

# Independent Contractors: Simple Staffing Option or Ticking Time Bomb?

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## Here's what you need to know about bringing on employees versus freelancers.

Even in optimal circumstances, hiring a full-time biotech employee is hard. Your team will invariably spend a lot of time and money on recruiting, interviewing, background checks, onboarding, training and so forth.

For many reasons, it's tempting to consider bringing in an independent contractor instead. It often seems like a cheaper, easier path.

Not so fast.



### Misclassification carries hefty legal risks

Many employers are unaware of the serious risks associated with misclassification—calling someone an independent contractor when they are actually an employee from a legal perspective.

(Misclassification can also refer to wrongly determining that a full-time employee is exempt from overtime pay requirements, but that's the subject of a different article.)

It doesn't matter if the person would prefer to be an independent contractor, or even if you've jointly signed an agreement to that effect. And you don't get a free pass if the misclassification was an