The CARES Act & Return to Work
Overview & Major Provisions for Individuals

$2 Trillion Package
- Through the Federal Reserve potential for additional $4 trillion in support for the economy
- Referred to as the “Phase 3” Bill

Automatic Payments to Individual Taxpayers
- $1,200 per individual ($2,400 joint return) + $500 per child
- Phased out for incomes above $75,000 ($150,000 joint)

Expanded Unemployment
- Most restrictions on eligibility suspended if related to COVID-19
- Additional $600 per week on top of regular state benefit (through July 31)
- Eligibility ends when individual can return to work
- Benefits provided through State UI offices
CARES Act Assistance Available to Small Businesses

**PPP:**
- $349 Billion - $310 Billion
- < 500, Self-Employed, Independent Contractors
- Loans equal to 2 ½ months payroll
- Loans can convert to grants
- Apply through banks & other lenders

**EIDL:**
- $50 Billion Loans $10 Billion Grants
- < 500, Self-Employed, Independent Contractors
- Low interest loan
- Up to $10 k grant
- Apply through SBA

**Employee Retention Tax Credit:**
- Up to $5 k per employee
- Employer fully or partially closed or drop of 50% in quarterly gross receipts
- Different rules for above and below 100 employees
- Ineligible if accept PPP

**Payroll Tax Deferment:**
- Defer employer portion of payroll taxes
- Repay 50% 12/31/21, 50% 12/31/22
- Ineligible if accept PPP loan forgiveness
Main Street Lending

- Federal Reserve Supported
- U.S. Businesses Less Than 10,000 Employees or $2.5 Billion Revenue
- Loans Through Banks
- May 1 Start Likely
- Restriction on Stock Buybacks, Dividends, Executive Compensation

What to Watch:
- Minimum Loan Amount
- Maximum Loan Amount
- Eligibility
- Restrictions
PPP Loans to Date

- 1,667,367 Loans Approved by SBA
- Made by 4,975 Lenders
- 74% of Loans Under $150,000
- Average Loan Amount: $206,000

PPP Loans Moving Forward

- At Average Loan Amount, $310 Billion Supports 1.5 Million More Loans
- $60 Billion Set Aside for Smaller Banks, Credit Unions, CDFIs
Return to Work: White House

Guidelines for all phases

- Develop and implement appropriate policies, in accordance with Federal, State, and local regulations and guidance, and informed by industry best practices, regarding:
  - Social distancing and protective equipment
  - Temperature checks
  - Sanitation
  - Use and disinfection of common and high-traffic areas
  - Business travel

- Monitor workforce for indicative symptoms. Do not allow symptomatic people to physically return to work until cleared by a medical provider.
- Develop and implement policies and procedures for workforce contact tracing following employee COVID+ test.
<table>
<thead>
<tr>
<th>Employers</th>
<th>Phase 1</th>
<th>Phase 2</th>
<th>Phase 3</th>
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</thead>
<tbody>
<tr>
<td>ENCOURAGE TELEWORK</td>
<td>Close COMMON AREAS and enforce strict SOCIAL DISTANCING</td>
<td>Resume UNRESTRICTED STAFFING of worksites</td>
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<tr>
<td>RETURN TO WORK IN PHASES</td>
<td>Minimize NON-ESSENTIAL TRAVEL</td>
<td>LARGE VENUES can operate under limited physical distancing.</td>
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<tr>
<td>Close COMMON AREAS and enforce strict SOCIAL DISTANCING</td>
<td>SPECIAL ACCOMMODATIONS for the VULNERABLE POPULATION</td>
<td>GYMS can operate with standard sanitation protocols.</td>
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<tr>
<td>Minimize NON-ESSENTIAL TRAVEL</td>
<td>Resume UNRESTRICTED STAFFING of worksites</td>
<td>BARS can operate with increased standing room occupancy.</td>
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Return to Work Issues

- Role of Employers in Testing, Tracing, Health Monitoring
- Guidance vs. Regulations
- Legal Liability
- Patchwork of Rules
- Resources, Especially for Certain Businesses