

NH Hicks

Legal and Pension Consultants

2020 Compliance Calendar

For Calendar Plan and Fiscal Years

January 1

- Insure payroll calculations are correct for the 2020 limits which are as follows:

Compensation Limit	\$285,000
DC Annual Addition Limit	\$57,000
401(k) Contribution Limit	\$19,500
Catch-up Contribution Limit	\$6,500

January 31

- Send Form 1099-R to participants who received distributions during 2019
- File Form 945 to report taxes withheld from participants who received distributions during 2019

February 14

- Distribute 4th quarter 2019 benefit statements and quarterly fee disclosures to participants in participant directed plans

February 28

- File Forms 1099-R with IRS (if paper) to report participant distributions made during 2019

March 15

- Process corrective distributions for failed 2019 ADP/ACP tests without 10% excise tax (extended to June 30 for EACA plans)
- File partnership or s-corporation tax returns, and contribution deadline for deductibility (without extension)
- Request for automatic extension to September 15 to file tax returns

March 31

- Electronic Filing of Forms 1099-R with IRS to report participant distributions made during 2019

April 1

- Required minimum distribution (RMD) beginning date for participants attaining age 70½ or retiring after age 70½ during 2019

April 15

- Process corrective distributions for excess 2019 salary deferrals
- File individual or c-corporation tax returns; contribution deadline for deductibility (without extension)
- Request automatic extension of individual return to October 15 and the c-corporation return to September 15

May 15

- Distribute 1st quarter 2020 benefit statements and quarterly fee disclosures to participants

June 30

- Process corrective distributions for failed 2019 ADP/ACP tests for Eligible Automatic Contribution Arrangement (EACA) Plans without 10% excise tax

2020 Compliance Calendar

July 28

- Send Summary of Material Modification if amendments were adopted in 2019

July 31

- File 2019 Form 5500 (without extension)
- File 2019 Form 8955-SSA (without extension)
- File Form 5558 to request extension of time to file Forms 5500 or 8955-SSA (to October 15)
- File Form 5330 to report and pay excise taxes on prohibited transactions or failure to correct prohibited transactions for 2019

August 14

- Distribute 2nd quarter 2020 benefit statements and quarterly fee disclosures to participants

September 15

- Extended deadline to file s-corporation and partnership tax returns; contribution deadline for deductibility
- Minimum funding deadline for defined benefit, cash balance and money purchase plans.

September 30

- Distribute Summary Annual Report (SAR) to participants, provided deadline for Form 5500 was not extended (later of 9 months after close of plan year or two months after due date of Form 5500)

October 2

- Earliest date for providing the annual 401(k) safe harbor, QACA safe harbor, EACA, ACA, and QDIA notice (no earlier than 90 days before the beginning of the plan year)

October 15

- Extended deadline to file Forms 5500, 8955-SSA and PBGC Premium Form 10
- Adopt a retroactive amendment to correct a 410(b) coverage or 401(a)(4) nondiscrimination failure for 2019
- Extended deadline to file c-corporation and individual tax returns; contribution deadline for deductibility (for profit sharing plans of sole proprietors only)
- Deposit contributions correcting 2019 ADP/ACP test failures to count as 2019 annual additions.

November 14

- Distribute 3rd quarter 2020 benefit statements and quarterly fee disclosures to participants

December 2

- 401(k) safe harbor, QACA safe harbor, EACA, ACA, and QDIA notice due (30 days before the beginning of the plan year). After December 2nd, all new 2020 non-elective safe harbor plans have until December 31, 2021 to adopt amendment, but percentage must increase from 3% to 4%.

December 15

- Extended deadline to distribute SAR to participants

December 31

- Process corrective distributions for failed 2019 ADP/ACP testing with 10% excise
- Depositing any accrued Safe Harbor contributions for the prior year
- Correcting a failed 2019 ADP/ACP test with a qualified non-elective contribution
- Process Required Minimum Distributions (RMDs) due for applicable participants over age 70½
- Amending plan for discretionary changes implemented during plan year
- Amending plan to change Safe Harbor status for 2021 plan year