

MERIT

Maine Retirement Investment Trust



Maine's Auto-IRA Program

Maine Small Business Development Center

February 20, 2025



TODAY'S AGENDA

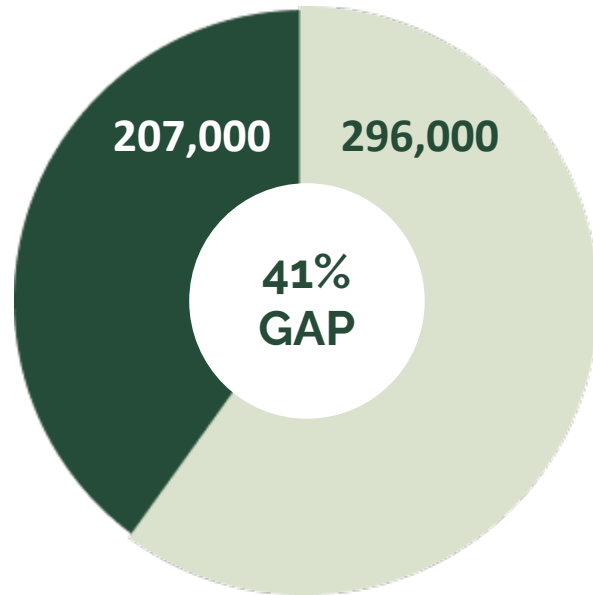
- The Retirement Landscape in Maine
- What is MERIT?
 - Employer
 - Employee
- Important Dates
- Answers to Frequently Asked Questions
- Answers to Your Questions



Maine's Retirement Landscape

Many Employers in the State Lack Access to a Retirement Savings Plan at Work

Workplace Access to Retirement Savings Among Private Sector Workers (2020)



504,000 Private Sector Employees Statewide

- Coverage Access Gap
- Access to Coverage at Work

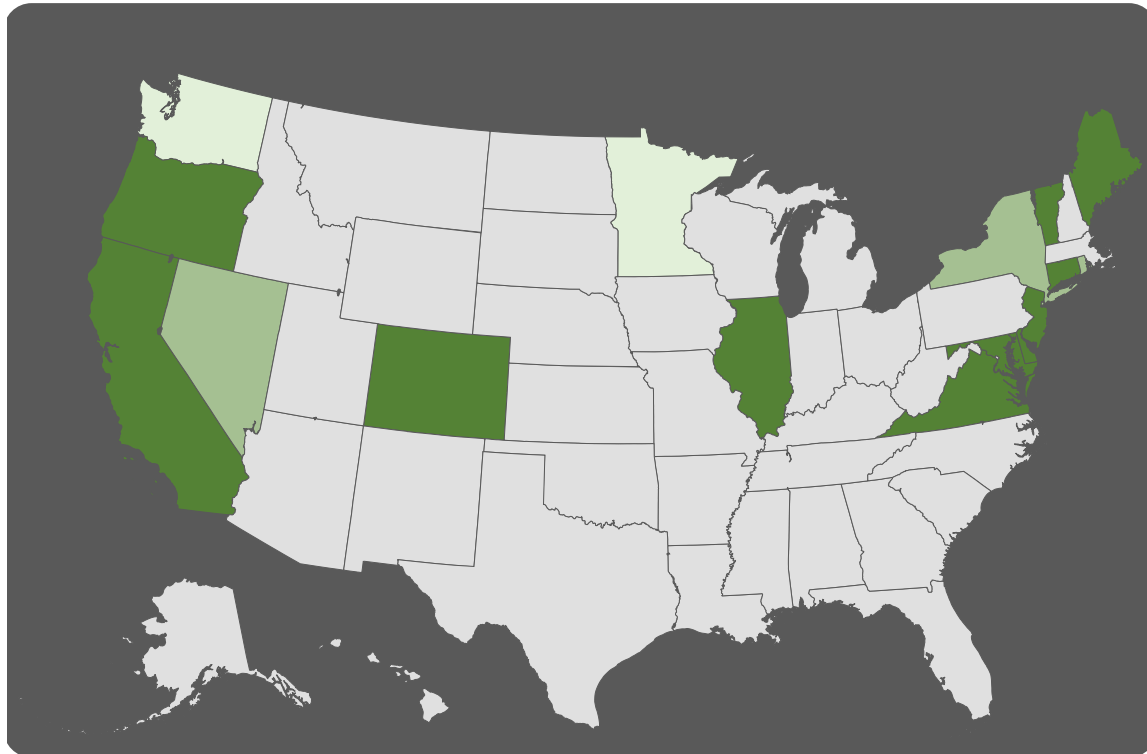
Source: ESI Analysis of Census Bureau and BLS Data



Current Status of Auto IRAs

Active Programs

Oregon
Illinois
California
Connecticut
Maryland
Colorado
Virginia
Maine
Delaware
New Jersey
Vermont



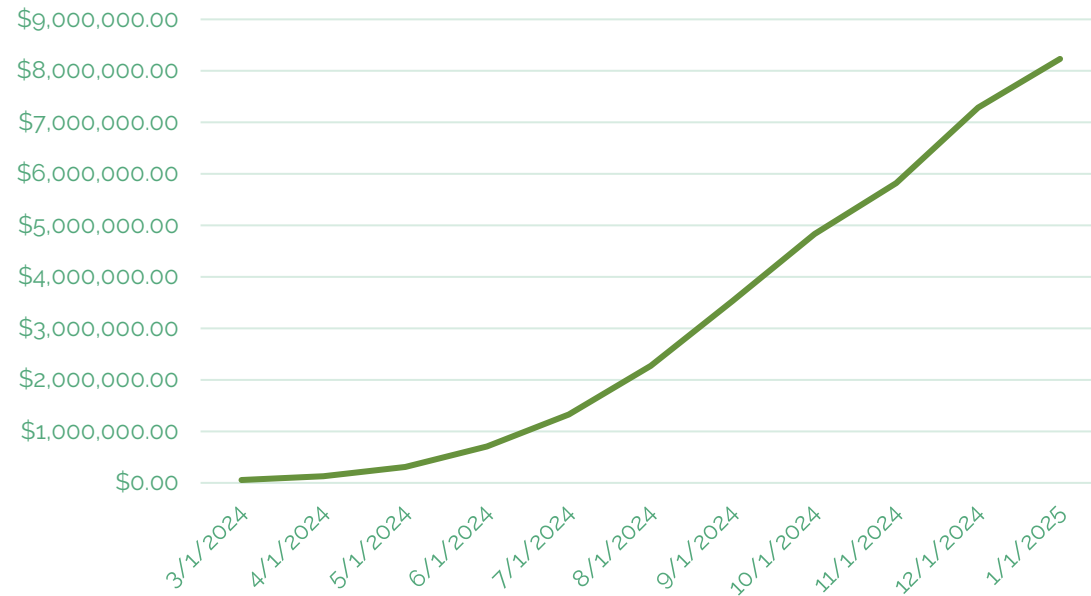
Enacted Legislation

New York
Hawaii
Minnesota (2023)
Nevada (2023)
Washington (2024)
Rhode Island (2024)



How Is it Going?

Total Assets



Funded Accounts



Who is MERIT for?

Employers

Do not offer a retirement plan

5+ Maine Employees

In business
2 years

Employees

Employed in Maine

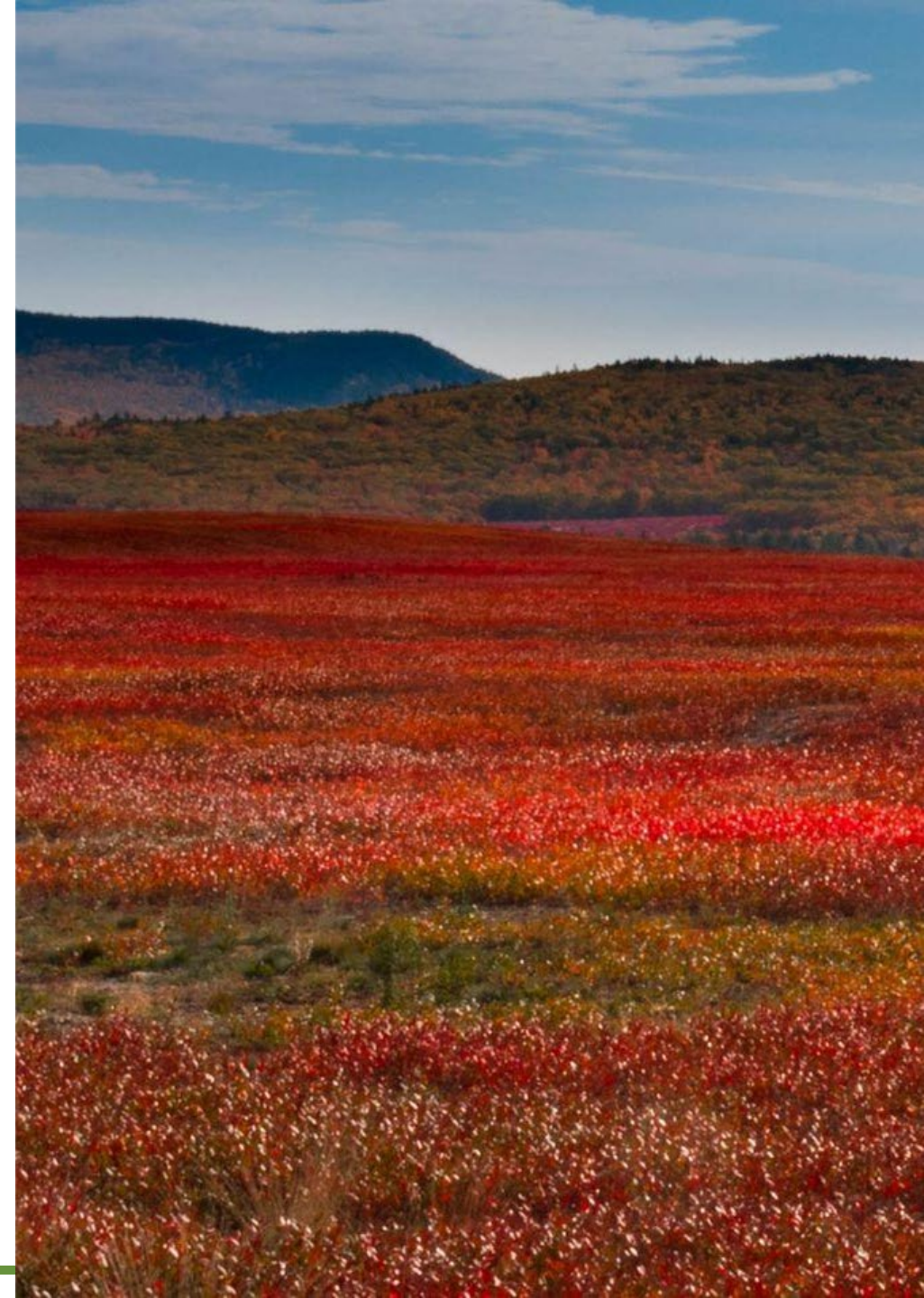
18 years or older

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



Primary Features of MERIT

- **Automatic Enrollment For Employees**
 - Participation is voluntary for employees, employees can opt out at any time
- **Public/Private Partnership**
 - Professionally managed and advised by financial services companies
- **Simple for Employers and Employees**



Employer's Role – 3 Easy Steps

Employers Facilitate the Program

- No cost to employer
- Fast and Easy enrollment
- Works with your payroll processes and can be managed in coordination with payroll processors

1

Register On Portal

2

Send Contributions

3

Ongoing Maintenance



MERIT 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 10%
 - Default Investment: Capital Preservation Fund; Target Date Suite of Funds
- **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



Email

From: **MERIT** <no-reply@sumday.com>

Date:

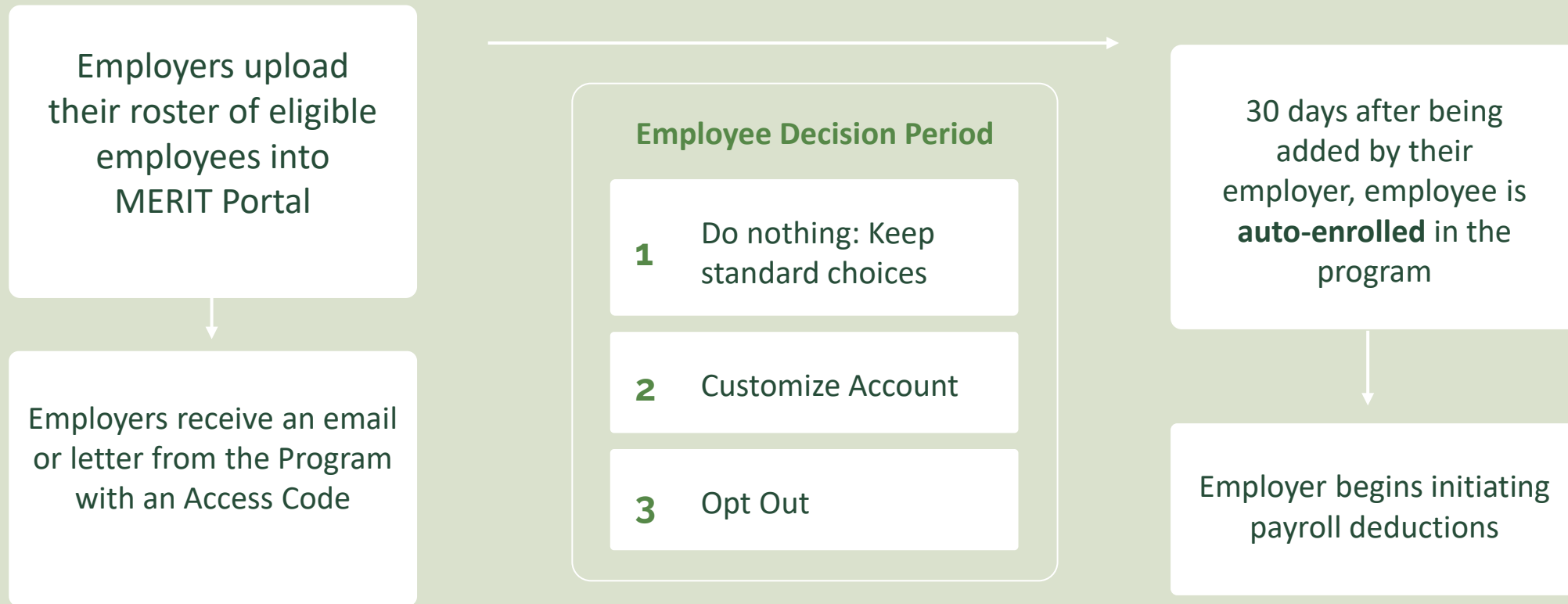
Subject: **IMPORTANT: Your registration deadline has passed**

To:



How MERIT Works

30 DAYS



The MERITSAVES.COM Portal

1. GATHER EMPLOYEE DATA 2. SUBMIT & VALIDATE

Add employees to the program

[Need Help?](#)

* indicate required fields

[Upload File](#) or enter data manually

SSN/ITIN*	FIRST NAME*	MIDDLE NAME	LAST NAME*	BIRTHDATE*

[Previous](#) [Finish Onboarding](#)

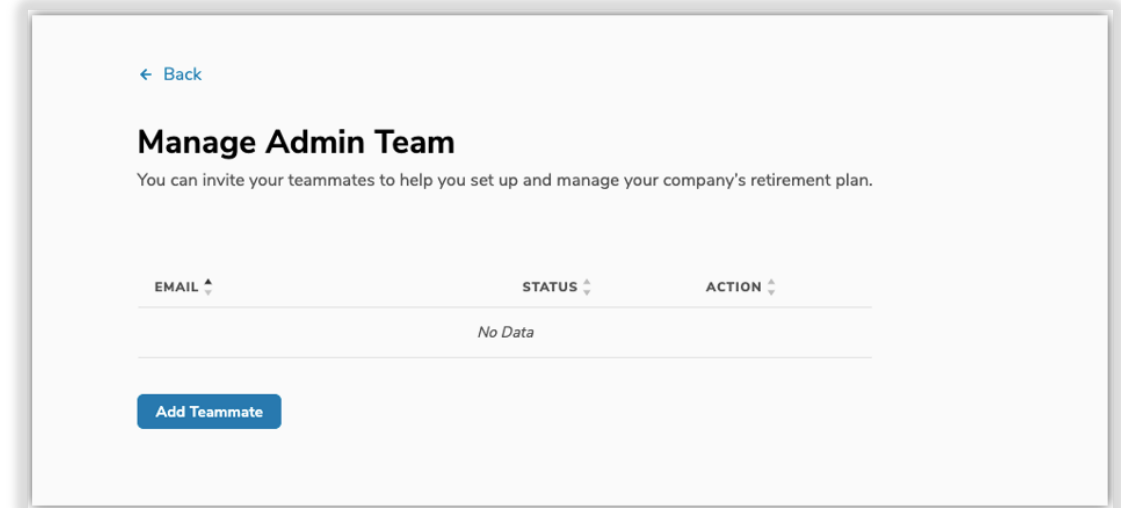
[← Home](#)

- ✓ Company Info
- ✓ Payroll Setup
- ✓ Payment Setup
- * Add Employees



Manage your Admin Team and Teammates

- Add Teammates to assist in administration
 - HR Manager
- Can access and edit payroll and employee information



MERIT Reminders

4 days before each payroll



Upcoming Contribution 10/16/2023

Wong, Pena and Brewer has its next pay date on **10/16/2023**
Pay Group Name: Vestwell

After you have run your payroll, please submit your employees' retirement savings deferrals through the MERIT contributions portal.

We cannot process your employees' contributions to their retirement savings accounts without this timely and accurate information.

[Submit Contributions](#)

Questions or concerns?

clientservices@meritsaves.com

[833-608-8811](tel:833-608-8811)

We are happy to help!

[Privacy Policy](#)



Managing Contributions

- Use the Contributions Tab
- Deferral Change Button
 - ✓ Update Payroll records
 - ✓ Mark Complete

Contributions

Next Pay Date
10/31/2022
Monthly

[Start Contribution](#) [View 4 deferral changes](#)

Looking to make another kind of transaction?
[Other Actions](#)

[See complete list of current employee deferral amounts](#)




History

Last 30 Days | All Transactions | All Pay Groups

TRANSACTIONS	PAY GROUP	TOTAL AMOUNT	STATUS	ACTION
10/28/2022 Contributions	EI-weekly	--	DEFERRON STARTED	...
10/27/2022 Contributions	Pay Group 1	--	DEFERRON STARTED	...



Making Contributions

[← Contributions](#)

May 15, 2024 Contribution

Ways to enter your data:

[Upload File...](#) [Copy From 12/1/2022](#) or enter data manually

SSN	LAST NAME	FIRST NAME	DOB	SAVINGS RATE	ROTH \$ AMOUNT
-4123	Slanderman	Ryan	1/1/74	4%	
-5331	Callopie	Brad	2/3/83	4%	
-6412	Ernesto	Mel	1/1/74	4%	
-3617	Jollilol	Trudy	1/1/74	4%	
-4123	Slanderman	Joe	1/10/74	4%	
-5331	Jollilol	Zailen	2/3/83	4%	
-6412	Slanderman	Callisa	1/1/74	4%	
-3617	Callopie	Ryan	1/1/74	4%	
-4123	Raptor	Nedbane	1/1/74	4%	
-5331	Slanderman	Ryan	1/1/74	4%	
-6412	Slanderman	Ernesto	2/3/83	4%	
-3617	Jollilol	Callisa	1/1/74	4%	



MERIT Help Center

Employer Portal

Payroll Resources

- ▶ [Resources for Non-Integrated Providers](#)
- ▶ [Payroll Integrations](#)
- ▶ [What Are Payroll Integrations?](#)
- ▶ [How Do I Disconnect My Integration or Change Payroll Providers?](#)
- ▶ [How Do I Change My Pay Group With An Enabled Integration?](#)

How to Exempt From MERIT

- ▶ [Exempt Your Business After Starting Registration](#)
- ▶ [Certify Your Business Exemption From MERIT](#)

How to Register for MERIT

- ▶ [An Overview - Welcome To Onboarding](#)
- ▶ [Company Info](#)
- ▶ [Payroll Set Up](#)
- ▶ [Payment Set Up](#)
- ▶ [Payment Set Up - Bank Account via ACH](#)
- ▶ [Payment Set Up via Check or ACH Push](#)

[See all 9 articles](#)

How to Maintain Employee Records

- ▶ [Employee Details](#)
- ▶ [Employees Overview](#)
- ▶ [Download Your Employee List](#)
- ▶ [Understanding Employee Statuses](#)
- ▶ [Editing Employee Data](#)
- ▶ [Adding New Employees](#)

How to Send Contributions

- ▶ [Understanding Your Contributions Dashboard](#)
- ▶ [Updating Employee Savings Rate Changes](#)
- ▶ [How to Submit Contributions Manually](#)
- ▶ [Contributions - File Upload](#)
- ▶ [No Pay Schedule? No Problem - How To Submit Off-Cycle Payroll Contributions](#)
- ▶ [Resolving Employee Roster Validation Issues Encountered on the Contributions Grid](#)

[See all 16 articles](#)

How to Video Series

- ▶ [How Employees Can Sign Up for MERIT](#)
- ▶ [Introduction to Payroll Integrations](#)
- ▶ [Onboard Your Company to MERIT](#)
- ▶ [Submitting Contributions to Your MERIT Portal](#)

User Registration

Important Dates – Companies Required to Register in 2024

- October 24, 2023 – MERIT PILOT commenced
- January 17, 2024 – MERIT email or letter to Maine Employers
- April 30, 2024 – Employers of 15 or More Employees
- June 30, 2024 – Employers 5+ Employees
- **2025 – Enforcement Action Begins**



Important Dates – Employers Required to Register in 2025

- March 2025 – First Notice to Employers
- Mid-April to June 2025 – 3 Notices to Employers
- June 30, 2025 – All 2025 Employers Required to be Registered with MERIT



Answers to Some FAQs

- **Seasonal Employees**
 - Employees who work for 120 days will need to be registered
- **Part-Time Employees**
 - Count toward the 5 Employees and need to be registered
- **Temporary Employees**
 - Count toward the 5 Employees and need to be registered
- **Business Owner status**
 - Count toward the 5 Employees if they receive wages



Answers to Some FAQs

- **Offer a Qualified Plan to some, but not all employees**
 - You are exempt – even if the Plan is not available to all employees
- **What if I already have a qualified workplace retirement plan?**
 - Use the Code you received to Certify Your Exemption at meritsaves.com
- **Employees Who Opt Out**
 - May opt back in at any time



Contact Information

Elizabeth.Bordowitz@MaineSaves.org

833-608-8811 (Employer Help Line)

MERITSaves.com [Program Portal and Help Center]

MaineSaves.org [Board Meeting Information]

