

**EBRI Databook on Employee Benefits**  
**Chapter 13:**  
**Sec. 401(k) Plans**

**UPDATED DECEMBER 2009**

**401(k) Balances and Changes Due to Market Volatility**

The Employee Benefit Research Institute and the Investment Company Institute have been collaborating since 1996 to develop the most comprehensive database on 401(k) plan participants yet assembled. Participant data include demographic, contribution, asset allocation, and loan and withdrawal activity information. The [October 2009 Issue Brief](#) presents analysis of data collected for 2008 on more than 54,765 plans with 24.0 million participants and \$1.092 trillion in assets.

For a comprehensive listing of EBRI research utilizing this database, please see [the Defined Contribution and Participant Behavior Research Program](#) Web site.

The Employee Benefit Research Institute is giving regular updates of 401(k) account balance estimates as the markets change. You may access this information below, listed by release date. Please note that these analyses are bifurcated in two different aspects:

- Full Universe vs. Consistent Sample:
  - The “consistent sample” of 401(k) participants was constructed years ago to allow EBRI/ICI average account balances to be computed over time, so as to avoid skewing results from 401(k) participants changing jobs (and 401(k) plans) or leaving the database. Analysis using the consistent sample allows the database to show change in average 401(k) balances with a starting point of Jan. 1, 2000.
  - The “full sample” includes every 401(k) participant in the EBRI/ICI database that year (subject to potential exclusions that are disclosed in the source line) regardless of whether they appeared in the data base in previous years.

For assistance on interpreting these results, please see the [February 2009 Issue Brief](#).

We recommend bookmarking the Web page and checking back periodically as the information will be updated in response to market conditions.

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Data for the following tables are from the U.S. Department of Labor, Employee Benefit Security Administration (EBSA) tabulations of the Form 5000:

- Table 13.1 401(k) Trends in Number of Plans and Participants
- Table 13.2 401(k) Financial Trends

These tabulations are published when available and posted on the EBSA Web page at <http://www.dol.gov/ebsa/publications/main.html>. To locate the document desired, see section titled “Pension Reports.” The title of the specific document is *Private Pension Plan Bulletin*. The several documents with that title differ only by the year, corresponding to the year of data in that report. Section E of each bulletin contains historical data. The first year of data in the historical section is 1975, the first year of Form 5500 filings. The 1995 bulletin is the last bulletin to contain historical data back to 1975.

EBRI, in collaboration with the Investment Company Institute, has created a database on 401(k) plan participants known as the EBRI/ICI Participant-Directed Retirement Plan Data Collection Project. The

database is the most comprehensive source of 401(k) plan participant-level data available. EBRI and ICI have been collecting data in this database since plan year 1996.

## **EBRI Research on 401(k) Plans based on the EBRI/ICI 401(k) Database**

### **► Balances**

What is the average and median account balance in 401(k) plans among plan participants who participated in the same plan from 1996 through 2008?

See Figure 6 on page 12 in the [December 2008 Issue Brief "401\(k\) Plan Asset Allocation, Account Balances, and Loan Activity in 2007"](#) (for data from 1996-2007)

See Figure 5 on page 11 in the [October 2009 Issue Brief "401\(k\) Plan Asset Allocation, Account Balances, and Loan Activity in 2008"](#) (for data from 2003-2008)

What was the change in these account balances among plan participants who participated in the same plan from 1999 through 2006? Data is presented by age.

See Figure 6 on page 12 in the, [August 2007 Issue Brief "401\(k\) Plan Asset Allocation, Account Balances, and Loan Activity in 2006"](#)

What is the average account balance in 401(k) plans among plan participants who participated in the same plan from 1999 through 2006, by age and tenure?

See Figure 7 on page 12 in the [August 2007 Issue Brief "401\(k\) Plan Asset Allocation, Account Balances, and Loan Activity in 2006"](#)

See Figure 6 on page 12 in the [October 2009 Issue Brief "401\(k\) Plan Asset Allocation, Account Balances, and Loan Activity in 2008"](#) (for data from 2003-2008)

What is the average and median account balance for all participants in the EBRI/ICI 401(k) Database from 1996-2008?

See Figure 9 on page 16 in the [October 2009 Issue Brief "401\(k\) Plan Asset Allocation, Account Balances, and Loan Activity in 2008"](#)

What percentage of participants had an account balance of less than \$10,000 and what percentage had more than \$100,000 in 2008?

See Figure 10 on page 17 in the [October 2009 Issue Brief "401\(k\) Plan Asset Allocation, Account Balances, and Loan Activity in 2008"](#)

### **Recovery from 2008 Market Losses**

How long might it take for 401(k) plan participants to recover the losses experienced in 2008?

See figure 4 on page 8 in the [February 2009 Issue Brief "The Impact of the Recent Financial Crisis on 401\(k\) Account Balances"](#). Data is presented assuming a 6.3 percent non-equity return and various equity returns.

See figure 5 on page 9 in the [February 2009 Issue Brief "The Impact of the Recent Financial Crisis on 401\(k\) Account Balances"](#). Data is presented assuming a 3.15 percent non-equity return and various equity returns.

### **► Asset Allocation**

What is the average asset allocation in 401(k) plans from 1996-2007 (selected years)?

See Figure 20 on page 24 in the [October 2009 Issue Brief "401\(k\) Plan Asset Allocation, Account Balances, and Loan Activity in 2008"](#)

What is the average asset allocation in 401(k) plans by age in 2008?

See Figure A11 on page 56 in the [October 2009 Issue Brief "401\(k\) Plan Asset Allocation, Account Balances, and Loan Activity in 2008"](#)

What is the average asset allocation in 401(k) plans by investment option and participant age in 2008?

See Figure 23 on page 27 in the [October 2009 Issue Brief "401\(k\) Plan Asset Allocation, Account Balances, and Loan Activity in 2008"](#)

What is the average asset allocation in 401(k) plans by investment option and salary in 2008?

See Figure 21 on page 24 in the [October 2009 Issue Brief "401\(k\) Plan Asset Allocation, Account Balances, and Loan Activity in 2008"](#)

### Recent Hires

What percentage of recently hired participants hold balanced fund assets from 1998 to 2008 by age?

See Figure 34 on page 38 in the [October 2009 Issue Brief "401\(k\) Plan Asset Allocation, Account Balances, and Loan Activity in 2008"](#)

What is the average asset allocation among new hires, 1998 and 2007?

See Figure 36 on page 36 in the [December 2008 Issue Brief "401\(k\) Plan Asset Allocation, Account Balances, and Loan Activity in 2007"](#)

What percentage of recently hired participants holds company stock from 1998 to 2008 by age?

See Figure 40 on page 43 in the [October 2009 Issue Brief "401\(k\) Plan Asset Allocation, Account Balances, and Loan Activity in 2008"](#)

### Use of Target Date Funds

What percentages of 401(k) plan participants who are in a plan offering a Target-Date fund use the Target-Date fund?

See Figure 1 on page 7 in the [March 2009 Issue Brief "Use of Target-Date Funds in 401\(k\) Plans, 2007"](#). Data is presented for the following demographics: age, salary, tenure, total plan assets and plan size (number of participants).

See Figure 2 on page 8 in the [March 2009 Issue Brief "Use of Target-Date Funds in 401\(k\) Plans, 2007"](#) for data presented by auto-enrollees and non-auto-enrollees.

What percentages of Target-Date Fund users have all of their assets in Target-Date Funds?

See Figure 3 on page 10 in the [March 2009 Issue Brief "Use of Target-Date Funds in 401\(k\) Plans, 2007"](#) for data by plan size and automatic enrollment status.

See Figure 4 on page 10 in the [March 2009 Issue Brief "Use of Target-Date Funds in 401\(k\) Plans, 2007"](#) for data by account balance and automatic enrollment status.

What is the distribution of Target-Date Fund use by date of the fund?

See Figure 6 on page 11 in the [March 2009 Issue Brief "Use of Target-Date Funds in 401\(k\) Plans, 2007"](#) for data by age of 401(k) plan participant.

See Figure 7 on page 12 in the [March 2009 Issue Brief "Use of Target-Date Funds in 401\(k\) Plans, 2007"](#) for data by plan size and auto-enrollment status.

What is the distribution of equity and company stock for those with a Target-Date Fund and other asset allocations?

See Figure 9 on page 15 in the [March 2009 Issue Brief "Use of Target-Date Funds in 401\(k\) Plans, 2007"](#) for data by date of Target-Date Fund and auto-enrollment status.

See Figure 10 on page 17 in the [March 2009 Issue Brief "Use of Target-Date Funds in 401\(k\) Plans, 2007"](#) for data for total equity allocation by Target-Date fund use and age of participant.

See Figure 11 on page 18 in the [March 2009 Issue Brief "Use of Target-Date Funds in 401\(k\) Plans, 2007"](#) for data for total equity allocation by Target-Date fund use and salary of participant.

What is the number and percentage of Target-Date Funds (TDF) users who were invested solely in one TDF fund vs users who were in more than one TDF in 2008?

See Figure 1 on page 4 in the [December 2009 Notes article "Investment Behavior of Target-Date Fund Users Having Other Funds in 401\(k\) Plan Accounts"](#). Data is presented for a sub-sample of participants in the EBRI/ICI database.

What percentage of the account balance was invested in in TDF among single TDF holders vs multiple TDF holders in 2008??

See Figure 3 on page 5 in the [December 2009 Notes article "Investment Behavior of Target-Date Fund Users Having Other Funds in 401\(k\) Plan Accounts"](#). Data is presented for a sub-sample of participants in the EBRI/ICI database..

► **Loans**

What percentage of 401(k) plans offer loans, by plan size, 2008?

See Figure 43 on page 44 in the [October 2009 Issue Brief "401\(k\) Plan Asset Allocation, Account Balances, and Loan Activity in 2008"](#)

What percentage of 401(k) plan participants have a loan by age, tenure, account size, or salary, 1996, 2000, 2002, 2005, 2007 and 2008?

See Figure 47 on page 46 in the [October 2009 Issue Brief "401\(k\) Plan Asset Allocation, Account Balances, and Loan Activity in 2008"](#)

► **Contributions**

Among 401(k) participants making contributions in 1999, what percentage contributed the maximum allowed by law in 1999, by age?

See Chart 4 on page 7 in the [October 2001 Issue Brief "Contribution Behavior of 401\(k\) Plan Participants"](#).

Among 401(k) participants making contributions in 1999, what percentage contributed the maximum allowed by law in 1999, by salary?

See Chart 5 on page 7 in the [October 2001 Issue Brief "Contribution Behavior of 401\(k\) Plan Participants"](#)

What is the average before-tax contribution rate of participants in 1999, by age and salary?

See Table 1 on page 8 in the [October 2001 Issue Brief "Contribution Behavior of 401\(k\) Plan Participants"](#)

What is the average before-tax contribution rate of participants in 1999, by age and tenure?

See Table 2 on page 9 in the [October 2001 Issue Brief "Contribution Behavior of 401\(k\) Plan Participants"](#)

What is the average before-tax contribution rate of participants in 1999, by age and whether the employer offers a match?

See Table 3 on page 10 in the [October 2001 Issue Brief "Contribution Behavior of 401\(k\) Plan Participants"](#)

What is the distribution of participants by plan match level and plan match rate in 1999?

See Table 5 on page 11 in the [October 2001 Issue Brief "Contribution Behavior of 401\(k\) Plan Participants"](#)

► **401(k) Accumulations and Future Retiree Income**

What is the impact of continuous coverage in a 401(k) plan on median replacement rates for participants turning 65 between 2035 and 2039?

See Figure 1 on page 5 in the [November 2002 Issue Brief "Can 401\(k\) Accumulations Generate Significant Income for Future Retirees?"](#)

What is the impact of various participant behaviors on median replacement rates from 401(k) plans for persons reaching age 65 between 2030 and 2039?

See Figure 7 on page 16 in the [November 2002 Issue Brief "Can 401\(k\) Accumulations Generate Significant Income for Future Retirees?"](#)

What is the impact of equity market investment returns on median 401(k) replacement rates among participants reaching age 65 between 2030 and 2039?

See Figure 9 on page 19 in the [November 2002 Issue Brief "Can 401\(k\) Accumulations Generate Significant Income for Future Retirees?"](#)

► **401(k) Accumulations and future retiree income – Impact of Automatic Enrollment**

What is the impact of automatic enrollment on participation rates by worker income quartile?

See Figure 7 on page 11 in the [July 2005 Issue Brief "The Influence of Automatic Enrollment, Catch-Up, and IRA Contributions on 401\(k\) Accumulations at Retirement"](#)

What is the median projected replacement rate among 401(k) plan participants who are in a plan with automatic enrollment compared with all workers eligible to participate in a 401(k) plans?

See Figure 10 on page 4 in the [July 2005 Issue Brief "The Influence of Automatic Enrollment, Catch-Up, and IRA Contributions on 401\(k\) Accumulations at Retirement"](#)

What are the median replacement rates from 401(k) accumulations for workers turning 65 between 2030 and 2039 by income quartile at age 65?

See Figure 1 on page 4 in the [September 2007 Notes](#) article "[The Expected Impact of Automatic Escalation of 401\(k\) Contributions on Retirement Income](#)".

Data is presented for the following 4 scenarios:

- 1) Baseline 401(k) participants.
- 2) All eligible workers (401(k) participants and eligible non-participants)
- 3) Automatic enrollment (3% contribution rate: money market fund)
- 4) Automatic enrollment (6% contribution rate: life-cycle fund)

See page 2 of the article in the introduction section for definitions of each of the 4 scenarios.

See Figure 4 on page 6 for results if the employee maintains their contribution rate upon job change.

See Figure 5 on page 7 for results if the employee started over at the minimum contribution rate upon job change.

What is the self-reported maximum deferral rate under automatic escalation?

See Figure 2 on page 4 in the [September 2007 Notes](#) article "[The Expected Impact of Automatic Escalation of 401\(k\) Contributions on Retirement Income](#)".

Data is for 2007.

► **401(k) Accumulations and future retiree income – Impact of IRA Contribution**

What is the median projected replacement rate among workers who contributed to an IRA who not in a 401(k) plans compared with those workers who did not contribute to an IRA?

See Figure 14 on page 18 in the [July 2005 Issue Brief](#) "[The Influence of Automatic Enrollment, Catch-Up, and IRA Contributions on 401\(k\) Accumulations at Retirement](#)"

► **Analysis of Consistent Sample from 1999-2008**

401(k) participants in the consistent sample were older and had longer tenures than the universe of 401(k) participants by year-end 2008.

See Figures A6 and A7 on page 53 in the [October 2009 Issue Brief](#) "[401\(k\) Plan Asset Allocation, Account Balances, and Loan Activity in 2008](#)"

What were the average and median 401(k) account balances among individuals in the consistent sample, 1999-2008?

See Figure A8 on page 54 in the [October 2009 Issue Brief](#) "[401\(k\) Plan Asset Allocation, Account Balances, and Loan Activity in 2008](#)"

What was the percentage change in average 401(k) account balances among individuals in the consistent sample, 1999-2008?

See Figure A10 on page 55 in the [October 2009 Issue Brief](#) "[401\(k\) Plan Asset Allocation, Account Balances, and Loan Activity in 2008](#)"

**Past Reports Based on the EBRI/ICI 401(k) Database:**

- [January 1999 Issue Brief](#) "[401\(k\) Plan Asset Allocation, Account Balances and Loan Activity](#)"
- [February 2000 Issue Brief](#) "[401\(k\) Plan Asset Allocation, Account Balances, and Loan Activity in 1998](#)"
- [February 2001 Issue Brief](#) "[401\(k\) Plan Asset Allocation, Account Balances, and Loan Activity in 1999](#)"
- [November 2001 Issue Brief](#) "[401\(k\) Plan Asset Allocation, Account Balances, and Loan Activity In 2000](#)"
- [March 2003 Issue Brief](#) "[401\(k\) Plan Asset Allocation, Account Balances, and Loan Activity in 2001](#)" and "[Appendix: Additional Figures for the EBRI/ICI Participant-Directed Retirement Plan Data Collection Project for Year-End 2001.](#)"
- [September 2003 Issue Brief](#) "[401\(k\) Plan Asset Allocation, Account Balances, and Loan Activity in 2002](#)" and "[Appendix: Additional Figures for the EBRI/ICI Participant-Directed Retirement Plan Data Collection Project for Year-End 2002.](#)"
- [August 2004 Issue Brief](#) "[401\(k\) Plan Asset Allocation, Account Balances, and Loan Activity in 2003](#)"

- [September 2005 Issue Brief "401\(k\) Plan Asset Allocation, Account Balances, and Loan Activity in 2004"](#)
- [August 2006 Issue Brief "401\(k\) Plan Asset Allocation, Account Balances, and Loan Activity in 2005"](#)
- [August 2007 Issue Brief "401\(k\) Plan Asset Allocation, Account Balances, and Loan Activity in 2006"](#)
- [December 2008 Issue Brief "401\(k\) Plan Asset Allocation, Account Balances, and Loan Activity in 2007"](#)
- [July 2009 Issue Brief :What Does Consistent Participation in 401\(k\) Plans Generate?"](#)

## **Other EBRI Research on 401(k) Plans**

### **► Automatic Enrollment**

What is the effect of automatic enrollment on 401(k) participation?

See figure 1 on page 4 in the [January 2007 Issue Brief, "Behavioral Finance and Retirement Plan Contributions: How Participants Behave and Prescriptive Solutions"](#)

What are some examples of the impact of automatic enrollment on contribution rates?

See figures 2 and 3 on page 5 and figures 4 and 5 on page 6 in the [January 2007 Issue Brief, "Behavioral Finance and Retirement Plan Contributions: How Participants Behave and Prescriptive Solutions"](#)

What percentage of participants leave their contributions in the default fund?

See figure 6 on page 8 in the [January 2007 Issue Brief, "Behavioral Finance and Retirement Plan Contributions: How Participants Behave and Prescriptive Solutions"](#)

What percentage of 401(k) or 403(b) sponsors are considering or have adopted automatic enrollment features?

See figures 9 and 10 on page 21 in the [July 2007 Issue Brief, "Retirement Income Adequacy After PPA and FAS 158: Part One—Plan Sponsors' Reactions"](#)

Data is presented as a function of whether the DB plan is closed to new hires or is frozen for all members.

What is the impact of automatic enrollment and automatic escalation of contributions on 401(k) plan accumulations as a multiple of final earnings?

See figure 6 on page 14 in the [June 2008 Issue Brief, "the Impact of PPA on Retirement Savings for 401\(k\) Participants"](#). Data is present assuming future eligibility is a function of current eligibility.

See figure 7 on page 15 in the [June 2008 Issue Brief, "the Impact of PPA on Retirement Savings for 401\(k\) Participants"](#). Data is present assuming future eligibility is not a function of current eligibility.

### **► Participation/Contributions**

Data-set used is the Census Bureau's Survey of Income and Program Participation.

What is the participation rate in 401(k) plans among Americans ages 21-64 by various demographic characteristics?

See Figure 1 on page 3 in [October 2007 Notes "401\(k\)-Type Plan and Individual Retirement Accounts"](#). For data from 1996, 1997, 2001, 2002, and 2004.

See Figure 3 on page 5 for data on ownership of a 401(k) plan only and 401(k) plan plus an IRA in [October 2007 Notes "401\(k\)-Type Plan and Individual Retirement Accounts"](#). For data from 1996, 1997, 2001, 2002, and 2004.

Data is presented for the following demographics: age, family income (2004\$), education level, race/ethnicity, marital status, and gender.

What is the average number of years contributing to a 401(k) plan among Americans ages 21-64 by various demographic characteristics?

See Figure 4 on page 10 in [May 2004 Notes "Retirement Accounts and Wealth, 2001"](#). For data from Nov. 1997-Feb. 1998; Nov. 1999-Feb. 2000; and Sept. 2001-Dec. 2001.

What is the mean amount contributed to a 401(k) plan among Americans ages 21-64 by various demographic characteristics?

See Figure 4 on page 7 in [October 2007 Notes “401\(k\)-Type Plan and Individual Retirement Accounts”](#). For data from 1996, 2001, and 2004.

Data is presented for the following demographics: age, family income (2004\$), education level, race/ethnicity, marital status, and gender.

What percentage of participants contributed the maximum amount to a 401(k) plan among Americans ages 21-64 by various demographic characteristics?

See Figure 4 on page 7 in [October 2007 Notes “401\(k\)-Type Plan and Individual Retirement Accounts”](#). For data from 1996, 2001, and 2004.

Data is presented for the following demographics: age, family income (2004\$), education level, race/ethnicity, marital status, and gender.

What is the percentage and number of wage and salary workers participating in a salary reduction (401(k)-type) plan by state?

[Salary reduction plan participation by state, 2003](#)

Data-set used is the Federal Reserve Board’s Survey of Consumer Finance. The unit of observation in the SCF is the family. Data is percentage of family heads.

Among all families surveyed, of those participating in a retirement plan, what percentage participated in a 401(k) type plan, 1992, 2004, and 2007?

See Figure 2 on page 7 in [August 2009 Issue Brief, “Individual Account Retirement Plans: An Analysis of the 2007 Survey of Consumer Finances, with Market Adjustments to June 2009”](#)

Data is presented for the following demographics: family income, age of family head, education of family head, race, housing status, and net worth percentile.

Among families headed by an individual under age 65 and a worker, of those participating in a retirement plan, what percentage participated in a 401(k) type plan, 1992, 2001, and 2004?

See Figure 3 on page 8 in [August 2009 Issue Brief, “Individual Account Retirement Plans: An Analysis of the 2007 Survey of Consumer Finances, with Market Adjustments to June 2009”](#)

Data is presented for the following demographics: family income, age of family head, education of family head, race, housing status, and net worth percentile.

### ► ***Account Balances***

Data-set used is the Census Bureau’s Survey of Income and Program Participation.

What is the average account balance in 401(k) plans among Americans ages 21-64 by various demographic characteristics?

See Figure 4 on page 10 in [May 2004 Notes “Retirement Accounts and Wealth, 2001”](#).

For data from Nov. 1997-Feb. 1998; Nov. 1999-Feb. 2000; and Sept. 2001-Dec. 2001.

See Figure 2 on page 4 in [January 2005 Notes “401\(k\)-Type Plan and IRA Ownership”](#).

For data from 1996 and 2002.

What is the median account balance in 401(k) plans among Americans ages 21-64 by various demographic characteristics?

See Figure 4 on page 10 in [May 2004 Notes “Retirement Accounts and Wealth, 2001”](#).

For data from Nov. 1997-Feb. 1998; Nov. 1999-Feb. 2000; and Sept. 2001-Dec. 2001.

For further detail see Figure 2 on page 4 in [January 2005 Notes “401\(k\)-Type Plan and IRA Ownership”](#). For data from 1996 and 2002.

Data-set used is the Federal Reserve Board’s Survey of Consumer Finance. The unit of observation in the SCF is the family. Data is percentage of family heads.

Among families with a current employer 401(k) plan, what was the median account balance, 1992, 1998, 2001, and 2004?

See Figure 7 on page 13 in [May 2006 Issue Brief, “Individual Account Retirement Plans: An Analysis of the 2004 Survey of Consumer Finances”](#)

Data is presented for the following demographics: family income, age of family head, education of family head, race, housing status, and net worth percentile.

Among families with a current employer defined contribution plan, what was the median account balance, 1992, 2004, 2007, and 2009?

See Figure 7 on page 13 in [August 2009 Issue Brief, "Individual Account Retirement Plans: An Analysis of the 2007 Survey of Consumer Finances, with Market Adjustments to June 2009"](#)

Data is presented for the following demographics: family income, age of family head, education of family head, race, housing status, and net worth percentile.

What is the relative important of IRA's vs employment-based individual account plans (such as 401(k)) for 2004, 2007, and 2009?

For 2004 data see Figure 9a on page 17

For 2007 data see Figure 9b on page 18

For 2009 data see Figure 9c on page 19 in the [August 2009 Issue Brief, "Individual Account Retirement Plans: An Analysis of the 2007 Survey of Consumer Finances, with Market Adjustments to June 2009"](#)

Data is presented for the following demographics: family income, age of family head, education of family head, race, housing status, and net worth percentile.

### ► **Asset Allocation**

Data-set used is the Federal Reserve Board's Survey of Consumer Finance. The unit of observation in the SCF is the family. Data is percentage of family heads.

What was the asset allocation of 401(k) plan participants by various demographic characteristics, in 1992?

See Figure 3 on page 9 in [January 2004 Notes "Retirement Plan Participation and Asset Allocation"](#). Data is presented for the following demographics, family income, age of family head, education of family head, race, net worth percentile.

What was the asset allocation of 401(k) plan participants by various demographic characteristics, in 2001?

See Figure 3 on page 9 in [January 2004 Notes "Retirement Plan Participation and Asset Allocation"](#). Data is presented for the following demographics, family income, age of family head, education of family head, race, net worth percentile.

What was the asset allocation of 401(k) plan participants by various demographic characteristics, in 2004?

See Figure 3 on page 5 in [February 2007 Notes article, "Retirement Plan Participation and Asset Allocation, 2004"](#). Data is presented for the following demographics, family income, age of family head, education of family head, race, net worth percentile.