

Question of the Week

2025 Question of the Week Summary

Plan Design

Brought to you by [PNC Institutional Asset Management](#)®

This year QOTWs leaned heavy on plan design questions – many submitted by members as they are looking to see how peers handle a variety of plan design options. Questions ranged from SECURE Act (1 & 2) mandatory and optional provisions to more nuanced topics such as how organizations handle float income, repaying loans after separation, and concepts such as converting PTO to retirement plan contributions. Below is a compilation of these questions – if you are considering a plan design change and want to know what other plan sponsors are doing, send it to research@psca.org and we will ask.

January 21, 2025: Interest in Student Loan Matches Declining

Three-fourths of plan sponsors are not interested in adding a student loan match to their plans at this time. [Read more>](#)

March 31, 2025: Roth Treatment of Employer Contributions

Forty-five percent of plan sponsors are now allowing, or are considering allowing, Roth treatment of employer contributions. [Read more>](#)

April 21, 2025: Catchup Contribution Plan Design

Most plans currently use a “spillover” design when it comes to catch-up contributions – but the SECURE 2.0 may be changing that. [Read more>](#)

**Invest in a brilliant future
for your employees.**

Take your organization's retirement plan further >>

Question of the Week

April 28, 2025: Employer Contributions for Part Time Workers

Only ten percent of plans have different service requirements for part-time and full-time employees to receive employer contributions. [Read more>](#)

May 5, 2025: Impact of Forfeiture Lawsuits on Plan Sponsors

Are plan sponsors changing their forfeiture policies in response to the many lawsuits filed targeting them in the last two years? [Read more>](#)

July 14, 2025: Methods for Handling Float Income

A member is looking to benchmark how companies handle float income – what’s the most common policy? [Read more>](#)

July 28, 2025: Use of Natural Disaster Withdrawals

Most plans adopted the SECURE 2.0 provision allowing penalty-free distributions in the event of a national disaster – and most have not had any participants use it. [Read more>](#)

August 11, 2025: Repaying Loans After Separation

Half of plans allow participants to continue to make loan payments after leaving their employer. [Read more>](#)

September 22, 2025: Are Plan Sponsors Ready for Roth Catchups?

Nearly half of plan sponsors are still trying to work out payroll logistics to implement Roth treatment of catch-up contributions for high earners. [Read more>](#)

September 29, 2025: Limiting Hardships

Should plan sponsors monitor and limit use of hardship withdrawals or should they allow participants to manage their money how they see fit? [Read more>](#)

**Invest in a brilliant future
for your employees.**

Take your organization’s retirement plan further >>

Question of the Week

October 27, 2025: Roth Catchup Plan Design: Opt in or Out?

Most plans are using an opt-out approach with employees for the Roth treatment of catch-up contributions, though a quarter are still deciding. [Read more>](#)

November 3, 2025: Roth Hardships

About twenty percent of plans restrict hardship withdrawals to pre-tax contributions only, but most allow Roth contributions to be accessed in under a hardship. [Read more>](#)

November 24, 2025: Converting PTO to Deferrals

Some companies allow employees to cash out unused PTO, a few allow those amounts to be directed to retirement plan or HSA contributions. [Read more>](#)

**Invest in a brilliant future
for your employees.**

Take your organization's retirement plan further >>