall selling time in the market.
- In every other form of marketing the buyer is in control. The buyer will dictate the offer, terms, subject to finance, subject to sale, subject to building inspection etc. and get a cooling off period. The buyer will negotiate from a position of strength. With Auction the Vendor dictates the terms.
- Auction opens the door to more motivated buyers.
- The Auction marketing campaign that you choose will be
- 6. Creates a sense of urgency, which motivates purchasers to action.
- 7. Allows all potential buyers to compete amongst themselves to offer you the best price.
- Can be used as part of a total marketing package where 8. auction is the component that gets the buyers to act.
- Price is usually not disclosed so you remove the objection 9. factor.
- Forces buyers to make decisions to a deadline of the auction date and brings negotiations to a head.
- The Auctioneer's skills, enthusiasm and techniques can maximise the price.
- Vendors control their reserve price and settlement date and accept or reject varied terms and get cash contracts, which usually settle in 30 days.

Why Auction Real Estate?

Real Estate Auctions have become one of the most popular methods of buying and selling property in Australia with substantial benefits for both Vendors and Purchasers. Auction is used as the preferred method of sale by Beneficiaries, Governments, Banks, Administrators, Executors & Trustee Companies, Corporations and Private Vendors and has been proven to be the best method of establishing true market value.

Committed Vendors sell their property by Auction!

- tailored to deliver maximum exposure within the first few weeks on the market – the time frame during which it is most likely to sell.
- Your home is only open at times that sult you with a predetermined schedule of opens.
- The level of market interest will help you gauge your reserve price.

What is an Auction?

Auction is a process which allows interested parties to make competitive bids which establishes the current market value of the property in an open, transparent and public form utilising the skills of an experienced auctioneer.

- The competitive Auction environment offers the greatest chance for a premium price.
- Auction negates the need for commissioner's approval 19. when dealing with associates under legislation saving valuable time.
- Unlike other marketing methods where buyers generally negotiate down from the asking price, at Auction buyers Increase their offers commensurate with the skills of the Auctioneer.
- 21. On the fall of the hammer the Vendor becomes a cash buyer subject to settlement only.

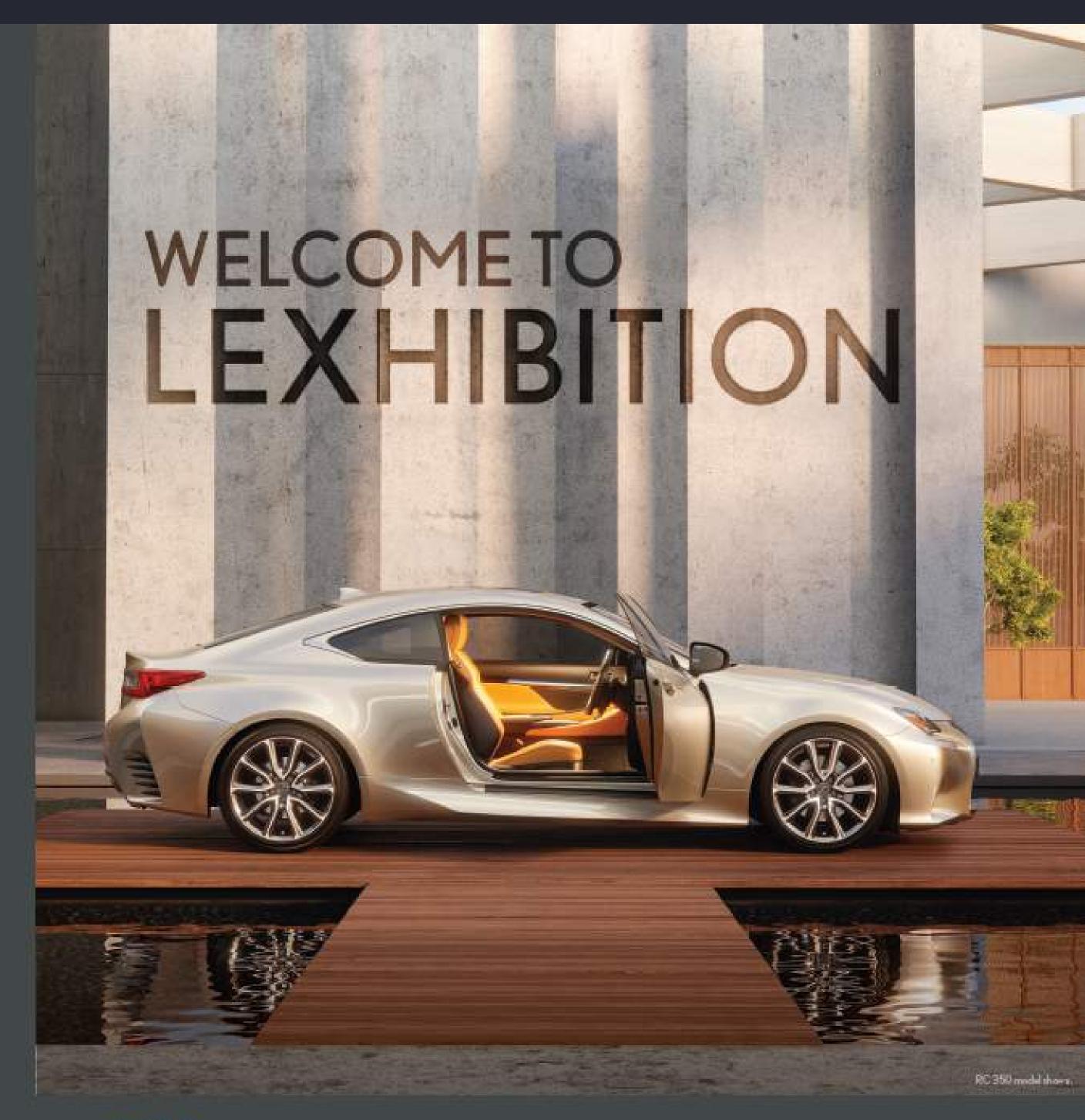
If you're not auctioning your property you are missing out on the highest bid it costs no more to have Auction as part of your marketing strategy

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www.auctioneers.com.au

Click Here for details

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WO's companies was to evaluate to approved personal applicants and COBB aroual personage rate to approved burnese applicants of Casus Francisk Services for the Intering of new selected CE, IS, RC, RCE, GS, GSE, DV, RS (approximation) or services of the control of Casus Francisk Services for the Intering of new selected CE, IS, RC, RCE, GS, GSE, DV, RS (approximation) or services of the control of Casus Francisk Services for the Intering of new selected CE, IS, RC, RCE, GS, GSE, DV, RS (approximation) or services of the control of Casus Francisk Services for the Intering of new selected CE, IS, RC, RCE, GS, GSE, DV, RS (approximation) or services of the control of Casus Frances application must be received between VOP 2018 and 37 10/2018 and whole must be registered by 57 10/2018. Other net weights to approximate rate of the control of the control opposed between VOP 2018 and 37 10/2018 and whole must be registered by 57 12018. Other net weights to approximate rate of the control opposed personal section. Notice approximate rate of the control opposed between VOP 2018 and 37 10/2018 and whole must be registered by 57 12018. Other net weights to approximate rate of the control opposed personal section. No control opposed personal Services Registered by 37 10/2018 and the control opposed personal Services Registered by 37 10/2018 and the control opposed personal section. How and the control opposed personal section and the personal section of the control opposed personal section. Less Frances Land on a 5 year record compares had also been of \$30,0000. WARNING: The comparison with the control opposed personal may not include all her and charges. Discont term, her or other here or other terms application of personal may not include all her and charges. Discont term, here or other here or other here or personal models are set \$30,000. WARNING: The comparison with the set of personal may not include all here and charges. Discont term, here or other here or provide personal \$10,000. WARNING: The comparison Web and ther



AucDocs (REA Forms)

AGENTS TO CONTRACTION OF ALL PROPERTY ALL RESIDENTIAL,

ALL PROPERTY MANAGEMENT FORMS

REAL ESTATE AUSTRALIA FORMSTM

UPDATE TO "AUCDOCS IN THE CLOUD"

Why use AucDocs?

- Update to REAForms (AucDocs) Today User Friendly format – easy to fill in
- Professionally presented Documents with your Company Logo
- Only one office Principal needs to be a Society Member for all in the office to use the Documents.
- Built in Electronic signing included no need to pay DocuSign (\$450 p.a)

ALL RESIDENTIAL, COMMERCIAL, AGENCY, RURAL & SALES FORMS

- Edit and Print anytime, anywhere
- You can create Forms offline The Forms then syncs into the Cloud and backs up to your office when you connect to the Internet
- Forms and be re-edited! It's not necessary to start a new one each time you require changes.
- Electronic signature does not require a witness with our built-in SMS verification
- Automatic insertion of drop in professionally drafted conditions

	iPad App with each licence
The Versio gran that ENDOR	RESIDENTIAL SALES AGENCY AGREEMENT
	E-mail 1 E-mail 2 ABN

Prices inc GST & are per annum Sole Trader (1 user) - \$350 Small User (2 - 4 users) - \$990 Medium User (5 - 9 users) Licence - \$1,760 Large User (10+ users) licensing - \$2420

PLEASE CONTACT GARRY TOPP (08) 8372 7830 SOCIETY@AUCTIONEERS.COM.AU

- Pre-determined Special Conditions included; copy and paste into Contacts
- Subject Clauses (Finance, Sale of another property etc) is included; not as an addendum.
- Simplified, easy to understand GST in Agency Agreement
- Prepare, print and email from iPad or Tablet or Computer.
- Contract translated into Mandarin for Chinese Buyers
- Regular Training and Legislative Updates
- Free Law Firm chat line

@ 2018 Society of Auctioneers and Appraisers (SA) Inc.

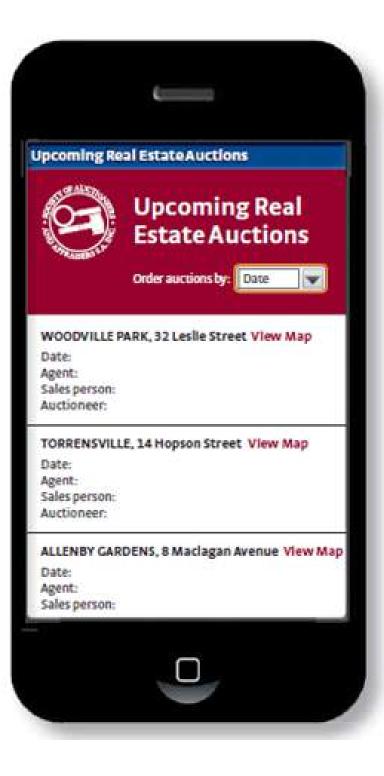
Designed by Agents for Agents www.auctioneers.com.au



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Upcoming Auctions App

Taking Auction Marketing to a Whole New Level!



GROUND BREAKING APP

Use your smart phone to search for upcoming Auctions!

GAUGE THE MARKET

The best way by monitoring Auctions!

DOWNLOAD

The Society's Upcoming Auctions App can be downloaded from your favourite App store. Just search "upcoming auctions"

SEARCH WITH EASE

Drive around, see what's happening and search by Auctioneer, Agent, Suburb, Date and Time

INSTANT UPDATE

The moment you add or update an auction to the web page, the app will adjust accordingly

LIST

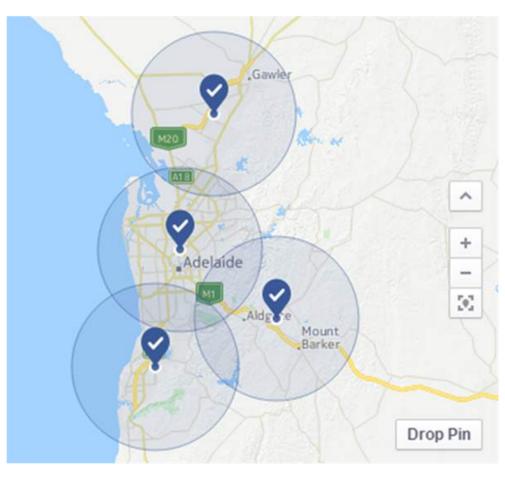
Please ensure all Upcoming Auctions are posted on our web site the minute they are listed! All auctions submitted to the website will automatically be uploaded to the phone app, ABSOLUTELY FREE!

ANDROID APP ON Google play

Available on the App Store

We're targeting Everyone in the mapped out areas 25 years old+, using both Apple and Android phones.

What this means for our members... MORE BUSINESS! With so much more exposure, downloads of our app, and awareness of auctions around Adelaide and maximise your benefit by submitting all your auctions to our website!



Make sure you tell your vendors that their auction will be advertised to thousands of the general public for free through this Smartphone app!

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Rent Roll Sales



Rent Roll Sales

The most experienced and effective team in South Australia

For sales and valuations contact: Mark Kurtze 0419 888 485 Chris Gill 0412 062 112

www.rentrollsales.net.au

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[⁺]The Form 1 Company[™]

The Form 1 Company is a specialist provider of the statutory Form 1 to the real estate, legal and conveyancing professions.

The complexity associated with Form 1 preparation now requires specialist attention. If a Form 1 is defective the contract may be at risk so it is imperative the Form 1 is prepared correctly.

We sign the Form 1 for the agent, the Form 1 is then posted on our website to download and serve on the purchaser.

Make your searches and Form 1 compliance easy.

The first and only independent Form 1 service provider in South Australia

Contact Chris Gill The Form 1 Company Phone: 08 7221 4908 Fax: 08 7221 4909 Email: form1@form1.net.au



For Form 1 preparation please contact Chris Gill on 7221 4908 Chris has been involved with the Society of Auctioneers & Appraisers as a trainer and board adviser since 1995 and has been conveyancing for more than 30 years.

Chris runs specialist training workshops for sales agency, contracts and Form 1 and has an intricate knowledge of the legislation and agency practice.

www.form1.net.au

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Also Supported By

†The Form 1 Company[™]



COWDEN (SA) PTY LTD (THE INSURANCE BROKERS)



Partners

BusinessSA

South Australia's Chamber of Commerce and Industry



ENGAGING AN AUCTIONEER ? SOCIETY OF AUCTIONEERS & APPRAISERS MEMBERS CONDUCT EVERY AUCTION UNDER A PROFESSIONAL CODE OF ETHICS.



PROTECT YOURSELF. LOOK FOR THE LOGO & ENSURE YOU ENGAGE WITH A SOCIETY MEMBER

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