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## Subject: Reminders

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### TAX DUE DATES

TYPE	FORM	DUE DATE
Wages	W-2	February 1, 2025
Contract Labor	1099-NEC	January 31, 2025
Other Income	1099-MISC	March 1, 2025
Partnerships	1065	March 15, 2025
S-Corporations	1120-S	March 15, 2025
C-Corporations	1120	April 15, 2025
Personal	1040	April 15, 2025
Trusts	1041	April 15, 2025
FinCEN 114	FBAR	April 15, 2025

- **File your Annual Report with the State of Florida in advance of the May 1 deadline.** Additional information can be found online at [sunbiz.org](http://sunbiz.org).

### HEALTH INSURANCE

- Based on recent IRS pronouncements, employers without a group health insurance plan that reimburse employees for their health insurance (acquired either through a qualified individual health plan in the Marketplace Exchange or outside the Exchange) must include the reimbursement as taxable income to the employees. Failure to do so could result in penalties. Employers may also set up a Qualified Small Employer Health Reimbursement Arrangement (QSEHRA) to reimburse employees for premiums they pay for individual insurance policies. Employers will need a written plan document setting forth the terms of the agreement and cannot offer group health care coverage to any of its employees.
- Employers with over 50 employees may be subject to a penalty if they fail to offer their full-time employees company provided health insurance. A penalty may also apply if the employer who provides health insurance to some employees but fails to offer affordable health insurance to 95% of the employees or the policy does not meet minimum value.

## **PAYROLL & RELATED ITEMS**

- The Internal Revenue Service requires that you file a Form 1099 for all individuals, all unincorporated vendors (Partnerships, LLCs, Sole Proprietorships), and all attorneys that received at least \$600 of payments from your company.
- Obtain a completed Form W-9 prior to issuing checks to independent contractors.
- Review the duties of those you pay as contract service. The tax implications for improperly compensating an individual as a contract laborer versus an employee are material.
- The maximum FICA taxable earnings for 2025 will increase to \$176,100.
- Effective July 1, 2023, Florida will require employers with 25 or more employees to use E-Verify to confirm a new hire is eligible to work in the United States. Employers must retain a copy of the documentation provided and any official verification generated, if applicable, for at least three years.

## **OTHER INFORMATION**

- The IRS does not send unsolicited e-mails to taxpayers about their tax accounts. If you receive an unsolicited e-mail claiming to come from the IRS, avoid opening attachments or clicking on links.
- Florida Law requires you to pay a use tax (6%) on purchases made outside of Florida. For more information, please contact us or visit <http://www.dor.myflorida.com>.
- Social Club dues are not tax deductible.
- The tax law requires taxpayers to provide adequate records or sufficient evidence to prove business expenses or they cannot be taken as deductions.

## **EXPENSE REIMBURSEMENT**

- Employer reimbursements for an employee's business expenses are deductible by the employer if not included in the employee's income. These expenses must have a valid business purpose, be substantiated by the employee, and the employee must return any excess reimbursements within a reasonable period of time. If the expenses are not substantiated or excess expenses are not returned within the required period of time, the expenses are treated as paid under a non-accountable plan and are taxable wages to the employee.
- Employees who utilize a company-owned vehicle may need to report personal use as additional compensation or income. The business and personal mileage must be substantiated in order to deduct the vehicle expense. See form "*Employer Provided Vehicles Info Request*."

- The deduction for business meals is 50%.
  - For example, meals with clients, food provided for the workplace, and meals at business-related conferences.
- Food for company holiday parties is 100% deductible.
- Entertainment expenses are not deductible.