

HICKS NOTES

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October 2012

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WINDOWS OF OPPORTUNITY

As a pilot, I understand Windows of Opportunity. In flying, it usually deals with weather, winds or daylight. Act now and opportunities abound. Wait, the window closes and you are stuck until the next time it comes around. They call it being ahead of the airplane and ready to act when the need arises.

Right now, all retirement plans have a Window of Opportunity caused by deadlines, plan yearends and the beginning of new plan years. This month's newsletter outlines the deadlines and the opportunities that exist for plan sponsors and their advisors. Take advantage of these opportunities before the window closes.

DEADLINES REQUIRE ACTION

At this time of the year, there are various deadlines that need to be met before the yearend to keep your plan in compliance. The following is a list of deadlines that plan sponsor should be aware of:

November 14

- 1ST Quarterly Fee Disclosure Benefit Statement

December 1 (All Participant Notices for 2013)

- QDIA Notices
- Safe Harbor Notices
- Automatic Enrollment Notices

December 31

- Corrective Distributions and QNECS Deposits
- Safe Harbor, QACA or EACA Elections
- Required Minimum Distributions (age 70½)
- Participant Notices to change Investment/Deferrals
- Self-Employed Partner 401(k) Elections
- Discretionary Plan Amendments
- Remove Safe Harbor Features

Most importantly, now is the time to redesign your plan for the 2013 plan year. This window allows us to show you different plan design alternatives for next year.

REVIEWING YOUR PLAN

- Is your plan working the way it should?
- Did you have a good year and need larger deductions for 2012?
- Are you failing ADP tests and need alternatives?
- Does your current administrator give you the service and added value you deserve?
- Are you working with real professionals?
- Does your current administrator have the resources you need to get the answers you have?
- Is your TPA raising their fees?

We can help with all these questions as well as provide proposals and perform tests, so you can see what options are available to you. Now is the time to act. Be ahead of your plan and gain the advantage. Wait and you miss another year.

ADVISORS, NOW IS THE TIME!

For advisors, the timing is great to service and review your clients' plan investments and options. With the fee disclosure rules in place, all fiduciaries are required to review fees, benchmark investment returns and costs of services. Clients need you to educate them on their requirements, and help them fulfill them and educate their employees. If you don't, someone else will.

In addition, now is the time to be thinking about January 1st enrollments. We can help you by providing the resources and expertise in this area through our consultants and website. Offer your clients a "Plan Tune-Up" and let us review and recommend options for their consideration. By bringing value and expertise to your clients and prospects, everyone is made better.

Want to learn more? Attend our seminar using the link below. Need help? Click on the questions link and ask for a consultant or attorney to contact you today. The window is open, but it will close soon. Will you be ahead of the game?

[Seminar](#)

[Questions](#)