AMERICAN RETIREMENT ASSOCIATION

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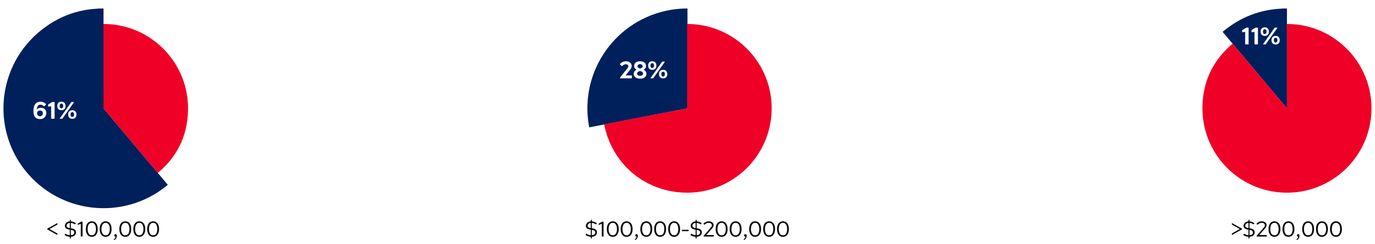
Working for America's Retirement

Tens of Millions of Moderate- and Middle-Income American Workers Depend on 401(k) Plans to Save for Retirement

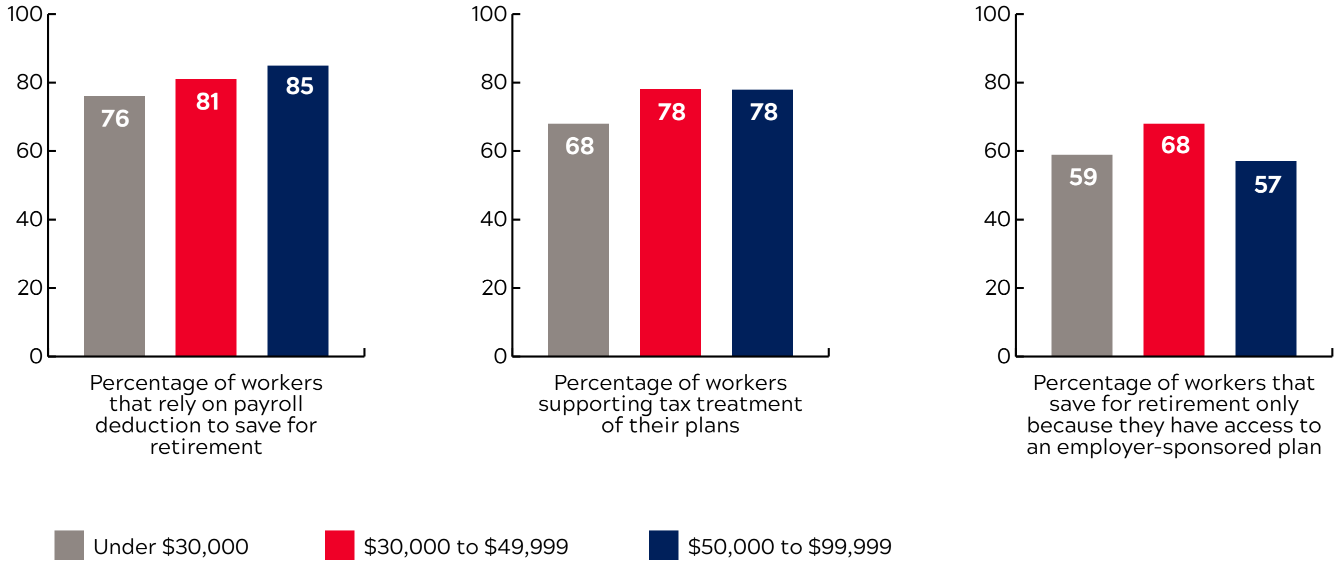
OVER 60 PERCENT OF 401(K) PARTICIPANTS EARN LESS THAN $100,000 A YEAR

Moderate- to middle-income workers make up the majority of 401(k) participants so the assertion that these plans only benefit the wealthy is false.



VAST MAJORITY OF MODERATE- AND MIDDLE-INCOME WORKERS LIKE AND RELY ON THEIR 401(K) PLANS

Tens of millions of moderate- and middle-income Americans participate in 401(k) plans to reach their retirement goals, and recent survey data shows that the majority of these workers are only saving for retirement because they have access to a 401(k) plan.[1]



1 ICI, American Views on Defined Contribution Savings, 2023. available at: https://www.ici.org/system/files/2024-02/24-ppr-dc-plan-saving.pdf