THRIFT
SAVINGS
PLAN

2010 Annual Report of the Thrift Savings Plan Required by §105 of the TSP Enhancement Act of 2009

August 31, 2011

Introduction

In compliance with §105 of the TSP Enhancement Act of 2009, Public Law 111-31, the Federal Retirement Thrift Investment Board (FRTIB) has prepared this annual report which outlines the status of the development and implementation of the mutual fund window in the Thrift Savings Plan (TSP) and provides participant statistics and diversity demographics of the investment manager of the assets in the Thrift Savings Fund.

Mutual Fund Window

Background

In 2009, the FRTIB initiated discussions with the FRTIB Board Members (Board) and the Employee Thrift Advisory Council (ETAC) about the addition of a self-directed mutual fund option to the TSP investment lineup. During the past decade, many private sector 401(k) plans have added self-directed investment alternatives to their plans. These options have been in the form of either a full-service brokerage window or a scaled-down version generally referred to as a mutual fund window. The brokerage window typically allows participants to select investments from a list of publicly-traded securities and mutual funds. The mutual fund window limits access to a broad range of mutual funds.

Historically, these self-directed accounts have been most appealing to highly compensated participants and/or a few vocal participants who demand access to a much wider range of investment choices than are in the plan's core investment options. In the 401(k) arena, as plan sponsors became increasingly uncomfortable with the mandate of selecting and monitoring the investment options for their plans, they turned to adding the brokerage or mutual fund window as a method to add investment diversification without having to undertake the fiduciary responsibility and expense of selecting and monitoring a much broader band of core plan investments.

Typically, plans offering mutual fund windows will charge any participant accessing this option a monthly or quarterly fee. This fee is designed to cover the cost of setting-up/administering the feature and is assessed against the account balances of only those participants utilizing the mutual fund window. In addition to this set-up/maintenance fee, the participant will bear the trading costs and other charges assessed by the mutual fund window provider.

Availability and Usage

As noted in the table of defined contribution surveys below, providing access to brokerage or mutual fund windows in private sector 401(k) plans is becoming more common. However, these options are only utilized by a very small percentage of participants. While the mutual fund window provides considerable investment flexibility to defined contribution plan participants, the percentage of participants actually utilizing this feature is quite small, with participant usage being static or, in some cases, declining.

	2007	2008	2009	2010
Deloitte 401(k) Benchmarking Survey (436 plans surveyed in 2008: 449 in 2010)				
Plans offering self-directed mutual fund window		9%		13%
PSCA 51st Annual Survey (1011 plans surveyed in 2007: 931 in 2009)				
– Plans offering self-directed mutual fund window	5.3%		1.0%	
– Plans offering self-directed brokerage window	15.6%		18.5%	
– % of total year-end fund balance is invested in self-directed mutual fund window	0.5%		0.2%	
– % of total year-end fund balance is invested in self-directed brokerage window	0.6%		0.9%	
– Average allocation in self-directed mutual fund window	0.9%		0.2%	
– Average allocation in self-directed brokerage window	2.0%		1.8%	
Hewitt Trends and Experience in 401(k) Plans (302 plans surveyed in 2007: 285 in 2009)				
– Plans offering self-directed brokerage window	18%		26%	
– % of assets invested in self-directed brokerage window	3%		3%	
Vanguard How America Saves (2,200 plans surveyed in 2008; 2,200 plans in 2009)				
– Plans offering self-directed brokerage window		11%	9%	
– % of participants using self-directed brokerage window		1%	1%	
Plan Sponsor DC Survey (5,973 plans surveyed in 2008; 5,929 plans in 2010)				
– Plans offering self-directed brokerage window		15.2%		14.2%

Adding a mutual fund window will allow participants greater investment flexibility and therefore diversification opportunities. However, the addition of this option increases the complexity of the Plan. The mutual fund window will require considerable additional education and as noted in the 2008 Participant Survey, a preference for offering participants investment advice. The cost of making the systems modifications to add a mutual fund window, along with modifications to TSP-generated education materials and potentially making investment advice available will be fairly costly, particularly for an option that will likely only be utilized by a small percentage of TSP participants. The pros and cons of a mutual fund window that were identified in 2009 still apply today.

Board and ETAC Decisions

In April 2009, the FRTIB Executive Director and Office Directors presented the aforementioned facts and considerations to the Board. In response, Board members expressed their supporting and opposing arguments for the addition of a mutual fund window. Arguments in favor included recognizing additional investment flexibility to those participants who had expressed a desire for broader options. Further, a mutual fund window will act to "depoliticize the Plan since participants will have access to various funds,”[1] thus possibly counteracting future efforts by special interests to expand the fund lineup. Arguments against emphasized the “Plan’s success has been its simplicity.” [2] A mutual fund window and the required participant education to support it would impair the Plan’s current simplicity. After the discussion, the Board deadlocked on the decision to adopt a resolution in support of the mutual fund window by a vote of two to two. The fifth Board member was not in attendance.

It must also be noted that ETAC members were similarly divided in their support for the mutual fund window. While members appreciated “the political release valve for the political pressures from groups that want to add funds to the Thrift Savings Plan”[3] that a mutual fund window offers, they expressed nervousness regarding the risks that participants may potentially take with their TSP retirement assets. Additionally, ETAC desired that “a lot of effort be given to put a premium on transparency.”[4] Because the low cost of the TSP cannot be matched in the mutual fund industry, any mutual funds wanting to participate in the window must “be required to reveal in explicit and understandable details the costs involved.” [5]

Current Status

Because of the divided support of the Board and ETAC, the Agency has not pursued the implementation of the mutual fund window. However, staff members will continue to monitor the usage of mutual fund windows among defined contribution plans. Additionally, investigation into the administrative and technical capabilities needed to support a mutual fund window will begin in earnest after the Roth TSP implementation in 2012. Ultimately, the decision to move forward with the mutual fund window rests with the Board members who will take into consideration the support or

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[1] “Minutes of the Meeting of the Board Members,” *Federal Retirement Thrift Investment Board* (April 20, 2009) pg.13.
[2] “Minutes of the Meeting of the Board Members,” *Federal Retirement Thrift Investment Board* (April 20, 2009) pg.13.
[3] “Employee Thrift Advisory Council Meeting Minutes,” *Federal Retirement Thrift Investment Board* (February 4, 2009) pg. 40.

[4] “Employee Thrift Advisory Council Meeting Minutes,” *Federal Retirement Thrift Investment Board* (February 4, 2009) pg. 41.
[5] “Employee Thrift Advisory Council Meeting Minutes,” *Federal Retirement Thrift Investment Board* (February 4, 2009) pg. 42.

lack of support by the ETAC. With that said, the following testimony from a July 2011 Congressional hearing reflects some of the current opinions on this matter.

> Beyond these improvements, the only change in the TSP Enhancement Act that gives us pause is the authority granted to the Thrift Board to allow participants to invest their account in mutual funds outside the investment funds currently offered by the plan. While some TSP participants might enjoy this "self-directed" option, the administrative costs incurred by funds beyond TSP are typically much higher than our program. That is because the more than 4.5 million federal workers and military personnel who participate in the TSP create a large economy of scale, which achieves administrative savings unheard of in other employer-sponsored retirement savings plans. Indeed, TSP's index plans are large, well-diversified portfolios of securities that have reduced risk to investors and have a proven performance, over the long term. The same cannot be said for many funds outside of the TSP. For that reason, NARFE is concerned that such a self-directed option could result in federal workers taking on too much risk in which they could put all their eggs in one perilous basket.[6]

[6] "Statement by Joseph A. Beaudoin President National Active and Retired Federal Employees Association," *Hearing on "The Thrift Savings Plan: Helping Federal Employees Achieve Retirement Security,* (July 27, 2011) pgs. 7-8.

Participant Statistics

As of December 31, 2010

Total Participants (000's) 4,433

Account and Participant Type	Participant Count (000's)
Active FERS	2,364
Active CSRS	222
Active Uniformed Services	692
Accounts with no current contributions	1,155

Average Account Balance $61,090 **Average Age** 43.8

Participant	Average Balance	Average Age
FERS	$76,800	45.6
CSRS	$77,553	60.1
Uniformed Services	$12,064	31.5

Asset Allocation

Participant	G Fund	F Fund	C Fund	S Fund	I Fund	L Funds
FERS	40%	6%	25%	9%	7%	13%
CSRS	49%	6%	24%	7%	5%	9%
Uniformed Services	39%	4%	15%	13%	11%	18%
All	**42%**	**6%**	**25%**	**9%**	**7%**	**12%**

TSP Participant Behavior and Demographics Report

Attached to this report in Appendix A is the TSP's most recent Participant Behavior and Demographics Report. This report analyzed data extracted from the TSP and enhanced with additional information gathered from the Office of Personnel Management, to gain insight into plan demographics and participant investment behavior. The TSP will undertake an updated survey in 2011, which will examine data covering the 2006 – 2010 period. This report will be incorporated into the June 2012 Annual Report.

Investment Manager Diversity Demographics

The attached report (Appendix B) from TSP investment manager, BlackRock, provides a breakdown of its employee diversity.

Appendix A

THRIFT SAVINGS PLAN

Participant Behavior and Demographics

Analysis for 2000–2005

The FERS participation rate (a measure of current full-time FERS-covered employees making voluntary salary deferrals) stood at 88.8% in 2005, a slight increase from 88.4% in 2000. Participation among full-time FERS employees has been near 88% since 1997, after rising steadily for ten years from the plan's inception in 1987, when 44.1% participated.

The overall average salary deferral rate (the percentage of basic pay contributed to the TSP) for FERS contributors increased from 7.1% in 2000 to approximately 8.6% in 2005. This rate has increased every year since 1988, the first full year of plan operation, when it was 4.9%. The average salary deferral rate in 2005 for CSRS contributors was 7.5%, up from 4.4% in 2000. The significant increases in deferral rates are largely attributable to higher statutory maximum contribution limits. The maximum permitted deferral rates increased 1% each year from 2000, when they stood at 10% for FERS and 5% for CSRS. In 2005, the maximum permitted salary deferral was 15% for FERS participants and 10% for CSRS participants. Another contributing factor is the addition of "catch-up" contributions, which, starting in 2002, allowed TSP participants age 50 and older to make contributions above the statutory maximums.

The average year-end allocation of investments by FERS and CSRS participants shows that the two most popular investment options at all age groups are the Government Securities Investment (G) Fund, which invests in short term non-marketable U.S. Treasury securities, and the Common Stock Index Investment (C) Fund, which invests in a Standard & Poor's 500 stock index fund. As expected, the rate of exposure to the equity markets is higher among younger participants.

Data Collection and Methodology

This report is based on data extracted from the TSP recordkeeping system, which was enhanced with information from the Office of Personnel Management (OPM). In each year covered by this report, the TSP record keeper provided a computer tape containing extract data on the accounts of all TSP participants identified as active civilian Federal employees. OPM enhanced the data by comparing it to their database of Executive Branch and Postal Service employees and adding data on participants' annual salary rate, gender, length of Federal service, and employment (full-time vs. part-time) status.

Not all records for participants on the TSP extract can be matched with OPM data. In 2005, a total of 2.4 million participants were identified on the tape from the TSP record keeper, and OPM returned data on approximately 2.3 million employees. A similar ratio of total records extracted to records matched was seen in other years covered by this report. The inability to match some TSP records to OPM data occurs when OPM or TSP data is incomplete. Additionally, since OPM does not collect data on employees of the Legislative and Judicial Branches, OPM cannot match such records. Finally, approximately 172,000 part-time or intermittent employees are identified in the data, but they are excluded from the analyses because their hourly work schedule (and therefore their actual compensation) is not known.

For purposes of this study, a "FERS contributor" is defined as an employee who contributed his or her own money (i.e., an employee contribution) at any time during the year. An "active FERS participant" is one who received at least one employee or employer contribution during the year. While the TSP maintains records for a large number of retired or otherwise separated participants, such participants are not active and are therefore not considered within this report.

In this report, ages are broken down into 10-year increments. However, as CSRS was closed to new entrants after 1983, there were only insignificant numbers of CSRS participants younger than age 30 in any of the years covered within this report.

In this report, salaries are shown in quintiles. The first quintile represents the 20% of all records showing the lowest annual salary; the fifth quintile represents the 20% of records showing the highest paid participants. Data with respect to the dollar-denominated salary ranges for the quintiles in each year can be found in the Appendix.

The analysis provided is subject to some limitations:

- The exclusion of TSP accounts for employees of the Legislative and Judicial Branches may modestly distort the findings.
- The exclusion of TSP accounts that cannot be matched with OPM data may modestly distort the findings.
- The exclusion of TSP accounts for part-time and intermittent workers is likely to have a more meaningful impact on the findings. Since this group is likely to participate and contribute at lower rates than full-time employees, the findings may marginally overestimate the rates of participation and deferral of the total TSP participant base.
- Employees' actual deferral rates are not included in TSP or OPM databases. Therefore an approximation of annualized deferral rate is calculated by comparing the total employee contributions to the annual salary rate for each calendar year.

Analysis

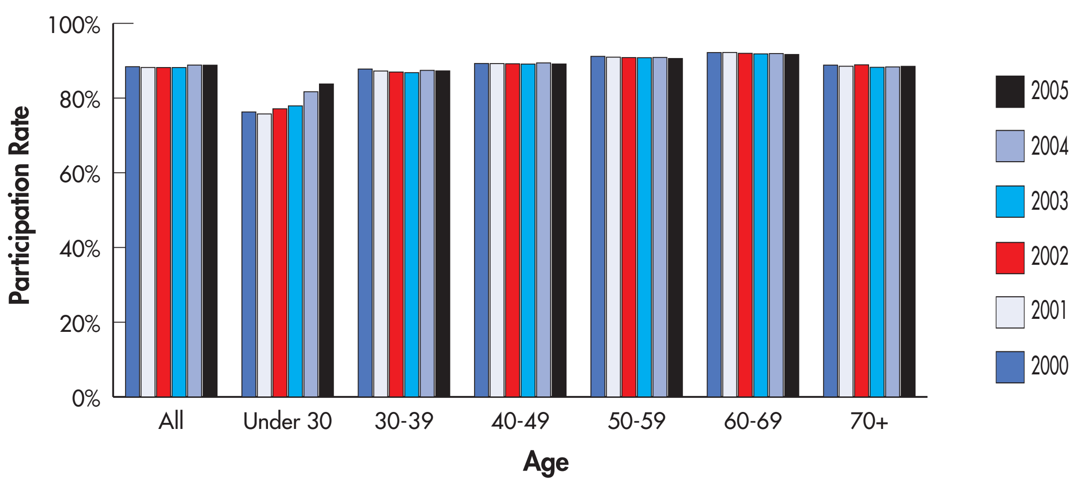
The following sections address TSP population characteristics. The exhibits and narratives display, over time, the relationships between participation rates and age and salary, and between deferral rates and age and salary.

Age, Salary, Participation Rates, and Deferral Rates of FERS Participants

Figure 1 shows FERS participation rates (the number of FERS participants who made voluntary employee contributions, expressed as a percent of the number of active FERS participants) by age.

Figure 1

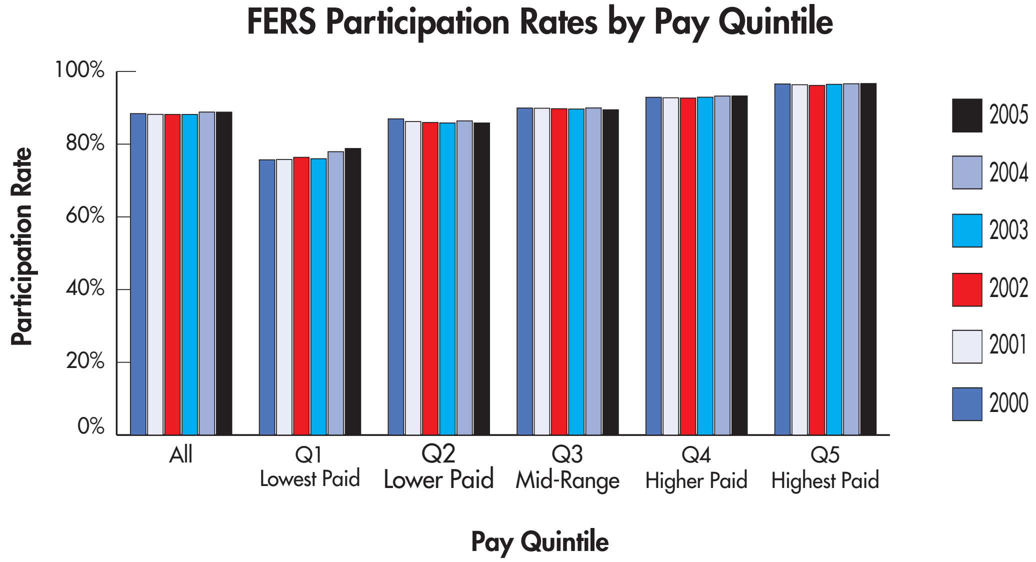
FERS Participation Rates by Age



FERS participation rates modestly increase based on age, except in the case of participants over 70, who participate at a slightly lower rate than those in the age 60–69 category. In 2005, the overall FERS participation rate was 88.8% and ranged from 83.8% in the youngest age group to 91.7% in the 60–69 age group. In looking at changes from 2000 through 2005, most groups show little variation. The exception is among the youngest age group, where the average participation rate among the youngest participants has increased from 76.3% in 2000 to 83.8% in 2005. Participation in defined contribution plans among younger, and generally lower paid, employees is typically lower than average. The trend of increasing participation among the youngest Federal employees is therefore particularly encouraging.

Figure 2 shows FERS participation rates (the number of FERS participants who made voluntary employee contributions, expressed as a percent of the number of active FERS participants) by pay quintile.

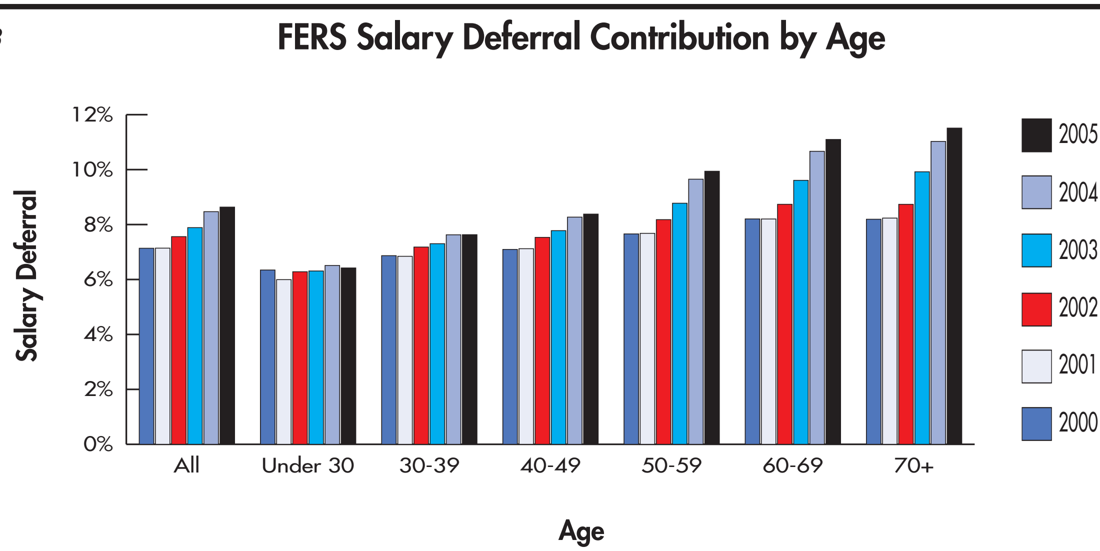
Figure 2



Not surprisingly, FERS participation rates increase with pay. However, participation rates in all pay groups are strong relative to average rates typically seen in private sector defined contribution plans. In 2005, the overall FERS participation rate was 88.8% and ranged from 78.8% in the lowest paid group (Q1) to 96.7% in the highest paid group (Q5). As reflected in the changes from 2000 through 2005, most groups show little variation. The exception is among the lowest paid group (Q1), where average participation is trending upward and has increased from 75.7% in 2000 to 78.8% in 2005. Again, since participation among lower paid employees is typically weaker than average, the trend of increasing participation among the lower paid Federal employees is encouraging.

Figure 3 shows deferral contribution rates (percentages of basic pay contributed to the TSP) for FERS contributors by age.

Figure 3

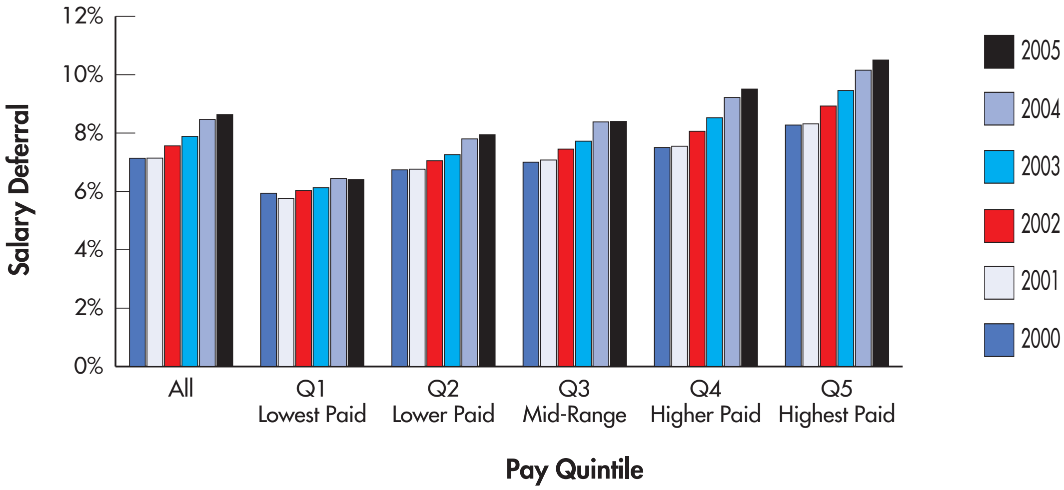


The data show a clear correlation between FERS contribution rates and participant age. In 2005, the average contribution rate among all FERS contributors was 8.6% of pay and ranged from a low of 6.4% among the youngest group to over 11% among the older groups of contributors. In looking at changes from 2000 to 2005, most groups show significant increases over the period. The largest increases are found in the groups age 50 or older, where the impact of catch-up contributions (first made available in 2002) combined with increases in the maximum contribution allowed, has led to dramatic increases in average contribution rates.

Figure 4 shows contribution rates for FERS contributors by pay quintile.

Figure 4

FERS Salary Deferral Contribution by Pay Quintile



The data show that FERS contribution rates increase with participant pay. In 2005, the average contribution rate among all FERS contributors was 8.6% of pay and ranged from a low of 6.4% among the lowest paid group (Q1) to 10.5% among the highest paid group (Q5) of contributors. In looking at changes from 2000 to 2005, all groups show increases over the period. The largest increases are found among the higher paid groups (Q4 and Q5), where the impact of catch-up contributions (first made available in 2002), combined with increases in the maximum contribution allowed, has led to significant increases in average contribution rates.

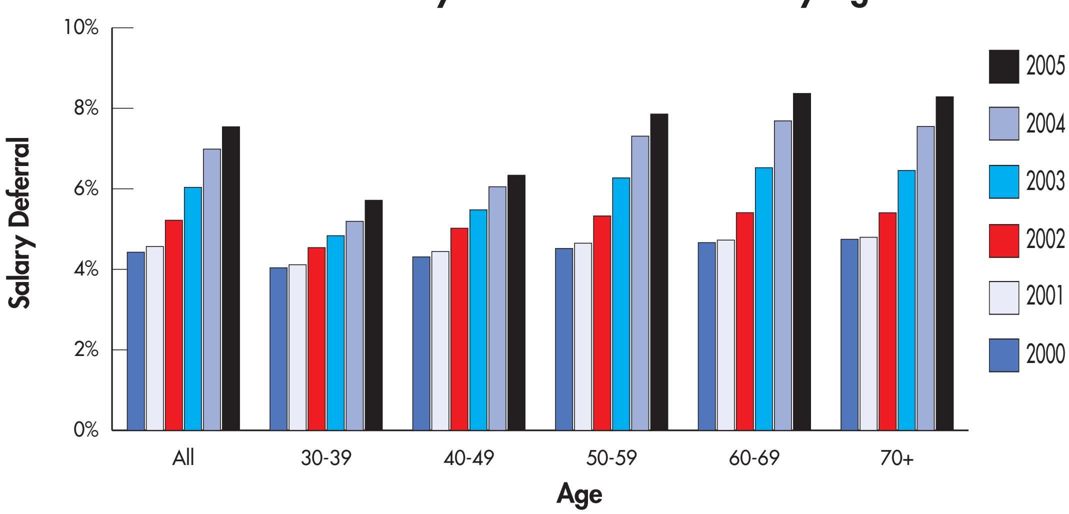
Age, Salary, and Deferral Rates of CSRS Participants

Participation rates for CSRS employees classified by age and salary are not shown because data regarding these factors is not available for non-participating CSRS employees. However, using OPM data on the total number of active CSRS employees, we are able to estimate the overall CSRS participation rate. The estimated CSRS participation rate in 2005 was 67%, compared with approximately 65% in 2000. The CSRS participation rate in 1988, the first full year of the TSP, was approximately 20%.

Deferral rates by age for CSRS participants who are contributing to the TSP are shown in Figure 5.

Figure 5

CSRS Salary Deferral Contribution by Age

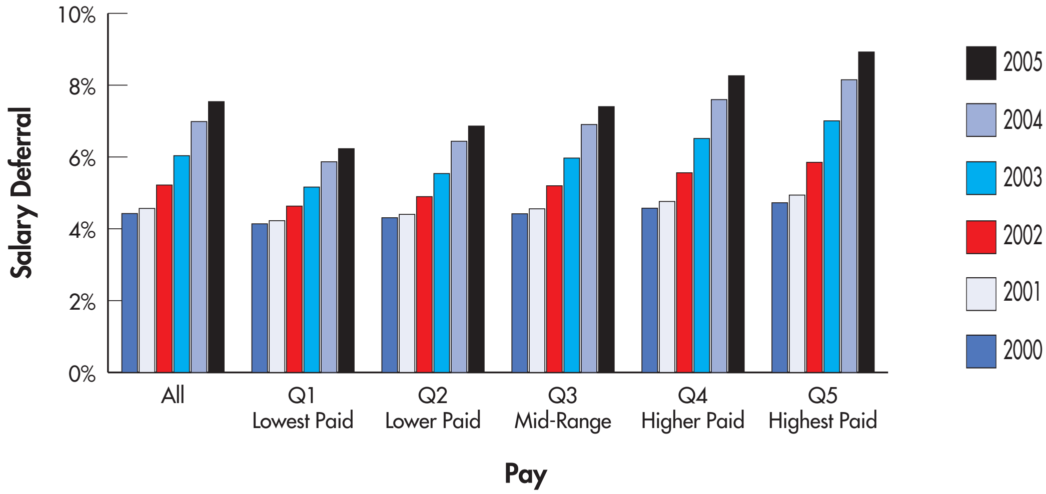


The data reflect consistently increasing rates of deferral as age increases and increasing rates of deferral over time. The average deferral in 2005 ranged from 5.7% in the youngest age group to 8.3% in the older groups. As reflected in changes from 2000 through 2005, all groups show significant increases over the period. The largest increases are found in the groups age 50 or older, where the impact of catch-up contributions combined with increases in the maximum allowed contribution has led to dramatic increases in average contribution rates.

Deferral rates by pay quintile for CSRS contributors to the TSP are shown in Figure 6.

Figure 6

CSRS Salary Deferral Contribution by Pay Quintile



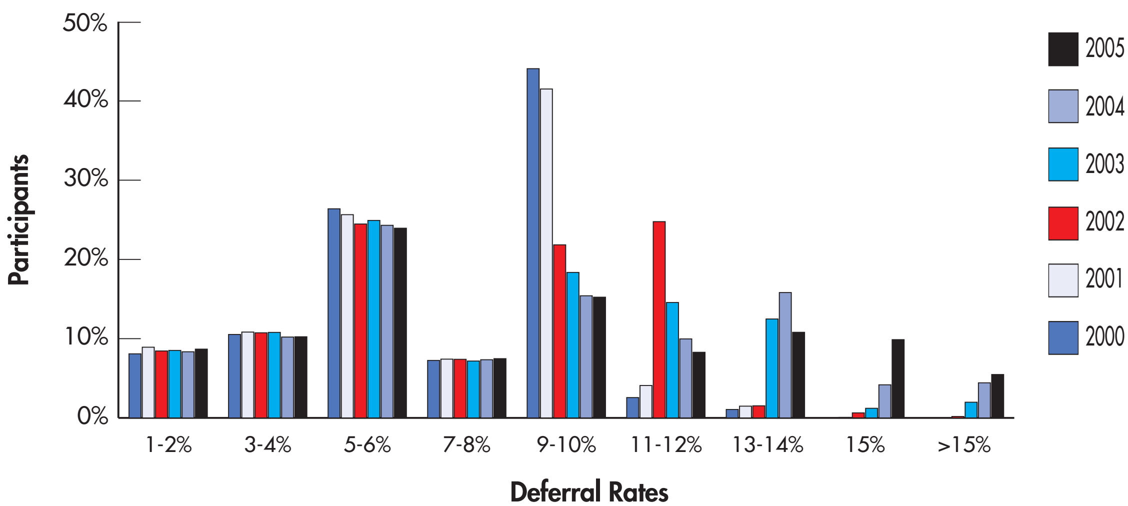
The data show that CSRS contribution rates increase significantly with participant pay. In 2005, the average contribution among all CSRS contributors was 7.5% of pay and ranged from a low of 6.2% among the lowest paid group (Q1) to 8.9% among the highest paid group (Q2) of contributors. The data also show that from 2000 through 2005, CSRS deferral rates increased markedly in all pay quintiles. The increases in the average deferral rates are the result of many participants electing to contribute at the higher statutory maximum contribution rates.

Distribution of Deferral Rates

The distributions of FERS contributors' deferral rates are shown in Figure 7.

Figure 7

FERS Salary Distribution of Deferral Rates



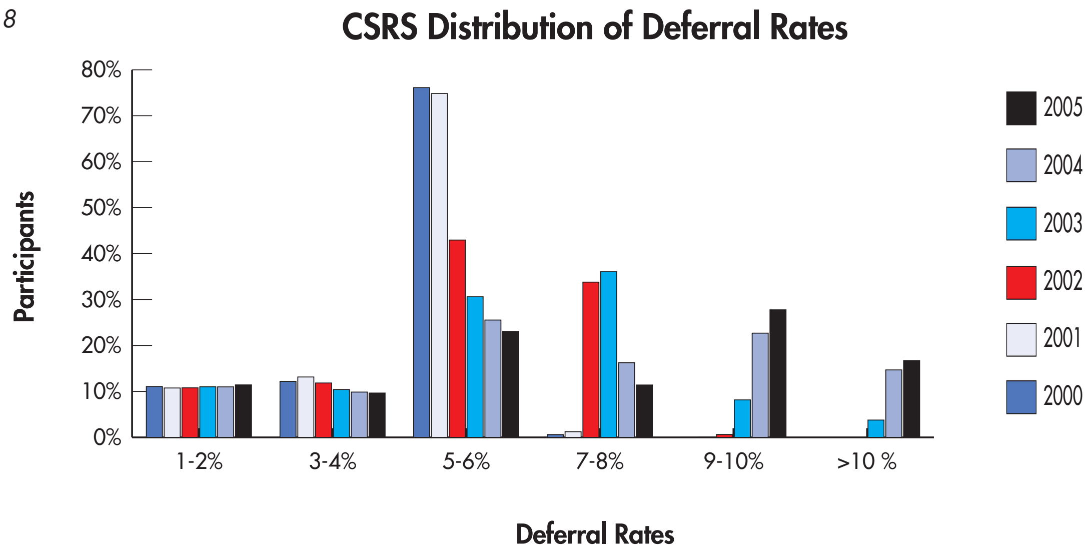
The chart above shows the significant impact that two key plan design elements have on the behavior of FERS participants. The key elements are: 1) the level of agency matching contributions and 2) the statutory maximum contribution limits.

FERS participants receive matching contributions on their deferrals up to 5% of pay. This matching level has remained constant throughout the existence of the TSP. The data show that there is a significant group of participants who contribute only to the level (i.e., 5%) that is matched by the agencies. This group has stayed relatively constant in size over the period 2000-2005, sliding modestly from 26% to 23% of all contributors.

The statutory maximum contribution limits have increased annually in 1% increments, from 10% in 2000 to 15% in 2005. The data show that 44% of participants were contributing at the statutory maximum in 2000. As the maximum contribution amount was increased, the concentration around the 9-10% bracket dissipated as significant portions of these participants reached for newly allowable higher contribution amounts. However, not all participants could afford to contribute at the highest levels. So increasingly smaller groups of participants reached maximum contribution levels in each successive year. We also note that contributions above 15% are generally attributable to FERS participants age 50 or older who utilize catch-up contributions. The data show that in 2005, approximately 5% of FERS contributors fell into this category.

The distributions of CSRS contributors' deferral rates are shown in Figure 8.

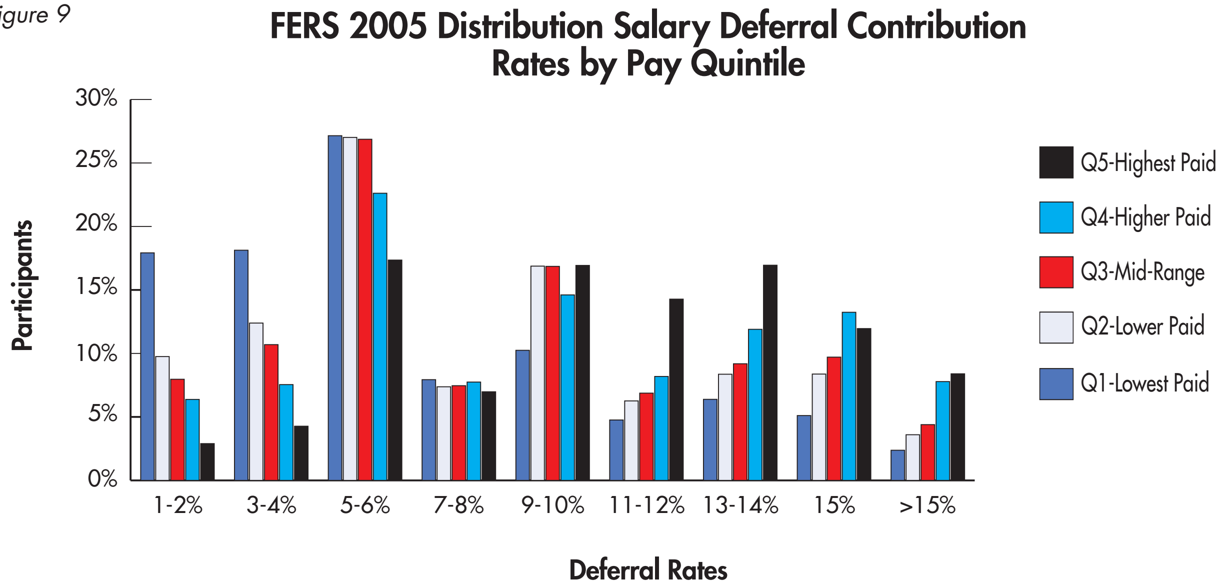
Figure 8



The chart above shows the significant impact that changes to the statutory maximum contribution limits had on the behavior of CSRS participants. The statutory maximum contribution limits for CSRS increased annually in 1% increments, from 5% in 2000 to 10% in 2005. In 2000, 76% of CSRS contributors were contributing at the maximum level of 5%. As the maximum contribution amount was increased, the concentration of contribution rates at 5-6% dissipated as significant portions of CSRS participants reached for newly allowable higher contribution amounts. As with the FERS participants, not all CSRS participants could afford to contribute at the highest levels. So increasingly smaller groups of participants reached maximum contribution rates. We also note that contributions above 10% are generally attributable to participants age 50 or older who utilize catch-up contributions. The data show that in 2005, approximately 17% of CSRS contributors fall into this category. While the number of catch-up contribution users is significantly larger in the CSRS group than the FERS group, this is expected, given that a significantly larger percentage of CSRS employees fall into the 50 or older age group.

Figure 9 illustrates FERS deferral rates in 2005 within selected pay quintiles.

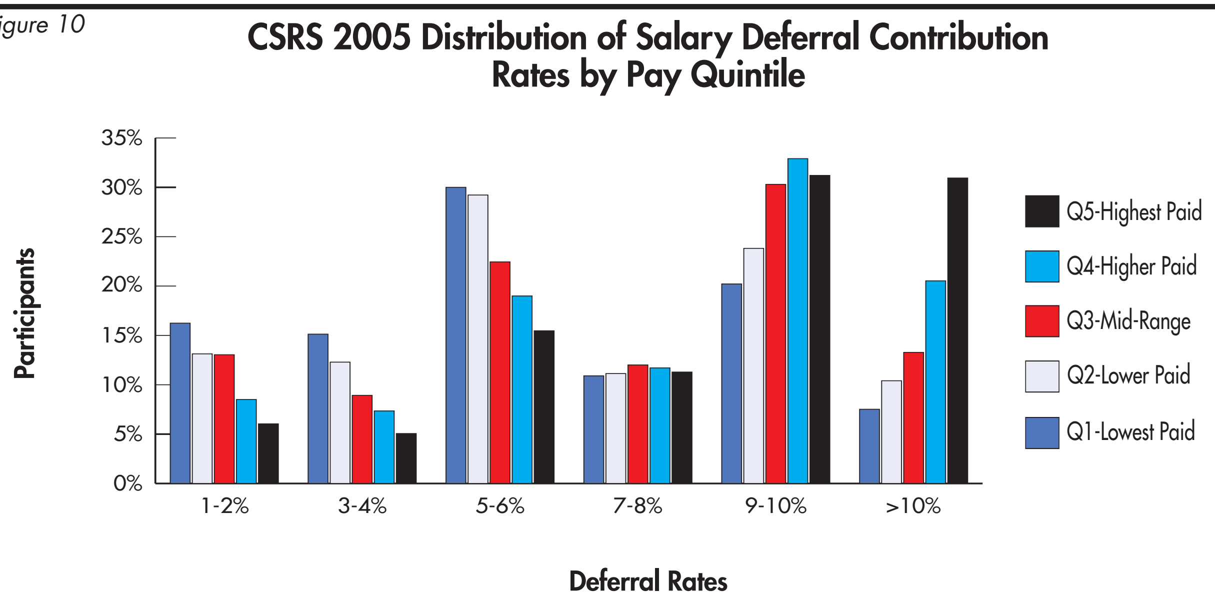
Figure 9



The distribution of deferral rates in 2005 varied considerably at different pay levels. Among contributing FERS participants in the lowest of the five pay groups (Q1), 63% deferred 6% of salary or less, and less than 13% deferred above 12% of pay. Among FERS contributors in the mid-range pay group (Q3), 46% deferred 6% of salary or less, while 23% deferred above 12% of pay. The trend towards higher deferral rates at higher salary levels continues in the highest paid group (Q5), with approximately 25% deferring 6% of pay or less, and 37% deferring above 12% of pay. The biggest grouping for all pay groups, except the highest paid group (Q5), is at the 5-6% level where the agency matching contribution ceiling is reached.

Figure 10 illustrates CSRS deferral rates in 2005 within selected pay quintiles.

Figure 10



CSRS participants exhibit a similar trend of higher deferral rates among higher salary brackets. Among contributing CSRS participants in the lowest of the five pay groups (Q1), 61% deferred 6% of salary or less, and 28% deferred 9% or more of pay. Among CSRS contributors in the mid-range pay group (Q3), 44% deferred 6% of salary or less, while 44% also deferred 9% of pay or more. The trend towards higher deferral rates at higher salary levels continues in the highest paid group (Q5), with approximately 27% deferring 6% of pay or less, and 62% deferring 9% of pay or more.

Participant Investments

In 2005, the TSP provided five individual investment fund choices and five lifecycle options for participants: the Government Securities Investment (G) Fund, which invests in short term non-marketable U.S. Treasury securities; the Fixed Income Index Investment (F) Fund, which invests in a Lehman Brothers Aggregate bond index fund; the Common Stock Index Investment (C) Fund, which invests in a Standard & Poor's 500 stock index fund; the Small Capitalization Stock Index Investment (S) Fund, which invests in a Wilshire 4500 stock index fund; and the International Stock Index Investment (I) Fund, which invests in a Morgan Stanley Capital International EAFE (Europe, Australasia, Far East) stock index fund. The Lifecycle (L) Funds are asset allocation portfolios, which are constructed from the five individual funds. The L Funds first became available in August of 2005.

The investment allocations of FERS and CSRS participants, as indicated by their 2005 year-end balances in the respective investment funds, are presented in Figures 11 and 12.

Figure 11

FERS Investment Allocation by Age (as of 12/31/2005)

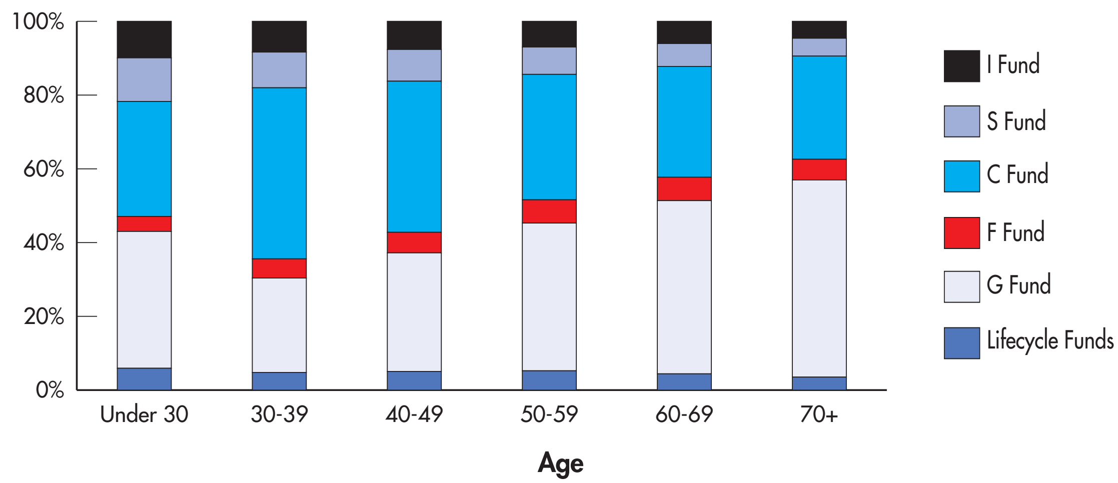
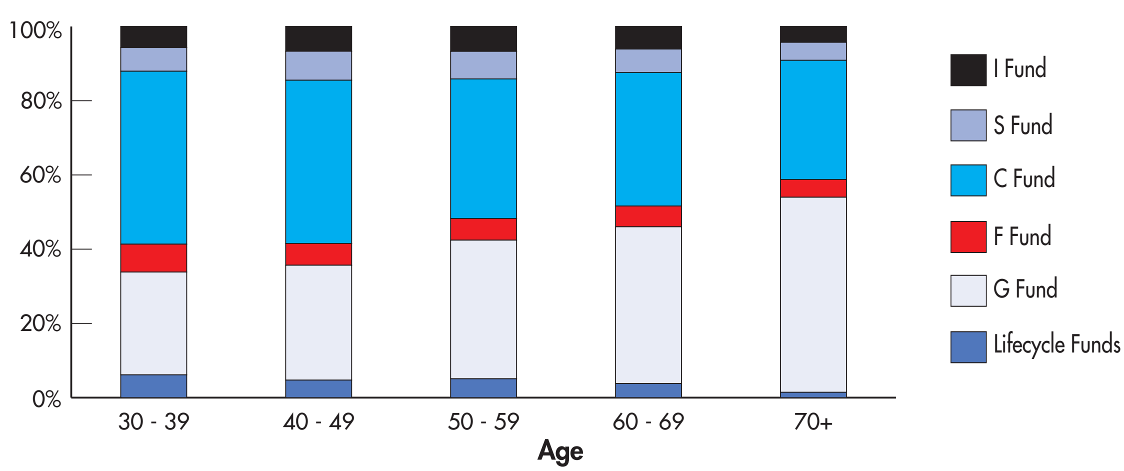


Figure 12

CSRS Investment Allocation by Age (as of 12/31/2005)



Figures 11 and 12 show that, in general, participants are exposing themselves to market risk in inverse proportion to their age. Exposure to the risk-free G Fund is significant within all age groups, but it grows proportionally larger with older age groups. Likewise, exposure to equity market risk shrinks with older age groups. However, one area where this trend is broken is with FERS participants under 30 years old. These participants hold a larger proportion of the G Fund than their counterparts in their 30s and 40s. This is likely due to the fact that when participants do not give the TSP direction on where to invest their contributions, their money is defaulted to the G Fund. Participants under 30 are also more likely to be new to the TSP and therefore have small accounts. These factors suggest that a lack of participant engagement, paired with the G Fund default policy, are the drivers behind this anomaly.

Figures 13 and 14 look only at participants who had money invested in the L Funds and at how that money was allocated among the L Funds at the end of 2005. The five L Funds are the L 2040 Fund, L 2030 Fund, L 2020 Fund, L 2010 Fund, and L Income Fund. Participants are instructed to select the L Fund with the date that most closely matches the date when they expect to start drawing retirement income.

Figure 13

FERS Life Fund Investment Allocation By Age (as of 12/31/2005)

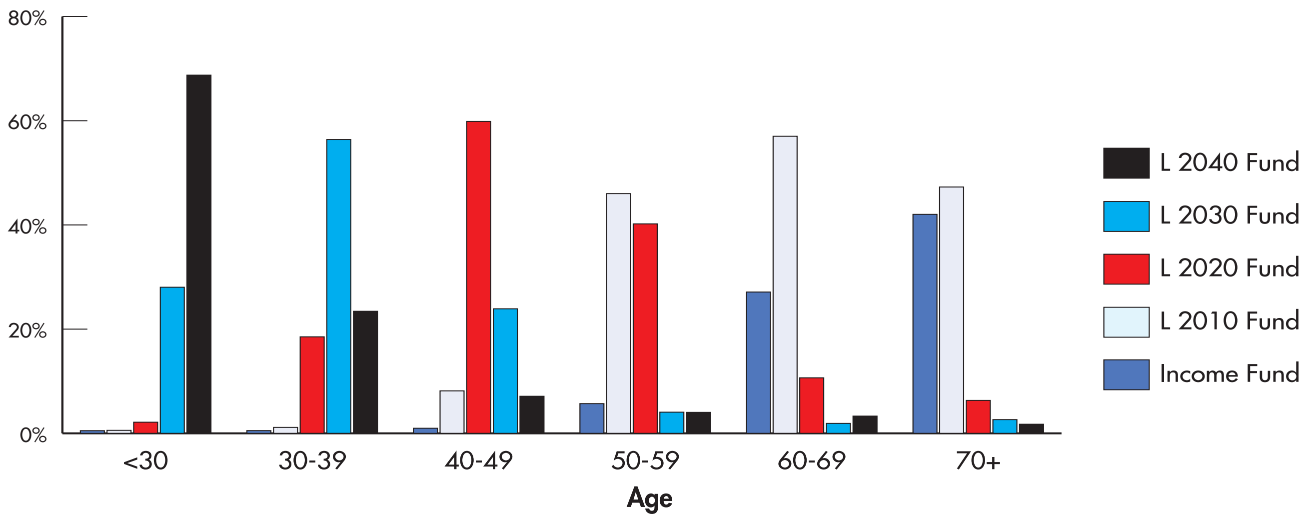
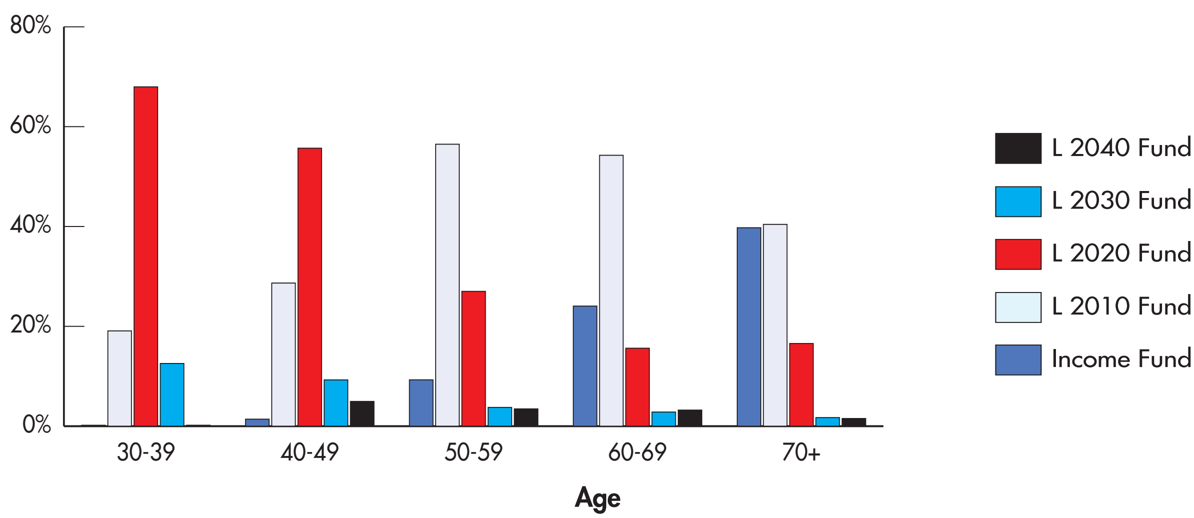


Figure 14

CSRS Life Fund Investment Allocation by Age (as of 12/31/2005)



The L Funds were introduced to TSP participants in August of 2005. Therefore, the participants had only five months within 2005 to direct contributions and transfers to these funds. However, the data show participants are generally using the L Funds as we would expect, with younger employees more heavily allocated to the L 2030 and L 2040 Funds, and older participants more heavily allocated to the L 2010 and L Income Funds. While some anomalies do exist, the data suggests that participants, in general, understand the purpose of the L Funds.

Appendix

Contribution limits by year and retirement system:

Maximum allowed contributions as a percent of pay		
Year	FERS	CSRS
2005	15%	10%
2004	14%	9%
2003	13%	8%
2002	12%	7%

Catch-up contributions for participants age 50 or older were permitted, starting in 2002. Catch-up contribution limits by year:

Maximum catch-up contributions	
Year	Applicable to both FERS and CSRS
2005	$5,000
2004	$4,000
2003	$3,000
2002	$2,000

A match is provided for those FERS participants who make salary deferral contributions. The matching schedule is as follows:

Participant Contribution	Match Percentage
First 3% of pay	100%
4% to 5% of pay	50%
Above 5% of pay	None

Salary Quintiles

Group		Number of Participants	Quintile 1 Lowest Paid		Quintile 2 Lower Paid		Quintile 3 Mid-Range		Quintile 4 Higher Paid		Quintile 5 Highest Paid	
			Bottom	Top	Bottom	Top	Bottom	Top	Bottom	Top	Bottom	Top
2005 FERS	EE Count	1,620,176	1	324,035	324,036	648,070	648,071	972,106	972,107	1,296,141	1,296,142	1,620,176
	Salary		$10,000	40,216	40,216	45,269	45,269	53,040	53,040	73,492	73,492	$200,000
2005 CSRS	EE Count	430,454	1	86,091	86,092	172,182	172,183	258,272	258,273	344,363	344,364	430,454
	Salary		15,000	46,340	46,340	55,595	55,595	73,364	73,364	93,886	93,886	200,000
2004 FERS	EE Count	1,561,426	1	312,285	312,286	624,570	624,571	936,856	936,857	1,249,141	1,249,142	1,561,426
	Salary		10,000	38,531	38,531	43,872	43,872	50,578	50,578	70,237	70,237	200,000
2004 CSRS	EE Count	469,022	1	93,804	93,805	187,609	187,610	281,413	281,414	375,218	375,219	469,022
	Salary		13,487	44,935	44,935	53,236	53,236	70,396	70,396	90,692	90,692	200,000
2003 FERS	EE Count	1,512,790	1	302,558	302,559	605,116	605,117	907,674	907,675	1,210,232	1,210,233	1,512,790
	Salary		10,000	36,385	36,385	42,470	42,470	47,714	47,714	65,930	65,930	200,000
2003 CSRS	EE Count	507,215	1	101,443	101,444	202,886	202,887	304,329	304,330	405,772	405,773	507,215
	Salary		15,000	42,971	42,971	50,723	50,723	67,132	67,132	86,005	86,005	200,000
2002 FERS	EE Count	1,446,077	1	289,215	289,216	578,431	578,432	867,646	867,647	1,156,862	1,156,863	1,446,077
	Salary		10,000	35,223	35,223	40,822	40,822	45,309	45,309	62,790	62,790	200,000
2002 CSRS	EE Count	557,553	1	111,511	111,512	223,021	223,022	334,532	334,533	446,042	446,043	557,553
	Salary		14,560	41,679	41,679	48,652	48,652	63,320	63,320	81,751	81,751	200,000
2001 FERS	EE Count	1,359,721	1	271,944	271,945	543,888	543,889	815,833	815,834	1,087,777	1,087,778	1,359,721
	Salary		10,140	33,430	33,430	39,443	39,443	43,326	43,326	58,848	58,848	200,000
2001 CSRS	EE Count	582,275	1	116,455	116,456	232,910	232,911	349,365	349,366	465,820	465,821	582,275
	Salary		13,771	40,472	40,472	46,214	46,214	60,242	60,242	77,303	77,303	200,000
2000 FERS	EE Count	1,256,979	1	251,396	251,397	502,792	502,793	754,187	754,188	1,005,583	1,005,584	1,256,979
	Salary		10,708	32,032	32,032	38,081	38,081	41,442	41,442	55,626	55,626	200,000
2000 CSRS	EE Count	583,679	1	116,736	116,737	233,472	233,473	350,207	350,208	466,943	466,944	583,679
	Salary		13,168	39,867	39,867	44,213	44,214	56,823	56,823	73,266	73,266	200,000

Appendix B

co= CT46098
u= CT46098

EQUAL EMPLOYMENT OPPORTUNITY
2010 EMPLOYER INFORMATION REPORT
CONSOLIDATED REPORT - TYPE 2

SECTION B - COMPANY IDENTIFICATION

1. BLACKROCK
40 EAST 52ND STREET
NEW YORK, NY 10022

2.a. BLACKROCK
40 EAST 52ND STREET
NEW YORK, NY 10022

c. Y

SECTION C - TEST FOR FILING REQUIREMENT

1-Y 2-Y 3-N DUNS NO.:

SECTION E - ESTABLISHMENT INFORMATION

NAICS:

SECTION D - EMPLOYMENT DATA

	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
			************ MALE ************						********** FEMALE **********						OVERALL TOTALS
JOB CATEGORIES	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	4	1	392	3	0	38	0	0	78	1	0	12	0	0	529
FIRST/MID OFFICIALS & MGRS	18	9	556	13	0	75	0	2	196	4	0	43	0	1	917
PROFESSIONALS	53	64	909	50	3	334	0	7	576	52	1	273	2	7	2331
TECHNICIANS	16	5	224	9	0	184	1	3	62	3	0	42	0	1	550
SALES WORKERS	11	3	270	7	0	19	1	4	125	5	1	41	0	3	490
ADMINISTRATIVE SUPPORT	11	29	52	9	0	9	1	0	200	41	1	40	0	4	397
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	113	111	2403	91	3	659	3	16	1237	106	3	451	2	16	5214
PREVIOUS REPORT TOTAL	72	67	1645	85	3	342	1	5	873	89	1	219	0	1	3403

SECTION F - REMARKS

DATES OF PAYROLL PERIOD: 08/15/2010 THRU 08/31/2010

SECTION G - CERTIFICATION

CERTIFYING OFFICIAL: MOLLIE WONG — TITLE: VP - HR COMPLIANCE
EEO-1 REPORT CONTACT PERSON: MOLLIE WONG — TITLE: VP - HR COMPLIANCE
EMAIL: mollie.wong@blackrock.com — TELEPHONE NO: 415.670.7952

CERTIFIED DATE[EST]: 09/21/2010 03:06 PM