

# Worker Classification Checklist

## *Are You In Compliance With the FLSA?*

*Here are six considerations to cover when hiring a new worker:*



### **Profits/Losses**

Does the worker have the potential to increase their profits/losses through their own decision-making?



### **Capital Investments**

Is the worker responsible for making capital investments in their equipment and tools?



### **Permanency**

How permanent is the working relationship?  
Will it continue indefinitely?



### **Control**

Who has control over the work and economics of the relationship?



### **Necessity**

How integral is the work to the business? Is it essential for you to continue selling products/services?



### **Skill & Planning**

How much self-funded skill and business planning goes into the assignment?

Source: US Department of Labor

the payroll shoppe

**Questions? Contact Your Payroll Specialist**