



# How to Know Whether You've got an Employee or Independent Contractor

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Tony Golden's article "How to Know Whether You've got an Employee or Independent Contractor" was featured on *Vegas Inc.* on November 30, 2014.

Nevada employers often are faced with the decision of whether to classify workers as independent contractors or employees, in an effort to save money on taxes and limit liability. Typically, employers don't have to pay independent contractors minimum wage or overtime, and those workers can't claim rights under federal or state discrimination laws.

In the article, Tony provides employers with three questions to consider when determining whether or not they have an employee or independent contractor.

- Do you control the work time, location or method?
- Is the individual economically dependent on your business for his or her livelihood?
- Is the service integral to your business?

According to Tony, if the answer to any of these questions is "yes," you probably have an employee. If there's doubt, it's safer to err on the side of classifying the individual as an employee and to consult legal counsel.

To read the full article, please visit [Vegas Inc.](#)