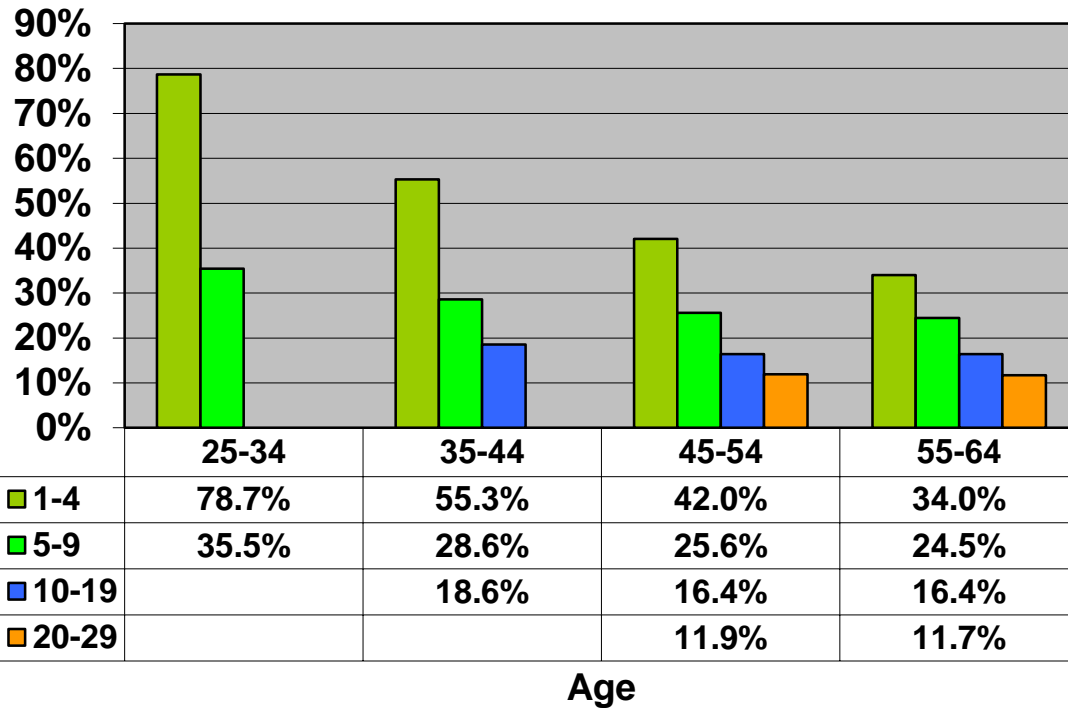


# Change In Average Account Balances (by Age and Tenure) From January 1, 2015 – November 1, 2016 Among Consistent 401(k) Participants with Account Balances as of December 31, 2014



**Years of Tenure  
with Current  
Employer**

Sources: 2014 Account Balances: Tabulations from EBRI/ICI Participant-Directed Retirement Plan Data Collection Project; 2016 Account Balances: EBRI estimates. The analysis is based on all participants with account balances at the end of 2014 and contribution information for that year.