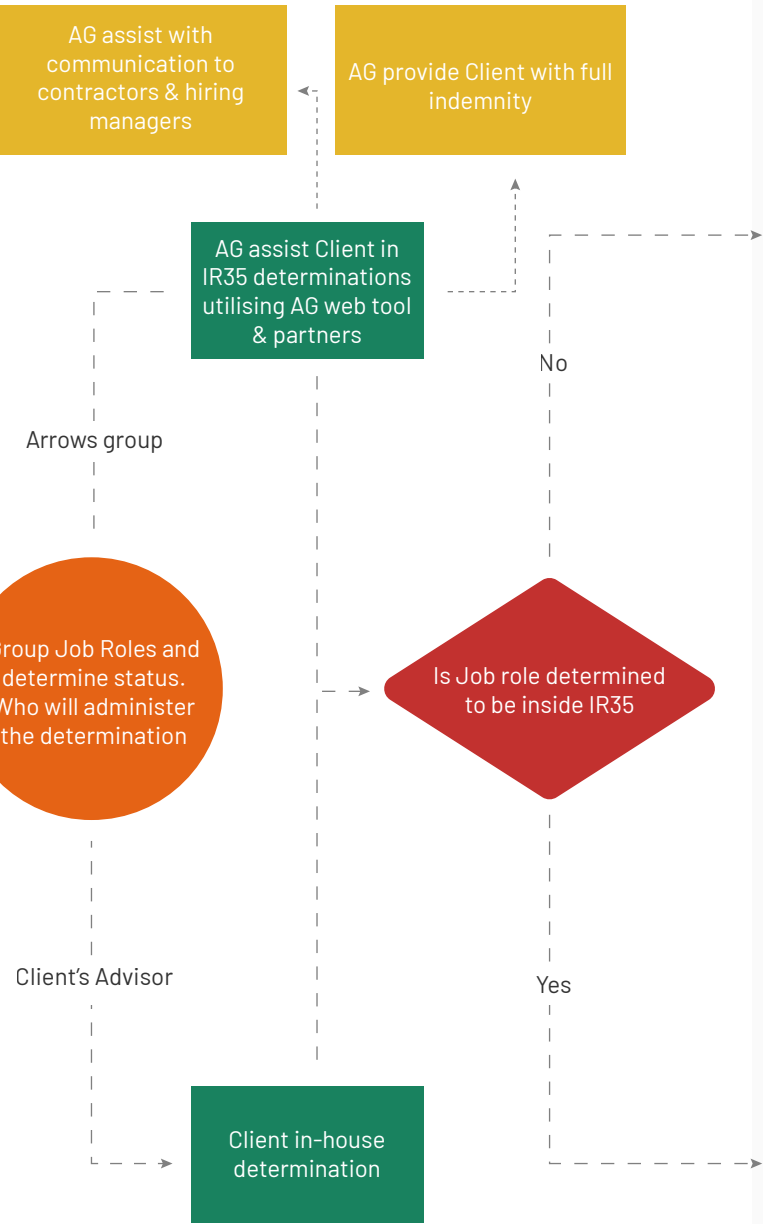


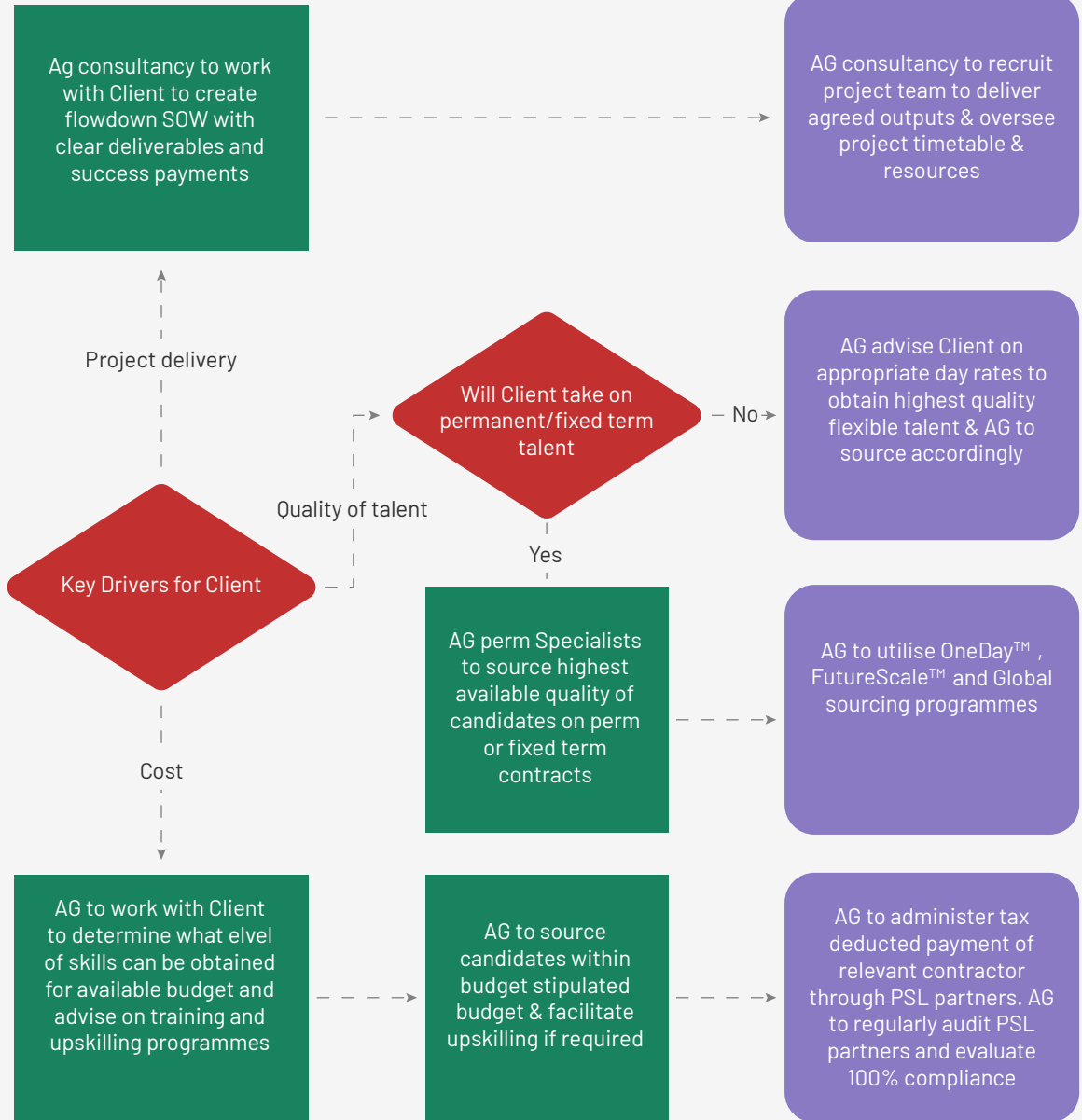
# IR35 determination



# Outside IR35



# Inside IR35





# Arrows Group IR35 Process Flow

For more information please **visit our website**,  
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