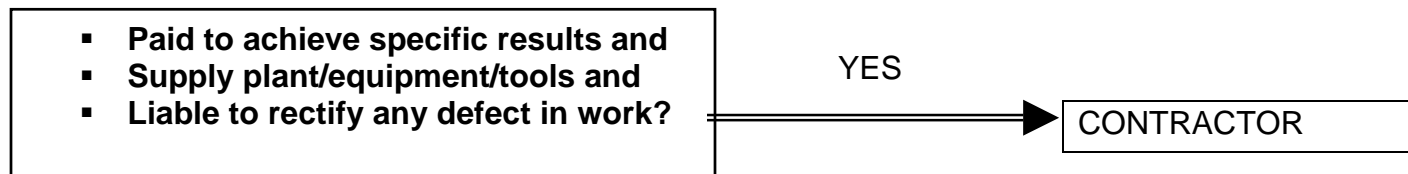
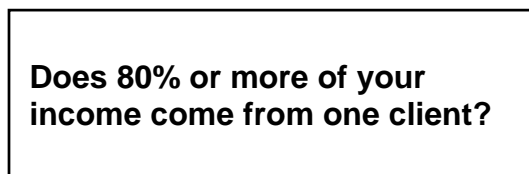


TESTS FOR INDEPENDENT CONTRACTORS FOR WORKERS COMPENSATION

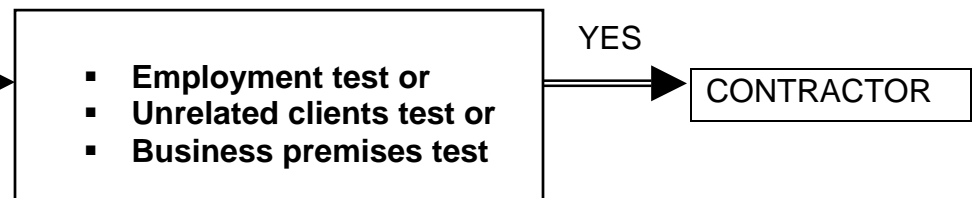
Step 1: Results Test



Step 2: 80% Rate



Step 3: Other Tests



EMPLOYEE

EMPLOYEE