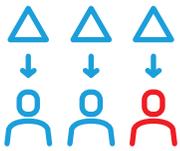


Are your clients avoiding these independent contractor red flags?



Navigator IC

! RED FLAGS



Engaging contractors to perform the same work as employees



Engaging contractors for full-time work over a long period of time



Prohibiting contractors from working for other companies



Treating contractors like employees



Controlling when, where or how the contractor performs the work



BEST PRACTICES



Engage contractors through a third-party



Pay by the project, not by the hour



Enforce the contract, sure, but do nothing else



Never be a contractor's first or only customer



Audit your practices regularly, using the most difficult applicable test – or, even better, the Navigator IC app.