



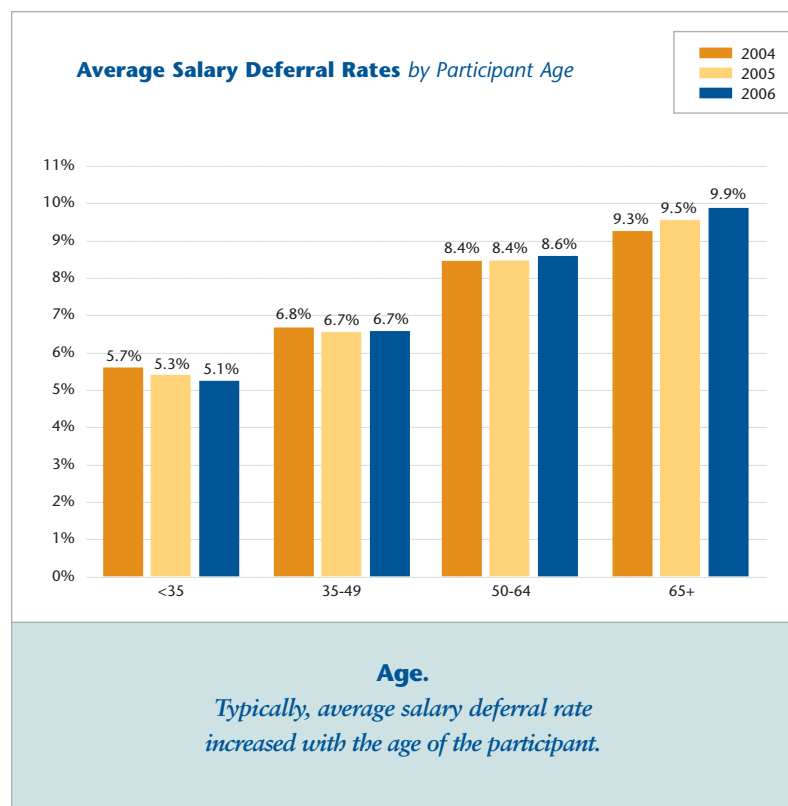
Salary Deferral Rates

The Age, Stage, & Earnings Factors

Naturally, salary deferral rates were higher for employees who are closer to their retirement years, earn more, and had more years of service with their employers. Likewise, certain investment-savvy industries such as finance, insurance, and real estate tended to carry higher average deferral rates.

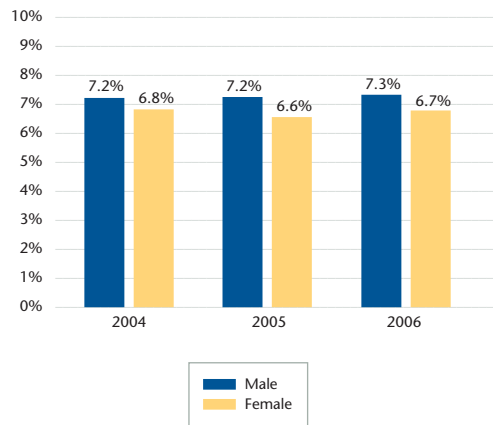
The average pre-tax salary deferral rate remained consistent from 2005 at 7.16 percent.

Average salary deferral rates also increased as age increased, with those aged 50-plus deferring at the highest rates and those under age 35 deferring at the lowest rates. Average deferral rates for participants located in the East and West regions were slightly higher than the deferral rates for participants in the Midwest and South regions. Deferral rates were highest in the finance, insurance, real estate and services industries and lowest in the retail and manufacturing industries.



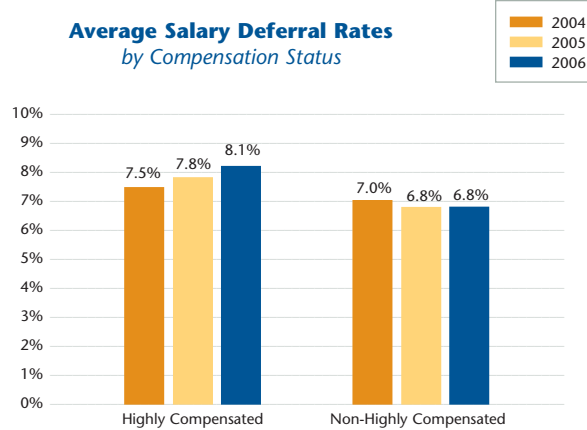
Deferral rates for highly compensated employees continued to increase over the past five years and deferral rates for non-highly compensated employees remained relatively unchanged.

Average Salary Deferral Rates by Gender



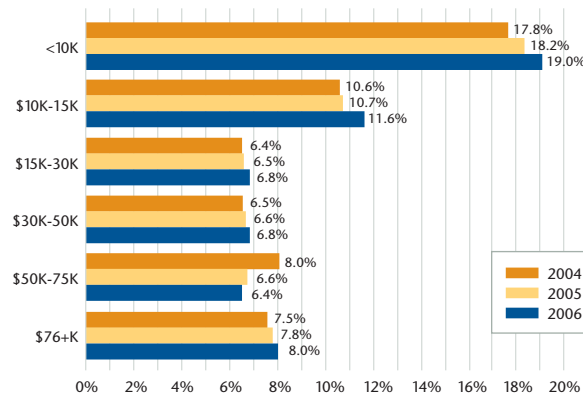
Gender.
Men were more likely to have a higher average salary deferral rate than women.

Average Salary Deferral Rates by Compensation Status



Compensation.
Highly compensated employees continued to have larger average salary deferral rates.

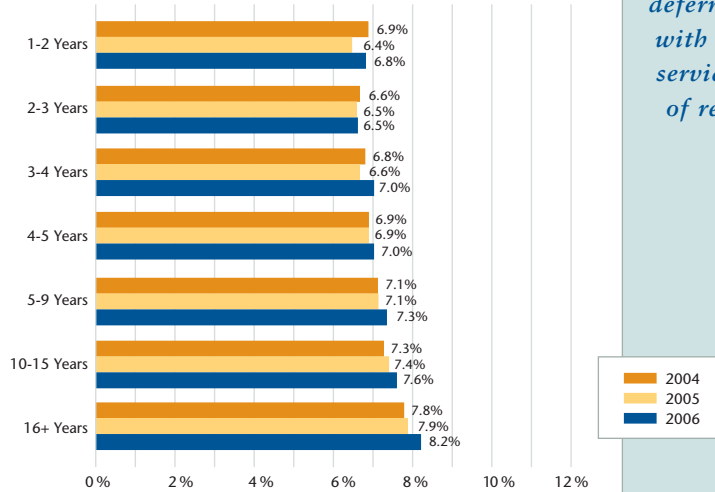
Average Salary Deferral Rates by Compensation



Fast Fact

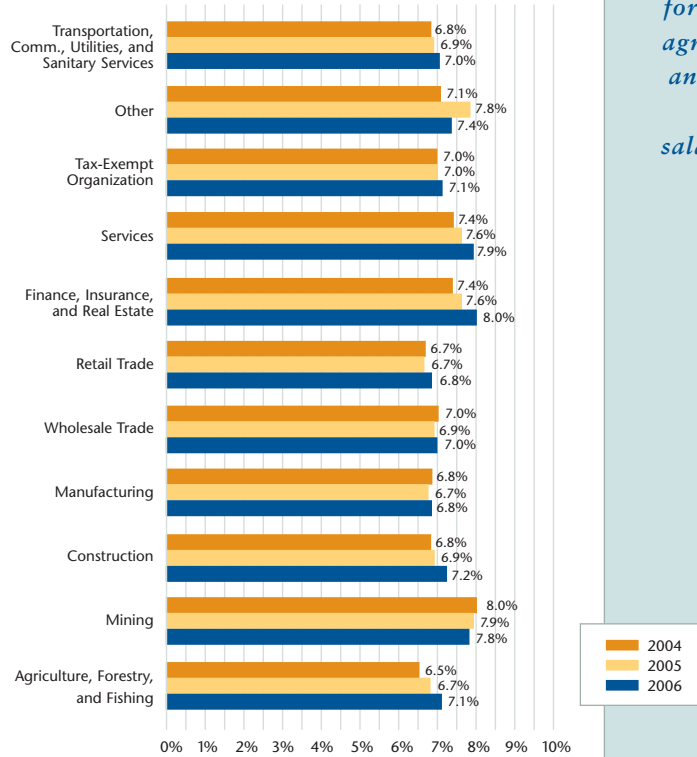
Similar to average account balances, average deferral rates were highest at companies with fewer than 50 people.

Average Salary Deferral Rates by Years of Service



Average salary deferral among employees with 16 or more years of service far exceeded that of relatively new hires.

Average Salary Deferral Rates by Industry Category



Mining led all industries for average deferral; agriculture, forestry, and fishing had the lowest average salary deferral rates.