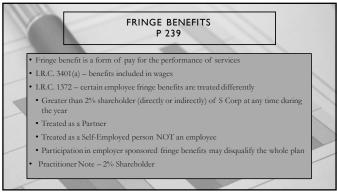
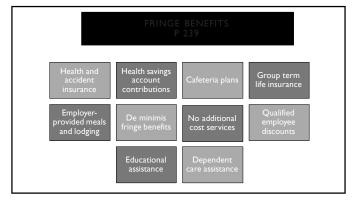


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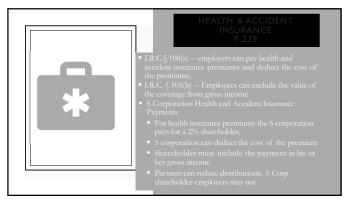
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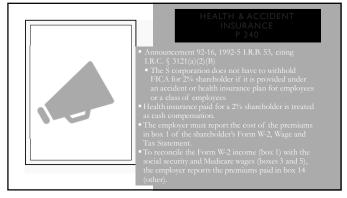
Fringe Benefits for Small Businesses





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Example 7.14 – Form W-2 for a 2% Shareholder Shareholder SE Health Insurance Deduction I.R.C. 162(1)(2)(A) -- A 2% shareholder can claim the deduction for self-employed health insurance costs. Deduction is limited to the shareholder- employee's wage and salary income from the S corporation I.R.C. § 162(I)(2)(B) -- Cannot claim the deduction for any calendar month in which they participate in another employer's subsidized health care plan

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• Must be Employer Sponsored health plan • Personal shareholder policy does not qualify for the deduction. • Notice 2008-1,2008-1 C.B. 251 • The S corporation must make the payments directly and report the payments on the shareholder-employee's Form W-2, or • The shareholder-employee must pay the premiums and furnish proof of payment to the corporation. • The corporation must reimburse the shareholder and report the reimbursement on the shareholder-employee's Form W-2.

Partnership Health & Accident Insurance Premiums that a partnership pays on behalf of a partner are treated as a guaranteed payment The guaranteed payment is deductible by the partnership and included in the partner's income. A partnership is not required to file a Form 1099 or a Wage and Tax Statement (Form W-2) for accident and health insurance premiums that are guaranteed payments.

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Reports the cost as guaranteed payments on its U.S. Partnership Return of Income (Form 1065) and the Schedule K-1. The partnership cannot deduct the premiums. A Partner may deduct the cost of the premiums paid The self-employed health insurance deduction is allowed regardless of whether the partnership accounts for the premium payments as guaranteed payments or a reduction in the partner's distributions.

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HEALTH SAVINGS ACCOUNT CONTRIBUTIONS

P 24 I

- \blacksquare Employer-sponsored plan
- Pre-tax contributions
- Personal Plan
- Adjustment to gross income (i.e., an above the line deduction)
- I.R.C. 62(a)(19) the deduction is an adjustment to gross income
- Distributions not taxable used to pay the plan owner's medical expenses during his/her lifetime of up to 1 year after death

- Eligibility
- High-deductible health plan (HDHP)
- Deductible amount under the HDHP must be at least
 - \$1,600 for self-only coverage and
 - \$3,200 for family coverage.
- Maximum out-of-pocket expenses
 - \$8,050 for self-only coverage
 - **\$16,100** for a family

- = I.R.C. 223(b)(3)
- An employer may make deductible contributions to an HSA on behalf of one or more employees.
- \$4,150 for self-only coverage
- \$8,300 for family coverage.
- Age 55 and older add \$1,000 per year
- The employer's contributions reduce the amount that the employee can contribute to his or her HSA.

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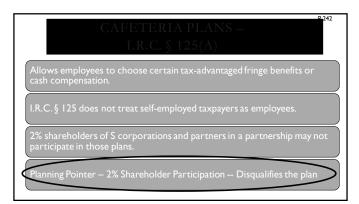
- HSA contributions of a 2% shareholder-employee -- guaranteed payments under §707(c).
- S corporation may deduct the contributions under §162
- Contributions are includable in the 2% shareholder-employee's gross income
- The 2% shareholder-employee may not exclude the contribution from gross income under §106(d).
- HSA contributions of a 2% shareholder-employee subject to FICA
 HSA contributions are not subject to (SECA)

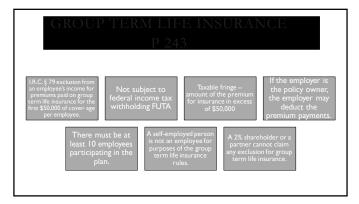
■ Treat contributions as distributions to the partner ■ The partnership cannot deduct the contributions, ■ The contributions do not affect the distributive shares of partnership income and deductions. ■ Contributions are reported as distributions of money on schedule k-1 ■ These distributions are not included in the partner's net earnings from self-employment under I.R.C. § 1402(a). ■ The partner can deduct the contributions.

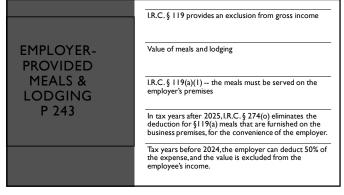
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■ Treat contributions as guaranteed payment ■ The partnership can deduct the contributions, ■ They are included in the partner's gross income ■ Subject to net earnings from self- employment. ■ The partner, if otherwise eligible, can deduct the contributions.

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MEALS FOR THE CONVENIENCE OF THE EMPLOYER -- TREAS. REG. § 1.119-1(2)(11)

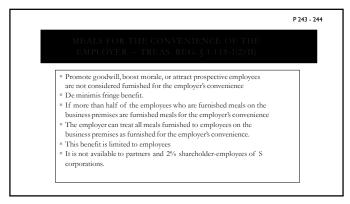
• Meals are provided to food service employees during (or immediately before or after) the employees' working hours.

• Meals are furnished during working hours so that employees will be available for emergency calls during the meal period.

• Meals are furnished during working hours because the nature of the business restricts an employee to a short meal (30 to 45 minutes)

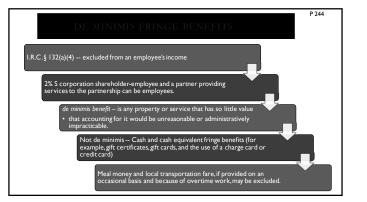
• Employees cannot be expected to eat elsewhere during the short period.

• Meals are furnished immediately after working hours if the employer would have furnished them during working hours for a substantial non-compensatory business reason, but they were not eaten during working hours because of the employee's work duties



* I.R.C.§ 119(a)(2) — lodging must be on the employer's premises and must be a condition of employment * Lodging furnished to an employee for the convenience of the employer includes the value of any necessary utilities unless the employee contracts and purchases the utilities directly from the supplier. * In Hurrison R. Come. missioner, T.C. Memo. 1981-211, gas and electricity furnished to the residence were included in the term lodging because they were necessary to make the residence habitable. * The value of telephone service provided by the employer was not required to make the residence habitable and therefore was included in the employer's income. * Self-Employed Persons – I.R.C. § 119 does not treat a self-employed person as an employee for purposes of the exclusion. * Sole proprietors and individuals who are the sole members of I.I.Cs treated as disregarded entities cannot benefit from the §119 exclusion of employer-provided meals and lodging because they are not employees. * The value of employer-provided meals and lodging is included in the gross income of a 2% S corporation shareholder or a partner-service provider. * Occasional meals may be excluded as a de minimis fringe benefit (discussed next).

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- Occasional snacks, coffee, doughnuts, etc. ■ Occasional meal money or transportation expenses for working
- overtime Personal use of an employer-provided cell phone provided primarily for non-compensatory business purposes
- Occasional personal use of a company copying machine if the employer sufficiently controls its use so that at least 85% of its use is for business
- Holiday or birthday gifts, other than cash, with a low fair market value
- to employees under special circumstances (for example, on account of illness, a family cri-sis, or outstanding performance)
- Group-term life insurance payable on the death of an employee's spouse or dependent if the face amount is not more than \$2,000
- Certain meals provided in an employer operated eating facility (through 2025)
- Occasional parties or picnics for employees and their guests
- Occasional tickets for theater or sporting events

- Season tickets to sporting or theatrical events;
- The commuting use of an employer-provided automobile or other vehicle more than 1 day a month;
- Membership in a private country club or athletic facility, regardless of the frequency with which the employee uses the facility
- Use of employer-owned or leased facilities (such as an apartment, hunting lodge, boat, etc.) For a weekend.
- If a benefit provided to an employee does not qualify as de minimis, then generally the entire benefit must be included in income
- Example 7.15 Infrequent Travel Expense
- Practitioner Note Meal Expense Deduction

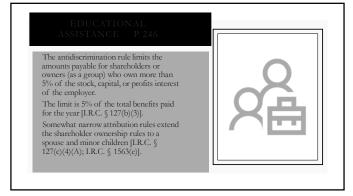
- I.R.C. § 132(a)(1) -- a no additional cost service is available on a tax-favored basis and the employer can exclude the cost from the employee's wages
- The exclusion is available to Partners & 2% S Corp shareholder-employees
- A no additional cost service means a service provided by an employer to an employee if
- such service is offered for sale to customers in the ordinary course of the employer's business in which the employee is performing services, and
- the employer incurs no substantial additional cost (including forgone revenue) in providing such service to the employee (determined without regard to any amount paid by the employee for such service).
- The exclusion for a no additional cost ser-vice applies whether the service is provided at no charge or at a reduced price.
- The services cannot discriminate in favor of highly compensated employees.

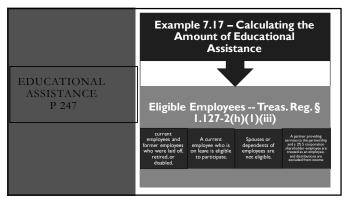
- Treas. Reg. § 1.132-2(a)(2)
 - such as airline, bus, or train tickets; hotel rooms; or telephone services provided free, at a reduced price, or through a cash rebate to employees working in those lines of business
 - \blacksquare To determine whether the employer incurs substantial additional costs to provide a service to an employee, lost revenue is included as a cost.
- Practitioner Note Definition of Employee
- Example 7.16 Lost Revenue

- I.R.C. § 132(a)(2) qualified employee discounts are excluded from wages.
- Available to partners who provide services for the partnership and 2% S corporation shareholder-
- qualified employee discount-
- reduction in price of the services offered to customers in the line of business in which the employee performs substantial services.
- The discount cannot favor highly compensated employees
- The value of the exclusion cannot exceed the following:
 - •for property, the employer's gross profit percentage multiplied by the price at which the property is being offered by the employer to customers; or
 •for services, 20% of the price at which the services are being offered by the employer to
- Treas Reg. 1. § 132-3(c) the gross profit percentage is the total sale price of the property less the total cost of the property, divided by the total sale price of the property

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An employer may establish a qualified educational assistance program. The program must be a separate written The employer's contributions are fully deductible, and the distributions may be tax free to the employee who receives the benefit, up to \$5,250 per year [LR.C. § 127(a)(2)]. The program must not discriminate in favor of highly compensated employees.





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EDUCATIONAL EXPENSES P 247

- Tuition, books, supplies and equipment necessary for class.
- Education is not limited to courses that are job related or part of a degree program.
- Do not include tools or supplies that the employee may keep after the course is completed; education involving sports, games, hobbies (unless job-related); or meals, lodging or transportation.
- § 2206 of the 2020 CARES Act includes certain employer payments of student loans paid after March 27, 2020, and before January 1, 2026.
- The exclusion applies to the payment by an employer of principal or interest on any qualified education loan incurred by the employee for the employee's education.

DEPENDENT CARE ASSISTANCE P 247

- I.R.C. § 129 -- exclude employer paid amounts to provide dependent care assistance
- Paid to a qualifying person's care
- Provided to allow the employee to work.
- The maximum exclusion is \$5,000 per year (\$2,500 for married persons filing separate returns)
- Cannot < earned income of either the employee or employee's spouse.



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DEPENDENT CARE ASSISTANCE P 247

- Partners providing services to a partnership can participate
- S corporation 2% shareholder-employees can
 participate
- The value of benefits provided to principal owners (those who own more than 5%) cannot exceed 25% of the total paid by the employer to all employees for the year [LR.C.§ 129(d)(4)].
- The program cannot discriminate in favor of bighly compensated employees.
- Example 7.18 Limit on Dependent Car



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KEY PROVISIONS		
Effective February 21, 2025	All Michigan Employers	1 or more employee
Employee = anyone receiving wages/salaries/compe nsation subject to FICA	Employee = salaried exempt, salaried non- exempt	Employee = full & part-time hourly

EMPLOYEE SICK TIME ACCRUAL

- Minimum of 1 hour for every 30 hours worked
- Employer < 10 employees = 40 hours per year minimum
- Employer <10 employees must provide 32 hours unpaid sick time per year
- Employer < 10 employees use paid earned sick time before unpaid sick time
- Employer > 10 employees 72 hours per year minimum
- Carry-over up to 72 hours per year
- Employers with PTO meeting these standards is deemed compliant

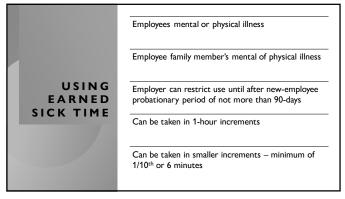


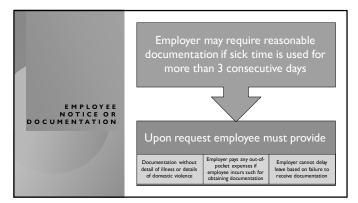
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10-EMPLOYEE THRESHOLD Employee works 20 or more workweeks in the current or previous calendar year

The 20 workweeks do not need to be consecutive

When 10 or more employee threshold is met – must provide sick time for that year and the following calendar yer





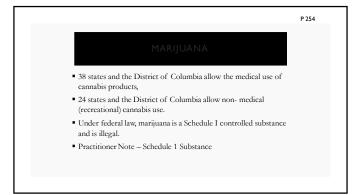
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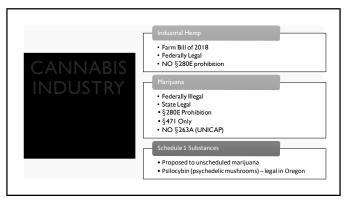
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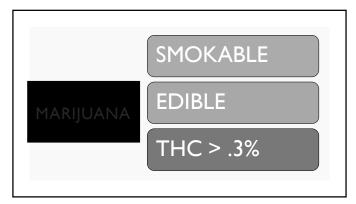
Marijuana & Other Illegal
Businesses

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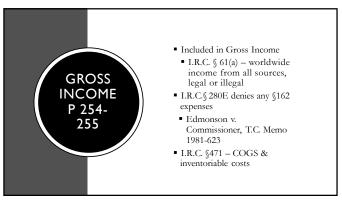
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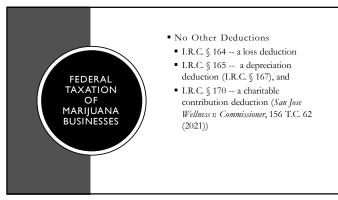






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MULTIPLE TRADE OR BUSINESS P 256

- Californians Helping to Alleviate Medical Problems v. Commissioner, 128 T.C. 173 (2007),
- Provided counseling and caregiving services to its members, who were individuals with debilitating diseases. Californians Helping to Alleviate Medical Problems (CHAMP)
- Also provided its members with medical marijuana
- The IRS argued that CHAMP had a single trade or business of trafficking in medical marijuana, and its
 expenses were not deductible.
- CHAMP argued that it engaged in separate trades or businesses.
- The IRS generally accepts a taxpayer's characterization of two or more undertakings as separate activities
 unless the characterization is artificial or unreasonable [Treas. Reg. § 1.183-1(d)(1)].
- The court found that it was not artificial or unreasonable for CHAMP to characterize its provision of caregiving services and its provision of medical marijuana as separate activities.

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MULTIPLE TRADE OR BUSINESS

- Olive v. Commissioner, 792 F.3d. 1146 (9th Cir. 2015)
- They were unable to establish that it was a dual-purpose business.
- The court reasoned that selling snacks, movies, and games with some counseling was not significant enough to substantiate a dual-purpose business.
- The taxpayer's books and records were not as clearly defined as in CHAMP

MULTIPLE TRADE OR BUSINESS

- In Alternany Commissioner TC Memo, 2018-83.
- the taxpayers owned an LLC that operated a legal medical marijuana store in Colorado.
- The store also sold nonmarijuana products such as pipes, papers, and other items used in the consumption of marijuana.

 The court found that the sale of marijuana and nonmarijuana merchandise was
- The court found that the sale of marijuana and nonmarijuana merchandise wa part of one business because the LLC derived almost all its revenue from marijuana merchandise and the types of nonmarijuana products that it sold complemented its efforts to sell marijuana.
- The LLC records were insufficient to identify the separate sales of the nonmarijuana merchandise.
 The court noted that if selling nonmarijuana merchandise was considered a
- The court noted that if selling nonmarijuana merchandise was considered a separate business, then the expenses of that business would be deductible.

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COST OF GOODS SOLD

- Treas. Reg. § 1.61-3 -- gross income the excess of receipts over cost of goods sold.
- Cost of goods sold (COGS) is the term given to the adjusted basis of merchandise sold during the tax year.
- COGS -- acquire, construct, or extract a physical product that is to be sold
- Sellers can have no gain until they recover the economic investment that they
 made directly in the actual item sold
- COGS = beginning inventories + current-year production costs (in the case of a producer) or current-year purchases (in the case of a reseller) - ending inventories.
- $\bullet~280\mbox{E-affected}$ tax payers must calculate their COGS pursuant to I.R.C. $\S~471$

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COST OF GOODS SOLD

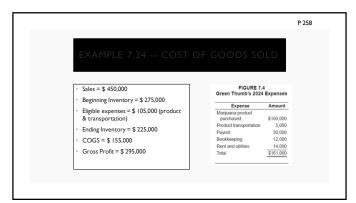
- •Capitalize an item's cost in the year of acquisition or production
- Amortize it or wait until the year the item is sold to make the corresponding adjustment to gross income.
- Marijuana Resellers
- The direct costs of the inventory include the invoice price of the marijuana purchased (less trade or other discounts) and transportation or other necessary charges incurred in acquiring possession of the
- Practitioner Note Uniform Capitalization Rules (§263A) do not apply

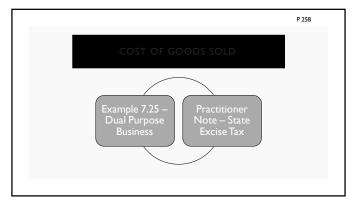
Putients Mutual Assistance Collective r. Com-missioner, 151 T.C. 176 (2018), Patients Mutual Assistance Collective Corporation d.ha. Harborside Health Center (Harborside) A medical marijuana dispensary. Harborside sold a wide variety of products, clones (cuttings from a female marijuana plant), marijuana flowers (buds), marijuana-containing products (such as edibles), and non-marijuana-containing products (such as edibles), and non-marijuana-co

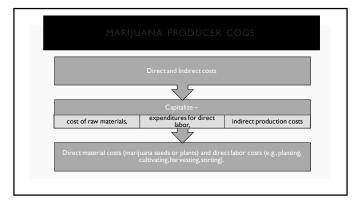
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Alternative Health Care Advocates v. Commissioner, 151 T.C. 225 (2018) The taxpayer operated a medical marijuana dispensary in California. The corporation had members instead of shareholders, and the members supplied the marijuana and purchased marijuana products created by the corporation. The corporation also sold nonmarijuana items such as T-shirts, rolling papers, and pipes. The IRS disallowed its § 162 expenses. The court noted that a taxpayer engaged in manufacturing or merchandising can subtract COGS from gross receipts to arrive at gross income. The taxpayer argued that Alternative Health Care Advocates was a producer and therefore it could include its production costs in inventory. The court found that Alternative was not a producer of the marijuana but resellers

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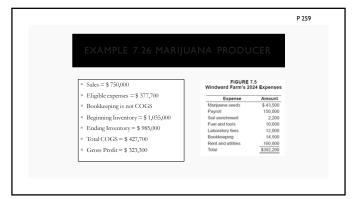


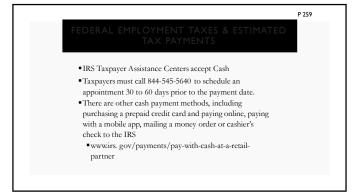




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