

COMPARISON: EMPLOYER OPTIONS FOR COVID-19 RELIEF

Which COVID-19 relief benefit is right for your business, nonprofit, or governmental entity? The right choice is dependent upon several different criteria, as defined by the Families First Coronavirus Act (FFRCA) and the Coronavirus Aid, Relief, and Economic Security (CARES) Act. This chart can help you understand and compare the benefits available to you so you can make the right decision for your organization.*

	Emergency Paid Family Leave	Emergency Paid Sick Leave	Employee Retention Credit	Payroll Tax Deferral	Paycheck Protection Program (PPP)*	Economic Injury Disaster Loan (EIDL)*
Amount	10 weeks of pay Refundable credit of not more than \$10,000 per employee	80 hours of pay Refundable credit of between \$5,110 and \$2,000 per employee	Max refundable credit of \$5,000 per qualifying employee	Employer may defer paying its match of Social Security (SS) which is 6.2% of employee wages up to \$137,700	2 1/2 months of payroll costs	Up to \$2M max Interest at 3.75% (2.75% for not-for-profits) Advance of \$10,000 can be requested to be provided within 3 days If not approved for the loan then the advance does not need to be paid back
Method of Funding	Refunded through payroll tax credit OR Refund advanced through streamlined claim form	Refunded through payroll tax credit OR Refund advanced through streamlined claim form	Refunded through payroll tax credit OR Refund advanced through streamlined claim form Funded through income tax returns for self employed individuals	Employer does not remit its SS match during 2020 but instead delays payment thereby helping current cash flow	Loan through SBA approved lender Loan can be forgiven if funds are used for qualified expenses such as payroll, mortgage interest, rent, and utilities To maximize forgiveness, at least 60% of loan proceeds must be used for payroll costs, and entity should maintain headcount and payroll as compared to prior levels No personal guarantee required	Via loan directly through SBA No cost to apply No obligation to take loan, if offered Loans over \$25,000 require collateral SBA has option to waive personal guarantees for loans less than \$200,000

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Length	10 weeks of pay per qualifying employee through 12/31/2020	80 hours of pay per qualifying employee through 12/31/2020	Credit is 50% of up to 10,000 wages for qualifying employers through 12/31/2020 or until increase operation levels above certain limits	Need to deposit 50% of delayed SS tax by 12/31/2021 Remaining 50% of delayed SS tax due by 12/31/2022	If stays a loan, 5 year loan term for the balance of the unforgiven loan amount outstanding 1% interest and repayment deferral for 10 - 16 months If becomes a grant, forgivable portion determined based upon how funds used in the 24 week period following funding	Loan term up to 30 years (determined on case-by-case basis by SBA) First payment deferred for one year
Start Date	For qualifying wages starting April 1, 2020 through December 31, 2020	For qualifying wages starting April 1, 2020 through December 31, 2020	Any qualified pay after March 12, 2020 in each quarter through December 31, 2020	Applies to tax deposits from 3/27/2020 through 12/31/2020	Loan applications submissions began April 3, 2020 for small businesses Loan applications began April 10, 2020 for independent contractors and self-employed individuals	Application is online at SBA website Underwriting is expected to take 18-21 days and 5 days to disburse funds

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	Emergency Paid Family Leave	Emergency Paid Sick Leave	Employee Retention Credit	Payroll Tax Deferral	Paycheck Protection Program (PPP)*	Economic Injury Disaster Loan (EIDL)*
Qualification	<p>Less than 500 employees generally</p> <p>Employee must be at home caring for child under 18 whose school closed</p> <p>Can be used with PPP and Retention Credits, but not for same period/wages</p>	<p>Less than 500 employees generally</p> <p>Employee must meet 1 of 6 sick leave criteria to qualify</p> <p>Required for Sick Leave wages for those with COVID-19</p> <p>Can be used with PPP and Retention Credits, but not for same period/wages</p>	<p>Can't be used with PPP program</p> <p>Businesses with fully or partially suspended operations due to orders or decline in gross receipts of 50%</p> <p>Separate rules apply for those with 100 or fewer employees as well as those with over 100 employees</p> <p>Can be used with Paid Leave Credits, but not for same period / wages</p>	<p>Can't be used after PPP loan forgiveness</p> <p>Available for businesses regardless of number of employees</p> <p>"Responsible" person in company (can be owner, executive, etc.) can be held personally responsible if payroll taxes aren't remitted. So company must ensure it's ability to pay the delayed payroll tax when due or its officers may face penalties.</p>	<p>Can't use Employer Retention Credits AND forgivable PPP</p> <p>Can't use PPP and certain other SBA loan products, but CAN use PPP and EIDL as long as you don't request funding for the same payroll costs in both loan amounts</p> <p>All businesses, charitable organizations, self employed individuals and independent contractors with fewer than 500 employees generally qualify</p>	<p>Less than 500 employees generally</p> <p>Exclusions: most agricultural enterprises, religious organizations, public charitable organizations, gambling concerns, casinos/racetracks</p> <p>To be used for working capital; can't be used to refinance existing debt, for expansion or to replace profits</p>

*Based on passed legislative information as of 6/24/2020