

Table 2: Select List of Current (2024) SECURE 2.0 Act Provisions

Issue	Explanation
Age-based Catch-up Contributions Must be Roth-based for High-income Earners.	The SECURE 2.0 Act mandates both an increase in catch-up contribution limits to be implemented in 2025 and requires for 2024 catch-up contributions at age 50 or above to be classified as Roth for certain high-income earners (wages of \$145,000 or more, indexed for inflation). Accordingly, employers must provide a Roth catch-up option for such high-income individuals. The implementation of this requirement has been extended.
Matching Student Loan Payments	Beginning in 2024, employers will now be able to make matching contributions to retirement accounts based on employee student loan payments.
Emergency Savings Accounts	Employers may now add short-term savings accounts and maintain them as a component of an individual account plan as a form of Roth account (post-tax). Such plans auto-enroll non-highly compensated employees to a maximum value of \$2,500.
Penalty-free Withdrawals	Employers will now be permitted to allow penalty-free emergency withdrawals from tax-advantaged retirement accounts.