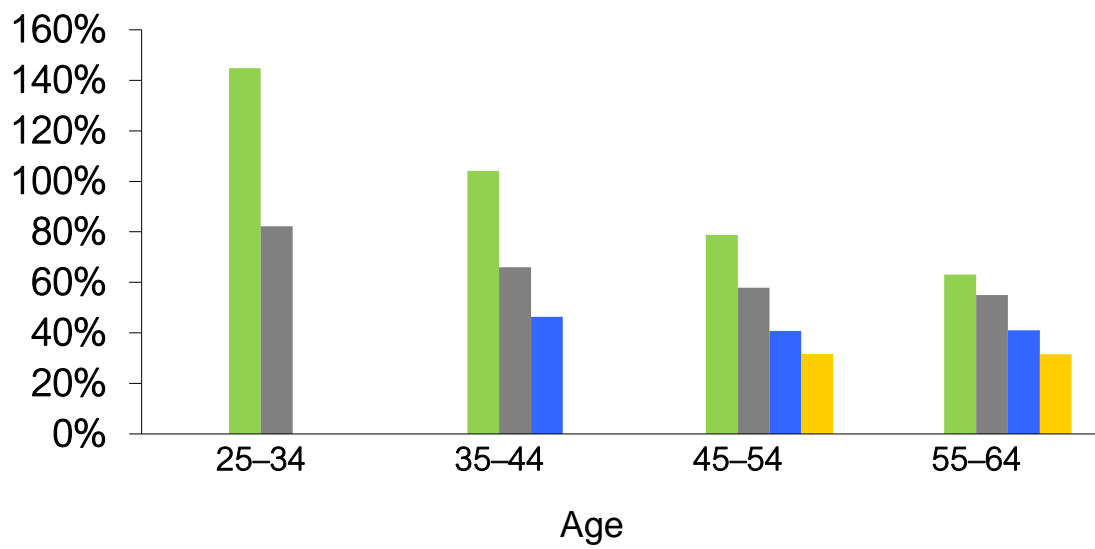


Change in Average 401(k) Account Balances Among Consistent 401(k) Participants With Account Balances as of December 31, 2016: January 1, 2017 – April 1, 2020



Years of Tenure With Current Employer	Age			
	25-34	35-44	45-54	55-64
■ 1-4	145%	104%	79%	63%
■ 5-9	82%	66%	58%	55%
■ 10-19		46%	41%	41%
■ 20-29			32%	32%

Note: Tabulations from EBRI/ICI Participant-Directed Retirement Plan Data Collection Project; 2020 Account Balances: EBRI estimates. These numbers should not be compared with the previous time series using 401(k) participants from 2015 due to changes in the composition of the data base.