



360 TALENT SOLUTION IC OFFERINGS

WHAT IS AN IC?

An independent contractor (IC) is a self-employed individual or business entity that provides services to another entity under the terms of a contract or agreement.

MANAGING RISK AND COMPLIANCE OF IC

One of the biggest risks associated with IC workers is misclassification. If an IC is classified incorrectly, it can lead to legal and financial consequences for the employer.

360 TALENT SOLUTION IC OFFERINGS

Ensure Compliance with Independent Contractors (ICs): Minimizing Your Risk When Engaging the Talent You Require

360 Talent solution IC Compliance Solution oversees the entire life cycle of an Independent Contractor, starting from client referral, classification, onboarding, continuous compliance management, Statement of Work (SOW) creation, supplier settlement, to offboarding.

WHAT SETS 360 IC OFFERINGS APART?

360 builds a defensible audit file and indemnifies our clients of worker misclassification risks.

IC Compliance experts, under the supervision and training of their in-house employment attorneys with extensive expertise, who work to bring noncompliant ICs into compliance. This empowers our clients to execute their strategies for managing their contingent workforce effectively.

A 'white glove,' highly personalized approach to compliance and contractor management.

● **Adaptable** ● **Unconventional** ● **Simplistic** ● **Diverse by Design** ● **Built for Good** ● **Curated Experts**

VALUE OF IC COMPLIANCE

- **Security of Documents and Audit Defense File:** We employ state-of-the-art encryption to secure all Independent Contractor (IC) documents. Additionally, a comprehensive audit defense file is generated for each IC
- **Adherence to Contractual Requirements:** Ensure compliance with and uphold all customer-specified mandates, including background checks, insurance prerequisites, tenure policies, and more
- **Payment Administration:** Deliver comprehensive payment cycle services, encompassing SOW formulation, establishment of payment terms, invoicing, and settlement with IC suppliers."
- **Guidance on IC Classification:** Offer education on business credentials, appropriate insurance coverage, and assist in obtaining the necessary qualifications for correct IC classification."
- **Document Security/Audit Defense File:** All IC documents are secured with the latest encryption, and a full 7-year audit defense file is created for each IC.

IC COMPLIANCE DETERMINE PROCESS STEPS

- 01** Identify the relevant state examination to be conducted, considering the location where the work will be performed.
- 02** Conduct compliance tests for Independent Contractors based upon the local tax jurisdiction where the work is being performed.
- 03** Receive and review the test results.
- 04** Based on the risk profile indicated by the test results, consult with the customer.
- 05** Initiate the necessary action items to attain compliance and commence the onboarding process.



WHY 360 TALENT SOLUTIONS FOR ALL YOUR IC NEEDS?

- All IC spend passing through the program qualifies as tier 1 diverse spend.
- 360 Talent solution (A Pacer Group) company employ a rigorous vetting process through our partner Independently to ensure that Independent Contractor (IC) talent meets the necessary criteria and aligns with the client's specific requirements
- We create a seamless onboarding experience for Independent Contractors, allowing them to quickly integrate into the client's workforce and start contributing to projects in a timely manner
- Fully compliant with all federal and state law
- Our IC team provides guidance on tax forms, such as W-9s or equivalent documents, helps ICs correctly submit their tax information.
- We will provide guidance on legal and regulatory compliance, ensuring that ICs have the necessary licenses, certifications, and insurance coverage as required by law.
- We will provide 7-year defensible audit file of the IC's we onboard/ evaluate.
- We provide one of the most competitive IC pricing.

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