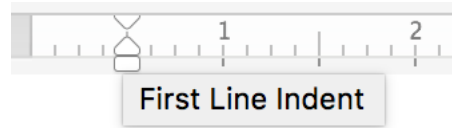


Block Quote Hints

1. Adjust First Line Indent to .5" from left margin.



2. Adjust Left Indent to .5" from left margin.



3. Match Right Indent to .5" from right margin.



4. Single space and ensure block quote is double spaced above and below:

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violations of the Equal Pay Act and Title VII.⁷⁹ Factors which the IRS considers to determine whether a person is an employee or an independent contractor are instructive:

1. "Behavioral: Does the company control or have the right to control what the worker does and how the worker does his or her job? 2. Financial: Are the business aspects of the worker's job controlled by the payer? (this includes things like how worker is paid, whether expenses are reimbursed, who provides tools/supplies, etc.) 3. Type of Relationship: Are there written contracts or employee type benefits? (e.g. pension plan, insurance, vacation pay, etc.) Will the relationship continue and is the work performed a key aspect of the business?"⁸⁰

Like professional cheerleaders in California,⁸¹ many athletes consider themselves employees and act accordingly. They travel when and where they are told, play or