



MAKING A CASE | Benefits of Payrolling

By payrolling your talent, you're letting someone else take on the responsibilities associated with employment and avoiding the pesky pitfalls of a 1099 relationship. Here's what we cover so you don't have to...



smartdept. is a nationwide creative, digital, and marketing talent

resource with roots in Chicago, Seattle, and Grand Rapids. We are also a WBENC-certified Women's Business Enterprise. We provide companies with freelance, contract, contract-to-hire, and direct hire candidates for on-site, remote, and hybrid opportunities. Our ability to service customers of all sizes while still taking a boutique approach allows us the best chance to cultivate the successful relationships we value.

Employment is complicated, time-consuming, and costly. Making your next superstar OUR W-2 employee allows US to literally shoulder the burden of employment for you while offering your talent our employee benefits. Not only will this keep all parties involved on the right side of employment law, but it protects everyone from potential penalties, too. Did you know subcontractors (that's someone who is not a W-2 employee) must submit IRS Form 1099-MISC with their annual tax returns and report earnings of \$600 or more in a calendar year? Companies that fail to provide this form to their freelancers may face IRS penalties of at least \$250 for each incident. Additionally, paying someone in cash to avoid reporting the money as income to the IRS can lead to penalties for both the company and its talent.

Look, it doesn't matter if we find your freelancer for you or not. Everyone payrolled through smartdept. is a W-2 employee of the smartdept. This is helpful to them because they are paid bi-weekly (no chasing invoices) and are automatically entitled to benefits like healthcare, paid sick leave, and 401k. As their employer, we cover payroll taxes, onboarding, record keeping, HR/employee compliance, time tracking, and we handle all employment-related communication (good news or bad). The bottom line, **we take care of all of it!**

- ✓ Payroll taxes
- ✓ Healthcare coverage
- ✓ Paid sick leave
- ✓ Onboarding
- ✓ Record keeping
- ✓ Background checks
- ✓ HR/Employment
- ✓ Time tracking
- ✓ 401k



"Working with smartdept. has been great! The information and advice they gave prior to my interview allowed me to go in feeling well prepared and confident. They continued to be a great resource and support throughout the hiring process by being very accessible and addressing all of my questions as they came up. It's been a great experience, and I'm excited about my new role."

- Nicole, Chicago