

Custom DC plan benchmarks

Vanguard® | VIEWPOINTS

# Manufacturing



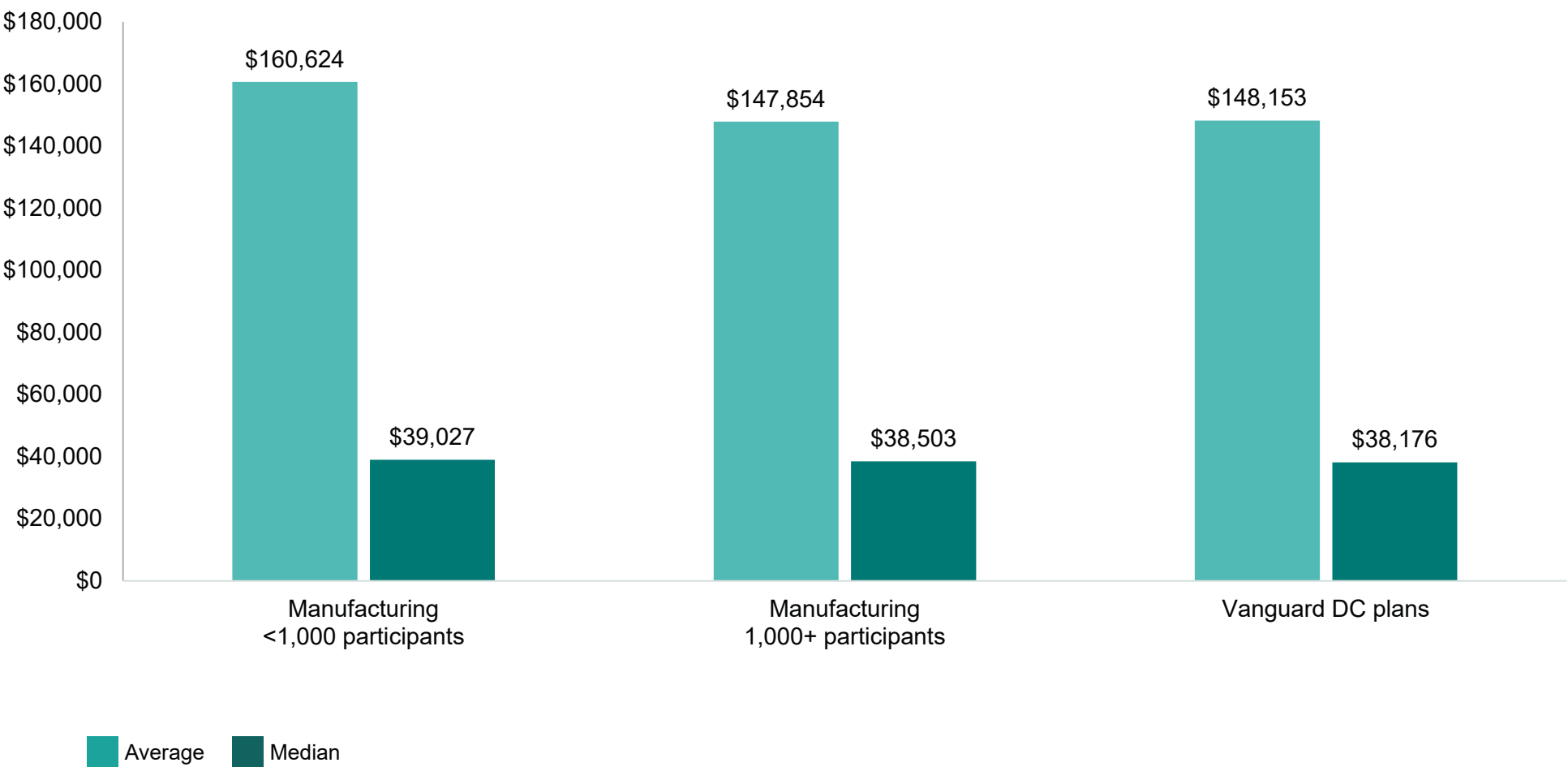
# Benchmark population

	Manufacturing <1,000 participants	Manufacturing 1,000+ participants	Vanguard DC plans
Number of plans	137	215	1,417
Number of participants	27,288	804,704	4,770,746
Average number of participants	199	3,743	3,367
Median number of participants	178	1,852	622
Amount of assets	\$4.4B	\$119.0B	\$706.8B
Average assets	\$32.0M	\$553.4M	\$498.8M
Median assets	\$20.7M	\$226.7M	\$92.1M

The manufacturing industry is defined as NAICS (North American Industry Classification System) code 31, 32, and 33.

Source: Vanguard, as of December 31, 2024.

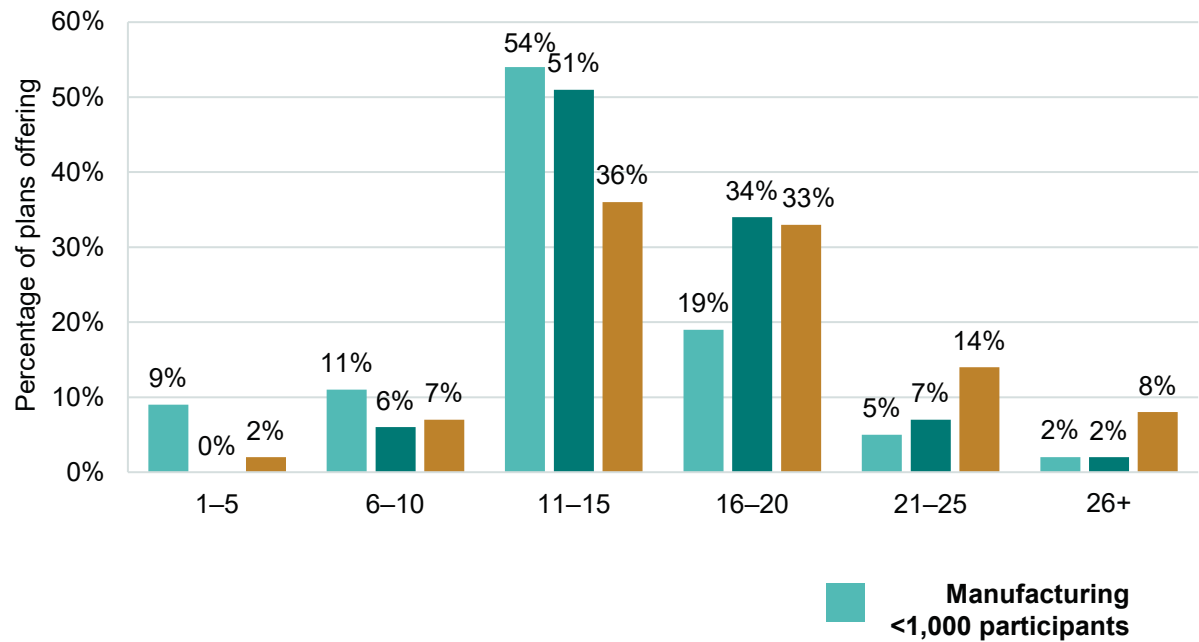
# Participant balances



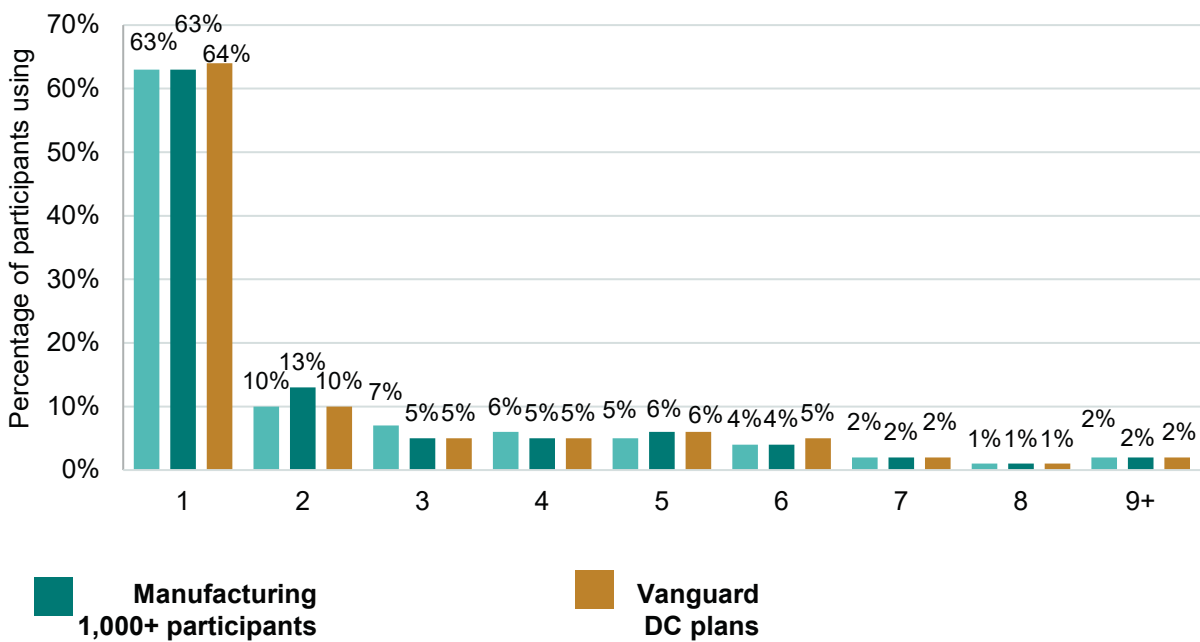
Source: Vanguard, as of December 31, 2024.

# 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	13.7	15.4	17.5
Median funds offered	14	15	16
Average funds used	2.2	2.2	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\*

	Manufacturing <1,000 participants		Manufacturing 1,000+ 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*
<b>Cash</b>	<b>94%</b>	<b>16%</b>	<b>100%</b>	<b>11%</b>	<b>99%</b>	<b>11%</b>
Money market	67%	9%	67%	4%	73%	5%
Stable value/GIC	60%	14%	83%	10%	68%	9%
<b>Bond funds</b>	<b>96%</b>	<b>14%</b>	<b>100%</b>	<b>14%</b>	<b>98%</b>	<b>17%</b>
Active	67%	8%	83%	5%	81%	6%
Index	80%	12%	93%	12%	90%	14%
Inflation-protected securities	23%	3%	20%	2%	36%	3%
Multisector	7%	2%	7%	1%	8%	1%
High-yield	10%	3%	7%	3%	18%	3%
International	16%	2%	17%	5%	19%	5%
Emerging markets	1%	1%	0%	1%	1%	1%
<b>Balanced funds</b>	<b>98%</b>	<b>84%</b>	<b>100%</b>	<b>89%</b>	<b>99%</b>	<b>86%</b>
Traditional balanced	61%	14%	47%	10%	60%	11%
Target-risk	2%	3%	3%	1%	3%	1%
Target-date	92%	80%	100%	87%	96%	84%
<b>Company stock</b>	<b>4%</b>	<b>12%</b>	<b>20%</b>	<b>41%</b>	<b>8%</b>	<b>21%</b>
<b>Self-directed brokerage</b>	<b>5%</b>	<b>2%</b>	<b>18%</b>	<b>1%</b>	<b>22%</b>	<b>1%</b>

\* 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)

	Manufacturing <1,000 participants		Manufacturing 1,000+ 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*
<b>Equity funds</b>	<b>98%</b>	<b>32%</b>	<b>100%</b>	<b>26%</b>	<b>99%</b>	<b>30%</b>
<b>Domestic equity funds</b>	<b>97%</b>	<b>32%</b>	<b>100%</b>	<b>25%</b>	<b>99%</b>	<b>29%</b>
Large-cap index	93%	24%	98%	21%	98%	24%
Large-cap active	85%	18%	90%	12%	89%	15%
Large-cap value	82%	11%	85%	8%	86%	8%
Large-cap growth	84%	16%	88%	11%	89%	12%
Large-cap blend	94%	23%	98%	20%	98%	24%
Mid-cap index	75%	11%	89%	13%	83%	14%
Mid-cap active	37%	7%	44%	7%	52%	6%
Small-cap index	48%	9%	57%	9%	63%	11%
Small-cap active	55%	8%	64%	6%	64%	6%
Socially responsible	2%	2%	10%	2%	17%	6%
<b>International equity funds</b>	<b>90%</b>	<b>14%</b>	<b>100%</b>	<b>15%</b>	<b>97%</b>	<b>18%</b>
Index international	61%	8%	89%	11%	82%	14%
Active international	72%	11%	89%	7%	83%	8%
Emerging markets	15%	5%	25%	4%	33%	9%
<b>Global equity funds</b>	<b>13%</b>	<b>5%</b>	<b>6%</b>	<b>3%</b>	<b>15%</b>	<b>3%</b>

\* 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)

	Manufacturing <1,000 participants		Manufacturing 1,000+ 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	22%	7%	27%	4%	38%	5%
REIT	18%	4%	20%	4%	33%	4%
Health care	6%	10%	1%	3%	8%	6%
Energy	1%	6%	<0.5%	0%	4%	4%
Precious metals	1%	2%	<0.5%	0%	2%	2%
Technology	<0.5%	0%	1%	6%	3%	5%
Utilities	1%	2%	0%	2%	1%	2%
Natural resources	1%	21%	1%	15%	1%	3%
Financials	<0.5%	0%	<0.5%	0%	0%	1%
Communications	1%	8%	<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.

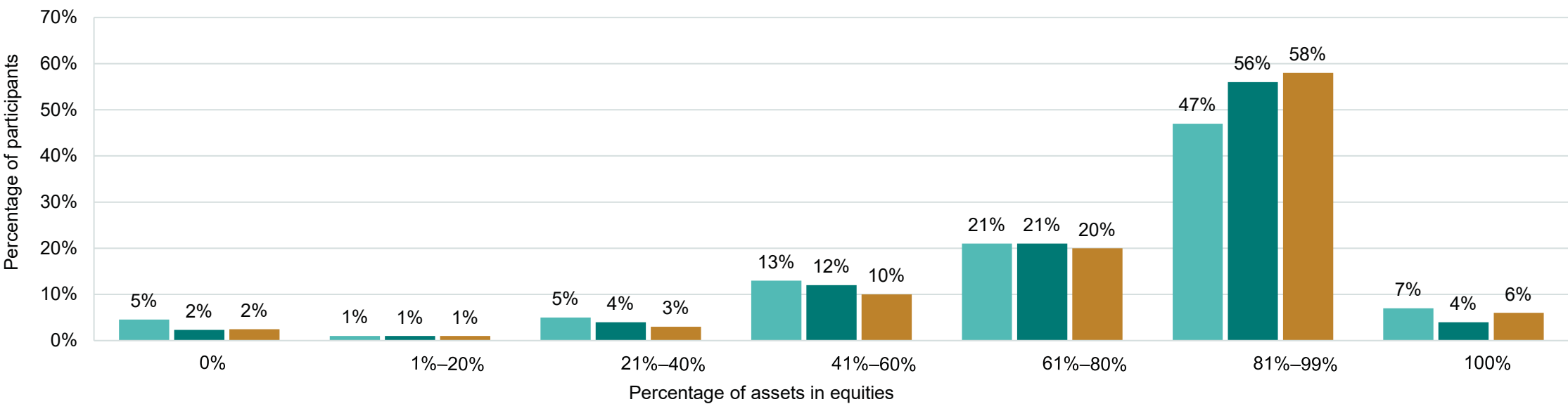
# Target-date fund availability and use

		Manufacturing <1,000 participants	Manufacturing 1,000+ participants	Vanguard DC plans
Percentage of plans offering		92%	100%	96%
Plan assets invested*		37%	44%	42%
Percentage of plan assets*	<10%	3%	0%	4%
	10%–19%	9%	2%	8%
	20%–29%	17%	7%	16%
	30%–39%	26%	25%	20%
	40%–49%	10%	28%	18%
	50%+	35%	38%	34%
Percentage of participants using*		80%	87%	84%
Percentage of participant assets**		62%	62%	63%
Percentage of participant assets in target-date funds**	1%–24%	7%	7%	9%
	25%–49%	7%	8%	8%
	50%–74%	4%	4%	4%
	75%–99%	4%	9%	6%
	100%	77%	71%	73%
Percentage of participants owning**	One target-date fund only	73%	68%	71%
	One target-date fund plus other funds	20%	27%	23%
	Two or more target-date funds only	3%	1%	2%
	Two or more target-date funds plus other funds	4%	4%	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.



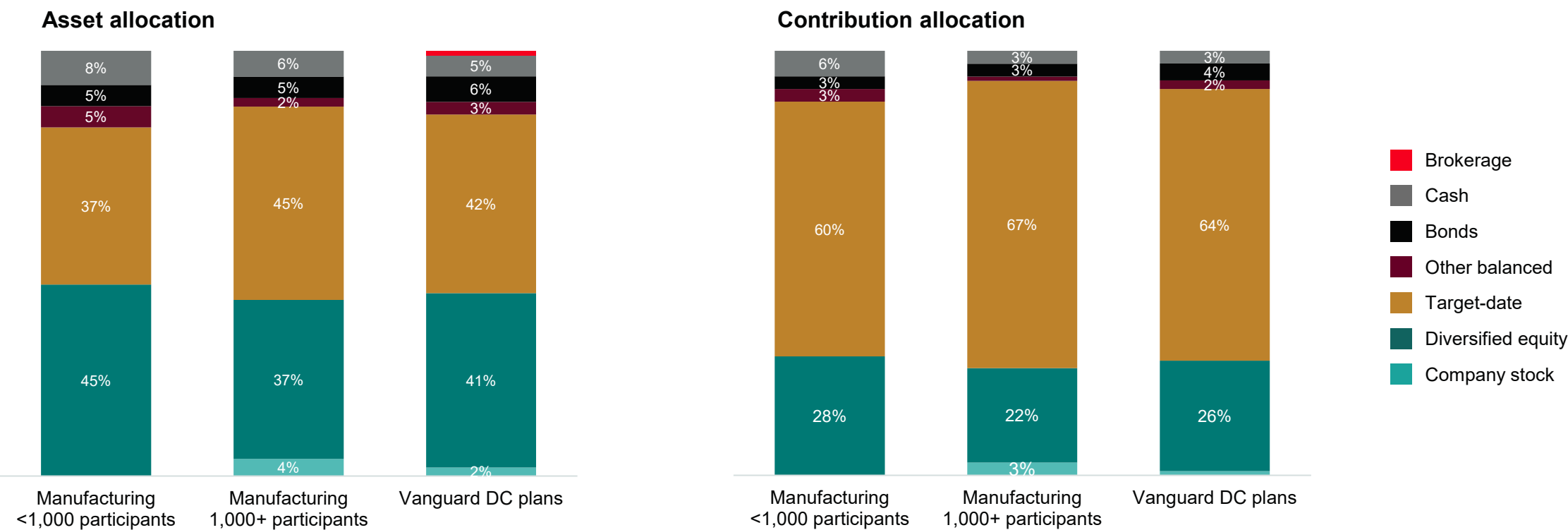
# Participant equity exposure



	Manufacturing <1,000 participants	Manufacturing 1,000+ participants	Vanguard DC plans
Average percentage in equities	73%	77%	78%
Median percentage in equities	83%	86%	87%

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

# Asset and contribution allocations



	Manufacturing <1,000 participants	Manufacturing 1,000+ participants	Vanguard DC plans
Percentage of asset allocation in equities*	72%	73%	75%
Percentage of contribution allocation in equities*	74%	78%	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

		Manufacturing <1,000 participants	Manufacturing 1,000+ participants	Vanguard DC plans
All participants	Single target-date fund	57%	59%	59%
	Single balanced fund	1%	0%	1%
	Managed account program	2%	6%	7%
	Total	60%	65%	67%
New plan entrants during the year	Single target-date fund	87%	89%	90%
	Single balanced fund	0%	0%	0%
	Managed account program	1%	2%	2%
	Total	88%	91%	92%

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

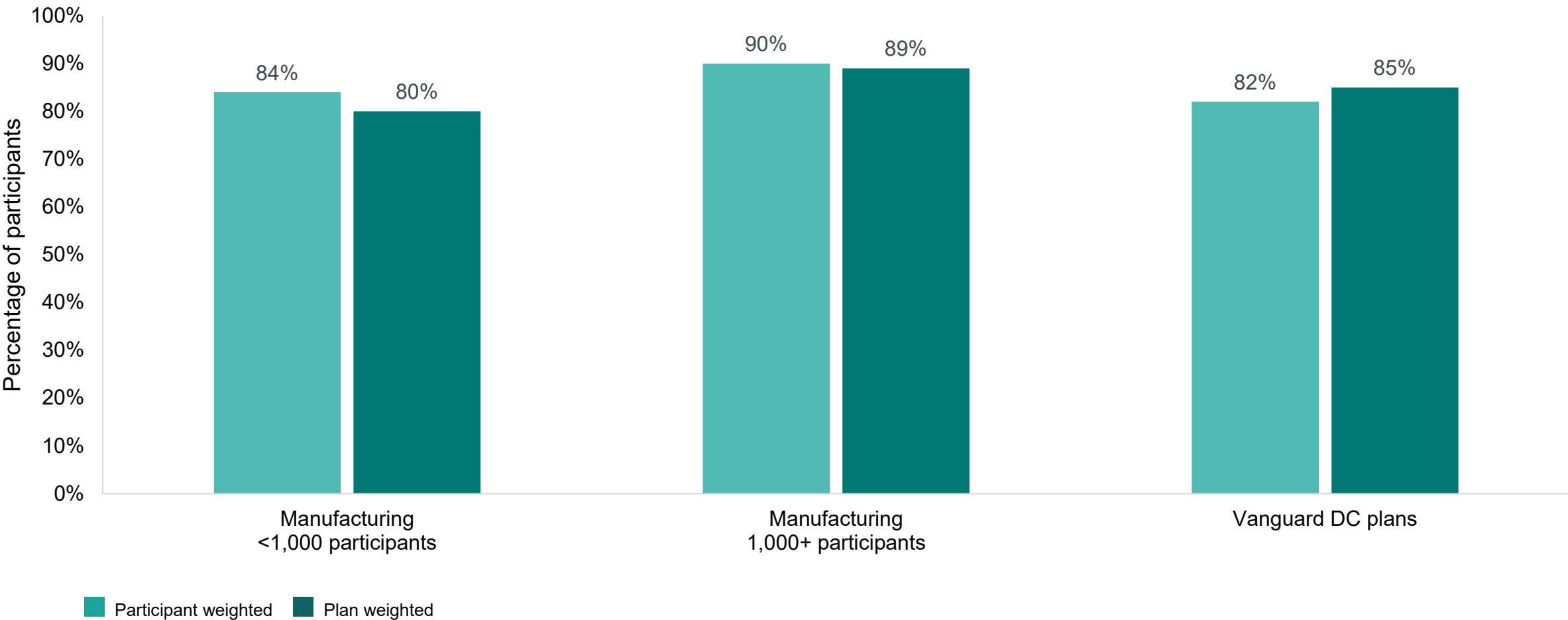


# Automatic enrollment options\*

		Manufacturing <1,000 participants	Manufacturing 1,000+ participants	Vanguard DC plans
Automatic enrollment*	Number of plans	73	187	795
	Percentage of plans	56%	87%	61%
Default automatic enrollment rate	1%	3%	2%	2%
	2%	3%	4%	4%
	3%	38%	37%	33%
	4%	16%	7%	14%
	5%	14%	22%	17%
	6%+	26%	27%	30%
Default automatic increase rate	1%	60%	73%	67%
	2%	1%	1%	2%
	Voluntary election	23%	22%	25%
	Service feature not offered	15%	3%	6%
Default automatic increase cap	<6%	5%	4%	2%
	6%–9%	18%	14%	14%
	10%–14%	35%	44%	49%
	15%–19%	27%	20%	24%
	20%+	5%	8%	6%
	No cap	10%	9%	5%
Default fund	Target-date fund	99%	100%	98%
	Other balanced fund	0%	0%	1%
	Money market or stable value fund	0%	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

		Manufacturing <1,000 participants	Manufacturing 1,000+ participants	Vanguard DC plans
Deferral rates	Average	7.4%	7.5%	7.7%
	Median	6.0%	6.0%	6.8%
Distribution of rates	<4.0%	29%	24%	22%
	4.0%–6.0%	21%	22%	20%
	6.1%–9.9%	27%	30%	33%
	10.0%–14.9%	15%	16%	18%
	15.0%+	10%	8%	7%

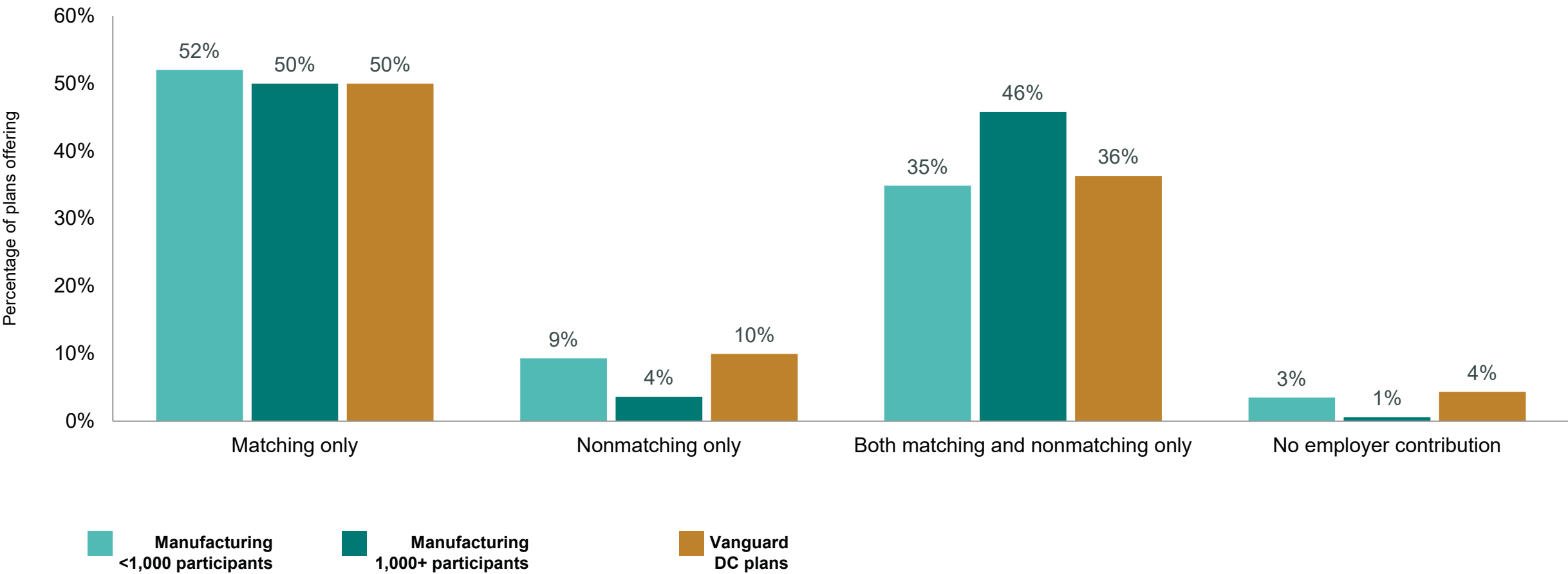
Percentages may not total 100% because of rounding.  
Source: Vanguard active plans with nondiscrimination testing completed during the past two years.

# Aggregate participant and employer contribution rates

		Manufacturing <1,000 participants	Manufacturing 1,000+ participants	Vanguard DC plans
Total saving rate	Average	12.0%	12.6%	12.0%
	Median	11.6%	12.0%	11.5%
Distribution of rates	<5.0%	20%	13%	14%
	5.0%–8.9%	22%	16%	18%
	9.0%–11.9%	19%	19%	21%
	12.0%–14.9%	16%	19%	20%
	15.0%+	22%	32%	26%

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

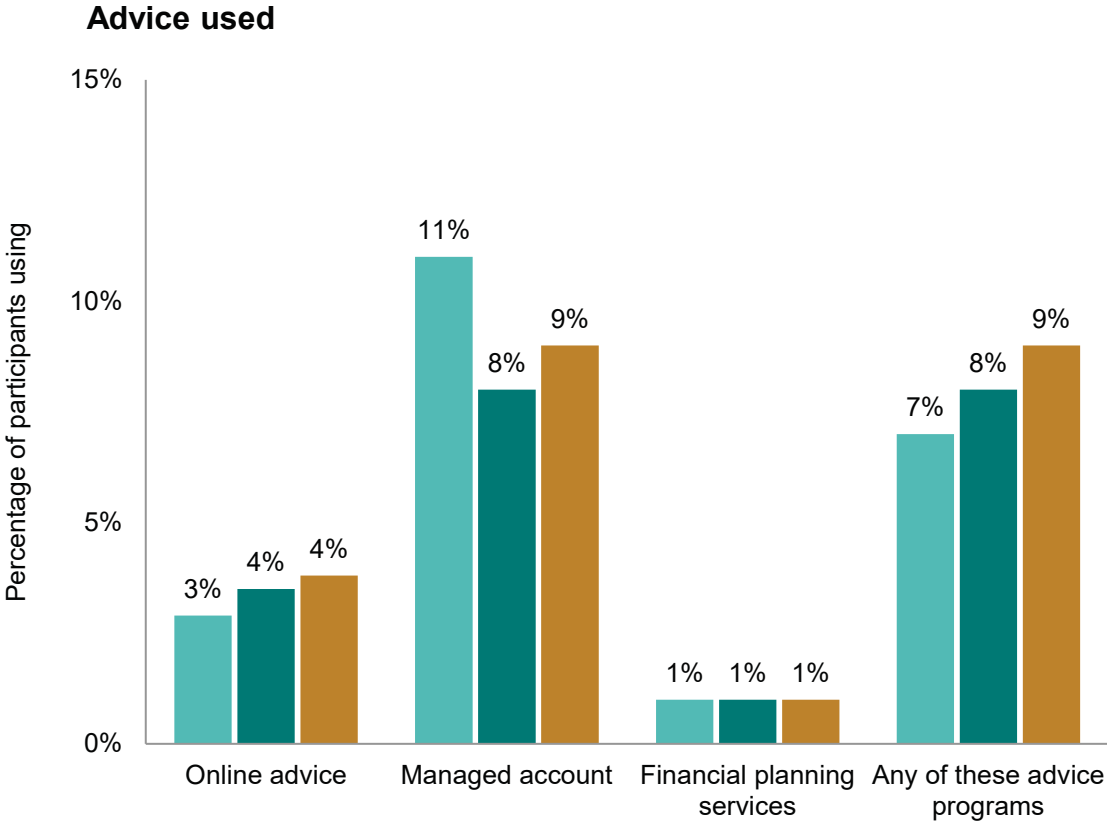
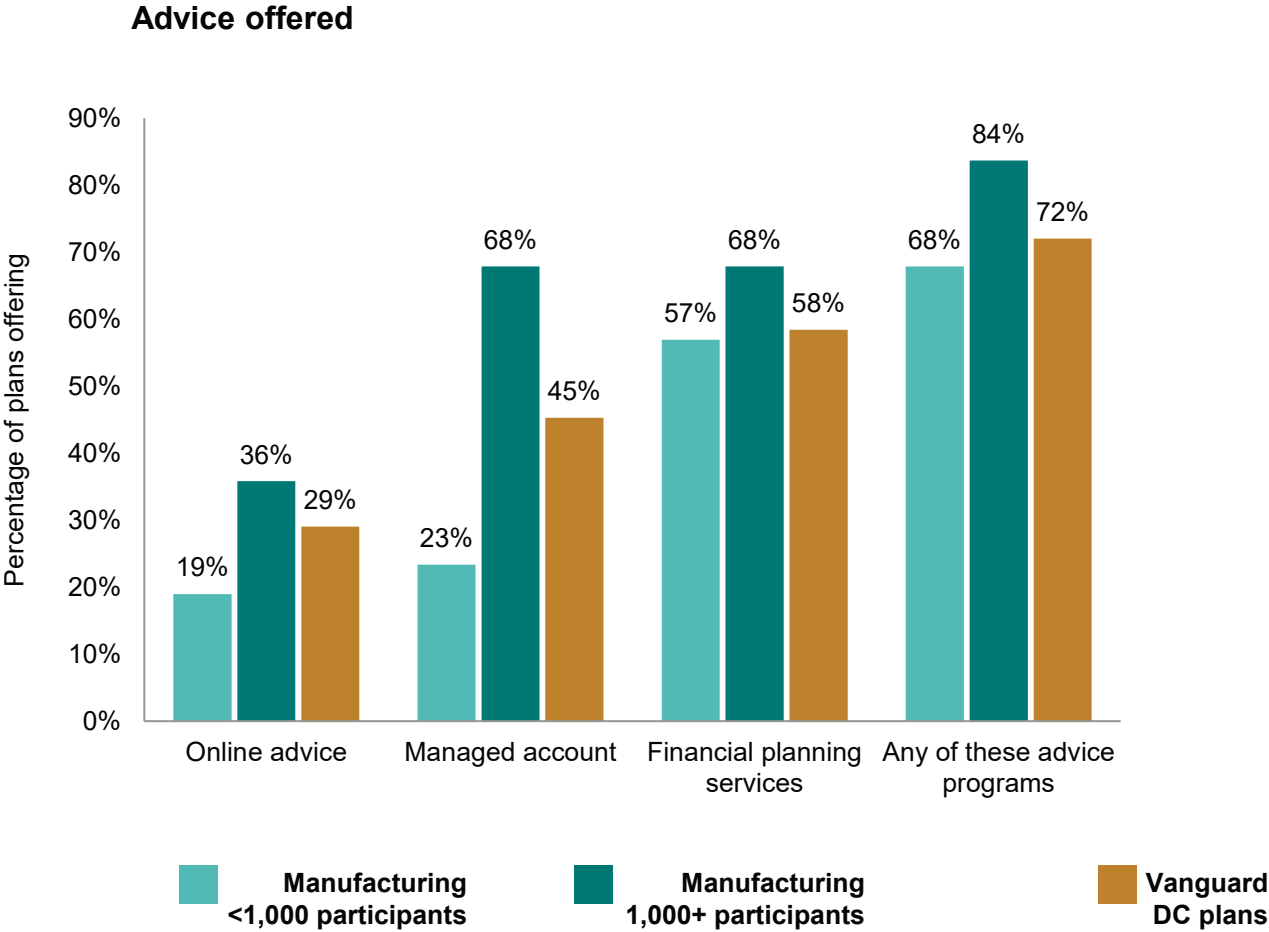
# Types of employer contributions



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.

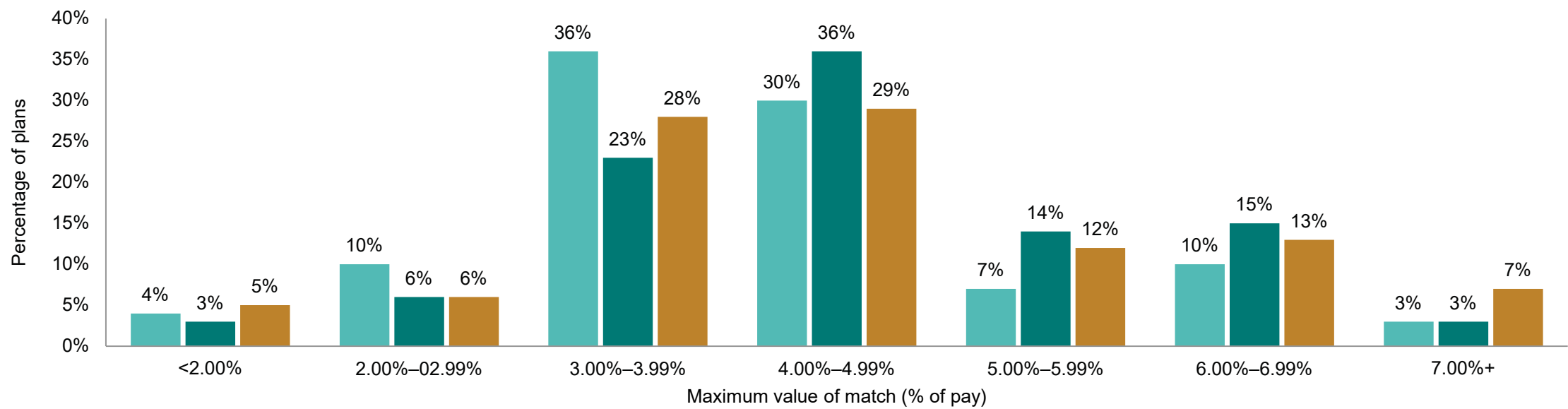


# Advice services



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

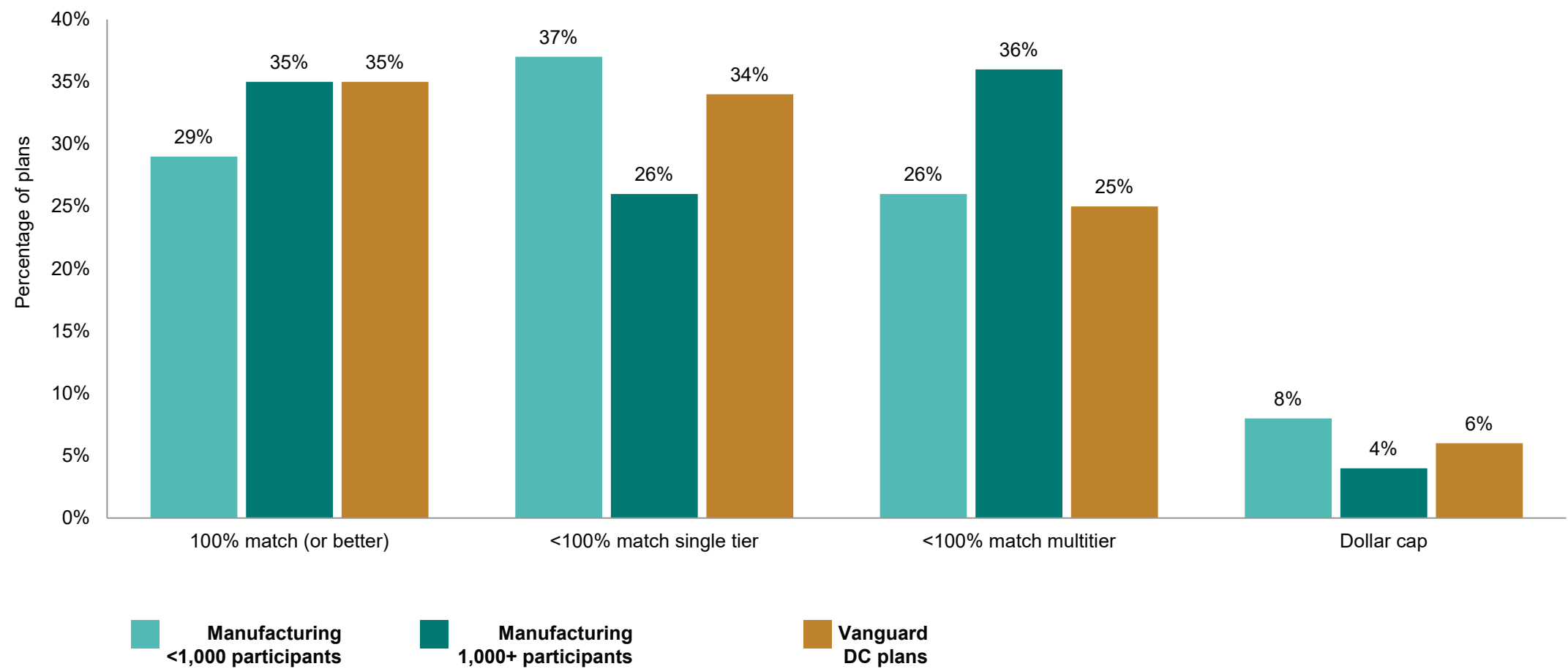
# Matching contributions



	Manufacturing <1,000 participants	Manufacturing 1,000+ participants	Vanguard DC plans
Average value	3.9%	4.2%	4.6%
Median value	4.0%	4.0%	4.0%

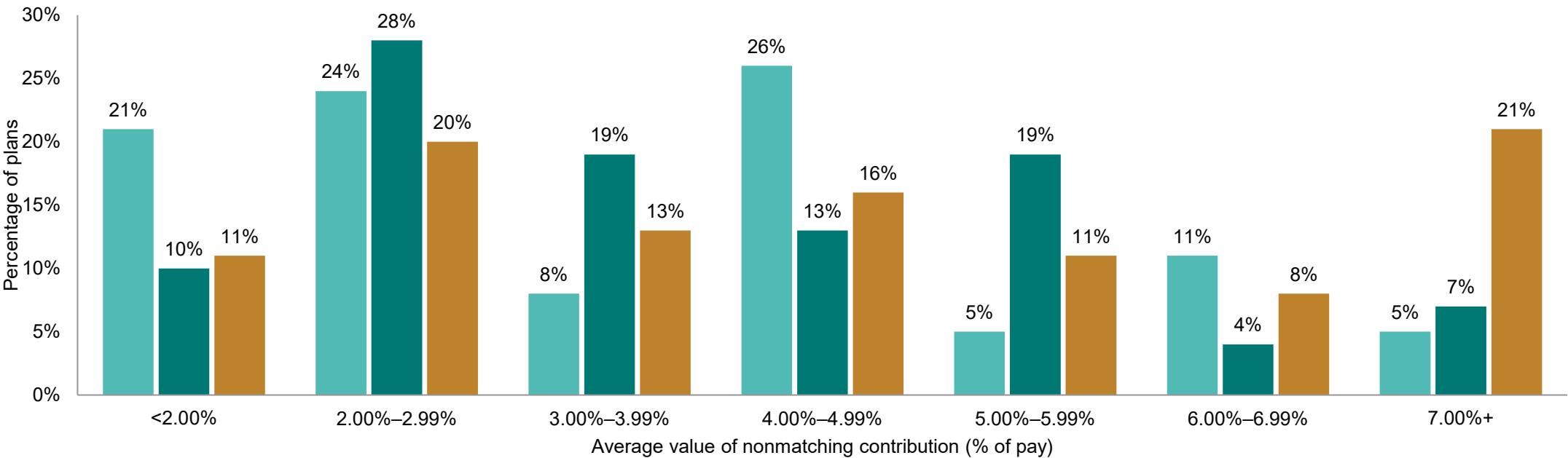
Bars in chart may not align precisely with percentages because of rounding.  
Source: Vanguard active plans with nondiscrimination testing completed during the past two years.

# 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



	Manufacturing <1,000 participants	Manufacturing 1,000+ participants	Vanguard DC plans
Average value	4.0%	4.1%	5.3%
Median value	3.8%	3.7%	4.5%

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

		Manufacturing <1,000 participants	Manufacturing 1,000+ participants	Vanguard DC plans
Percentage of plans offering Roth (among plans with elective deferrals)		60%	94%	86%
Percentage of plan assets invested in Roth*		3%	3%	5%
Distribution of percentage of plan assets in Roth	<1%	20%	12%	10%
	1%–2%	38%	38%	29%
	3%–5%	25%	43%	36%
	6%–9%	10%	4%	16%
	10%–14%	5%	1%	6%
	15%+	1%	0%	3%
Percentage of participants with assets in Roth*		11%	14%	18%
Percentage of participant assets in Roth**		15%	13%	18%
Distribution of participant assets in Roth	1%–24%	48%	58%	50%
	25%–49%	24%	21%	23%
	50%–74%	18%	12%	14%
	75%–99%	3%	3%	6%
	100%	1%	1%	3%
Percentage of participants making Roth contributions (past 12 months)***		17%	15%	18%
Percentage of participant contributions going to Roth**		56%	50%	53%
Distribution of percentage of participant contributions to Roth	1%–24%	21%	26%	24%
	25%–49%	22%	28%	26%
	50%–74%	17%	15%	15%
	75%–99%	5%	7%	7%
	100%	36%	24%	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

		Manufacturing <1,000 participants	Manufacturing 1,000+ participants	Vanguard DC plans
Outstanding loans*	Percentage of participants with outstanding loans	16%	16%	13%
	Percentage of account balance in loans	7%	8%	9%
	Average loan balance	\$10,411	\$9,917	\$11,067
Percentage of active participants with outstanding loans*	No loans	84%	84%	87%
	One loan	14%	13%	10%
	Two loans	2%	2%	3%
	Three+ loans	0%	0%	0%
Loans issued past 12 months*	Average per 1,000 active participants	196	131	104
	Average loan amount	\$11,219	\$10,064	\$11,220
Nonhardship withdrawals taken past 12 months**	Average per 1,000 active participants	224	156	136
	Average withdrawal amount	\$36,866	\$19,543	\$18,304
Hardship withdrawals taken past 12 months**	Average per 1,000 active participants	129	136	100
	Average withdrawal amount	\$6,514	\$4,934	\$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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