

# 5 Fine Print Items Before you Sign: How to Avoid Staffing Agency or Direct Hire Nightmares

Are you an employee or contractor?



This is important because it affects the amount of money you'll take home. Companies hire you one of two ways: with a W-2 or a 1099. W-2 means you're an employee and the company will manage and pay their share of your payroll taxes, unemployment insurance, workers' compensation, etc. 1099 workers have to both manage and pay these taxes on their own.

Do they compensate for all your time?



Ask if you'll be paid for both direct AND indirect time. Also check whether those activities are compensated at the same rate or different rates.

What does support look like?



Who should you contact with questions? Are those individuals available by phone, email, and/or text? Are you a cog in the wheel or does upper management like to check-in with you? How fast will they respond? What is the plan if there is an emergency and you need a question answered quickly?

Is there actually a job for you?



Unfortunately this scenario happens far too often:

- You apply for a position.
- The recruiter contacts you about this position and you agree to it.
- They hire you, but then you find out this position doesn't exist YET... and you will have to wait a few months.

Always ask for a specific start date and get the details of your placement ahead of time.

Is there potential for growth?



If you are interested in pursuing other aspects of your field, does the company support that? Would you like to supervise SLPAs only? Would you like to take on a management position? Invest your time and energy in a company that sees your full potential and will allow you to grow professionally and personally.