



# Publication 5411

## Retirement Plans Reporting and Disclosure Requirements

Administrators or sponsors of retirement plans are generally required by law to report certain information with the IRS, the Department of Labor (DOL) and the Pension Benefit Guaranty Corporation (PBGC), and to make a disclosure to affected parties depending on a plan's type, size and circumstances.

This Retirement Plans Reporting and Disclosure Requirements guide was prepared by the IRS as a quick reference tool for certain basic reporting and disclosure requirements for retirement plans under the Internal Revenue Code (IRC) and provisions of the Employee Retirement Income Security Act of 1974 (ERISA) administered by the IRS. The guide is not intended to be an

exhaustive list of possible civil penalties and other consequences for reporting and disclosure violations. The Department of Labor and the Pension Benefit Guaranty Corporation reviewed the parts of the guide that concerns provisions the agencies jointly administer. This guide should be used in conjunction with the DOL [Reporting and Disclosure Guide for Employee Benefit Plans](#).

Please be sure to check for current laws and regulations on other DOL reporting and disclosure provisions on the Employee Benefit Security Administration's website at [www.dol.gov/ebsa](http://www.dol.gov/ebsa).

Document	Type of Information	To Whom	When
<b>Annual Reports to the IRS</b>			
<p><a href="#">Form 5500</a>, Annual Return/Report of Employee Benefit Plan</p>	<p>To provide information on plan’s qualification, financial condition and operation</p> <p>IRC 6058(a), 6057(b), 6059, ERISA Sections 104, 4065; Treas. Reg. 301.6058-1, 301.6057-2, DOL Reg. 2520.104</p> <p><a href="#">DOL EBSA: Forms and Filing Instructions</a></p> <p><a href="#">DOL Form 5500 and 5500-SF Troubleshooter's Guide</a></p> <p><a href="#">Form 5500 Corner</a></p>	<p>DOL, IRS and PBGC</p> <p>Must be filed electronically through <a href="#">EFAST2 system</a></p>	<p>Last day of the 7th calendar month after the end of the plan year (July 31 for calendar-year plans)</p> <p>Extensions: request by filing Form 5558 with IRS or by automatic extension by extending corporate tax return with IRS; or by other special extension</p>
<p><a href="#">Form 5500-SF</a>, Short Form Annual Return/Report of Small Employee Benefit Plan</p>	<p>Simplified annual reporting Form 5500 for use by certain small pension and welfare benefit plans with fewer than 100 participants and certain other requirements</p> <p>See <a href="#">instructions</a> for details on which plan sponsors are eligible</p>	<p>DOL, IRS and PBGC</p> <p>Must be filed electronically through <a href="#">EFAST2 system</a></p>	<p>Same as Form 5500</p>
<p><a href="#">Form 5500-EZ</a>, Annual Return of One-Participant (Owners/ Partners and Their Spouses) Retirement Plan or A Foreign Plan</p>	<p>Annual return used by one-participant plans and certain foreign plans</p> <p>IRC 6058(a)</p> <p>See <a href="#">instructions</a> for details on which plan sponsors are eligible</p>	<p>IRS</p> <p>Form 5500-EZ can be filed on paper with the IRS or filed electronically using EFAST2 filing system effective for plan years beginning after 2019 to satisfy their filing obligations under the IRC</p> <p>Filers who are required to file at least 250 returns of any type with the IRS during the calendar year must file Form 5500-EZ electronically through the EFAST2 filing system instead of filing paper Form 5500-EZ with the IRS</p>	<p>Same as Form 5500</p>

Document	Type of Information	To Whom	When
Annual Zone Status Certification	<p>Plan actuary certifies whether or not the plan is in endangered status for the plan year, or would be in endangered status for such plan year, whether the plan is or will be in critical status for the plan year or for any of the succeeding 5 plan years, whether the plan is or will be in critical and declining status for such plan year, when a plan has adopted a funding improvement plan or rehabilitation plan (if applicable), and whether the plan is making the scheduled progress in meeting the requirements of its funding improvement or rehabilitation plan</p> <p>IRC 432(b)(3)</p> <p>See <a href="#">Multiemployer Actuarial Certification</a></p>	<p>IRS</p> <p>Plan sponsor</p>	<p>No later than the 90th day of each plan year</p>
<p><a href="#">Form 8955-SSA</a>, Annual Registration Statement Identifying Separated Participants With Deferred Vested Benefits</p>	<p>To report information about separated participants who have deferred vested benefits in the plan</p> <p>IRC 6057(a)</p> <p><a href="#">Announcement 2011-21</a></p> <p><a href="#">Form 8955-SSA Instructions</a></p> <p><a href="#">Form 8955-SSA Resources</a></p>	<p>IRS</p> <p>File Form 8955-SSA electronically through the IRS FIRE system or on paper</p> <p>Filers who are required to file at least 250 returns of any type with the IRS during the calendar year must file Form 8955-SSA electronically through the IRS FIRE system</p>	<ul style="list-style-type: none"> <li>• Last day of 7th calendar month after the end of plan year (July 31 for calendar-year plans)</li> <li>• Extensions: request by filing Form 5558 with IRS or by automatic extension by extending corporate tax return with IRS</li> </ul>
<p><a href="#">Form 5558</a>, Application for Extension of Time To File Certain Employee Plan Returns</p>	<ul style="list-style-type: none"> <li>• To request a one-time extension of time to file Forms 5500, 5500-SF or 5500-EZ; Form 8955-SSA or Form 5330</li> <li>• Any tax due must be paid with this application for an extension of time to file Form 5330 extension</li> <li>• <a href="#">Form 5558 instructions</a></li> </ul>	<p>IRS</p> <p>Submit a separate Form 5558 for each plan</p> <p>Submit a separate Form 5558 for extension of time to file Form 5330</p>	<ul style="list-style-type: none"> <li>• File Form 5558 on or before the return/report's normal due date, which is the date the Form 5500, Form 5500-SF, Form 5500- EZ and/ or Form 8955-SSA would otherwise be due, without extension</li> <li>• An extension of time to file Form 5500 series and/or Form 8955-SSA, and an extension of time to file Form 5330 must be submitted on Separate Form 5558</li> <li>• To request Form 5330 extensions, file Form 5558 in sufficient time for the IRS to consider and act on it before the normal due date</li> </ul>

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<p><b>Form 1099-R</b>, Distributions From Pensions, Annuities, Retirement or Profit-Sharing Plans, IRAs, Insurance Contracts, etc.</p>	<p>To report distributions of \$10 or more from most retirement plans, IRAs, annuities, pensions, insurance contracts, survivor income benefit plans, permanent and total disability payments under life insurance contracts, charitable gift, annuities, etc.</p> <p>To report death benefit payments not made as part of a retirement plan and reportable disability payments made from a retirement plan, and FATCA reporting to satisfy its reporting requirement under Treas. Reg. 1.1471-4(d)(5)(i)(B) and 1.1471-4(d)(2)(iii)(A)</p> <p>Payments from IRAs to state unclaimed property funds under escheat laws must be reported on Form 1099-R IRC 6047(d)</p> <p>Instructions for Forms <a href="#">1099-R and 5498</a></p>	<p>File Form 1099-R with the IRS and furnish a statement to the recipient who received the distribution</p>	<p>To payee – by January 31</p> <p>To IRS – by February 28 (paper) or March 31 (electronic)</p>
<p><b>Form 1098-Q</b>, Qualifying Longevity Annuity Contract Information</p>	<p>To report the status of Qualifying Longevity Annuity Contracts (QLAC) held by defined contribution plans, IRAs, and eligible governmental plans, to IRS and participants, including issuer’s name, address, telephone number, and federal identification number, account number, plan number, name of plan, and employer identification number; annuity amount on start date;; total premiums; FMV of QLAC; and the amount of each premium paid for the contract and the date of the premium payment.</p> <p><a href="#">Treas. Reg. 1.6047-2, Information relating to qualifying longevity annuity contracts</a></p> <p><a href="#">Instructions for Form 1098-Q</a></p>	<p>File Form 1098-Q with the IRS and furnish an annual statement to individual who purchased the contract</p>	<p>For each calendar year beginning with the year in which the premiums for a contract are first paid and ending with the earlier of the year in which the individual in whose name the contract has been purchased reaches age 85 or dies</p> <p>If the individual dies and the sole beneficiary under the contract is the individual’s spouse, then file Form 1098-Q and provide a statement annually to the spouse until the year in which the distributions to the spouse begin or the year in which the spouse dies, if earlier</p>
<b>Annual Notices to Participants</b>			
<p>Individual statement to separated participants with deferred vested retirement benefits</p>	<p>A plan administrator required to file Form 8955-SSA must furnish to each affected participant an individual statement about the information reported on the form</p> <p>IRC 6057(e); Treas. Reg.301.6057-1; ERISA Section 105(c)</p> <p><a href="#">Form 8955-SSA Resources</a></p>	<p>Separated participants with deferred vested retirement benefits under the plan</p>	<p>No later than Form 8955-SSA filing due date</p>

Document	Type of Information	To Whom	When
Notice of effective opportunity to make or change cash or deferred election	<p>To advise employees of the opportunity to make or change a salary deferral election</p> <p>IRC 408(p)(5)(C), 401(k)(11)(B)(iii), Treas. Reg 1.401(k)-1(e)(2)(ii) and 1.403(b)-5(b)(2)</p>	Plan participants	<ul style="list-style-type: none"> <li>• Within a reasonable period of time before the 60th day before the beginning of each plan year</li> <li>• For new participants, the 60th day before the first day the employee is eligible</li> </ul>
401(k) safe harbor notice	<p>Sufficiently accurate and comprehensive to inform the employee of the employee’s rights and obligations under the plan, including:</p> <ul style="list-style-type: none"> <li>• The safe harbor matching or nonelective contributions formula used in the plan;</li> <li>• Any other contributions under the plan;</li> <li>• The plan to which the safe harbor contributions are made, if more than one plan;</li> <li>• The type and amount of compensation that may be deferred under the plan;</li> <li>• How to make salary deferral elections;</li> <li>• The periods available under the plan for making salary deferral elections;</li> <li>• Withdrawal and vesting provisions for plan contributions; and</li> <li>• How to easily obtain additional information about the plan (including a copy of the summary plan description)</li> </ul> <p>IRC 401(k)(12)(D); Treas. Reg.1.401(k)-3(d)</p> <p>See <a href="#">when the Plan is Intended to be an IRC 401(k) or (m) Safe Harbor Plan</a></p> <p><a href="#">Fixing Common Plan Mistakes-Failure to Provide a Safe Harbor 401(k) Plan Notice</a></p>	Eligible employees	<ul style="list-style-type: none"> <li>• 30 to 90 days before the beginning of each plan year</li> <li>• For new participants, generally no earlier than 90 days before the employee becomes eligible and no later than the eligibility date</li> <li>• For plan years beginning after 2019, Section 103 of SECURE Act, Pub. L. 116-94, eliminates the annual notice requirement for safe harbor 401(k) plans that make nonelective contributions to employees</li> <li>• Note that a plan relying on basic or enhanced matching contributions to meet the safe harbor 401(k) requirement is still subject to annual notice requirements</li> </ul>

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SIMPLE IRA election notice	<p>To provide notice of employee’s right to make or modify salary reduction contributions, to receive employer contributions and to choose a financial institution, if applicable.</p> <ul style="list-style-type: none"> <li>• Includes a summary plan description</li> <li>• Describes any reduced matching or nonelective contributions</li> </ul> <p>Page 3 of Forms 5304-SIMPLE and 5305-SIMPLE contain a “Model Notification to Eligible Employees”</p> <p><a href="#">IRS Notice 98-4</a></p> <p>See <a href="#">SIMPLE IRA Plan Fix-It Guide - Annual SIMPLE IRA plan notification requirements weren't followed</a></p>	Employees eligible to participate in the SIMPLE IRA plan	Immediately before the 60-day election period before January 1 of each plan year
Qualified automatic contribution arrangement (QACA) notice	<p>Sufficiently accurate and comprehensive to inform the employee of the employee’s rights and obligations, including:</p> <ul style="list-style-type: none"> <li>• The plan’s default percentage rate for automatic enrollment contributions, including the amount and timing of any increases;</li> <li>• The type and amount of the employer contributions;</li> <li>• The right to not participate;</li> <li>• How to elect to not participate;</li> <li>• How to elect to contribute an amount different from the plan’s default percentage rate for automatic enrollment contributions;</li> <li>• How to make an investment election, if permitted by the plan; and</li> <li>• If the QACA contains two or more investment options, how automatic enrollment contributions will be invested in the absence of an employee’s investment election</li> </ul> <p>IRC 401(k)(13)(E); Treas. Reg. 1.401(k)-3(k)(4); <a href="#">IRS model notice</a></p>	Eligible employees	<ul style="list-style-type: none"> <li>• 30 to 90 days before the beginning of each plan year</li> <li>• For new participants, by date reasonably in advance of date to decline participation, but not more than 90 days in advance</li> </ul>

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Eligible automatic contribution arrangement (EACA) notice	<p>Sufficiently accurate and comprehensive to inform the employee of the employee’s rights and obligations, including:</p> <ul style="list-style-type: none"> <li>• The plan default percentage rate for automatic enrollment contributions;</li> <li>• The right to not participate;</li> <li>• How to elect to not participate;</li> <li>• How to elect to contribute an amount different from the plan default percentage rate for automatic enrollment contributions;</li> <li>• How to make an investment election, if permitted by the plan;</li> <li>• How automatic enrollment contributions will be invested in the absence of an employee’s investment election, if the plan permits employees to elect investments; and</li> <li>• If allowed by the plan, how and when to withdraw from eligible automatic contribution arrangements</li> </ul> <p>IRC 414(w)(4); Treas. Reg. 1.414(w)-1(b)(3)</p> <p><a href="#">IRS model notice</a> may also be used to satisfy DOL notice requirements for qualified default investment alternatives</p>	All employees to be automatically enrolled	<ul style="list-style-type: none"> <li>• 30 to 90 days before the beginning of each plan year</li> <li>• For new participants, by date reasonably in advance of date to decline participation, but not more than 90 days in advance</li> </ul>

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<b>Occasional Reporting to the IRS Based on Plan Events</b>			
<p><a href="#">Form 5330</a>, Return of Excise Taxes Related to Employee Benefit Plans</p>	<p>To report excise taxes on:</p> <ul style="list-style-type: none"> <li>• Prohibited tax shelter transactions (IRC 4965(a)(2))</li> <li>• Minimum funding deficiencies (IRC 4971(a) and (b))</li> <li>• Failures to pay liquidity shortfall (IRC 4971(f))</li> <li>• Failures to comply with a funding improvement or rehabilitation plan (IRC 4971(g)(2))</li> <li>• Failures to meet requirements for plans in endangered or critical status (IRC 4971(g)(3))</li> <li>• Failures to adopt a rehabilitation plan (IRC 4971(g)(4))</li> <li>• Nondeductible contributions to qualified plans (IRC 4972)</li> <li>• Excess contributions to an IRC 403(b)(7)(A) custodial account (IRC 4973(a)(3))</li> <li>• Prohibited transactions (IRC 4975)</li> <li>• Disqualified benefits provided by funded welfare plans (IRC 4976)</li> <li>• Excess fringe benefits (IRC 4977)</li> <li>• Certain employee stock ownership plan dispositions (IRC 4978)</li> <li>• Excess contributions to plans with cash or deferred arrangements ((RC 4979)</li> <li>• Certain prohibited allocations of qualified securities by an ESOP (IRC 4979A)</li> <li>• Reversions of qualified plan assets to employers ((RC 4980)</li> <li>• Failure of an applicable plan reducing future benefit accruals to satisfy notice requirements (IRC 4980F)</li> </ul>	<p>IRS</p>	<ul style="list-style-type: none"> <li>• 15th day of the 5th month following the close of the entity manager's tax year in which the tax-exempt entity becomes a party to the transaction for prohibited tax shelter transactions (IRC 4965)</li> <li>• Later of 7 months after the end of the employer's tax year or 8½ months after the end of the plan year (IRC 4971, 4971(f), 4971(g)(2), 4971(g)(3), 4971(g)(4))</li> <li>• Last day of the 7th month after the end of the tax year of the employer or other person who must file the return (IRC 4972, 4973(a)(3), 4975, 4976, 4978, 4979A)</li> <li>• Last day of the 7th month after the end of the tax year in which excess fringe benefits were paid (IRC 4977)</li> <li>• Last day of the 15th month after the close of the plan year to which CODA excess amounts relate (IRC 4979)</li> <li>• Last day of month following the month in which the reversion or failure to satisfy notice occurs (IRC 4980, 4980F)</li> <li>• Can request 6-month extension if Form 5558 is filed by the regular due date and taxes paid</li> </ul>
<p><a href="#">Form 5310-A</a>, Notice of Plan Merger or Consolidation, Spinoff, or Transfer of Plan Assets or Liabilities; Notice of Qualified Separate Lines of Business</p>	<p>To provide notice of a plan merger or consolidation into a single plan, a spinoff into two or more plans, or a transfer of assets or liabilities to another plan, or it elects to be treated as operating as a qualified separate line of business (QSLOB) or that it modifies or revokes a previously filed notice</p> <p>IRC 6058(b), 414(r)</p> <p><a href="#">Instructions for Form 5310-A</a></p>	<p>IRS</p>	<ul style="list-style-type: none"> <li>• At least 30 days before a plan merger, consolidation, spinoff or transfer of assets or liabilities to another plan</li> <li>• For QSLOB election notice, or modifying or revoking a previously filed notice by the later of: <ul style="list-style-type: none"> <li>• October 15 of the year following the testing year, or</li> <li>• 15th day of the 10th month after the end of the plan year of the employer plan that begins earliest in the testing year</li> </ul> </li> </ul>



Document	Type of Information	To Whom	When
<p><b>Form 8886-T</b>, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction</p>	<p>To disclose information about each prohibited tax shelter transaction to which the entity is a party</p> <p>IRC 6033(a)(2);</p> <p>Temp. Treas. Reg. 1.6033-5T</p> <p><a href="#">Instructions for Form 8886-T</a></p>	<p>IRS</p>	<p>Entity facilitating a transaction: May 15 following the calendar year the transaction was entered into</p> <p>Entity seeking to reduce its own tax liability: on or before the due date of the first tax return on which the entity reported reduced employment, excise or unrelated business income taxes as a result of the tax shelter</p>
<p><b>Form 5308</b>, Request for Change in Plan/Trust Year</p>	<p>To request approval to change the plan/trust year of the retirement plan. Certain changes are granted automatic approval</p> <p>IRC 412(d)(1); Revenue Procedure 87-27</p>	<p>IRS</p>	<p>By the last day of the end of the short period required to make the change</p>
<p><b>Occasional Notices to Participants Based on Plan Events</b></p>			
<p>Interested party notice</p>	<ul style="list-style-type: none"> <li>• To provide information including:</li> <li>• A description of the class or classes of interested parties to whom the notice is addressed;</li> <li>• A description of the class of employees eligible to participate in the plan;</li> <li>• The plan’s name and identification number and the name of the plan administrator;</li> <li>• The applicant’s name and taxpayer identification number;</li> <li>• That an application for a determination of the qualified status of the plan is being made to the IRS, and whether the application relates to an initial qualification, a plan amendment, plan termination, or a partial termination;</li> <li>• Whether the IRS has issued a previous determination letter;</li> <li>• A statement that any person to whom the notice is addressed is entitled to submit or request the DOL to submit to IRS Employee Plans Determinations a comment on the plan’s qualification;</li> <li>• The specific dates by which a comment must be received;</li> <li>• The number of interested parties needed for the DOL to comment; and</li> <li>• A description of a reasonable procedure whereby additional information will be available</li> </ul> <p>IRC 7476(b)(2); Treas. Reg. 1.7476-1 and 601.201(o)</p> <p><a href="#">Revenue Procedure 2020-4</a> (updated annually)</p> <p><a href="#">When a Plan Sponsor Submits an Application</a></p>	<p>Participants, beneficiaries, and alternate payees</p>	<p>Between 10 to 24 days before submitting a determination letter application</p>

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Funding-related benefit limitations in single-employer defined benefit plans notice	<p>To provide information of benefit restrictions for single-employer defined benefit plans based on plan's funding level, which is measured by the plan's AFTAP</p> <p>IRC 436; Treas. Reg. 1.436-1; ERISA Sections 101(j) and 206(g); Notice sample at <a href="#">IRS Notice 2012-46</a></p>	Participants and beneficiaries	<p>Within 30 days after the date:</p> <ul style="list-style-type: none"> <li>• The plan becomes subject to a limitation on unpredictable contingent event benefits</li> <li>• The plan becomes subject to a limitation on prohibited payments</li> <li>• Benefit accruals under the plan are required to have ceased</li> </ul>

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<p>Notice of proposed suspension for multiemployer pension plan in critical and declining status</p>	<p>To provide information of benefit suspension, including:</p> <ul style="list-style-type: none"> <li>• An individualized estimate, on an annual or monthly basis, of the suspension on participant or beneficiary. If it is not possible to provide an individualized estimate, such as in the case of a suspension that affects the payment of any future cost-of-living adjustment, provide a narrative description of the effect of the suspension;</li> <li>• A statement that the plan sponsor has determined that the plan will become insolvent unless the proposed suspension (and, if applicable, the proposed partition) takes effect, and the year in which insolvency is projected to occur without a suspension of benefits (and, if applicable, a proposed partition);</li> <li>• A statement that insolvency of the plan could result in benefits lower than benefits paid under the proposed suspension and a description of the projected benefit payments upon insolvency;</li> <li>• A description of the proposed suspension and its effect, including a description of the different categories or groups affected by the suspension, how those categories or groups are defined, and the formula that is used to calculate the amount of the proposed suspension for individuals in each category or group;</li> <li>• A description of the effect of the proposed suspension on the plan's projected insolvency;</li> <li>• A description of whether the suspension will remain in effect indefinitely or will expire by its own terms; and</li> <li>• A statement describing the right to vote on the suspension application</li> </ul> <p>IRC 432(2)(9)(F)</p> <p><a href="#">Treas. Reg. (T.D. 9765): Suspension of Benefits under the Multiemployer Pension Reform Act of 2014</a></p> <p><a href="#">Treas. Reg. (T.D. 9767) Additional Limitation on Suspension of Benefits Applicable to Certain Pension Plans Under the Multiemployer Pension Reform Act of 2014</a></p>	<p>Participants, beneficiaries, alternate payees, contributing employers, and employee organizations</p>	<p>On the same day with the submission of its application for approval to the Secretary of the Treasury for benefit suspensions, but no earlier than four business days before the submission</p>
<p>401(k) safe harbor discontinuance notice</p>	<p>To notify participants of the consequences of an amendment during a plan year that reduces or suspends safe harbor matching contributions on future elective contributions, nonelective contributions, and, if applicable, employee contributions</p> <p>IRC 401(k)(12) and (13); Treas. Reg. 1.401(k)-3(g); Treas. Reg. T.D. 9641</p>	<p>Eligible employees</p>	<ul style="list-style-type: none"> <li>• 30 days prior to the effective date of the plan amendment</li> </ul>

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Updated notice for mid-year changes to safe harbor plans or safe harbor notices	<p>Provide an updated safe harbor notice that describes the mid-year change and its effective date</p> <p>An updated notice is not required if the change involves content that is not required to be in a safe harbor notice</p> <p><a href="#">Notice 2016-16</a></p> <p>See <a href="#">Mid-year Changes to Safe Harbor 401(k) Plans Notices</a></p>	Eligible employees	<ul style="list-style-type: none"> <li>• 30 days (and not more than 90 days) before the effective date of the change</li> </ul>
Notice of funding waiver application	<p>To provide notice that the employer will apply to the IRS for a waiver of the minimum funding standard</p> <p>IRC 412(c)(6)</p> <p><a href="#">Revenue Procedure 2004-15</a> (includes model notice)</p>	<ul style="list-style-type: none"> <li>• Participants and beneficiaries</li> <li>• Alternate payees</li> <li>• Employee organizations</li> <li>• PBGC</li> </ul>	Within 14 days before the date the application is filed with the IRS
Notice of amendments significantly reducing the rate of future benefit accruals -ERISA Section 204(h) Notice	<p>The notice must:</p> <ul style="list-style-type: none"> <li>• State the specific provisions of the amendment causing a reduction in future accruals and its effective date</li> <li>• This summary will not explain how the individual benefit of each participant or alternate payee will be affected by the amendment</li> <li>• Be written in a manner that would be understood by the average plan participant</li> <li>• Provide sufficient information to allow a participant or beneficiary to understand the magnitude of the reduction</li> </ul> <p>IRC 4980F; Treas. Reg. 54.4980F-1; ERISA Section 204(h)</p> <p><a href="#">When Future Benefit Accruals Will Be Significantly Reduced</a></p>	<ul style="list-style-type: none"> <li>• Plan participants</li> <li>• Beneficiaries</li> <li>• Alternate payees</li> <li>• Employee organizations</li> <li>• Contributing employers</li> </ul>	<ul style="list-style-type: none"> <li>• Generally, at least 45 days before the effective date of the amendment</li> <li>• 15 days for small Retirement Plan plans, multiemployer plans and amendments connected to mergers and acquisitions</li> </ul>
Notice of reduction in adjustable benefits for multiemployer plans in critical status	<p>To provide affected parties with enough information to understand the effect of any reduction on their benefits including an estimate of any affected adjustable benefit that a participant or beneficiary would otherwise have been eligible for as of the general effective date of the reduction, and information as to the rights and remedies as well as how to contact the Department of Labor for further information and assistance where appropriate</p> <p>IRC 432(e)(8)(C); ERISA Section 305(e)(8)(C)</p>	<ul style="list-style-type: none"> <li>• Plan participants and beneficiaries</li> <li>• Contributing employers</li> <li>• Employee organizations</li> </ul>	At least 30 days before the general effective date of the reduction
Notice of transfer of excess pension assets to retiree health benefit or life insurance account	<p>To provide notice of transfer of defined benefit plan excess assets to retiree health benefits or life insurance account</p> <p>IRC 401(h) and 420; ERISA Sections 101(e)(1) and (e)(2)</p> <p><a href="#">Participant Notices – When Excess Pension Assets are to be Transferred</a></p>	<ul style="list-style-type: none"> <li>• Employer gives notice to DOL, IRS, employee organizations and administrator</li> <li>• Plan administrator notifies participants and beneficiaries</li> <li>• Must be available for inspection in the plan administrator’s principal office</li> </ul>	At least 60 days before the transfer

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<p>Notice of endangered or critical status for multiemployer plans</p>	<p>To provide notice that multiemployer plan is or will be in endangered or critical status for a plan year; if in critical status, notice explains possibility that adjustable benefits may be reduced</p> <p>IRC 432(b)(3)(D); Prop. Treas. Reg. 1.432(b)-1(e); ERISA Section 305(b)(3)(D)</p> <p><a href="#">Model Notice of Multiemployer Plan in Critical Status</a></p>	<ul style="list-style-type: none"> <li>• Participants and beneficiaries</li> <li>• Employee organizations</li> <li>• PBGC</li> <li>• DOL</li> </ul>	<p>No later than 30 days after date of actuarial certification of endangered or critical status</p>
<p>Notice of request for extension of amortization period for multiemployer plans</p>	<p>To advise affected parties that an application for an extension of the amortization period is being filed with the IRS</p> <p>IRC 431(d); <a href="#">Revenue Procedure 2010-52</a> (includes model notice); ERISA Section 304(d)</p>	<ul style="list-style-type: none"> <li>• Plan participants and beneficiaries</li> <li>• Alternate payees</li> <li>• PBGC</li> <li>• Contributing employers</li> <li>• Employee organizations</li> </ul>	<p>Up to 14 days prior to the date of the application</p>
<p>Notice of election to remain under prior vesting schedule</p>	<p>To advise participants who had at least three years of service that they may choose to remain under a prior vesting schedule after a plan amendment changing any vesting schedule under the plan</p> <p>IRC 411(a)(10); Treas. Reg. 1.411(a)-8(b)</p>	<p>Plan participants with three or more years of service</p>	<p>Within 60 days after the later of the date:</p> <ul style="list-style-type: none"> <li>• the plan amendment is adopted,</li> <li>• the plan amendment is effective, or</li> <li>• the participant receives written notice of the plan amendment</li> </ul>
<p><b>Occasional Notices to Participants Based on Participant Events</b></p>			
<p>Eligible rollover distribution notice (Section 402(f) notice)</p>	<p>To provide a written explanation to any recipients of eligible rollover distributions from an employer plan the direct rollover rules, the mandatory income tax withholding rules for distributions not directly rolled over, the tax treatment of distributions not rolled over, and when distributions may be subject to different restrictions and tax consequences after being rolled over</p> <p>IRC 402(f); Treas. Reg. 1.402(f)-1</p> <p><a href="#">Notice 2015-54</a>, <a href="#">Notice 2009-68</a> (includes model notice)</p> <p>See <a href="#">Participant Notices - Distributions</a></p>	<p>Participants and beneficiaries who receive an eligible rollover distribution</p>	<ul style="list-style-type: none"> <li>• Between 30 and 180 days before date of distribution (or first payment in a series)</li> </ul>

Document	Type of Information	To Whom	When
Explanation of income tax withholding requirements	To inform payees of their right to not have federal income tax withheld from their distributions  IRC 3405; Treas. Reg. 335.3405-1 and -1T; Treas. Reg. 31.3405(c)-1	Participants and beneficiaries who receive a distribution	<ul style="list-style-type: none"> <li>• Periodic payments: no earlier than six months before first payment and no later than when making first payment; thereafter, once each calendar year</li> <li>• Nonperiodic payments: no earlier than six months before the first distribution and not later than the time that will give the payee reasonable time to not elect to have withholding apply and to reply to the payor with the election information</li> </ul>
Explanation of automatic rollover	To provide notice (either separately or as part of a Section 402(f) notice) to individuals receiving a plan payment that, absent an affirmative election, the payment will automatically be rolled over to an IRA; the notice must identify the trustee or issuer of the IRA  IRC 401(a)(31)(B); <a href="#">Notice 2005-5</a>	Participants and beneficiaries who receive an eligible rollover distribution	Same as rollover notice
Consent to distribution explanation	To obtain participant's consent to a distribution greater than \$5,000, inform participant of optional forms of benefit, the right to defer the distributions and consequences of failing to defer the start of benefits to the extent permitted  IRC 411(a)(11); Treas. Reg. 1.411(a)-11; t 1.401(a)-20; 1.411(a)-11(c)(2); ERISA Section 203(e)	Participants receiving a distribution or loan exceeding \$5,000	30 to 180 days before the distribution date/date of plan loan
Notice of right to diversify investments in employer securities	To provide applicable individuals with the right to divest employer securities in their accounts and reinvest those amounts in certain diversified investments  IRC 401(a)(35); <a href="#">Notice 2006-107</a> (includes model notice); ERISA Sections 101(m) and 204(j)	<ul style="list-style-type: none"> <li>• Participants</li> <li>• Alternate payees</li> </ul>	No later than 30 days before the first date on which the individuals are eligible to exercise their right to diversify

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Domestic relations order and qualified domestic relations order notices	<p>To notify the participant and alternate payee of the receipt of a domestic relations order, and the plan's procedures for determining the qualified status of the domestic relations order, within a reasonable time after receipt of the order, the determination of whether the order is a QDRO will also be notified</p> <p>IRC 401(a)(13)(B); 414(p)(6)((A); ERISA Section 206(d)(3)</p> <p><a href="#">Notice 97-11</a> (model notice)</p> <p>See <a href="#">Retirement Plan Participant Notices - Domestic Relations Orders That Affect Benefits</a></p>	Participants and alternate payees named in a domestic relations order	<ul style="list-style-type: none"> <li>• Upon receipt - Receipt of the domestic relations order and the plan procedures for determining its qualified status</li> <li>• Within a reasonable period of time - Notice on whether the order is a qualified domestic relations order</li> </ul>
Qualified joint and survivor annuity explanation	<p>To inform participants of the right to receive a QJSA or other optional forms of benefits, the option of selecting alternate beneficiaries, and the spousal consent requirements; a written explanation specifies the terms and conditions of the QJSA, the participant's right to make, and the effect of, an election to waive the QJSA, the participant's spouse's rights, and the right of the participant to make, and the effect of a revocation of an election.</p> <p>IRC 401(a)(11) and 417(a)(3); Treas. Regs. 1.417(a)(3)-1 and 1.417(e)-1(b)(3); ERISA Section 205(c)</p> <p>See <a href="#">Retirement Plan Participant Notices - Qualified Joint &amp; Survivor Annuity (QJSA) Notice</a></p> <p><a href="#">Fixing Common Plan Mistakes – Failure to Obtain Spousal Consent</a></p>	Participants	30 to 180 days before the annuity starting date
Qualified preretirement survivor annuity explanation	<p>To provide participants with the terms and conditions of the QPSA, the participant's right to make, and the effect of, an election to waive the QPSA, the participant's spouse's rights and the right to make, and the effect of a revocation of a QPSA election</p> <p>Not required if plan fully subsidizes QPSA and doesn't allow a participant to waive it or to select a non-spouse beneficiary IRC 401(a)(11) and 417(a)(3); Treas. Regs. 1.401(a)-20, 1.417(a)(3)-1 and 1.417(e)-1(b)(3); ERISA Section 205(c)</p> <p>See <a href="#">Retirement Plan Participant Notices - Qualified Preretirement Survivor Annuity (QPSA) Notice</a></p>	Participants not yet in pay status	<ul style="list-style-type: none"> <li>• Generally, within the period beginning with the first day of the plan year in which participant) attains age 32 and ending with the close of the plan year preceding the plan year in which the participant attains age 35</li> <li>• If hired after age 35, one year after individual becomes a participant</li> </ul>
Notice of suspension of benefit upon reemployment of retiree	<p>To inform a participant why benefit payments are being suspended and to provide a description and copy of the plan provisions on the suspension, a statement that the DOL regulations can be found at CFR 2530.203-3, and the plan procedures for requesting a review of the suspension</p> <p>IRC 411(a)(3)(B); 29 CFR 2530.203-3(b)(4)</p> <p>See <a href="#">Retirement Plan Participant Notices - Suspension of Benefits Notice</a></p>	Plan participant who is reemployed after retirement	<ul style="list-style-type: none"> <li>• During the first calendar month or payroll period in which the plan withholds payments</li> </ul>

