

Roth Catch-Up Contributions FAQ

SECURE 2.0 Act catch-up contribution rules and information¹

Let's **be well** together.



Overview

Beginning in 2026, the SECURE 2.0 Act changed how certain participants make catch-up contributions. For 2026, the Roth catch-up requirement is based on your 2025 FICA wages from Adobe, as reported in Box 3 of your 2025 Form W-2. If you reach age 50 or older by December 31, 2026, and those wages were **more than \$150,000**, you can no longer make catch-up contributions on a pre-tax basis. Instead, your 2026 catch-up contributions must be made to a designated Roth account on an after-tax basis. The wage threshold is adjusted annually, and Roth catch-up eligibility is determined each year.

For current contribution limits and other plan information, visit the [401\(k\) retirement plan | What you can contribute page](#) on [benefits.adobe.com](#).

Frequently asked questions (FAQs)

Does this rule apply to me?

How do I know if my catch-up contributions must be made as Roth?

If you are catch-up eligible and subject to the Roth catch-up requirement, Vanguard will notify you directly. You can also review Box 3, Social Security wages, on your prior-year W-2 from Adobe. For 2026, the rule applies if your 2025 FICA wages from Adobe were more than **\$150,000**. Only wages from the employer sponsoring the plan apply. The threshold may change in future years because it is adjusted annually for inflation.

What if I changed employers during the plan year?

Generally, only prior-year FICA wages from the employer sponsoring your current retirement plan apply toward the wage threshold. Review Box 3 of your prior-year W-2 from your current plan sponsor.

Making and managing your elections

How can I maximize my pre-tax contributions?

If you want to maximize your pre-tax contributions, elect only a pre-tax deferral percentage at the start of the plan year.¹ After your pre-tax contributions reach the annual regular contribution limit (**\$24,500 for 2026**), you must add a Roth deferral percentage to continue contributing through catch-up contributions. Review and update your deferral elections each year in your Vanguard account, generally between January 1 and 4, to help align your first contribution of the year with your financial goals. Depending on payroll timing and cutoffs, changes are not guaranteed to appear on your first paycheck of the year.

What happens if I split my contributions between pre-tax and Roth?

Your pre-tax and Roth contributions will continue based on the percentages you elect until you reach the applicable annual regular contribution limit (\$24,500 for 2026). Once your regular pre-tax and Roth contributions reach the limit, any additional catch-up contributions must be made as Roth based on your elected Roth percentage. Review both percentages to be sure they support your savings goal for the year.

Will my pre-tax contributions switch to Roth catch-up automatically once I reach the regular contribution limit?

No. If you want to continue your contributions beyond the regular pre-tax contribution limit (\$24,500 for 2026) and make Roth catch-up contributions, you'll need to add a Roth deferral percentage directly in your Vanguard account. Adobe is actively exploring automatic catch-up conversion as a future enhancement. If and when that changes, we'll notify employees through the appropriate channels.

What happens if I do not elect a Roth contribution percentage?

If you are subject to the Roth catch-up requirement and do not add a Roth percentage, your regular contributions will stop after you reach the annual pre-tax limit (\$24,500 for 2026). No catch-up contributions will be made unless you add the required Roth deferral percentage in your Vanguard account. If you do not want to make catch-up contributions, no action is needed.

Will my contributions automatically switch to traditional after-tax contributions after I reach the pre-tax limit?

No. Even if you elected an automatic shift to traditional after-tax contributions, the shift will not begin until you add a Roth deferral percentage and reach the applicable Roth [catch-up contribution limit](#). If you do not have a Roth percentage elected in your Vanguard account, your contributions will stop when you reach the regular pre-tax contribution limit (\$24,500 for 2026).

How are direct traditional after-tax contributions different from Roth catch-up contributions?

Roth contributions and pre-tax deferrals both count toward the annual 402(g) elective deferral limit. Traditional after-tax contributions are a separate contribution type. They fall outside the 402(g) limit and count only toward the higher overall 415 limit. Traditional after-tax contributions are **not** the same as Roth contributions and do **not** satisfy the Roth catch-up requirement. They are made according to the separate after-tax percentage you elect in your Vanguard account. Visit the [401\(k\) retirement plan page](#) on [benefits.adobe.com](#) to learn more about [traditional after-tax contributions](#) and the plan's applicable limits.

How do I update my contribution elections?

1. [Log in](#) to your 401(k) account.
2. From the **Employer Plan/your 401(k) account page**, navigate to **Change or Manage contributions**.
3. Add or update the percentage under each applicable **Contribution Type**:
 - Pre-tax 401(k) Deferral
 - Roth 401(k) Deferral
 - After Tax

You may change your election as needed, subject to payroll timing.

Other

Does the Roth catch-up rule affect IRA contributions?

No. This rule applies to catch-up contributions in applicable workplace retirement plans. IRA contribution and catch-up rules are separate.

More information and support

Visit the [401\(k\) retirement plan page](#) on [benefits.adobe.com](#) and the [Vanguard site](#) for more information about the plan and Roth catch-up contributions.

If you have questions, call Vanguard Participant Services at **800-523-1188** (Monday–Friday, 5:30am–6:00pm PT).