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Safe Harbor Plan

	Non-Elective Safe Harbor	Non-QACA Match Safe Harbor	QACA Safe Harbor	Starter 401(k)
Employer Requirement	Any employer may sponsor	Any employer may sponsor	Any employer may sponsor	May be the only plan in the controlled group
Employee Eligibility	May impose any permissible eligibility condition as long as coverage is met			May impose 410 age and service (e.g., age 21 and 1 year of service); may exclude collectively bargained. No other exclusions permitted.
Automatic Enrollment (ignoring mandate)	Permitted; Not Required	Permitted; Not Required	Auto-enrollment required at 3%-15%; auto-escalation required up to at least 6% (not more than 15%)	Auto-enrollment required at 3%-15%
Auto-enroll mandate	Plans established after December 29, 2022, are subject to SECURE 2.0 automatic enrollment requirements in addition to any requirement noted above. Generally auto-enrollment required at 3%-10%; auto-escalation up to 10-15%; and permissible (EACA) withdrawals			
Employee Contribution Limits	Up to 402(g) limit: \$23,000 in 2024; \$7,500 catch-up for 50+	Up to 402(g) limit: \$23,000 in 2024; \$7,500 catch-up for 50+	Up to 402(g) limit: \$23,000 in 2024; \$7,500 catch-up for 50+	\$6,000 in 2024 \$1,000 catch-up for 50+
Required Employer Contribution for NHCEs	Non-elective contribution of at least 3% of compensation	Match at least equal to 100% of the first 3% comp deferred, plus 50% of the next 2% of comp deferred	Non-elective contribution of at least 3% of comp OR Match of at least 100% of the first 1% of comp deferred plus 50% on the next 5% of comp deferred	No contribution required
Permitted Additional Match w/out ACP testing	Amount up to 415 limit as long as: (1) deferrals that exceed 6% of comp are not matched, (2) the rate of match doesn't increase as the rate of deferrals increases, and (3) no HCE can receive a greater match than any NHCE			No employer contributions permitted
Vesting	100% Vested	100% Vested	Up to 2-year cliff vesting	N/A
Notice Requirement	Potentially not required	Initial eligibility and annually thereafter	Initial eligibility and annually thereafter	Initial eligibility and annually thereafter