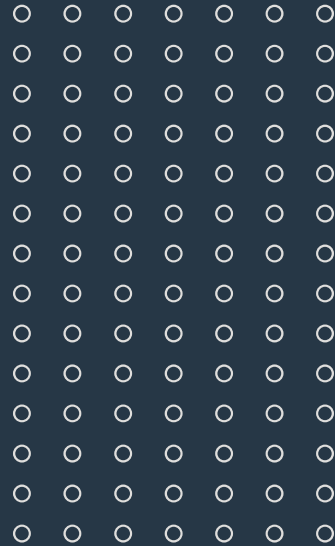


2022

Defined Contribution Plan Compliance Calendar

Annual reference for recurring compliance and notice requirements



JANUARY

January 31

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

FEBRUARY

February 28

Deadline for filing Form 1099-R on paper, if eligible, with IRS to report distributions made in previous year.
Deadline for electronic filing is March 31.

MARCH

March 15

Deadline for processing corrective distributions for failed actual deferral percentage (ADP)/actual contribution percentage (ACP) test without 10% excise tax.

Note: A special deadline may apply to plans that satisfy the requirements of an eligible automatic contribution arrangement (EACA). See "June."

Deadline for filing partnership and S-corporation tax returns and contribution deadline for deductibility (without extension) for calendar-year partnerships and S-corporations.

Deadline for requesting automatic extension (to September 15) for partnership and S-corporation tax returns.

March 31

Deadline for electronic filing of Form 1099-R with IRS to report distributions made in previous year.

APRIL

April 15

Deadline for processing corrective distributions for IRC Section 402(g) excess deferrals.

Deadline for filing individual and C-corporation tax returns and contribution deadline for deductibility (without extension) for calendar-year self-employed individuals and C-corporations.

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

MAY

None

JUNE

June 30

Deadline for processing corrective distributions for failed ADP/ACP test from certain plans with EACAs without 10% excise tax.

JULY

July 29

Deadline for sending Summary of Material Modification (SMM) (210 days after end of plan year in which the amendment was adopted).

July 31

Deadline for adopting Post PPA restated documents.

AUGUST

August 1

Deadline for filing Form 5500 (without extension).

Deadline for filing Form 5558 to request automatic extension of time to file Form 5500 (to October 17).

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

SEPTEMBER

September 15

Extended deadline for filing partnership and S-corporation tax returns and final contribution deadline for deductibility for calendar-year partnerships and S-corporations.

September 30

Deadline for distributing Summary Annual Report (SAR) to participants, unless deadline for Form 5500 was extended, then two months after due date for Form 5500 (December 15).

OCTOBER

October 17

Deadline for adopting a retroactive amendment to correct an IRC Section 410(b) coverage or IRC Section 401(a)(4) nondiscrimination failure.

Extended deadline for filing Form 5500.

Extended deadline for individual and C-corporation tax returns and final contribution deadline for deductibility.

NOVEMBER

November 30

Deadline for adopting Safe Harbor 3% for existing plans for the 2022 plan year.

DECEMBER

December 1

Deadline for sending annual 401(k) and 401(m) safe harbor notice for plans that satisfy the safe harbor requirements using a matching contribution, or those plans using a nonelective contribution but also have an additional matching contribution.

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

Deadline for sending annual automatic contribution arrangement (ACA) notice.

For administrative ease, the notices above may be combined.

December 15

Extended deadline for distributing SAR to participants.

December 31

Deadline for processing corrective distributions for failed 2021 ADP/ACP test with 10% excise tax.

Deadline for correcting a failed 2021 ADP/ACP test with qualified nonelective contributions (QNECs) if the plan uses current-year testing.

Deadline for amendment to remove safe harbor status for 2023 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).

Deadline for adopting SECURE, CARES, and CAA interim amendments.

REMINDER: REQUIRED FEE DISCLOSURES

Plan Sponsor / Service Provider

Initial disclosure: Required within a reasonable period before the contract is entered into or renewed.

Annual disclosure: Required following changes in investment information.

Additional disclosures: Required no later than 60 days after the effective date of the change for changes in compensation or services provided.

Participant

Initial disclosure: Required on or before the date when participants can first direct investments.

Annual disclosure: Required to be updated and distributed at least annually.

Additional disclosures: Required at least 30 days, but no more than 90 days, prior to certain plan changes

The deadlines in this calendar are for plans with calendar-year plan years and do not take leap years into consideration. This information 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. Historically, when the date falls on a Saturday, Sunday, or legal holiday, the IRS has not extended the deadline for return of excess amounts and RMDs but has extended for deductible contributions, as well as returns/reports. Some deadlines may be extended for certain individuals affected by a natural disaster.

For Plan Sponsor Use Only – Not for Use with Participants or the General Public.

Securities offered through LPL Financial, member FINRA/SIPC. Investment advisory services offered through Global Retirement Partners, LLC (GRP), a registered investment advisor. Insurance services offered through HUB International. GRP, Washington Financial Group and HUB International are separate and unaffiliated with LPL Financial. Washington Financial Group is the approved name under which LPL Financial business is conducted.

