

## Defined Contribution Plan Deferral: What Are Participants Doing?

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Using the 2004, 2007 and 2010 Survey of Consumer Finances, this study examines the trend of defined contribution (DC) retirement plan deferral over time. “Buy low and sell high” is an incredibly simple idea. Unfortunately, findings suggest that DC deferral behavior deviates from this principle. Future research is needed to explore reasons for such behavior and provide methods and policies to compensate for this less-than-optimal behavior. Researchers, employers, financial educators and financial practitioners should help the current workforce better understand the behavioral challenges they face and make better decisions for retirement savings.

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