ACEC - 2020 Webinar

Navigating Your Small Firm Through COVID-19

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What's on the Agenda

- Update based on conversations with firms across the country
- Financial questions and decisions
- Keeping Workers Paid and Employed Act



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The News

- Essentially all firms have converted fairly seamlessly to the remote work environment
 - The transition from 1 office to 30 offices
 - Past investments in IT are really paying dividends
 - Some firms did not have translatable hardware
- Significantly more communication taking place
 - Projects, social, check-ins, happy hours
 - What's missing is the mentoring aspect walking around the office and connecting



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The News - cont'd

- Impact to work very dependent on market sectors and geographies
 - Is construction an essential business
- Most firms have seen some impact to business and backlog, but would have anticipated more negatives
- Most firms doing more strategic financial planning
 - Scenarios and what ifs



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Implementation

- · Cash, Cash, Cash
 - It just received a promotion
 - ACH instead of checks
- Accounts Receivable
 - Collections slowing
- Accounts Payable
 - Slow it down and conserve your cash
- Track your COVID-19 costs
- Capital Expenditures don't do it unless its for IT
- RIFs, furloughs, adjustments to compensation
- Line of credit
 - To borrow or not to borrow

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Keeping Workers Paid and Employed

- Small business loans for firms with fewer than 500 people per physical location
- Loans to be used for payroll support, salaries, paid sick or medical leave, insurance premiums, and mortgage, rent and utility payments
- April 3rd is the commencement date for applications for small businesses and sole proprietors
- April 10th is the commencement date for applications for independent contractors and self-employed individuals



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Keeping Workers Paid and Employed – cont'd

- Good faith certification of necessity of loan due to COVID-19
- No fees or prepayment penalties
- No personal guarantees or collateral
- \$349 billion available



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Keeping Workers Paid and Employed – cont'd

- Potential for loan forgiveness
 - Eligible for forgiveness if money used for allowable expenses and as long as these expenses were in place before February 15, 2020
 - Payroll costs do not include compensation above \$100,000 in wages
 - Amounts forgiven can be reduced by a reduction in employees or compensation
 - Cancelled debt not included as taxable income



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Keeping Workers Paid and Employed – cont'd

- Emergency Economic Injury Disaster Loans (EIDL)
 Grants
 - Now available for ESOP companies with less than 500 employees
- Refundable payroll tax credit for 50% of wages paid by employers during the crisis
 - Some qualifications
- Can defer employer share of Social Security tax
- Check with your accountant and payroll service



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Q&A - Discussion

• What questions do you have?



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