

# 401(k) Benchmark Report



## Note From the Author

This is the third annual 401(k) Benchmark Report, compiled by the research team at Judy Diamond Associates, a unit of ALM Media. In this year's report, we've continued to track the overall performance of 401(k) plans both by industry, as well as by size of company. Our basic methodology is unchanged from 2017, which allows us to introduce meaningful year over year comparisons across every industry.

This report is again being made available at no cost, in order to provide the 401(k) industry (and those who are serviced by that industry) with a meaningful and objective set of performance-based benchmarks. While there are specific elements of plan design and administration that were not discoverable in our research (such as employer match rates and vesting schedules), this report does provide a quantitative look at overall plan performance that can be extremely useful in evaluating a single plan. By looking at over 500,000 401(k) plans, we are able to control for many outside variables and give both plan sponsors and plan advisors a useful tool for understanding their plans.

For advisors, this report represents an opportunity to have a meaningful discussion with your clients about how their plans are doing. For plan sponsors, these benchmarks provide an unbiased look into your industry and will help you determine if you're taking the right steps to ensure a positive retirement outcome for your employees.

If you're looking for more in-depth analysis on a single plan, you may want to consider a subscription to our new Retirement Plan Prospector + database. The "Plus" version of our tool, which will be available in early Q2, contains an integrated Benchmarking feature, as well as Talking Points, Marketing Letters, Map-Based territory planning, and more. You can learn more at [www.judydiamond.com](http://www.judydiamond.com), or call us at 800-231-0669.

Thank you for your continued interest in our report. Read on to discover which industries have the best plans, are the most improved, or simply figure out how your plan stacks up against your peers.

– Eric Ryles

### About the Author

Eric Ryles is the Vice President of Customer Solutions at ALM Media, LLC, and has spent the last 15 years working with the nation's leading financial services and employee benefits firms. In that role, he has helped these firms develop programs that utilize government data to drive their lead-generation, competitive intelligence, and marketing efforts.

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## Introduction and Methodology

Judy Diamond Associates, a unit of ALM Media, LLC, presents a look at the US Retirement Market through an examination of every active 401(k) plan in the country. The goal of this research is to provide an objective, data-oriented view of different industries, how their collective 401(k) plans are performing, and how that compares to other industry groupings. By providing a breakdown based on industry and size, we allow individual plan sponsors to benchmark their own performance against the appropriate peer group.

The 401(k) market deserves close scrutiny. Supplementing Social Security payments with another source of income is becoming less of an option and more of a mandate. Since the employer-sponsored 401(k) is one of the primary savings vehicles for today's workers, it is important to understand the trends that shape and affect it.

For this report, we examined approximately 500,000 active 401(k) plans with at least \$3,000 in plan assets and at least one active plan participant. This data comes from the 2016 plan year, and represents the most recent data available at the time of writing. These plans cover about 77 million eligible workers (of whom 56 million are actually participating) and accounts for about \$4.5 trillion in plan assets.

All of the data originated with the Form 5500 ERISA disclosure form, a plan document that is a required filing for every 401(k) plan in the country with 2 or more participants. This data was then warehoused and manipulated through the Retirement Plan Prospector+ platform, a 401(k) analysis and lead generation tool available at [www.judydiamond.com](http://www.judydiamond.com).

### About ALM

ALM, an information and intelligence company, provides customers with critical news, data, analysis, marketing solutions and events to successfully manage the business of business.

Customers use ALM solutions to discover new ideas and approaches for solving business challenges, connect to the right professionals and peers to create relationships that move business forward, and compete to win through access to data, analytics and insight. ALM serves a community of over 6 million business professionals seeking to discover, connect and compete in highly complex industries. Please visit [www.alm.com](http://www.alm.com) for more information, and visit [www.alm.com/events/](http://www.alm.com/events/) to learn about our upcoming events. Please follow us on Twitter at @ALMMedia.

### About ALM Intelligence

ALM Intelligence, a division of ALM Media LLC, supports legal, consulting, and benefits decision-makers seeking guidance on critical business challenges. Our proprietary market reports and analysis, rating guides, prospecting tools, surveys, and rankings, inform and empower business leaders to meet business challenges with confidence. Please visit [www.alm.com/intelligence](http://www.alm.com/intelligence) for more information.

### About Judy Diamond Associates

Judy Diamond Associates (JDA) is an employee benefits research firm based in Washington, DC. Through its online data platform, JDA provides lead-generation and market intelligence tools to the nation's top insurance and financial services firms.

## How to Read This Report

Each page contains three tables focused on a single industry subgrouping. One table is broken down into eight different size groupings and measured across seven different metrics of plan performance, one table represents the industry as a whole, and the final table presents a year over year look at the industry. Please note that some of the data in the Year over Year tables has been rounded, to for a cleaner presentation. In some occasions, this means that figures like 56.4% minus 51.6% will display as 56%-52%, but still have a 5% difference (4.8% rounded up). In these cases, the final “difference” is correct. Additionally, our analysts have provided some commentary to provide some context and/or color to the research.

For those with access to Judy Diamond Associates' *Retirement Plan Prospector+* tool, it can be useful to examine a single plan in the context of this aggregated data. To do so, simply call up the plan in *Prospector*, find its industry grouping, and examine its Plan Scorecard to see how each metric for that specific plan compares to the metrics for other plans in its industry and size categories.

### Three Steps to Using This Report

**Step 1:** Identify your industry.

**Step 2:** Choose the size of your company from one of the given ranges.

**Step 3:** See how your plan compares to the median figures for your industry + size.

### Understanding the Tables

Field	Explanation
# of Participants	A range indicating the number of participants in a plan at the end of the year
# of Companies	The number of firms in each size segment
Total Plan Assets	The median amount of money among all plans in the industry
Account Balance	The median amount of money in a participants account, among all plans in the industry
Participation Rate	The median participation rate among all plans in the industry
Rate of Return	The median rate of return among all plans in the industry, controlled for plan inflows and outflows
Employee Contributions	The median figure of employee contributions to a plan, among all plans in the industry
Employer Contributions	The median figure of employer contributions to a plan, among all plans in the industry
Plan Score	The median plan score for all companies in the industry, which represents how well a plan is being administered
Employee Longevity	The ratio of average account balance and total contributions. This figure aids in understanding the approximate amount of time (in years) an average worker would need to save to accrue the median account balance. It does not account for rate of return during that period.

## Overall Rankings by Industry

To calculate these rankings, we examined seven different metrics of plan performance:

- Average Account Balance
- Employee Contributions
- Plan Score
- Participation Rate
- Employer Contributions
- Employee Longevity
- Rate of Return

Each industry group was assigned its rank of 1-27 in each category based off the median overall industry value for each metric. The metrics were then collectively examined, and the industry with the lowest overall score was ranked #1.

Industry	Overall Rank	Overall Score	# of Companies
Certified Public Accountants	1	23	7,498
Financial Advice/Investment Activities	2	29	11,287
Lawyers and Legal Services	3	29	27,132
Dentists	4	33	29,540
Insurance Providers/Brokers	5	47	10,006
Physicians	6	50	38,408
Engineering	7	53	8,599
Financial and Insurance Services (All Other)	8	72	7,030
Consultants	9	76	12,045
Mining and Utilities	10	82	4,603
Professional, Scientific, and Technical Services	11	89	62,611
Wholesale	12	91	27,443
Banking	13	92	7,482
Construction	14	92	14,453
Agriculture	15	95	5,251
Information and Media	16	103	9,897
Real Estate	17	104	14,429
Contractors	18	121	26,704
Manufacturing	19	125	56,275
Other Services	20	126	26,417
Administrative Support and Waste Management	21	141	13,083
Healthcare and Social Assistance	22	144	27,377
Retail	23	145	31,999
Educational Services	24	152	4,539
Arts, Entertainment, and Recreation	25	154	6,508
Transportation and Warehousing	26	159	10,581
Accommodation and Food Services	27	181	7,976

Source: 401(k) Benchmark Report, ALM Intelligence

## Most Improved Plans, Year over Year

To calculate these rankings, we examined the year over year change in each of four different metrics of plan performance:

- Average Account Balance
- Employee Contributions
- Participation Rate
- Employer Contributions

Rate of Return, Plan Score, and Employee longevity were omitted due to their year over year change not meaningfully reflecting the performance of the plan. Each industry group was assigned its rank of 1-27 in each category based off the median overall industry value for each metric. The metrics were then collectively examined, and the industry with the lowest overall score was ranked #1.

Industry	Overall Rank	Overall Score
Construction	1	7
Mining and Utilities	2	10
Information and Media	3	32
Banking	4	35
Engineering	5	36
Manufacturing	6	36
Lawyers and Legal Services	7	40
Certified Public Accountants	8	41
Wholesale	9	45
Contractors	10	47
Educational Services	11	47
Insurance Providers/Brokers	12	48
Real Estate	13	49
Arts, Entertainment, and Recreation	14	49
Financial Advice/Investment Activities	15	58
Retail	16	61
Physicians	17	61
Professional, Scientific, and Technical Services	18	63
Dentists	19	65
Agriculture	20	66
Other Services	21	73
Transportation and Warehousing	22	80
Administrative Support and Waste Management	23	81
Consultants	24	85
Accommodation and Food Services	25	90
Healthcare and Social Assistance	26	99
Financial and Insurance Services (All Other)	27	108

Source: 401(k) Benchmark Report, ALM Intelligence

## All Industries

Year over year, we see some interesting trends in 401(k) plans. Collectively, plans gained \$400 billion in value, or about 10%, and participation rates rose by 1%. Note that this participation figure of 73% is reflective of all persons who are eligible to participant in any plan, versus those who actually ended the year with an account balance (less any retirees). The participation rate of 91% listed in the All Industries table is reflective of the median participation rate, across all plans.

Total contributions from employees and employers remained largely unchanged throughout the year, and the number of new 401(k) plans remained almost entirely the same.

We did see a big, positive change in plans allowing for automatic enrollment. In the 2015 plan year only 7.1% of all plans allowed for automatic enrollment, while in 2016 8.4% of plans offered that option. This represents an absolute increase of 1.3% and a relative increase of nearly 18%.

### Industry Medians by Size

# of Participants	# of Companies	Total Plan Assets	Account Balance	Participation Rate	Rate of Return	Employee Contributions	Employer Contributions	Plan Score	Employee Longevity
1-10	185,856	\$307,938	\$75,278	88%	7%	\$5,243	\$2,123	66	8.4
11-25	122,421	\$712,082	\$55,839	81%	7%	\$3,824	\$1,745	60	10.0
26-50	76,681	\$1,253,652	\$48,808	76%	8%	\$3,309	\$1,390	55	10.5
51-100	54,661	\$2,063,059	\$43,772	72%	8%	\$3,141	\$1,197	53	10.2
101-500	45,668	\$5,234,147	\$41,196	73%	8%	\$3,831	\$1,408	52	7.9
501-1000	6,770	\$19,646,893	\$39,632	75%	8%	\$3,935	\$1,511	53	7.5
1001-5000	6,024	\$57,982,972	\$43,946	75%	8%	\$4,008	\$1,637	54	7.7
5000+	1,894	\$488,796,865	\$55,333	75%	8%	\$4,404	\$2,061	55	8.7
<b>ALL</b>	499,975	\$790,139	\$54,582	91%	7%	\$3,905	\$1,639	59	9.3

Source: 401(k) Benchmark Report, ALM Intelligence

### Industry Medians - Overall

Metric (Total)	2016	2015
# of Plans Covered	509,000	503,000
Total Assets	\$4.5 trillion	\$4.1 trillion
Total Participants	77 million	79 million
Average Account Balance	\$79,614	\$79,259
Participation Rate (actual)	73%	72%
Employee Contributions	\$214 billion	\$215 billion
Employer Contributions	\$120 billion	\$120 billion
# of New 401(k) Plans	36,577	36,578

Source: 401(k) Benchmark Report, ALM Intelligence

## Accommodation and Food Services

This group of 8,000 employers in the Accommodation and Food Services industry ranks last overall out of the 27 industry groupings we examined, finishing at or near the bottom of every metric we examined.

Here, as we see in many industries, the smallest plans (1-10 employees) have the highest values both for account balance and participation rate. For this industry group, participation rate declines proportionally to the size of the company: the larger the company, the fewer employees (as a %) are taking advantage of a company-sponsored retirement program.








Year over year, Accommodation and Food Services was one of the least improved industries, with participation rates declining by 4% and average account balance dropping by \$1,222. Given the market returns for this time period, a drop in balance suggests either that older workers with big balances are retiring, or a lot of new workers with \$0 starting balance are being hired.

### Industry Medians by Size

# of Participants	# of Companies	Total Plan Assets	Account Balance	Participation Rate	Rate of Return	Employee Contributions	Employer Contributions	Plan Score	Employee Longevity
1-10	2,179	\$369,351	\$66,656	78%	6%	\$693	\$0	51	5.2
11-25	1,372	\$207,384	\$25,234	58%	8%	\$2,577	\$983	53	5.7
26-50	1,288	\$339,014	\$21,982	51%	7%	\$2,073	\$762	49	7.2
51-100	1,272	\$634,908	\$22,391	46%	7%	\$1,919	\$644	46	8.9
101-500	1,237	\$1,561,037	\$21,149	45%	7%	\$2,387	\$674	42	7.0
501-1,000	261	\$4,187,795	\$19,782	40%	7%	\$2,383	\$537	40	6.5
1,001-5,000	282	\$11,024,013	\$21,084	41%	7%	\$2,485	\$541	40	6.6
5,000+	85	\$81,606,343	\$25,723	36%	8%	\$2,818	\$817	39	7.5






Source: 401(k) Benchmark Report, ALM Intelligence

### Industry Medians - Overall

	Metric	Value	Rank (of 27)
	Account Balance	\$26,930	26 <sup>th</sup>
	Participation Rate	53%	27 <sup>th</sup>
	Rate of Return	7.31%	22 <sup>nd</sup>
	Employee Contributions	\$2,087	27 <sup>th</sup>
	Employer Contributions	\$638	27 <sup>th</sup>
	Plan Score	46	27 <sup>th</sup>
	Employee Longevity (Years)	6.9	25 <sup>th</sup>

Source: 401(k) Benchmark Report, ALM Intelligence

### Year over Year - Overall

	Metric	2015	2016	Difference
	# of Companies	7,461	7,976	515
	Account Balance	\$28,152	\$26,930	\$(1,222)
	Participation Rate	56%	53%	-4%
	Employee Contributions	\$1,939	\$2,087	\$148
	Employer Contributions	\$612	\$638	\$26

Source: 401(k) Benchmark Report, ALM Intelligence

## Administrative Support and Waste Management

This group of about 13,000 ranks 21<sup>st</sup> overall, moving up several spots from its 24<sup>th</sup> place finish last year, helped by its slightly above average rate of return.

Participation rate diminishes with the size of the firm, starting at 83% for small employers and dropping all the way to 44% for big employers. This is one of the largest differences between the high and low end of any group in the study.








Year over year, participation rates remained flat while average account balance dropped slightly, by \$283. Average contributions from employees rose by \$115 per participant, while employer contributions rose by about \$40 per participant.

### Industry Medians by Size

# of Participants	# of Companies	Total Plan Assets	Account Balance	Participation Rate	Rate of Return	Employee Contributions	Employer Contributions	Plan Score	Employee Longevity
1-10	4,569	\$369,351	\$54,956	83%	7%	\$3,606	\$1,272	61	6.4
11-25	3,120	\$421,450	\$38,380	72%	7%	\$3,426	\$1,326	56	7.8
26-50	2,027	\$743,651	\$33,892	66%	8%	\$2,902	\$1,078	52	8.6
51-100	1,483	\$1,123,902	\$28,932	62%	7%	\$2,800	\$930	50	8.1
101-500	1,299	\$2,401,498	\$25,941	59%	8%	\$3,375	\$1,090	48	5.8
501-1,000	241	\$6,966,083	\$23,309	55%	8%	\$3,544	\$1,035	45	4.7
1,001-5,000	260	\$15,047,601	\$26,293	49%	8%	\$3,457	\$954	43	5.1
5,000+	84	\$86,724,965	\$26,869	44%	8%	\$3,771	\$1,141	42	6.0






Source: 401(k) Benchmark Report, ALM Intelligence

### Industry Medians - Overall

	Metric	Value	Rank (of 27)
	Account Balance	\$36,516	24 <sup>th</sup>
	Participation Rate	80%	22 <sup>nd</sup>
	Rate of Return	7.48%	11 <sup>th</sup>
	Employee Contributions	\$3,220	17 <sup>th</sup>
	Employer Contributions	\$1,169	22 <sup>nd</sup>
	Plan Score	53	22 <sup>nd</sup>
	Employee Longevity (Years)	7.1	23 <sup>rd</sup>

Source: 401(k) Benchmark Report, ALM Intelligence

### Year over Year - Overall

	Metric	2015	2016	Difference
	# of Companies	12,578	13,083	505
	Account Balance	\$36,800	\$36,516	\$(283)
	Participation Rate	80%	80%	0%
	Employee Contributions	\$3,106	\$3,220	\$115
	Employer Contributions	\$1,129	\$1,169	\$40

Source: 401(k) Benchmark Report, ALM Intelligence

## Agriculture

This group of Agriculture firms represents about 5,000 companies with an active 401(K) plan, collectively ranking 15<sup>th</sup> out of the 27 industries we surveyed.

Interestingly, the participation rate of 67% for the largest firms is a much smaller drop from the 89% at small firms (22%) than we see at most other similar industries.








Year over year, the Agriculture industry saw modest gains in employee and employer contributions and gave back 1% in overall plan participation. The average account balance gain of \$2,193 was the 8<sup>th</sup> biggest gain (on a pure dollar basis) of any industry segment.

### Industry Medians by Size

# of Participants	# of Companies	Total Plan Assets	Account Balance	Participation Rate	Rate of Return	Employee Contributions	Employer Contributions	Plan Score	Employee Longevity
1-10	1,862	\$738,904	\$75,466	89%	8%	\$4,583	\$1,939	66	9.2
11-25	1,189	\$586,763	\$47,530	79%	8%	\$2,950	\$1,522	58	11.2
26-50	872	\$1,184,210	\$47,226	73%	8%	\$2,752	\$1,387	54	11.6
51-100	660	\$1,699,841	\$41,460	65%	8%	\$2,695	\$1,327	52	10.6
101-500	526	\$4,395,976	\$39,258	66%	8%	\$3,110	\$1,529	50	9.2
501-1,000	77	\$13,247,496	\$39,722	61%	7%	\$3,374	\$1,690	48	8.7
1,001-5,000	55	\$37,241,862	\$36,203	64%	7%	\$2,788	\$1,588	46	9.0
5,000+	10	\$212,787,135	\$34,617	67%	7%	\$2,427	\$1,255	43	8.4






Source: 401(k) Benchmark Report, ALM Intelligence

### Industry Medians - Overall

	Metric	Value	Rank (of 27)
	Account Balance	\$50,738	14 <sup>th</sup>
	Participation Rate	88%	8 <sup>th</sup>
	Rate of Return	7.60%	9 <sup>th</sup>
	Employee Contributions	\$3,076	19 <sup>th</sup>
	Employer Contributions	\$1,563	15 <sup>th</sup>
	Plan Score	57	9 <sup>th</sup>
	Employee Longevity (Years)	10.2	9 <sup>th</sup>

Source: 401(k) Benchmark Report, ALM Intelligence

### Year over Year - Overall

	Metric	2015	2016	Difference
	# of Companies	5,147	5,251	104
	Account Balance	\$48,545	\$50,738	\$2,193
	Participation Rate	88%	88%	-1%
	Employee Contributions	\$3,000	\$3,076	\$76
	Employer Contributions	\$1,486	\$1,563	\$77

Source: 401(k) Benchmark Report, ALM Intelligence

## Arts, Entertainment, and Recreation

This group of 6,500 employers in the Arts, Entertainment, and Recreation space ranks 25<sup>th</sup> of the 27 industries we surveyed, a decline of several positions from last year's rank of 21<sup>st</sup>.








Year over year, Arts and Entertainment sits right in the middle in terms overall plan improvement, ranking 14<sup>th</sup> out of 27. This is due in large part to a 2% increase in plan participation, which ranks as the 3<sup>rd</sup> best out of all industries.

### Industry Medians by Size

# of Participants	# of Companies	Total Plan Assets	Account Balance	Participation Rate	Rate of Return	Employee Contributions	Employer Contributions	Plan Score	Employee Longevity
1-10	2,257	\$585,351	\$70,031	87%	7%	\$3,442	\$1,376	62	6.8
11-25	1,150	\$413,075	\$35,250	73%	7%	\$3,188	\$1,165	56	8.4
26-50	1,056	\$722,075	\$36,423	63%	7%	\$2,603	\$880	50	10.2
51-100	1,018	\$1,327,039	\$33,705	61%	7%	\$2,510	\$867	49	10.1
101-500	773	\$3,275,058	\$32,714	64%	8%	\$3,046	\$1,108	48	7.9
501-1,000	116	\$9,968,521	\$25,463	64%	8%	\$3,030	\$1,031	46	6.4
1,001-5,000	112	\$25,430,340	\$33,836	63%	7%	\$2,900	\$1,036	44	7.2
5,000+	26	\$129,084,091	\$33,411	51%	8%	\$2,768	\$1,026	37	7.5






Source: 401(k) Benchmark Report, ALM Intelligence

### Industry Medians - Overall

	Metric	Value	Rank (of 27)
	Account Balance	\$39,951	21 <sup>st</sup>
	Participation Rate	79%	13 <sup>th</sup>
	Rate of Return	7.32%	19 <sup>th</sup>
	Employee Contributions	\$2,865	25 <sup>th</sup>
	Employer Contributions	\$1,056	24 <sup>th</sup>
	Plan Score	53	13 <sup>th</sup>
	Employee Longevity (Years)	8.6	15 <sup>th</sup>

Source: 401(k) Benchmark Report, ALM Intelligence

### Year over Year - Overall

	Metric	2015	2016	Difference
	# of Companies	6,238	6,508	270
	Account Balance	\$38,571	\$39,951	\$1,381
	Participation Rate	78%	79%	2%
	Employee Contributions	\$2,765	\$2,865	\$100
	Employer Contributions	\$962	\$1,056	\$94

Source: 401(k) Benchmark Report, ALM Intelligence

## Banking

The Banking industry represents about 7,500 separate employer groups, including banks, credit unions, and other lenders. It ranks 13<sup>th</sup> overall out of the 27 industries we reviewed, down from 6<sup>th</sup> place in the 2017 version of our report.

Year over year, banking rates as the 4<sup>th</sup> most improved industry group, with substantial gains in average account balance, and employee/employer contributions.








The decline in the number of “banking” companies surveyed is due in part to our introduction this year of a new category, Financial and Insurance Services (Other). Creating this new group allowed us to focus the banking section more on banks and credit unions, and remove some company types (such as check cashing and payday loan processing) that were not a good fit for this industry group. Removing these companies likely also contributed to the increase in overall plan performance for the industry.

### Industry Medians by Size

# of Participants	# of Companies	Total Plan Assets	Account Balance	Participation Rate	Rate of Return	Employee Contributions	Employer Contributions	Plan Score	Employee Longevity
1-10	1,026	\$2,263,768	\$54,421	88%	6%	\$2,044	\$1,550	58	13.5
11-25	1,429	\$821,532	\$53,384	87%	7%	\$2,466	\$1,592	56	13.5
26-50	1,584	\$1,777,190	\$55,481	88%	7%	\$2,714	\$1,644	57	12.6
51-100	1,489	\$3,536,265	\$56,173	88%	7%	\$2,963	\$1,804	57	11.7
101-500	1,553	\$10,216,790	\$58,716	91%	8%	\$3,760	\$2,345	60	9.4
501-1,000	225	\$38,094,025	\$60,819	92%	8%	\$4,204	\$2,475	63	8.7
1,001-5,000	145	\$109,358,385	\$67,186	92%	9%	\$4,655	\$2,700	66	8.4
5,000+	31	\$790,914,943	\$80,327	93%	11%	\$4,989	\$3,610	67	8.7






Source: 401(k) Benchmark Report, ALM Intelligence

### Industry Medians - Overall

	Metric	Value	Rank (of 27)
	Account Balance	\$56,628	10 <sup>th</sup>
	Participation Rate	94%	7 <sup>th</sup>
	Rate of Return	7.19%	27 <sup>th</sup>
	Employee Contributions	\$3,009	21 <sup>st</sup>
	Employer Contributions	\$1,856	10 <sup>th</sup>
	Plan Score	58	12 <sup>th</sup>
	Employee Longevity (Years)	11.4	5 <sup>th</sup>

Source: 401(k) Benchmark Report, ALM Intelligence

### Year over Year - Overall

	Metric	2015	2016	Difference
	# of Companies	10,174	7,482	(2,692)
	Account Balance	\$53,481	\$56,628	\$3,146
	Participation Rate	94%	94%	-1%
	Employee Contributions	\$2,696	\$3,009	\$313
	Employer Contributions	\$1,639	\$1,856	\$217

Source: 401(k) Benchmark Report, ALM Intelligence

## Certified Public Accountants

The CPA industry is represented by 7,500 firms with an active 401(k) plan, and again ranks 1<sup>st</sup> out of the 27 industries we analyzed.

Year over year, CPAs scored the 8<sup>th</sup> spot on the most improved industries list. Considering the high bar they began with, this is a notable achievement. Significant gains in average account balance and employee contributions helped the CPA group to hang onto the #1 spot.








Although the industry took the #1 spot again this year, it is worth noting that Financial Advisors, Lawyers, and Dentists made up substantial ground. If this trend continues, one of these 3 white collar industries could easily overtake the CPAs next year.

### Industry Medians by Size

# of Participants	# of Companies	Total Plan Assets	Account Balance	Participation Rate	Rate of Return	Employee Contributions	Employer Contributions	Plan Score	Employee Longevity
1-10	4,045	\$1,122,008	\$115,342	93%	7%	\$7,680	\$2,640	70	11.0
11-25	1,975	\$1,650,645	\$110,870	91%	8%	\$6,163	\$2,535	67	12.8
26-50	789	\$3,494,717	\$110,134	92%	8%	\$5,731	\$2,480	66	12.9
51-100	408	\$6,866,216	\$106,454	91%	8%	\$5,601	\$2,481	65	12.5
101-500	244	\$15,973,720	\$101,381	91%	8%	\$7,050	\$2,946	67	9.9
501-1,000	17	\$56,119,823	\$84,865	95%	9%	\$7,768	\$3,663	70	7.3
1,001-5,000	13	\$97,520,892	\$83,720	83%	9%	\$7,510	\$1,828	69	8.5
5,000+	7	\$830,145,542	\$92,880	95%	10%	\$7,846	\$3,751	70	7.6






Source: 401(k) Benchmark Report, ALM Intelligence

### Industry Medians - Overall

	Metric	Value	Rank (of 27)
	Account Balance	\$111,069	2 <sup>nd</sup>
	Participation Rate	100%	1 <sup>st</sup>
	Rate of Return	7.65%	8 <sup>th</sup>
	Employee Contributions	\$6,712	2 <sup>nd</sup>
	Employer Contributions	\$2,594	5 <sup>th</sup>
	Plan Score	68	2 <sup>nd</sup>
	Employee Longevity (Years)	11.9	3 <sup>rd</sup>

Source: 401(k) Benchmark Report, ALM Intelligence

### Year over Year - Overall

	Metric	2015	2016	Difference
	# of Companies	7,521	7,498	(23)
	Account Balance	\$108,399	\$111,069	\$2,670
	Participation Rate	100%	100%	0%
	Employee Contributions	\$6,506	\$6,712	\$206
	Employer Contributions	\$2,508	\$2,594	\$86

Source: 401(k) Benchmark Report, ALM Intelligence

## Construction

The Construction industry is represented by approximately 14,000 firms with an active 401(k) plan and ranks 14<sup>th</sup> of the 27 industry groupings we surveyed.

Year over year, Construction industry 401(k) plans were the 2<sup>nd</sup> most improved plans on every metric except average account balance, where they ranked 1<sup>st</sup>. This put the industry slightly ahead of Mining/Utilities as the single most improved industry year over year.








The gain in average account balance of nearly \$6,000, to nearly \$55,000, represents a massive 11% increase over the roughly \$49,000 average from only a year earlier. This increase is most likely attributable to the fact that construction company stocks were among the best performing securities during this time period, and many plans include employer stock as an option or have some other ESOP component within the 401(k).

### Industry Medians by Size

# of Participants	# of Companies	Total Plan Assets	Account Balance	Participation Rate	Rate of Return	Employee Contributions	Employer Contributions	Plan Score	Employee Longevity
1-10	4,313	\$276,511	\$65,590	88%	7%	\$4,567	\$1,784	64	7.8
11-25	3,793	\$693,280	\$55,403	80%	7%	\$3,698	\$1,721	59	10.3
26-50	2,842	\$1,370,195	\$54,116	75%	7%	\$3,404	\$1,502	56	11.1
51-100	1,890	\$2,263,386	\$48,894	72%	7%	\$3,262	\$1,508	54	10.2
101-500	1,328	\$6,068,397	\$49,284	75%	8%	\$4,171	\$1,893	55	8.0
501-1,000	141	\$28,209,920	\$49,360	77%	7%	\$4,797	\$2,169	56	7.2
1,001-5,000	128	\$64,870,473	\$50,327	79%	7%	\$4,813	\$2,275	56.5	7.3
5,000+	18	\$422,015,454	\$56,387	76%	7%	\$5,894	\$2,534	57.5	6.4






Source: 401(k) Benchmark Report, ALM Intelligence

### Industry Medians - Overall

	Metric	Value	Rank (of 27)
	Account Balance	\$54,830	12 <sup>th</sup>
	Participation Rate	88%	8 <sup>th</sup>
	Rate of Return	7.39%	15 <sup>th</sup>
	Employee Contributions	\$3,750	15 <sup>th</sup>
	Employer Contributions	\$1,697	12 <sup>th</sup>
	Plan Score	58	8 <sup>th</sup>
	Employee Longevity (Years)	9.5	12 <sup>th</sup>

Source: 401(k) Benchmark Report, ALM Intelligence

### Year over Year - Overall

	Metric	2015	2016	Difference
	# of Companies	13,869	14,453	584
	Account Balance	\$48,892	\$54,830	\$5,939
	Participation Rate	86%	88%	2%
	Employee Contributions	\$3,262	\$3,750	\$488
	Employer Contributions	\$1,425	\$1,697	\$272

Source: 401(k) Benchmark Report, ALM Intelligence

## Consultants

The 12,000 firms in the Consulting space collectively rank 9<sup>th</sup> out of our 27 industries for the second year in a row.

Year over year, the 401(k) plans in the Consulting industry did not improve as much as other industries, coming in at 24<sup>th</sup> of 27 in the “most improved” category. This lack of improvement speaks less to poor year over year performance and more to the fact that the participation rate and contributions were already among the highest in our survey. It’s difficult to see a meaningful improvement on an average of \$5,744 per participant in employee contributions.








Of note, the year over year participation figure for Consulting did experience a significant decline of 1.0%. One percent may not seem like much, but it was 5 times the average of a 0.2% decline seen across all industries.

### Industry Medians by Size

# of Participants	# of Companies	Total Plan Assets	Account Balance	Participation Rate	Rate of Return	Employee Contributions	Employer Contributions	Plan Score	Employee Longevity
1-10	5,605	\$428,226	\$56,688	87%	8%	\$6,787	\$2,196	67	4.8
11-25	2,835	\$457,089	\$36,426	78%	8%	\$5,186	\$1,817	62	5.1
26-50	1,608	\$948,795	\$35,442	74%	8%	\$4,835	\$1,614	59	5.4
51-100	1,011	\$1,982,025	\$38,280	73%	8%	\$5,003	\$1,422	59	5.9
101-500	798	\$4,800,085	\$36,471	74%	8%	\$6,398	\$1,842	58	4.6
501-1,000	104	\$19,296,571	\$39,809	76%	8%	\$6,543	\$1,737	57	5.0
1,001-5,000	60	\$75,785,915	\$51,671	78%	8%	\$7,307	\$1,770	63	6.3
5,000+	24	\$706,651,838	\$67,384	85%	8%	\$7,418	\$3,014	66.5	7.3






Source: 401(k) Benchmark Report, ALM Intelligence

### Industry Medians - Overall

	Metric	Value	Rank (of 27)
	Account Balance	\$44,215	18 <sup>th</sup>
	Participation Rate	91%	5 <sup>th</sup>
	Rate of Return	8.16%	2 <sup>nd</sup>
	Employee Contributions	\$5,744	3 <sup>rd</sup>
	Employer Contributions	\$1,880	9 <sup>th</sup>
	Plan Score	63	4 <sup>th</sup>
	Employee Longevity (Years)	5.1	27 <sup>th</sup>

Source: 401(k) Benchmark Report, ALM Intelligence

### Year over Year - Overall

	Metric	2015	2016	Difference
	# of Companies	11,275	12,045	770
	Account Balance	\$43,614	\$44,215	\$601
	Participation Rate	92%	91%	-1%
	Employee Contributions	\$5,690	\$5,744	\$54
	Employer Contributions	\$1,836	\$1,880	\$45

Source: 401(k) Benchmark Report, ALM Intelligence

## Contractors

The nearly 27,000 firms in the Contracting industry once again ranked 18<sup>th</sup> out of our 27 industries.

Year over year, Contractors had the 10<sup>th</sup> most improved plans, thanks mostly to above average increases in contributions.








To reiterate our note from last year, “Contractors” as an industry are substantially less homogenous than other groups we surveyed, with dozens of significant subgroupings. That broad array of specific job types includes categories such as plumbing, masonry, siding, carpentry and more. As a result, research into this specific segment may be less applicable as a benchmark than the other industries covered in this report.

### Industry Medians by Size

# of Participants	# of Companies	Total Plan Assets	Account Balance	Participation Rate	Rate of Return	Employee Contributions	Employer Contributions	Plan Score	Employee Longevity
1-10	8,182	\$625,219	\$52,712	86%	7%	\$4,229	\$1,733	64	6.9
11-25	7,886	\$537,000	\$44,502	77%	7%	\$3,255	\$1,587	57	9.3
26-50	5,246	\$981,261	\$41,104	73%	7%	\$2,819	\$1,433	54	9.8
51-100	3,325	\$1,675,647	\$38,358	70%	7%	\$2,754	\$1,362	52	9.5
101-500	1,755	\$3,726,511	\$35,743	68%	7%	\$3,360	\$1,366	50	7.4
501-1,000	150	\$14,969,164	\$37,343	70%	8%	\$2,998	\$1,463	49	7.5
1,001-5,000	129	\$47,847,085	\$35,301	73%	7%	\$2,891	\$1,723	51	7.2
5,000+	31	\$144,996,930	\$30,903	61%	7%	\$3,252	\$1,131	51	7.8






Source: 401(k) Benchmark Report, ALM Intelligence

### Industry Medians - Overall

	Metric	Value	Rank (of 27)
	Account Balance	\$43,420	20 <sup>th</sup>
	Participation Rate	86%	9 <sup>th</sup>
	Rate of Return	7.37%	17 <sup>th</sup>
	Employee Contributions	\$3,221	16 <sup>th</sup>
	Employer Contributions	\$1,553	16 <sup>th</sup>
	Plan Score	56	10 <sup>th</sup>
	Employee Longevity (Years)	8.7	14 <sup>th</sup>

Source: 401(k) Benchmark Report, ALM Intelligence

### Year over Year - Overall

	Metric	2015	2016	Difference
	# of Companies	25,409	26,704	1,295
	Account Balance	\$41,912	\$43,420	\$1,508
	Participation Rate	86%	86%	0%
	Employee Contributions	\$2,948	\$3,221	\$273
	Employer Contributions	\$1,458	\$1,553	\$95

Source: 401(k) Benchmark Report, ALM Intelligence

## Dentists

The roughly 30,000 Dentists we reviewed rank 4<sup>th</sup> overall for a second year in a row.

The year over year performance for Dentists is a little below average, ranking 19<sup>th</sup> of 27 in overall plan improvement. This was lead by strong gains in account balance but driven down by the very small increase (only \$21 per participant) in employee contributions years over year.








The Dental industry grouping is unique among the half a million 401(k) plans we reviewed, in that most Dentist plans contain fewer than 25 participants, with two thirds of those containing fewer than 10. Of the firms with 50 or more participants, few were dentists in the traditional sense, but rather networks of dental professionals (and their staffs) who had pooled their plans together for increased buying power.

### Industry Medians by Size

# of Participants	# of Companies	Total Plan Assets	Account Balance	Participation Rate	Rate of Return	Employee Contributions	Employer Contributions	Plan Score	Employee Longevity
1-10	19,881	\$740,113	\$102,366	93%	7%	\$5,470	\$2,764	69	11.7
11-25	8,173	\$1,120,003	\$83,832	91%	8%	\$4,060	\$2,544	66	12.4
26-50	1,122	\$2,089,370	\$72,865	88%	8%	\$3,318	\$2,272	62	12.5
51-100	243	\$2,670,136	\$53,224	79%	8%	\$3,057	\$1,761	57	11.3
101-500	94	\$3,631,341	\$29,483	69%	8%	\$3,605	\$1,119	49	6.6
501-1,000	11	\$2,577,907	\$13,101	63%	8%	\$3,894	\$0	41	3.4
1,001-5,000	15	\$49,980,640	\$22,237	74%	9%	\$3,505	\$166	51	5.6
5,000+	1	\$383,869,469	\$42,895	97%	9%	\$2,106	\$0	65	20.4






Source: 401(k) Benchmark Report, ALM Intelligence

### Industry Medians - Overall

	Metric	Value	Rank (of 27)
	Account Balance	\$93,129	5 <sup>th</sup>
	Participation Rate	100%	1 <sup>st</sup>
	Rate of Return	7.46%	13 <sup>th</sup>
	Employee Contributions	\$4,809	6 <sup>th</sup>
	Employer Contributions	\$2,653	4 <sup>th</sup>
	Plan Score	68	2 <sup>nd</sup>
	Employee Longevity (Years)	11.9	2 <sup>nd</sup>

Source: 401(k) Benchmark Report, ALM Intelligence

### Year over Year - Overall

	Metric	2015	2016	Difference
	# of Companies	29,065	29,540	475
	Account Balance	\$91,009	\$93,129	\$2,120
	Participation Rate	100%	100%	0%
	Employee Contributions	\$4,788	\$4,809	\$21
	Employer Contributions	\$2,605	\$2,653	\$49

Source: 401(k) Benchmark Report, ALM Intelligence

## Educational Services

At only 4,539 employers, the Educational Services segment is the smallest industry we reviewed. It ranks 24<sup>th</sup> out of 27, moving up 2 spaces from last year.

Year over year, this group saw meaningful improvements across a number of metrics, making them the 11<sup>th</sup> most improved industry group. This was driven by a significant jump in participation rate and a \$381 increase in employer contributions.








Reissuing our note from last year, there may be some confusion about the kinds of companies and people who belong to this industry grouping. School teachers and administrators are often part of plans sponsored by the teachers unions or by the state in which they work. We did NOT consider their 403(b) programs as part of this research. This segment of Educational Services is comprised largely of vendors who service schools (who don't fall into another category), test preparation firms, and continuing education companies.

### Industry Medians by Size

# of Participants	# of Companies	Total Plan Assets	Account Balance	Participation Rate	Rate of Return	Employee Contributions	Employer Contributions	Plan Score	Employee Longevity
1-10	1,244	\$395,679	\$41,766	85%	7%	\$3,205	\$1,254	61	5.3
11-25	1,047	\$249,443	\$23,763	70%	8%	\$2,594	\$955	54	6.4
26-50	832	\$467,824	\$21,323	67%	8%	\$2,274	\$725	53	7.2
51-100	711	\$850,101	\$21,490	63%	8%	\$2,214	\$741	52	7.1
101-500	558	\$2,827,267	\$24,271	67%	8%	\$2,957	\$1,127	51	6.0
501-1,000	57	\$7,978,889	\$23,670	61%	8%	\$3,057	\$844	46	5.4
1,001-5,000	73	\$44,190,491	\$27,567	74%	7%	\$3,123	\$1,308	53	6.5
5,000+	17	\$178,110,080	\$24,684	60%	8%	\$3,113	\$746	43	5.7






Source: 401(k) Benchmark Report, ALM Intelligence

### Industry Medians - Overall

	Metric	Value	Rank (of 27)
	Account Balance	\$25,610	27 <sup>th</sup>
	Participation Rate	80%	12 <sup>th</sup>
	Rate of Return	7.82%	4 <sup>th</sup>
	Employee Contributions	\$2,621	26 <sup>th</sup>
	Employer Contributions	\$935	26 <sup>th</sup>
	Plan Score	54	12 <sup>th</sup>
	Employee Longevity (Years)	6.3	26 <sup>th</sup>

Source: 401(k) Benchmark Report, ALM Intelligence

### Year over Year - Overall

	Metric	2015	2016	Difference
	# of Companies	4,377	4,539	162
	Account Balance	\$23,854	\$25,610	\$1,756
	Participation Rate	79%	80%	1%
	Employee Contributions	\$2,240	\$2,621	\$381
	Employer Contributions	\$975	\$935	\$(40)

Source: 401(k) Benchmark Report, ALM Intelligence

## Engineering

These 8,600 Engineering firms ranked 7<sup>th</sup> of the 27 industry groups surveyed, moving up 5 spots from #12 in the 2017 benchmarking report.

Participation rate for Engineers is remarkably consistent, only fluctuating between 90% at the high end and 82% at the low end. As with many “white collar” industries, average account balance is not tied to the size of the firm, as these highly compensated professionals tend to stay with one firm for several years, accruing high account balances that counteract the downward balance pressure exerted by new hires.








Year over year, Engineering firms had an average increase in account balance and a slightly below average decline in participation rate. Their jump from 12<sup>th</sup> to 7<sup>th</sup> can be attributed to the sizeable increases in both employee and employer contributions, where they showed the 3<sup>rd</sup> and 4<sup>th</sup> biggest gains, respectively.

### Industry Medians by Size

# of Participants	# of Companies	Total Plan Assets	Account Balance	Participation Rate	Rate of Return	Employee Contributions	Employer Contributions	Plan Score	Employee Longevity
1-10	2,413	\$1,404,897	\$78,253	90%	7%	\$6,019	\$2,305	66	9.0
11-25	2,345	\$1,040,643	\$72,791	86%	8%	\$4,932	\$2,107	63	10.5
26-50	1,609	\$2,146,438	\$71,911	84%	8%	\$4,701	\$1,892	60	10.8
51-100	1,064	\$4,045,487	\$70,706	82%	8%	\$4,938	\$1,836	59	10.4
101-500	945	\$10,276,141	\$69,573	85%	8%	\$6,552	\$2,146	60	8.1
501-1,000	120	\$44,441,841	\$80,506	87%	8%	\$7,218	\$2,337	64	8.1
1,001-5,000	81	\$135,200,629	\$79,697	88%	8%	\$7,194	\$2,570	62	8.5
5,000+	22	\$888,483,579	\$102,603	86%	8%	\$8,025	\$2,557	62	8.8






Source: 401(k) Benchmark Report, ALM Intelligence

### Industry Medians - Overall

	Metric	Value	Rank (of 27)
	Account Balance	\$73,094	7 <sup>th</sup>
	Participation Rate	93%	3 <sup>rd</sup>
	Rate of Return	7.67%	7 <sup>th</sup>
	Employee Contributions	\$5,347	5 <sup>th</sup>
	Employer Contributions	\$2,070	7 <sup>th</sup>
	Plan Score	62	5 <sup>th</sup>
	Employee Longevity (Years)	9.7	11 <sup>th</sup>

Source: 401(k) Benchmark Report, ALM Intelligence

### Year over Year - Overall

	Metric	2015	2016	Difference
	# of Companies	8,540	8,599	59
	Account Balance	\$71,265	\$73,094	\$1,829
	Participation Rate	93%	93%	0%
	Employee Contributions	\$4,914	\$5,347	\$433
	Employer Contributions	\$1,894	\$2,070	\$176

Source: 401(k) Benchmark Report, ALM Intelligence

## Financial Advice/Investment Activities

The approximately 11,000 Financial Advice and Investment Activities firms rank 2<sup>nd</sup> overall out of 27 industry groups, though they are 1<sup>st</sup> in Participation Rate, Rate of Return, Contributions and Plan Score. This indicates that these plans are well funded and well administered, as is to be expected. They place behind only CPA firms, who also rank highly in all of the above metrics, but have a much stickier workforce, with an average tenure of 11.9 years.








In 2017, we reported that this industry subgroup had one of the worst rates of return in our entire survey. That was more than reversed this year, as their 8.24% rate of return was significantly higher than any other industry, and nearly a full 1% above the median. When one considers that Rate of Return is remarkably consistent across all of our industries (more than two thirds of our industries had between a 7.3% and 7.8% rate of return), an 8.24% RoR becomes even more impressive.

### Industry Medians by Size

# of Participants	# of Companies	Total Plan Assets	Account Balance	Participation Rate	Rate of Return	Employee Contributions	Employer Contributions	Plan Score	Employee Longevity
1-10	6,872	\$747,632	\$97,999	94%	8%	\$8,871	\$3,952	72	7.1
11-25	2,209	\$1,371,379	\$99,515	89%	8%	\$8,028	\$3,450	69	8.5
26-50	984	\$3,198,851	\$104,274	88%	8%	\$8,232	\$3,373	67	8.6
51-100	557	\$6,415,394	\$103,235	87%	8%	\$8,296	\$3,411	67	9.0
101-500	487	\$16,890,703	\$98,971	86%	9%	\$9,987	\$3,422	68	7.3
501-1,000	65	\$59,679,185	\$96,617	91%	8%	\$10,431	\$3,453	70	7.1
1,001-5,000	85	\$224,142,703	\$123,639	93%	8%	\$10,662	\$4,660	70	8.0
5,000+	28	\$1,674,424,830	\$136,859	95%	8%	\$9,013	\$5,397	71.5	9.3






Source: 401(k) Benchmark Report, ALM Intelligence

### Industry Medians - Overall

	Metric	Value	Rank (of 27)
	Account Balance	\$99,916	4 <sup>th</sup>
	Participation Rate	100%	1 <sup>st</sup>
	Rate of Return	8.24%	1 <sup>st</sup>
	Employee Contributions	\$8,627	1 <sup>st</sup>
	Employer Contributions	\$3,715	1 <sup>st</sup>
	Plan Score	71	1 <sup>st</sup>
	Employee Longevity (Years)	7.8	20 <sup>th</sup>

Source: 401(k) Benchmark Report, ALM Intelligence

### Year over Year - Overall

	Metric	2015	2016	Difference
	# of Companies	12,086	11,287	(799)
	Account Balance	\$95,279	\$99,916	\$4,637
	Participation Rate	100%	100%	0%
	Employee Contributions	\$8,531	\$8,627	\$96
	Employer Contributions	\$3,800	\$3,715	\$(84)

Source: 401(k) Benchmark Report, ALM Intelligence

## Financial and Insurance Services (other)

"Other" Financial and Insurance Services is the only new group in our study, and checks in at 8<sup>th</sup> overall from our 27 industrial groupings.

These roughly 7,000 companies are in the financial services/insurance space but they are not banks, insurance carriers/brokers, or financial advisors. Credit card processing, payday loan centers, and third party administrators are some of the types of companies that make up this group.








Because this is the first year for this group, we looked backward in the data to the 2015 plan year to create a Year over Year comparison. It quickly became apparent that certain figures, like an \$11,000+ decline in plan assets and a 4.4% decline in participation rate, were more likely artifacts of the "newness" of the group, and not truly representative of this industry. Look for the 2019 report to have a more meaningful year over year comparison.

### Industry Medians by Size

# of Participants	# of Companies	Total Plan Assets	Account Balance	Participation Rate	Rate of Return	Employee Contributions	Employer Contributions	Plan Score	Employee Longevity
1-10	2,332	\$1,119,706	\$80,208	89%	7%	\$6,000	\$2,098	66	8.2
11-25	1,408	\$800,207	\$61,459	83%	8%	\$4,706	\$1,919	61	9.1
26-50	921	\$1,449,236	\$53,410	79%	8%	\$4,192	\$1,650	58	9.1
51-100	763	\$2,611,086	\$47,691	76%	8%	\$4,035	\$1,451	57	8.7
101-500	984	\$5,900,392	\$42,057	75%	8%	\$4,723	\$1,666	55	6.8
501-1,000	231	\$20,633,599	\$38,936	78%	8%	\$4,597	\$1,743	57	6.6
1,001-5,000	268	\$62,268,794	\$44,531	81%	8%	\$4,641	\$1,878	57	7.3
5,000+	123	\$650,567,321	\$72,719	86%	8%	\$5,498	\$2,869	64	8.7






Source: 401(k) Benchmark Report, ALM Intelligence

### Industry Medians - Overall

	Metric	Value	Rank (of 27)
	Account Balance	\$56,476	11 <sup>th</sup>
	Participation Rate	92%	4 <sup>th</sup>
	Rate of Return	7.68%	6 <sup>th</sup>
	Employee Contributions	\$4,800	7 <sup>th</sup>
	Employer Contributions	\$1,832	11 <sup>th</sup>
	Plan Score	60	6 <sup>th</sup>
	Employee Longevity (Years)	8.2	18 <sup>th</sup>

Source: 401(k) Benchmark Report, ALM Intelligence

### Year over Year - Overall

	Metric	2015	2016	Difference
	# of Companies	7,410	7030	(380)
	Account Balance	\$67,981	\$56,475	\$(11,505)
	Participation Rate	96%	92%	0%
	Employee Contributions	\$5,309	\$4,800	\$(509)
	Employer Contributions	\$2,056	\$1,832	\$(223)

Source: 401(k) Benchmark Report, ALM Intelligence

## Healthcare and Social Assistance

The 27,000 employer groups in the Health Care and Social Assistance space rank 22<sup>nd</sup> of our 27 industries, moving up two spots from last year. It is important to note that this industry segment does NOT include physicians, dentists, insurance carriers, or brokers. Each of these groups has a different breakout (dentists and physicians each have their own, carriers and brokers are reported together). The remaining companies in this grouping include hospitals, nursing homes, day care centers and other organizations.








Year over year, this industry showed little signs of plan improvement, ranking at or near the bottom in growth of account balance, participation rate, and contributions.

### Industry Medians by Size

# of Participants	# of Companies	Total Plan Assets	Account Balance	Participation Rate	Rate of Return	Employee Contributions	Employer Contributions	Plan Score	Employee Longevity
1-10	9,259	\$547,425	\$62,765	87%	7%	\$4,896	\$1,911	65	7.5
11-25	5,922	\$439,363	\$37,540	76%	8%	\$3,058	\$1,407	57	8.3
26-50	3,871	\$617,912	\$26,970	67%	8%	\$2,475	\$990	52	8.2
51-100	3,530	\$807,366	\$21,567	60%	7%	\$2,063	\$741	48	8.1
101-500	3,366	\$2,434,923	\$22,226	63%	7%	\$2,436	\$933	47	6.5
501-1,000	630	\$8,451,304	\$22,009	63%	8%	\$2,611	\$934	46	6.3
1,001-5,000	586	\$20,905,190	\$21,270	62%	7%	\$2,744	\$715	46	6.2
5,000+	213	\$235,468,661	\$30,144	67%	7%	\$3,280	\$1,133	48.5	7.4






Source: 401(k) Benchmark Report, ALM Intelligence

### Industry Medians - Overall

	Metric	Value	Rank (of 27)
	Account Balance	\$33,152	25 <sup>th</sup>
	Participation Rate	83%	11 <sup>th</sup>
	Rate of Return	7.42%	14 <sup>th</sup>
	Employee Contributions	\$2,934	24 <sup>th</sup>
	Employer Contributions	\$1,249	19 <sup>th</sup>
	Plan Score	55	11 <sup>th</sup>
	Employee Longevity (Years)	7.6	21 <sup>st</sup>

Source: 401(k) Benchmark Report, ALM Intelligence

### Year over Year - Overall

	Metric	2015	2016	Difference
	# of Companies	26,943	27,377	434
	Account Balance	\$34,766	\$33,152	\$(1,614)
	Participation Rate	86%	83%	-2%
	Employee Contributions	\$2,934	\$2,934	\$1
	Employer Contributions	\$1,223	\$1,249	\$26

Source: 401(k) Benchmark Report, ALM Intelligence

## Information and Media

The 10,000 Information and Media firms rank 16<sup>th</sup> overall in our list of surveyed industries, moving up 3 spots from last year. Unlike last year, this industry group is noticeably inconsistent across its metrics, scoring 3<sup>rd</sup> and 9<sup>th</sup> best for RoR and participation, but 21<sup>st</sup> and 22<sup>nd</sup> for employer contributions and employee longevity.








These plans have tremendous year over year metrics, ranking 3<sup>rd</sup> most improved among all industries. This improvement was driven by top tier increases in participation rate, employee contributions (a \$411 increase per participant), and employer contributions (a \$147 increase per participant). That's a 10% increase for both employee and employer contributions.

### Industry Medians by Size

# of Participants	# of Companies	Total Plan Assets	Account Balance	Participation Rate	Rate of Return	Employee Contributions	Employer Contributions	Plan Score	Employee Longevity
1-10	2,860	\$805,877	\$55,383	87%	7%	\$5,026	\$1,610	63	6.3
11-25	2,435	\$531,789	\$42,020	78%	8%	\$3,874	\$1,130	57	8.2
26-50	1,651	\$1,056,934	\$42,558	74%	8%	\$3,941	\$887	55	8.2
51-100	1,230	\$2,060,725	\$41,635	75%	8%	\$4,208	\$886	55	7.6
101-500	1,217	\$5,482,150	\$40,794	77%	8%	\$5,640	\$1,203	57	5.8
501-1,000	209	\$24,776,795	\$46,613	81%	8%	\$6,276	\$1,750	62	6.5
1,001-5,000	206	\$90,585,079	\$55,931	84%	8%	\$6,422	\$2,191	62.5	7.3
5,000+	89	\$765,877,632	\$78,345	86%	8%	\$5,647	\$2,430	60.5	9.0






Source: 401(k) Benchmark Report, ALM Intelligence

### Industry Medians - Overall

	Metric	Value	Rank (of 27)
	Account Balance	\$44,980	17 <sup>th</sup>
	Participation Rate	86%	9 <sup>th</sup>
	Rate of Return	7.83%	3 <sup>rd</sup>
	Employee Contributions	\$4,490	11 <sup>th</sup>
	Employer Contributions	\$1,228	21 <sup>st</sup>
	Plan Score	58	8 <sup>th</sup>
	Employee Longevity (Years)	7.3	22 <sup>nd</sup>

Source: 401(k) Benchmark Report, ALM Intelligence

### Year over Year - Overall

	Metric	2015	2016	Difference
	# of Companies	9,768	9,897	129
	Account Balance	\$43,976	\$44,980	\$1,004
	Participation Rate	86%	86%	1%
	Employee Contributions	\$4,079	\$4,490	\$411
	Employer Contributions	\$1,082	\$1,228	\$147

Source: 401(k) Benchmark Report, ALM Intelligence

## Insurance Providers/Brokers

This group of just over 10,000 Insurance Providers and Brokers ranks 5<sup>th</sup> overall of our 27 industrial groupings, dropping two places from last year.

Year over year, these plans saw average increases in account balance, participation rate, and employee contributions. Employer contributions, on the other hand, increased by \$150 per participant, the 5<sup>th</sup> largest increase overall.








The above-average compensation for workers in this industry is reflected in the high levels of employee contributions, and relatively lengthy stay of employees at these firms ensures that those assets can grow into a similarly high-ranking account balance.

### Industry Medians by Size

# of Participants	# of Companies	Total Plan Assets	Account Balance	Participation Rate	Rate of Return	Employee Contributions	Employer Contributions	Plan Score	Employee Longevity
1-10	5,084	\$789,809	\$87,407	90%	7%	\$5,216	\$2,060	66	10.4
11-25	2,459	\$1,059,886	\$74,943	87%	7%	\$4,256	\$1,941	61	12.2
26-50	1,130	\$2,243,317	\$74,769	86%	8%	\$4,350	\$1,841	59	12.2
51-100	541	\$4,422,694	\$76,951	86%	7%	\$4,496	\$1,842	59	11.8
101-500	515	\$12,907,441	\$76,091	88%	8%	\$5,544	\$2,470	62	9.5
501-1,000	104	\$47,394,452	\$81,571	92%	8%	\$6,236	\$3,031	65	9.2
1,001-5,000	120	\$186,113,998	\$99,769	93%	8%	\$5,917	\$3,461	66	9.2
5,000+	53	\$772,149,444	\$106,257	94%	8%	\$6,314	\$3,473	64	10.5






Source: 401(k) Benchmark Report, ALM Intelligence

### Industry Medians - Overall

	Metric	Value	Rank (of 27)
	Account Balance	\$80,511	6 <sup>th</sup>
	Participation Rate	100%	1 <sup>st</sup>
	Rate of Return	7.47%	12 <sup>th</sup>
	Employee Contributions	\$4,738	8 <sup>th</sup>
	Employer Contributions	\$2,042	8 <sup>th</sup>
	Plan Score	63	4 <sup>th</sup>
	Employee Longevity (Years)	11.1	6 <sup>th</sup>

Source: 401(k) Benchmark Report, ALM Intelligence

### Year over Year - Overall

	Metric	2015	2016	Difference
	# of Companies	11,712	10,006	(1,706)
	Account Balance	\$78,716	\$80,511	\$1,796
	Participation Rate	100%	100%	0%
	Employee Contributions	\$4,577	\$4,738	\$161
	Employer Contributions	\$1,892	\$2,042	\$150

Source: 401(k) Benchmark Report, ALM Intelligence

## Lawyers and Legal Services

The 27,000 firms in the Legal Services category collectively rank 5<sup>th</sup> of the 27 industries we surveyed, dropping 3 spots from last year.

Year over year, Lawyers enjoyed strong gains in their average account balance, while having average improvements in participation rate and contributions.

As with other professional services which require post graduate degrees for a significant portion of the workforce, we see a very high rate of employee and employer contributions. Those contributions, coupled with a median employee longevity of 11.4 years, combine for a median account balance of over \$122,000.








Employees in this industry are compensated well, contribute to their plans, and stay at the firms for a long time.

### Industry Medians by Size

# of Participants	# of Companies	Total Plan Assets	Account Balance	Participation Rate	Rate of Return	Employee Contributions	Employer Contributions	Plan Score	Employee Longevity
1-10	14,383	\$1,001,377	\$108,377	92%	7%	\$6,066	\$2,759	68	10.8
11-25	6,919	\$1,505,278	\$105,812	90%	7%	\$5,001	\$2,585	65	13.4
26-50	3,007	\$3,581,013	\$113,541	90%	8%	\$5,029	\$2,727	64	14.4
51-100	1,606	\$8,067,136	\$129,335	90%	8%	\$5,394	\$3,034	64	14.5
101-500	980	\$22,435,189	\$145,090	89%	8%	\$7,658	\$3,931	66	11.9
501-1,000	121	\$117,538,756	\$184,975	89%	8%	\$8,974	\$7,560	68	12.2
1,001-5,000	112	\$307,804,373	\$217,491	91%	8%	\$10,510	\$8,380	68.5	11.9
5,000+	4	\$490,963,031	\$111,446	71%	9%	\$8,119	\$3,252	60.5	8.0






Source: 401(k) Benchmark Report, ALM Intelligence

### Industry Medians - Overall

Metric	Value	Rank (of 27)
 Account Balance	\$111,311	1 <sup>st</sup>
 Participation Rate	100%	1 <sup>st</sup>
 Rate of Return	7.39%	15 <sup>th</sup>
 Employee Contributions	\$5,625	4 <sup>th</sup>
 Employer Contributions	\$2,762	3 <sup>rd</sup>
 Plan Score	66	3 <sup>rd</sup>
 Employee Longevity (Years)	12.5	1 <sup>st</sup>

Source: 401(k) Benchmark Report, ALM Intelligence

### Year over Year - Overall

Metric	2015	2016	Difference
 # of Companies	25,628	27,132	1,504
 Account Balance	\$108,473	\$111,311	\$2,838
 Participation Rate	100%	100%	0%
 Employee Contributions	\$5,410	\$5,625	\$216
 Employer Contributions	\$2,681	\$2,762	\$81

Source: 401(k) Benchmark Report, ALM Intelligence

## Manufacturing

The 56,000 manufacturing companies that make up this group rank 19<sup>th</sup> out of the 26 industries we surveyed, dropping 5 spots from last year.

Year over year, Manufacturing plans showed above average improvement across all metrics, though they still lag behind many industries in average account balance and contributions.








Although it is not uncommon to see a spike in account balance for the largest companies, it is unusual to such a pronounced increase in an industry typically seen as “blue collar”. This can be explained by two items. “Manufacturing” makes no distinction between hi-tech and low-tech manufacturing, so companies such as HP and Intel are grouped into this bucket. Larger companies also often have some kind of employee stock purchase provision as part of their plan.

### Industry Medians by Size

# of Participants	# of Companies	Total Plan Assets	Account Balance	Participation Rate	Rate of Return	Employee Contributions	Employer Contributions	Plan Score	Employee Longevity
1-10	8,943	\$1,379,592	\$58,137	86%	7%	\$3,993	\$1,498	61	8.3
11-25	12,577	\$654,870	\$51,286	79%	7%	\$3,163	\$1,264	55	11.4
26-50	11,741	\$1,267,265	\$48,546	75%	7%	\$2,883	\$1,041	52	12.3
51-100	9,895	\$2,296,056	\$46,784	74%	7%	\$2,877	\$988	51	11.9
101-500	9,708	\$6,063,312	\$44,990	77%	7%	\$3,418	\$1,284	51	9.4
501-1,000	1,552	\$28,250,548	\$51,143	83%	7%	\$3,776	\$1,724	55	9.1
1,001-5,000	1,422	\$91,756,565	\$59,604	86%	7%	\$4,207	\$2,116	57	9.2
5,000+	437	\$783,425,155	\$95,056	89%	8%	\$5,820	\$3,426	63	10.0






Source: 401(k) Benchmark Report, ALM Intelligence

### Industry Medians - Overall

	Metric	Value	Rank (of 27)
	Account Balance	\$49,605	15 <sup>th</sup>
	Participation Rate	85%	10 <sup>th</sup>
	Rate of Return	7.28%	22 <sup>nd</sup>
	Employee Contributions	\$3,202	18 <sup>th</sup>
	Employer Contributions	\$1,237	20 <sup>th</sup>
	Plan Score	53	13 <sup>th</sup>
	Employee Longevity (Years)	10.6	7 <sup>th</sup>

Source: 401(k) Benchmark Report, ALM Intelligence

### Year over Year - Overall

	Metric	2015	2016	Difference
	# of Companies	56,431	56,275	(156)
	Account Balance	\$47,551	\$49,605	\$2,054
	Participation Rate	84%	85%	1%
	Employee Contributions	\$3,008	\$3,202	\$194
	Employer Contributions	\$1,109	\$1,237	\$127

Source: 401(k) Benchmark Report, ALM Intelligence

## Mining and Utilities

With 4,600 companies, the Mining and Utilities group ranks 10<sup>th</sup> among the 27 industries we surveyed, dropping one spot from last year.

Last year, we noted that employer contributions for this industry were unusually high (as a % of all contributions), and that trend certainly continued into 2016. Year over year, the industry continued to make progress, and its plans rank as the 6<sup>th</sup> most improved, with above average gains across all metrics.








Despite the improvement in plans, Mining was knocked down a spot on our overall list due to the inclusion of the new “Other” Financial and Insurance Services group.

### Industry Medians by Size

# of Participants	# of Companies	Total Plan Assets	Account Balance	Participation Rate	Rate of Return	Employee Contributions	Employer Contributions	Plan Score	Employee Longevity
1-10	1,181	\$342,923	\$71,416	89%	7%	\$4,686	\$2,170	64	8.6
11-25	1,075	\$782,534	\$61,315	82%	7%	\$3,942	\$2,035	58	9.9
26-50	772	\$1,409,899	\$51,436	79%	7%	\$3,765	\$1,700	56	9.5
51-100	609	\$2,282,950	\$45,145	76%	7%	\$3,423	\$1,717	55	9.4
101-500	615	\$8,796,521	\$55,586	81%	7%	\$5,302	\$2,715	57	7.4
501-1,000	134	\$51,566,349	\$82,398	90%	8%	\$6,153	\$3,393	64	8.1
1,001-5,000	164	\$167,615,048	\$105,611	89%	7%	\$6,931	\$3,755	66	8.6
5,000+	53	\$1,365,358,512	\$166,383	94%	8%	\$8,091	\$3,983	69	12.6






Source: 401(k) Benchmark Report, ALM Intelligence

### Industry Medians - Overall

	Metric	Value	Rank (of 27)
	Account Balance	\$59,695	9 <sup>th</sup>
	Participation Rate	93%	3 <sup>rd</sup>
	Rate of Return	7.30%	21 <sup>st</sup>
	Employee Contributions	\$4,363	12 <sup>th</sup>
	Employer Contributions	\$2,123	6 <sup>th</sup>
	Plan Score	59	7 <sup>th</sup>
	Employee Longevity (Years)	8.9	13 <sup>th</sup>

Source: 401(k) Benchmark Report, ALM Intelligence

### Year over Year - Overall

	Metric	2015	2016	Difference
	# of Companies	4,712	4,603	(109)
	Account Balance	\$57,149	\$59,695	\$2,546
	Participation Rate	91%	93%	2%
	Employee Contributions	\$3,151	\$4,363	\$1,212
	Employer Contributions	\$1,652	\$2,123	\$471

Source: 401(k) Benchmark Report, ALM Intelligence

## Other Services

The roughly 26,000 firms in the Other Services category rank collectively 20<sup>th</sup> out of the 27 industries that we surveyed, dropping one spot from last year.

The Other Services group is far less homogenous than all other fields we examined, with the exception of Contractors, so it's difficult to draw many inferences from the data.








Year over year, this industry experienced subpar improvement, ranking below average on every metric except participation rate.

### Industry Medians by Size

# of Participants	# of Companies	Total Plan Assets	Account Balance	Participation Rate	Rate of Return	Employee Contributions	Employer Contributions	Plan Score	Employee Longevity
1-10	11,084	\$405,243	\$47,954	82%	8%	\$3,653	\$1,446	62	6.0
11-25	6,758	\$447,056	\$38,546	74%	7%	\$3,055	\$1,333	56	8.5
26-50	4,029	\$804,206	\$34,935	70%	8%	\$2,748	\$1,086	53	9.0
51-100	2,478	\$1,529,403	\$34,192	68%	7%	\$2,656	\$1,058	51	9.4
101-500	1,691	\$3,652,415	\$31,747	71%	7%	\$3,121	\$1,260	51	7.3
501-1,000	197	\$14,628,675	\$30,127	74%	8%	\$3,334	\$1,370	51.5	7.0
1,001-5,000	147	\$34,877,450	\$26,967	67%	8%	\$2,937	\$1,242	49	6.5
5,000+	33	\$130,889,445	\$28,500	62%	8%	\$2,588	\$923	45	6.9






Source: 401(k) Benchmark Report, ALM Intelligence

### Industry Medians - Overall

	Metric	Value	Rank (of 27)
	Account Balance	\$39,207	22 <sup>nd</sup>
	Participation Rate	85%	10 <sup>th</sup>
	Rate of Return	7.49%	10 <sup>th</sup>
	Employee Contributions	\$3,074	20 <sup>th</sup>
	Employer Contributions	\$1,298	18 <sup>th</sup>
	Plan Score	56	10 <sup>th</sup>
	Employee Longevity (Years)	7.8	19 <sup>th</sup>

Source: 401(k) Benchmark Report, ALM Intelligence

### Year over Year - Overall

	Metric	2015	2016	Difference
	# of Companies	25,526	26,417	891
	Account Balance	\$38,290	\$39,207	\$917
	Participation Rate	85%	85%	0%
	Employee Contributions	\$3,058	\$3,074	\$16
	Employer Contributions	\$1,263	\$1,298	\$35

Source: 401(k) Benchmark Report, ALM Intelligence

## Physicians

The roughly 38,000 Physicians we examined rank 6<sup>th</sup> overall in our 27 industry subgroupings, moving up one spot from last year. As with last year, the overall rank is weighed down by having the 2<sup>nd</sup> worst rate of return among any industry we studied.

In every other respect, plans for Physicians are in good shape. High contributions from the employees, the 2<sup>nd</sup> most generous employer match (also for a second year in a row), and high longevity (10.7 years) all point to positive retirement outcomes for those involved in these plans.








Year over year, Physician plans showed average improvement compared to other industries, with a large gain in average account balance but subpar gains in employee and employer contributions. In fact, median employer contributions per participant were down \$42, year over year.

### Industry Medians by Size

# of Participants	# of Companies	Total Plan Assets	Account Balance	Participation Rate	Rate of Return	Employee Contributions	Employer Contributions	Plan Score	Employee Longevity
1-10	18,572	\$581,475	\$123,364	93%	7%	\$5,931	\$3,695	68	11.1
11-25	10,222	\$1,275,823	\$90,120	90%	7%	\$4,031	\$2,824	65	12.3
26-50	5,094	\$2,810,286	\$89,712	89%	7%	\$3,714	\$2,890	64	13.0
51-100	2,647	\$5,515,411	\$89,693	88%	8%	\$3,619	\$3,108	63	12.9
101-500	1,595	\$14,514,264	\$91,753	88%	8%	\$4,667	\$4,616	65	9.8
501-1,000	168	\$49,574,167	\$84,537	85%	8%	\$4,502	\$4,186	62	9.1
1,001-5,000	101	\$94,205,262	\$73,989	84%	8%	\$4,784	\$3,246	60	8.7
5,000+	9	\$603,387,291	\$63,588	84%	8%	\$5,817	\$2,087	61	6.7






Source: 401(k) Benchmark Report, ALM Intelligence

### Industry Medians - Overall

	Metric	Value	Rank (of 27)
	Account Balance	\$102,310	3 <sup>rd</sup>
	Participation Rate	100%	1 <sup>st</sup>
	Rate of Return	7.21%	24 <sup>th</sup>
	Employee Contributions	\$4,560	10 <sup>th</sup>
	Employer Contributions	\$3,261	2 <sup>nd</sup>
	Plan Score	66	3 <sup>rd</sup>
	Employee Longevity (Years)	11.8	4 <sup>th</sup>

Source: 401(k) Benchmark Report, ALM Intelligence

### Year over Year - Overall

	Metric	2015	2016	Difference
	# of Companies	39,263	38,408	(855)
	Account Balance	\$98,595	\$102,310	\$3,714
	Participation Rate	100%	100%	0%
	Employee Contributions	\$4,492	\$4,560	\$68
	Employer Contributions	\$3,303	\$3,261	\$(42)

Source: 401(k) Benchmark Report, ALM Intelligence

## Professional, Scientific, and Technical Services

At about 63,000 companies, the Professional, Scientific and Technical Services group is the largest single group we surveyed, and ranks 11<sup>th</sup> out of our 27 industries, moving up 5 spots from last year.

As with the Contractors and “Other Services” industry groups, this group has a large number of companies that fit into a wide variety of different sub-segments, making it difficult to speak to industry-wide trends.








This market segment is just below average for year over year performance metrics, coming in at 18<sup>th</sup> overall. It benefited from increased employee contributions of \$206 per participant, but was held back by its below average account balance.

### Industry Medians by Size

# of Participants	# of Companies	Total Plan Assets	Account Balance	Participation Rate	Rate of Return	Employee Contributions	Employer Contributions	Plan Score	Employee Longevity
1-10	25,260	\$577,384	\$57,180	87%	8%	\$5,388	\$1,852	65	6.4
11-25	16,391	\$567,099	\$46,228	79%	8%	\$4,244	\$1,603	60	7.8
26-50	9,459	\$1,151,913	\$43,947	76%	8%	\$4,070	\$1,357	57	8.1
51-100	5,874	\$2,053,542	\$41,361	73%	8%	\$4,253	\$1,185	56	7.4
101-500	4,506	\$5,164,407	\$40,034	75%	8%	\$6,125	\$1,584	58	5.2
501-1,000	573	\$18,739,701	\$37,612	75%	8%	\$6,569	\$1,566	59	4.8
1,001-5,000	426	\$59,379,392	\$47,094	74%	8%	\$6,756	\$1,890	59	5.8
5,000+	122	\$457,455,945	\$63,737	74%	8%	\$6,637	\$2,271	59	6.9






Source: 401(k) Benchmark Report, ALM Intelligence

### Industry Medians - Overall

	Metric	Value	Rank (of 27)
	Account Balance	\$47,284	16 <sup>th</sup>
	Participation Rate	90%	6 <sup>th</sup>
	Rate of Return	7.81%	5 <sup>th</sup>
	Employee Contributions	\$4,706	9 <sup>th</sup>
	Employer Contributions	\$1,612	14 <sup>th</sup>
	Plan Score	60	6 <sup>th</sup>
	Employee Longevity (Years)	7.0	24 <sup>th</sup>

Source: 401(k) Benchmark Report, ALM Intelligence

### Year over Year - Overall

	Metric	2015	2016	Difference
	# of Companies	63,404	62,611	(793)
	Account Balance	\$47,418	\$47,284	\$(134)
	Participation Rate	90%	90%	0%
	Employee Contributions	\$4,500	\$4,706	\$206
	Employer Contributions	\$1,530	\$1,612	\$82

Source: 401(k) Benchmark Report, ALM Intelligence

## Real Estate

The more than 14,000 firms in the Real Estate category rank 17<sup>th</sup> out of the 27 industries we surveyed, dropping six spots from last year.








Year over year, Real Estate improved slightly more than the average, led by strong gains in participation rate and employer contributions. Below average improvements in average account balance (only \$235) and employer contributions kept the group from ranking more highly.

### Industry Medians by Size

# of Participants	# of Companies	Total Plan Assets	Account Balance	Participation Rate	Rate of Return	Employee Contributions	Employer Contributions	Plan Score	Employee Longevity
1-10	6,289	\$247,311	\$77,709	88%	7%	\$4,900	\$1,662	63	7.6
11-25	3,063	\$616,425	\$51,487	77%	7%	\$3,927	\$1,443	57	9.4
26-50	1,960	\$1,029,134	\$43,401	70%	8%	\$3,428	\$1,144	54	10.0
51-100	1,412	\$1,733,749	\$40,617	67%	7%	\$3,268	\$950	51	9.6
101-500	1,327	\$4,284,779	\$36,692	69%	8%	\$3,853	\$1,229	50	7.1
501-1,000	223	\$13,025,246	\$30,673	72%	8%	\$3,655	\$1,256	51	6.1
1,001-5,000	126	\$38,648,951	\$31,137	69%	8%	\$4,049	\$1,452	51	6.0
5,000+	29	\$258,397,655	\$46,292	69%	8%	\$4,193	\$1,597	50	7.1






Source: 401(k) Benchmark Report, ALM Intelligence

### Industry Medians - Overall

	Metric	Value	Rank (of 27)
	Account Balance	\$52,224	13 <sup>th</sup>
	Participation Rate	88%	8 <sup>th</sup>
	Rate of Return	7.39%	15 <sup>th</sup>
	Employee Contributions	\$3,916	13 <sup>th</sup>
	Employer Contributions	\$1,370	17 <sup>th</sup>
	Plan Score	57	9 <sup>th</sup>
	Employee Longevity (Years)	8.5	17 <sup>th</sup>

Source: 401(k) Benchmark Report, ALM Intelligence

### Year over Year - Overall

	Metric	2015	2016	Difference
	# of Companies	13,929	14,429	500
	Account Balance	\$51,989	\$52,224	\$235
	Participation Rate	88%	88%	1%
	Employee Contributions	\$3,738	\$3,916	\$178
	Employer Contributions	\$1,264	\$1,370	\$106

Source: 401(k) Benchmark Report, ALM Intelligence

## Retail

The 32,000 firms in the Retail space collectively rank 23<sup>rd</sup> out of our 27 industry groups, dropping two places from last year.

Year over year, Retail plans were improved in line with the averages, balancing below average account balances and participation rates with slightly above average contributions.








To repeat our note from last year: From a 401(k) perspective, Retail is an interesting industry to examine. Many plans require 1,000+ hours over one year of continuous service in order to be eligible for participation, and there are a lot of retailers who employ part-time or seasonal workers who may never hit that criteria. Participation rate is a reflection of those ARE eligible to participate, so the kinds of workers outlined above would not be accounted for in this metric.

### Industry Medians by Size

# of Participants	# of Companies	Total Plan Assets	Account Balance	Participation Rate	Rate of Return	Employee Contributions	Employer Contributions	Plan Score	Employee Longevity
1-10	8,321	\$785,936	\$60,910	83%	7%	\$3,461	\$1,270	61	7.8
11-25	7,549	\$553,238	\$46,038	75%	7%	\$2,945	\$1,205	55	11.3
26-50	5,993	\$976,974	\$42,813	68%	7%	\$2,674	\$834	51	12.3
51-100	5,058	\$1,669,951	\$39,640	64%	7%	\$2,658	\$679	48	11.8
101-500	3,935	\$3,955,684	\$36,417	65%	7%	\$3,364	\$722	46	8.8
501-1,000	515	\$12,888,548	\$30,355	69%	8%	\$3,255	\$703	46	7.9
1,001-5,000	430	\$28,175,172	\$28,015	64%	8%	\$2,919	\$785	45	7.2
5,000+	198	\$237,258,084	\$32,401	56%	8%	\$2,670	\$1,094	42	8.7






Source: 401(k) Benchmark Report, ALM Intelligence

### Industry Medians - Overall

	Metric	Value	Rank (of 27)
	Account Balance	\$43,449	19 <sup>th</sup>
	Participation Rate	77%	14 <sup>th</sup>
	Rate of Return	7.38%	16 <sup>th</sup>
	Employee Contributions	\$2,938	23 <sup>rd</sup>
	Employer Contributions	\$943	25 <sup>th</sup>
	Plan Score	52	14 <sup>th</sup>
	Employee Longevity (Years)	10.2	10 <sup>th</sup>

Source: 401(k) Benchmark Report, ALM Intelligence

### Year over Year - Overall

	Metric	2015	2016	Difference
	# of Companies	31,654	31,999	345
	Account Balance	\$42,882	\$43,449	\$567
	Participation Rate	77%	77%	0%
	Employee Contributions	\$2,741	\$2,938	\$197
	Employer Contributions	\$848	\$943	\$95

Source: 401(k) Benchmark Report, ALM Intelligence

## Transportation and Warehousing

The approximately 10,000 firms engaged in Transportation and Warehousing ranked a collective 26<sup>th</sup> in our 27 surveyed industries, falling six spots from last year and beating only Accommodation and Food Services in terms of overall performance.








This industry group was also among the least improved plans, ranking 22<sup>nd</sup> of 27. Average account balances declined year over year, making this one of the few industries to see negative growth in that metric. Coupled with a decline in participation rate and minimal gains in contributions, there wasn't a lot that worked for Transportation and Warehousing, year over year.

### Industry Medians by Size

# of Participants	# of Companies	Total Plan Assets	Account Balance	Participation Rate	Rate of Return	Employee Contributions	Employer Contributions	Plan Score	Employee Longevity
1-10	2,424	\$763,828	\$50,658	85%	7%	\$3,818	\$1,572	61	6.9
11-25	2,311	\$455,139	\$39,299	73%	7%	\$3,054	\$1,344	54	8.9
26-50	2,000	\$797,403	\$35,530	68%	7%	\$2,629	\$944	50	10.1
51-100	1,679	\$1,350,914	\$32,508	63%	7%	\$2,492	\$899	48	9.6
101-500	1,570	\$3,390,011	\$30,851	65%	7%	\$3,129	\$1,004	46	7.6
501-1,000	243	\$12,977,070	\$30,303	65%	7%	\$3,186	\$1,056	46	7.3
1,001-5,000	266	\$42,845,006	\$33,721	70%	7%	\$3,309	\$1,188	50	7.7
5,000+	88	\$391,683,079	\$50,353	72%	8%	\$3,599	\$1,465	53	8.9






Source: 401(k) Benchmark Report, ALM Intelligence

### Industry Medians - Overall

	Metric	Value	Rank (of 27)
	Account Balance	\$36,568	23 <sup>rd</sup>
	Participation Rate	77%	14 <sup>th</sup>
	Rate of Return	7.23%	23 <sup>rd</sup>
	Employee Contributions	\$2,962	22 <sup>nd</sup>
	Employer Contributions	\$1,160	23 <sup>rd</sup>
	Plan Score	52	14 <sup>th</sup>
	Employee Longevity (Years)	8.5	16 <sup>th</sup>

Source: 401(k) Benchmark Report, ALM Intelligence

### Year over Year - Overall

	Metric	2015	2016	Difference
	# of Companies	10,344	10,581	237
	Account Balance	\$36,846	\$36,568	\$(278)
	Participation Rate	78%	77%	-1%
	Employee Contributions	\$2,844	\$2,962	\$118
	Employer Contributions	\$1,090	\$1,160	\$70

Source: 401(k) Benchmark Report, ALM Intelligence

## Wholesale

The roughly 27,000 firms in the Wholesale space rank 12<sup>th</sup> overall out of the 27 industries we surveyed, falling four spots from last year.

Last year, this industry group placed 8<sup>th</sup>, but the drop to 12<sup>th</sup> this year should not particularly worry those who work in Wholesale. Overall these plans continue to be solid plans that are providing for the retirement needs of their workers.








Year over Year, Wholesale plans were the 9<sup>th</sup> most improved, led by a strong increase in participation rate, and slightly above average scores on the rest of our metrics.

### Industry Medians by Size

# of Participants	# of Companies	Total Plan Assets	Account Balance	Participation Rate	Rate of Return	Employee Contributions	Employer Contributions	Plan Score	Employee Longevity
1-10	7,628	\$1,128,128	\$78,040	89%	7%	\$5,354	\$2,202	65	8.7
11-25	7,095	\$794,598	\$60,676	81%	7%	\$3,926	\$1,705	58	10.8
26-50	5,092	\$1,536,240	\$57,861	77%	7%	\$3,466	\$1,419	55	12.2
51-100	3,747	\$2,693,450	\$53,869	74%	7%	\$3,276	\$1,228	53	12.0
101-500	3,118	\$7,059,060	\$51,739	77%	7%	\$3,867	\$1,475	52	9.6
501-1,000	402	\$29,311,301	\$50,213	80%	8%	\$4,080	\$1,568	54	8.7
1,001-5,000	289	\$74,195,589	\$49,977	83%	7%	\$4,013	\$1,705	54	9.1
5,000+	72	\$540,201,143	\$61,694	84%	7%	\$4,431	\$2,213	55	9.2






Source: 401(k) Benchmark Report, ALM Intelligence

### Industry Medians - Overall

	Metric	Value	Rank (of 27)
	Account Balance	\$59,778	8 <sup>th</sup>
	Participation Rate	89%	7 <sup>th</sup>
	Rate of Return	7.36%	18 <sup>th</sup>
	Employee Contributions	\$3,873	14 <sup>th</sup>
	Employer Contributions	\$1,620	13 <sup>th</sup>
	Plan Score	57	9 <sup>th</sup>
	Employee Longevity (Years)	10.5	8 <sup>th</sup>

Source: 401(k) Benchmark Report, ALM Intelligence

### Year over Year - Overall

	Metric	2015	2016	Difference
	# of Companies	27,308	27,443	135
	Account Balance	\$57,970	\$59,778	\$1,808
	Participation Rate	88%	89%	0%
	Employee Contributions	\$3,692	\$3,873	\$181
	Employer Contributions	\$1,533	\$1,620	\$88

Source: 401(k) Benchmark Report, ALM Intelligence