

What is an IC Compliance/Agent of Record Program?

Worker misclassification can come with a hefty price tag. We ensure your ICs have the proper classification and documentation, so you can utilize the independent workforce to grow your business with peace of mind. Our team of risk mitigation and regulatory tax law experts provide clear, consistent, documented solutions for each IC classification assessment. **Every program is customized to each client's unique contracting requirements, industry and location.** Most importantly, every classification recommendation made by Populus Group indemnifies clients of that liability.

How it works:

Client manager identifies a resource to engage, and we contact the contractor to begin the process:

- » **Screening** & document collection
- » Provision of **score**
- » Clarification points review with manager
- » **Final document collection** and recommendation
- » Creation and confirmation of **details of SOW**: project milestones, deliverables and timelines
- » Creation and **maintenance of a tax defense file**
- » **Documentation maintenance** and updates
- » If the IC is not qualified, **transition to payroll** to be on-boarded as a W2 contract employee

What does a successful program look like?

Many of our customers tell us that **risk mitigation and compliance are top priorities in their contingent workforce programs.** We also know staying up to date with legislative changes is half the battle. Our IC Engagement Services (ICES) were designed with these things in mind and will help you answer these important questions about your organization:

- » What is our **current strategy** around the use of Independent Contractors (ICs/1099s)?
- » Do we have a consistent, **streamlined process** to on-board our **IC population**?
- » What processes are in place to ensure that our **IC population is in compliance** with federal, state and local requirements for classification?

We help customers:

Mitigate Risk

- » Worker classification & co-employment mitigation
- » Tax defense files
- » Contract compliance
- » Indemnification
- » Insurance verification & tracking
- » Consistent auditable process



Increase Efficiencies

- » Uniform process and controls established
- » Bundled with our payroll services
- » Single point of contact & nationwide services
- » Empowered decision making & increased productivity due to increased visibility
- » Contract & SOW management

