



**Subject: Coronavirus Aid, Relief, and Economic Security Act (“CARES Act”)**

Dear Associate:

We hope this communication finds you and your family in good health. Below please find some information about additional unemployment benefits and a tax rebate that you may be eligible for under a new law called the Coronavirus Aid, Relief, and Economic Security Act (“CARES Act”). Please see below for a summary of the sections of the CARES Act that may be relevant to you:

### **Unemployment Benefits**

- In addition to the unemployment compensation benefits you receive from your state, the CARES Act provides *an additional \$600 per week for up to four months (the additional payment ends on July 31, 2020)*. You will automatically receive the additional \$600 per week if you are eligible for unemployment benefits under your state’s unemployment laws.
- Unemployment benefits have been extended for an additional 13 weeks up to a maximum of 39 weeks. For example, if your state provides for 24 weeks of unemployment benefits, you will now be eligible for up to 37 weeks of unemployment benefits.
- The one-week waiting period required by some states’ unemployment benefits laws is waived
- For more information, please contact your state unemployment agency.

### **Individual Tax Rebates**

- U.S. residents will be eligible for: (1) a one-time tax rebate of up to \$1,200, although some could get less if their annual income is over \$75,000 (\$150,000 if married; \$112,500 if filing as the head of household); and (2) an additional \$500 for each child age 16 and under. The government will look at your 2019 tax return or your 2018 tax return if you have not filed your 2019 tax return to determine your eligibility for the tax rebate.
- If the Internal Revenue Service (I.R.S.) already has your bank account information, it will transfer the money to you via direct deposit. Otherwise, you will receive a check in the mail.
- For more information about the tax rebate, please visit: <https://www.irs.gov/coronavirus>.

### **Workplace Retirement Plans**

- You can withdrawal up to \$100,000 from your 401(K) or other workplace retirement plan in 2020 without having to pay a 10% penalty as long as the withdrawal is because of COVID-19, e.g., you, a spouse or dependent tested positive for COVID-19, or you experienced other negative economic consequences related to COVID-19.
- You will be able to spread out the income taxes you owe on the withdrawal over three years.
- For those associates in HMSHost’s 401(K) plan, you may contact Fidelity for more information at Fidelity Investments at 800-835-5095 or through [www.netbenefits.com](http://www.netbenefits.com).