

We help you minimize the tax and legal risk of working with freelancers.

Studios

Delivering cutting edge visual effects that thrill audiences and drive revenue is your mission. Working with the best VFX artists and animation talent is critical to achieve that goal. But managing an independent workforce can be full of financial and legal pitfalls that distract from your work and could put your business at risk. In addition the risk, managing a freelance workforce can be time consuming and confusing. At MBO Partners, we have helped companies manage that risk for over 20 years, which is why we have designed programs and services to help you manage freelancers. Learn about some of the ways studios can protect their relationships with the best talent.

Eliminate IRS 1099 Reclassification Risk

MBO Partners eliminates reclassification risk by offering a safe, compliant engagement model that still preserves the freelancer's ability to operate like an independent business. MBO Partners also provides General Liability, Workers' Compensation, and other required insurances, all of which further reduce risk.

Save Time Administering Freelancers

Managing scores of individual contracts with VFX artists and animators can become an expensive and messy process. With MBO Partners, we handle the contracts administration, and all your managers need to do is issue the work orders and approve the time or project.

What's more, you can group your invoices any way you need to process them. Whether you need to have a single invoice for all of your freelancers or have them broken out by region or project, MBO Partners can deliver the paperwork you need. You can approve time sheets, milestones and expense using our online or email approval system as they work or after a project is done.

To learn how you can easily and efficiently work with the best freelance talent in the business

**visit www.creative.mbopartners.com
or call 1(800)220.0469**

Why MBO Partners?

For over 20 years we've been helping freelancers and companies work together more easily and efficiently. We take care of the administrative stuff so you can do what you do best: wow audiences.



— Since 1986 —

Making it Easier for Freelancers
and Studios to Work Together

Some commonly asked questions

Why should we engage our freelancers through MBO Partners?

When freelancers operate through MBO Partners, they maintain their freedom to operate independently and work for multiple studios as free agents, but their engagement situation is transformed from a non-compliant independent contractor relationship into a compliant arrangement. This reduces your studio's risks of tax reclassification and also relieves your company of the contracting and payment headaches of trying to administer scores of individual workers.

How long does it take to set up a program with MBO Partners?

Within this industry, we have dozens of studios of different sizes and complexity already participating. The process of putting an agreement in place is usually quick and painless, and our team takes on the job of explaining the solution to your freelancers. Our experienced Enrollment Managers will contact your freelancers and help them understand how the program will work, and usually within a few short weeks the entire program will be fully implemented for your existing freelancers.

If I am concerned about risk, what are my other options?

You can decide to hire your freelancers as W-2 employees of your studio; this however has some disadvantages. Freelancers who work for multiple studios would then be juggling several employment situations, or may only work for one studio. In addition they would lose the freedom and flexibility of running their own career.

Can't I just ask all my freelancers to set-up their own LLC or incorporate?

Having your freelancers incorporate, making them sign an Independent Contractor agreement, or setting contract term limits do not reduce your tax reclassification risk. Regulatory agencies look at substance over form; if there are still real behavioral, financial and relationship control measures in place then your studio is still at risk.

To set up a program for your studio

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