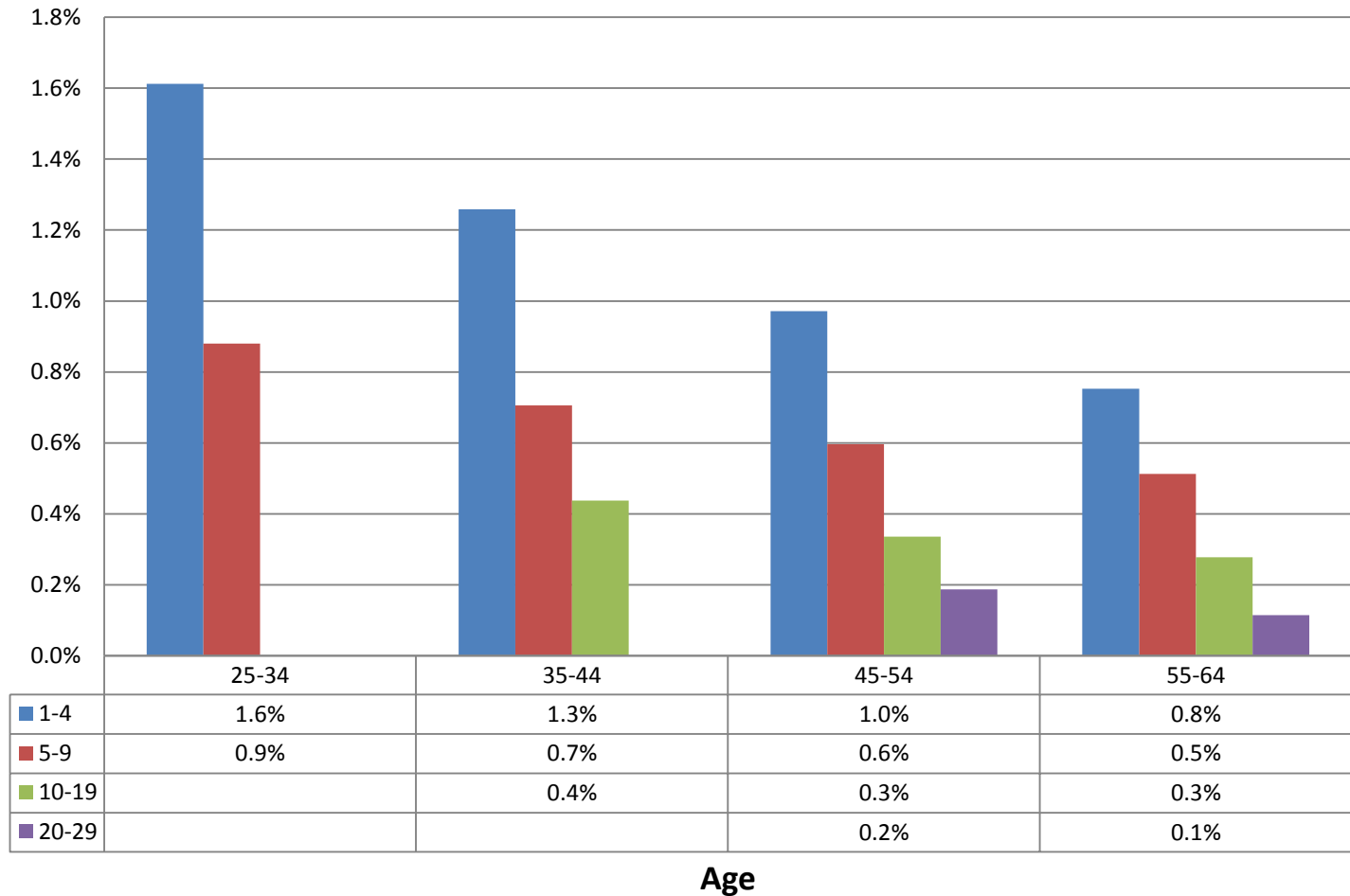


Monthly Change In Average Account Balances (by Age and Tenure) for November 2015 Among Consistent 401(k) Participants with Account Balances as of December 31, 2013



Years of Tenure with Current Employer

Sources: 2013 Account Balances: Tabulations from EBRI/ICI Participant-Directed Retirement Plan Data Collection Project; 2015 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.