

2025 Small Business Compliance

☐ Nebraska Sick Pay

Effective October 1, 2025, Nebraska's Healthy Families & Workplaces Act takes effect. In short, businesses with 10 or more employees must implement paid sick leave as defined by the Department of Labor. **Notice must be given to employees by September 15th.**

☐ Nebraska Minimum Wage

On January 1, 2025, Nebraska's minimum wage increased to **\$13.50 per hour**, up from \$12.00 per hour. The increase is part of an initiative that raises the minimum wage to \$15 per hour by 2026.

☐ Biennial Reporting

Limited Liability Companies (LLCs) and Professional Limited Liability Companies (PLCCs) are required to file biennial reports that are **due to the Secretary of State by April 1st** of every year that ends in an odd number. Failure to file biennial reports will result in your company being dissolved. Information, instructions and reports may be filed online during the reporting period on the Nebraska Secretary of State's website.



☐ Corporate Minutes

All corporations (LLCs) need to hold, and document, an annual shareholder(s) meeting. You can hold more meetings, if needed, but one per year is the minimum requirement. Documentation of this meeting is referred to as 'minutes'.

☐ W9s & 1099s

Each year, the IRS requires small businesses to issue 1099s to all non-employee contractors, sole-proprietors, and partnerships that received \$600, or more, from your business. Small businesses must collect W9s from the people it pays to determine who needs to receive a 1099.

☐ Mileage

Effective January 1, 2025, the IRS standard mileage rate for business use is **70 cents per mile**.

☐ Supporting Documentation

The IRS requires supporting documentation that provides details about all business financial transactions. In recent years, the requirements for supporting documentation have evolved and more deductions are being disallowed due to a lack of in-depth paperwork.