

Human Interest 401(k) vs. CalSavers: how do they compare?

CalSavers is a state-sponsored retirement savings program that increases access to affordable retirement savings opportunities. Employers with five or more employees that do not already offer a retirement program are required to enroll or provide an employer-sponsored retirement plan to their employees.

Breaking Down CalSavers

A state-sponsored program like CalSavers is a retirement option, but it lacks the flexibility and control businesses expect. CalSavers is an IRA, which has a much lower contribution limit compared to a 401(k), impacting the overall growth potential of a retirement plan.

| | CalSavers | Human Interest 401(k) |
|-------------------------------------|---|--|
| Contributions | Roth (post-tax) contributions | Pre-tax and Roth (post-tax) contribution options |
| Contribution limits for 2026 | \$7,000 if under the age of 50 \$8,000 if 50 and older | \$24,500 if under the age of 50 \$32,500 if 50 and older \$35,750 if ages 60-63 |
| Income limits | To make the max contribution, employees must have a Modified Adjusted Gross Income no higher than: ¹ <ul style="list-style-type: none"> • \$150,000 for single filers • \$236,000 for married / joint filers | None |
| Employer fees | None | Plans start at \$80/month + \$5/eligible employee. Find our transparent pricing on our website . All prices are exclusive of applicable taxes. A one-time setup fee of \$499 may apply. See our Terms of Service for additional details. |
| Annual employee fees | \$18 Fixed account fee 0.325-0.49% Total asset-based fee ² | 0.60% HII recordkeeping services and custody-related asset fee ³ 0.12% HIA Advisory fee ³ 0.04-0.05% average fund fee ⁴ |
| Investment funds | Target Retirement Funds, Environmental, Social, Governance Fund, Core Bond Fund, Global Equity Fund A & B, Money Market Fund ⁵ | Funds from nearly every major asset class and risk category |
| Tax credits | None | Employers may be eligible for: <ul style="list-style-type: none"> • A credit for Small Employer Pension Plan Startup Costs (up to \$5,000 per year for three years) • A deduction of employer contributions to employee accounts. Learn more |
| Allow loans | None | Yes |
| Payroll integration | Unknown - requires payroll provider to integrate with CalSavers | 500+ payroll providers ⁶ |

Now is the time to start a 401(k)

With an active retirement mandate in California, now is a great time to start a 401(k) plan. Currently, the small employer startup credit is up to \$5,000 for the first three years, making it more affordable than ever to launch a plan when you take advantage of tax incentives.⁷ Set up your business—and your employees—for success. Ensure your retirement plan integrates with your payroll and seamlessly handles other tedious tasks.

Why launch a Human Interest 401(k)?

With Human Interest rebates and the potential for IRS tax incentives, you can launch a 401(k) today at little to no cost. Our automated plans make the ongoing administration of your 401(k) easy and affordable. Human Interest's plans also offer:

- ✓ Transparent pricing and zero transaction fees⁸
- ✓ “No-touch” integration with 500+ payroll providers⁶
- ✓ Affordable, diverse investment options
- ✓ Easy to set up and administer
- ✓ Ongoing support and plan management
- ✓ High employee participation rates – roughly 80% when auto-enroll is enabled⁹

Get started today.

Take the first step to offering a modern retirement plan today.
Email us at sales@humaninterest.com or call 877 475 0179.

¹ 401(k) limit increases to \$24,500 for 2026, IRA limit increases to \$7,500, IRS.gov, November 2025.

² CalSavers employee annual asset-based fee ranges between 0.325–0.49%, depending on investment choice. Complete CalSavers program details [here](#).

³ Asset fees are deducted monthly from the employee's account according to the [HII Terms of Service](#) and [HIA Terms of Service](#). All prices are exclusive of applicable taxes. If the plan sponsor elects to hire an external investment advisor, the plan sponsor will pay such advisor as agreed between the plan sponsor and advisor.

⁴ As of 9/30/2025, figure represents the weighted average of annual fund net expenses (“expense ratio”) for participants in new 401(k) plans launched after 8/4/25 and invested in Human Interest Advisors’ Model Portfolios (“Models”). Provided for illustrative purposes only. Actual, average fund expenses a participant experiences vary based on the specific Model selected, allocation changes to Models, whether participants opt out of Models and choose their own investments and allocations, or allocation drift, especially in volatile markets. Model allocations and underlying fund expenses are subject to change. Before investing, carefully review the fund’s prospectus, factsheet, and/or participant fee disclosure, which includes, among other things, a description of fees and expenses a fund will charge.

⁵ Investment options for how you want to save. CalSavers. 2024.

⁶ Refer to humaninterest.com/payrolls for a list of integrated payroll providers.

⁷ Retirement plans startup costs tax credit. IRS. August 2024.

⁸ For non-rollover distributions, shipping and handling fees may apply to requests for check issuance and delivery.

⁹ Human Interest internal data as of December 2024.

Human Interest Inc. is an affordable, full-service 401(k) and 403(b) provider that seeks to make it easy for small and medium-sized businesses to assist their employees with investing for retirement. For more information, please visit humaninterest.com. Investment Advisory services are provided through Human Interest Advisors LLC, a Registered Investment Adviser and subsidiary of Human Interest Inc. For more information on our investment advisory services, please visit humaninterest.com/hia.

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