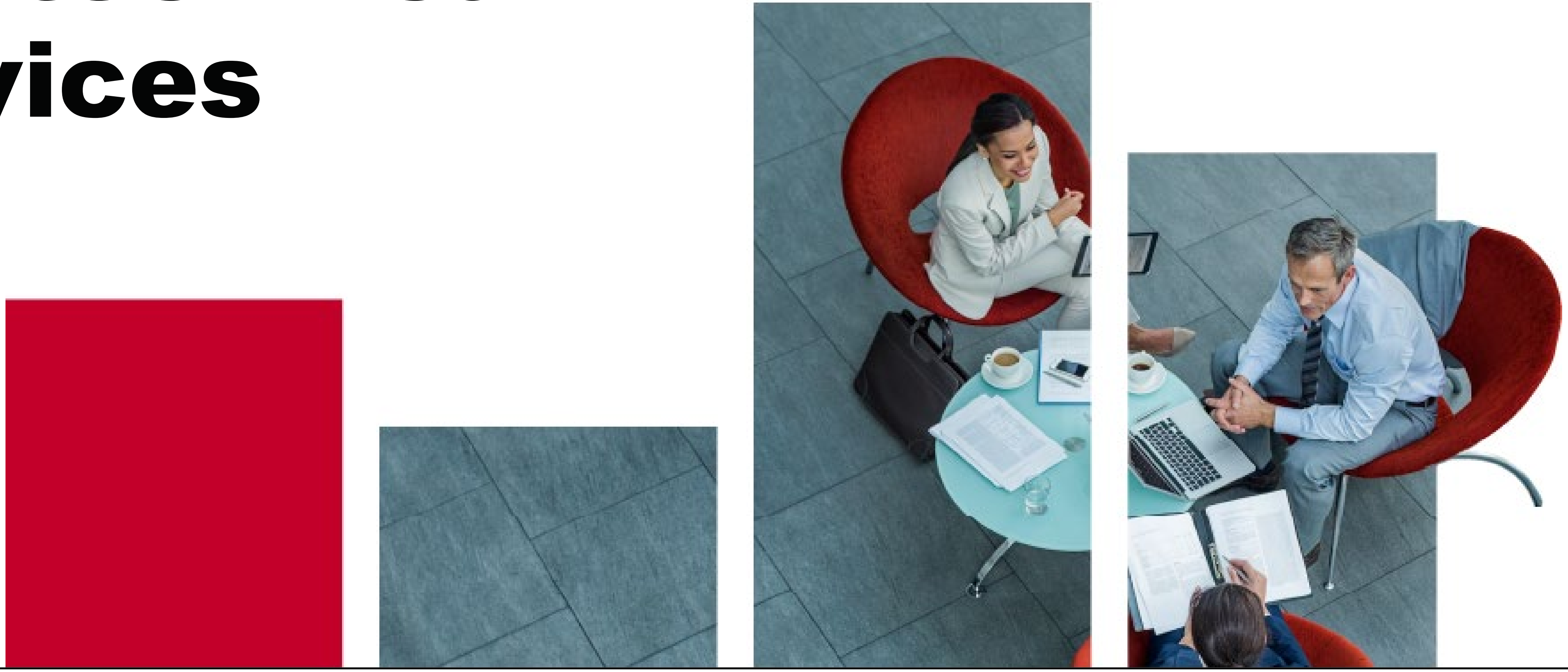
Custom DC plan benchmarks

Vanguard | VIEWPOINTS

Professional, scientific, and technical 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:** 50% of professional, scientific, and technical services firms use an automatic enrollment design, compared with the Vanguard benchmark of 61% (all plans).
- **Automatic enrollment default rates/annual increase:** 72% of professional, scientific, and technical services firms with auto enrollment have an initial default rate of 4% or higher, above the Vanguard benchmark (62%).
- **Participation rates:**The average professional, scientific, and technical services plan participation rate is 88% compared with an 86% Vanguard benchmark.
- **Saving rates:** Participants in the professional, scientific, and technical services industry defer an average of 8.2% and save a total of 12.6%, both numbers above the Vanguard benchmark (7.6% and 12.1%, respectively).
- **Professionally managed allocations:** 49% of participants in the professional, scientific, and technical services industry have a professionally managed allocation (pure TDF, pure balanced, advised), below the Vanguard benchmark of 69%.
- **Loans and hardship withdrawals:** Professional, scientific, and technical services firms tend to have lower loan and hardship withdrawal usage when compared to other participants.

Source: Vanguard, as of December 31, 2025.

Benchmark population

	Professional, scientific, and technical services <500 participants	Professional, scientific, and technical services 500+ participants	Professional, scientific, and technical services All plans	Vanguard DC plans
Number of plans	152	119	271	1,316
Number of participants	26,447	708,554	735,001	4,611,469
Average number of participants	174	5,954	2,712	3,504
Median number of participants	134	2,036	391	616
Amount of assets	$9.9B	$146.5B	$156.4B	$774.7B
Average assets	$65.4M	$1.2B	$577.2M	$588.7M
Median assets	$51.8M	$403.5M	$109.1M	$104.1M
Average participant balances	$372,877	$201,141	$207,664	$167,970
Median participant balances	$88,873	$59,905	$60,638	$44,115

Insights

- Professional, scientific, and technical services firms account for 21% of all plans at Vanguard.
- Plans within the professional, scientific, and technical services industry tend to have total plan assets that are in line with the typical Vanguard plan.
- Participant balances in the professional, scientific, and technical services industry are higher than the Vanguard benchmark.

The professional, scientific, and technical services industry is defined by NAICS (North American Industry Classification System) subsector 54.

Source: Vanguard, as of December 31, 2025.

Automatic enrollment options*

		Professional, scientific, and technical services <500 participants	Professional, scientific, and technical services 500+ participants	Professional, scientific, and technical services All plans	Vanguard DC plans
Automatic enrollment*	Number of plans	48	76	124	742
	Percentage of plans	35%	69%	50%	61%
Default automatic enrollment rate	1%	2%	1%	2%	2%
	2%	4%	1%	2%	4%
	3%	19%	28%	24%	32%
	4%	23%	14%	18%	14%
	5%	21%	14%	17%	17%
	6%+	31%	41%	37%	31%
Default automatic increase rate	1%	59%	71%	65%	69%
	2%	8%	2%	5%	2%
	Voluntary election	23%	25%	24%	23%
	Service feature not offered	10%	2%	6%	6%
Default automatic increase cap	<6%	6%	0%	2%	2%
	6%–9%	6%	2%	3%	13%
	10%–14%	55%	54%	54%	49%
	15%–19%	16%	34%	28%	26%
	20%+	3%	5%	5%	6%
	No cap	13%	5%	8%	5%
Default fund	Target-date fund	92%	100%	97%	98%
	Other balanced fund	6%	0%	2%	1%
	Money market or stable value fund	2%	0%	1%	1%

Insights

- Professional, scientific, and technical services firms have lower usage of automatic enrollment.
- Auto enrollment firms in the professional, scientific, and technical services industry are more 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

		Professional, scientific, and technical services <500 participants	Professional, scientific, and technical services 500+ participants	Professional, scientific, and technical services All plans	Vanguard DC plans
Types of employer contributions	Matching only	36%	49%	44%	48%
	Nonmatching only	36%	17%	25%	11%
	Both matching and nonmatching	18%	28%	24%	37%
	No employer contribution	11%	5%	8%	4%
Employer matching contributions (maximum value of employer match as a % of pay)	<2%	10%	7%	8%	4%
	2.00%–2.99%	3%	2%	2%	7%
	3.00%–3.99%	41%	37%	38%	26%
	4.00%–4.99%	31%	25%	27%	31%
	5.00%–5.99%	0%	11%	7%	13%
	6.00%–6.99%	7%	7%	7%	13%
	7.00%+	7%	12%	10%	6%
	Average match	4.3%	5.0%	4.8%	4.7%
	Median match	3.6%	4.0%	4.0%	4.0%
Employer nonmatching contributions (maximum value of employer nonmatch as a % of pay)	<2%	10%	3%	7%	9%
	2.00%–2.99%	14%	16%	15%	11%
	3.00%–3.99%	10%	13%	12%	19%
	4.00%–4.99%	10%	13%	12%	14%
	5.00%–5.99%	7%	10%	8%	14%
	6.00%–6.99%	14%	10%	12%	12%
	7.00%+	34%	35%	35%	21%
	Average employer nonmatch	6.1%	5.8%	5.9%	5.0%
	Median employer nonmatch	5.8%	5.4%	5.7%	4.2%

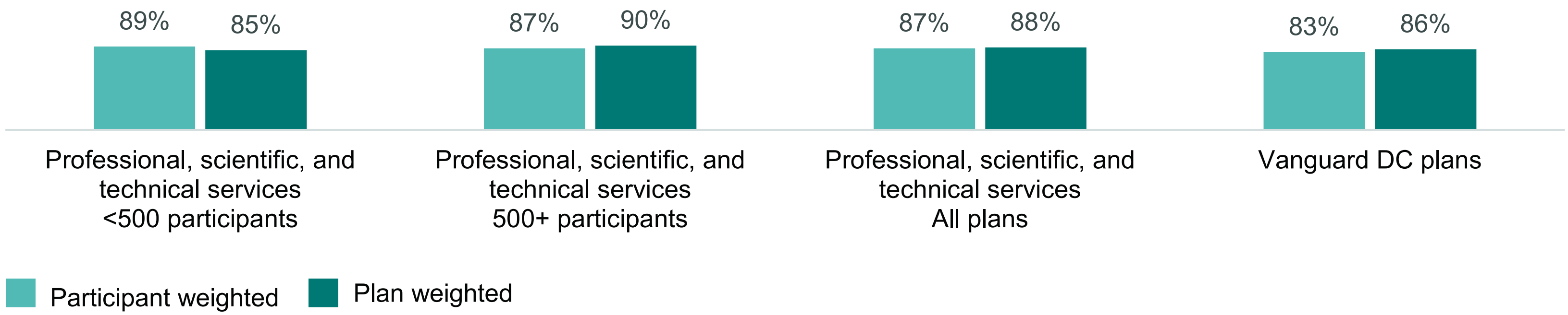
Percentages may not total 100% because of rounding.
Source: Vanguard active plans with nondiscrimination testing completed during the past two years. Data as of December 31, 2025.

Insights

- Professional, scientific, and technical services firms are more likely to offer nonmatching employer contributions when compared to the Vanguard benchmark.
- Plans within the professional, scientific, and technical services industry have average maximum employer match values in line with the Vanguard benchmark and have higher employer nonmatching contributions when compared to the Vanguard benchmark.

Participation and savings

Percentage of employees participating



		Professional, scientific, and technical services <500 participants	Professional, scientific, and technical services 500+ participants	Professional, scientific, and technical services All plans	Vanguard DC plans
Participant deferral rates (employee pre-tax and Roth)	Average	8.5%	8.2%	8.2%	7.6%
	Median	7.5%	7.0%	7.0%	6.6%
Total saving rates (employee and employer contributions)	Average	13.1%	12.6%	12.6%	12.1%
	Median	12.0%	11.7%	11.7%	11.6%
Elected deferral rate changes	No change	56%	49%	50%	45%
	One-step increase	17%	23%	23%	31%
	Increase	17%	16%	16%	14%
	Decrease	7%	9%	9%	8%
	To zero	3%	2%	2%	2%

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

Insights

- Professional, scientific, and technical services firms have participation rates that are slightly higher than the Vanguard benchmark.
- Participants in the professional, scientific, and technical services industry have higher deferral rates and total saving rates when compared to the Vanguard benchmark.

Roth and after-tax availability and use

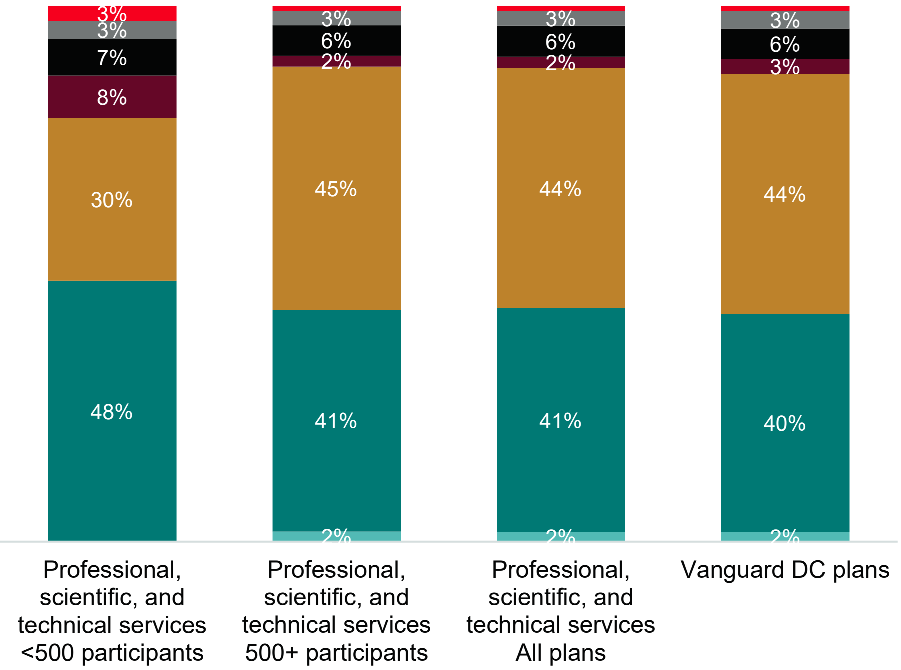
		Professional, scientific, and technical services <500 participants	Professional, scientific, and technical services 500+ participants	Professional, scientific, and technical services All plans	Vanguard DC plans
Roth	Percentage of plans offering Roth (among plans with elective deferrals)	100%	99%	100%	98%
	Percentage of plan assets invested in Roth*	5%	8%	7%	6%
	Percentage of participants making Roth contributions (past 12 months)**	25%	32%	31%	18%
After-tax	Percentage of plans offering after-tax	9%	27%	17%	24%
	Percentage of participants offered after-tax contributions	8%	42%	40%	40%
Roth in-plan conversions	Percentage of plans offering Roth in-plan conversions	34%	55%	44%	36%
	Percentage of participants using Roth in-plan conversions	5%	2%	2%	4%

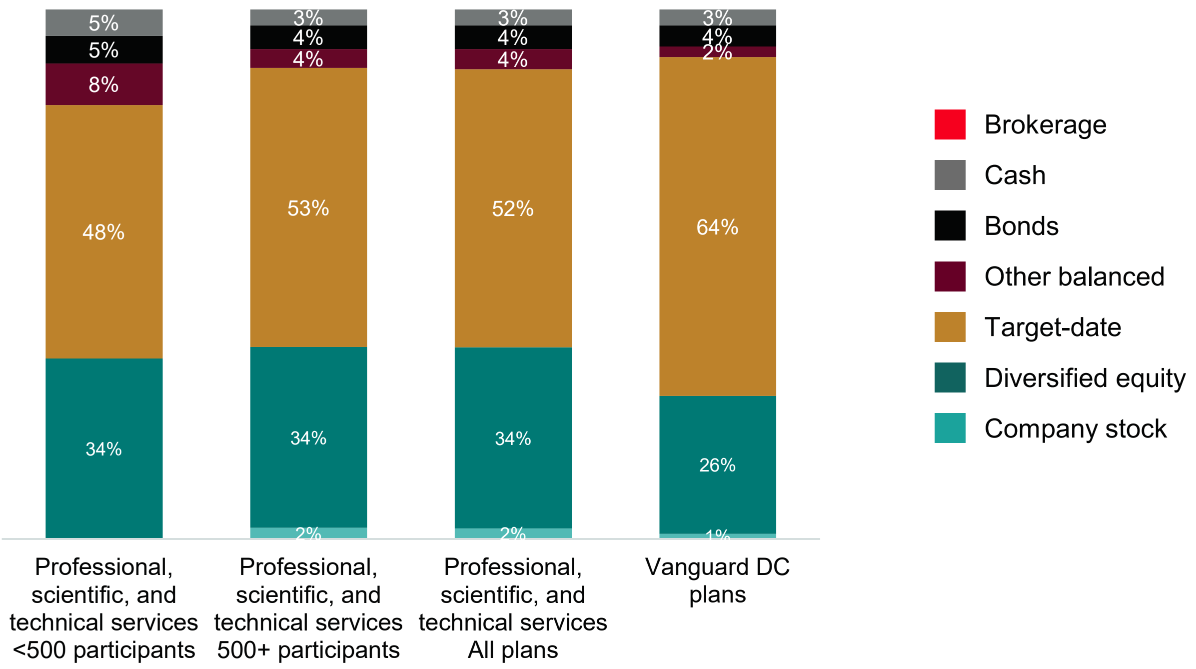
Insights

- Nearly all professional, scientific, and technical services firms offer Roth contributions and Roth usage tends to be significantly higher than the Vanguard benchmark.

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

Asset and contribution allocations



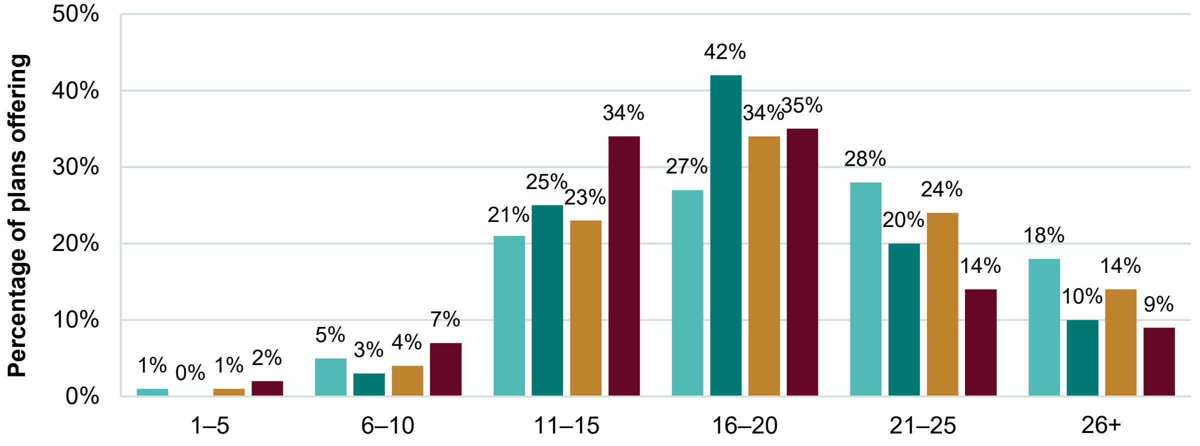


	Professional, scientific, and technical services <500 participants	Professional, scientific, and technical services 500+ participants	Professional, scientific, and technical services All plans	Vanguard DC plans
Percentage of asset allocation in equities*	74%	78%	78%	76%
Percentage of contribution allocation in equities*	76%	82%	82%	80%

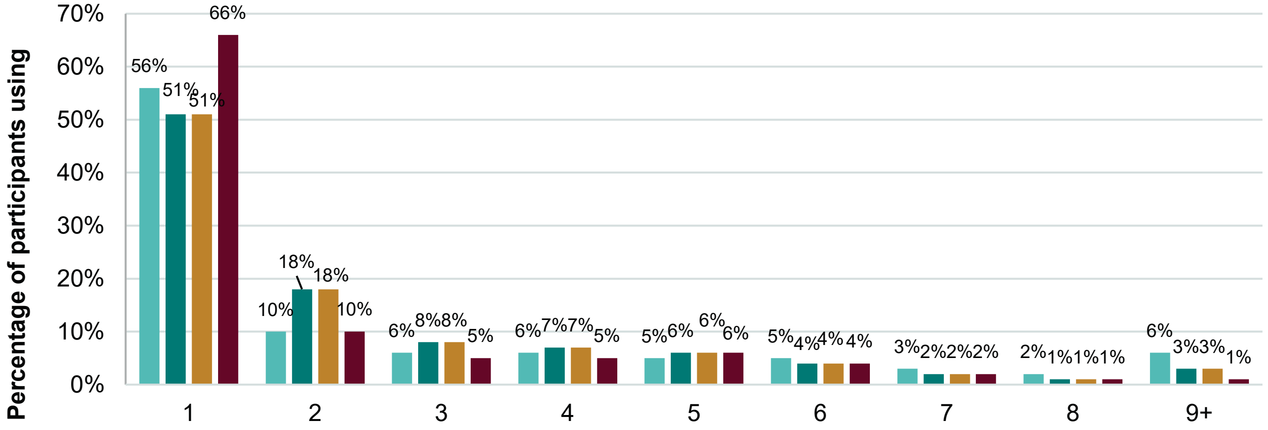
* Equities include company stock, diversified equity, and the equity portion of balanced funds.
Bars in chart may not align precisely with percentages because of rounding.
Source: Vanguard, as of December 31, 2025.

Number of fund options offered and used

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



Funds used per participant



	Professional, scientific, and technical services <500 participants	Professional, scientific, and technical services 500+ participants	Professional, scientific, and technical services All plans	Vanguard DC plans
Average funds offered	20.1	21.0	20.5	17.7
Median funds offered	19.5	18	19	16
Average funds used	2.8	2.5	2.6	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*

	Professional, scientific, and technical services <500 participants		Professional, scientific, and technical services 500+ participants		Professional, scientific, and technical 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	**97%**	**14%**	**99%**	**14%**	**98%**	**14%**	**98%**	**9%**
Money market	80%	11%	82%	8%	81%	8%	79%	6%
Stable value/GIC	61%	11%	74%	10%	66%	10%	67%	8%
Bond funds	**99%**	**21%**	**100%**	**18%**	**100%**	**18%**	**98%**	**16%**
Active	82%	12%	94%	7%	87%	7%	81%	7%
Index	93%	15%	95%	13%	94%	13%	91%	13%
Inflation-protected securities	41%	5%	59%	4%	49%	4%	34%	2%
Multisector	5%	6%	10%	3%	7%	3%	8%	1%
High-yield	25%	7%	27%	4%	26%	4%	18%	3%
International	22%	4%	19%	8%	21%	8%	20%	5%
Emerging markets	1%	0%	3%	0%	1%	0%	1%	1%
Balanced funds	**98%**	**79%**	**100%**	**84%**	**99%**	**84%**	**99%**	**87%**
Traditional balanced	78%	21%	55%	8%	68%	9%	59%	11%
Target-risk	2%	8%	2%	12%	2%	11%	4%	8%
Target-date	91%	72%	100%	83%	95%	82%	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)

	Professional, scientific, and technical services <500 participants		Professional, scientific, and technical services 500+ participants		Professional, scientific, and technical 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	**99%**	**40%**	**100%**	**38%**	**100%**	**38%**	**99%**	**29%**
Domestic equity funds	**99%**	**39%**	**100%**	**36%**	**100%**	**37%**	**99%**	**28%**
Large-cap index	99%	29%	100%	30%	100%	30%	98%	23%
Large-cap active	93%	22%	92%	16%	93%	16%	88%	14%
Large-cap value	93%	13%	92%	6%	93%	6%	86%	7%
Large-cap growth	93%	17%	92%	14%	92%	14%	90%	11%
Large-cap blend	99%	29%	100%	30%	100%	30%	98%	23%
Mid-cap index	86%	12%	92%	9%	89%	9%	84%	12%
Mid-cap active	67%	11%	65%	8%	66%	8%	52%	5%
Small-cap index	72%	13%	57%	11%	65%	11%	61%	11%
Small-cap active	70%	10%	79%	8%	74%	8%	64%	6%
Socially responsible	15%	5%	27%	3%	20%	3%	17%	7%
International equity funds	**98%**	**21%**	**100%**	**19%**	**99%**	**19%**	**97%**	**18%**
Index international	83%	13%	94%	14%	88%	14%	84%	14%
Active international	87%	15%	95%	8%	90%	8%	85%	7%
Emerging markets	38%	7%	40%	6%	39%	7%	33%	9%
Global equity funds	**25%**	**8%**	**10%**	**3%**	**18%**	**4%**	**14%**	**2%**
Sector funds	**47%**	**10%**	**45%**	**10%**	**46%**	**10%**	**36%**	**6%**
Company stock	**1%**	**3%**	**4%**	**53%**	**2%**	**53%**	**8%**	**20%**
Self-directed brokerage	**28%**	**3%**	**41%**	**1%**	**34%**	**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

		Professional, scientific, and technical services <500 participants	Professional, scientific, and technical services 500+ participants	Professional, scientific, and technical services All plans	Vanguard DC plans
Target-date funds	Percentage of plans offering*	91%	100%	95%	96%
	Percentage of participants using	74%	83%	83%	84%
	Percentage of participant assets	59%	63%	63%	66%
Percentage of participants owning	One target-date fund only	69%	55%	56%	73%
	One target-date fund plus other funds	23%	32%	32%	22%
	Two or more target-date funds only	3%	4%	4%	2%
	Two or more target-date funds plus other funds	5%	8%	8%	3%
	Percentage of all participants with a pure TDF strategy	47%	46%	46%	61%
Advice	Percentage of plans offering*	19%	52%	33%	46%
	Percentage of all participants using	2%	3%	3%	7%
	Percentage of participants using**	6%	10%	10%	9%
Other balanced funds	Percentage of plans offering*	79%	55%	68%	61%
	Percentage of all participants using	3%	0%	0%	1%
	Percentage of participants using***	5%	0%	1%	1%
All participants with a professionally managed allocation		52%	49%	49%	69%

Insights

- Professional, scientific, and technical services firms are less likely to offer advice compared to other plans.
- Participants within the professional, scientific, and technical services industry are less 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

		Professional, scientific, and technical services <500 participants	Professional, scientific, and technical services 500+ participants	Professional, scientific, and technical services All plans	Vanguard DC plans
Outstanding loans*	Percentage of participants with outstanding loans	7%	7%	7%	13%
	Percentage of account balance in loans	5%	7%	7%	8%
	Average loan balance	$15,293	$13,495	$13,553	$11,034
Percentage of active participants with outstanding loans**	No loans	93%	93%	93%	87%
	One loan	5%	6%	6%	11%
	Two loans	1%	1%	1%	2%
	Three+ loans	0%	0%	0%	0%
Percentage of participants taking a hardship withdrawal		1%	2%	2%	6%
Average hardship withdrawal		$12,354	$6,882	$6,963	$5,200
Median hardship withdrawal		$4,577	$2,499	$2,500	$1,900
Reasons for hardship withdrawals	Avoid foreclosure and eviction	30%	29%	29%	36%
	Medical expenses	30%	33%	33%	31%
	Home purchase	8%	8%	8%	5%
	Home repair	12%	11%	11%	11%
	Tuition payment	18%	15%	16%	13%
	Other	3%	4%	4%	4%

Insights

- Professional, scientific, and technical services firms tend to have lower loan usage, but the overall loan balances are higher than the Vanguard benchmark.
- Participants within the professional, scientific, and technical services industry are less likely to take hardship withdrawals when compared to other participants.

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

Distribution decisions

		Professional, scientific, and technical services <500 participants	Professional, scientific, and technical services 500+ participants	Professional, scientific, and technical services All plans	Vanguard DC plans
Percentage of participants choosing	Remain in plan	46%	49%	49%	46%
	Rollover	32%	34%	28%	25%
	Installment payments	0%	1%	0%	0%
	Participants preserving assets	78%	83%	77%	71%
	Cash lump sum	21%	16%	22%	28%
	Rollover and cash	1%	1%	1%	1%
Percentage of assets available for distribution	Remain in plan	50%	46%	54%	58%
	Rollover	47%	51%	42%	36%
	Installment payments	0%	0%	0%	0%
	Assets preserved for retirement	97%	97%	96%	94%
	Cash lump sum	3%	2%	3%	5%
	Rollover and cash	0%	1%	0%	1%

Insights

- Participants who left their employer in 2025 in the professional, scientific, and technical services industry were more likely to preserve their assets for retirement when compared to the Vanguard benchmark.
- A greater percentage of the total assets of participants who left their employer in 2025 were more likely to be preserved for retirement, as only 3% of assets were cashed out.

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

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.

Because company stock funds concentrate on a single stock, they are considered riskier than diversified stock funds.

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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