

1. How can NICA enhance my Company's bottom line?

The administrative expense of maintaining the settlement function with the Independent Contractors and the expense that comes from misclassification of your work force are realized immediately and permanently.

2. What does the weekly NICA affiliation fee cover?

The NICA affiliation fee (which is paid by and is tax-deductible expense for the Independent Contractors) covers the private occupational accident insurance and provides financial settlement services between the Independent Contractors and the companies with which they contract. It also gives Independent Contractors access to NICA's annual individual or joint state and federal tax return services. NICA, Inc. also provides a tax escrow service to escrow funds for estimated tax payments. NICA issues settlement checks, makes needed or requested deductions, issues annual 1099s and generally handles the many day to day questions and issues that can be overwhelming and time consuming to the Independent Contractor and the company.

3. Has NICA been tested and proven?

Yes. NICA has been challenged by both State and Federal agencies and has consistently been successful.

4. How big is NICA?

NICA is the largest organization of its kind in the United States with offices in Massachusetts and affiliations and service provision in forty-two states and the District of Columbia.

5. Does NICA deduct income taxes from the drivers?

Independent Contractors are statutorily responsible for their own taxes, but NICA encourages the use of its escrow service through automatic deductions to make the proper payment of income taxes less burdensome.

6. Do the Independent Contractors receive Workers' Compensation Certificates?

No. Workers' Compensation is a state program that has been established primarily for statutory employees. Independent Contractors, in some instances, have purchased a Workers' Compensation policy, which only covers their employees, if any, but will not provide the Independent Contractor with any protection. This type of Workers' Compensation is commonly referred to as an "if any" policy. NICA affiliated Independent Contractors are provided actual protection while they work by the occupational accident policy. This policy is made affordable

through the unique buying power of NICA. Each independent contractor receives an individual occupational accident certificate detailing the coverage and benefits of the policy.

7. What bank does NICA use?

Bank of America is fast becoming the bank of choice at NICA. Presently the Bank of America maintains over 50% of our ICDT accounts nationwide. Bank of America is a leader in products and services.

NICA has found Bank of America staff to be responsive to critical situations and able to think “outside the box” when situations requiring exceptions arise. From cashing a check for an IC with little in the way of identification to making deposits available on the ICDT accounts, Bank of America has demonstrated their ability to deliver quick response and quality service when and as needed.

8. The thought of placing my company’s funds for payment to the Independent Contractors into NICA’s bank account is a concern.

NICA established a trust called the Independent Contractor Declaration of Trust (ICDT) to handle all independent contractor funds. Therefore, NICA’s corporate money is separated from settlement funds for independent contractors. The ICDT establishes a separate local bank account for each of NICA’s affiliated company’s settlement funds to be deposited into. Having separate company accounts affords easy monitoring of funds and account activity. Additionally, NICA has a Dishonesty Bond in place to protect the interests of the affiliated companies that do business with NICA. The process of paying Independent Contractors is referred to as “settlement”. It is not “payroll” as that is how employees are paid.

9. Are there any other organizations providing these services?

Several companies have attempted to provide services for Independent Contractors, but none have the proven track record that NICA enjoys. NICA's familiarity with the fundamental workings of your industry and its regulatory agencies is also unparalleled.

10. How can my Company get started with NICA's programs?

Call 1-800-551-NICA and let us take it from there!