

# PAYROLL & IC

## Case Study



### CUSTOMER PROFILE

A multi-national software company providing open source software products to the enterprise community since 1993.

This client initially engaged with Spectraforce in 2015 for payroll assistance and in 2017 the relationship evolved to also include oversight of its Independent Contractor (IC) program.

### SOLUTION

Through a “white glove” client relationship approach with both hiring managers and contractors, offer expert guidance on how to hire independent contractors focusing on the importance of onboarding compliance and the proper classifications of 1099 contractors.

To do so we devised a plan to audit workers and review their hours on a monthly basis; implemented a process guide which outlined the possible US-Funded international independent contractor scenarios and requirements; and managed the contract duration limit for independent contractors.



### OUTCOME

Simplified the process for hiring international contractors, while maintaining compliance.

