



SECURE 2.0 retirement changes

Are you ready? You need to act on upcoming changes.

The SECURE 2.0 Act will make sweeping changes to 401(k) plans—affecting both recordkeepers and employers. These changes can be complicated, and, as a plan sponsor, you'll need to take certain steps to comply with the law.

WHAT DO I NEED TO KNOW?

You need to be aware of upcoming changes. Most significantly, the law will:

- **Introduce over 90 plan provisions that could impact your plan.** Changes include:
 - Expanded coverage, increased employee savings, and additional options for participants to access their savings.
 - Some provisions went into effect in 2022, others will continue to go into effect through 2033. Some of the changes are voluntary, while others are mandatory.
 - Plan amendments may be required to ensure your plan is compliant for upcoming plan years.
- **Expand plan coverage to make saving easier.** Changes include:
 - Allowing eligible long-term, part-time (LTPT) employees to make contributions. This provision was included in the SECURE Act of 2019, and SECURE 2.0 will require changes again in 2025. You should begin identifying employees who will meet the updated requirements now.

HOW CAN SENTRY HELP?

Our mission is to give our clients the tools they need to build a strong foundation for retirement.

We'd be happy to meet with you to walk through how these changes may affect your 401(k) plan and answer any questions you may have.

**Please contact our service team at
1-800-473-6879 with any questions.**

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