

## Partner Explores Hiring in IT Industry After California's AB5 Legislation

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**Jason Geller**, San Francisco Regional Managing Partner, recently spoke with ToolBox HR on how California's AB5 has changed the way employers engage with their workforce. Hiring practices have changed in the past 10 years, especially in Silicon Valley where IT companies have increased the volume and role of contract workers. He says that "hiring companies must ensure that their 'usual' course of business is distinguishable from the business of their IT contractors."

Jason added: "As should most hiring companies, they must evaluate how they describe their businesses in marketing collateral and their websites, and the sources of their revenue, to appropriate evaluate the risk of misclassification. Companies that derive significant revenue from the services of their contractors run the risk of failing part B of the ABC test."

To read the full article, visit [Toolbox HR](#).

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