

2 0 2 4 Compliance Tracker

O C T O B E R

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|----|---------|---------|----|----------|----|----|
| | | 1 | 2 | 3 A B | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 C | 15 D | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | 31 | | |

A | Provide ICHRA Notice for 2025 Plan Year (Calendar-year Plans Only)

Oct. 3, 2024

Employers that offer individual coverage health reimbursement arrangements (ICHRA) that operate on a calendar-year basis must provide notice to eligible employees by Oct. 3, 2024.

B | Provide QSEHRA Notice for 2025 Plan Year (Calendar-year Plans Only)

Oct. 3, 2024

Employers that offer qualified small employer health reimbursement arrangements (QSEHRAs) that operate on a calendar-year basis must provide notice to eligible employees by Oct. 3, 2024.

C | Provide Medicare Part D Notices

Oct. 14, 2024

Employers must notify Medicare-eligible individuals by Oct. 14, 2024, whether the health plan's prescription drug coverage is creditable or noncreditable.

D | File Form 5500 (Extended Deadline for Calendar-year Only Plans)

Oct. 15, 2024

Employers with calendar-year employee benefit plans that applied for the automatic 2.5-month filing extension must file Form 5500 for the 2023 plan year by Oct. 15, 2024.

A | Deadline for Providing ICHRA Notice (Calendar-year Plans Only)

Employers that offer ICHRA's must provide notice to eligible employees regarding the ICHRA's coverage and its interaction with the Affordable Care Act's (ACA) premium tax credit. This notice must be provided at least 90 days before the beginning of each plan year. For ICHRA's that operate on a calendar-year basis, this notice must be provided by Oct. 3, 2024, for the upcoming 2025 plan year. A [model notice](#) is available for employers to use.

B | Deadline for Providing QSEHRA Notice (Calendar-year Plans Only)

Employers that offer QSEHRAs must provide notice to eligible employees regarding the QSEHRA's coverage and its interaction with the ACA's premium tax credit. This notice must be provided at least 90 days before the beginning of each plan year. For QSEHRAs that operate on a calendar-year basis, this notice must be provided by Oct. 3, 2024, for the upcoming 2025 plan year.

C | Deadline for Providing Medicare Part D Notices

Employers must disclose to individuals whether their health plan's prescription drug coverage is creditable or noncreditable by Oct. 14, 2024. This notice must be provided to Medicare-eligible individuals who are covered by the plan's prescription drug coverage. [Model notices](#) are available for employers to use.

D | Extended Filing Deadline for Form 5500 (Calendar-year Plans Only)

The extended deadline for filing [Form 5500](#) for ERISA-covered employee benefit plans that operate on a calendar-year basis is Oct. 15, 2024. Form 5500 must be filed by the last day of the seventh month following the end of the plan year. An automatic extension of 2.5 months may be requested by filing IRS [Form 5558](#) by the due date. Small welfare benefit plans (fewer than 100 participants) that are fully insured, unfunded, or a combination of insured and unfunded are generally exempt from the Form 5500 filing requirement.

