

THE 1099 TRAP

Evidence Tracker

A practical printable tracker for organizing control evidence, after-hours work, pay issues, retaliation concerns, and proof locations before speaking with a qualified professional.

- Control evidence
- After-hours and weekend work
- Pay, commission, and reimbursement issues
- Retaliation timeline
- File naming and proof checklist
- Lawyer-prep summary

Educational use only - not legal, tax, financial, or employment advice.

Start Here: Use This Like a Fact Organizer

Use this tracker to organize what happened, when it happened, who was involved, and where the proof is saved. Keep entries factual. Do not exaggerate. Do not edit original evidence.

Important disclaimer: Educational and organizational use only. This material is not legal, tax, financial, or employment advice. It does not create an attorney-client relationship and does not guarantee any outcome. Worker classification, wage claims, retaliation claims, taxes, and settlement treatment depend on specific facts and applicable law. Consult a qualified attorney, tax professional, or appropriate agency before making decisions. Do not secretly record conversations unless you have confirmed the law in your state.

How to use it:

- Save originals first: texts, emails, pay records, contracts, screenshots, calendars, and exported message threads.
- Log one event per row. Do not combine several incidents into one vague entry.
- Use dates and times whenever possible. If you do not know the exact time, say estimated.
- Tag each entry by category: control, pay, after-hours, retaliation, termination, or other.
- Save the file name or link for each proof item so it can be found quickly.

Case Snapshot

Worker name	
Company / person paying you	
Role or work performed	
Approx. start date	
Approx. end date, if any	
How were you paid?	
Main issue you are trying to organize	

Initial red flag count:

- Required schedule or hours
- Assigned daily tasks
- Had to ask permission for time off
- Boss supervised how work was done
- Worked before/after normal hours
- Paid regularly like staff
- Questioned classification or pay, then punished
- Restricted from working elsewhere

Evidence Categories

- Schedule control
- Supervision or approvals
- After-hours work
- Pay issue / late pay
- Commission issue
- Threat / discipline
- Termination
- Business integration
- Other
- Assigned tasks / task control
- Required availability
- Weekend work
- Unpaid overtime
- Reimbursement issue
- Retaliation concern
- Non-compete or restriction
- Tools/software provided

Tip: A strong tracker uses plain facts, dates, names, exact language, and proof locations. Weak entries use conclusions without proof.

Evidence Log

[illegible]

After-Hours Work Log

[illegible]

Pay Issues Log

[illegible]

Retaliation Timeline

[illegible]

Lawyer / Professional Prep Summary

What job/work were you hired to do?

Who controlled your schedule, duties, and priorities?

How were you paid and what tax forms did you receive?

What unpaid wages, overtime, commissions, or reimbursements may be involved?

Did you raise concerns about classification, pay, legality, or treatment?

What happened after you raised those concerns?

What documents or screenshots are strongest?

What outcome or question do you need professional guidance on?

File Naming and Proof Checklist

Use consistent names so evidence can be found quickly.

- 2026-06-10_schedule-control_text_742pm.png
- 2026-06-11_after-hours-task_email.pdf
- 2026-06-12_pay-question_no-response.png
- 2026-06-13_commission-breakdown_spreadsheet.xlsx
- 2026-06-14_termination-message_text-thread.pdf

Proof quality checklist:

- Original saved
- Screenshot saved
- Full thread/export saved when possible
- Date visible
- Sender/recipient visible
- Context before and after captured
- Stored in correct folder
- Logged in spreadsheet

Do not alter messages, crop out important context, or rely only on memory when records exist. Preserve originals and make working copies.

Next Steps

1. Fill out the Case Snapshot.
2. Enter your strongest 5-10 proof items first.
3. Then add after-hours, pay, and retaliation entries.
4. Attach or link each file name.
5. Review the workbook before any consultation.
6. Ask a qualified professional what matters legally and what does not.

Suggested YouTube CTA: If this sounds familiar, start organizing your proof now. The 1099 Trap Evidence Tracker is linked below.

Reminder: This tracker helps you organize facts. It does not tell you whether you have a claim or what your claim is worth.