



We Are Rosie + GreenLight

Did you know that there are over 2,000 labor laws in the US?! The government is running a tight ship on worker classification laws and to keep you, the client, and We Are Rosie compliant, qualifying projects will be W2'ed moving forward. We Are Rosie has partnered with GreenLight, employer of record service experts, to keep us compliant and to provide benefits and weekly pay to our W2 Rosie Consultants.

Cool, how will this impact me?

- **What does it mean to be W2?**
 - W2 status means that GreenLight will pick up half of your Social Security and Medicare tax (around 7.5%) that you would pay on your own as a 1099 contractor.
 - GreenLight will withhold federal and state taxes on your checks instead of you paying a huge amount on tax day. Don't worry, GreenLight will send you the tax forms you need when it's time.

- **How can I continue to work with We Are Rosie as a 1099?**
 - Once you are confirmed for a project, GreenLight will ask you a series of questions to ensure you are set up to be paid as a 1099 contractor. But heads up, about 95% of projects are falling into W2 status.
 - Here are those questions, if you want to take a look! Not trying to get all up in your biz, and Rosie doesn't see the answers to the questions. Proper classification could save you from a huge fine from the IRS!
 - How many clients have you had in the last 12 months?
 - How many years have you been in business or operating independently?
 - Do you advertise your services to other potential clients in any way?
 - Have you invested \$3,000 or more in your business? Computers, office space, etc.
 - And then we will also need 2 - 3 of the following:
 - Certificate of Good Standing
 - Proof of Investment
 - Certificate of Incorporation
 - 1099 Form
 - Marketing materials
 - Other Documentation of Business Income
 - If you get the greenlight from GreenLight (pun intended as always) great! Please note that you will not be eligible for benefits as a 1099.

Eyes tired yet? One more page, you can do it!!





- **What benefits do my family and I have access to if I am W2?**
 - You will be eligible for benefits on the first of the month following 60 days from your first day of work.
 - There is nothing to do on your end! GreenLight will reach out to you about 1 month before your 60 day mark to let you know next steps.
 - If your initial contract isn't 60 days, and you are extended, or added to another project without a gap, this time all adds up to the waiting period.
 - You will be eligible for the Rosie Refresh Program (\$500 to spend personally or professionally, cool... right?) after working 1,000 hours collectively with We Are Rosie.
 - GreenLight offers Cobra to all employees who have held their insurance once a project has ended.
 - GreenLight will reach out to you when it's time!
- **When do I get paid?**
 - W2 and 1099 Rosies will be paid on each Friday via direct deposit.
 - GreenLight will be responsible for processing your paycheck each week and properly deducting of all Federal, State and Local taxes from each pay cycle.

Ok, I am in, what happens next?

- Once you are placed on a project, you will be connected with GreenLight for the super simple onboarding process. All paperwork will need to be completed before your project starts.
- Your interactions with the client will be the same, and We Are Rosie will continue to be your go to for projects. Just think of GreenLight as your trusty type-A friend, who is making sure the important stuff like taxes and benefits get taken care of.

TBH, I'll never remember all of this. Who do I go to for questions?

- We Are Rosie: project details, clients, job status, time tracking, new opportunities - ops@wearerosie.com
- GreenLight: paychecks, benefits, and tax forms - wrr@greenlight.ai

