

SECURE ACT 2.0

IMPLEMENTATION TIMELINE



NOW

- Employer Roth matching contributions
- New exclusions for early distribution penalties:
 - Federally declared disasters
 - Terminally ill
 - Birth and adoption

2023

- Expanded start-up credits
- Elimination of certain notices and disclosures to unenrolled participants
- 403(b)'s allowed to participate in PEPs and MEPs
- Roth contributions allowed for SIMPLE and SEP IRAs

2024

- No Required Minimum Distribution (RMD) for Roth 401(k) and 403(b)
- Catch-up contributions for employees earning over \$145k must be Roth
- Auto-portability of participant accounts between employer plans
- Matching contributions for student loan repayments
- Federal "Lost and Found" database for retirement accounts
- Force out limit increased from \$5,000 to \$7,000
- Emergency Savings Accounts
- Starter(k) Plans
- New exclusions for early distribution penalties:
 - Emergency distribution
 - Domestic abuse

2025

- Requirement of auto-features for new plans
- Auto-enroll at least 3%
- Auto-escalate at least 1% per year (capped at 15%)
- Up to 90 days for employees to un-enroll
- Increased catch-up contribution for savers that have attained the age of 60 - 63
- Long-term, part-time employees with 500+ hours for two consecutive years must be made eligible to defer

2026

2027

- Enhanced Savers Credit
- One paper statement is required annually
- New exclusion for early distribution penalties:
 - Quality Long-term Care Insurance premiums

Learn More at: <https://www.finance.senate.gov/download/retirement-section-by-section->