

**Table 4. Defined benefit retirement plans: Open and frozen plans, civilian workers,<sup>1</sup> National Compensation Survey, March 2009**

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

Characteristics	Open plans <sup>2</sup>	Frozen plans <sup>3</sup>
All workers .....	85	15
<b>Worker characteristics</b>		
Management, professional, and related .....	85	15
Management, business, and financial .....	81	19
Professional and related .....	86	14
Teachers .....	90	10
Primary, secondary, and special education school teachers .....	92	8
Registered nurses .....	87	13
Service .....	88	12
Protective service .....	91	9
Sales and office .....	82	18
Sales and related .....	69	31
Office and administrative support .....	86	14
Natural resources, construction, and maintenance .....	92	8
Construction, extraction, farming, fishing, and forestry .....	96	4
Installation, maintenance, and repair .....	88	12
Production, transportation, and material moving ...	80	20
Production .....	75	25
Transportation and material moving .....	85	15
Full time .....	85	15
Part time .....	86	14
Union .....	87	13
Nonunion .....	83	17
Wage percentiles: <sup>4</sup>		
Lowest 10 percent .....	65	35
Lowest 25 percent .....	78	22
Second 25 percent .....	86	14
Third 25 percent .....	87	13
Highest 25 percent .....	84	16
Highest 10 percent .....	81	19
<b>Establishment characteristics</b>		
Goods-producing industries .....	80	20
Service-providing industries .....	86	14
Education and health services .....	89	11
Educational services .....	91	9
Elementary and secondary schools .....	90	10
Junior colleges, colleges, and universities .....	92	8
Health care and social assistance .....	85	15
Hospitals .....	87	13
Public administration .....	89	11

See footnotes at end of table.

**Table 4. Defined benefit retirement plans: Open and frozen plans, civilian workers,<sup>1</sup> National Compensation Survey, March 2009—Continued**

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

Characteristics	Open plans <sup>2</sup>	Frozen plans <sup>3</sup>
1 to 99 workers .....	87	13
1 to 49 workers .....	90	10
50 to 99 workers .....	83	17
100 workers or more .....	84	16
100 to 499 workers .....	81	19
500 workers or more .....	86	14
<b>Geographic areas</b>		
New England .....	79	21
Middle Atlantic .....	82	18
East North Central .....	80	20
West North Central .....	86	14
South Atlantic .....	89	11
West South Central .....	86	14
Pacific .....	89	11

<sup>1</sup> Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

<sup>2</sup> Plans open to new participants.

<sup>3</sup> Plans closed to new workers or plans that cease accruals for some or all plan participants.

<sup>4</sup> The percentile groupings are based on the average wage for each occupation surveyed, which may include workers both above and below

the threshold. The percentile values are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2008." See Technical Note for more details.

NOTE: Because of rounding, sums of individual items may not equal totals. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20082009.htm](http://www.bls.gov/ncs/ebs/glossary20082009.htm).