



STATES OF AFFAIR

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v. Employee
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Greetings!

Happy November! Miles Consulting would like to thank all of their clients for their continued support during the past year.

As fall kicks into full gear, we invite you to take a few minutes to enjoy this month's articles. We feature a guest blogger, Peter Del Monaco, who discusses the classification differences between an independent contractor and an employee. We also discuss what you need to know about holiday shopping and online sales tax. Also included this month are some general facts about marketplace facilitation. And our state spotlight this month is on Louisiana, the Pelican State.

Happy Thanksgiving!

Fondly,
Monika Miles & Bill Loew
Miles Consulting Group, Inc.



GUEST BLOG: INDEPENDENT CONTRACTOR V. EMPLOYEE CLASSIFICATION- TRUTH OR CONSEQUENCES

Thank you to Peter Del Monaco for this month's guest blog. Companies sometimes contact us at

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*Miles Consulting about
multistate payroll related
matters, and we then refer
many of those requests to
Peter, who specializes in
such things!*



Many employers, especially those small and mid-sized, are economically and professionally negatively impacted after undergoing a worker classification audit - federal or state. They are caught off guard and some have difficulty ever recovering from the financial impact. Independent contractor and/or worker classification audit defense is an area I spend much of my professional time and want to share with you what I have learned ("the truth") over the years in order for you to perhaps eliminate ("the consequences") from a worker classification audit.

To read more about the classification of independent contractor v. employee, [click here](#).

WHAT YOU NEED TO KNOW ABOUT HOLIDAY SHOPPING AND ONLINE SALES TAX

Holiday shopping can be a time of mixed emotions for retailers. While they may be grateful for the increased sales the season brings, more purchases mean more sales tax responsibilities for them to worry about.



To read more about holiday shopping and online sales tax, [click here](#).

ARE YOU A MARKETPLACE FACILITATOR?

As the preference for online shopping continues to expand, many states have passed [marketplace facilitation legislation](#). Since legislation does vary state to state, it is important to be prepared and understand your tax obligations as a marketplace facilitator. In this article we will break down areas that our marketplace facilitator clients have difficulties with and how we are able to help them. But first, let's start with the basics. How do you know if your organization is a marketplace facilitator (or "MPF")?



To learn more about marketplace facilitation, [click here](#).

FOCUS ON LOUISIANA

We travel south this month to Louisiana, the Pelican State. It is the 19th smallest by area and the 25th most populous of the 50 states.



Louisiana is known for its soulful music, amazing food and rich heritage. The state's multicultural background comes together in the form of festivities and lively interactions with the locals. Its annual Mardi Gras festivities and extravagant floats bring visitors from all over the world.

[Click here to learn more about the tax landscape in Louisiana.](#)

What's Up at Miles Consulting?

Networking:

[NAWBO-SV](#)

Join us at the WIB Leadership Holiday Mixer on December 1 at 6 pm at the Triton Museum of Art in Santa Clara. Hope to see some of you there! For more information on the event, [click here](#). Miles Consulting is proud to be a corporate sponsor of NAWBO Silicon Valley!

[AFWA](#)

Due to the coronavirus, AFWA's events are currently suspended. Stay tuned to updates on upcoming events.

Educating/Speaking:

Our blogs are frequently featured on [Tax Connections](#).

Don't forget- We do customized multi-state tax presentations for local accounting firms; invite us to do one at your firm! Stay tuned for upcoming webinars!

For more information, please call us at 408-266-2259

About Miles Consulting

Miles Consulting Group is a professional services firm specializing in multi-state tax solutions. We address state and local tax issues for our clients, including general state tax consulting, nexus & taxability reviews, audit support, voluntary disclosure agreements, and other special projects. We also specialize in SaaS and other technology industries. For more information, visit www.milesconsultinggroup.com.