

TOPIC	TYPE OF PLAN	DESCRIPTION
1. IRAS and 529 Plans		
Traditional IRA contributions	Traditional IRAs	Permits eligible individuals of any age to make contributions, other than rollover contributions, to traditional IRAs.
Qualified charitable distributions from IRAs	IRAs	Reduces the amount of qualified charitable distributions from IRAs that can be excluded from income, based on post-70½ IRA distributions.
529 plan distributions	529 Plans	Allows tax-free distributions of up to \$10,000 to repay student loans and to pay for certain apprenticeship programs.
2. Distributions and Withdrawals		
Birth or adoption distributions	401(a) defined contribution plans 401(k) plans 403(b) plans 457(b) governmental plans IRAs	Permits “qualified birth or adoption distributions” from retirement plans and IRAs of up to \$5,000, which are not subject to the 10% early withdrawal penalty and may be repaid as a rollover contribution to a retirement plan or IRA.
In-service distributions at age 59½	401(a) pension plans, including money purchase pension plans 457(b) governmental plans	Permits in-service distributions at age 59½.
Required minimum distributions—starting age	401(a) plans 401(k) plans 403(b) plans 457(b) plans IRAs	Increases the age that a participant in a retirement plan or an IRA owner must begin taking required minimum distributions from 70½ to 72. This is valid for individuals who attain age 70½ after December 31, 2019.
Required minimum distributions—beneficiary distribution periods	401(a) defined contribution plans 401(k) plans 403(b) plans 457(b) governmental plans IRAs	Retroactively provides special rules for qualified disaster distributions and loans from retirement plans and IRAs.
3. Plan Design		
Multiple employer plans (MEPs)	401(a) defined contribution plans	Allows two or more unrelated employers to create and participate in a pooled employer plan called a multiple employer plan (MEP), which is considered a single plan under the Internal Revenue Code and ERISA.
Deadline to adopt plan amendments	All retirement plans	Plan amendments implementing the new law generally must be adopted by December 31, 2022 (or December 31, 2024, for collectively bargained or governmental plans). The amendments may be retroactive to reflect prior changes to plan operations.
Deadline to adopt a new plan	401(a) stock bonus, pension, profit-sharing, or annuity plans	Permits plan adoption after the close of a taxable year, if adopted before the sponsor’s income tax return filing deadline, including extensions of time to file.
Ability to adopt a 4% nonelective contribution safe harbor plan	401(k) plans Some 403(b) plans	Permits plan sponsors to adopt a non-elective contribution, safe-harbor plan design later in the plan year, if the employer’s contribution is at least 4% of compensation.
Small-employer tax credits	401(a) plans 403(a) annuity plans SEPs SIMPLE Plans	Provides small employers with generally up to 100 employees a start-up retirement plan credit of up to \$5,000 over a three-year period. If the plan includes automatic enrollment, an additional credit of up to \$500 is available.
403(b) plan terminations	403(b)(7) plans	Permits in-kind distributions to participants of 403(b)(7) custodial accounts upon plan termination.
Church plans	403(b)(9) Retirement income accounts	Clarifies that employees of church-controlled organizations are eligible to participate in retirement income accounts provided by churches, etc.
4. Employee Eligibility and Enrollment		
Participation by long-term, part-time employees	401(k) plans (other than collectively bargained plans)	Requires eligibility for employees to make salary deferral contributions after completion of either one year of service (with at least 1,000 hours of service) or three consecutive years of service with at least 500 hours of service in each year.
Automatic enrollment safe harbor maximum	401(k) plans Some 403(b) plans	Raises the cap for the automatic-enrollment, salary-deferral safe harbor from 10% to 15% of eligible compensation after the participant’s initial year.
Annual safe harbor notices	401(k) plans Some 403(b) plans	Eliminates the annual safe harbor notice requirement for nonelective contribution plans.
5. Investment Options		
Lifetime income disclosures	Defined contribution plans subject to ERISA	Requires participants’ defined contribution benefit statements to include, annually, a lifetime income disclosure describing the monthly payments the participant would receive if the participant’s total account balance in the plan was annuitized. The Department of Labor must issue a safe harbor model disclosure within one year after the legislation passes.
Lifetime income provider selection	Defined contribution plans subject to ERISA	Establishes a safe harbor for plan fiduciaries responsible for reviewing the financial capabilities of insurers offering lifetime income contracts.
6. Miscellaneous Provisions		
Portability of “lifetime income investments” (fixed and variable annuities and other investments that guarantee a minimum level of income annually or more frequently)	401(a) defined contribution plans 401(k) plans 403(b) plans 457(b) governmental plans	If a “lifetime income investment” will no longer be authorized as a plan investment, participants may be permitted to roll their investment out of the plan to another eligible plan or IRA, or receive their investment as a distributed annuity contract—even if otherwise ineligible to take a distribution.
Consolidated IRS Form 5500 filings	Individual account plans and defined contribution plans subject to ERISA	Permits certain plans of controlled groups with the same trustee, named fiduciary, administrator, plan year, and investment options to file one combined annual report on IRS Form 5500.
Definition of compensation	Defined contribution plans IRAs	Allows certain taxable, non-tuition fellowship and stipend payments as compensation for IRA purposes. Allows qualified foster care payments, which are excluded from taxable income as difficulty-of-care payments, as compensation for IRA and defined contribution plan purposes.
Closed classes of participants	Defined benefit plans	Modifies the nondiscrimination testing rules for certain defined benefit plans to protect older, longer-service participants in defined benefit plans that provide benefits to a closed class of participants.
Cooperative and small-employer charity (CSEC) pension plans	Defined benefit plans	Sets flat-rate Pension Benefit Guaranty Corporation (PBGC) premiums for CSEC plans at \$19 per participant plus \$9 for each \$1,000 of unfunded vested benefits, if any.
Community newspaper plans	Defined benefit plans	Provides pension funding relief for community newspaper plan sponsors.
Failure-to-file penalties	All retirement plans	Increases penalties for the failure to file certain tax returns, information returns, notices, and other statements with the IRS.