

# **Independent Contractor Misclassification: How Companies Can Minimize the Risks**

This 2015 update of Pepper Hamilton's white paper on independent contractor misclassification details three ways companies that use independent contractors can minimize or avoid future independent contractor misclassification exposure.

The white paper, an update from the firm's original 2012 version, is available at the Pepper Hamilton site.

The three methods mentioned in the paper are:

- bona fide restructuring and re-documentation, using IC Diagnostics™
- reclassification, either under a government program or voluntarily
- redistribution of independent contractors, using a workforce management or staffing company.

"These alternatives work for virtually all companies that use independent contractors – whether to supplement their workforce or to refer or offer qualified service providers to customers or clients as part of their business model." the paper says.

**Read the white paper.**