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PREMIUMSHIFTS.COM

W-2 vs 1099: Understanding Your Work Classification

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Why Classification Matters

Work classification determines how you are paid, what taxes are withheld, and what benefits may be available.

At PremiumShifts.com, classification is determined in accordance with state and federal regulations, including Wisconsin labor requirements, and may vary by assignment.

This page is provided for informational purposes only and does not replace assignment-specific disclosures.

Classification Is Assignment-Based

Some opportunities facilitated through PremiumShifts may be structured as:

- W-2 employment, or
- Independent contractor (1099) arrangements, where permitted by law

Your classification will always be disclosed before you accept a shift or assignment.

Side-by-Side Comparison

Category	W-2 Employee	Independent Contractor (1099)
Employment Status	Employee of Vetted Workforce Group LLC or its staffing entity (where applicable)	Independent contractor, not an employee
Pay Structure	Hourly or per-shift compensation	Per-shift or contract-based compensation
Tax Withholding	Federal and state taxes withheld	Responsible for own taxes
Workers' Compensation	Provided, as required by law	Not provided; contractor responsible
Unemployment Insurance	Provided, where applicable	Not eligible
Health Benefits	May be available based on eligibility	Not provided
Professional Liability	May be provided or required by assignment	Typically required to be carried by contractor
Schedule Flexibility	Assignment-based; shifts accepted voluntarily	Assignment-based; shifts accepted voluntarily
Clinical Decision-Making	Retained by clinician and facility	Retained by clinician and facility

W-2 Employment (Where Applicable)

W-2 opportunities may be offered for assignments that require:

- Greater integration with facility operations
- Employer-provided insurance coverage
- Compliance with specific regulatory or contractual requirements

Key Considerations

- Taxes are withheld automatically
 - Certain benefits and protections may apply
 - Workers' compensation coverage is provided
 - Pay is subject to applicable wage and hour laws
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Independent Contractor (1099) Opportunities

(Where Permitted by Law)

Independent contractor arrangements may be offered when:

- Assignment structure meets regulatory criteria
- Professional autonomy and independence are preserved
- State and federal requirements are satisfied

Key Considerations

- Contractors manage their own taxes and benefits
 - Professional liability insurance may be required
 - No employee benefits are provided unless stated in writing
 - Contractors retain control over accepting or declining assignments
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What PremiumShifts Does — and Does Not — Control

PremiumShifts May Provide:

- Access to available shifts
- Assignment details and pay disclosures
- Operational support related to scheduling and time submission

PremiumShifts Does Not:

- Direct clinical decision-making
- Supervise patient care



- Guarantee hours or assignments

Clinical care is always provided under the facility's policies and the clinician's professional judgment.

How Classification Is Determined

Classification is determined based on factors including:

- Assignment structure
- Degree of independence
- Regulatory requirements
- Applicable Wisconsin and federal labor laws

PremiumShifts does not allow clinicians to self-select a classification that is not legally appropriate for the assignment.

(This sentence is very important for audits.)

Which Option Is Right for Me?

The appropriate classification depends on the specific assignment and applicable law.

If you have questions about classification, taxes, or benefits, we recommend consulting:

- A tax professional
- A financial advisor
- Your personal legal counsel

PremiumShifts cannot provide tax or legal advice.

Transparency Before You Commit

Before accepting any assignment, you will receive:

- Classification disclosure
 - Pay rate details
 - Applicable benefits information
 - Assignment-specific terms
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✓ Summary

- Classification is assignment-based
 - W-2 and 1099 structures differ significantly
 - Pay and terms are disclosed upfront
 - Compliance comes first
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Questions?

Our team is available to help explain assignment details before you accept a shift.

[Contact Support] premiumshifts.com 1-844-6-SHIFTS
