

Table 46. Defined benefit plans: Availability and eligibility requirements for open plans,¹ private industry workers, 2015

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

Characteristics	Plans open to new employees	Open to new employees					Plans not open to new employees	Not determinable
		Minimum age and service requirement	Minimum age only requirement	Minimum service only requirement	No minimum age or service requirement	Age and service requirement not determinable		
Worker characteristics								
All workers	59	17	—	27	13	—	40	1
Management, professional, and related	52	16	—	21	11	—	48	(²)
Management, business, and financial	54	14	—	30	—	—	46	(²)
Professional and related	50	18	—	14	13	—	50	—
Service	78	—	—	42	14	—	22	—
Sales and office	55	21	—	19	—	—	45	—
Sales and related	51	—	—	10	—	—	49	—
Office and administrative support	57	24	—	22	8	—	43	—
Natural resources, construction, and maintenance	72	—	—	48	19	—	27	1
Construction, extraction, farming, fishing, and forestry	82	—	—	60	22	—	—	—
Installation, maintenance, and repair	59	—	—	32	—	—	40	2
Production, transportation, and material moving	59	18	—	29	11	—	37	4
Production	42	—	—	19	—	—	51	6
Transportation and material moving	73	26	—	38	—	—	25	2
Full time	57	14	—	28	13	—	42	1
Part time	75	42	—	21	12	—	25	1
Union	75	11	—	47	17	—	23	2
Nonunion	48	20	—	15	10	—	51	(²)
Average wage within the following categories ³ :								
Lowest 25 percent	58	28	—	19	—	—	39	3
Second 25 percent	66	27	—	29	9	—	34	(²)
Third 25 percent	57	17	—	27	12	—	42	2
Highest 25 percent	57	11	—	28	14	—	42	1
Highest 10 percent	55	7	—	28	—	—	45	(²)
Establishment characteristics								
Goods-producing industries	43	—	—	27	11	—	54	2
Construction	84	—	—	61	23	—	—	—
Manufacturing	30	—	—	16	—	—	67	3
Service-providing industries	63	21	—	27	13	—	36	1
Trade, transportation, and utilities	68	30	—	29	9	—	30	2
Wholesale trade	70	48	—	—	—	—	—	—
Retail trade	61	35	—	—	—	—	37	2
Transportation and warehousing	76	—	—	46	—	—	—	—
Utilities	56	—	—	—	—	—	44	—
Information	48	—	—	—	—	—	52	—
Financial activities	57	24	—	26	—	—	43	—
Finance and insurance	55	25	—	24	—	—	45	—
Credit intermediation and related activities ..	59	19	—	—	—	—	41	—
Insurance carriers and related activities	58	34	—	—	—	—	42	—
Professional and business services	63	—	—	—	—	—	37	—
Education and health services	58	23	—	—	19	—	42	—
Educational services	44	—	—	—	—	—	56	—
Junior colleges, colleges, and universities ...	59	41	—	—	—	—	41	—
Health care and social assistance	61	—	—	—	—	—	39	—

See footnotes at end of table.

Table 46. Defined benefit plans: Availability and eligibility requirements for open plans,¹ private industry workers, 2015—continued

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

Characteristics	Plans open to new employees	Open to new employees					Plans not open to new employees	Not determinable
		Minimum age and service requirement	Minimum age only requirement	Minimum service only requirement	No minimum age or service requirement	Age and service requirement not determinable		
1 to 99 workers	64	16	—	34	—	—	36	1
1 to 49 workers	64	18	—	36	—	—	36	(²)
50 to 99 workers	63	14	—	32	—	—	36	1
100 workers or more	57	17	—	24	13	—	42	1
100 to 499 workers	60	16	—	29	14	—	40	—
500 workers or more	54	17	—	21	11	—	44	2
Geographic areas								
Northeast	63	20	—	32	9	—	37	(²)
New England	59	—	—	34	—	—	41	—
Middle Atlantic	64	20	—	32	12	—	35	1
South	50	11	—	24	—	—	49	1
South Atlantic	52	—	—	27	—	—	48	(²)
East South Central	56	—	—	—	—	—	44	—
West South Central	40	—	—	26	—	—	58	2
Midwest	69	21	—	28	18	—	28	3
East North Central	71	17	—	30	22	—	—	—
West North Central	64	—	—	25	—	—	33	3
West	55	17	—	25	12	—	45	—
Mountain	62	—	—	—	—	—	38	—
Pacific	53	16	—	23	14	—	47	—

¹ A typical minimum age requirement is 21 years and service requirement is 12 months. See glossary for additional information on requirements.

² Less than 0.5.

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 2015."

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.