

Ferris State University

Categories-of-evidence

Behavioral Control

1. Who determines when, where and how to work? _____

2. What type of training is given? _____

Financial Control

3. Does worker have fixed ongoing expenses related to this work regardless of whether work is currently being performed? _____

4. Does the worker make these services available to the relevant market? _____

5. Could the work realize a loss? _____

Type of Relationship

6. Do we have a written contract describing the relationship intended? _____

7. Do we provide the worker with benefits such as insurance, pension, vacation or sick pay? _____

8. Will this relationship continue indefinitely or only for a specific project or period? _____

9. Do we have the right to direct and control the activities? _____

