Custom DC plan benchmarks

# Technology

Vanguard | VIEWPOINTS

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:** 65% of technology firms use an automatic enrollment plan design, compared with the Vanguard benchmark of 61% (all plans).
- **Automatic enrollment default rates/annual increase:** 77% of technology firms with automatic enrollment plans have an initial default rate of 4% or higher, above the Vanguard benchmark (62%).
- **Participation rates:** The average plan participation rate in the technology industry is 90%, compared with the Vanguard benchmark of 86%.
- **Saving rates:** Participants in the technology industry have an average deferral rate of 8.5% and a total saving rate of 14.2%. Both numbers are above the Vanguard benchmark (7.6% and 12.1%, respectively).
- **Professionally managed allocations:** 58% of participants in the technology industry have a professionally managed allocation (pure target-date funds [TDFs], pure balanced funds, or advised), below the Vanguard benchmark of 69%.
- **Loans and hardship withdrawals:** Participants in technology firms tend to have slightly lower loan usage and are slightly less likely to take hardship withdrawals when compared to other participants.

Source: Vanguard, as of December 31, 2025.

# Benchmark population

| | Technology<br><1,000 participants | Technology<br>1,000+ participants | Technology<br>All plans | Vanguard<br>DC plans |
|---|---|---|---|---|
| **Number of plans** | 159 | 125 | 284 | 1,316 |
| **Number of participants** | 54,527 | 924,444 | 978,971 | 4,611,469 |
| **Average number of participants** | 343 | 7,396 | 3,447 | 3,504 |
| **Median number of participants** | 286 | 3,153 | 720 | 616 |
| **Amount of assets** | $13.4B | $214.3B | $227.7B | $774.7B |
| **Average assets** | $84.3M | $1.7B | $801.6M | $588.7M |
| **Median assets** | $73.3M | $594.9M | $159.2M | $104.1M |
| **Average participant balances** | $223,744 | $235,718 | $235,124 | $167,970 |
| **Median participant balances** | $64,932 | $86,701 | $85,463 | $44,115 |

**Insights**

- Technology firms account for 22% of all plans at Vanguard.
- Plans within the technology industry tend to have total plan assets that are greater than the typical Vanguard plan.
- Participant balances in the technology industry are higher than the Vanguard benchmark, with median balances two times as large.

Technology firms, using the Workforce Information Council’s methodology, are from industries with at least 2.5 times the level of STEM core employment (excluding health care) as compared to the national average for all industries.

Source: Vanguard, as of December 31, 2025.

# Automatic enrollment options*

| | | Technology <1,000 participants | Technology 1,000+ participants | Technology All plans | Vanguard DC plans |
|---|---|---|---|---|---|
| **Automatic enrollment*** | Number of plans | 82 | 96 | 178 | 742 |
| | Percentage of plans | 54% | 78% | 65% | 61% |
| **Default automatic enrollment rate** | 1% | 2% | 2% | 2% | 2% |
| | 2% | 1% | 3% | 2% | 4% |
| | 3% | 18% | 20% | 19% | 32% |
| | 4% | 18% | 11% | 15% | 14% |
| | 5% | 22% | 22% | 22% | 17% |
| | 6%+ | 38% | 42% | 40% | 31% |
| **Default automatic increase rate** | 1% | 61% | 68% | 64% | 69% |
| | 2% | 3% | 1% | 2% | 2% |
| | Voluntary election | 30% | 27% | 29% | 23% |
| | Service feature not offered | 7% | 3% | 5% | 6% |
| **Default automatic increase cap** | <6% | 0% | 3% | 2% | 2% |
| | 6%–9% | 10% | 2% | 5% | 13% |
| | 10%–14% | 50% | 50% | 50% | 49% |
| | 15%–19% | 31% | 29% | 30% | 26% |
| | 20%+ | 6% | 11% | 8% | 6% |
| | No cap | 4% | 6% | 5% | 5% |
| **Default fund** | Target-date fund | 99% | 100% | 99% | 98% |
| | Other balanced fund | 0% | 0% | 0% | 1% |
| | Money market or stable value fund | 1% | 0% | 1% | 1% |

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

**Insights**

- Technology firms have slightly higher usage of automatic enrollment.
- Technology firms using automatic enrollment are more likely to have higher default saving rates but are less likely to automatically enroll participants in annual increase features.

# Employer contributions

| | | Technology <1,000 participants | Technology 1,000+ participants | Technology All plans | Vanguard DC plans |
|---|---|---|---|---|---|
| **Types of employer contributions** | Matching only | 52% | 55% | 53% | 48% |
| | Nonmatching only | 9% | 6% | 8% | 11% |
| | Both matching and nonmatching | 35% | 35% | 35% | 37% |
| | No employer contribution | 4% | 4% | 4% | 4% |
| **Employer matching contributions** (maximum value of employer match as a % of pay) | <2% | 4% | 1% | 2% | 4% |
| | 2.00%–2.99% | 2% | 0% | 1% | 7% |
| | 3.00%–3.99% | 28% | 25% | 26% | 26% |
| | 4.00%–4.99% | 29% | 40% | 34% | 31% |
| | 5.00%–5.99% | 11% | 15% | 13% | 13% |
| | 6.00%–6.99% | 13% | 10% | 12% | 13% |
| | 7.00%+ | 13% | 9% | 11% | 6% |
| | Average match | 6.0% | 5.4% | 5.7% | 4.7% |
| | Median match | 4.0% | 4.0% | 4.0% | 4.0% |
| **Employer nonmatching contributions** (maximum value of employer nonmatch as a % of pay) | <2% | 11% | 15% | 13% | 9% |
| | 2.00%–2.99% | 25% | 18% | 22% | 11% |
| | 3.00%–3.99% | 23% | 12% | 18% | 19% |
| | 4.00%–4.99% | 11% | 24% | 17% | 14% |
| | 5.00%–5.99% | 11% | 15% | 13% | 14% |
| | 6.00%–6.99% | 5% | 9% | 6% | 12% |
| | 7.00%+ | 14% | 9% | 12% | 21% |
| | Average employer nonmatch | 4.6% | 4.4% | 4.5% | 5.0% |
| | Median employer nonmatch | 3.6% | 4.2% | 3.9% | 4.2% |

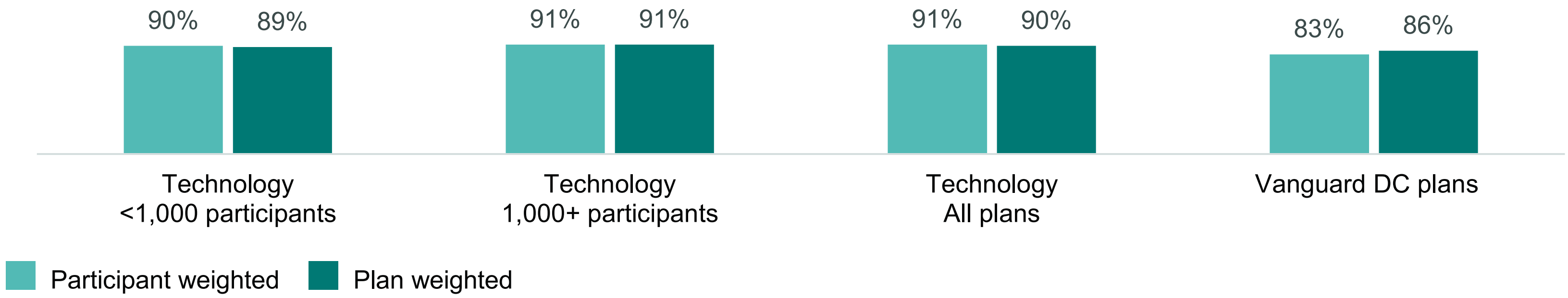
Percentages may not total 100% because of rounding.
Source: Vanguard active plans with nondiscrimination testing completed during the past two years. Data as of December 31, 2025.

**Insights**

- Technology firms offer similar types of employer contributions when compared to the Vanguard benchmark.
- Plans within the technology industry have higher average maximum employer match values yet have slightly lower employer nonmatching contributions when compared to the Vanguard benchmark.

# Participation and savings

## Percentage of employees participating




| | | Technology <1,000 participants | Technology 1,000+ participants | Technology All plans | Vanguard DC plans |
|---|---|---|---|---|---|
| **Participant deferral rates (employee pre-tax and Roth)** | Average | 8.6% | 8.5% | 8.5% | 7.6% |
| | Median | 7.4% | 8.0% | 7.9% | 6.6% |
| **Total saving rates (employee and employer contributions)** | Average | 13.6% | 14.2% | 14.1% | 12.1% |
| | Median | 12.7% | 13.1% | 13.1% | 11.6% |
| **Elected deferral rate changes** | No change | 56% | 49% | 49% | 45% |
| | One-step increase | 18% | 20% | 20% | 31% |
| | Increase | 16% | 20% | 20% | 14% |
| | Decrease | 8% | 9% | 9% | 8% |
| | To zero | 2% | 2% | 2% | 2% |

### Insights

- Technology firms have participation rates that are higher than the Vanguard benchmark.
- Participants in the technology industry have higher deferral rates and total saving rates when compared to the Vanguard benchmark.
- While saving rate increases are less likely due to annual increases, 1 in 5 participants in the technology industry increased their savings on their own.

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

# Roth and after-tax availability and use

| | | Technology <1,000 participants | Technology 1,000+ participants | Technology All plans | Vanguard DC plans |
|---|---|---|---|---|---|
| **Roth** | Percentage of plans offering Roth (among plans with elective deferrals) | 99% | 100% | 100% | 98% |
| | Percentage of plan assets invested in Roth* | 5% | 9% | 9% | 6% |
| | Percentage of participants making Roth contributions (past 12 months)** | 25% | 19% | 20% | 18% |
| **After-tax** | Percentage of plans offering after-tax | 21% | 46% | 32% | 24% |
| | Percentage of participants making after-tax contributions | 22% | 63% | 61% | 40% |
| **Roth in-plan conversions** | Percentage of plans offering Roth in-plan conversions | 37% | 53% | 44% | 36% |
| | Percentage of participants using Roth in-plan conversions | 4% | 14% | 14% | 4% |

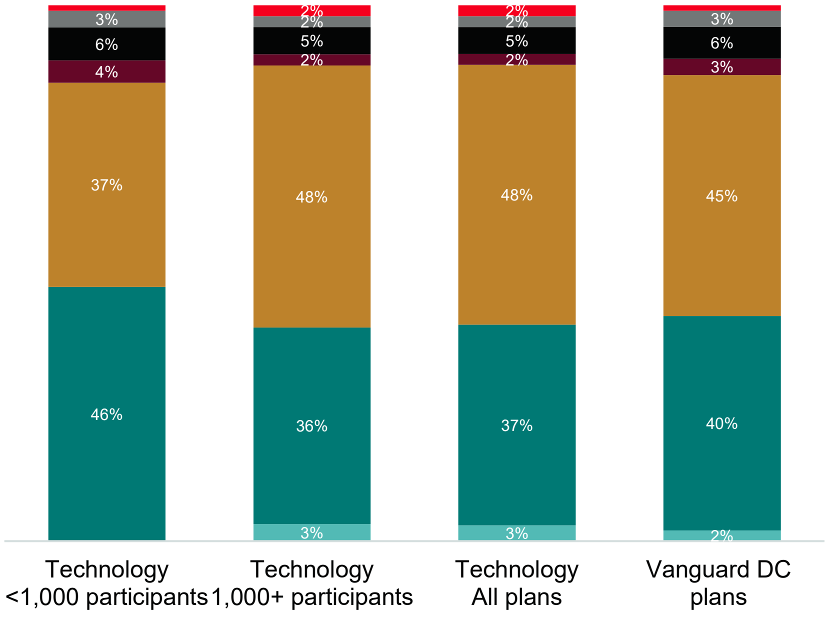
**Insights**

- Nearly all technology firms offer Roth contributions. Roth usage tends to be slightly higher than the Vanguard benchmark.
- Plans within the technology industry are more likely to offer Roth in-plan conversions, and participants are significantly more likely to use them when compared to other plans.

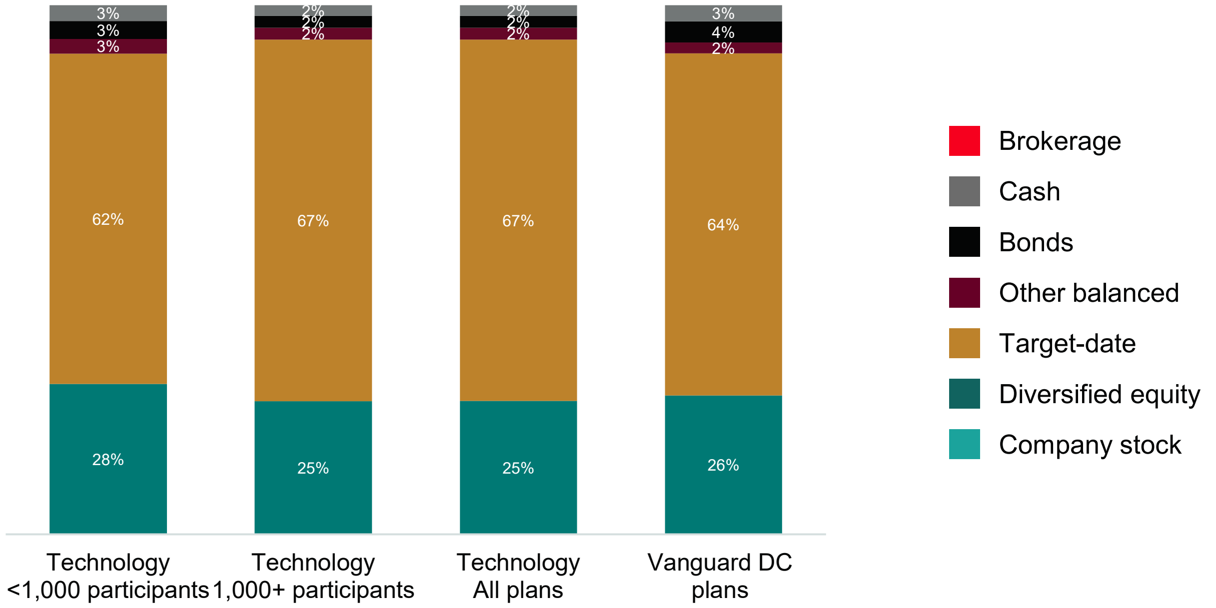
* Among plans offering Roth.
** Among participants making elective deferrals.
Source: Vanguard, as of December 31, 2025.

# Asset and contribution allocations

### Asset allocation




### Contribution allocation

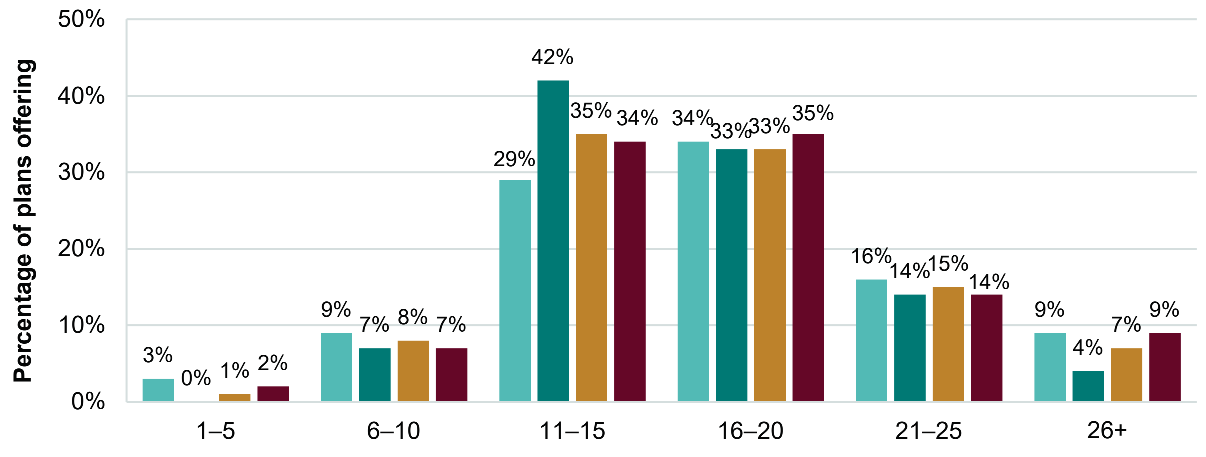



| | Technology <1,000 participants | Technology 1,000+ participants | Technology All plans | Vanguard DC plans |
|---|---|---|---|---|
| **Percentage of asset allocation in equities*** | 76% | 79% | 79% | 76% |
| **Percentage of contribution allocation in equities*** | 78% | 85% | 85% | 80% |

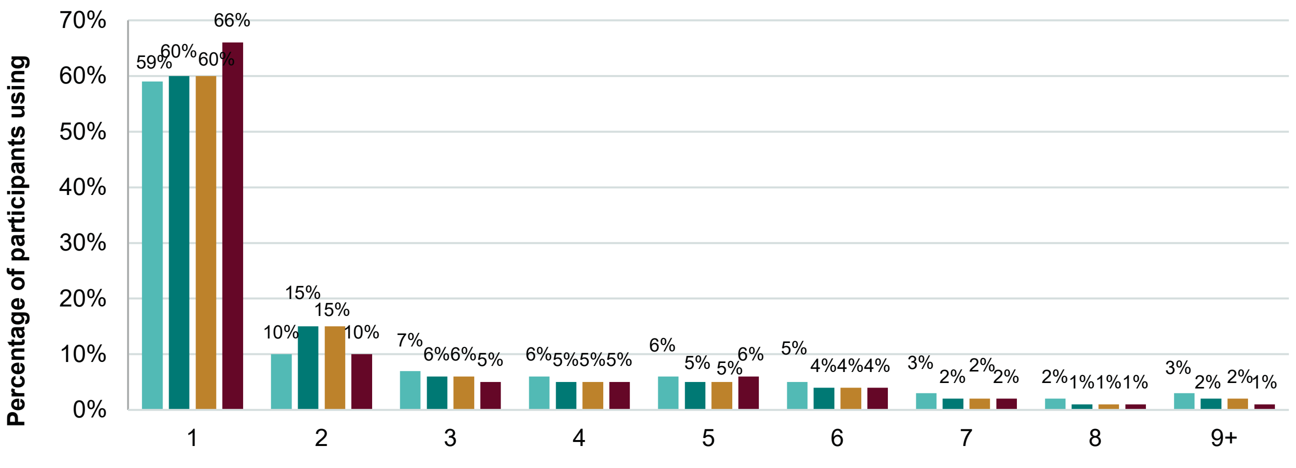
* Equities include company stock, diversified equity, and the equity portion of balanced funds.
Bars in chart may not align precisely with percentages because of rounding.
Source: Vanguard, as of December 31, 2025.

# Number of fund options offered and used

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




**Funds used per participant**




| | Technology <1,000 participants | Technology 1,000+ participants | Technology All plans | Vanguard DC plans |
|---|---|---|---|---|
| **Average funds offered** | 18.0 | 16.5 | 17.3 | 17.7 |
| **Median funds offered** | 17 | 16 | 16 | 16 |
| **Average funds used** | 2.5 | 2.2 | 2.2 | 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*

| | Technology <1,000 participants | | Technology 1,000+ participants | | Technology 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** | **96%** | **14%** | **99%** | **10%** | **98%** | **10%** | **98%** | **9%** |
| Money market | 75% | 9% | 80% | 8% | 77% | 8% | 79% | 6% |
| Stable value/GIC | 66% | 13% | 70% | 7% | 68% | 7% | 67% | 8% |
| **Bond funds** | **98%** | **18%** | **100%** | **14%** | **99%** | **14%** | **98%** | **16%** |
| Active | 74% | 10% | 89% | 6% | 81% | 6% | 81% | 7% |
| Index | 89% | 14% | 94% | 11% | 91% | 11% | 91% | 13% |
| Inflation-protected securities | 34% | 3% | 34% | 2% | 34% | 2% | 34% | 2% |
| Multisector | 9% | 2% | 10% | 0% | 10% | 0% | 8% | 1% |
| High-yield | 20% | 5% | 15% | 4% | 18% | 4% | 18% | 3% |
| International | 23% | 4% | 17% | 4% | 20% | 4% | 20% | 5% |
| Emerging markets | 1% | 0% | 0% | 0% | 0% | 0% | 1% | 1% |
| **Balanced funds** | **98%** | **79%** | **100%** | **83%** | **99%** | **83%** | **99%** | **87%** |
| Traditional balanced | 70% | 15% | 49% | 8% | 61% | 8% | 59% | 11% |
| Target-risk | 3% | 2% | 2% | 6% | 2% | 5% | 4% | 8% |
| Target-date | 93% | 74% | 100% | 81% | 96% | 80% | 96% | 84% |

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

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

| | Technology <1,000 participants | | Technology 1,000+ participants | | Technology 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** | **98%** | **38%** | **100%** | **31%** | **99%** | **32%** | **99%** | **29%** |
| **Domestic equity funds** | **98%** | **36%** | **100%** | **30%** | **99%** | **31%** | **99%** | **28%** |
| Large-cap index | 97% | 27% | 100% | 25% | 99% | 25% | 98% | 23% |
| Large-cap active | 89% | 20% | 87% | 12% | 88% | 13% | 88% | 14% |
| Large-cap value | 87% | 11% | 80% | 7% | 84% | 8% | 86% | 7% |
| Large-cap growth | 90% | 16% | 87% | 14% | 89% | 14% | 90% | 11% |
| Large-cap blend | 98% | 27% | 100% | 25% | 99% | 25% | 98% | 23% |
| Mid-cap index | 81% | 12% | 90% | 12% | 85% | 12% | 84% | 12% |
| Mid-cap active | 59% | 8% | 53% | 5% | 56% | 5% | 52% | 5% |
| Small-cap index | 67% | 11% | 52% | 11% | 60% | 11% | 61% | 11% |
| Small-cap active | 70% | 8% | 62% | 7% | 66% | 7% | 64% | 6% |
| Socially responsible | 10% | 3% | 21% | 3% | 15% | 3% | 17% | 7% |
| **International equity funds** | **96%** | **19%** | **99%** | **16%** | **97%** | **16%** | **97%** | **18%** |
| Index international | 81% | 12% | 93% | 12% | 86% | 12% | 84% | 14% |
| Active international | 84% | 12% | 84% | 6% | 84% | 7% | 84% | 7% |
| Emerging markets | 35% | 7% | 30% | 9% | 33% | 9% | 33% | 9% |
| **Global equity funds** | **16%** | **8%** | **9%** | **6%** | **13%** | **6%** | **14%** | **2%** |
| **Sector funds** | **33%** | **8%** | **28%** | **7%** | **31%** | **7%** | **36%** | **6%** |
| **Company stock** | **4%** | **30%** | **26%** | **36%** | **14%** | **36%** | **8%** | **20%** |
| **Self-directed brokerage** | **15%** | **2%** | **35%** | **3%** | **24%** | **3%** | **23%** | **1%** |

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

# Professionally managed allocations offered and used

| | | Technology <1,000 participants | Technology 1,000+ participants | Technology All plans | Vanguard DC plans |
|---|---|---|---|---|---|
| **Target-date funds** | Percentage of plans offering* | 93% | 100% | 96% | 96% |
| | Percentage of participants using | 76% | 82% | 81% | 84% |
| | Percentage of participant assets | 64% | 71% | 71% | 66% |
| **Percentage of participants owning** | One target-date fund only | 71% | 67% | 67% | 73% |
| | One target-date fund plus other funds | 22% | 27% | 27% | 22% |
| | Two or more target-date funds only | 3% | 2% | 2% | 2% |
| | Two or more target-date funds plus other funds | 4% | 4% | 4% | 3% |
| | Percentage of all participants with a pure TDF strategy | 51% | 54% | 54% | 61% |
| **Advice** | Percentage of plans offering* | 31% | 66% | 46% | 46% |
| | Percentage of all participants using | 4% | 3% | 3% | 7% |
| | Percentage of participants using** | 9% | 8% | 8% | 9% |
| **Other balanced funds** | Percentage of plans offering* | 70% | 50% | 61% | 61% |
| | Percentage of all participants using | 1% | 1% | 1% | 1% |
| | Percentage of participants using*** | 1% | 1% | 1% | 1% |
| **All participants with a professionally managed allocation** | | 56% | 58% | 58% | 69% |

**Insights**

- Technology firms are slightly more likely to offer advice compared to other plans.
- Participants within the technology 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

| | | Technology <1,000 participants | Technology 1,000+ participants | Technology All plans | Vanguard DC plans |
|---|---|---|---|---|---|
| **Outstanding loans*** | Percentage of participants with outstanding loans | 10% | 9% | 10% | 13% |
| | Percentage of account balance in loans | 6% | 7% | 7% | 8% |
| | Average loan balance | $13,115 | $14,229 | $14,182 | $11,034 |
| **Percentage of active participants with outstanding loans**** | No loans | 90% | 91% | 91% | 87% |
| | One loan | 8% | 7% | 8% | 11% |
| | Two loans | 2% | 2% | 2% | 2% |
| | Three+ loans | 0% | 0% | 0% | 0% |
| **Percentage of participants taking a hardship withdrawal** | | 3% | 3% | 3% | 6% |
| **Average hardship withdrawal** | | $8,985 | $7,478 | $7,543 | $5,200 |
| **Median hardship withdrawal** | | $3,196 | $2,600 | $2,627 | $1,900 |
| **Reasons for hardship withdrawals** | Avoid foreclosure and eviction | 27% | 30% | 30% | 36% |
| | Medical expenses | 30% | 31% | 31% | 31% |
| | Home purchase | 8% | 7% | 8% | 5% |
| | Home repair | 14% | 13% | 13% | 11% |
| | Tuition payment | 14% | 14% | 14% | 13% |
| | Other | 6% | 5% | 5% | 4% |

**Insights**

- Technology firms tend to have slightly lower loan usage, but the overall loan balances are higher than the Vanguard benchmark.
- Participants within the technology industry are slightly less likely to take hardship withdrawals when compared to other participants.
- When taking hardship withdrawals, participants in the technology sector are more likely to use them for home purchases.

* 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

| | | Technology <1,000 participants | Technology 1,000+ participants | Technology All plans | Vanguard DC plans |
|---|---|---|---|---|---|
| **Percentage of participants choosing** | Remain in plan | 48% | 50% | 50% | 46% |
| | Rollover | 31% | 25% | 25% | 25% |
| | Installment payments | 0% | 0% | 0% | 0% |
| | **Participants preserving assets** | 79% | 75% | 75% | 71% |
| | Cash lump sum | 21% | 24% | 24% | 28% |
| | Rollover and cash | 0% | 1% | 1% | 1% |
| **Percentage of assets available for distribution** | Remain in plan | 53% | 63% | 62% | 58% |
| | Rollover | 43% | 34% | 34% | 36% |
| | Installment payments | 0% | 0% | 0% | 0% |
| | **Assets preserved for retirement** | 96% | 96% | 96% | 94% |
| | Cash lump sum | 3% | 3% | 3% | 5% |
| | Rollover and cash | 0% | 0% | 0% | 1% |

**Insights**

- Participants in the technology industry who left their employer in 2025 were more likely to preserve their assets for retirement when compared to the Vanguard benchmark.
- Only 3% of assets were cashed out by participants in the technology industry who left their employer in 2025, indicating that a greater percentage of the total assets of these participants were more likely to be preserved for retirement.

Percentages should 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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