

COVID-19 Business Relief Analysis



SBA Loans

FFCRA Credits

CARES Act Employee Retention Credit

CARES Act Employer Payroll Tax Payment Deferral

CARES Act Unemployment Assistance

Loans offered to small businesses with 500 or fewer employees

Loans are given up to a maximum of the lesser of \$10 million, or 2.5 times the average monthly payroll costs including

- wages for employees making under \$100,000
- expenses for paid sick leave, healthcare and other benefits during the 1-year period before the date on which the loan was made

Maximum interest rate of 4% and term up to 10 years with no personal guarantee or collateral required. Payments are deferred up to six to 12 months

Part of this loan may be forgiven and not counted as income to you, if it's spent during the first eight weeks on specific operating expenses.
o Loan forgiveness is contingent on very specific requirements for maintaining numbers of employees and compensation levels.

Refundable payroll tax credit equal to 100% of required emergency paid sick leave, capped at either \$2,000 or \$5,110 per employee depending on reason for leave

Refundable payroll tax credit equal to 100% of expanded FMLA, capped at \$10,000 per employee

Payroll tax credits increased by 1) the employer's share of Medicare tax on emergency paid sick leave and FMLA; and 2) amounts paid by the employer to maintain a group health plan

Refundable payroll tax credit equal to 50% of qualifying wages paid to employees, plus related healthcare costs, capped at \$5,000 per employee

Credit is available to employers whose:

- Operations were fully or partially suspended due to a COVID-19 related government shutdown order, or

- Gross receipts for the quarter were less than 50% of the gross receipts for the same quarter in 2019

Employers receiving a loan under the SBA Paycheck Protection Program are not eligible for this credit

Emergency paid sick leave and FMLA wages paid under the FFCRA are not eligible for this credit

Permits employers to defer payment of the employer portion of Social Security tax (6.2%) that would otherwise be due and payable through December 31, 2020, to a later date

Employers would be required to pay 50% of the deferred amount on or before December 31, 2021 with any remaining amount paid on or before December 31, 2022

Self-employed individuals would be eligible to defer 50% of self-employment Social Security tax payments

Employers who receive a loan under the SBA Paycheck Protection Program and have their indebtedness forgiven are not eligible for the payroll tax deferral

Temporary Pandemic Unemployment Assistance program created through December 31, 2020 to provide payment to workers who are not traditionally eligible for benefits (e.g., self-employed, contractors)

Increased benefits by \$600 per week for up to four months

Federal funding for the first week of benefits for states that pay workers as soon as they become unemployed

Federal funding for additional benefits for workers who remain unemployed after state coverage is no longer available

Federal funding to support programs where employers reduce hours instead of laying off workers so that workers receive pro-rated unemployment benefits while they are still partially employed