

# 2025

## 401(k) Key Dates and Deadlines

Sponsors of defined benefit and defined contribution retirement plans should keep the following deadlines and other important dates in mind as they work toward ensuring compliance for their plans in 2025.

### Important 2025 401(k) Dates

March 15	Deadline for deposit of employer contributions for S-Corps and Partnerships if not extending tax filing (12/31 fiscal year). If extending, deadline is 9/15/25
April 1	Deadline for Required Minimum Distributions (RMDs) for plan participants that delayed their initial 2023 RMD
April 15	Deadline for deposit of employer contributions for C-Corps and Sole Proprietorships if not extending tax filing (12/31 fiscal year). If extending, deadline is 10/15/25
July 31	Deadline to file Form 5500 and Form 8955-SSA without extension
Sept. 30	Summary Annual Reports due to Plan Participants if 5500 filing was not extended. If extending, deadline is 12/15/25
Oct. 15	Deadline to file Form 5500 and Form 8955-SSA if extension was filed
Dec. 1	Deadline to provide Safe Harbor Notices and auto-enroll notices (if applicable).
Dec. 31	Deadline for withdrawal of 2025 RMDs

*The above deadlines are for Plans with a 12/31 Plan Year End (PYE). For plan deadlines for plans that use an alternate PYE, please contact your The TPA Experts' Plan Consultant.*