



FAQ's about Hiring:

How to and when to Hire Team members??

I started out hiring all my people as 1099 independent contractors... My liability will also cover me for work they do for TC. All my team members are still currently 1099 but I have the pieces in place to convert my top 3 peeps to PT flexible employees this year.

The cost of that on my part is 13% on top of their hourly rate to cover taxes and fica and fees... I have a local company who do all the payroll stuff and will make it easy peasy for me...

I highly recommend bringing someone on sooner than later... I had waited 2 and a half years out of fear but that was the one thing that was holding me back from growing because I had maxed out my hours and quickly started resented the business I had actually created... I once loved grocery shopping... by the time I hired someone I couldn't stand stepping foot inside a grocery store anymore...

If I use another "company" let's say I hire a company in NJ to do work for me for one of my clients... I will REQUIRE that they have their own liability coverage and ask them to have Task Complete added to their insurance policy as "additionally insured" ... this is standard practice when using any services... so even if I recommend a landscaper to a client I require the same of them...

Part of our intake process also states that I am NOT responsible or held liable for the work of any of our contractors or service vendors.

When I bring on team members I also put them through a hiring process, have them sign a non-compete and a confidentiality agreement. Plus require background check and proof of auto insurance.



FAQ about Insurance issues:

Average cost of insurance should be around \$800/ year (when classified properly).

This provides 2 mil in coverage.

I also have an “abuse” policy in place because we work with a lot of seniors.

I also have a surety bond (I forget the amount of coverage but can look if you need me to) which costs around \$200/ year.

There are 2 types of Bonds many service-based businesses will purchase.

A surety bond and a Dishonesty bond:

Review this for more details: https://en.wikipedia.org/wiki/Fidelity_bond

Problems often do arise when you’re trying to get insurance, and if you’re not being classified appropriately, it WILL result in outrageous Insurance quotes:

My advice to you: when you meet with your broker:

- Ask them directly what is the classification they are putting you under??
 - I was initially “classified” under a “handyman” and my rates were closer to \$1200 (that’s how I learned to shop around)
- Have them check into the companies I recommended in the first module
- Keep searching and or ask another broker who may have access to a larger list of policy holders

If you STILL get outrageous quotes:

Make sure they are not adding in “Professional liability” which is for people with “professional” licenses. NOT a requirement of what we are doing.