



# ONE BIG BEAUTIFUL BILL

## Legislative Impact for Businesses, Individuals, and International Taxpayers

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AUGUST 26, 2025

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## AGENDA

- Business Incentives and Impact
- Individual Provisions & Planning
- International Updates, Tax Credits & Other Provisions
- Employer Provisions
- Q&A

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# BUSINESS INCENTIVES AND IMPACT

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## DEPRECIATION SECTION 179

- **After OBBB (Current):**
  - Deduction limit increased to \$2.5 million
  - Phaseout threshold raised to \$4.0 million
  - Effective for property placed in service during the tax year beginning after December 31, 2024
  - Limits will be adjusted for inflation
- **Before OBBB (Past):**
  - Deduction limit: \$1.0 million
  - Phaseout threshold: \$2.5 million

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## DEPRECIATION BONUS

- **After OBBB (Current):**
  - 100% bonus depreciation permanently reinstated for qualified property.
  - Applies to property acquired and placed in service after January 19, 2025.
    - Assets placed in service between 1/1/2025 and 1/18/2025 are still subject to 40% bonus depreciation limitations.
    - Fiscal year entities can apply this higher percentage for any asset placed in service after January 19, 2025, within their 2024 tax year (which ends in 2025)
- **Before OBBB (Past):**
  - Bonus depreciation was phasing out:
  - 2023: 80%
  - 2024: 60%
  - 2025: was scheduled to drop to 40%

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## DEPRECIATION QPP - QUALIFIED PRODUCTION PROPERTY

- New category of asset made called Qualified Production Property (QPP)
- QPP = Nonresidential real property used in manufacturing, production, or refining
- Eligible for 100% Bonus depreciation
- Some property qualifications
  - Original use and placed in service in the U.S.
  - Construction started after Jan. 19, 2025, and before Jan. 1, 2029
  - Must be placed in service before Jan. 1, 2031

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## RESEARCH & EXPERIMENTAL EXPENDITURES (R&E) (174)

Category of Expense	Before 2022 Tax Year	Tax Year 2022-2024	Tax Year 2025 & Forward
Domestic R&E (U.S Costs)	<ul style="list-style-type: none"> <li>• Immediate Expensing</li> <li>• Optional capitalization &amp; amortization regime</li> </ul>	<ul style="list-style-type: none"> <li>• Mandatory capitalization &amp; amortization over a 5-year period</li> </ul>	<ul style="list-style-type: none"> <li>• Immediate Expensing</li> <li>• Optional capitalization &amp; amortization regime</li> </ul>
Foreign R&D (Non-U.S Costs)	<ul style="list-style-type: none"> <li>• Immediate Expensing</li> <li>• Optional capitalization &amp; amortization regime</li> </ul>	<ul style="list-style-type: none"> <li>• Mandatory capitalization &amp; amortization over a 15-year period</li> </ul>	<ul style="list-style-type: none"> <li>• Mandatory capitalization &amp; amortization over a 15-year period</li> </ul>

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## RESEARCH & EXPERIMENTAL EXPENDITURES (174)

- *Large business* taxpayers (over \$31 million gross receipts (448(c)) for the 2025 tax year have the following options to deduct the remaining capitalized costs from prior years (2022-2024):
  - Expensing all unamortized costs in 2025
  - Expensing all unamortized costs split between 2025 & 2026
  - Continuing amortization of the capitalized costs over their remaining useful life

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## RESEARCH & EXPERIMENTAL EXPENDITURES (174)

### CONTINUED

- *Small business* taxpayers (under \$31 million gross receipts (448(c)) for the 2025 tax year have the following options to deduct the remaining capitalized costs from prior years (2022-2024):
  - Expensing all unamortized costs in 2025
  - Expensing all unamortized costs split between 2025 & 2026
  - Continuing amortization of the capitalized costs over their remaining useful life
  - Make a retroactive election to apply this change to all tax years after 12/31/21 by 7/4/26. This election would need to be made on amended tax returns. Additional guidance from the IRS is needed for this process

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## INTEREST EXPENSE LIMITATION (SECTION 163(j))

- For the 2025 Tax Year - Calculation for Adjusted Taxable Income (ATI) to compute limitation reverts to EBITDA
  - Amortization, depreciation, and depletion will be added back to compute ATI
- Favorable change – should lead to an increased interest deduction in businesses with a lot of depreciation & amortization expense

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## INTEREST EXPENSE LIMITATION

- Unfavorable changes effective for tax years after 12/31/25:
  - Subpart F, GILTI, & Section 78 income excluded from ATI calculation
  - Limitation on business interest expense is computed including interest required to be capitalized (with limited exceptions)

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## QUALIFIED SMALL BUSINESS STOCK

- Gain exclusion for stock acquired after 7/4/25:
  - 100% exclusion for qualified stock held 5 years
  - 75% exclusion for qualified stock held 4 years
  - 50% exclusion for qualified stock held 3 years
  - Gain exclusion is increased to \$15 million, will be indexed to inflation
  - The limit on gross assets at the time stock is issued is increased to \$75 million, will be indexed to inflation

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## C-CORPORATION CHARITABLE CONTRIBUTIONS

- Effective for Tax Years beginning after December 31, 2025
- Adds a 1% floor for the deduction
- Max charitable contributions are still up to 10% taxable income
- Excess charitable contributions will be carried forward up to 5 years

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## QUALIFIED BUSINESS INCOME (QBI) TAX DEDUCTION

- 20% QBI Deduction was made permanent
  - Originally set to phase out after 2025
- Phase in range for income limitations for Specified Service Trades or Businesses were increased
  - \$150,000 (MFJ) and \$75,000 (Single)
- Minimum \$400 deduction added for taxpayers with at least \$1,000 of QBI

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## PASSTHROUGH ENTITY TAX (PTET) DEDUCTION

- Passthrough entities will still be able to claim a PTET deduction despite changes to the individual state and local tax itemized deduction
- Changes to PTET were proposed in early versions of the bill, but were not included in the law that was passed

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## OPPORTUNITY ZONES

- Opportunity Zones are made permanent
- Rolling 10-year opportunity zone designation beginning January 1, 2027
- New & narrower definition of a “low-income community”
- New Rural Opportunity Zone
- The original gain deferral date of December 31, 2026, still applies for investments previously made or made through 2026

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# INDIVIDUAL PROVISIONS AND PLANNING

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## INDIVIDUAL TAX RATES

- Rates enacted under TCJA are made permanent
- Inflation adjustment applied to lower brackets (10%, 12%, 22%)
- This reverses a scheduled increase in the top bracket to 39.6%

2025 Rates	
Tax rate	Married filing jointly
10%	\$0 to \$23,850
12%	\$23,851 to \$96,950
22%	\$96,951 to \$206,700
24%	\$206,701 to \$394,600
32%	\$394,601 to \$501,050
35%	\$501,051 to \$751,600
37%	\$751,601 or more

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## STANDARD DEDUCTION

- Increased Standard Deduction made permanent
  - Single: \$15,750
  - MFJ: \$31,500
- Enhanced deduction for seniors
  - Seniors 65 and up can claim an additional \$6,000 deduction per person
  - Phased out starting at \$75,000 (single) and \$150,000 (joint)
  - Reduced by 6% of AGI over threshold, not below zero
    - Full phase out at \$250,000
  - Requires married taxpayers to file a joint return
  - Effective after 12/31/24
  - Expires 12/31/28

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## SALT CAP

- SALT deduction of \$40,000
- Increases by 101% annually
- Phaseout begins at AGI of \$500,000
  - Cannot be reduced below \$10,000
- Effective 12/31/25
- Reverts to \$10,000 in 2030

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## CHARITABLE CONTRIBUTIONS

- Charitable Contributions (Itemized Filers)
  - New floor imposed on contributions
  - Limited by 0.5% of the taxpayer's AGI
  - Ex: If AGI is \$250,000, first \$1,250 of charitable gifts will not be deductible
  - Effective 12/31/25
- Charitable Contributions (Standard Filers)
  - Single: \$1,000
  - MFJ: \$2,000
  - Effective after 12/31/25

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## MORTGAGE INTEREST

- OBBB makes the limitation on mortgage acquisition debt permanent
  - Debt incurred prior to 12/31/24 - \$750,000 limitation
  - Debt incurred 2025-2029 - \$1,000,000 limitation
  - Reverts back to \$750k in 2030
- Mortgage insurance premiums are now allowable deductions
- No deduction allowed for interest on home equity loans or LOC, unless used to buy, build or substantially improve the taxpayer's main or second home
- Effective 12/31/25

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## CASUALTY LOSS DEDUCTIONS

- TCJA limited personal casualty losses to losses incurred as the result of federally declared disasters
- OBBB permanently extended this limitation
- The act expanded the limitation to include state-declared disasters
- Effective after 12/31/25

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## WAGERING LOSSES

- Limits deduction to 90% of losses and to the extent of gains from wagering transactions
- Effective 12/31/25

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# MISC. ITEMIZED DEDUCTIONS

- Suspension of miscellaneous itemized deductions was made permanent
- Exception for unreimbursed educator expenses
- Effective 12/31/25

# SCHEDULE A REVIEW

**SCHEDULE A (Form 1040) Itemized Deductions**

OMB No. 1545-0047  
2024  
Alphanumeric Sequence No. 07

Caution: If you are claiming a not qualified disaster loss on Form 4684, see the instructions for line 16.

Year social security number

<b>Medical and Dental Expenses</b>	1 Medical and dental expenses (see instructions)	1	
	2 Enter amount from Form 1040 or 1040-SR, line 11	2	
	3 Multiply line 2 by 7.5% (0.075)	3	
	4 Subtract line 3 from line 1. If line 3 is more than line 1, enter -0-	4	
<b>Taxes You Paid</b>	5 State and local taxes	5a	
	a State and local income taxes or general sales taxes. You may include other income taxes or general sales taxes on line 5a, but not both, if you elect to include general sales taxes instead of income taxes. Check this box <input type="checkbox"/>	5b	
	b State and local real estate taxes (see instructions)	5c	
	c State and local personal property taxes	5d	
	d Add lines 5a through 5c	5e	
	e Enter the smaller of line 5d or \$10,000 (\$5,000 if married filing separately)	5f	
	6 Other taxes. List type and amount:	6	
	7 Add lines 5a and 6	7	
<b>Interest You Paid</b>	8 Home mortgage interest and points, if you didn't use all of your home mortgage loans to buy, build, or improve your home, see instructions and check this box <input type="checkbox"/>	8a	
	a Home mortgage interest and points reported to you on Form 1098. See instructions if limited	8b	
	b Home mortgage interest not reported to you on Form 1098. See instructions if limited. If paid to the person from whom you bought the home, see instructions and show that person's name, identifying no., and address	8c	
	c Points not reported to you on Form 1098. See instructions for special rules	8d	
	d Reserved for future use	8e	
	e Add lines 8a through 8c	8f	
	9 Investment interest. Attach Form 4682 if required. See instructions	9	
	10 Add lines 8a and 9	10	
<b>Gifts to Charity</b>	11 Gifts by cash or check, if you made any gift of \$250 or more, see instructions	11	
	12 Other than by cash or check, if you made any gift of \$250 or more, see instructions. You must attach Form 8283 if over \$500	12	
	13 Carryover from prior year	13	
	14 Add lines 11 through 13	14	
<b>Casualty and Theft Losses</b>	15 Casualty and theft losses from a federally declared disaster (other than net qualified disaster losses). Attach Form 4684 and enter the amount from line 18 of that form. See instructions	15	
<b>Other Itemized Deductions</b>	16 Other—item list in instructions. List type and amount:	16	
<b>Total Itemized Deductions</b>	17 Add the amounts in the far right column for lines 4 through 16. Also, enter this amount on Form 1040 or 1040-SR, line 12	17	
<b>Deductions</b>	18 If you elect to itemize deductions even though they are less than your standard deduction, check this box <input type="checkbox"/>	18	

- Medical & Dental
  - Continues to be limited by 7.5% floor
- Taxes
  - Cap Increased to \$40,000
  - Phaseout begins at AGI of \$500,000
- Interest Paid
  - Limited to interest paid on first \$1M debt (2025-2029)
- Charitable Contributions
  - Limited by 0.5% of AGI
- Casualty Loss
  - Limited to Federal & State declared disasters
- Misc Deductions
  - Continue to be suspended

## ITEMIZED DEDUCTION LIMITATION

- OBBA permanently repeals the Pease limitation and creates a new itemized deduction limitation calculation
- New calculation reduces itemized deductions by 2/37 of the lesser of:
  - Itemized deductions
  - Taxable income exceeding the 37% tax bracket (excluding QBI)
    - Single: \$626,350
    - MFJ: \$751,600
  - Effective 12/31/25

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## AMT TAX

- OBBA permanently preserves the higher exemptions enacted under TCJA
- OBBA doubles the phaseout rate from 25% to 50%
- Effective 12/31/25

Period	Exemption Amount	Phaseout Threshold	Rate of Phase Out
Pre TCJA (2017)	\$84,500	\$160,900	100%
Under TCJA (2025)	\$137,000	\$1,252,700	25%
Under OBBA (2026)	\$137,000	\$1,000,000	50%

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## AUTO LOAN INTEREST

- OBBB allows deduction up to \$10,000 on interest paid for new, US assembled vehicle loans
- Phaseout applies if AGI is over \$200k (MFJ)
  - Reduced by \$200 per \$1,000 over \$200k
- Do not need to itemize to claim the deduction
- VIN must be reported on the return
- Applies to indebtedness incurred 1/1/25 – 12/31/28

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## DEDUCTION FOR TIP INCOME

- OBBB allows deduction for tips of up to \$25,000 of qualified tips for individuals in traditionally tipped industries
  - “Qualified Tips” must be paid voluntarily, therefore an automatic gratuity added by a restaurant to a check for a large party would not qualify
  - Tips will still be subject to FICA and state withholding
- Excludes highly compensated employees by phasing out deduction for joint filers with AGI over \$300,000
- Available to both itemizers and non-itemizers
- Applies to tax years 1/1/25 – 12/31/28

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## DEDUCTION FOR OVERTIME PAY

- OBBB allows deduction for overtime pay of up to \$25,000 (joint) or \$12,500 (single) for qualified overtime compensation
  - Only the overtime premium qualifies for the deduction
  - Only applies to overtime premiums required by FLSA, does not include overtime premiums required by state law (ex. CA requires businesses to pay daily overtime if over 8 hours worked in one day)
  - Overtime pay will still be subject to FICA and state withholding
- Excludes highly compensated employees by phasing out deduction for joint filers with AGI over \$300,000
- Available to both itemizers and non-itemizers
- Applies to tax years 1/1/25 – 12/31/28

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## 529 ACCOUNTS

- The definition of qualified higher education expenses is amended to include K-12, homeschool expenses and post-secondary credentialing expenses (ex. Bar exam)
- Qualified higher expenses shall include expenses for fees, books, supplies and equipment required for an apprenticeship program registered and certified with the Secretary of Labor
- The annual per-beneficiary amount of cash distributions for Elementary and secondary Tuition is increased from \$10,000 to \$20,000, effective for tax years after 12/31/25
- Effective July 4, 2025

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## TRUMP ACCOUNTS

- Account will be seeded with \$1,000 for each child born after 12/31/24 and before 1/1/29
- Classified as IRA's and are for the benefit of children 18 and under
- Annual contributions are limited to \$5,000
- Distributions can be made the year the beneficiary turns 18

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## INTERNATIONAL UPDATES, TAX CREDITS & OTHER PROVISIONS

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## NET CFC TESTED INCOME (GILTI)

- Renames the GILTI regime the “Net CFC Tested Income” regime
  - CFC = Controlled Foreign Corporation
- Removes Net Deemed Tangible Income Return (NDTIR) from the calculation
  - $GILTI = \text{Net CFC Tested Income} - \text{NDTIR}$
  - $NDTIR = 10\% * \text{Qualified Business Asset Investment} - \text{Specified Interest Expense}$
- Reduces the 250 deduction percentage for net CFC tested income (f/k/a GILTI) to 40%, resulting in a 12.6% effective tax rate (ETR)
  - The deduction percentage was 50%
  - $21\% * (100\% - 40\%) = 12.6\%$ . The ETR was 10.5%
- Effective date: applies to taxable years beginning after Dec. 31, 2025

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## GILTI – DEEMD PAID FOREIGN TAX CREDITS (FTCs) AMENDED

- Reduces GILTI haircut to 10% so that 90% of the foreign taxes deemed paid on GILTI are eligible for a FTC
  - Effective beginning after Dec. 31, 2025

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## GILTI – EXPENSE ALLOCATIONS

### NEW

- Limits the expenses allocable to foreign-source income in the net CFC tested income category to:
  - (i) the § 250 deduction for net CFC tested income; and
  - (ii) any other deduction that is “directly allocable” to net CFC tested income
- No amount of interest expense or research and experimental expenditures are allocable to foreign-source net CFC tested income
- Any deduction that would have otherwise been allocated to the net CFC tested income category but for this rule is allocated instead to U.S. source income
- Effective Date: Applies to taxable years beginning after Dec. 31,2025

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## FOREIGN-DERIVED DEDUCTION ELIGIBLE INCOME

- Renames FDII to FDDEI
  - “Foreign Derived Intangible Income”
- Streamlines the calculation by removing the multiplication of DII by the Foreign Derived Ratio
  - ~~FDII = DII \* Foreign Derived Ratio~~
- Expands the exceptions to DEI from 6 to 8 categories
- Reduces the types of expenses considered when calculating DEI
- Reduces the deduction rate of FDDEI (f/k/a FDII) to 33.34%, changing the effective tax rate from 13.125% to a rounded 14%
- Applies to taxable years beginning after December 31, 2025

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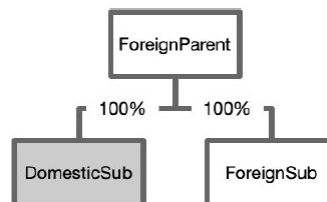
## BASE EROSION & ANTI ABUSE TAX (BEAT)

- Makes 10.5% the new permanent BEAT core rate beginning in 2026
- Retains the current 1% increase for banks and certain financial entities
- Makes permanent the 2025 treatment of most credits when calculating any BEAT due
- Applies to taxable years beginning after December 31, 2025

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## LIMITATION ON DOWNWARD ATTRIBUTION



- With OBBS
  - Reinstated IRC Section 958(b)(4): no downward attribution
    - Domestic Sub is not a U.S. shareholder and ForeignSub is NOT a CFC
  - Effective for tax years starting after December 31, 2025
  - Section 951B

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## SECTION 951B

- With OBDD
  - New Section 951B
  - Applies Subpart F and GILTI inclusion rules to “foreign controlled United States shareholders” (FCUSS) that own more than 50% of “foreign controlled foreign corporations” (FCFC)
  - FCUSS will include in their income a pro rata share of Subpart F and GILTI with respect to 958(a) ownership that the FCUSS has in the FCFC
  - New anti-deferral regime

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## STATE CONFORMITY WITH OBDD

- Group 1 - Rolling Conformity States
  - adopts all changes in IRC as they occur, unless the state specifically decouples from an item
- Group 2 - Static Conformity States
  - adopts everything in the IRC as of a specific/fixed date
- Group 3 - Selective Conformity States
  - adopts only specific provision from the IRC, while choosing to decouple from others

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## ENERGY CREDITS ELIMINATED

- Investment Credit for Certain Energy Property – 6/16/25
  - (For microturbine energy property and interconnection property)
- Advanced Energy Project Credit Program – 7/4/25
- Energy Efficient Commercial Buildings Ded. – 6/30/26
- Alternative Fuel Vehicle Refueling Property Credit – 6/30/26
- Commercial Clean Vehicle Credit – 9/30/25
- Energy Efficient Home Improvement Credit – 12/31/25
- Residential Clean Energy Credit – 12/31/25
- Previously-Owned Clean Vehicle Credit – 12/31/25
- Clean Vehicle Credit – 9/30/25
- New Energy Efficient Home Credit – 6/30/26

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## ENERGY CREDITS

- Advanced Manufacturing Production Credit
  - Wind components sold post 12/31/27 ineligible
  - Metallurgical coal produced 12/31/27 ineligible
  - Components must be produced in the US
  - Phases out between 12/31/29 - 12/31/32
    - Credit for Minerals Phased out from 2030-2033
- Advanced Manufacturing Investment Credit
  - Increased from 25%-35%
- Clean Electricity Investment Credit
  - Credit for wind and solar in service after 12/31/27 eliminated

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## WHAT'S (MOSTLY) UNTOUCHED?

- Energy (Investment) Credit (Section 48)
  - To a certain extent
- Advanced Energy Project Credit Program (Section 48C)
  - To a certain extent
- Advanced Manufacturing Investment Credit (Section 48D)
  - To a certain extent (credit increased)
- Advanced Manufacturing Credit (Section 45X)
  - To a certain extent
- Bonus credit concepts
- Transferability/Direct Pay
  - To a certain extent – issues with certain foreign entities

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## EMPLOYER PROVISIONS

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## TIP INCOME – EMPLOYER/BUSINESS IMPLICATIONS

- Qualified tips will be reported on a Form W-2, Form 1099, or other specified statement
- Employers and other payors must file information returns with the IRS (or SSA) and furnish statements to taxpayers showing certain cash tips received and the occupation of the tip recipient.
- The IRS will publish a list of occupations that “customarily and regularly” received tips on or before December 31, 2024
- The IRS will provide transition tax relief for tax year 2025 for employers and payors subject to the new reporting requirements

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## FICA TAX TIP CREDIT

- Previously the FICA tax tip credit only applied to employers with a food and beverage industry where tipping is customary
- The OBBB extends this credit to include tips in connection with beauty services (barbershops, hair and nail salons, and spas)
- The FICA tax tip credit is intended to help small business owners

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## **OVERTIME INCOME – EMPLOYER/BUSINESS IMPLICATIONS**

- Qualified overtime compensation will be reported on a Form W-2, Form 1099, or other specified statement
- Employers and other payors are required to file information returns with the IRS (or SSA) and furnish statements to taxpayers showing the total amount of qualified overtime compensation paid during the year
- The IRS will provide transition tax relief for tax year 2025 for employers and payors subject to the new reporting requirements

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## **FORM 1099-MISC & FORM 1099-NEC**

- The reporting threshold for forms 1099-MISC and 1099-NEC has been raised from \$600 to \$2,000 for payments made in years after Dec 31, 2025
- Starting in 2027, the \$2,000 threshold will be adjusted for inflation
- Even if the payment falls below the threshold, the income is still taxable and must be reported on the recipient's tax return

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## SECTION 162(m) LIMIT ON COMPENSATION

- For publicly held corporations in a controlled group, the \$1 million limit on compensation for covered employees applies collectively to all group members
- Compensation paid to a covered employee is aggregated across all group members to determine the limitation
- The total deductible amount (up to \$1 million) is allocated proportionally among group members based on amounts paid to covered employees
- These rules take effect for tax years beginning after December 31, 2025

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## MEALS – SECTION 274(o)

- Expenses for operating in-house eating facilities (such as cafeterias) and meals provided for the employer's convenience will become fully non-deductible starting in 2026
- Exceptions include:
  - Meals sold in a bona fide business transaction between the employer and employee, including those provided by restaurants and catering firms during employee shifts
  - Meals provided to crew members of specified commercial vessels, fishing vessels/processing facilities, and oil & gas platforms
- Expenses under these exceptions remain eligible for a 100% deduction

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## **MEALS**

### **CONTINUED**

- Employer – Provided Meals on Premises Non-Deductibility
  - 50% of the cost is currently deductible. From 2026 onward, this deduction will be eliminated, including de minimis fringe benefits such as snacks and coffee provided in the workplace
- Meals Provided for Employer Convenience
  - Meals served on an employer's premises for the employer's convenience (such as when there are no nearby restaurants) will not be deductible after 2025

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## **EMPLOYER PROVIDED**

### **CHILDCARE CREDIT**

- Increases employer-provided childcare credit from 25% to 40% (50% for eligible small businesses)
- increases yearly cap from \$150,000 to \$500,000 (\$600,000 for eligible small businesses), both indexed for inflation
- Effective for taxable years beginning after Dec. 31, 2025

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## PAID FAMILY MEDICAL LEAVE CREDIT

- Credit made permanent
- Allows employer to elect a credit amount of either:
  - The percentage of wages paid to qualifying employees on FML
  - The percentage of premiums paid or incurred for FML insurance
- Effective for taxable years beginning after Dec. 31, 2025

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## QUESTIONS?



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# JUST FOR FUN

## POLLING QUESTIONS AND ANSWERS

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## POLLING QUESTION #1

- Which event happened on this day in history, August 26?
  - **Mother Teresa's Birthday** (born 1910): A global symbol of compassion who won the Nobel Peace Prize in 1979
  - **Women's Right to Vote** (1920): The 19th Amendment was officially adopted into the U.S. Constitution
  - **First Televised MLB Game** (1939): The Brooklyn Dodgers vs. Cincinnati Reds game was the first MLB game broadcast on television
  - **Thurgood Marshall Confirmed** (1967): Became the first African American U.S. Supreme Court Justice
  - **National Dog Day** (2004): Honors our furry companions and promotes dog adoption and rescue
  - **All of the above**

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## POLLING QUESTION #2

- What Buffalo Bills away game would be your first choice to travel to?
  - Acrisure Stadium, Pittsburgh, Pennsylvania
  - Bank of America Stadium, Charlotte, North Carolina
  - Gillette Stadium, Foxborough, Massachusetts
  - Hard Rock Stadium, Miami Gardens, Florida
  - Huntington Bank Field, Cleveland, Ohio
  - Levi Stadium, Santa Clara, California | Location of Super Bowl, February 8,,2026
  - Mercedes-Benz Stadium, Atlanta, Georgia
  - Metlife Stadium, Rutherford, New Jersey
  - NRG Stadium, Houston, Texas

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## POLLING QUESTION #3

- Are you attending this webinar to earn CPE credit?
  - Yes
  - No

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## POLLING QUESTION #4

- Which of these is pictured in the City of Buffalo Seal?
  - Fish
  - **Horse**
  - Sun
  - Car



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