

Table 54. Savings and thrift plans: Vesting requirements, private industry workers, National Compensation Survey, 2014

(All workers participating in savings and thrift plans = 100 percent)

Characteristics	Immediate full vesting	Cliff vesting	Graded vesting	Not determinable
Worker characteristics				
All workers	27	28	36	9
Management, professional, and related	26	31	33	9
Management, business, and financial	27	28	39	6
Professional and related	26	34	29	11
Service	19	29	40	12
Sales and office	31	22	38	9
Sales and related	34	23	34	8
Office and administrative support	29	22	40	9
Natural resources, construction, and maintenance	28	31	31	10
Construction, extraction, farming, fishing, and forestry	—	—	60	15
Installation, maintenance, and repair	34	37	21	7
Production, transportation, and material moving	26	26	40	8
Production	28	25	41	6
Transportation and material moving	23	27	40	10
Full time	27	27	37	9
Part time	28	30	31	12
Union	28	30	30	11
Nonunion	27	27	36	9
Average wage within the following categories ¹ :				
Lowest 25 percent	29	24	40	7
Lowest 10 percent	14	—	55	—
Second 25 percent	27	26	39	9
Third 25 percent	25	28	36	10
Highest 25 percent	28	29	34	9
Highest 10 percent	31	30	32	8
Establishment characteristics				
Goods-producing industries	29	30	33	8
Construction	31	—	40	—
Manufacturing	27	32	34	7
Service-providing industries	27	27	37	10
Trade, transportation, and utilities	30	25	39	6
Wholesale trade	—	24	50	—
Retail trade	38	24	31	7
Transportation and warehousing	24	29	44	3
Utilities	56	—	—	10
Information	29	—	32	—
Financial activities	35	23	34	8
Finance and insurance	38	25	31	5
Credit intermediation and related activities ..	42	26	24	8
Insurance carriers and related activities	26	21	49	4
Professional and business services	23	28	37	12
Professional and technical services	—	34	33	—
Education and health services	22	29	36	13
Educational services	62	—	—	18
Junior colleges, colleges, and universities ...	56	—	—	18
Health care and social assistance	15	32	40	13

See footnotes at end of table.

Table 54. Savings and thrift plans: Vesting requirements, private industry workers, National Compensation Survey, 2014—continued

(All workers participating in savings and thrift plans = 100 percent)

Characteristics	Immediate full vesting	Cliff vesting	Graded vesting	Not determinable
1 to 99 workers	25	27	39	9
1 to 49 workers	26	23	44	8
50 to 99 workers	22	36	30	12
100 workers or more	28	28	34	9
100 to 499 workers	26	28	39	7
500 workers or more	31	29	27	12
Geographic areas				
Northeast	26	18	43	13
Middle Atlantic	30	19	42	9
South	27	36	31	6
South Atlantic	25	41	30	5
East South Central	24	24	45	7
West South Central	33	34	26	7
Midwest	25	25	41	9
East North Central	23	24	42	11
West North Central	28	28	38	6
West	30	25	33	12
Mountain	25	—	41	—
Pacific	33	27	29	11

¹ 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 2014."

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/glossary20142015.htm.