Easy to facilitate. No fees. No fiduciary liability. A smart way to help your team Save Today. Thrive Tomorrow.

Support Your Team's Future: Workers are 15 times more likely to save when they have access to a payroll deduction savings program.

Simplify Success for Your Employees: Washington Saves makes it easy to help your team build financial security and achieve long-term wellness.

No Cost to Your Business: No program fees for employers, no employer contributions, and no fiduciary liability.

Stronger Communities: Retirement savings empower workers to contribute to Washington's economy throughout their retirement years.

Which Employers are Required to Participate?

State law requires employers to join if they:

- Have operated in Washington for 2 or more years,
- Maintain a physical presence in Washington State,
- Employ workers for 10,400+ hours annually (roughly equivalent to 5 full-time employees), and
- Do not currently offer a qualified retirement plan.

Prepare for 2027 Launch Washington Saves anticipates opening in July 2027. Start your preparation now.

Stay Connected: Visit **www.wasaves.com** for updates, resources, and implementation guides.

Join Our Pilot Program: Interested in early participation? Contact us at **info@wasaves.wa.gov** to learn about pilot opportunities and help shape the program.

Your Path to Implementation:

1 Register: Enroll your business when the Washington Saves program opens in 2027.

2 Inform Your Team: Share program information with your employees so they can make informed decisions.

3 Facilitate Access: Provide your employee roster for automatic enrollment setup.

4 Process Contributions: Set up simple payroll deductions—we take care of the rest.

How Your Employees Benefit:

- **Automatic Enrollment with Voluntary Participation:** After you register, employees age 18+ are automatically enrolled—but participation is always their choice. They can opt out or back in anytime.
- **Flexible Contributions:** Employees choose their own savings rate or use the program default. They can adjust it as their circumstances change.
- **Portable IRAs:** Their Individual Retirement Accounts stay with them throughout their careers. Jobs can change—their IRA doesn't have to.

Washington Saves
RETIREMENT SAVINGS PROGRAM

Frequently Asked Questions (FAQs)

As an employer, do I have to participate in Washington Saves?

State law requires employers to register and facilitate employee access to Washington Saves if you meet the following criteria:

- Operated in Washington for 2 or more years
- Maintain a physical presence in Washington State
- Employed workers who together worked at least 10,400 hours in the previous calendar year (roughly equivalent to 5 full-time employees)
- Do not offer a qualified retirement plan

What qualified plans would make me exempt?

If you offer any of these qualified retirement plans, you're not required to facilitate Washington Saves:

- 401(a) – Qualified Plan (including profit-sharing plans and defined benefit plans)
- 401(k) – Qualified plans (including multiple employer plans or pooled employer plans)
- 403(a) or 403(b) – Qualified Annuity Plan or 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?

Washington Saves charges no fees to your business. Employer contributions are not allowed.

What if my employee says that they do not want to participate?

Employee participation is completely voluntary—they can opt out anytime. As a covered employer, you'll still need to make the program available if you don't offer a qualified plan. Your specific responsibilities will be detailed in program rules before the program opens.

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.

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