

Legislative and Regulatory News Updates

Plan Sponsor Adoption of Optional SECURE 2.0 Provisions

According to a recent survey by Albright, “[2025 Hot Topics in Retirement and Financial](#),” employers appear to be carefully incorporating some of the optional provisions made available by the SECURE 2.0 Act of 2022, while at the same time shying away from other benefits that were anticipated to gain more traction. Hardship self-certification has proven most popular so far. About 30% of employers have incorporated hardship self-certification, with more planning to do so in 2025. Hardship self-certification allows plan sponsors to rely on employees’ written self-certification that their hardship withdrawals fulfill one of the approved safe harbor hardship reasons and that the distribution does not exceed the amount required to satisfy the financial need.

For more information, check out: PLANSPONSOR: “[Adoption of Optional SECURE 2.0 Provisions Still Slow Going Into 2025](#)” (January 3, 2025).

Deadline Extended for Certain RMDs

The Internal Revenue Service (IRS) recently issued [Announcement 2025-2](#), which extends the effective date of certain provisions in proposed required minimum distribution (RMD) regulations, previously published on July 19, 2024. The effective date of certain provisions will apply no earlier than the 2026 distribution calendar year. The decision was made after commenters expressed concerns on challenges in implementing the final regulations.

401(k) Specialist Magazine: “[IRS Extends Deadline for Certain RMDs](#)” offers a deeper dive on the background of this revised provision and the new applicability date.

DOL Retirement Savings Lost and Found Database

The U.S. Department of Labor (DOL), through its Employee Benefits Security Administration (EBSA), recently [announced](#) that it will immediately begin collecting information from retirement plan (including 401(k) plan) administrators in order to help establish and maintain a new “Retirement Savings Lost and Found” online searchable database. The DOL/EBSA also released a [factsheet](#) generally summarizing the announcement.

The database, a creation of the SECURE 2.0 Act, is intended to help connect “missing” participants and beneficiaries, or other individuals who may have lost track of their retirement benefits, with the retirement plans that may be holding these benefits. At this time, the database will rely upon plan administrators to populate the data presented in the online search tool, and data collection from plan administrators is currently strictly voluntary.

Online Resources

Internal Revenue Service (IRS), Employee Plans
www.irs.gov/ep

U.S. Department of Labor,
Employee Benefits Security Administration
www.dol.gov/ebsa

401(k) Help Center
www.401khelpcenter.com

PLANSPONSOR Magazine
www.plansponsor.com

BenefitsLink
www.benefitslink.com

Plan Sponsor Council of America
www.psca.org

Employee Benefit Research Institute
www.ebri.org