The most significant piece of retirement legislation since the Pension Protection Act of 2006, the SECURE Act, opens doors to lifetime income.

The SECURE Act empowers plan sponsors to help their employees attain lifelong financial security by targeting three gaps in retirement policy:

1. The Access Gap: Not enough Americans have access to an employer-sponsored retirement plan.
2. The Savings Gap: What Americans have saving enough for retirement.
3. The Guarantee Gap:Makes it easier for plan sponsors to help guide employees toward lifetime income as a key driver of financial confidence.

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For Plan Sponsors
- Improves plan design options and makes it easier for employers to offer lifetime income choices by:
  - Allowing unrelated 401(k) plan sponsors to participate in multiple employer plans (pooled employer plans).
  - Providing plan sponsors with the guidance they need to meet their fiduciary requirements to assess the financial capability of annuity providers of guaranteed income benefits.
  - Increasing the amount that can be invested through auto-enrollment/escalation to lessen the risk of unengaged employees not saving enough.

For Employees
- Makes it easier to build a path towards lifetime income by:
  - Allowing for employer-defined distribution age, up to 72, to allow employees to grow their savings longer.
  - Increasing the required minimum distribution age from 70½ to 72 to allow savings to grow for longer.
  - Allowing penalty-free withdrawals from a retirement plan or IRA for births or adoptions to remove barriers for postdoctoral students or postdoctoral students.

TIAA and the SECURE Act
- TIAA is a proud leader in driving retirement reform legislation and is excited to see more American workers enabled to be retirement ready. We remain committed to working with policymakers on further improvements to American retirement and financial security today and into the future.

Why the SECURE ACT Matters...

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How might the SECURE ACT impact your clients’ plan?

64% of Americans would prefer a monthly payment throughout their retirement over a single lump sum payout.

TIAA is a proud leader in driving retirement reform legislation and is excited to see more American workers enabled to be retirement ready. We hope this information helps you discuss retirement planning with your clients in a new light.