

Custom DC plan benchmarks

Vanguard® | VIEWPOINTS

# Legal services



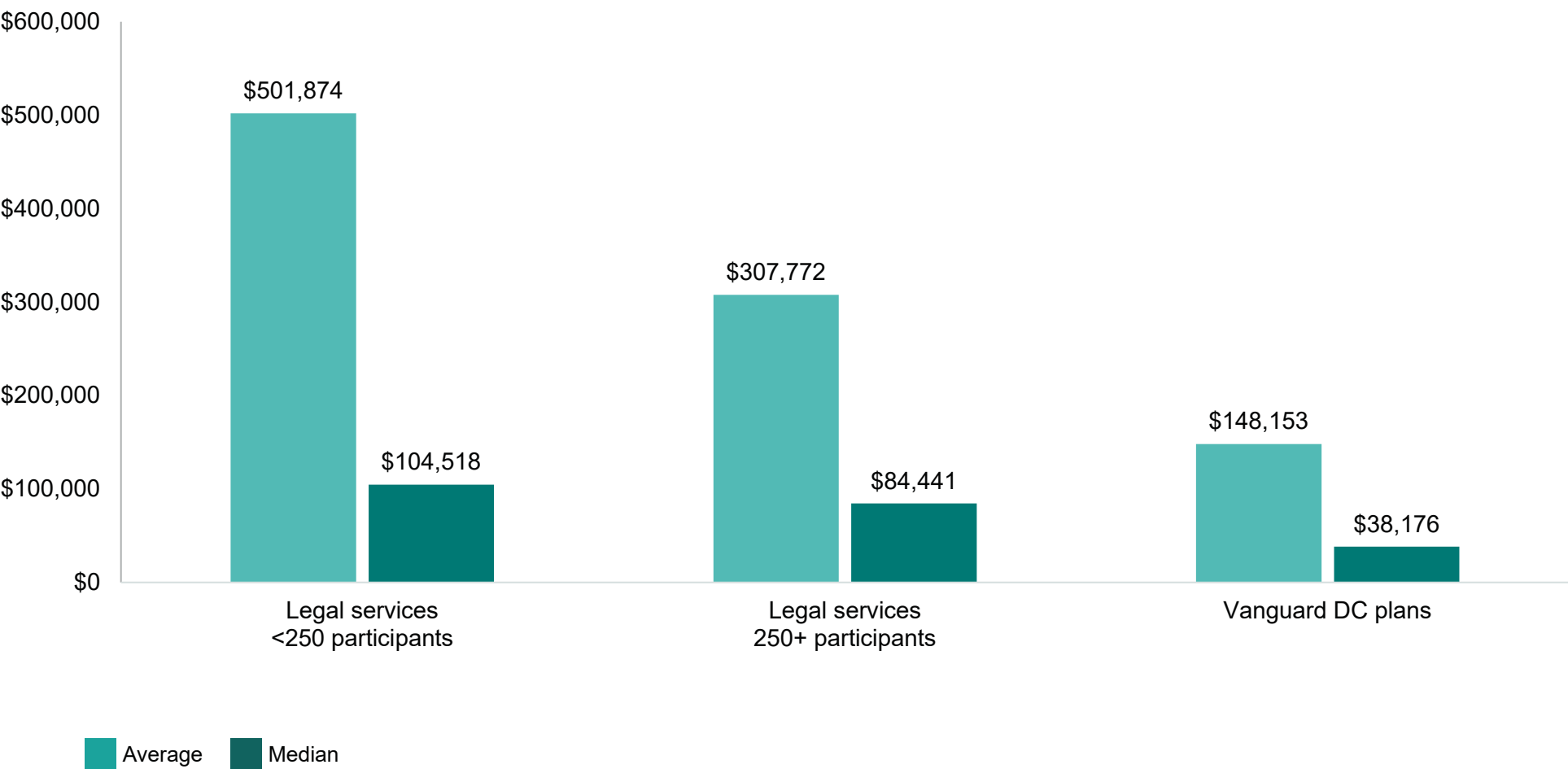
# Benchmark population

|                                | Legal services<br><250 participants | Legal services<br>250+ participants | Vanguard<br>DC plans |
|--------------------------------|-------------------------------------|-------------------------------------|----------------------|
| Number of plans                | 82                                  | 49                                  | 1,417                |
| Number of participants         | 8,153                               | 61,473                              | 4,770,746            |
| Average number of participants | 99                                  | 1,255                               | 3,367                |
| Median number of participants  | 89                                  | 619                                 | 622                  |
| Amount of assets               | \$4.1B                              | \$18.9B                             | \$706.8B             |
| Average assets                 | \$49.9M                             | \$386.1M                            | \$498.80M            |
| Median assets                  | \$36.0M                             | \$209.2M                            | \$92.1M              |

The legal services industry is defined by NAICS (North American Industry Classification System) code 5411.

Source: Vanguard, as of December 31, 2024.

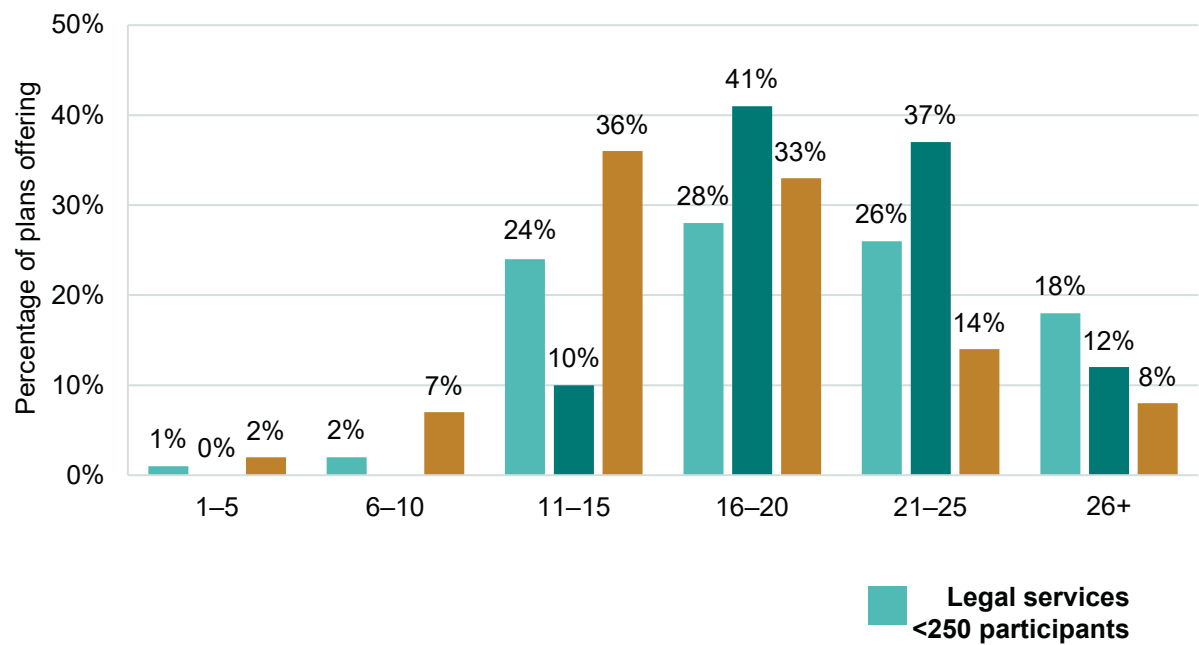
# Participant balances



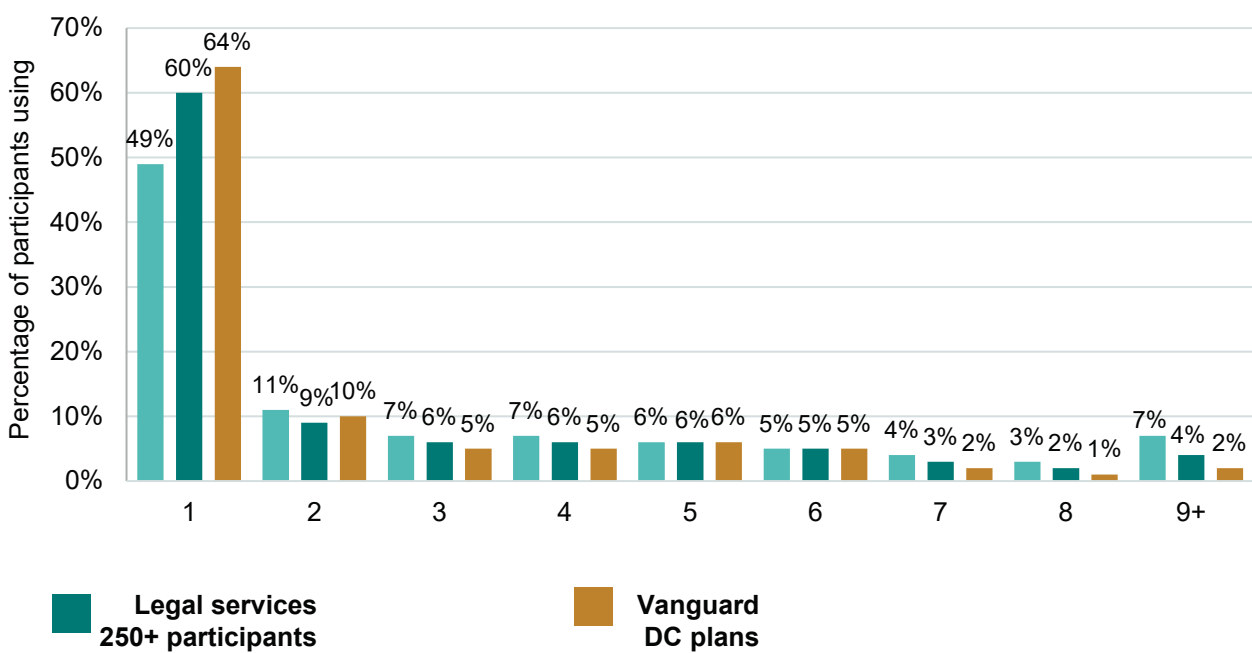
Source: Vanguard, as of December 31, 2024.

# Number of fund options offered and used

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



Funds used per participant



|                       |      |      |      |
|-----------------------|------|------|------|
| Average funds offered | 20.3 | 20.3 | 17.5 |
| Median funds offered  | 20   | 20   | 16   |
| Average funds used    | 3.2  | 2.6  | 2.3  |
| Median funds used     | 2    | 1    | 1    |

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

# Types of investment options offered and used\*

|                                | Legal services <250 participants |                                   | Legal services 250+ participants |                                   | Vanguard DC plans            |                                   |
|--------------------------------|----------------------------------|-----------------------------------|----------------------------------|-----------------------------------|------------------------------|-----------------------------------|
|                                | Percentage of plans offering     | Percentage of participants using* | Percentage of plans offering     | Percentage of participants using* | Percentage of plans offering | Percentage of participants using* |
| <b>Cash</b>                    | <b>99%</b>                       | <b>18%</b>                        | <b>100%</b>                      | <b>13%</b>                        | <b>99%</b>                   | <b>11%</b>                        |
| Money market                   | 82%                              | 12%                               | 88%                              | 6%                                | 73%                          | 5%                                |
| Stable value/GIC               | 62%                              | 13%                               | 73%                              | 10%                               | 68%                          | 9%                                |
| <b>Bond funds</b>              | <b>99%</b>                       | <b>25%</b>                        | <b>100%</b>                      | <b>18%</b>                        | <b>98%</b>                   | <b>17%</b>                        |
| Active                         | 77%                              | 15%                               | 98%                              | 9%                                | 81%                          | 6%                                |
| Index                          | 95%                              | 17%                               | 90%                              | 15%                               | 90%                          | 14%                               |
| Inflation-protected securities | 40%                              | 5%                                | 61%                              | 4%                                | 36%                          | 3%                                |
| Multisector                    | 4%                               | 19%                               | 2%                               | 0%                                | 8%                           | 1%                                |
| High-yield                     | 26%                              | 8%                                | 29%                              | 5%                                | 18%                          | 3%                                |
| International                  | 24%                              | 5%                                | 18%                              | 5%                                | 19%                          | 5%                                |
| Emerging markets               | 1%                               | 3%                                | <0.5%                            | 0%                                | 1%                           | 1%                                |
| <b>Balanced funds</b>          | <b>100%</b>                      | <b>76%</b>                        | <b>100%</b>                      | <b>83%</b>                        | <b>99%</b>                   | <b>86%</b>                        |
| Traditional balanced           | 88%                              | 24%                               | 76%                              | 17%                               | 60%                          | 11%                               |
| Target-risk                    | 2%                               | 13%                               | 2%                               | 6%                                | 3%                           | 1%                                |
| Target-date                    | 89%                              | 65%                               | 98%                              | 78%                               | 96%                          | 84%                               |
| <b>Company stock</b>           | <b>&lt;0.5%</b>                  | <b>0%</b>                         | <b>&lt;0.5%</b>                  | <b>0%</b>                         | <b>8%</b>                    | <b>21%</b>                        |
| <b>Self-directed brokerage</b> | <b>33%</b>                       | <b>5%</b>                         | <b>55%</b>                       | <b>2%</b>                         | <b>22%</b>                   | <b>1%</b>                         |

\* Among participants offered the option.  
Percentages should not equal 100% because of rounding.  
Source: Vanguard, as of December 31, 2024.

# Types of investment options offered and used\* (continued)

|                                   | Legal services<br><250 participants |                                      | Legal services<br>250+ participants |                                      | Vanguard DC plans               |                                      |
|-----------------------------------|-------------------------------------|--------------------------------------|-------------------------------------|--------------------------------------|---------------------------------|--------------------------------------|
|                                   | Percentage of<br>plans offering     | Percentage of<br>participants using* | Percentage of<br>plans offering     | Percentage of<br>participants using* | Percentage of<br>plans offering | Percentage of<br>participants using* |
| <b>Equity funds</b>               | <b>99%</b>                          | <b>47%</b>                           | <b>100%</b>                         | <b>36%</b>                           | <b>99%</b>                      | <b>30%</b>                           |
| <b>Domestic equity funds</b>      | <b>99%</b>                          | <b>46%</b>                           | <b>100%</b>                         | <b>35%</b>                           | <b>99%</b>                      | <b>29%</b>                           |
| Large-cap index                   | 99%                                 | 34%                                  | 96%                                 | 29%                                  | 98%                             | 24%                                  |
| Large-cap active                  | 93%                                 | 28%                                  | 92%                                 | 18%                                  | 89%                             | 15%                                  |
| Large-cap value                   | 93%                                 | 18%                                  | 92%                                 | 11%                                  | 86%                             | 8%                                   |
| Large-cap growth                  | 94%                                 | 22%                                  | 94%                                 | 14%                                  | 89%                             | 12%                                  |
| Large-cap blend                   | 99%                                 | 34%                                  | 96%                                 | 29%                                  | 98%                             | 24%                                  |
| Mid-cap index                     | 80%                                 | 15%                                  | 94%                                 | 15%                                  | 83%                             | 14%                                  |
| Mid-cap active                    | 71%                                 | 17%                                  | 73%                                 | 10%                                  | 52%                             | 6%                                   |
| Small-cap index                   | 73%                                 | 15%                                  | 73%                                 | 12%                                  | 63%                             | 11%                                  |
| Small-cap active                  | 68%                                 | 13%                                  | 78%                                 | 9%                                   | 64%                             | 6%                                   |
| Socially responsible              | 12%                                 | 6%                                   | 14%                                 | 1%                                   | 17%                             | 6%                                   |
| <b>International equity funds</b> | <b>99%</b>                          | <b>25%</b>                           | <b>100%</b>                         | <b>21%</b>                           | <b>97%</b>                      | <b>18%</b>                           |
| Index international               | 82%                                 | 13%                                  | 88%                                 | 15%                                  | 82%                             | 14%                                  |
| Active international              | 85%                                 | 19%                                  | 94%                                 | 12%                                  | 83%                             | 8%                                   |
| Emerging markets                  | 38%                                 | 7%                                   | 53%                                 | 6%                                   | 33%                             | 9%                                   |
| <b>Global equity funds</b>        | <b>24%</b>                          | <b>8%</b>                            | <b>22%</b>                          | <b>5%</b>                            | <b>15%</b>                      | <b>3%</b>                            |

\* Among participants offered the option.  
Percentages should not equal 100% because of rounding.  
Source: Vanguard, as of December 31, 2024.

# Types of investment options offered and used\* (continued)

|                   | Legal services<br><250 participants |                                      | Legal services<br>250+ participants |                                      | Vanguard DC plans               |                                      |
|-------------------|-------------------------------------|--------------------------------------|-------------------------------------|--------------------------------------|---------------------------------|--------------------------------------|
|                   | Percentage of<br>plans offering     | Percentage of<br>participants using* | Percentage of<br>plans offering     | Percentage of<br>participants using* | Percentage of<br>plans offering | Percentage of<br>participants using* |
| Sector funds      | 49%                                 | 13%                                  | 55%                                 | 9%                                   | 38%                             | 5%                                   |
| REIT              | 40%                                 | 11%                                  | 49%                                 | 8%                                   | 33%                             | 4%                                   |
| Health care       | 21%                                 | 12%                                  | 10%                                 | 10%                                  | 8%                              | 6%                                   |
| Energy            | 10%                                 | 7%                                   | <0.5%                               | 0%                                   | 4%                              | 4%                                   |
| Precious metals   | <0.5%                               | 0%                                   | <0.5%                               | 0%                                   | 2%                              | 2%                                   |
| Technology        | 4%                                  | 8%                                   | 16%                                 | 8%                                   | 3%                              | 5%                                   |
| Utilities         | <0.5%                               | 0%                                   | <0.5%                               | 0%                                   | 1%                              | 2%                                   |
| Natural resources | 1%                                  | 4%                                   | <0.5%                               | 0%                                   | 1%                              | 3%                                   |
| Financials        | <0.5%                               | 0%                                   | <0.5%                               | 0%                                   | 0%                              | 1%                                   |
| Communications    | <0.5%                               | 0%                                   | 2%                                  | 6%                                   | 0%                              | 1%                                   |
| Consumer          | <0.5%                               | 0%                                   | <0.5%                               | 0%                                   | 0%                              | 1%                                   |
| Industrials       | <0.5%                               | 0%                                   | <0.5%                               | 0%                                   | 0%                              | 1%                                   |

\* Among participants offered the option.  
Percentages should not equal 100% because of rounding.  
Source: Vanguard, as of December 31, 2024.

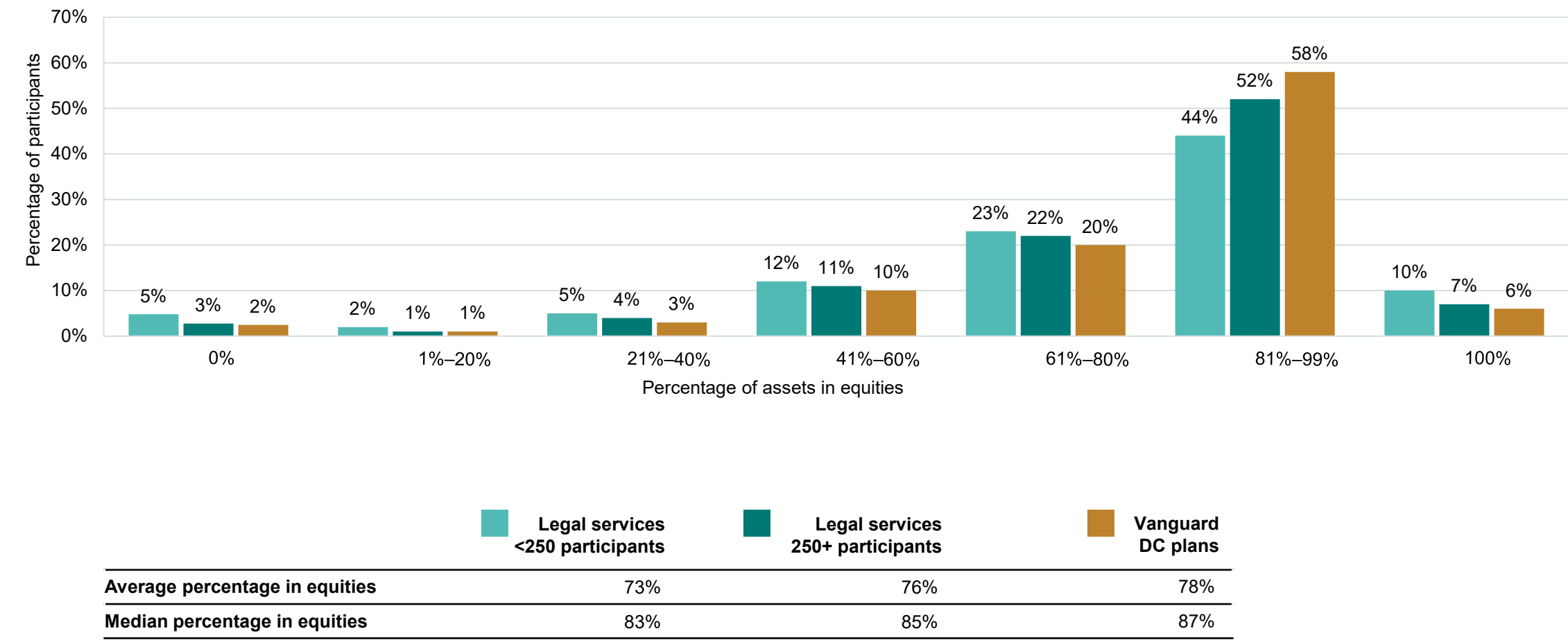
# Target-date fund availability and use

|  |  | Legal services<br><250 participants | Legal services<br>250+ participants | Vanguard<br>DC plans |
|--|--|-------------------------------------|-------------------------------------|----------------------|
| Percentage of plans offering                               |  | 89%                                 | 98%                                 | 96%                  |
| Plan assets invested*                                      |  | 23%                                 | 34%                                 | 42%                  |
| Percentage of plan assets*                                 | <10%   | 26%                                 | 0%                                  | 4%                   |
|  | 10%–19%  | 15%                                 | 8%                                  | 8%                   |
|  | 20%–29%  | 29%                                 | 29%                                 | 16%                  |
|  | 30%–39%  | 14%                                 | 31%                                 | 20%                  |
|  | 40%–49%  | 5%                                  | 19%                                 | 18%                  |
|  | 50%+   | 10%                                 | 13%                                 | 34%                  |
| Percentage of participants using*                          |  | 66%                                 | 78%                                 | 84%                  |
| Percentage of participant assets**                         |  | 52%                                 | 56%                                 | 63%                  |
| Percentage of participant assets in<br>target-date funds** | 1%–24%   | 10%                                 | 8%                                  | 9%                   |
|  | 25%–49%  | 7%                                  | 8%                                  | 8%                   |
|  | 50%–74%  | 5%                                  | 4%                                  | 4%                   |
|  | 75%–99%  | 5%                                  | 4%                                  | 6%                   |
|  | 100%   | 68%                                 | 74%                                 | 73%                  |
| Percentage of participants owning**                        | One target-date fund only                      | 63%                                 | 70%                                 | 71%                  |
|  | One target-date fund plus other funds          | 27%                                 | 23%                                 | 23%                  |
|  | Two or more target-date funds only             | 4%                                  | 3%                                  | 2%                   |
|  | Two or more target-date funds plus other funds | 6%                                  | 4%                                  | 4%                   |

\* Among plans offering target-date options.  
\*\* Among participants owning target-date options.  
Percentages should not total 100% because of rounding.  
Source: Vanguard, as of December 31, 2024.

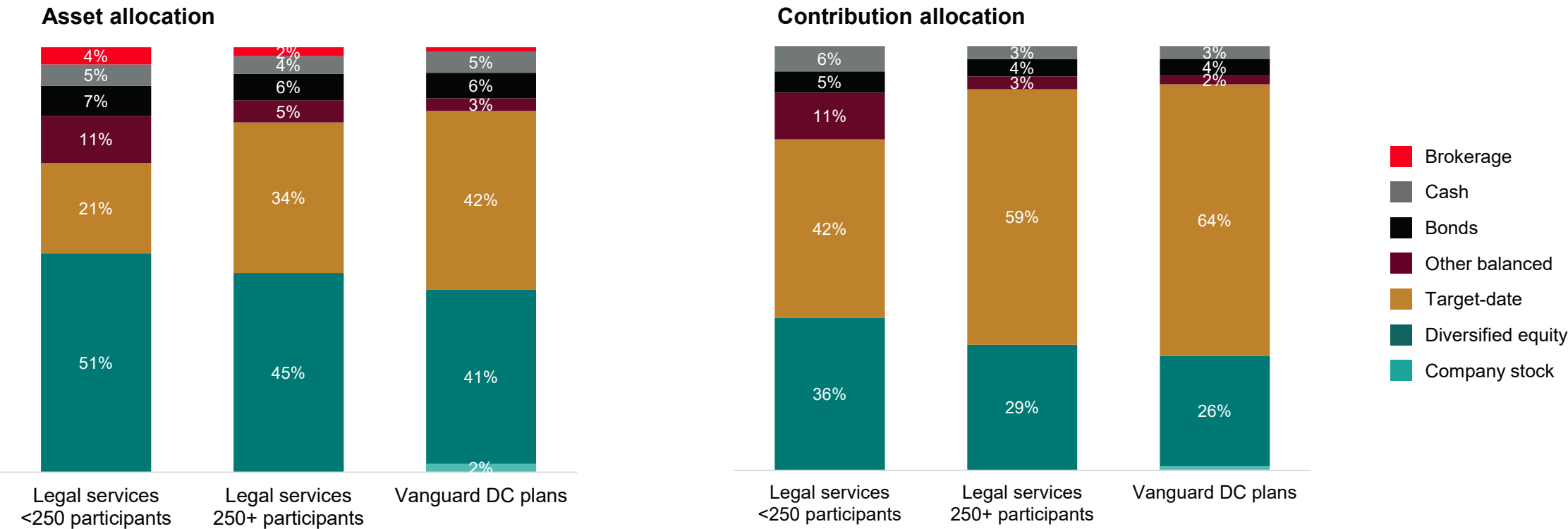


# Participant equity exposure



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

# Asset and contribution allocations



|  | Legal services<br><250 participants | Legal services<br>250+ participants | Vanguard<br>DC plans |
|--|-------------------------------------|-------------------------------------|----------------------|
| Percentage of asset allocation in equities*        | 71%                                 | 71%                                 | 75%                  |
| Percentage of contribution allocation in equities* | 74%                                 | 76%                                 | 79%                  |

\* Equities include company stock, diversified equity, and the equity portion of balanced funds.  
Bars in chart may not align precisely with percentages because of rounding.  
Source: Vanguard, as of December 31, 2024.

# Participants with professionally managed allocations

|                                   |                         | Legal services<br><250 participants | Legal services<br>250+ participants | Vanguard<br>DC plans |
|-----------------------------------|-------------------------|-------------------------------------|-------------------------------------|----------------------|
| All participants                  | Single target-date fund | 38%                                 | 54%                                 | 59%                  |
|                                   | Single balanced fund    | 5%                                  | 2%                                  | 1%                   |
|                                   | Managed account program | 1%                                  | 3%                                  | 7%                   |
|                                   | Total                   | 44%                                 | 59%                                 | 67%                  |
| New plan entrants during the year | Single target-date fund | 72%                                 | 79%                                 | 90%                  |
|                                   | Single balanced fund    | 5%                                  | 3%                                  | 0%                   |
|                                   | Managed account program | 0%                                  | 2%                                  | 2%                   |
|                                   | Total                   | 77%                                 | 84%                                 | 92%                  |

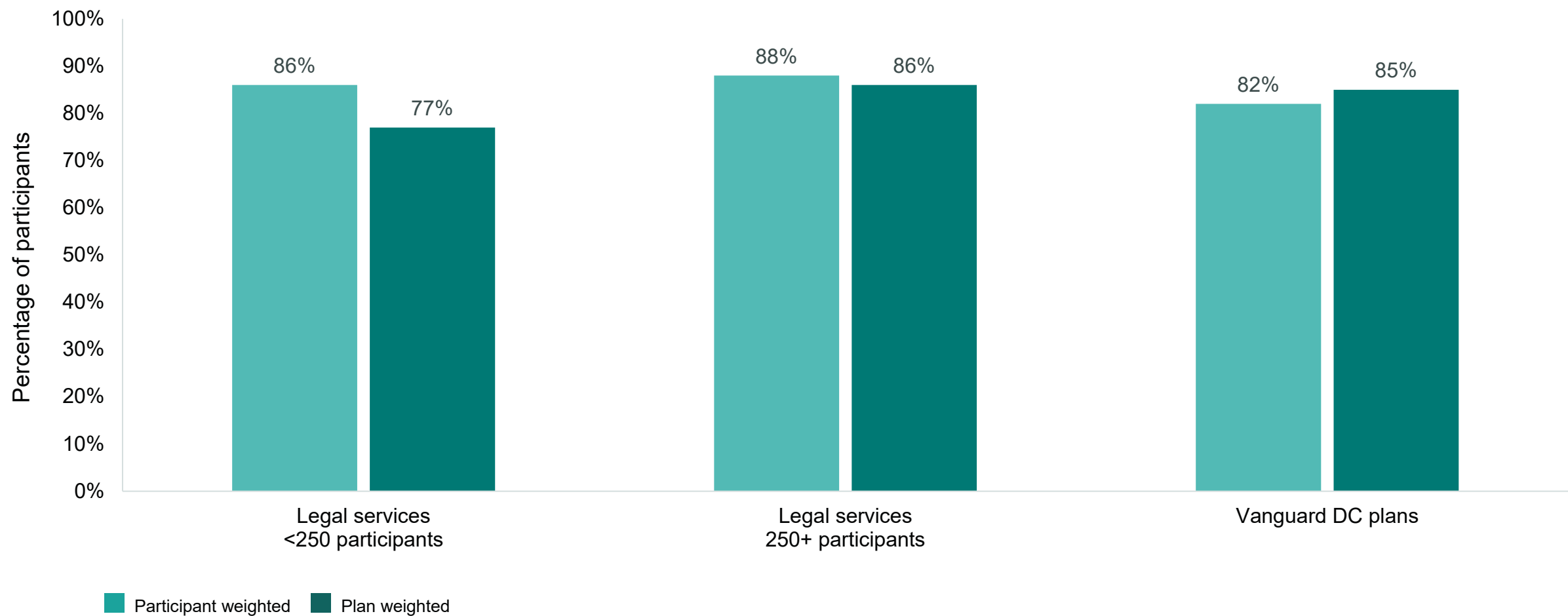
Percentages should not total 100% because of rounding.  
Source: Vanguard, as of December 31, 2024.

# Automatic enrollment options\*

|                                   |                                   | Legal services<br><250 participants | Legal services<br>250+ participants | Vanguard<br>DC plans |
|-----------------------------------|-----------------------------------|-------------------------------------|-------------------------------------|----------------------|
| Automatic enrollment*             | Number of plans                   | 21                                  | 24                                  | 795                  |
|                                   | Percentage of plans               | 28%                                 | 56%                                 | 61%                  |
| Default automatic enrollment rate | 1%                                | 5%                                  | 0%                                  | 2%                   |
|                                   | 2%                                | 10%                                 | 4%                                  | 4%                   |
|                                   | 3%                                | 33%                                 | 38%                                 | 33%                  |
|                                   | 4%                                | 19%                                 | 8%                                  | 14%                  |
|                                   | 5%                                | 14%                                 | 8%                                  | 17%                  |
|                                   | 6%+                               | 19%                                 | 42%                                 | 30%                  |
| Default automatic increase rate   | 1%                                | 48%                                 | 71%                                 | 67%                  |
|                                   | 2%                                | 5%                                  | 4%                                  | 2%                   |
|                                   | Voluntary election                | 29%                                 | 21%                                 | 25%                  |
|                                   | Service feature not offered       | 19%                                 | 4%                                  | 6%                   |
| Default automatic increase cap    | <6%                               | 6%                                  | 9%                                  | 2%                   |
|                                   | 6%–9%                             | 6%                                  | 13%                                 | 14%                  |
|                                   | 10%–14%                           | 35%                                 | 43%                                 | 49%                  |
|                                   | 15%–19%                           | 18%                                 | 4%                                  | 24%                  |
|                                   | 20%+                              | 0%                                  | 0%                                  | 6%                   |
|                                   | No cap                            | 35%                                 | 30%                                 | 5%                   |
| Default fund                      | Target-date fund                  | 86%                                 | 96%                                 | 98%                  |
|                                   | Other balanced fund               | 14%                                 | 4%                                  | 1%                   |
|                                   | Money market or stable value fund | 0%                                  | 0%                                  | 1%                   |

\* Limited to plans using Vanguard’s automatic enrollment service.  
Percentages may not total 100% because of rounding.  
Source: Vanguard, as of December 31, 2024.

# Participation rates



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

# Participant deferral rates

|                       |             | Legal services <250 participants | Legal services 250+ participants | Vanguard DC plans |
|-----------------------|-------------|----------------------------------|----------------------------------|-------------------|
| Deferral rates        | Average     | 7.3%                             | 7.6%                             | 7.7%              |
|                       | Median      | 6.7%                             | 6.8%                             | 6.8%              |
| Distribution of rates | <4.0%       | 27%                              | 18%                              | 22%               |
|                       | 4.0%–6.0%   | 18%                              | 18%                              | 20%               |
|                       | 6.1%–9.9%   | 37%                              | 44%                              | 33%               |
|                       | 10.0%–14.9% | 13%                              | 13%                              | 18%               |
|                       | 15.0%+      | 6%                               | 7%                               | 7%                |

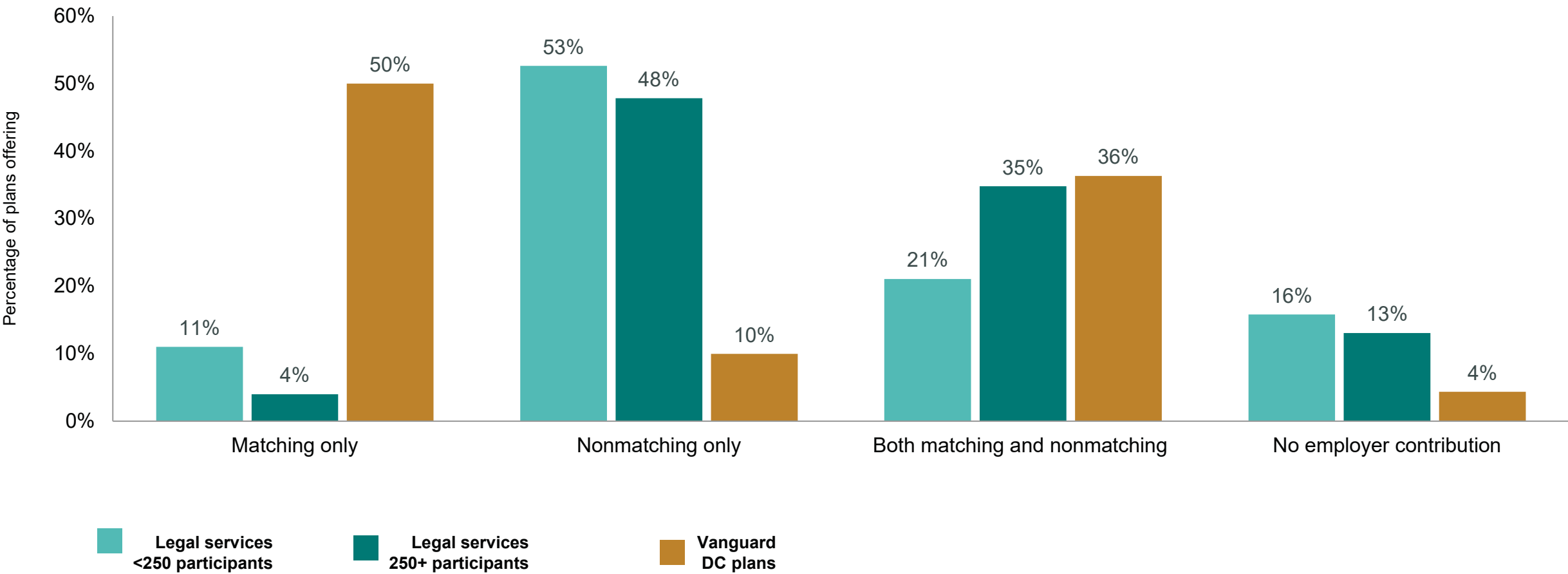
Percentages may not total 100% because of rounding.  
Source: Vanguard active plans with nondiscrimination testing completed during the past two years.

# Aggregate participant and employer contribution rates

|                       |             | Legal services<br><250 participants | Legal services<br>250+ participants | Vanguard<br>DC plans |
|-----------------------|-------------|-------------------------------------|-------------------------------------|----------------------|
| Total saving rate     | Average     | 12.2%                               | 12.7%                               | 12.0%                |
|                       | Median      | 11.0%                               | 11.3%                               | 11.5%                |
| Distribution of rates | <5.0%       | 13%                                 | 9%                                  | 14%                  |
|                       | 5.0%–8.9%   | 23%                                 | 23%                                 | 18%                  |
|                       | 9.0%–11.9%  | 19%                                 | 20%                                 | 21%                  |
|                       | 12.0%–14.9% | 17%                                 | 12%                                 | 20%                  |
|                       | 15.0%+      | 29%                                 | 36%                                 | 26%                  |

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

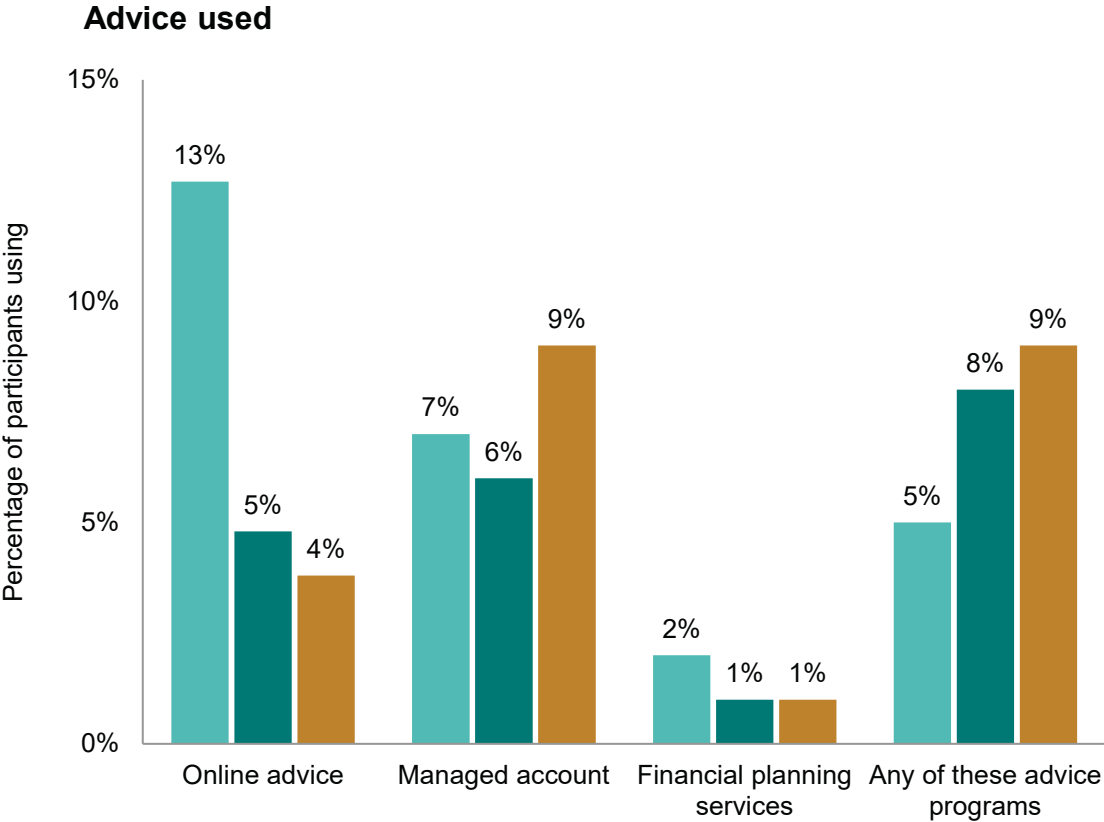
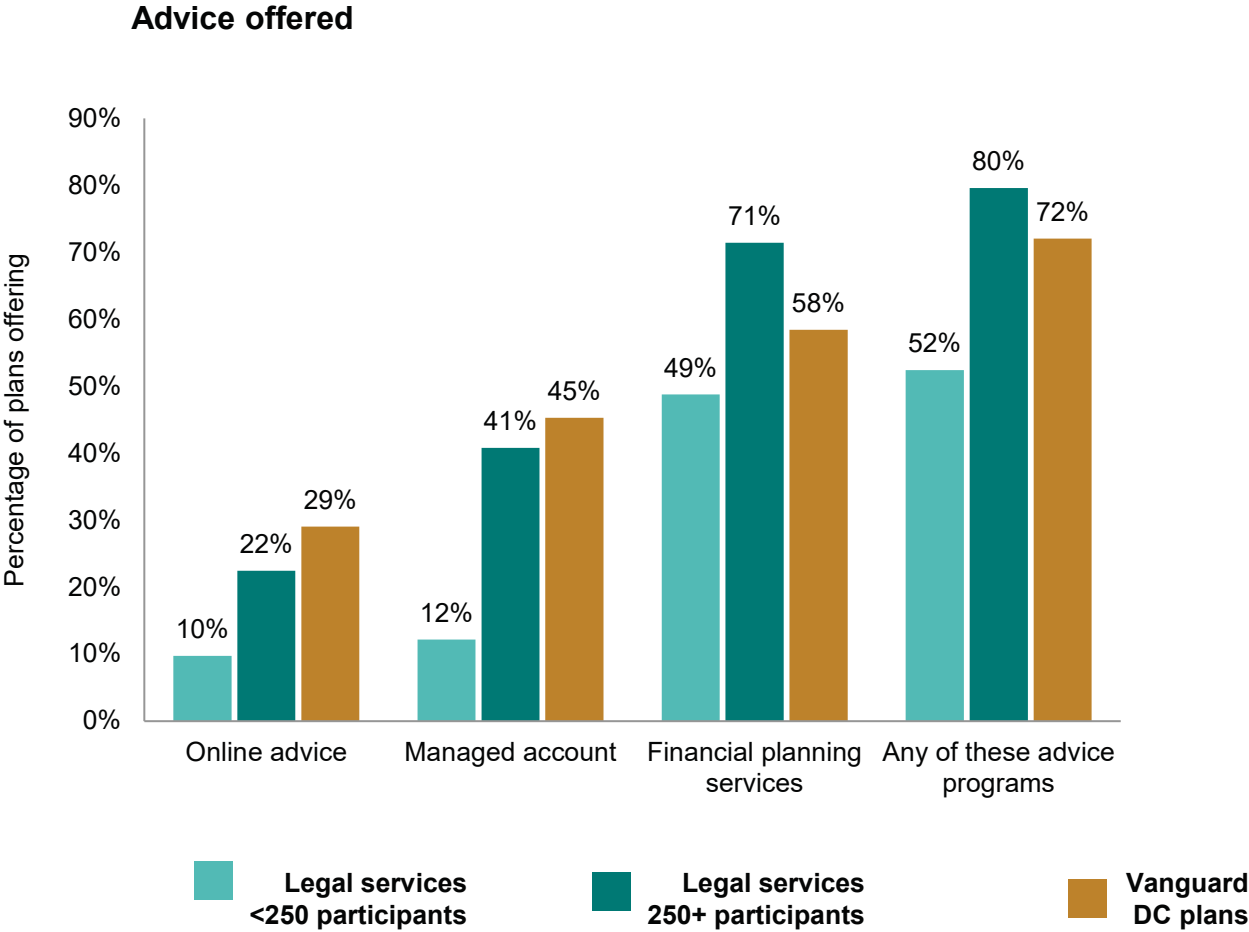
# Types of employer contributions



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

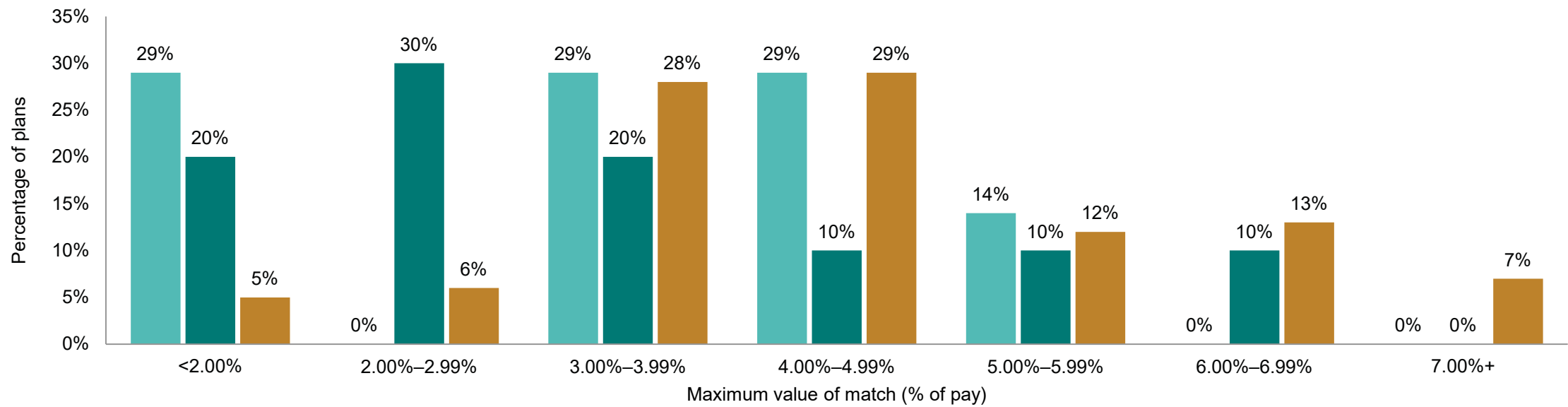


# Advice services



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

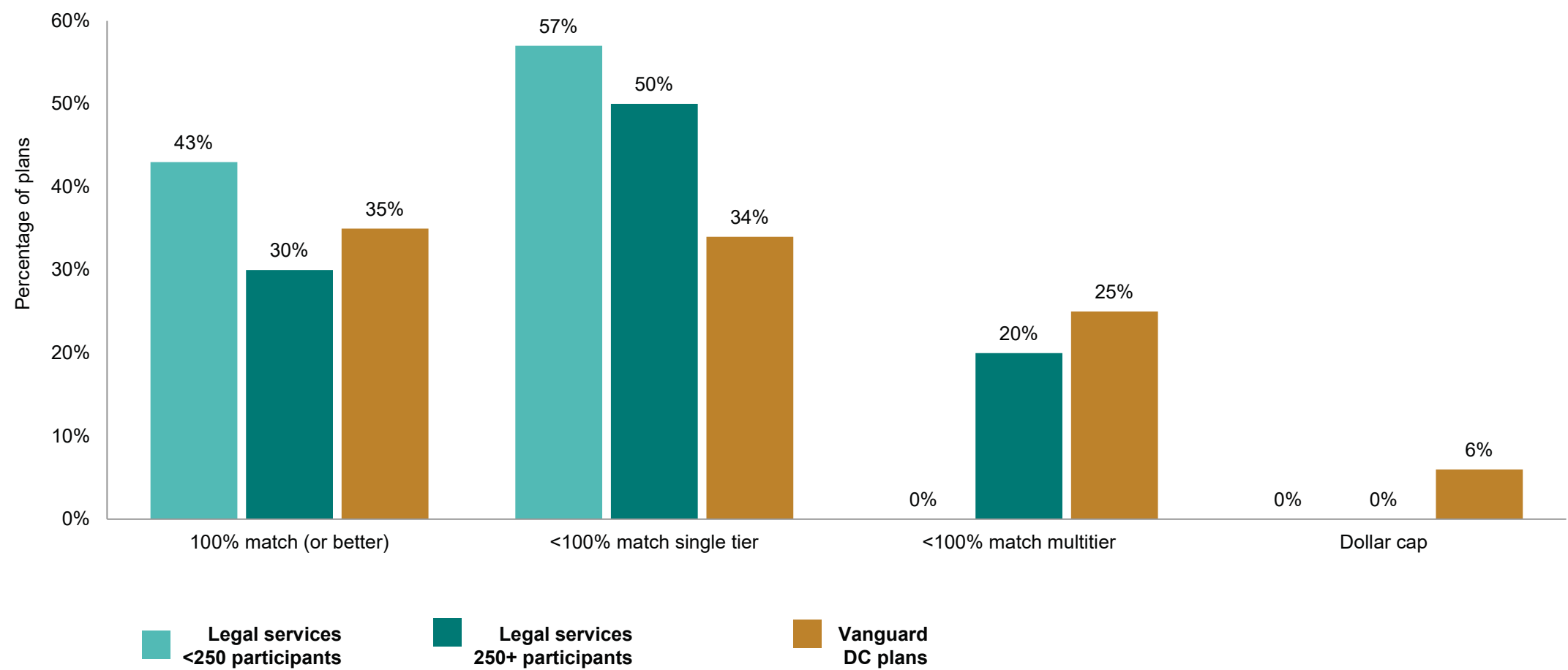
# Matching contributions



|               | Legal services <250 participants | Legal services 250+ participants | Vanguard DC plans |
|---------------|----------------------------------|----------------------------------|-------------------|
| Average value | 3.1%                             | 3.0%                             | 4.6%              |
| Median value  | 3.0%                             | 2.8%                             | 4.0%              |

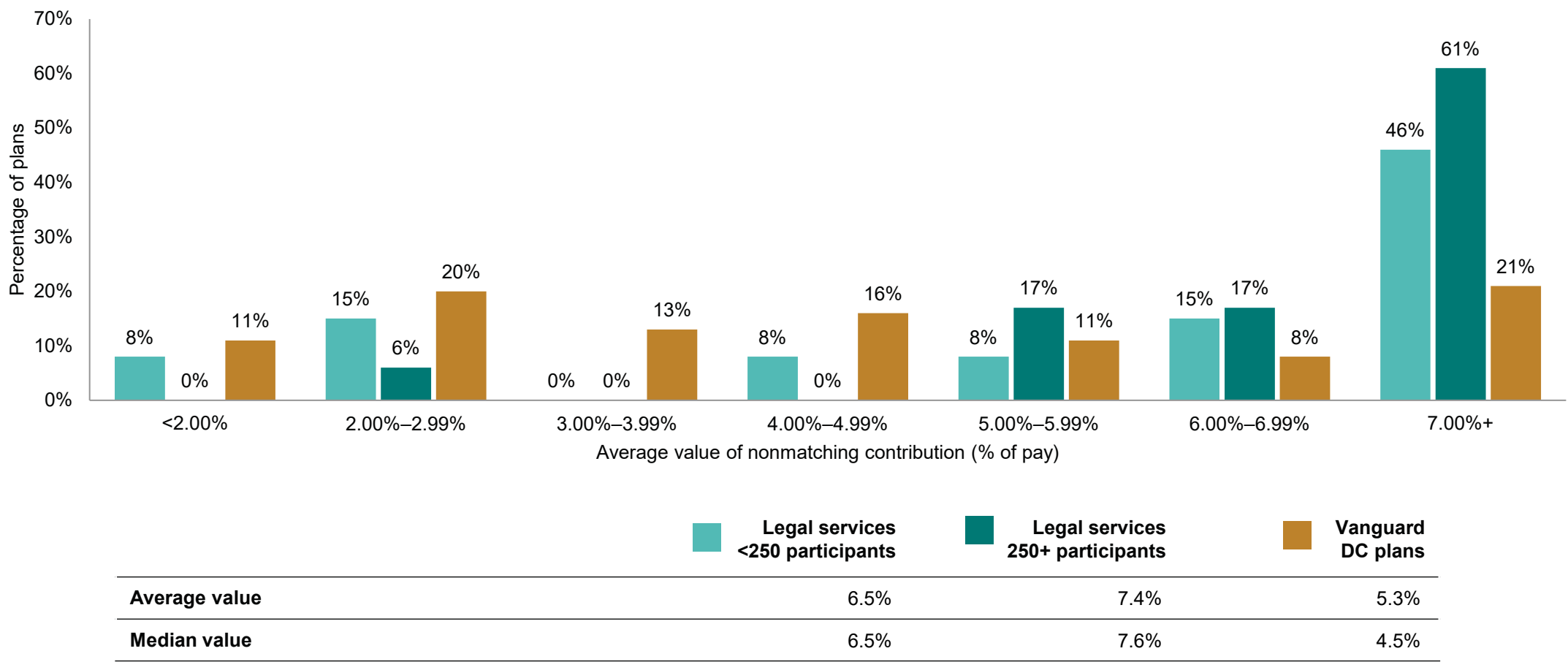
Bars in chart may not align precisely with percentages because of rounding.  
Source: Vanguard active plans with nondiscrimination testing completed during the past two years.

# Matching formulas



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

# Nonmatching/Profit-sharing employer contributions



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

# Roth availability and use

|  |         | Legal services<br><250 participants | Legal services<br>250+ participants | Vanguard<br>DC plans |
|--|---------|-------------------------------------|-------------------------------------|----------------------|
| Percentage of plans offering Roth (among plans with elective deferrals)  |         | 84%                                 | 98%                                 | 86%                  |
| Percentage of plan assets invested in Roth*                              |         | 3%                                  | 6%                                  | 5%                   |
| Distribution of percentage of plan assets in Roth                        | <1%     | 19%                                 | 2%                                  | 10%                  |
|  | 1%–2%   | 35%                                 | 19%                                 | 29%                  |
|  | 3%–5%   | 25%                                 | 38%                                 | 36%                  |
|  | 6%–9%   | 11%                                 | 31%                                 | 16%                  |
|  | 10%–14% | 8%                                  | 10%                                 | 6%                   |
|  | 15%+    | 2%                                  | 0%                                  | 3%                   |
| Percentage of participants with assets in Roth*                          |         | 19%                                 | 21%                                 | 18%                  |
| Percentage of participant assets in Roth**                               |         | 14%                                 | 23%                                 | 18%                  |
| Distribution of participant assets in Roth                               | 1%–24%  | 48%                                 | 41%                                 | 50%                  |
|  | 25%–49% | 24%                                 | 24%                                 | 23%                  |
|  | 50%–74% | 13%                                 | 13%                                 | 14%                  |
|  | 75%–99% | 6%                                  | 8%                                  | 6%                   |
|  | 100%    | 6%                                  | 11%                                 | 3%                   |
| Percentage of participants making Roth contributions (past 12 months)*** |         | 24%                                 | 23%                                 | 18%                  |
| Percentage of participant contributions going to Roth**                  |         | 66%                                 | 67%                                 | 53%                  |
| Distribution of percentage of participant contributions to Roth          | 1%–24%  | 15%                                 | 16%                                 | 24%                  |
|  | 25%–49% | 17%                                 | 21%                                 | 26%                  |
|  | 50%–74% | 18%                                 | 16%                                 | 15%                  |
|  | 75%–99% | 4%                                  | 6%                                  | 7%                   |
|  | 100%    | 46%                                 | 41%                                 | 28%                  |

\* Among plans offering Roth.  
\*\* Among participants using Roth.  
\*\*\* Among participants making elective deferrals.  
Percentages may not total 100% because of rounding.  
Source: Vanguard, as of December 31, 2024.

# Participant loans and in-service withdrawals

|   |   | Legal services<br><250 participants | Legal services<br>250+ participants | Vanguard<br>DC plans |
|---|---|-------------------------------------|-------------------------------------|----------------------|
| Outstanding loans*  | Percentage of participants with outstanding loans | 8%                                  | 7%                                  | 13%                  |
|   | Percentage of account balance in loans            | 4%                                  | 6%                                  | 9%                   |
|   | Average loan balance                              | \$16,135                            | \$16,117                            | \$11,067             |
| Percentage of active participants with outstanding loans* | No loans  | 92%                                 | 93%                                 | 87%                  |
|   | One loan  | 5%                                  | 4%                                  | 10%                  |
|   | Two loans   | 2%                                  | 2%                                  | 3%                   |
|   | Three+ loans                                      | 1%                                  | 0%                                  | 0%                   |
| Loans issued past 12 months*                              | Average per 1,000 active participants             | 85                                  | 67                                  | 104                  |
|   | Average loan amount                               | \$17,000                            | \$14,139                            | \$11,220             |
| Nonhardship withdrawals taken past 12 months**            | Average per 1,000 active participants             | 186                                 | 112                                 | 136                  |
|   | Average withdrawal amount                         | \$86,614                            | \$60,610                            | \$18,304             |
| Hardship withdrawals taken past 12 months**               | Average per 1,000 active participants             | 23                                  | 26                                  | 100                  |
|   | Average withdrawal amount                         | \$16,200                            | \$6,380                             | \$5,145              |

\* Among plans allowing loans.  
\*\* Among participants allowed in-service withdrawals.  
Percentages should not equal 100% because of rounding.  
Source: Vanguard, as of December 31, 2024.

# Important information

All investing is subject to risk, including the possible loss of the money you invest. Be aware that fluctuations in the financial markets and other factors may cause declines in the value of your account. There is no guarantee that any particular asset allocation or mix of funds will meet your investment objectives or provide you with a given level of income. Diversification does not ensure a profit or protect against a loss.

A stable value investment is neither insured nor guaranteed by the U.S. government. There is no assurance that the investment will be able to maintain a stable net asset value, and it is possible to lose money in such an investment.

Investments in target-date funds are subject to the risks of their underlying funds. The year in the fund name refers to the approximate year (the target date) when an investor in the fund would retire and leave the workforce. The fund will gradually shift its emphasis from more aggressive investments to more conservative ones based on its target date. An investment in target-date funds is not guaranteed at any time, including on or after the target date.

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