Front Counter Workshop



Presented By Brian Gillis / Owner and Guide

Results-Learning Works Best When Ongoing

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Opening Thoughts



Advisor Results Academy (ARA)

Presenting

Front Counter Workshop

Featuring

Results-Learning that Grows Your Confidence

This not a lecture or a speech, it's a workshop. A hands-on, participation by all, voice, mind and body workshop. Old habits are hard to break, new ones are hard to learn, and sometimes we don't want to do either.

ARA believes you have to learn it, use it, teach it and own it. That's our goal for our time together.

During this workshop we will:

- Run a mock operation
- Interactive
- Scenarios
- Rehearsals
- Exercises
- Sharing best practices

Which defines you?

- A. Willing and able
- B. Unwilling and unable

Lotus Code:

- 1. Thinking
- 2. Words
- 3. Action
- 4. Habits
- 5. Perseverance
- 6. Attainment

Never think or say, this will not work in my shop or my town.

Let's Get Acquainted

1.	Name:
2.	Shop Name:
3.	Location(s):
4.	How long have you been in the automotive industry?
5.	How did you get into the automotive industry?
6.	What do you feel like is your greatest strength as a Service Advisor?
7.	Where do you feel you can improve your skill as a Service Advisor?
8.	Share something personal about yourself.
9.	What results would you like to net from this Academy?

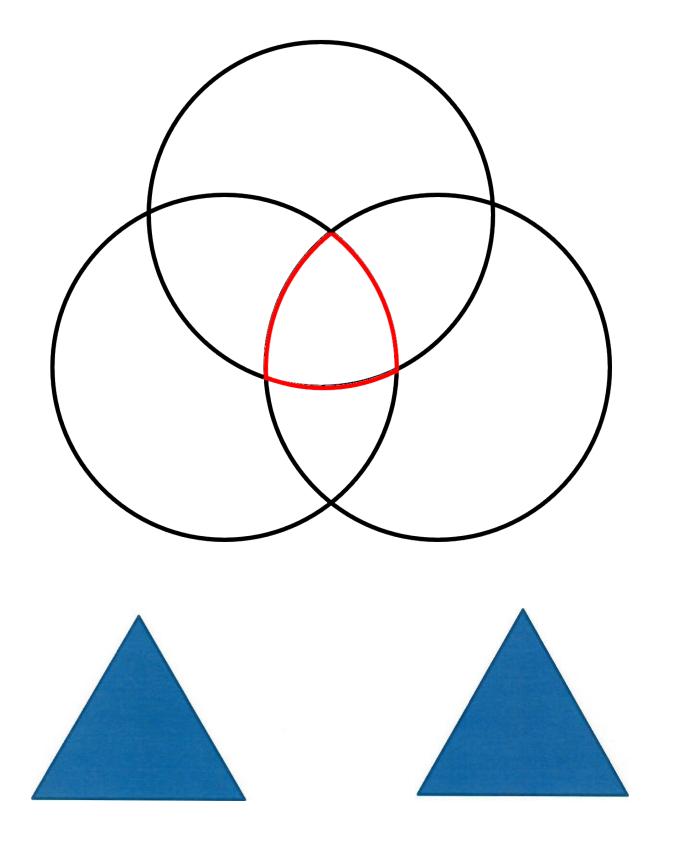
You Net Results — Language

1.	Yes
	SOS
3.	Work Flow Board
4.	OCP
	BCP
	RPP
	RCP
8.	Professional Obligation
9.	Huddles
10.	PARP
11.	Board Manager
12.	Tech Rotation
13.	Oil Change Chain
14.	Stop Selling Your Own Wallet
15.	First Half / Second Half
16.	The Bag
17.	Go for No
	Board & Bag Audit
	Buying Mood
	Most Important Customer
	Pink, Green, Blue, Orange Cars

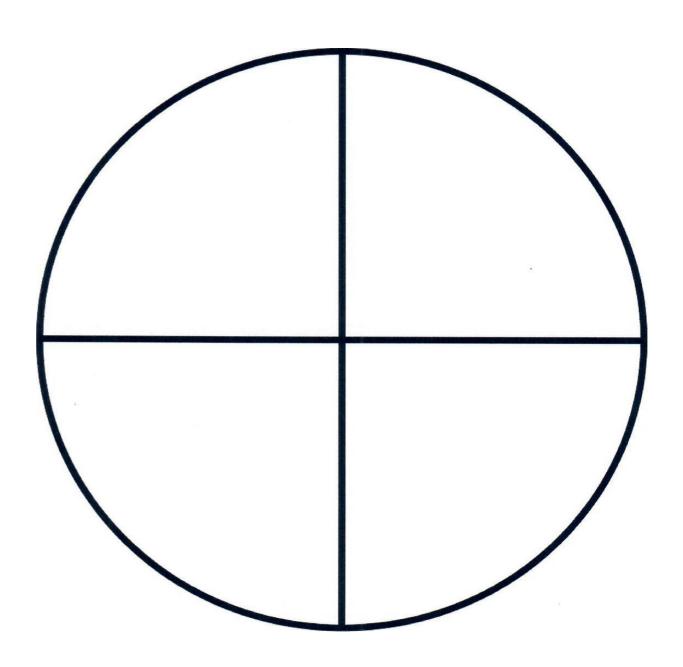
22. Safety, Reliability, Maintenance
23. Second Swing
24. Bullet Holes
25. SOU
26. Missed Sales File
27. Meet and greet
28. Mr. / Mrs. How long or how much?
29. FIVE Pack
30. Script & Gesture Enhancements
31. Order Takers vs Difference Makers
32. Wish vs Goal
33. Vehicle Forecast
34. Lotus Code
35. ECM
36. FAB-FIVE
37. Two Ways to Increase Sales
38. Four Quadrants to Competence
39. Full System Isolate
40. Broke Car Scenario
41. PMI
42. Gut Punch
43. We Noticed

44. Pre-Booking		
45. Action Flow Charts		
	ScoreCARD	
· 		

Mood Diagram by YOU NET RESULTS



Four Quadrants of Competence



Lotus Code

What is it? 1. T_____ 2. W 6. A_____ Other Thoughts:

Only Two Ways to Increase Sales

Α.	В.

Then How Did You Know He Was Done?

"I remember it like it was yesterday," the other Eric began. "I, or we, had only been working at Dubin's for about a month when the district manager, Harold, was scheduled to do a store visit and I really wanted to impress him. As you may remember, we weren't doing very well sales-wise," he recounted, "and quite honestly I was worried that if my personal sales didn't improve that they were going to let me go. This is right after Elaine and I got married, and the last thing I needed was to suddenly be without a job."

"I remember it well," I said in agreement.

"Harold showed up about nine-thirty in the morning and everybody said their hellos, coffee and donuts and all that, and at ten o'clock we opened the doors. I was the first salesman in that morning so I had first ups. Sound familiar so far?"

I nodded.

"Then," he continued, "in wa!ks this finely-dressed gentleman who announces that he wants to buy an entire wardrobe of clothing! And, within thirty minutes, I have my biggest sale ever. I was certain that Harold would be impressed."

"I remember that too," I said.

"After the customer left, Harold finally sauntered over and said,
"Nice sale kid." My chest puffed out with pride. 'Eleven hundred dollars!' I proclaimed. But Harold just stood there and didn't seem
overly impressed. Finally he said, "I'm just curious, but what did
that customer say no to?" 'What do you mean?' I shot back. 'That
guy just bought a suit, sport coat, three shirts, six ties, shoes, socks,
a belt and underwear! What do you mean, what did he say no to?'

"Harold waited calmly for me to stop being defensive, then he said, 'We've already established what he said yes to. What I want to know now is, what did he say no to?"

"I thought for a long time, mentally reviewing the sale in my mind, then sheepishly I replied, 'Nothing. That customer didn't say no to anything.' 'So,' Harold asked, 'then how did you know he was done?'

"His question hit me like a punch because I suddenly realized the customer hadn't ended the sale, I had! Why? For only one reason I could think of... the customer had hit my mental spending limit. I realized that I had never spent more than a thousand bucks on a shopping trip ever, so when anyone went over my mental spending limit, hey... they were done!"

"I pretty much remember that," I said, "but it didn't have that much impact on me. That's what changed your life?"

"Yes. That and what Harold said next. He said, 'The salesperson never decides when the sale is over; the customer does.' Then he looked me in the eye and said, 'Eric, your fear of hearing the word 'no' is the only thing standing between you and greatness.'

"It was amazing. I had gone into work that morning hoping to keep my job, and I went home that night just two letters away from greatness."

Two letters from greatness, I heard myself repeating.

N and O.

No.

Discovering the Line "Go for No!" Concept #16...

The only way to discover "the line" is to step over it now and then. One of the big fears most of us have is the fear of accidentally stepping over the line with someone we're trying to sell to. This can be especially difficult when someone has just said YES and bought something from us, and now we're trying to expand the sale. How dare we ask for more?! And, to make matters worse, the line is in a different place for every person. So, to play it safe, most of us never get anywhere near the line. But, if you adopt an attitude that says, "Under no circumstances are you EVER going to take a chance of accidentally upsetting a customer"... there's no way you can ever perform to your full potential. And, ultimately, the only way to discover where the line is to step over it!

	GATIVE Things Might Happen if You "Stepped Over-the-Line" with a Prospect?
	SITIVE Things Will Happen if You "Stepped Over-the-Line" with a Prospect?
+	

We're not condoning overly aggressive behavior or being rude or pushy with a customer... ever. But we are saying that most of us need to be more assertive and, as such, every now and then we're going to accidentally step over the line. But if you never step over the line with a customer, how can you ever know if you've maximized your opportunities?

Taken from Go for No! Mastering the "Ultimate Strategy" for Failing Your Way to Success! PERSONAL IMPLEMENTATION GUIDE • PAGE 29 Copyright 0 2007 by Courage Crafters, Inc. All rights reserved. (866) GOFORNO (866-463-6766) Duplication of this guide without the express written consent of the authors is strictly prohibited. YOU NET RESULTS has written permission from Andrea Waltz via email.

How-to-Order



GFN Breakthrough Training & Coaching Course

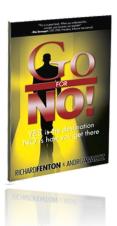
Access the Go for No! Breakthrough Training & Coaching Experience with the authors and creators of the best-selling book, Go for No!

NOTE: You will receive a Welcome Email with all the information you need to participate. We're looking forward to helping you turn NO from an obstacle into an asset to achieve the success you deserve! - Andrea & Richard

Check This Out Go For No Online Course

How to invest in your own Go for No Online Course... Highly recommended to maximize this great opportunity www.Gofornocourse.com Get Started Today code save \$50.00 You Net Results Discount: G4NOYNR50





Five Pack



ACCE STANDONE PAR SUDDINE LEGICAL	maintenance inspec	tions. This card mus	Il service oil changes, with st be presented at time of ted on this card. Valid at any	f visit to redeem. No ca	ash v
Customer Name			Telephone		
Email		i i	RO#	- 9	
Vehicle		VIN#		, 8-	
Oil Type	*		Price		
Car. Adv.		Cian	ature		

Run	Boa	rd 8am	9am 1	0am 11an	n 12pm	1pm	2pm 3pm	4pm 5pr	m 6pm	7pm		Tech	n Rota	tion	
GOA	\L							4		N	lame				
Board			7								ОСР				
Mgr.			1		YO	U N	ET				ВСР				
Mgr.	2		41		RE	Si	JLTS				RPP				
Mgr.					A	A					RCP				
Eyes	On It and S	gency	ı	DATE_							Sc	hedul	- Histor e Mainte sed Sales	enance	
D/W	Mgr	Customer Name	Inv No.	Email Y/N	Tim Touch		Vehicle	Services	Parts Ord	Parts In	Key	Tech	Full System Isolate	\$ P.M.I.	Tech Hours
															<u> </u>
	//														
	/_														

ISO Tota	PMI Total	

Board Terminology and Definitions

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Work Flow Board and Bag Audit Sheet

Date of this Audit//
 Date on Board Goal on Board Tech Rotation in use All RO's on Board Colors are being used ISO / PMI totals done All times filled in, Average touch times for Pink are Total number of RO's Total number of RO's that declined the ISO Total Number of RO's PMI'ed Second swings taking place RO's have history attached RO's have scheduled Maintenance attached RO's have estimate attached RO's have isolation script attached (greens) Oil changes documented for 5 Packs Flat repairs documented for tire balance Email addresses being collected Board free of bullet holes Parts ordered / Parts in GM / Manager has audited the bag Missed Sales filed away Done / Billed / Called Huddles being done
Notes:

Notes Page	
	

Voice and Gesture Enhancements

3 P's Prepare - Practice - Present Payoff Voice Enhancements Sounding

Library / Church voice	
Empathy voice	
	Voice Enhancements Sounding
Distracted	
Unnrenared	

Payoff Gestures for Enhancements

 ${\sf Stand\ Up\ - Hand\ Movement\ - Look\ See\ -\ Point\ -\ Smile\ -\ Rub\ Chin}$

Presenting Power - Word Analogies

Your Vehicle Forecast

Your Name:			
Car Make:	Model:	Year:	
Current Mileage:		Mileage Goal:	
Date:		Date:	
	Forecasting	g Questions:	
How long have you o	wned your vehicle?		
Did you buy it new?[□Yes □No		
How long do you plar	n to keep it?		
Do you have a mileag	e goal? If so, what is it?		
Do you prefer to do r	egular recommended main	tenance?	
Are there any additio	nal thoughts you would like	e to share with me?	
Additional Notes:			

Stop Selling with Your Own Wallet

If you're deciding what the customer will spend on items based on the amount of money in your own wallet, you are creating a limitation and greatly reducing your opportunity.



In your opinion, what's a lot of money to spend on:

Dress shoes or boots \$
Dinner for two for a special occasion \$
• Family pet \$
Wrist watch \$
Winter coat \$
Veterinarian bill \$
Birthday gift for a good Friend \$
Bottle of spirits \$
Surround sound system \$
• Bicycle \$
Dishwasher repair \$
• Purse \$
Trip to the hair salon \$
Vacuum Cleaner \$
Your values on the items above may not mean much to you in terms of your ability to sell aut repair or services, but if you were buying or selling these specific items for a living, they would!
Your thinking would represent a self-imposed restriction on your potential sales.
Additional Notes:

Notes Page					

Examine - PARP

P:			
A:	 	 	
р.			
R:	 	 	
P:			
	 	 	·

PARP

Prepare - Audit - Rehears - Present Accountability and Performance Checklist

1.	
2.	
5.	
6.	
7.	
22.	

FAB-FIVE/Writing Exercise

Script Name:	

FAB-FIVE/Writing Exercise

Script Name:	

Notes Page					

Pre-booking

Write Script			

Statement



Jeff called in sick today...

They're building a hardware store across the street...

They're building a hardware store across the street... They're building a hardware store across the street...

They're building a hardware store across the street...

They're building a hardware store across the street...

They're building a hardware store across the street...

Tell the Tale

Why & How – Phone Skills

Four Reasons

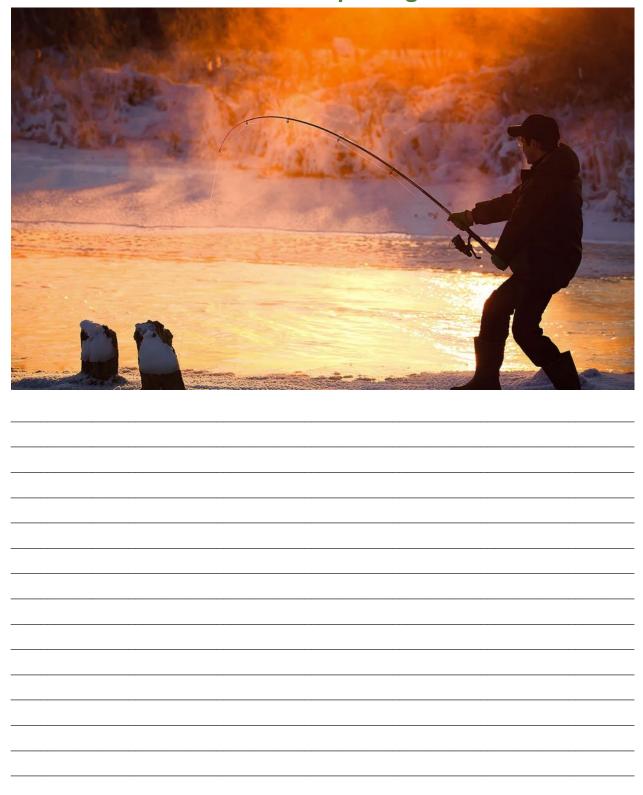
tht Rules to Phone Skills

Notes Page	

Top Three Incoming Calls

0:	
l:	
P: .	
1.	What is the number one offer that auto repair shops advertise to their customers?
2.	Why is this the number one way of advertising?
3.	How does this impact me as a Service Advisor?
4.	What do I need to be prepared to do?

The Tie-Down: Capturing the Car



The Incoming Phone Call - Oil Change Script

How much do you charge for an oil change?		
Sure, may I get some information from you?		
Yes		
What is the year and make model of your vehicle?		
Do you prefer full synthetic oil or a blend?		
The oil change service for your vehicle will run \$, and that includes all taxes and fees.		
That includes a new oil filter, as well as a multi-point courtesy inspection performed by one of our ASE Certified technicians IS NOW A GOOD TIME to bring in your vehicle?		
**When would be a good time to bring in your vehicle? **Is now a good time to drop off your vehicle?		
THENTie it down		
1. Name		
2. Best Phone #		
3. Verify location (use a land marker if possible)		
4. My name is, just ask for me and I will getyou taken care of.		

The Quick Close

Do	you, Can you
AB	SOLUTLEY Is now a good time to bring in your vehicle?
	When would be a good time to bring in your vehicle? Is now a good time to drop off your vehicle?
	en Tie it down
GR	EAT!
1.	Name
2.	Best Phone #
3.	Verify location (use a land marker if possible)
4.	My name is, just ask for me and I'llget you taken care of.

Anytime Script

RingingThank you for calling anywhere automotive.
Yes, could you tell me how much you would charge me for a front brake job?
What type of conditions are you experiencing with you brakes?
I hear some squeaking and grinding when I come to a stop.
ANYTIME you are experiencing you need to have
That inspected by one of our ASE certified trained technicians
At no charge to you, we will provide you with a complete written estimate.
Is now a good time to bring in your vehicle?
**When would be a good time to bring in your vehicle? **Is now a good time to drop off your vehicle?
Then Tie it down
GREAT!
1. Name
2. Best Phone#
3. Verify location (use a land marker if possible)
4. My name is, just ask for me and I'll get you taken care of

Notes Page	
	_
	_
	_

Script Writing Call Backs

Oil Change Reminder:
Updating Our Records Reminder:
Warranty:
,
Thank You CSI:

Missed Sales File SOP 512

WHY?	Why am I documenting this procedure?	So that we can have a define process that allows us to capture declined repairs and maintenance.
WHO?	Who will ultimately be responsible for this procedure?	Manager, Service Advisor
WHAT?	What are the key elements of this procedure?	A developed process to recover lost sales and provide the highest level of customer service.
		Notes:



Missed Sales File: Script Writing Exercise

Sample Script:	 	
Sample Script:		
• • ===================================		
· 	 	

Notes Page	
	_
	_
	_
	_
	_
	_
	_
	_
	_
	_
	_
	_
	_

Broke Car Scenario

Scenario:
Describe the failure:
What failed?
How does it function?
If not addressed what could happen?
E:
C:
M:
1711-

Full System Isolate (Initial Concern) Presentation Script

Mr./Mrs.	_this is	fro	m	is now a good time
(Customers Name) to talk? If the answer is "	(Your name)	(Shop Name)	
If the answer is "Yes"re	spond withGr	eat!		
My ASE technician(F&B) (Tech's first	and	d I have pe Mirro	ersonally inspected or back concern as the	customer stated)
And have taken digital ph	noto graphs and	or a video	for your records a	is well.
Over all the(System being addr		eat Shape	(If it truly is)	
List Three Positive of The (All for reassurances)	Particular Syste	m We are	Addressing:	
The	is in (Insert word)	_shape,	(choose the proper vexcellent, not leaking condition, satisfact	ng, good, great,
The	is in (Insert word)		(Blend in with failure	e explanation)
The	is in (Insert word)			
	ncern and ident	ified thes		nmediate attention (Deliver component(s), along with
Failure Effect Cause Maintenance				
Again, overall the				(Reassurance)
	m being addressed)			
This repair has a you has)		s Nationw	ide Guarantee. (Or	insert Guarantee this repair
(F & B and R So, with your permission (Do not pause keep pushing the Is this a good number to answer)	I'll have(Inse	rt tech's firs	st name)	started on the repairs.
Once the repair is comple complimentary maintena operating order. (This can	nce inspection,	to make s	ure the rest of the	vehicle is in safe and
Thank you – I will be talki	ing with you soo	n. (Always a	assume the customer v	wants it fixed!!!

PREVENTIVE MAINTENANCE INSPECTION

NAME		DATE	TECH	YEAR	PROD DATE	MAKE	MODEL	MILES		
			ENGINE SIZE	VALVE TRAIN	ENG MISC	TRANS	DRIVE LINE		BODY STY	
	GAS D		8 LITER/CH	SOHC OHV	□P/S □AIR □A/C □TURBO		□FWD □4WD □RWD □ABS	1	HATCHBACK	
			p arting de-		LAC LIGHBO		LINE LAS		michconve	KIIDLE
				NEEDS IMMEDIATE		SYSTEM	ESTIMATED			
VIN -				ATTENTION		OK	COST		NOTES	
	OR	1. H	ead, Stop, Tail, Turn Signal							
	×	2. A	ir Conditioner/Heater Service					□RECYCLE TEM	_	
	臣		mergency Brake Operations							
	Z	4. S	ystem - Fault Warning Lights							
		5. P	ower Steering Service (50,000)							
		6. C	ondition of Belts					□v# □s#		
		7. C	ondition-Radiator/Heater Hoses							
		8. A	ir Intake & Induction Service							
		9. C	ondition of Wiper Blades/Washers					RIGHT	LEFT	REAR
	Ö	10.	Timing Belt (Yr Miles)					WITH WATER PU	МР	WITHOUT WATER PUMP
	8	11.	Battery-Condition					AMPS	VOLTS	CCA
	Ĭ	12.	Condition of Battery Cables							
	JNDER HOOD	13.	Automatic Transmission Service					COMPLETE FLUID	TRANSFUSION	
		14.	Engine Oil Change (Months/3,000 miles)							
	Ξ	15.	Coolant-Transfution					STANDARD UI		ON
	_	16.	Brake Hydraulic System (30,000)					☐ BRAKE SYSTEM	A FLUSH	
		17.	Sparrk Plugs (Stnadard/Platinum)							
		18.	Fuel Filter (25,000 miles)							
		19.	Condition of Air/Pollen Filters					□AIR	POLLEN	
		20.	M.V.I. (Month Due)							
		21.	Condition of Front Breaks					ROTORS LININ	ONESS= R	□ι
	E E	22.	Condition of Rear Breaks					ROTORS LININ DRUMS THICK	ig Iness=	Пr
	_		Tires-Condition/Air Pressure					SIZE=	□ LF □ RR	□ LR
		24.	Engine/Trasmission/Oil Leaks							
		25.	Manual Transmission Service (50, 000)							
	щ	26.	Differential/Transfer Case Services (50,00	00)				□FRONT	REAR	TRANSFER CASE
	RISE	27.	Alignment							
	Ξ	28.	Condition-MacPherson Struts/Shocks							
	5	29.	Condition of Constant Velocity Boots							
	ш	30.	Condition of Fron Suspension							
		31.	Condition of Exhaust System							
		32.	Miscellaneous					RESET OIL CHANG	SE INDICATOR	

PMI (Additional Concerns) Presentation Script

Mr. / Mrs	this is		is now a good
(Insert customers name)	(Your Name)	(Insert Shop Nan	ne)
time to talk? If the answer is "No"	' responding with	When is a good ti	me to call you back?
If the answer is "yes'	' respond with	. Great!	
The repairs on your	hayo hoon compl	oted and we don't so	ao any othor
issues with this repair at this time	! (Make sure nothing e	ise is needed before you	ı proceea)
As promised my ASE Technician _		and I have person	ally completed the
Preventive Maintenance Inspection	on on your vehicle a	and have taken digita	al photographs of your
vehicle. <i>Overall</i> , your vehicle is in	great shape (if it tru	ly it is).	
First: We started with the test driv	ve and under-hood	inspection	
		•	
We have inspected			
We have inspected			eplaced.
We have identified your			
We have inspected			
We have identified your	are	bad and they need to	be replaced.
We're also going to	and		·
Additional Notes:			
Second: We performed a mid-rise	inspection and ide	entified the following	
·	•	_	•
We have inspected			and
We have inspected			
We have identified your			ed to be monitored.
We have inspected	and it wa	is iii great siiape.	ho roplaced
We have identified your We're also going to			
we're also going to	aliu		·
Additional Notes:			
<i>Third</i> : We completed the full rise	•	_	
We have inspected			2.
We have inspected			
We have identified your			ur immediate attention.
We have inspected			
We have identified your			
We're also going to	and		·
Additional Notes:			
Additional Notes:			

Overall, your	is in	Fine Shape!	
(Insert vehicle Type			
These additional repairs also h guarantee.	ave the	month –	miles Nationwide
Your additional investment too to \$ and this inc			ich brings your total investment
Again, your vehicle is well wor			
Is this still the best number to	reach you?		
Great, I'll give you a call once y	our vehicle has l	been road tested	and completed.
Additional Notes:			

Gut-Punch / Practice:

Step 1: Understand the comment and concerns

If the customer declines a repair, we need to understand why.

May I ask you an interesting question? (Pause for answer)

Is there a particular reason why we can't get these repairs addressed for you today? (Repeat back what they said word for word) (LISTEN) ... slow down...dig in and find out what the comments or concerns really are...gain clarity!)

MINDSET: Remove yourself mentally from the conversation, remove the presentation hat, relax, pushback, lay down your pen, close the binder, slow it down, give the customer time to think, turnover the presentation sheet and write on the back. Shift into mindset. Move the energy to finding the solution by exploring options. Listening to the customer's comments will help you transition from Gut Punch, it's okay for the customer to say no or yes, they are equal, let's partner with the customer to find what is best for them. Remember, people don't care how much you know, they want to know you care. Listen for the issue, then use the options that fit the true comment. Don't rush through the script. Slow down and respond. Take the sales hat

off and put the listening hat on. Start conversing	
Additional Notes:	

Step 2...Find the options and solutions

Pause. Rub your chin. Become reflective, speak slowly and state the ASK. (Speak slowly this is a school zone),

Are you open to a couple of options to find a solution so you can get this repair completed? (Pause for a response)

Homefield Advantage



Issues/Concerns

Solutions/Response

Exploring — The Gotta Have

List Gotta Have items:		
When do we use it?		
How do we use it? We noticed		
	 	

Our World is a Little Different - Exercise

What is included in an estimate?	
Where do the leftovers go?	
where do the lettovers go.	
Brainstorm:	

Month of		Store: Anywhere Automotive	
Income	6000 · SALES 6001 · Sales - Parts 6010 · Sales - Labor 6020 · Sales - State Inspections 6030 · Sales - Towing 6110 · Discount Coupons 6300 · Customer Refunds 6310 · AR Adjustments 6320 · Cash Short/Over Total 6000 · SALES	\$	%
Expense	7000 · COST OF SALES 7002 · Parts Costs 7010 · Salaries - Technicians 7011 · Salaries - General Service 7020 · State Inspections 7030 · Wrecker Services 7090 · Inventory Variation - Parts Total 7000 · COST OF SALES Parts Markup Average Labor Cost Per Hour Gross Profit % Towing Markup GS Labor		
	8000 · GENERAL & ADMIN. EXP. STORE 8010 · Advertising - Administrative 8020 · Advertising - Direct Mail 8025 · Advertising - Newspaper 8030 · Advertising - Other 8050 · Bad Debt Expense 8060 · Car/Truck/Fuel Expense 8070 · Credit Card Fees 8090 · Casualty Loss 8100 · Depreciation 8105 · Dues & Publications 8110 · Employee Benefits 8115 · Entertainment/Meals 8120 · Equipment Rental/Purchases 8121 · Security Surveillance 8125 · Hazardous Waste Disposal 8130 · Insurance - Medical 8135 · Insurance - General 8140 · Insurance - Worker's Comp.		

	8145 · Licenses		
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	8150 · Repairs & Maintenance		
	8155 · Medical Expense		
	8160 · Office Supplies & Expenses		
	8165 · Promotion/ Convention	·	
	8175 · Rent		
	8185 · Taxes - Property		
	8190 · Salaries - Management		
	8192 · Taxes - Payroll		
	8200 · Shop Supplies		
	8205 · Utilities - Telephone		
	8210 · Training & Seminars		
	8225 · Uniforms		
	8230 · Utilities - Gas, Elec., Water		
	8400 · Corporate Charge		
	8405 · Interest Expense		
	8500 Incentive Bonus		
	Total 8000 · GENERAL & ADMIN. EXP.		
	STORE		
Total			
Expense			
Net Income			

Closing Notes Page	

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What did you learn?
What was you're your biggest takeaway?
What was your largest "aha" moment?
What will you take heak and use during your payt work day?
What will you take back and use during your next work day?
If there was one thing you would change to make the ARA Front Counter Workshop experience better for
you, what would it be?

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