

**Table 8. Defined contribution retirement plans: Selected attributes, civilian workers,<sup>1</sup> National Compensation Survey, March 2012**

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

Characteristics	Employee contribution		Employee contribution option	
	Required	Not required	Pretax	Not pretax
All workers .....	67	33	84	16
<b>Worker characteristics</b>				
Management, professional, and related .....	67	33	85	15
Management, business, and financial .....	69	31	86	14
Professional and related .....	66	34	84	16
Teachers .....	56	44	79	21
Primary, secondary, and special education school teachers .....	48	52	77	23
Registered nurses .....	66	34	84	16
Service .....	64	36	84	16
Protective service .....	79	21	–	–
Sales and office .....	67	33	83	17
Sales and related .....	72	28	85	15
Office and administrative support .....	64	36	83	17
Natural resources, construction, and maintenance Construction, extraction, farming, fishing, and forestry .....	64	36	83	17
Installation, maintenance, and repair .....	50	50	78	22
Production, transportation, and material moving ...	73	27	86	14
Production .....	69	31	84	16
Transportation and material moving .....	68	32	83	17
Transportation and material moving .....	70	30	85	15
Full time .....	67	33	84	16
Part time .....	67	33	83	17
Union .....	59	41	79	21
Nonunion .....	68	32	84	16
Average wage within the following categories: <sup>2</sup>				
Lowest 25 percent .....	72	28	84	16
Lowest 10 percent .....	68	32	86	14
Second 25 percent .....	67	33	83	17
Third 25 percent .....	64	36	83	17
Highest 25 percent .....	67	33	85	15
Highest 10 percent .....	68	32	87	13
<b>Establishment characteristics</b>				
Goods-producing industries .....	65	35	82	18
Service-providing industries .....	67	33	84	16
Education and health services .....	61	39	82	18
Educational services .....	58	42	81	19
Elementary and secondary schools .....	46	54	76	24
Junior colleges, colleges, and universities	64	36	84	16
Healthcare and social assistance .....	62	38	82	18
Hospitals .....	67	33	83	17
Public administration .....	61	39	86	14

See footnotes at end of table.

**Table 8. Defined contribution retirement plans: Selected attributes, civilian workers,<sup>1</sup> National Compensation Survey, March 2012—Continued**

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

Characteristics	Employee contribution		Employee contribution option	
	Required	Not required	Pretax	Not pretax
1 to 99 workers .....	64	36	82	18
1 to 49 workers .....	64	36	82	18
50 to 99 workers .....	65	35	83	17
100 workers or more .....	68	32	85	15
100 to 499 workers .....	72	28	87	13
500 workers or more .....	65	35	82	18
<b>Geographic areas</b>				
New England .....	68	32	88	12
Middle Atlantic .....	66	34	88	12
East North Central .....	61	39	80	20
West North Central .....	69	31	83	17
South Atlantic .....	67	33	83	17
East South Central .....	71	29	86	14
West South Central .....	73	27	84	16
Mountain .....	68	32	85	15
Pacific .....	66	34	83	17

<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> The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in the "National Compensation Survey: Occupational

Earnings in the United States, 2010." 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/glossary20112012.htm](http://www.bls.gov/ncs/ebs/glossary20112012.htm).