



January 21, 2026

Representative Luke E. Torian
Chairman of the House Appropriations Committee
201 North 9th Street
General Assembly Building
Richmond, VA 23219

RE: Small businesses support HB 176, State-facilitated IRA saving program; various changes to the program.

Dear Chairman Torian and members of the Committee:

I am writing in support of HB 176, State-facilitated IRA savings program. This legislation would lower the threshold for eligible employers with five or more employees so that they may participate in the program. This change to the program would ensure small businesses are able to attract and retain employees and offer benefits that larger companies already offer.

Currently, participation in RetirePath VA is only available to businesses with 25 or more full-time employees. Employers under that threshold can't automatically enroll their employees in the program, so they can't take advantage of this retirement savings option for their employees. Based on the [2025 Office of Advocacy Report](#), employers with between 20 and 499 employees represented only 2% of all businesses across the state. What's more, approximately [only 45%](#) of the Commonwealth's workforce – an estimated 1.2 million Virginia employees – lacked access to a retirement savings plan at work. RetirePath Virginia is designed to help close the retirement savings gap and improve the financial security of more Virginians. Workers can save through a participating employer or enroll in RetirePath independently.

To ensure the program is an asset to more small businesses, who use retirement to attract and retain a workforce, the threshold for eligible employers should be lowered to employers with 5 or more employees, regardless of full-time or part-time status. This threshold is also based on best practices in other states.

We urge you to support this legislation and ensure that small businesses can access this program just like larger businesses, boosting their competitiveness as an employer and improving the financial futures of their employees.

Sincerely,

Awesta Sarkash
Senior Public Policy Director