

THE

CAPUTO

GROUP

EMPLOYER RESPONSIBILITIES AMID COVID-19

April 16, 2020

Updates - the CARES Act Economic Relief Programs
Q & A with Tyler Hokama of the SBA

ABOUT THE CAPUTO GROUP

The Caputo Group offers complete support services for small to mid-sized businesses so you can focus on your craft.

We take on your Human Resources, Compliance, and Liability giving your small business big business expertise.

TIMELINE

Phase One

- 3/6/20
- HR 6074 (CPRSA)
- \$8.3 Billion for vaccine & crisis admin

Phase Two

- 3/18/20
- HR 6201 (FFCRA)
- Emergency PSL, PFML, UI, Food Assistance

Phase Three

- 3/27/20
- HR 748 (CARES Act)
- PPPLs
- EIDLs
- Direct payments to citizens
- Employer Tax Credits

PPPL, EIDL, TAX CREDITS

- Three ways your business can get relief funding from the Government to help your business and your employees through the COVID-19 crisis:

The Paycheck Protection Program Loans

IRS Employer Tax Credits

Economic Injury Disaster Loans

PAYCHECK PROTECTION PROGRAM

- Fully Forgivable if 75% used for Payroll and/or quick rehire
- All Small Businesses, Sole Proprietorships & Independent Contractors eligible
- Application through existing SBA 7(a) lender
- Apply quickly, as there is a funding cap!

Application Form for PPPL: <https://www.sba.gov/document/sba-form--paycheck-protection-program-borrower-application-form>

SBA FAQ for PPPLs: <https://www.sba.gov/sites/default/files/2020-04/Final%20PPP%20FAQs%204-7-20.pdf>

List of SBA (7a) Lenders for PPPLs: <https://www.sba.gov/paycheckprotection/find>

ECONOMIC INJURY DISASTER LOANS

- Low-interest working capital loans from SBA, up to \$2 million
As of last week: **Now capped at \$15,000**
- Includes \$10,000 fully forgivable emergency cash infusion option
Limited to \$1k per employee, up to 10 employees
- All Small Businesses, sole Proprietorships & Independent Contractors eligible
- Involves credit check

Application Form for EIDL: <https://covid19relief.sba.gov/#/>

EMPLOYER TAX CREDITS

- **Sick and Family Leave Credits**

Employees unable to work/telework because of C19 quarantine or illness.

Employees unable to work due to caring for family member with C19 or caring for child whose school/daycare closed.

- **Employee Retention Credits**

Refundable tax credit equal to 50% of up to \$10,000 in wages (including health ins.) on wages paid between March 12, 2020 and January 1, 2021. Eligible businesses – those partially or fully suspended due to govt. orders on C19.

Capped at \$5,000 per employee.

EMPLOYER TAX CREDIT FORMS/LINKS

- Download the IRS Tax Credit form 7200:

<https://www.irs.gov/pub/irs-pdf/f7200.pdf>

- IRS FAQ on Employer Tax Credits:

https://www.irs.gov/newsroom/covid-19-related-tax-credits-for-required-paid-leave-provided-by-small-and-midsize-businesses-faqs#how_to_claim

PRE-MADE FORMS (BY PIERCE ATWOOD LAW FIRM)

- Emergency Family Medical Leave Request Form:

<https://www.pierceatwood.com/sites/default/files/EMERGENCY%20FAMILY%20AND%20MEDICAL%20LEAVE%20EXPANSION%20ACT%20%28EFMLEA%29%20REQUEST%20FOR%20LEAVE.pdf>

- EFML Notice of Leave Designation:

<https://www.pierceatwood.com/sites/default/files/EMERGENCY%20FAMILY%20AND%20MEDICAL%20LEAVE%20EXPANSION%20ACT%20%28EFMLEA%29%20NOTICE%20OF%20LEAVE%20DESIGNATION.pdf>

- Emergency Paid Sick Leave Request Form::

<https://www.pierceatwood.com/sites/default/files/EMERGENCY%20PAID%20SICK%20LEAVE%20ACT%20%28EPSLA%29%20REQUEST%20FOR%20LEAVE.pdf>

- EPSL Notice of Leave Designation:

<https://www.pierceatwood.com/sites/default/files/EMERGENCY%20PAID%20SICK%20LEAVE%20ACT%20%28EPSLA%29%20NOTICE%20OF%20LEAVE%20DESIGNATION.pdf>

LEGISLATION UPDATES

WHAT'S PHASE IV GOING TO LOOK LIKE?

- Congress in recess until May 4, not April 20 due to expected peak in cases
 - Observing implementation
 - Taking stock of actual curve before determining next steps
- Funding running out - \$70 billion in federal loans already processed for more than 200,000 small businesses (Dept. of Treasury)
- Republican priorities: Swiftly adding an additional \$250 billion into the CARES Act, especially the PPPL
- Democratic priorities: \$250 billion appropriation for hazard pay for essential workers, enhanced funding for hospitals. \$125 billion of that would go to smaller financial institutions helping businesses without established 7a lender relationships AND replenishing the EIDLs (Roll Call, 4/13)

PARTICIPATE:

- Small Business Majority – participate in their small business COVID-19 economic impact survey <https://smallbusinessmajority.org/>
- Oregon Senator Jeff Merkley (D) (includes list of Oregon lenders accepting PPPL applications) <https://www.merkley.senate.gov/mainstreet>
- Oregon Senator Ron Wyden (D) <https://www.wyden.senate.gov/covid-19-economic-resources>
- Sen. Wyden’s virtual Town Hall – Friday, April 17, 2020 streaming live on Facebook:
<https://www.facebook.com/TownHallProject/posts/2560590620862367>



SPECIAL GUEST



Tyler Hokama of the SOU Small Business Development Center (SBDC) - a partnership between the State of Oregon, Southern Oregon University, and the SBA.

RESOURCES

- NFIB (National Federation of Independent Business) <https://www.nfib.com/>
- SBDC (Small Business Development Center) <https://americassbdc.org/>
- SCORE (Service Corps of Retired Executives) FREE mentorship
<https://www.score.org/coronavirus>
- WBC (Women's Business Centers) <https://www.awbc.org/>
- SBA Disaster Recovery Loans Facebook Page – real-time Q & A on process
<https://www.facebook.com/groups/SBADisasterRecoveryLoans/>
- Roll Call (Daily and weekly congressional updates) www.rollcall.com

NEXT WEEK

- Updates on PPPLs & EIDLs
- Special Guests:
 - Jesse Bontecou – Oregon Retailers of Cannabis Association (ORCA)
 - Todd Key – Greenlight Law Group

WHAT WE CAN DO FOR YOU

For a free consultation about how your business could potentially manage the burden of HR 6201 mandatory employee sick leave, visit us at:

<http://www.caputo-group.com/covid-19-free-consult/>

For additional resources, including a copy of this

presentation visit: <http://www.caputo-group.com/covid-19-resources/>