

# Important features of the different installments of the NOW

NOW-1	
Application period	6 April 2020 up to and including 5 June 2020
Subsidy period	1 March 2020 up to and including 31 May 2020
Minimal drop in turnover	At least 20%
Measurement period drop in turnover	Three-month period as from 1 March, 1 April or 1 May 2020.
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. In this regard, the group composition on 1 March 2020 is guiding. 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 or part of the group under specific conditions. This is called the 'group exception'.**
Group exception	To be able to apply the so-called group exception, additional conditions apply, including: <ul style="list-style-type: none"> <li>▶ There must be a drop in turnover that is lower than 20% at the group level;</li> <li>▶ A job retention agreement must be concluded with an association or representation of employees;</li> <li>▶ There must be a written statement from the group head or ultimate parent company that the group will adhere to the NOW restrictions;</li> <li>▶ Other entities within the group are not allowed to take over assignments or projects from the entity that invokes the group exception;</li> <li>▶ The group exception may not be invoked by a personnel company</li> </ul>
Subsidy amount	A maximum of 90% of the wage for social security purposes, depending on the drop in turnover.
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 final subsidy is increased or decreased.
Maximum wage that qualifies for subsidy	The wage that qualifies for subsidy is capped at € 9,538 per employee per month.
Compensation of employer's costs	30%
Decrease in wage sum	A decrease in the wage sum over the subsidy period means (in short) that the subsidy will be reduced with € 0.90 for each euro by which the wage sum drops.

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.
Education and development	There is no best efforts obligation to train and develop employees.
Restrictions	In case the so-called group exception is applied, there is a prohibition on the payment of dividends or profits to shareholders and third parties, as well as bonuses or profit sharing to directors of the group and the employer that has requested NOW subsidy, for the year 2020 by the legal entities and companies within the group. Also, no own shares may be repurchased for 2020.
Advance	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 in case the so-called 'group exception' is applied.****</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	The final subsidy determination can be requested from 7 October 2020 up to and including 31 October 2021.

**NOW-2**

Application period	6 July 2020 up to and including 31 August 2020
Subsidy period	1 June 2020 up to and including 30 September 2020
Minimal drop in turnover	At least 20%
Measurement period drop in turnover	Four-month period as from 1 June, 1 July or 1 August 2020.*
Calculation method drop in turnover	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. In this regard, the group composition on 1 June 2020 is guiding. 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 or part of the group under specific conditions. This is called the 'group exception'.**
Group exception	<p>To be able to apply the so-called group exception, additional conditions apply, including:</p> <ul style="list-style-type: none"> <li>▶ There must be a drop in turnover that is lower than 20% at the group level;</li> <li>▶ A job retention agreement must be concluded with an association or representation of employees;</li> <li>▶ There must be a written statement from the group head or ultimate parent company that the group will adhere to the NOW restrictions;</li> <li>▶ Other entities within the group are not allowed to take over assignments or projects from the entity that invokes the group exception;</li> <li>▶ The group exception may not be invoked by a personnel company.</li> </ul>
Subsidy amount	A maximum of 90% of the wage for social security purposes, depending on the drop in turnover.
Wage that qualifies for subsidy	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 final subsidy is decreased.
Maximum wage that qualifies for subsidy	The wage that qualifies for subsidy is capped at € 9,538 per employee per month.
Compensation of employer's costs	40%
Decrease in wage sum	A decrease in the wage sum over the subsidy period means (in short) that the subsidy will be reduced with € 0.90 for each euro by which the wage sum drops.
Dismissal penalty	<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>

Education and development	The employer has a best efforts obligation to train and develop employees.
Restrictions	<ul style="list-style-type: none"> <li>▶ In case the so-called group exception is applied, there is a prohibition on the payment of dividends or profits to shareholders and third parties, as well as bonuses or profit sharing to directors of the group and the employer that has requested NOW subsidy, 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 only to the employer or legal entity that has requested NOW subsidy, provided that an auditor's opinion is mandatory.***</li> </ul>
Advance	80% of the expected subsidy in 2 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 in case the so-called 'group exception' is applied.****</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	The final subsidy determination can be requested from 15 March 2021 up to and including 31 March 2022.

**NOW-3**

Application period	<ul style="list-style-type: none"> <li>▶ First period: 16 November 2020 up to and including 27 December 2020.</li> <li>▶ Second period: 15 February 2021 up to and including 14 March 2021.</li> <li>▶ Third period: 6 May 2021 up to and including 30 June 2021.</li> </ul>
Subsidy period	<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	At least 20%
Measurement period drop in turnover	<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>
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. In this regard, the group composition on 1 October 2020 is guiding. 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 or part of the group under specific conditions. This is called the 'group exception'.**
Group exception	<p>To be able to apply the so-called group exception, additional conditions apply, including:</p> <ul style="list-style-type: none"> <li>▶ There must be a drop in turnover that is lower than 20% at the group level;</li> <li>▶ A job retention agreement must be concluded with an association or representation of employees;</li> <li>▶ There must be a written statement from the group head or ultimate parent company that the group will adhere to the NOW restrictions;</li> <li>▶ Other entities within the group are not allowed to take over assignments or projects from the entity that invokes the group exception;</li> <li>▶ The group exception may not be invoked by a personnel company.</li> </ul>
Subsidy amount	<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 and third period: a maximum of 85% 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 June 2020, but in case of a lower wage sum over the subsidy period outside of the exemption percentage of 10%, the final subsidy is decreased.
Maximum wage that qualifies for subsidy	<ul style="list-style-type: none"> <li>▶ First 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>▶ Second and third period: the wage that qualifies for subsidy is capped at two times the maximum monthly wage (€ 9,718 per employee per month as from 1 January 2021).</li> </ul>
Compensation of employer's costs	40%

Decrease in wage sum	A decrease in the wage sum up to a maximum of 10% has no consequences for the subsidy amount, but above that, the subsidy will (in short) be reduced with € 0.80/ € 0.85 for each euro by which the wage sum drops.
Dismissal penalty	There is no longer a dismissal penalty when starting a dismissal procedure at the UWV for economic reasons or in case of collective dismissal.  However, the employer is obliged to provide work-to-work guidance, on the basis of contact by telephone with the UWV, when a dismissal procedure is started at the UWV during the subsidy period for business or economic reasons. Failure to do so will lead to a subsidy reduction of 5%.
Education and development	The employer has a best efforts obligation to train and develop employees.
Restrictions	The same restrictions apply under the NOW-3 as under the NOW-2. For the first period, the restrictions apply for the year 2020 and for the second and third period, the restrictions apply for the year 2021.***
Advance	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 or subsidy of € 125,000 or more or in case the so-called 'group exception' is applied.****</li> <li>▶ A third-party statement is mandatory in case of an advance or subsidy of € 40,000 or more.****</li> </ul>
Term for final subsidy determination	<ul style="list-style-type: none"> <li>▶ First period: the final subsidy determination can be requested from 4 October 2021 up to and including 22 February 2023.</li> <li>▶ Second and third period: the final subsidy determination can be requested from 31 January 2022 up to and including 22 February 2023.</li> </ul>

**NOW-4**

Application period	26 July 2021 up to and including 30 September 2021
Subsidy period	1 July 2021 up to and including 30 September 2021
Minimal drop in turnover	At least 20% (the drop in turnover is capped at 80%).
Measurement period drop in turnover	Three-month period as from 1 July, 1 August or 1 September 2021.*
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. In this regard, the group composition on 1 July 2021 is guiding. 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 or part of the group under specific conditions. This is called the 'group exception'.**
Group exception	To be able to apply the so-called group exception, additional conditions apply, including: <ul style="list-style-type: none"> <li>▶ There must be a drop in turnover that is lower than 20% at the group level;</li> <li>▶ A job retention agreement must be concluded with an association or representation of employees;</li> <li>▶ There must be a written statement from the group head or ultimate parent company that the group will adhere to the NOW restrictions;</li> <li>▶ Other entities within the group are not allowed to take over assignments or projects from the entity that invokes the group exception;</li> <li>▶ The group exception may not be invoked by a personnel company.</li> </ul>
Subsidy amount	A maximum of 85% of the wage for social security purposes, depending on the drop in turnover.
Wage that qualifies for subsidy	The subsidy is in principle based on the wage sum for social security purposes in February 2021, but in case of a lower wage sum over the subsidy period outside of the exemption percentage of 10%, the final subsidy is decreased.
Maximum wage that qualifies for subsidy	The wage that qualifies for subsidy is capped at € 9,812 per employee per month.
Compensation of employer's costs	40%
Decrease in wage sum	A decrease in the wage sum up to a maximum of 10% has no consequences for the subsidy amount, but above that, the subsidy will (in short) be reduced with € 0.85 for each euro by which the wage sum drops.

Dismissal penalty	<p>There is no longer a dismissal penalty when starting a dismissal procedure at the UWV for economic reasons or in case of collective dismissal.</p> <p>However, the employer is obliged to provide work-to-work guidance, on the basis of contact by telephone with the UWV, when a dismissal procedure is started at the UWV during the subsidy period for business or economic reasons. Failure to do so will lead to a subsidy reduction of 5%.</p>
Education and development	The employer has a best efforts obligation to train and develop employees.
Restrictions	<p>The same restrictions apply under the NOW-4 as under the NOW-2. The restrictions apply for the year 2021.**</p> <p>In addition, employers that have requested NOW-4 subsidy and have to submit an auditor's opinion must reach an agreement with representatives of employees regarding the bonus and dividend policies, prior to the final subsidy determination.</p>
Advance	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 or subsidy of € 125,000 or more or in case the so-called 'group exception' is applied.****</li> <li>▶ A third-party statement is mandatory in case of an advance or subsidy of € 40,000 or more.****</li> </ul>
Term for final subsidy determination	The final subsidy determination can be requested from 1 June 2022 up to and including 22 February 2023.

**NOW-5**

Application period	13 December 2021 up to and including 31 January 2022
Subsidy period	1 November 2021 up to and including 31 December 2021
Minimal drop in turnover	At least 20% (the drop in turnover is capped at 90%).
Measurement period drop in turnover	The drop in turnover is calculated over November and December 2021. It is not possible to choose a different measurement period.
Calculation method drop in turnover	The turnover in the measurement period is compared with one sixth 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. In this regard, the group composition on 1 November 2021 is guiding. 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 or part of the group under specific conditions. This is called the 'group exception'.**
Group exception	<p>To be able to apply the so-called group exception, additional conditions apply, including:</p> <ul style="list-style-type: none"> <li>▶ There must be a drop in turnover that is lower than 20% at the group level;</li> <li>▶ A job retention agreement must be concluded with an association or representation of employees;</li> <li>▶ There must be a written statement from the group head or ultimate parent company that the group will adhere to the NOW restrictions;</li> <li>▶ Other entities within the group are not allowed to take over assignments or projects from the entity that invokes the group exception;</li> <li>▶ The group exception may not be invoked by a personnel company.</li> </ul>
Subsidy amount	A maximum of 85% of the wage for social security purposes, depending on the drop in turnover.
Wage that qualifies for subsidy	The subsidy is in principle based on the wage sum for social security purposes in September 2021, but in case of a lower wage sum over the subsidy period outside of the exemption percentage of 15%, the final subsidy is decreased.
Maximum wage that qualifies for subsidy	The wage that qualifies for subsidy is capped at € 9,812 per employee per month.
Compensation of employer's costs	40%
Decrease in wage sum	A decrease in the wage sum up to a maximum of 15% has no consequences for the subsidy amount, but above that, the subsidy will (in short) be reduced with € 0.85 for each euro by which the wage sum drops.

Dismissal penalty	<p>There is no longer a dismissal penalty when starting a dismissal procedure at the UWV for economic reasons or in case of collective dismissal.</p> <p>However, the employer is obliged to provide work-to-work guidance on the basis of contact by telephone with the UWV, when a dismissal procedure is started at the UWV between 27 November 2021 and 31 December 2021 for business or economic reasons. Failure to do so will lead to a subsidy reduction of 5%.</p>
Education and development	The employer has a best efforts obligation to train and develop employees.
Restrictions	<p>The same restrictions apply under the NOW-5 as under the NOW-2. The restrictions apply for the year 2021.**</p> <p>In addition, employers that have requested NOW-5 subsidy and have to submit an auditor's opinion must reach an agreement with representatives of employees regarding the bonus and dividend policies, prior to the final subsidy determination.</p>
Advance	80% of the expected subsidy in 1 installment.
Accountability method	<ul style="list-style-type: none"> <li>▶ An auditor's opinion is mandatory in case of an advance or subsidy of € 125,000 or more or in case the so-called 'group exception' is applied.****</li> <li>▶ A third-party statement is mandatory in case of an advance or subsidy of € 40,000 or more.****</li> </ul>
Term for final subsidy determination	The final subsidy determination can be requested from 1 June 2022 up to and including 22 February 2023.

**NOW-6**

Application period	14 February 2022 up to and including 13 April 2022
Subsidy period	1 January 2022 up to and including 31 March 2022
Minimal drop in turnover	At least 20% (the drop in turnover is capped at 90%).
Measurement period drop in turnover	The drop in turnover is calculated over January up to and including March 2022. It is not possible to choose a different measurement period.
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. In this regard, the group composition on 1 January 2022 is guiding. 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 or part of the group under specific conditions. This is called the 'group exception'.**
Group exception	<p>To be able to apply the so-called group exception, additional conditions apply, including:</p> <ul style="list-style-type: none"> <li>▶ There must be a drop in turnover that is lower than 20% at the group level;</li> <li>▶ A job retention agreement must be concluded with an association or representation of employees;</li> <li>▶ There must be a written statement from the group head or ultimate parent company that the group will adhere to the NOW restrictions;</li> <li>▶ Other entities within the group are not allowed to take over assignments or projects from the entity that invokes the group exception;</li> <li>▶ The group exception may not be invoked by a personnel company.</li> </ul>
Subsidy amount	A maximum of 85% of the wage for social security purposes, depending on the drop in turnover.
Wage that qualifies for subsidy	The subsidy is in principle based on the wage sum for social security purposes in October 2021, but in case of a lower wage sum over the subsidy period outside of the exemption percentage of 15%, the final subsidy is decreased.
Maximum wage that qualifies for subsidy	The wage that qualifies for subsidy is capped at € 9,951 per employee per month.
Compensation of employer's costs	30%
Decrease in wage sum	A decrease in the wage sum up to a maximum of 15% has no consequences for the subsidy amount, but above that, the subsidy will (in short) be reduced with € 0.85 for each euro by which the wage sum drops.

Dismissal penalty	There is no longer a dismissal penalty when starting a dismissal procedure at the UWV for economic reasons or in case of collective dismissal.  However, the employer is obliged to provide work-to-work guidance on the basis of contact by telephone with the UWV, when a dismissal procedure is started at the UWV during the subsidy period for business or economic reasons. Failure to do so will lead to a subsidy reduction of 5%.
Education and development	The employer has a best efforts obligation to train and develop employees.
Restrictions	The same restrictions apply under the NOW-6 as under the NOW-2. The restrictions apply for the year 2022.***  In addition, employers that have requested NOW-6 subsidy and have to submit an auditor's opinion must reach an agreement with representatives of employees regarding the bonus and dividend policies, prior to the final subsidy determination.
Advance	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 or subsidy of € 125,000 or more or in case the so-called 'group exception' is applied.****</li> <li>▶ A third-party statement is mandatory in case of an advance or subsidy of € 40,000 or more.****</li> </ul>
Term for final subsidy determination	The final subsidy determination can be requested from 3 October 2022 up to and including 2 June 2023.

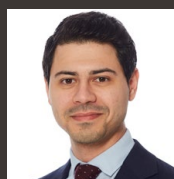
- \* In case the employer has previously claimed a NOW subsidy, the measurement period for determining the drop in turnover must directly connect to the measurement period previously selected.
- \*\* In case business operations commenced after 1 January 2019 or if changes have taken place in the group after that date, there may be a different calculation method for determining the drop in turnover.
- \*\*\* In case of a split financial year, the restrictions apply to the financial year or years in which the subsidy period falls.
- \*\*\*\* All threshold amounts for the accountability method are per tranche and per group.

## 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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