

**Table 29. Defined benefit plans: Eligibility requirements, private industry workers, National Compensation Survey, 2010**

(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
<b>Worker characteristic</b>									
All workers .....	100	81	69	21	12	11	1	19	( <sup>1</sup> )
Management, professional, and related .....	100	73	61	21	12	10	1	27	–
Management, business, and financial .....	100	69	60	21	12	–	–	31	–
Professional and related .....	100	74	62	21	12	11	1	26	–
Service .....	100	93	79	21	–	–	–	–	–
Sales and office .....	100	88	81	21	12	7	1	12	( <sup>1</sup> )
Sales and related .....	100	91	88	21	12	–	–	–	–
Office and administrative support .....	100	87	79	21	12	8	1	12	( <sup>1</sup> )
Natural resources, construction, and maintenance .....	100	87	64	21	12	23	1	–	–
Construction, extraction, farming, fishing, and forestry .....	100	97	74	21	12	–	–	–	–
Production, transportation, and material moving .....	100	79	65	21	12	13	( <sup>1</sup> )	21	–
Transportation and material moving .....	100	97	82	21	12	–	–	–	–
Full time .....	100	79	67	21	12	12	1	21	( <sup>1</sup> )
Part time .....	100	94	87	21	12	7	( <sup>1</sup> )	–	–
Union .....	100	90	74	21	12	15	1	10	( <sup>1</sup> )
Nonunion .....	100	76	66	21	12	9	1	24	–
Average wage within the following categories: <sup>2</sup>									
Lowest 25 percent .....	100	91	84	21	12	–	–	–	–
Second 25 percent .....	100	87	78	21	12	9	1	13	–
Third 25 percent .....	100	85	72	21	12	13	( <sup>1</sup> )	15	( <sup>1</sup> )
Highest 25 percent .....	100	74	61	21	12	12	1	26	( <sup>1</sup> )
Highest 10 percent .....	100	68	56	21	12	10	1	32	–
<b>Establishment characteristic</b>									
Goods-producing industries .....	100	68	54	21	12	13	1	32	–
Construction .....	100	100	82	–	12	–	–	–	–
Manufacturing .....	100	63	50	21	12	12	1	37	–
Service-providing industries .....	100	85	73	21	12	11	1	15	( <sup>1</sup> )
Trade, transportation, and utilities .....	100	93	82	21	12	12	–	–	–
Information .....	100	63	45	–	12	–	–	37	1
Financial activities .....	100	93	88	21	12	–	–	7	–
Finance and insurance .....	100	94	89	21	12	–	–	6	–
Credit intermediation and related activities .....	100	95	94	21	12	–	–	–	–
Insurance carriers and related activities .....	100	90	79	21	12	–	–	–	–
Professional and business services .....	100	53	38	21	12	–	–	47	–
Education and health services .....	100	91	80	21	12	–	–	–	–
Educational services .....	100	98	64	21	–	34	–	–	–
Junior colleges, colleges, and universities .....	100	96	56	21	–	41	–	–	–
Health care and social assistance .....	100	91	82	21	12	–	–	–	–

See footnotes at end of table.

**Table 29. Defined benefit plans: Eligibility requirements, private industry workers, National Compensation Survey, 2010—Continued**

(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
1 to 99 workers .....	100	88	78	21	12	—	—	—	
1 to 49 workers .....	100	88	82	21	12	—	—	—	
50 to 99 workers .....	100	87	72	21	12	—	—	—	
100 workers or more .....	100	79	66	21	12	12	1	21	
100 to 499 workers .....	100	83	72	21	12	10	2	17	
500 workers or more .....	100	77	63	21	12	13	1	23	
<b>Geographic area</b>									
New England .....	100	67	58	21	12	—	—	33	—
Middle Atlantic .....	100	89	72	21	12	17	( <sup>1</sup> )	11	—
East North Central .....	100	82	73	21	12	7	2	18	—
West North Central .....	100	89	74	21	12	—	—	—	—
South Atlantic .....	100	80	71	21	12	9	( <sup>1</sup> )	—	—
West South Central .....	100	82	61	21	12	—	—	—	—
Mountain .....	100	79	65	21	12	—	—	21	( <sup>1</sup> )
Pacific .....	100	80	71	21	12	—	—	—	—

<sup>1</sup> Less than 0.5.

<sup>2</sup> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2009." See Technical Note for more details.

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/glossary20102011.htm](http://www.bls.gov/ncs/ebs/glossary20102011.htm).