

# Important features of the different installments of the NOW

	NOW-1	NOW-2	NOW-3
Application period	6 April 2020 up to and including 5 June 2020	6 July 2020 up to and including 31 August 2020	<ul style="list-style-type: none"> <li>▶ First period: 16 November 2020 up to and including 13 December 2020.</li> <li>▶ Second period: 15 February 2021 up to and including 14 March 2021.</li> <li>▶ Third period: 17 May 2021 up to and including 13 June 2021.</li> </ul>
Subsidy period	1 March 2020 up to and including 31 May 2020	1 June 2020 up to and including 30 September 2020	<ul style="list-style-type: none"> <li>▶ First period: 1 October 2020 up to and including 31 December 2020.</li> <li>▶ Second period: 1 January 2021 up to and including 31 March 2021.</li> <li>▶ Third period: 1 April 2021 up to and including 30 June 2021.</li> </ul>
Minimal drop in turnover	20%	20%	<ul style="list-style-type: none"> <li>▶ First period: 20%.</li> <li>▶ Second and third period: 30%.</li> </ul>
Measurement period drop in turnover	Three-month period as from 1 March, 1 April or 1 May 2020.	Four-month period as from 1 June, 1 July or 1 August 2020.*	<ul style="list-style-type: none"> <li>▶ First period: three-month period as from 1 October, 1 November or 1 December 2020.*</li> <li>▶ Second period: three-month period as from 1 January, 1 February or 1 March 2021.*</li> <li>▶ Third period: three-month period as from 1 April, 1 May or 1 June 2021.*</li> </ul>

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Calculation method drop in turnover	The turnover in the measurement period is compared with one quarter of the turnover in 2019. The drop in turnover must be calculated at the level of the natural or legal person that is the employer, but in case of a group the drop in turnover must be calculated at the group level. When the drop in turnover at the group level is lower than 20%, the drop in turnover may be calculated at the level of an independent operating company under certain conditions.**	The turnover in the measurement period is compared with one third of the turnover in 2019. The drop in turnover must be calculated at the level of the natural or legal person that is the employer, but in case of a group the drop in turnover must be calculated at the group level. When the drop in turnover at the group level is lower than 20%, the drop in turnover may be calculated at the level of an independent operating company under certain conditions.**	The turnover in the measurement period is compared with a quarter of the turnover in 2019. The drop in turnover must be calculated at the level of the natural or legal person that is the employer, but in case of a group the drop in turnover must be calculated at the group level. When the drop in turnover at the group level is lower than the required threshold (20 or 30%), the drop in turnover may be calculated at the level of an independent operating company under certain conditions.**
Subsidy amount	A maximum of 90% of the wage for social security purposes, depending on the drop in turnover.	A maximum of 90% of the wage for social security purposes, depending on the drop in turnover.	<ul style="list-style-type: none"> <li>▶ First period: a maximum of 80% of the wage for social security purposes, depending on the drop in turnover.</li> <li>▶ Second period: a maximum of 70% of the wage for social security purposes, depending on the drop in turnover.</li> <li>▶ Third period: a maximum of 60% of the wage for social security purposes, depending on the drop in turnover.</li> </ul>
Wage that qualifies for subsidy	The subsidy is in principle based on the wage sum for social security purposes in January 2020, but in case of a higher or lower wage sum over the subsidy period, the wage sum that qualifies for subsidy will be increased or decreased.	The subsidy is in principle based on the wage sum for social security purposes in March 2020, but in case of a lower wage sum over the subsidy period, the wage sum that qualifies for subsidy will be decreased.	The subsidy is in principle based on the wage sum for social security purposes in June 2020, but in case of a lower wage sum over the subsidy period outside of the exemption percentage, the wage sum that qualifies for subsidy will be decreased.
Maximum wage that qualifies for subsidy	The wage that qualifies for subsidy is capped at € 9,538 per employee per month.	The wage that qualifies for subsidy is capped at € 9,538 per employee per month.	<ul style="list-style-type: none"> <li>▶ First and second period: the wage that qualifies for subsidy is capped at two times the maximum monthly wage (€ 9,691 per employee per month as from 1 July 2020).</li> <li>▶ Third period: the wage that qualifies for subsidy is capped at one time the maximum monthly wage (€ 4,845 per employee per month as from 1 July 2020).</li> </ul>
Compensation of employer's costs	30%	40%	40%
Decrease in wage sum	A decrease in the wage sum over the subsidy period means (in short) that no subsidy will be granted for the lost wages.	A decrease in the wage sum over the subsidy period means (in short) that no subsidy will be granted for the lost wages.	<ul style="list-style-type: none"> <li>▶ First period: a decrease in the wage sum up to 10% has no consequences for the subsidy amount.</li> <li>▶ Second period: a decrease in the wage sum up to 15% has no consequences for the subsidy amount.</li> <li>▶ Third period: a decrease in the wage sum up to 20% has no consequences for the subsidy amount.</li> </ul>

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Dismissal penalty	Starting a dismissal procedure at the Employee Insurance Agency (UWV) for business or economic reasons has (in short) the consequence that 150% of the wages of the employees who are proposed for dismissal is deducted from the wage sum that qualifies for subsidy.	<ul style="list-style-type: none"> <li>▶ Starting a dismissal procedure at the UWV for business or economic reasons has (in short) the consequence that 100% of the wages of the employees who are proposed for dismissal is deducted from the wage sum that qualifies for subsidy.</li> <li>▶ In the event of collective dismissal (i.e. the dismissal of 20 employees or more within 3 months in one working area of the UWV), the subsidy amount will be reduced by 5%, unless the employer correctly complies with the procedures for collective dismissal and reaches an agreement with representatives of employees regarding the need for dismissal.</li> </ul>	There is no longer a dismissal penalty when starting a dismissal procedure at the UWV for economic reasons or in case of collective dismissal.
Education and development	There is no best efforts obligation to train and develop employees.	The employer has a best efforts obligation to train and develop employees.	The employer has a best efforts obligation to train and develop employees. Additionally, the employer is obliged, in consultation with the UWV, to provide work-to-work guidance when a dismissal procedure is started at the UWV for business or economic reasons. Failure to do so will lead to a subsidy reduction of 5%.
Restrictions	In case the drop in turnover is calculated at the level of an independent operating company, there is a prohibition on the payment of dividends to shareholders and bonuses or profit sharing to directors for the year 2020 by the legal entities and companies within the group. Also, no own shares may be repurchased for 2020.	<ul style="list-style-type: none"> <li>▶ In case the drop in turnover is calculated at the level of an independent operating company, there is a prohibition on the payment of dividends to shareholders and bonuses or profit sharing to directors for the year 2020 by the legal entities and companies within the group. Also, no own shares may be repurchased for 2020.</li> <li>▶ In case the drop in turnover is calculated at the group level, the aforementioned restrictions apply to the employer or legal entity that has requested the NOW subsidy, provided that an auditor's opinion is mandatory.</li> </ul>	<p>The same restrictions apply under the NOW-3 as under the NOW-2 with regard to the payment of dividends to shareholders, bonuses or profit sharing to directors and the purchase of own shares.</p> <p>For the first period, the restrictions will apply for the year 2020 and for the second and third period the restrictions will apply for the year 2021.</p>

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Advance	80% of the expected subsidy in 3 installments.	80% of the expected subsidy in 2 installments.	80% of the expected subsidy in 3 installments.
Accountability method	<ul style="list-style-type: none"> <li>▶ An auditor's opinion is mandatory in case of an advance of € 100,000 or more, a subsidy of € 125,000 or more or when the drop in turnover is calculated at the level of an independent operating company.</li> <li>▶ A third-party statement is mandatory in case of an advance of € 20,000 or more or a subsidy of € 25,000 or more.</li> </ul>	<ul style="list-style-type: none"> <li>▶ An auditor's opinion is mandatory in case of an advance of € 100,000 or more, a subsidy of € 125,000 or more or when the drop in turnover is calculated at the level of an independent operating company.</li> <li>▶ A third-party statement is mandatory in case of an advance of € 20,000 or more or a subsidy of € 25,000 or more.</li> </ul>	<ul style="list-style-type: none"> <li>▶ An auditor's opinion is mandatory in case of an advance of € 100,000 or more, a subsidy of € 125,000 or more or when the drop in turnover is calculated at the level of an independent operating company.</li> <li>▶ A third-party statement is mandatory in case of an advance of € 20,000 or more or a subsidy of € 25,000 or more.</li> </ul>
Term for final subsidy determination	Within 24 weeks (or 38 weeks in case of an auditor's opinion) after 6 October 2020.	Within 24 weeks (or 38 weeks in case of an auditor's opinion) after 15 April 2021.	Within 24 weeks (or 38 weeks in case of an auditor's opinion) after 1 September 2021. This applies to all three periods, but a separate subsidy determination will have to be made for each period.

- \* In case the employer has previously claimed a NOW subsidy, the measurement period for determining the drop in turnover must directly connect to the measurement period previously selected.
- \*\* In case business operations commenced after 1 January 2019 or if changes have taken place in the group after that date, there may be a different calculation method for determining the drop in turnover.

## More information?

Do you have a question about the NOW or do you need help applying for it? In addition to the NOW, you can also apply for other tax measures. For all your questions around running a business during the COVID-19 crisis, please contact one of our specialists.



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