

Hall Financial Wellness

2026 Plan Sponsor Checklist

1. SECURE 2.0 Updates

- ☐ **High-Earner Roth Catch-Up:** Confirm payroll is correctly identifying employees who earned over **\$145,000** (2025 W-2 wages). Per 2026 rules, their catch-up contributions must be Roth.
- ☐ **The "Super Catch-Up":** Are you correctly applying the increased limit of **\$11,250** for participants aged 60–63?
- ☐ **Long-Term Part-Time (LTPT) Workers:** Ensure employees with 500+ hours in the last two years are now eligible to contribute (new 2-year lookback rule).

2. 2026 Plan Limits

- ☐ **Employee Deferral Limit:** Updated to **\$24,500**.
- ☐ **Age 50+ Catch-Up:** Updated to **\$8,000** ages 50-59, 64+. **\$11,250** for ages 60-63.

3. Fee & Benchmarking Analysis

- ☐ **Fee Compression Check:** As your plan has grown, have you negotiated a move to **lower-cost share classes** (e.g., R6 or CITs) in the last 12 months?
- ☐ **Recordkeeper Review:** Is your per-head cost still competitive? For \$10M+ plans, "bundled" fees often hide costs that a "de-bundled" structure could eliminate.

4. Plan Design & Outcomes

- ☐ **Automatic Features:** If your plan began after Dec 2022, are you compliant with the mandatory auto-enrollment and auto-escalation requirements?
- ☐ **Participation Rate:** Is your current participation above 90%? If not, is your advisor providing 1-on-1 education or just "sending brochures"?

5. Fiduciary Documentation

- ☐ **Fiduciary Education:** Does your team or committee handling the 401(k) understand their fiduciary responsibilities?
- ☐ **Investment Policy Statement: (IPS):** Has it been reviewed and signed in the last 12 months?

