

Compliance **HR**

Navigator Independent Contractor

Mitigate your risk of independent contractor misclassification.

Pressure from All Sides

With Congress, state legislators, federal and state agencies, unions, plaintiff's attorneys and other groups all focused on regulating independent contracting, the legal updates and risks are seemingly endless.

Navigator Independent Contractor delivers an actionable risk assessment, a report on how to lower the risk of misclassification, a summary of applicable laws, and a transcript of questionnaire answers to save you hours on this process.



How do I know if it's an independent contractor or an employee?

Independent contractor misclassification is perhaps the most difficult compliance issue that companies face today.

Different federal and state laws apply different tests for IC status – three, four or even six different tests may apply to a single contractor under wage-hour, unemployment, workers' compensation, employment tax, safety and equal opportunity laws. And with more than 30% of the U.S. workforce expected to be comprised of independent contractors within the next few years, determining whether to engage talent on a 1099 or W2 basis has become a crucial decision that needs to be made confidently.

Navigator IC helps you take the guesswork out of this complex decision in a matter of minutes. And because it is updated in real-time, you can be confident that the results and guidance you receive are current and accurate.



An easy-to-use digital questionnaire for inputting individual fact patterns



Actionable risk assessments driven by expert analysis



Instant actionable guidance and a customized report on how to lower the risk of misclassification



Draws from a proprietary engine of 1,900 reported Court decisions and DOL opinion letters

Easy to Use

Whether you're running an audit across all independent contractors used by your organization, or you're hiring a new contractor and want to verify the classification before hiring, Navigator Independent Contractor makes it easy for you to avoid overtime misclassification.

With a summary of the relevant federal and state exemption standards and a complete questionnaire transcript, your HR compliance team will benefit from this solution.



Simple User Interface



Tailored to Your Jurisdictions



Simple Digital Questionnaire



Actionable Guidance Delivered

Actionable HR expertise, delivered on demand

ComplianceHR offers the only on-demand, AI-driven suite of compliance applications focused on helping companies address the ever-changing federal and state employment law requirements on minimum wage, overtime, independent contracting, and more.

We provide employers of all industries, sizes, and locations with easy to use solutions that empower employers to handle complex compliance issues with less time, cost, and complexity than traditional methods. Navigator Suite cuts out the complications in employment law compliance, so you can accomplish even the most daunting decision-making with a few simple clicks.

Want to Subscribe?

Have confidence with your compliance decision-making with a subscription to Navigator Suite. Contact us at info@compliancehr.com and we can get you started today.

Meet the Suite



PolicySmart™

Effortlessly create and maintain an up-to-date and legally compliant employee handbook



Reference Center

Easily answer employment law and common compliance questions



Navigator Overtime

Quickly and compliantly determine whether an employee is exempt or non-exempt



Navigator Independent Contractor

Immediately mitigate your risk of independent contractor misclassification



Document Center

Efficiently generate state and federal compliant documents throughout the employee lifecycle

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