



SECURE Act 2.0

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RMD Age Delayed (*Again*)

SECURE Act 2.0 Phased-In Timeline For RMD Beginning Ages

Birth Year	Age at Which RMDs Begin
1950 or earlier	72 (70½ for those who turned 70½ prior to 2020)
1951 - 1959	73
1960 or later	75

Catch-Up Contributions Increased

- IRA catch-up contribution has been at \$1,000 for a long time
 - Indexed for inflation starting 2024
- 401(k) catch-up contribution for participants turning 60-63 that year is the greater of:
 - \$10,000, or
 - 150% of the current catch-up contribution
 - Example:
 - 2023: \$10,000 or 150% of \$7,500 catch-up **(\$11,250)**



Roth, Roth, Roth!

- Now
 - Roth SIMPLE IRAs and Roth SEP IRAs are now an option
 - Employers can make matching contributions to Roth portion of employee retirement accounts (will be taxable income to employee)
- Starting in 2024
 - No RMDs for Roth Employer Retirement Accounts
 - Catch-up contributions if you earn > \$145,000 will be required to be made to Roth portion of employer retirement account
 - 529-to-Roth IRA transfers



Automatic Enrollment

- Beginning in 2025, new 401(k) plans will require auto-enrollment
 - Initial rate at least 3% (up to 10%)
 - Automatic increase 1% per year to 10%

Missed RMD Penalty

- Was 50%
- Now 25% (further reduced to 10% if corrected within correction window)



Spouses Inheriting IRAs

- Can elect to be treated as the decedent for RMD purposes (if spouse was younger, can delay RMD start date to when spouse would have turned 73/75)



Questions?



Thank you!

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