

2023 Compliance Calendar

<p>January</p> <p>January 31: Deadline for sending Form 1099-R to participants who received distributions during previous year.</p>	<p>February</p> <p>February 28: Deadline for filing Form 1099-R with IRS to report distributions made in previous year.</p>	<p>March</p> <p>March 15: Deadline for processing corrective distributions for failed actual deferral percentage (ADP)/actual contribution percentage (ACP) test without 10% excise tax.</p> <p>Deadline for filing corporate tax returns and contribution deadline for deductibility (without extension).</p>
<p>April</p> <p>April 1: Required beginning date for participants attaining age 72 or retiring after age 72 in prior year [Deadline for taking first required minimum distribution (RMD) under IRC Section 401(a)(9)].</p> <p>April 15: Deadline for processing corrective distributions for 402(g) excesses.</p>	<p>May</p> <p>N/A</p> <p>June</p> <p>June 30: Deadline for processing corrective distributions for failed ADP/ACP test from plan with EACA without 10% excise tax.</p>	<p>July</p> <p>July 31: Deadline for filing Form 5500 (without extension).</p> <p>Deadline for filing Form 5558 to request automatic extension of time to file Form 5500 (2 1/2 months).</p> <p>Deadline for filing Form 5330-Return of Excise Taxes Related to Employee Benefit Plans.</p>
<p>August</p> <p>N/A</p> <p>September</p> <p>September 15: Extended deadline for filing corporate tax returns and contribution deadline for deductibility.</p> <p>September 30: Deadline for distributing Summary Annual Report (SAR) to participants, provided deadline for Form 5500 was not extended (later of 9 mos after close of plan year or 2 months after due date for Form 5500).</p>	<p>October</p> <p>October 15: Extended deadline for filing Form 5500.</p> <p>Deadline for adopting a retroactive amendment to correct an Internal Revenue Code (IRC) Section 410(b) coverage or Section 401(a)(4) nondiscrimination failure for prior year.</p> <p>Extended deadline for filing tax returns for unincorporated businesses and final contribution deadline for deductibility for these entities.</p>	<p>November</p> <p>N/A</p> <p>December</p> <p>December 1: Deadline for sending annual safe harbor notice, qualified default investment alternative (QDIA) notice, and Summary Annual Report (SAR.)</p> <p>December 31: Deadline for processing corrective distributions for failed prior year ADP/ACP test with 10% excise tax.</p> <p>RMDs due under IRC Section 401(a)(9).</p>

IRS Plan Limits		
	2022	2023
402(g) Elective Deferral Limit:	\$20,500	\$22,500
Age 50 Catch-Up Limit:	\$6,500	\$7,500
Defined Contribution 415 (c) Limit:	\$61,000	\$66,000
Annual Compensation Limit:	\$305,000	\$330,000
Highly Compensated Employee Limit:	\$135,000	\$150,000
Key Employee Limit:	\$200,000	\$215,000

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.

Reminder: Required Fee Disclosures	
<p>Plan sponsor/Service provider</p> <ul style="list-style-type: none"> Initial disclosure: Required within a reasonable period before the contract is entered into or renewed. Annual disclosure: Required following changes in investment fees (e.g., expense ratios) and recordkeeping fees. Additional disclosures: Required following changes to compensation or services provided no later than 60 days from the date the changes are approved. 	<p>Participant</p> <ul style="list-style-type: none"> 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 plan-related changes.