18:00:43 From Sybil Johnson - Narrator to Everyone : Hello from Pasco County!

18:01:01 From Carolyn Quintin to Everyone : HI from St. Petersburg

18:01:31 From Sean McGinty to Everyone : Raleigh, NC

18:01:32 From Fred Baker to Everyone : Hi everyone! I am in Gulf Breeze (WAY up north by Pensacola!) :)

18:01:33 From Jonathan Cornwell to Everyone : Hello from Gulfport :)

18:01:37 From ATD SUNCOAST to Everyone : Lakewood Ranch

18:01:43 From Ashley Ingram to Everyone : hi from Northwest Arkansas! Saw this advertised on LinkedIn and it grabbed my attention. Thanks for opening outside your area ;)

18:01:45 From Melanie to Everyone : Hi from Sarasota

18:01:51 From Stevan Alvarez to Everyone : Riverview

18:01:58 From John Loblack to Everyone : Hi, this is Dr. Loblack from Tampa, FL.

18:02:01 From Sherri Sutton to Everyone : They moved it to Reactions

18:02:02 From Fred Baker to Everyone : Reactions are in the bottom toolbar on the right side

18:02:07 From Monica Sandler, she/her recovery firm trainer at EstateWorks to Everyone : Monica from Northern Tampa

18:03:01 From Sean McGinty (ATD Suncoast VP of Communities of Practice) to ATD SUNCOAST(Direct Message) : He can you rename?

18:03:56 From Allie to Everyone : Allie Stokes

18:04:23 From Sherri Sutton to Everyone : Sherri from Palm Harbor, Florida

18:05:26 From Rebecca Ford to Everyone : Rebecca from TN

18:05:52 From Stevan Alvarez to Everyone : Mine is under "Participants"

18:06:19 From Brenda A to Everyone : Mine is also under 'participants'

18:06:41 From Fred Baker to Everyone : Who was been consulting for less than 5 years?

18:07:22 From Janiyah Brooks to Everyone : Me

18:11:31 From Brenda A to Everyone : Ability to advise with a degree of expertise

18:11:32 From Jo Ann Froman to Everyone : Not employed by an employer

18:11:46 From ken.garcia to Everyone : Someone working on their own, shorter term work

18:11:49 From Robin McPherson to Everyone : A person who is providing services and resources on a topic that they are expert in

18:11:52 From Allie to Everyone : Someone who works to get own clients to service their expertise

18:11:54 From Ashley Ingram to Everyone : An external person/group paid for services outside of the employer with expertise in a specific area. Not a w2 ee

18:11:54 From Elizabeth Windsor-Post to Everyone : Not employed by employer, contracted

18:11:55 From Khris K. Bhattan to Everyone : A person that can solve problems for others.

18:12:04 From Carolyn Quintin to Everyone : Contract for work and take care of my own taxes!

18:12:09 From Robin McPherson to Everyone : Self employer

18:14:22 From Ashley Ingram to Everyone : Where do you see 'freelancer' in this landscape? Contractor?

18:14:31 From Elizabeth Windsor-Post to Everyone : Would it be appropriate to be both?

18:17:23 From Carolyn Quintin to Everyone : Freelancer is just another term we used to use

18:17:44 From Carolyn Quintin to Everyone : People who do work for FIVERR.com might be considered that term

18:18:24 From Sybil Johnson - Narrator to Everyone : How about the difference between Contractor and Vendor?I've been a contractor/vendor for 17 years as a narrator/character voice actor for elearning and training modules.

18:18:58 From Ashley Ingram to Everyone : Thank you!

18:19:05 From Jo Ann Froman to Everyone : GIG economy?

18:19:28 From Carolyn Quintin to Everyone : The corporations tend to use their own terminology in formal, legal contracts.

18:23:21 From Michelle.Lyons to Everyone : Health Insurance costs... I assume they are very high as an independent contractor

18:23:32 From Kari (Knisely) Word to Everyone : Yes Michelle!

18:23:39 From Jo Ann Froman to Everyone : Money and taxes: quarterly income reports State and Federal

18:24:52 From Kari (Knisely) Word to Everyone : Never! haha

18:25:08 From Allie to Everyone : Pro: you can select the work you are most interested in doing

18:25:20 From Kari (Knisely) Word to Everyone : Yes, Allie so true

18:25:58 From Michelle.Lyons to Everyone : Ah. Trust issues. For sure!

18:25:58 From Jo Ann Froman to Everyone : Biotech firms are allowing parts of their workforce to WFH.

18:28:36 From Michelle.Lyons to Everyone : What's your favorite thing about being a IC?

18:29:11 From Carolyn Quintin to Everyone : No, but partner with other trainers to do a project

18:29:14 From Kahla V to Everyone : I'm interested in growing so that I can someday provide mentorship

18:29:16 From ATD SUNCOAST to Everyone : My fave thing is setting my own hours - I'm not a morning person and those 7am meetings were awful!

18:29:18 From Sybil Johnson - Narrator to Everyone : I plan to stay solo

18:29:29 From Robin McPherson to Everyone : I'd be interested in having employees if the demand is needed

18:29:34 From Khris K. Bhattan to Everyone : In the past 3 years we have grown to 2 full time W2 employees.

18:29:38 From Rebecca Ford to Everyone : scares me to death to ha e employees but I wouldn’t be opposed to it. i think it’s more the fear of not knowing how to do it. seems overwhelming to me.

18:29:42 From Elizabeth Windsor-Post to Everyone : My sister is retiring soon, so we’re considering expanding

18:29:51 From Michelle.Lyons to Everyone : I'd like to avoid it if possible but I would consider having a virtual assistant

18:29:52 From Jonathan Cornwell to Everyone : I've founded and run five businesses. I'm not interested in making payroll for a bunch of good folks any more.

18:30:29 From Julia Smith to Everyone : I subcontract with some trusted individuals

18:30:44 From Julia Smith to Everyone : especially administrative stuff like billing

18:31:48 From ATD SUNCOAST to Everyone : EIN - Employer ID Number

18:32:03 From ATD SUNCOAST to Everyone : TIN - Taxpayer ID Number

18:32:36 From Carolyn Quintin to Everyone : And in your checking account for your business separate from your personal account, use EIN number. I just received PPP loan and had to have a business bank account with EIN in order to receive the deposit

18:32:37 From Julia Smith to Everyone : I actually help IDs set up their websites if anyone is interested

18:33:09 From Robin McPherson to Everyone : I just hired someone from Fiverr to do my logo!

18:33:53 From Carolyn Quintin to Everyone : The trend for business name is YOUR NAME so that's why mine is, sort of. Quintin and Associates, Inc. which is an S-corp

18:34:45 From Kari (Knisely) Word to Everyone : Thank you for those points Carolyn and Julia!

18:35:12 From Kari (Knisely) Word to Everyone : I struggled with that Carolyn. Thank you!

18:35:42 From Kari (Knisely) Word to Everyone : Awesome Robin!!! I was impressed on the ease of the process!

18:37:05 From Kari (Knisely) Word to Everyone : If you have a company already, what type did you go with?

18:37:26 From Robin McPherson to Everyone : Depening on your business you may have coverage under a professional organization

18:37:32 From Julia Smith to Everyone : LLC provides a level of liability protection

18:37:34 From Robin McPherson to Everyone : for insurance

18:38:12 From Julia Smith to Everyone : my cpa (mom) told me to go that route because it was just me and it gives built in protection

18:38:33 From Carolyn Quintin to Everyone : I have liability insurance $2 million because large corporation required that with a rider with their name. That much costs $395 per year

18:39:53 From Kari (Knisely) Word to Everyone : Nice Carolyn. Who did you get yours with? I had Hartford for one of them and have heard they are very common

18:41:30 From Carolyn Quintin to Everyone : Travelers for liability for me

18:44:32 From ATD SUNCOAST to Everyone : I have The Hartford

18:44:43 From ATD SUNCOAST to Everyone : $2million policy

18:46:19 From Kari (Knisely) Word to Everyone : I didn't get insurance until I was required to by a client. I think I pay less than $600 annually for the Errors and Omissions then the Liability.

18:47:01 From Kari (Knisely) Word to Everyone : And I usually have money left over which is a nice surprise :)

18:47:26 From Sybil Johnson - Narrator to Everyone : What is that called? The IRS doohickey?

18:47:40 From Kari (Knisely) Word to Everyone : Electronic Federal Tax Payment System EFTPS

18:47:47 From Jo Ann Froman to Everyone : To Florida and Federal?

18:47:50 From Kari (Knisely) Word to Everyone : IRS

18:48:16 From Monica Sandler, she/her recovery firm trainer at EstateWorks to Everyone : EFTPS is also what you use if you every OWE them big chunks of money. Learned the hard way….

18:49:33 From Kari (Knisely) Word to Everyone : In a good way though. haha

18:51:06 From Kari (Knisely) Word to ATD SUNCOAST(Direct Message) : 10 minutes warning

18:51:28 From Khris K. Bhattan to Everyone : Research, research, research...don't be afraid to charge what you are worth!

18:53:27 From ATD SUNCOAST to Everyone : Khris - TOTALLY RIGHT

18:54:02 From Carolyn Quintin to Everyone : National Speakers Association www.nsaspeaker.org

18:54:08 From ATD SUNCOAST to Everyone : Add your resources here: https://docs.google.com/document/d/1OsPylqjZ3PBTVKutC\_1aOkxdnjQkEhB6A878jXpJ5o0/edit

18:54:20 From Carolyn Quintin to Everyone : NSA Central Florida chapter in Tampa area www.nsacentralflorida.com

18:54:26 From ATD SUNCOAST to Everyone : We'll send this out (with the PPT) after the session

18:55:33 From Carolyn Quintin to Everyone : LinkedIn have received paid work from organization/HR/L&D people finding me.

18:56:08 From Sybil Johnson - Narrator to ATD SUNCOAST(Direct Message) : Jen - Maybe you can help me out. I've been trying to add myself as a vendor in the local ATD site for months, but it always says registration is closed. Any insights, in case others want to add themselves, too? THanks!

18:56:08 From ATD SUNCOAST to Everyone : LinkedIn has been great for me

18:56:24 From Julia Smith to Everyone : ive been using indeed lately

18:56:36 From Julia Smith to Everyone : can be dicey but good stuff comes through

18:56:42 From ATD SUNCOAST to Everyone : Sybil, I'll follow up with you after this session

18:56:49 From Sybil Johnson - Narrator to ATD SUNCOAST(Direct Message) : Thanks!

18:58:09 From Carolyn Quintin to Everyone : Social Selling Index for LinkedIn -- check your number here:

18:58:14 From Monica Sandler, she/her recovery firm trainer at EstateWorks to Everyone : If you bill by project shouldn’t you have that in the signed agreement?

18:58:18 From Carolyn Quintin to Everyone : LinkedIn.com/sales/ssi

18:58:36 From Monica Sandler, she/her recovery firm trainer at EstateWorks to Everyone : And possibly have billing deadlines WITHIN the project timeline.

18:59:22 From Ashley Ingram to Everyone : I never knew about SSI. THANK YOU!

19:00:13 From Kari (Knisely) Word to Everyone : Upcoming ATD EventsFebruary 18 @ 6pm EST for A Fresh Research on L&D Employment and Pay w/Dr. Jane Bozarth of the Elearning Guild: https://atdsuncoast.org/event-4149339 Feb 23 @ 7:30pm EST CPTD & APTD Info Session email Lori Ann Roth at lar@larg.com February 25 @ 6pm EST for our Virtual Learning on Tap https://atdsuncoast.org/event-4160950

19:00:19 From Jo Ann Froman to Everyone : Great job Jenn and Kari

19:00:21 From Sherri Sutton to Everyone : Great job!! You guys are awesome!!!

19:00:41 From Ashley Ingram to Everyone : This was great! Thank you

19:01:22 From Kari (Knisely) Word to Everyone : Please take a few minutes and let us know your reflections from the event this evening: https://forms.gle/5v4pyALUR74Nyv167

19:01:41 From Sybil Johnson - Narrator to Everyone : For anyone wanting to collaborate on portfolio building:Sybil Johnson - Narrator/Voice Actorwww.sybiljohnson.comsybil@sybiljohnson.com727-276-2918

19:01:42 From Allie to Everyone : Thank you, both.

19:01:45 From Sherri Sutton to Everyone : We need permission for the form.

19:01:47 From Caroline Adams to Everyone : thank you! very insightful

19:01:51 From Sherri Sutton to Everyone : Can you share it?

19:01:53 From Kahla V to Everyone : thank you!

19:01:53 From Stevan Alvarez to Everyone : The site said "You need permission"

19:01:55 From Kari (Knisely) Word to Everyone : KariLinkedIn: https://www.linkedin.com/in/kariword/Personal Website: https://kariword.com/ LLC Website: https://instructionaldesignstudio.com/ Other Jobs for Teachers Website: https://otherjobsforteachers.com/ JenLinkedIn: https://www.linkedin.com/in/jennbuckley/ LLC Website: http://jbuckleyconsulting.com/ jennifer@atdsuncoast.org

19:01:56 From Ken Garcia to Everyone : Thank you everyone, very informative session.

19:02:16 From Jonathan Cornwell to Everyone : Thank you! Well done! :)

19:02:40 From Kia Hill to Everyone : Thank you! great information and well organized

19:02:54 From Kari (Knisely) Word to Everyone : https://docs.google.com/document/d/1OsPylqjZ3PBTVKutC\_1aOkxdnjQkEhB6A878jXpJ5o0/edit?usp=sharing

19:03:03 From Kahla V to Everyone : that works

19:03:36 From ATD SUNCOAST to Everyone : jennifer@atdsuncoast.org

19:03:48 From Michelle.Lyons to Everyone : This was SUPER helpful! Thank you both soooooo much!

19:06:12 From Kari (Knisely) Word to Everyone : Glad to hear Michelle!

19:06:35 From Sybil Johnson - Narrator to Everyone : An entire session on finding the work would be great. :)

19:07:16 From Kari (Knisely) Word to Everyone : Thank you Sybil!

19:10:18 From Sybil Johnson - Narrator to ATD SUNCOAST(Direct Message) : Would love to help coordinate a session with an ID and voice talent John Kissinger about why the audio being top quality is so important to engage learners.

19:10:25 From Michelle.Lyons to Everyone : And how about recall?

19:10:31 From Michelle.Lyons to Everyone : Ugh!

19:13:51 From Laine Istvan to Everyone : Thank you everyone!

19:13:57 From Sybil Johnson - Narrator to Everyone : Thank you Kari and Jen!

19:14:25 From Kahla V to Everyone : Thank you! This event was great!

19:14:47 From Sybil Johnson - Narrator to Everyone : We have your permission to be a pest to our ATD folks?

19:16:30 From Sybil Johnson - Narrator to Everyone : That's a great idea! Thanks, Jen.