



# ESOPs as Retirement Benefits —Supplemental Tables—

*September 15, 2010*

This is not a stand-alone document. To understand and use these tables, refer to the main report, *ESOPs as Retirement Benefits*.

For more information, contact...

Loren Rodgers  
National Center for Employee Ownership  
1736 Franklin Street, 8th Floor  
Oakland CA 94612  
510-208-1307  
LRodgers@nceo.org  
www.nceo.org

J. Michael Keeling  
The Employee Ownership Foundation  
1726 M Street, NW, Suite 501  
Washington DC, 20036  
202.293.2971  
michael@esopassociation.org  
www.employeeownershipfoundation.org

This supplemental report contains three tables: S1, S2 and S3.

Table S1 shows company contributions to the ESOP and to the first DC plan (for non-ESOP companies). It is an expanded version of table 5 part D in the main report.

Table S2 shows the change in assets in the ESOP and in the first DC plan (for non-ESOP companies). It is an expanded version of table 9 part B in the main report.

Table S3 shows accumulated assets per participant in the ESOP and in the first DC plan (for non-ESOP companies). It is an expanded version of table 6 part B in the main report.

Each of these tables include breakdowns for different types of companies. For each of the three tables, part A has the differences by sizes of the work force, part B breaks companies down by their type of business as represented by the two-digit NAICS code, and part C shows differences among companies by the ages of their plans.

**Table S1: Company Contributions to First Plan Per Active Participant**  
**Part A: By Size of Work Force**

	ESOP Companies (for ESOP only)		Non-ESOP Companies (for first DC plan only)		ESOP difference
	N	average	N	average	
<b>Most Recent Year</b>					
a. 20 to 40	920	\$5,600	28,440	\$3,067	+83%
b. 41 to 80	1079	\$4,880	17,003	\$2,299	+112%
c. 81 to 150	827	\$3,893	8,701	\$1,980	+97%
d. 151 to 300	628	\$3,574	5,448	\$1,939	+84%
e. 301 to 1000	522	\$3,421	4,573	\$1,840	+86%
<b>Prior Year</b>					
a. 20 to 40	790	\$5,647	26,576	\$3,166	+78%
b. 41 to 80	962	\$4,776	16,073	\$2,350	+103%
c. 81 to 150	735	\$3,963	8,251	\$1,990	+99%
d. 151 to 300	569	\$3,607	5,202	\$1,900	+90%
e. 301 to 1000	474	\$3,112	4,376	\$1,785	+74%
<b>Twice-Prior Year</b>					
a. 20 to 40	703	\$5,695	25,050	\$3,142	+81%
b. 41 to 80	880	\$4,456	15,227	\$2,319	+92%
c. 81 to 150	662	\$3,909	7,847	\$1,933	+102%
d. 151 to 300	509	\$3,407	4,948	\$1,832	+86%
e. 301 to 1000	447	\$2,913	4,163	\$1,705	+71%

(continued)

**Table S1: Company Contributions to First Plan Per Active Participant**  
**Part B: By NAICS Category (Code)**

	ESOP Companies (for ESOP only)		Non-ESOP Companies (for first DC plan only)		ESOP difference
	N	average	N	average	
<b>Most Recent Year</b>					
Agriculture, Forestry, Fishing and Hunting (11)	33	\$5,602	515	\$1,584	+254%
Mining, Quarrying, and Oil and Gas Extraction (21)	17	\$6,092	378	\$3,286	+85%
Utilities (22)	18	\$3,220	282	\$2,802	+15%
Construction (23)	430	\$5,727	6,239	\$2,421	+137%
Manufacturing (31)	70	\$5,995	1,284	\$1,608	+273%
Manufacturing (32)	238	\$4,700	3,356	\$1,554	+203%
Manufacturing (33)	584	\$4,382	7,650	\$1,684	+160%
Wholesale Trade (42)	378	\$6,297	4,606	\$2,140	+194%
Retail Trade (44)	186	\$3,586	3,891	\$1,102	+225%
Retail Trade (45)	54	\$4,333	955	\$1,460	+197%
Transportation and Warehousing (48)	63	\$3,621	1,404	\$1,598	+127%
Transportation and Warehousing (49)	11	\$8,568	160	\$1,611	+432%
Information (51)	61	\$4,760	1,145	\$1,699	+180%
Finance and Insurance (52)	787	\$2,890	3,961	\$3,217	-10%
Real Estate and Rental and Leasing (53)	35	\$5,036	1,328	\$1,780	+183%
Professional, Scientific, and Technical Services (54)	659	\$4,790	10094	\$3,188	+50%
Management of Companies and Enterprises (55)	117	\$2,566	222	\$2,496	+3%
Administrative and Support and Waste Management and Remediation Services (56)	61	\$5,502	1,409	\$1,308	+321%
Educational Services (61)	8	\$6,655	775	\$1,987	+235%
Health Care and Social Assistance (62)	67	\$3,091	9,924	\$4,568	-32%
Arts, Entertainment, and Recreation (71)	7	\$2,087	726	\$1,178	+77%
Accommodation and Food Services (72)	29	\$2,151	1,181	\$735	+193%
Other Services (except Public Administration) (81)	61	\$4,544	2,618	\$2,298	+98%
<b>Prior Year</b>					
Agriculture, Forestry, Fishing and Hunting (11)	33	\$4,363	515	\$1,693	+158%
Mining, Quarrying, and Oil and Gas Extraction (21)	17	\$5,778	378	\$3,087	+87%
Utilities (22)	18	\$2,706	282	\$2,647	+2%
Construction (23)	430	\$5,505	6,239	\$2,424	+127%
Manufacturing (31)	70	\$4,909	1,284	\$1,716	+186%
Manufacturing (32)	238	\$4,001	3,356	\$1,579	+153%
Manufacturing (33)	584	\$4,282	7,650	\$1,711	+150%
Wholesale Trade (42)	378	\$6,057	4,606	\$2,235	+171%
Retail Trade (44)	186	\$3,881	3,891	\$1,276	+204%
Retail Trade (45)	54	\$4,760	955	\$1,565	+204%
Transportation and Warehousing (48)	63	\$3,800	1,404	\$1,565	+143%
Transportation and Warehousing (49)	11	\$7,220	160	\$1,587	+355%
Information (51)	61	\$5,238	1,145	\$1,684	+211%
Finance and Insurance (52)	787	\$3,061	3,961	\$3,158	-3%
Real Estate and Rental and Leasing (53)	35	\$5,690	1328	\$1,898	+200%
Professional, Scientific, and Technical Services (54)	659	\$4,881	10094	\$3,194	+53%
Management of Companies and Enterprises (55)	117	\$3,097	222	\$2,340	+32%

Administrative and Support and Waste Management and Remediation Services (56)	61	\$4,650	1,409	\$1,341	+247%
Educational Services (61)	8	\$6,275	775	\$2,074	+202%
Health Care and Social Assistance (62)	67	\$3,263	9,924	\$4,679	-30%
Arts, Entertainment, and Recreation (71)	7	\$4,227	726	\$1,145	+269%
Accommodation and Food Services (72)	29	\$2,205	1,181	\$769	+187%
Other Services (except Public Administration) (81)	61	\$4,315	2,618	\$2,327	+85%
<b>Twice-Prior Year</b>					
Agriculture, Forestry, Fishing and Hunting (11)	33	\$3,849	515	\$1,690	+128%
Mining, Quarrying, and Oil and Gas Extraction (21)	17	\$5,389	378	\$2,950	+83%
Utilities (22)	18	\$2,364	282	\$2,552	-7%
Construction (23)	430	\$4,838	6,239	\$2,316	+109%
Manufacturing (31)	70	\$4,966	1,284	\$1,647	+202%
Manufacturing (32)	238	\$3,996	3,356	\$1,524	+162%
Manufacturing (33)	584	\$4,346	7,650	\$1,606	+171%
Wholesale Trade (42)	378	\$6,184	4,606	\$2,199	+181%
Retail Trade (44)	186	\$4,074	3,891	\$1,250	+226%
Retail Trade (45)	54	\$5,146	955	\$1,491	+245%
Transportation and Warehousing (48)	63	\$3,802	1,404	\$1,534	+148%
Transportation and Warehousing (49)	11	\$3,992	160	\$1,855	+115%
Information (51)	61	\$5,085	1,145	\$1,696	+200%
Finance and Insurance (52)	787	\$3,048	3,961	\$3,072	-1%
Real Estate and Rental and Leasing (53)	35	\$5,590	1,328	\$1,923	+191%
Professional, Scientific, and Technical Services (54)	659	\$4,525	10094	\$3,115	+45%
Management of Companies and Enterprises (55)	117	\$2,220	222	\$2,377	-7%
Administrative and Support and Waste Management and Remediation Services (56)	61	\$4,415	1,409	\$1,357	+225%
Educational Services (61)	8	\$8,201	775	\$2,075	+295%
Health Care and Social Assistance (62)	67	\$2,737	9,924	\$4,773	-43%
Arts, Entertainment, and Recreation (71)	7	\$1,765	726	\$1,121	+57%
Accommodation and Food Services (72)	29	\$2,064	1,181	\$811	+155%
Other Services (except Public Administration) (81)	61	\$4,065	2,618	\$2,236	+82%

**Table S1: Company Contributions to First Plan Per Active Participant**  
**Part C: By Plan Age**

	ESOP Companies (for ESOP only)		Non-ESOP Companies (for first DC plan only)		ESOP difference
	N	average	N	average	
<b>Most Recent Year</b>					
a. 0 years old	145	\$6,547	1,428	\$1,413	+363%
b. 1 years old	207	\$7,386	1,619	\$2,091	+253%
c. 2 years old	193	\$6,863	1,667	\$2,079	+230%
d. 3 years old	171	\$6,409	1,632	\$2,325	+176%
e. 4 years old	180	\$5,964	1,513	\$2,321	+157%
f. 5 years old	180	\$5,200	2,152	\$2,320	+124%
g. 6 years old	190	\$4,934	2,267	\$2,068	+139%
h. 7 years old	184	\$4,982	2,931	\$1,907	+161%

i. 8 years old	207	\$3,927	3,166	\$1,933	+103%
j. 9 years old	165	\$3,919	3,366	\$1,939	+102%
k. 10 years old	139	\$3,398	3,546	\$2,114	+61%
l. 11 years old	142	\$3,442	2,964	\$2,056	+67%
m. 12 years old	141	\$3,535	2,879	\$2,133	+66%
n. 13 years old	117	\$3,007	2,631	\$2,317	+30%
o. 14 years old	101	\$3,063	2,365	\$2,163	+42%
p. 15 to 16 years old	189	\$3,816	3,626	\$2,429	+57%
q. 17 to 18 years old	225	\$3,063	3,750	\$2,616	+17%
r. 19 to 20 years old	183	\$3,605	3,234	\$2,768	+30%
s. 21 to 22 years old	241	\$3,263	3,380	\$2,776	+18%
t. 23 to 25 years old	147	\$3,113	3,182	\$3,186	-2%
u. 26 to 28 years old	127	\$3,171	2,427	\$3,631	-13%
v. 29 to 31 years old	168	\$3,369	2,127	\$3,633	-7%
w. 32 or more years old	234	\$4,452	6,313	\$3,779	+18%
<b>Prior Year</b>					
a. 0 years old	NA	NA	NA	NA	NA
b. 1 years old	140	\$6,449	1,495	\$1,829	+253%
c. 2 years old	167	\$7,051	1,566	\$2,181	+223%
d. 3 years old	156	\$6,792	1,555	\$2,353	+189%
e. 4 years old	165	\$6,431	1,424	\$2,468	+161%
f. 5 years old	170	\$5,189	2,058	\$2,336	+122%
g. 6 years old	172	\$5,053	2,145	\$2,095	+141%
h. 7 years old	172	\$5,260	2,792	\$1,987	+165%
i. 8 years old	193	\$4,117	3,031	\$1,991	+107%
j. 9 years old	159	\$4,095	3,215	\$1,979	+107%
k. 10 years old	132	\$3,742	3,446	\$2,164	+73%
l. 11 years old	134	\$3,967	2,852	\$2,073	+91%
m. 12 years old	135	\$3,387	2,793	\$2,190	+55%
n. 13 years old	111	\$3,185	2,531	\$2,338	+36%
o. 14 years old	94	\$2,770	2,272	\$2,187	+27%
p. 15 to 16 years old	175	\$3,829	3,516	\$2,371	+62%
q. 17 to 18 years old	216	\$3,228	3,615	\$2,657	+21%
r. 19 to 20 years old	173	\$3,879	3,154	\$2,722	+42%
s. 21 to 22 years old	230	\$3,117	3,276	\$2,796	+11%
t. 23 to 25 years old	135	\$3,393	3,086	\$3,229	+5%
u. 26 to 28 years old	117	\$3,551	2,366	\$3,641	-2%
v. 29 to 31 years old	160	\$3,133	2,067	\$3,626	-14%
w. 32 or more years old	222	\$4,276	6,129	\$3,774	+13%
<b>Twice-Prior Year</b>					
a. 0 years old	NA	NA	NA	NA	NA
b. 1 years old	NA	NA	NA	NA	NA
c. 2 years old	109	\$6,395	1,469	\$1,986	+222%
d. 3 years old	139	\$7,413	1,475	\$2,423	+206%
e. 4 years old	155	\$6,280	1,352	\$2,508	+150%
f. 5 years old	161	\$5,820	1,973	\$2,380	+145%
g. 6 years old	170	\$5,441	2,056	\$2,103	+159%
h. 7 years old	163	\$5,190	2,715	\$1,979	+162%

i. 8 years old	181	\$4,312	2,926	\$1,929	+124%
j. 9 years old	149	\$4,413	3,105	\$1,945	+127%
k. 10 years old	126	\$3,912	3,328	\$2,067	+89%
l. 11 years old	129	\$3,776	2,768	\$2,010	+88%
m. 12 years old	134	\$3,251	2,682	\$2,127	+53%
n. 13 years old	106	\$2,824	2,463	\$2,321	+22%
o. 14 years old	91	\$2,695	2,217	\$2,104	+28%
p. 15 to 16 years old	169	\$3,559	3,392	\$2,377	+50%
q. 17 to 18 years old	206	\$3,210	3,515	\$2,553	+26%
r. 19 to 20 years old	169	\$3,492	3,073	\$2,654	+32%
s. 21 to 22 years old	220	\$2,815	3,193	\$2,707	+4%
t. 23 to 25 years old	131	\$3,328	3,020	\$3,069	+8%
u. 26 to 28 years old	117	\$3,241	2,296	\$3,511	-8%
v. 29 to 31 years old	152	\$2,776	2,020	\$3,610	-23%
w. 32 or more years old	214	\$4,658	6,034	\$3,663	+27%

**Table S2: Change in Assets Available In First Plan Per Active Participant  
Part A: By Size of Work Force**

	ESOP Companies (for ESOP only)		Non-ESOP Companies (for first DC plan only)		ESOP difference
	N	average	N	average	
<b>Most Recent Year</b>					
a. 20 to 40	790	\$14,732	26,576	\$11,435	+29%
b. 41 to 80	962	\$12,497	16,073	\$9,667	+29%
c. 81 to 150	735	\$13,115	8,251	\$10,075	+30%
d. 151 to 300	569	\$13,019	5,202	\$9,988	+30%
e. 301 to 1000	474	\$16,193	4,376	\$9,239	+75%
<b>Prior Year</b>					
a. 20 to 40	679	\$14,413	24,434	\$14,499	-1%
b. 41 to 80	860	\$11,467	14,875	\$12,108	-5%
c. 81 to 150	644	\$11,208	7,670	\$11,060	+1%
d. 151 to 300	494	\$8,517	4,863	\$10,459	-19%
e. 301 to 1000	434	\$13,781	4,103	\$11,932	+15%

**Table S2: Change in Assets Available In First Plan Per Active Participant  
Part B: By NAICS Category (Code)**

	ESOP Companies (for ESOP only)		Non-ESOP Companies (for first DC plan only)		ESOP difference
	N	average	N	average	
<b>Most Recent Year</b>					
Agriculture, Forestry, Fishing and Hunting (11)	33	\$19,293	515	\$6,541	+195%
Mining, Quarrying, and Oil and Gas Extraction (21)	17	\$62,160	378	\$29,790	+109%
Utilities (22)	18	\$21,545	282	\$15,406	+40%
Construction (23)	430	\$18,288	6239	\$7,909	+131%
Manufacturing (31)	70	\$7,718	1284	\$7,301	+6%

Manufacturing (32)	238	\$11,923	3356	\$7,525	+58%
Manufacturing (33)	584	\$16,391	7650	\$7,988	+105%
Wholesale Trade (42)	378	\$20,794	4606	\$8,900	+134%
Retail Trade (44)	186	\$3,275	3891	\$5,057	-35%
Retail Trade (45)	54	\$12,151	955	\$5,912	+106%
Transportation and Warehousing (48)	63	\$11,545	1404	\$8,790	+31%
Transportation and Warehousing (49)	11	\$9,441	160	\$8,560	+10%
Information (51)	61	\$12,781	1145	\$9,840	+30%
Finance and Insurance (52)	787	\$13,009	3961	\$14,706	-12%
Real Estate and Rental and Leasing (53)	35	\$4,050	1328	\$9,118	-56%
Professional, Scientific, and Technical Services (54)	659	\$10,867	10094	\$14,887	-27%
Management of Companies and Enterprises (55)	117	\$10,301	222	\$11,971	-14%
Administrative and Support and Waste Management and Remediation Services (56)	61	\$13,285	1409	\$5,573	+138%
Educational Services (61)	8	\$13,948	775	\$5,899	+136%
Health Care and Social Assistance (62)	67	\$1,876	9924	\$15,223	-88%
Arts, Entertainment, and Recreation (71)	7	\$6,347	726	\$6,544	-3%
Accommodation and Food Services (72)	29	\$4,915	1181	\$3,343	+47%
Other Services (except Public Administration) (81)	61	\$14,256	2618	\$8,080	+76%
<b>Prior Year</b>					
Agriculture, Forestry, Fishing and Hunting (11)	33	\$11,650	515	\$8,589	+36%
Mining, Quarrying, and Oil and Gas Extraction (21)	17	\$83,664	378	\$16,477	+408%
Utilities (22)	18	\$19,425	282	\$12,926	+50%
Construction (23)	430	\$16,924	6239	\$9,567	+77%
Manufacturing (31)	70	\$11,044	1284	\$8,819	+25%
Manufacturing (32)	238	\$10,697	3356	\$9,206	+16%
Manufacturing (33)	584	\$11,266	7650	\$10,071	+12%
Wholesale Trade (42)	378	\$20,328	4606	\$12,837	+58%
Retail Trade (44)	186	\$7,190	3891	\$7,168	+0%
Retail Trade (45)	54	\$8,032	955	\$8,331	-4%
Transportation and Warehousing (48)	63	\$9,353	1404	\$9,188	+2%
Transportation and Warehousing (49)	11	\$7,443	160	\$8,645	-14%
Information (51)	61	-\$4,155	1145	\$10,766	-139%
Finance and Insurance (52)	787	\$11,833	3961	\$16,216	-27%
Real Estate and Rental and Leasing (53)	35	-\$5,816	1328	\$11,290	-152%
Professional, Scientific, and Technical Services (54)	659	\$8,617	10094	\$17,917	-52%
Management of Companies and Enterprises (55)	117	\$10,289	222	\$12,927	-20%
Administrative and Support and Waste Management and Remediation Services (56)	61	\$11,298	1409	\$7,222	+56%
Educational Services (61)	8	\$14,174	775	\$9,104	+56%
Health Care and Social Assistance (62)	67	\$7,257	9924	\$19,431	-63%
Arts, Entertainment, and Recreation (71)	7	\$4,779	726	\$6,757	-29%
Accommodation and Food Services (72)	29	\$1,499	1181	\$3,531	-58%
Other Services (except Public Administration) (81)	61	\$14,202	2618	\$9,750	+46%

**Table S2: Change in Assets Available In First Plan Per Active Participant  
Part C: By Plan Age**

	ESOP Companies (for ESOP only)		Non-ESOP Companies (for first DC plan only)		ESOP difference
	N	average	N	average	
<b>Most Recent Year</b>					
a. 0 years old	NA	NA	NA	NA	NA
b. 1 years old	140	\$18,603	1,495	\$9,587	+94%
c. 2 years old	167	\$19,192	1,566	\$8,853	+117%
d. 3 years old	156	\$14,585	1,555	\$8,421	+73%
e. 4 years old	165	\$11,670	1,424	\$9,143	+28%
f. 5 years old	170	\$10,694	2,058	\$9,022	+19%
g. 6 years old	172	\$8,166	2,145	\$8,681	-6%
h. 7 years old	172	\$9,629	2,792	\$8,282	+16%
i. 8 years old	193	\$12,097	3,031	\$7,725	+57%
j. 9 years old	159	\$9,591	3,215	\$8,505	+13%
k. 10 years old	132	\$10,118	3,446	\$8,485	+19%
l. 11 years old	134	\$15,949	2,852	\$8,583	+86%
m. 12 years old	135	\$13,544	2,793	\$8,747	+55%
n. 13 years old	111	\$12,886	2,531	\$9,573	+35%
o. 14 years old	94	\$8,938	2,272	\$9,452	-5%
p. 15 to 16 years old	175	\$14,572	3,516	\$10,448	+39%
q. 17 to 18 years old	216	\$12,721	3,615	\$11,033	+15%
r. 19 to 20 years old	173	\$13,349	3,154	\$11,671	+14%
s. 21 to 22 years old	230	\$14,338	3,276	\$11,388	+26%
t. 23 to 25 years old	135	\$14,208	3,086	\$13,342	+6%
u. 26 to 28 years old	117	\$18,671	2,366	\$12,674	+47%
v. 29 to 31 years old	160	\$15,683	2,067	\$17,435	-10%
w. 32 or more years old	222	\$20,436	6,129	\$14,267	+43%
<b>Prior Year</b>					
a. 0 years old	NA	NA	NA	NA	NA
b. 1 years old	NA	NA	NA	NA	NA
c. 2 years old	105	\$5,233	1,414	\$10,702	-51%
d. 3 years old	134	\$14,333	1,436	\$9,838	+46%
e. 4 years old	147	\$14,239	1,312	\$10,229	+39%
f. 5 years old	156	\$10,263	1,920	\$10,096	+2%
g. 6 years old	158	\$10,588	1,986	\$7,582	+40%
h. 7 years old	158	\$8,971	2,627	\$8,804	+2%
i. 8 years old	174	\$12,836	2,847	\$8,793	+46%
j. 9 years old	146	\$7,718	3,028	\$9,169	-16%
k. 10 years old	122	\$10,041	3,272	\$10,050	-0%
l. 11 years old	126	\$14,286	2,707	\$10,849	+32%
m. 12 years old	132	\$10,776	2,630	\$10,617	+2%
n. 13 years old	104	\$10,933	2,409	\$11,401	-4%
o. 14 years old	89	\$8,099	2,161	\$11,348	-29%
p. 15 to 16 years old	164	\$10,748	3,338	\$13,156	-18%
q. 17 to 18 years old	203	\$10,048	3,438	\$13,492	-26%
r. 19 to 20 years old	163	\$14,801	3,022	\$13,835	+7%



s. 21 to 22 years old	218	\$12,838	3,136	\$14,701	-13%
t. 23 to 25 years old	129	\$13,463	2,950	\$15,841	-15%
u. 26 to 28 years old	112	\$13,389	2,263	\$16,659	-20%
v. 29 to 31 years old	151	\$13,713	1,977	\$19,079	-28%
w. 32 or more years old	210	\$17,355	5,919	\$20,576	-16%

**Table S3: Accumulated Assets in First Plan per Participant**  
**Part A: By Size of Work Force**

	ESOP Companies (for ESOP only)		Non-ESOP Companies (for first DC plan only)		ESOP difference
	N	average	N	average	
<b>Most Recent Year</b>					
a. 20 to 40	920	\$51,937	28,440	\$59,133	-12%
b. 41 to 80	1079	\$46,815	17,003	\$46,465	+1%
c. 81 to 150	827	\$41,906	8,701	\$40,615	+3%
d. 151 to 300	628	\$43,319	5,448	\$40,589	+7%
e. 301 to 1000	522	\$55,414	4,573	\$37,497	+48%
<b>Prior Year</b>					
a. 20 to 40	790	\$49,745	26,576	\$57,813	-14%
b. 41 to 80	962	\$46,011	16,073	\$45,054	+2%
c. 81 to 150	735	\$39,702	8,251	\$39,598	+0%
d. 151 to 300	569	\$39,899	5,202	\$38,743	+3%
e. 301 to 1000	474	\$51,502	4,376	\$36,104	+43%
<b>Twice-Prior Year</b>					
a. 20 to 40	703	\$45,450	25,050	\$53,216	-15%
b. 41 to 80	880	\$44,919	15,227	\$41,341	+9%
c. 81 to 150	662	\$39,390	7,847	\$36,319	+8%
d. 151 to 300	509	\$39,173	4,948	\$35,647	+10%
e. 301 to 1000	447	\$47,485	4,163	\$33,203	+43%

**Table S3: Accumulated Assets in First Plan per Participant**  
**Part B: By NAICS Category (Code)**

	ESOP Companies (for ESOP only)		Non-ESOP Companies (for first DC plan only)		ESOP difference
	N	average	N	average	
<b>Most Recent Year</b>					
Agriculture, Forestry, Fishing and Hunting (11)	33	\$76,027	515	\$32,954	+131%
Mining, Quarrying, and Oil and Gas Extraction (21)	17	\$112,647	378	\$57,714	+95%
Utilities (22)	18	\$80,483	282	\$56,723	+42%
Construction (23)	430	\$52,050	6239	\$36,960	+41%
Manufacturing (31)	70	\$34,034	1284	\$38,604	-12%
Manufacturing (32)	238	\$40,661	3356	\$40,900	-1%
Manufacturing (33)	584	\$46,789	7650	\$42,946	+9%
Wholesale Trade (42)	378	\$66,150	4606	\$50,217	+32%
Retail Trade (44)	186	\$35,958	3891	\$30,198	+19%
Retail Trade (45)	54	\$34,543	955	\$33,072	+4%

Transportation and Warehousing (48)	63	\$33,751	1404	\$32,385	+4%
Transportation and Warehousing (49)	11	-\$20,984	160	\$35,887	-158%
Information (51)	61	\$45,852	1145	\$39,001	+18%
Finance and Insurance (52)	787	\$60,056	3961	\$62,328	-4%
Real Estate and Rental and Leasing (53)	35	\$29,606	1328	\$38,196	-22%
Professional, Scientific, and Technical Services (54)	659	\$34,655	10094	\$63,232	-45%
Management of Companies and Enterprises (55)	117	\$53,204	222	\$50,304	+6%
Administrative and Support and Waste Management and Remediation Services (56)	61	\$24,705	1409	\$22,306	+11%
Educational Services (61)	8	\$37,512	775	\$24,120	+56%
Health Care and Social Assistance (62)	67	\$12,082	9924	\$82,092	-85%
Arts, Entertainment, and Recreation (71)	7	\$10,369	726	\$24,249	-57%
Accommodation and Food Services (72)	29	\$14,566	1181	\$14,292	+2%
Other Services (except Public Administration) (81)	61	\$43,574	2618	\$35,162	+24%
<b>Prior Year</b>					
Agriculture, Forestry, Fishing and Hunting (11)	33	\$51,949	515	\$32,498	+60%
Mining, Quarrying, and Oil and Gas Extraction (21)	17	\$87,045	378	\$56,096	+55%
Utilities (22)	18	\$67,367	282	\$53,747	+25%
Construction (23)	430	\$47,660	6239	\$36,148	+32%
Manufacturing (31)	70	\$38,969	1284	\$37,802	+3%
Manufacturing (32)	238	\$37,422	3356	\$39,305	-5%
Manufacturing (33)	584	\$41,743	7650	\$41,573	+0%
Wholesale Trade (42)	378	\$60,147	4606	\$49,374	+22%
Retail Trade (44)	186	\$40,058	3891	\$29,644	+35%
Retail Trade (45)	54	\$31,128	955	\$32,782	-5%
Transportation and Warehousing (48)	63	\$30,209	1404	\$31,116	-3%
Transportation and Warehousing (49)	11	-\$31,400	160	\$35,855	-188%
Information (51)	61	\$39,847	1145	\$37,306	+7%
Finance and Insurance (52)	787	\$59,375	3961	\$58,235	+2%
Real Estate and Rental and Leasing (53)	35	\$32,816	1328	\$36,378	-10%
Professional, Scientific, and Technical Services (54)	659	\$34,744	10094	\$60,347	-42%
Management of Companies and Enterprises (55)	117	\$50,705	222	\$49,058	+3%
Administrative and Support and Waste Management and Remediation Services (56)	61	\$26,230	1409	\$21,815	+20%
Educational Services (61)	8	\$30,526	775	\$24,182	+26%
Health Care and Social Assistance (62)	67	\$14,483	9924	\$81,212	-82%
Arts, Entertainment, and Recreation (71)	7	\$7,478	726	\$22,850	-67%
Accommodation and Food Services (72)	29	\$16,142	1181	\$13,704	+18%
Other Services (except Public Administration) (81)	61	\$45,658	2618	\$33,771	+35%
<b>Twice Prior Year</b>					
Agriculture, Forestry, Fishing and Hunting (11)	33	\$57,831	515	\$28,668	+102%
Mining, Quarrying, and Oil and Gas Extraction (21)	17	\$56,114	378	\$53,915	+4%
Utilities (22)	18	\$77,539	282	\$52,307	+48%
Construction (23)	430	\$44,147	6239	\$34,418	+28%
Manufacturing (31)	70	\$32,874	1284	\$34,338	-4%
Manufacturing (32)	238	\$33,487	3356	\$35,355	-5%
Manufacturing (33)	584	\$39,904	7650	\$38,514	+4%
Wholesale Trade (42)	378	\$56,423	4606	\$45,495	+24%
Retail Trade (44)	186	\$37,257	3891	\$26,927	+38%

Retail Trade (45)	54	\$30,502	955	\$29,508	+3%
Transportation and Warehousing (48)	63	\$25,839	1404	\$28,657	-10%
Transportation and Warehousing (49)	11	\$25,800	160	\$34,141	-24%
Information (51)	61	\$45,574	1145	\$33,254	+37%
Finance and Insurance (52)	787	\$59,950	3961	\$52,347	+15%
Real Estate and Rental and Leasing (53)	35	\$30,950	1328	\$32,689	-5%
Professional, Scientific, and Technical Services (54)	659	\$31,574	10094	\$54,721	-42%
Management of Companies and Enterprises (55)	117	\$49,295	222	\$45,487	+8%
Administrative and Support and Waste Management and Remediation Services (56)	61	\$20,648	1409	\$20,307	+2%
Educational Services (61)	8	\$43,009	775	\$22,327	+93%
Health Care and Social Assistance (62)	67	\$10,508	9924	\$75,162	-86%
Arts, Entertainment, and Recreation (71)	7	\$4,333	726	\$20,634	-79%
Accommodation and Food Services (72)	29	\$16,722	1181	\$12,764	+31%
Other Services (except Public Administration) (81)	61	\$39,822	2618	\$31,028	+28%

**Table S3: Accumulated Assets in First Plan per Participant  
Part C: By Plan Age**

	ESOP Companies (for ESOP only)		Non-ESOP Companies (for first DC plan only)		ESOP difference
	N	average	N	average	
<b>Most Recent Year</b>					
a. 0 years old	145	-\$12,645	1,428	\$12,557	-201%
b. 1 years old	207	\$1,745	1,618	\$16,132	-89%
c. 2 years old	193	\$22,654	1,667	\$18,183	+25%
d. 3 years old	171	\$27,258	1,632	\$23,060	+18%
e. 4 years old	180	\$28,715	1,513	\$28,304	+1%
f. 5 years old	180	\$26,997	2,152	\$30,602	-12%
g. 6 years old	190	\$31,849	2,267	\$29,106	+9%
h. 7 years old	184	\$30,166	2,931	\$28,293	+7%
i. 8 years old	207	\$49,388	3,166	\$29,125	+70%
j. 9 years old	165	\$40,228	3,366	\$31,976	+26%
k. 10 years old	139	\$49,956	3,546	\$35,225	+42%
l. 11 years old	142	\$55,588	2,964	\$36,162	+54%
m. 12 years old	141	\$61,763	2,879	\$39,068	+58%
n. 13 years old	117	\$50,816	2,631	\$45,314	+12%
o. 14 years old	101	\$47,402	2,365	\$43,782	+8%
p. 15 to 16 years old	189	\$61,703	3,626	\$50,382	+22%
q. 17 to 18 years old	225	\$57,498	3,749	\$57,095	+1%
r. 19 to 20 years old	183	\$65,649	3,234	\$61,577	+7%
s. 21 to 22 years old	241	\$73,669	3,380	\$66,535	+11%
t. 23 to 25 years old	147	\$70,671	3,182	\$74,224	-5%
u. 26 to 28 years old	127	\$71,038	2,427	\$83,440	-15%
v. 29 to 31 years old	168	\$77,476	2,127	\$92,956	-17%
w. 32 or more years old	234	\$93,834	6,313	\$98,806	-5%
<b>Prior Year</b>					
a. 0 years old	NA	NA	NA	NA	NA

b. 1 years old	140	-\$11,734	1,495	\$11,961	-198%
c. 2 years old	167	\$9,904	1,566	\$15,722	-37%
d. 3 years old	156	\$20,054	1,555	\$20,010	+0%
e. 4 years old	165	\$23,194	1,424	\$26,130	-11%
f. 5 years old	170	\$19,695	2,058	\$28,221	-30%
g. 6 years old	172	\$28,359	2,145	\$27,888	+2%
h. 7 years old	172	\$26,435	2,792	\$25,810	+2%
i. 8 years old	193	\$45,289	3,031	\$26,718	+70%
j. 9 years old	159	\$36,160	3,215	\$29,288	+23%
k. 10 years old	132	\$48,097	3,446	\$32,549	+48%
l. 11 years old	134	\$49,239	2,852	\$33,607	+47%
m. 12 years old	135	\$58,402	2,793	\$36,689	+59%
n. 13 years old	111	\$46,810	2,531	\$42,563	+10%
o. 14 years old	94	\$44,922	2,272	\$41,311	+9%
p. 15 to 16 years old	175	\$54,092	3,516	\$47,360	+14%
q. 17 to 18 years old	216	\$54,258	3,615	\$54,649	-1%
r. 19 to 20 years old	173	\$63,690	3,154	\$57,887	+10%
s. 21 to 22 years old	230	\$66,819	3,276	\$63,999	+4%
t. 23 to 25 years old	135	\$68,452	3,086	\$71,280	-4%
u. 26 to 28 years old	117	\$65,813	2,366	\$81,585	-19%
v. 29 to 31 years old	160	\$69,647	2,067	\$92,168	-24%
w. 32 or more years old	222	\$88,555	6,129	\$97,205	-9%
<b>Twice-Prior Year</b>					
a. 0 years old	NA	NA	NA	NA	NA
b. 1 years old	NA	NA	NA	NA	NA
c. 2 years old	109	\$3,852	1,469	\$11,006	-65%
d. 3 years old	139	\$8,840	1,475	\$16,513	-46%
e. 4 years old	155	\$12,387	1,352	\$22,136	-44%
f. 5 years old	161	\$14,878	1,973	\$24,616	-40%
g. 6 years old	170	\$22,578	2,056	\$25,569	-12%
h. 7 years old	163	\$22,995	2,715	\$22,551	+2%
i. 8 years old	181	\$40,592	2,926	\$22,641	+79%
j. 9 years old	149	\$32,004	3,105	\$25,645	+25%
k. 10 years old	126	\$45,575	3,328	\$28,490	+60%
l. 11 years old	129	\$40,925	2,768	\$29,593	+38%
m. 12 years old	134	\$55,670	2,682	\$32,035	+74%
n. 13 years old	106	\$42,720	2,463	\$38,248	+12%
o. 14 years old	91	\$42,305	2,217	\$36,955	+14%
p. 15 to 16 years old	169	\$49,027	3,392	\$42,214	+16%
q. 17 to 18 years old	206	\$51,148	3,515	\$48,308	+6%
r. 19 to 20 years old	169	\$59,276	3,073	\$52,019	+14%
s. 21 to 22 years old	220	\$62,299	3,193	\$57,693	+8%
t. 23 to 25 years old	131	\$65,506	3,020	\$64,838	+1%
u. 26 to 28 years old	117	\$58,305	2,296	\$74,334	-22%
v. 29 to 31 years old	152	\$64,916	2,020	\$84,595	-23%
w. 32 or more years old	214	\$84,777	6,034	\$90,336	-6%