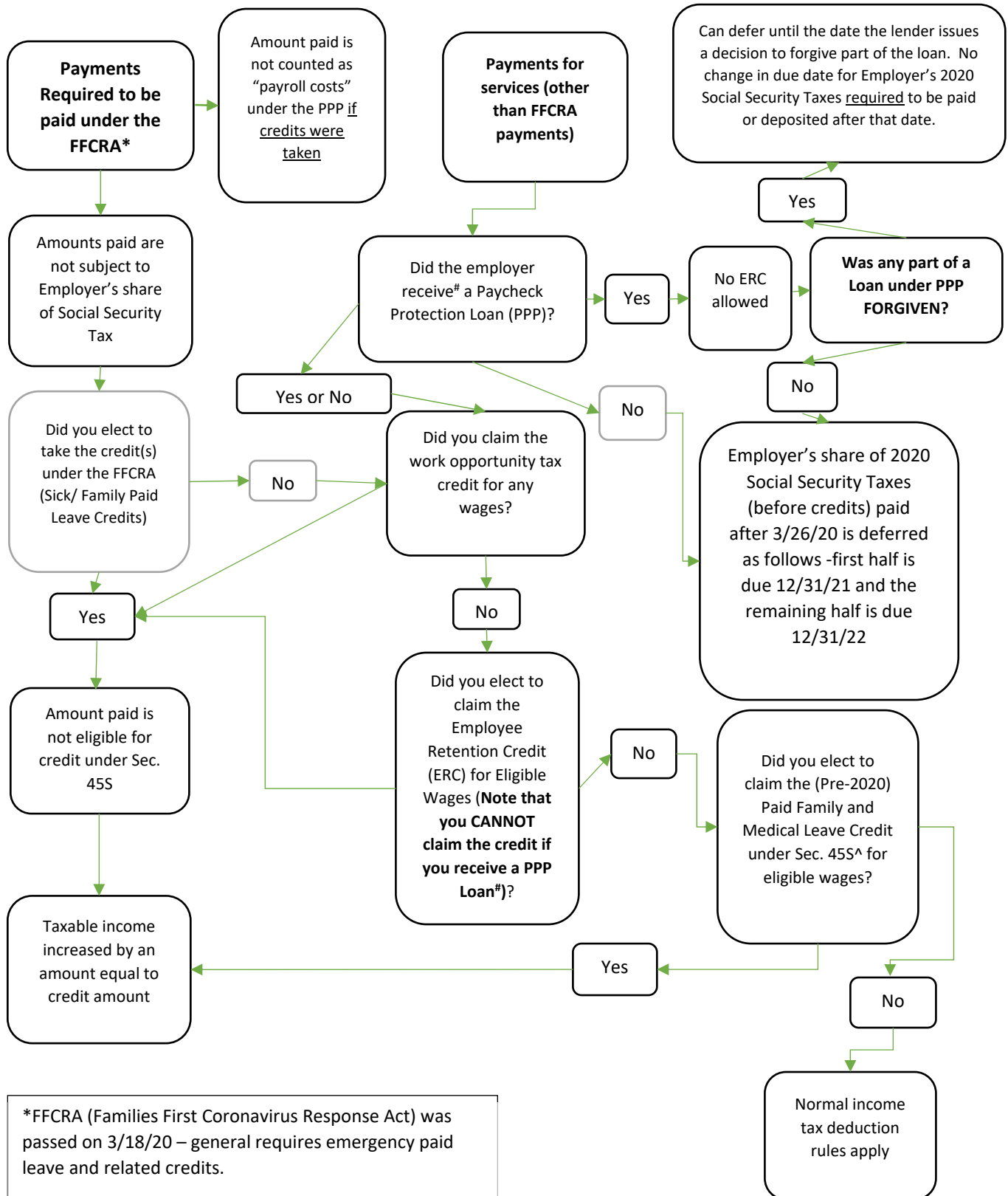


RELATIONSHIP BETWEEN PAID LEAVE CREDITS AND THE CARES ACT



\*FFCRA (Families First Coronavirus Response Act) was passed on 3/18/20 – general requires emergency paid leave and related credits.

^Pre-2020 Family & Medical Leave Credit under Sec. 45S – This credit still applies for 2020 and was in existence before the FFCRA.

#Repayment of the entire loan by the safe harbor deadline (currently May 14, 2020) will be treated as if the employer never received a PPP loan for ERC purposes.

**Other Definitions:**  
 PPP: Paycheck Protection Program  
 CARES Act: Coronavirus Aid, Relief, and Economic Security Act  
 ERC: Employee Retention Credit