



A Reference Guide of COVID-19 Assistance Packages



This guide has been prepared for informational purposes only.

Sage Financial Group, Inc. is neither a law firm nor a certified public accounting firm and no portion of this guide's content should be construed as accounting, tax, or legal advice.

Questions about how this information applies to the reader's individual situation should be directed to appropriate accounting and/or legal advisors.

Please refer to page 27 for additional important disclosures.

- I. [Assistance for Individuals](#)
 - a. Direct Payments
 - b. Unemployment Insurance
 - c. Paid Sick Leave
 - d. Paid Family Leave
 - e. Student Loans
 - f. Medicare/Medicaid
 - g. Qualified Retirement Plan Withdrawals

- II. [Assistance for Businesses Phase II: Families First Coronavirus Response Act](#)
 - a. SBA Economic Injury Disaster Loan Program (EIDL)
 - b. Emergency Grants

- III. [Assistance for Businesses Phase III: CARES Act](#)
 - a. Small Business Interruption Loans (Paycheck Protection Program)
 - b. SBA Loan Relief
 - c. Employee Retention Credit

- IV. [The Coronavirus Economic Stabilization Act \(CESA\)](#)
 - a. Credit Support for Affected Businesses (other than small businesses)

- V. [Additional Relief Programs](#)

- VI. [Additional Important Disclosures](#)



Assistance for Individuals

Assistance for Individuals



Direct Payments	
Enhancement	<p>Direct stimulus payments to individuals and families</p> <ul style="list-style-type: none">• \$1,200 for individuals; \$2,400 for married couples<ul style="list-style-type: none">- \$500 per child under age 17- Head of household also to receive \$500 per child under 17• Payments are not taxable
Eligibility	<ul style="list-style-type: none">• All U.S. residents with work-eligible Social Security number and an individual adjusted gross income (AGI) of \$75,000/year or less<ul style="list-style-type: none">- AGI based on most recently filed tax return (2018 or 2019)- Social Security Benefit Form SSA-1099• Benefits are reduced by \$5 for every \$100 of income above this limit• Benefits are phased out for:<ul style="list-style-type: none">- Individuals with AGI above \$99,000- Head of household filers who claim one child with AGI above \$146,500- Joint married filers with AGI above \$198,000
Timeline	As of 3/25, target receipt of direct deposits is within 3 weeks. Paper checks will take much longer and will be sent by regular mail.
More Information	https://www.kiplinger.com/tool/taxes/T023-S001-stimulus-check-calculator-2020/index.php

Unemployment Insurance

Enhancement	<p>In addition to regular unemployment benefits available at the state level, Pandemic Unemployment Assistance will expand the types of workers eligible to apply, extend the duration of time benefits may be received, and increase the typical dollar amount of payments.</p> <ul style="list-style-type: none">• Duration of benefits is extended 13 weeks beyond the number of weeks provided under each state's rule (typically around 26 weeks)• For 4 months, benefits are increased by \$600/week <p>Some lower-income workers will be able to maintain their full salaries under the program if forced out of work as the result of the pandemic.</p>
Eligibility	<ul style="list-style-type: none">• Employees, freelancers, gig economy workers, and self-employed
More Information	<p>Applications are made at the state level either in person, by phone, or online. https://www.careeronestop.org/LocalHelp/UnemploymentBenefits/find-unemployment-benefits.aspx</p>

Paid Sick Leave

Enhancement	<ul style="list-style-type: none">• Full-time employees are provided with 80 hours of paid sick leave.• Part-time workers receive paid sick leave for a number of hours equal to the average number of hours worked over a 2-week period.• Payments are equal to 100% of normal compensation (\$511/day maximum).
Eligibility	<ul style="list-style-type: none">• U.S. employees of small- and mid-sized firms who have worked for the company for at least one month and are unable to work or telework due to COVID-19• Employees are not required to be or become ill to qualify for sick leave<ul style="list-style-type: none">- Employees instructed to remain at home or comply with company social distancing rules are eligible• May be used in addition to paid family leave• Parents of minor children who cannot work or telework because of childcare duties cause by school closures may qualify for paid sick leave (in addition to paid family leave).
More Information	<p>The Labor Department has discretion to permit employers with fewer than 50 employees to opt out if complying with the mandate would jeopardize the viability of the business.</p> <ul style="list-style-type: none">• Employers with 500 or more employees are exempt• Employers of healthcare workers and emergency responders may elect to exclude employees. <p>https://www.dol.gov/agencies/whd/pandemic</p>

Assistance for Individuals



Paid Family Leave	
Enhancement	<ul style="list-style-type: none">Provides up to 12 weeks of paid family leave at 2/3 of an employee's usual pay rate (\$200/day maximum).
Eligibility	<ul style="list-style-type: none">US employees of small- and mid-sized firms who have worked for the company for at least one month and are unable to work or telework due to COVID-19.Eligible if need to quarantine, care for a family member, or care for a child at home because of school closure.
More Information	Same conditions and weblink as applies to "Paid Sick Leave"

Student Loans	
Enhancement	<ul style="list-style-type: none">• Borrowers with federal student loans are permitted to defer payments penalty free until September 30, 2020.<ul style="list-style-type: none">- Borrowers must request a forbearance from their loan servicer• Borrower who are not in default will automatically have their interest rate set to 0% for at least 60 days• All requests for garnishments from paychecks, federal income tax returns, and social security payments for defaulted borrowers have been stopped.<ul style="list-style-type: none">- Garnishments withheld from March 13, 2020 will be refunded- Private collection efforts have also been stopped• Employer-paid student loan payments up to \$5,250 are temporarily excluded from income tax reporting
Eligibility	<ul style="list-style-type: none">• Federal student loan borrowers in repayment, depending upon standing
More Information	https://studentaid.gov/announcements-events/coronavirus

Assistance for Individuals



Medicare/Medicaid	
Enhancement	<ul style="list-style-type: none">• COVID-19 lab tests (with no out-of-pocket costs), medically necessary hospitalizations (including quarantine), qualifying vaccines (if available), and telemedicine.
Eligibility	<ul style="list-style-type: none">• Covered by Medicare or Medicaid
More Information	https://www.medicare.gov/medicare-coronavirus

Qualified Retirement Plan Withdrawals

<p>Enhancement</p>	<p>The required minimum distribution (RMD) for 2020 may be skipped</p> <ul style="list-style-type: none"> • This includes a 2019 RMD that was delayed to 4/1/2020 • Awaiting official IRS guidance around rules regarding inherited IRA and inherited 401(k) accounts, so consult with your tax professional before making a withdrawal from those accounts. <p>Up to \$100,000 may be withdrawn penalty-free from IRAs, employer-sponsored retirement plans, or a combination of both, for those impacted by COVID-19.</p> <ul style="list-style-type: none"> • By default, the income tax on the distribution is split evenly across the 2020, 2021, and 2022 tax years, or • You can choose to elect to include all of the income in your 2020 income, or • Funds may be repaid over a three-year period back into a retirement account, and any taxes withheld on the distribution may be reclaimed as a refund by filing an amended tax return.
<p>Eligibility</p>	<p>Anyone with an employer-sponsored retirement plan or IRA</p>



Assistance for Businesses

Phase II: Families First Coronavirus Response Act

*** This program is different and separate from the program in Phase III (“CARES Act”) and participating in this program may make the borrower ineligible for participating in the Phase III program. **These loans are issued by the government, and not by banks.** Businesses with an urgent need for financing may wish to seek more conventional SBA 7(a) loans due to anticipated delays in finalizing terms and details.*

Assistance for Businesses



SBA Economic Injury Disaster Loan Program (EIDL)

Loan Size	<ul style="list-style-type: none">Up to \$2,000,000
Eligibility	<ul style="list-style-type: none">Small businesses, including ESOPs, and non-profits affected by the coronavirus in presidential- and SBA-declared disaster areas. List: https://www.sba.gov/disaster-assistance/coronavirus-covid-19
Interest Rate	<ul style="list-style-type: none">2.75% for non-profits 3.75% for small businesses
Term Length	<ul style="list-style-type: none">Variable, but up to 30 years
Documentation Needed	<ul style="list-style-type: none">Supporting documentation could include most recent business tax returns, a personal financial statement, and a schedule of liabilities listing all current debts
How to Apply	<ul style="list-style-type: none">Online directly with the SBA at https://disasterloan.sba.gov/ela/ using “Economic Injury” as the reason, orCall the SBA disaster assistance customer service center at 800-659-2955 (TTY: 800-877-8339), or Email disastercustomerservice@sba.gov
More Information	https://www.sba.gov/page/coronavirus-covid-19-small-business-guidance-loan-resources

Assistance for Businesses



Emergency Grants	
Amount	<ul style="list-style-type: none">• Advance of \$10,000 within 3 days
Eligibility	<ul style="list-style-type: none">• U.S. business owners with 500 or fewer employees
Permitted Use	<ul style="list-style-type: none">• Provide paid sick leave, maintain payroll, or meet other debt obligations
More Information	https://www.sba.gov/funding-programs/disaster-assistance

Express Bridge Loan Pilot Program	
Amount	\$25,000
Eligibility	<ul style="list-style-type: none">• Small businesses who currently have a business relationship with an SBA Express Lender and have an urgent cash need and are applying for an EIDL loan.
More Information	<ul style="list-style-type: none">• Will be repaid in full or in part by proceeds of the EIDL loan. https://www.sba.gov/document/support--express-bridge-loan-pilot-program-guide



Assistance for Businesses

Phase III: CARES Act

*** These loans will be issued by a private lender.*

Small Business Interruption Loans (Paycheck Protection Program)

Eligibility	<ul style="list-style-type: none">• Businesses (including sole proprietors & self-employed) & non-profits (except those with Medicaid funds) and<ul style="list-style-type: none">- with fewer than 500 employees (subject to the limited exceptions); or- that meet the Small Business Administration’s industry-based “size standard”;- requirements for the applicable NAICS code (based either on number of employees or annual receipts)• Must have been “substantially affected by COVID-19,” which is interpreted as:<ul style="list-style-type: none">- supply chain disruptions;- staffing challenges;- a decrease in sales or customers; or- shuttered businesses
Loan Duration and Amount	<ul style="list-style-type: none">• Maximum maturity of 10 years, the amount to be the lesser of (a) \$10 million or (b) 2.5x the average total monthly payments by the applicant for payroll costs incurred during the 1-year period before the date on which the loan is made; plus<ul style="list-style-type: none">- the amount of any SBA-provided Economic Injury Disaster Loan (EIDL) taken out after January 1, 2020• No collateral or personal guarantees are required.• Payments may be deferred 6-12 months, prepayment fees are waived, and loans are eligible for forgiveness.• For newer companies, or those with seasonal employees, average payroll costs from January 1 to February 29, 2020 are used to for part (b)

Small Business Interruption Loans (Paycheck Protection Program) Cont'd

Allowable Use of Funds

- Payroll support (up to \$100k annual salary), including paid sick, medical, or family leave, and costs related to the continuation of group health care benefits during those periods of leave;
- Employee salaries;
- Mortgage interest payments;
- Rent (including rent under a lease agreement);
- Utilities; and
- Any other debt interest obligations that were incurred before the covered period

Loan Forgiveness Requirements

- An eligible recipient shall be eligible for forgiveness of indebtedness in an amount equal to the cost of maintaining payroll continuity and other allowable costs during the covered periods (8 weeks from loan origination). The borrower shall submit an application to the lender, including documentation verifying the number of full-time equivalent employees on payroll and other costs specified under "Allowable Use:"
 - payroll tax filings reported to the IRS;
 - state income, payroll, and unemployment insurance filings;
 - financial statements verifying payments on debt obligations incurred before the covered period;
 - and
 - any other necessary documentation to be determined
- The amount of any loan forgiveness will be reduced by any reductions in employee wages (in excess of 25% for any employee) or a reduction in the number of employees during the covered period
- A previously-received EIDL loan that has been refinanced into a PPP loan is eligible for forgiveness

Small Business Interruption Loans (Paycheck Protection Program) Cont'd

Taxability	<ul style="list-style-type: none">• Canceled indebtedness under this section shall be excluded from gross income
When to Apply	<ul style="list-style-type: none">• Small businesses and sole proprietorships: starting April 3, 2020• Independent Contractors and Self-Employed Individuals: starting April, 10, 2020
Where to Apply	<ul style="list-style-type: none">• You can apply through any existing SBA Lender or through participating federally insured depository institutions and federally insured credit unions.• Link to application-> https://home.treasury.gov/system/files/136/Paycheck-Protection-Program-Application-3-30-2020-v3.pdf
Other Items	<ul style="list-style-type: none">• Final interest rate of .50% fixed with a maximum loan term of 2 years. https://home.treasury.gov/system/files/136/PPP--Fact-Sheet.pdf• Borrowers may not receive an EIDL loan and a PPP loan for the same purpose

Assistance for Businesses



SBA Loan Relief	
Enhancement	SBA loans that have already been distributed receive 6 months of loan forbearance on principal interest and fees.
Eligibility	Businesses with 500 or fewer employees that have current SBA loans

Employee Retention Credit

Enhancement

- Employers may receive a refundable payroll tax credit equal to the lesser of 50% of qualified wages or \$5,000 per employee for wages paid to employees after March 12, 2020 and before January 1, 2021 if business activities were disrupted or suspended due to any government-imposed restrictions related to containing the spread of the virus.
- Businesses whose operations were not disrupted, but experienced a decline in revenue due to the virus, can also receive the same credits if gross receipts fell 50% as compared to the same quarter in the previous calendar year.
- Credits will continue until the earlier of December 31, 2020 or gross receipts exceed 80% of the same quarter's gross receipts in the previous year.

Eligibility

- Credit can be claimed by employers with an average of more than 100 employees for all employees who are retained, but not currently working, as a result of COVID-19.
- For employers with an average of fewer than 100 employees, all wages paid qualify for the credit so long as the other requirements are met.
- Credits cannot be claimed for any wages paid by an SBA loan.



Assistance for Businesses

The Coronavirus Economic Stabilization Act (CESA)

Credit Support for Affected Businesses (other than Small Businesses)

<p>Overview</p>	<ul style="list-style-type: none"> • The Secretary of the Treasury (Secretary) is given discretion to determine which businesses will be beneficiaries of the credit support but likely to include businesses that would otherwise not qualify for the Small Business Interruption Loans assistance, such as businesses with more than 500 employees. • The Secretary will be authorized to make loans, guarantees and other investments (such as an equity stake or warrants) in support of eligible businesses as well as states and municipalities not to exceed \$500 billion. • An independent committee will oversee the program
<p>Loan Amount and Terms</p>	<ul style="list-style-type: none"> • Maturity is not to exceed 5 years. The Secretary is given similar discretion on determining the terms related to rates, underwriting, and other terms and conditions. These loans are not forgivable.
<p>Compensation Limits</p>	<ul style="list-style-type: none"> • Businesses that receive loans or guarantees under this program will be required to agree to certain caps on compensation and severance payments for employees whose compensation exceeded \$425,000 in the 2019 calendar year. Employees with compensation in excess of \$425,000 will be capped at the 2019 levels, and any severance pay is not to exceed twice the maximum compensation received in 2019. For officers or employees who earned more than \$3 million in 2019 annual salary, their compensation would be capped at \$3 million plus 50% of the amount exceeding \$3 million in 2019. For example, an individual earning \$6 million in 2019 would be capped at \$4.5 million ($\\$3 \text{ million} + 50\% \times [\\$6 \text{ million} - \\$3 \text{ million}] = \\4.5 million) These caps will remain in place for an additional 12 months beyond the period when the loan is outstanding

Credit Support for Affected Businesses Cont'd

Buybacks & Dividends	<ul style="list-style-type: none">• Companies may not conduct stock buybacks nor provide dividends nor capital distributions to investors for an additional 12 months beyond the period when the loan is outstanding
Employment Levels	<ul style="list-style-type: none">• Until September 30, 2020, companies are to maintain employment levels as of March 24, 2020 to the extent that it's practical, and in no case is the company to reduce employment by more than 10%



Additional Relief Programs

For Individuals and Businesses

Additional Relief Programs



Income Tax Filing & Payment	<ul style="list-style-type: none">• The federal tax return filing and payment deadlines are now July 15, 2020.<ul style="list-style-type: none">- Check with state and local tax authorities for any adjusted deadlines for those obligations.• Individual and other non-corporate filers may defer income tax payments that would have been due April 15 without penalty or interest.• Gig workers and the self-employed are eligible to receive paid sick leave benefits in the form of a tax credit. <p>https://www.irs.gov/coronavirus</p>
State & Local Relief Programs	<ul style="list-style-type: none">• Several local jurisdictions are supporting small businesses with loans, grants, or deferment of tax and fee collections. <p>https://www.forbes.com/sites/advisor/2020/03/20/list-of-coronavirus-covid-19-small-business-relief-programs/#3cc8d3d7e89d</p> <p>https://www.inc.com/kevin-j-ryan/coronavirus-resource-list-for-businesses.html?icid=hmside2</p> <p>https://bench.co/blog/operations/covid19-state-guide/</p>
Business Service Providers	<ul style="list-style-type: none">• Check with providers as many companies, utilities, etc. are providing discounts, payment deferrals and/or grants to small businesses.

Additional Relief Programs



Phase II Stimulus	<ul style="list-style-type: none">• Tax credits for businesses with fewer than 500 employees to cover:<ul style="list-style-type: none">- Two weeks of paid sick leave for employees who have been quarantined, have a sick family member, or have been affected by school closings- Up to three months of paid family and medical leave amounting to no less than two-thirds of regular pay for those employees listed above• The option for the Labor Department to exempt businesses with fewer than 50 employees from abiding by the paid leave mandate, if the Labor Department decides the new law could pose an existential threat to the company
Phase III Stimulus	<p>Delays of payment of Employer Payroll Taxes</p> <ul style="list-style-type: none">• Payroll taxes due to the IRS through the end of 2020 can be deferred with 50% of those deferred payments due by December 31, 2021 and the remaining 50% due by December 31, 2022• Taxpayers that had indebtedness forgiven under the CARES Act are excluded from this benefit• Changes to Net Operating Loss Rules to use losses today against past profits to claim refunds• The Act temporarily reverses changes to how net operating losses can be carried back.• Losses from 2018, 2019 and 2020 will be permitted to be carried back for up to five years (or forego the carryback and instead carry the loss forward)• Increases to the amount of interest expense businesses may deduct from 30% to 50% for 2019 and 2020

Additional Important Disclosures



The information contained in this guide has been obtained from sources Sage Financial Group believes to be reliable but cannot be guaranteed. The links contained in this guide directing the reader to helpful resources are subject to change as additional details emerge as to how these stimulus programs will be implemented.

The information presented in this communication reflects prevailing conditions and projected timelines as of the date of publication and is subject to change without notice. This guide is an educational tool designed to summarize complex regulations and programs and is no substitute for the fulsome information available from program sponsors .

Any information in this guide that is forward-looking in nature and based upon certain assumptions, should not be construed as indicative of the actual events or outcomes which will occur.

© 2020 Sage Financial Group. Reproduction without permission is not permitted.



For more information, please contact Sage Financial Group

Stephen L. Cohn, CFP®, Co-Founder | scohn@sagefinancial.com | 484-342-4400

Alan J. Cohn, CFP®, Co-Founder | acohn@sagefinancial.com | 484-342-4400

300 Barr Harbor Drive, Suite 200, West Conshohocken, PA, 19428

Sagefinancial.com