

Surviving the Financial Crisis - COVID-19

What Every Employer Needs to Know

Click on each title to link to additional information

Federal Laws & Programs

Families First Coronavirus Response Act

- An expansion of the Family and Medical Leave Act (FMLA)
- Applies to companies with 50–500 employees (some exceptions exist)
- Changes apply after first ten days of sick leave
- Quarantined employees get 2 week’s pay at full pay rate
- Other reasons, such as caregiver requirements, get paid at 2/3 pay rate (caps exist)
- After two weeks, applicable persons can be paid at 2/3 rate up to 10 more weeks
- IRS will reimburse for wages, payroll taxes and benefits
- Expires 12/31/20

IRS

- 2019 tax filing/payment deadline has been moved back to July 15, 2020
- New tax credits for providing sick leave. Pays 100% of wages and healthcare benefits costs. Can be applied for immediately.
- Employer share of payroll taxes are deferred until the end of 2020. 50% due on 12/31/21 and the other 50% due on 12/31/22

Paycheck Protection Program

- Designed to keep employees employed
- 100% federally guaranteed loans to small businesses
- Applies to for-profit and non-profit entities with less than 500 employees (exceptions exist)
- Loan amounts can be 2.5x average monthly payroll costs. (Can’t exceed \$2 million)
- Pay per employee is capped at \$100,000
- Some, or all of this loan may be forgiven. Loan is forgiven only on amounts spent in the eight weeks after the loan.
- Additional guidance is still being provided

Employee Retention Credit

- Refundable payroll tax credit for 50% of wages paid from 3/13/20 through 12/31/20.
- Credit is based upon payroll taxes paid
- Credit is capped on the first \$10,000 of payroll per employee during applicable period



More Information on Page 2

Small Business Administration Loans

Check your business insurance first. Do you have interruption insurance that applies?

SBA Emergency Economic Injury Disaster Loans (EIDL Grants)

- For companies suffering economic injury
- Funds may be used for fixed debts, payroll, Accounts Payable and other reasons
- Up to \$2 million at 3.75%
- No personal guaranty
- Up to 30-year repayment schedule
- Advance of up to \$10,000 available in three business days

SBA Express Loans

- Can be used for a variety of business purposes
- Maximum loan amount is \$1 million at a variable interest rate
- SBA guarantees 50% of loan; other guarantees may be required
- Loan can be a term loan or a line of credit
- 36-hour application turnaround time
- Funds available within 90 days



North Carolina State Laws & Programs

NC COVID-19 Rapid Recovery Lending Program

- Bridges the gap between when crisis strikes and when federal loans and other relief funds are available
- Loans of up to \$50,000 are available based on a business's current revenue
- Six months of no interest and no payments followed by 48 months of principal and interest payments at 5.5% interest

Incumbent Worker Training Funds

- Incumbent Worker Training (IWT) is an employer-driven training service that provides employers with the opportunity to build and maintain a quality workforce
- Training is intended to provide existing employees opportunities for advancement while creating new openings for entry-level workers to fill
- Funding is available for upskilling employees who have been with an organization for at least 6 months

Work Opportunity Tax Credit

- Federal tax credit available to employers for hiring individuals from specific target groups who have consistently faced significant barriers to employment

GoFundMe Small Business Relief Fund

- GoFundMe is providing \$500 relief grants to qualifying small businesses who raise \$500 or more on GoFundMe

On-The-Job Training

- Provides 50% wage reimbursement for eligible new hires for up to 6 months
- Dependent upon local approval

Other Guidance

- Top SBA lenders in North Carolina are Wells Fargo, BB&T, United Midwest Savings Bank, Live Oak, Stearns Bank