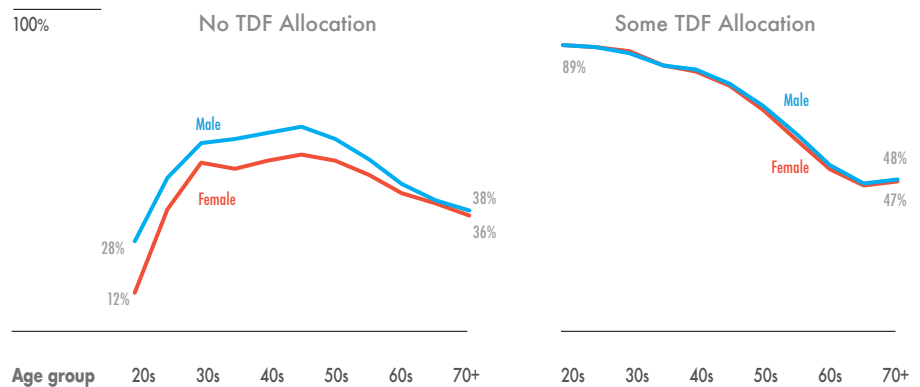


Gender and Age Differences in Equity Asset Allocation Are Mitigated by the Use of Target-Date Funds

For account holders with no target-date fund (TDF) exposure, the proportion of equity is much greater for males than females, especially at the younger ages. For those with some TDF allocation there is very little gender impact, with all differences in total equity proportions being less than 2 percentage points.

Proportion of Allocation in Equity
by Age, Gender, and Presence of TDFs

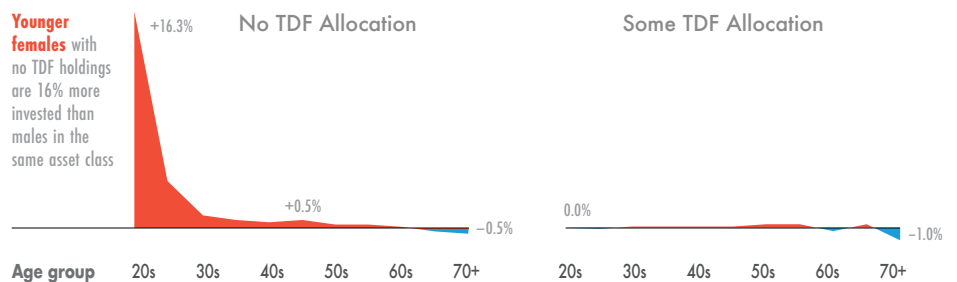


Gender differences in asset allocation were evident for those without target-date fund holdings. Females with no TDFs in their portfolio tend to invest more in fixed income than their male counterparts. In contrast, males with no TDFs tend to invest much more in broad international equity.

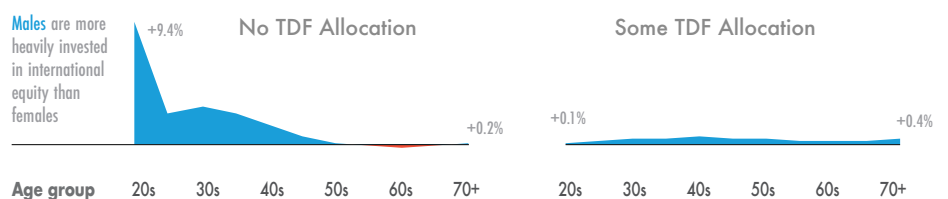
For those with at least some TDF exposure, differences in proportions are greatly reduced, demonstrating the equalizing effect of target-date funds in DC plans.

Differences in Asset Allocations by Age and Gender

Short-Term Fixed Income



Broad International Equity



SOURCE: Jack VanDerhei on behalf of PRRL, "A Deeper Look at Asset Allocation: Plan Structure and Demography the Key to Effective Plan Design," PRRL Research Study, no. 3 (May 20, 2021).