

# What You Need to Know About PPP Loan Forgiveness

Presented by:
Michael Maddalone | GTM Payroll Services
Dave Wojeski | Wojeski & Company CPAs, P.C.
Kevin Kelly | Wojeski & Company CPAs, P.C.





# **About Our Speakers**



Michael Maddalone
Director of
Business Sales
GTM Payroll Services



Partner
Wojeski & Company
CPAs, P.C.



Kevin Kelly, CPA
Tax Manager
Wojeski & Company
CPAs, P.C.



- For loans originating after June 5, 2020 the forgiveness period is extended from 8 weeks to the earlier of 24 weeks from loan origination or December 31, 2020.
  - Borrowers that received loans prior to June 5, 2020
     may elect to still use the 8-week covered period.
- Reduced payroll cost requirement to 60%, as opposed to 75%.
- Extension of Safe Harbor Rehire date to from June 30, 2020 to December 31, 2020.



- PPP loans originating after June 5, 2020 will have a minimum term of 5 years.
- Lenders and borrowers can renegotiate terms of an existing loan to a 5-year term.
- Deferment of principal and interest payments is extended from 6 months to the date the borrowers loan forgiveness amount is determined.



- "Employee Availability" FTE exception added if you are unable to:
  - rehire individuals who were employees on February 15, 2020
  - hire similarly qualified employees for unfilled positions on or before December 31, 2020
  - restore operations to comparable levels of business activity due to social distancing, sanitation requirements, or customer safety need



- PPP borrowers are now able to defer the employer share (6.2%) of 2020 Social Security taxes into 2021 and 2022, even after loan forgiveness has been granted.
- Borrowers now have up to 10 months from the last day of their covered period to apply for forgiveness before principal and interest payments will be due.



# Prepare for PPP Forgiveness

- Total cash compensation
- Average FTEs/Head count calculation
- Any pay reductions of more than 25%
- Non-payroll costs (mortgage interest, lease/rental payments, and utilities)



# Keep in Mind

- Documentation needed to justify all expenses
- EIDL advance will reduce PPP loan forgiveness amount
- Non-payroll costs must be paid or incurred during covered period
- Health insurance and retirement contributions for selfemployed individuals are not eligible for forgiveness
- No tax deduction allowed for expenses included in loan forgiveness



# About PPP Loan Forgiveness

- Apply for forgiveness within 10 months from end of your covered period
- Submit application and documentation through your lender
- After applying, lender has 60 days to issue decision on loan forgiveness



### About the Application

- Latest versions updated on June 16, 2020
- Two versions: EZ and Standard
- EZ version:
  - One page of borrower self-certifications on terms of forgiveness
- Standard version:
  - Five-page application that streamlines forgiveness



## About the Application

- Use EZ version if:
  - Self-employed and have no employees OR;
  - Didn't reduce employee salaries or wages by more than 25% and didn't reduce number of employee hours OR;
  - Business impacted by COVID-19 directives and didn't reduce employee salaries and wages by more than 25%



OMB Control No. 3245-0407

Expiration date: 10/31/2020

# EZ PPP Loan Forgiveness Form



Paycheck Protection Program
PPP Loan Forgiveness Application Form 3508EZ

Business Legal Name ("Borrower")		DBA or Tradename, if applicable		
Business Address		Business TIN (EIN, SSN)	Business Phone	
			( ) -	
		Primary Contact	E-mail Address	
SBA PPP Loan Number:	Lender PPP Loa	nn Number:		
PPP Loan Amount:	PPP Loan Disbursement Date:			
Employees at Time of Loan Application: Employees at T		ime of Forgiveness Application:		
EIDL Advance Amount:	_ EIDL Application	on Number:		
Payroll Schedule: The frequency with which payroll is	s paid to employees is:			
☐ Weekly ☐ Biweekly (every other week)	☐ Twice a mon	th	□ Other	
Covered Period: to				
Alternative Payroll Covered Period, if applicable:		to		
If Rarrawar (tagathar with affiliatas if applicable) re	occived DDD leans in	ovenes of \$2 million, cha	ek hara.	



# EZ PPP Loan Forgiveness Form

Forgiveness Amount Calculation:	
Payroll and Nonpayroll Costs Line 1. Payroll Costs:	
Eme 1. Taylon Costs.	
Line 2. Business Mortgage Interest Payments:	
Line 3. Business Rent or Lease Payments:	
Line 4. Business Utility Payments:	
Potential Forgiveness Amounts	
Line 5. Add the amounts on lines 1, 2, 3, and 4:	
Line 6. PPP Loan Amount:	
Line 7. Payroll Cost 60% Requirement (divide Line 1 by 0.60):	
Forgiveness Amount	
Line 8. Forgiveness Amount (enter the smallest of Lines 5, 6, and 7):	-



# EZ PPP Loan Forgiveness Form



Paycheck Protection Program
PPP Loan Forgiveness Application Form 3508EZ

By Signing Below, You Make the Following Representations and Certifications on Behalf of the Borrower: The Authorized Representative of the Borrower certifies to all of the below by initialing next to each one.

	The dollar amount for which forgiveness is requested:  • was used to pay costs that are eligible for forgiveness (payroll costs to retain employees; business mortgage interest payments; business rent or lease payments; or business utility payments);  • includes payroll costs equal to at least 60% of the forgiveness amount;  • if a 24-week Covered Period applies, does not exceed 2.5 months 'worth of 2019 compensation for any owner-employee or self-employed individual/general partner, capped at \$20,833 per individual; and  • if the Borrower has elected an 8-week Covered Period, does not exceed 8 weeks' worth of 2019 compensation for any owner-employee or self-employed individual/general partner, capped at \$15,385 per individual.
	I understand that if the funds were knowingly used for unauthorized purposes, the federal government may pursue recovery of loan amounts and/or civil or criminal fraud charges.
	The Borrower did not reduce salaries or hourly wages by more than 25 percent for any employee during the Covered Period or Alternative Payroll Covered Period compared to the period between January 1, 2020 and March 31, 2020. For purposes of this certification, the term "employee" includes only those employees that did not receive, during any single period during 2019, wages or salary at an annualized rate of pay in an annual more than \$100,000.
	The Borrower has accurately verified the payments for the eligible payroll and nonpayroll costs for which the Borrower is requesting forgiveness.
	I have submitted to the Lender the required documentation verifying payroll costs, the existence of obligations and service (as applicable) prior to February 15, 2020, and eligible business mortgage interest payments, business rent or lease payments, and business tultity payments.
	The information provided in this application and the information provided in all supporting documents and forms is true and correct in all material respects. I understand that knowingly making a false statement to obtain forgiveness of an SBA-guaranteed loan is punishable under the law, including 18 USC 1001 and 3571 by imprisonment of normet and five years and/or a fine of up to \$250,000; under 15 USC 645 by imprisonment of not more than two years and/or a fine of not more than \$5,000; and, if submitted to a Federally insured institution, under 18 USC 1014 by imprisonment of not more than thirty years and/or a fine of not more than \$1,000,000.
	The tax documents I have submitted to the Lender are consistent with those the Borrower has submitted/will submit to the IRS and/or state tax or workforce agency. I also understand, acknowledge, and agree that the Lender can share the tax information with SBA's authorized representatives, including authorized representatives of the SBA Office of Inspector General, for the purpose of ensuring compliance with PPP requirements and all SBA reviews.
	I understand, acknowledge, and agree that SBA may request additional information for the purposes of evaluating the Borrower's eligibility for the PPP loan and for loan forgiveness, and that the Borrower's failure to provide information requested by SBA may result in a determination that the Borrower was ineligible for the PPP loan or a denial of the Borrower's loan forgiveness application.
In additio	n, the Authorized Representative of the Borrower must certify by initialing at least ONE of the following two items:
	The Borrower did not reduce the number of employees or the average paid hours of employees between January 1, 2020 and the end of the Covered Period (other than any reductions that arose from an inability to rehire individuals who were employees on February 15, 2020, if the Borrower was unable to hire similarly qualified employees for unfilled positions on or before December 31, 2020, and reductions in an employee's hours that a borrower offered to restore and were refused).

The Borrower was unable to operate between February 15, 2020, and the end of the Covered Period at the same level of business activity as before February 15, 2020 due to compliance with requirements established or guidance issued between March 1, 2020 and December 31, 2020, by the Secretary of Health and Human Services, the Director of the Centers for Disease Control and Prevention, or the Occupational Safety and Health Administration, related to the maintenance of standards of sanitation, social distancing, or any other work or customer safety requirement related to COVID-19.

The Borrower's eligibility for loan forgiveness will be evaluated in accordance with the PPP regulations and guidance issued by SBA through the date of this application. SBA may direct a lender to disapprove the Borrower's loan forgiveness application if SBA

- Page 2
  - Self certifications
  - Sign and date

determines that the Borrower was ineligible for the PPP loan.



# PPP Loan Forgiveness Form



Paycheck Protection Program
Loan Forgiveness Application Revised June 16, 2020

OMB Control Number 3245-0407 Expiration Date: 10/31/2020

#### PPP Loan Forgiveness Calculation Form

Business Legal Name ("Borrower")		DBA or Trade	ename, if applicable
Business Address		Business TIN (EIN, SSN)	Business Phone
			( ) -
		Primary Contact	E-mail Address
SBA PPP Loan Number:	_ Lender PPP Los	n Number:	
PPP Loan Amount:	PPP Loan Disbu	rsement Date:	
Employees at Time of Loan Application:	plication: Employees at Time of Forgiveness Application:		
CIDL Advance Amount: EIDL Application Number:			
Payroll Schedule: The frequency with which payroll is p	paid to employees is:		
☐ Weekly ☐ Biweekly (every other week)	☐ Twice a mon	th	Other
Covered Period:to			
Alternative Payroll Covered Period, if applicable:		to	
If Borrower (together with affiliates, if applicable) rec	ceived PPP loans in	excess of \$2 million, che	ck here: □



# PPP Loan Forgiveness Calculation

Forgiveness Amount Calculation:	
Payroll and Nonpayroll Costs Line 1. Payroll Costs (enter the amount from PPP Schedule A, line 10):	
Line 2. Business Mortgage Interest Payments:	
Line 3. Business Rent or Lease Payments:	
Line 4. Business Utility Payments:	
Adjustments for Full-Time Equivalency (FTE) and Salary/Hourly Wage Reductions Line 5. Total Salary/Hourly Wage Reduction (enter the amount from PPP Schedule A, line 3):	
Line 6. Add the amounts on lines 1, 2, 3, and 4, then subtract the amount entered in line 5:	
Line 7. FTE Reduction Quotient (enter the number from PPP Schedule A, line 13):	
Potential Forgiveness Amounts Line 8. Modified Total (multiply line 6 by line 7):	
Line 9. PPP Loan Amount:	
Line 10. Payroll Cost 60% Requirement (divide line 1 by 0.60):	
Forgiveness Amount Line 11. Forgiveness Amount (enter the smallest of lines 8, 9, and 10):	



- For non-owner employees only
- Do not list:
  - Owners
  - Self-employed individuals
  - Partners
  - Payments to independent contractors
- Sole proprietors and owner-only entities do not need to complete this page





Paycheck Protection Program Loan Forgiveness Application Revised June 16, 2020

OMB Control Number 3245-0407 Expiration Date: 10/31/2020

#### **PPP Schedule A Worksheet**

#### **Table 1:** List employees who:

- Were employed by the Borrower at any point during the Covered Period or the Alternative Payroll Covered Period whose principal place of residence is in the United States; and
- Received compensation from the Borrower at an annualized rate of less than or equal to \$100,000 for all pay periods in 2019 or were not employed by the Borrower at any point in 2019.

		•		
Employee's Name	Employee Identifier	Cash Compensation	Average FTE	Salary / Hourly Wage Reduction
-		_		
FTE Reduction Exceptions:				
Totals:		Box 1	Box 2	Box 3



#### **Table 2:** List employees who:

- Were employed by the Borrower at any point during the Covered Period or the Alternative Payroll Covered Period whose principal place of residence is in the United States; and
- Received compensation from the Borrower at an annualized rate of more than \$100,000 for any pay period in 2019.

Employee's Name	Employee Identifier	Cash Compensation	Average FTE
Totals:		Box 4	Box 5

Attach additional tables if additional rows are needed.



2017 of were not employed by the	DOLLOW OF OR			
	Employee			Salary / Hourly Wage
Employee's Name	Identifier	Cash Compensation	Average FTE	Reduction
FTE Reduction Exceptions:				
Totals:		Box 1	Box 2	Box 3

Maximum cash compensation is \$15,385 (8-week period) or \$46,154 (24-week period)



# Maximum Cash Compensation

- Count payroll costs paid or incurred during the covered period?
  - Ex: First payroll run during covered period includes days not in covered period
- Count bonuses paid or incurred?
  - Ex: Q1 bonuses paid during a covered period
- Ask your lender for guidance



Employee | Cash Compensatio | Average FTE | Reduction |

FTE Reduction Exceptions: | Box 1 | Box 2 | Box 3



# Example Average FTE

- Employees who work full-time count as 1
  - 320 hours worked during the covered period (8 weeks)
  - 320 ÷ 8 weeks (covered period) = 40 hours/week
  - 40 hours/week = 1 FTE
- The max FTE is 1 (even for employees averaging more than 40 hours/week)



# Example Average FTE

- For employees who work less than full-time
  - Employee works 240 hours worked during the covered period (8 weeks)
  - $-240 \div 8$  weeks (covered period) = 30 hours/week
  - $30 \text{ hours/week} \div 40 = 0.75$
  - Round to nearest tenth = 0.8



#### Alternate Calculation for Average FTE

- Simplified Method
- Employees who average 40 hours (or more)/week = 1
- Employees under 40 hours/week = 0.5



# Average FTE Calculations

E	Employee	Method 1 (Actual)	Method 2 (Simplified)
	Jim	1	1
	Pam	1	1
	Dwight	0.3	0.5
	Angela	0.2	0.5
	Total	2.5	3



2017 of were not employed by the Bollower at any point in 2017.				
	Employee			Salary / Hourly Wage
Employee's Name	Identifier	Cash Compensation	Average FTE	Reduction
FTE Reduction Exceptions:				
Totals:		Box 1	Box 2	Box 3

Did you reduce any employee's pay by more than 25% during the covered period?



#### Example Wage Reduction Calculation

Covered Period v. Jan 1, 2020 - Mar 31, 2020

- 1. Total covered wages (8-week period) X 6.5 = Average Annual Wage
- Wages Jan Mar 2020 X 4 = Average Annual Wage
- 3. #1 Average Wage ÷ #2 Average Wage

  If the result from #3 is 75% or higher, don't enter
  anything for that employee under Wage Reduction



2017 of word not employed by the borrower at any point in 2017.				
	Employee			Salary / Hourly Wage
Employee's Name	Identifier	Cash Compensation	Average FTE	Reduction
FTE Reduction Exceptions:				
Totals:		Box 1	Box 2	Box 3

If the result from 75% or higher, don't enter anything for that employee Salary/Hourly Wage Reduction



#### **Table 2:** List employees who:

- Were employed by the Borrower at any point during the Covered Period or the Alternative Payroll Covered Period whose principal place of residence is in the United States; and
- Received compensation from the Borrower at an annualized rate of more than \$100,000 for any pay period in 2019.

Employee's Name	Employee Identifier	Cash Compensation	Average FTE
Totals:		Box 4	Box 5

Attach additional tables if additional rows are needed.



## Head Count Calculation (FTE)

- Your Average FTE Calculation from Schedule A Worksheet
- Compare that to (your choice):
  - 1. February 15, 2019 June 30, 2019 OR
  - 2. January 1, 2020 February 29, 2020
- Seasonal employers:
  - Choose option 1 or 2 or any 12-week period between
     May 1, 2019 September 15, 2019



#### FTE Reduction Safe Harbor

#### FTE Reduction Safe Harbor 2:

- Step 1. Enter the borrower's total average FTE between February 15, 2020 and April 26, 2020. Follow the same method that was used to calculate Average FTE in the PPP Schedule A Worksheet Tables. Sum across all employees and enter:
- Step 2. Enter the borrower's total FTE in the Borrower's pay period inclusive of February 15, 2020. Follow the same method that was used in step 1:\_\_\_\_\_\_\_.
- Step 3. If the entry for step 2 is greater than step 1, proceed to step 4. Otherwise, FTE Reduction Safe Harbor 2 is not applicable and the Borrower must complete line 13 of PPP Schedule A by dividing line 12 by line 11 of that schedule.
- Step 4. Enter the borrower's total FTE as of the earlier of December 31, 2020, and the date this application is submitted:
- Step 5. If the entry for step 4 is greater than or equal to step 2, enter 1.0 on line 13 of PPP Schedule A; the FTE Reduction Safe Harbor 2 has been satisfied. Otherwise, FTE Reduction Safe Harbor 2 does not apply and the Borrower must complete line 13 of PPP Schedule A by dividing line 12 by line 11 of that schedule.





PPP Schedule A Worksheet, Table 1 Totals

Paycheck Protection Program Loan Forgiveness Application Revised June 16, 2020 OMB Control Number 3245-0407 Expiration Date: 10/31/2020

#### PPP Schedule A

Line 1.	Enter Cash Compensation (Box 1) from PPP Schedule A Worksheet, Table 1:	
Line 2.	Enter Average FTE (Box 2) from PPP Schedule A Worksheet, Table 1:	
Line 3.	Enter Salary/Hourly Wage Reduction (Box 3) from PPP Schedule A Worksheet, Table 1: If the average annual salary or hourly wage for each employee listed on the PPP Schedule A Worksheet, Table 1 during the Covered Period or the Alternative Payroll Covered Period was at least 75% of such employee's average annual salary or hourly wage between January 1, 2020 and March 31, 2020, check here and enter 0 on line 3.	
PPP Scl		
Line 4.	Enter Cash Compensation (Box 4) from PPP Schedule A Worksheet, Table 2:	
Line 5.	Enter Average FTE (Box 5) from PPP Schedule A Worksheet, Table 2:	



Non-Cash Compensation Payroll Costs During the Covered Period or the Alternative Pa	yroll Covered Period
Line 6. Total amount paid or incurred by Borrower for employer contributions for emp	oloyee health insurance:
Line 7. Total amount paid or incurred by Borrower for employer contributions to empl	oyee retirementplans:
Line 8. Total amount paid or incurred by Borrower for employer state and local taxes as compensation:	sessed on employee



#### Compensation to Owners

Line 9. Total amount paid to owner-employees/self-employed individual/general partners:

This amount may not be included in PPP Schedule A Worksheet, Table 1 or 2. If there is more than one individual included, attach a separate table that lists the names of and payments to each.

- No carryover from Schedule A worksheet
- Owner compensation capped at \$15,384 (8 weeks) or \$20,833 (24 weeks) per owner
- Enter the lower of (depending on length of period):
  - \$15,384 or 8-week equivalent of their 2019 compensation
  - \$20,833 or 24-week equivalent of their 2019 compensation



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Line 10. Payroll Costs (add lines 1, 4, 6, 7, 8, and 9):



#### PPP Schedule A

#### Full-Time Equivalency (FTE) Reduction Calculation

If you satisfy **any** of the following three criteria, check the appropriate box, skip lines 11 and 12, and enter **1.0** on line 13; otherwise, complete lines 11, 12, and 13:

No reduction in employees or average paid hours: If you have not reduced the number of employees or the average paid hours of your employees between January 1, 2020 and the end of the Covered Period, check here  $\Box$ .

FTE Reduction Safe Harbor 1: If you were unable to operate between February 15, 2020, and the end of the Covered Period at the same level of business activity as before February 15, 2020 due to compliance with requirements established or guidance issued between March 1, 2020 and December 31, 2020, by the Secretary of Health and Human Services, the Director of the Centers for Disease Control and Prevention, or the Occupational Safety and Health Administration related to the maintenance of standards for sanitation, social distancing, or any other worker or customer safety requirement related to COVID-19, check here  $\Box$ .

FTE Reduction Safe Harbor 2: If you satisfy FTE Reduction Safe Harbor 2 (see PPP Schedule A Worksheet), check here □.

Line 11. Average FTE during the Borrower's chosen reference period:

Line 12. Total Average FTE (add lines 2 and 5):

Line 13. FTE Reduction Quotient (divide line 12 by line 11) or enter 1.0 if any of the above criteria are met:

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# PPP Loan Forgiveness Calculation

Payroll and Nonpayroll Costs Line 1. Payroll Costs (enter the amount from PPP Schedule A, line 10):	
Line 2. Business Mortgage Interest Payments:	
Line 3. Business Rent or Lease Payments:	
Line 4. Business Utility Payments:	
Adjustments for Full-Time Equivalency (FTE) and Salary/Hourly Wage Reductions  Line 5. Total Salary/Hourly Wage Reduction (enter the amount from PPP Schedule A, line 3):	
Line 6. Add the amounts on lines 1, 2, 3, and 4, then subtract the amount entered in line 5:	
Line 7. FTE Reduction Quotient (enter the number from PPP Schedule A, line 13):	
Potential Forgiveness Amounts Line 8. Modified Total (multiply line 6 by line 7):	
Line 9. PPP Loan Amount:	
Line 10. Payroll Cost 60% Requirement (divide line 1 by 0.60):	
Forgiveness Amount Line 11. Forgiveness Amount (enter the smallest of lines 8, 9, and 10):	



# PPP Loan Forgiveness Calculation

Payroll and Nonpayroll Costs Line 1. Payroll Costs (enter the amount from PPP Schedule A, line 10):	
Line 2. Business Mortgage Interest Payments:	
Line 3. Business Rent or Lease Payments:	
Line 4. Business Utility Payments:	
Adjustments for Full-Time Equivalency (FTE) and Salary/Hourly Wage Reductions Line 5. Total Salary/Hourly Wage Reduction (enter the amount from PPP Schedule A, line 3):	
Line 6. Add the amounts on lines 1, 2, 3, and 4, then subtract the amount entered in line 5:	
Line 7. FTE Reduction Quotient (enter the number from PPP Schedule A, line 13):	
Potential Forgiveness Amounts Line 8. Modified Total (multiply line 6 by line 7):	
Line 9. PPP Loan Amount:	
Line 10. Payroll Cost 60% Requirement (divide line 1 by 0.60):	
Forgiveness Amount Line 11. Forgiveness Amount (enter the smallest of lines 8, 9, and 10):	



# PPP Loan Forgiveness Calculation

Payroll and Nonpayroll Costs	
Line 1. Payroll Costs (enter the amount from PPP Schedule A, line 10):	
Line 2. Business Mortgage Interest Payments:	
Line 3. Business Rent or Lease Payments:	
Line 4. Business Utility Payments:	
Adjustments for Full-Time Equivalency (FTE) and Salary/Hourly Wage Reductions Line 5. Total Salary/Hourly Wage Reduction (enter the amount from PPP Schedule A, line 3):	
Line 6. Add the amounts on lines 1, 2, 3, and 4, then subtract the amount entered in line 5:	
Line 7. FTE Reduction Quotient (enter the number from PPP Schedule A, line 13):	
Potential Forgiveness Amounts	
Line 8. Modified Total (multiply line 6 by line 7):	
Line 9. PPP Loan Amount:	
Line 10. Payroll Cost 60% Requirement (divide line 1 by 0.60):	
Forgiveness Amount Line 11. Forgiveness Amount (enter the smallest of lines 8, 9, and 10):	



# **GTM Client Reports**

- PPP loan forgiveness reports available on iSolved and Evolution platforms
- Contact your GTM Account Manager for access

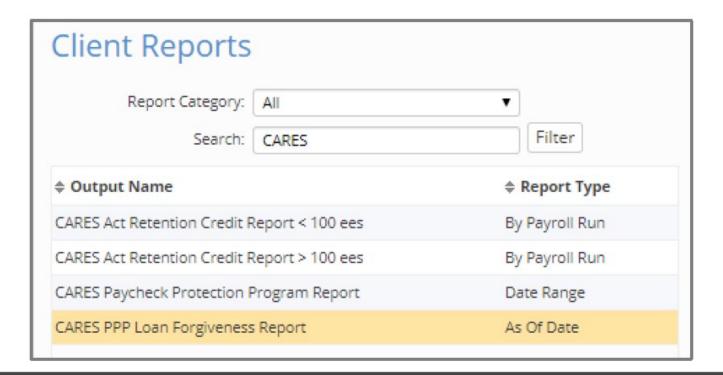


- Navigate to Reporting > Client Reports.
- In the Search box, enter "CARES" and click on Filter

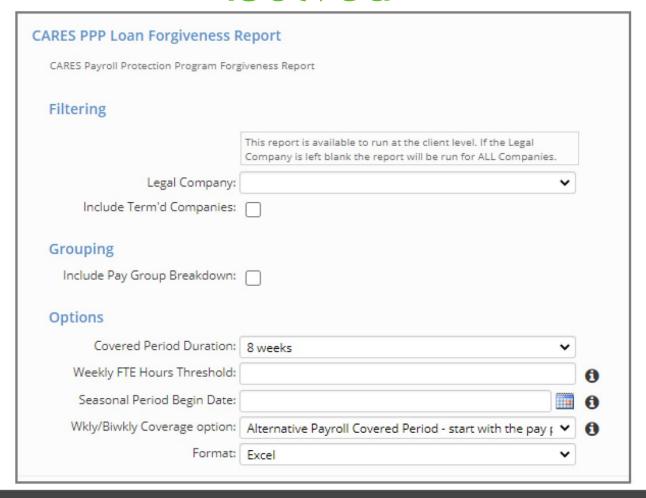




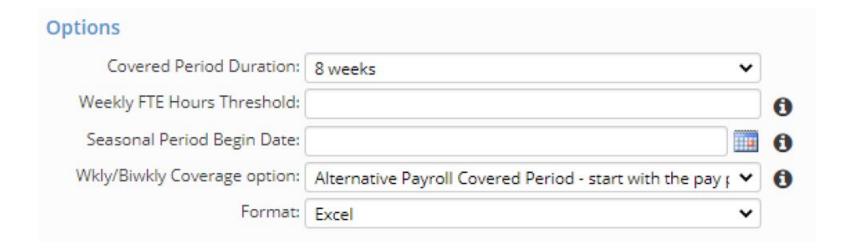
Select the "CARES PPP Loan Forgiveness Report"













- Weekly or Biweekly Coverage Options
- Start w/pay period beginning on or after loan period
  - uses the first full pay period falling in the covered period with a period begin date on or after the Loan Origination Date and counting forward 56 days



- Weekly or Biweekly Coverage Options
- Start w/first pay period the loan date falls within
  - uses the first full pay period falling in the covered period following the Loan Origination Date and counting forward 56 days



- Weekly or Biweekly Coverage Options
- Covered Period
  - calculates the number of days from the Loan
     Origination Date and counts 56 days forward, prorating pay periods as necessary.
- Semi-monthly and monthly pay frequencies will automatically default to covered period
- Option available for weekly or bi-weekly pay frequencies only



- Go to My Reports Queue
- Click on the report generated.
- Click "View Report"



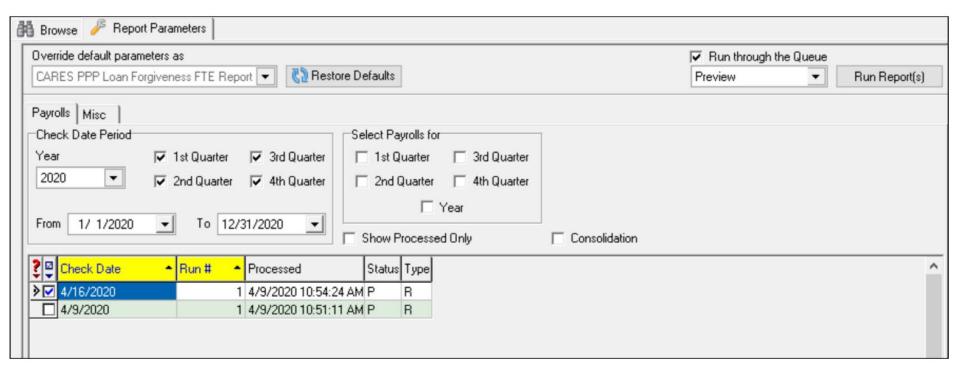


- Go to Bureau Company Default Reports
- Add "CARES PPP Loan Forgiveness FTE Report (S4232)" report to the Company Default Reports
- Go to Reports Set up Reports to continue the setup at the company level

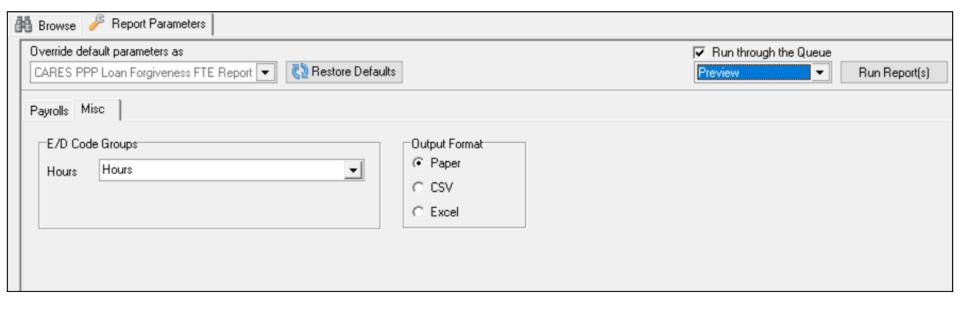


- Go to Reports Run Reports.
- Select and open the company for which to run the report.
- Select the CARES PPP Loan Forgiveness FTE Report (S4232) from the Report list on the right.











#### Work with Your Lender

- Forgiveness calculations
- When to start counting payroll
- When health insurance was paid
- How to determine safe harbor (if needed)



#### **About GTM**

- Human Capital Management (HCM) solution for businesses across all sectors and sizes
- Founded in 1991
- More than 70 employees: certified payroll professionals, licensed insurance brokers, PHRcertified HR managers, employment tax experts, and CPAs
- iSolved Partner: Latest HCM technology solution
- Dedicated customer service
- Local in-person and online trainings



# iSolved Human Capital Management





## Questions





## **WOJESKI & COMPANY**

Certified Public Accountants

(518) 373-4111
BusinessPayroll@GTM.com
GTM.com/Business

(518) 477-1102 info@wojeskico.com Wojeskico.com