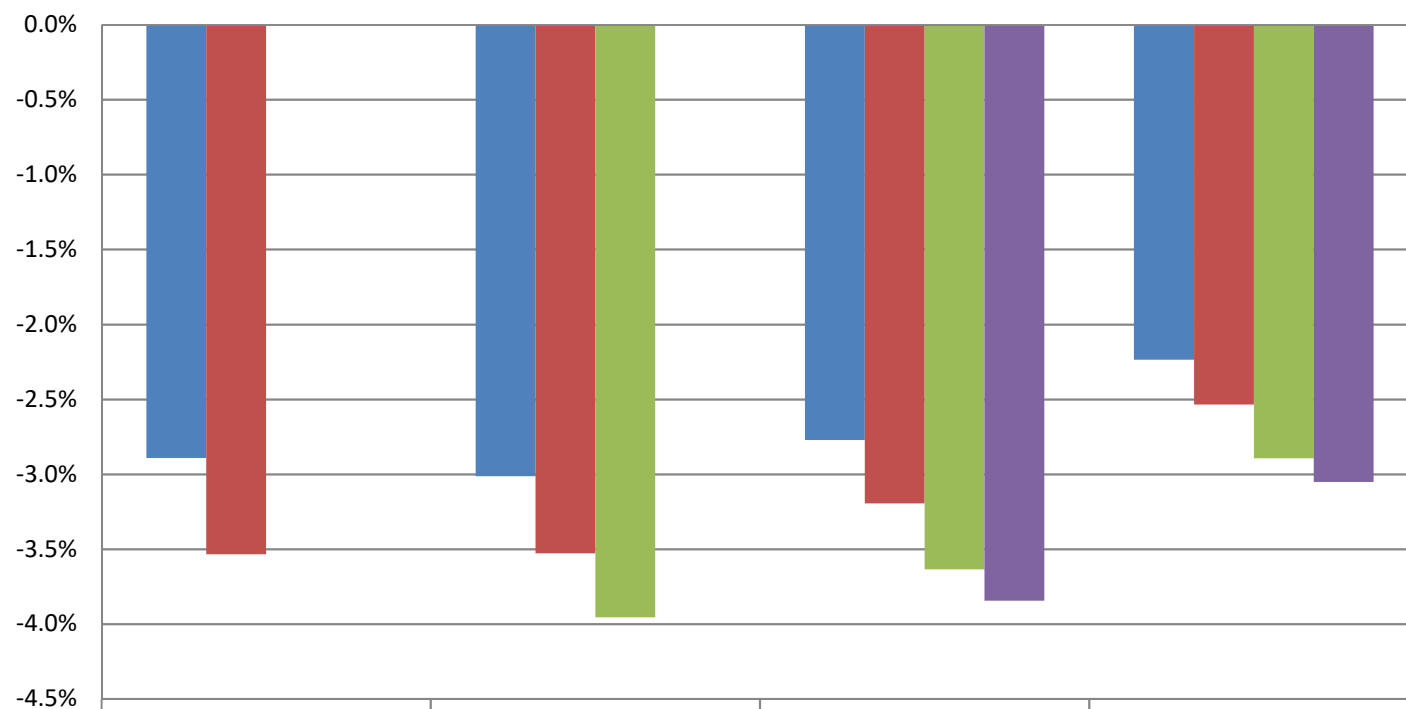


## Monthly Change In Average Account Balances (by Age and Tenure) for May 2019 Among Consistent 401(k) Participants with Account Balances as of December 31, 2016



	25-34	35-44	45-54	55-64
■ 1-4	-2.9%	-3.0%	-2.8%	-2.2%
■ 5-9	-3.5%	-3.5%	-3.2%	-2.5%
■ 10-19		-4.0%	-3.6%	-2.9%
■ 20-29			-3.8%	-3.1%

**Years of Tenure with Current Employer**

**Age**

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.