

Custom DC plan benchmarks

Technology firms

Strategic Retirement Consulting

June 2021

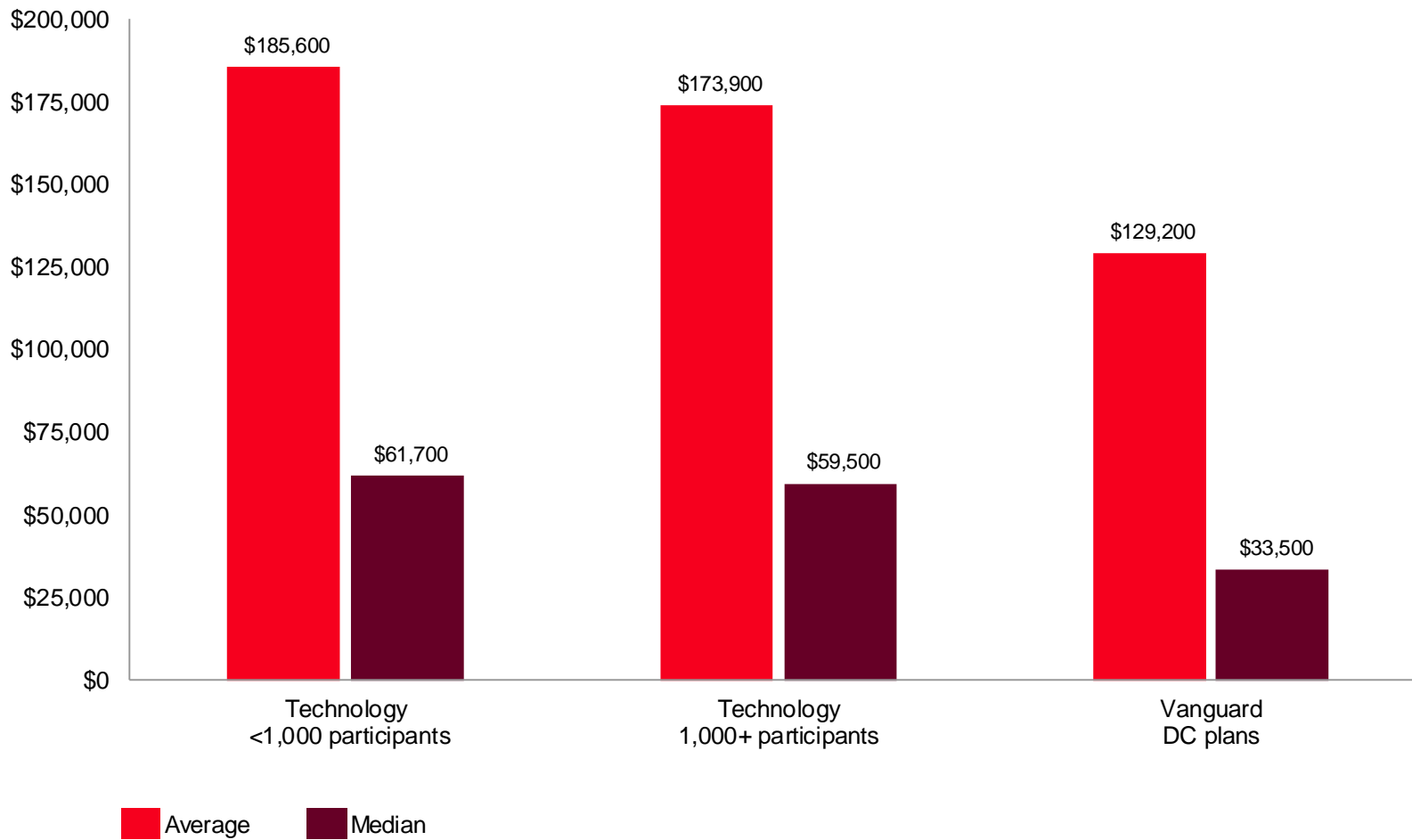


Benchmark population

	Technology <1,000 participants	Technology 1,000+ participants	Vanguard DC plans
Number of plans	210	135	1,725
Number of participants	72,335	836,132	4.7 million
Average number of participants	344	6,194	2,700
Median number of participants	279	2,845	490
Amount of assets	\$13.4 billion	\$145.4 billion	\$601.4 billion
Average assets	\$63.9 million	\$1.1 billion	\$348 million
Median assets	\$47.1 million	\$384.3 million	\$68.3 million

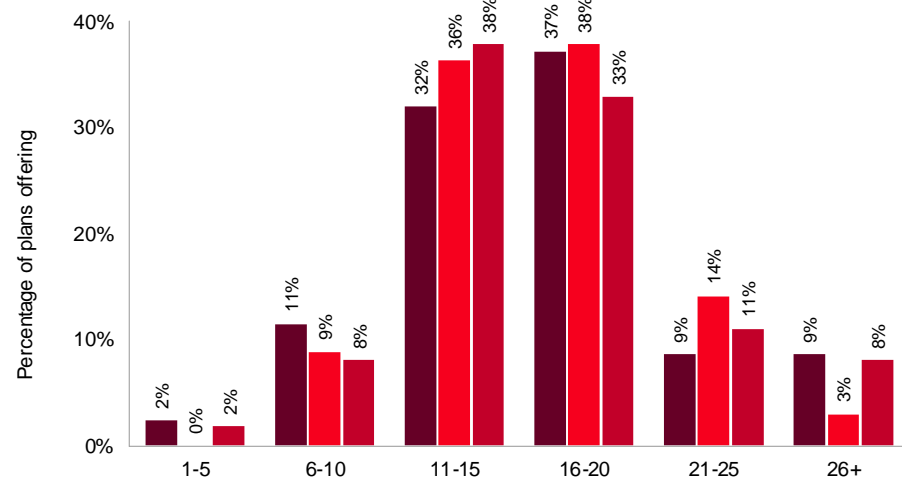
Technology firms, using the Workforce Information Council's methodology, are from industries with at least 2.5 times the level of STEM Core employment (excluding healthcare) as compared to the national average for all industries.

Participant balances

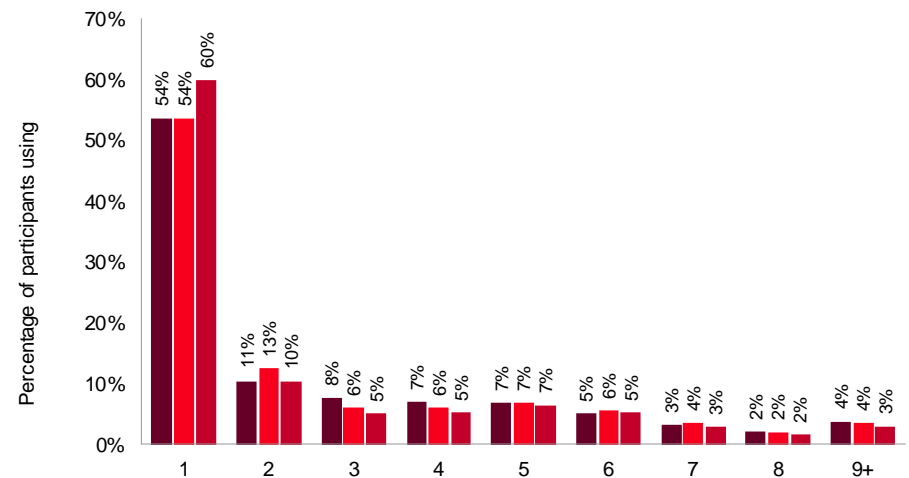


Number of fund options offered and used

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
Technology <1,000 participants	17.3	16	2.7	1
Technology 1,000+ participants	16.9	16	2.7	1
Vanguard DC plans	17.5	16	2.5	1

Types of investment options offered and used*

	Technology <1,000 participants		Technology 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*
Cash	98%	17%	100%	15%	98%	14%
Money market	65	11	62	7	67	7
Stable value / GIC	66	16	73	14	66	13
Bond	98%	22%	100%	21%	98%	19%
Active	75	13	85	9	78	8
Index	91	16	90	17	89	16
Inflation protected securities	31	4	37	4	34	3
Multi-sector	5	2	10	4	7	3
High-yield	18	6	15	4	18	5
International	21	3	19	2	19	3
Global	2	2	2	3	4	2
Emerging markets	<0.5	<0.5	0	0	1	2
Balanced funds	98%	78%	100%	83%	99%	85%
Traditional balanced	63	16	55	16	64	14
Target-risk	14	26	6	4	14	7
Target-date	93	71	99	79	95	80
Company stock	3%	55%	28%	43%	8%	37%
Self-directed brokerage	10%	4%	25%	2%	20%	1%

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

Types of investment options offered and used* (continued)

	Technology <1,000 participants		Technology 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*
Equity funds	99%	42%	100%	36%	99%	33%
Domestic equity funds	99%	41%	100%	35%	99%	32%
Large-cap index	97	30	98	27	96	24
Large-cap active	77	22	67	17	71	15
Large-cap value	90	13	87	10	87	10
Large-cap growth	90	20	88	15	90	14
Large-cap blend	98	29	100	27	98	24
Mid-cap index	76	14	88	18	81	15
Mid-cap active	60	13	57	10	53	8
Small-cap index	61	14	56	13	61	10
Small-cap active	43	13	24	9	34	7
Socially responsible	11	2	16	3	12	5
International equity funds	96%	22%	100%	22%	97%	20%
Active international	74	14	90	16	76	14
Index international	81	16	84	13	82	12
Emerging markets	31	10	33	10	34	9
Global equity funds	19%	6%	15%	7%	18%	4%
Sector funds	31%	11%	29%	7%	36%	7%
REIT	26	8	25	6	32	6
Health care	9	12	2	9	9	6
Energy	7	10	4	6	5	3
Precious metals	2	2	3	3	3	2
Technology	<0.5	9	3	6	3	5
Utilities	0	0	1	5	1	2
Natural resources	<0.5	8	1	1	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	<0.5	1	1	1	<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

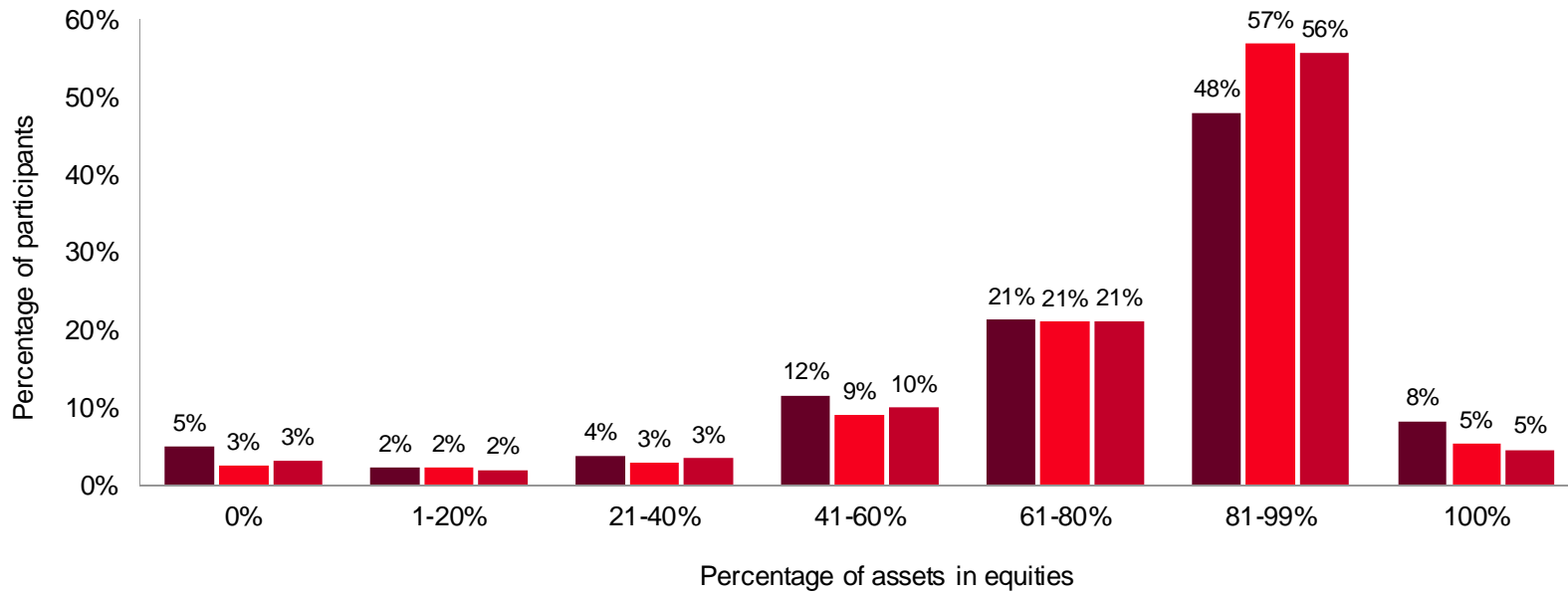
	Technology <1,000 participants	Technology 1,000+ participants	Vanguard DC plans
Percentage of plans offering	93%	99%	95%
Plan assets invested*	33%	39%	37%
Percentage of plan assets*			
<10%	5%	2%	5%
10–19%	19%	12%	13%
20–29%	26%	15%	20%
30–39%	17%	25%	22%
40–49%	10%	20%	13%
50%+	22%	26%	27%
Percentage of participants using *	71%	79%	80%
Percentage of participant assets**	61%	59%	59%
Percentage of participant assets in target-date funds**			
1–24%	12%	12%	11%
25–49%	10%	10%	9%
50–74%	5%	7%	4%
75–99%	5%	7%	6%
100%	69%	64%	70%
Percentage of participants owning**			
One target-date fund only	66%	62%	67%
One target-date fund plus other funds	26%	31%	27%
Two or more target-date funds only	3%	2%	2%
Two or more target-date funds plus other funds	5%	5%	4%

*Among plans offering target-date options.

**Among participants owning target-date options.

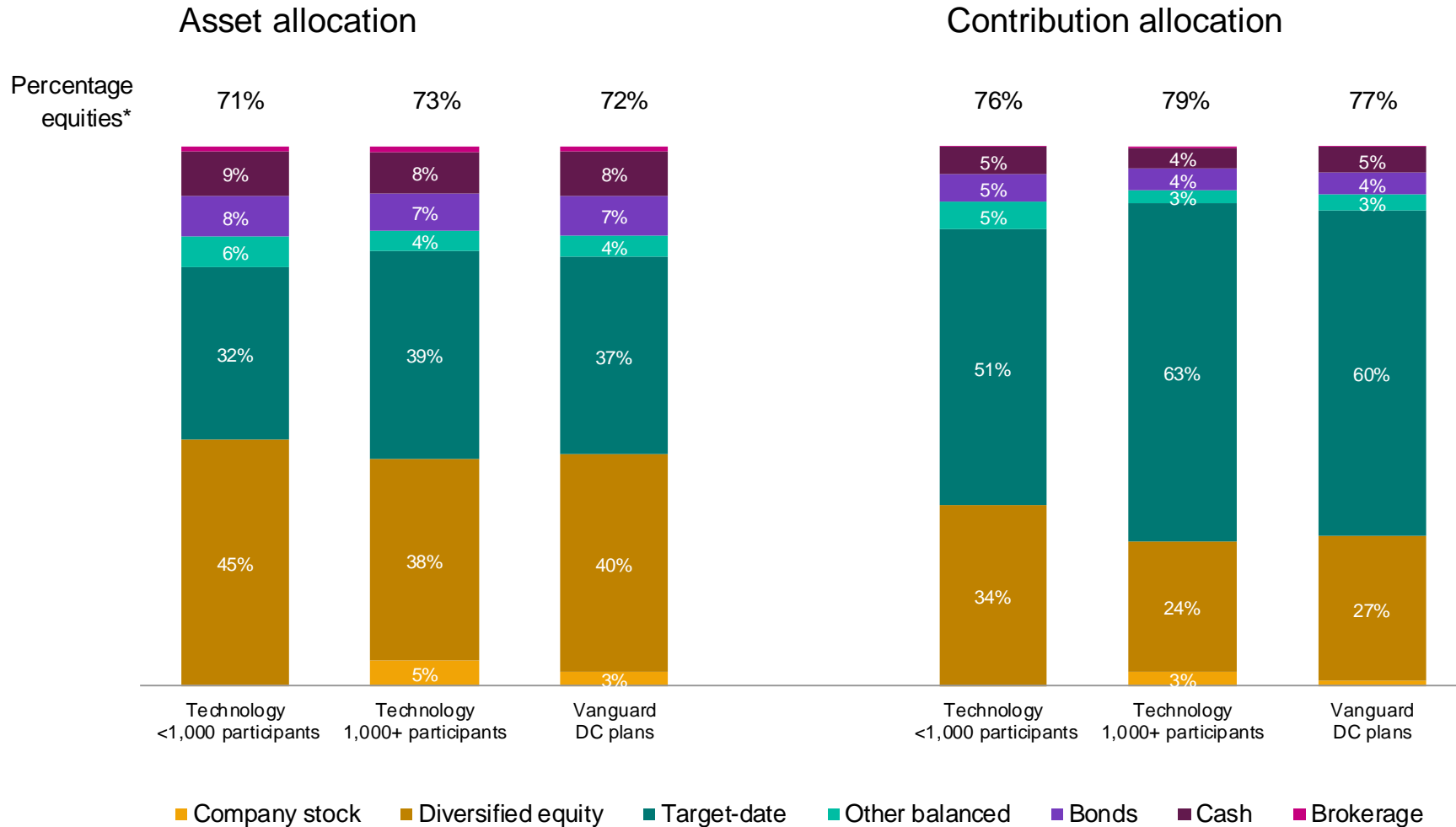
Source: Vanguard, as of December 31, 2020.

Participant equity exposure



	Average percentage in equities	Median percentage in equities
Technology <1,000 participants	74%	83%
Technology 1,000+ participants	77%	88%
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

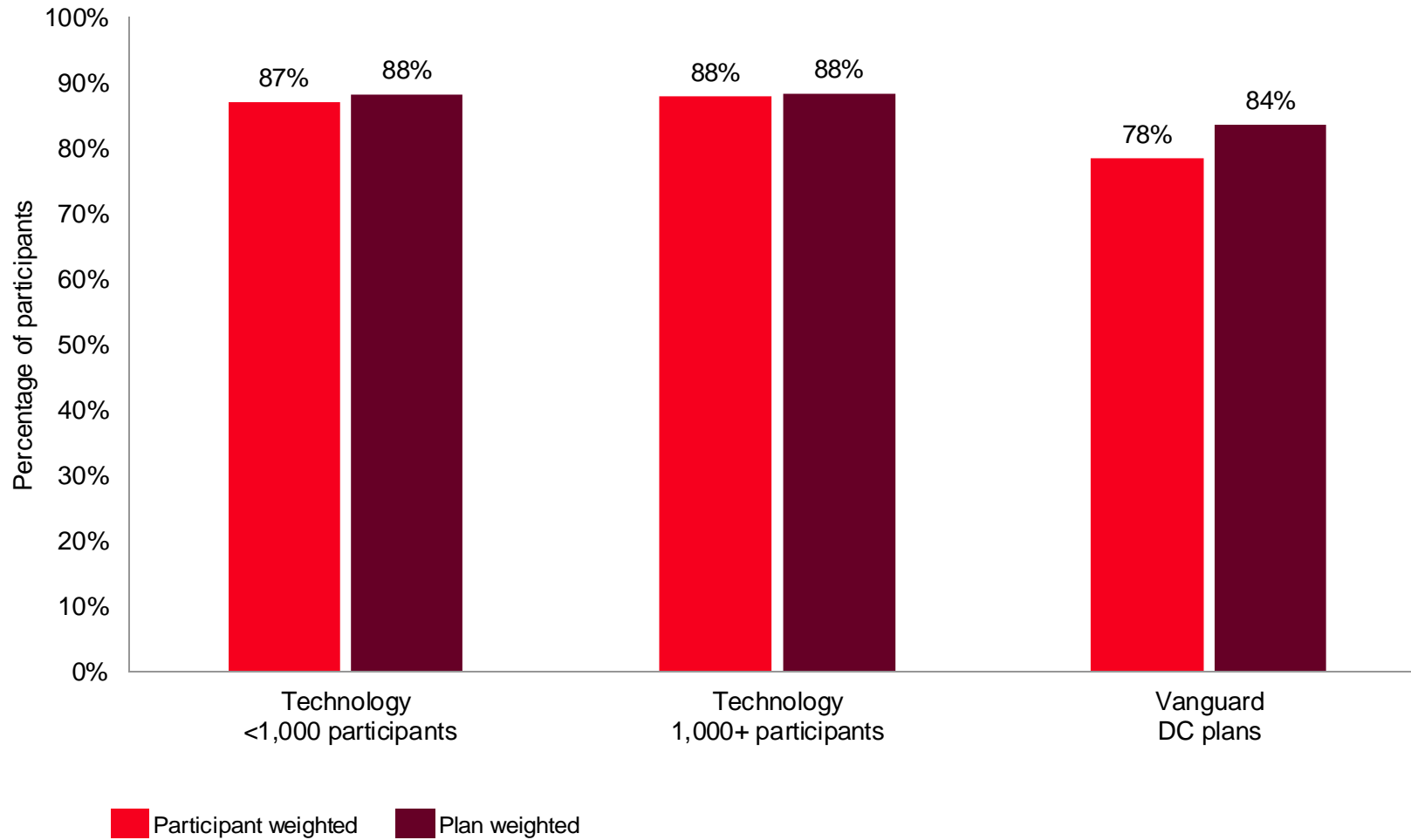
	Technology <1,000 participants	Technology 1,000+ participants	Vanguard DC plans
All participants			
Single target-date fund	45%	48%	54%
Single balanced fund	1%	1%	1%
Managed account program	4%	6%	7%
Total	50%	55%	62%
New plan entrants during the year			
Single target-date fund	75%	75%	84%
Single balanced fund	1%	1%	1%
Managed account program	2%	3%	2%
Total	78%	79%	87%

Automatic enrollment options*

	Technology <1,000 participants	Technology 1,000+ participants	Vanguard DC plans
Automatic enrollment*			
Number of plans	99	100	850
Percentage of plans	51%	75%	54%
Default automatic enrollment rate			
1 percent	1%	3%	1%
2 percent	3%	2%	5%
3 percent	24%	33%	37%
4 percent	24%	10%	15%
5 percent	17%	13%	16%
6 percent or more	30%	39%	26%
Default automatic increase rate			
1 percent	60%	68%	67%
2 percent	5%	1%	2%
Voluntary election	26%	30%	24%
Service feature not offered	9%	1%	7%
Default automatic increase cap			
<6 percent	0%	4%	2%
6 to 9 percent	14%	4%	19%
10 to 14 percent	59%	55%	52%
15 to 19 percent	16%	22%	16%
>20 percent	6%	13%	6%
No cap	5%	1%	5%
Default fund			
Target-date fund	98%	99%	98%
Other balanced fund	0%	1%	1%
Money market or stable value fund	1%	0%	1%

*Limited to plans using Vanguard's automatic enrollment service.
Source: Vanguard, as of December 31, 2020.

Participation rates



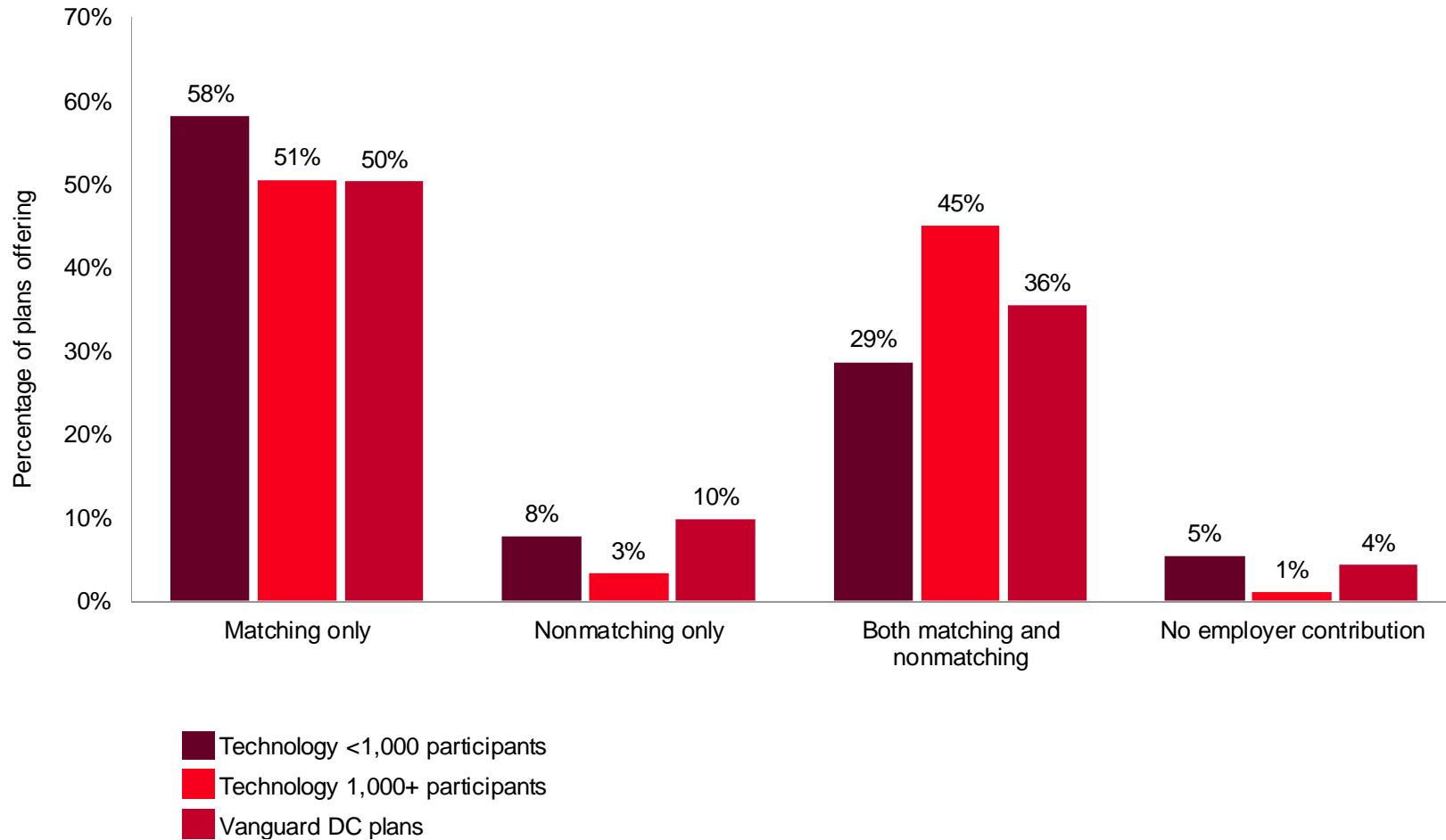
Participant deferral rates

	Technology <1,000 participants	Technology 1,000+ participants	Vanguard DC plans
Deferral rates			
Average	8.2%	8.3%	7.2%
Median	6.8%	7.5%	6.0%
Distribution of rates			
<4.0%	18%	17%	27%
4.0% – 6.0%	20%	16%	21%
6.1% – 9.9%	33%	38%	30%
10.0% – 14.9%	19%	22%	16%
15.0%+	9%	8%	6%

Aggregate participant and employer contribution rates

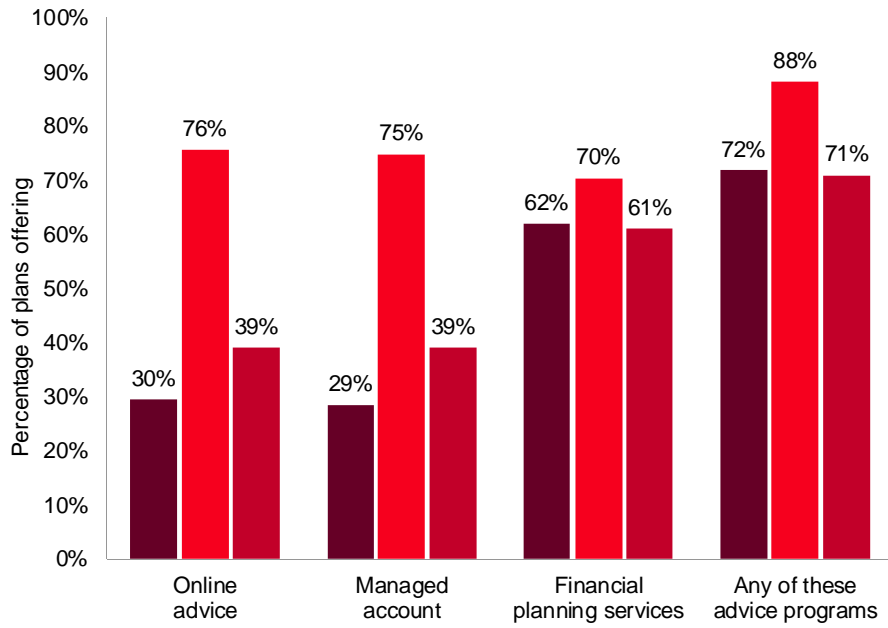
	Technology <1,000 participants	Technology 1,000+ participants	Vanguard DC plans
Total savings rate			
Average	12.6%	13.4%	11.1%
Median	12.0%	12.5%	10.2%
Distribution of rates			
<5.0%	10%	11%	19%
5.0% – 8.9%	19%	18%	21%
9.0% – 11.9%	22%	23%	22%
12.0% – 14.9%	18%	18%	16%
15.% +	31%	29%	22%

Types of employer contributions

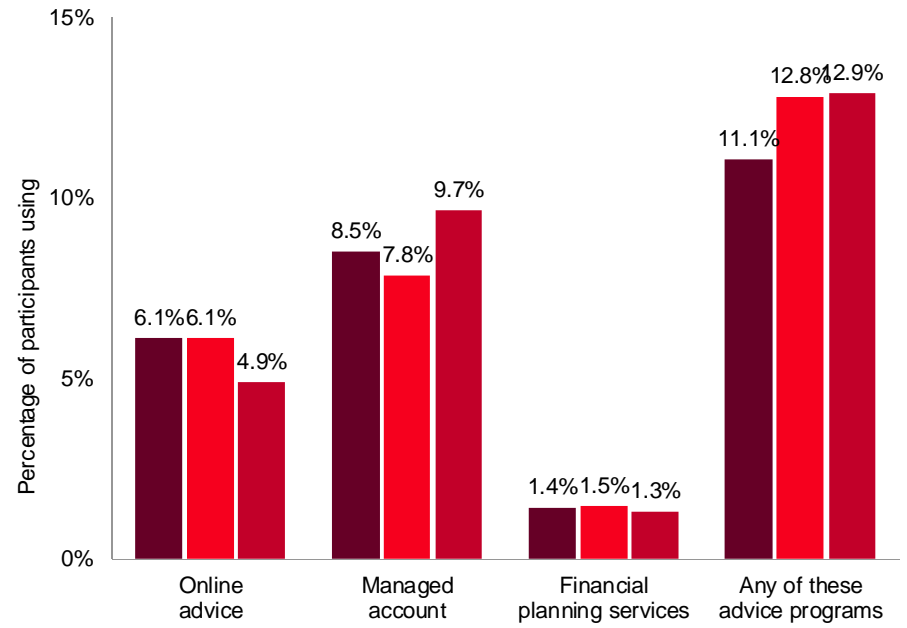


Advice services

Advice offered

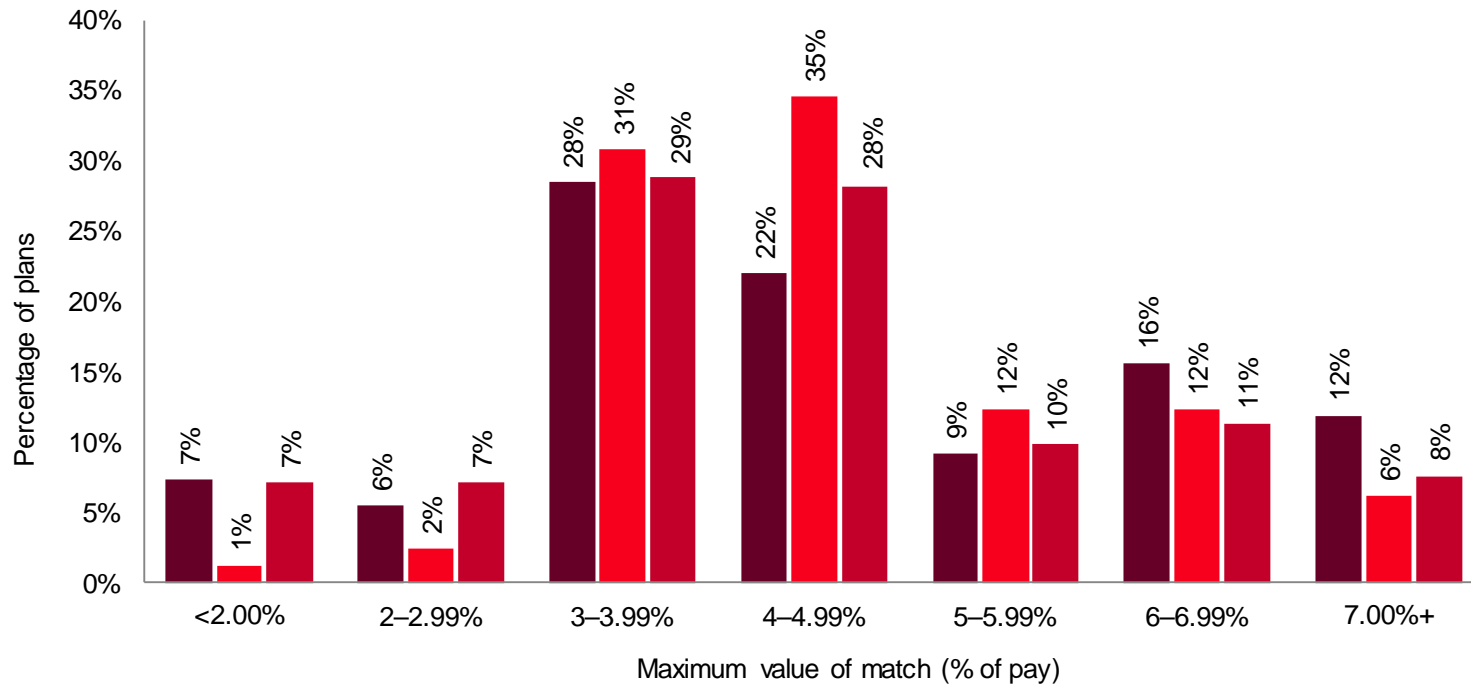


Advice used



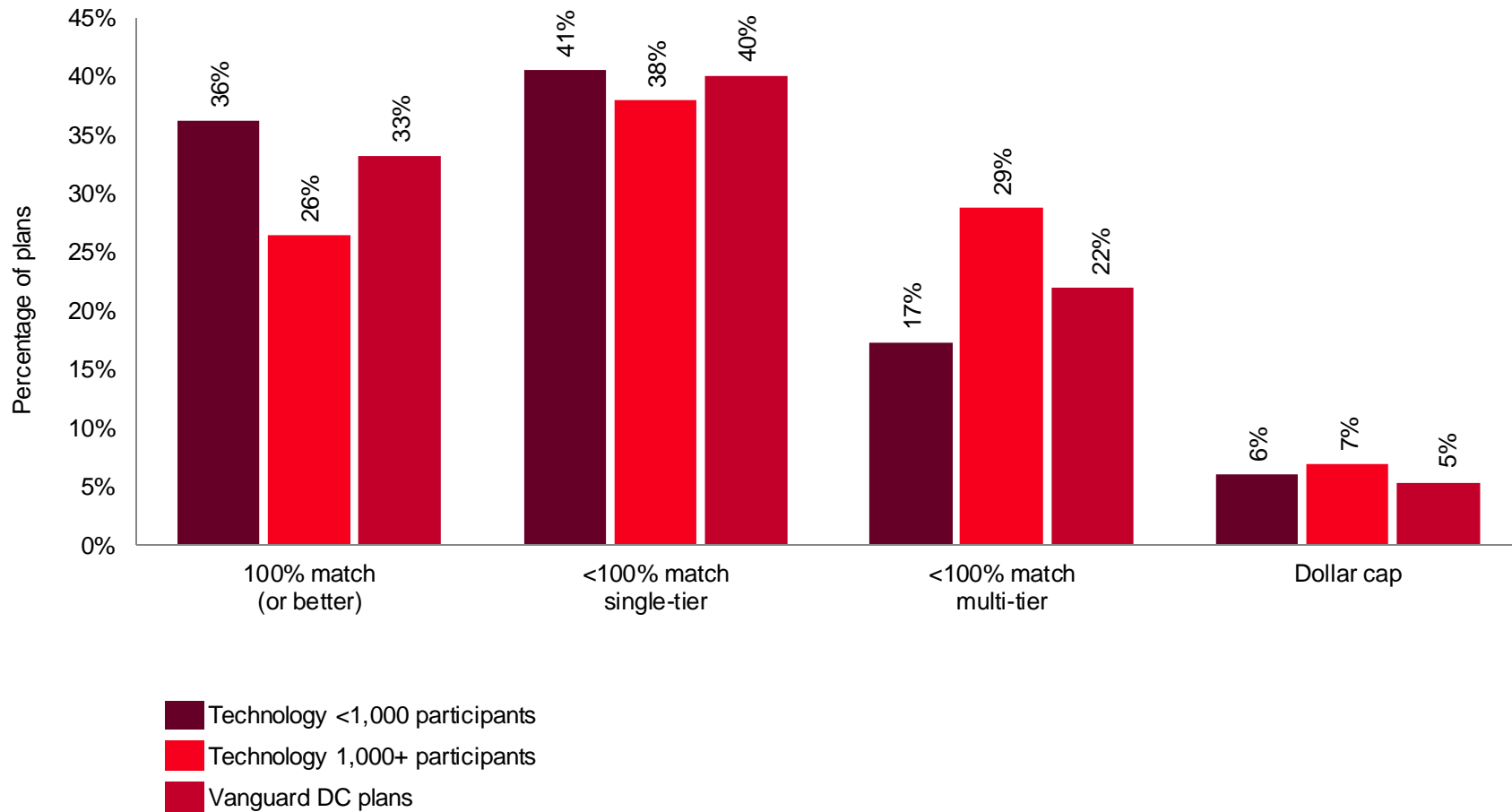
- Technology <1,000 participants
- Technology 1,000+ participants
- Vanguard DC plans

Matching contributions



	Average value	Median value
Technology <1,000 participants	6.9%	4.0%
Technology 1,000+ participants	5.0%	4.0%
Vanguard DC plans	4.5%	4.0%

Matching formulas



Roth availability and use

	Technology <1,000 participants	Technology 1,000+ participants	Vanguard DC plans
Percentage of plans offering Roth	77%	91%	74%
Percentage of plan assets invested in Roth*	3.5%	4.2%	3.0%
Distribution of percentage of plan assets in Roth			
<1%	20%	19%	23%
1–2%	32%	37%	37%
3–5%	28%	31%	25%
6–9%	15%	7%	9%
10–14%	3%	4%	4%
15%+	1%	2%	2%
Percentage of participants with assets in Roth*	20%	20%	14%
Percentage of participant assets in Roth**	16%	18%	16%
Distribution of participant assets in Roth			
1–24%	55%	55%	56%
25–49%	22%	23%	22%
50–74%	16%	15%	13%
75–99%	5%	5%	6%
100%	2%	2%	3%
Percentage of participants making Roth contributions (past 12 mo)***	21%	17%	14%
Percentage of participant contributions going to Roth**	55%	55%	53%
Distribution of percentage of participant contributions to Roth			
1–24%	26%	23%	24%
25–49%	20%	23%	25%
50–74%	14%	14%	15%
75–99%	6%	7%	7%
100%	34%	32%	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

	Technology <1,000 participants	Technology 1,000+ participants	Vanguard DC plans
Outstanding loans*			
Percentage of participants with outstanding loans	10%	9%	13%
Percentage of account balance in loans	7%	8%	9%
Average loan balance	12,425	12,472	10,383
Number of outstanding loans per participant*			
No loans	90%	91%	87%
One loan	8%	7%	10%
Two loans	2%	2%	2%
Three+ loans	0%	0%	1%
Loans issued past 12 months*			
Average per 1,000 active participants	63	68	86
Average loan amount	14,335	13,983	11,378
Nonhardship withdrawals taken past 12 months**			
Average per 1,000 active participants	68	127	85
Average withdrawal amount	39,859	17,420	19,549
Hardship withdrawals taken past 12 months**			
Average per 1,000 active participants	56	77	145
Average withdrawal amount	18,433	16,680	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.

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.

Vanguard Personal Advisor Services are provided by Vanguard Advisers, Inc., a registered investment advisor, or by Vanguard National Trust Company, a federally chartered, limited purpose trust company. The services provided to clients who elect to receive ongoing advice will vary based upon the amount of assets in a portfolio. Please review the Vanguard Personal Advisor Services Brochure for an overview of the service.

Vanguard Situational Advice is offered through Vanguard Financial Planning Services. Vanguard Financial Planning Services, offered as part of Vanguard Personal Advisor Services, are provided by Vanguard Advisers, Inc., a registered investment advisor. Eligibility restrictions may apply.

Vanguard Digital Advisor's services are provided by Vanguard Advisers, Inc., a federally registered investment advisor. Go to vanguard.com/digitalbrochure for important details about this service. Vanguard Digital Advisor's financial planning tools provide projections and goal achievement forecasts that are hypothetical in nature. They are provided for educational purposes only and are not guarantees of future results.

Financial Engines is a trademark of Financial Engines, Inc. All rights reserved. Used with permission. The Vanguard Group has partnered with Financial Engines Advisors, L.L.C., to provide subadvisory services to the Vanguard Managed Account Program and Personal Online Advisor. Financial Engines Advisors, L.L.C., is an independent, federally registered investment advisor that does not sell investments or receive commission for the investments it recommends. Advice is provided by Vanguard Advisers, Inc. (VAI), a federally registered investment advisor and an affiliate of The Vanguard Group, Inc. (Vanguard). Eligibility restrictions may apply. Vanguard is owned by the Vanguard funds, which are distributed by Vanguard Marketing Corporation, a registered broker-dealer affiliated with VAI and Vanguard. Neither Vanguard, Financial Engines, nor their respective affiliates guarantee future results.

VAI is a subsidiary of VGI and an affiliate of VMC. Neither VAI, PAS, Digital Advisor, VGI, nor VMC guarantees profits or protection from losses.

© 2021 The Vanguard Group, Inc. All rights reserved.