Independent contractors (ICs) bring flexibility, experience, and expert knowledge to your most critical projects. Utilization of these workers can also generate significant legal, financial, and security risks. AgileOne can help you standardize your approach to IC engagement, ensure regulatory compliance, and reduce legal and financial exposure for this important talent pool.

INDEPENDENT CONTRACTOR COMPLIANCE

Why AgileOne?

- Consultative Approach
  - AgileOne provides guidance and recommendations to current and potential service providers to ensure they meet all the requirements for IC classification.
- Payrolling Option
  - AgileOne offers a professional payrolling solution to quickly on-board and engage workers who do not meet IC classification requirements.
- Defense Files
  - We maintain a secure repository of all relevant documents that are up-to-date and readily accessed to provide you with full support in the event of an audit.
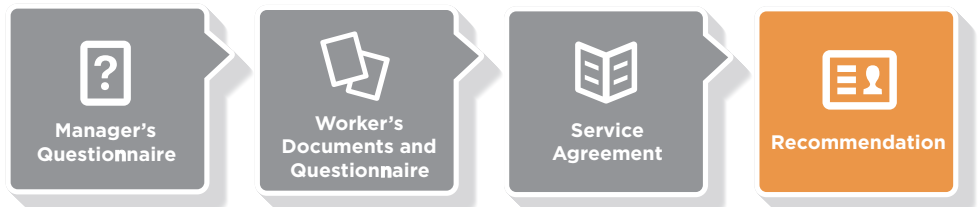
RISK ASSESSMENT

Know your level of risk. AgileOne provides an in-depth assessment of your existing IC population to identify workers that are at risk of misclassification. With minimal business disruption, we determine the overall level of risk across your organization and suggest a customized change management approach to improve compliance.

CONTRACTOR EVALUATION

Engage quickly, with confidence. Screen workers against internal company guidelines, as well as local, state, and federal labor laws in three easy steps. Documentation will be reviewed by a minimum of two compliance specialists who provide expert recommendations for classification.

AgileOne offers indemnification for all ICs that are validated through our program.

3 STEPS, 1 EXPERT RECOMMENDATION

Manager's Questionnaire	Worker's Documents and Questionnaire	Service Agreement	Recommendation

AgileOne

CONTRACTOR ENGAGEMENT

Reduce administrative burden. AgileOne will on-board those workers who qualify as independent contractors and process payments according to approval policies. Additional benefits include:

Payment Preferences: Choose the invoicing option that works best for you, and it will be applied universally within the system for electronic invoicing.

Agreement Management: Enforce project parameters, including payment terms and timelines, to protect company interests and standards.

Establish Best Practices: Take advantage of complimentary training for your manager population to optimize program adoption.

On-site Resources: Utilize on-site resources available to help manage your compliance program.

ACCELERATION: TECHNOLOGY FOR MANAGING THE MODERN WORKFORCE

Achieve enterprise-wide visibility and control. AccelerationICC is AgileOne's proprietary, web-based software that provides end-to-end automation of our IC solution. Get real-time, visual overviews of all program metrics such as headcount, total spend, cycle time, and contractor performance with dashboards and custom reports. AccelerationICC offers:

Scalable Configuration: Integrates with existing screening, billing, HRIS, and ERP systems to support individual department or enterprise-wide IC management.

Seamless Implementation: Minimize the interruption to your workflow with our dedicated teams and tested implementation process.

User Training: Access comprehensive support resources, including help desk, customized training classes, and online guides and tutorials.

Data Security: Protects data with a multi-layered security approach that leverages unique databases, encryption, password protection, and an effective restore and back-up system.

Global Reach: Accommodates foreign and domestic recruitment needs, including local languages, tax laws, pay policies, and recruitment process requirements.

WHAT'S YOUR PLAN FOR AN AUDIT?
To learn more about how AgileOne can help you better manage your IC population, visit us at www.agile-1.com.

AgileOne