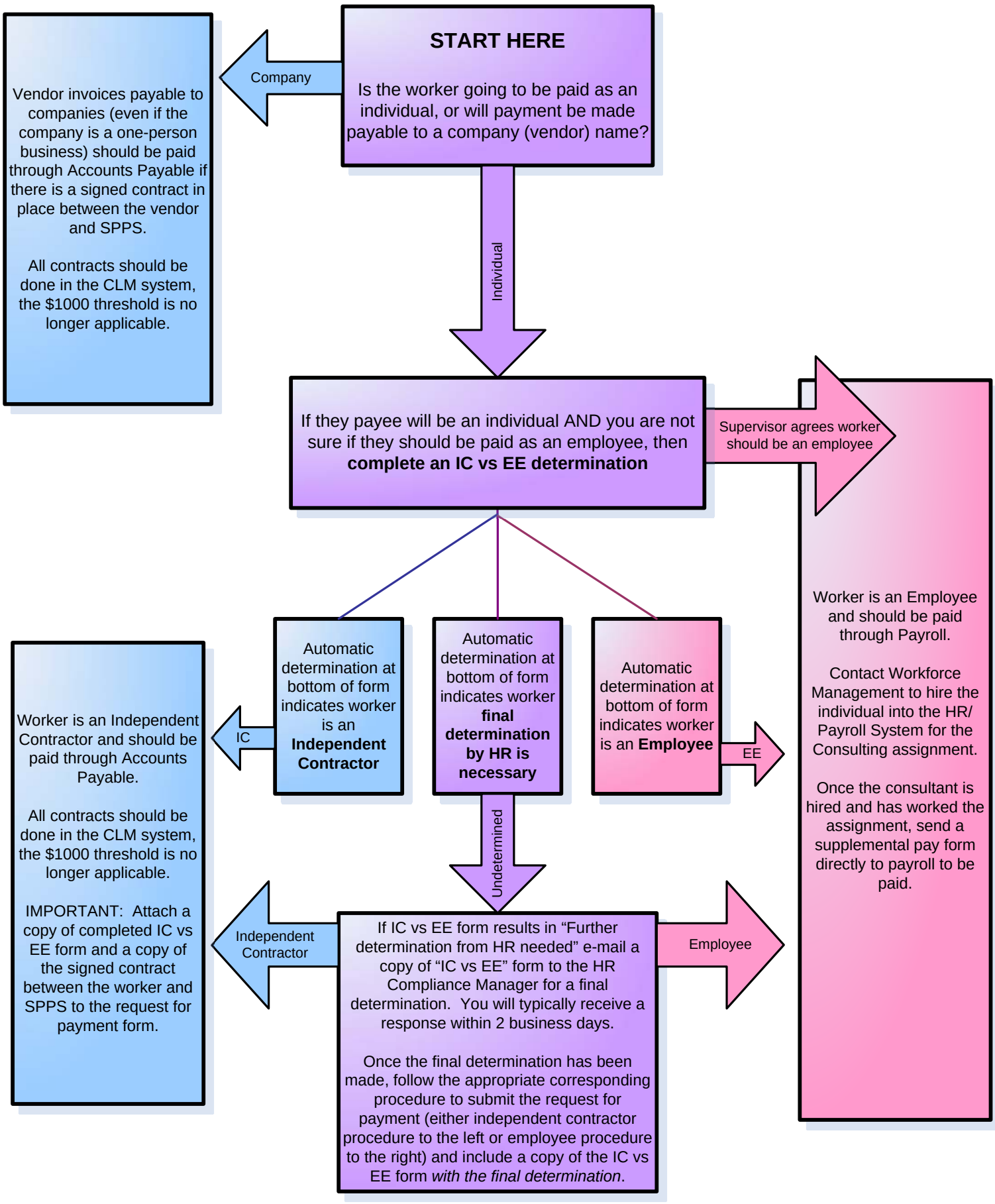INDEPENDENT CONTRACTOR VS EMPLOYEE FLOWCHART