

**Table 15. Traditional defined benefit plans: Availability of early retirement with age requirements,<sup>1</sup> private industry workers, 2019**

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

Characteristics	Early retirement available	Early retirement age requirements (in years)				
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
<b>Worker characteristics</b>						
All workers .....	99	—	55	55	55	55
Management, professional, and related .....	99	55	55	55	55	55
Management, business, and financial .....	97	55	55	55	55	55
Professional and related .....	100	55	55	55	55	55
Sales and office .....	99	55	55	55	55	55
Sales and related .....	100	55	55	55	55	60
Office and administrative support .....	99	55	55	55	55	55
Natural resources, construction, and maintenance .....	100	55	55	55	55	55
Construction, extraction, farming, fishing, and forestry .....	100	55	55	55	55	55
Installation, maintenance, and repair .....	99	55	55	55	55	55
Production, transportation, and material moving .....	100	50	55	55	55	60
Production .....	99	55	55	55	60	62
Transportation and material moving .....	100	50	50	55	55	55
Full time .....	99	55	55	55	55	55
Part time .....	100	50	50	55	55	55
Union .....	100	50	55	55	55	60
Nonunion .....	99	55	55	55	55	55
Average wage within the following categories <sup>3</sup> :						
Second 25 percent .....	99	50	55	55	55	60
Third 25 percent .....	99	50	55	55	55	60
Highest 25 percent .....	99	55	55	55	55	55
Highest 10 percent .....	100	55	55	55	55	55
<b>Establishment characteristics</b>						
Goods-producing industries .....	100	55	55	55	55	60
Manufacturing .....	100	55	55	55	60	60
Service-providing industries .....	99	50	55	55	55	55
Trade, transportation, and utilities .....	99	50	55	55	55	55
Transportation and warehousing .....	99	50	50	55	55	55
Utilities .....	100	55	55	55	55	55
Financial activities .....	94	50	55	55	55	—
Finance and insurance .....	94	50	55	55	55	—
Credit intermediation and related activities ..	100	55	55	55	55	60
Insurance carriers and related activities .....	91	50	55	55	55	—
Education and health services .....	100	55	55	55	55	55
Educational services .....	100	45	55	55	55	55
Junior colleges, colleges, and universities ...	100	50	55	55	55	55
Health care and social assistance .....	100	55	55	55	55	55

See footnotes at end of table.

**Table 15. Traditional defined benefit plans: Availability of early retirement with age requirements,<sup>1</sup> private industry workers, 2019—continued**

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

Characteristics	Age 55	
	Less than 10 years of service <sup>2</sup>	10 years or more of service
<b>Worker characteristics</b>		
All workers .....	27	52
Management, professional, and related .....	38	51
Management, business, and financial .....	42	44
Professional and related .....	35	56
Sales and office .....	33	55
Sales and related .....	—	56
Office and administrative support .....	37	54
Natural resources, construction, and maintenance .....	—	68
Construction, extraction, farming, fishing, and forestry .....	—	73
Installation, maintenance, and repair .....	35	54
Production, transportation, and material moving .....	—	38
Production .....	—	36
Transportation and material moving .....	—	39
Full time .....	29	51
Part time .....	—	56
Union .....	19	55
Nonunion .....	38	48
Average wage within the following categories <sup>3</sup> :		
Second 25 percent .....	—	45
Third 25 percent .....	24	47
Highest 25 percent .....	32	53
Highest 10 percent .....	35	52
<b>Establishment characteristics</b>		
Goods-producing industries .....	21	54
Manufacturing .....	27	38
Service-providing industries .....	31	51
Trade, transportation, and utilities .....	26	48
Transportation and warehousing .....	—	—
Utilities .....	44	48
Financial activities .....	34	39
Finance and insurance .....	36	34
Credit intermediation and related activities ..	—	63
Insurance carriers and related activities .....	37	30
Education and health services .....	34	58
Educational services .....	48	—
Junior colleges, colleges, and universities ...	53	—
Health care and social assistance .....	—	71

See footnotes at end of table.

**Table 15. Traditional defined benefit plans: Availability of early retirement with age requirements,<sup>1</sup> private industry workers, 2019—continued**

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

Characteristics	Early retirement available	Early retirement age requirements (in years)				
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
1 to 99 workers .....	100	55	55	55	55	62
1 to 49 workers .....	100	55	55	55	55	55
50 to 99 workers .....	100	—	55	55	55	62
100 workers or more .....	99	50	55	55	55	55
100 to 499 workers .....	99	55	55	55	55	55
500 workers or more .....	99	50	55	55	55	55
<b>Geographic areas</b>						
Northeast .....	98	50	55	55	55	55
New England .....	93	50	55	55	55	60
Middle Atlantic .....	100	50	55	55	55	55
South .....	100	50	55	55	55	55
South Atlantic .....	100	55	55	55	55	55
West South Central .....	100	50	55	55	55	55
Midwest .....	100	50	55	55	55	60
East North Central .....	100	50	55	55	55	60
West North Central .....	100	55	55	55	—	60
West .....	99	55	55	55	55	55
Pacific .....	99	55	55	55	55	55

See footnotes at end of table.

**Table 15. Traditional defined benefit plans: Availability of early retirement with age requirements,<sup>1</sup> private industry workers, 2019—continued**

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

Characteristics	Age 55	
	Less than 10 years of service <sup>2</sup>	10 years or more of service
1 to 99 workers .....	24	52
1 to 49 workers .....	—	61
50 to 99 workers .....	—	42
100 workers or more .....	28	52
100 to 499 workers .....	22	64
500 workers or more .....	31	45
<b>Geographic areas</b>		
Northeast .....	—	48
New England .....	—	—
Middle Atlantic .....	—	56
South .....	50	32
South Atlantic .....	41	42
West South Central .....	—	—
Midwest .....	15	56
East North Central .....	—	57
West North Central .....	31	43
West .....	—	73
Pacific .....	—	73

<sup>1</sup> Early retirement is the age, length of service, or combination of age and length of service, requirements at which plan participants may retire and receive all accrued benefits, minus a reduction or penalty.

<sup>2</sup> Includes workers in plans with no minimum service requirements.

<sup>3</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: 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.