

The PRS Report

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CLIENT REFERRAL PROGRAM:

If a client you recommend to us becomes our client, you can receive a 10% discount on annual services for every year they remain a client



Year-End Reminders and Important Deadlines...

Our annual list of year-end reminders and important deadlines follows. Contact us if you have any questions regarding any of the items listed. Many of the dates refer to calendar-year plans and adjustments may be necessary for non-calendar year plans.


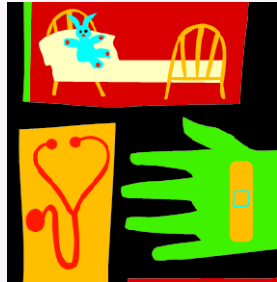
Every year, we publish year-end reminders, but this year, like last year, **especially for professional firms that are pass-through businesses**, the **2017 Tax Cuts and Jobs Act** may have a big impact on your tax bill if its benefits can be utilized. It is crucial to consult with your accountant to determine whether establishing a new retirement plan, modifying your current plan, or adding an additional plan to the one you already sponsor will allow you to qualify for the **20% deduction on Qualified Business Income (QBI)**. Since there are income limitations to receiving the 20% QBI deduction, utilizing retirement plans to reduce income can enable you to qualify for this significant tax benefit. If you and your accountant are in agreement that we possibly can be of assistance in your qualifying for the 20% QBI deduction, please contact us ASAP.

Year-End Reminders




ITEM	DISCUSSION
New Plans	For a new plan to be effective for this tax year, December 31, 2020 is no longer the final day that a plan document can be signed. The Secure Act, passed in December of 2019, allows for new plans to be established up to the filing deadline of the plan sponsor. Of course, lead time is needed for plan design work, client consultation, and document preparation. Now is the time to launch discussions on available options for new pension plans.
Plan Amendments and Contributions	If it is desired to amend a pension or profit sharing plan, then the plan has to be amended prior to the plan's year-end. If it is desired to decrease a pension plan benefit or contribution formula, then generally an advance notice prior to participants accruing their benefits is required. Generally, for a calendar year pension plan, which is also a small plan, the participant notice describing a benefit decrease has to be distributed at least 15 days prior to the effective date. Because a profit sharing plan's contribution is usually discretionary, this latter requirement generally does not apply to profit sharing plans.

Year-End Reminders (continued)

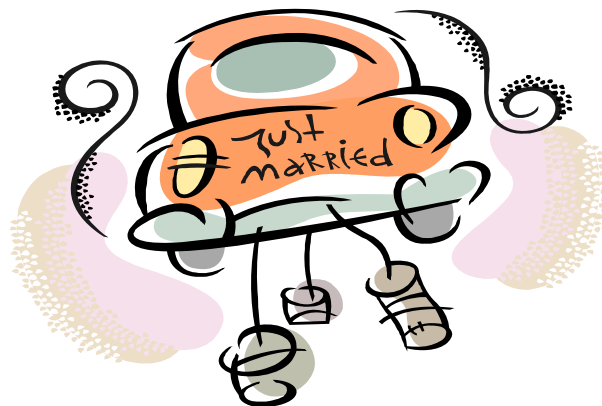
ITEM	DISCUSSION
<p>Safe Harbor 401(k) Notices</p>	<p>Since most of the Safe Harbor 401(k) plans we provide services for are plans in which the employer has the option before December 1st of the current year to decide whether or not to make a safe harbor contribution for the current year, annual notices must still be distributed to eligible employees. Notices for 401(k) plans with safe harbor matches are also still required. These notices must be distributed between 30 and 90 days before the end of the current plan year (between October 2, 2020 and December 1, 2020 for a calendar year plan).</p>
<p>Salary-Reduction Elections</p> 	<p>Participant 401(k) and Cafeteria Plan elections generally have to be made prior to the beginning of the plan year. Before the end of 2020, plan sponsors should confirm that election options have been communicated and participant elections made for calendar-year plans.</p> <p>Note that premiums paid by individuals for individual health insurance coverage obtained on the Individual Exchanges mandated by the Affordable Care Act are not eligible for pre-tax treatment under cafeteria plans.</p>
<p>Cafeteria Plan Flexible Spending Accounts (FSA)</p> 	<p>Cafeteria Plan rules require that plan participants forfeit unused amounts remaining at the end of the plan year, unless the Plan provides for a “grace period” of up to 2½ months after the plan year end or for a “carryover” to the following plan year of up to \$500 of unused FSA amounts remaining at the end of the plan year. Employees should be reminded of this “use it or lose it rule” and budget their medical and dependent-care expenses accordingly. The cost of an over-the-counter medicine or drug can no longer be reimbursed unless a prescription is obtained, with certain exceptions such as insulin. This applies to any expense even when applied to grace period claims.</p> <p>Please note that dependent-care salary deductions have to be reported as a separate item on the employee’s W-2 Form.</p>

Year-End Reminders (continued)

ITEM	DISCUSSION
<p>Participant-directed Investments</p>	<p>If participants self-direct their plan investments, then these investments should be reviewed for suitability no less often than annually. It is the plan administrator's fiduciary responsibility to provide appropriate investment choices. It is also the plan administrator's responsibility to provide both annual and quarterly notices to the participants. Be sure those notices comply with the fee disclosure regulations.</p>
<p>Retirement-plan Distribution Withholding and Reporting Requirements</p>	<p>Form 945 is used to report distribution income-tax withholding and Forms 1099-R and 1096 are used to report retirement plan distributions to participants for tax purposes and to the IRS.</p> <p>If distributions were made in 2020, then the filing deadline is February 1, 2021 for Form 945 and for the participant copy of Form 1099-R. The deadline is March 1, 2021 for IRS Forms 1096 and 1099-R (red copies). Generally, your accountant or bookkeeper will prepare Form 945.</p> <p>Generally, the Trust should have a Trust Identification Number (TIN) which is different from the Corporate Employer Identification Number (EIN). The TIN should be used to report plan distributions and as the identification number for asset accounts. If the Trust does not have a separate number, please notify us so that we can apply for one.</p> <p>Please note that you must use the Electronic Federal Tax Payment System (EFTPS) to make your plan distribution withholding tax deposits. If you don't have an EFTPS account under the TIN, then you must establish one.</p>
<p>Minimum Required Distributions</p> 	<p>Minimum required distributions from all qualified plans normally have to be taken by December 31st of each year. However, the CARES Act dropped that requirement for 2020 for Defined Contribution plans (profit sharing and 401(k)) provided that the Plan adopts an amendment at a later date to waive the requirement. If you have not done so already, make sure to notify us in writing if you would like your plan to waive the minimum distribution requirements for 2020. Minimum distribution requirements in Defined Benefit Plans have not changed.</p> <p>The SECURE Act legislated that minimum required distributions be taken at age 72 instead of at age 70 1/2. Because the age 72 requirements are complicated and because there is a 50% excise tax for the amounts not taken which should have been, we suggest that you contact us if you have any questions.</p>

Year-End Reminders (continued)

ITEM	DISCUSSION
<p>Fidelity Bond</p>	<p>Except for one-participant plans or plans eligible to file a Form 5500-EZ, ERISA requires that every fiduciary of an employee benefit plan and every person who handles funds or other property of a plan be bonded.</p> <p>The amount of the bond is generally 10% of the funds handled. The coverage requirement is determined at the beginning of each year and may have to be updated. You can obtain a bond from your casualty broker.</p>
<p>Beneficiary Election Forms</p>	<p>Each plan participant should be reminded that he can update his Beneficiary Election by completing a new Form. Examples of when new forms should be completed are as follows:</p> <ol style="list-style-type: none"> 1. A participant whose marital or family status has changed since last completing a Beneficiary Election Form should complete a new form. 2. A married participant, having attained age 35 since last completing a Beneficiary Election Form, should complete a new Form. 3. A participant who has changed his estate plans since last completing a Beneficiary Election Form may want to complete a new Form.



Important Deadlines

EVENT	DEADLINE
Safe Harbor 401(k) Plan annual notice, when required:	Between October 2 and December 1, 2020*
2021 401(k) elections by:	December 31, 2020*
2021 Cafeteria Plan elections by:	December 31, 2020*
2020 Flexible-Spending Accounts medical and dental expenses incurred no later than:	December 31, 2020* or, if the plan provides, by the end of the grace period. Alternately, the plan may allow for a carryover.
2021 PBGC premiums:	October 15, 2021*
Filing of 2020 Form 945 by:	February 1, 2021
Filing of participant copy of 2020 Form 1099-R by:	February 1, 2021
Filing of 2020 Form 1096 by:	March 1, 2021
Filing of IRS copy of 2020 Form 1099-R by:	March 1, 2021
Defined contribution plan (profit sharing or 401(k)) participants - Those who attained age 70½ prior to 2020, as well as those who attained age 72 and beyond in 2020, are not required to take the 2020 minimum required distributions:	Not a Requirement in 2020 - provided the plan is amended
Defined benefit plan (including cash balance plans) participants - Those who attained age 70½ prior to 2020, as well as those who attained age 72 in 2020, are required to take the 2020 minimum required distributions:	December 31, 2020

**Dates shown are for calendar year plans*



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