



# The SECURE 2.0 Act and Fidelity Advantage 401(k)<sup>SM</sup>

Prepare for provisions impacting your 401(k)

To help you prepare for upcoming changes to your 401(k) plan, we've outlined your action items and key deadlines below. These actions are important to prevent manual work and costly corrections. We will send you reminders of any action required via email, and keep this checklist updated as we work to implement plan provisions.

**Note:** Updates have been made to these items based on new guidance from the IRS. We will send additional emails as your deadlines approach.

## Throughout 2024 Automatic enrollment for Fidelity Advantage 401(k)

Timing:	What to do:	Details:
Throughout 2024	If you haven't already, be sure to <b>add all eligible employees in PSW<sup>®</sup></b> .	You can reduce the impact and disruption in 2025 by encouraging all employees to enroll now or to enroll with a 0% deferral if they do not want to participate in the plan.  <b>Ensuring your employees are aware of the changes is crucial to a smooth experience.</b>

## December 1, 2024 Deadline for existing employees to opt out

[LINK: Auto-Enroll flyer for employees](#)

Timing:	What to do:	Details:
We will send impacted employees a reminder in <b>October, November, and December 2024.</b>	There's no action required by you. <b>Direct employees to NetBenefits<sup>®</sup></b> with any questions.	<b>We will provide three reminders, in addition to two legally required notices,</b> to employees informing them that they'll be automatically enrolled in January 2025, and advising them of the actions needed if they do not wish to participate in the plan.

# January 2025

## Effective date for Automatic Enrollment provision

Timing:	What to do:	Details:
Every Wednesday, or before each payroll	<b>Review all new Election Changes Reports</b> and make updates in payroll.	<b>You will see any automatic enrollments in the same place as other contribution changes.</b> To avoid any errors in PSW, please check all reports and make updates on the appropriate effective date.

## Roth Catch-Up Provision: Effective January 2026

# August 2025

## Begin preparing for Roth Catch-Up provision

Beginning in 2026, catch-up contributions for employees earning over \$145,000\* must be Roth.

**Action items will be updated by mid-2025**

*\*This earnings threshold is subject to change.*

[LINK: Roth Catch-Up FAQ](#)

# January 2026

## Effective Date for Roth Catch-up Provision

### Preview impacts for your employees in 2026:

Do you have employees who will be over 50 years of age or turning 50 in 2026?

**if NO:**  
Your employees will not be impacted in 2026

**if YES:**  
Will any employees who meet this age requirement earn over \$145,000\* in 2025?

**if NO:**  
Your employees will not be impacted in 2026

**if YES:**  
These employees will be impacted, **watch for additional information from us in 2025**

**NOTE:** You will be asked to provide a list of impacted employees to Fidelity. We will provide you with additional instructions as we approach the effective date of January 1, 2026.

*\* Original legislation had this value indexed annually in the case of a year beginning after December 31, 2024. The \$145,000 threshold may change as additional guidance is released.*

# Overview of all provisions impacting Fidelity Advantage 401(k)

[CLICK TO VIEW](#)



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