

BLR/HRDailyAdvisor Employee Fringe Benefit Survey Series 401(k) Practices

The survey, conducted by BLR's HRDailyAdvisor in November, 2009, received over 1,000 responses. While the responses were evenly divided geographically within the United States, 75% originated from companies with fewer than 500 employees.

Maximum Percentage of Salary Contributable to the 401(k) Plan:

	Year of Survey	
	2006	2009
1% to 9.99%	8%	8%
10% to 14.99%	5%	9%
15% to 24.99%	28%	15%
25% or more	58%	68%

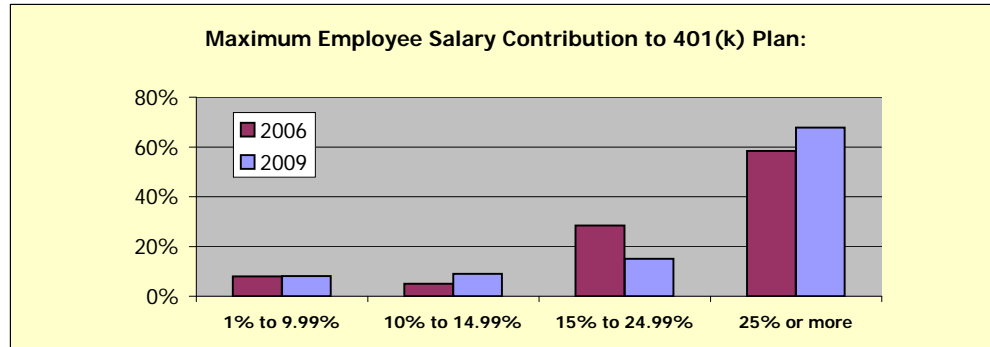
The full survey includes 13 questions about 401(k) benefit practices, broken out by company size, industry, and geography.

Link for Compensation.blr.com subscribers:

[401\(k\) Practices Survey](#)

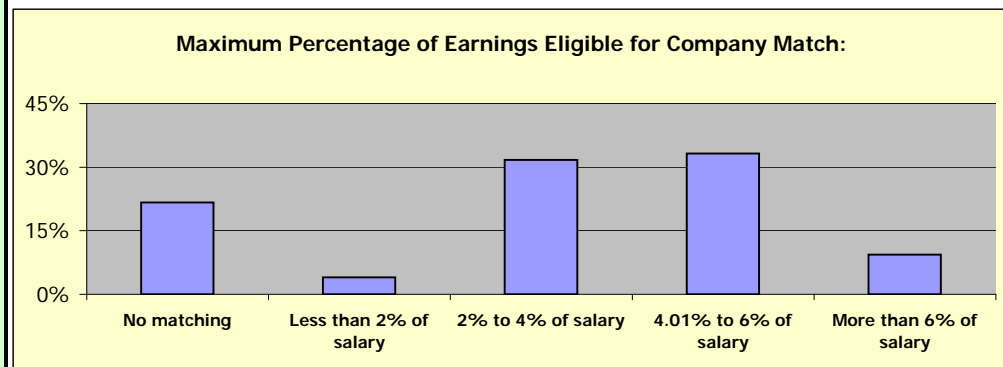
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Maximum percentage of earnings against which company will make a matching contribution:

	Responses				
	No matching	Less than 2% of salary	2% to 4% of salary	4.01% to 6% of salary	More than 6% of salary
Number of responses	227	42	332	348	98
Percentage	22%	4%	32%	33%	9%



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This summary of benefits survey data has been provided as part of your subscription to or membership in a BLR service. The HR Professionals who contributed information to this BLR Benefits Survey have also received the National Summary data as a free service.