* 1. Sticky Questions/Logistical/Eligibility:
     1. Sticky questions:
        1. Q1. Where are you currently located?
           1. Follow what SA stated in terms of current location for this opp and be aware of what’s near and around
        2. Q2: You are located in the same location as our office. Can you do a F2F (face to face interview)?
           1. Attempt to get it phone (first) or Skype (second), because you’re wrapping up project (if this aligns with what SA stated)

Note – If the project being interviewed for is in the same current location that the SA stated or the location of your last project, be prepared to speak about the location – where was your office compared to the new project office?

* + - * 1. Ultimately, if it’s non-negotiable, ask if vendor is willing to pay for logistics, and also note you’ll check your schedule and get back to them with some dates for travel if F2F is necessary
      1. Q3: Have you always been a 1099 consultant or a W-2 employee?
         1. “I have been a contractor for a long time (state some reasons why you’ve enjoyed contracting the past several projects), and I’d like to remain that for the time-being (again, stressing what you enjoy about it)” (critical to still \*do\* convey flexibility in C2H, if required).
      2. Q4: I wanted to clarify your requirement on the rate.
         1. We must address this one way with vendor and another with client.

Vendor – “Yes, I’ll double check my email – I believe we’ve already negotiated. Let me go back as soon as this chat is over, double check, and send to you if not already. Def want to get rates and things in writing, and just ensure I’m doing us both justice by giving a cost-of-living research-based decision.”

Client – “Ah, yes – I’m going through X vendor and Y recruiter – they negotiate the hourly rate – I’ve been with my recruiter on that – I’ll ask him/her to share those details with you if not already.”

Vendor Relationship Manager Model / Relationship with Brighter Brian already established – only if speaking to vendor – “Ah, yes – Vendor Relationship Manager name negotiates/handles all that – you’ve probably been in contact with him/her already - if he/she hasn’t shared – I’ll get that info to you post the call via him/her.”

* + - 1. Q5: What is your W-2 required rate, after the contract portion of the C2H is over?
         1. “Since that’s several months down the line, I’d like to discuss it closer to that time to give the most accurate figure and to also put it in writing. I def see myself at this opp for a LONG time – VERY intrigued by the requirements and production environment – if you \*must\* have a figure sooner rather than later (which I understand, makes sense), let me get back to you today or tomorrow latest with a well-thought-out-figure, just to do us both justice.”
      2. Q6: So, you have a company you work through?
         1. It it’s vendor, “Yes, I work with an IT consulting firm B). I’ll email you the contact details following this call.” If it’s client, reference vendor.
      3. Q7: You are the owner of the company, correct?
         1. This is often another way of asking do you work for a company – same answer as #6.
      4. Q8: Do you have any contracts with your company preventing you from going permanent after the contract period of C2H is done?
         1. “No.”
      5. Q9: Why do you work for your company on C2C – what do they offer you?
         1. “They’re really top notch in helping me manage my marketing when I get off a project(s), and they help logistically, too, when I attain a new project – it allows me to focus more on the project and work at hand, too.” (you can expand this, state other items, too)
      6. Q10: If we were willing to help you with all that (logistics, marketing), would you consider cutting out that third party and coming to us?”
         1. “That’s food for thought. Right now, they’ve been such a good company that I plan to do at least my next project or two through them.”
      7. Q11: What is the name of your company?
         1. Give the name, and then proactively say, “I’ll email you the company contact after this call.”
      8. Q12: Why are you looking to do C2C?
         1. “I really enjoy the travel it allows me, in addition to the varied and different projects. It has allowed me to build up my portfolio with several work experiences.”
      9. Q13: Are you looking to do C2H for 3 month or 6 months?
         1. “Typically, the longer the contract time, the better – as it allows both me and the end client ample time to work together before going permanent. Is 6 months (or the longest time listed) a possibility?”
      10. Q14: What was your salary at your other positions?
          1. “Well, since that was contract work, the vendor wants to keep it confidential so competitor vendors don’t try to undercut their rates!”
      11. What’s your immigration/visa (for non-citizen workers)?
          1. “Well, I’m definitely fully authorized to work in the US. As a matter of fact, you’ll note from my profile I’ve been working in the US for quite some time on several projects – there hasn’t been or will be any issues for me to work and/or any status expirations. I’ll get you the necessary docs post this call.”

(The idea here is, you’re not simply stating – “Fully authorized to work in the US” and then silence. That has historically prompted more questions, as it almost appears you’re waiting with baited breath, hoping no more questions are asked. Giving the additional detail about your working history, taking a firm stance and putting the ball almost back in the \*interviewer’s\* court to challenge you – this puts them typically at rest.)