

RISE OF THE CLIMATE ECONOMY & EMPLOYEE RETENTION CREDITS

HFMA Minnesota Winter Institute

TODAY'S AGENDA

THE CLIMATE ECONOMY

The \$1.2 Trillion Climate Economy

Energy Building Deduction

Residential Energy Credit

Clean Energy Investment Credit

Energy Incentive Program (EIP) Steps

EMPLOYEE RETENTION CREDIT

ERC Overview

ERC Legislation & Building Blocks

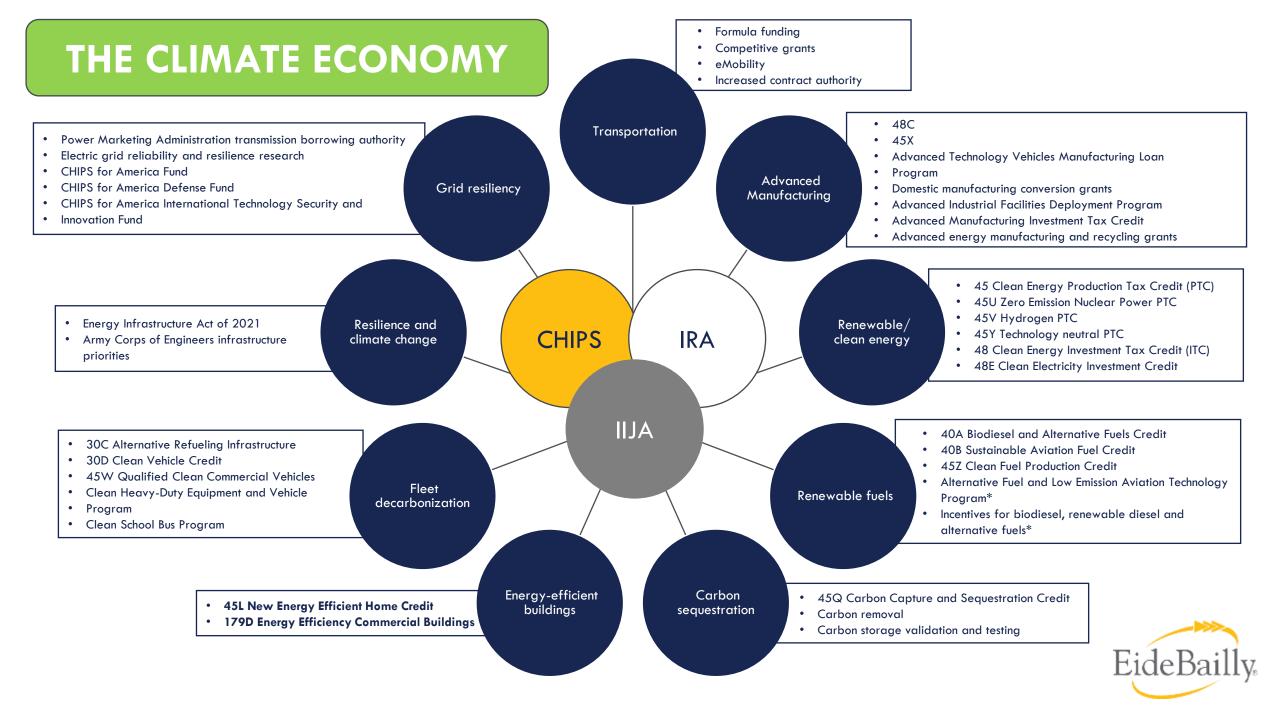
ERC Qualification

PPP & ERC Interplay

Recap & Next Steps









COME TOGETHER

Leadership

Finance & Accounting Teams

Facility
Engineers &
Design Team

Sustainability Planning

Accounting, Documentation & Verification



ENERGY INCENTIVE PROGRAM

Energy Building Deduction

Energy efficiency in lighting, envelope, HVAC

- Up to \$5/square foot deduction
- Falls under Section 179D
 of the tax code

Clean Energy Investment Credit

- Investment in energy property
- Up to 6% or 30% plus
 10% domestic bonus
- Direct pay for exempt organizations
- Falls under Section 48 of the tax code

Residential Energy Credit

- Energy efficiency in residential construction such as Senior Housing
- Up to \$2,500 per unit or
 \$5,000 per unit
- Falls under Section 45L of the tax code

SECTION 179D ENERGY EFFICIENT DEDUCTION

Section 179D is available for HVAC, building envelope and lighting projects, up to \$5.00 deduction per square foot.



ENERGY EFFICIENT COMMERCIAL BUILDINGS DEDUCTION — PRIOR VS. TODAY

SECTION 179D PRIOR

- \$1.80-\$1.88 deduction per square foot
- Lighting, HVAC and Envelope
- Life-time cap
- Started in 2006 and has since been made permanent
- Applies to private owners, and designers of government buildings

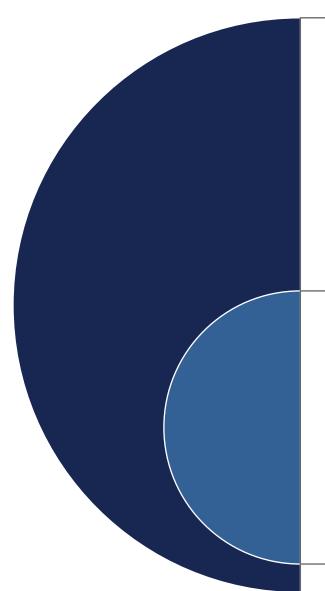
SECTION 179D IN THE IRA

Status quo for 2022

Starting in 2023 through 2032:

- Base Deduction: \$0.50 to \$1.00 per SF
- Bonus Deduction: \$2.50 to \$5.00 per SF
- Lighting, HVAC and Envelope
- Four-year cap for tax exempts
- Enhancement for REITs
- Applies to private owners, and designers of government, Indian tribal government and certain tax-exempt entities buildings

179D ENERGY EFFICIENT DEDUCTION — TWO WAYS



Private

- Extended permanently
- Form 3115 back to January 1, 2006
- Building owners or tenants
- Energy modelers
- Professional Engineers licensed in state

Designers for Tax Exempt Entities

- Extended permanently
- Amended returns in open tax year
- Government assigns to designers
- Architects, Engineers and Contractors
- Energy modelers
- Professional Engineers licensed in state

179D — CASE STUDY — PRIVATELY OWNED (PRE-IRA)



Memory Care Center – New Construction:

- Building Highlights:
 - Lighting: LED Lighting & daylighting sensors
 - Heating: Gas Fired 95.5 AFUE
 - Cooling: 16 SEER Split

Results: The entire 80,000 SF building qualified for \$1.80/SF deduction. \$144,000 deduction for the designer.



179D — CASE STUDY — TAX EXEMPT (POST IRA)



Non-Profit Hospital— Renovation:

- Building Highlights:
 - Lighting: combination of LED & high efficiency fluorescent fixtures
 - Heating: 90 AFUE Boiler
 - Cooling: 0.5 kW/ton IPLV Chiller

Results: The entire 250,000 SF building qualified for 5/SF deduction. 1,250,000 deduction for the designer.



179D — HOW DO I CLAIM THE DEDUCTION?

| Form | 7205 F | Energy Effic | cient (| Comm | ercia | l Buil | dings l | Deductio | n | | | | | |
|---------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|-------------------------------|-------------------------------------------------------------|-------------------------------------------------------|----------------------------------------|-------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|--------------------------------------------------------------------------------------------------|--|--|--|
| (December 2022) Department of the Treasury Internal Revenue Service | | Go to www.irs | .gov/Forn | | OMB No. 1545-2004 | | | | | | | | | |
| Name(s) shown on return | | | | | | | | | | Identifying number | | | | |
| | | | | | | | | | | | | | | |
| | Claiming deduction as (check one): Building owner Designer of energy efficient commercial building property (EECBP) | | | | | | | | | | | | | |
| | Part I Building and EECBP Information (see instructions) | | | | | | | | | | | | | |
| 1 | (a) Address of building | (b) Date EECBP placed in service | EECBP en placed | | ECBP system and computed nergy savings percentage* | | | (d) Check if interim lighting square foot rule was based on used energy savings and system | | uilding uare itage | (g) Potential section 179D deduction amount (multiply column 1(e) by column 1(f)) | | | |
| | | | Α | E | н | L | | (see instruction | s) | | | | | |
| A | | | % | % | 9 | 6 | % <u></u> | | | | | | | |
| В | | | % | % | 9 | 6 | % <u> </u> | | | | | | | |
| С | | | % | % | 9 | 6 | % 🔲 | | | | | | | |
| D | | | % | % | 9 | 6 | % 🗆 | | | | | | | |
| *A = A | II systems; E = Building env | elope; H = Heating | , cooling, | ventilation | , and ho | t water sy | stem; L = I | nterior lighting s | system | | | | | |
| Par | ■ Computation o | f Energy Effici | ent Con | nmercia | l Build | ings De | duction | Amount (se | e instru | ctions) | | | | |
| 2 | (a) Total per square foot amount claimed in prior years | (b) Subtract co from the ma amount allo (see instruc | ximum owed | (c) Chec amou column is greate or equ column | nt in n 2(b) er than al to | enter colur column 2(e and go | n 2(c) is che amount from nn 1(g), skip e) and colum to column 2(rise, enter -0 | n amount column n 2(f) is less g); the amo | amount from multiply | | nn 2(e) is checked, r column 2(b) by olumn 1(f) | | | |
| Α | | | | |] | | | | | | | | | |
| B | | | | | | | | | | | | | | |
| c | | | | |] | | | | | | | | | |
| D | | | | | J | | | | \perp | | | | | |
| | (g) Cost of energy efficient commercial building property placed in service during the tax year (see instructions if building ownership percentage is less than 100%) | (h) Enter the great column 2(d) or column (see instructions if ownership perce is less than 10 | umn 2(f) building ntage | | ter the less 2(g) or colu | | of the sec allocated to | tion 179D deducti | enter the amount in 179D deduction ou as the designer istructions) (k) Section 179D dediffor the building Designers, enter the le column 2(i) or column Building owners, ente amount from column | | e building nter the lesser of or column 2(j) mers, enter the | | | |
| Α | | | | | | | | | | | | | | |



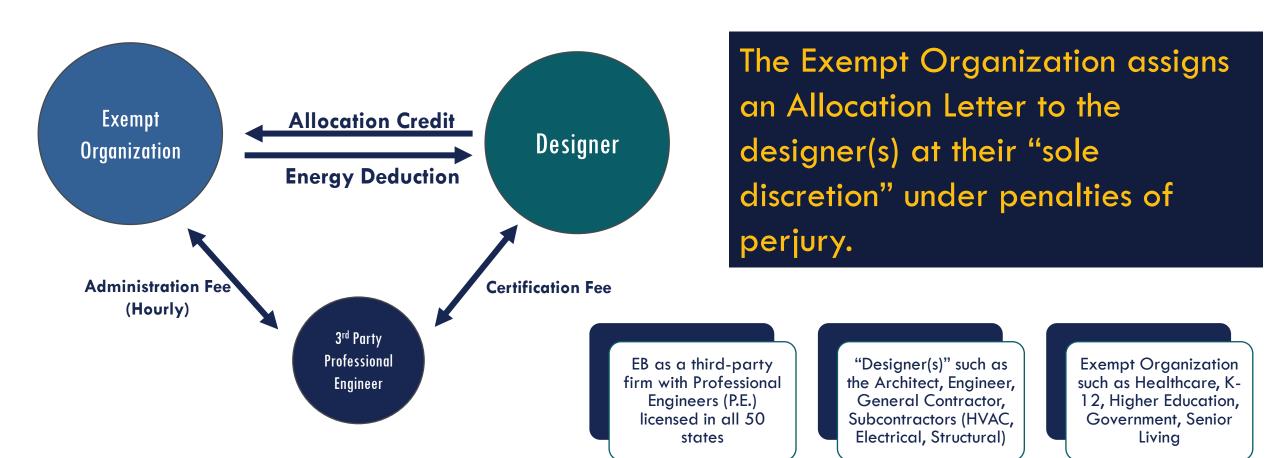
Form 7205 — Energy Efficient Commercial Buildings Deduction:

- Applies to properties placed in service 2022
- Similar to the 179D Certificate of Compliance
- 2023 form does not yet exist



ENERGY INCENTIVE PROGRAM

Energy Deduction Allocation (Section 179D)



179D — KEY TAKEAWAYS

Up to \$5.00/SF Deduction

Privately Owned Buildings

Placed in service after 12/31/2005.

Tax-Exempt Entities

- Government-Owned Placed in service in an open tax year.
- All Tax-Exempt Placed in service after 12/31/2022 and before 12/31/2032

Buildings 25,000+ Square Feet

• Not a requirement but yields a better benefit.



SECTION 45L THE ENERGY EFFICIENT HOME TAX CREDIT

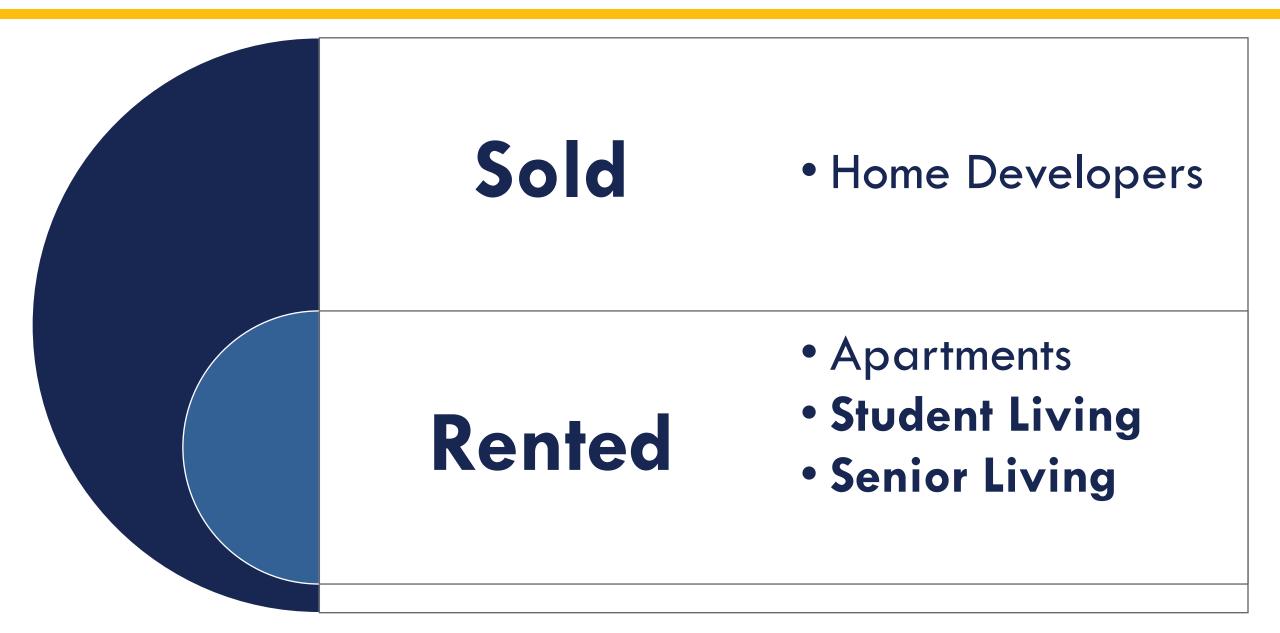


45L — OVERVIEW

 Tax Credit of \$500-5,000 per qualifying unit:

- Apartment buildings/townhomes:
 - Three stories or less
 - Credit based on lease-up, or sale date
- Single family homes

§45L NEW ENERGY EFFICIENT HOME CREDIT — TWO WAYS



45L NEW ENERGY EFFICIENT HOME CREDIT — PRIOR VS. TODAY

SECTION 45L PRIOR

- Expired at the end of 2021
- Units sold/leased in an open tax year
- 3-stories or less
- \$1,000 credit per manufactured home
- \$2,000 credit per unit for single family and multifamily homes

SECTION 45L IN THE IRA

- \$2,000 per unit extended through 2022 Starting in 2023 through 2032:
- Any number of stories (sky is the limit)
- No basis reduction for LIHTC affordable housing

Multifamily homes:

- Base Credit: \$500 or \$1,000 per unit
- Bonus Credit: \$2,500 or \$5,000 per unit
- Single family and manufactured homes:
- Base Credit: \$2,500 or \$5,000 per unit

§45L NEW ENERGY EFFICIENT HOME CREDIT — 2023-32

| Home Type | Standard | Base Credit | Bonus Credit ¹ |
|------------------------------|----------------------------------------------------------------------------------------|-------------|---------------------------|
| Single Family | ENERGY STAR Single Family New Homes Program, Version 3.1 (Eligible to Participate) | 2,500 | - |
| Manufactured | ENERGY STAR Manufactured Home National Program (Eligible to Participate) | 2,500 | - |
| Single Family & Manufactured | DOE Zero Energy Ready Home (ZERH) Program (Certified) | 5,000 | - |
| Multifamily | Energy Star Multifamily New Construction National Program (Eligible to Participate) | 500 | 2,500 |
| Multifamily | DOE Zero Energy Ready Home Multifamily Program (Certified) | 1,000 | 5,000 |

¹Bonus credit if prevailing wage and apprenticeship requirements are met.

45L — CASE STUDY - MULTIFAMILY



Senior Living Townhome Complex – New Construction:

Complex Features:

- Insulation: R-8 slab
- Windows: U-Value: 0.50, SHGC: 0.27
- HVAC: Heat Pump HSPF 8.2 / 16 SEER
- Energy Star appliances
- LED lighting

Results: 100% of units passed & were leased - \$112,000 in credits







Before 1/1/23:

- Energy use must be 50% below a "reference unit"
- Building envelope components must contribute 20%

After 1/1/23:

- Meet Energy Star requirements
- Dependent on location and climate zone



45L — TARGETED EFFICIENCIES | PROVISIONAL ASSESSMENT



- Minimum qualifications are dependent on Climate
 Zone and applicable building code.
- Provisional Assessments will be undertaken for sample home/apartment types free of charge.
- Qualifying projects will begin the Engagement process via Salesforce.
- Non-qualifying projects will receive the Non-Qualification Memo and Minimum Efficiency Standards sheet for future projects.







§45L — OVERVIEW

\$500-\$5,000 credit per qualifying unit

Residential, 3stories or less thru 2022

All residential 2023-32

Sold/leased in an open tax year and prior to 1/1/2032 Buildings with 10+ units - not a requirement, but yields a better value proposition

The first step is a discovery call and provisional assessment





SECTION 48 CLEAN ENERGY INVESTMENT TAX CREDIT

ENERGY INCENTIVE PROGRAM

Clean Energy Investment Tax Credit (Section 48)

Investment in equipment that produces energy from alternative sources:

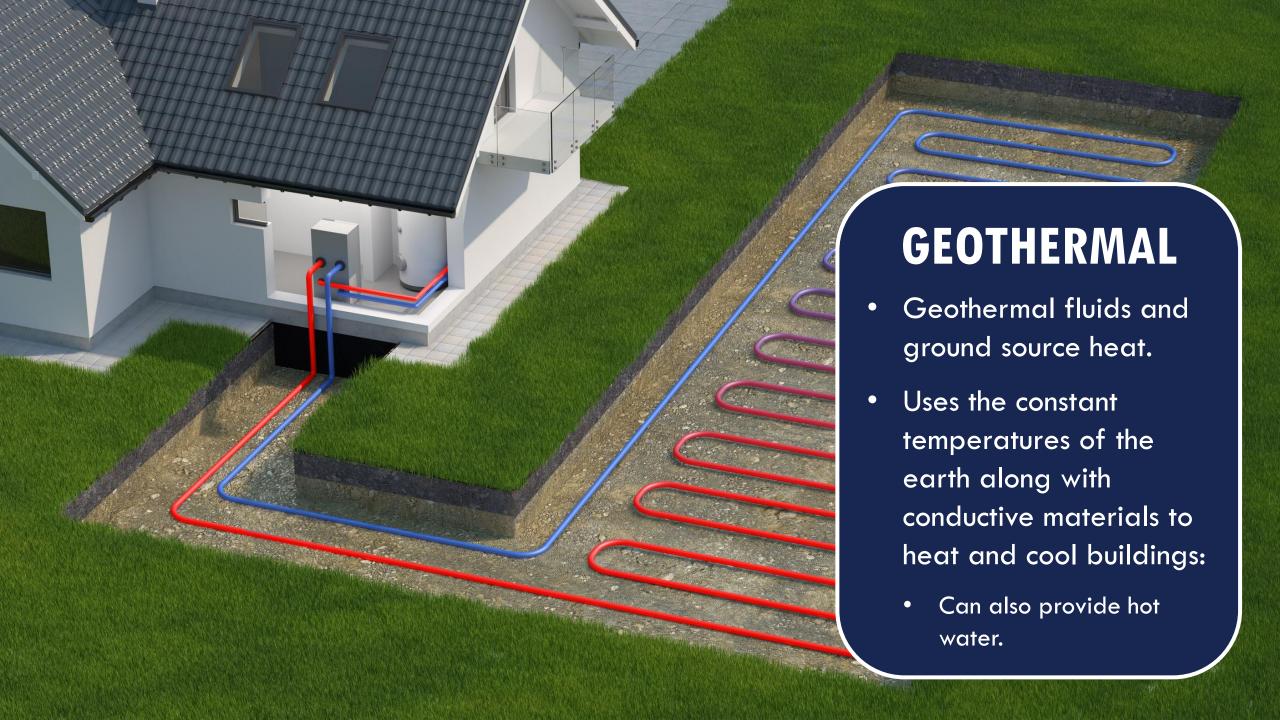
- Solar
- Wind
- Geothermal (including ground source thermal energy)
- Fuel Cells
- Microturbines

- Combined heat and power systems
- Equipment that recovers waste energy
- Energy storage
- Biogas
- Microgrid controllers

Project "Economic Drivers"

- Basic credit = 6% of cost
- If wage rules met = 30% of cost
- If domestic content = + 10%
- If in a "energy community" + 10%
- Additional bonuses for solar and wind with an environmental justice allocation.









FUEL CELLS

- Fuel Cells:
 - Hydrogen + Oxygen + Catalyst =Electricity + Heat + Water
- Linear Generator:
 - Hydrogen + Ammonia » Magnets
 + Copper Coils » Electricity
- Eligibility:
 - Fuel cell stack assembly with capacity > 0.5kW
 - Linear generator assembly with capacity > 1kW

COMBINED HEAT & POWER (COGENERATION)

- Gas-fired or steam turbine produces electricity; waste heat/steam is recovered and used for heating/cooling
- An energy efficiency
 standard of at least 60%







WASTE ENERGY RECOVERY

- Converts waste energy (usually heat) into electricity:
 - Ovens, kilns, furnaces, boilers
 - Mechanical motors and engines
 - Exothermic chemical processes
- Typically, industrial applications
- Eligibility:
 - Capacity > 50 MW
- No efficiencies or power management systems required



INCENTIVE STACKING — CONT.

ABOUT

- Sr. Living
- New Construction
- 200,000 Square Feet
- LED Lighting
- Geothermal

INCENTIVE STACK

- Clean Energy
 Investment Credit
- 45L Credit
- 179D Deduction
- Utility Sales Tax Exemption

INCENTIVE AMOUNT

- \$400,000 energy credit
- \$250,000 45L credit
- \$1,000,000 179D deduction
- 4% elimination of sales tax on utilities



INCENTIVE STACKING

ABOUT

- Behavior Health Center
- Renovation
- 100,000 Square Feet
- Thermal EnergyStorage
- LED Lighting

INCENTIVE STACK

- Clean Energy
 Investment Credit
- 179D Deduction

CREDITS

- \$300,000 energy credit
- \$500,000 deduction



ENERGY INCENTIVE PROGRAM (EIP) PROCESS

ENERGY INCENTIVE PROGRAM (EIP) STEPS

Discovery Call

Phase I Engagement - Identify program opportunities

Phase II Engagement – Implement program opportunities





TO DATE

COVID-19 Pandemic Relief

Retain staff in the midst of hardship

Incentive for organizations to keep employees during the pandemic

2020 ERC applications have a little over 1 year left to submit to the IRS

2021 ERC applications have a little over 2 years left to submit to the IRS

2020 application with 100 employees could receive as much as \$500,000

2021 applications with 100 employees could receive as much as \$2,100,000





ERC LEGISLATION & BUILDING BLOCKS

ERC AND LEGISLATION

Employee Retention Credit (ERC)

Part of the CARES Act in 2020 and extended and expanded (CAA and ARPA)

2020: Up to a \$5,000 credit per employee

2021: Up to a \$7,000 credit per employee per quarter for Q1-Q3 (\$21,000 per employee in 2021)

Infrastructure bill

Repeals the ERC for 2021 Q4

Recovery Start-up still available (Q3 & Q4 2021)

Inflation Reduction Act - \$80 Billion for IRS funding — expect audits



ERC OVERVIEW

| | <u>2020</u> | <u>2021</u> |
|-----------------------------------------------------------|-----------------------------------------------|--------------------------------------------------------------------------|
| Time Period | March 13, 2020 to December 31, 2020 | January 1, 2021 to September 30, 2021 (credit computed for each quarter) |
| Credit Rate | 50% | 70% |
| Qualified Wages | Can qualify up to \$10,000 per employee | Can qualify up to \$10,000 per employee |
| Maximum Credit per Employee | \$5,000 | \$7,000 |
| Eligible Small Employer (Controlled Group Rules Apply) | Less than or equal to 100 full-time employees | Less than or equal to 500 full-time employees |



ERC OVERVIEW

| | <u>2020</u> | <u>2021</u> |
|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Eligibility Requirements: Decline in Gross Receipts (Controlled Group Rules Apply) | Gross receipts decline for greater than 50% in any quarter in 2020 vs 2019 (see example) | Gross receipts decline for greater than 20% in any quarter in 2021 vs 2019 |
| Alternate Quarter Provision | Not applicable | Look back to the preceding quarter to meet qualification criteria |
| Gross Receipts Definition | For Profit Organizations - IRS Section 448(c) Not for Profit Organizations - IRS Section 6033 | For Profit Organizations - IRS Section 448(c) Not for Profit Organizations - IRS Section 6033 |
| Suspension of Operations | Operations that are either fully or partially suspended by a COVID-19 governmental order and only during the period the order is in force | Operations that are either fully or partially suspended by a COVID-19 governmental order and only during the period the order is in force |
| Governmental Instrumentalities Eligible | No | Public colleges, universities, organizations whose principal purpose is providing medical or hospital care, certain Federal instrumentalities like credit unions |

QUALIFIED WAGES

Based on Social Security Wages (W-2, Box 3 wages) plus allocated share of health care expenses.

Companies with more than 100 (in 2020) or 500 (in 2021) employees can only claim credit for employees that are being paid but not providing services during eligibility period:

Based on 2019 average full-time employee count.

Aggregation rules apply.



HEALTH PLAN EXPENSES

Health plan expenses eligible for the ERC:

Cost paid by the employer.

Portion of cost paid by employee with pre-tax contributions.

IRS has indicated a pro rata allocation is reasonable for sponsored health plans:

Based on covered employees.

Based on periods of coverage.

Health plan costs paid for furloughed employees includable.





ERC — HOW TO CLAIM THE CREDIT

Report total qualified wages and health insurance costs on quarterly employment tax returns to claim credit:

Can amend for ERC (3 years and 5 years for Q3/Q4 2021)







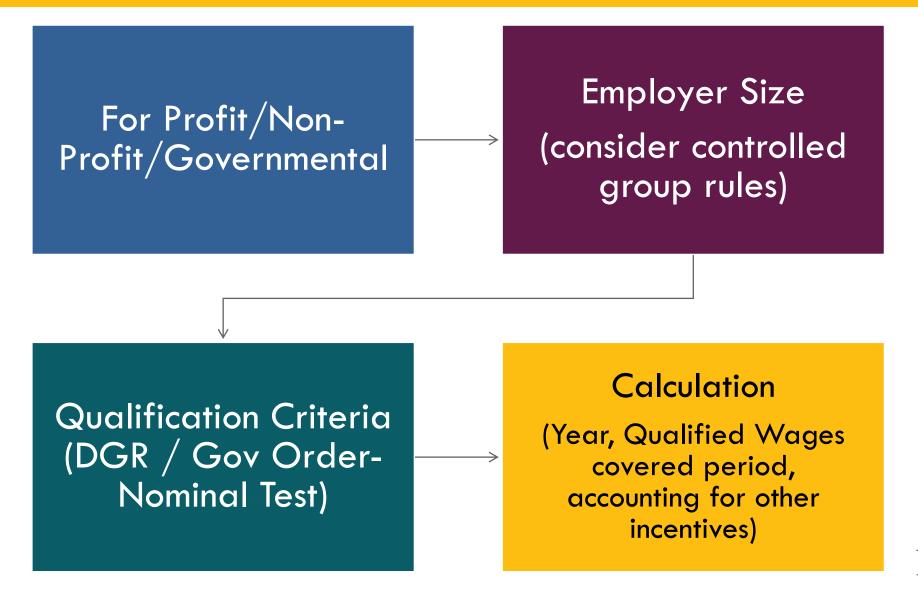
OTHER IMPORTANT CONSIDERATIONS

- No requirement to maintain certain level of employment or payroll levels.
- No overall dollar limit on amount of credit claimed.
- Limitations on claiming the ERC for an individual employer / owner hiring his or her family members.



ERC QUALIFICATION

CONCEPTUAL DECISION TREE





ELIGIBLE EMPLOYER — GROSS RECEIPTS TEST — 2020

Significant decline in gross receipts:

Gross receipts in any 2020 calendar quarter are less than 50% of the same 2019 calendar quarter.

Example:

| | 2019 | 2020 | | |
|----|-----------------------|-----------------------|-----|--------------|
| | Gross Receipts | Gross Receipts | | |
| Q1 | \$10,000,000 | \$9,000,000 | 90% | Not Eligible |
| Q2 | \$12,000,000 | \$5,000,000 | 42% | Eligible |
| Q3 | \$11,000,000 | \$9,000,000 | 82% | Eligible |
| Q4 | \$10,000,000 | \$7,000,000 | 70% | Not Eligible |

Gross receipts definition

Very inclusive

Aggregation rules apply



ELIGIBLE EMPLOYER — GROSS RECEIPTS TEST — 2021

Qualification:

Gross receipts test - greater than 20% reduction vs same calendar quarter in 2019 (previously 50%):

Still comparing current quarter to 2019, not 2020.

Election to use alternative quarter:

For 2021, an employer can use its prior quarter to qualify with reduction in gross receipts (vs same quarter in 2019).

For employers not in existence in the same quarter in 2019:

Can use quarters in 2020.



ELIGIBLE EMPLOYER — SUSPENSION OF OPERATIONS

Applies to 2020 and 2021; can only claim credit during suspension period.

IRS Notice 2021-20 (and Notice 2021-23):

Government order:

"Essential Business" classification does not automatically disqualify employer from being partially or fully suspended

More than nominal test

Not partially suspended:

If a business can do all the same functions via "teleworking"

Customers required to stay home due to government order won't constitute partial suspension of operations for the affected business

Supply chain



SUSPENSION OF OPERATIONS

- Elective procedures
- Visitation restrictions
- Occupancy constraints due to covid-19 surges
- Nominal needs to be:
 - Tied to a government order reducing the organization's operational capacity.
 - Nominal portion of revenue needs to be at least 10% of total organization-wide Gross Receipts.
 - Nominal effect of government order needs to reduce operational capacity by at least 10%.

PROVIDER RELIEF FUNDS (PRF)

- Generally recorded as revenue when earned and recognized.
- Some organizations did not record PRF funds as revenue in 2020 even though it was earned:
 - Qualifying COVID-19 expenses.
 - Qualifying lost revenues.
- PRF funds are included in gross receipts for ERC.
- There is little guidance on in which quarters should PRF funds be recorded for ERC.
- Ensure PRF funds are recorded in quarters the PRF funds are earned (sufficient expenses and/or lost revenues) and recognized (i.e. has been recorded as revenue on the financial statements).



SUBSTANTIATION REQUIREMENTS

What records should be maintained to substantiate the ERC?

Documentation for determining how eligible employer status was determined

- Gross receipts analysis
- Governmental orders relied upon
- How more than a nominal effect on operations was determined

Qualified wage computations

- For large employers, records showing workers being paid but not providing services
- Health plan expense computations
- Aggregated group analysis
- Tax forms claiming the credit

Maintain records for at least 5 years



PPP AND ERC INTERPLAY

PPP AND ERC INTERPLAY

PPP and ERC not exclusive, <u>but</u> wages giving rise to PPP loan forgiveness cannot also be used for ERC purposes.

For many borrowers, PPP covered period (usually 24 weeks) and ERC eligible quarters will overlap:

Taxpayers have latitude to apportion wages between PPP covered period and ERC quarters (just no double dipping).

Also, wage amounts that do count as eligible PPP expenditures (wages in excess of \$100k annually) may still count as ERC wages.





RECAP & NEXT STEPS

RECAP

Great opportunity for organizations to receive some much-needed cash flow

Qualifying Criteria:

Decline in Gross Receipts

Governmental Order having a Nominal Effect on a Nominal Portion of Business

Up to \$10,000 of Qualifying Wages:

50% Annual Credit 2020 = Up to \$5,000 per employee annually

70% Quarterly Credit for 2021 = Up to \$7,000 per employee quarterly

100 Employee provider organization Example:

Up to \$500,000 of ERC in 2020

Up to \$2,100,000 of ERC in 2021

Beware of ERC Mills / IRS Audits

Time is of the essence we have 1-2 years to apply





QUESTIONS?

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THANK YOU!

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