

Table 7. Defined benefit frozen retirement plans:¹ Plan alternatives, private industry workers, National Compensation Survey, March 2013

(All workers participating in frozen defined benefit plans = 100 percent)

Characteristics	No alternative to frozen plans	Alternatives to frozen plans	Alternatives to frozen plans ²			
			New defined benefit plan	Enhanced existing defined contribution plan	New defined contribution plan	Other
All workers	11	89	25	33	33	—
Worker characteristics						
Management, professional, and related	8	92	24	42	29	—
Management, business, and financial	8	92	23	46	24	—
Professional and related	8	92	24	39	32	—
Service	13	87	18	28	48	—
Sales and office	18	82	19	39	25	—
Sales and related	27	73	6	42	27	—
Office and administrative support	16	84	24	38	25	—
Natural resources, construction, and maintenance	7	93	49	8	32	—
Production, transportation, and material moving ...	11	89	30	16	49	—
Production	6	94	30	—	53	—
Full time	11	89	26	34	32	—
Part time	21	79	22	22	40	—
Union	9	91	49	—	38	—
Nonunion	12	88	19	39	31	1
Average wage within the following categories: ³						
Lowest 25 percent	34	66	4	—	48	—
Lowest 10 percent	41	59	—	—	45	—
Second 25 percent	19	81	14	30	39	—
Third 25 percent	11	89	25	34	36	—
Highest 25 percent	6	94	32	36	27	—
Highest 10 percent	7	93	25	46	24	—
Establishment characteristics						
Goods-producing industries	6	94	29	28	42	—
Manufacturing	6	94	27	29	42	—
Service-providing industries	13	87	24	35	29	—
Trade, transportation, and utilities	26	74	22	18	38	—
Retail trade	47	53	5	15	37	—
Financial activities	9	91	21	60	10	—

See footnotes at end of table.

Table 7. Defined benefit frozen retirement plans:¹ Plan alternatives, private industry workers, National Compensation Survey, March 2013—Continued

(All workers participating in frozen defined benefit plans = 100 percent)

Characteristics	No alternative to frozen plans	Alternatives to frozen plans	Alternatives to frozen plans ²			
			New defined benefit plan	Enhanced existing defined contribution plan	New defined contribution plan	Other
Finance and insurance	9	91	19	62	9	—
Insurance carriers and related activities	5	95	27	56	—	—
Educational services	24	76	—	19	33	—
Junior colleges, colleges, and universities	30	70	—	24	42	—
1 to 99 workers	6	94	24	40	30	—
1 to 49 workers	7	93	20	48	24	—
100 workers or more	13	87	26	31	33	—
100 to 499 workers	18	82	25	29	31	—
500 workers or more	9	91	26	33	35	—
Geographic areas						
Middle Atlantic	16	84	22	30	33	—
East North Central	9	91	31	25	41	—
West North Central	18	82	23	38	—	—
South Atlantic	14	86	18	39	28	—
East South Central	17	83	19	43	27	—

¹ Plans closed to new workers or plans that cease accruals for some or all plan participants.

² The sum of the individual components may be greater than the total because some employers offer more than one alternative.

³ Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National

Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20122013.htm.