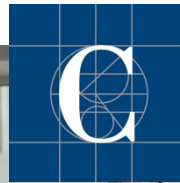


WASHINGTON PULSE: PRACTICAL AND TACTICAL ACTIONS FOR PLAN SPONSORS

May 19, 2026

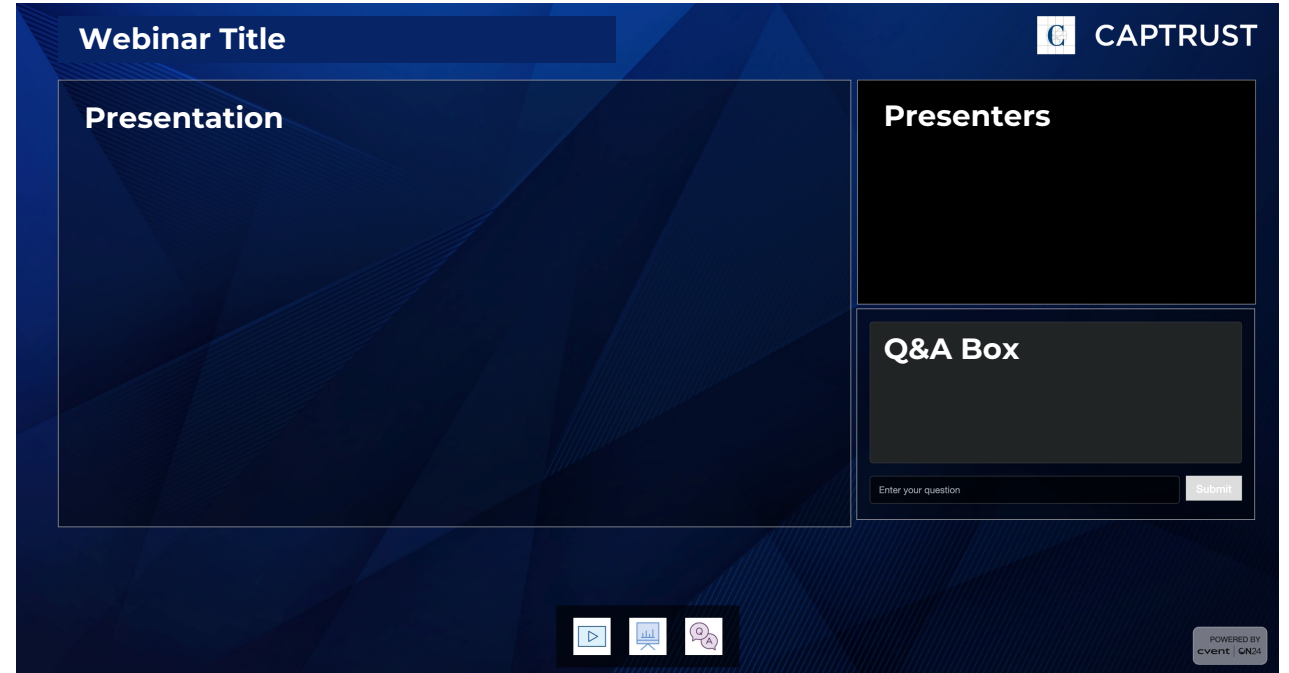


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- Questions may be submitted during the event by selecting the Q&A icon and typing them into the Q&A box.
- To turn on closed captioning, click on the small circle with two c's in the bottom right of the media player.
- Today's session is being recorded. The recording will be available for rewatching within 24–48 hours following the event.



Agenda

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Department of Labor (DOL) and IRS Enforcement Update

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Administration's Retirement-Related Initiatives

03

Legislation Related to Retirement Plans and Tax Reform

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Conclusion

Learning Objectives

- Quantify the enforcement efforts of the DOL
- Understand the IRS and DOL's top enforcement priorities for retirement plans and IRAs
- Comprehend the retirement-related initiatives coming from Washington
- Identify current hot topics in the industry and know key points



DOL AND IRS ENFORCEMENT UPDATE

DOL 2024 Enforcement Results¹

\$1.4B

Monetary
Results

625

Full-timers Assigned to
Enforcement

729

Civil Investigations
Closed

177

Criminal Investigations
Closed

- 71% of the plans were required to restore losses to the plan or take another type of corrective action to correct plan deficiencies
- 49 individuals (e.g., plan officials, corporate officers, and service providers) were indicted for crimes against their plans

¹ EBSA FY 2024 Fact Sheet.
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DOL Top Compliance Concerns

1. Fiduciaries who didn't know and/or don't fulfill their duties
2. Late deposit of deferrals
3. Excessive fees
4. Plan sponsor bankruptcies
5. Abandoned plans
6. Missing participants
7. Hard-to-value assets
8. Cybersecurity

IRS Top 10 Compliance Concerns

1. Failure to amend the plan for tax law changes
2. Failure to follow the plan's definitions of compensation
3. Failure to include eligible (or exclude ineligible) employees in the plan
4. Plan loans that don't comply with IRC 72(p)
5. Impermissible in-service withdrawals
6. Failure to satisfy required minimum distributions (RMD) rules
7. Employer eligibility failures
8. Failed actual deferral percentage/actual contribution percentage (ADP/ACP) nondiscrimination tests and did not correct this on time
9. Failure to properly provide the minimum top-heavy benefit or contribution to non-key employees
10. Failure to satisfy IRC Sec. 415 limits



QUIZ TIME!

Quiz Slide

What is the best way for plan sponsors to avoid compliance issues?

A.

Conduct annual compliance reviews

C.

Rely on the auditor to address them

B.

Wait to be notified by the IRS/DOL

D.

Plan sponsors are not required to monitor the plan for compliance deficiencies

Quiz Slide

What is the best way for plan sponsors to avoid compliance issues?

A.

Conduct annual compliance reviews

C.

Rely on the auditor to address them

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Wait to be notified by the IRS/DOL

D.

Plan sponsors are not required to monitor the plan for compliance deficiencies



ADMINISTRATION'S RETIREMENT- RELATED INITIATIVES

Broad Shift Toward Deregulation

January 20, 2025	January 31, 2025	February 19, 2025	Impact
60-day regulatory freeze	10-to-1 deregulation order	Review of agency rules for overreach	Potential rollback of several retirement-related regulations

Sources: Presidential Memorandum, January 20, 2025; Executive Order, January 31, 2025; and Executive Order, February 19, 2025
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Deregulation Order

- Eliminating or revising rules that are deemed unnecessary, redundant, or overly burdensome.
- For every new regulation proposed, at least 10 outdated or inefficient rules must be removed or reformed.
- Requires agency leaders to:
 - Conduct comprehensive reviews of all rules under their jurisdiction.
 - Scrutinize each regulation for its legal basis and consistency with the current administration's policy.
 - Assess whether their current regulations exceed the statutory authority granted by Congress.
 - Determine if any rules conflict with constitutional principles.

Executive Order

“Ensuring Lawful Governance and Implementing the President’s ‘Department of Government Efficiency’ Deregulatory Initiative.”

Requires agency leaders to:

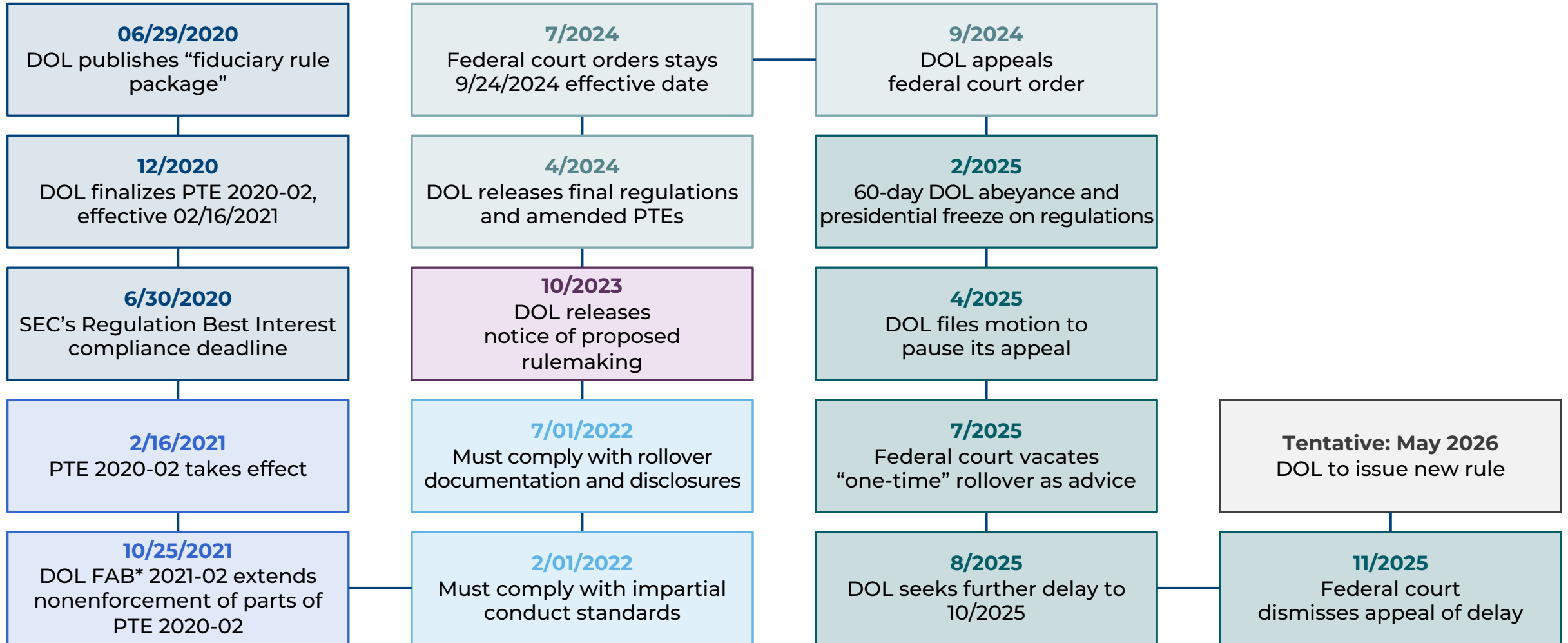
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- Scrutinize each regulation for its legal basis and consistency with the current administration’s policy.
- Assess whether their current regulations exceed the statutory authority granted by Congress.
- Determine if any rules conflict with constitutional principles.

Source: Executive Order February 19, 2025
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Affected Regulations for Retirement Plans

Fiduciary Investment Advice	Likely rescinded or modified in 2026
Environmental, Social, and Governance (ESG) Rule	Anticipate new regulations in 2026
Cryptocurrency and Other Alternative Assets	New regulations early in 2026
Employee Stock Ownership Plans (ESOPs)	Anticipate new regulations in 2026

Timeline of Fiduciary Rules: 2020–2026



* Federal Assistance Bulletin (FAB)
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Practical and Tactical Actions: DOL Final Fiduciary Advice Rules

- What does it all mean?
 - The final rules are stayed until further notice.
 - For now, the investment advice fiduciary “Five-Part Test” continues in force, as well as existing prohibited transaction exemptions (PTEs)—without the latest amendments.
- PTE 2020-02
 - Care and loyalty obligations in providing “best interest” advice
 - “Impartial Conduct Standards”
 - Other protective conditions
- Information Bulletin 96-1 Participant Investment Education
 - Still valid
 - Education without advice

Timeline for ESG Rules

- May 28, 2025: The government ceased to defend the current ESG regulations in Fifth Circuit litigation
- DOL will reissue fiduciary guidance, probably in early 2026, like the prior Trump administration's 2020 regulations
- “Tie-breaker” rule likely to be thrown out
- Focus will likely be exclusively on “pecuniary issues”

Sources: “Letter to Court Indicates Trump Administration Intent to Upend 2022 DOL Final Rule,” Wagner Law Group, May 29, 2025; and DOL Spring 2025 Regulatory Agenda
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Practical and Tactical Actions: DOL ESG Rules

- As with other investment options, plan sponsors are held to a high standard when evaluating and documenting their ESG fund selections.
- No consistent definition of ESG exists; therefore:
 - The committee needs to create a clear definition of what constitutes an ESG fund.
 - Next, what metrics are used to assess whether a fund meets the committee's ESG definition?
 - How is performance and ongoing adherence to the definition monitored?
 - Is the monitoring data from a non conflicted source?
- Update the investment policy statement (IPS)

Alternative Assets in DC Plans

- May 2025 Compliance Assistance Release No. 2025-01: EBSA Now Takes Neutral Stance on Cryptocurrency
 - No longer cautioning plan fiduciaries to exercise “extreme care” before adding cryptocurrency options to 401(k) plan menus
- August 2025 executive order: Democratizing Access to Alternative Assets for 401(k) Investors
 - DOL to clear the way to include alternative investments in defined contribution (DC) plans
 - Removes any regulatory stigma attached to the inclusion of “alternative assets” in an asset allocation fund (e.g., a target date or balanced fund)
 - Relieves any litigation risk with respect to appropriately structured investments in alternative assets.
 - DOL rescinds informal guidance that cautioned small-plan fiduciaries against offering private equity to plan participants
- January 13, 2026: DOL submits proposed rule for review: Fiduciary Duties In Selecting Investment Alternatives

Sources: DOL Compliance Assistance Release No. 2025-01, May 2025; and Executive Order: Democratizing Access to Alternative Assets for 403(k) Investors, August 2025
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QUIZ TIME!

Quiz Slide

Which of the following statements is TRUE?

A.

The DOL forbids cryptocurrency as a plan investment.

C.

The DOL forbids alternative assets as plan investments.

B.

The DOL forbids ESG funds as a plan investment.

D.

Plan sponsors must prudently select investment alternatives for their plans that are in the best interest of participants.

Quiz Slide

Which of the following statements is TRUE?

A.

The DOL forbids cryptocurrency as a plan investment.

C.

The DOL forbids alternative assets as plan investments.

B.

The DOL forbids ESG funds as a plan investment.

D.

Plan sponsors must prudently select investment alternatives for their plans that are in the best interest of participants.

SECURE 2.0 Provisions Effective 2025

- **Mandatory Auto Enrollment:** Requires 401(k) and 403(b) plans to automatically enroll participants upon becoming eligible
- **Higher Catch-Up Limits:** For retirement plans to apply to plan participants who are age 60–63
- **LTPTE Eligibility:** Reduces the 3-year eligibility rule to 2 years for long-term, part-time employees
- **Benchmarking:** DOL to update its regulations for performance benchmarks for asset allocation funds—still waiting
- **Long-Term Care Insurance Payments:** Permits retirement plans to distribute up to \$2,500 per year to pay premiums for certain specified long-term care insurance contracts, without 10% early distribution penalty tax

SECURE 2.0 Provisions Effective 2026

- **Roth mandatory catch-up contributions for high-income participants:** Catch-up contributions for employees earning above the \$150,000 Federal Insurance Contributions Act (FICA) wage threshold must be made on an after-tax Roth basis.
 - \$150,000 in FICA wages, Box 3 on Form W-2, prior year
 - Consider only FICA wages from the sponsoring employer unless the employer chooses to aggregate across affiliates
 - If a plan does not offer a Roth option, participants above the threshold cannot make catch-up contributions.
- **Required paper benefit statements:** Unless a participant elects otherwise, requires DC plans to provide paper benefit statements at least once annually and defined benefit (DB) plans to do so every three years

Plan Amendments Due December 31, 2026

Notice 2024-02

Qualified Plans

- Nongovernmental qualified plans must be amended by December 31, 2026.
- Applicable collectively bargained plans have until December 31, 2028.
- Governmental plans (section 414(d)) have until December 31, 2029.

Section 403(b) Plans

- Non-public-school 403(b) plans must be amended by December 31, 2026.
- Applicable collectively bargained plans of tax-exempt organizations have until December 31, 2028.
- Public school 403(b) plans have until December 31, 2029.

Eligible Governmental Plans

- The deadline for eligible governmental plans is the later of December 31, 2029, or the first day of the first plan year beginning more than 180 days after the date of notification regarding inconsistent administration with section 457(b) of the Code.

Source: IRS Notice 2024-02
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IRA Amendments

Notice 2026-9

IRAs:

- The deadline for amending the trust governing an IRA or the contract issued by an insurance company for an IRA is December 31, 2027, or a later date prescribed by the IRS.
- The deadline for amending deemed IRA provisions is the same as the deadline for the plan under which the deemed IRA is established.



QUIZ TIME!

Quiz Slide

Sponsors must amend their qualified plan documents for various law changes by:

A.

December 31, 2025

C.

End of the 2025 plan year

B.

December 31, 2026

D.

Plan amendments are not required

Quiz Slide

Sponsors must amend their qualified plan documents for various law changes by:

A.

December 31, 2025

C.

End of the 2025 plan year

B.

December 31, 2026

D.

Plan amendments are not required



LEGISLATION RELATED TO RETIREMENT PLANS AND TAX REFORM

Public Law 119-21 “One Big Beautiful Bill Act”

- Signed July 4, 2025
- Contains necessary budget reconciliation provisions
- Extends and expands some provisions of the 2017 Tax Cuts and Jobs Act
- Among other things, the new law:
 - Preserves the current favorable tax treatment of employer-provided health insurance and retirement plans
 - Expands Health Savings Accounts (HSAs) with several enhancements
 - Creates “Trump Accounts” for children
 - Expands Qualified Small Business Stock exclusion of gains
 - Enhances Achieving a Better Life Experience (ABLE) accounts
 - Expands the definition of qualified higher education expenses for 529 plans

Source: Public Law 119-21, “One Big Beautiful Bill Act,” July 4, 2025
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Trump Accounts

For children through age 17

Contributor Type	Annual Limit/Treatment
Private/family contributions (e.g., parents, guardians, others)	Up to \$5,000 per year (aggregate max)
Employer contributions (to employees' or dependents' Trump Accounts)	Up to \$2,500 per year, and included in the \$5,000 aggregate limit
\$1,000 government "seed" contribution	One time; does not count toward the \$5,000 limit
Contributions by qualifying governments/charities ("general funding contributions")	Permitted, and not subject to the \$5,000 limit
Qualified rollover contributions	Transfers to a rollover Trump Account of the entire amount of the child's prior Trump Account

**Use IRS Form 4547,
Trump Account
Election(s)**

Sources: IRS Notice 2025-68 and REG-106540-25
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Retirement Fairness for Charities and Educational Institutions Act of 2025

H.R. 1013 and S. 424

- Would change securities laws to allow 403(b) plans to invest in collective investment trusts (CITs) and certain insurance company separate accounts
- Identical bills
- H.R. 1013 was introduced in the House by Rep. Frank Lucas (R-OK) on February 5, 2025. As of November 28, 2025, the House Financial Services Committee had introduced amendments, and the bill was placed on the House calendar
- S. 424 was introduced in the Senate by Sen. Katie Britt (R-AL) on February 6, 2025, with bipartisan co-sponsors

Sources: www.congress.gov, HR 1013 and S 424
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Retirement Savings for Americans Act

H.R. 2696 and S. 1526 Reintroduced in 2025

Would create the American Worker Retirement Plan (AWRP)

- Aims to assist gig workers, part-time employees, and others lacking access to traditional retirement plans
- Portable, tax-advantaged accounts
- Automatic enrollment
- Government matching contributions
- Investment options similar to Thrift Savings Plan

Sources: www.congress.gov, HR 2696 and S 1526
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Helping Young Americans Save for Retirement Act

S. 1707 and H.R. 4718

- Would require 401(k) plan sponsors to allow employees as young as 18 to make contributions
- Not applicable to part-time employees
- Nondiscrimination and top-heavy rules would not apply
- Not counted toward the audit requirement for Form 5500 initially

Sources: www.congress.gov, S 1717 and HR 4718
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Other Bills

- **Retirement Simplification and Clarity Act (H.R. 6324)**
 - Would allow in-service rollovers to individual retirement annuities at age 50
- **Small Nonprofit Retirement Security Act (S. 2365/H.R. 4548)**
 - Makes plan startup credits available to tax-exempt businesses
- **Independent Retirement Fairness Act (S. 2217)**
 - Allows independent workers to join pooled plans and broadens simplified employee pension (SEP) access.
- **Women's Retirement Protection Act (S. 988/H.R. 2023)**
 - Strengthens spousal protections under defined contribution plans.
- **Protecting Americans' Retirement Savings Act (S. 928/H.R. 2067)**
 - Would restrict retirement plan investments in foreign adversary and sanctioned entities

Source: www.congress.gov
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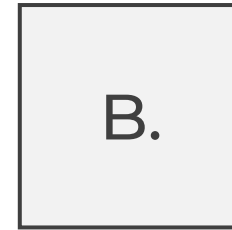
QUIZ TIME!

Quiz Slide

True or false: Some provisions of SECURE 2.0 took effect immediately.



True



False

Quiz Slide

True or false: Some provisions of SECURE 2.0 took effect immediately.

A.

True

B.

False



INDUSTRY HOT TOPICS

ERISA Litigation Reform

- Daniel Aronowitz is the new head of the Employee Benefits Security Administration (EBSA)
 - President of a fiduciary liability insurance firm
 - Regular critic of plaintiffs' attorneys suing plan administrators

ERISA Litigation Reform

- Supreme Court decision in *Casey Cunningham, et al., Petitioners v. Cornell University, et al.*
 - Makes it easier for plaintiffs to survive early dismissal of lawsuits under ERISA.
 - As a practical result, sponsors face greater litigation risk and should strengthen fee benchmarking, investment reviews, and committee documentation to defend against prudence claims.

Source: *Casey Cunningham, et al., Petitioners v. Cornell University, et al.*
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How Lower Courts Screen Claims—Before and After Cornell

Step	Before <i>Cunningham</i> (Some Circuits)	After <i>Cunningham</i> (Supreme Court Rule)
1. Complaint filed	Plaintiffs had to allege detailed facts, such as why fees were too high or services were not needed.	Plaintiffs need only to allege that a prohibited transaction occurred; they do not need to address legality or exemptions at this stage
2. Motion to Dismiss ¹	Cases could be dismissed if plaintiffs did not refute possible defenses (e.g., “fees were reasonable”).	Cases should proceed unless clearly invalid on their face; affirmative defenses like “reasonable fees” come later.
3. Discovery	Some cases never reached discovery because they were tossed out before evidence was exchanged.	Plaintiffs now may gather evidence about fees, services, and fiduciary decisions during discovery.
4. Summary Judgement ²	Defendants could win by showing no dispute about the facts.	The same rule applies, but only after both sides have had a fair chance to collect evidence.
5. Trial	Rare; many ERISA claims did not survive dismissal.	More cases are expected to survive to trial or settlement, as fewer are dismissed early.

Example: *Williams-Linzey et al. v. Empower Advisory Group* (3:25-cv-14660; New Jersey)

Source: Retirement Learning Center analysis

¹ One party argues that there is no real dispute about the key facts of the case and that they are entitled to win as a matter of law.

² A pretrial ruling granted when the evidence shows no genuine dispute of material fact, allowing the judge to decide the case legally without a full trial.

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Forfeiture Litigation

- Growing trend of litigation scrutinizing forfeiture usage in 401(k) plans
- Case law is mixed, but tending to favor plan sponsors
 - ***Hutchins v. HP Inc., No. 5:23-cv-05875-BLF (N.D. Cal. Feb. 5, 2025)***—Plan fiduciaries did not violate their ERISA duties by using forfeited plan assets to reduce employer contributions
 - ***Becerra v. Bank of America Corporation, et al.***—Court sided with the plaintiff, finding that a claim that the use of committee discretion to allocate forfeitures to reduce employer contributions rather than to pay plan expenses violated ERISA
- Most courts and regulators continue to uphold the long-standing practice of using forfeitures to offset employer contributions, provided plan document language allows it, and employer discretion is minimized.

Sources: *Hutchins v. HP Inc., No. 5:23-cv-05875-BLF (N.D. Cal. Feb. 5, 2025)* and *Becerra v. Bank of America Corporation, et al.*
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Cybersecurity and Retirement Plans

- 2020 lawsuit: *Bartnett v. Abbott Laboratories et al.*, No. 2020 CV 2127, (N.D. Ill. filed April 3, 2020)
 - Plaintiff seeking to recover \$245,000, plus interest and other fees for the alleged breaches of fiduciary duty
 - Hacker gained access to the participant's online retirement account
- 2024 settlement: \$8.7M in *Sherwood, et al. v. Horizon Actuarial*
 - Cybercriminals breached two servers of Horizon
 - More than 100,000 participants in 25 different multi employer plans administered by Horizon were affected in the breach

Sources: *Bartnett v. Abbott Laboratories et al.*, No. 2020 CV 2127, (N.D. Ill. filed April 3, 2020) and *Sherwood, et al. v. Horizon Actuarial*
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Cybersecurity and Retirement Plans

- No comprehensive federal regulatory regime to provide guidance
- DOL has three cybersecurity “best practices”
 - Tips for Hiring a Service Provider
 - Cybersecurity Program Best Practices
 - Online Security Tips
- Compliance Assistance Release No. 2024-01 clarified cybersecurity guidance it issued in April 2021, applies to all employee benefit plans subject to ERISA, including both employee pension benefit plans (e.g., tax-qualified DC and DB retirement plans) and health and welfare plans.
- Top priority in 2026 for DOL

Source: Compliance Assistance Release No. 2024-01
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Cybersecurity Takeaways

- The DOL requires plan sponsors to ensure the electronic systems they use for plan administration keep participants' personal information confidential.
- No comprehensive cybersecurity protocol for retirement plan administration exists at the federal level.
- We do have a series of guidelines, suggestions, and best practices from the DOL and other sources.
- Financial advisors can play a critical role in supporting their plan sponsor clients in this new area of concern.

Source: Retirement Learning Center analysis, 2026
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In-Plan Lifetime Retirement Income Solutions

Greenwald In-Plan Insights Program

- Eighty-three percent of participants think employers should offer in-plan income options.
- Sponsors recognize the benefit but express concerns about complexity (59%), higher fees, and administration overhead.
- One in three plans already offer an in-plan option, with 37% considering one.

Source: Greenwald Research, "2025 In-Plan Insights Program," January 2026
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Practical and Tactical Actions: In-Plan Lifetime Retirement Income Solutions

Questions and Considerations

- Does the plan sponsor offer a DB plan?
 - If so, the DB plan is likely the primary retirement plan, and the DC plan can serve as an ancillary arrangement.
 - In addition, the DB plan can be structured to receive DC assets to augment retirement income.
- Are lifetime retirement income products available to the participant through an IRA or similar arrangements that are comparable to what is available in a DC plan?
- Are there cost savings if the lifetime retirement income product is purchased through the plan?
- Does the plan document permit lifetime retirement income products?
- Will the IPS need to be amended to include retirement income evaluation, selection, and monitoring language?

Opportunity for Alternative Investments

- May 2025: DOL releases Compliance Assistance Release No. 2025-01
 - EBSA now takes a neutral stance on cryptocurrency
 - Rescinds 2022 guidance Compliance Assistance Release No. 2022-01
- August 7, 2025: president releases executive order, Democratizing Access to Alternative Assets for 401(k) Investors
 - Directs federal agencies (e.g., DOL, SEC, IRS) to re-evaluate regulations and guidance that have historically discouraged or prevented defined contribution plans from offering alternative assets
 - Includes broad definition of “alternative assets”, including private equity, private credit, real estate, and digital assets like cryptocurrency
- August 12, 2025: DOL rescinds 2021 supplemental statement on alternative assets in 401(k) plans
 - Cautioned small-plan fiduciaries against offering private equity to participants
 - DOL 2020 information letter still valid: Allows fiduciaries to offer a professionally managed asset allocation fund with a private equity component as a designated investment alternative in a 401(k) plan

Sources: DOL Compliance Assistance Release No. 2025-01, May 2025; Executive Order, “Democratizing Access to Alternative Assets for 401(k) Investors,” August 7, 2025; and DOL News Release, August 12, 2025; and Proposed Regulations, “Fiduciary Duties in Selecting Designated Investment Alternatives,” March 31, 2026
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Practical and Tactical Actions: Alternative Assets

Questions and Considerations

- As always, plan fiduciaries should make plan investment decisions that are in the best interests of plan participants by applying ERISA's standards of prudence, loyalty, and diversification
- Stay informed and monitor guidance
 - Track DOL upcoming regulations (currently under review).
 - Monitor SEC developments around accredited investor definitions, disclosure, and fund structures.
 - Watch how large recordkeepers and asset managers roll out products.
- Don't rush to add alternatives or crypto to the lineup
 - Use this transition period to shore up the governance process, engage providers, prepare your IPS, and train committee members for the possibility.
 - Early adopters should focus on institutional-quality vehicles with transparency, liquidity, and education support.
- Seek expert guidance and support.

Don't Overlook the Impact of Family Attribution Changes

Took Effect in 2024

- May disregard community property laws for ownership attribution
- Removed attribution through minor children
- Example:
 - Chrissy and John are a married couple in California, a community property state.
 - John owns 100% of a piano company, and Chrissy owns 100% of a modeling firm.
 - Each company has its own retirement plan, with different contribution formulas.
 - Before 2024, under California community property laws, John was considered a 50% owner of Chrissy's company, and vice versa. This meant their two separate businesses were considered a single controlled group, which made plan administration more difficult.
 - For 2024 and later years, SECURE 2.0 disregards community property laws for this purpose.
 - John's and Chrissy's businesses are no longer treated as a controlled group.
 - Now each can maintain a separate 401(k) plan, with plan designs and nondiscrimination tests based only on their individual company's employees.

Source: SECURE Act 2.0, Section 315
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2026 IRA Limits

IRA Limits	2026	2025	2024
IRA Contribution Limit	\$7,500	\$7,000	\$7,000
IRA Catch-Up Contributions	\$1,100	\$1,000	\$1,000
Joint Return Covered by Workplace Retirement Plan	\$129,000–\$149,000	\$126,000–\$146,000	\$123,000–\$143,000
Single or Head of Household Covered by Workplace Retirement Plan	\$81,000–\$91,000	\$79,000–\$89,000	\$77,000–\$87,000
Joint Return Spouse Not Covered by Workplace Retirement Plan	\$242,000–\$252,000	\$236,000–\$246,000	\$230,000–\$240,000
Married Filing Separately Covered by Workplace Plan	\$0–\$10,000	\$0–\$10,000	\$0–\$10,000
Roth IRA Joint Return	\$242,000–\$252,000	\$236,000–\$246,000	\$230,000–\$240,000
Roth IRA Single or Head of Household	\$153,000–\$168,000	\$150,000–\$165,000	\$146,000–\$161,000
Roth IRA Married Filing Separately	\$0–\$10,000	\$0–\$10,000	\$0–\$10,000

Source: IRS Notice 2025-67
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2026 Retirement Plan Limits

Employer Plan Limits	2026	2025	2024
Elective Deferral Limit (401(k), 403(b), 457(b), and SARSEP)	\$24,500	\$23,500	\$23,000
Age 50 Catch-Up Contribution Limit	\$8,000	\$7,500	\$7,500
Roth Catch-Up Threshold (NOTE: Reflects FICA Wages Paid in 2025)	\$150,000	N/A	N/A
Ages 60–63 Catch-Up Limit	\$11,250	\$11,250	N/A
Annual Defined Benefit Limit	\$290,000	\$280,000	\$275,000
Annual Defined Contribution Limit	\$72,000	\$70,000	\$69,000
Annual Compensation Limit	\$360,000	\$350,000	\$345,000
Highly Compensated Employee Dollar Threshold	\$160,000	\$160,000	\$155,000
SIMPLE Standard Contribution Limit	\$17,000	\$16,500	\$16,000
SIMPLE Small Employer Special Contribution Limit	\$18,100 ¹	\$17,600 ¹	\$17,600
SIMPLE Standard Age-50 Catch-Up Contribution Limit	\$4,000	\$3,500	\$3,500
SIMPLE Small Employer Special Age-50 Catch-Up Contribution Limit	\$3,850 ²	\$3,850 ²	\$3,850
SIMPLE Age 60–63 Catch-Up Contribution Limit	\$5,250	\$5,250	N/A
SEP Coverage Minimum Comp.	\$800	\$750	\$750
SEP Compensation Limit	\$360,000	\$350,000	\$345,000
Top-Heavy Key Employee Comp.	\$235,000	\$230,000	\$220,000
Social Security Taxable Wage Base	\$184,500	\$176,100	\$168,600
ESOP Maximum Amount Subject to a 5-Year Distribution Period	\$1,455,000	\$1,415,000	\$1,380,000
ESOP Maximum Amount for Lengthening of the 5-Year Period	\$290,000	\$280,000	\$275,000

Source: IRS Notice 2025-67

^{1,2} For SIMPLE plans with 25 or fewer employees and SIMPLE plans with 26–100 participants if 4% match or 3% nonelective employer contribution provided

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Health Savings Account (HAS) Dollar Limits Increase for 2026

Revenue Procedure 2025-19

Account Type	2025 Limit	2026 Limit	Change
HSA Contribution Self-Only	\$4,300	\$4,400	+\$100
HSA Contribution Family	\$8,550	\$8,750	+\$200
HSA Catch-Up (Age 55+)	\$1,000	\$1,000	No Change
High Deductible Health Plan (HDHP) Minimum Deductible: Self	\$1,650	\$1,700	+\$50
HDHP Minimum Deductible: Family	\$3,300	\$3,400	+\$100
HDHP Max Out of Pocket: Self	\$8,300	\$8,500	+\$200
HDHP Max Out of Pocket: Family	\$16,600	\$17,000	+\$400
Excepted Benefit Health Reimbursement Arrangement (HRA) Max	\$2,150	\$2,200	+\$50

Source: Revenue Procedure 2025-19
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Conclusion

- Enforcement remains a priority despite budget and personnel cuts
- Administration shifting to deregulation and reduced litigation
- But Supreme Court decision may allow more cases to survive to trial or settlement
- 2026
 - Prepare for Roth mandatory catch-up contributions for high-income participants
 - Paper benefit statements
 - SECURE 2.0 amendments due end of 2026 plan year (2029 for governmental plans)
- Hot topics
 - Use of plan forfeitures
 - Cybersecurity
 - Lifetime income solutions
 - Alternative assets



ANY QUESTIONS?

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