

EMPLOYER GUIDE

Texas ABLE® helps employees with disabilities – and their families – achieve a better life experience, and helps employers make a difference.

TexasABLE.org



Glenn Hegar
Texas Comptroller of Public Accounts

64 percent of caregiver employees and 63 percent of employees with disabilities agree that ABLE accounts would be an important employer benefit.

– *Voya Financial's 2019 report, For the Benefit of All*

What is Texas ABLE?

Texas ABLE is a tax-advantaged program that helps eligible Texans with disabilities and their families save for qualified disability expenses while maintaining eligibility for certain means-tested federal and state benefits, such as Supplemental Security Income (SSI) and Medicaid. Eligible individuals can save for long-term goals, such as a mobility van or education; for everyday expenses, such as medical bills or groceries; or for long-term care for a loved one.

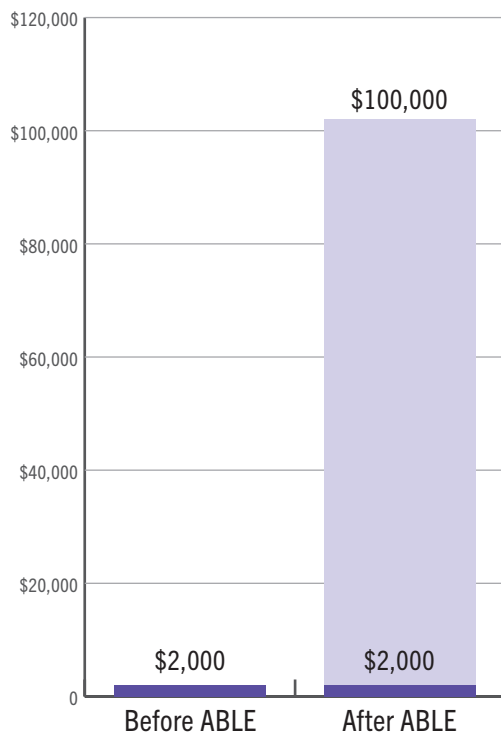
The Texas ABLE Program is made possible through the federal Stephen Beck, Jr., Achieving a Better Life Experience (ABLE) Act of 2014 that allows states to create tax-advantaged savings programs for eligible people with disabilities. The Texas ABLE Act, passed by the Texas Legislature in 2015, established the Texas ABLE Program, which is administered by the state of Texas through the Texas Comptroller of Public Accounts.

Why is Texas ABLE Important to My Employees?

TEXAS ABLE IS A GAME CHANGER FOR YOUR EMPLOYEES WITH DISABILITIES AND THOSE WHO CARE FOR LOVED ONES WITH DISABILITIES.

According to the U.S. Bureau of Labor Statistics, almost one in five persons with a disability was employed in 2021. The U.S. Department of Health and Human Services' 2017 report, *Caregiver Resources & Long-Term Care*, notes that one in five U.S. employees identifies as a caregiver for an aging, seriously ill, or disabled family member or friend.

RESOURCE LIMIT TO RETAIN SSI ELIGIBILITY

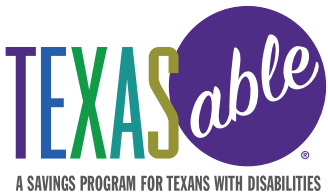


Before ABLE accounts were available, saving money proved challenging for many with disabilities because benefit programs often had income and resource limits. People with disabilities have, on average, 28 percent more costs associated with disability-related expenses than those who do not have a disability. The ABLE Act is the first public policy that recognizes the extra and significant costs of living with a disability. These include costs related to raising a child with disabilities or a working-age adult with disabilities; accessible housing and transportation; personal assistance services; assistive technology; and health care not covered by insurance, Medicaid or Medicare. ABLE plans allow people to save for many of those extra costs associated with having a disability, while maintaining public benefits, such as SSI and Medicaid. – *ABLE National Resource Center*

Before ABLE, individuals with \$2,000 or more in resources would lose eligibility for those critical means-tested government benefits. With a Texas ABLE account, participants can save up to \$100,000 in an ABLE account in addition to the \$2,000 prior resource limit without impacting benefit eligibility, or they can save up to \$500,000 in a Texas ABLE account if SSI eligibility is not a consideration.

Why is Texas ABLE Important to My Company?

According to researchers at Harvard Business School, 73 percent of employees in the U.S. are caring for a child, parent or friend. Companies face a growing yet largely undetected threat to their workers' productivity, employee retention and, ultimately, competitive advantage: the needs of employees who are caregivers.



A 2018 Accenture report shows that companies tend to see overall improvements in employee loyalty, leading to increased employee retention, financial performance and productivity when companies meet the needs of employees with disabilities and their caregivers. – *Getting to Equal: The Disability Inclusion Advantage*

The aging population, an increasingly female workforce and the tightest job market in half a century make supporting caregivers a critical talent management issue, according to Harvard Business School's Joseph B. Fuller and Manjari Raman. "Helping employees address their personal caregiving obligations is an approach employers almost entirely overlook as a mechanism for maximizing employee productivity and minimizing turnover," the authors write in *The Caring Company: How Employers Can Cut Costs and Boost Productivity by Helping Employees Manage Caregiving Needs*.

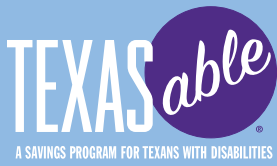
According to Fuller, companies that ignore this emerging crisis risk losing their hardest-to-find and highest-paid employees — skilled, educated professionals — to competitors that move faster to meet caregivers' needs. With those employees goes the substantial investment that companies make in recruiting, retention and training.



"ABLE accounts foster person-centered independence, build self-reliance, encourage employment and improve quality of life."

– *National Association of State Treasurers*

Voya Financial's 2019 report, *For the Benefit of All*, noted that 64 percent of caregiver employees and 63 percent of employees with disabilities agree that ABLE accounts would be an important employer benefit. While Voya's research showed that employees are generally happy with their benefits, 90 percent of employees who are caregivers feel that their company falls short of providing the right amount of support and resources to balance their jobs and personal responsibilities and 79 percent say their company could be doing more to help employees who are caregivers.



Make a difference in the lives of your employees with disabilities and employees who care for loved ones with disabilities. Become an inclusive company that recognizes and prioritizes the needs of these employees.

TexasABLE.org

844-4TX-ABLE (844-489-2253)

customerservice@TexasABLE.org



We Make Texas ABLE Participation Easy

The Texas ABLE Program can provide the tools your company needs for your employees to get started in the program. Here are a few ways we can help:

- *Produce and distribute informational materials;*
- *Conduct webinars;*
- *Make in-person presentations;*
- *Provide articles for your employee newsletter or internal website; and*
- *Host informational tables at your employee events and/or benefit fairs.*

Texas ABLE is an online program, and employees can contribute directly to an account through check, EFT or ACH. As an employer, you can opt to offer payroll deduction to allow employees to contribute through their paychecks as with any other benefit. Texas ABLE personnel can work with you to set up a process to report payroll deductions to the program.

If you'd like to offer Texas ABLE as an employee benefit, contact the Texas ABLE Program Outreach Team at TexasABLE@cpa.texas.gov or 800-531-5441, ext. 5-5331.

The Texas ABLE® Program ("Program") is administered by the Texas Prepaid Higher Education Tuition Board. Orion Advisor Solutions, Inc. is the program manager. The Program and the Board do not provide legal, financial, or tax advice, and participants in the Program should consult a legal, financial, or tax advisor before investing. Fees and charges for the most recent quarter are available on our website at texasable.org/expenses.

An account could lose money including the principal invested. Other than FDIC insurance for the Bank Savings Account Option, no part of an account is a deposit or obligation of, or is guaranteed or insured by, the Board, the state of Texas, or any agency or agent thereof. Interests in the Program have not been registered with or approved by the SEC or any state. Investors should carefully consider the tax consequences, impact on benefit eligibility, Medicaid recapture, investment objectives, risks, fees, charges, and expenses associated with the Program. The Board may suspend, modify, or terminate the Program or change investment approaches, offerings, and/or underlying investment funds at any time and without the consent of account owners, authorized legal representatives, or beneficiaries. The Program Disclosure Statement and Participation Agreement contains this and other important information about the Plan and may be obtained by visiting texasable.org or calling 844-4TX-ABLE (844-489-2253). Investors should read all Program documents carefully before investing.

© 2022 Texas Prepaid Higher Education Tuition Board. "Texas ABLE®" is a registered mark of the Texas Prepaid Higher Education Tuition Board and distributed by Northern Lights Distributors, LLC, Member FINRA, SIPC. 4221 N 203rd St, Suite 100, Elkhorn NE 68022. All rights reserved.



Glenn Hegar
Texas Comptroller of Public Accounts