PAYCHEX THRIVE

A BUSINESS PODCAST

Season 4 | Episode 24

ERTC: The Tax Credit That Could Matter Most to Your Business

Gene Marks

CPA, Columnist, and Host

Erin Lierheimer

Sr. Technical Product Manager- Payroll, Paychex

Ken Bersani,

Manager of Operating Risk, Paychex

Announcer:
Welcome to Paychex THRIVE, a Business Podcast, where you'll hear timely insights to help you navigate marketplace dynamics and propel your business forward. Here's your host, Gene Marks.

Gene Marks:
Hey everybody, and welcome back to another episode of THRIVE from Paychex. My name is Gene Marks. Thank you very much for joining me today. We're going to have a conversation about the Employee Retention Tax Credit. Actually, we're going to get into some details about it. A couple thoughts on the ERTC for you as a business owner, when people are talking about some of the biggest trends, some of the financing trends for 2023, obviously traditional banks and other places that are out there are available. It's getting tougher out there to get financing for a lot of small businesses, interest rates are going up, some capital opportunities are starting to dry up a little bit. The Employee Retention Tax Credit could be a huge way for you to get some dollars directly from the federal government to help you run your business. It is absolutely a resource and it is something that we're trying really hard here with this podcast, and I'm trying this with my client base to spread the word about the ERTC because not enough businesses really know about it.

Many businesses are eligible for this ERTC credit, and what this credit is basically a credit on payroll taxes that you may have paid during either '20 or 2021 during the pandemic period, that by law you might be due back that money if you are eligible for that credit. I have a lot of clients in my firm that are in the restaurant business, and when I look at some of the eligibility, I'm like, and we're going to get into this in a minute, but I look at -- anybody who is in the restaurant business, I can't imagine them not applying for the ERTC. It just seems like a no-brainer. So that's thought number one. The other thought is also that there's a lot of scams that are out there. A lot of my clients are getting emails from a lot of people that are promising big money back from the government for ERTC.

So first of all, just I want you to be aware that not everybody is eligible for the employee retention tax credit, and we're again, we're going to talk in a minute or so, what makes you eligible? You should absolutely be asking if you're eligible, but when it comes time to ask if you're eligible or not, you need to talk to a professional that knows what they're doing. So, there are some attorneys that have specialized in the ERTC.

There are some CPAs like myself and accountants that specialize in ERTC. There are payroll companies that do that as well. This is a Paychex podcast. Paychex provides these services, so we rarely promote Paychex stuff on this podcast, but this is something that's, I think, completely legit to talk about. And I've got two technical people that are joining me today that work for Paychex. This is what they do. So they're handling clients that are looking for money back from the ERTC, at the very least looking to see if they're eligible for that. My first guest is Erin Lierheimer. First of all, Erin, geez I should ask you to pronounce your last name, Lierheimer?

Erin Lierheimer:
Lierheimer.

Gene Marks:
Lierheimer. Geez-

Erin Lierheimer:
It's a tough one.

Gene Marks:
I was just... Is that German? Is that, where does this come from?

Erin Lierheimer:
It is German, yeah.

Gene Marks:
It sounds German. Okay. Erin Lierheimer. Erin is a Senior Technical Product Manager at Paychex. Ken has an easier name. Ken Bersani, which I don't know if that's Italian or not, Bersani but-

Ken Bersani:
That is correct.

Gene Marks:
It is. Fair enough. Ken is the Manager of Operating Risk at Paychex. So, Erin and Ken, first of all, thank you both for joining me. And just to set the table here, so for those of us that are listening or watching you guys, Erin, you are a Senior Technical Product Manager at Paychex. What the heck does that mean?

Erin Lierheimer:
Yeah, absolutely. So thank you for having us on the podcast first and foremost, very excited to be here. What I do at Paychex is I work in our corporate strategy group. So, corporate strategy, product management, and I am responsible for the payroll product, which really has been a huge item for Paychex for a long time. Obviously it's our flagship product, but in addition to that, there's been so many COVID-related programs that have so much to do with payroll, that I've been lucky enough to be involved in those as well. So PPP, ERTC, both products that I've been very heavily involved in, have been very excited to be part of, and really fortunate to help so many small businesses through that. So really, that's where my job comes into play, as I work on the corporate strategy side as well as with our IT groups to really take the idea and make it happen.

Gene Marks:
Good. And Erin, the ERTC is a product for Paychex. I mean you are reaching out to existing and prospective customers and saying to them like, "Hey, you might be eligible for ERTC. Let us help you see if you are eligible and if you are, let us help you get the money." Is that a fair statement?

Erin Lierheimer:
Yeah.

Gene Marks:
Okay.

Erin Lierheimer:
Absolutely.

Gene Marks:
And also, just to qualify as well, Paychex is certainly looking for prospective customers, but you do need to sign up with Paychex if you want to take advantage of this product. Also correct?

Erin Lierheimer:
Correct. If you want to use our ERTC service, we've got to load all those wages into our system. So, it's just a very easy transition for you to join our payroll while we're doing that. So it is part of what we require for us to be able to pull those wages together, really do that analysis for you and be able to file on your behalf.

Gene Marks:
Perfect. That sounds great. Ken, you are Manager of Operating Risk at Paychex. Tell us what that job means.

Ken Bersani:
Yes, thank you Gene. And appreciate you having us on today. Operating risk is one of the areas in Paychex robust risk management department. One of my key responsibilities is being a trusted partner with our clients to ensure that if anything happens outside of the normal processing timelines, that's corrected and quickly and accurately completed. In correlation with this topic, it would extend to the preparation and filing of amended returns, which is required for ERTC processing within the IRS.

Gene Marks:
I have to say, guys, if you're watching or listening to this, first of all, for years I've been a proponent of using an outside payroll service for your company. I don't know what business owner is crazy enough to try and do this stuff on their own when you consider all the mistakes that can be made. If you're looking into the Employee Retention Tax Credit and trying to determine if you're eligible and then applying for it, it is just... I'm saying as a CPA, you just don't want to do this on your own. It is a complicated process and making mistakes means that you'll be buried in requests and correspondence with the IRS, it's just something that you aren't really... Something that you want to deal with. And Ken, I guess your job is to make sure that, if I'm applying for the ERTC, that I'm minimizing the risk of any mistakes that could happen, correct?

Ken Bersani:
That's correct.

Gene Marks:
Got it. Okay. So, let's start with you Ken. I have some specific questions I want to go down and these are questions that my clients ask a lot, so if you're considering the ERTC or if you're thinking about it, these are kind of the things that are going to come to mind. So first of all, the ERTC relates to 2020 and 2021. Here we are in 2023. So, why are we still talking about this? Can we still obtain this credit? Tell us why it's a thing now?

Ken Bersani:
Yes. Even though like you mentioned that the tax credit ended at third quarter of 2021, the ERTC is able to still be obtained retroactively up until the statute of limitations ends for filing. So, we can continue to do retroactive amendments to ERTC for clients to be able to obtain that.

Gene Marks:
Generally, how long is it taking, Ken, for people to get refunds? Say they are eligible and they do apply, is it months, years, weeks?

Ken Bersani:
Once the filing goes to the IRS, we are seeing that clients are receiving refunds within about four months. However, I tend to lean on guidance of six months minimum to give a little room as processing times within the IRS will vary from here to there.

Gene Marks:
Okay, that's fine. And one final question also on this timeline. So the ERTC really became eligible or applicable in the second quarter was it of 2020? Right? So it was the second, third and fourth quarters of 2020 and then the first, second, and third quarters of 2021. Is that generally correct?

Ken Bersani:
Yes, that is. However, there is a little bit of time period within the first quarter of 2020 which you are eligible. The tail end of March does have some eligibility time period that gets reported on the second quarter 2020 tax return when we do the amendments. So, for that standpoint, we do allow that for second quarter, third quarter and fourth quarter of '20. And then as you mentioned, first, second, and third of 2021.

Gene Marks:
And then just to do a little bit of just the timeline, is that you said again, how long is it that we have to apply before the limit ends?

Ken Bersani:
Yeah, it goes on off of the statute of limitations, which is generally three years. Now we say three years, however there is going to be some additional timing based on the actual rules and regulations, but three years from the time of filing.

Gene Marks:
Right. Okay. So that means that just to make sure, and we're going to repeat this again with you Erin later because, that's why it's so critical. But just as we start this conversation, so if you were eligible say in the second quarter of 2020, you've got three years from that second quarter that you can go back and amend your payroll tax return. Is that correct?

Erin Lierheimer:
So, I'll jump in here kind of actually...

Gene Marks:
Erin, go ahead please.

Erin Lierheimer:
You have until April 15th, 2024 to actually get that amendment in. So it is a little bit complicated. That's actually something that we've been going back and forth on, and that's where we've landed is it's really April 15th, 2024 for 2020, and for 2021 it's April 15th, 2025. SHRM is actually on that same page. ENY is on that same page. There's been a lot of confusion in the industry, but that is the direction that we're going with. So there is a little bit more time to be able to do those amendments. It's really based on how the IRS views the 941 when they do their audits, things like that. So, a little bit more time, but I do want to stress at that, even though there is a little bit more time, really getting this moving now is going to be important because of that backlog we're seeing at the IRS.

So, you want to make sure that you've got enough time for the IRS to receive your return, for them to process it, for it to work through. And heaven forbid you end up with a bump in the road, which unfortunately we do see on occasion, you want to have time to be able to go back and clean that up. So, this is definitely not something I would suggest you wait until the wire for, if you're someone that likes to do your homework last minute, try not to do that this time. Really, procrastination is not your friend here. You want to start moving on this as soon as possible to get those funds in. The sooner you get it filed, the sooner you're going to get that refund back from the IRS. But there is a delay, as Ken had mentioned of around to that six month period to be getting that money back, so-

Gene Marks:
Erin-

Erin Lierheimer:
Definitely something to move on.

Gene Marks:
Okay, we're going to talk about how you qualify and whether or not you're eligible, but just I'm kind of curious that when you say that there is the time that it does take. If you're an existing Paychex customer, I'm assuming that the process won't take that long. Correct? You've got the data, right?

Erin Lierheimer:
Correct. So, we have to collect a little bit more information from our clients just to make sure that we...we really want to make sure that we understand why they're eligible. We work with them to make sure that they are truly eligible and they aren't just hearing about it or someone told them that they were eligible and they're really not. So we do that validation with the client and then we also need to collect a little bit more information from them. Did they get a PPP loan? Are they using other tax credits such as the Work Opportunity Tax Credit, which can't be used in conjunction with ERTC. So we really collect some additional information from them. And then we have the rest of the data in our system. So we take a little bit of information that the client gives us, we plug it in with the data we have in our system, and then we go through and we calculate the ERTC credits and what the client could be eligible for based on all of those rules.

Gene Marks:
Okay. Which brings me to my next question, Erin we'll stick with you as well. A lot of people did apply or got loan forgiveness for PPP loans. We've known this since COVID, we've been talking about this during, even while all of this was going on, there's no double dipping, right? If you're going to use payroll funds for something, you can't use it for something else. That's sort of the rule of thumb, correct?

Erin Lierheimer:
Hundred percent. There was a rule very early on that you couldn't use both programs together at all. That was relaxed, and now it really is truly, you can't use the same wages for PPP forgiveness as you are for ERTC. So, that's something our process takes into account. We're actually able to do a lot of estimation on what your credit could be even before you file with us. So that's something that we're able to do for our clients as well. But really once we... We need to know the nitty gritty of what did you put on your PPP forgiveness application to make sure that we're looking within that PPP period to use wages that may still be available, but we're making sure that you don't double dip, because the second you double dip, you're really out of compliance with what you should be doing and if you get audited, you could owe that money back.

Gene Marks:
Yeah, that makes sense. And then you also mentioned the Work Opportunity Tax Credit, which we won't get into the particulars of that, although I do wish... I don't understand why Paychex doesn't provide that service like ERTC. That's a whole other conversation because there's talk about something that really needs a lot of awareness among my clients. Are there any other, before I let you go in on this, and we're going to talk about qualification. Anything else, any other sort of double dipping issues like, we mentioned PPP, so if you're using payroll for that, you can't use that for the ERTC, Work Opportunity Tax Credits is another. Is there any other tax credits that you're bumping into? Saying, "Oh, you used your wages for this tax credit and therefore you wouldn't be able to use it for the ERTC?" Or are those the two biggest ones?

Erin Lierheimer:
So, there was another COVID program for the Family First COVID Response Act. Those wages also aren't eligible. It's definitely something where there can be very specific pieces, which is where we'd actually work with the client and their CPA to see if there's something very particular to their business that may not apply. In general, PPP, Family First Response Act, and the WOTC credit are the most popular ones that we're seeing. But there are definitely certain, there is always something unique about clients and that's where we really work with the client and their CPA where we need to.

Gene Marks:
Yeah, I agree. And I don't know this for sure, so you're going to have to talk to your accountant. Something tells me that if you're using wages for say like the Research Development Tax Credit, that could potentially be an issue as well. The takeaway is there's no double dipping. If you're using wages to get a tax credit from the government, there is a good chance you might not be able to use those same wages for the Employee Retention Tax Credit. Talk to your accountant, talk to your payroll service company. That's all we'll say on that. Okay?

Erin Lierheimer:
Yeah.

Gene Marks:
Ken, let me turn to you. So we talked about qualifications for the ERTC. Walk us through how you can be eligible for this.

Ken Bersani:
So, there's actually three main qualifications for ERTC. The first one is being shut down or have a full or partial shutdown from a state, federal or local government agency. And that basically, if we go back to your original comment in the beginning with restaurants, that included a lot of the restaurants. Specifically if we look at New York State, if you were shut down like... New York State, you could only do carry out only for a large period of time. You automatically qualify for ERTC during that entire period.

Gene Marks:
And if I can even interrupt you, I mean in Philly where I live, I mean that was going on throughout the year. There were COVID shutdowns as well. They could only have a certain level of occupancy. They weren't allowed to accept people in that weren't fully vaccinated. I'm assuming all of those could potentially... If you're running a restaurant, it just seems like kind of a no-brainer, right?

Ken Bersani:
Yes, that's correct. It goes from either a shutdown, you weren't allowed to have people in the building, you had to have the reduced capacity like you just mentioned, if you only were able to bring in 50% of occupants into the building, that did give you the eligibility for ERTC during that time period. And that's actually on the date that you started the shutdown or the partial shutdown until the date that that was released or relieved from the state, federal, or local agency itself. So there's a lot of time that you can use that, as the qualifications.

Gene Marks:
Yeah, makes sense. So, if you're listening to this or watching this and you run a restaurant, you should absolutely be looking into ERTC and getting some returns on that. And just out of curiosity, I've quite a few clients during the pandemic that were considered to be essential businesses. So they kept operating through the pandemic, but they did send their office employees home as a state [inaudible 00:17:50] I mean, I guess there's a lot of gray area I guess is what I'm saying. How do you guys address that?

Ken Bersani:
Yes, there is some confusion and some gray area with clients who send people home, to work from home remotely during that time period. However, it really has to go back to the state, local, or federal documentation that's telling you what to do and how that applies to your business. If you were still able to be an essential business, keep your doors open, you were able to have the same number of people into the building that you did prior to the pandemic, however you sent your back end office or your support team home to work from home, that does not qualify. Because you made the decision to send people home and work remotely, or take the whole business and work remotely, that does not deem you eligible for ERTC. It has to be from an actual entity, again, federal, state, or local that is telling you, you are not allowed to take those actions and do that with your business.

Gene Marks:
Okay, that's fine. And again, if you're watching or listening to this and you're getting emails from services that are trying to get you ERTC credits... When you work with an established payroll company like a Paychex, they're going to follow the rules. I mean that's just what it is. So, there's no bending of it. There's no -- it is what it is. And the reason why I mentioned that again is because I do have clients saying, "Well yeah, we did send our employees home. I'm sure we can fudge things and make it seem like we could be qualified for the ERTC." And that just wouldn't pass the sniff test of a Paychex. And you don't want to go down that road of messing around with the rules. You could really open up a lot of issues. Okay. So, full or partial shutdown, either required by your state, by the Fed, your federal government, by your local like Philly. What about gross receipts? That's another second.

Ken Bersani:
Yes. Decline in gross receipts is the second and that is the time period. Basically you're looking at pre-pandemic results compared to the pandemic. So when you look at 2019 is the time period in which you're going to compare 2020 and 2021 against, and that's going to go by each quarter. And each year has its own rules for how much decline in gross receipts you need to be able to maintain eligibility for that specific

quarter. Example, for a second quarter of 2020, if you had a decline of 50% or more in gross receipts, then you are eligible for ERTC for the entire quarter. And that's second quarter 2020 in comparison to second quarter of 2019. So, for 2020, as long as you have a decline of 50% or more in any quarter, you are qualified for ERTC.

And then the same thing for 2021. However, in 2021, the decline in gross receipts is actually only 20%. So, 20% or more decline in gross receipts compared again to 2019 allows you to start the engine for ERTC and maintain qualification for that full month. Now there are some additional intricacies with how the decline in gross receipts actually allows for the eligibility, because in some instances if you qualify for one quarter, you might automatically get the second quarter as well. However, that's what we do on our side to make sure that we are finding the full amount of wages during that time period.

Gene Marks:
Does the government stipulate or further define what the cause of that decline in gross receipts? I mean, again, I've had clients that... They just had a lousy quarter or they lost a big customer and it was not, wasn't even COVID-related. It was like they just lost the customer for whatever reason. Or any further questions asked as to why the revenue or the receipts declined?

Ken Bersani:
No, it's specific to just any decline in gross receipts. So it's not going to depend. There isn't further questions on why the decline in gross receipts. It is just specific to a decline in gross receipts overall.

Gene Marks:
And gross receipts, is this cash or accrual or a combination? And again, I apologize. If the answer isn't on the top of your head, just say it. But I just, you know.

Ken Bersani:
That would be one of the questions that we rely on our CPA community such as yourself or their accounting professional to help with. However, I will say you do not want to change your cash or accrual method to make it more favorable for yourself to obtain ERTC. Whatever method you kept with in 2019, you're probably going to want to keep the same for the '20 and '21 period. You do not want to make yourself eligible via changing those regulations.

Gene Marks:
Good answer. Okay. So, there are three ways to qualify for an ERTC. Number one is a full or a partial shutdown that's ordered by a government. Number two is a decline in your gross receipts compared to 2019, and there are different percentages of decline for 2020 and 2021. And there's a third way to qualify, related to recovery startup businesses. Is that correct? Tell us about that.

Ken Bersani:
Yes, absolutely. Recovery startup is the third way, and that is for any business that began operations on or after February 14th of 2020 and has less than $1 million in annual gross receipts. Now again, this is any business, you don't have to be a restaurant. It is any business that started or began operations on or after February 14th of 2020 and makes less than $1 million in gross receipts annually. You are automatically qualified for up to $100,000 in ERTC credits. You get $50,000 for third quarter of 2021 and another 50,000 of potential credits in fourth quarter of 2021. This is the only type of client that is able to take ERTC within fourth quarter of '21. Most clients that do not hit recovery startup are not eligible for fourth quarter of 2021 and their eligibility ends at third quarter '21. So again, pretty big opportunity for those clients who started during the pandemic.

Gene Marks:
That is amazing. And just Ken, just to sum up the eligibility of this, you can be eligible for one quarter or multiple quarters depending on what the situation is. And it can also depend on various factors. You can have one quarter where you were fully or partially shut down, and then two quarters later you suffered a 20% decrease in revenues compared to 2019. Right? So it's, there's all of those apply, correct?

Ken Bersani:
That is correct. You can have gaps in eligibility periods or as you just mentioned, you could qualify for a shutdown for 2020, and then that stops at the end of 2020, and then you might have had a decline in gross receipts for third quarter of '21, which allows you to be eligible for third quarter of 2021 as well.

Gene Marks:
Got it. All right. And Erin, I promise that we would come back to you, so just remind us once again it's three years from April. Give us those dates again.

Erin Lierheimer:
Yep. So it's typically the rule is three years after the original filing. And for ERTC, what that's going to mean is, it's going to be April 15th, 2024 for any filings in 2020. And it's going to be April 15th, 2025 for any filings in 2021. So really, you have a little bit more time there to be able to get those filings in. That's how long the IRS is going to accept them. But we want to make sure that, again, it's really important to start moving on this sooner than later so that you're getting that cash faster because there's going to be a waiting period there.

And again, unfortunately we are seeing some places where we see clients have sent things to the IRS or we sent things to the IRS, and it's a fully paper process. So, if for whatever reason your piece of mail goes missing, you want to have time to recover from that. So definitely something we're seeing on an exception basis. But, something to keep in mind, the sooner you can get this filed, the sooner you can get your credit back and the more time you have to deal with any bumps in the road.

Gene Marks:
Fair enough. And then let's turn to just our final topic, and then let you guys go is just potentially being audited by the IRS. Ken, before I ask you about documentation, Erin, let me just ask you just generally, I think I know the answer to this, but is applying for the ERTC going to increase my chances of getting audited by the IRS? Have you seen any of that among your clients or is that still a relative unknown?

Erin Lierheimer:
I think it's a relative unknown. Anytime that you're getting a really large government credit, there's certainly more of an opportunity to be audited. That we saw that with PPP. Clients that got over $2 million in PPP were more likely to be audited than clients that'd gotten smaller amounts. It's not something that I would say should deter businesses. If you have the documentation that you need, which Paychex, when you work through our process, we really make sure that we have it documented by person, by pay period, what wages we're using. So I would definitely still encourage people, even though there's a risk to an audit, you have a risk to an audit by just being a business, so.

Gene Marks:
Good. All right, that's fine. And Ken, Erin mentioned about your documentation, so speak a little bit about that. What do we want to make sure that we have?

Ken Bersani:
Yeah, you definitely want to make sure that you have documentation of proof of eligibility. So, that's going to pertain to the dates that the business was shut down, which government agency ordered that shutdown with the supporting government releases. So, some did it via newspaper, some did it through a documentation on their website, but you want to make sure that you have those specific dates of the shutdown, the start and the end date, and then where that's coming from, which government agency, federal, local, or state. And then you want to have also at your disposal an explanation of why your business was mandated by that specific shutdown, and if it needed to be fully or partially closed. Additionally, you want to ensure that any records that the employer of the business used to determine it had experienced a significant decline in gross receipts. You want to make sure you have that documented out, between again, 2019 period in comparison to 2020 and 2021 as well. Then documents and records on the date that the business began operation.

That is also very important to have as well. You want to make sure that it is documented because even though you might have applied for your Fed ID in an earlier state, you want to have documentation of when you actually began the operations or basically you began what the business wanted to do or was intended to set up. It's the date that you actually started to do that. In addition, you want to make sure you have your payroll documents at your disposal as well. That's going to include any records of which employees received qualified wages by pay period, and then which specific wages were used towards that credit. If you were using any employer healthcare costs, you want to also have documentation records on how the business or the employer determined the amount of qualified healthcare expenses per employee. And again, it helps if you have that broken out per pay period as well, so you have an accurate defined list of exactly what wages were actually used for that specific employee.

And then you also, if the client's associated with any additional businesses or can be considered an aggregate business, you want to make sure you have documentation of that as well. And that's if you, let's say one business owner was basically running 10 businesses that might be determined as an aggregate business and would have a certain set of rules applied to the ERTC credit and how it relates to those businesses during that time period. Additionally, you want to make sure that these credits are taken and you... Excuse me, these records, you want to make sure that these records are on file and you have availability for them for at least four years from the time of the ERTC filing, just in case of an audit.

Gene Marks:
Ken, just-

Erin Lierheimer:
Yeah, and just-

Gene Marks:
Oh, go ahead, Erin, please.

Erin Lierheimer:
Oh, I was just going to add one thing too for, as we had mentioned before, around the PPP loans, right? That's a piece that those wages aren't qualified. That's something that you're going to want to make sure you have included as well. So your PPP forgiveness, what you had used, what that timeframe was, and that's something that we do include in our PPP or I'm sorry, our Paychex ERTC documentation is we have that right in there, and we show where we aren't using those wages. So our documentation is very specific around that, and I would definitely encourage anyone who's using ERTC to make sure they have that detailed data, on the off chance and in case they do get audited.

Gene Marks:
Thank you both. Thank you both. Everyone again, we're going to wrap up this conversation now. These are some specifics recording the Employee Retention Tax Credit, but again, if you're watching or you're listening to this conversation. The bottom line is this, this is a credit that is really something that could be cash refunding to you. I've seen my clients get from a few thousand to tens of thousands of dollars depending on the size of their business and the size of the payroll they paid. It's a really important thing to be looking into. If you are a Paychex customer, talk to Paychex about this. If you're not a Paychex customer, talk to Paychex about this or talk to your CPA, or talk to your tax attorney, people that specialize in this. But everyone should be looking into at least whether or not you're eligible for the ERTC because it's crazy.

It's money that's available to you, and it's something that you should be taking advantage of. Ken Bersani, thank you very much for joining me. Erin Lierheimer, right? Yes?

Erin Lierheimer:
Yep.

Gene Marks:
Okay. Thank you very much for joining me as well. Both Ken and Erin are both managers here at Paychex that specialize in the employee retention tax credit. And thanks to all of you for listening and watching. This has been Paychex THRIVE podcast. My name is Gene Marks. Hopefully you've got some good information to help you and go out and get some money back from the government. We'll be back to you shortly with a new episode, so please stay tuned. If you have any advice or you would like to request any guests or make any other comments, please visit us at payx.me/thrivetopics. That's payx.me/thrivetopics. Again, Erin, Ken, thank you very much for joining me. Thank all of you guys for listening and watching, and we will talk to you again soon. Take care.

Do you have a topic or a guest that you would like to hear on THRIVE? Please let us know. Visit payx.me/thrivetopics and send us your ideas or matters of interest. Also, if your business is looking to simplify your HR, payroll, benefits, or insurance services, see how Paychex can help. Visit the resource hub at paychex.com/worx. That's W-O-R-X. Paychex can help manage those complexities while you focus on all the ways you want your business to thrive. I'm your host, Gene Marks, and thanks for joining us. Till next time, take care.

Speaker 1:
This podcast is property of Paychex, Incorporated. 2023. All rights reserved.