



LTPT

LONG-TERM, PART-TIME EMPLOYEES & SECURE ACT 2.0

What Changed Under SECURE Act 2.0?

Before	Before SECURE Act 2.0, the original SECURE Act (2019) required employers to allow LTPT employees to participate in their 401(k) plans if they worked at least 500 hours per year for three consecutive years.
Now	<p>Now, SECURE Act 2.0 reduces this requirement to two years, meaning part-time employees <i>will be eligible</i> for employer-sponsored 401(k) plans sooner than before.</p> <p>The law started applying to plan years starting in 2025, with the first wave of LTPT employees eligible in 2026.</p>




Who Qualifies as a Long-Term, Part-Time Employee?

A long-term, part-time employee is someone who:

-  Has worked at least 500 hours per year for two consecutive years (*starting in 2025*).
-  Is at least 21 years old.
-  Is not already covered under other full-time eligibility rules.

How Does This Impact Employers?

Employers with 401(k) plans must:

-  Track part-time employee hours to determine eligibility.
-  Update plan documents to comply with the new rules.
-  Prepare for additional plan participants.
 - This may affect administrative costs and testing!



How Can Asset Strategy Can Help?

At Asset Strategy, we specialize in helping businesses navigate regulatory changes and ensure their retirement plans are compliant, efficient, and beneficial for both employers and employees.

- **Plan Design & Compliance:** We help you integrate SECURE Act 2.0 changes into your 401(k) plan while maintaining cost-effectiveness.
- **Employee Education & Engagement:** We assist in educating part-time employees about their new retirement savings opportunities.
- **Administrative Support:** From tracking eligibility to recordkeeping solutions, we provide seamless implementation.

**WANT TO ENSURE YOUR RETIREMENT PLAN IS
SECURE ACT 2.0 COMPLIANT?**

ASSET STRATEGY IS HERE TO HELP.

**LET'S DISCUSS HOW TO STRUCTURE YOUR PLAN
EFFICIENTLY AND SUPPORT YOUR EMPLOYEES'
RETIREMENT READINESS.**

The information presented here is for informational purposes only, is not to be interpreted as investment, legal, or tax advice, and does not indicate suitability for any particular investor. Please consult the appropriate professional regarding your unique circumstances.

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