

Employer Contributions



Does your organization offer a non-elective or profit-sharing contribution to participant accounts?

	All Industries						403(b) Plans					
	Overall	<\$5MM	\$5MM - \$50MM	>\$50MM-\$200MM	>\$200MM-\$1B	>\$1B	Overall	<\$5MM	\$5MM - \$50MM	>\$50MM-\$200MM	>\$200MM-\$1B	>\$1B
Yes	49.5%	40.8%	57.7%	45.4%	40.5%	47.2%	47.6%	43.2%	53.2%	48.1%	45.5%	44.4%
No	29.7%	46.2%	18.3%	27.1%	37.0%	42.4%	40.8%	43.2%	31.9%	44.4%	54.5%	44.4%
Unsure	20.8%	13.0%	24.1%	27.4%	22.5%	10.4%	11.6%	13.6%	14.9%	7.4%	0.0%	11.1%

Note: These contributions generally do not require participant contributions/deferrals.

Which of the following profit-sharing or non-matching plan types are associated with your designated DC plan?

	All Industries						403(b) Plans					
	Overall	<\$5MM	\$5MM - \$50MM	>\$50MM-\$200MM	>\$200MM-\$1B	>\$1B	Overall	<\$5MM	\$5MM - \$50MM	>\$50MM-\$200MM	>\$200MM-\$1B	>\$1B
"Pro-rata" profit sharing plan (i.e. same percentage for all employees)	6.5%	4.8%	3.3%	8.0%	21.4%	21.5%	14.1%	12.0%	6.1%	18.2%	0.0%	66.7%
"New comparability" plan (i.e., groups receive different rates)	4.2%	6.2%	2.4%	6.0%	5.8%	6.2%	3.8%	4.0%	0.0%	9.1%	33.3%	0.0%
"Age-weighted" profit sharing plan (i.e., older employees receive a greater % of profit sharing)	0.4%	0.3%	0.0%	0.0%	0.0%	6.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
"Fixed-dollar" profit sharing plan (i.e., same fixed amount for all)	0.8%	1.0%	0.4%	0.5%	2.9%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Non-elective safe harbor contribution (e.g., 3% or more of pay to all eligible employees)	3.8%	4.1%	1.6%	5.0%	6.8%	18.5%	3.8%	4.0%	0.0%	9.1%	33.3%	0.0%
Other plan type	30.6%	18.6%	40.5%	22.5%	17.5%	23.1%	25.6%	16.0%	36.4%	27.3%	33.3%	0.0%
Unsure	53.7%	64.9%	51.9%	58.0%	45.6%	23.1%	52.6%	64.0%	57.6%	36.4%	0.0%	33.3%

Which range best reflects your organization's profit-sharing or non-matching contribution, as a percentage of pay, for the most recent plan year?

	All Industries						403(b) Plans					
	Overall	<\$5MM	\$5MM - \$50MM	>\$50MM-\$200MM	>\$200MM-\$1B	>\$1B	Overall	<\$5MM	\$5MM - \$50MM	>\$50MM-\$200MM	>\$200MM-\$1B	>\$1B
Less than 3%	16.7%	22.2%	16.6%	11.8%	20.3%	9.1%	14.7%	20.0%	0.0%	20.0%	16.7%	16.7%
Exactly 3%	14.6%	14.8%	14.6%	13.2%	16.2%	13.6%	11.8%	10.0%	0.0%	20.0%	16.7%	16.7%
>3% - 5%	19.5%	25.0%	16.6%	13.2%	14.9%	28.8%	20.6%	0.0%	42.9%	0.0%	33.3%	33.3%
>5% - 7%	6.3%	7.4%	3.8%	7.4%	6.8%	9.1%	8.8%	10.0%	14.3%	20.0%	0.0%	0.0%
>7% - 10%	8.2%	8.3%	7.6%	8.8%	9.5%	7.6%	17.6%	20.0%	14.3%	40.0%	0.0%	16.7%
More than 10%	5.3%	4.6%	4.5%	11.8%	2.7%	4.5%	2.9%	10.0%	0.0%	0.0%	0.0%	0.0%
Other amount	29.4%	17.6%	36.3%	33.8%	29.7%	27.3%	23.5%	30.0%	28.6%	0.0%	33.3%	16.7%

How frequently are profit-sharing or non-matching contributions made to plan participant accounts?

	All Industries						403(b) Plans					
	Overall	<\$5MM	\$5MM - \$50MM	>\$50MM-\$200MM	>\$200MM-\$1B	>\$1B	Overall	<\$5MM	\$5MM - \$50MM	>\$50MM-\$200MM	>\$200MM-\$1B	>\$1B
Per pay period	24.8%	27.3%	19.7%	21.5%	16.7%	48.5%	44.2%	33.3%	42.9%	37.5%	33.3%	85.7%
Non-pay period - biweekly (26 times per year)	0.2%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Non-pay period - twice monthly (24 times per year)	0.7%	0.8%	1.0%	0.0%	1.3%	0.0%	2.3%	0.0%	14.3%	0.0%	0.0%	0.0%
Non-pay period - monthly	1.4%	0.0%	0.5%	3.8%	3.8%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Non-pay period - quarterly	2.1%	0.8%	1.9%	3.8%	3.8%	1.5%	2.3%	6.7%	0.0%	0.0%	0.0%	0.0%
Non-pay period - annually	57.9%	59.1%	56.7%	63.3%	62.8%	47.1%	37.2%	33.3%	28.6%	62.5%	50.0%	14.3%
Other	12.9%	12.1%	19.7%	7.6%	11.5%	1.5%	14.0%	26.7%	14.3%	0.0%	16.7%	0.0%

Does your organization offer a matching contribution to participant accounts?

	All Industries						403(b) Plans					
	Overall	<\$5MM	\$5MM - \$50MM	>\$50MM-\$200MM	>\$200MM-\$1B	>\$1B	Overall	<\$5MM	\$5MM - \$50MM	>\$50MM-\$200MM	>\$200MM-\$1B	>\$1B
Yes	63.0%	55.6%	64.2%	63.2%	65.7%	72.0%	63.6%	57.9%	69.8%	68.6%	56.3%	55.0%
No	17.4%	32.2%	12.9%	13.0%	15.0%	17.3%	19.8%	26.3%	13.2%	14.3%	31.3%	25.0%
Unsure	19.7%	12.2%	22.8%	23.8%	19.3%	10.7%	16.7%	15.8%	17.0%	17.1%	12.5%	20.0%

Note: These contributions generally do require participant contributions.

If you provide a match, which of the following best describes your match formula?

	All Industries						403(b) Plans					
	Overall	<\$5MM	\$5MM - \$50MM	>\$50MM-\$200MM	>\$200MM-\$1B	>\$1B	Overall	<\$5MM	\$5MM - \$50MM	>\$50MM-\$200MM	>\$200MM-\$1B	>\$1B
Simple traditional match (e.g., 100% of first 3% of employee contribution, or similar)	25.1%	24.3%	21.2%	29.9%	27.3%	36.3%	31.2%	14.8%	44.8%	47.4%	14.3%	18.2%
Simple stretch match (i.e., 50% of first 6% of employee contributions, or similar)	11.8%	7.5%	10.1%	18.6%	17.3%	15.0%	17.2%	3.7%	6.9%	26.3%	42.9%	45.5%
Tiered match (e.g., 100% of the first 4% of employee contributions and 50% of the next 2%, or similar)	14.2%	9.9%	13.3%	17.0%	17.3%	22.1%	7.5%	7.4%	0.0%	10.5%	28.6%	9.1%
Fixed dollar (e.g., 50 cents per dollar regardless of % of employee contribution)	1.2%	1.8%	0.7%	0.5%	1.3%	2.7%	2.2%	3.7%	0.0%	0.0%	0.0%	9.1%
Multiple formulas (i.e., plan has multiple match formulas that cover different segments of participants)	2.3%	1.5%	0.9%	1.5%	6.7%	7.1%	3.2%	7.4%	0.0%	5.3%	0.0%	0.0%
Other strategy	7.9%	7.2%	5.3%	7.7%	15.3%	14.2%	9.7%	7.4%	10.3%	5.3%	14.3%	18.2%
Unsure	37.6%	47.7%	48.6%	24.7%	14.7%	2.7%	29.0%	55.6%	37.9%	5.3%	0.0%	0.0%

What is the maximum employer-matching contribution available to participants in your plan?

	All Industries						403(b) Plans					
	Overall	<\$5MM	\$5MM - \$50MM	>\$50MM-\$200MM	>\$200MM-\$1B	>\$1B	Overall	<\$5MM	\$5MM - \$50MM	>\$50MM-\$200MM	>\$200MM-\$1B	>\$1B
Less than 3%	4.4%	6.5%	3.6%	4.4%	4.4%	5.1%	17.8%	15.4%	11.4%	19.0%	16.7%	38.5%
3%	9.2%	13.0%	6.7%	11.3%	11.9%	8.5%	11.9%	3.8%	8.6%	23.8%	0.0%	23.1%
4%	17.7%	25.3%	15.4%	18.6%	18.1%	13.6%	13.9%	15.4%	5.7%	19.0%	66.7%	0.0%
5%	6.4%	6.1%	3.1%	7.7%	10.6%	21.2%	6.9%	11.5%	2.9%	9.5%	0.0%	7.7%
6%	5.5%	3.2%	3.7%	5.1%	6.9%	22.0%	5.0%	0.0%	11.4%	0.0%	0.0%	7.7%
More than 6%	3.0%	1.8%	2.2%	2.9%	6.3%	6.8%	4.0%	0.0%	2.9%	9.5%	0.0%	7.7%
Other amount (i.e., not tied to percentage of salary)	14.0%	14.4%	17.3%	8.4%	8.8%	10.2%	12.9%	23.1%	11.4%	0.0%	16.7%	15.4%
Unsure	39.9%	29.6%	47.8%	41.6%	33.1%	12.7%	27.7%	30.8%	45.7%	19.0%	0.0%	0.0%

What amount does the participant need to contribute in order to receive the maximum employer-matching contribution?

	All Industries						403(b) Plans					
	Overall	<\$5MM	\$5MM - \$50MM	>\$50MM-\$200MM	>\$200MM-\$1B	>\$1B	Overall	<\$5MM	\$5MM - \$50MM	>\$50MM-\$200MM	>\$200MM-\$1B	>\$1B
Less than 3%	2.5%	3.3%	2.4%	2.2%	1.9%	2.5%	7.0%	4.0%	8.6%	4.8%	0.0%	15.4%
3%	3.3%	7.3%	2.7%	3.3%	1.9%	0.0%	7.0%	4.0%	8.6%	14.3%	0.0%	0.0%
4%	8.2%	13.1%	7.0%	8.7%	6.9%	5.9%	16.0%	16.0%	8.6%	19.0%	16.7%	30.8%
5%	12.8%	17.9%	9.8%	15.9%	10.1%	18.5%	13.0%	16.0%	2.9%	28.6%	16.7%	7.7%
6%	15.3%	8.0%	10.3%	17.4%	30.2%	42.0%	12.0%	4.0%	11.4%	14.3%	16.7%	23.1%
More than 6%	3.6%	4.0%	2.1%	3.3%	9.4%	6.7%	4.0%	0.0%	2.9%	0.0%	33.3%	7.7%
Other amount (i.e., not tied to percentage of salary)	13.8%	15.3%	17.2%	7.6%	6.9%	10.9%	14.0%	28.0%	11.4%	0.0%	16.7%	15.4%
Unsure	40.5%	31.0%	48.6%	41.7%	32.7%	13.4%	27.0%	28.0%	45.7%	19.0%	0.0%	0.0%

Excluding IRS limits, is your employer match subject to a limit or cap on employer matching contributions?

	All Industries						403(b) Plans					
	Overall	<\$5MM	\$5MM - \$50MM	>\$50MM-\$200MM	>\$200MM-\$1B	>\$1B	Overall	<\$5MM	\$5MM - \$50MM	>\$50MM-\$200MM	>\$200MM-\$1B	>\$1B
Yes	15.5%	9.7%	12.2%	21.2%	21.8%	25.9%	13.5%	6.7%	9.1%	21.1%	42.9%	9.1%
No	42.3%	36.6%	43.8%	35.9%	46.7%	59.5%	60.7%	43.3%	59.1%	73.7%	57.1%	90.9%
Unsure	42.2%	53.7%	44.0%	42.9%	31.5%	14.7%	25.8%	50.0%	31.8%	5.3%	0.0%	0.0%

Does your plan match catch-up contributions?

	All Industries						403(b) Plans					
	Overall	<\$5MM	\$5MM - \$50MM	>\$50MM-\$200MM	>\$200MM-\$1B	>\$1B	Overall	<\$5MM	\$5MM - \$50MM	>\$50MM-\$200MM	>\$200MM-\$1B	>\$1B
Yes	43.6%	23.5%	44.5%	62.5%	58.2%	52.2%	45.6%	12.0%	50.0%	56.3%	71.4%	81.8%
No	33.7%	52.0%	21.5%	17.4%	34.9%	41.6%	35.4%	56.0%	25.0%	31.3%	28.6%	18.2%
Not applicable	2.7%	3.6%	3.1%	2.1%	2.1%	0.9%	3.8%	4.0%	5.0%	6.3%	0.0%	0.0%
Unsure	19.9%	20.9%	30.9%	18.1%	4.8%	5.3%	15.2%	28.0%	20.0%	6.3%	0.0%	0.0%

Does your plan include a provision to “true up” matching contributions?

	All Industries						403(b) Plans					
	Overall	<\$5MM	\$5MM - \$50MM	>\$50MM-\$200MM	>\$200MM-\$1B	>\$1B	Overall	<\$5MM	\$5MM - \$50MM	>\$50MM-\$200MM	>\$200MM-\$1B	>\$1B
Yes	25.4%	8.6%	17.5%	41.4%	47.6%	46.0%	19.0%	0.0%	0.0%	12.5%	57.1%	81.8%
No	46.5%	57.9%	44.4%	39.3%	37.4%	43.4%	55.7%	60.0%	60.0%	87.5%	14.3%	18.2%
Unsure	28.1%	33.4%	38.1%	19.3%	15.0%	10.6%	25.3%	40.0%	40.0%	0.0%	28.6%	0.0%

Note: A true-up match can be used to restore matching contributions "lost" when an employee reaches the annual contribution limit prior to year-end and thus foregoes the opportunity to receive match money his employer had scheduled to pay him over the rest of the year. In such situations, a plan may elect to "true-up" the employer matching contributions at year-end.

How frequently are employer matching contributions made to plan participant accounts?

	All Industries						403(b) Plans					
	Overall	<\$5MM	\$5MM - \$50MM	>\$50MM-\$200MM	>\$200MM-\$1B	>\$1B	Overall	<\$5MM	\$5MM - \$50MM	>\$50MM-\$200MM	>\$200MM-\$1B	>\$1B
Per pay period	76.3%	70.4%	71.8%	80.8%	82.5%	83.0%	75.0%	68.8%	78.6%	68.8%	100.0%	72.7%
Non-pay period - biweekly (26 times per year)	2.0%	3.7%	1.2%	2.4%	2.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Non-pay period - twice monthly (24 times per year)	0.4%	0.6%	0.4%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Non-pay period - monthly	1.8%	3.1%	1.6%	0.8%	1.6%	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Non-pay period - quarterly	1.8%	1.2%	1.2%	0.0%	4.8%	2.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Non-pay period - annually	10.2%	12.3%	9.8%	12.0%	7.1%	9.4%	12.5%	6.3%	7.1%	25.0%	0.0%	18.2%
Other frequency	7.5%	8.6%	13.9%	4.0%	0.8%	2.8%	12.5%	25.0%	14.3%	6.3%	0.0%	9.1%

Once an employee is eligible to contribute to your DC plan, is the person immediately eligible to receive matching contributions?

	All Industries						403(b) Plans					
	Overall	<\$5MM	\$5MM - \$50MM	>\$50MM-\$200MM	>\$200MM-\$1B	>\$1B	Overall	<\$5MM	\$5MM - \$50MM	>\$50MM-\$200MM	>\$200MM-\$1B	>\$1B
Yes – participants immediately qualify to receive matching contributions once eligible	57.9%	47.0%	53.7%	65.1%	75.2%	71.8%	49.4%	53.8%	38.1%	56.3%	57.1%	45.5%
No – eligible participants must wait up to 1 year before qualifying to receive matching contributions	20.2%	15.3%	29.8%	23.5%	7.5%	11.8%	22.2%	15.4%	28.6%	25.0%	0.0%	36.4%
No – eligible participants must wait 1 year or more before qualifying to receive matching contributions	4.0%	2.3%	3.0%	4.0%	5.3%	10.9%	11.1%	3.8%	9.5%	12.5%	28.6%	18.2%
Unsure	17.9%	35.3%	13.6%	7.4%	12.0%	5.5%	17.3%	26.9%	23.8%	6.3%	14.3%	0.0%

Note: Matching contributions may be subject to a separate vesting schedule (see next page); this question is focused on when participants qualify for matching contributions.

How long before participants are 100% vested in the employer match?

	All Industries						403(b) Plans					
	Overall	<\$5MM	\$5MM - \$50MM	>\$50MM-\$200MM	>\$200MM-\$1B	>\$1B	Overall	<\$5MM	\$5MM - \$50MM	>\$50MM-\$200MM	>\$200MM-\$1B	>\$1B
Immediately upon enrollment	29.2%	19.5%	28.2%	37.7%	31.3%	45.5%	37.4%	29.6%	44.7%	45.5%	33.3%	18.2%
1 year or less	2.6%	4.5%	1.6%	1.4%	4.8%	2.7%	1.9%	0.0%	2.6%	0.0%	0.0%	9.1%
2 years	5.4%	1.8%	5.0%	5.9%	11.6%	8.9%	5.6%	0.0%	2.6%	4.5%	22.2%	18.2%
3 years	9.2%	3.3%	6.8%	14.1%	15.0%	24.1%	14.0%	11.1%	10.5%	13.6%	0.0%	45.5%
4 years	3.2%	1.5%	3.7%	4.5%	2.7%	2.7%	0.9%	3.7%	0.0%	0.0%	0.0%	0.0%
5 years	11.9%	12.0%	11.7%	11.4%	16.3%	7.1%	9.3%	7.4%	7.9%	13.6%	11.1%	9.1%
More than 5 years	15.7%	13.5%	21.3%	13.6%	6.8%	4.5%	7.5%	3.7%	5.3%	13.6%	22.2%	0.0%
Unsure	22.9%	44.0%	21.7%	11.4%	11.6%	4.5%	23.4%	44.4%	26.3%	9.1%	11.1%	0.0%

Are employer matching contributions vested on a cliff or a graded basis or schedule?

	All Industries						403(b) Plans					
	Overall	<\$5MM	\$5MM - \$50MM	>\$50MM-\$200MM	>\$200MM-\$1B	>\$1B	Overall	<\$5MM	\$5MM - \$50MM	>\$50MM-\$200MM	>\$200MM-\$1B	>\$1B
Cliff vesting – employees become fully (100%) vested at a designated time of service	28.8%	15.1%	27.5%	33.7%	42.6%	63.9%	45.2%	41.7%	41.9%	40.0%	33.3%	87.5%
Graded vesting – employees become partially vested in increasing amounts over time, until fully vested	46.9%	37.5%	53.0%	52.4%	40.9%	27.9%	26.2%	12.5%	29.0%	40.0%	50.0%	12.5%
Unsure	24.3%	47.4%	19.6%	13.9%	16.5%	8.2%	28.6%	45.8%	29.0%	20.0%	16.7%	0.0%

Note: Question only asked of respondents who have plans with vesting schedules of 2 years or more.

What percentage of active participants do you estimate are deferring enough salary to take full advantage of the maximum employer match?

	All Industries						403(b) Plans					
	Overall	<\$5MM	\$5MM - \$50MM	>\$50MM-\$200MM	>\$200MM-\$1B	>\$1B	Overall	<\$5MM	\$5MM - \$50MM	>\$50MM-\$200MM	>\$200MM-\$1B	>\$1B
All or nearly all participants (90% or more)	19.9%	29.5%	15.8%	16.2%	15.8%	28.9%	27.5%	41.2%	17.6%	31.3%	12.5%	27.3%
Vast majority (75% or more)	17.3%	15.0%	11.6%	13.6%	22.8%	36.4%	15.9%	5.9%	11.8%	12.5%	12.5%	45.5%
More than average (more than 50% but less than 75%)	12.3%	8.8%	12.7%	14.1%	13.5%	12.4%	17.4%	5.9%	17.6%	37.5%	12.5%	9.1%
Less than average (more than 25% but less than 50%)	6.7%	6.2%	5.3%	6.1%	12.3%	5.0%	11.6%	5.9%	0.0%	12.5%	37.5%	18.2%
A few (between 10% and 25%)	2.3%	4.1%	1.9%	2.5%	1.8%	0.8%	1.4%	5.9%	0.0%	0.0%	0.0%	0.0%
Very few (<10%)	1.4%	2.1%	1.7%	1.0%	1.8%	0.0%	2.9%	0.0%	5.9%	0.0%	12.5%	0.0%
Unsure	40.0%	34.2%	51.0%	46.5%	32.2%	16.5%	23.2%	35.3%	47.1%	6.3%	12.5%	0.0%