



SECURE 2.0 Update: Catch-Up Contributions as Roth

Keeping You Compliant and Confident for 2026

The SECURE Act 2.0 introduced new rules that change how “catch-up” retirement contributions are handled for higher-earning employees. isolved is actively updating its platform to ensure full compliance, and Thread is here to help you prepare every step of the way.

WHAT'S CHANGING

Beginning January 1, 2026, employees who:

- Earn \$145,000 or more in FICA wages, and
- Are age 50 or older,
- will be required to make their catch-up contributions as Roth (after-tax) rather than pre-tax.



ISOLVED'S IMPLEMENTATION TIMELINE

Provision	Section	isolved Status	Release Target
Age-Based Super Catch-Up Limits (60–63)	109	✅ Live as of April 2025	Available now
Roth Catch-Up for Highly Compensated Employees	603	🔧 In development	Q4 2025
Roth Employer Contributions	604	🔧 Planned	H1 2026
Long-Term Part-Time Employee Eligibility	125	🔧 Planned	H2 2026

SOURCE: ISOLVED "SECURE 2.0 PROVISIONS" HELP DOCS, 2025.





SECURE 2.0 Update: Catch-Up Contributions as Roth

Keeping You Compliant and Confident for 2026

WHAT EMPLOYERS CAN EXPECT

- isolved's Q4 2025 update will enable tracking of employees who earn \$145,000+ and turn 50+ in 2025.
- Until that update, employers can run manual reports to identify affected employees.
- isolved University provides step-by-step guidance and interim resources to help organizations stay ahead of compliance.
- Additional tools and communication templates will be released when the new Roth Catch-Up functionality goes live.

HOW THREAD SUPPORTS YOU

At Thread, we know compliance doesn't stop with a software update.

Our team provides dedicated support and guidance so you understand what's changing, how it impacts your workforce, and what actions to take next.

WE HELP MAKE THESE UPDATES SEAMLESS, SO YOU CAN STAY FOCUSED ON YOUR PEOPLE.

NEED HELP PREPARING?

CONTACT YOUR THREAD REPRESENTATIVE OR VISIT [THREADHCM.COM](https://threadhcm.com) TO CONNECT WITH OUR HR AND PAYROLL EXPERTS.

