



## Illinois Secure Choice

<https://www.ilsecurechoice.com>

Illinois launched a state-sponsored retirement program providing Roth Individual Retirement Arrangement (IRA) to employees without access to a retirement savings plan through their current employer.

### **Implementation:**

May 2018 Pilot Phase – Voluntary Participation

After the Pilot Phase, employers will be legally required to participate as outlined below:

November 2018	Employers with 500+ employees
July 2019	Employers with 100-499 employees
November 2019	Employers with 25-99 employees

The State of Illinois utilizes the information employers provide on Form IL-941. It is important employers are reviewing Step 2, “C” on this form each quarter. Employers will be notified directly when they will be required to register or certify they are exempt from the program.

### **Program Specifics:**

- Employers are responsible for assisting with the following:
  - Providing program information to each employee
  - Employee enrollment
  - Payroll setup & implementation
  - Remittance of employee contributions
- Employer match contributions are not allowed
- Seasonal employees who work for more than 60 days are eligible
- Out of state residents qualify if their employment is based in Illinois
- An employee must be 18 years of age or older
- Includes part-time and full-time employees
- Employees may opt-out at any time
- Employers who are not compliant may be subject to fines and penalties

An Employer-Sponsored Retirement Plan includes a plan qualified under Internal Revenue Code sections 401(a) (including a 401(k) plan), qualified annuity plan under section 403(a), tax-sheltered annuity plan under section 403(b), Simplified Employee Pension plan under section 408(k), A SIMPLE IRA plan under section 408(p) or governmental deferred compensation plan under section 457(b).

### **Exemptions from the Program:**

- Employers with fewer than 25 employees
- Employers who have been in business for less than two years
- Employers who already offer an employer-sponsored retirement plan