

## 1099 Positions

The Career Center seeks to maintain a positive relationship with employing organizations from every sector of the economy. Some conditions of employment, however, are outside the range of opportunities that we would like to offer students. On-campus recruiting, attendance at career and internship fairs and/or postings to Handshake will be open to commission sales organizations only if they agree to the following conditions:

- Commission-based positions will be posted for alumni only. No commission-based internships will be approved for posting.
- Any candidate leaving the organization will not be found to be in debt to the organization for training expenses or for “draw against commission” in lieu of salary in cases where it is alleged that commissions earned failed to cover the amount of the draw.

### **Network Marketing**

Network marketing organizations and franchises are not considered “employers” by Career Services and are not eligible to participate in any employer services. Such organizations are those that engage in one or more of the following practices:

- Sponsorship of an individual in setting up his/her own business for the purpose of selling products or services and/or recruiting other individuals to set up their own business.
- Requirement of an initial investment from individuals, with the organization itself serving as an umbrella or parent corporation. The initial investment may be a direct payment of a fixed fee, payment to attend an orientation or training session, and/or purchase of a starter kit.
- Compensation is often in the form of straight commission, fees from others under their sponsorship in the organization, and/or a percentage of sales generated by others.
- Requirement of “employee” to collect and deposit their gross paycheck amount from the organization, then holding back money for advertising, promotion, administrative or other back office costs before the remainder is released as a net paycheck.