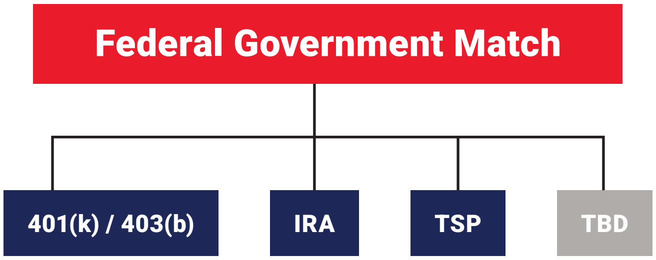
AMERICAN RETIREMENT ASSOCIATION

Working for America's Retirement

Ensure any federal matching contribution applies equally to workers across retirement plan types.

Middle Class Workers Deserve Retirement Policies That Work for Them

THE PRINCIPLE: TREAT SAVERS EQUALLY



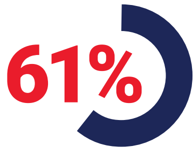
Same Federal Match: Workers should get the same federal match no matter where they save.

ALREADY SAVING RESPONSIBLY

40M+

middle class Americans already save through the private retirement system.

401(K) PARTICIPANTS



Over 60% of 401(k) participants **earn less than $100,000 a year.** Low- to middle-income workers make up the majority of savers in workplace retirement plans.*

Protect the 40+ Million Already Saving . . .

Low- to middle-income workers make up the **majority of savers** in workplace retirement plans. These are teachers, nurses, mechanics, small business employees, and first responders.

SURVEY DATA SHOWS THESE WORKERS:

- **Depend on payroll deduction** to save
- **Strongly support** the current tax treatment
- Save because they have access to an **employer-sponsored plan**

. . . By Rewarding Savings Across *All* Retirement Plans

A nurse contributing to a 401(k) should receive the same federal match as someone saving through a government-run retirement plan.

A MATCH AVAILABLE ONLY THROUGH A NEW FEDERAL PLAN WILL:

- **Exclude** the 40+ million already saving responsibly
- **Disadvantage** workers in states with auto-IRA programs
- **Penalize** small employers who already offer plans
- **Encourage** plan restructuring rather than new savings

★ ★ ★

Congress should treat savers equally — regardless of *where* they save for retirement.

**Source: ICI, American Views on Defined Contribution Savings (Feb. 2026).*

The **American Retirement Association (ARA)** is a non-profit education organization for retirement plan professionals. Our mission is to support policies that give every working American the ability to have a comfortable retirement.

4401 N. Fairfax Drive, Suite 600, Arlington, VA 22203 | P 703.516.9300 | F 703.516.9308 | info@usaretirement.org | usaretirement.org