

Table 20. Defined benefit plans: Eligibility requirements, private industry workers, National Compensation Survey, 2012

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

Characteristics	Total	Plans open to new employees	Open to new employees					Plans not open to new employees	Not determinable
			With minimum age or service requirement	Median age requirement	Median service requirement (in months)	No minimum age or service requirement	Age and service requirement not determinable		
Worker characteristic									
All workers	100	72	56	21	12	15	1	28	—
Management, professional, and related	100	63	54	21	12	9	(¹)	37	—
Management, business, and financial	100	59	53	21	12	6	(¹)	41	—
Professional and related	100	68	56	21	12	11	1	32	—
Service	100	84	73	21	12	12	—	16	—
Sales and office	100	71	58	21	12	9	3	29	—
Sales and related	100	67	53	21	12	—	—	33	—
Office and administrative support	100	72	60	21	12	11	2	28	—
Natural resources, construction, and maintenance	100	87	61	21	12	25	—	—	—
Construction, extraction, farming, fishing, and forestry	100	95	59	—	12	36	—	—	—
Installation, maintenance, and repair	100	77	64	21	12	—	—	—	—
Production, transportation, and material moving	100	72	44	21	12	27	1	28	—
Production	100	65	32	21	12	33	—	35	—
Transportation and material moving	100	79	57	21	12	20	3	—	—
Full time	100	71	56	21	12	15	(¹)	29	—
Part time	100	79	58	21	12	—	—	21	—
Union	100	85	62	21	12	21	2	15	—
Nonunion	100	63	52	21	12	10	(¹)	37	—
Average wage within the following categories: ²									
Lowest 25 percent	100	84	56	21	12	—	—	—	—
Second 25 percent	100	70	53	21	12	16	1	30	—
Third 25 percent	100	71	54	21	12	17	(¹)	29	—
Highest 25 percent	100	71	58	21	12	13	(¹)	29	—
Highest 10 percent	100	59	48	21	12	—	—	41	—
Establishment characteristic									
Goods-producing industries	100	72	42	21	12	30	(¹)	28	—
Construction	100	98	61	—	12	37	—	—	—
Manufacturing	100	58	32	21	12	25	1	42	—
Service-providing industries	100	72	60	21	12	10	1	28	—
Trade, transportation, and utilities	100	73	53	21	12	15	5	27	—
Wholesale trade	100	47	—	—	—	—	—	53	—
Retail trade	100	71	45	—	12	—	—	—	—
Transportation and warehousing	100	88	79	—	12	—	—	—	—
Utilities	100	84	61	20	12	—	—	—	—
Information	100	54	54	—	12	—	—	46	—
Financial activities	100	70	66	21	12	—	—	30	—
Finance and insurance	100	70	67	21	12	—	—	30	—
Credit intermediation and related activities ..	100	66	62	21	12	—	—	34	—
Insurance carriers and related activities	100	81	76	21	12	—	—	19	—
Professional and business services	100	68	67	—	12	—	—	—	—
Education and health services	100	76	59	21	12	17	—	24	—
Educational services	100	92	—	—	—	52	—	—	—
Junior colleges, colleges, and universities ...	100	79	68	21	12	11	—	21	—
Healthcare and social assistance	100	74	62	21	12	12	—	26	—

See footnotes at end of table.

Table 20. Defined benefit plans: Eligibility requirements, private industry workers, National Compensation Survey, 2012—Continued

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			With minimum age or service requirement	Median age requirement	Median service requirement (in months)	No minimum age or service requirement	Age and service requirement not determinable		
1 to 99 workers	100	77	54	21	12	23	—	23	—
1 to 49 workers	100	72	50	21	12	23	—	28	—
50 to 99 workers	100	85	62	21	12	23	—	—	—
100 workers or more	100	70	57	21	12	12	2	30	—
100 to 499 workers	100	67	54	21	12	10	3	33	—
500 workers or more	100	72	58	21	12	14	(¹)	28	—
Geographic area									
New England	100	69	57	21	12	—	—	31	—
Middle Atlantic	100	76	56	21	12	20	—	24	—
East North Central	100	69	51	21	12	17	2	31	—
West North Central	100	68	47	21	12	20	1	—	—
South Atlantic	100	68	57	21	12	—	—	—	—
East South Central	100	78	55	21	12	—	—	—	—
West South Central	100	78	58	21	12	—	—	22	—
Mountain	100	60	55	21	12	—	—	40	—
Pacific	100	76	63	21	12	13	—	24	—

¹ Less than 0.5.

² 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 2012."

Note: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no data were reported or that data do 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.