



Policies: Social Media Machine

Remember your top goal right is to **impress**.

Make sure you understand our Policies of hiring Tots, Transaction Techs (TTs) and Terminators.

TT = earn \$20,000 - \$30,000 USD per month

Terminators = over \$100,000 USD per month

We are **always** looking for Terminators so there is constantly room for advancement.

We want your **brilliance** - and we'll pay you brilliantly for it.

Below you will find section titled **Objectives** - in each section are goals, tasks and an exact "what to do" which will outline everything you will be doing - the exact steps.

Everything will be made crystal clear, and we will use your brilliance to improve.

Focus on impressing... others will.

Objective: Background Research

Goal: This is where you will educate yourself and become versed on our target market, use the keywords and phrases given below and create and study a crash course around this target market.

Research:

Here is your topic and keywords:

(BLANK)

If you unfamiliar with this - get familiar, and do it fast.

You should put together a mock book report about the subject -

- 1.) - Use "For Dummy" books and the table of contents

- 2.) -Use internet searches and "for beginners", read articles, blogs, watch YouTube tutorials/videos, read forum questions and answers

- 3.) - Search "Frequently asked questions about (BLANK)" and find out what people are asking about and what answers are most helpful

- 4.) - Ask.com, answers.yahoo.com, allexperts.com then find specific question and answer sites that pertain to our target phrases
- 5.) - Amazon.com books and reviews about subject
- 6.) - Basic wikipedia.com data, news sites and feeds about target topics, main blogs, etc. about subject
- 7.) - Government sites, departments, studies, chat rooms, etc. regarding target
- 8.) - Use sites like SocialMention.com, WhosTalking.com, Google Alerts, Yahoo Buzz, etc. around target topic
- 9.) - Search keywords and track types of advertisers (paying advertisers) via Adwords-type ads, banner advertising, etc.

What you should KNOW by now -

What you will have done - your quiz - right now provide us with specific sites and links that answer these questions and document your research:

Use sites mentioned above as well search.twitter.com, Google.com, Yahoo.com, Squidoo.com, StumbleUpon.com, meetup.com, etc.

Determining high traffic sites

Alexa.com, GoogleTrends.com

- 1.) - For this market, what are the top fears, concerns, frustrations, pending legislation, historical background, etc.?
- 2.) - What are the solutions, who is providing them, who are the experts?
- 3.) - Where do these people gather, how old are they, how do they communicate, where do they meet online and offline, what are the best social media sites, links and pages where you should focus?
- 4.) - Who are the loudest voices, positive/negative?

5.) - What are the most educational sites, what sites get the most traffic, where should we begin our relationships?

Use keyword research tools, online search demographics and profiling to determine search volume, demand and the best keywords to use.

Objective: Account Management

Goal: to create and manage new account that will help influence our target market.

Use the personalization info that you have been given

This includes pictures, bio, contact info (phone, email, site, etc.)

Also include/modify description

Track user names and passwords in Excel document

Main accounts:

Facebook.com	Facebook.com	LinkedIn.com
Present.ly	FourSquare.com	Groups.yahoo.com
Flickr.com	Meetup.com	Hi5.com
AOLcommunity.com	Tagged.com	Bebo.com

Also, [Google Alerts - with keywords given from above](#)

Industry Specific sites:

Here you will find networking sites, portals and/or areas that are specific to our target market. (Sermo is for doctors for example, biggerPockets.com for real estate investors for example)

List those industry specific sites here.

Highly specific sites

This will include as much detailed and targeted information that we have. These networking sites will not only be industry specific, but income, demographic or geographically specific as well.

An example would be a Yahoo group for a particular city, a local business commerce site, a Facebook page/group for a target group or Classmates.com group or a MeetUp.com segment.

Summary - what you should have at this point

The large networking sites and how to use them

A list of the more specific networking sites

A list of the highly specific sites and areas for your focus

What you will do -

- 1.) Accounts should be created at each of the types of sites above
- 2.) Use the bio/pic contact info, description, site links, etc. provided
- 3.) Make daily adjustments based on tracking and where you think energy should be focused and what sites/communities are best

Objective: Communication on forums and blogs

Goal: to develop a commanding presence in the top forums and blogs and to help folks looking for information pertaining to (KEYWORD).

Use the 'Determining High Traffic Sites' policies above to search (KEYWORD) blogs & forums. BiggerPockets.com for real estate investors is one example. You want to find 3-5 more.

List those highly specific sites here.

You will **answer 5 posts/questions daily** in these blogs/forums all pertaining to (MARKET).

The goal here is to build points/value to include our "footer" which is a link to a site of our choice.

Answering questions - Guidelines -

1.) Be genuine - actually try and help the members of that group, as you get more involved and better at research you will eventually have better and better answers. The goal is to answer questions, be helpful, build your credibility and become a trusted advisor within this community. See below for questions you don't know the answers to.

2.) Don't BS - if you don't know answers, or have a partial answer - make that clear. Do not post intentionally or undocumented answers about anything, other than obvious opinion questions.

3.) Find answers - often finding the answers to these questions is very easy, and this is a simple way to generate Goodwill. If you don't the answer to a given question, you can copy and paste the question/s and research them here:

General sites to find forum/blog answers:

www.askastic.com	www.yahoo.answers.com	www.ask.com
www.question.com	www.answerbag.com	www.allexperts.com

4.) You can also search within that forum or the other target forums that you are involved in as well. If nothing else you can copy and paste the same question into another forum and explain that a friend of yours is asking this question and you don't have the answer to it.

5.) If the question is appropriate you can also mention that this will be answered in an upcoming audio, video, meeting, etc. that will be held by (our site)

Seven ways to answer questions -

- 1.) Your own knowledge
- 2.) Post links to answers that you found
- 3.) Post answer to other sites and copy/paste answers while giving credit to originator
- 4.) Explain we will go over that question and put a link to where the answer will be
- 5.) Search the answer and put it in your own words (give credit to sources)
- 6.) With opinion questions... give your opinion
- 7.) You can also provide matches from Amazon.com or other resources like books, documentaries, etc. that will help the question asker

Templates to answer questions:

Guidelines - Three items to ALWAYS include:

- 1.) Frame your response
- 2.) The "meat" of your answer/response
- 3.) Invitation to ask, learn, teach more

Examples:

Frame

This phrases qualify/disqualify whatever you're about to say, this is also a subtle introduction and invites more questions which will strengthen your involvement and relationships.

Here are a few examples:

===

I'm actually more involved in buying and selling companies and the real estate is a side business, but here's what I think will answer your question...

===

I read your question and I wondered the same thing myself, from what I understand a "Business Builder" probably shouldn't worry about this too much, but I could be wrong so here's what I found...

===

I don't know if this was already answered but according to (SOURCE) and (SOURCE) here's what Jenny and I found:

===

The "meat"

Is your actual answer, make sure it relates to the conversation and the question. Above we covered where to get answers, how to put them in your own words, etc.

Invitation

This is not a blatant pitch or a pushy request - instead you want to make sure your answer helped and you are going to get smarter by determining the best answer, this is also the final line before your "footer" link so include your name and a "title".

Here are a few examples:

===

Well I hope that helps, if anybody has a better answer I'd love to hear it because I may be totally off and getting the best answer will help my Empire... don't laugh!

===

Maybe that clears things up a bit, please let me know because this is something I'd like to learn more about as well.

===

I try and focus on learning about buying and selling companies, real estate, assets, etc. so I wonder how one could build a better business with this info, ideas?

===

Hope that helps, I'm always trying to learn more and get better so I look forward to hearing other responses.

===

Also I can arrange for some questions to be asked to one of attorneys in an upcoming interview if you guys think that'd help please let me know.

Endings:

John Smith
Manager Business Builders of (CITY)
(LINK)

===

John Smith
Business Badassery Specialist

===

- John
Online Relations Manager
Business Builder Toledo Branch

Vocabulary and dialog Guidelines:

1.) Talk as friends - these people are your friends, talk to them as friends - make friends,

2.) Profanity - check with your manager first but don't be afraid to use profanity (words like shit, fuck, etc.) if you are unsure about the rules in a forum then use those words and see if you get warned.

Requesting forgiveness is often easier than requesting permission.

3.) Use words like "Badass", "Badassery", "Builders", "Business Builders" and "Empire", "Empire Builder" - if nothing else it invites questions and arouses curiosity.

Speak **with** these people **NOT** to/at them. They are no different than friends in your personal life, get to know them, share their hobbies, learn more about this market, blend in, gain trust - be a friend and provide what you think is in their best interest.

Complete Answer Post Example:

===

(Member Name/s),

I read your question and I wondered the same thing myself, from what I understand a "Business Builder" probably shouldn't worry about this too much, but I could be wrong so here's what I found...

ANSWER

I try and focus on learning about buying and selling companies, real estate, assets, etc. so I wonder how one could build a better business with this info, ideas?

John Smith
Business Badassery Specialist

===

Make your answers - and all your communication - short, helpful and friendly.

You will have 5 answers a day in each of the groups

- 1.) As you track we will focus efforts on the best and most fruitful sites
- 2.) This is also why tracking clicks and conversions is so important in your role, below we will cover more on tracking

Gatekeepers

- 1.) You will also seek out 3 key players/daily dealing with (MARKET) in the forums/blogs
- 2.) You will either Private Message them or write on their public wall, however the forum works you will search them and message them

3.) You are targeting the most influential gatekeepers in each area

Finding Gatekeepers

1.) **Ask** - other members, people whose questions you answer, add requests to your posts, etc.

I'm curious as to who the most active or "leaders" here are, love to hear your ideas on connecting with them? Thanks!

2.) **View Stats** - number of posts, friends, activity, "rank" given by individual systems, etc.

3.) **Background/Acquired Research** - you will very quickly who the players in any given market are, the top bloggers, the perceived authority figures, the top authors, who has the most influence, etc. so you can proactively target them in these arenas and you can also do internet background searches on potential players to gather more evidence. Look for top ezine article authors, top writers, bloggers, YouTubers, etc.

See the Private Message templates below.

Make sure you are familiar with the PBC Policies -

1.) PBC = Personality Based Contact, these are items, preferences, habits, etc. regarding our target's personal likes/dislikes (ice cream, number of kids, etc.)

2.) You can usually learn this information from a simple search on the same forum/blog, an About Me page, an internet search, etc.

3.) This information will extraordinarily boost your compliance

Private Message Templates - these are directed at our gatekeeper targets as well as target and influential bloggers.

===

Hi (Member_Name),

So I noticed you (PBC) went to BLANK school, love cats, etc.

(Or...)

Before emailing I tried finding out if you liked cats, what movies you love, what you're into - but my searching came up up short. So you're a hard person to stalk lol.

Seriously I was doing some searching and it seems like you have some pull here at (group name), and that's really impressive so I just wanted to get you know you better.

I want to find some ways to help you before I pick your brain so if you give me an idea of what you're working and how I might be able to help, that'd be great.

In the meantime I'll be sharing with some of the other members here and see how we can help each other.

I look forward to being friends - Thanks again!

John Smith

(Badass) Business Builder

Houston Branch Manager

LINK

313-121-1312 (I'm also including my cell phone in case there's something I can help with right now...)

===

Hi (Member_Name),

So you (PBC)?

Just wanted to touch base and let you know that I really look forward to working with you, I'm going to be pretty active here so I'm sure we'll talk soon.

In the meantime please let me know how I can help your business and contribute more to your family here.

Thanks!

John Smith

Business Builder Houston Branch

Online Manager

LINK

313-121-1312 (I'm also including my cell phone in case there's something I can help with right now...)

===

Hi (Member_Name),

I just spent some time "stalking" you because I'm impressed with your influence in this group and I want to get to you know better.

Didn't know you (PBC) but that's great to know.

I'm working on building my business and I'd love to know what you think I could be doing better BUT FIRST I want to help you and your friends here.

I know because of the type of person you that you are going to respond to personally and completely to this email (which is also impressive) BUT I'd rather wait until after you've seen my help you and your friends first.

Right now I just wanted to say hi.

So... Hi, lol!

Please let me know how I can help you right now.

Thanks again!

John Smith - Business Builder Houston Branch

LINK

313-121-1312 (my cell, just for you!)

===

Blog comments - the above comments can be used as intros, but for comments on actual articles or videos you can use a different format so that no two comments are too alike each other. Remember your comments/feedback should ADD to the conversations.

There are a few different formats here but here are some guidelines -

First of all DO NOT just post a link, instead add personality and support to every footprint you leave behind. This isn't just about using profanity, getting links to our site or making influential friends - you want to help people, become a helpful force in this market. The following guidelines will help.

1.) **Address your comment** directly to the author and potentially others in the conversation, also give flattering nicknames because this helps the relationship solidify faster

Blake and friends,
Blake and LonelyGuy,
Badass Blake,

2.) **Mention PBC material** and how it relates to the subject at hand

Being from (BLANK) I can see what you'd feel that way...

If I had (BLANK) I might differently, but...

Since you (BLANK) I know this impacts you...

If you don't know much about the target, use that to your advantage -

I tried finding out more about your background to get some context (and to get to know you better) but didn't find as much as I wanted...

Don't know as much about you as (BLANK) do you have an About Me section somewhere? I just like learning more about the new friends I make here...

- 3.) Regardless of your knowledge and background, **add to the conversation** -
- A.) Copy and paste helpful articles, news clippings, search results
 - B.) Use a link from a relating YouTube video
 - C.) Find something similar or an example and ask if this what they mean

4.) **Sandwich all comments with flattery** - this is one of the most important things to remember in **all** dialog; people are suckers for flattery, in fact..

You can say nearly ANYTHING to somebody without them feeling attacked - as long as you compliment them before and after.

However - do NOT patronize, being "fake" will undermine nearly all Goodwill and compliance gaining - not to mention it is not the ideal way to live. So only give compliments that you **believe**.

So begin and end your comment on agreement and flattering - no matter how much you may disagree with what is being said, no matter how you much you voice a disapproval (too much of this by the way, and you are probably doing something you shouldn't) begin and end the comment with positivity.

(Begin)

I enjoy getting your perspective, I don't have to try hard to learn something...

As soon as I saw the this I knew I had to leave some good feedback...

This is a great reference for...

Be generous with compliments!

(Ending)

As always I look forward to your next bag of cool insights...

I know you value all our feedback, and it is awesome to have you among my friends...

Because you aren't some detached "elitist" I know you go through and respond to each of these, but to save time you can skip this one because I just wanted to let you know I liked this...

5.) **Ending** - make sure your comments have a specific end, don't hide behind screen names (YouTube is infamous for this) but instead invite a discussion, a contact, a visit to a site, etc.

John Smith - Business Builders of Florida

Facebook page

John Smith
Ambassador of Business Badassery (Florida Branch)
(SITE)
John Smith - Business Builder Mastermind
Talk with us on Facebook:
Facebook LINK

Summary - what you should have at this point

A collection of forums/blogs that are high traffic sites relating to (MARKET)

You will know what the most commonly asked questions are relating to (MARKET)

You will know where online these people gather in the highest concentration

A list of high influence targets (HITs)

Accounts and tracking set up to create and measure your footprint within these communities

What you will do -

- 1.) You will answer 5-10 questions each day
- 2.) You will make direct contact with at least three to five HITs a day
- 3.) You will make at least 5 relevant blog comments on high traffic blogs a day
- 4.) You will find at least 3 conversations/articles/discussions that you personally learned from and you will compliment the contributors by telling them exactly what you learned
- 5.) You will do appropriate background research not only to educate yourself more but to share your findings with your friends and other HITs

Objective: Account/Network Management

Goal: To develop a following, build relationships, friendships and generate qualified and targeted traffic to your host sites. This is the management and overseeing of the accounts you have created and the dialog you are having

Tasks:

- 1.) Friending
- 2.) Updates/Statuses
- 3.) Groups, HITs and other networking areas/opportunities

Friending

- 1.) Every day you will friend/follow at least 10-15 people
- 2.) When applicable include an intro email/notice
- 3.) If they do not reciprocate/accept within three days - delete them

Updates, Posts and Status

- 1.) Once a day you will update your post
- 2.) On Fridays and through the weekends you will promote one of the sites
- 3.) Below is the pattern to use for your updates, aside from Friday, Saturday and Sunday - the days and order doesn't matter as long as you don't use the same type of action twice in a row

Day One: A post funny news story, write a quick but intriguing headline and a link to the site, some examples:

www.Fark.com	www.Digg.com
www.2leep.com	www.2leep.com/news
www.DavesDaily.com	www.Cosmopolitan.com

Day Two: A thoughtful, inspirational or ironic (funny but true) quote. Generally, the more famous the person who is given credit, the better. Here are some sites for those:

Day Three: Post a news story or current event relating to your market. You should have plenty of sites and resources for this by now. Some ideas -

1.) Use a news feed (rss for example) and browse pending or recent legislation, controversies, etc. - whatever has people talking - sites like Digg.com are great to research "what's hot"

2.) Post a link to a helpful article or discussion that you are involved or have come across in your networks

3.) Post a question asking your followers/friends for any recent news regarding (MARKET)

Day Four: Simple offer help.

Just wondering how I can help your company grow right now, please reply on my wall...

Networking with real estate investors in Miami, post on my wall and let me know what you need help with

Looking for ways to help my network here make more money, love to know what you guys need help with - use my wall please

Day Five: A direct mention/promo of your site

I'm looking to meet with Chicago Business Builders (LINK)

Wanted: Business Badasses in Chicago, more info here (LINK)

Power lunch with Business Builders of Chicago (LINK)

Here's how I like to get my best business breakthroughs (LINK)

Mastermind of Business Builders in Chicago (LINK)

Other ideas:

1.) **Use Jokes or funny stories** - There several sites with short, pithy jokes (sometimes called one-liners) the ones that provide explanations can often be even more helpful and sometime unintentionally more funny.

www.best.lovetoknow.com/Best_One_Line_Jokes

That is just one example search for several more and give an update list of the best sites you find to your Team Leader

Rules of Conduct - generally the more offensive the joke - the funnier BUT check with your TL. There "clean" elementary examples:

Why do Eskimos get from sitting on the ice too long?
Polaroids.

Then there are more (usually much funnier and more response-inducing) examples:
What do you call a dinosaur that destroys everything it comes across?
A fu**ing dinosaur!

Again check with your Team Leader.

2.) **Ask for jokes, quotes, ideas, etc.** - you can take any of the above items (helpful sites and discussions for example) and use your status/posts to ask other for your ideas
Great jokes wanted, please post on my wall
I'm gather top funny real estate stories, use my wall please
What are the best forums and blogs for (BLANK) in (ANY)?
What do you guys recommend I do about (BLANK)?
Looking for ideas on how to impress (HITs)?

3.) **Post a link to current discussion** - this can be used as a Goodwill and interest generator
Great discussion about ethics in real estate (LINK)
Some great ideas on out-marketing the "Big Boys" (LINK)
This is why I love forums, great marketing ideas (LINK)

Researching HITs and Groups

Now that you are posting, answering questions and making friends you want to make sure that you have a concerted effort in targeting and gaining compliance with influencers.

- 1.) Everyday your list should be growing or modified
- 2.) Everyday you will open contact or follow up with your "quota" (at least three to five)
- 3.) Constantly tweak, improve and give feedback on Policies for best results

One simple (nearly) foolproof method of gaining compliance -

- 1.) Use large review or traffic sites like Amazon.com or large forum
- 2.) Find negative feedback (it is usually the most viewed) and add a response comment recommending that they check out your HIT's site, blog, etc.
- 3.) After doing this a few times send the links to our HIT and explain that you are also looking for and are ready to explore other ways that you can help them

Groups

- 1.) Research and stay on top of developing groups that relate to our targets
- 2.) Check with your TL about possibly creating one of your own
- 3.) Every day you will research and invite/add friends and members to be a part of the appropriate groups
- 4.) Using a link or mentioning a group in your comments/posts/answers is a much gentler way to introduce yourself, so use these groups generously in your contacts
- 5.) If you start the group you are in control, but make sure to give others "rank" - if you are a standard member work daily to improve your control/rank

Summary - what you should have at this point

- 1.) Maintain activity on each of the accounts you are in charge of, have regular dialog, make friends and be helpful
- 2.) Update your status, make friends, keep posts current - make these accounts and pages a resource for all in (MARKET)
- 3.) Create and update your list of HITs and stay in touch with them regularly - also track groups and create appropriate groups as you build your audience and influence

What you should have completed -

- 1.) Every you will make at least 5-10 friends
- 2.) You will open contact with at least 3-5 HITs
- 3.) You will update the status at least once a day (except on weekends) and/or change your posts/page
- 4.) You are active in at least 3-5 groups (ones you have created/discussed within)
- 5.) All activity is gauged against your daily checklist and your traffic results are highly tracked - your network should always get responses within 24 hours from you - get back to everybody

Objective - Ad placing (after the social media Policies are followed)

Goal: to run classified ads on selected sites to build a larger network of Business Builders to work with.

Check with your TL about the specifics and when this should be initiated because from the start you want to focus your attention and prioritize the social media framework. Once that is in place you will move on to this.

Tasks include:

- 1.) Craigslist, backpage, Fijiji, eBay, Facebook community, etc. ads
- 2.) Faxes sent to target professionals
- 3.) Emails sent to similarly targeted potentials
- 4.) VoiceBlast treated as emails and faxes
- 5.) JV brokering
- 6.) PA Interviews

7.) Standard "story" interviews

Again check with your TL about this, these tasks will eventually be done everyday as well.

Summary And Daily Checklist:

Descriptions above, and this is how your time will start - soon changes (including ad placing) will be made, but for now this is what you will get done **everyday**.

1.) Do your homework -

After you know the market you are to research, read and study the background, the history, the players, concerns, online hotspots, etc. The more you do "off the field" the better, you are to develop knowledge and passion about this market/industry and take advantage of the opportunity you have to make a substantial amount of money. Most of our Team members are incredibly grateful for the opportunities and they immerse themselves in any given project. If you fail to do this, then this is NOT for you. On the other hand, when you do this, your (financial) life will change.

2.) Account Creation - obviously this will ideally only need to be done once, but as you research and get better at determining proper sites you will create/close accounts for optimal results.

What you will do -

- 1.) Accounts should be created at each of the types of sites above
- 2.) Use the bio/pic contact info, description, site links, etc. provided
- 3.) Make daily adjustments based on tracking and where you think energy should be focused and what sites/communities are best

3.) Communication -

This is where you build your network, generate Goodwill and share your/others' knowledge. Make this meaningful, be helpful - make friends.

What you will do -

- 1.) You will answer 5-10 questions each day
- 2.) You will make direct contact with at least three to five HITs a day and/or use a Compliance Gaining Move with three to five ("spread" their site, share their blog, etc.)
- 3.) You will make at least 5 relevant blog comments on high traffic blogs a day
- 4.) You will find at least 3 conversations/articles/discussions that you personally learned from and you will compliment the contributors by telling them exactly what you learned
- 4.) You will do appropriate background research not only to educate yourself more but to share your findings with your friends and other HITs

4.) Account/Network Management -

This is where you "friend" others, build better relationships and get smaller focus groups generated and/or presence within more noticed.

- 1.) Every you will make at least 5-10 friends
- 2.) You will open contact with at least 3-5 HITs (with your network)
- 3.) You will update the status at least once a day (except on weekends) and/or change your posts/page
- 4.) You are active in at least 3-5 groups with posts/replies (ones you have created/discussed within)
- 5.) All activity is gauged against your daily checklist and your traffic results are highly tracked - your network should always get responses within 24 hours from you - get back to everybody

5.) Ad placing

This will be established after you have impressively completed the SMM (Social Media Machine) Policies. This will include using the sites provided but also developing your on

list of site through your research and involvement. Get in touch with your Team Leader about when this phase will begin.

6.) Daily Tracking, Adjusting and Your BEST and BRILLIANT Ideas

We attract brilliant people. This happens almost every single time. So we expect brilliance from you and we are so POSITIVE that every Team Member is going to impress because our hiring process automatically ensures it. So every day you will not only report on what is happening with traffic/clicks but also you will provide ideas on the brilliant ways YOU think we should move forward.

What you will do -

- 1.) Track the clicks and traffic your efforts are getting - report this to your TL
- 2.) Respond to emails- use your TL's "tone" in your responses (they can give you sample emails and contact to model from)
- 3.) Make a note of where a majority of the results are coming from, which influential friends do you like the most and how will you let them know
- 4.) What are you learning the most about, what is most enjoyable - document your process of becoming an influencer
- 5.) Take an account of what was done and your results and after you report them provide your BRILLIANT ideas (usually 1-3) on new Policies that you recommend - every one of them will be given priority

7.) Regular Contact with Team Leader

- 1.) New Policies - share your ideas - **recorded meetings are at least once a week** (see the 333 Technique and other meeting Policies, these are fast and focused on your best and most brilliant ideas)
- 2.) Report results - on your campaigns daily
- 3.) What are you getting better at - isolate challenges and fix them -

This concludes the rundown of your position. If you have any questions at all contact your hiring manager.



Policies: Social Media Machine