

# Calling All Employees!

## Introducing an Exciting Opportunity You May Be ABLE to Use

If you or a member of your family experience disability, an ABLE account can increase your financial well-being.

ABLE accounts are key to “Achieving a Better Life Experience” for employees who have a disability and/or colleagues who support someone who has a disability.



### **Achieving a Better Life Experience (ABLE) Accounts**

ABLE accounts are tax-advantaged savings and investment tools which are available to eligible individuals with disabilities. They grow tax free when used to pay for qualified disability expenses, or QDEs, which enhance the health, independence or quality of life of the individual with a disability.

### **Eligibility for an ABLE Account**

Eligibility is limited to individuals who have a significant disability with an onset prior to turning 26 years old. As long as the disability began before the age of 26\*, an ABLE account can be opened at any age. You or your family member can be 35, 50 or 65 and still be ABLE-eligible.

### **Benefits to Employees and Family Members with Disabilities**

Qualified disability expenses are expenses that fall into broad categories and include education, housing, transportation, employment supports, assistive technology, personal support services, health care expenses, counseling, financial management and administrative services and other expenses that you or your family member might incur as a result of disability.

### **How Savings in an ABLE Account Affects Public Benefits**

Medicaid and other means-tested, federally-funded benefits are not affected by any amount of ABLE savings. An ABLE account can help you save \$100,000 without affecting monthly Supplemental Security Income (SSI) benefits. Please remember that earnings from employment are still subject to income counting rules for SSDI (Social Security Disability Income) benefits and other means-tested benefits such as SSI, SNAP or HUD housing. Interest on ABLE savings grows tax-free.

### **Who Can Make Contributions to Your ABLE Account**

Family members, friends, co-workers and others, including your employer, can add money to your account. You can also roll over funds from a 529 college savings account up to the annual contribution limit. Special rules apply when your employer makes contributions to your account. If you are receiving certain public benefits, you will need to look into how income contributed by your employer could affect your benefits.

As your employer, we recognize the additional cost of living and working with disability. We value and support our employees and their family members with disabilities.

For more information about ABLE accounts, who can open an ABLE account and how to open one up for yourself or a family member, please visit [ablenrc.org](http://ablenrc.org).

\*changing to age 46 on January 1, 2026.