

# **Accounting For Employee Retention Credit Deloitte**

## **Accounting for Employee Retention Credit: Deloitte's Expertise and Real-World Applications**

Author: Amelia Hernandez, CPA, CGMA, Deloitte Tax LLP Senior Manager with 10+ years experience specializing in tax credits and incentives.

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Editor: Benjamin Carter, MBA, CA, Deloitte Tax LLP Managing Director specializing in tax compliance and strategic advisory services.

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### Introduction:

The Employee Retention Credit (ERC) emerged as a lifeline for businesses navigating the unprecedented challenges of the COVID-19 pandemic. This credit, designed to incentivize employers to retain employees during periods of economic hardship, presented a complex accounting landscape. Navigating its intricacies requires deep understanding of eligibility criteria, calculation methodologies, and the potential impact on financial statements. This article delves into the complexities of accounting for employee retention credit deloitte, drawing upon real-world experiences and case studies to illustrate the practical application of Deloitte's expertise in this area.

### H1: Understanding the ERC: A Deloitte Perspective

The ERC, unlike many other tax credits, wasn't straightforward. Eligibility hinged on factors like significant decline in gross receipts or a full or partial suspension of operations due to government mandates. Determining which qualified wages were eligible for the credit, especially in the context of differing state and local regulations, added to the complexity. At Deloitte, we approached this challenge with a multi-faceted strategy, employing a combination of technical expertise, advanced data analytics, and meticulous client communication.

One of the key challenges was the evolving nature of the legislation itself. Multiple rounds of guidance and changes in eligibility criteria meant staying abreast of updates was critical. Our team at Deloitte developed internal resources and training programs to ensure everyone was up to speed, allowing us to consistently provide clients with accurate and timely advice on accounting for

employee retention credit deloitte.

## H2: Case Study 1: The Small Business Struggle

A small restaurant, "The Cozy Corner," faced imminent closure during the height of the pandemic. Lockdowns forced a complete suspension of operations, impacting their ability to generate revenue and maintain their workforce. Through our accounting for employee retention credit deloitte services, we helped them navigate the complex application process. We analyzed their financial records, determining their eligibility for the maximum credit based on their qualified wages and the suspension of operations. This significantly bolstered their cash flow, enabling them to retain their valued staff and eventually reopen their doors.

## H3: Case Study 2: The Manufacturing Giant

A large manufacturing company experienced a significant decline in gross receipts due to supply chain disruptions. While not facing a complete shutdown, their reduced revenue and consequent financial strain threatened layoffs. Our work on accounting for employee retention credit deloitte for this client involved a comprehensive analysis of their financial data, using advanced analytics to identify eligible wages and quantify the credit. While the initial process was complex, it resulted in a substantial tax credit, aiding their financial recovery and allowing them to maintain employment levels.

## H4: Accounting Treatment and Financial Statement Impact

The accounting for employee retention credit deloitte process involves careful consideration of the credit's impact on financial reporting. The ERC is treated as a reduction in income tax expense, thus impacting the income statement and the statement of cash flows. Accurate calculation and proper disclosure are essential to maintain compliance and present a fair representation of the company's financial position. Our team at Deloitte provides detailed guidance on the appropriate accounting methods and ensures complete compliance with all relevant accounting standards, such as ASC 740.

## H5: Navigating Audits and Potential Challenges

The ERC program has attracted significant scrutiny from the IRS. Deloitte's role in accounting for employee retention credit deloitte extends beyond simply calculating the credit. We help clients meticulously document their claim, ensuring compliance with all eligibility requirements and IRS guidance. Our expertise in handling potential audits provides clients with peace of mind, mitigating the risks associated with incorrect claims or inadequate documentation. We often conduct internal audits to proactively identify and address any potential issues before they arise.

## H6: Deloitte's Approach: Data-Driven and Client-Focused

Our success in accounting for employee retention credit deloitte rests on a robust, data-driven approach. We leverage advanced analytics to streamline the process, ensuring efficient data analysis and accurate credit calculations. Furthermore, our focus remains on client communication and education. We believe in providing our clients with a thorough understanding of the ERC process,

enabling them to make informed decisions and confidently navigate the complexities of the program.

## Conclusion:

The ERC presented a significant opportunity for businesses to navigate the financial hardships of the pandemic. However, accounting for employee retention credit deloitte requires expertise in navigating complex regulations and ensuring meticulous compliance. Deloitte's approach, combining deep technical knowledge, advanced analytics, and a strong client focus, provides a comprehensive solution to help businesses maximize their ERC benefits while ensuring compliance. The insights and case studies presented highlight the real-world impact of our expertise and commitment to helping clients succeed.

## FAQs:

1. What is the difference between the Employee Retention Credit and the Paycheck Protection Program (PPP)? The ERC and PPP are distinct programs. The ERC is a refundable tax credit for retaining employees, while the PPP offered forgivable loans to cover payroll and other expenses.
2. What are qualified wages for the ERC? Qualified wages include wages paid to employees during the eligible period, subject to certain limitations.
3. What is the deadline for claiming the ERC? The deadline is generally three years from the original tax filing deadline.
4. Can I claim the ERC if I received PPP funding? Yes, but certain rules apply, and the wages used to calculate each credit must be different.
5. What documentation is required to support my ERC claim? Extensive documentation is needed, including payroll records, bank statements, and evidence of eligibility criteria.
6. What happens if the IRS audits my ERC claim? Deloitte can assist in navigating the audit process, providing necessary documentation and representation.
7. How does the ERC impact my financial statements? The ERC is reflected as a reduction in income tax expense.
8. What if my business is a non-profit? Specific rules apply to non-profits. You should consult with a tax professional.
9. Does Deloitte assist with ERC amendment filings? Yes, Deloitte assists with amended returns if errors or omissions are discovered.

## Related Articles:

1. ERC Eligibility Requirements: A Deep Dive: A detailed examination of the various eligibility criteria for the Employee Retention Credit.
2. ERC Calculation and Documentation Best Practices: Practical guidance on calculating the ERC and maintaining accurate records.
3. ERC and PPP: Understanding the Differences and Overlapping Rules: A comprehensive comparison of the two programs and guidance on claiming both.
4. ERC Audits: Preparation and Mitigation Strategies: Strategies for preparing for an ERC audit and minimizing potential risks.
5. Accounting for the ERC: Impact on Financial Statements: A comprehensive analysis of the ERC's impact on financial reporting.
6. The Employee Retention Tax Credit (ERC) and the Restaurant Industry: A case study focusing on the impact of ERC on the restaurant sector.

7. ERC for Small Businesses: A Simplified Guide: A concise explanation of the ERC specifically tailored for smaller businesses.
8. Navigating the complexities of the ERC for multi-state businesses: Specific challenges and solutions for businesses operating in multiple states.
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topics as: How we frame what lies ahead is a critical navigational tool. Discover the signposts that can serve as practical guides for individuals who have families to support, mortgages to pay, and want to stay gainfully employed no matter what the future holds. The importance of recognizing the rapidly evolving opportunities in front of us. Learn how to build resilience—in careers, organizations, and leaders—for what lies ahead. Why exploring new mental models helps us discover the steps we need to take to thrive. Individuals can decide how to protect their livelihood while businesses and public institutions can consider how they can lead and support workforces to thrive in twenty-first-century careers and work. Jeff's marvelous book is a roadmap for the new world of work with clear signposts. His insights will help readers discover opportunities, take action, and find hope in uncertain times. The ideas are fresh, beautifully crafted, and immediately applicable. This is not only a book to be read, but savored and used. —Dave Ulrich, Rensis Likert Professor, Ross School of Business, University of Michigan; Partner, the RBL Group; Co-author *Reinventing the Organization*

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Accounting Profession and Behavioral Aspects, Public Sector Accounting and Reporting, and Managerial Accounting.

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20%-70% of newly acquired customers will stop doing business with a company within the first 100 days of being a new customer because they feel neglected in the early stages of customer onboarding. In *Never Lose a Customer Again*, Coleman offers a philosophy and methodology for dramatically increasing customer retention and as a result, the bottom line. He identifies eight distinct emotional phases customers go through in the 100 days following a purchase. From an impulse buy at Starbucks to the thoughtful purchase of a first house, all customers have the potential to experience the eight phases of the customer journey. If you can understand and anticipate the customers' emotions, you can apply a myriad of tools and techniques -- in-person, email, phone, mail, video, and presents -- to cement a long and valuable relationship. Coleman's system is presented through research and case studies showing how best-in-class companies create remarkable customer experiences at each step in the customer lifecycle. In the Acclimate stage, customers need you to hold their hand and over-explain how to use your product or service. They're often too embarrassed to admit they're confused. Take a cue from Canadian software company PolicyMedical and their challenge of getting non-technical users to undergo a complex installation and implementation process. They turned a series of project spreadsheets and installation manuals into a beautiful puzzle customers could assemble after completing each milestone. In the Adopt stage, customers should be welcomed to the highest tier of tribal membership with both public and private recognitions. For instance, Sephora's VIB Rogue member welcome gift provides a metallic membership card (private recognition) and a members-only shade of lipstick (for public display). In the final stage, Advocate, loyal customers and raving fans are primed to provide powerful referrals. That's how elite entrepreneurial event MastermindTalks continues to sell-out their conference year after year - with zero dollars spent on marketing. By surprising their loyal fans with amazing referral bonuses (an all-expenses paid safari?!) they guarantee their community will keep providing perfect referrals. Drawing on nearly two decades of consulting and keynoting, Coleman provides strategies and systems to increase customer loyalty. Applicable to companies in any industry and of any size (whether measured in employee count, revenue, or total number of customers), implementing his methods regularly leads to an increase in profits of 25-100%. Working with well-known clients like Hyatt Hotels, Zappos, and NASA, as well as mom-and-pop shops and solo entrepreneurs around the world, Coleman's customer retention system has produced incredible results in dozens of industries. His approach to creating remarkable customer experiences requires minimal financial investment and will be fun for owners, employees, and teams to implement. This book is required reading for business owners, CEOs, and managers - as well as sales and marketing teams, account managers, and customer service representatives looking for easy to implement action steps that result in lasting change, increased profits, and lifelong customer retention.

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across multiple insurance accounting paradigms creates a single methodology and reduces the complexity of the calculation. The new guidance is in 944-30-35-3A through 3C. The wording ...

### *Enabling business results with HR "Measures that matter"*

with overall retention and employee productivity. • Financial Metrics: Financial Metrics quantify the cost and impact of HR processes and programs, and include information such as the cost of ...

### *The bottom line - Deloitte United States*

the new revenue accounting standard, ASC 606, Revenue from Contracts with Customers, requires significant judgments. We will address how some of these judgments can ...

### *Argentina Highlights 2019 - Deloitte United States*

Social security - Both the employer and the employee must make contributions to social security and the social health care system. The employer must pay between 24% and 26.4% of the ...

### **TAX SERVICES Accounting for Employee Retention Credits**

In March 2020, the Employee Retention Credit ("ERC") was introduced as part of the Coronavirus Aid, Relief and Economic Security ("CARES") Act to incentivize employers to retain employees ...

### *Securitization Accounting - Deloitte United States*

accounting principles While we continue to cover up-to-date issues, the Financial Accounting Standards Board and International Accounting Standard Board are hard at work with projects ...

### **The Employee Retention Credit Q&A - PKF O'Connor Davies**

The Employee Retention Credit Q&A . By Christopher Migliaccio, JD, Senior Manager . By now, many businesses have become aware of the Employee Retention Credit (ERC) that it was ...

### **Life Sciences Industry Accounting Guide - Deloitte United ...**

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Human resources benchmark for banks Overview The HR challenge: Complex and quickly evolving external and internal factors In today's challenging economy, banking institution's ...

### **Incentive Pay Practices Survey: Publicly Traded ...**

Nov 1, 2013 · WorldatWork and Deloitte Consulting Incentive Pay Practices Survey: Publicly Traded Companies. 4 Retention Bonus: A payment or reward outside of an employee's regular ...

### Retain frontline talent through flexibility, - Deloitte United ...

employees into loyal, proud brand ambassadors. Here are four strategies to quell turnover and retain frontline workers. Provide scheduling flexibility to workers

### *Inside Deloitte The new normal of remote work and the ...*

a reverse credit agreement applies, an employee's state of residence continues to have the primary taxing right, which helps avoid double taxation. However, the reverse credit agreement ...

### **Discount rate policies and development methods - Deloitte ...**

Board's (FASB) Accounting Standards . Update 2018-12, Targeted Improvements to the Accounting for Long-Duration Contracts, (ASU 2018-12) issued in August 2018 amends ...

### Reducing Employee Turnover in the Big Four Public ...

the high rates of employee turnover seen in public accounting by focusing on the Big Four accounting firms, Deloitte, EY, KPMG, and PricewaterhouseCoopers. Employee retention is a ...

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### **Measuring employee engagement - Deloitte United States**

The Deloitte EngagePath ... "We worked with Deloitte, using EngagePath powered by the Simply Irresistible Organization, to understand where our employee base stood on the topic of ...

### Activating Resource Groups - deloitte.com

5 Thank You Authors: Contributors: Jessica Nadler Managing Director, Deloitte Consulting LLP Dr. JaLysa Smith Senior Manager, Deloitte Consulting LLP Kamilah Smith Senior Manager, ...

### **The Outsourcing Handbook A guide to outsourcing**

Finance and Accounting (F&A) and Human Resources • Industry specific BPO: A rapidly emerging sector which includes services such as claims processing in the insurance industry, ...

### *Surveying the Talent Paradox from the Employee Perspective*

Deloitte's analysis of the talent market, Deloitte identified three emerging challenges: Companies cannot neglect their talent and retention strategies out of a false sense of security that ...

### **SOX compliance: A smarter way forward - Deloitte United ...**

Public Company Accounting Oversight Board (PCAOB), are increasing oversight and mandating change at a steady clip. They then pass oversight along to external auditors, raising the ...

### *Connecting Employee Experience And Customer Satisfaction*

Backed by research, the correlation of Employee Experience with Customer Experience and tangible business results is clear. Employee Outcomes Customer Outcomes Business ...

### *Determining the appropriate accounting for a debt transaction*

Determining the appropriate accounting for a debt transaction Stephen Barta Audit & Assurance Partner Deloitte & Touche LLP +1 415 783 6392 sbarta@deloitte.com Neil Laverty Risk and ...

### **M&A due diligence workshop - Deloitte United States**

• Accounting, Finance, & Treasury • Tax • IT • Project Due Diligence ... • Define customer retention, workforce transition, communication and growth plans ... • Employee benefits, ...

### **Some progress on tax deal, government funding pact, but**

credit's value for families with multiple children, gradually increase the refundable portion of the credit, allow parents to use prior-year income to qualify for the credit, and index the maximum ...

### *Frequently Asked Questions (FAQs): - Deloitte United States*

stakeholders to providing a more holistic view of accounting processes, IT structures, organizational dynamics, and financial performance, there are several considerations to take ...

## **Deloitte Banking Regulatory Outlook 2024 - Deloitte United ...**

Source: Deloitte Center for Financial Services analysis on S&P Market Intelligence database. 2024 banking regulatory outlook 4 Contents Regulatory scrutiny of risk management and ...

### *The power of people analytics - Deloitte United States*

Solution: The Deloitte team first aggregated five years of workforce data (down to the individual employee and applicant level) from more than six disparate internal information sources, and ...

## **Collateralized loan obligations Accounting. Tax. Regulatory.**

CLO market participants and roles Collateralized loan obligations Accounting. Tax. Regulatory. 2 CLO market participants and roles The CLO Fund—A bankruptcy remote corporate entity with ...

### *2024 D.C. Bar Tax Conference*

Jan 8, 2024 · • John J. McNelly, Executive Lead of Employee Retention Credit, Internal Revenue Service • Amber Salotto, Managing Director, Andersen Tax LLC Financial Products Taxation: ...

### Deloitte 2023 Global Human Capital Trends Report

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### *Accounting for the Employee Retention Credit and the Pass ...*

Feb 2, 2024 · II. Accounting- Financial Disclosures for the Employee Retention Credit (ERC) 3. A. Overview 3 B. GAAP Accounting for the ERC 6 C. Option 1: ASC 958-605- Not-for-Profit ...

### *Credits & Incentives talk with Deloitte - Deloitte United ...*

an average wage of \$20 per hour an employment grant worth \$4,000 per new employee, provided the ... New Jersey offers at least eight transferable credits including the Business Retention ...

### Brazil Highlights 2022 - Deloitte United States

: A foreign tax credit for qualifying foreign taxes paid is available to offset the IRPJ and CSLL imposed on foreign-source income. Further limitations on the credit include a per-company ...