

**Table 10. Traditional defined benefit plans: Normal retirement age and service requirements,<sup>1</sup> private industry workers, 2019**

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

Characteristics	With age and service requirement	With age only requirement	With service only requirement	With age plus service requirement
<b>Worker characteristics</b>				
All workers .....	80	17	—	—
Management, professional, and related .....	72	25	—	—
Management, business, and financial .....	65	32	—	—
Professional and related .....	77	—	—	—
Sales and office .....	67	28	—	—
Sales and related .....	83	—	—	—
Office and administrative support .....	60	33	—	—
Natural resources, construction, and maintenance .....	88	—	—	—
Construction, extraction, farming, fishing, and forestry .....	98	—	—	—
Installation, maintenance, and repair .....	58	36	—	—
Production, transportation, and material moving .....	88	—	—	—
Production .....	78	—	—	—
Transportation and material moving .....	95	—	—	—
Full time .....	80	18	—	—
Part time .....	84	—	—	—
Union .....	88	10	—	—
Nonunion .....	70	27	—	—
Average wage within the following categories <sup>2</sup> :				
Second 25 percent .....	84	16	—	—
Third 25 percent .....	75	21	—	—
Highest 25 percent .....	81	17	—	—
Highest 10 percent .....	76	—	—	—
<b>Establishment characteristics</b>				
Goods-producing industries .....	84	—	—	—
Manufacturing .....	74	—	—	—
Service-providing industries .....	78	19	—	—
Trade, transportation, and utilities .....	92	—	—	—
Transportation and warehousing .....	98	—	—	—
Utilities .....	64	—	—	—
Financial activities .....	51	42	—	—
Finance and insurance .....	55	37	—	—
Insurance carriers and related activities .....	57	37	—	—
Education and health services .....	82	—	—	—
Educational services .....	91	—	—	—
Junior colleges, colleges, and universities .....	83	—	—	—
Health care and social assistance .....	79	—	—	—

See footnotes at end of table.

**Table 10. Traditional defined benefit plans: Normal retirement age and service requirements,<sup>1</sup> private industry workers, 2019—continued**

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

Characteristics	With age and service requirement	With age only requirement	With service only requirement	With age plus service requirement
1 to 99 workers .....	74	21	—	—
1 to 49 workers .....	71	—	—	—
50 to 99 workers .....	78	—	—	—
100 workers or more .....	82	17	—	—
100 to 499 workers .....	94	—	—	—
500 workers or more .....	75	24	—	—
<b>Geographic areas</b>				
Northeast .....	78	22	—	—
New England .....	80	—	—	—
Middle Atlantic .....	78	22	—	—
South .....	79	18	—	—
South Atlantic .....	77	19	—	—
West South Central .....	79	—	—	—
Midwest .....	78	—	—	—
East North Central .....	80	—	—	—
West North Central .....	65	—	—	—
West .....	89	—	—	—
Pacific .....	91	—	—	—

<sup>1</sup> Normal retirement occurs when the specific age, length of service, or combination of age and length of service plan requirements are satisfied and the participant may retire and receive all accrued benefits without a reduction or penalty. In some plans, participants must satisfy a minimum service requirement to be vested in the plan. Typical vesting requirements are 3 or 5 years of services. These requirements are not included in the service requirements for normal retirement.

<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 2019."

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 Retirement Benefit Terms" at [www.bls.gov/ncs/ebs/detailedprovisions/2019/ownership/private/glossary-retirement.htm](http://www.bls.gov/ncs/ebs/detailedprovisions/2019/ownership/private/glossary-retirement.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.