Q. Who actually employs the worker?

BOSS does. Every placed worker becomes a W-2 employee of BOSS. That puts employer obligations, from payroll taxes to workers' comp, on us instead of you or your client.

Q. What stays in my control?

Everything client-facing. You own the relationship, negotiate the bill rate, and decide who gets placed. BOSS never markets to or recruits from your clients.

Q. How do contracts work?

You use our pre-approved Client Services Agreement, a tri-party contract naming your agency (Partner), BOSS (Company), and your client (Client) so all three parties are covered. You can add your own terms and brand it to your standards. Prefer your own contract? Send it our way for review and approval.

Q. What if my client has their own contract, or is already active?

A Client Services Addendum can be added to a client-presented contract, or to an existing contract with an active client, naming BOSS as your back office and EOR provider. No need to renegotiate the whole agreement.

Q. How is workers' comp handled for each opportunity?

Office, IT, accounting, admin, and remote professional positions typically fall under code 8810. For anything else, our workers' comp broker assigns the appropriate code based on the facility's governing class code and the positions you'll place, before the assignment starts.

Q. Can my client get a Certificate of Insurance?

Yes. COIs are available on request; adding an additional insured, certificate holder, or special descriptions-of-operations language takes 2 to 4 business days.

Q. How do I get paid?

BOSS invoices your client at your bill rate, pays the worker, covers the employer costs, and remits your margin. You see the full breakdown, so there are no surprises in your spread.

Q. What does it cost?

Your portal includes a custom calculator. Before enrolling it shows maximum retail rates; after enrollment we customize pricing built into your calculator for each client opportunity, based on headcount, assignment terms, pay and bill rates, and target margin.

Q. How fast can a placed worker start?

Once you send the placement details, BOSS begins onboarding right away. Most workers can start as soon as their onboarding paperwork and any client-required screening are complete.

Q. What if something goes wrong on assignment?

Workplace injuries, unemployment claims, and employment issues come to BOSS as the employer of record. We manage the process and keep you informed, so one incident doesn't consume your desk.

Q. How do I get started?

Visit backofficenow.com or call 855-508-BOSS (2677). After enrollment we introduce a Relationship Manager to your account for portal training, and our rebrandable Welcome Kits help you set expectations with your talent and clients from day one.