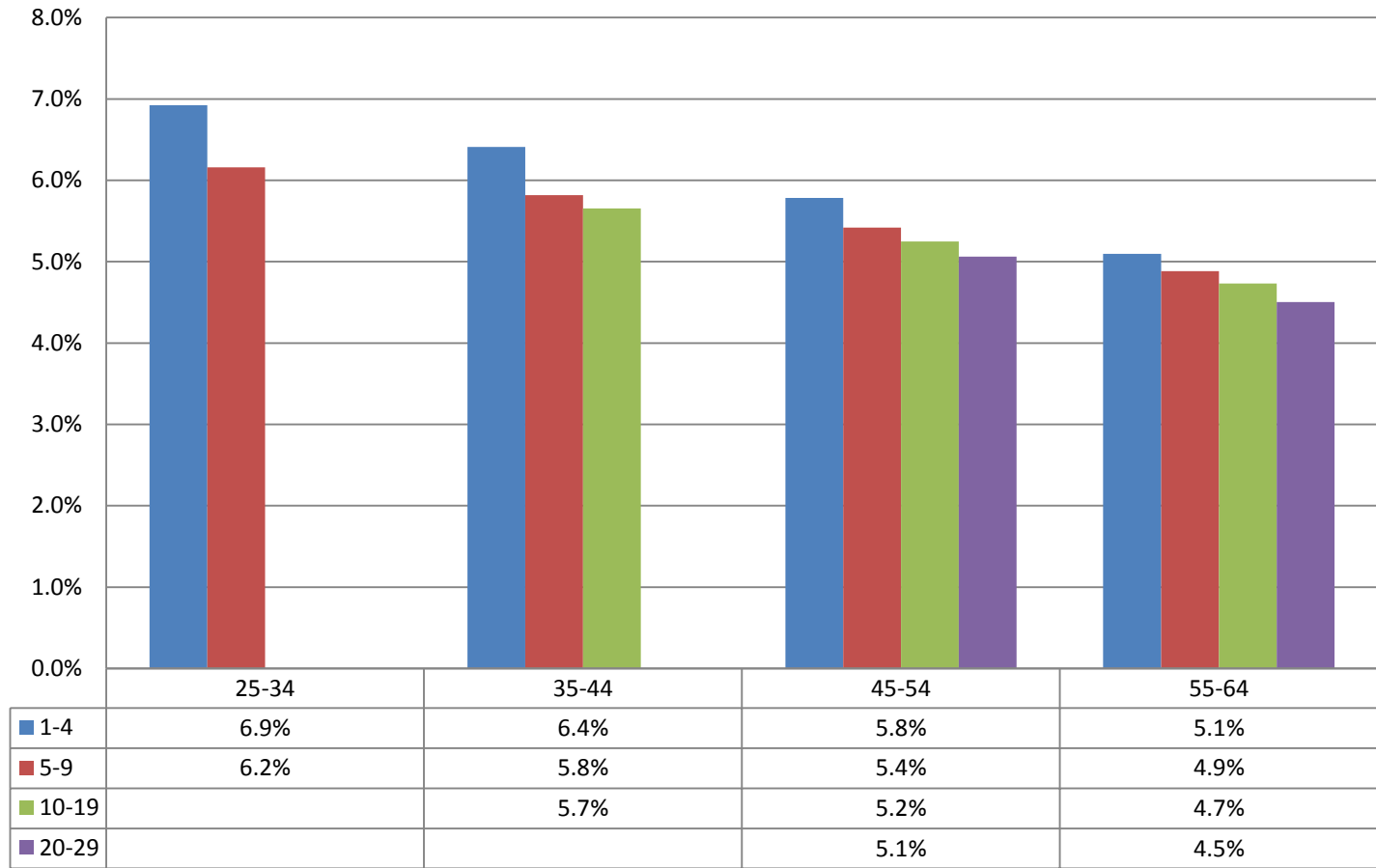


Monthly Change In Average Account Balances (by Age and Tenure) for March 2016 Among Consistent 401(k) Participants with Account Balances as of December 31, 2013



Years of Tenure with Current Employer

Age

Sources: 2013 Account Balances: Tabulations from EBRI/ICI Participant-Directed Retirement Plan Data Collection Project; 2015 and 2016 Account Balances: EBRI estimates. The projection is based on all participants with account balances at the end of 2013 and contribution information for that year.