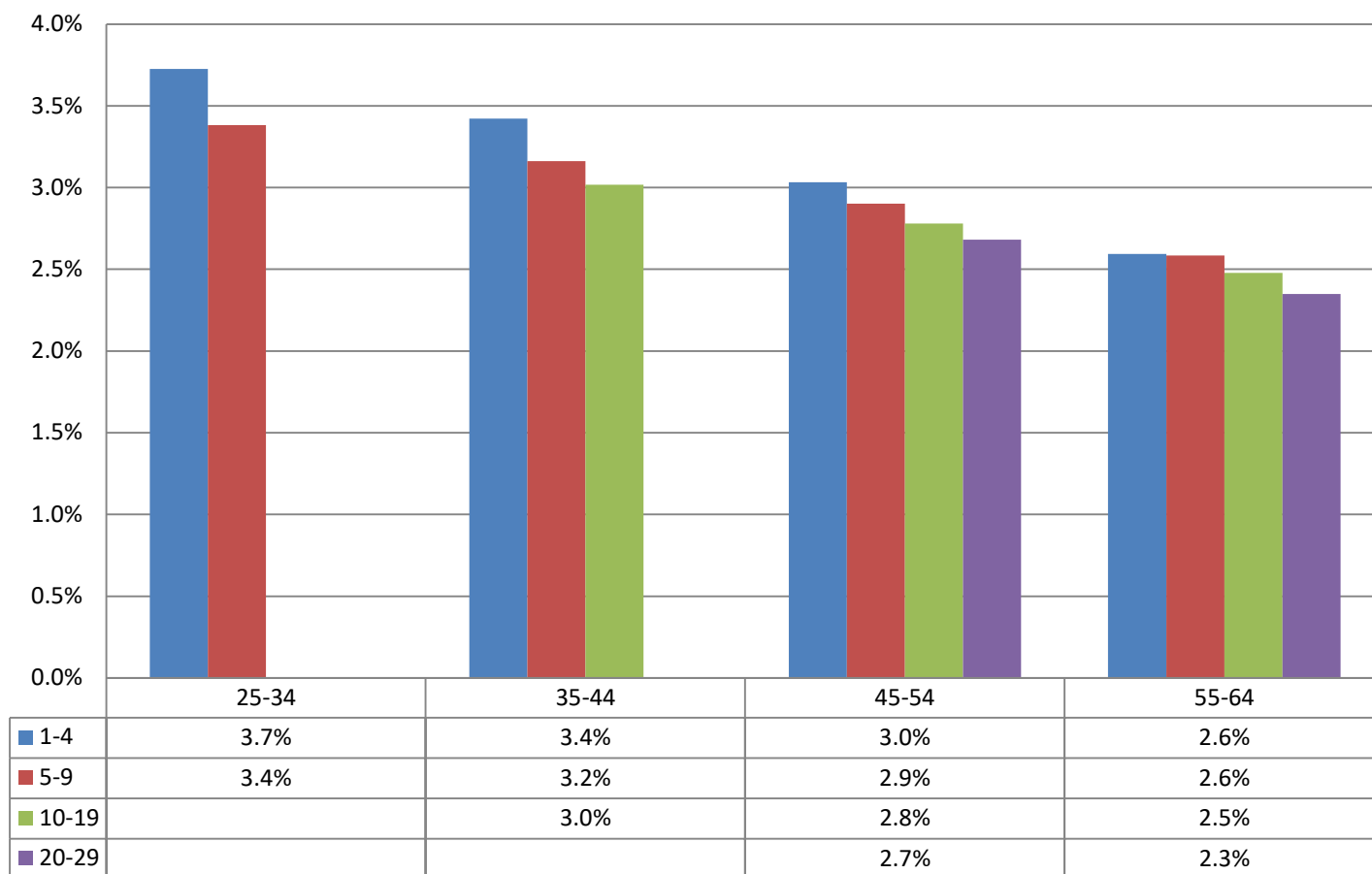


## Monthly Change In Average Account Balances (by Age and Tenure) for November 2019 Among Consistent 401(k) Participants with Account Balances as of December 31, 2016



**Years of Tenure with Current Employer**

Sources: 2016 Account Balances: Tabulations from EBRI/ICI Participant-Directed Retirement Plan Data Collection Project; 2019 Account Balances: EBRI estimates. The analysis is based on all participants with account balances at the end of 2016 and contribution information for that year. NB: these numbers should not be compared to the previous time series using 401(k) participants from 2015 due to changes in the composition of the data base.