



America Saves Week is February 20 – February 27, 2011.
Go to www.americasavesweek.org and learn how you and your organization can participate.

2nd Quarter 2010 401(k) Data from Fidelity Investments

Fidelity released its Q2 2010 401(k) plan data. The data highlight that while the savings behavior of the majority of participants has remained strong (balances are up 15% year over year, average deferral rates have remained at 8% and more participants increased deferrals than decreased), loans and hardship withdrawals have increased. A few key points:

- Loans initiated over the past 12 months grew to 11 percent of total active participants, up from 9 percent the year before
- The portion of participants with a loan outstanding also grew by 2 percentage points in Q2 to 22%
- As of the second quarter, 2.2 percent of Fidelity active participants took a hardship withdrawal, up from 2.0 percent the year prior

Plan sponsors report the main reasons for the increase in loan and hardship activity have been to prevent foreclosure or eviction, pay for college or to purchase a home. The average age of those taking a loan or hardship is between 35-55 years old.

[August 20, 2010 Fidelity Press Release](#)
[Plugging the Leaks in the DC System: Bridging the Gap to a More Secure Retirement – A Building Futures Report: Q2 2010](#)

Fidelity Contact for Questions:

If you have any questions on this report please contact Andrew Schreiner, Senior Director, Fidelity Investments, Government Relations and Public Policy at andrew.schreiner@fmr.com