

ESOP contributions as a percentage of payroll, most recent fiscal year

Year of Survey	2024	2023	2022	2019
Number of respondents	531	370	363	403
10th percentile	2%	3%	2%	2%
25th percentile	5%	5%	6%	5%
50th percentile (median)	10%	10%	10%	10%
75th percentile	15%	16%	15%	15%
90th percentile	22%	24%	22%	22%

Source: NCEO surveys of compensation at privately held ESOP companies