

# VIVENTIUM®

## COVID-19 FFCRA & CARES Act Provisions at a Glance

Provisions	Overview	Limits	Eligibility	Resources
<b>Emergency Paid Sick Leave Act</b> (Tax Credit)	<p>Employees are eligible for paid sick leave if they are unable to work from April 1 to December 31, 2020</p> <ul style="list-style-type: none"> <li>Employers will receive a tax credit for emergency paid sick leave in the amount of the total sick gross pay + employer Medicare portion of sick pay + employer health insurance cost for employees on sick leave</li> <li>Sick pay is exempt from Social Security employer tax</li> </ul>	<ul style="list-style-type: none"> <li>Max of 80 hours pay</li> <li>Sick pay for self-care is paid at regular pay with a daily limit of \$511 and an annual limit of \$5,110</li> <li>Sick pay for care of others is paid at 2/3 of regular pay with a daily limit of \$200 and an annual limit of \$2,000</li> <li>4/1/20 – 12/31/20</li> </ul>	<p>All employees are eligible, no matter how long they have worked for an employer</p> <p>Emergency paid sick leave and tax credits apply to employers with under 500 employees</p>	<p>Viventium how to:</p> <ul style="list-style-type: none"> <li><a href="#">COVID-19 Tax Credits Client Guide</a></li> </ul> <p>More info:</p> <ul style="list-style-type: none"> <li><a href="#">Families First Coronavirus Response Act FAQ #1</a></li> <li><a href="#">Families First Coronavirus Response Act FAQ #2</a></li> </ul>
<b>Emergency Paid Child Care (FMLA)</b> (Tax Credit)	<p>Employees are eligible for paid leave if they are unable to work in order to take care of a child under the age of 18</p> <ul style="list-style-type: none"> <li>Child care gross pay + employer Medicare portion of child care + employer health insurance cost for employees on child care leave can be taken as a tax credit</li> <li>Child Care Pay is exempt from Social Security Employer tax</li> </ul>	<ul style="list-style-type: none"> <li>Paid at 2/3 of regular pay with a daily limit of \$200 and an annual limit of \$10,000</li> <li>4/1/20 – 12/31/20</li> </ul>	<p>Employees who have been employed for at least 30 calendar days are eligible, regardless of the number of hours worked</p> <p>Emergency paid child care leave and tax credits apply to employers with under 500 employees</p>	
<b>Employee Retention Credit</b> (Tax Credit)	<p>Designed to encourage eligible employers to keep employees on their payroll despite economic hardship</p> <ul style="list-style-type: none"> <li>Eligible employers can receive a 50% payroll credit which applies to wages paid after March 12, 2020, through December 31, 2020</li> <li>Tax credit equals 50% of gross pay + employer health insurance cost</li> </ul>	<ul style="list-style-type: none"> <li>Limit of \$5,000 tax credit per employee</li> </ul>	<p>Employers are not eligible for this if they took the SBA Loan</p> <ul style="list-style-type: none"> <li>Employers with &lt; or = 100 employees are eligible for the credit on all employee wages</li> <li>Employers with &gt;100 employees are eligible for the credit on wages paid for employees who aren't working due to COVID-19</li> </ul>	<p>Viventium how to:</p> <ul style="list-style-type: none"> <li><a href="#">COVID-19 Tax Credits Client Guide</a></li> </ul> <p>More info:</p> <ul style="list-style-type: none"> <li><a href="#">IRS FAQ</a></li> </ul>
<b>Social Security Employer Tax Deferral</b> (Tax Deferral)	<p>Social Security employer tax payment to the IRS can be deferred to two equal installments due 12/31/2021 and 12/31/2022</p>	N/A	<p>Due to PPPFA, even if they took the PPP loan, they are still eligible for this deferral.</p>	<p>Complete <a href="#">SSER Tax Deferral Request</a> &amp; access <a href="#">Relief from Penalty for Failure to Deposit Employment Taxes</a></p>
<b>SBA Loan</b> (Small Business Loan for employers with 500 or less employees)	<p>A provision for small businesses to apply for a forgivable loan through banks or other lending institutions to finance their payroll and other expenses</p> <ul style="list-style-type: none"> <li>A portion (or all) of the loan will be forgiven if 75% is used to cover payroll, the remainder is used for mortgage, rent, etc., and qualifying payroll levels are maintained</li> </ul>	<ul style="list-style-type: none"> <li>Up to 2.5 times average monthly payroll + EIDL – any loan advances received</li> </ul>	<p>Due to PPPFA, even if they took the PPP loan, they are still eligible for this deferral.</p> <p>Determining eligibility and applying for loans is out of Viventium's scope; consult your lending institution.</p>	<p>Viventium how to:</p> <ul style="list-style-type: none"> <li><a href="#">SBA Loan Payroll Report</a></li> </ul> <p>More info:</p> <ul style="list-style-type: none"> <li><a href="#">SBA Loan Fact Sheet</a></li> <li><a href="#">U.S. Small Business Administration</a></li> </ul>