

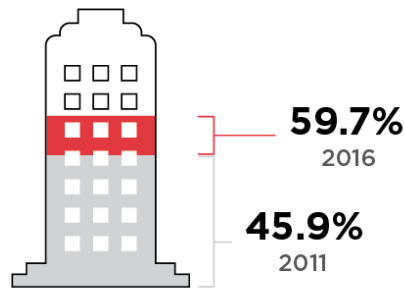
Automatic Enrollment Fact Sheet

Availability and use of automatic enrollment and related features has increased dramatically the last 10 years as employers are looking to not only increase participation rates, but increase participant outcomes by boosting overall savings rates.

Plans with an Automatic Enrollment Feature

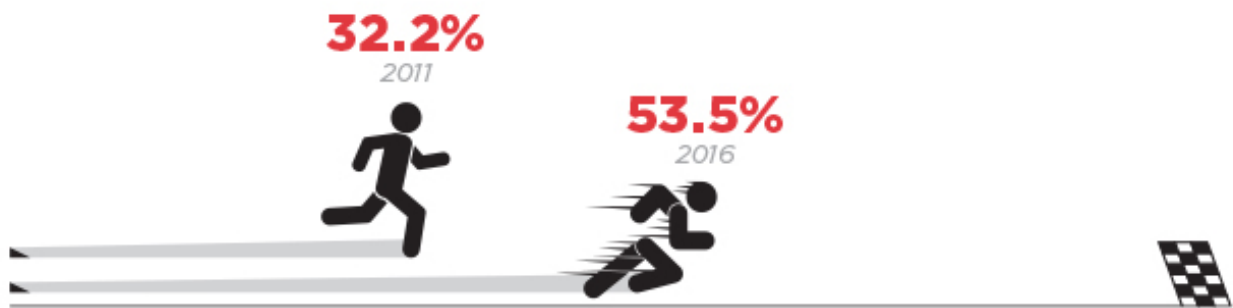
	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Percentage of Plans	35.6%	39.6%	38.4%	41.8%	45.9%	47.2%	50.2%	52.4%	57.5%	59.7%

More Plans Use Automatic Enrollment



Employers are moving to higher default deferral rates, the specified percentage of pay saved when participants are automatically enrolled, unless otherwise stated by the participant. Three percent of pay was the most common default for years, but plans have started moving to higher default rates in an effort to help increase savings rates and overall participant outcomes.

Percentage of AE Plans with a Default Deferral of More than Three (3) Percent Over Time



Default deferral percentage in plans with automatic enrollment for 2016

	1%	2%	3%	4%	5%	6%	More than 6%
Percentage of Plans	3.8 %	6.4%	36.4%	15.2%	14.6%	22.2%	1.5%

One method employers are using to boost savings rates is to increase the default deferral rate over time, typically one percent a year until a specified maximum is reached. The use of automatic escalation has increased by 50 percent in the last 10 years.

Plans with an Auto-Escalation Feature

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Percentage of Plans	49.7%	53.8%	53.1%	55.5%	55.2%	57.9%	65.2%	65.3%	68.3%	73.4%

