

# COMPLIANCE CALENDAR

2019

## January

- 31** Deadline for sending Form 1099-R to participants who received distributions during previous year.

## February

- 28** Deadline for filing Form 1099-R with IRS to report distributions made in previous year, if not filed electronically.

## March

- 15** Deadline for processing corrective distributions for failed actual deferral percentage (ADP)/actual contribution percentage (ACP) test without 10% excise tax for plans without an Eligible Automatic Contribution Arrangement (EACA).

Deadline for filing S Corporation and partnership tax returns and contribution deadline for deductibility (*without extension*).

Deadline for requesting automatic extension (*to September 16*) of S Corporation and partnership tax returns.

- 31** Deadline for electronic filing of Form 1099-R to report distributions made in previous year.\*

## April

- 1** Required beginning date for participants attaining age 70<sup>1/2</sup> or retiring after age 70<sup>1/2</sup> in prior year.
- 15** Deadline for processing corrective distributions for IRC Section 402(g) excesses.

Deadline for filing C Corporation and individual tax returns and contribution deadline for deductibility (*without extension*).

Deadline for requesting automatic extension (*to October 15*) for C Corporation and individual tax returns.

## June

- 30** Deadline for processing corrective distributions for failed ADP/ACP test from plan with EACA without 10% excise tax.\*

## July

- 29** Deadline for sending Summary of Material Modification (*210 days after end of plan year in which the amendment was adopted*).
- 31** Deadline for filing Form 5500 (*without extension*).

Deadline for filing Form 5558 to request automatic extension of time to file Form 5500 (*2<sup>1/2</sup> months*).

Deadline for filing Form 5330 used to report and pay excise taxes on prohibited transactions and excess 401(k) plan contributions that occurred in prior year.

## September

- 16** Extended deadline for filing S Corporation and partnership tax returns and contribution deadline for deductibility.
- 30** Deadline for distributing Summary Annual Report (SAR) to participants, provided deadline for Form 5500 was not extended.

## October

- 15** Deadline for adopting a retroactive amendment to correct an IRC Section 410(b) coverage or IRC Section 401(a)(4) nondiscrimination failure for 2018 (*9<sup>1/2</sup> months*).

Extended deadline for filing Form 5500.

Extended deadline for filing C Corporation and individual tax returns and contribution deadline for deductibility.

## December

- 1** Deadline for sending 2019 annual 401(k) safe harbor notice.\*

Deadline for sending 2019 annual automatic contribution arrangement notice.\*

Deadline for sending annual qualified default investment alternative (QDIA) notice.\*

- 15** Extended deadline for distributing Summary Annual Report (SAR) to participants.\*

- 31** Deadline for processing corrective distributions for failed 2018 ADP/ACP test with 10% excise tax.

Deadline for correcting a failed 2018 ADP/ACP test with qualified nonelective contributions (QNEC).

Deadline for amendment to convert existing 401(k) plan to safe harbor design for 2020 plan year.

Deadline for amendment to remove safe harbor status for 2020 plan year.

Deadline for amending plan for discretionary changes implemented during plan year (*certain exceptions apply, e.g., adding salary deferrals, cutting back accrued benefits*).

Required Minimum Distributions due under IRC Section 401(a)(9).

*The deadlines in this calendar are for plans with calendar-year plan years. This chart is intended to provide plan sponsors with a list of notable deadlines and is not a substitute for consultation with ERISA counsel and in no way represents legal advice.*

*\* This date falls on a Saturday, Sunday or legal holiday. Historically, the IRS has not extended this deadline.*



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