

FFCRA and CARES Act Program Comparison



	FFCRA Credit (EPSL & EFMLA)	Paycheck Protection Program (PPP) Loan	Economic Injury Disaster Loan (EIDL)	Employee Retention Credit (ERC)	Payroll Tax Deferral (PDT)
Who is Eligible?	<p>Employers with less than 500 Employees</p> <ul style="list-style-type: none"> ▪ Paid to full-time and part-time employees ▪ Not contractors or 1099 workers 	<ul style="list-style-type: none"> ▪ Employers with less than 500 Employees ▪ Sole proprietors & Self-employed ▪ 1099 / Independent Contractors / Gig-workers ▪ Non-profits 	<ul style="list-style-type: none"> ▪ Employers with less than 500 Employees ▪ Sole proprietors & Self-employed ▪ 1099 / Independent Contractors / Gig-workers ▪ Non-profits ▪ Must meet disaster criteria 	<ul style="list-style-type: none"> ▪ Government-ordered shutdown or partial suspension ▪ Gross receipts are below 50% of the comparable quarter in 2019 ▪ Does not take advantage of PPP loan. 	<p>Any employer not applying for debt forgiveness for the PPP loan.</p>
Where can you learn more?	https://bit.ly/3bZSQoR	https://bit.ly/3bRecVs	https://bit.ly/2Xlf00H	https://bit.ly/2RhNf5x	https://bit.ly/3bV5uW0
To Utilize	<p>Pay COVID- 19-eligible sick time and family leave wages paid via new earning codes:</p> <ul style="list-style-type: none"> ▪ EPSL-Self ▪ EPSL-Other ▪ EFMLA <p>Credit applies to payroll immediately.</p> <p>Learn how here: https://bit.ly/3bZSQoR</p>	<ul style="list-style-type: none"> ▪ Apply through SBA lender (banks) ▪ Forgiven if at least 75% used for payroll ▪ Keep good records showing appropriation of loan funds 	<p>Apply at online through the SBA at:</p> <p>https://bit.ly/2xYHt1C</p>	<ul style="list-style-type: none"> ▪ Tell your Payroll Specialist ▪ Credit applies to payroll immediately ▪ Discontinue once receipts go above 80% of comparable quarter 2019 ▪ Do not take PPP loan ▪ Credits not able to be taken from payroll taxes (credit exceeds taxes) can be refunded using IRS FORM 7200 	<ul style="list-style-type: none"> ▪ Tell your Payroll Specialist ▪ Do not apply for forgiveness for PPP Loans

	FFCRA Credit (EPSL & EFMLA)	Paycheck Protection Program (PPP) Loan	Economic Injury Disaster Loan (EIDL)	Employee Retention Credit (ERC)	Payroll Tax Deferral (PTD)
Maximum Amounts	<ul style="list-style-type: none"> \$200 / Day for 10 days of EPSL-Self and EFMLA \$511 / for 10 days for EPSL-Self \$200 / day for 10 weeks for EFMLA 	<ul style="list-style-type: none"> 2.5x of average monthly payroll costs No greater than \$10 Million 	\$2 Million	\$10,000 per Employee	Only applied to Employer Social Security
Applicable Periods	4/1/2020 to 12/31/2020	2/15/2020 to 6/30/2020	1/31/2020 to 12/31/2020	Wages paid after March 12, 2020 and before Jan. 1, 2021	Deposits due for the period beginning March 27, 2020 to Dec. 31, 2020
Purpose	Help pay sick employees and employees home caring for child out of school due to closure.	<ul style="list-style-type: none"> Help support businesses during slowdowns continue to pay employees. Loan amounts largely forgiven or low interest. 	Provide quick financial help to businesses that have been impacted.	Reduce payroll taxes for businesses that do not fall under other programs.	Help cashflow by postponing employer tax payments.
Combining Programs	EPSL and EFMLA amounts cannot be used or forgiven with PPP Loan dollars.	Cannot combine with: <ul style="list-style-type: none"> EPSL & EFMLA payments Employee Retention Credits Payroll Tax Deferrals 	Businesses can apply for PPP and EIDL, but some restrictions apply on how funds are used.	<ul style="list-style-type: none"> Cannot be combined with PPP. Can be combined with PTD. 	<ul style="list-style-type: none"> Cannot be combined with PPP. Can be combined with ERC.