

# WASHINGTON SAVES

SAVE TODAY.  
THRIVE TOMORROW.

## EMPLOYER FACT SHEET

Easy to facilitate. No employer fees. No fiduciary risk. Just a smart way to support your team.

### Which Employers are Required to Participate?

State law requires employers to join if they:

- Have operated in Washington for **2-years** or more,
- Have a **physical presence** in Washington State,
- Employ workers for **10,400+ hours/year** or more (*roughly equal to 5 FTEs, or Full-Time Equivalents*), and,
- Do not **currently offer** a **qualified retirement plan**.

### How Employers Participate in Washington Saves

- **Register:** Enroll your business when Washington Saves opens.
- **Share Program Info:** Provide key details to employees.
- **Facilitate:** Give your employees the opportunity to enroll.
- **Manage Payroll Deductions:** Process contributions via payroll.

### How Employees Participate in Washington Saves

- **Automatic Enrollment** After employers register, all employees 18 years or older will be automatically enrolled, but can opt out (or back in) at any time.
- **Flexible Contributions** Employees can use the default savings rate, or choose a rate that is right for them.
- **Portable & Accessible** Accounts follow employees if they switch jobs.

**Coming Soon** - Washington Saves is expected to launch in 2027.

**Stay Informed** - Visit [www.wasaves.com](http://www.wasaves.com) to learn more.

**Make an Impact** - Businesses interested in our pilot program are encouraged to contact the program at [wasaves@dfi.wa.gov](mailto:wasaves@dfi.wa.gov).

### The Impact of Washington Saves

Workers are 15 times more likely to save with access to a payroll deduction savings program.

Washington Saves is an easy way to help employees build wealth and achieve financial wellness.

There are no program fees for employers, no employer contributions, and no employer fiduciary liability.

Retirement savings lead to greater independence and less reliance on public programs.





## Frequently Asked Questions (FAQs)

- **As an employer, do I have to participate in Washington Saves?**
  - State law requires employers to register and participate in Washington Saves if they meet the following criteria:
    - Have operated in Washington for two or more years,
    - Have a physical presence in Washington,
    - Employed workers who together worked at least 10,400 hours in the previous calendar year, and
    - Do not offer a qualified retirement plan.
- **What qualified plans would make me exempt?**
  - Qualified retirement plans include:
    - 401(a) - Qualified Plan (including profit-sharing plans and defined benefit plans)
    - 401(k) plans (including multiple employer plans or pooled employer plans)
    - 403(a) - Qualified Annuity Plan or 403(b) Tax-Sheltered Annuity Plan
    - 408(k) - Simplified Employee Pension (SEP) plans
    - 408(p) - Savings Incentive Match Plan for Employees of Small Employers (SIMPLE) IRA Plan
- **How much is this going to cost me?**
  - As an employer, there are no out-of-pocket costs for participating. There are no program fees for employers and employer contributions are not allowed.
- **What if my employee says that they do not want to participate?**
  - Employees who do not want to participate can opt out at any time. Covered employers will still need to make the program available if they do not offer a qualified plan. Employer responsibilities will be detailed in rulemaking.
- **Can I contribute on behalf of my employees?**
  - No. Employers are not allowed to contribute to an employee account or match employee contributions. If you wish to make contributions to a retirement plan on behalf of your employees, you can explore offering an employer-sponsored retirement plan.

