

Ambulatory health care services



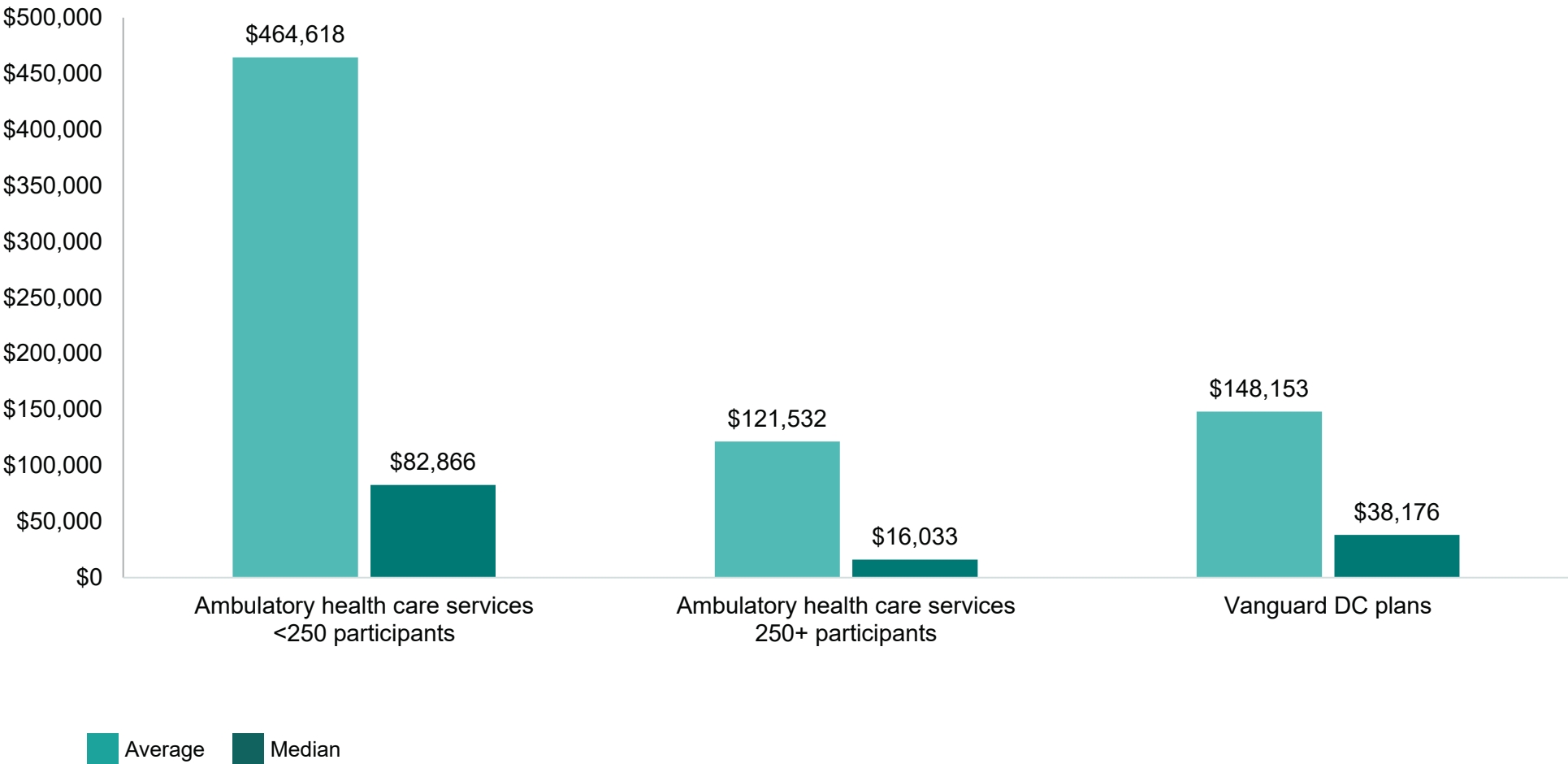
Benchmark population

	Ambulatory health care services <250 participants	Ambulatory health care services 250+ participants	Vanguard DC plans
Number of plans	47	46	1,417
Number of participants	4,024	95,031	4,770,746
Average number of participants	86	2,066	3,367
Median number of participants	71	693	622
Amount of assets	\$1.9B	\$11.5B	\$706.8B
Average assets	\$39.8M	\$251.1M	\$498.80M
Median assets	\$23.3M	\$118.3M	\$92.1M

The ambulatory health care industry is defined by NAICS (North American Industry Classification System) code 621.

Source: Vanguard, as of December 31, 2024.

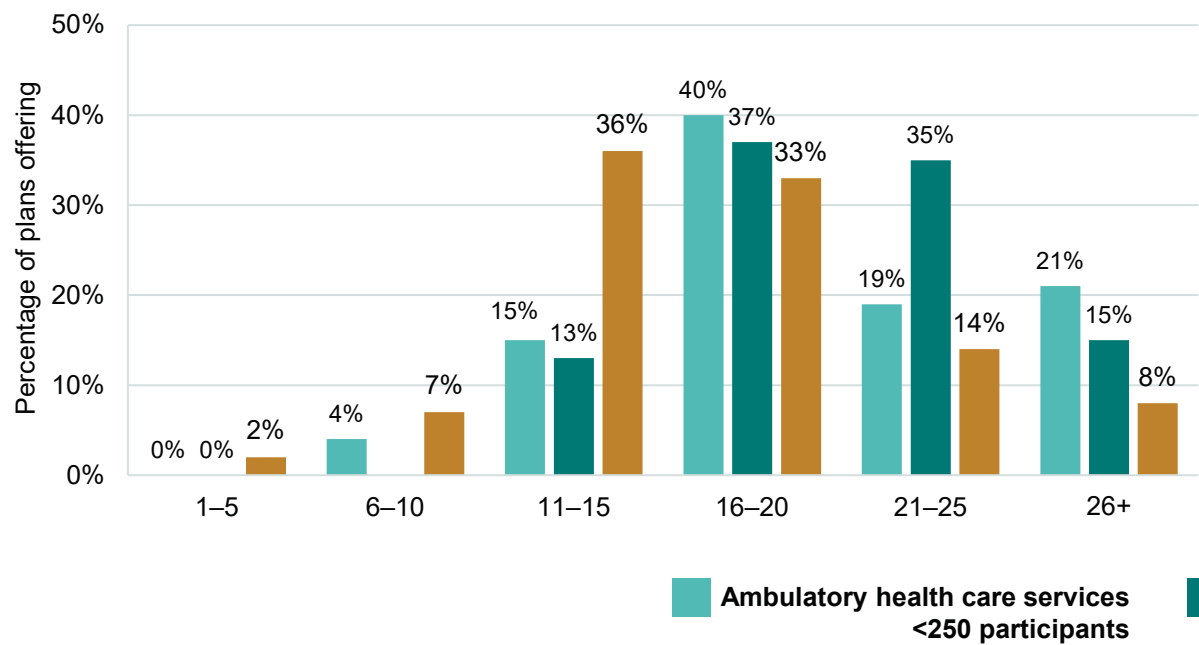
Participant balances



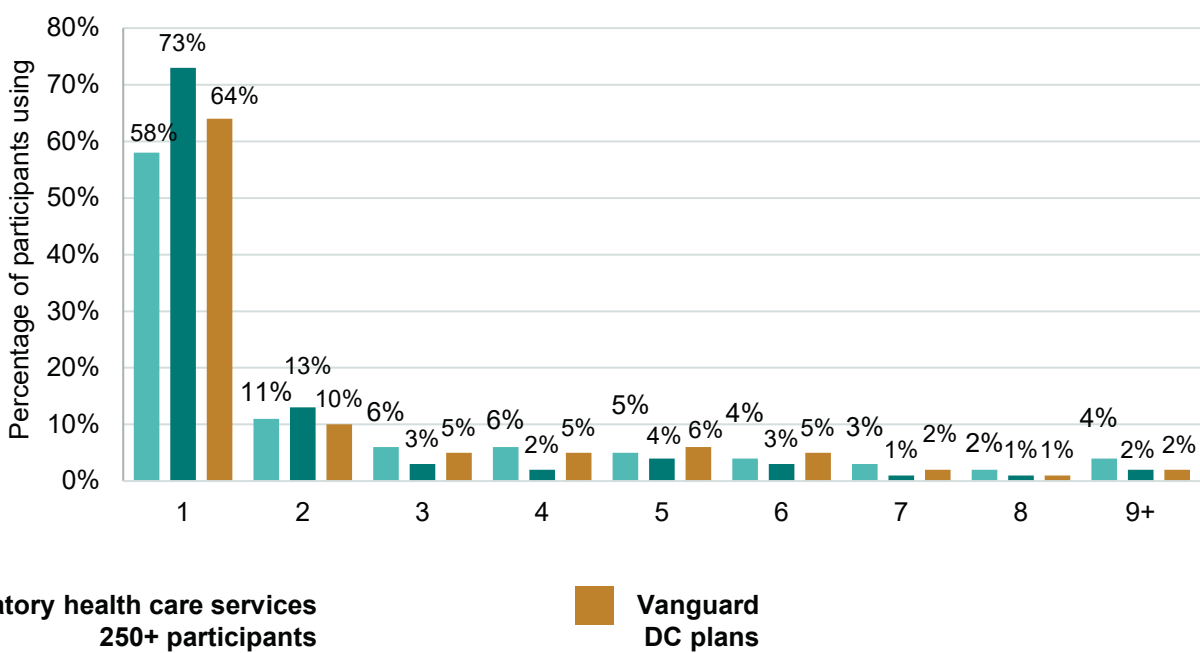
Source: Vanguard, as of December 31, 2024.

Number of fund options offered and used

Funds offered per plan (all life-cycle funds counted as one)



Funds used per participant



Average funds offered	20.8	20.9	17.5
Median funds offered	19	21	16
Average funds used	2.6	1.8	2.3
Median funds used	1	1	1

Bars in chart may not align precisely with percentages because of rounding.
Source: Vanguard, as of December 31, 2024.

Types of investment options offered and used*

	Ambulatory health care services <250 participants		Ambulatory health care services 250+ participants		Vanguard DC plans	
	Percentage of plans offering	Percentage of participants using*	Percentage of plans offering	Percentage of participants using*	Percentage of plans offering	Percentage of participants using*
Cash	100%	18%	100%	5%	99%	11%
Money market	87%	11%	74%	3%	73%	5%
Stable value/GIC	47%	19%	59%	4%	68%	9%
Bond funds	96%	18%	100%	10%	98%	17%
Active	70%	9%	87%	3%	81%	6%
Index	94%	15%	93%	8%	90%	14%
Inflation-protected securities	43%	3%	59%	2%	36%	3%
Multisector	4%	2%	17%	2%	8%	1%
High-yield	21%	5%	22%	2%	18%	3%
International	15%	3%	24%	2%	19%	5%
Emerging markets	<0.5%	0%	2%	0%	1%	1%
Balanced funds	100%	75%	100%	93%	99%	86%
Traditional balanced	79%	18%	65%	8%	60%	11%
Target-risk	4%	10%	7%	0%	3%	1%
Target-date	91%	70%	100%	91%	96%	84%
Company stock	<0.5%	0%	2%	100%	8%	21%
Self-directed brokerage	28%	7%	48%	1%	22%	1%

* Among participants offered the option.
Percentages should not equal 100% because of rounding.
Source: Vanguard, as of December 31, 2024.

Types of investment options offered and used* (continued)

	Ambulatory health care services <250 participants		Ambulatory health care services 250+ participants		Vanguard DC plans	
	Percentage of plans offering	Percentage of participants using*	Percentage of plans offering	Percentage of participants using*	Percentage of plans offering	Percentage of participants using*
Equity funds	100%	38%	100%	17%	99%	30%
Domestic equity funds	100%	36%	100%	17%	99%	29%
Large-cap index	100%	28%	100%	14%	98%	24%
Large-cap active	98%	17%	91%	7%	89%	15%
Large-cap value	94%	11%	96%	4%	86%	8%
Large-cap growth	96%	14%	96%	7%	89%	12%
Large-cap blend	100%	28%	100%	13%	98%	24%
Mid-cap index	77%	11%	96%	7%	83%	14%
Mid-cap active	72%	9%	65%	4%	52%	6%
Small-cap index	91%	11%	91%	5%	63%	11%
Small-cap active	57%	6%	76%	3%	64%	6%
Socially responsible	11%	3%	11%	3%	17%	6%
International equity funds	100%	18%	100%	10%	97%	18%
Index international	89%	12%	91%	8%	82%	14%
Active international	89%	11%	89%	5%	83%	8%
Emerging markets	40%	7%	52%	3%	33%	9%
Global equity funds	30%	7%	15%	1%	15%	3%

* Among participants offered the option.
Percentages should not equal 100% because of rounding.
Source: Vanguard, as of December 31, 2024.

Types of investment options offered and used* (continued)

	Ambulatory health care services <250 participants		Ambulatory health care services 250+ participants		Vanguard DC plans	
	Percentage of plans offering	Percentage of participants using*	Percentage of plans offering	Percentage of participants using*	Percentage of plans offering	Percentage of participants using*
Sector funds	72%	9%	65%	2%	38%	5%
REIT	55%	8%	61%	2%	33%	4%
Health care	30%	11%	28%	3%	8%	6%
Energy	6%	8%	9%	4%	4%	4%
Precious metals	6%	3%	4%	2%	2%	2%
Technology	<0.5%	0%	11%	3%	3%	5%
Utilities	2%	5%	<0.5%	0%	1%	2%
Natural resources	<0.5%	0%	<0.5%	0%	1%	3%
Financials	<0.5%	0%	<0.5%	0%	0%	1%
Communications	<0.5%	0%	<0.5%	0%	0%	1%
Consumer	<0.5%	0%	<0.5%	0%	0%	1%
Industrials	<0.5%	0%	<0.5%	0%	0%	1%

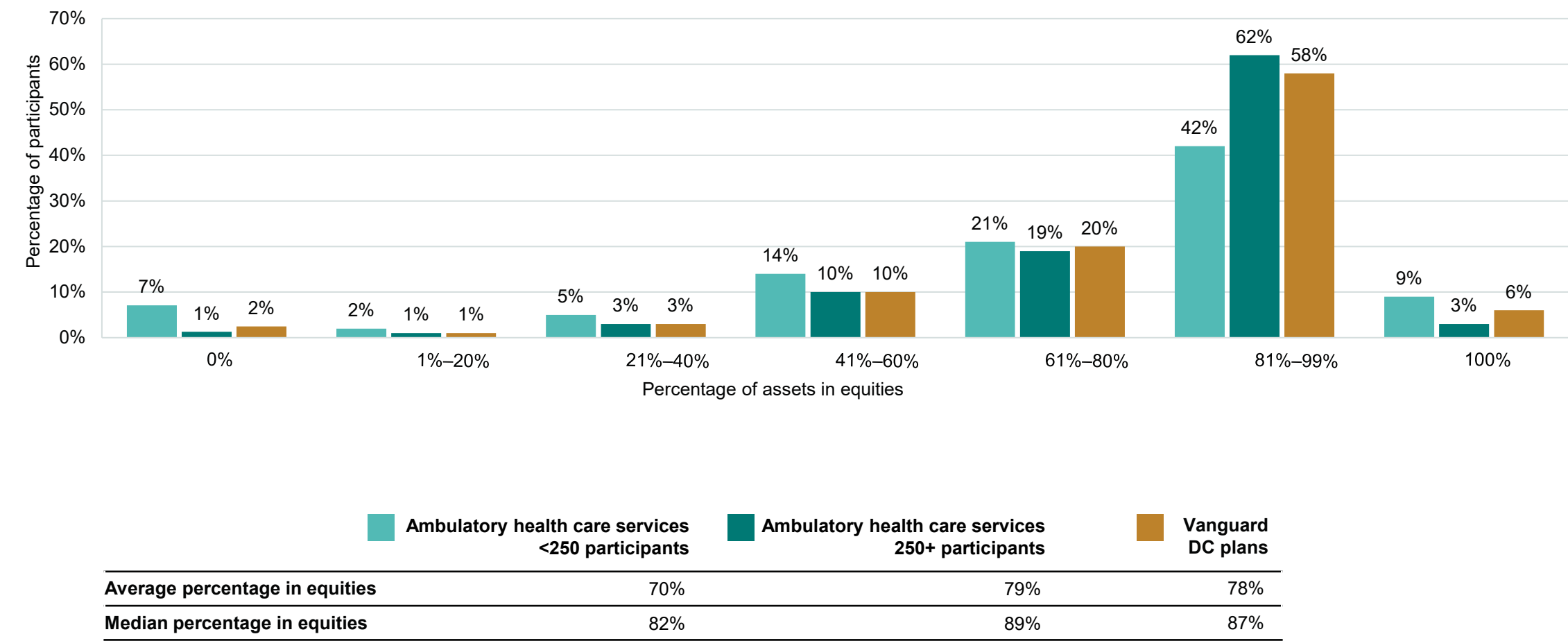
* Among participants offered the option.
Percentages should not equal 100% because of rounding.
Source: Vanguard, as of December 31, 2024.

Target-date fund availability and use

		Ambulatory health care services <250 participants	Ambulatory health care services 250+ participants	Vanguard DC plans
Percentage of plans offering		91%	100%	96%
Plan assets invested*		33%	47%	42%
Percentage of plan assets*	<10%	12%	2%	4%
	10%–19%	14%	4%	8%
	20%–29%	21%	7%	16%
	30%–39%	21%	20%	20%
	40%–49%	12%	24%	18%
	50%+	19%	43%	34%
Percentage of participants using*		70%	91%	84%
Percentage of participant assets**		63%	67%	63%
Percentage of participant assets in target-date funds**	1%–24%	8%	4%	9%
	25%–49%	6%	5%	8%
	50%–74%	4%	2%	4%
	75%–99%	5%	7%	6%
	100%	75%	82%	73%
Percentage of participants owning**	One target-date fund only	69%	77%	71%
	One target-date fund plus other funds	22%	20%	23%
	Two or more target-date funds only	4%	1%	2%
	Two or more target-date funds plus other funds	5%	2%	4%

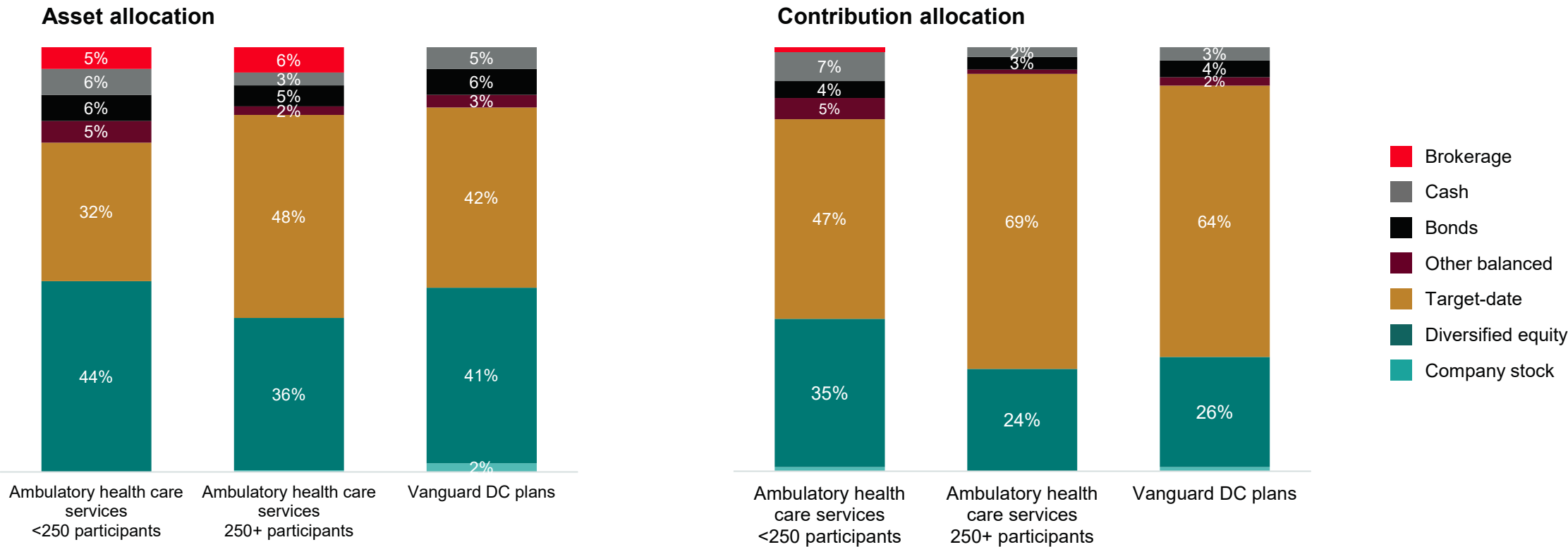
* Among plans offering target-date options.
** Among participants owning target-date options.
Percentages should not total 100% because of rounding.
Source: Vanguard, as of December 31, 2024.

Participant equity exposure



Bars in chart may not align precisely with percentages because of rounding.
Source: Vanguard, as of December 31, 2024.

Asset and contribution allocations



	Ambulatory health care services <250 participants	Ambulatory health care services 250+ participants	Vanguard DC plans
Percentage of asset allocation in equities*	68%	71%	75%
Percentage of contribution allocation in equities*	73%	77%	79%

* Equities include company stock, diversified equity, and the equity portion of balanced funds.
Bars in chart may not align precisely with percentages because of rounding.
Source: Vanguard, as of December 31, 2024.

Participants with professionally managed allocations

		Ambulatory health care services <250 participants	Ambulatory health care services 250+ participants	Vanguard DC plans
All participants	Single target-date fund	45%	70%	59%
	Single balanced fund	3%	0%	1%
	Managed account program	1%	4%	7%
	Total	49%	74%	67%
New plan entrants during the year	Single target-date fund	68%	93%	90%
	Single balanced fund	9%	0%	0%
	Managed account program	0%	1%	2%
	Total	77%	94%	92%

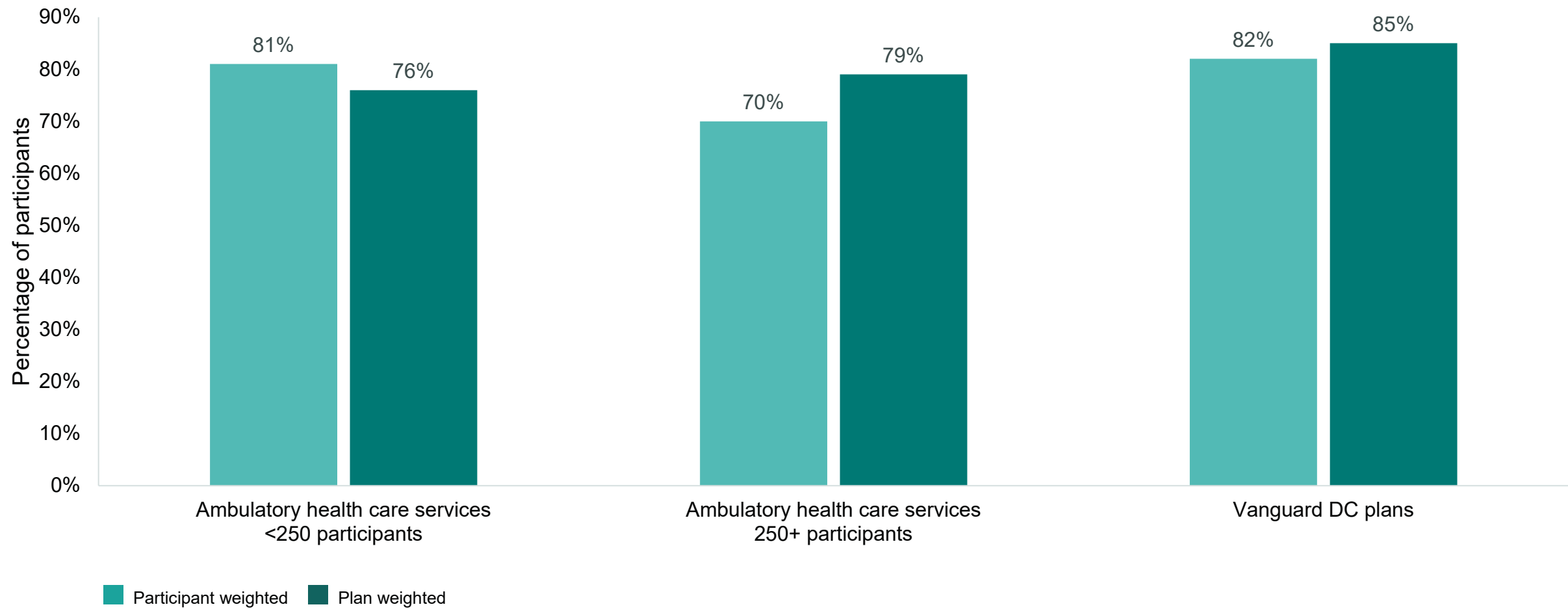
Percentages should not total 100% because of rounding.
Source: Vanguard, as of December 31, 2024.

Automatic enrollment options*

	Ambulatory health care services <250 participants	Ambulatory health care services 250+ participants	Vanguard DC plans
Automatic enrollment*	Number of plans	5	795
	Percentage of plans	11%	61%
Default automatic enrollment rate	1%	40%	2%
	2%	0%	4%
	3%	60%	33%
	4%	0%	14%
	5%	0%	17%
	6%+	60%	30%
Default automatic increase rate	1%	20%	67%
	2%	20%	2%
	Voluntary election	60%	25%
	Service feature not offered	0%	6%
Default automatic increase cap	<6%	0%	2%
	6%–9%	0%	14%
	10%–14%	40%	49%
	15%–19%	0%	24%
	20%+	0%	6%
	No cap	60%	5%
Default fund	Target-date fund	100%	98%
	Other balanced fund	0%	1%
	Money market or stable value fund	0%	1%

* Limited to plans using Vanguard’s automatic enrollment service.
Percentages may not total 100% because of rounding.
Source: Vanguard, as of December 31, 2024.

Participation rates



Bars in chart may not align precisely with percentages because of rounding.
Source: Vanguard, as of December 31, 2024.

Participant deferral rates

		Ambulatory health care services <250 participants	Ambulatory health care services 250+ participants	Vanguard DC plans
Deferral rates	Average	7.0%	6.8%	7.7%
	Median	6.8%	6.0%	6.8%
Distribution of rates	<4.0%	22%	30%	22%
	4.0%–6.0%	15%	21%	20%
	6.1%–9.9%	50%	31%	33%
	10.0%–14.9%	11%	12%	18%
	15.0%+	3%	6%	7%

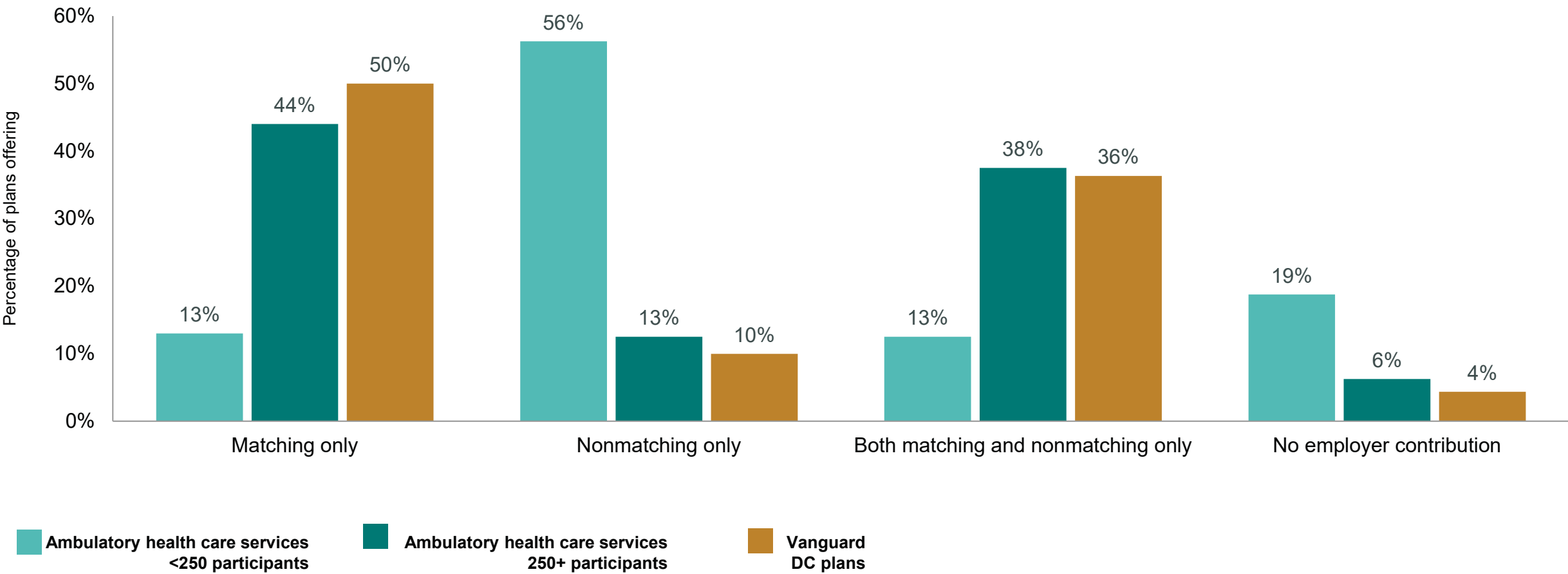
Percentages may not total 100% because of rounding.
Source: Vanguard active plans with nondiscrimination testing completed during the past two years.

Aggregate participant and employer contribution rates

		Ambulatory health care services <250 participants	Ambulatory health care services 250+ participants	Vanguard DC plans
Total saving rate	Average	14.4%	10.3%	12.0%
	Median	15.6%	9.7%	11.5%
Distribution of rates	<5.0%	13%	21%	14%
	5.0%–8.9%	14%	20%	18%
	9.0%–11.9%	9%	27%	21%
	12.0%–14.9%	9%	13%	20%
	15.0%+	55%	19%	26%

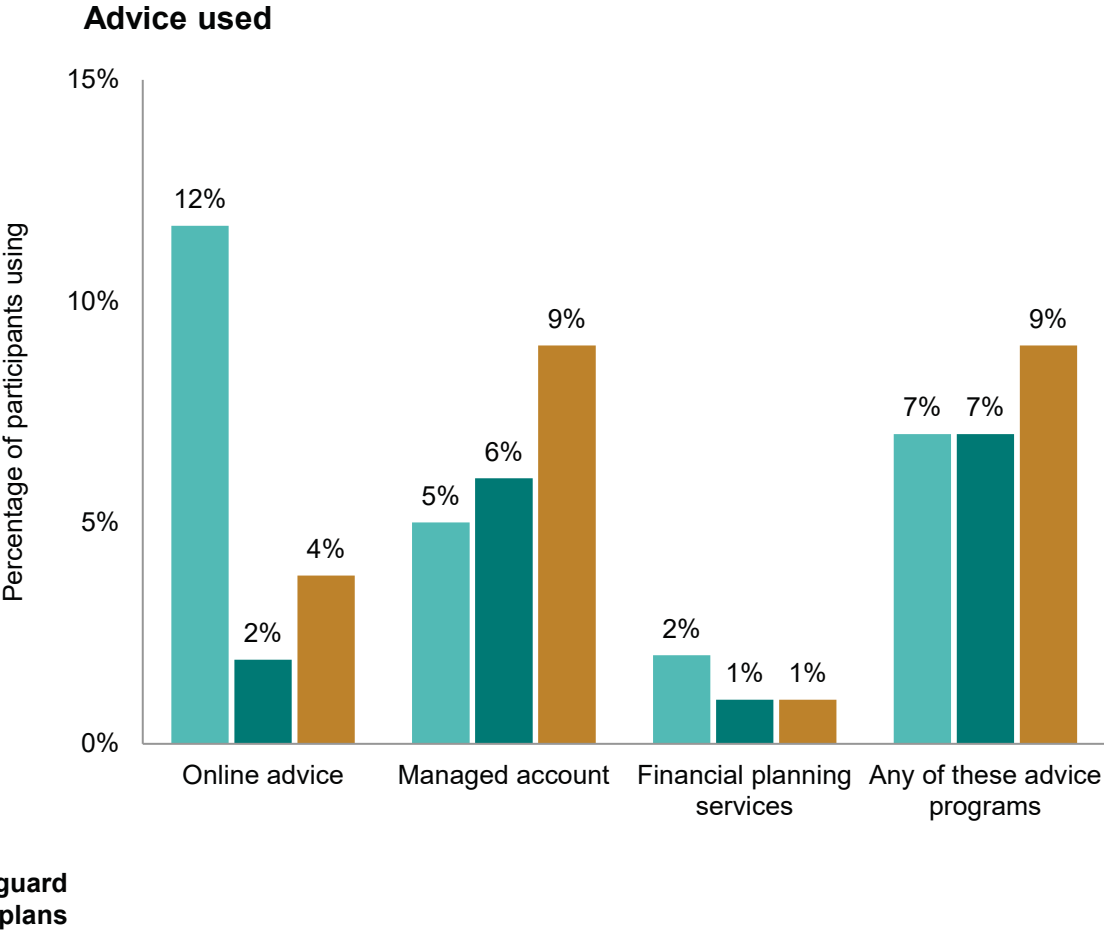
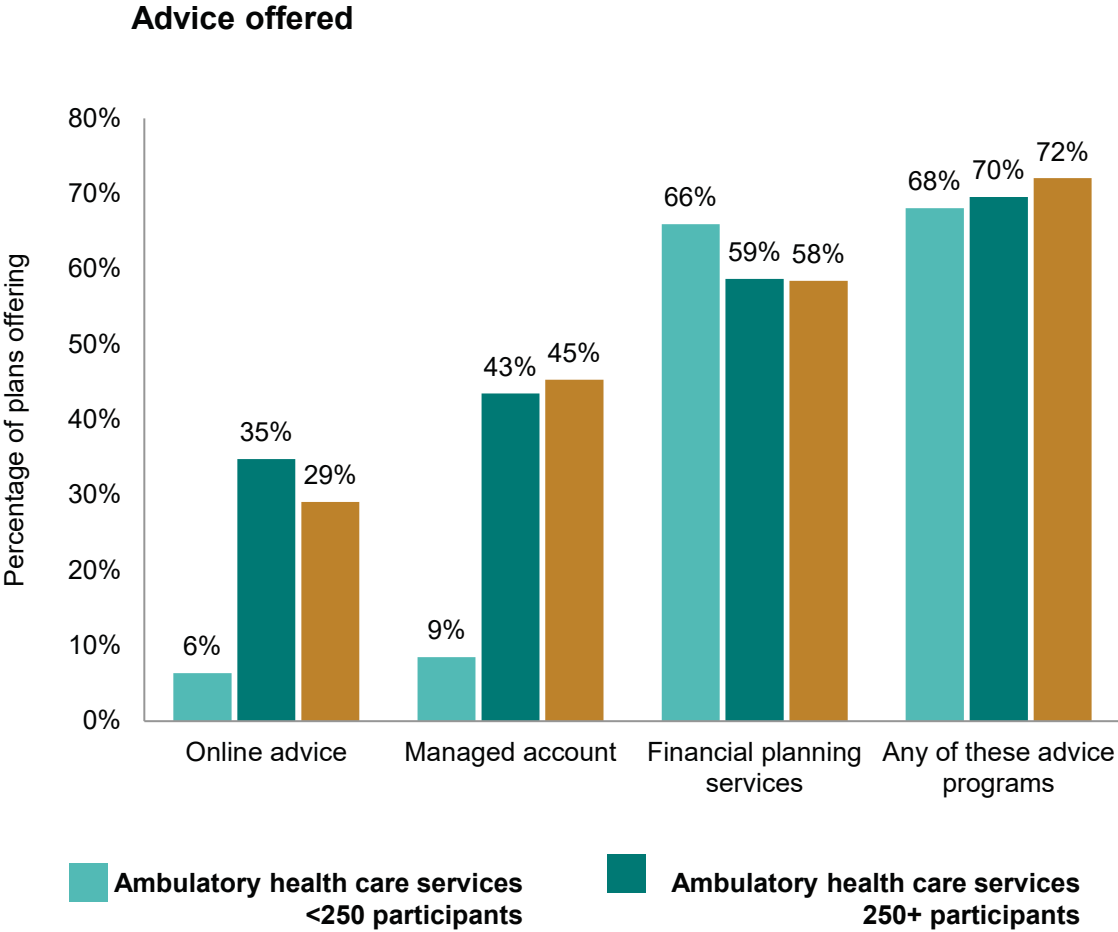
Percentages may not total 100% because of rounding.
Source: Vanguard active plans with nondiscrimination testing completed during the past two years.

Types of employer contributions



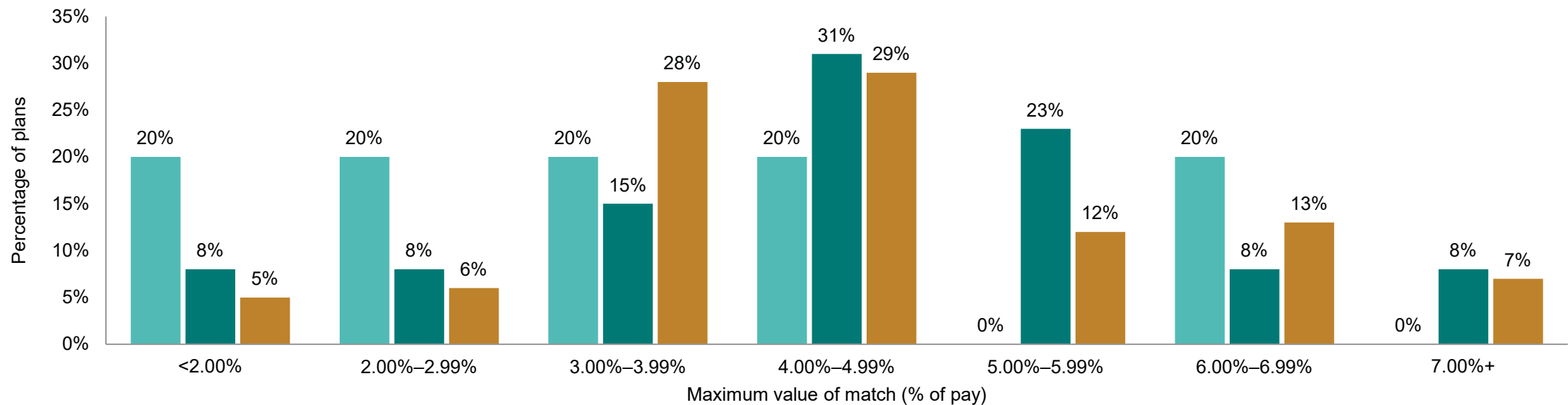
Bars in chart may not align precisely with percentages because of rounding.
Source: Vanguard active plans with nondiscrimination testing completed during the past two years.

Advice services



Bars in chart may not align precisely with percentages because of rounding.
Source: Vanguard, as of December 31, 2024.

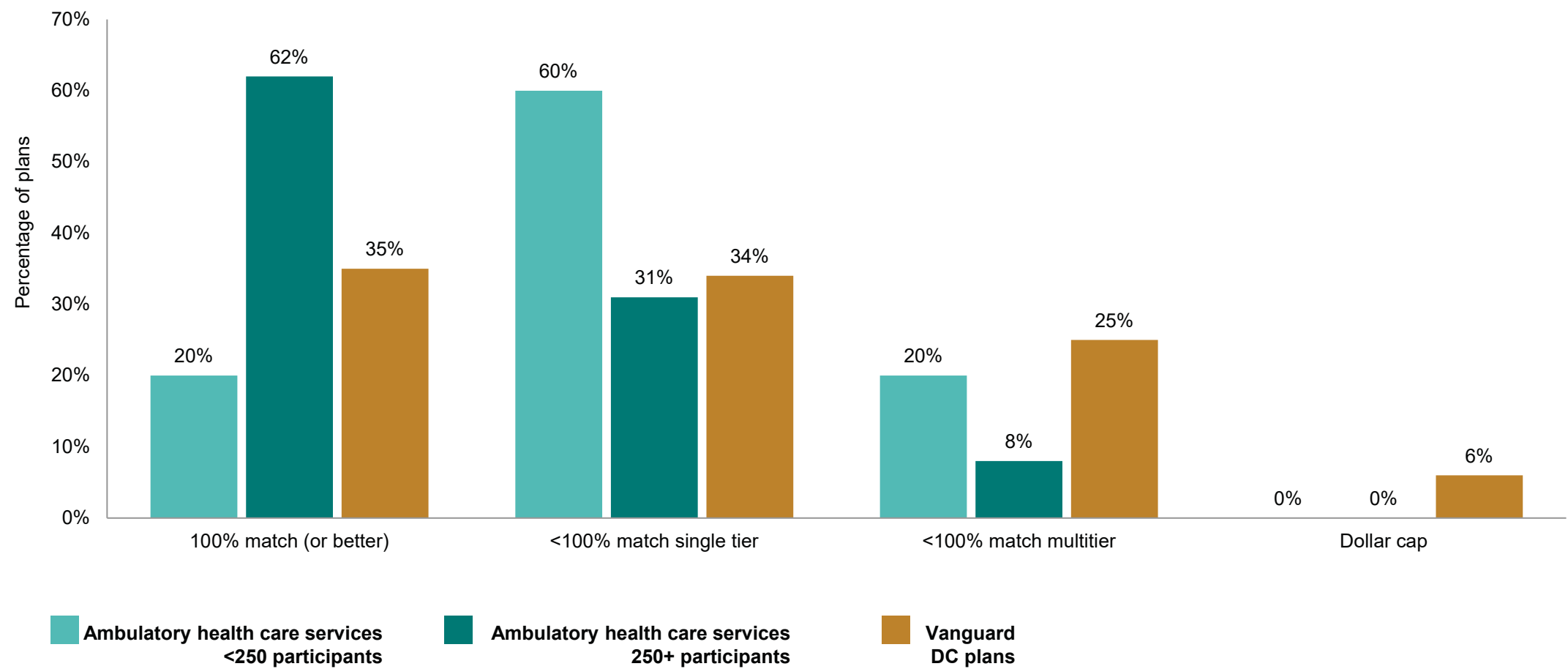
Matching contributions



	Ambulatory health care services <250 participants	Ambulatory health care services 250+ participants	Vanguard DC plans
Average value	3.2%	4.4%	4.6%
Median value	3.0%	4.0%	4.0%

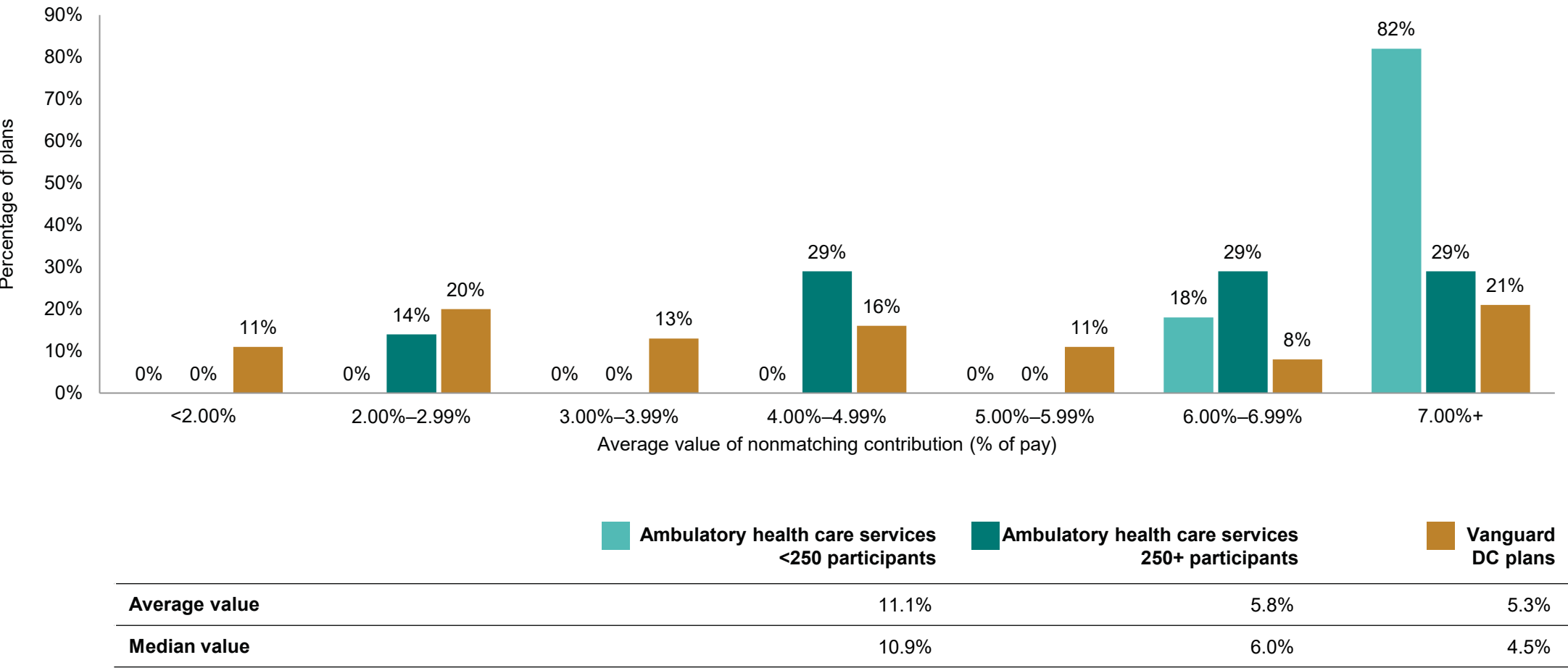
Bars in chart may not align precisely with percentages because of rounding.
Source: Vanguard active plans with nondiscrimination testing completed during the past two years.

Matching formulas



Bars in chart may not align precisely with percentages because of rounding.
Source: Vanguard active plans with nondiscrimination testing completed during the past two years.

Nonmatching/Profit-sharing employer contributions



Bars in chart may not align precisely with percentages because of rounding.
Source: Vanguard active plans with nondiscrimination testing completed during the past two years.

Roth availability and use

		Ambulatory health care services <250 participants	Ambulatory health care services 250+ participants	Vanguard DC plans
Percentage of plans offering Roth (among plans with elective deferrals)		82%	91%	86%
Percentage of plan assets invested in Roth*		6%	5%	5%
Distribution of percentage of plan assets in Roth	<1%	11%	0%	10%
	1%–2%	22%	29%	29%
	3%–5%	22%	32%	36%
	6%–9%	17%	29%	16%
	10%–14%	11%	7%	6%
	15%+	17%	2%	3%
Percentage of participants with assets in Roth*		18%	14%	18%
Percentage of participant assets in Roth**		16%	18%	18%
Distribution of participant assets in Roth	1%–24%	55%	48%	50%
	25%–49%	27%	27%	23%
	50%–74%	9%	14%	14%
	75%–99%	2%	4%	6%
	100%	1%	3%	3%
Percentage of participants making Roth contributions (past 12 months)***		23%	15%	18%
Percentage of participant contributions going to Roth**		75%	58%	53%
Distribution of percentage of participant contributions to Roth	1%–24%	13%	20%	24%
	25%–49%	11%	25%	26%
	50%–74%	12%	18%	15%
	75%–99%	4%	6%	7%
	100%	61%	30%	28%

* Among plans offering Roth.
** Among participants using Roth.
*** Among participants making elective deferrals.
Percentages may not total 100% because of rounding.
Source: Vanguard, as of December 31, 2024.

Participant loans and in-service withdrawals

		Ambulatory health care services <250 participants	Ambulatory health care services 250+ participants	Vanguard DC plans
Outstanding loans*	Percentage of participants with outstanding loans	8%	8%	13%
	Percentage of account balance in loans	3%	9%	9%
	Average loan balance	\$14,553	\$10,149	\$11,067
Percentage of active participants with outstanding loans*	No loans	92%	92%	87%
	One loan	7%	6%	10%
	Two loans	1%	1%	3%
	Three+ loans	0%	0%	0%
Loans issued past 12 months*	Average per 1,000 active participants	45	66	104
	Average loan amount	\$14,490	\$9,999	\$11,220
Nonhardship withdrawals taken past 12 months**	Average per 1,000 active participants	85	80	136
	Average withdrawal amount	\$110,562	\$29,486	\$18,304
Hardship withdrawals taken past 12 months**	Average per 1,000 active participants	29	73	100
	Average withdrawal amount	\$5,582	\$3,405	\$5,145

* Among plans allowing loans.
** Among participants allowed in-service withdrawals.
Percentages should not equal 100% because of rounding.
Source: Vanguard, as of December 31, 2024.



Important information

All investing is subject to risk, including the possible loss of the money you invest. Be aware that fluctuations in the financial markets and other factors may cause declines in the value of your account. There is no guarantee that any particular asset allocation or mix of funds will meet your investment objectives or provide you with a given level of income. Diversification does not ensure a profit or protect against a loss.

A stable value investment is neither insured nor guaranteed by the U.S. government. There is no assurance that the investment will be able to maintain a stable net asset value, and it is possible to lose money in such an investment.

Investments in target-date funds are subject to the risks of their underlying funds. The year in the fund name refers to the approximate year (the target date) when an investor in the fund would retire and leave the workforce. The fund will gradually shift its emphasis from more aggressive investments to more conservative ones based on its target date. An investment in target-date funds is not guaranteed at any time, including on or after the target date.

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