



## Contractor Payroll Engagement & Compliance

ClearPath makes it easy to efficiently and cost-effectively engage and pay your contract workforce. And we manage all the administration and mitigate the risks involved. Making sure you stay focused - and protected.

# ClearPath Workforce Management: Providing a standardized process for classifying and engaging contractors.

## ClearPayroll.

### Reduce Costs, Mitigate Risk, Outsource Administration, Ensure Visibility.

#### When you know who you want to hire

Often you already know who you want to work with. Many potential workers are found through internal referral channels instead of, or in addition to, using a staffing firm to find them. These pre-identified workers can include alumni, retirees, project-based and other types of temporary workers.

At ClearPath, we provide the means for you to indirectly engage these pre-identified contractors. From helping determine if they should be a 1099 or W-2, to all the on-boarding and ongoing administration involved in paying them, we take care of it.

#### How ClearPayroll Works

Compliantly engage and pay your pre-identified contract workers as Independent Contractors or W-2's of ClearPath. We become your contractor payroll department, a dedicated back office that handles the administration, record keeping, procedures and functions necessary to compliantly engage your contingent staff. To on-board a contractor, you simply notify ClearPath and we take it from there.

- Easily Integrates into Existing Processes
- Consolidation of Billing and Payment Processes
- Outsource Administrative Burden and Paperwork
- Friendly and Committed Customer Service
- Tangible Costs and Time Savings

#### Mitigate Your Risk: The ClearPath Compliance Firewall

From wage and hour regulations to 1099 compliance, our experience and expertise in protecting companies from potential contractor compliance risk is unparalleled and our proprietary Compliance Firewall permeates all our programs.

#### W-2 Payroll (EoR)

Through our Employer of Record service, ClearPath acts as a traditional employer - hiring your pre-identified workers as our own W-2 employees, capturing time and expenses, funding and processing payroll, providing benefits and HR support to your workers and significant cost savings for you.

#### IC Payroll (AoR)

Our Agent of Record program enables companies to engage and pay their Independent Contractors, 1099's and sub-vendors under one central contract. We handle all the on-boarding, all the billings, manage all the admin and payment functions, and provide you with a single consolidated invoice.



## ClearC. Classify With Confidence.

### Be Better Protected

ClearC 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.

### Misclassification: What Are the Risks?

Finding contractors is one thing, making sure they are correctly classified is another. There are complex federal and state rules that govern the relationship between companies and contract workers, and it is easy to unintentionally violate these laws. As government enforcement increases, so does the possibility of penalties, back tax assessments, interest payments, and reclassified contractors claiming benefits and overtime. ClearPath's compliance expertise is a welcome ally in this complex legislative environment.

### How ClearC Works

ClearC blends the best of technology with personal guidance and expertise. Your hiring managers and prospective contractors each complete an online survey 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. Our program is designed in conjunction with labor lawyers and tax advisers to protect you from the risks of misclassification.

### ClearC includes:

- Standardized process for classifying and engaging contractors
- Easy to use web-based surveys
- Creation of Case Defense Files for federal or state audits
- Training programs for your managers and consultants
- Conversion of ineligible 1099 Contractors to W-2 status

Find out more about how ClearPath can help you mitigate your risks and reduce the costs associated with contract workers.

Visit us @ [www.clearpathwm.com](http://www.clearpathwm.com)  
or call 1.800.664.5508.





ClearPath is a leading woman-owned HRO with a focus on the contingent labor market. With almost 20 years of experience in delivering contractor engagement, payroll and compliance programs, the firm's service offerings include ClearPayroll and ClearIC. ClearPath provides its clients with seamlessly integrated solutions that enable them to engage the contract talent they require in a compliant, cost-effective and efficient manner. ClearPath delivers solutions throughout the US, Puerto Rico, Mexico and Canada.

Call [1.800.664.5508](tel:1.800.664.5508) to get a clear path to managing your contingent workforce

