

1099 COMPLIANCE PROGRAM

View a demo at www.albanyservices.com/ICQ



THE LEADING ONLINE IC EVALUATION TOOL

ICQ 2.0

INDEPENDENT CONTRACTOR QUALIFICATION



Flexible Strategies for Your Flexible Workforce

As companies increase their use of contract labor, they face new risks. Employers can unintentionally violate regulations through innocent actions and policies, resulting in the possibility of huge penalties, back tax assessments, interest payments, and retroactive benefits.

ICQ is an online tool that combines IRS and state law to produce a clear, consistent, repeatable, and documented process for 1099 compliance.

Albany offers recommendations, training and support for managers, as well as solutions for converting ineligible 1099 contractors to W-2 compliant status via our EoR program.

What is in an IC Compliance Program

- Standardized process for classifying and engaging contractors
- Convert ineligible 1099's to W-2 status
- Training for managers and consultants
- Creation of Case Defense File for IRS audits
- Corporate policy enforcement
- Optional status review of a company's current contract workers

Hiring Manager Completes Online Survey

27 Questions focusing on:

- Behavioral Controls
- Financial Controls
- Relationship of the Parties

Contractor Completes online Survey

27 Questions focusing on:

- Behavioral Controls
- Financial Controls
- Relationship of the Parties

17 Questions focusing on:

- Business Structure & History
- Financial Viability
- Worker Structure

Albany compliance specialists analyze answers and supporting documents to recommend the appropriate classification. Albany then onboards and payroll the contractor as an IC via our Agent of Record program, or as a W-2 through our Employer of Record service.

Benefits of Albany ICQ Program

- Seamlessly Integrated into Existing Processes
- Logical & Easy to Follow
- Web Based Access
- 48 Hour Turnaround on Evaluations
- Online & Off-Line Support

Simple Process, Solid Partnership

