

# Does your company use “employees” or “independent contractors” to provide services? Simple question with a complex answer!

~ Gail E. Farb, Attorney, Williams Parker, Attorneys at Law

## RISK

Misclassification of employees as independent contractors remains a primary focus of many government agencies, including the Internal Revenue Service, the United States Department of Labor, the Florida Department of Economic Opportunity Reemployment Assistance Programs, and Florida’s Division of Workers’ Compensation. Notably, many of these agencies have joined forces to increase investigatory resources and enable broader enforcement of the laws they respectively enforce. Investigations by these agencies and related lawsuits can be uber-costly, extremely time-consuming, and even lead to personal liability and criminal penalties!

## REWARD

Utilization of independent contractors instead of employees can be very beneficial to employers. For example, employers may have more flexibility in terms of engagement and avoid payment or withholding of certain taxes, provision of workers’ compensation insurance, and other potential liabilities or employee-related expenses.

## REVIEW

Do you want to try to tackle the questions about these employment issues before government agencies or courts impose their answers on you? To learn more about the legal tests used to classify service providers as independent contractors or employees and other wage and hour-related concerns, scan this QR code or visit [WilliamsParker.com/RRR](http://WilliamsParker.com/RRR).



[WILLIAMSPARKER.COM/RRR](http://WILLIAMSPARKER.COM/RRR)

Subscribe to The Williams Parker Business & Tax Blog

Gail E. Farb is an attorney with Williams Parker. She focuses on labor and employment law, advising management clients regarding preventive measures in a wide variety of employment-related matters. Gail has significant experience defending single-plaintiff cases and collective actions in administrative, state, and federal court proceedings. She is a graduate of Emory University School of Law and Duke University. Contact Gail at (941) 552-2557 or [gfarb@williamsparker.com](mailto:gfarb@williamsparker.com).

