

Date: [Insert Date]

To: [Client Name/Company Name]

Attention: [Contact Person Name]

Address: [Street Address, City, State, Zip Code]

Re: Legal Opinion on Worker Classification for [Consultant Name]

Dear [Name],

You have requested a formal legal opinion regarding the classification of [Consultant Name] (the "Consultant") as an independent contractor rather than an employee for purposes of [Insert Relevant Law, e.g., federal tax law, FLSA, or specific state labor code].

1. Scope of Review

In rendering this opinion, I have reviewed the following documents and information:

- The Independent Contractor Agreement dated [Date];
- Description of services to be provided (Legal Research, Brief Drafting, Case Analysis);
- The method of compensation and billing;
- The degree of control exercised by [Company Name] over the Consultant's work.

2. Factual Findings

Based on the information provided, we understand the following facts to be true:

- The Consultant maintains a separate business entity and provides similar services to other clients.
- The Consultant uses their own equipment, software, and legal research database subscriptions.
- The Consultant sets their own hours and determines the sequence of work performed.
- Payment is made on a [per-project/hourly] basis upon submission of an invoice, without tax withholding.

3. Legal Analysis

Under the [Insert Test Name, e.g., Economic Realities Test or ABC Test], the primary factor is the degree of control. In this instance, [Company Name] controls the end result of the research, but not the specific methods or processes used by the Consultant. Furthermore, the Consultant's specialized skill set as a legal researcher supports a non-employee status.

4. Conclusion

Based on the foregoing, it is my professional opinion that [Consultant Name] is properly classified as an **Independent Contractor**. There is a low risk that this relationship would be

reclassified as an employment relationship under current [State/Federal] guidelines, provided the operational reality remains consistent with the terms of the written agreement.

This opinion is based on the laws and facts as they exist on the date of this letter.

Sincerely,

[Your Signature]

[Your Printed Name]

[Law Firm Name/Legal Department]

[Bar License Number]