

Table 27. Savings and thrift plans: Summary of provisions,¹ private industry workers, 2019

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

Characteristics	Pre-tax contribution	Post-tax contribution ²	Automatic enrollment provision ³	Automatic escalation feature	Employee choice of investment for employee funds	Employee choice of investment for employer funds
Worker characteristics						
All workers	100	54	40	18	94	94
Management, professional, and related	100	57	46	18	93	92
Management, business, and financial	100	61	50	20	95	94
Professional and related	100	54	42	17	91	90
Service	100	57	23	–	93	92
Sales and office	100	53	36	20	96	96
Sales and related	100	44	34	21	97	96
Office and administrative support	100	58	38	19	96	95
Natural resources, construction, and maintenance	100	50	36	18	95	95
Construction, extraction, farming, fishing, and forestry	100	41	17	–	93	93
Installation, maintenance, and repair	100	55	45	22	97	96
Production, transportation, and material moving	100	48	41	20	95	94
Production	100	51	41	18	96	95
Transportation and material moving	100	45	42	22	95	93
Full time	100	53	41	18	94	93
Part time	100	62	26	15	99	97
Union	100	68	36	19	94	94
Nonunion	100	53	40	18	94	94
Average wage within the following categories ⁴ :						
Lowest 25 percent	100	53	28	12	98	96
Lowest 10 percent	100	68	–	–	98	96
Second 25 percent	100	47	33	16	95	94
Third 25 percent	100	52	42	18	92	92
Highest 25 percent	100	60	46	21	95	94
Highest 10 percent	100	62	48	21	95	95
Establishment characteristics						
Goods-producing industries	100	53	44	19	93	92
Manufacturing	100	56	44	20	94	93
Service-providing industries	100	54	39	18	95	94
Trade, transportation, and utilities	100	46	44	26	97	95
Wholesale trade	100	55	56	36	91	91
Retail trade	100	36	33	19	99	95
Utilities	100	86	38	–	100	100
Financial activities	100	75	48	23	96	96
Finance and insurance	100	79	53	26	95	95
Credit intermediation and related activities ..	100	76	43	23	95	95
Insurance carriers and related activities	100	79	68	34	96	94
Professional and business services	100	50	43	18	97	97
Professional and technical services	100	42	45	–	95	95
Education and health services	100	44	28	–	90	89
Educational services	100	51	43	–	90	90
Junior colleges, colleges, and universities ...	100	48	38	–	94	94
Health care and social assistance	100	43	26	–	90	89

See footnotes at end of table.

Table 27. Savings and thrift plans: Summary of provisions,¹ private industry workers, 2019—continued

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

Characteristics	Pre-tax contribution	Post-tax contribution ²	Automatic enrollment provision ³	Automatic escalation feature	Employee choice of investment for employee funds	Employee choice of investment for employer funds
1 to 99 workers	100	47	35	14	93	92
1 to 49 workers	100	45	35	16	96	96
50 to 99 workers	100	52	35	10	86	86
100 workers or more	100	57	43	20	95	94
100 to 499 workers	100	49	44	21	95	94
500 workers or more	100	66	42	19	96	95
Geographic areas						
Northeast	100	59	39	19	97	97
New England	100	62	42	14	96	96
Middle Atlantic	100	58	38	21	97	97
South	100	56	35	21	96	95
South Atlantic	100	58	33	23	95	94
East South Central	100	49	37	16	97	97
West South Central	100	54	40	22	97	97
Midwest	100	48	50	16	96	94
East North Central	100	49	50	14	96	95
West North Central	100	45	49	22	95	93
West	100	54	35	14	89	88
Mountain	100	54	—	—	90	89
Pacific	100	54	40	16	89	88

¹ The remaining workers include both workers not receiving the benefit and workers for whom the availability of the benefit could not be determined.

² Contributions are made after taxes have been deducted.

³ The employer automatically enrolls employees in the plan at a specified rate of contribution (e.g., 3 percent of earnings), unless the employee opts out of the plan.

⁴ 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.

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