



Individual Temporary Employee and Independent Contractor Policy

IQVIA ("IQVIA") license agreements require IQVIA's permission before a client can share IQVIA Data with any third parties. Third parties are individuals or entities who are not the client's employees. Thus, an IQVIA TPA agreement would typically be required if access is given to any person or entity who is not a client employee. IQVIA, however, recognizes that where the client is using certain individual temporary employees or independent contractors in a staff augmentation role, this general rule may be impractical. Therefore, in order to ease the client's administrative burden, a TPA agreement is not required when 'all' of the following conditions apply.

An individual temporary employee or independent contractor that does not require a TPA agreement is one who [all must apply]:

1. Is under the direct supervision and control of the client;
2. Accesses IQVIA Data on client-controlled computer systems and networks that require client-issued network IDs for access whereby no IQVIA Data can be accessed/downloaded to systems outside the client-controlled computer systems; and
3. Is not employed by an employer that is in the business of providing services or products involving the use or analysis of IQVIA Data. In other words, the individual's employer, if he or she has one, is limited to staffing and recruiting firms and is not affiliated with or employed by a consulting firm.

The client must ensure that such temporary employees/independent contractors are bound in writing under terms and conditions relating to confidentiality which are substantially the same in all material respects as the terms and conditions contained in the standard IQVIA TPA Agreement.

Examples:

- An individual temporary employee of the client working under 1099 reporting who is paid directly by the client for their services, and is not affiliated with or employed by any other third party organization (i.e., the individual is not an employee of a consulting firm)
- A staffing agency that provides staff augmentation for client, and is not affiliated with or employed by a consulting firm.

Date Policy Last Reviewed: February 2016

Date Policy Revised: December 6, 2017

Date Policy Revised: June 10, 2019

Date Policy Last Revised: February 21, 2023