

**Table 7. Standard errors for frozen defined benefit retirement plans:<sup>1</sup> Plan alternatives, private industry workers, National Compensation Survey, March 2013**

Characteristics	No alternative to frozen plans	Alternatives to frozen plans	Alternatives to frozen plans			
			New defined benefit plan	Enhanced existing defined contribution plan	New defined contribution plan	Other
All workers .....	1.2	1.2	1.9	2.2	1.9	—
<b>Worker characteristics</b>						
Management, professional, and related .....	1.4	1.4	2.7	3.4	2.9	—
Management, business, and financial .....	2.0	2.0	2.9	3.8	3.6	—
Professional and related .....	1.9	1.9	3.3	3.7	3.3	—
Service .....	3.4	3.4	3.3	8.1	7.2	—
Sales and office .....	2.4	2.4	2.3	3.3	2.5	—
Sales and related .....	6.5	6.5	2.6	5.8	4.5	—
Office and administrative support .....	2.0	2.0	2.9	3.4	2.6	—
Natural resources, construction, and maintenance .....	2.6	2.6	6.3	2.4	5.6	—
Production, transportation, and material moving ... ..	2.7	2.7	3.2	4.3	4.5	—
Production .....	2.0	2.0	4.8	—	5.8	—
Full time .....	1.2	1.2	2.0	2.3	2.0	—
Part time .....	4.0	4.0	4.6	3.9	5.7	—
Union .....	2.0	2.0	4.3	—	3.4	—
Nonunion .....	1.4	1.4	1.9	2.6	2.3	0.5
Average wage within the following categories: <sup>2</sup>						
Lowest 25 percent .....	6.8	6.8	1.6	—	7.6	—
Lowest 10 percent .....	10.7	10.7	—	—	9.3	—
Second 25 percent .....	3.5	3.5	2.5	4.0	4.5	—
Third 25 percent .....	2.0	2.0	2.7	3.9	3.0	—
Highest 25 percent .....	0.9	0.9	2.8	2.7	2.5	—
Highest 10 percent .....	1.1	1.1	3.5	3.9	3.8	—
<b>Establishment characteristics</b>						
Goods-producing industries .....	1.7	1.7	3.6	3.5	4.1	—
Manufacturing .....	1.8	1.8	3.8	3.7	4.3	—
Service-providing industries .....	1.5	1.5	2.0	2.6	2.4	—
Trade, transportation, and utilities .....	4.4	4.4	4.3	3.6	4.2	—
Retail trade .....	6.7	6.7	1.9	4.2	7.2	—
Financial activities .....	2.1	2.1	2.4	3.8	2.3	—

See footnotes at end of table.

**Table 7. Standard errors for frozen defined benefit retirement plans:<sup>1</sup> Plan alternatives, private industry workers, National Compensation Survey, March 2013—Continued**

Characteristics	No alternative to frozen plans	Alternatives to frozen plans	Alternatives to frozen plans			
			New defined benefit plan	Enhanced existing defined contribution plan	New defined contribution plan	Other
Finance and insurance .....	2.3	2.3	2.2	3.5	2.1	—
Insurance carriers and related activities ....	0.9	0.9	5.5	6.8	—	—
Educational services .....	5.3	5.3	—	4.3	6.9	—
Junior colleges, colleges, and universities	2.0	2.0	—	2.5	3.8	—
1 to 99 workers .....	2.1	2.1	3.8	6.1	5.2	—
1 to 49 workers .....	2.8	2.8	5.0	8.1	6.0	—
100 workers or more .....	1.4	1.4	2.0	2.3	2.2	—
100 to 499 workers .....	3.1	3.1	3.7	4.4	4.1	—
500 workers or more .....	1.4	1.4	2.5	2.5	2.5	—
<b>Geographic areas</b>						
Middle Atlantic .....	2.7	2.7	3.5	3.3	5.6	—
East North Central .....	2.9	2.9	3.7	4.5	4.6	—
West North Central .....	3.6	3.6	4.8	9.6	—	—
South Atlantic .....	2.7	2.7	3.8	6.5	4.1	—
East South Central .....	5.1	5.1	4.8	9.2	7.5	—

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

<sup>2</sup> 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: 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](http://www.bls.gov/ncs/ebs/glossary20122013.htm).