

The logo graphic consists of three stylized mountain peaks. The leftmost peak is dark teal, the middle peak is light green, and the rightmost peak is dark teal. A light green arrow points upwards and to the right, starting from the base of the middle peak.

Vermont Saves

UVM Tax School

November 4, 2025

OFFICE OF THE VERMONT STATE TREASURER



Today's Agenda

1. Why is Vermont Saves Needed?
2. What is Vermont Saves?
3. Timeline and Annual Schedule
4. Questions ?

Vermont's Retirement Landscape

- Approximately 40% of Vermonters – particularly those who are self-employed or work for small employers – lack access to a workplace retirement plan
- Among employers with 20 or fewer employees, about 55% do not offer retirement benefits.
- While about 60% of Burlington-area employers offer a plan, only about 50% of employers in the rest of the state do.
- Workers with access to workplace retirement programs are 15x more likely to save than those without.

Table 1

Projected Initially Covered Workers in VT (2023)

Total Covered Workers	76,600
5-9 workers	13,100
10-24 workers	24,200
25-99 workers	5,600
100-499 workers	9,400
≥500 workers	24,300

What is Vermont Saves?

Employers

**5 or more
employees**

**Do not offer a
retirement plan**

**In business for 2
years**

Employees

**Employed in
Vermont**

**Aged 18 years or
older**

**Social security
number**



Examples of Qualified Plans

- 401 (k) plans (including multiple employer or pooled employer plans)
- 403 (b) plans
- 403 (a) plans
- 408 (k) - Simplified Employed Pension (SEP) plans
- A governmental deferred compensation plan
- A simple IRA plan
- A traditional pension plan

EMPLOYER'S ROLE

The screenshot shows a web browser window with the URL <https://vtsaves.vermont.gov/employers>. The page features the Vermont Saves logo in the top left, a search bar, and a menu icon in the top right. Below the navigation, there are links for "Certify Employer Exemption", "Help Center", and "Payroll Provider Resources". The main heading is "EMPLOYERS", followed by the large text "Help your employees save and help your business grow". Below this, a message states: "All eligible employers must register or certify their exemption by the deadline". At the bottom, there are two buttons: "Sign in" and "Register". A "LEARN MORE" link with a downward arrow is positioned below the buttons, and a yellow question mark icon is in the bottom right corner.

[Certify Employer Exemption](#) | [Help Center](#) | [Payroll Provider Resources](#)

EMPLOYERS

Help your employees save and help your business grow

All eligible employers must register or certify their exemption by the deadline

[Sign in](#) [Register](#)

[LEARN MORE](#)

?

Employer's Role in Three Steps

- **No program fee**
- **Sign-up is fast and easy**
- **Works with payroll processes and can be managed by payroll providers**

Employers facilitate the program

1

Register

Go to VTSaves.vermont.gov to register

2

Send Contributions

Set up a payroll deduction and send contributions

3

Maintenance

Continue to send payroll contributions and maintain employee records

Who is a “Covered” Employer?

- ❖ Employer data received annually from the Department of Labor’s Unemployment Insurance Division.
- ❖ Data filtered to remove:
 - employers who filed a Form 5500; and
 - employers with 4 or less employees

Employer Responsibilities

Employer will NOT:

- ❖ Incur any account fees.
- ❖ Have plan-sponsor liability.
- ❖ Be allowed to make an employer contribution (“match”).
- ❖ File any tax forms.

Employer Notifications

Examples of the notifications sent to employers include:

- ❖ requirement to enroll (sent communications 5x during enrollment period);
- ❖ reminders to run payroll (sent 4 days prior to new payroll period and about 7 days after a missed payroll period);
- ❖ reminders to complete registration and register new employees

**** All notifications sent via the preferred form of communication filed with the Department of Labor (mail or email)***

Sample Employer Notification

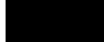
00004 SH SLC18001



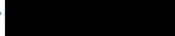
November 20, 2024

Scan to learn more



Access Code: 

This is an official communication from the State of Vermont. Action is required.

Dear ,

We're pleased to announce that Vermont Saves is now open. This innovative state-facilitated retirement savings program gives businesses* like yours a free and easy way to help employees save for the future, and it benefits you, too. It is completely voluntary for employees — they can stay automatically enrolled or opt out and re-enroll later.

Seize this opportunity to register early or certify your exemption in advance by following the steps below:

STEP 1: Visit VTSaves.vermont.gov/respond

STEP 2: Enter your company's EIN

STEP 3: Enter your unique Access Code (located above) and register

If you already offer a qualified retirement plan or have fewer than 5 employees, you must certify your company's exemption from the program using your unique Access Code at VTSaves.vermont.gov/exempt.

Please do not share your unique Access Code with any other entity. This code is specific to your business.

If you choose not to take action now, we'll remind you again before your registration deadline: **February 15, 2024**

How can Vermont Saves benefit you?

- It's **FREE** to facilitate.



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SLC - S

SAVER'S ROLE

The screenshot shows the Vermont Saves website interface. At the top left is the Vermont Saves logo, and at the top right are search and menu icons. Below the navigation bar, there are links for 'Employee Opt Out', 'Retirement Calculator', and 'Program Details'. The main heading is 'SAVERS', followed by the large text 'Take control of your financial future today'. Below this is a descriptive sentence: 'Vermont Saves is a flexible, secure, and seamless way to strengthen your financial future'. At the bottom, there are two buttons: 'Sign in' and 'Set up your account', along with a yellow help icon containing a question mark.

Vermont Saves Search Menu

[Employee Opt Out](#) | [Retirement Calculator](#) | [Program Details](#)

SAVERS

Take control of your financial future today

Vermont Saves is a flexible, secure, and seamless way to strengthen your financial future

[Sign in](#) [Set up your account](#)

Vermont Saves Program Details

Employees will be automatically enrolled in a
Roth IRA

- 5% of employee wages will be automatically withdrawn from each paycheck
- Increasing 1% per year up to a maximum of 8%
- Default Investment: Capital Preservation Fund; Target Date Suite of Funds

Vermont Saves Program Details

Employees will have Choices

- Employees can opt out of the plan
- Employees can change the percentage of wages contributed
- Employees can choose their investment options

Enrollment Decision Period

Enrollment

- Employers receive email or letter from Program with an Access Code
- Employers upload their employees into Vermont Saves portal

30 Day Period

- Employees can:
 - Do nothing and keep default options
 - Customize account
 - Opt out

Payroll Deductions Begin

- 30 days after being added by employer, employee is auto-enrolled in the Program
- Employer begins payroll deductions

Saver Notifications

Examples of the notifications sent to savers include:

- ❖ 3 notifications during the 30-day opt out period
- ❖ Account Statements
 - ❖ Quarterly statements (emails sent to participants with an email on file when statements are available online)
 - ❖ Annual statement (including those with no email and only a hard copy address)
 - ❖ Ad hoc statement" for a particular time range through online account
- ❖ Form 5498 by the required deadline

*** Saver Communications include general information on IRAs, noting income limits and contribution limits (should someone have an IRA outside of the program)**

Implementation Timeline and Annual Schedule

- ❖ Implementation Timeline
 - ❖ October 2024: Program Pilot Launched
 - ❖ December 2024: Program Opened
 - ❖ March 1, 2025: Enrollment Ended
- ❖ Annual Enrollment Wave:
 - ❖ June 30th deadline, with the next taking place in 2026

Current Enrollment and Upcoming Changes

- ❖ As of 11/4:
 - ❖ Approximately 4,800 savers
 - ❖ Approximately \$3.65 million in savings
 - ❖ 1210 registered employers
- ❖ Proposed rulemaking to change employee threshold and clarify part-time employee eligibility

Questions?

Contact us

vtsaves.vermont.gov

E-mail

Service: clientservices@vtsaves.vermont.gov
Treasurer's office: tre.vtsavesinfo@vermont.gov

Phone

Employers: 1- 844-599-4911

Savers: 833-575-0672

Becky Wasserman
Director of Economic Empowerment