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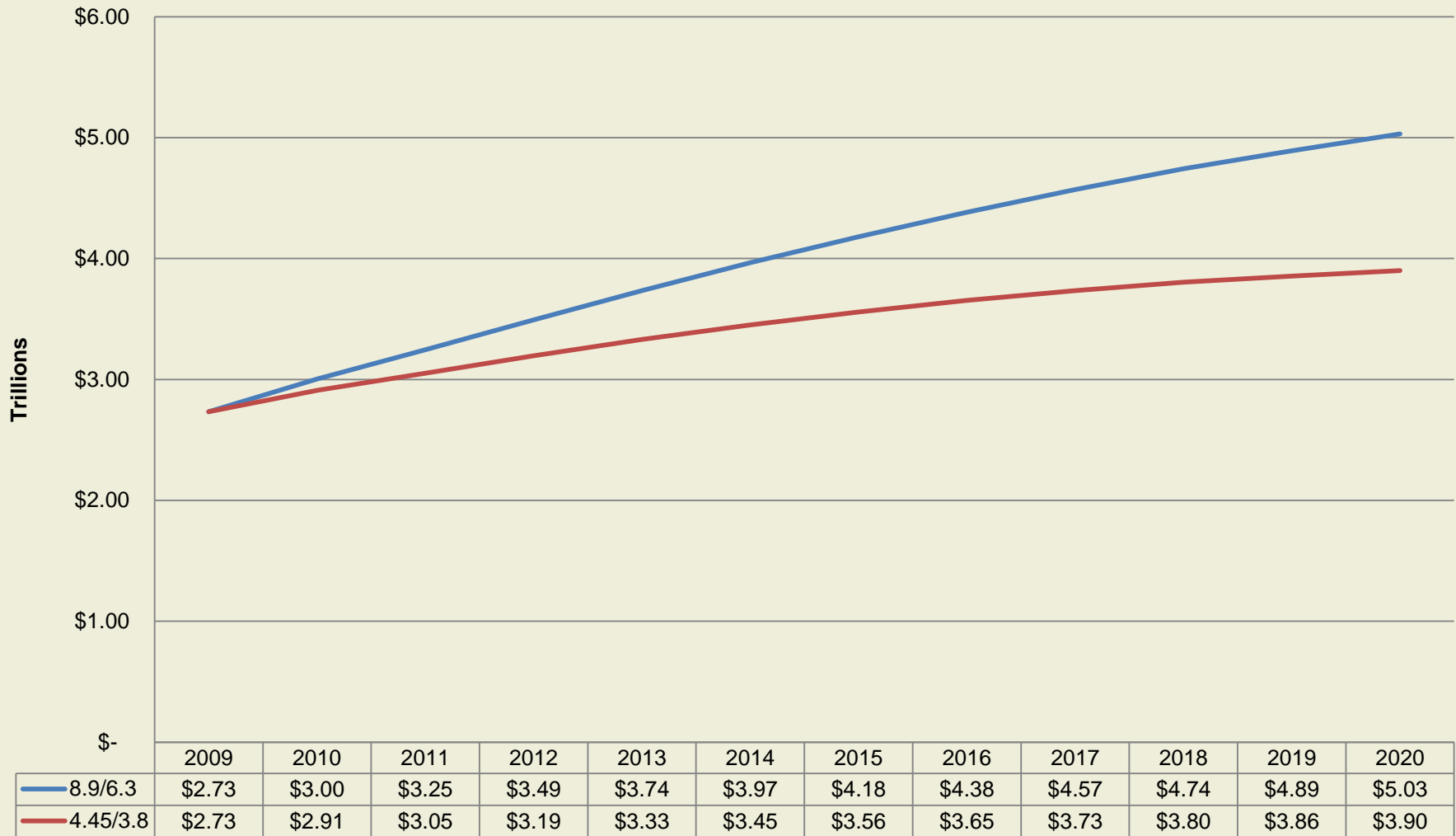
Employee Benefit  
Research Institute

Initial Results of the EBRI 401(k) Projection Model:  
401(k) Assets Projected Through Year-End 2020

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## Rate of return sensitivity analysis based on actual participant asset allocation

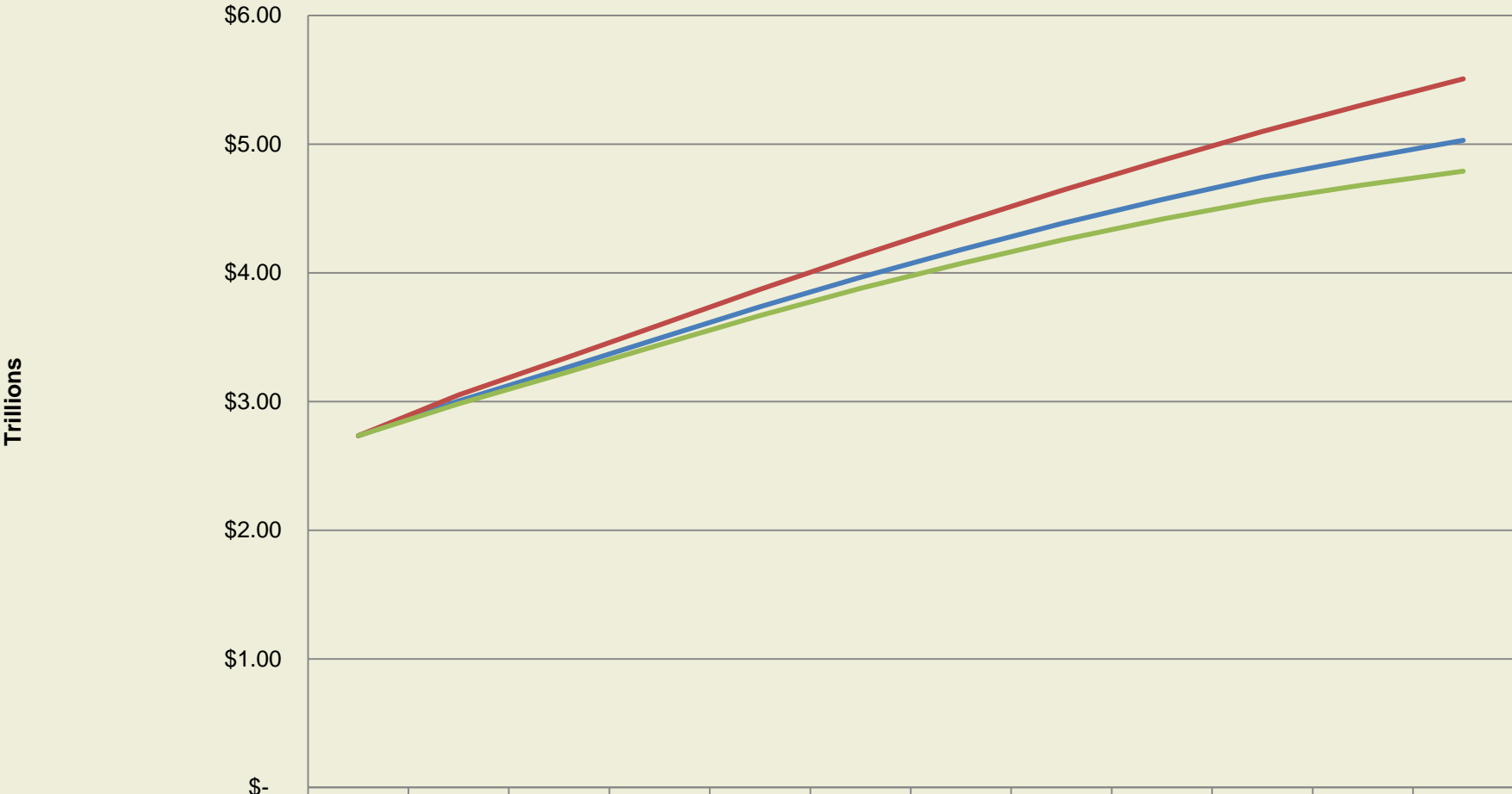


# Changing cashout assumptions (other than retirement)



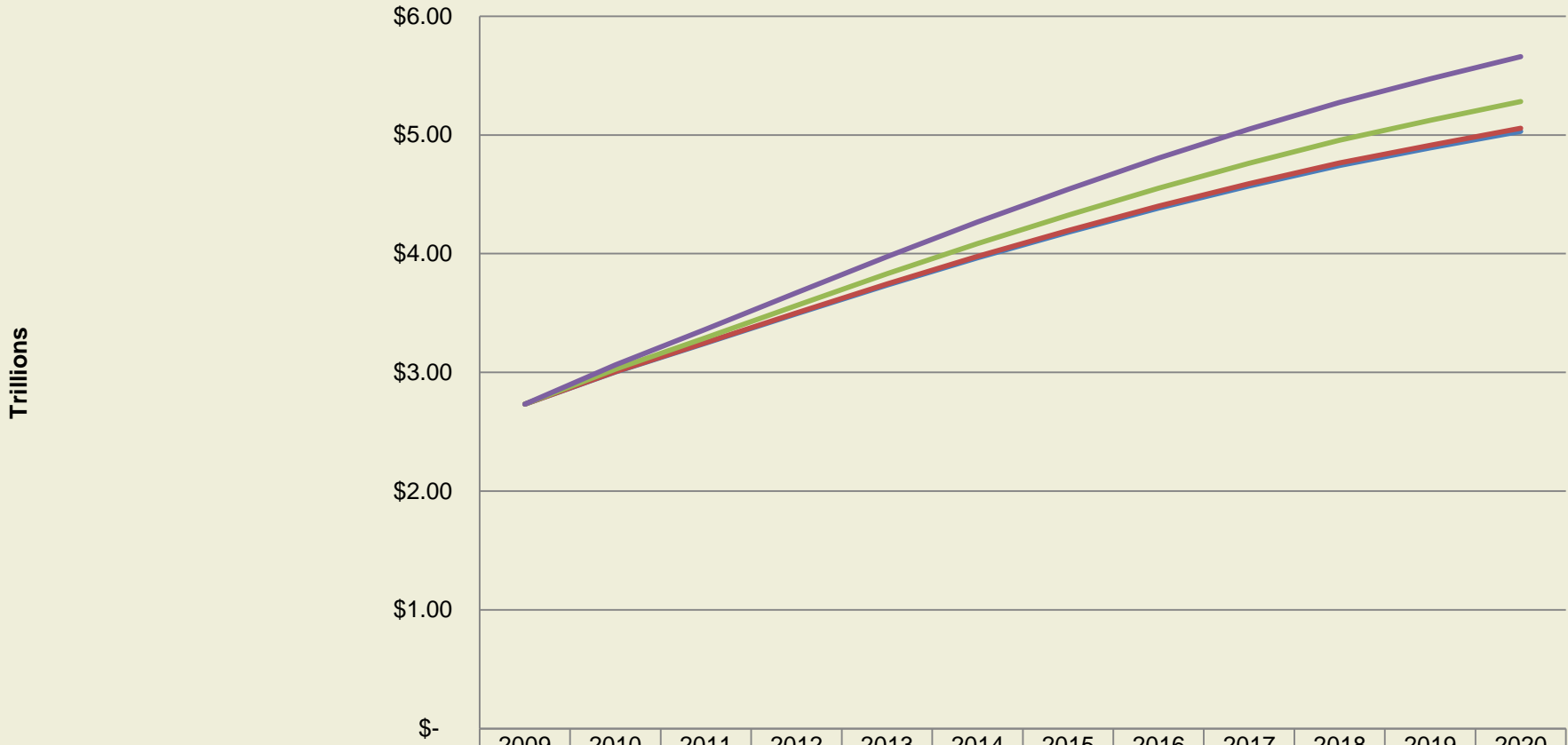
	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
8.9/6.3	\$2.73	\$3.00	\$3.25	\$3.49	\$3.74	\$3.97	\$4.18	\$4.38	\$4.57	\$4.74	\$4.89	\$5.03
8.9/6.3, cashouts reduced by 50 percent	\$2.73	\$3.10	\$3.44	\$3.80	\$4.16	\$4.52	\$4.86	\$5.20	\$5.52	\$5.82	\$6.10	\$6.36
8.9/6.3, cashouts doubled	\$2.73	\$2.82	\$2.87	\$2.93	\$2.99	\$3.04	\$3.08	\$3.12	\$3.15	\$3.18	\$3.21	\$3.23

# Sensitivity analysis on new entrants



	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
— baseline	\$2.73	\$3.00	\$3.25	\$3.49	\$3.74	\$3.97	\$4.18	\$4.38	\$4.57	\$4.74	\$4.89	\$5.03
— new entrants doubled	\$2.73	\$3.05	\$3.32	\$3.60	\$3.87	\$4.14	\$4.39	\$4.64	\$4.87	\$5.10	\$5.31	\$5.51
— new entrants cut in half	\$2.73	\$2.98	\$3.21	\$3.44	\$3.67	\$3.88	\$4.07	\$4.26	\$4.42	\$4.56	\$4.68	\$4.79

## Contributions changed by various percentages nb: NOT percentage of compensation



	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
— baseline	\$2.73	\$3.00	\$3.25	\$3.49	\$3.74	\$3.97	\$4.18	\$4.38	\$4.57	\$4.74	\$4.89	\$5.03
— contributions increased by 1 percent	\$2.73	\$3.01	\$3.25	\$3.50	\$3.75	\$3.98	\$4.19	\$4.40	\$4.59	\$4.76	\$4.91	\$5.06
— contributions increased by 10 percent	\$2.73	\$3.03	\$3.29	\$3.56	\$3.83	\$4.09	\$4.32	\$4.55	\$4.76	\$4.96	\$5.12	\$5.28
— contributions increased by 25 percent	\$2.73	\$3.06	\$3.36	\$3.67	\$3.98	\$4.27	\$4.54	\$4.80	\$5.05	\$5.28	\$5.47	\$5.66

## Next steps

- Breakouts by plan size
- Breakouts by plan type (e.g., automatic enrollment)
- Breakouts by asset type (e.g., equity funds, fixed income, TDFs)
- Other?