



The SECURE 2.0 Act of 2022

Setting Every Community Up for Retirement Enhancement to increase the number of plans offered and participation within them

There are 92 provisions that impact multiple audiences and markets across the retirement planning industry

Top Operations, Compliance and Implementation Provisions*

Immediate 2023

- RMD required beginning date change from 72 to 73
- Modified start-up tax credit and new match tax credit
- Eliminate the first day of the month requirement for governmental 457(b)
- Hardship self-certification
- 403(b) MEPs/PEPs
- Qualified federally declared disasters
- IRS charitable distribution
- Optional treatment of employer matching/non-elective contributions as Roth contributions
- Small, immediate financial incentives for plan contributions

2024

- Roth catch-up contribution rules for over \$145k salary
- Emergency savings withdrawal options
- Student loan matching contributions
- Domestic abuse distribution
- RMD Roth distribution rules
- RMD surviving spouse election to be treated as employee
- Hardship withdrawal rules for 403(b) plans

2025+

- Expanding auto enrollment in 401(k) and 403(b) retirement plans (2025)
- Higher catch-up limit to apply at age 60, 61, 62 and 63 (2025)
- Improving coverage for part-time workers (2025)
- Saver's match (2027)

Market Opportunities

- Emergency savings
- Student loan match
- 401(k) for startup plans
- Long-term, part-time workers
- Military spouse eligibility credit
- Small employer start-up credit

* Not all provisions are listed

Financial Professionals | Consultants | Plan Sponsors | Third-Party Administrators | Payroll Providers | Participants

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