

**Nonprofit seeking California-compliant freelancers. It highlights every benefit for freelancers, from financial freedom to compliance assurance, and ends with a powerful call to action:**

**Join Our Team: Be a California-Compliant AI Freelancer for Nonprofits!**

**Are you ready to transform the nonprofit sector and your own career—using cutting-edge AI technology?**

**We're hiring passionate, tech-savvy freelancers to help nonprofits across California build and deploy AI-powered fundraising and donor management agents all while staying 100% compliant with state law.**

**Why You'll Love Working With Us**

**Generous, Transparent Compensation:**

**Earn up to 55% commission on every service you deliver to our nonprofit clients your hard work pays off directly!**

**Flexible payment schedules get paid promptly, with clear terms and a written contract every time.**

**Tax Benefits & Financial Freedom:**

**You're in control of your income and taxes as a freelancer, you manage your own tax filings and maximize your deductions.**

**No hidden fees or surprises California law ensures you're protected and paid on time.**

**Learn, Grow, and Lead:**

**Master the latest in AI compliance, fundraising tech, and donor management become an expert in a high-demand field.**

**Access our exclusive training and resources boost your skills and marketability in just days!**

**Make a Real Impact:**

**Empower nonprofits to use AI responsibly help them raise more funds, serve more people, and stay compliant with California's strictest laws.**

**Be part of a mission-driven community your work directly supports causes that matter.**

**Legal Protection & Peace of Mind:**

**Work with confidence every engagement is backed by a clear, California-compliant contract.**

**No retaliation, no surprises your rights are protected under the Freelance Worker Protection Act.**

**Ready to Take the Next Step?**

**We're hiring now!**

**Don't miss your chance to join a forward thinking team, earn great income, and make a lasting difference. Whether you're a seasoned pro or eager to learn, we'll help you succeed every step of the way.**

**Apply today and become a California-Compliant AI freelancer!**

**Visit our website, sign up for our next training, and start building your future with us. Your skills. Your income. Your impact. All protected by California law. Join us now—let’s change the world, one nonprofit at a time!**

To hire freelancers legally in California under the new laws effective January 1, 2025, nonprofits must follow these key steps:

- **Use a Written Contract:**
  - For any freelance engagement valued at \$250 or more (either as a single contract or aggregated with other contracts between the same parties within 120 days), a written contract is required<sup>157</sup>.
  - The contract must include:
    - Names and addresses of both the nonprofit and the freelancer.
    - Itemized list of services, their value, and compensation rate or method.
    - Payment date or mechanism for determining it.
    - Due dates for services rendered<sup>246</sup>.
- **Pay on Time:**
  - Payment must be made by the date specified in the contract.
  - If no date is specified, payment is due within 30 days of service completion<sup>167</sup>.
- **Retain Records:**
  - Keep copies of all freelance contracts for at least four years<sup>27</sup>.
- **Protect Against Retaliation:**
  - Do not retaliate against freelancers for asserting their rights under the law or for filing complaints<sup>267</sup>.
- **Classify Correctly:**
  - Ensure the freelancer truly qualifies as an independent contractor under California’s strict “ABC Test”—not an employee.

- **A:** The worker is free from the hiring entity’s control and direction.
  - **B:** The work is outside the usual course of the hiring entity’s business.
  - **C:** The worker is customarily engaged in an independently established trade<sup>5</sup>.
- **Update Policies:**
    - Include protections for freelancers in your anti-discrimination and anti-retaliation policies<sup>1</sup>.

By following these steps, a nonprofit can legally and compliantly hire freelancers in California.

In California, what you’re describing—where a freelancer receives a percentage (e.g., 55%) of the revenue generated from clients or services they bring in or perform for your nonprofit—is commonly called commission-based compensation or revenue sharing (sometimes “finder’s fee” if they only bring in clients, but for ongoing service, “commission” is more accurate).

#### How This Works Under California Law Commission Agreements Are Allowed:

California law permits freelancers to be paid on commission, as long as the arrangement is clearly defined in a written contract.

The Freelance Worker Protection Act (FWPA) requires that all contracts for professional services over \$250 (either per job or aggregated over 120 days) must be in writing and specify the compensation method.

#### What Must Be in the Contract:

Names and addresses of both parties.

Detailed description of the services or sales duties.

Compensation terms (e.g., “The freelancer receives 55% of gross revenue from clients serviced under this agreement; the nonprofit receives 45%.”)

Payment timing (e.g., within 30 days of receipt of client payment, unless otherwise agreed).

Record retention (keep contracts for at least four years).

#### Tax Considerations:

The freelancer is responsible for their own taxes; your nonprofit should not withhold taxes unless the worker is actually an employee (which is rare under California’s strict independent contractor rules).

#### Anti-Retaliation:

You may not retaliate against the freelancer for asserting their rights under the FWPA.

#### No Hidden Fees:

All compensation terms must be transparent and included in the contract.

#### How to Document This

##### Sample Clause for Commission Agreement:

“The Freelancer shall receive 55% of the gross revenue collected from clients serviced under this Agreement, and the Nonprofit shall receive 45%. Payments will be made within 30 days of receipt of client payment. The parties agree to maintain accurate records of all client payments and commissions paid.”

#### Summary Table

##### Requirement Description

Written Contract	Required for all agreements over \$250
Compensation Terms	Must specify commission/revenue split and payment timing
Record Keeping	Retain contracts and payment records for at least four years
Tax Responsibility	Freelancer is responsible for their own taxes
Anti-Retaliation	Nonprofit may not retaliate for asserting rights under FWPA

##### In summary:

Yes, you can pay freelancers on commission (e.g., 55/45 split), as long as the terms are clearly written in a contract and you follow California’s new freelance worker protections.

