



Retirement: What's Changing in 2025?

With 2025 just an eyeblink away, it's time to make your clients aware of any changes that may affect their retirement plan.

New SECURE Act 2.0 provisions

Two new SECURE Act provisions will go into effect in 2025. First, **auto-enrollment will now be mandatory**. Eligible employers may qualify for an auto-enrollment tax credit of \$500 per year for the first three years that automatic enrollment is in place.

Second, **long term, part-time workers** will be able to participate in their company's retirement plan after working at least 500 hours for two consecutive years. This is a decrease from the original SECURE Act provision, which required three years of service.

More state retirement mandates

In 2025, three more states are planning to implement retirement savings programs (MN, MS, and NV). While Missouri's program is voluntary, Minnesota and Nevada will require businesses of a certain size to offer a retirement plan by law. To date, more than half of US states have proposed or implemented state retirement programs. To see the status of your state, [click here](#).

PEPs will continue to be popular

First introduced with the Secure Act of 2019, Pooled Employer Plans (PEPs) are expected to enjoy continued growth in 2025. Their benefits to your clients? Simplified administration and enrollment, reduced liability, and the potential for savings. The popularity of PEPs may also bring new opportunities for advisors to expand their client base.

Resource Corner

Compliance Deadlines:

December 1:

- Annual Safe Harbor Notice Deadline
- Annual Auto-Enrollment Notice Deadline
- QDIA Notice Deadline
- Prospective Amendment to Add Safe Harbor 401(k) Feature
- Prospective Amendment to Add An Automatic Enrollment Feature (ACA/QACA/EACA)

December 16:

- Summary Annual Report - deadline to distribute

For more details, download the [2024 Retirement Compliance Calendar for Financial Advisors](#)

Knowledge Center:

Live Webinar: **Unveiling the Active Decisions in Index Investing: A Smarter Approach for Retirement Portfolios.** [Register Now](#)



Last Chance! Save Your Clients Up to \$2,000 in 401(k) Fees

Refer your clients to us and we'll take up to \$2,000 off their plan set-up fees. This offer applies to both new and conversion plans. Clients do not need to have payroll with Paychex to qualify for this offer.

Hurry, offer ends soon!

[Get the details](#)

New! Custom 3(38) — Customized Fiduciary Protection from Mesirow

Do you have clients who are looking for 3(38) fiduciary protection, but don't want a pre-selected lineup? Mesirow's Custom 3(38) program may be a great option.

Contact your regional wholesaler for more details.