



All ETR Employees:

Please be advised that Foxmar Inc., d.b.a. Education and Training Resources (ETR) has elected to NOT participate in the Social Security Tax Deferral Program. Social security taxes will continue to be deducted from the paychecks of our teammates as usual.

On August 8th, President Donald Trump sent a [memorandum](#) to the Treasury Department to defer collection of the employee portion of Social Security Tax (6.2%) from September 1st through the end of 2020.

As part of COVID-19 relief, the IRS issued [Notice 2020-65](#) on August 28th, allowing employers to suspend withholding and paying of eligible employees' social security payroll taxes to the IRS. The payroll tax "holiday", or suspension period, will run from September 1st through December 31, 2020.

Employers are not obligated to participate in this program. It is voluntary and at the employer's discretion.

ETR employees should be made aware that this program is only a tax **deferral**, not tax forgiveness - it is **temporary** relief and must be paid back in the same amount of time as the deferral period. While you would see an additional 6.2% in your checks for the next four months, during the repayment period of January 1, 2021 to April 30, 2021, your net pay would be less as they would be subject to double withholding (12.4%) of the applicable social security payroll taxes to pay back the deferral amount. This could result in more financial stress than the short-term benefits the deferral may have provided.

Questions? Please contact Howard Harmon (howard.harmon@etrky.com) or Jennifer Simpson (jennifer.simpson@etrky.com).