



Working With Art+Logic

This file contains important information about working with Art & Logic, Inc, and provides additional information and answers frequently asked questions. You can also read the information that's on our careers site at artandlogic.com/careers.

The Specs

- *Employment status:* Contractor (1099 in US)
- *Pay structure:* Hourly
- *Rate:* \$40-\$65/hour depending on experience. (The top of this range is reserved for Project Managers and Tech Leads.)
- *Geographic location:* Work from home, anywhere in North or South America
- *Typical project length:* Projects typically vary between 6 weeks–6 months, but many run longer; our goal is to work with developers long-term and not just for one project
- *Typical team size:* 1-3 developers plus design, QA, and project management
- *Work hours:* Flexible
- *Travel:* Minimal to none

Frequently Asked Questions

1. *I have other clients. Is that a problem?*

If you do have other commitments, we just need you to communicate honestly about your availability so we can make intelligent project scheduling decisions.

2. *I'm the world's leading expert on {one specific or obscure technology}. Should I apply?*

Probably not, if that's the only type of work you do. Expertise is great, but flexible developers comfortable working in a wide variety of technologies are strongly preferred.

3. *I'm still in school/I have a full-time gig and have lots of free time during weekends and evenings for side work, etc. Can I contract with Art+Logic?*

Sorry, but this is professional level work for career freelance programmers. There is flexibility in working hours, but only working nights and weekends is not a good fit here. Our teams have project and client calls that happen during normal business hours.

4. *I sometimes do projects with my friends and colleagues. Can they work on Art+Logic tasks?*

You are welcome to invite others to our qualification process, but all developers must be approved by Art+Logic.

Contracting 101

- *Variety*: Contracting with Art+Logic offers flexibility and freedom. You'll get to work on a range of exciting projects in a wide variety of industries, with the added flexibility of being your own boss when it comes to when and where you work.

- *Payment*: Contractors are paid hourly; payment is sent once per month. At the end of each month, you'll submit an invoice via email. You'll receive your payment within 30 to 45 days after the pay period. Note that this means the very first payment may not arrive until after the second month of work.

- *Benefits & Vacation*: Contractors are compensated for every hour worked and are not eligible for paid time off (holidays, vacations, or sick time). Health insurance is not available to contractors through Art+Logic, but you may be eligible for group coverage through your college alumni association, professional club or organization, or through a state program.

- *Taxes*: Taxes are not withheld from payments to contractors. In the US, this means that you'll be responsible for paying estimated quarterly tax payments. Staying current with these payments is essential, since there are penalties if you underpay. We provide a 1099-MISC for any developers that require them. For US contractors, you must still file taxes normally before the federal filing deadline. Operating as a business can offer tax advantages that aren't available to employees of other companies; consider speaking with a tax professional about your particular situation.

Recruiting Process Steps

1. Complete and submit Part 1 of the Art+Logic Programming Challenge.
2. Evaluation of Part 1: Typically 1 week or less. Applicants with passing submissions move on.
3. Assignment, completion and submission of Part 2 of the Challenge.
4. Evaluation of Part 2: Typically 1-2 weeks. Applicants with passing submissions move on.
5. Assignment of Part 3 (a questionnaire) and completion of a current skills list. Applicants with especially good challenge submissions will be added to our pool of developers to be interviewed. When we have a need to grow our team, we look into that pool for developers with both the most pertinent matches of skills and experience for our immediate need and breadth of experience and skills that would make great long-term Art+Logic engineers.

6. Phone interview with senior members of the Art+Logic management team. Some project placements may require that applicants go through one more round of screening by that project team to help evaluate more specific skill and background questions to help identify the best fit for the project.

7. Assignment to your first project and onboarding at Art+Logic.

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