

Legislative and Regulatory Spotlight

Resources and insights for employers

Q1 2025

Featured

SECURE 2.0 Guide – 2025 update [Learn more>](#)

Roth catch-up considerations for employers [Learn more>](#)

IRS releases proposed regulations on catch-up contribution rules [Learn more>](#)

Articles and updates

Department of Labor updates

Temporary enforcement policy on small retirement payments owed to missing participants and updates to the Voluntary Fiduciary Correction Program. [Learn more>](#)

Navigating the future of student loan debt policy changes

Evolving student debt policies impact loan repayment, borrowers, and employers. [Learn more>](#)

2025 workplace trends for benefits and investment leaders

The Fidelity 2025 Workplace Outlook reports are here to support workplace talent, benefits, and investment leaders with data-driven analysis and plan guidance. [Learn more>](#)



Fidelity's Regulatory Roundup

Introducing our new video series on legislative and regulatory updates to keep you informed and ahead. [Watch>](#)

Fidelity webinars

Replay: SECURE 2.0 webinar on Roth catch-up and the year ahead

An in-depth discussion of key provisions, including Roth catch-up and what plan sponsors should expect in 2025. [Watch>](#)

Replay: Policy30: First 100 days in Washington

An in-depth discussion on the policy and market implications of the Trump administration and the Republican-led Congress. [Watch>](#)

Insights from Fidelity



“This is an especially stressful time for borrowers. Millions of people are struggling to restart payments, which could cause credit scores to decline by more than 120 points. Add on the uncertainty surrounding income-based repayment plans, and it's no wonder we see an increasing number of employees dipping into their retirement savings to cover their day-to-day expenses. Employers have an incredible opportunity to help support their employees through this time of uncertainty by offering benefits that can help employees. At Fidelity, we remain committed to building and advocating for student loan benefits to support both employees and employers.”

— **Jesse Moore**

Senior Vice President, Head of Student Debt



Resources

Survey insights from Fidelity clients on SECURE 2.0

Highlights of plan sponsors' views and intentions around optional provisions within SECURE 2.0. [Learn more>](#)

Stock-based compensation plan regulatory update

Final and proposed regulations that may impact stock-based plans from March 2025. [Learn more>](#)

[SECURE 2.0 ACT RESOURCE CENTER](#)

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