

Table 7. Defined benefit frozen retirement plans:¹ Plan alternatives, civilian workers,² National Compensation Survey, March 2009

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

Characteristics	No alternative to frozen plans	Alternatives to frozen plans available	Alternatives for employees in frozen plans ³			
			New defined benefit plan	Enhanced existing defined contribution plan	New defined contribution plan	Other
All workers	4	96	34	20	46	1
Worker characteristics						
Management, professional, and related	3	97	43	16	44	2
Management, business, and financial	6	94	27	26	45	3
Professional and related	2	98	51	11	44	—
Teachers:						
Primary, secondary, and special education school teachers	—	100	98	—	13	—
Protective service	—	100	86	—	—	—
Sales and office	6	94	17	30	50	—
Office and administrative support	7	93	24	22	52	—
Natural resources, construction, and maintenance	4	96	38	10	53	—
Construction, extraction, farming, fishing, and forestry	7	93	64	—	32	—
Production, transportation, and material moving ...	7	93	26	22	48	—
Transportation and material moving	4	96	27	23	50	—
Full time	5	95	35	20	45	1
Part time	2	98	26	—	56	—
Union	1	99	70	3	36	—
Nonunion	6	94	16	29	51	1
Wage percentiles: ⁴						
Second 25 percent	7	93	27	23	47	—
Third 25 percent	7	93	36	19	46	—
Highest 25 percent	3	97	44	16	43	2
Highest 10 percent	3	97	45	17	40	—
Establishment characteristics						
Goods-producing industries	7	93	21	24	51	—
Service-providing industries	4	96	38	19	44	—
Education and health services	2	98	63	3	41	—
Educational services:						
Elementary and secondary schools	—	100	98	—	12	—
Public administration	—	100	93	—	—	—

See footnotes at end of table.

Table 7. Defined benefit frozen retirement plans:¹ Plan alternatives, civilian workers,² National Compensation Survey, March 2009—Continued

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

Characteristics	No alternative to frozen plans	Alternatives to frozen plans available	Alternatives for employees in frozen plans ³			
			New defined benefit plan	Enhanced existing defined contribution plan	New defined contribution plan	Other
1 to 99 workers	2	98	17	33	51	2
1 to 49 workers	4	96	—	32	54	4
50 to 99 workers	—	100	23	34	48	—
100 workers or more	5	95	37	18	45	—
100 to 499 workers	6	94	25	21	49	—
500 workers or more	4	96	45	16	42	—
Geographic areas						
Middle Atlantic	6	94	53	19	21	—
East North Central	3	97	28	21	51	—
South Atlantic	10	90	16	20	57	—
Mountain	—	100	—	—	72	—

¹ Plans closed to new workers or plans that cease accruals for some or all plan participants.

² 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.

³ The sum of the individual components may be greater than the total because some employers offer more than one alternative.

⁴ 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. Dash indicates no workers in this category or data did 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/glossary20082009.htm.