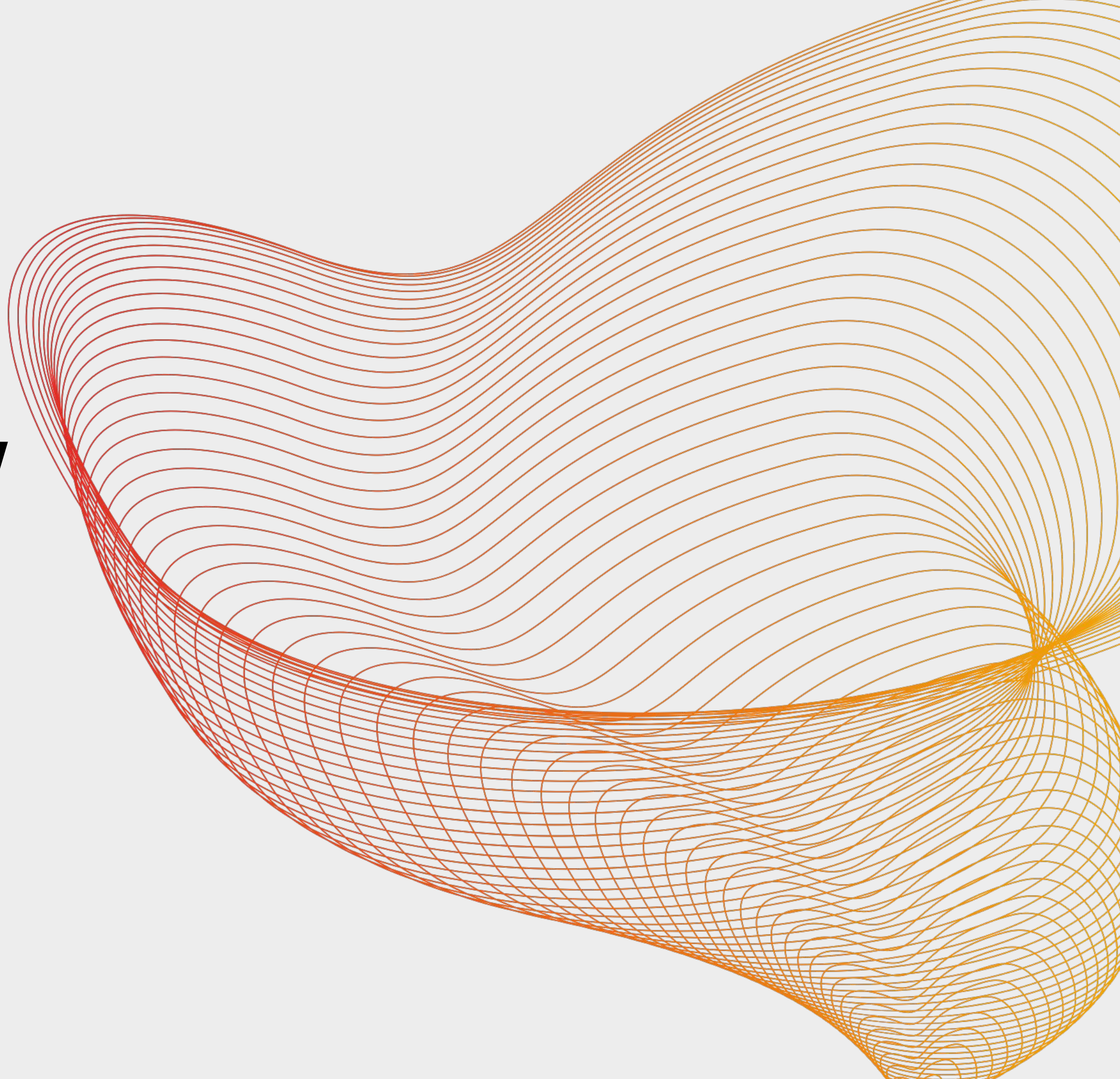




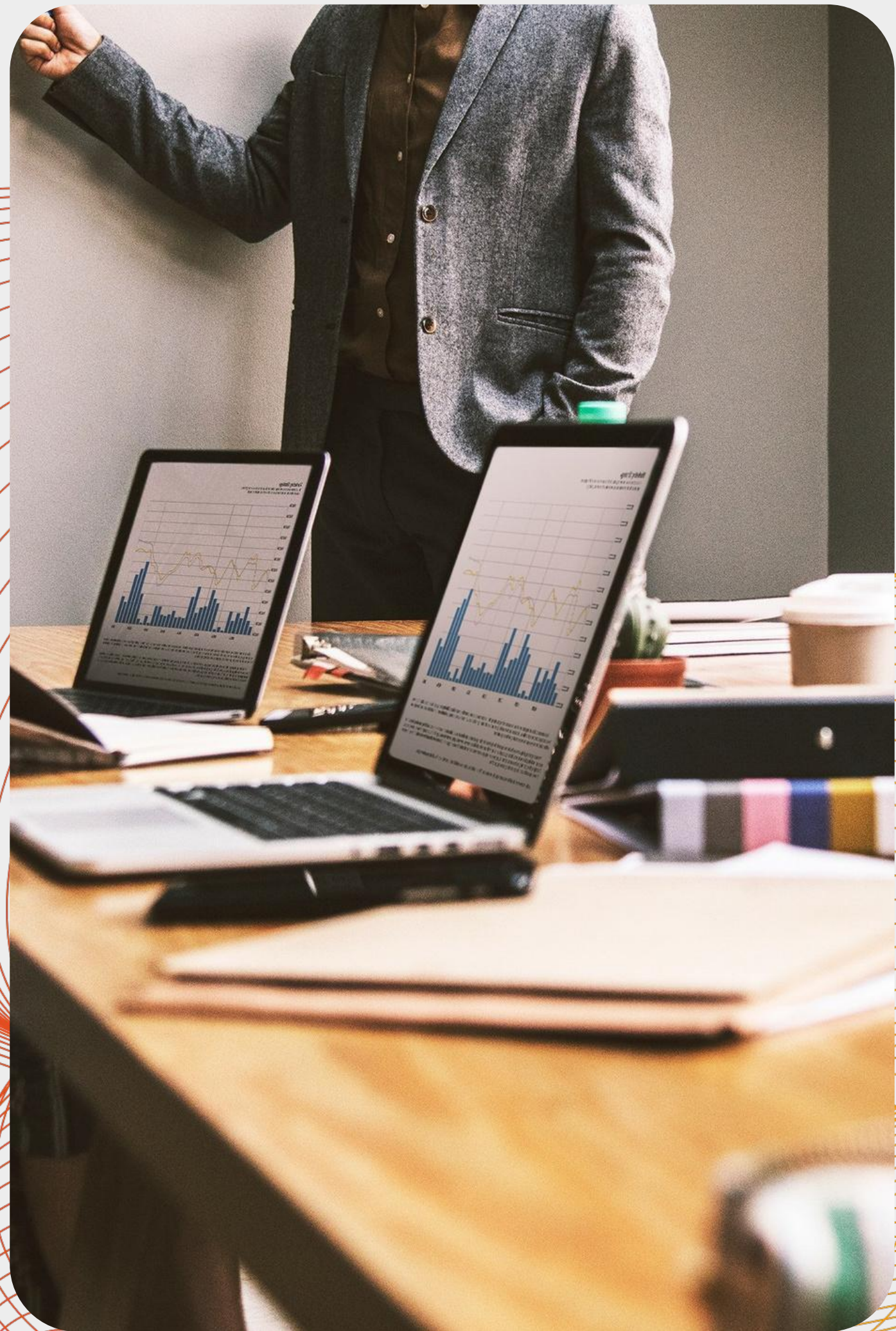
**Thinking
about how
you hire.**

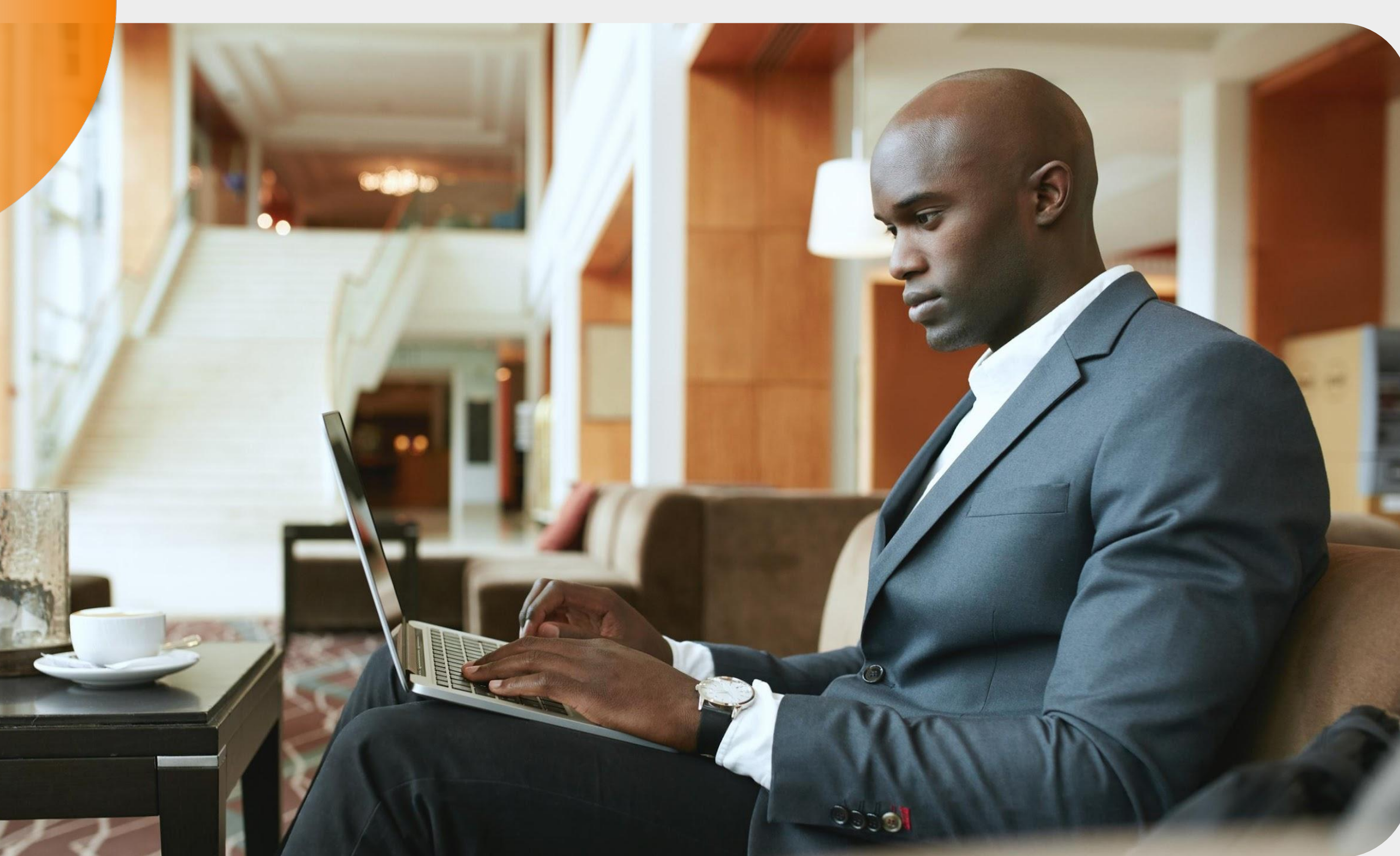




**“Good judgment
comes from
experience, and
experience comes
from bad
judgment.”**

— Rita Mae Brown





Independent Contractors

- Save Money
- Save Time
- Are Accountable
- Grow Your Knowledge

Experience



Behavioral

The behavioral control factors fall into the categories of:

- Type of instructions given
- Degree of instruction
- Evaluation systems
- Training





Employees

An employee is generally subject to the business's instructions about when, where, and how to work.

All of the following are examples of types of instructions about how to do work.

- When and where to do the work.
- What tools or equipment to use.
- What workers to hire or to assist with the work.
- Where to purchase supplies and services.
- What work must be performed by a specified individual.
- What order or sequence to follow when





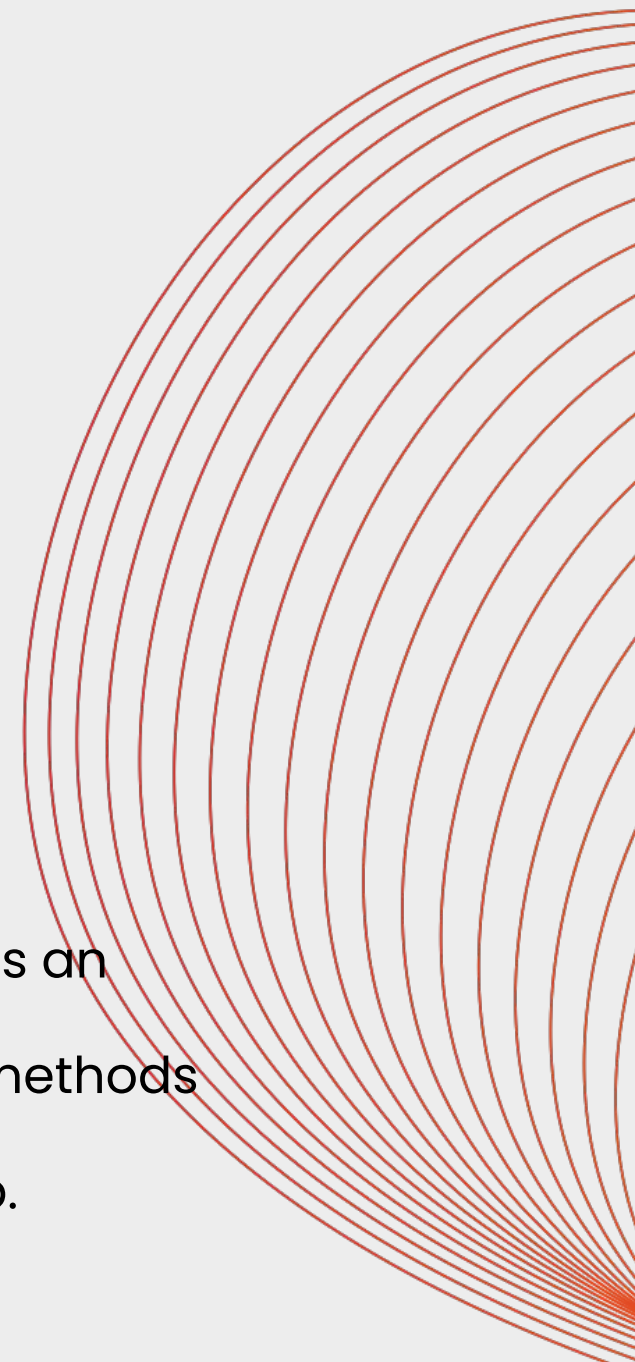
If an evaluation system measures the details of how the work is performed, then these factors would point to an employee.

If the evaluation system measures just the end result, then this can point to either an independent contractor or an employee.



If the business provides the worker with training on how to do the job, this indicates that the business wants the job done in a particular way. This is strong evidence that the worker is an employee. Periodic or on-going training about procedures and methods is even stronger evidence of an employer-employee relationship.

Independent contractors ordinarily use their own methods





The financial control factors fall into the categories of:

- Significant investment
- Unreimbursed expenses
- Opportunity for profit or loss
- Services available to the market
- Method of payment

Financial



- Significant Investment
- Unreimbursed Expense
- Opportunity for Profit or Loss
- Services Available to the Market
- Method of Payment
- Contract/ Term
- Benefits





Get Help

Reanna Werner, MBA, SPHR, SHRM-SCP

Chief Problem Solver

719.244.9640

www.hrbranches.com

523C S Cascade, Colorado Springs, CO 80903





Thank You



“If you boil it down, just because someone else does the wrong thing we are not exempt from doing what’s right.”

— E.A. Bucchianeri,
Brushstrokes of a Gadfly,