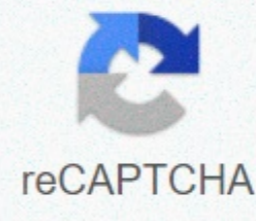




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How much does adfly pay

Sometimes getting paid is not as simple as drawing up a salary or getting paid by the hour. Let's look at some of the different kinds of fees. Minimum wage minimum wage is a frequent topic of discussion. As of May 2007, the federal minimum wage was \$5.15 an hour. For the average full-time worker, that's only \$10,700 a year, which can make supporting himself -- let alone a family -- very difficult, especially in big cities where property values and rents are high. The adjusted inflation value of this minimum wage is the lowest amount in 50 years [ref]. Twenty-eight states have a minimum wage of more than \$5.15 an hour. Although the minimum wage has not increased since 1997, the Republican leadership has promised an increase to \$7.25 an hour over the next two years. Opponents of raising the minimum wage argue that it would cause unemployment by forcing small businesses to lay off workers. Some economists disagree, while others, such as Harry Holzer of the Georgetown Institute of Public Policy, argue that any increase in unemployment will be offset by other positive effects [ref]. Minimum wage laws still apply to employees. The normal rate of the employee may not be less than the minimum wage and shall be calculated by dividing the salary by the number of hours for which the salary is compensated. Here's an example: Salary: \$25,000/year Working hours: 40 hours a week * 52 weeks a year = 2080 hours Regular price: \$25,000/2080 hours = \$12.02/hour For information on the minimum wage in your state, check the Department of Labor. Overtime If an employee is at least 16 years old, there is no limit to the number of hours the employer can request to work, although overtime must be paid for all hours beyond 40 hours of work per week. Employees who earn a salary rather than an hourly wage and are either an executive, an educated professional or a creative professional are exempt from overtime requirements. Outside of sales employees, computer specialists earning at least \$27.63 an hour, independent contractors, small farm employees and some others are also exempt. Overtime rules are also slightly different for police officers and firefighters. Many states have passed legislation on overtime, so if you think you may be eligible for overtime pay, consult your state's Department of Labor website. Tipped Employees The FLSA dictates that tipping workers can be paid an immediate salary of \$2.13 an hour in two The employee earns at least \$30 a month in tips. The worker's total income (advice plus wages) is no less than the federal minimum wage. Some states have minimum wage laws specifically for peak workers. Others do not allow tipping workers to be paid less than the minimum wage, no matter how much a worker earns in tips. In the next section we will look at specific types of fees. June 11, 2009 10 minutes read Views expressed by Entrepreneur Entrepreneur They're theirs. A sure sign of a down economy is an uptick in war stories collections. For business owners, especially those at companies that rely on relatively small customer bases, a couple of payments ranging from an immediate net 30 to a sluggish net 45 can mean the difference between receiving payroll and facing an office full of angry employees. These days, no company can measure itself immune to late payment syndrome, and with revenue down and reserves already tapped, not all small businesses have the cash cushion needed to survive a converted deadbeat. When phone calls haven't beenturned and checks come back marked NSF, it's easy - and understandable - to get angry. It may even be tempting to go Goodfellas to a client with illegal debts: Are you back in bookkeeping because your mom is in the hospital? Pay me! A fire in your office building destroyed all your files? Pay me! But you don't have to hire two vagoons to raise the money they owe you. And you don't always have to enlist the help of a collection agency, either. Collection experts say that when properly managed, pricing and collection strategies can help strengthen customer relationships instead of reducing them to a trail of burnt bridges. Here's how they suggest handling some known collection scenarios with customers who have already fallen behind on their payments. The problem - The bill is already 25 days after due . . . and now your client is requesting a installment payment plan. Don't become your client's bank if you can avoid it, experts advise. Suggest alternative forms of payment: credit cards (business or personal) or other accounts that the customer can access. If they have an order for \$500 or \$1,000, and the owner won't put it on his credit card, you have a problem, says Steve Wideman, executive vice president of debt-collection credit control service LLC. You're not going to collect. If he doesn't put it on his credit card, then you know he's not convinced he'll have money to pay for things. If you allow a dose adjustment, start asking your client what caused the delay, and listen carefully to the answer for clues about his circumstances and their impact on you, says attorney Steve Harms, co-author, with Aaron Larson, of the Credit & Collections Kit for Dummies, which comes out in September. If there are serious problems, then I would probably like to create a payment installment, with the first payment Today. Insisting on today is key, he says, because it's a test of whether the client is lying. Wideman supports a similar approach. I can work with you, he says, but I have to get the check when you tell me you're sending it. No more excuses. The problem - The customer apologizing says that personal problems prevent him from keeping up with the charge. An elderly parent requires increased care and A newborn is placed in the neonatal intensive care unit. We all have to deal with serious problems that can shift our focus away from running a company. In this case, don't give in to the phrase it's just business, Harms advises. Relationships with customers generally depend on a sense of personal connection, and it's important to recognize that without allowing the relationship to bypass your payment need. Harms advises remembering the following: Somehow I have to make him prioritize my account, even though he has personal problems. To do this, it advises structuring a payment request in a way that reflects customer concern and warns them not to exacerbate their personal problems by creating credit and business problems. You have other priorities, and one of them is to keep your business intact. This is a very important priority, and you should fall back on it once your personal issues have been resolved. Alan Huff, director of the University of Missouri-St. The Louis Small Business & Technology Development Center warns small business owners not to try to impress their customers, acting as if a 30-day payment delay will not cause them problems. They are afraid to appear desperate, when in fact, they are simply seeking to close the business transaction. One of the challenges that business owners have is that when we make the call, we hear all these excuses, he says. Learn to flip the conversation. Bring it back to: We need this business relationship. You need it, I need it, we need it. Whatever you do, don't try to use that trick with Harms. I can turn it around a little bit to my friend, Harms says. I'll say, because we have a friendship, let me tell you why paying your bills on time is your first priority. You don't want to have a reputational issue. You don't want to have a black mark on your assets. You don't want us to have a bad relationship where if you needed a rush order, I couldn't send it to you unless you sent me a check by overnight mail. So since we're friends, let me tell you how important it really is. You have to be categorical, he adds. And if friendship falls a little, so be it. Your obligation is to your company. The problem - The customer does not receive your calls or answer voice messages and e-mails. In this case, the immediate to-do list includes the following: Check your records to see if you've had payment problems with this customer in the past. Sign in to to see if the company's website is still alive and see if it's been updated with news that might be related to your payment problem. Confirm that the business still exists, that it is still there, operational and sustainable. Send a certified letter to verify that the client is still receiving mail. Ask around to see if other suppliers are also experiencing slow payment problems customer in question. Check your credit file with the customer for additional contact information: home or mobile phone number, home address, personal email address, and even contact information on Facebook or Twitter. At this point, I would invite him to his child's mitzvah bar, says Harms. This is a fire that I have to put out, because it reflects a change in customer attitudes. Now I won't be happy until I get a check in the mail. The problem - The first check was in the mail, but it never arrived. Ditto replacement control. Do not allow another check to be put in the mail Tell the customer that you are sending the one-day delivery service to their office that afternoon to receive payment for delivery the next day and insist payments take the form of a check. Honestly, I think he's a liar at this point. And once he loses credibility, then you have to pull the stops, harms says. Still, Harms argues keeping your composure in check: Don't let the debtor get the best out of you. If you hang up the phone and you have nothing but anger to show for it, you're lost. Wideman agrees that while it's not yet productive to lose your cool, at this point, you should call your client for his failure to honor his commitments. If this burns a bridge, so be it. And he adds: He's not a good customer if they don't pay you. The problem - Bad checks You already know that a check that bounces or is drawn into a closed account can throw your own payments into turmoil. What you may not know is that if you deposit a fraudulent cheque from a customer,

your bank may have the right to close your account and freeze your funds. If you receive a payment in a form that leaves you anxious or completely suspicious, protect your company and its funds by asking your bank for advice on how to handle it before you decide to make the deposit. The Office of the Currency Controller, a division of the U.S. Treasury Department, has a Spoofing and Fraud FAQ on its website. Consult helpwithmybank.gov/faqs/banking_fraud.html for more information on how to protect your business from any impact. Even better than solving illegal payments is avoiding them in the first place, which is why Wideman makes billing calls to new customers before their first payments are due. His call- to-call? He wants to make sure that the invoice was clear and that there are no problems with the product or delivery. This call gives him the opportunity to prove that he has kept the end of the deal and that he expects a timely payment. trains customers to pay on time. And you don't have to be ashamed to make the call. You have provided the service. You have to complete the sale, says Hauff. The sale is complete when you get the money into your account. Are you setting the groundwork for late payments? Not all payment delays can be detected in someone end of the customer. Sometimes, the fault lies in faulty pricing systems and practices. It's easy to get involved in a marketing push for a big new account and forget that you still have to get the accounts out on time. But a pricing delay at your fee increases the chances that your customer won't pay up. Charge your customers monthly and it will be easier to manage these payments. Wallop them with a large bill at the end of the quarter or the end of the project, and they will resist paying the full amount. They wouldn't have refused the same amount if they had the chance to pay it in increments. So the first step towards getting your bills paid on time is to make sure you can send them on time and in easily manageable amounts. Before you call a collection agency . . . No matter how skilled you are at customer management, you are forced to incur a billing problem at a time that you cannot resolve. If you've decided to hand over an account to a collection agency, make sure you have copies of all the billing mail you sent to the company. You should also have kept a written record of billing calls and notes about the person you spoke to. Sometimes it's a matter of finding the right person within this company and making sure they know that a bill is still pending and needs to be paid, says Valerie Hayes, corporate counsel and vice president of legal and government affairs at ACA International. You must provide the collection service with an analysis of the most recent billing statement to show both the outstanding capital and any interest collected on the account. Hayes advises researching collection agencies before you need their services. Get reports from companies whose business is similar to yours. Ask in advance about what they charge for collecting accounts, their fee schedules as a whole and what kind of billing services they provide. It adds that the offer of some organizations handles all billing services, which can help reduce staff costs. Cost.

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