













Jan. 31

Form 940 Filing Deadline

Jan. 31

Forms W-2 and 1099-MISC Distribution Deadline

Jan. 31

Forms W-2 and W-3 Filing Deadline

Jan. 31

Form 941 Filing Deadline (fourth quarter)

January 20 20

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The start of the year is a great time to set new goals for your culture. See our article on four ways to improve the culture of your organization: https://myhrsupportcenter.com/app/landing/16/content/6637.





Feb. 1

Deadline for Posting OSHA Form 300A

Feb. 28

Forms 1094-B, 1095-B, 1094-C, and 1095-C Filing Deadline (paper filers)

February 20/20

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HR Fact: On February 5, 1993, the Family and Medical Leave Act (FMLA) was signed into law by President Bill Clinton. Learn more about the FMLA on on the HR Support Center: https://myhrsupportcenter.com/app/landing/20/content/7953.



March 20



Important dates

Mar. 1

Medicare Part D Creditable Coverage Disclosure Deadline (for calendar year plans)

Mar. 2

Form 8027 Filing Deadline (paper filers)

Mar. 2

Form M-1 Filing Deadline (for MEWAs and ECEs)

Mar. 2

OSHA Electronic Injury and Illness Data Reporting Deadline

Mar. 2

Forms 1095-B and 1095-C Distribution Deadline

Mar. 31

COBRA General Notice Deadline (for calendar year plans)

Mar. 31

Forms 1094-B, 1095-B, 1094-C and 1095-C Filing Deadline (electronic filers)

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Mar. 6

National Employee Appreciation Day! Consider customizing a recognition plan for your organization. Here are four ways to recognize your team: https://myhrsupportcenter.com/app/landing/16/content/10097.







Apr. 30

Form 941 Filing Deadline (first quarter)

Apr. 30

Removal of OSHA Form 300A

Apr. 30

Summary Plan Description (SPD) Deadline (for 2020 calendar year plans)

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April is a quiet month for compliance, so it's a great time to look at your employee retention strategy.

Here are some tips to get you started: **https://myhrsupportcenter.com/app/landing/16/content/6659**.



May 20 20



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Thinking about hiring summer interns? Don't forget the DOL has strict guidelines for hiring unpaid interns: https://myhrsupportcenter.com/app/landing/19/content/6537.



June 20 20



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HR Fact: The Fair Labor Standards Act (FLSA) was signed into law on June 25, 1938 by President Franklin D. Roosevelt. Among other things, the FLSA established a federal minimum wage of 25 cents.







Important dates

Jul. 30

Summary of Material Modification (SMM) Deadline (for changes to calendar year plans made in 2019)

Jul. 31

Form 941 Filing Deadline (second quarter)

Jul. 31

Form 5500 Filing Deadline (calendar year plans)

Jul. 31

PCORI Fee Deadline

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HR Fact: On July 26, 1990, President George H. W. Bush signed the Americans with Disabilities Act (ADA) into law. Learn more about the law here: **https://**

myhrsupportcenter.com/app/landing/16/content/6323.



/ Important dates

August 20 20

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Have you considered conducting background checks as part of your hiring process? Here are some things to keep in mind: https://www.myhrsupportcenter.com/app/landing/16/content/9702.



/ Important dates

September 20 20

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Does your company host an annual holiday party? You may want to start planning it now. Here are some ways you can celebrate a year of hard work responsibly: https://www.myhrsupportcenter.com/app/landing/16/content/6248.





Oct. 15

Medicare Part D Creditable Coverage Notice

Oct. 31

Form 941 Filing Deadline (third quarter)

October 20

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Are employees happy with their benefits? Consider soliciting feedback by conducting a survey to gauge their satisfaction with your current offerings and to see if there are any that should be added, changed, or removed.



/ Important dates

November 20 20

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Take time this month to consider year-end performance reviews and adjustments to pay.

https://www.myhrsupportcenter.com/app/landing/16/content/6623.





December 20 **20**

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| 27 | 28 | 29 | 30 | 31 | | |



HR Fact: On December 29, 1970, President Richard Nixon signed the Occupational Safety and Health Act, which created OSHA. See our Q&A on what to do if an employee gets hurt on the job: **https://www.myhrsupportcenter.com/app/landing/20/content/7425**.







CONTACT US

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