

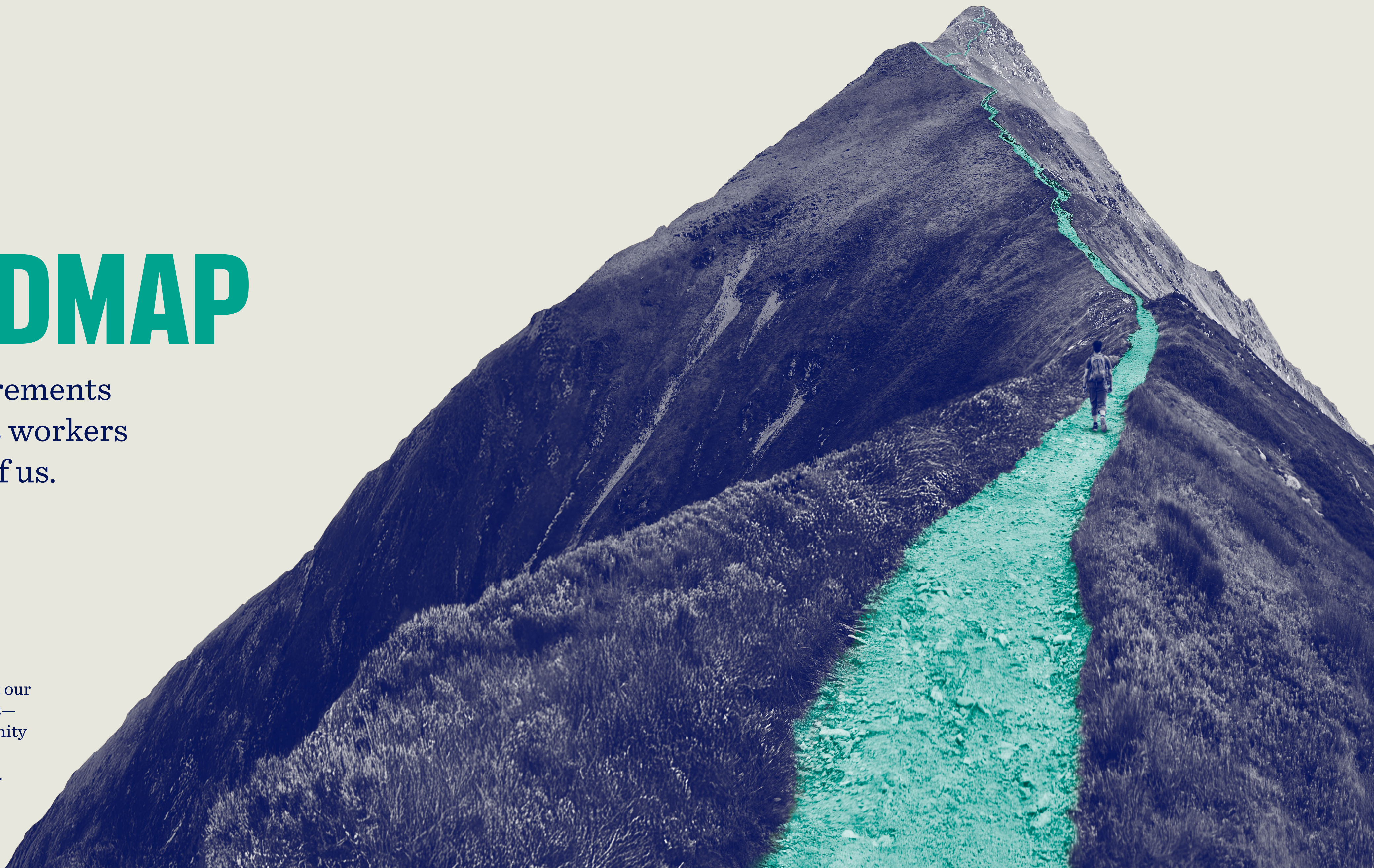


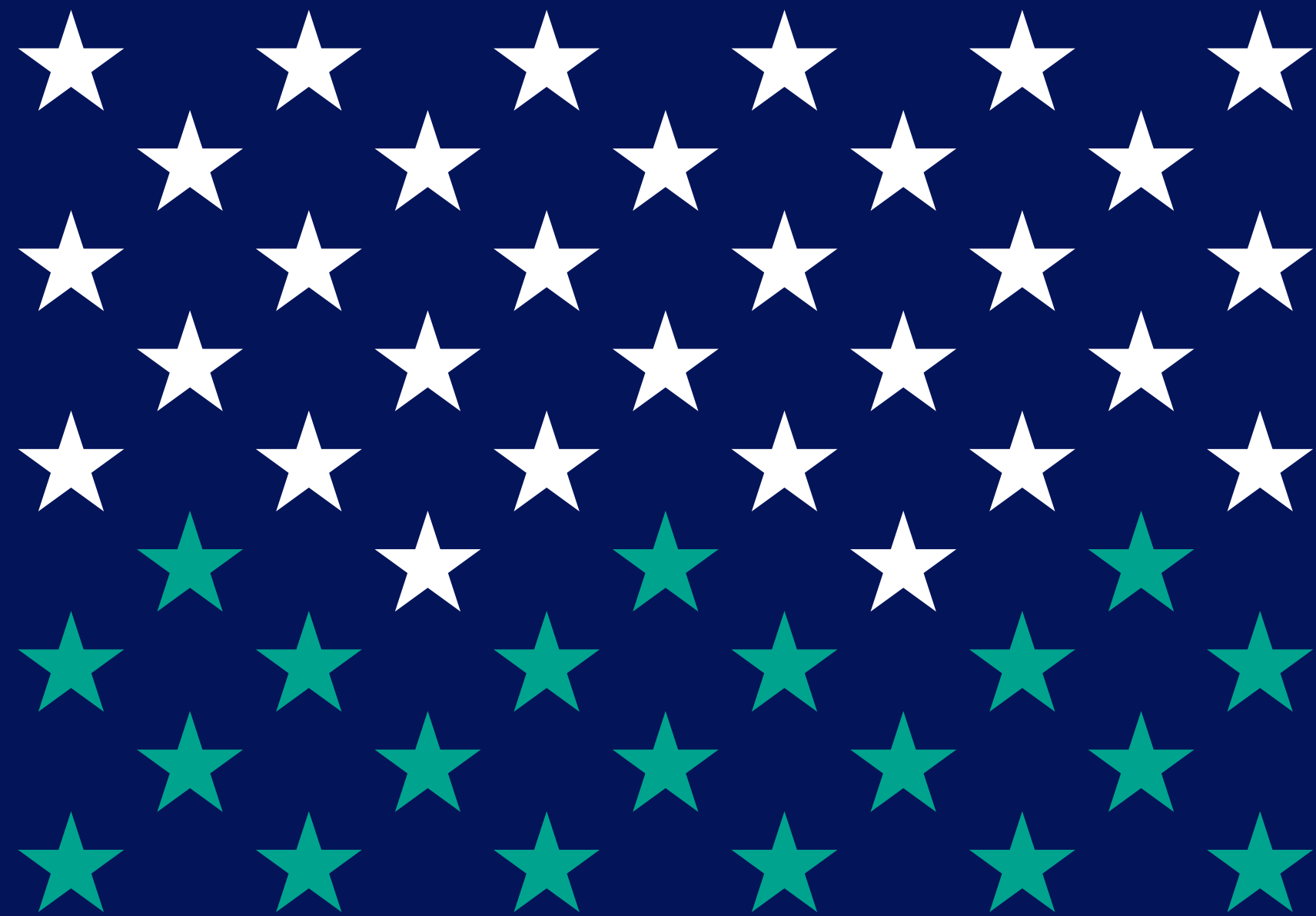
THE ROADMAP

to better retirements
for America's workers
includes all of us.



Scan to learn more about our
Retirement Bill of Rights—
and the historic opportunity
that lies ahead for
every working American.





Twenty states

offer retirement plans to
private sector workers.¹

38%

of Gen X 401(k) participants
say their greatest
worry is outliving their
retirement savings.²

About 45%

of U.S. households are
projected to run short of
money in retirement.³



86%

of workers want their employers
to offer retirement income as part
of their 401(k) plan.⁴

Together, we can continue to pave the way forward.

EMPLOYERS CAN

Encourage enrollment

- Establish auto-enrollment for new employees

Boost savings

- Set default contribution rates at 6% with annual auto-increases
- Allow older workers to leverage catch-up contributions
- Provide an employer matching or year-end contribution

Enhance investments

- Provide a default investment with guaranteed returns and income

Improve communication and education

- Promote the benefits of saving for retirement
- Provide education on how a worker's savings will provide income retirement, including guaranteed lifetime income

WORKERS CAN

Participate actively

- Make use of education and advice tools
- Participate in workplace plans and make sure to save at least enough to meet the employer match
- Take advantage of age-based catch-up contributions

POLICYMAKERS CAN

Improve access and participation

- Encourage re-enrollment of workers who chose not to participate
- Create federal auto-IRA and state-sponsored plans where applicable
- Let gig workers and 18–20 year olds participate in workplace plans
- Allow default enrollment in state defined contribution plans

Increase savings

- Require minimum default contribution rates of 6% for plans with annual auto-increases to a cap
- Seek solutions to help family caregivers save for retirement
- Approve age-based default contribution rates

Expand flexibility and lifetime income

- Encourage a default investment with guaranteed returns and income
- Help plan sponsors offer a menu of distribution options including guaranteed income options to retiring participants
- Allow 403(b) plans to offer the same investments as 401(k) plans
- Allow income options in retail products like IRAs
- Include lifetime income solutions in state defined contribution plans

¹ Georgetown University Center for Retirement Initiatives, January 2025

² The Cerulli Edge: The Americas Asset and Wealth Management Edition, September 2025

³ Morningstar Model of US Retirement Outcomes, 2024

⁴ Greenwald Research's annual 2025 In-Plan Insights Program

