



Policy Regarding Individual Temporary Employee and Independent Contractor

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 an individual temporary employee (not from a consulting firm) or an independent contractor 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 if all of the following are applicable:

1. Is under the direct supervision and control of the client;
2. Accesses IQVIA Data on client provided computer systems and network IDs; 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.

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. No IQVIA Data should be accessed/downloaded to systems beyond client provisioned computer systems.

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 [not affiliated with or employed by a consulting firm], provided a client network ID and computer
- A staffing agency that provides staff augmentation for client [not affiliated with or employed by a consulting firm], provided a client network ID and computer.

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