

Compensatory or Noncompensatory Payment?

Is there a work requirement?

YES

NO

Person must be paid as an exempt or nonexempt employee.

Does the individual provide any type of service for the organization?

NO

YES

Conducting independent research and is **NOT** providing patient care, research as assigned by a supervisor or any other work for the organization, may be eligible to receive Noncompensatory payments.

Conducting research or executing transactions on behalf of the organization, then must be paid as an exempt or nonexempt employee.

Would you need to hire someone to perform the work if this individual were not here?

YES

NO

Conducting research or executing transactions on behalf of the organization, then must be paid as an exempt or nonexempt employee.

Conducting **INDEPENDENT** research and is **NOT** providing patient care, research as assigned by a supervisor or any other work for the organization, may be eligible to receive Noncompensatory payments.