



THE VOICE OF FLORIDA RETAILING

COVID-19 Small Business Resources

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The information contained in this presentation is not legal or tax advice as the presenters are not attorneys or CPAs. The information is changing constantly and we are trying to stay on top of it and update as quickly as we can. We don't have all the answers, but we do know where to get them so please bear with us if we don't know them right away.

INTRODUCTIONS

- ▶ Jon Stolp and Crystal Laake
- ▶ Update from FRF CEO, Scott Shalley
- ▶ Read FRF's Daily COVID-19 Update Email
- ▶ Go to floridadisaster.biz Complete Survey
 - ▶ Allows State to Assess Impact of COVID-19
- ▶ [Frf.org](http://frf.org) Website with Up to Date Links and Information

AGENDA

- 1. Business Loans and Capital Assistance**
- 2. Employment Related Issues**
- 3. Business Tax Relief**
- 4. Business Survival Strategies**

BUSINESS LOANS AND CAPITAL ASSISTANCE

- ▶ Florida Small Business Emergency Bridge Loan
 - ▶ Governor DeSantis set aside \$50M
 - ▶ Loans up to \$50,000 – 1 Year Term – No Interest
 - ▶ Must have 2-100 Employees (W-2, 1099's, Leased Employees Qualify)
 - ▶ Loan is short term gap to get additional financing through other relief programs
 - ▶ Loan Must be Repaid
 - ▶ Application Period – Now – May 8, 2020
 - ▶ Go to FloridaSBDC.org for more information and assistance
 - ▶ Taxpayer Funded Resource. Don't Need to Pay for Assistance

BUSINESS LOANS AND CAPITAL ASSISTANCE

- ▶ Economic Injury Disaster Loan EIDL (Federal SBA)
 - ▶ Not-Forgivable
 - ▶ Up to \$2M Up to 30yr Term
 - ▶ Rates 2.75%-3.75%
 - ▶ Items Forgiven: Payroll Cost (wage, sick pay, employment taxes, etc.), Interest on Mortgage, Rent, Utilities
 - ▶ \$10,000 forgivable advance available within 3 days of application
 - ▶ FloridaSBDC.org for More Information and Assistance

BUSINESS LOANS AND CAPITAL ASSISTANCE

- ▶ Local City and County Grants
 - ▶ Leon County and City of Tallahassee Offering Grants \$1,500-\$5,000 to Small Business
 - ▶ Check Your Local Municipality for Similar Program

BUSINESS LOANS AND CAPITAL ASSISTANCE

- ▶ Paycheck Protection Loan Program
 - ▶ Part of CARES Act Signed March 27, 2020
 - ▶ Purpose to Keep Employees on Payroll
 - ▶ Forgivable Loan Guaranteed by the Federal Government through SBA
 - ▶ 1-500 Employees (Includes Sole Prop, Indep Contractors, Self Employed)
 - ▶ Up to lesser of \$10M or 2.5 x Avg Mo. Payroll for Previous Year
 - ▶ Terms up to 2 Yr payback at Rate of 1.0%
 - ▶ Application Deadline June 30, 2020
 - ▶ Call Your Bank to Get on Their Waiting List

<https://www.sba.gov/funding-programs/loans/paycheck-protection-program-ppp>

BUSINESS LOANS AND CAPITAL ASSISTANCE

▶ Paycheck Protection Forgiveness

- ▶ The amount of the loan that is forgivable is the sum of the payroll costs, mortgage interest payment, rent, and utilities incurred or paid by the borrower during the 8-week period beginning on the loan origination date. Any portion of the loan that is forgiven is excluded from taxable income. If the recipient of the loan laid off employees or reduced wages/salaries of its workforce in the period between February 15, 2020 and June 30, 2020, the amount of forgiveness is reduced proportionally by (i) any reduction in employees retained compared to historical levels, and (ii) the decrease in pay of any employee beyond 25% of their historical compensation. Notably, furloughs would necessarily impact this loan forgiveness analysis as well. To encourage workforce stabilization, the CARES Act takes into account that many businesses might already have or are planning to lay off personnel or cut salaries. If those changes were made between February 15, 2020 and April 26, 2020, those changes are not counted if the business rehires the number of personnel or returns the adjusted salary, as applicable, by June 30, 2020.

<https://www.natlawreview.com/article/summary-cares-act>

EMPLOYMENT RELATED ISSUES

- ▶ Unemployment/Reemployment Compensation
 - ▶ Prior to COVID-19 – UC Claims 1,000 per day. Now 20k + Per Day
 - ▶ Florida Maximum \$275 per Week
 - ▶ CARES Act Adds \$600 per Week up to 4 Months
 - ▶ CARES Act Adds 13 Weeks of UC After State Benefits Exhausted
 - ▶ Floridajobs.org for More Information

EMPLOYMENT RELATED ISSUES

- ▶ Families First Coronavirus Response Act
 - ▶ Employers less than 500 employees
 - ▶ Paid Sick Leave Requirements
 - ▶ 2 weeks (Up to 80 hours) Regular Rate Pay
 - ▶ Employee Unable to Work Because Quarantined and/or Experiencing COVID-19 Symptoms and Seeking Medical Diagnosis
 - ▶ 2 weeks (Up to 80 hours) Two-Thirds Regular Rate Pay
 - ▶ Employee Unable to Work to Care for Person Subject to Quarantine OR Care for Child Whose School or Child Care Provider Closed Related to COVID-19

<https://www.dol.gov/agencies/whd/pandemic/ffcra-employer-paid-leave>

EMPLOYMENT RELATED ISSUES

- ▶ Families First Coronavirus Response Act
 - ▶ Paid Expanded Family and Medical Leave
 - ▶ Additional 10 Weeks Paid at Two-Thirds Regular Rate
 - ▶ Employee is Unable to Work to Care for Child Whose School or Child Care Closed Due to COVID-19
 - ▶ Up to \$200 per Day and \$12,000 Aggregate
 - ▶ 50 Employees and Fewer Exemption
 - ▶ Possible Exemption from Requirement to Provide Leave due to School or Childcare Closing if “Requirements Would Jeopardize the Viability of the Business as a Going Concern”
 - ▶ Posting Requirement
 - ▶ Must Post Notice in a Conspicuous Place on its Premises (link on frf.org)

<https://www.dol.gov/agencies/whd/pandemic/ffcra-employer-paid-leave>

EMPLOYMENT RELATED ISSUES

- ▶ Families First Coronavirus Response Act

- ▶ Tax Credit Reimbursement

Covered employers qualify for dollar-for-dollar reimbursement through tax credits for all qualifying wages paid under the FFCRA. Qualifying wages are those paid to an employee who takes leave under the Act for a qualifying reason, up to the appropriate per diem and aggregate payment caps. Applicable tax credits also extend to amounts paid or incurred to maintain health insurance coverage. For more information, please see the Department of the Treasury's website.

<https://www.dol.gov/agencies/whd/pandemic/ffcra-employer-paid-leave>

BUSINESS TAX RELIEF

- ▶ Amending Prior Tax Returns
- ▶ SSI Tax Credit and Deferral
- ▶ Sales Tax Collection and Remittance

BUSINESS SURVIVAL STRATEGIES

- ▶ Communicate with customers and employees
- ▶ Create a cashflow budget (fixed vs. variable)
- ▶ Ask financial institutions & creditors about delaying payments
- ▶ Embrace delivery and/or curbside pick up
- ▶ Think outside the box
- ▶ Audit your marketing & content queue
- ▶ Be charitable, especially to your employees
- ▶ Learn & Grow, note what you are learning from this experience

QUESTIONS

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