

**BENCO  
Personnel Manual**

**INDEPENDENT CONTRACTORS**

Independent contractors are typically an individual that operates a separate trade, profession or business and accepts engagements, by formal contract or otherwise, to provide such services to other businesses and individuals. Most laws that regulate employment practices typically do not apply to independent contractors.

Should Benco enter into an independent contract with an individual (s), Benco will follow the appropriate law regarding independent contractors.

Approved By: Julie Hansen  
Julie Hansen, Benco Board President

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