

Table 538. 401(k) Plans—Selected Features: 2005

[In percent. Covers full-time employees in private industry. Based on National Compensation Survey, a sample survey of 3,227 private industry establishments of all sizes, representing 102 million of workers; see Appendix III. See also Table 634]

Feature	All employees	White Collar	Blue Collar	Service
MAXIMUM PRETAX EMPLOYEE CONTRIBUTIONS ¹				
Percent of employee earnings	53	51	56	55
Specified dollar amount	(Z)	(Z)	(S)	(Z)
Up to the Internal Revenue code limit ²	46	47	44	39
Average maximum pretax contribution ²	18.4	18.8	17.8	17.6
INVESTMENT CHOICES				
Employee permitted to choose investments	91	91	92	91
Employee not permitted to choose investments	1	1	(Z)	3

S Represents no employees in this category or data do not meet publication criteria. Z Less than 0.5 percent. ¹ Includes contributions that are not matched by the employer. If maximum contributions vary, such as by length of service, the highest possible contribution was tabulated. ² The average is presented for all covered workers; averages exclude workers without the plan provision.

Source: U.S. Bureau of Labor Statistics, *National Compensation Survey: Employee Benefits in Private Industry in the United States, 2005*, Bulletin 2589, May 2007. See also <<http://www.bls.gov/ncs/ebs/sp/ebbl0022.pdf>>.