



Alerts

pinnacle
plan design, LLC

Deadlines and Planning Opportunities

September 2013

Su	Mo	Tu	We	Th	Fr	Sa
25	26	27	28	29	30	31
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	1	2	3	4	5

September 2013

Su	Mo	Tu	We	Th	Fr	Sa
25	26	27	28	29	30	31
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	1	2	3	4	5

October 2013

Su	Mo	Tu	We	Th	Fr	Sa
29	30	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31	1	2
3	4	5	6	7	8	9

October 2013

Su	Mo	Tu	We	Th	Fr	Sa
29	30	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31	1	2
3	4	5	6	7	8	9

November 2013

Su	Mo	Tu	We	Th	Fr	Sa
27	28	29	30	31	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
1	2	3	4	5	6	7

December 2013

Su	Mo	Tu	We	Th	Fr	Sa
24	25	26	27	28	29	30
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31	1	2	3	4

September 13, 2013 - Funding for 2012 Plan Year Pension Contributions

No typo here! This year September 15th falls on a Sunday. The “minimum funding rules” applicable to pension plans (i.e. traditional defined benefit, cash balance and money purchase pension plans) require deposit no later than 8 ½ months after plan year end (without delay due to weekends for this ERISA/non-tax related rule). So, although the tax rules may have extended the deposit deadline to September 16, 2013, the earlier deadline will apply. This is true regardless of the employer’s entity type (i.e. corporation, sole proprietorship, partnership).

September 16, 2013 - Funding for 2012 Plan Year Non-Pension Contributions

For employer contributions to 401(k)/profit sharing type plans, contributions must be funded by the due date of the employer’s tax return (on which such deduction will be made) by the extended due date of the return.

October 1, 2013 - 401(k) 2013 Safe Harbor Implementation

401(k) plan’s providing for a “safe harbor” component must be implemented no later than October 1, 2013 to be effective for the 2013 plan year. This deadline would apply to any current profit sharing (only) plan that adds a 401(k) and safe harbor feature, as well as to any newly implemented 401(k) plan that will provide for a 2013 safe harbor provision.

October 15, 2013 - 2012 Plan Year Contributions - Self-Employed Individuals

Plans subject to minimum funding requirements (i.e. defined benefit and money purchase pension plans) are subject to the September 13, 2013 deadline explained above. Other plans (e.g. profit sharing plans, SEPs) have until October 15, 2013 for deposit of the 2012 employer contribution.

November 1, 2013 - Participant Notice of Termination of SIMPLE IRA Plan

The rules applicable to a SIMPLE IRA plan require the Employer may not provide allocations to any qualified retirement plan in the same calendar year in which contributions are made to a SIMPLE IRA plan. Those employers planning the adoption of a qualified plan for the 2014 plan year must notify their employees of the termination of the SIMPLE IRA no later than 60-days prior to the calendar year-end.

December 1, 2013 - 401(k) 2014 Safe Harbor Plan Design Amendments

The rules applicable to ADP and/or ACP safe harbor plans effectively restrict the ability to amend certain provisions once the plan year begins. Since December 1st (i.e. 30-days prior to plan year beginning) is deemed to be an acceptable timeframe for delivery of the 2014 Safe Harbor Notice on which plan provisions are detailed, all desired changes for the 2014 plan year need to be adopted prior by this date.