

## Mandated State Retirement Plans

State	State-mandated Retirement Program	Who Must Comply? (By Residency)	When Must they Comply?
California	CalSavers	Employers with 5 or more employees	Already Active
Colorado	Colorado Secure Savings Program	Employers with 5 or more employees who have been in business for at least 2 years	If your business has 15-49 employees, your registration deadline is: <b>5/15/2023</b> . If your business has 5-14 employees, your registration deadline is: <b>6/30/2023</b>
Connecticut	MyCTSavings	Employers with five or more employees paid more than \$5,000 per year	Pushed back from 4/30/23 to 8/31/2023
Delaware	Delaware EARNs	Employers with more than 5 employees	The Earns Act is set to be implemented by <b>January 1, 2025</b> . This may be subject to change.
Hawaii	Hawaii Retirement Savings Program	Employers with 1 or more employees	Legislature has been written but nothing has enacted as of yet
Illinois	Illinois Secure Choice	Employers with 5 or more employees who have been in business for at least 2 years	An employer employing 5 to 15 employees: <b>November 1, 2023</b>
Maine	TBA	Employers with 5 or more employees who have been in business for at least 2 years	"25+ employees: April 1, 2023 15 – 24 employees: October 1, 2023 5 – 14 employees: April 1, 2024"
Maryland	MarylandSaves	This applies to businesses that have been in operation for at least 2 calendar years, have at least one W-2 employee, and use an automated payroll system.	December 1st of each year
Massachusetts	CORE	Voluntary; available to nonprofit organizations with 20 employees or fewer	No Specific Requirements Yet
New Jersey	Secure Choice Savings Plan	Employers with 25 or more employees that have been in business for at least 2 years	<b>Currently, the Program is not yet operational.</b> The next Secure Choice Savings Program Board meeting is scheduled for May 5, 2023 at 10:00 AM.
New Mexico	New Mexico Work & \$ave	Voluntary	100% Voluntary
New York	New York State Secure Choice Savings Program	Employers with 10 or more employees. For NYC residents-Employers with 5 or more employees.	Legislature has been written but no plan requirements as of yet.
Oregon	OregonSaves	All employers	Already Up and Running
Vermont	Green Mountain Secure Retirement Plan	Voluntary; available to employers with 50 or fewer employees	July 1, 2025-Employers with 25 or more employees January 1, 2026-Employers with 15 - 24 employees July 1, 2026-Employers with 5 - 14 employees
Virginia	RetirePath	Employers with 25 or more employees that have been in business for at least 2 years	RetirePath Virginia is scheduled to open with phased registration for eligible Virginia employers starting <b>July 1, 2023</b> , or soon thereafter. Prior to launch, a group of employers will be selected to pilot the program.
Washington	Retirement Small Business Marketplace	Voluntary; available to employers with fewer than 100 employees	Participation in the Retirement Marketplace is voluntary.