



# SECURE ACT EXTENDED PLAN ADOPTION DEADLINES

The SECURE Act made many changes to retirement plans, including extended deadlines for many plan adoptions and amendments.

## DEADLINES FOR ADOPTING NEW TRADITIONAL 401(K) PLANS

The SECURE Act extended the deadline for employers to adopt a new plan from the last day of the tax year until the due date of that year's tax return including extensions. Because of this, the deadline for employers to adopt a new calendar-based plan will vary based on their tax status.

## DEADLINE FOR ADOPTING NEW SAFE HARBOR PLANS

Employers can now adopt a safe harbor plan or amend a traditional 401(k) plan into a safe harbor plan after the start of the plan year. This gives added flexibility based on 401(k) non-discrimination results.

See the extended deadlines below.

### 2020 Calendar Year Plan

NEW 401(K) PLAN	EXISTING 401(K) PLAN	DEADLINE
Deadline for adopting new 401(k) plan for 2020		<b>Sept 15, 2021 or Oct 15, 2021</b> Depending on tax status (with extension)
	Deadline for amending plan to include 4% nonelective safe harbor contribution for 2020	<b>Dec 31, 2021</b>

### 2021 Calendar Year Plan

NEW 401(K) PLAN	EXISTING 401(K) PLAN	DEADLINE
Deadline for adopting new safe harbor match 401(k) plan for 2021		<b>Oct 1, 2021</b>
	Deadline for amending plan to include 3% nonelective safe harbor contribution for 2021	<b>Dec 1, 2021</b>
Deadline for adopting new 401(k) plan for 2021		<b>Sept 15, 2022 or Oct 15, 2022</b> Depending on tax status (with extension)
	Deadline for amending plan to include 4% nonelective safe harbor contribution for 2021	<b>Dec 31, 2022</b>