



## *Fast Facts from EBRI*

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### **Figures and Facts on U.S. Retirement Plan Participation**

WASHINGTON—Does the size of your employer affect the chances you will participate in a retirement plan where you work? What about your age, gender, annual earnings, and education?

An Employee Benefit Research Institute (EBRI) study provides answers to these and other questions about retirement plan participation. The numbers cited below combine defined benefit (traditional pension) and defined contribution (401(k)) plans and are for wage and salary workers ages 21–64 for calendar year 2004.

#### **Employer Size:**

**59.2%**—The percentage of workers at firms of 1,000 or more employees participating in a retirement plan at work, the highest for any company-size group in the study.

**16.0%**—The percentage of workers at firms of fewer than 10 employees participating in a retirement plan at work, the lowest for any company-size group in the study.

#### **Age:**

**57.8%**—The percentage of workers ages 55–64 participating in a retirement plan at work, the highest for any age group in the study.

**19.8%**—The percentage of workers ages 21–24 participating in a retirement plan at work, the lowest for any age group in the study.

#### **Gender:**

**49.4%**—The percentage of men participating in a retirement plan at work.

**47.2%**—The percentage of women participating in a retirement plan at work.

#### **Education:**

**70.3%**—The percentage of workers with graduate or professional degrees participating in a retirement plan at work, the highest for any education group in the study.

**20.6%**—The percentage of workers without a high school diploma participating in a retirement plan at work, the lowest for any education group in the study.

#### **Salary:**

**73.2%**—The percentage of workers earning \$50,000 or more a year participating in a retirement plan at work, the highest of any salary group in the study.

**9.6%**—The percentage of workers earning less than \$5,000 a year participating in a retirement plan at work, the lowest for any salary group in the study.

Full details of the study, including original sources of information, are available in the October 2005 *EBRI Issue Brief*, “Employment-Based Retirement Plan Participation: Geographic Differences and Trends,” available at [www.ebri.org](http://www.ebri.org).

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