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## For Your Retirement - March 2025

We are pleased to launch a new quarterly retirement newsletter focused on the State Bankers Association (SBA) Retirement Programs. One of our initiatives this year is to enhance our communications and, as such, we feel this newsletter will streamline important communications for Plan Administrators and be a one-stop shop for relevant retirement plan news. The newsletter will be distributed in the last month of the quarter and address items such as:

- Timely important dates and reminders
- Compliance reminders
- Participant education opportunities
- Informative benefits-related articles and promotional materials that had previously been forwarded in separate emails
- Any new postings on our website

We will continue to send time-sensitive information in separate emails.

### THIS MONTH'S ACTION ITEMS

- ☐ Mark your calendar for the Plan Administrators' Quarterly Calls.
- ☐ Download the Retirement Education Calendar.
- ☐ Learn about Catch-Up Contributions for 2025.
- ☐ Register for the 2025 SBA 401(k) Plan Conference.
- ☐ Promote the 401(k) Plan Satisfaction Survey.
- ☐ Check out new resources on our website.
- ☐ Contact us with questions!

## Happening Today: First 2025 Plan Administrators' Quarterly Call

We are happy to continue quarterly calls with our VOYA representatives for updates and topics that are relevant to our SBA 401(k) Plan sponsors. The first call will be **today, March 26**, and will continue in June, September, and December. Each call will include a chance to ask questions and address any issues directly with our VOYA Plan Managers.

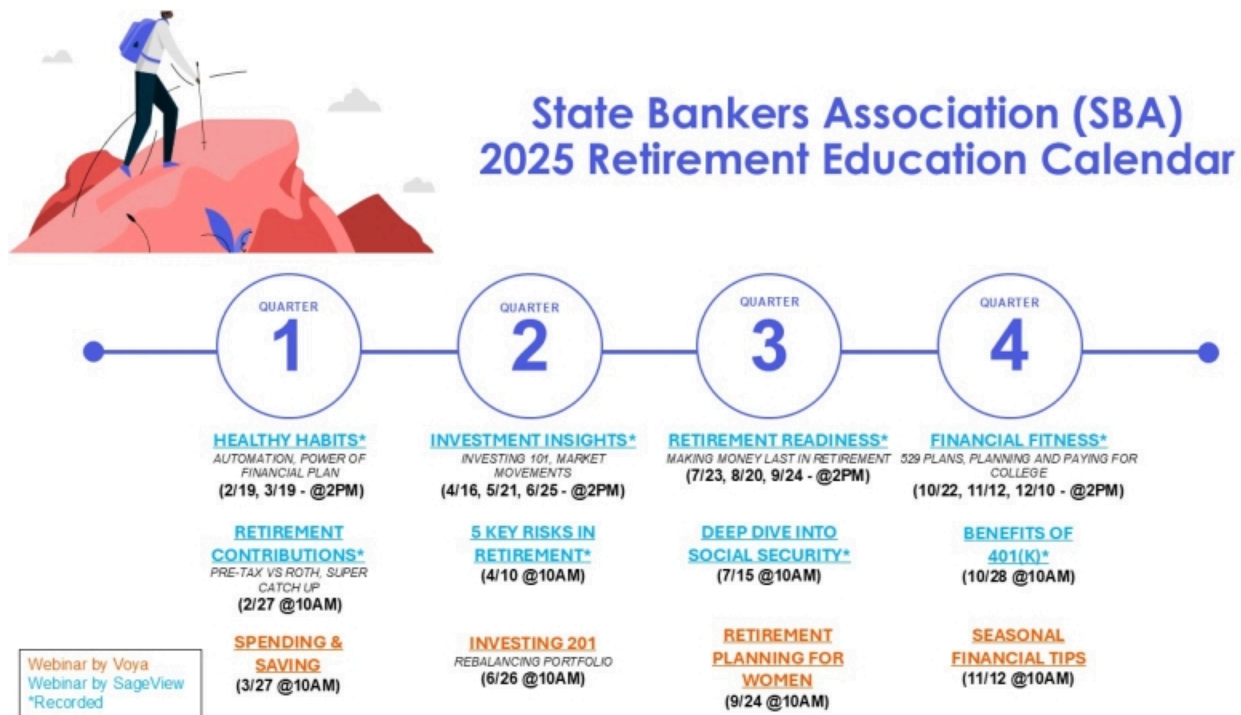
Plan administrators can register for the calls with the links below.

- [Q1](#) - TODAY, March 26
- [Q2](#) - June 17
- [Q3](#) - September 24
- [Q4](#) - December 10

## 2025 Retirement Education Calendar

Please click [here](#) or on the image below to access the 2025 Retirement Education Calendar. These programs offered by our partners at SageView and VOYA are designed to address retirement issues that affect all employees over the course of their careers. Participants can click the links on individual sessions to pre-register for any of the scheduled webinars. The SageView webinars will be recorded, but the Voya sessions will not.

In addition, SageView's Patrick Abelon is available for one-on-one meetings with your participants (at no cost). Please click [here](#) for more information on how to schedule a meeting with Patrick.



## "Super" Catch-up Contributions Starting in 2025

As a reminder, there is a higher catch-up limit for participants who will be 60, 61, 62 or 63 in 2025. The new catch-up limit is based on the participant's age as of December 31, 2025. A participant who turns 60 in 2025 is eligible for the full 60-63 catch up limit of \$11,250. A participant who turns 64 in 2025 is only eligible for the regular catch-up limit of \$7,500.

Age on December 31, 2025	Contribution Limit for 2025
Under 50	\$23,500
50-59 or 64+	\$31,000 (\$23,500 + \$7,500 catch up)
60 - 63	\$34,750 (\$23,500 + \$11,250 catch up)

## Register Today for the 2025 SBA 401(k) Plan Conference: May 22

The 2025 SBA 401(k) Plan Conference will be on Thursday, May 22, 2025, in person at the VBA office in Richmond and virtually via Zoom. Please click [here](#) to register for the conference (for both in-person and virtual options). This year's topics will include:

- Litigation Trends
- Fiduciary Training\*
- Retirement Market Updates
- Target Date Fund Analysis
- Retirement Success Campaign
- SBA 401(k) Plan Utilization, Survey Results, and Benchmarking
- SECURE Act Updates – What's New in 2025 and 2026

In one of our sessions, Hartford/MIT Age Labs will present “The Evolving Workscape\*\*” and discuss attracting and retaining talent in a world changed by innovation, with a multigenerational workforce that offers a diverse range of experience and expertise—as well as demands. In order to retain and attract the best talent across the generations, employers must meet the expectations of today’s employees by adopting a new, flexible approach to services, benefits, technologies, and processes.

*\*SHRM credit is available for the Fiduciary Training and the The Evolving Workscape sessions.*

## 401(k) Plan Satisfaction Survey

We have launched a 401(k) Plan Satisfaction Survey to assess employee experiences with the SBA 401(k) Plan. This survey will help us identify strengths and areas for improvement in our retirement plan offerings.

The survey is expected to take employees approximately 5 to 10 minutes to complete and will cover key aspects such as investment options, online accessibility, customer service, and overall satisfaction with the 401(k) plan. Participants will have until April 4 to complete the survey.

To ensure meaningful insights, we kindly ask for your support in encouraging employee participation in the Plan Satisfaction Survey. Your engagement in promoting this survey will be crucial in gathering comprehensive feedback that can help us enhance our 401(k) plan for everyone. Results of the survey will be shared at the 401(k) Plan Conference on May 22.

With questions or for additional information on this initiative, please email [Claire Pollock](#).

## Updated Materials Available on VBA Benefits Corp. Website

SageView released a new Retirement Checklist that can be shared with participants. It is meant to assist participants as they plan for retirement and have questions around Social Security, Medicare, and estate planning. Please click [here](#) to download the checklist.

We have also updated additional resources on the [VBA Benefits Corp. website](#), including:

- [Retirement checklist \(see above!\)](#)
- [Participant resources from VOYA](#) (under Communication & Education > Employee Materials)
- [SageView Participant Help Center](#) (under Communication & Education)
- [2025 Compliance Calendar](#) (under Compliance)

## Questions?

Please reach out to the [Benefits Team](#) at any time!

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