

SECURE Act

Applicability and effective dates of key provisions

PROVISION	APPLICABILITY	EFFECTIVE DATE
Tax credits to encourage small employers to set up plans	Qualified plans (e.g., 401(k) plans), SIMPLE IRA and Simplified Employee Pension (SEP) plans	Tax years beginning after 2019
Credit for small employers that add automatic enrollment	401(k) and SIMPLE IRA plans	Tax years beginning after 2019
Participation by long-term part-time employees	401(k) plans	Plan years beginning after 2020
Lifetime income disclosure on participant statements	DC plans	12 months after the DOL provides guidance
Fiduciary safe harbor for selecting insurer to provide lifetime income	DC plans	Date of enactment-December 20, 2019
Portability of lifetime income options	DC, 403(b) and 457(b) plans	Plan years beginning after 2019
Increase in the automatic escalation cap in the automatic enrollment safe harbor	401(k) plans	Plan years beginning after 2019
Simplification of the rules for nonelective safe harbor 401(k) plans	401(k) plans	Plan years beginning after 2019
Penalty-free withdrawals for birth or adoption expenses	Qualified DC plans, 403(b) plans and IRAs	Distributions made after 2019
Increase in the age when distributions must begin	Qualified plans, traditional IRAs, 403(b) and 457(b) plans	Individuals who reach age 70 ½ after 2019
Changes to the required minimum distribution rules for nonspouse beneficiaries	Qualified DC plans, traditional and Roth IRAs, 403(b) and 457(b) plans	Effective with respect to participants and account holders who die after 2019
Permit traditional IRA contributions after 70 ½	Traditional IRAs	Contributions for tax years beginning after 2019
Expand tax-free distributions from 529 plans	529 college savings plans	Distributions made after 2018

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