

Administrative “Employer of Record”

There is a lot of confusion when the term “Freelancer” is applied to workers. Many business owners assume that when someone works Freelance, they are automatically an Independent Contractor. As the recent focus of various government agencies on companies like Uber and Lyft demonstrates, this is not always the case.

There are numerous federal and state tests to determine who may or may not be an Independent Contractor. Once you have decided that certain workers are really temporary W-2 employees, you are faced with the problem of how to pay them properly.

Given the project-based nature of the ad and entertainment industries, HR departments in big organizations and part time or even full time bookkeepers in smaller companies usually do not have the time to quickly put entire crews of freelancers on staff payroll. In addition to getting them paid, there are other administrative tasks such as dealing with unemployment claims, workers compensation claims and audits and tracking Earned sick time in CA, NYC and other localities.

Administrative Employers of Record, such as *The TEAM Companies*, specialize in paying temporary, project based, contingent W-2 employees. But what is an Administrative Employer of Record? In its simplest form, an *Employer of Record* is considered the employer for taxation, unemployment and workers compensation purposes, whereas the company that retains the hiring, direction and control of the employee (usually the client of the Employer of Record) is viewed as the *Common Law employer*.

As administrative EOR, *The TEAM Companies* manage payroll for freelance employees such as union and non-union crews on live-action and print photography shoots. We provide proper computation and issuing of paychecks, make all required withholding and tax deposits, manage unemployment and workers compensation claims, make union benefit plan remittances and assist in any union audits.

In addition, we offer expert insight into the multiple collective bargaining agreements and side letters of the DGA, IATSE, Teamsters, and the WGA and are also experts in Federal, State, and local labor laws and tax codes.

We know freelance payroll and provide cost effective solutions for payrolling freelancers working in the advertising production industry.

For additional information, contact us at: info@theteamcompanies.com