

Checklist A: Indicators of Independent Contractor Status

- _____ Hiring party lacks control over manner of performance of contractor's work.
- _____ Hiring party lacks authority to supervise performance of contractor's work.
- _____ Worker controls premises (or authority could be shared with the hiring party).
- _____ Worker is compensated without reference to time engaged in work.
- _____ Nondeduction of taxes from worker's compensation.
- _____ Absence of insurance carried by hiring party for worker (unemployment and workers compensation, liability insurance).
- _____ Worker has authority to delegate work to another.
- _____ Hiring party lacks authority to terminate contract unilaterally,
- _____ Worker has ownership of the practice.
- _____ Worker possesses special professional skills.
- _____ Worker furnishes own tools and equipment (or leases them from hiring party).
- _____ Worker controls employees.
- _____ Worker covers or shares expense of employees' compensation.
- _____ Worker is obligated to reimburse hiring party for losses or damages.

Checklist B: Indicators of Employee Status

- _____ Hiring party furnishes materials.
- _____ Hiring party furnishes tools and equipment.
- _____ Hiring party repairs tools and equipment.
- _____ Hiring party imposes safety precautions.
- _____ Hiring party formulates plans and specifications for work performed.
- _____ Hiring party determines time of performance.
- _____ Hiring party determines working methods.
- _____ Hiring party observes working methods and conditions.
- _____ Hiring party alters plans and specification.
- _____ Hiring party assumes liability stemming from worker's performance.

Source: "Building Successful Associateships", a publication of the American Dental Association.