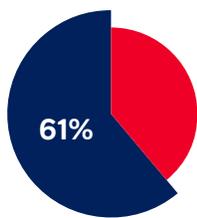


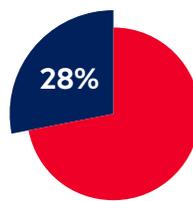
Tens of Millions of Moderate- and Middle-Income American Workers Depend on 401(k) Plans to Save for Retirement

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

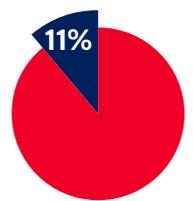
Moderate- to middle-income workers make up the majority of 401(k) participants so the assertion that these plans only benefit the wealthy is false.



< \$100,000



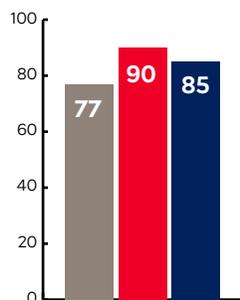
\$100,000-\$200,000



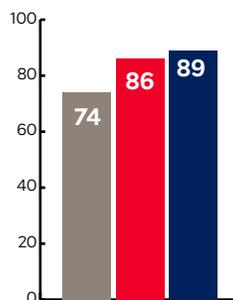
> \$200,000

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

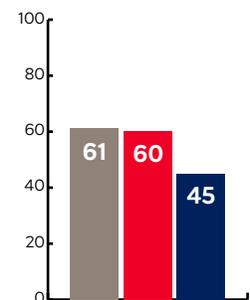
Tens of millions of moderate- and middle-income Americans participate in 401(k) plans to reach their retirement goals, and recent survey data shows that the majority of these workers are saving for retirement only because they have access to a 401(k) plan.¹



Percentage of workers that rely on payroll deduction to save for retirement



Percentage of workers supporting tax treatment of their plans



Percentage of workers that save for retirement only because they have access to an employer-sponsored plan

Less than \$50,000

\$50,000 to \$99,000

\$100,000 to \$149,000

¹ ICI, American Views on Defined Contribution Savings, 2024. available at: <https://www.ici.org/system/files/2025-01/25-rpt-am-views-dc-plans.pdf>.

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.