



## SECURE 2.0: Securing a Strong Retirement Act

### SECURE 2.0 strengthens Americans' retirement savings:

- Helps more Americans save for retirement at all stages of their career
- Makes it easier for small businesses to set up retirement plans for their workers
- Builds on the success of the SECURE Act in 2019, with more than 20 provisions sponsored or co-sponsored by Republicans in stand-alone legislation
- Takes a sensible approach that is bipartisan and revenue-neutral

### Here's how:

- **Creates new tax credits to encourage small employers to offer retirement plans.** It fully offsets paperwork costs and provides a per-employee credit of up to \$1,000 for employer matching contributions.
- **Helps employees save for retirement earlier.** Employees would be automatically enrolled in their company's 401(k) plan, while still providing a chance to opt out.
- **Americans would have greater flexibility to keep more of their savings for longer.** The bill raises the age for required minimum distributions to 75, so individuals don't have to start withdrawing before they're ready.
- **Helps late career workers catch up in saving for retirement.** Late-career workers – who may finally be earning the highest salaries of their careers after spending years at lower wages – can contribute a larger amount to “catch up” on their retirement savings, doubled from \$5,000 a year to \$10,000 a year.
- **Helps lower-income households build their savings** with the bigger and simpler Saver's Credit.
- **Support for employees with student loan debt.** The bill allows employer matching contributions to a retirement plan for employees that are making payments on student loans.
- **Simplifying the way small businesses offer stock ownership to employees.** Cuts red tape and offers new tax incentives for small business employee stock ownership plans.
- **Prioritizing military families.** The bill provides a tax credit for small employers that make plan benefits more available to military spouses (who can be subject to frequent relocation or job changes).