

Employee vs Independent Contractor For Dental Hygienists



Employee W-2

INDEPENDENT CONTRACTOR 1099

Employee under IRS guidelines



Self-employed Independent contractor

Employee receives Form W-2
Employer pays portion of tax



Hygienist receives Form 1099-NEC
Responsible for self-employment and income taxes

Employer-sponsored benefits
may be provided



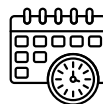
Hygienist chooses and manages
benefits independently
(including Marketplace options)

Earnings are based on a fixed wage
with limited ability to influence
income beyond employer-defined
compensation



Income potential is driven by self-
set rates, demand, and business
decisions, with greater
opportunity to increase earnings

Schedule and workload are directed by
the employer
Hygienist works within employer-
established systems and processes



Hygienist maintains full control over
schedule, workload, and client
relationships, allowing for greater
flexibility and less burnout



For educational purposes only. Not legal or tax advice. Classification is determined by the IRS based on the full working relationship. Consult a qualified professional or the IRS for guidance. www.dentalhygieneboss.com