SUMMARY OF THE SECURE ACT OF 2019, SECURE 2.0 ACT, AND MINERS ACT AMENDMENTS

This amendment updates the Fidelity Basic Plan Document to incorporate legislative changes required under the **Bipartisan American Miners Act of 2019, the SECURE Act of 2019 (SECURE 1.0 Act), and the SECURE 2.0 Act of 2022.** The amendments are intended to keep the retirement plan compliant with current IRS and retirement plan regulations.

Key Changes

Designated Roth Contributions Addendum

- Designated Roth Nonelective Contributions are permitted when available under the plan.
- To elect this feature, the employer is required to complete and sign the addendum provided on page 1 of the amendment document.

Long-Term Part-Time (LTPT) Employees

- Expands plan eligibility for certain long-term part-time employees.
- Employees who work at least 500 hours in the required number of consecutive years, and meet age requirements may be eligible to make salary deferral contributions.
- LTPT employees may make pre-tax and Roth elective contributions but generally are not eligible for employer contributions until they otherwise satisfy the plan's regular eligibility requirements.

Enhanced Catch-Up Contributions

- Beginning in 2025, participants ages 60–63 may be eligible for higher catch-up contribution limits.
- Beginning in 2026, participants whose prior-year wages exceed the applicable IRS threshold ($150,000, indexed) generally must make catch-up contributions on a Roth basis if the plan permits Roth contributions.

Roth Employer Contributions

- Adds the ability for participants to elect certain employer nonelective contributions as Roth contributions if the employer adopts this feature.
- Such elections must be made before the contribution is allocated and are irrevocable.

SIMPLE IRA Transition Rules

- Establishes contribution limit rules for employers transitioning from a SIMPLE IRA plan to a qualified retirement plan during a year.

Expanded Access to Retirement Funds The amendment adds provisions permitting:

- **Qualified Disaster Distributions** of up to $22,000, with repayment rights.
- **Qualified Birth or Adoption Distributions** of up to $5,000 per child.
- **Domestic Abuse Victim Distributions** of up to $10,000 (or 50% of the vested account balance, if less), with repayment rights.

Increase in Mandatory Cash-Out Limit

- Raises the involuntary cash-out threshold from **$5,000 to $7,000** effective January 1, 2024.

Required Minimum Distribution (RMD) Changes

- Updates RMD rules to reflect SECURE Act and SECURE 2.0 Act requirements.
- Increases the age at which RMDs generally begin to **age 73** for eligible participants.
- Updates beneficiary distribution rules, including the 10-year payout requirement for many nonspouse beneficiaries.
- Revises rules for surviving spouses and eligible designated beneficiaries.

Money Purchase Plan Change

- Reflects the American Miners Act provision allowing certain distributions from Money Purchase Pension Plans as early as age **59½,** rather than normal retirement age.

Impact on Plan Sponsors

Plan sponsors should retain this amendment with their plan documents as evidence of the plan's compliance with the SECURE 1.0 Act, the SECURE 2.0 Act, and related legislation. The amendment primarily:

- Expands participant eligibility and distribution options.
- Adds Roth contribution opportunities.
- Updates required distribution rules.
- Incorporates several mandatory legislative changes affecting plan administration beginning in 2024 through 2026.