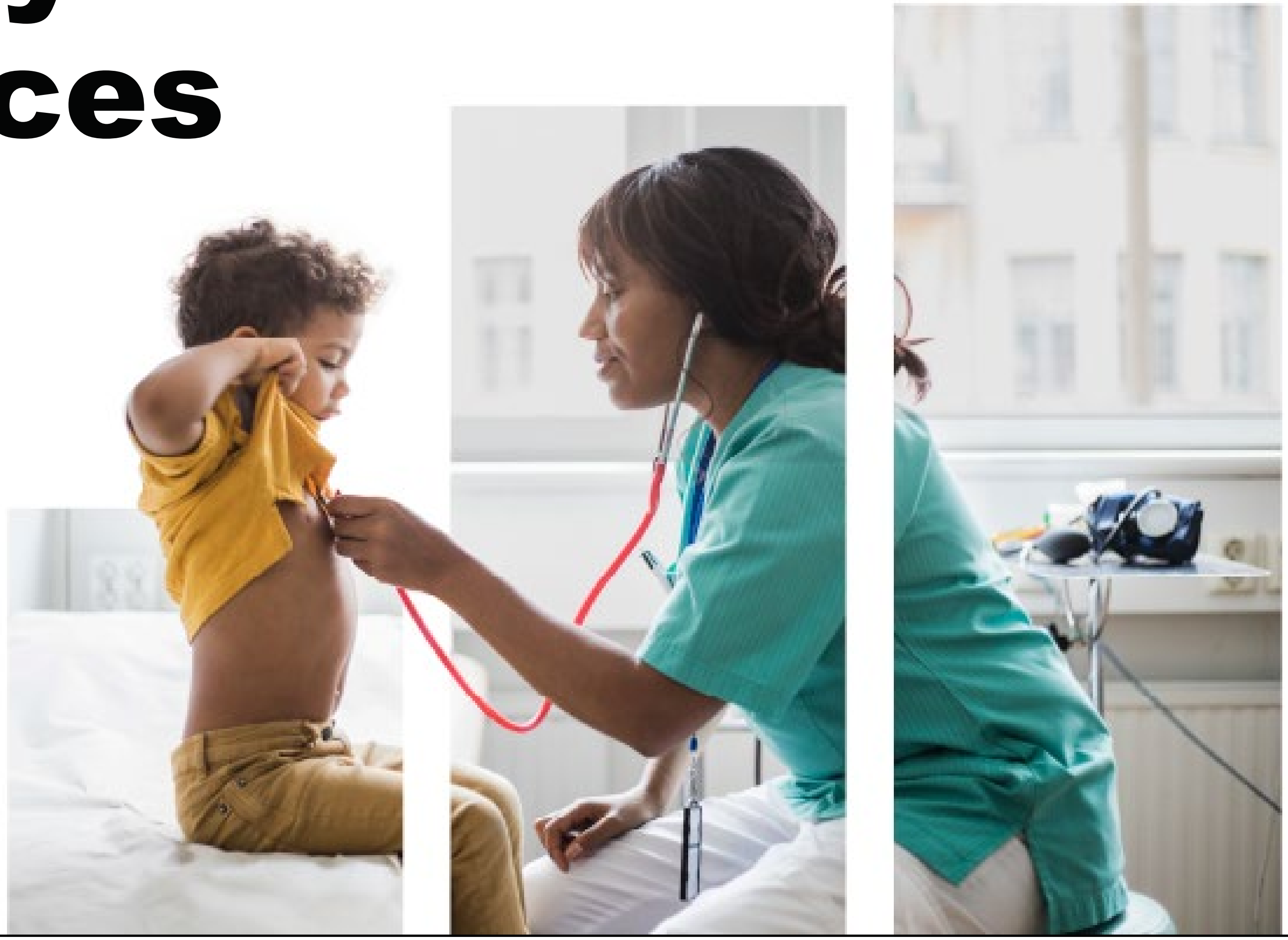
Custom DC plan benchmarks

Vanguard® | VIEWPOINTS

Ambulatory health care services



Strategic Retirement Consulting | June 2026

Key highlights

The following report contains insights into full-service plans at Vanguard and compares them with our findings from *How America Saves 2026*.

- **Automatic enrollment:** 35% of ambulatory health care firms use an automatic enrollment design, compared with the Vanguard benchmark of 61% (all plans).
- **Automatic enrollment default rates/annual increase:** 47% of ambulatory health care firms with auto enrollment have an initial default rate of 4% or higher, below the Vanguard benchmark (62%).
- **Participation rates:** The average ambulatory health care plan participation rate is 79% compared with an 86% Vanguard benchmark.
- **Saving rates:** Participants in the ambulatory health care industry defer an average of 6.4% and save a total of 9.9%, both numbers below the Vanguard benchmark (7.6% and 12.1% respectively).
- **Professionally managed allocations:** 73% of participants in the ambulatory health care industry have a professionally managed allocation (pure TDF, pure balanced, advised), above the Vanguard benchmark of 69%.
- **Loans and hardship withdrawals:** Ambulatory health care firms tend to have lower loan usage, yet have similar hardship withdrawal usage when compared to other participants.

Source: Vanguard, as of December 31, 2025.

Benchmark population

	Ambulatory health care services <250 participants	Ambulatory health care services 250+ participants	Ambulatory health care services All plans	Vanguard DC plans
Number of plans	45	39	84	1,316
Number of participants	3,699	88,770	92,469	4,611,469
Average number of participants	82	2,276	1,101	3,504
Median number of participants	66	864	207	616
Amount of assets	$1.9B	$12.1B	$14.1B	$774.7B
Average assets	$42.6M	$311.2M	$167.3M	$588.7M
Median assets	$23.6M	$151.5M	$69.0M	$104.1M
Average participant balances	$429,698	$135,166	$147,975	$167,970
Median participant balances	$55,695	$15,558	$16,359	$44,115

Insights

- Ambulatory health care firms account for 6% of all plans at Vanguard.
- Plans within the ambulatory health care industry tend to have total plan assets that are less than the typical Vanguard plan.
- Participant balances in the ambulatory health care industry tend to be lower than the Vanguard benchmark.

The ambulatory health care industry is defined by NAICS (North American Industry Classification System) subsector 621.

Source: Vanguard, as of December 31, 2025.

Automatic enrollment options*

		Ambulatory health care services <250 participants	Ambulatory health care services 250+ participants	Ambulatory health care services All plans	Vanguard DC
Automatic enrollment*	Number of	3	25	28	742
	Percentage of	7%	66%	35%	61%
Default automatic enrollment rate	1%	0%	4%	4%	2%
	2%	0%	4%	4%	4%
	3%	100%	40%	46%	32%
	4%	0%	36%	32%	14%
	5%	0%	4%	4%	17%
	6%+	0%	12%	11%	31%
Default automatic increase rate	1%	60%	70%	68%	69%
	2%	20%	4%	7%	2%
	Voluntary election	20%	26%	25%	23%
	Service feature not offered	0%	0%	0%	6%
Default automatic increase cap	<6%	0%	0%	0%	2%
	6%–9%	0%	5%	5%	13%
	10%–14%	50%	63%	62%	49%
	15%–19%	0%	16%	14%	26%
	20%+	0%	0%	0%	6%
	No cap	50%	16%	19%	5%
Default fund	Target-date fund	100%	100%	100%	98%
	Other balanced fund	0%	0%	0%	1%
	Money market or stable value fund	0%	0%	0%	1%

Insights

- Ambulatory health care firms have lower usage of automatic enrollment.
- Ambulatory health care firms using automatic enrollment are less likely to have higher default savings rates.

* Limited to plans using Vanguard's automatic enrollment service.
Percentages may not total 100% because of rounding.
Source: Vanguard, as of December 31, 2025.

Employer contributions

		Ambulatory health care services <250 participants	Ambulatory health care services 250+ participants	Ambulatory health care services All plans	Vanguard DC plans
Types of employer contributions	Matching only	6%	47%	25%	48%
	Nonmatching only	53%	20%	38%	11%
	Both matching and nonmatching	18%	33%	25%	37%
	No employer contribution	24%	0%	13%	4%
Employer matching contributions (maximum value of employer match as a % of pay)	<2%	20%	8%	11%	4%
	2.00%–2.99%	40%	0%	11%	7%
	3.00%–3.99%	0%	23%	17%	26%
	4.00%–4.99%	0%	31%	22%	31%
	5.00%–5.99%	0%	23%	17%	13%
	6.00%–6.99%	20%	15%	17%	13%
	7.00%+	20%	0%	6%	6%
	Average match	4.0%	4.1%	4.1%	4.7%
	Median match	2.0%	4.0%	4.0%	4.0%
Employer nonmatching contributions (maximum value of employer nonmatch as a % of pay)	<2%	0%	13%	5%	9%
	2.00%–2.99%	9%	0%	5%	11%
	3.00%–3.99%	0%	13%	5%	19%
	4.00%–4.99%	0%	13%	5%	14%
	5.00%–5.99%	0%	38%	16%	14%
	6.00%–6.99%	9%	0%	5%	12%
	7.00%+	82%	25%	58%	21%
	Average employer nonmatch	11.0%	5.4%	8.6%	5.0%
	Median employer nonmatch	11.2%	5.6%	8.1%	4.2%

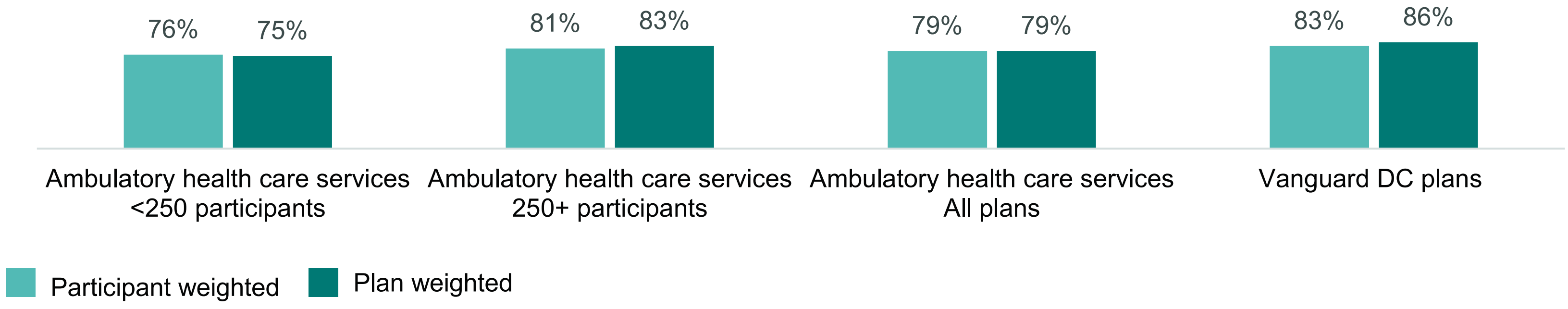
Insights

- Ambulatory health care firms are more likely to offer nonmatching employer contributions when compared to the Vanguard benchmark.
- Plans within the ambulatory health care industry have lower average maximum employer match values yet have higher employer nonmatching contributions when compared to the Vanguard benchmark.

Percentages may not total 100% because of rounding.
Source: Vanguard active plans with nondiscrimination testing completed during the past two years. Data as of December 31, 2025.

Participation and savings

Percentage of employees participating



		Ambulatory health care services <250 participants	Ambulatory health care services 250+ participants	Ambulatory health care services All plans	Vanguard DC plans
Participant deferral rates (employee pre-tax and Roth)	Average	5.9%	6.6%	6.4%	7.6%
	Median	5.0%	6.0%	5.7%	6.6%
Total saving rates (employee and employer contributions)	Average	9.1%	10.3%	9.9%	12.1%
	Median	8.6%	9.9%	9.5%	11.6%
Elected deferral rate changes	No change	54%	42%	42%	45%
	One-step increase	11%	35%	35%	31%
	Increase	27%	14%	14%	14%
	Decrease	5%	7%	7%	8%
	To zero	2%	2%	2%	2%

Bars in chart may not align precisely with percentages because of rounding.
Source: Vanguard, as of December 31, 2025.

Insights

- Ambulatory health care firms have slightly lower participation rates when compared to the Vanguard benchmark.
- Participants in the ambulatory health care industry have lower deferral rates and total saving rates when compared to the Vanguard benchmark.

Roth and after-tax availability and use

		Ambulatory health care services <250 participants	Ambulatory health care services 250+ participants	Ambulatory health care services All plans	Vanguard DC plans
Roth	Percentage of plans offering Roth (among plans with elective deferrals)	100%	100%	100%	98%
	Percentage of plan assets invested in Roth*	6%	6%	6%	6%
	Percentage of participants making Roth contributions (past 12 months)**	24%	13%	13%	18%
After-tax	Percentage of plans offering after-tax	2%	8%	5%	24%
	Percentage of participants making after-tax contributions	7%	11%	11%	40%
Roth in-plan conversions	Percentage of plans offering Roth in-plan conversions	31%	54%	42%	36%
	Percentage of participants using Roth in-plan conversions	0%	1%	1%	4%

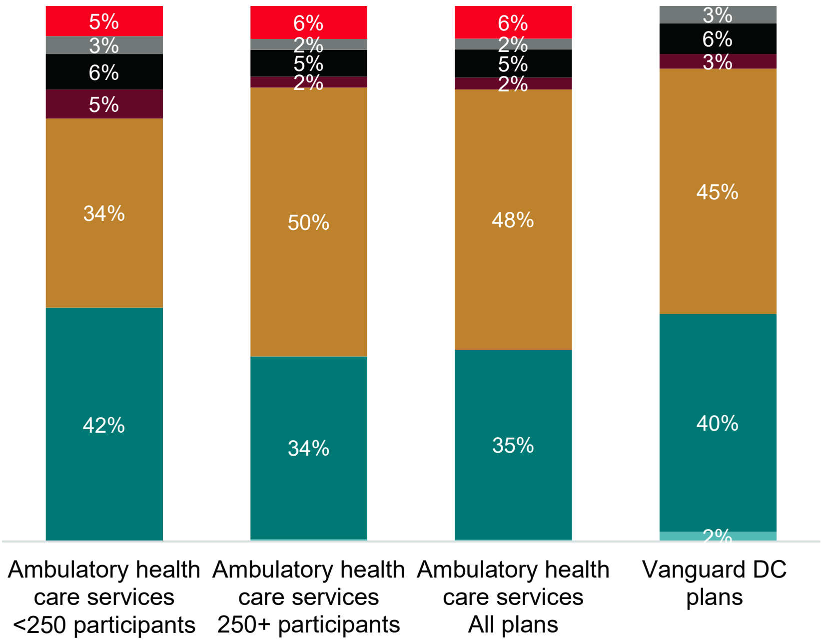
Insights

- All ambulatory health care firms offer Roth contributions. Roth usage tends to be lower than the Vanguard benchmark.

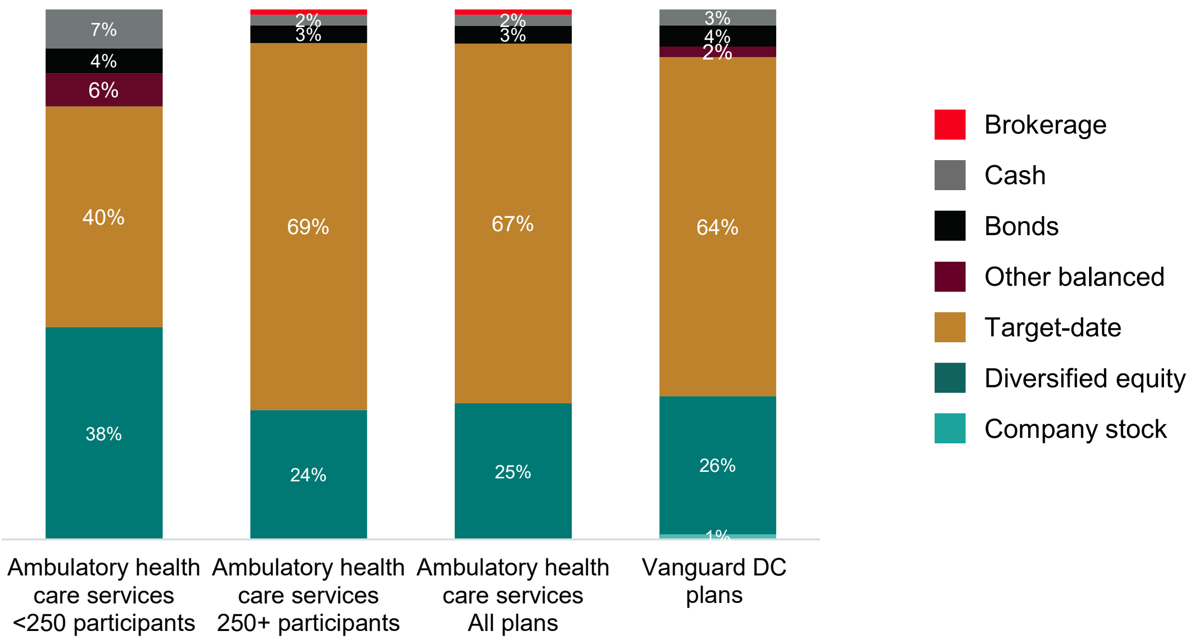
* Among plans offering Roth.
** Among participants making elective deferrals.
Source: Vanguard, as of December 31, 2025.

Asset and contribution allocations

Asset allocation



Contribution allocation

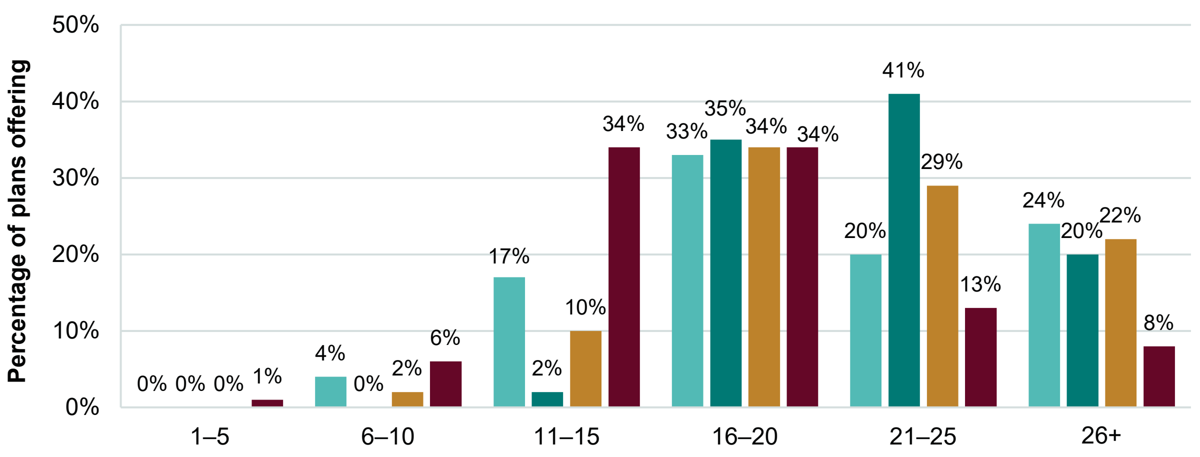


	Ambulatory health care services <250 participants	Ambulatory health care services 250+ participants	Ambulatory health care services All plans	Vanguard DC plans
Percentage of asset allocation in equities*	69%	72%	72%	76%
Percentage of contribution allocation in equities*	72%	79%	78%	80%

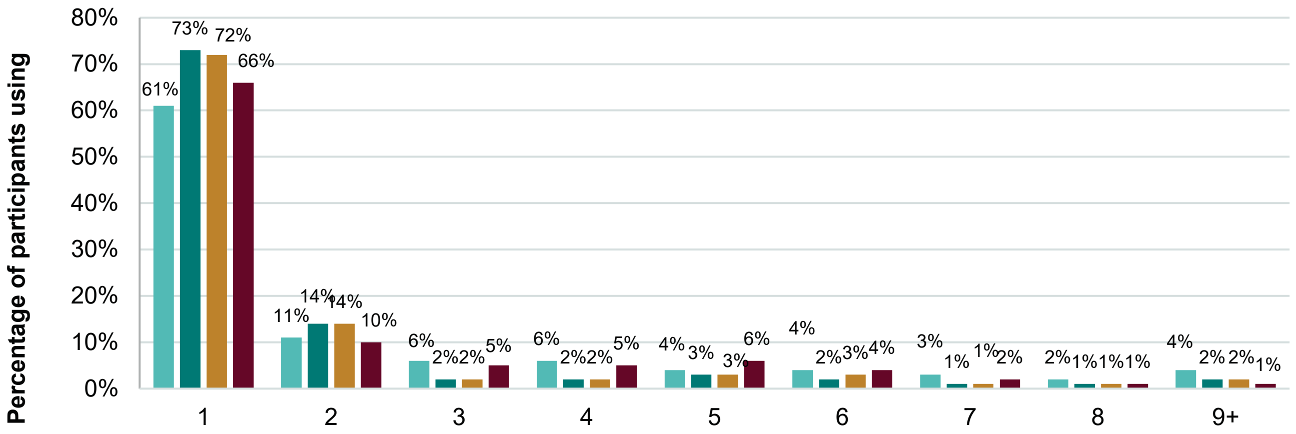
* Equities include company stock, diversified equity, and the equity portion of balanced funds.
Bars in chart may not align precisely with percentages because of rounding.
Source: Vanguard, as of December 31, 2025.

Number of fund options offered and used

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



Funds used per participant



	Ambulatory health care services <250 participants	Ambulatory health care services 250+ participants	Ambulatory health care services All plans	Vanguard DC plans
Average funds offered	20.9	22.6	21.7	17.7
Median funds offered	19	22	21	16
Average funds used	2.5	1.8	1.8	2.2
Median funds used	1	1	1	1

Bars in chart may not align precisely with percentages because of rounding.
Source: Vanguard, as of December 31, 2025.

Types of investment options offered and used*

	Ambulatory health care services <250 participants		Ambulatory health care services 250+ participants		Ambulatory health care services All plans		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*	Percentage of plans offering	Percentage of participants using*
Cash	**100%**	**18%**	**100%**	**4%**	**100%**	**5%**	**98%**	**9%**
Money market	89%	10%	92%	3%	90%	3%	79%	6%
Stable value/GIC	44%	19%	51%	3%	48%	3%	67%	8%
Bond funds	**98%**	**16%**	**100%**	**8%**	**99%**	**9%**	**98%**	**16%**
Active	73%	9%	90%	3%	81%	4%	81%	7%
Index	96%	13%	97%	7%	96%	7%	91%	13%
Inflation-protected securities	44%	3%	64%	2%	54%	2%	34%	2%
Multisector	4%	2%	15%	1%	10%	1%	8%	1%
High-yield	20%	5%	21%	2%	20%	2%	18%	3%
International	16%	3%	28%	2%	21%	2%	20%	5%
Emerging markets	0%	0%	3%	1%	1%	1%	1%	1%
Balanced funds	**92%**	**75%**	**100%**	**93%**	**95%**	**92%**	**99%**	**87%**
Traditional balanced	78%	22%	64%	7%	71%	9%	59%	11%
Target-risk	4%	9%	3%	0%	4%	1%	4%	8%
Target-date	91%	68%	100%	92%	95%	91%	96%	84%

* Among participants offered the option.
Percentages may not equal 100% because of rounding.
Source: Vanguard, as of December 31, 2025.

Types of investment options offered and used* (continued)

	Ambulatory health care services <250 participants		Ambulatory health care services 250+ participants		Ambulatory health care services All plans		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*	Percentage of plans offering	Percentage of participants using*
Equity funds	**100%**	**35%**	**100%**	**15%**	**100%**	**16%**	**99%**	**29%**
Domestic equity funds	**100%**	**34%**	**100%**	**15%**	**100%**	**16%**	**99%**	**28%**
Large-cap index	100%	27%	100%	13%	100%	13%	98%	23%
Large-cap active	98%	15%	92%	5%	95%	5%	88%	14%
Large-cap value	93%	10%	97%	4%	95%	4%	86%	7%
Large-cap growth	96%	13%	100%	6%	98%	6%	90%	11%
Large-cap blend	100%	27%	100%	12%	100%	13%	98%	23%
Mid-cap index	73%	9%	97%	6%	85%	6%	84%	12%
Mid-cap active	69%	7%	67%	3%	68%	3%	52%	5%
Small-cap index	87%	11%	92%	5%	89%	5%	61%	11%
Small-cap active	58%	5%	74%	3%	65%	3%	64%	6%
Socially responsible	13%	2%	13%	2%	13%	2%	17%	7%
International equity funds	**98%**	**17%**	**100%**	**9%**	**99%**	**9%**	**97%**	**18%**
Index international	89%	13%	97%	8%	93%	8%	84%	14%
Active international	89%	9%	92%	3%	90%	4%	85%	7%
Emerging markets	38%	7%	44%	3%	40%	3%	33%	9%
Global equity funds	**24%**	**6%**	**23%**	**1%**	**24%**	**1%**	**14%**	**2%**
Sector funds	**64%**	**10%**	**72%**	**3%**	**68%**	**3%**	**36%**	**6%**
Company stock	**0%**	**0%**	**3%**	**29%**	**1%**	**29%**	**8%**	**20%**
Self-directed brokerage	**29%**	**6%**	**59%**	**1%**	**43%**	**1%**	**23%**	**1%**

* Among participants offered the option.
Percentages may not equal 100% because of rounding.
Source: Vanguard, as of December 31, 2025.

Professionally managed allocations offered and used

		Ambulatory health care services <250 participants	Ambulatory health care services 250+ participants	Ambulatory health care services All plans	Vanguard DC plans
Target-date funds	Percentage of plans offering*	91%	100%	95%	96%
	Percentage of participants using	70%	92%	91%	84%
	Percentage of participant assets	61%	69%	68%	66%
Percentage of participants owning	One target-date fund only	73%	77%	76%	73%
	One target-date fund plus other funds	19%	21%	21%	22%
	Two or more target-date funds only	4%	1%	1%	2%
	Two or more target-date funds plus other funds	4%	2%	2%	3%
	Percentage of all participants with a pure TDF strategy	44%	70%	69%	61%
Advice	Percentage of plans offering*	9%	46%	25%	46%
	Percentage of all participants using	1%	3%	3%	7%
	Percentage of participants using**	6%	6%	6%	9%
Other balanced funds	Percentage of plans offering*	80%	67%	74%	61%
	Percentage of all participants using	7%	0%	1%	1%
	Percentage of participants using***	7%	1%	1%	1%
All participants with a professionally managed allocation		52%	74%	73%	69%

Insights

- Ambulatory health care firms are less likely to offer advice compared to other plans.
- Participants within the ambulatory health care industry are more likely to be pure TDF investors.

* Among plans offering target-date, advice, and other balanced funds options.
** Among participants in plans offering managed account options.
*** Among participants in plans offering traditional balanced or target risk options.
Percentages may not total 100% because of rounding.
Source: Vanguard, as of December 31, 2025.

Participant loans and in-service withdrawals

		Ambulatory health care services <250 participants	Ambulatory health care services 250+ participants	Ambulatory health care services All plans	Vanguard DC plans
Outstanding loans*	Percentage of participants with outstanding loans	6%	8%	8%	13%
	Percentage of account balance in loans	4%	7%	7%	8%
	Average loan balance	$11,757	$9,979	$10,039	$11,034
Percentage of active participants with outstanding loans**	No loans	94%	91%	92%	87%
	One loan	6%	6%	6%	11%
	Two loans	1%	2%	2%	2%
	Three+ loans	0%	1%	1%	0%
Percentage of participants taking a hardship withdrawal		6%	5%	6%	6%
Average hardship withdrawal		$4,030	$3,507	$3,575	$5,200
Median hardship withdrawal		$1,939	$1,391	$1,446	$1,900
Reasons for hardship withdrawals	Avoid foreclosure and eviction	36%	32%	32%	36%
	Medical expenses	36%	38%	38%	31%
	Home purchase	5%	4%	4%	5%
	Home repair	8%	8%	8%	11%
	Tuition payment	13%	16%	16%	13%
	Other	3%	3%	3%	4%

* Among plans allowing loans.
** Among participants allowed in-service withdrawals.
Percentages may not equal 100% because of rounding.
Source: Vanguard, as of December 31, 2025.

Insights

- Ambulatory health care firms tend to have lower loan usage, and the overall loan balances are slightly lower than the Vanguard benchmark.
- Participants within the ambulatory health care industry have similar hardship withdrawal activity compared to the Vanguard benchmark.

Distribution decisions

		Ambulatory health care services <250 participants	Ambulatory health care services 250+ participants	Ambulatory health care services All plans	Vanguard DC plans
Percentage of participants choosing	Remain in plan	28%	40%	38%	46%
	Rollover	38%	25%	26%	25%
	Installment payments	1%	0%	0%	0%
	Participants preserving assets	67%	65%	64%	71%
	Cash lump sum	32%	35%	35%	28%
	Rollover and cash	1%	1%	1%	1%
Percentage of assets available for distribution	Remain in plan	38%	61%	56%	58%
	Rollover	59%	36%	40%	36%
	Installment payments	0%	0%	0%	0%
	Assets preserved for retirement	97%	96%	96%	94%
	Cash lump sum	2%	3%	3%	5%
	Rollover and cash	1%	0%	0%	1%

Insights

- Participants who left their employer in 2025 in the ambulatory health care industry were less likely to preserve their assets for retirement when compared to the Vanguard benchmark.

Percentages may not equal 100% because of rounding.
Source: Vanguard, as of December 31, 2025.

Important information