

Solo W-2, Inc.

Branded Services for the Contingent Workforce

SOLO W-2™

Benefits-rich Employment

Solo W-2™ gives self-employed persons, small business owners, freelancers and consultants access to tax-advantaged corporate employment and the best employee benefits package available to any independent professional anywhere in the USA.

Solo W-2™ inexpensively and conveniently converts 1099 gross revenues into W-2 net wages and in the process delivers:

- ✓ Tax-advantaged corporate employment
- ✓ Guarantee issue group insurance
- ✓ A generous Roth 401(k) plan
- ✓ Immediate, tax-free reimbursement of out-of-pocket business and medical expenses
- ✓ Simplified tax reporting
- ✓ IRS Form W-2 at the end of the year

Expert Contract Administration

Solo W-2™ provides expert contract administration for independent consultants who are required by their client to be employed by a third-party employer of record and/or who appreciate the back-office logistics support, convenience, cost savings, and tax-advantaged earnings that are available only through Solo W-2™.

Solo W-2™ contract administration includes contract review and negotiation, online time and expense reporting, timely invoicing and assertive collections of accounts receivables.

SOLO 1099™

Agent-of-record Service

Solo 1099™ provides agent-of-record services for fully compliant independent contractors. Services include:

- ✓ Compliance testing and certification as a Certified IC™ Independent Contractor
- ✓ Dynamic compliance file to ensure continuity of compliance with generally accepted common-law criteria for independent contractor status
- ✓ Contract review and negotiation
- ✓ Online time and expense reporting
- ✓ Timely invoicing and assertive collections of accounts receivables
- ✓ Direct deposit payments
- ✓ IRS Form 1099 at the end of the year

Independent contractors processed through Solo 1099™ are fully compliant business entities. They are NOT employees of Solo W-2, Inc., they are NOT employees of the client and they DO NOT qualify to receive employee benefits from either Solo W-2, Inc. or the client.

Expert Contract Administration

Solo 1099™ provides expert contract administration for Certified IC™ Independent Contractors who are required by their client to subcontract through a third-party agent of record.

Solo 1099™ contract administration includes contract review and negotiation, online time and expense reporting, timely invoicing and assertive collections of accounts receivables.

SOLO IC COMPLIANCE™

Mitigation of Co-employment Risks

Solo IC Compliance™ assesses the organization's contingent workforce for compliance with established government standards for worker status and takes appropriate action to:

- ✓ **Mitigate Employee Misclassification**
Solo IC Compliance™ mitigates the risk of expensive claims for back taxes, penalties and interest caused by employee misclassification.
- ✓ **Mitigate Claims Against the Company**
Solo IC Compliance™ mitigates exposure to unemployment claims, workers compensation claims and general liability claims against the company by contract workers.
- ✓ **Mitigate Class Action Lawsuits**
Solo IC Compliance™ mitigates the risk of class action lawsuits by non-compliant independent contractors seeking W-2 status and employee benefits.

Compliance Testing and Certification of Independent Contractors

Solo IC Compliance™ assesses internally sourced independent contractors for compliance with government standards and selects the most appropriate method for the mitigation of co-employment risk.

- ✓ **Certified IC™ Independent Contractors**
Solo IC Compliance™ certifies legitimate independent contractors and Solo 1099™ subcontracts them as the agent of record.
- ✓ **Warranted W-2™ Contract Professionals**
Solo IC Compliance™ converts non-compliant consultants to W-2 worker status and Solo W-2™ employs them as the employer of record.

Contractor Payment Processing

Solo IC Compliance™ offers convenient Contractor Payment Processing for highly compensated Individual Service Providers and Small Business Contractors engaged by businesses and government agencies on domestic and international projects.

Contractor payment processing services include:

- ✓ Fast and efficient deployment
- ✓ Background checks
- ✓ Online time and expense reporting
- ✓ Consolidated invoicing
- ✓ Custom reporting

Cost Containment

Solo IC Compliance™ reduces the cost of engaging contingent workers by at least 20-30% compared with traditional staffing vendors.

Solo IC Compliance™ does not set the billing rate for consultants that it represents. There is no charge for compliance testing. There is no charge to maintain dynamic compliance files for Certified IC™ Independent Contractors and there is no additional charge to convert non-compliant consultants to Warranted W-2™ employment status.

Solo IC Compliance™ charges the consultant's account a nominal administrative fee equal to 6% of collected revenues. Client organizations may opt to subsidize the administrative fee as a mark-up on billings, but that is between the client and the consultant.

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SOLO BACKOFFICE™

Progressive Staffing Vendors

Solo BackOffice™ provides full back-office support to progressive staffing vendors, freeing them to do what they do best: recruit and supply talented professionals for their clients.

Standard services include:

- ✓ Payroll processing with direct deposit
- ✓ Payment of payroll taxes and withholding taxes
- ✓ Workers compensation and unemployment insurance
- ✓ Superb employee benefits

Optional services include:

- ✓ Contracts administration
- ✓ Online time and expense reporting
- ✓ Accurate invoicing and assertive collections

Staffing vendors retain their primary contractual relationship with their clients, while Solo BackOffice™ operates entirely in the background as a silent subcontractor, providing W-2 employment, payroll processing and benefits administration for consultants supplied by the staffing vendor.

Staffing vendors who refer their recruiting staff and consultants to Solo BackOffice™ for W-2 employment, payroll processing and benefits administration realize huge operating efficiencies and save big money by avoiding high internal overhead costs.

Because Solo BackOffice™ offers what is arguably the best employee benefits package available to any contract professional anywhere in the USA, staffing vendors that use Solo BackOffice™ are more likely to succeed in the highly competitive marketplace for talented recruiting staff and contract professionals.

Small Businesses and Start-ups

Solo BackOffice™ helps small business owners and start-ups:

- ✓ Obtain, for the owners and key team members, executive-level employee benefits that are difficult to obtain as a small business
- ✓ Attract, recruit, reward and retain exceptional talent that might otherwise be attracted to the better benefits package offered by a larger and more established competitor
- ✓ Manage rapid growth and irregular demand
- ✓ Easily deploy and reassign a flexible workforce
- ✓ Process payroll and manage employee benefits as easily as making an ATM deposit

ABOUT SOLO W-2, INC.

Solo W-2, Inc. began in 1998 as an economical and benefits-rich alternative to the traditional staffing vendor business model.

Solo W-2, Inc. provides back-office logistics support, executive-level employee benefits and contracts administration for independent professionals, including self-employed persons, small business owners, freelancers and consultants.

Solo W-2, Inc. also provides contingent workforce compliance, co-employment risk mitigation and contractor payment services for corporate employers, progressive staffing vendors and government agencies.

Solo W-2, Inc. serves independent professionals and client companies throughout the United States from its corporate offices located at:

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