

At a Glance | November 21, 2018

Changes in 401(k) Balances for Consistent Participants Nearing Retirement

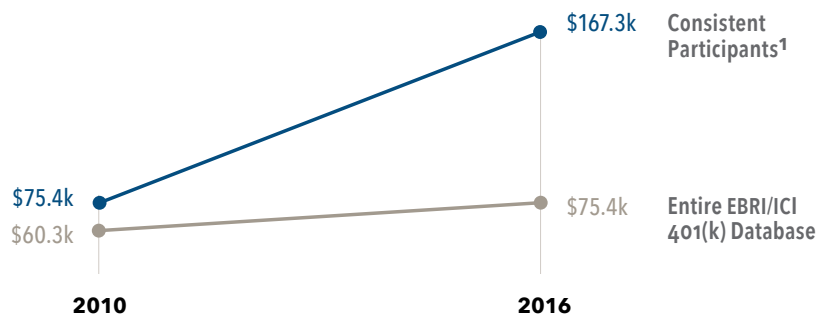
The consistent participants sample is drawn from the EBRI/ICI 401(k) database of 27.1 million 401(k) participants at year-end 2016.

CONSISTENT PARTICIPATION

Due to provider, plan, and participation shifts, looking at consistent participants¹ allows for a more accurate view of changes over time.

Consistent participants have accumulated sizable 401(k) plan account balances. At year-end 2016, the average account balance among consistent participants was more than double that of all participants.

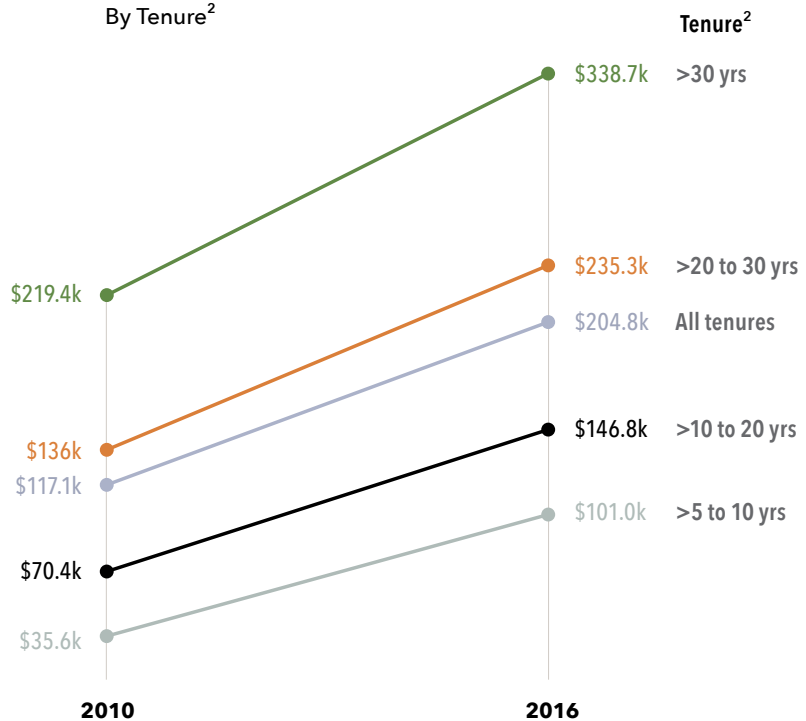
Average 401(k) Account Plan Balance



NEARING RETIREMENT

The average account balance of 401(k) participants in their sixties increased 74.8 percent (a 9.8 percent compound annual average growth rate) between 2010 and 2016.

Average 401(k) Account Plan Balance for Consistent Participants in Their 60s By Tenure²



¹ The consistent sample is 6.1 million 401(k) plan participants with account balances at the end of each year from 2010 through 2016. ² Tenure refers to years at the current employer and is generally derived from date of hire reported for the participant.

Source: Jack VanDerhei, Sarah Holden, Luis Alonso, and Steven Bass. "What Does Consistent Participation in 401(k) Plans Generate? Changes in 401(k) Plan Account Balances, 2010–2016." *EBRI Issue Brief*, no. 464, and *ICI Research Perspective*, Vol. 24, no. 7 (November 2018).