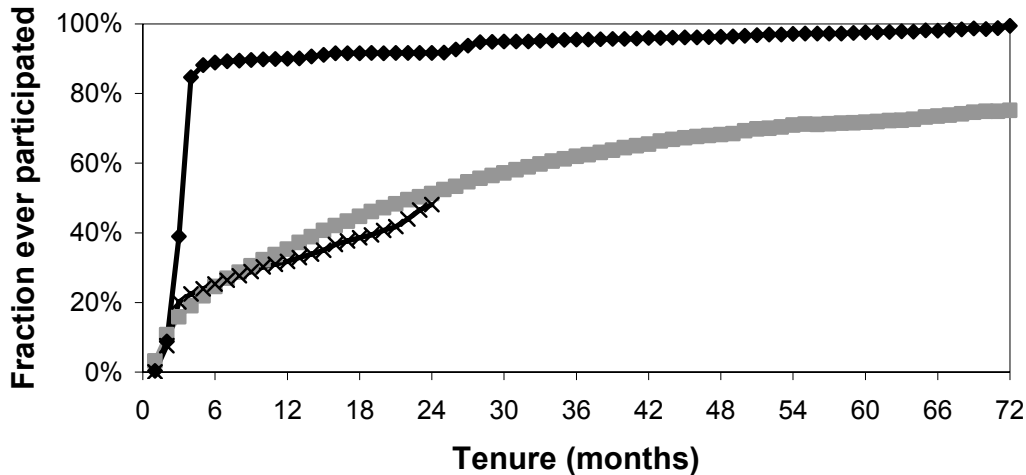


Figure 1A. 401(k) Participation by Tenure: Company B



■ Hired before automatic enrollment
✕ Hired after automatic enrollment ended

◆ Hired during automatic enrollment