

enhanced agency enforcement
managing risks in the supply chain

state audits

law suits

1099 vs. w-2

engaging retirees

enhanced agency enforcement
indemnification clauses

\$34.7 billion tax gap

ABC test

state audits common

audit file maintenance

break in service rules

DOL audits

collaboration between state agencies, DOL & IRS

IRS test

sow management

validating 1099 contractors

benefits exclusion

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



ClearC.

Classify with Confidence

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.

Worker completes an online survey

Welcome

Section 1 of 7

Section 2 of 7

Section 3 of 7

Section 4 of 7

11. Will this client be your only client for the []

12. Are you able to work for other clients w company? []

13. Have you invested more than \$3,000 in []

14. Please select all assets you have invest

Computer
 Computer Software
 Printer
 Fax Machine
 Telephone
 Office Furniture
 Office Supplies
 Other

15. During the year, how much of your profi be used performing services for this client []

16. While performing services for the client, much of your time do you anticipate spend premises? []

16. While performing services for the client []

Manager completes an online survey

Welcome

Section 1 of 3

1. Please provide a brief description of the project and / or work to be performed.*

2. Will you instruct the Consultant where, when, and how to perform the work? []

3. Will the Consultant be required to work set hours? []

4. Will the Consultant be required to perform the work in a sequence / routine defined by someone at your company? []

5. Will you provide training to the Consultant? []

6. Is the project / services to be performed a part of your company's normal business activity? []

7. Will the Consultant be required to work under direct supervision? []

8. Must the Consultant render the services personally? []

9. Will you provide an Administrative Assistant for the Consultant? []

ClearC

Already have an account? [Click here to login](#)

Evaluation Request Form

Complete the below Evaluation Request Form to begin the ClearC process.

First Name* []

Last Name* []

Job Title* []

Email* []

Telephone* []

[continue](#)

Get in Contact

888.473.4140
info@clearc.com

Evaluation Portal

Welcome to the ClearC Registration Portal for Managers

You have been directed to this site as ClearPath is engaged by your company to ensure all contingent workers are correctly classified and compliant with all State and Federal laws.

To help us correctly classify the contractor you wish to engage you will be required to take a short online survey. All questions will relate to the duties, responsibilities and actual work you plan to assign to the worker.

Next Steps:

1. Complete the evaluation request form on the right.
2. You will then receive an email with a link to start the online survey.
3. Login and complete the survey. It takes approximately 10-15 minutes to complete.
4. The contractor you wish to engage will also receive an email with a link to complete a similar online survey. The contractor will then be required to provide their business documentation.
5. From the survey answers and business documentation provided by both yourself and the candidate, the ClearPath Compliance Team will make a recommendation on the most compliant classification for the worker.

For more information please view the resource tabs provided on this site. These will provide further explanation on the process, independent contract requirements and the risks of classifying a worker incorrectly.

Should you have any questions or concerns not addressed in the FAQ section feel free to contact us.

Optionally branded Evaluation Portal is easily integrated into your existing processes.

How ClearC 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
- Business Structure History
- Financial Controls
- Financial Viability
- Relationship of Parties
- Worker Structure

Be better protected. **ClearC** 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

ClearC 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