Building Financial Futures

Trends and insights of those saving for retirement across America.

1st quarter - 2019

Fidelity INVESTMENTS®

Executive Notes

While the majority of people are juggling multiple financial priorities, Fidelity analysis shows that more and more have prioritized saving for retirement. From increased participation in Defined Contribution (DC) plans to double digit growth in the percent contributing to an Individual Retirement Account (IRA), it's clear more people than ever are focused on creating a secure financial future.

Defined Contribution plan trends

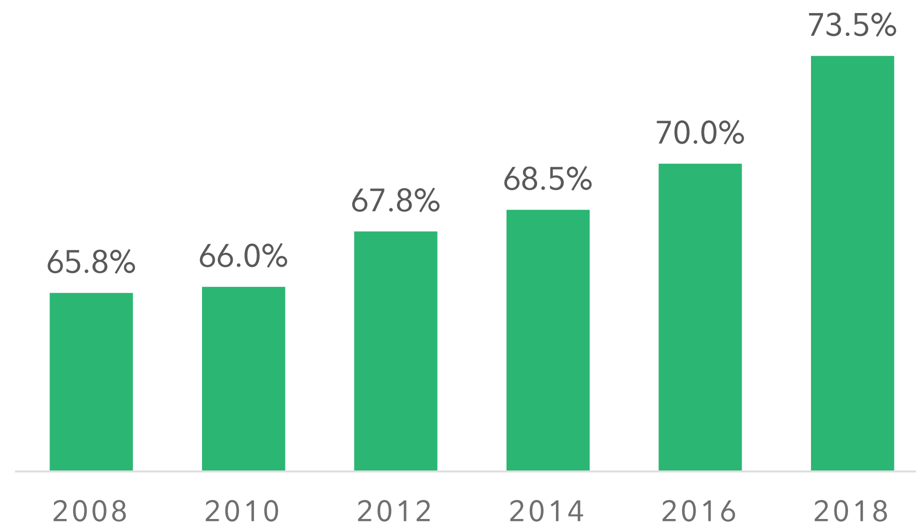
DC plan participation continues to climb

Auto enrollment (AE) proves to be a changing force as DC plan participation continues to increase.

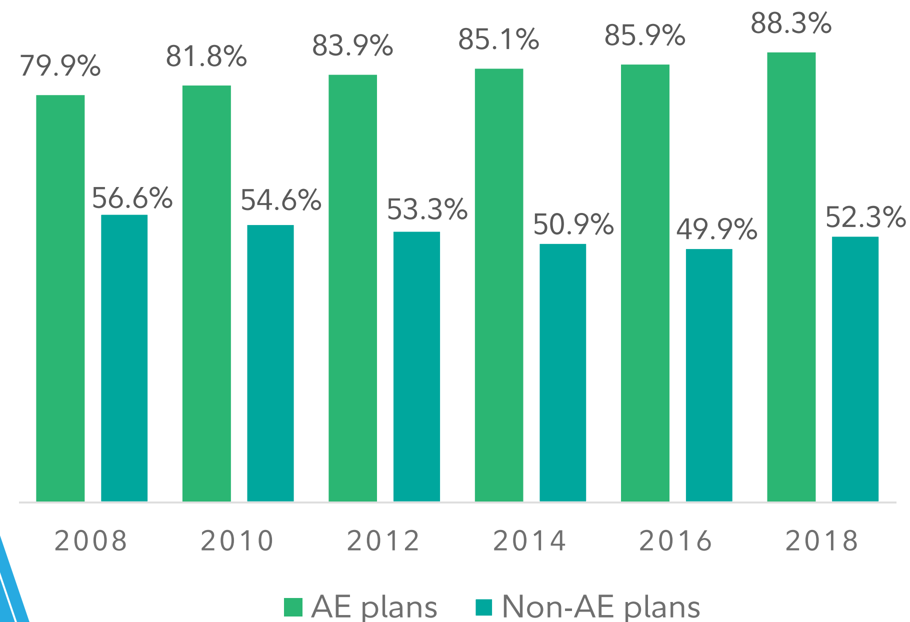
ADDITIONAL INSIGHTS[1]:

- 91% of employees who are auto enrolled don't opt out.
- Participation among millennials has increased by 82% over the last 10 years in part due to employers adopting auto-enrollment.

Average participation rates in DC plans[1]



Average participation rates AE plans v. non-AE plans[1]



Participation data as of end of Q4 in all years. Updated annually.

Contributions on the rise

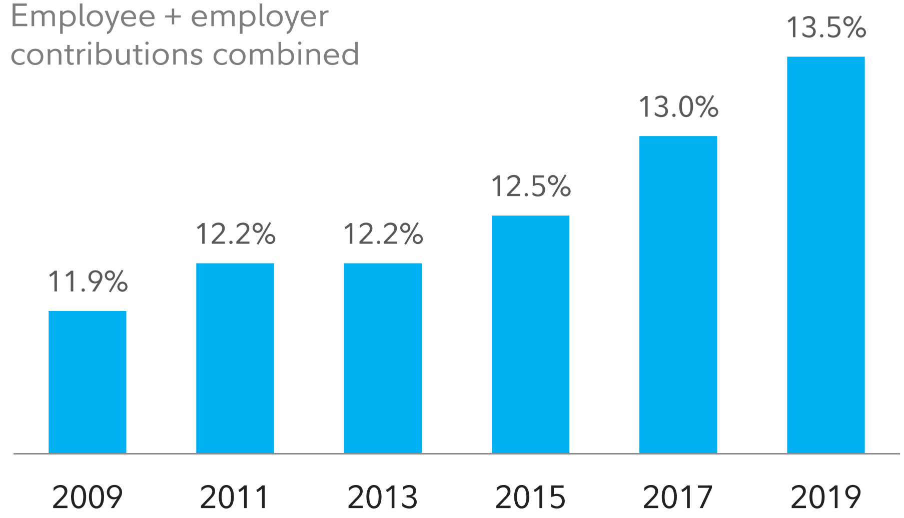
Employees and employers are both contributing more to help increase retirement readiness.

ADDITIONAL INSIGHTS[2]:

- Of those employers offering auto-enrollment, a record 46% are now auto enrolling at 4% or higher, up from 27% five years earlier.
- Average employee contributions have increased $930 in the last five years, while average employer contributions have hit an all time high, increasing $500.

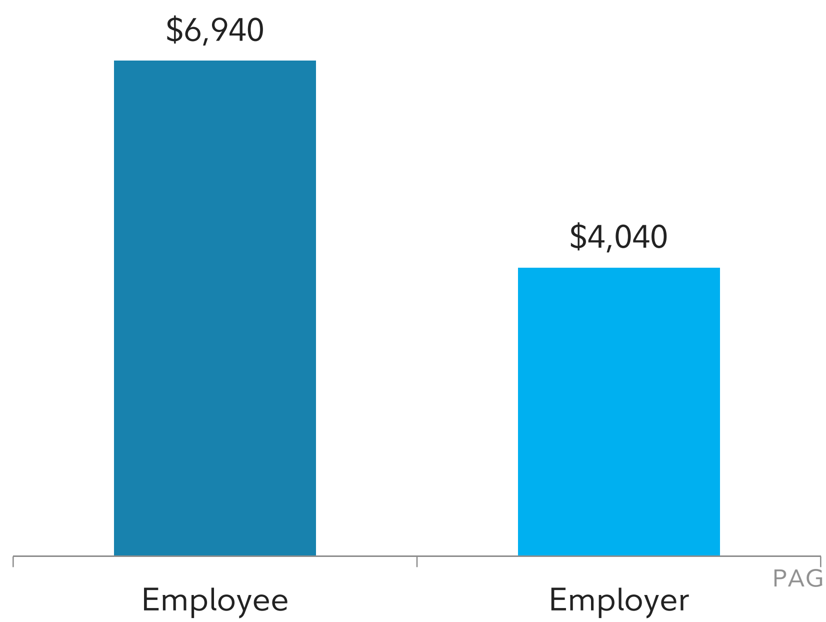
Average DC plan total saving rates[2]

Employee + employer contributions combined



As of Q1 in the year noted

Average DC contribution amounts[2]
12 months ending 03/31/19



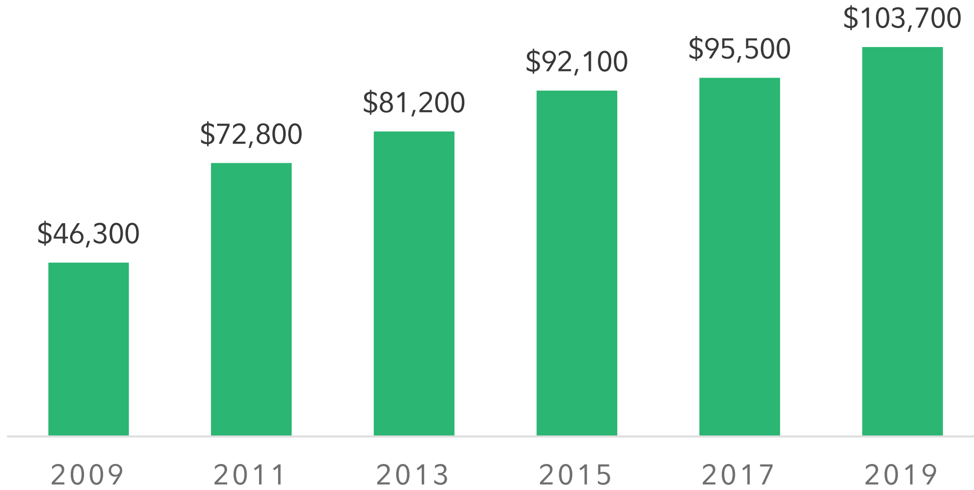
DC plan balances

With the recent market activity, balances have increased slightly by 1% in the last 12 months. However, the overall trend remains positive while the majority of employees continued to contribute to their plan[2].

ADDITIONAL INSIGHTS[2]:

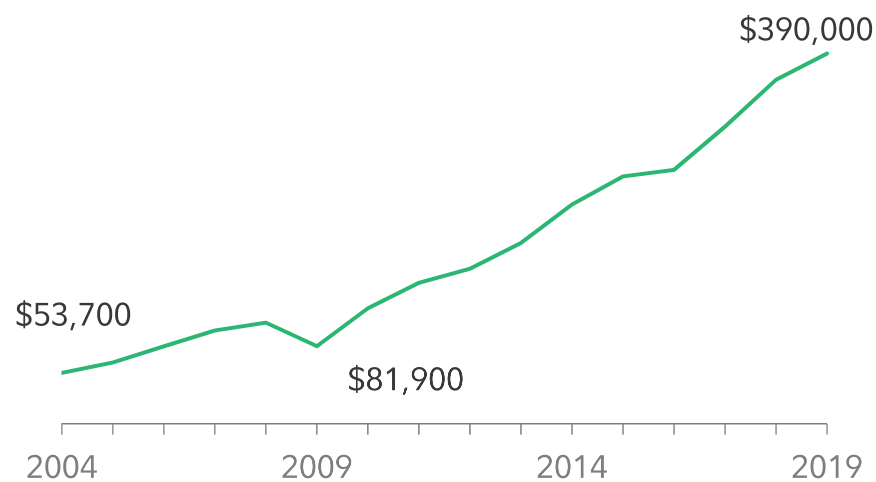
- Auto-enrolled employees who have been invested in their DC plan for 10 years, now have an average balance of $111,600.
- Average balances for female participants have more than doubled in the last 10 years, reaching $81,300 in Q1 2019.

DC Average Balance[2]



As of Q1 in the year noted

Average balance for employees continuously invested in a DC plan for 15 years[2]

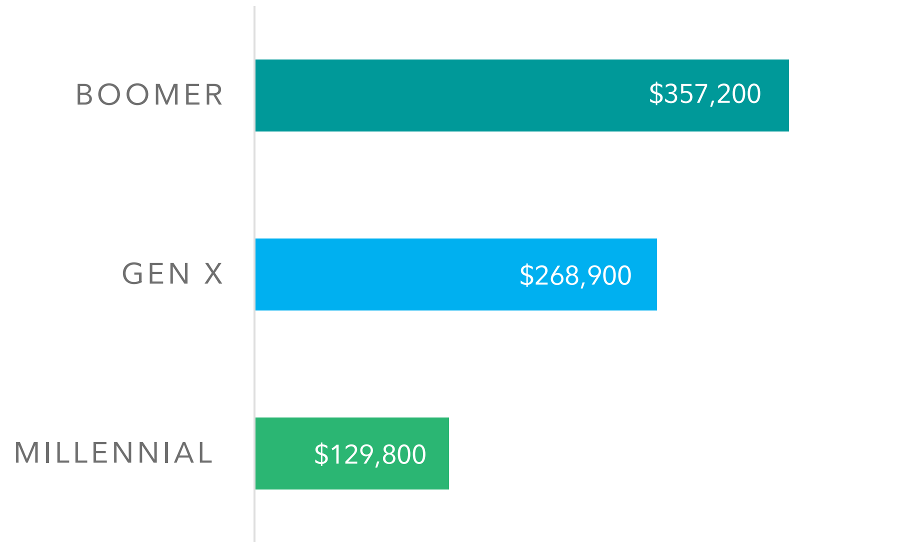


As of Q1 in the year noted

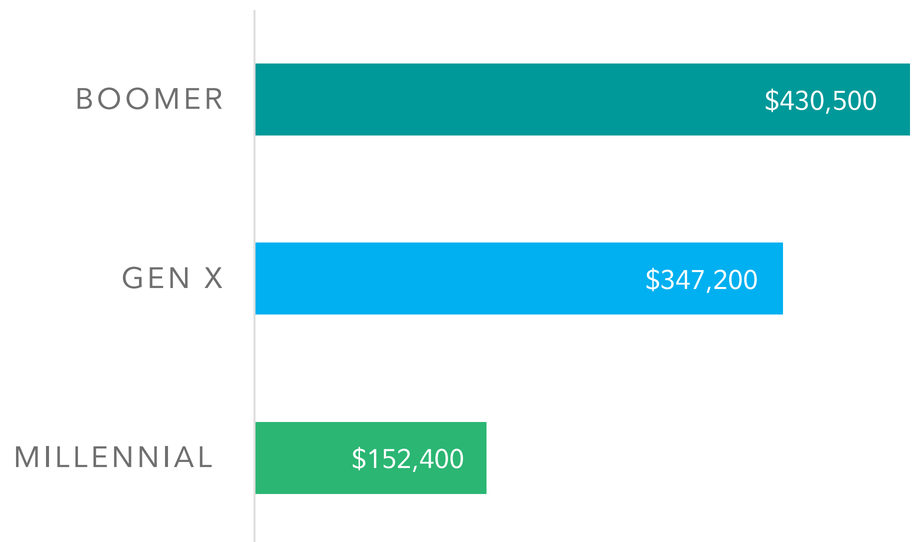
Over a decade, savers hit record highs

Dollars invested early and consistently in one's career can hold the most growing power which is why we believe people should start saving for retirement as early as possible.

Average balance for employees continuously invested in a DC plan for 10 years by generation[2*]



Average balance for employees continuously invested in a DC plan for 15 years by generation[2*]



 Data as of 03/31/2019

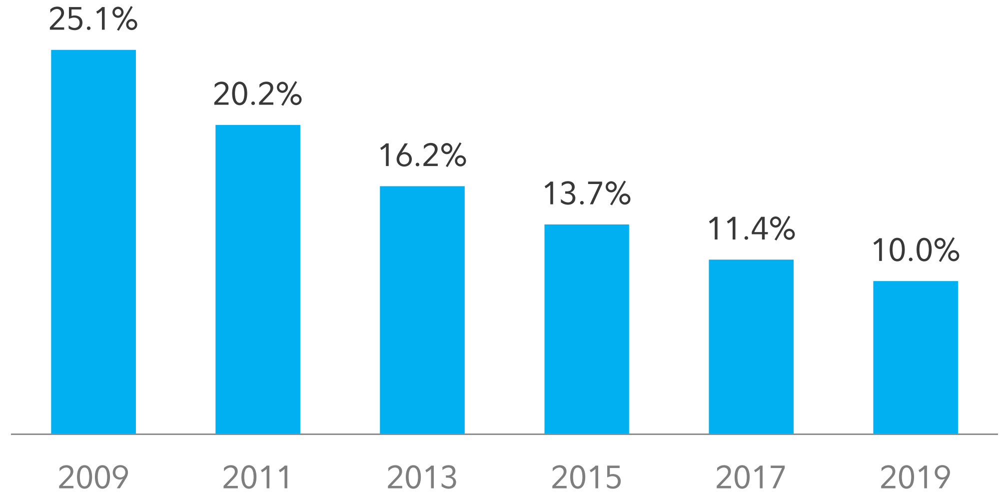
DC plan asset allocation improves over time

With 98% of employers offering target date funds and 90% using them as the default investment option[2], employee asset allocation has improved greatly over the last 10 years.

ADDITIONAL INSIGHTS[2]:

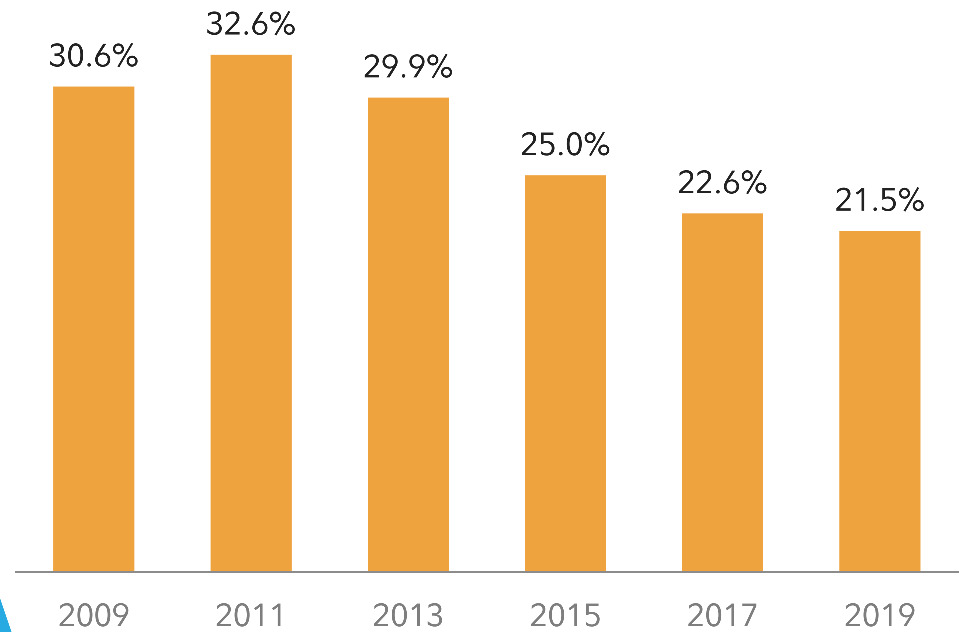
- Baby Boomers are the most likely generation to be too aggressively invested – potentially putting them at risk so close to retirement.
- 69% of millennials are 100% invested in a target date fund, due in part to being auto-enrolled in their 401(k) and defaulted into the option.

Percent of employees holding 100% or 0% equity[2]



As of Q1 in the year noted

Percent of employees with a stock allocation higher than suggested[2]**



As of Q1 in the year noted

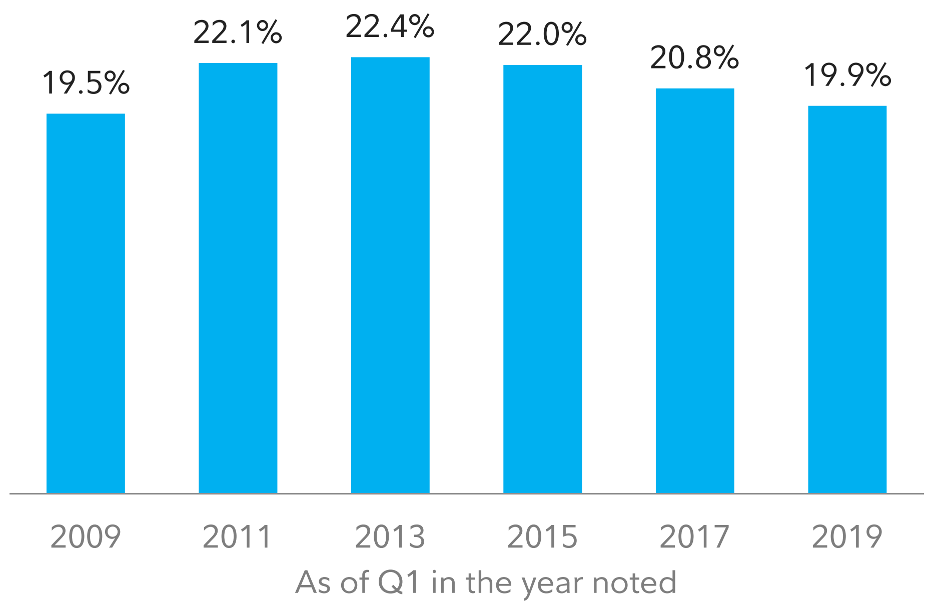
DC loans trending down

Employers continue to focus on decreasing leakage from retirement plans. While loan usage is trending down, many have turned to financial wellness programs as a way to improve employee financial behaviors.

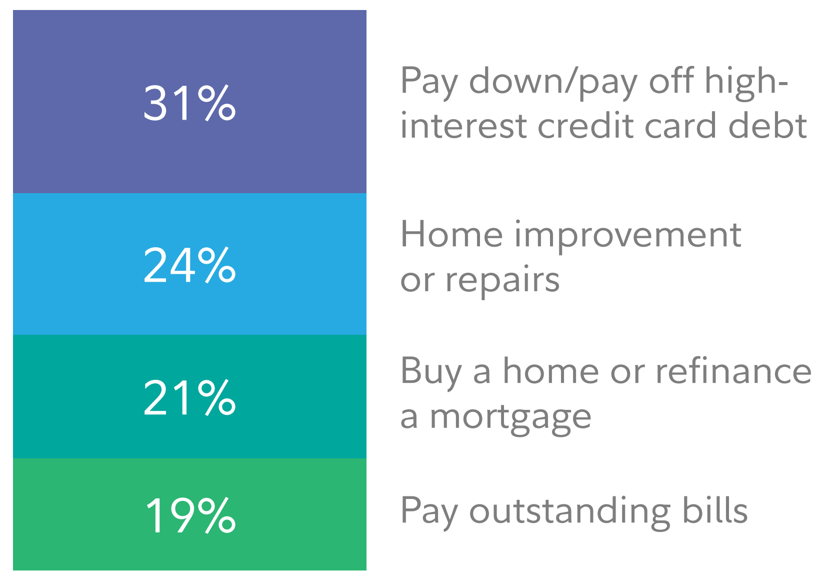
ADDITIONAL INSIGHTS:

- Women investors continue to keep new loans initiated low at 9.2%, down 21% in the last five years[2].
- 24% of participants who take a loan lower their deferral or stop saving altogether in effort to offset the loan repayment[4].
- Only 9% of the population initiated a new loan in the last 12 months[2].

Percent of participants with loans outstanding[2]



Most common reasons for taking a loan[3]



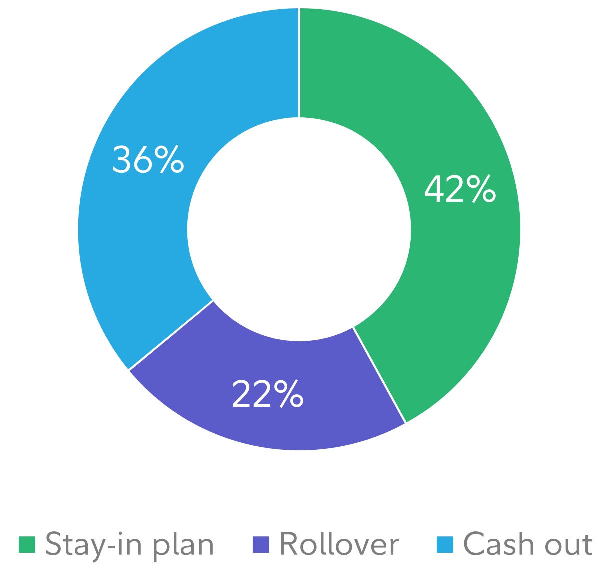
Withdrawals

While the goal is to save and invest for the long-term, things like credit card debt, student loans and the cost of housing can make it tempting to withdraw savings, diminishing the power of compound interest over time.

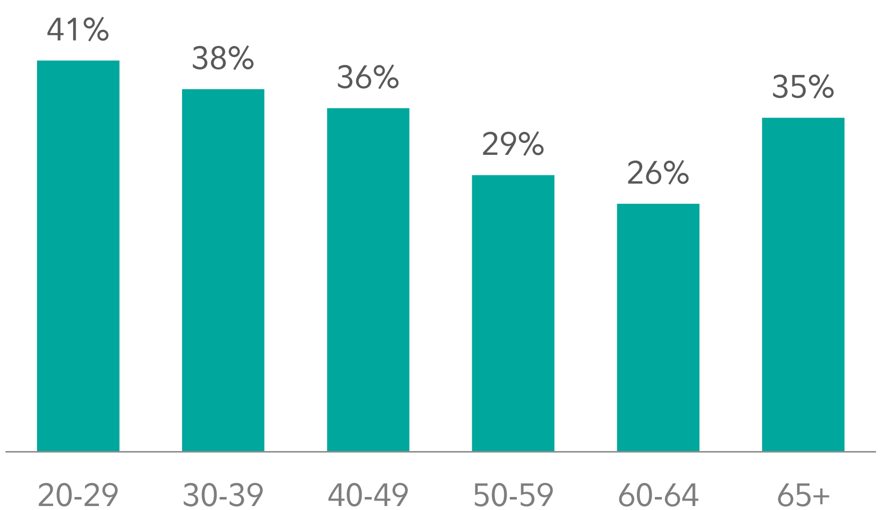
ADDITIONAL INSIGHTS:

- Cash out rates among younger employees remain high, with 42% under age 30 taking a full distribution when changing jobs[2].
- The most common reason for taking a hardship withdrawal is to prevent eviction/foreclosure. Only 2% of savers take a hardship annually[2].

Employee behaviors following termination[2]
As of 03/31/2019



Average percent of workers cashing out – by age[2]
As of 03/31/2019



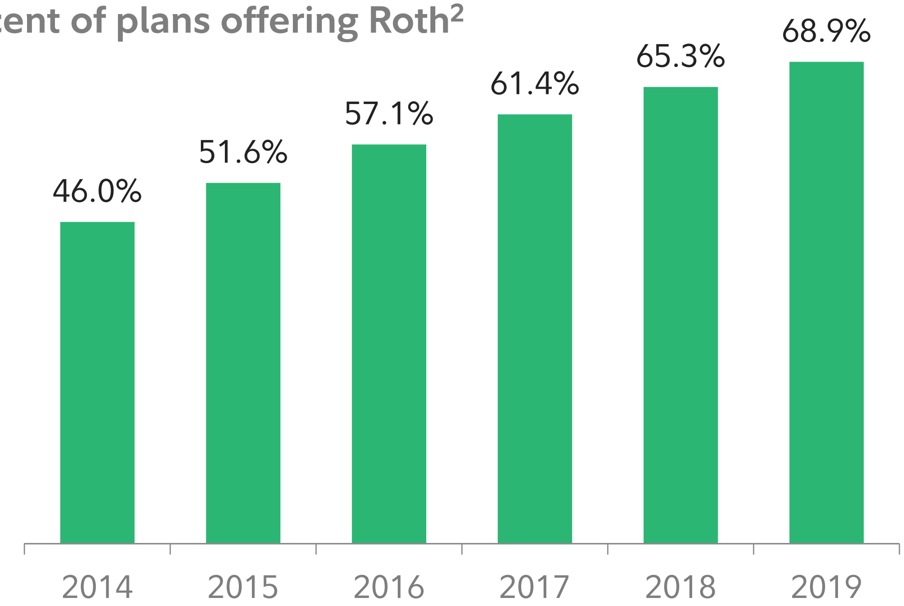
Roth 401(k)

In just the last five years, the percent of plans offering Roth in 401(k)'s has increased by 52%, and with this option being increasingly popular with younger participants, contributions are also on the rise[2].

ADDITIONAL INSIGHTS[2]:

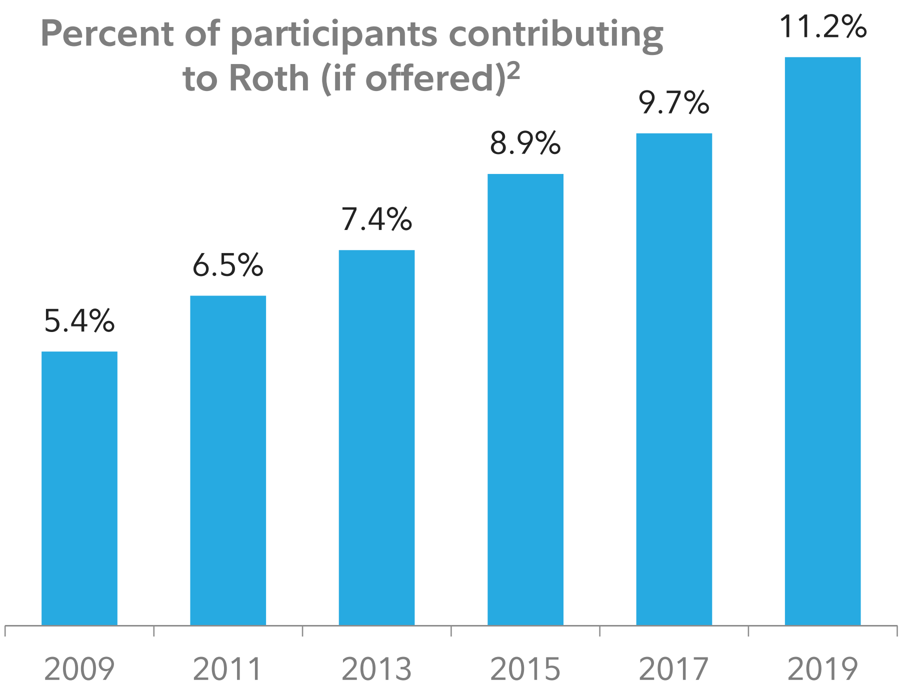
- Millennials are the most likely generation to be contributing to Roth, increasing from 10% to 14% in the last 10 years.
- 20% of plans offer employees the ability to convert pre-tax assets to Roth, twice the number who offered this option in 2015.

Percent of plans offering Roth[2]



As of Q1 in the year noted

Percent of participants contributing to Roth (if offered)[2]



As of Q1 in the year noted

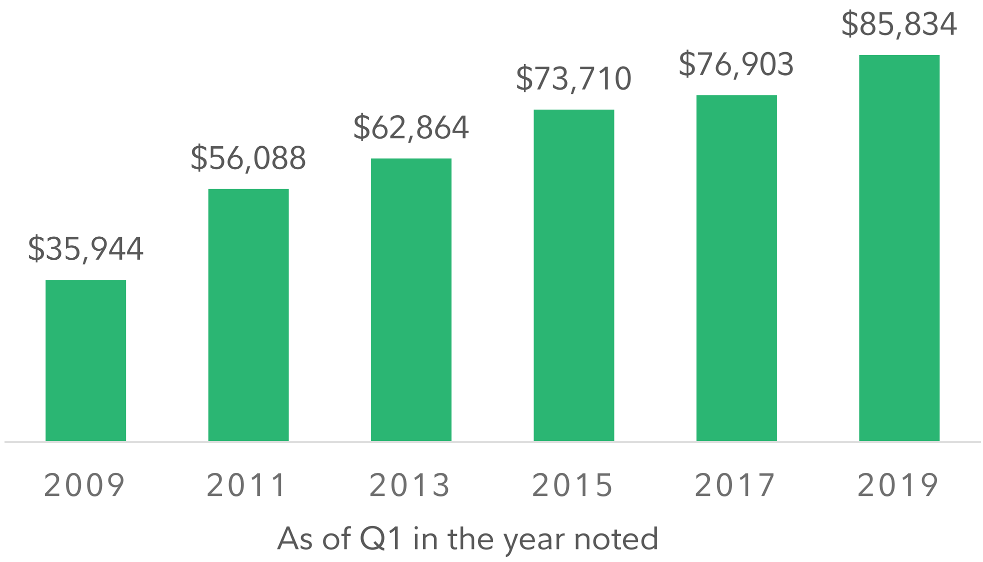
Tax-exempt workers making strides

Tax-exempt companies, such as religious, healthcare, higher education and governmental organizations are increasing retirement savings through engagement and education.

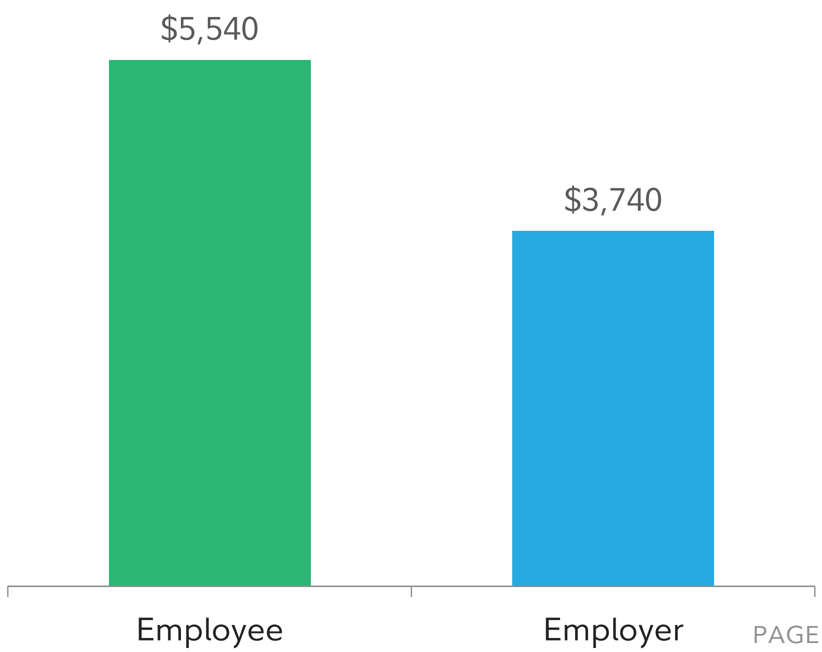
ADDITIONAL INSIGHTS[6]:

- 44% of all assets in tax-exempt plans are invested in target date funds.

Average Balance - Tax-exempt plans[5]



Average tax-exempt plan contribution amounts[5]
12 months ending Q1 2019



IRA trends

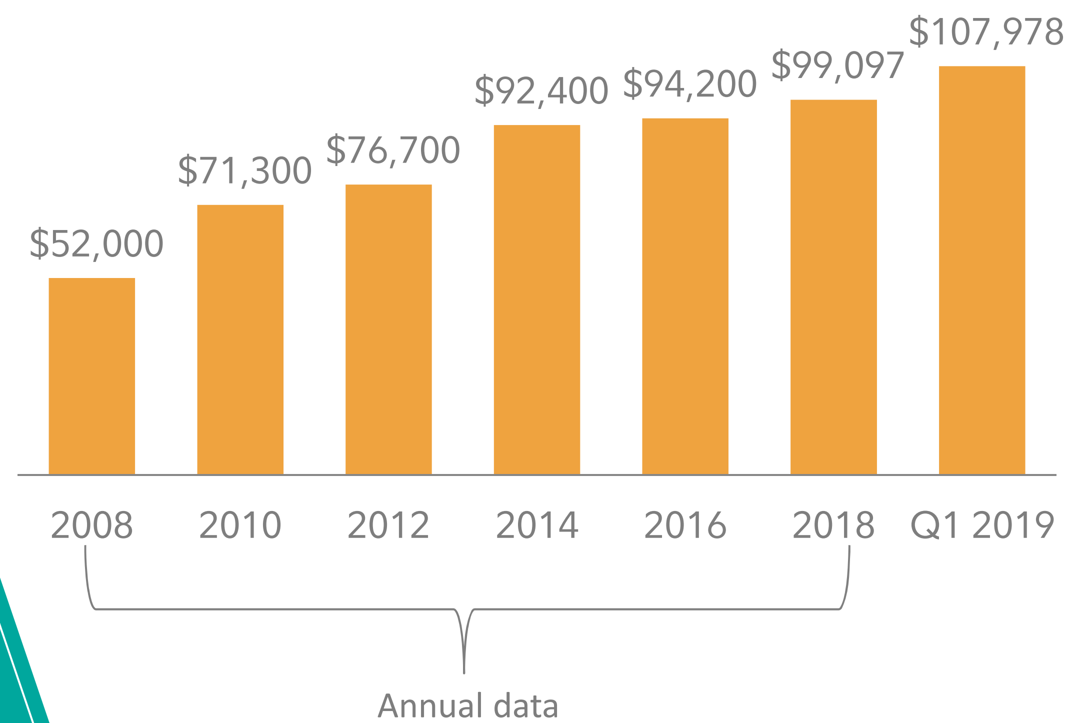
IRA balances

7.4 million people are saving and investing for retirement through 9.4 million IRA accounts where the number of accounts has grown by 6% and average balances have increased 1.8% between Q1 2018 and Q1 2019[6].

ADDITIONAL INSIGHTS[6]:

- Female millennials owned IRA accounts increased by 19.5% between Q1 2018 and Q1 2019.

Historical IRA balances[6]



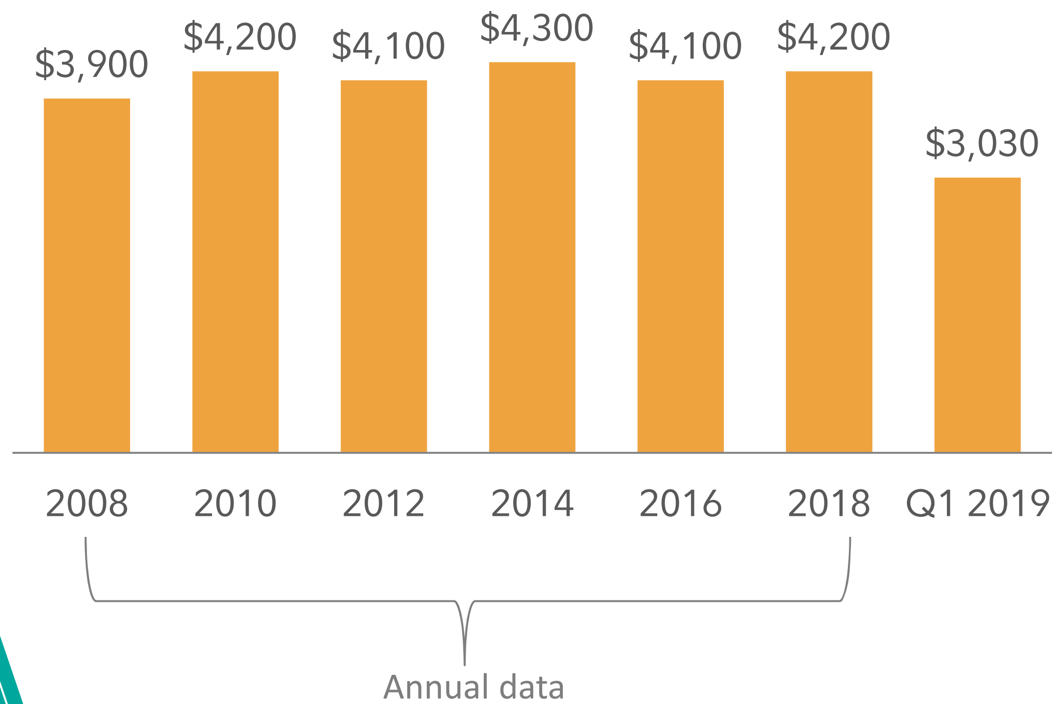
IRA contributions

While not all account holders contribute to their IRA on an annual basis, the number who do has increased by 1.4% between Q1 2018 and Q1 2019[6].

ADDITIONAL INSIGHTS[6]:

- Across the generations, Roth IRAs are the savings vehicle of choice with 53% of all IRA contributions going to Roth in Q1 2019.
- Contributing millennial Roth IRA accounts increased 10% between Q1 2018 and Q1 2019.

Average IRA contribution amount historical[6]



401(k)-IRA trends

Insights on those saving in both a DC retirement plan and an IRA

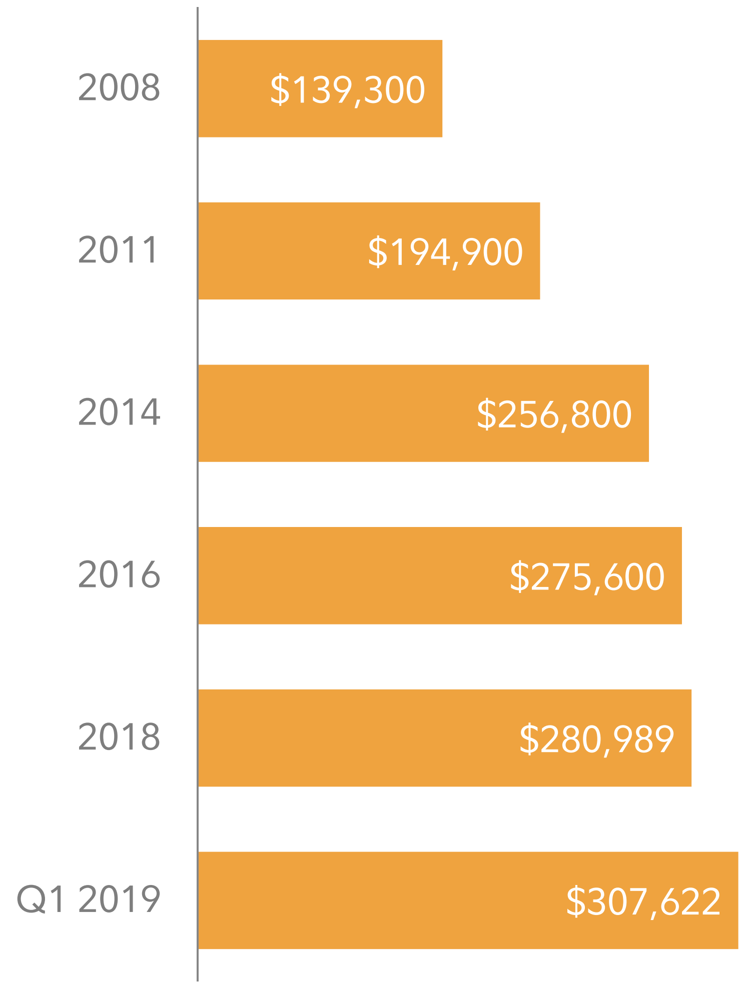
Combined balances

The people with balances in both a DC retirement plan and an IRA, are maximizing their savings opportunities in the pursuit retirement readiness.

ADDITIONAL INSIGHTS[7]:

- Balances for those saving in both a 401(k) and an IRA are nearly 3X higher (on average) than workers saving in just a single vehicle.

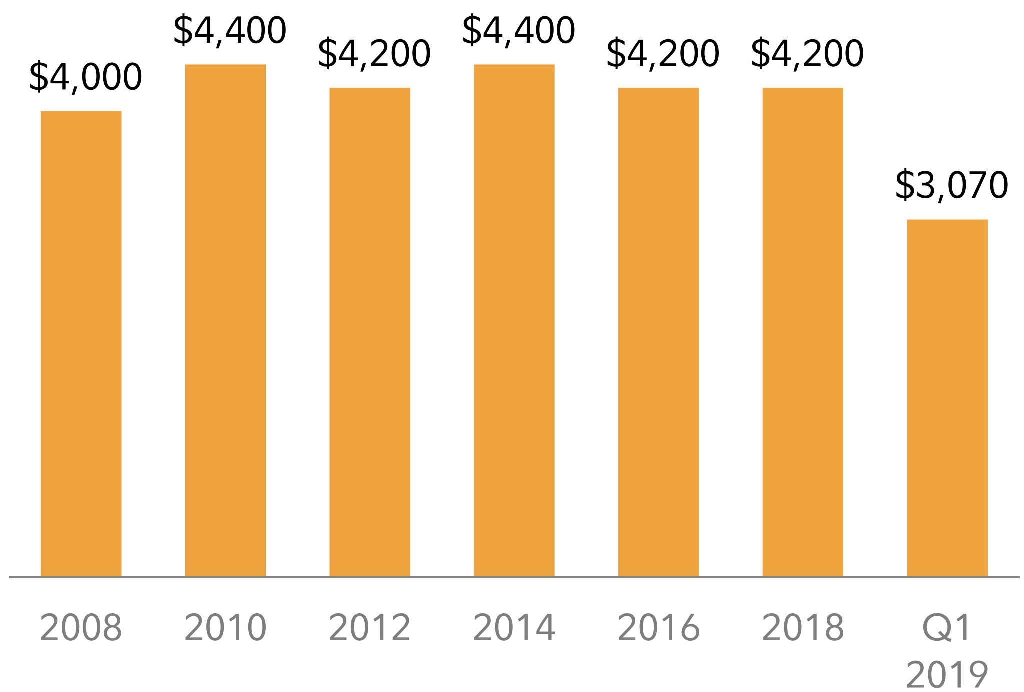
Combined average balances for savers with both a workplace retirement plan and an IRA[7]



Contributions

Contributing to more than one retirement plan takes budgeting and dedication. Contribution rates have recovered following the financial crisis of 2008/2009 and have remained steady the last several years[7].

Average IRA contributions amounts for "DC/IRA" savers[7]



5 tips to improve retirement readiness

1. **Know if you're on track:** Fidelity developed a set of saving milestones to help workers know if they are on track with their retirement savings goals. Read this Viewpoints article.

2. **Build an emergency fund:** Having 3-6 months salary stashed away in case of an emergency can help people avoid taking loans and withdrawals from their retirement nest egg.

3. **Create an investment strategy**: Determine if you can take charge of investing your savings on your own. If you can't or prefer not to, leverage a Target Date Fund or Managed Account.

4. **Think about Health Care**: If available, consider enrolling in a Health Savings Account, which can help you save for current and future medical expenses.

5. **Don't cash out**: When changing jobs, resist any urge to cash-out or take distributions as they diminish the power of long-term saving.

FOOTNOTES

*Baby Boomers are those people born between 1946 and 1964.
*Gen X are those people born between 1964 and 1980.
*Millennials are those people born between 1981 and 1997.

Investing involves risk, including risk of loss.

**For "Asset Allocation" purposes, the participant's current age and equity holdings are compared with an example table containing age based equity holding percentages based on an equity glide path. The Fidelity Equity Glide Path is an example we use for this measure and is a range of equity allocations that may be generally appropriate for many investors saving for retirement and planning to retire around ages 65 to 67. It is designed to become more conservative as participants approach retirement and beyond. The glide path begins with 90% equity holdings within a retirement portfolio at age 25 continuing down to 24% equity holdings at age 93. Equities are defined as domestic equity, international equity, company stock, and the equity portion of blended investment options. The Fidelity equity band is not intended as a benchmark for individual investors; rather, it represents a range of equity allocations that may be appropriate for many investors saving for retirement. Investors should allocate assets based on individual risk tolerance, investment time horizon, and personal financial situation. A particular asset allocation may be achieved by using different allocations in different accounts or by using the same one across multiple accounts

[1] Based on Fidelity analysis of 22,600 corporate DC plans (including advisor-sold DC) and 16.1 million participants as of 12/31/2018.
[2] Based on Fidelity analysis of 22,800 corporate DC plans (including advisor-sold DC) and 16.8 million participants as of 03/31/2019.
[3] Fidelity participant panel survey conducted May 18–June 1, 2016, with 743 respondents.
[4] Based on analysis of participants who initiated a loan in 1st quarter 2009 – 4th quarter 2017.
[5] Based on Fidelity analysis of 10,600 Tax-exempt plans and 6.1 million participants as of 03/31/2019.
[6] Fidelity business analysis of 9.4 million IRA accounts as of 03/31/2019.
[7] Fidelity business analysis of people saving in both a DC retirement plan and an IRA as of 12/31/2018.