Coronavirus legislation



A quick overview of your relief options

- 1. Read this quick overview for baseline information.
- 2. Then find which program works best for you with our <u>decision tree on principal.com</u>.
- 3. Finally, use this calculator to help estimate which programs might help you out the most.

What it is	The details	Who's eligible	Business size	Deadline	Limitations	Interest rate and payoff terms	Dollar limits	Use with other programs?
Initial Payche	ck Protection Program (PPP1) Loans						
A potentially forgivable loan for businesses to continue paying employees	For small- to medium-sized businesses; payments of principal and interest deferred; no collateral and no guarantee.	For-profit companies, nonprofits, sole proprietors (with or without employees), independent contractors, and self-employed individuals	500 or fewer employees	Apply by March 31, 2021	One loan per business	Interest: 1% Term: two years for loans prior to June 5; five years for loan taken on or after June 5	2½ times monthly payroll, up to \$10 million	Can be combined with employee retention credit, delay of employer portion of Social Security tax, Economi Injury Disaster Loans (EIDLs) or Economic Injury Grants (EIGs) and Small Business Administration (SBA) Debt Relief, and other SBA loan programs—if all are used for different expenses.
"Second Drav	v" Paycheck Protection F	Program (PPP2) Loans						
A potentially forgivable loan for businesses that experienced economic hardship in 2020	For smaller, harder hit businesses; payments of principal and interest deferred; no collateral and no guarantee.	For-profit companies, nonprofits, sole proprietors (with or without employees), independent contractors, and self-employed individuals	300 or fewer employees; experienced a drop in gross receipts of at least 25% in any one quarter of 2020, compared to 2019	Apply by March 31, 2021	One loan per business	Same as for PPP1 loan	2½ times monthly payroll up to \$2 million (or 3½ times payroll for restaurants, lodging, and similar businesses; NAICS code beginning with 72)	Can be combined with employee retention credit, delay of employer portion of Social Security tax, Economic Injury Disaster Loans (EIDLs) or Economic Injury Grants (EIGs) and Small Business Administration (SBA) Debt Relief, and other SBA loan programs—if all are used for different expenses.
PPP Loan for	giveness							
Forgiveness of some or all PPP loan (plus interest) when you keep employees working ¹	Loan forgiveness is available for qualifying costs incurred during the eight through 24-week period after receiving the loan. The SBA provides various versions of the loan forgiveness application depending on the specific situation.	For-profit companies, and nonprofits, sole proprietors, independent contractors, and the self- employed	Businesses that received PPP loan	Maturity date of loan	Qualifying expenses include payroll, ² lease or rent, mortgage interest, utilities, and others' during the eight through 24 weeks following date of loan. At least 60% of expenses must be spent on payroll.	N/A	Determined by qualifying expenses, head count, and salary levels	Can be combined with delay of employer portion of Social Security tax, Economic Injury Disaster Loans (EIDLs) or Economic Injury Grants (EIGs) and Small Business Administration (SBA) Debt Relief, and other SBA loan programs—if all are used for different expenses.

What it is	The details	Who's eligible	Business size	Deadline	Limitations	Interest rate and payoff terms	Dollar limits	Use with other programs?	
Economic Injury Disaster Loans									
For businesses that have experienced substantial economic injury due to COVID-19	Low-interest loans cover payroll, sick leave, increased production costs due to supply chain interruptions, lease, mortgage, and debts. Requires collateral for loans over \$25,000 and guarantee for loans over \$200,000.	For-profit and nonprofit businesses, sole proprietors, independent contractors, and the self-employed	500 or fewer employees (no size requirement for nonprofits)	Apply by December 31, 2021	Must have suffered substantial economic injury due to the declared disaster.	Up to 3.75% (or 2.75% for nonprofits) for up to 30 years	Up to \$2 million	Can be combined with PPP, PPP loan relief, certain EIGs and SBA Debt Relief—if all are used for different expenses. EIDL loan can be refinanced into a PPP loan.	
Emergency Economic Injury Grant									
An added grant for EIDL borrowers	Can request a grant of up to \$10,000. Doesn't require repayment.	For-profit companies, ESOPs, and nonprofits. Includes sole proprietors, independent contractors, and the self-employed; now focused on low- income communities	500 or fewer employees	Apply by December 31, 2021	Must demonstrate substantial economic injury due to a declared disaster.	N/A	Up to \$10,000	Can be combined with PPP and other SBA relief—if it's used for different expenses.	
Small Business Debt Relief									
Temporarily relieves small business owners of loan payments	Covers all loan payments, fees, and interest for six months (plus three- or five-month extensions for certain businesses) existing or potential non-disaster SBA loan payments for 7(a) loans, microloans, and 504 loans	All businesses with existing and new 7(a) loans (other than PPP loans) taken before September 30, 2021.	Any business with SBA 7(a) loan, microloan, or 504 loan	Apply for new loans before September 30, 2021	For existing (non-disaster) borrowers and new loans taken through September 30, 2021.	N/A	Up to \$9,000 per month	Can be combined with PPP loan and PPP loan forgiveness, but this debt relief does not apply to a PPP loan.	
Express Loans									
SBA loan that's processed more quickly but with standard payoff terms	Temporary increase in limit for express loans, from \$350,000 to \$1 million until October 1,2021, then \$500,000 after October 1,2021. No collateral for first \$25,000.	For-profit businesses at least two years old	500 or fewer employees, or other eligible small business ³	Apply by October 1, 2021 (for up to \$1 million) or thereafter (up to \$500,000)	Borrowers subject to same eligibility requirements as other 7(a) loans. Must demonstrate that other sources of credit are unavailable.	Negotiated interest up to SBA maximum; up to seven years	Up to \$1 million until October 1, 2021, then \$500,000 after October 1, 2021.	Can be combined with PPP and other SBA relief—if it's used for different expenses	

What it is	The details	Who's eligible	Business size	Deadline	Limitations	Interest rate and payoff terms	Dollar limits	Use with other programs?		
Main Street Lending Program										
Loans for small and mid-sized businesses that were in sound financial condition prior to COVID-19, but now require financial assistance	Larger nonforgivable loans with deferred payments of principal (two years) and interest (one year).	For-profit U.S. businesses and nonprofits	15,000 or fewer employees, OR 2019 revenues of \$5 billion or less	Must have applied for the loan prior to December 15, 2020; no new loans.	Business must need loan to support ongoing operations.	(1 month or 3	New loans — minimum \$100,000, maximum of \$35 or \$50 million, up to multiple of adjusted 2019 EBITDA (four or six times EBITDA, minus existing outstanding and undrawn debt) depending on loan type Existing loans—upsizing previously existing loan—minimum amount is \$10 million; maximum \$300 million, up to six times adjusted 2019 EBITDA (with some limitations)	Loans not forgivable. Must make "commercially reasonable efforts to retain employees." Additional restrictions include executive compensation limitations, no buybacks of stock (if publicly traded) or payment of dividends (exceptions apply to certain S corporations).		
Delay of Employ	Delay of Employer Payroll Taxes									
A deferral of a portion of payroll taxes that can help with cashflow	Employer can delay paying employer share of Social Security payroll tax payments for 2020 and pay in two installments: half in December 2021 and half in December 2022.	Businesses and nonprofits, including self-employed individuals	At least one employee	March 27, 2020, through December 31, 2020	Available for 2020 tax year	N/A	N/A	Can use it with a PPP loan, both before and after the loan has been forgiven		
Employee Reten	tion Credit									
A payroll tax credit for businesses not taking a PPP loan	Credit against payroll taxes equal to 70% of wages of up to \$10,000 per employee per calendar quarter. Designed to encourage businesses to retain their employees.	Businesses and nonprofits not taking a PPP loan	More than 100 employees: available only for employees being paid but not working. Under 100 employees: available whether employees are working or not.	June 30, 2021	Must have experienced a full or partial shutdown as result of governmental order during COVID-19, or more than 20% reduction in quarterly gross receipts.	N/A	Maximum \$14,000 per employee (\$7,000 per calendar quarter)	Available to businesses receiving a PPP loan and to certain government entities.		
Payroll credit for Families First Sick Pay and Leave										
Payroll tax credit for sick pay and family leave paid to employees affected by COVID-19 illness	Makes previous payroll credit for paid sick leave and family medical leave under Families First Coronavirus Response Act refundable when you pay the employee benefit.	Businesses and nonprofits	500 or fewer employees	March 31, 2021	Payroll credit available for certain sick leave and family medical leave payments authorized under Families First Coronavirus Response Act.	N/A	N/A (but based on amount of benefits paid)	Wages eligible for this credit will not be included as eligible expenses for PPP loan.		

Find more information at the Small Business Administration (SBA) website.

- ¹ 60% of the loan must be spent on payroll. Up to 40% may be used for certain other expenses, such as mortgage interest, rent, utility payments, operations expenditures, property damage costs, supplier costs, and worker protection expenditures. If you lay people off or cut their wages it may reduce your loan forgiveness. It may decrease according to how many employees you lay off (by percentage). And if you trim salaries and wages by more than 25% for employees making less than \$100,000, the loan may be cut accordingly. See PPP Overview for exceptions and additional guidance. However, if your loan is \$50,000 or less (and, together with your affiliates, less than \$2 million), you are exempt from having your forgiveness reduced based on any reductions in FTE and/or salary and wages under the de minimis exemption. Note: The Act provides further guidance regarding affiliated entities (including investors) and eligibility. Its important to consult your attorney and lender to clarify whether affiliation rules apply to you. For more detail, see PPP Overview.
- ² "Payroll," for purposes of the PPP loan and forgiveness, means: salary, wages, commissions, or tips (capped at \$100,000 on an annualized basis for each employee); payments for vacation, parental, family, medical, or sick leave; allowance for separation or dismissal; payments required for the provisions of group health care benefits, including premiums for group life, disability, dental and vision insurance; payment of any retirement benefit; and state and local taxes assessed on compensation. Owner compensation is limited to a prorated amount of 2019 compensation or \$100,000, whichever is less. For an eight-week forgiveness period, the prorated amount is 8/52 (meaning \$15,385, based on \$100,000). For a 24-week period, the prorated amount for owners is 2.5/12 (meaning \$20,833), and 24/52 for employees (meaning \$46,154).
- ³ Most businesses are eligible as long as they have 500 or fewer employees (whether they're full-time or part-time)—including sole proprietorships, self-employed individuals, independent contractors, not-for-profit and veterans' organizations, and Tribal business concerns. Accommodations and food service companies must have less than 500 employees per location and less than \$500 million in revenue. Even some larger businesses may be eligible if they meet the SBA size standard for the number of employees for that industry—refer to this resource. Note: The Act provides further guidance regarding "affiliated" entities (including investors) and eligibility. It's important to consult your attorney and lender to clarify whether affiliation rules apply to you.

The subject matter in this communication is educational only and is provided with the understanding that Principal® is not rendering legal, accounting, or tax advice. You should consult with appropriate counsel or other advisors on all matters pertaining to legal, tax, or accounting obligations and requirements.

For program qualification details, please see the Small Business Administration (SBA) website.



Insurance products issued by Principal National Life Insurance Co. (except in NY) and Principal Life Insurance Co. Plan administrative services offered by Principal Life. Securities offered through Principal Securities, Inc., 800-247-1737, Member SIPC. Principal National, Principal Life, and Principal Securities are members of the Principal Financial Group®, Des Moines, IA 50392.

BB12434-08 | 1463910-122020 | 12/2020 | © 2020 Principal Financial Services, Inc.