The term “salary reduction plan” is used here to refer to any type of employment-based retirement income plan in which a worker’s take home pay is used (reduced) to make contributions to the plan. Section 401(k), 403(b), and 457 plans are all types of salary reduction plans.

**Participation**

What is the trend for sponsorship and participation in salary reduction plans among non-agricultural wage and salary workers age 16 and over, 1988-2006?

See figure 6 on page 6 of the February 2009 Notes article, “Retirement Plan Participation: Survey of Income and Program Participation (SIPP) Data, 2006”.

What percentage of civilian non-agricultural workers, report a salary reduction plan as their primary retirement plan, 1988-2003?

See figure 7 on page 8 of the September 2005 Notes article, “Retirement Plan Participation: Survey of Income and Program Participation (SIPP) Data”.

What is the sponsorship and participation rate in salary reduction plans among wage and salary workers, in 2003?

See figure 2 on pages 8 and 9 of the January 2006 Issue Brief, “Retirement Plan Participation and Retirees Perceptions of Their Standard of Living”. 

Data is presented for the following demographics: tenure, age, firm size, annual earnings, gender, union status, industry, race, education, defined benefit plan participation, and annual hours.

What are some of the reasons why a wage and salary worker did not participate in a salary reduction plan when the employer sponsors a plan, in 2003?

See figure 2 on pages 8 and 9 of the January 2006 Issue Brief, “Retirement Plan Participation and Retirees Perception of Their Standard of Living”. 

Data is presented for the following demographics: tenure, age, firm size, annual earnings, gender, union status, industry, race, education, defined benefit plan participation, and annual hours.

What is the percentage and number of wage and salary workers participating in a salary reduction plan by state?

[Salary reduction plan participation by state, 2003](#)

**Contributions**

What is the average percentage of annual earnings contribution to a salary reduction plan non-agricultural wage and salary workers age 16 and over, 1988-2006?

See figure 7 on page 7 of the February 2009 Notes article, “Retirement Plan Participation: Survey of Income and Program Participation (SIPP) Data, 2006”.

**Additional Databook Chapters on Salary Reduction Plans**

For further detailed information on 401(k) plans see [Chapter 13](#).
Past EBRI Reports on Salary Reduction Plans

- January 2006 Issue Brief, “Retirement Plan Participation and Retirees Perception of Their Standard of Living”.
- August 2002 Issue Brief no. 248 “Retirement Plan Participation and Features, and the Standard of Living of Americans 55 or Older” Pages 7 through 16 pertain to salary reduction plans.
- May 2002 Issue Brief no. 245 “An Analysis of the Retirement and Pension Plan Coverage Topical Module of SIPP”. Pages 8, 9, 17, and 18 pertain to salary reduction plans.