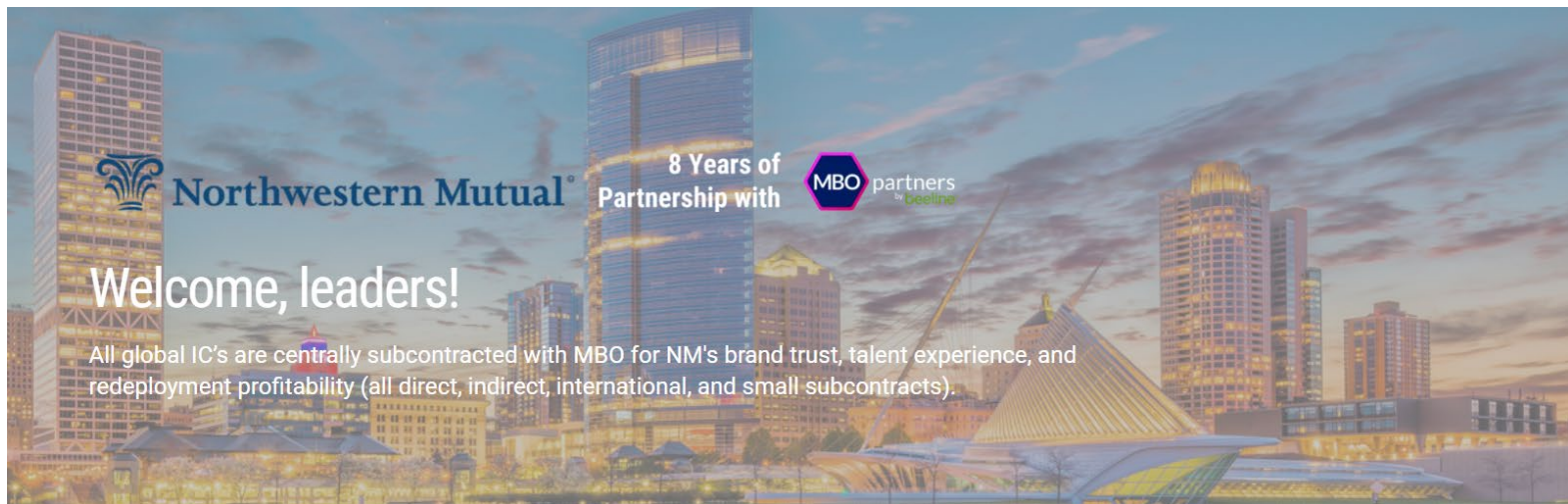




## For Northwestern Mutual:

**MBO partner for centralized & turnkey IC compliance, engagement, and indemnification –**

**MBO safeguards Northwestern Mutual from misclassification risks**

## For Independent Contractors (IC's):

**Premium Northwestern Mutual perk for IC brand experience –**

**Dedicated & personalized Northwestern Mutual MBO IC white glove service**

### 1. MBO Partners provides Northwestern Mutual with centralized & turnkey IC compliance, engagement, and indemnification – MBO safeguards Northwestern Mutual from misclassification risks:

- Rigorous MBO qualification, vetting, and audit defense file
- Background check and/or drug testing
- MBO updates annually and/or every new project to ensure IC's remain compliant not only for ongoing projects, but for every project
- Transparent and consistent pricing

### 2. Ease Northwestern Mutual's administrative burdens:

- Speed to revenue recognition & growth efficiency
- Streamlined, faster onboarding
- Northwestern Mutual MBO contract flows down to every IC SOW/PO
- Centralized IC invoicing, reporting, and savings

### 3. Recruit & redeploy IC's from Northwestern Mutual's private marketplace:

- Simple to redeploy known Independent Contractors for new, faster, cheaper and with full compliance
- Frictionless engagement for AARP, simplifying onboarding, compliance and payments.

### 1. Premium Northwestern Mutual perk for IC brand experience – Dedicated & personalized Northwestern Mutual MBO IC white glove service:

- MBO digital dashboard for projects & payments
- Market-leading net 30 day terms (faster vs. subcontract)
- Recruit & redeploy IC's from Northwestern Mutual's private marketplace

### 2. Ease IC administrative burdens:

- IC's focus on billable hours & value delivery
- MBO safeguards IC compliance risks
- Articles, insurance, control, benefits, etc.
- Future conversion to Northwestern Mutual FTE

### 3. MBO supports:

- Dedicated talent support from the MBO Talent Experience and Support Team
- Streamlined onboarding for niche Northwestern Mutual talent (IC, freelancers, lite)

- [\*\*NORTHWESTERN MUTUAL MBO Program Website\*\*](#)
- [\*\*Vendor Qualification Criteria\*\*](#)

Notice: The contents of this document are private and confidential.