

Custom DC plan benchmarks

Architecture & engineering

Strategic Retirement Consulting

June 2021

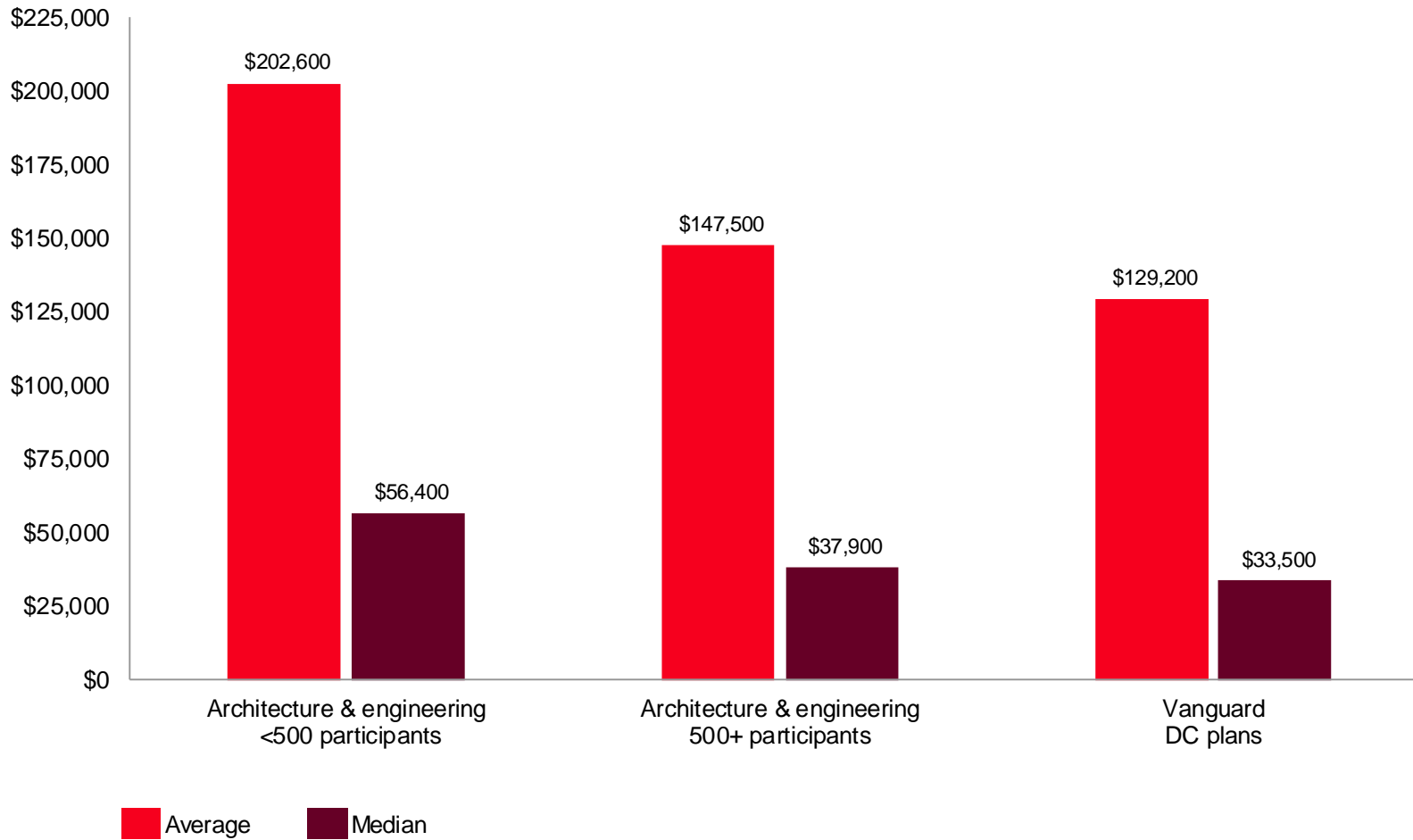


Benchmark population

	Architecture & engineering <500 participants	Architecture & engineering 500+ participants	Vanguard DC plans
Number of plans	30	31	1,725
Number of participants	6,282	119,302	4.7 million
Average number of participants	209	3,848	2,700
Median number of participants	161	1,421	490
Amount of assets	\$1.3 billion	\$17.6 billion	\$601.4 billion
Average assets	\$42.4 million	\$567.7 million	\$348 million
Median assets	\$38 million	\$213.3 million	\$68.3 million

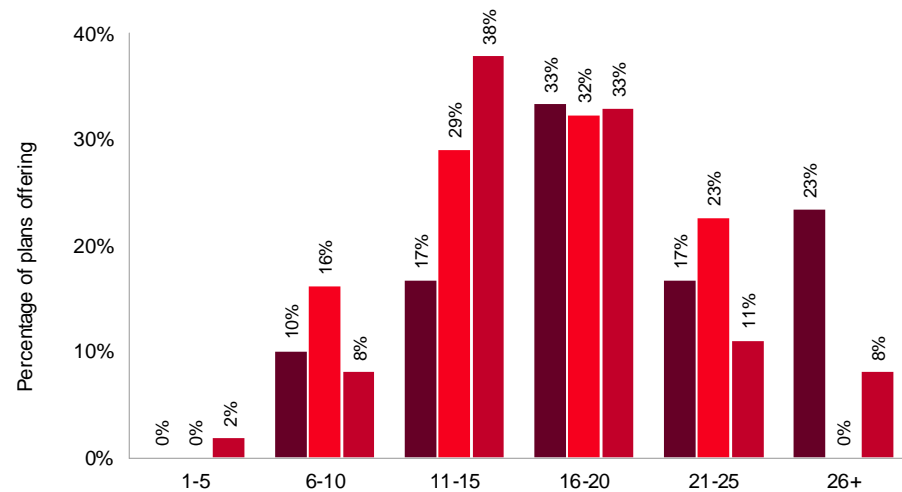
Architectural, engineering & related services is defined by the NAICS (North American Industry Classification System) code 5413.

Participant balances

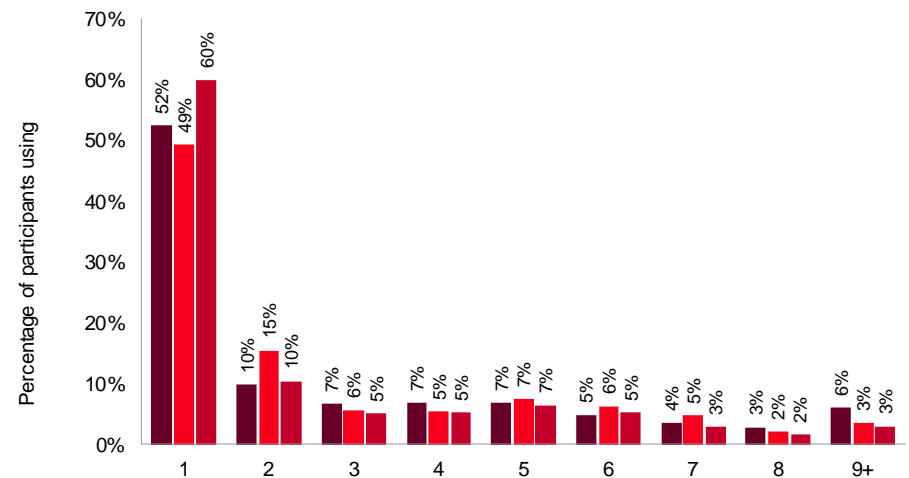


Number of fund options offered and used

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



Funds used per participant



	Average funds offered	Median funds offered	Average funds used	Median funds used
Architecture & engineering <500 participants	21.4	19	3.0	1
Architecture & engineering 500+ participants	16.1	17	2.8	2
Vanguard DC plans	17.5	16	2.5	1

Types of investment options offered and used*

	Architecture & engineering <500 participants		Architecture & engineering 500+ 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	97%	17%	100%	19%	98%	14%
Money market	67	10	52	7	67	7
Stable value / GIC	67	16	87	17	66	13
Bond	100%	22%	100%	23%	98%	19%
Active	87	14	71	16	78	8
Index	90	14	87	19	89	16
Inflation protected securities	47	5	32	4	34	3
Multi-sector	7	2	3	10	7	3
High-yield	27	9	16	3	18	5
International	17	2	26	2	19	3
Global	7	2	3	2	4	2
Emerging markets	0	0	0	0	1	2
Balanced funds	100%	80%	100%	83%	99%	85%
Traditional balanced	80	20	61	15	64	14
Target-risk	27	21	0	0	14	7
Target-date	93	70	100	79	95	80
Company stock	3%	100%	10%	80%	8%	37%
Self-directed brokerage	7%	2%	6%	2%	20%	1%

*Among participants offered the option.
Source: Vanguard, as of December 31, 2020.

Types of investment options offered and used* (continued)

	Architecture & engineering <500 participants		Architecture & engineering 500+ 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%	43%	100%	39%	99%	33%
Domestic equity funds	100%	42%	100%	38%	99%	32%
Large-cap index	97	30	100	28	96	24
Large-cap active	87	23	74	18	71	15
Large-cap value	97	16	84	14	87	10
Large-cap growth	93	21	87	18	90	14
Large-cap blend	100	29	100	28	98	24
Mid-cap index	87	16	97	21	81	15
Mid-cap active	67	13	58	14	53	8
Small-cap index	80	15	68	14	61	10
Small-cap active	43	15	32	11	34	7
Socially responsible	23	5	10	3	12	5
International equity funds	100%	23%	100%	23%	97%	20%
Active international	80	12	90	13	76	14
Index international	87	17	87	18	82	12
Emerging markets	47	10	26	8	34	9
Global equity funds	40%	10%	13%	5%	18%	4%
Sector funds	57%	13%	35%	9%	36%	7%
REIT	57	9	32	9	32	6
Health care	17	19	0	0	9	6
Energy	13	13	6	5	5	3
Precious metals	3	1	3	6	3	2
Technology	0	0	0	0	3	5
Utilities	0	0	3	5	1	2
Natural resources	3	8	0	0	1	3
Financials	0	0	0	0	<0.5	<0.5
Communications	0	0	0	0	<0.5	1
Commodities	0	0	0	0	<0.5	3
Consumer	0	0	0	0	<0.5	1
Industrials	0	0	0	0	<0.5	<0.5

*Among participants offered the option.

Source: Vanguard, as of December 31, 2020.

Target-date funds availability and use

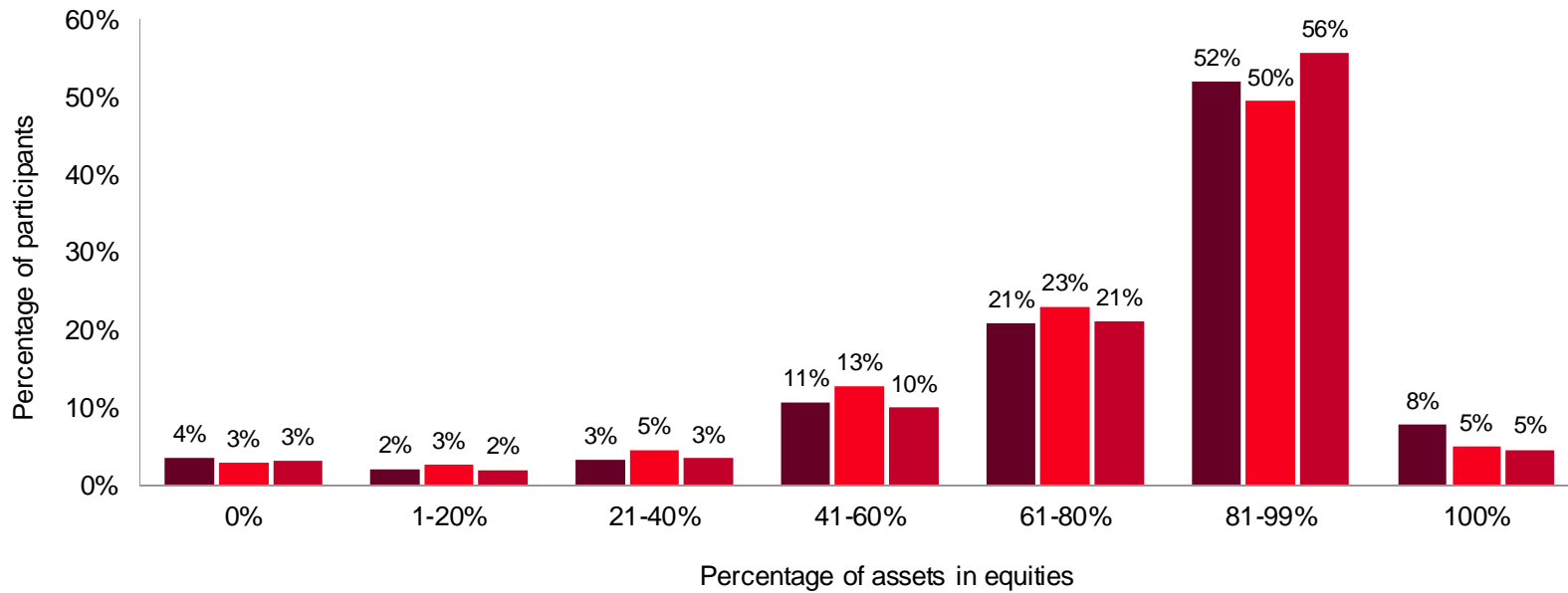
	Architecture & engineering <500 participants	Architecture & engineering 500+ participants	Vanguard DC plans
Percentage of plans offering	93%	100%	95%
Plan assets invested*	29%	36%	37%
Percentage of plan assets*			
<10%	0%	0%	5%
10–19%	29%	13%	13%
20–29%	36%	16%	20%
30–39%	14%	39%	22%
40–49%	4%	16%	13%
50%+	18%	16%	27%
Percentage of participants using *	70%	79%	80%
Percentage of participant assets**	57%	54%	59%
Percentage of participant assets in target-date funds**			
1–24%	13%	15%	11%
25–49%	8%	11%	9%
50–74%	5%	6%	4%
75–99%	6%	10%	6%
100%	69%	58%	70%
Percentage of participants owning**			
One target-date fund only	66%	56%	67%
One target-date fund plus other funds	27%	37%	27%
Two or more target-date funds only	3%	2%	2%
Two or more target-date funds plus other funds	4%	5%	4%

*Among plans offering target-date options.

**Among participants owning target-date options.

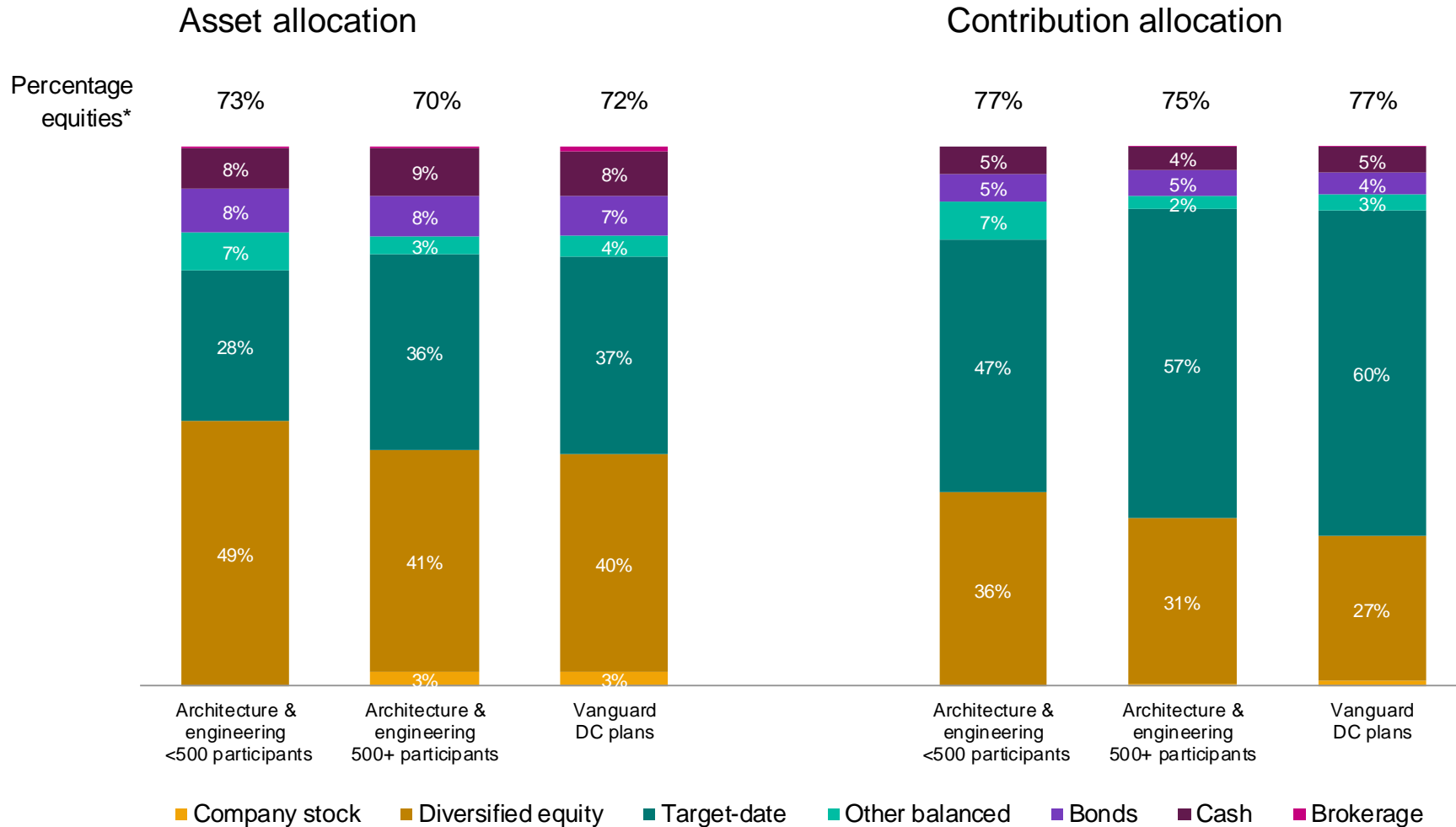
Source: Vanguard, as of December 31, 2020.

Participant equity exposure



	Average percentage in equities	Median percentage in equities
Architecture & engineering <500 participants	76%	85%
Architecture & engineering 500+ participants	74%	82%
Vanguard DC plans	76%	86%

Asset and contribution allocations



*Equities include company stock, diversified equity, and the equity portion of balanced funds.
Source: Vanguard, as of December 31, 2020.

Participants with professionally managed allocations

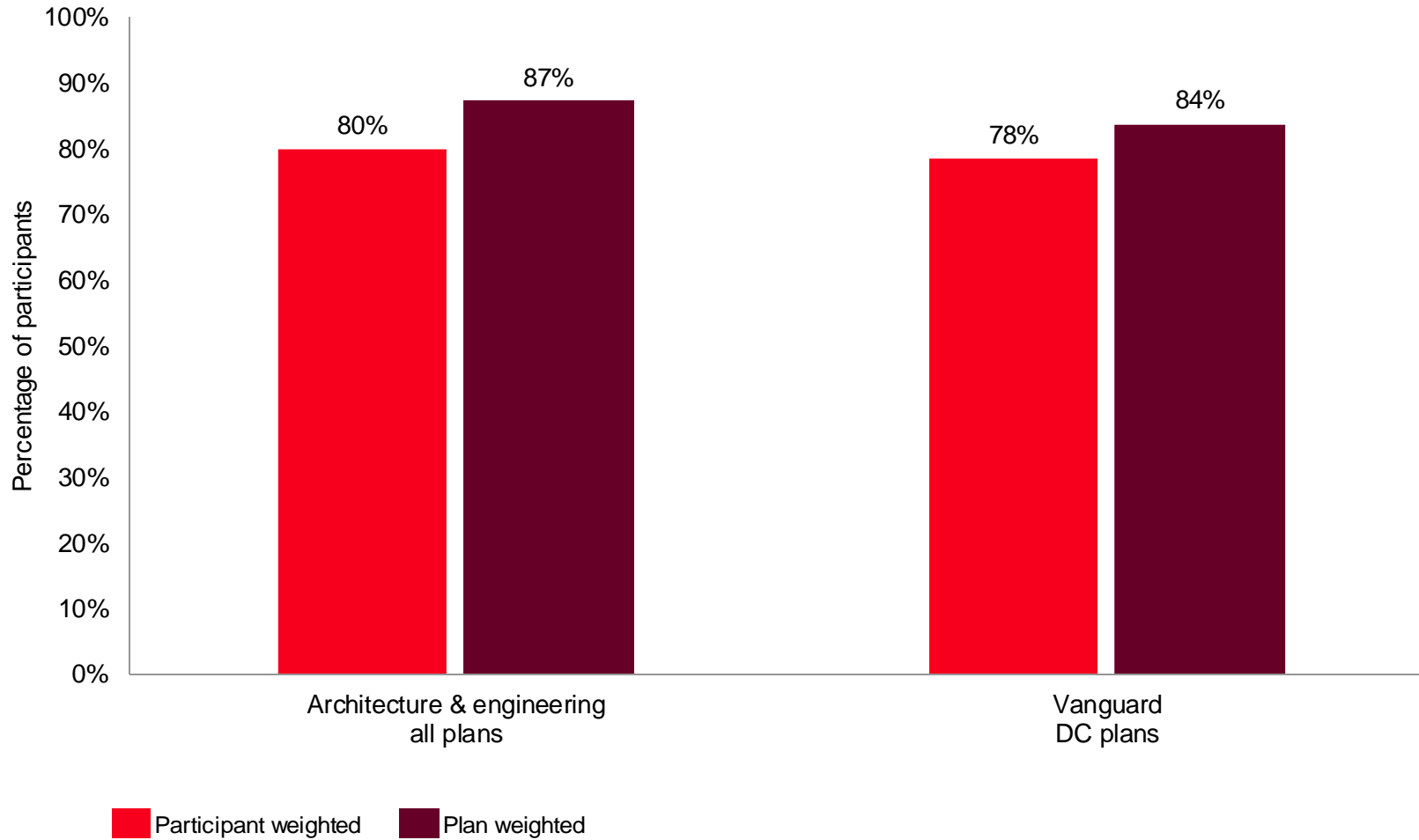
	Architecture & engineering <500 participants	Architecture & engineering 500+ participants	Vanguard DC plans
All participants			
Single target-date fund	45%	45%	54%
Single balanced fund	2%	<0.5%	1%
Managed account program	2%	7%	7%
Total	49%	52%	62%
New plan entrants during the year			
Single target-date fund	77%	83%	84%
Single balanced fund	0%	<0.5%	1%
Managed account program	2%	3%	2%
Total	79%	86%	87%

Automatic enrollment options*

	Architecture & engineering all plans	Vanguard DC plans
Automatic enrollment*		
Number of plans	34	850
Percentage of plans	57%	54%
Default automatic enrollment rate		
1 percent	0%	1%
2 percent	0%	5%
3 percent	44%	37%
4 percent	24%	15%
5 percent	6%	16%
6 percent or more	26%	26%
Default automatic increase rate		
1 percent	71%	67%
2 percent	3%	2%
Voluntary election	21%	24%
Service feature not offered	6%	7%
Default automatic increase cap		
<6 percent	4%	2%
6 to 9 percent	4%	19%
10 to 14 percent	72%	52%
15 to 19 percent	16%	16%
>20 percent	4%	6%
No cap	0%	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.
 Note – Total industry shown due to insufficient sample.
 Source: Vanguard, as of December 31, 2020.

Participation rates



Note – Total industry shown due to insufficient sample.

Source: Vanguard active plans with nondiscrimination testing completed during the past two years.

Participant deferral rates

	Architecture & engineering all plans	Vanguard DC plans
Deferral rates		
Average	7.8%	7.2%
Median	6.4%	6.0%
Distribution of rates		
<4.0%	23%	27%
4.0% – 6.0%	20%	21%
6.1% – 9.9%	29%	30%
10.0% – 14.9%	18%	16%
15.0%+	8%	6%

Note – Total industry shown due to insufficient sample.

Source: Vanguard active plans with nondiscrimination testing completed during the past two years.

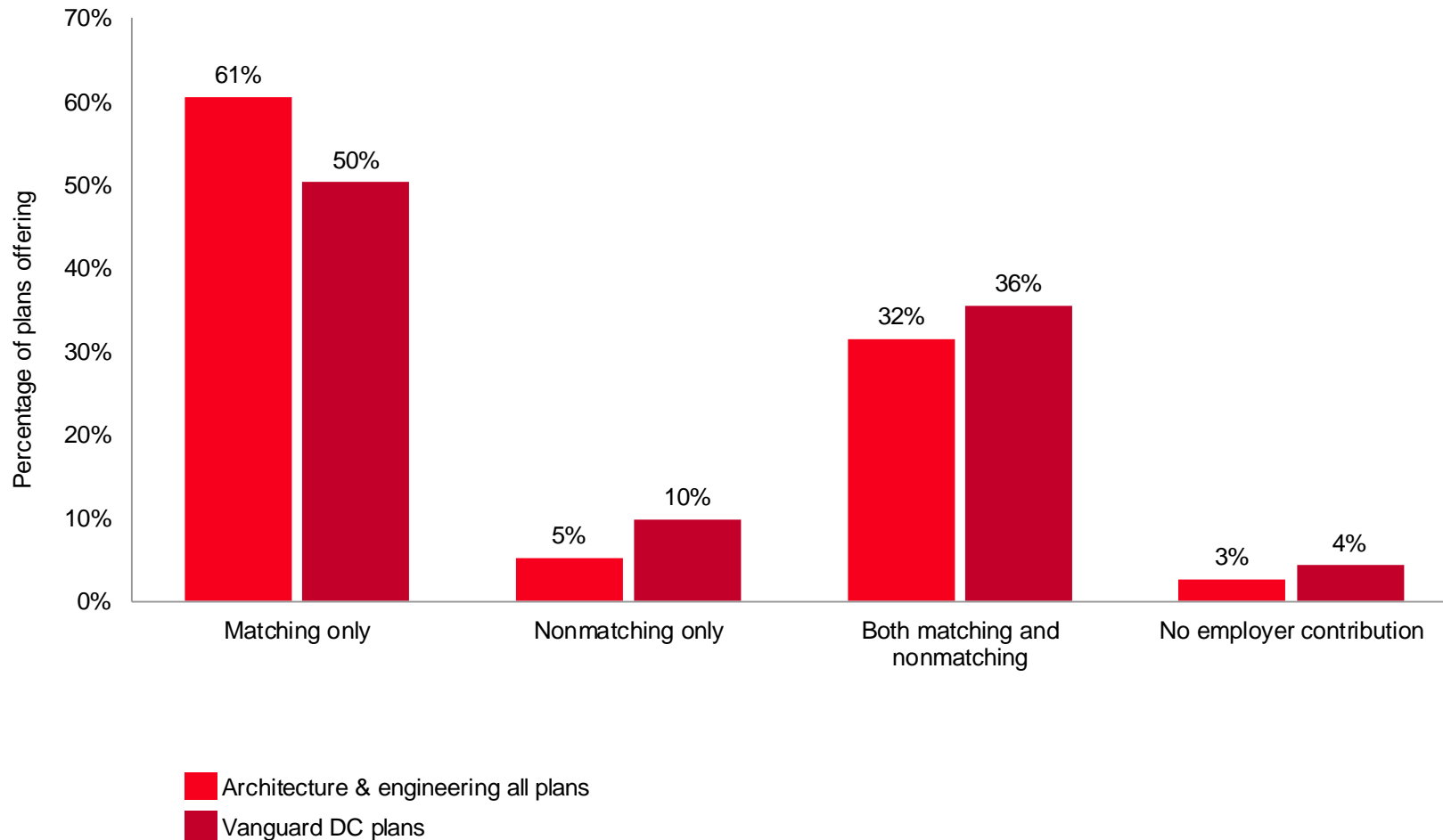
Aggregate participant and employer contribution rates

	Architecture & engineering all plans	Vanguard DC plans
Total savings rate		
Average	11.3%	11.1%
Median	10.4%	10.2%
Distribution of rates		
<5.0%	16%	19%
5.0% – 8.9%	20%	21%
9.0% – 11.9%	23%	22%
12.0% – 14.9%	17%	16%
15.% +	24%	22%

Note – Total industry shown due to insufficient sample.

Source: Vanguard active plans with nondiscrimination testing completed during the past two years.

Types of employer contributions

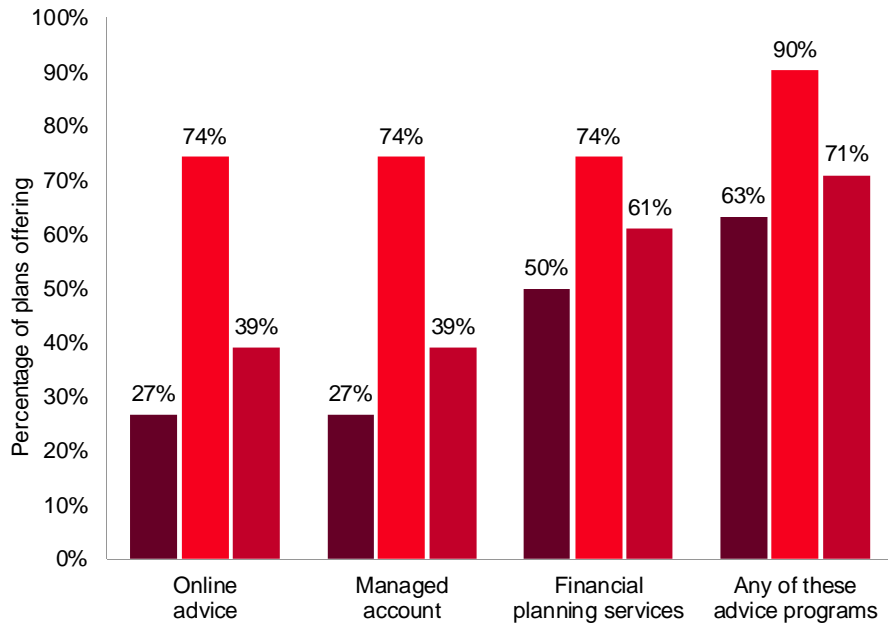


Note – Total industry shown due to insufficient sample.

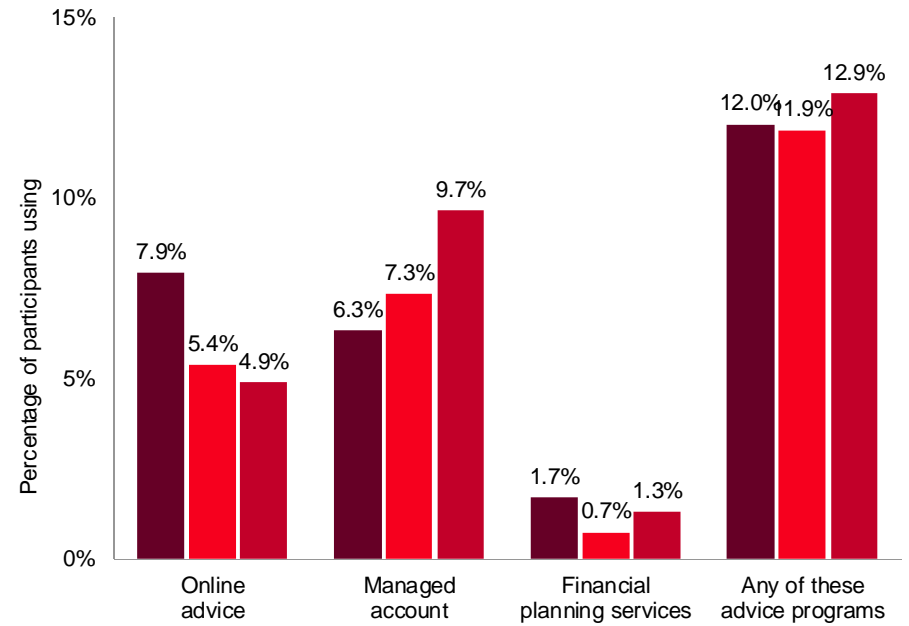
Source: Vanguard active plans with nondiscrimination testing completed during the past two years.

Advice services

Advice offered

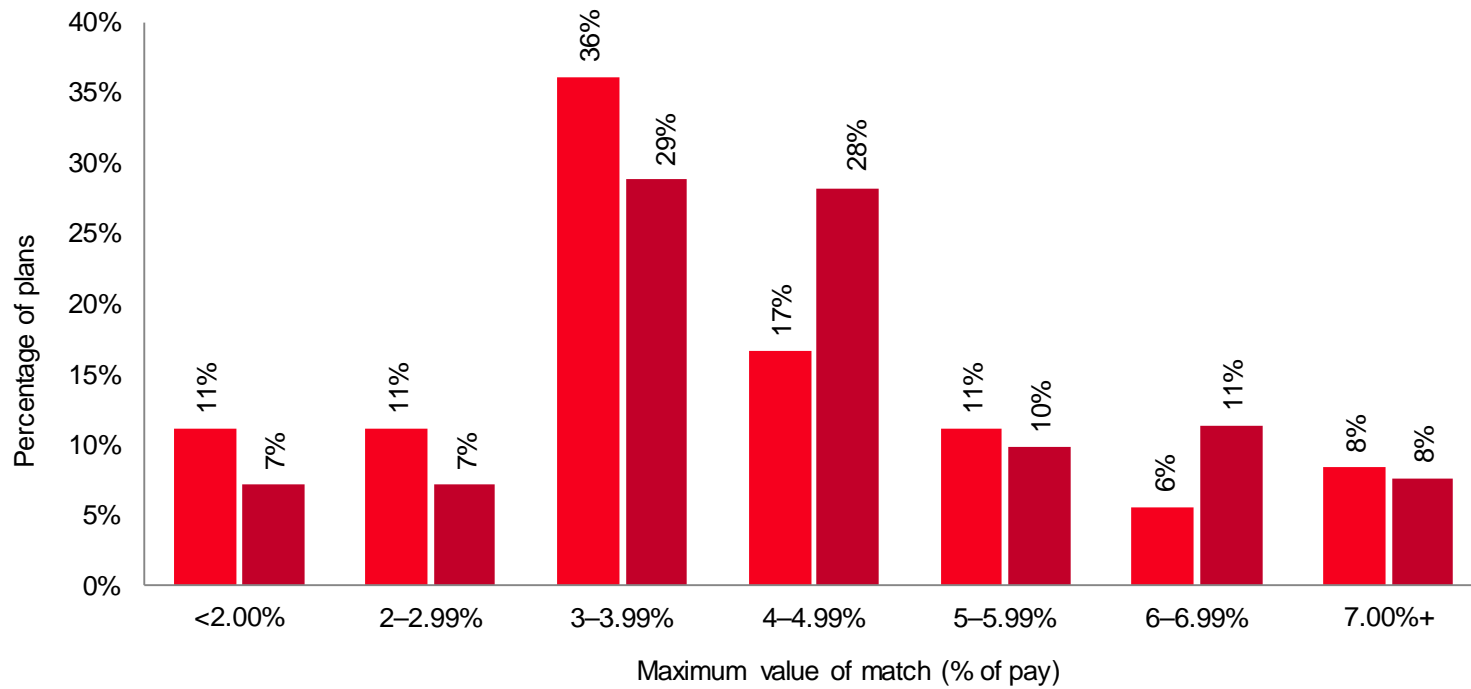


Advice used



- Architecture & engineering <500 participants
- Architecture & engineering 500+ participants
- Vanguard DC plans

Matching contributions

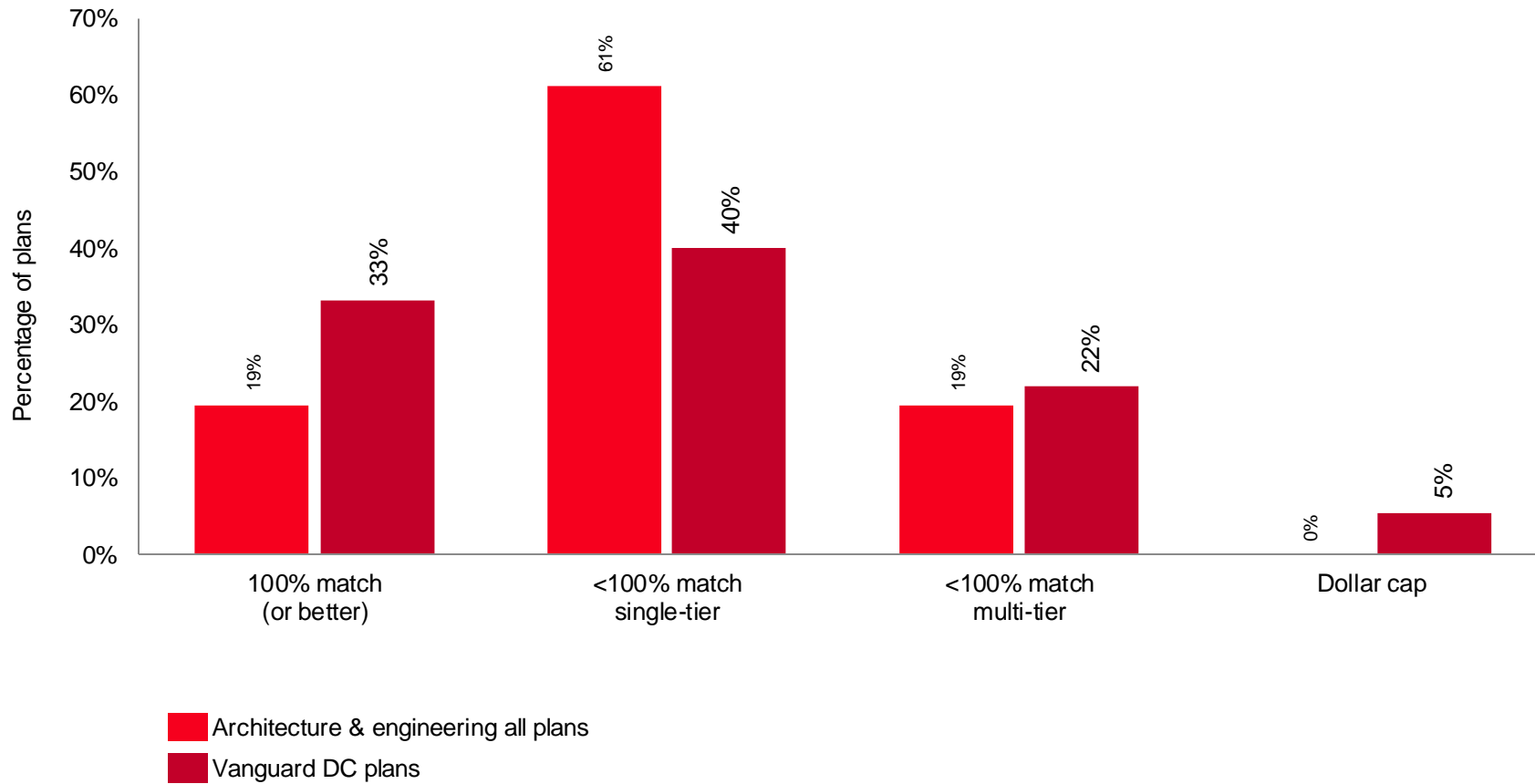


	Average value	Median value
Architecture & engineering all plans	4.7%	3.3%
Vanguard DC plans	4.5%	4.0%

Note – Total industry shown due to insufficient sample.

Source: Vanguard active plans with nondiscrimination testing completed during the past two years.

Matching formulas



Note – Total industry shown due to insufficient sample.
Source: Vanguard active plans with nondiscrimination testing completed during the past two years.

Roth availability and use

	Architecture & engineering <500 participants	Architecture & engineering 500+ participants	Vanguard DC plans
Percentage of plans offering Roth	90%	100%	74%
Percentage of plan assets invested in Roth*	3.5%	3.2%	3.0%
Distribution of percentage of plan assets in Roth			
<1%	23%	6%	23%
1–2%	31%	23%	37%
3–5%	27%	48%	25%
6–9%	19%	19%	9%
10–14%	0%	0%	4%
15%+	0%	3%	2%
Percentage of participants with assets in Roth*	21%	19%	14%
Percentage of participant assets in Roth**	16%	17%	16%
Distribution of participant assets in Roth			
1–24%	48%	48%	56%
25–49%	20%	23%	22%
50–74%	19%	18%	13%
75–99%	10%	7%	6%
100%	2%	4%	3%
Percentage of participants making Roth contributions (past 12 mo)***	23%	21%	14%
Percentage of participant contributions going to Roth**	64%	55%	53%
Distribution of percentage of participant contributions to Roth			
1–24%	13%	21%	24%
25–49%	19%	22%	25%
50–74%	14%	16%	15%
75–99%	9%	7%	7%
100%	44%	34%	29%

*Among plans offering Roth.

**Among participants using Roth.

***Among participants making elective deferrals.

Source: Vanguard, as of December 31, 2020.

Participant loans and in-service withdrawals

	Architecture & engineering <500 participants	Architecture & engineering 500+ participants	Vanguard DC plans
Outstanding loans*			
Percentage of participants with outstanding loans	5%	7%	13%
Percentage of account balance in loans	6%	8%	9%
Average loan balance	13,999	11,688	10,383
Number of outstanding loans per participant*			
No loans	95%	93%	87%
One loan	4%	6%	10%
Two loans	1%	1%	2%
Three+ loans	0%	0%	1%
Loans issued past 12 months*			
Average per 1,000 active participants	27	50	86
Average loan amount	17,249	14,370	11,378
Nonhardship withdrawals taken past 12 months**			
Average per 1,000 active participants	41	78	85
Average withdrawal amount	76,601	36,880	19,549
Hardship withdrawals taken past 12 months**			
Average per 1,000 active participants	19	58	145
Average withdrawal amount	22,885	13,187	13,217

*Among plans allowing loans.

**Among participants allowed in-service withdrawals.

Source: Vanguard, as of December 31, 2020.

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.

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