

EA Mini-Survey Request – 401K Match - March 2, 2009

With the current economic status, we have members who are reducing hours and or staff.

We have some considering freezing the 401kmatch. 40 Companies responded as follows:

A. What is your match formula? (For example: 100% for first 3%, then 50% up to 6%)

3 – Do not match

1 - \$0.38 on first \$2500

1 – 15% up to max

1 – 20% up to 2%

1 – 50% up to 2% then 25% on next 4%

4 – 50% up to 3%

3 – 100% up to 3%

2 – 100% up to 3% then 50% on next 2%

2 – 50% up to 4%

1 – 35% up to 5%

1 – 100% up to 4%

6 – 25% up to 6%

6 – 50% up to 6%

1 – 60% up to 6%

1 – 100% up to 6%

6 – Discretionary end-of year bonuses

B. What average percent of payroll is your total contribution to retirement?

Less than half of the respondents reported figures and the percentage varies based on program;
however

0.57% - Minimum reported

5.7% to 6.0% - Maximum reported

2.0% to 2.6% - central cluster

C. Have you frozen the match or are you considering it?

15 – No

2 – Did recently, resumed matching

5 – Currently considering

9 – Frozen currently, until further notice

9 – Frozen for 2009