



## **Overview**

- As a part of becoming a RESICAP vendor, you must procure and maintain WC insurance for the duration of any RESICAP job you work on
- Vendors are required to provide WC coverage of \$1M
- If your WC coverage lapses and an injury occurs to your employee or your sub, then RESICAP's WC policy could be adversely impacted; hence, the WC requirement of smaller vendors or ones that qualify for state exemption, too.

## **Who does this requirement apply to?**

- All vendors regardless of size
- All contracts even if minor in scope

## **What if my state doesn't require me to purchase workers compensation (WC) insurance?**

- In Georgia, for example, certain types of companies (e.g., LLC's & sole proprietors) with less than 3 employees are not required by law to carry WC insurance. However, RESICAP has more stringent requirements than the state/gov't (i.e., our independent contractor agreement/ICA requires you maintain WC insurance coverage)
- RESICAP could be deemed a statutory employer for your injured worker

## **What if I subcontract out RESICAP's contract to other 1099's?**

- You are the prime sub; as such, you are required to procure WC for your contract, nonetheless
- You should cause your subs to maintain WC, too, as is required by the governing ICA

## **I'm a sole proprietor. What are my options and what would a WC Policy protect?**

- Obtain a WC policy to meet the requirements and exclude your salary.
  - Less expensive option
  - No salary protection for the sole proprietor
  - Meets RESICAP WC requirements
- Obtain a WC policy to meet the requirements and include your salary on the policy.



- WC Policy premium commiserate with your salary
- Have access to the medical and disability benefits associated with the WC policy in the event of a workplace injury
- Meets RESICAP WC requirements

### **What if my insurance agent said they couldn't get WC coverage for me?**

- If you can't procure coverage on your own, HUB can provide you with a contact to help you through that process.
- Craig Dedrick | [Craig.Dedrick@Hubinternational.com](mailto:Craig.Dedrick@Hubinternational.com) | 704-651-9609

### **Are there any other options?**

- RESICAP reserves the right, in its sole and absolute discretion, to waive the WC requirement.
  - However, there is a contractual charge. The charge depends on the scope of the work and the total contract value.
  - Job awards and work orders may be awarded to other vendors who possess WC insurance before those that don't.