enhanced agency enforcement managing risks in the supply chain state audits

law suits

1099 vs. w-2

engaging retirees
enhanced agency enforcement

\$34.7 billion tax gap

ABC test

state audits common

break in service rules

DOL audits

collaboration between state agencies, DOL & IRS

IRS test

sow management

validating 1099 contractors

common law test

6000 random audits

litigation

CO-employment risk
USDOL endorsed (directive UIPL 17-07)

overtime misclassification

section 530 safe harbor

aggressive attorney general investigation inter-agency cooperation

IRS audits wage & hour laws

COBRA, ERISA, HIPAA, FMLA

exempt or non-exempt

worker misclassification audits

federal audits

protecting your intellectual property

healthcare legislation

fair playing field act of 2010 (S. 3786)

workers compensation

payroll fraud prevention act 2011 (S. 770)

employee misclassification prevention act (EMPA) 2010 (S. 3254)

healthcare reform

\$55 billion underpayment of employment taxes

independent contractor classification

worker reclassification fines, penalties and back taxes

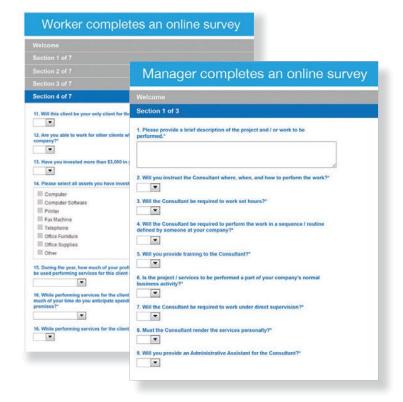
Independent Contractor Classification & Compliance



Clear C.

Classify with Confidence

ClearIC is the industry's most comprehensive Independent Contractor evaluation program. Our service is designed to determine if a worker should be engaged as an Independent Contractor versus W-2 employee, and to protect your company from the risks of 1099 misclassification.





How ClearIC Works

Your hiring manager and prospective contractors each complete an online survey that is based on state and federal regulations. Our Compliance Specialists analyze the completed surveys and review the workers supporting documents as part of our proprietary 5 Step, 2 Person Recommendation Process.

Survey Questions focus on:

- Behavioral Controls
- Financial Viability
- Business Structure History
- Relationship of Parties
- Financial Controls
- Worker Structure

Be better protected. **Clear**IC blends the best of technology with personal guidance and expertise.

5 Step, 2 Person Recommendation Process

- Step 1: Comparative analysis of survey answers
- Step 2: Verification of worker documents
- Step 3: Rationale by key determining factors documented in Case Defense File
- Step 4: Preliminary recommendation
- Step 5: Second person audit and final recommendation

ClearIC Includes

- Standardized process for classifying and engaging contractors
- Easy to use web-based surveys
- Creation of Case Defense Files for federal/state audits
- Training programs for your managers and consultants
- Conversion of ineligible 1099 Contractors to W-2 status
- Workers document expiration dates tracked to ensure continued compliance

