



State of Retirement Plan Industry

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Retirement Plan Coverage

- “79 percent of full-time employees in medium- and large- sized firms are covered by an employment-based retirement plan, compared with 46 percent in small firms”.

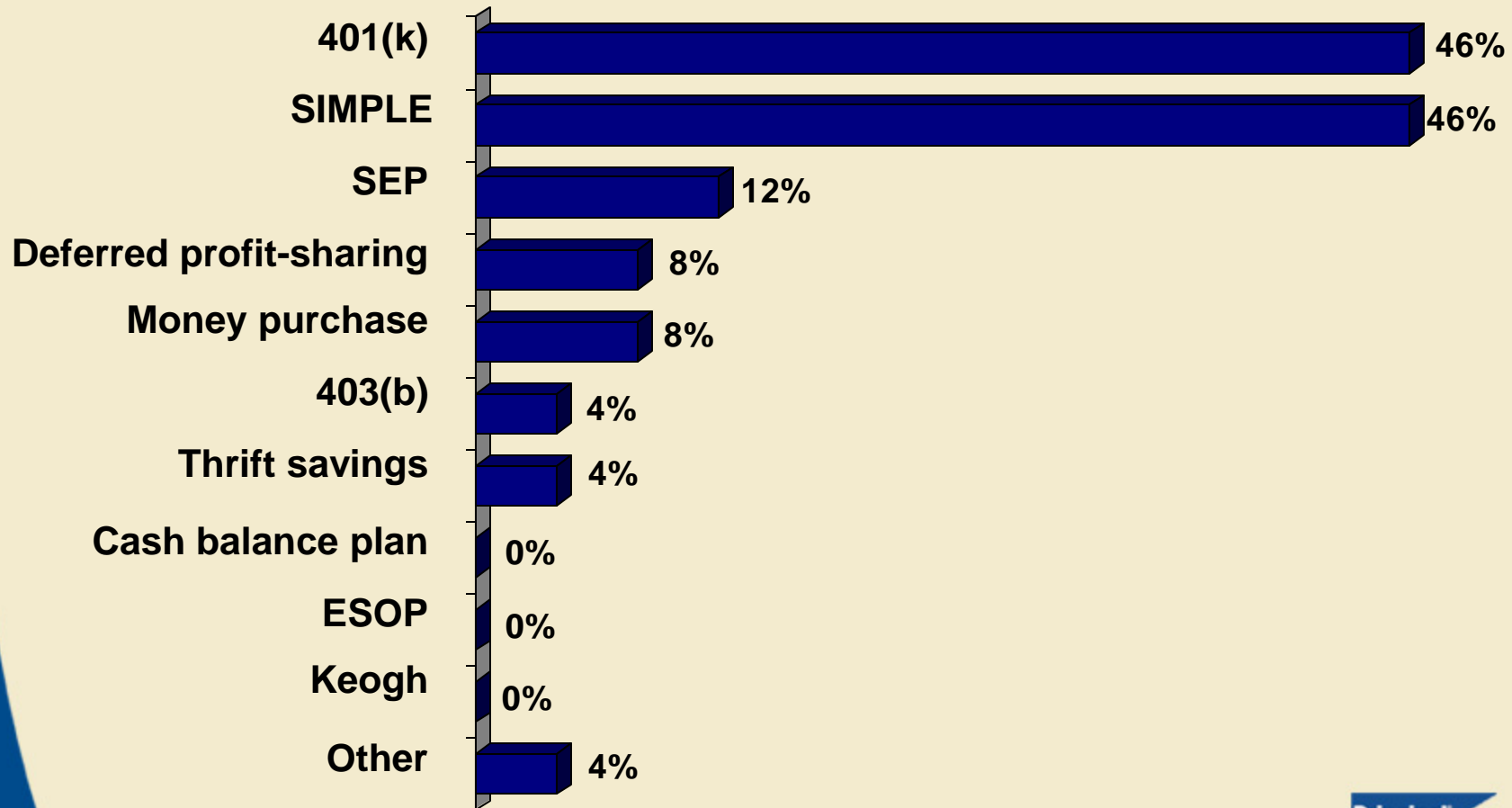
DOL segments employers by size:

- **Small: less than 100 employees**
- **Medium: 100 – 250 employees**
- **Large: 250+ employees**

Source: Department of Labor

Types of Defined Contribution Plans Offered Among Small Employers

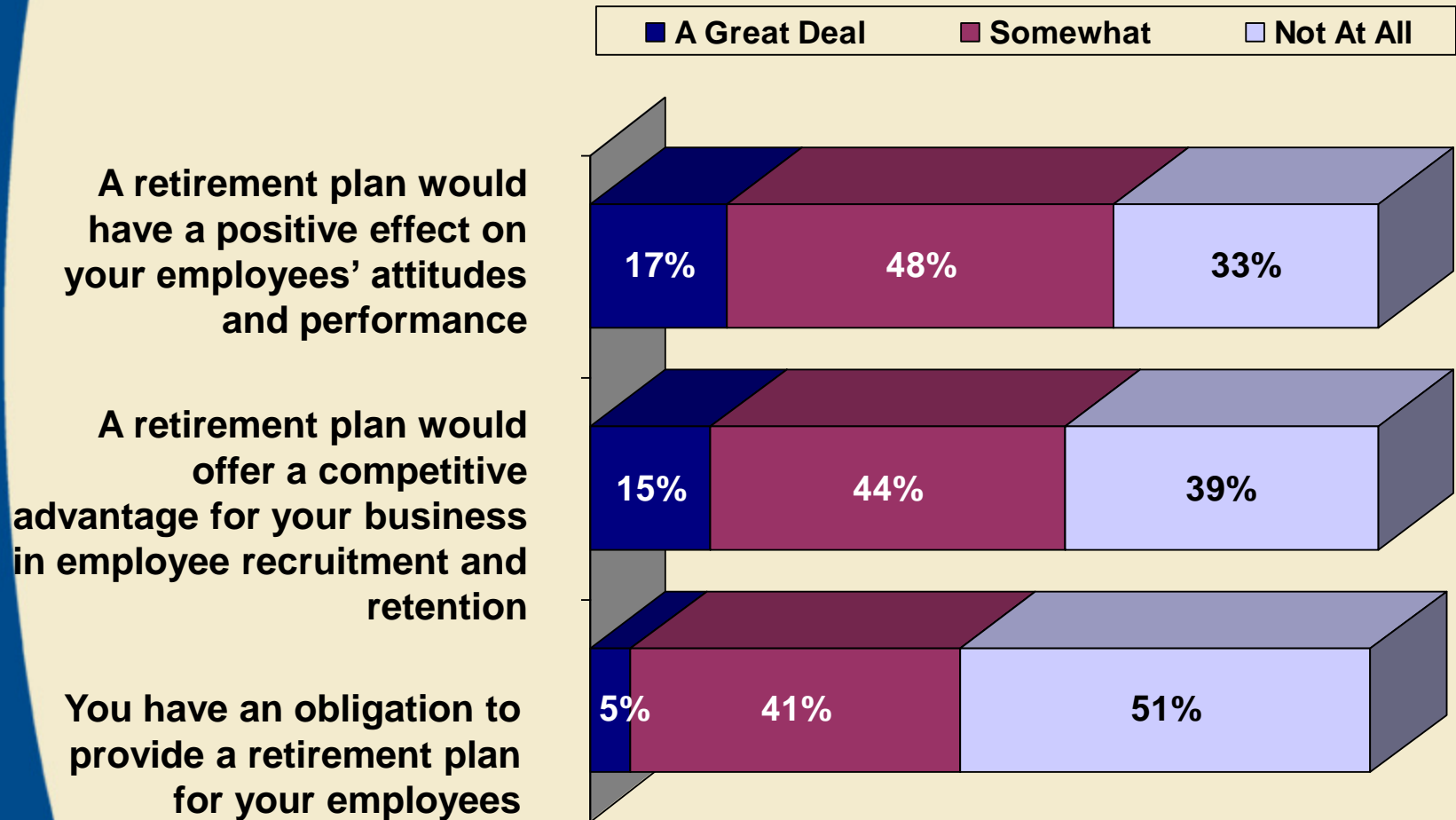
Among companies offering a defined contribution plan



Source: 2003 EBRI SERS

Small Employer Beliefs About Retirement Plan

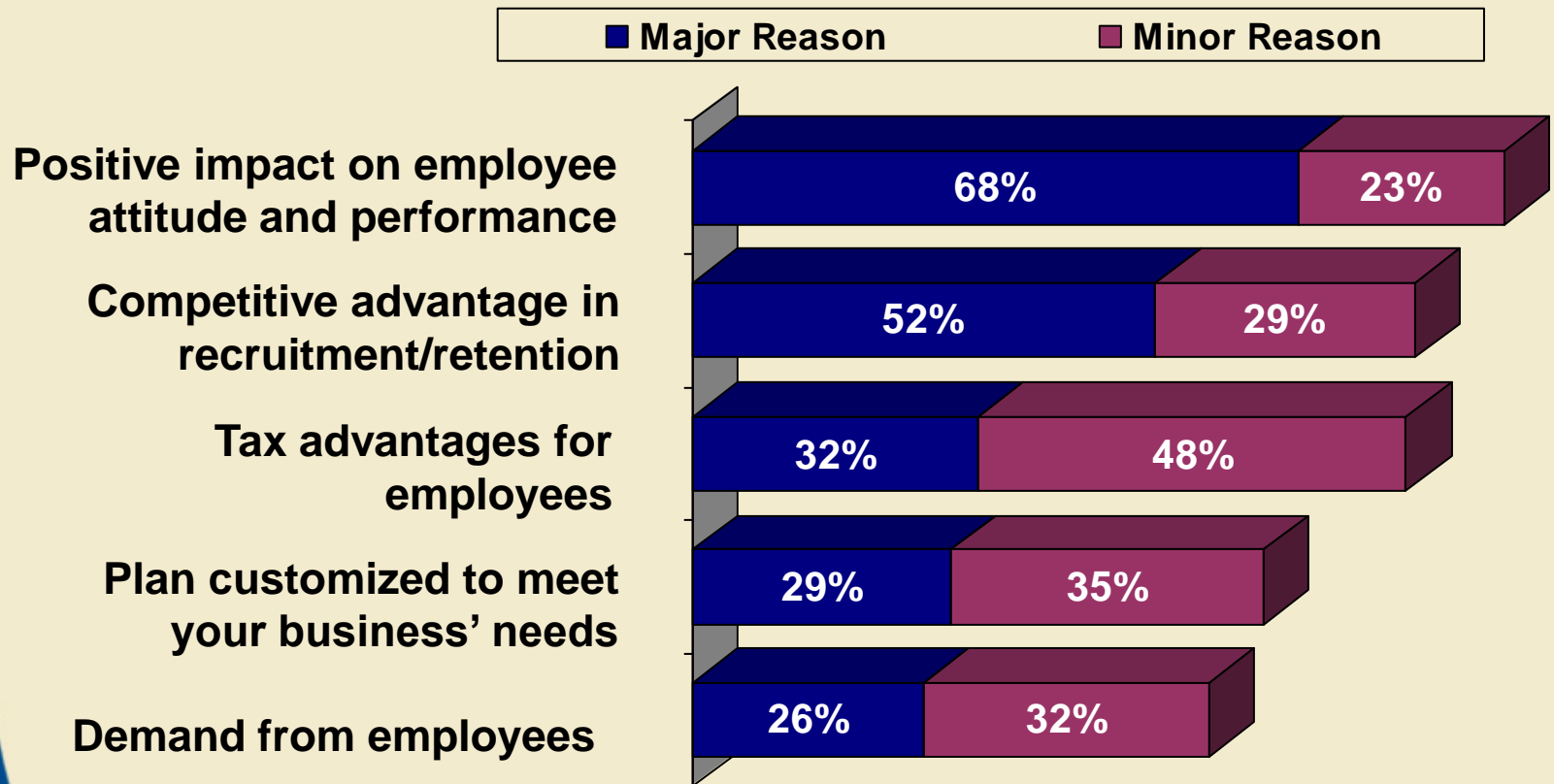
Among companies without a retirement plan



Source: 2003 EBRI SERS

Top Five Reasons for Offering a Retirement Plan to Employees

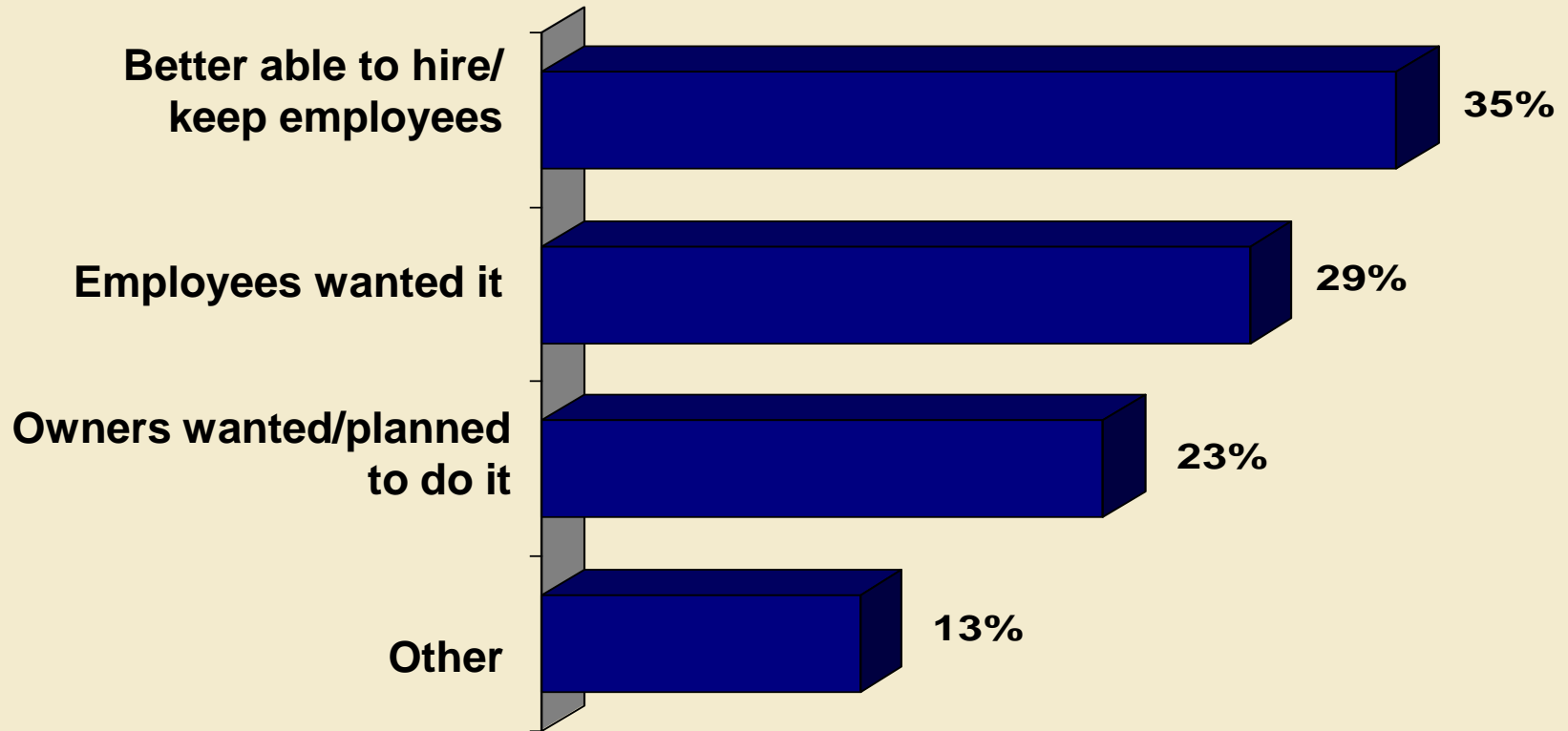
Among companies offering a defined contribution plan



Source: 2003 EBRI SERS

Deciding Factor for Offering Retirement Plan

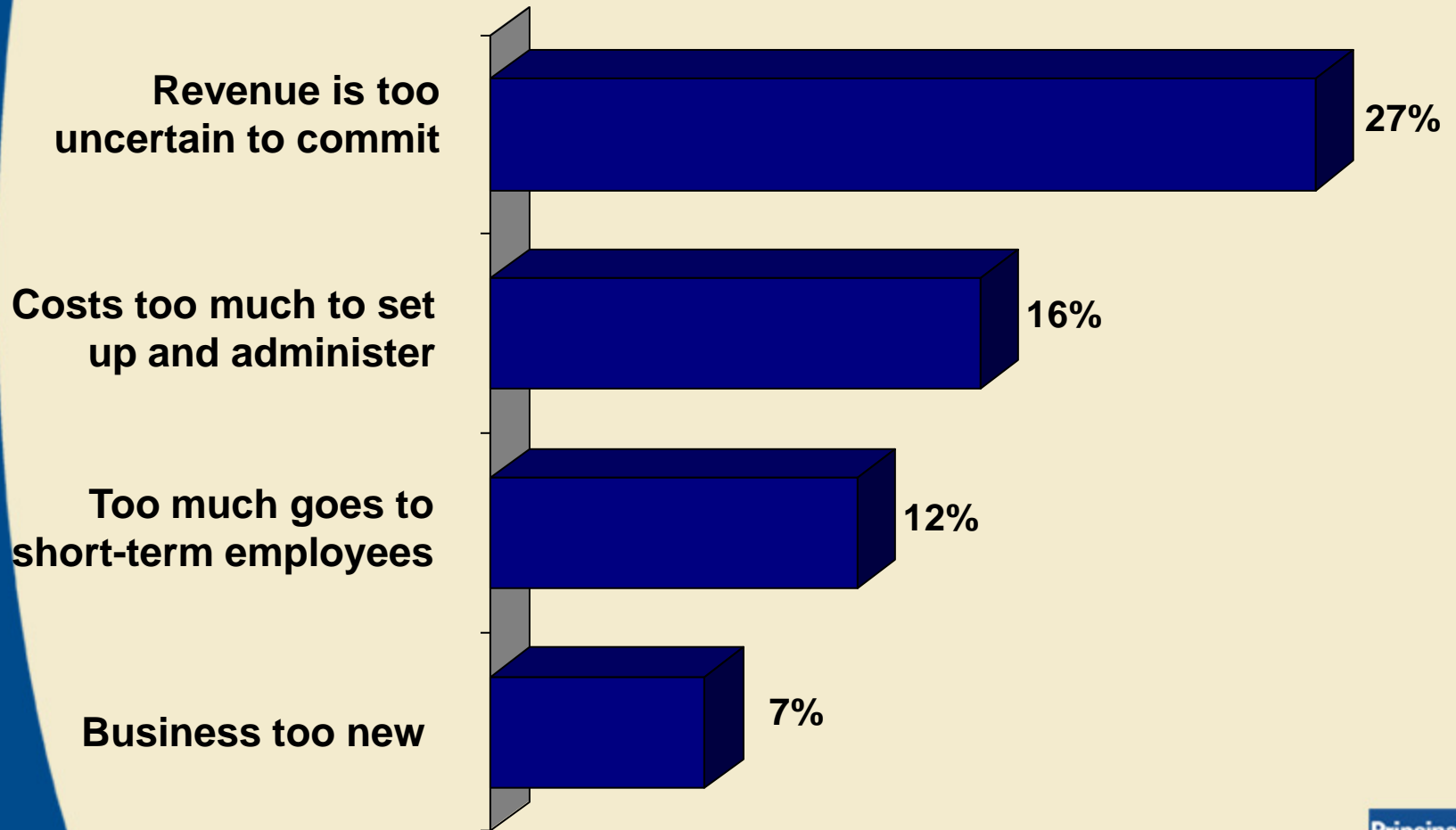
Among companies offering a defined contribution plan



Source: 2003 EBRI SERS

Top Reasons Why Small Employers Do Not Offer a Retirement Plan

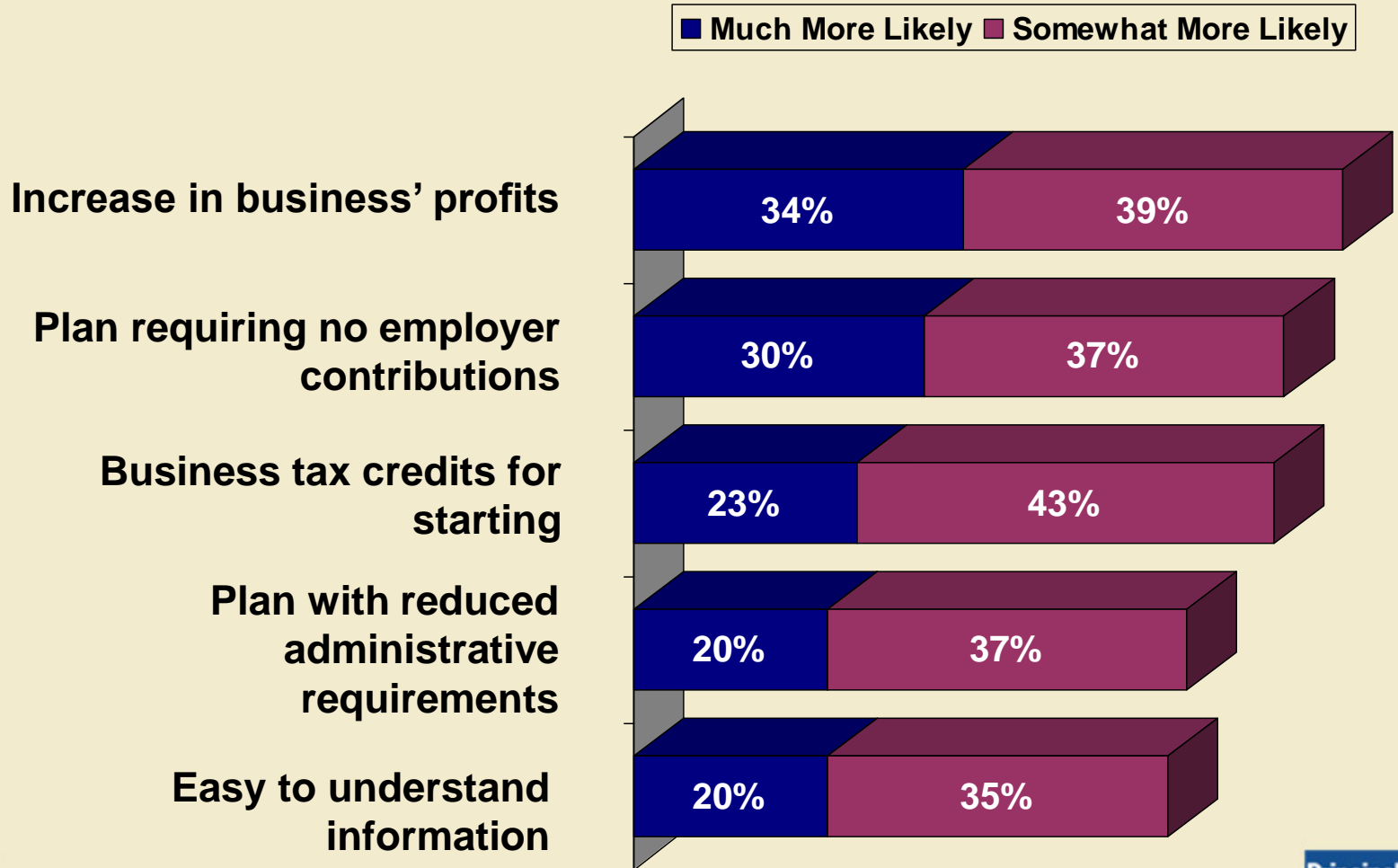
Among companies without a retirement plan



Source: 2003 EBRI SERS

What Might Lead to Serious Consideration of Plan Sponsorship

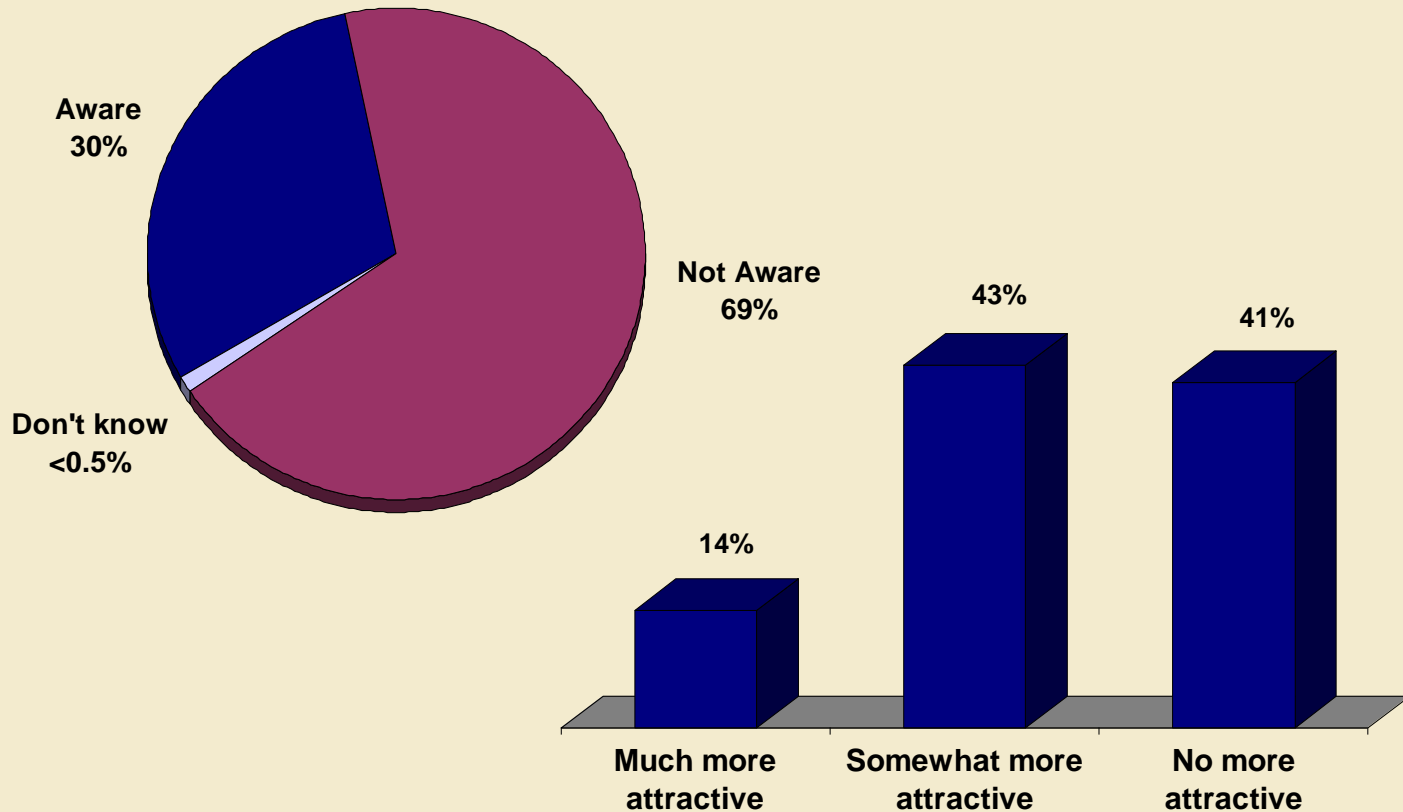
Among companies without a retirement plan



Source: 2003 EBRI SERS

Does Passage of the Law Leads to Action?

Awareness about EGTRRA passed in 2001 among employers without retirement plan



Impact of new tax law on employers without a retirement plan to establish one

Source: 2003 EBRI SERS

Saving for Retirement Through the Workplace Is Far More Effective than Individual Savings Arrangements

- Employer sponsored plans offer:
 - Discipline of payroll deduction
 - Educational assistance and on-going communication
 - Employer match
- Support for Employer Retirement Savings Account
- Lifetime Savings Accounts could undermine employer-sponsored retirement plans
- Short-term savings versus long-term financial security