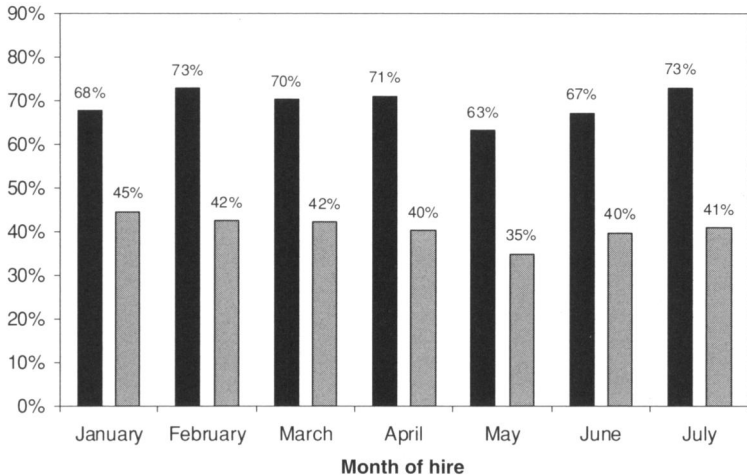


Fraction enrolled in the 401(k) plan at third

month of tenure



■ Active decision cohort ■ Standard enrollment cohort