



## Agent of Record Services

HireGenics provides full lifecycle administration of your Independent Contractor (IC) population, delivers significant cost savings, and mitigates noncompliance risk. The value we deliver – and the benefit to you – is unparalleled in the marketplace today.

With HireGenics, you can avoid IC misclassification and significantly reduce the cost and administrative burden of compliance. We provide direct, personal interaction while delivering an effective compliance solution.

### You Control Your Deliverables and We Take Care of the Rest

- First-in-class IC compliance, including full indemnification
- Contracts held directly with HireGenics
- Full lifecycle administration, from onboarding through offboarding
- Full document collection, storage, tracking, and management
- Dispute resolution
- Billing, invoicing, and payments

- Immigration, background checks, and drug testing
- Ongoing risk mitigation techniques and strategy, education, and training

### The Potential Cost of IC Misclassification

Misclassification can have far-reaching consequences, distractions, and liabilities.

- Unpaid taxes, contributions, and insurance premiums
- Debarment from state contracts
- Unpaid work-related expenses and overtime compensation
- Brand tarnishment/negative press
- Liability for failure to provide employee benefit coverage
- Class action targets
- Attorney's fees and costs

### Did You Know?

The term "Independent Contractor" has many definitions and is almost always narrowly interpreted. Generally speaking, an IC is a self-employed individual or unincorporated or incorporated business entity performing services for a company under contract rather than as an employee. Commonly referred to as 1099s, freelancers, contractors, or consultants, ICs are not entitled to benefits and do not work regularly for the employer. They pay their own taxes, are in business for themselves, and **must be in compliance with the definition of an independent contractor as defined under applicable law.**

## Testing in Key Areas of Risk

HireGenics has developed tests to determine worker status in key areas of risk at federal and state levels.

### Federal Risk

*Common Law Agency Test.* Thirteen factors that determine your level of control over your IC.

*Economic Realities Test.* Six factors around the worker's level of financial dependency on you.

*Other Tests.* Elements from the two tests above, and consideration of circumstances around occupation, termination, time off, and intention.

### State Risk

*State Unemployment Compensation Test.* Focuses on direction/control, location of work, and worker's business engagement model.

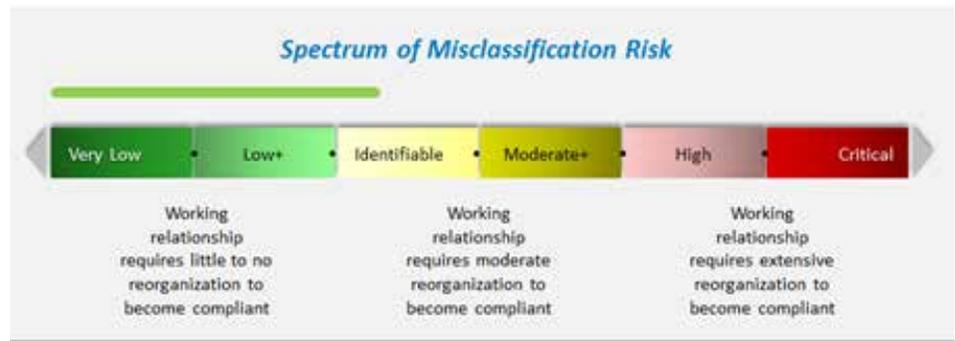
*State Worker's Compensation Test.* Factors vary, as states follow different approaches to determine a worker's compensation eligibility.

## Customized Program Design

We provide Agent of Record services across all industries and to all types of Independent Contractors. Each process and procedure is process-mapped to focus on delivering first-time quality for you.

### Teamwork

Our team includes a licensed and experienced attorney and decision-makers on the front lines, supported by a skilled program team.



### Communication

We listen first and then work proactively with you to achieve your goals.

### Direction and Consultation

We counsel you and your ICs on why the requirements are in place, and we help you achieve appropriate responses to action items. We then work, work, work to achieve compliance.

We provide premier SLA/KPI results, continuous account improvement, and use of industry best practices.

### Compliance Process

- We use proprietary technology to augment our process
- Process is applied consistently and regularly. Aggregation of data creates ability to identify systemic issues
- We test for compliance with all applicable laws
- We monitor all decisions and laws
- We create a unique risk profile for each test taker

### Our White Glove Service

While technology plays a critical role in the compliance process – direct, personal

interaction is key to delivering an effective compliance solution over the long term. Our white glove service includes:

- An attorney-led team
- Dedicated resources, as needed
- Personalized introductory calls
- A personal relationship during the entire engagement lifecycle
- Ongoing training and education
- One-on-one calls/risk mitigation steps to attain compliance

### The Benefits to You

- Cost savings and cost control
- Elimination of risk
- Flexibility
- Increased access to top talent
- Coverage for employees on leave
- Reduced administrative burden
- Outsourced HR or procurement tasks
- No long-term expectations or commitments
- Ability to work outside an FTE hiring freeze or direct hire budget
- Easier to terminate relationship

## Contact Us

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## About HireGenics

HireGenics is a global provider of workforce management solutions to mid-market and Fortune 1000 companies globally. Headquartered in Atlanta, Georgia, HireGenics provides workforce risk mitigation and talent optimization solutions and currently manages approximately 12,000 consultants working in a variety of job skills and labor categories. In addition to Employer of Record Services, Agent of Record Services, and Curative Talent Clouds, HireGenics also provides automated payroll services to ensure compliance, MSP services to optimize the contingent labor process, and procurement strategies that effectively manage deliverable-based projects or services spend. We also specialize in independent contractor and small supplier (or non-preferred vendor) compliance, management, and strategy services.

[www.hiregenics.com](http://www.hiregenics.com)

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