Table 4. Defined benefit retirement plans: Open and frozen plans, private industry workers, National Compensation Survey, March 2012

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

Management, professional, and related	Characteristics	Open plans <sup>1</sup>	Frozen plans <sup>2</sup>
Management, professional, and related         70         30           Management, business, and financial         71         29           Professional and related         70         30           Service         84         16           Protective service         55         45           Sales and office         72         28           Sales and related         65         35           Office and administrative support         74         26           Natural resources, construction, and maintenance         89         11           Construction, extraction, farming, fishing, and forestry         94         6           Installation, maintenance, and repair         84         16           Production, transportation, and material moving         78         22           Production, transportation, and material moving         78         22           Production         69         31           Transportation and material moving         85         15           Full time         74         26           Part time         85         15           Union         87         13           Nonunion         87         13           Average wage within the following categories: <sup>3</sup> <t< td=""><td>All workers</td><td>75</td><td>25</td></t<>	All workers	75	25
Management, business, and financial         71         29           Professional and related         70         30           Service         84         16           Protective service         55         45           Sales and office         72         28           Sales and related         65         35           Office and administrative support         74         26           Natural resources, construction, and maintenance         89         11           Construction, extraction, farming, fishing, and forestry         94         6           Installation, maintenance, and repair         84         16           Production, transportation, and material moving         78         22           Production         69         31           Transportation and material moving         85         15           Full time         74         26           Part time         85         15           Union         87         13           Nonunion         87         13           Average wage within the following categories:3         2           Lowest 25 percent         76         24           Third 25 percent         76         24           Thighest 10 p	Worker characteristics		
Professional and related         70         30           Service         84         16           Protective service         55         45           Sales and office         72         28           Sales and related         65         35           Office and administrative support         74         26           Natural resources, construction, and maintenance         89         11           Construction, extraction, farming, fishing, and forestry         94         6           Installation, maintenance, and repair         84         16           Production, transportation, and material moving         78         22           Production, transportation, and material moving         78         22           Production         69         31           Transportation and material moving         85         15           Full time         74         26           Part time         85         15           Union         87         13           Nonunion         87         13           Average wage within the following categories:3         1           Lowest 25 percent         79         21           Lowest 25 percent         76         24			
Service         84         16           Protective service         55         45           Sales and office         72         28           Sales and related         65         35           Office and administrative support         74         26           Natural resources, construction, and maintenance         89         11           Construction, extraction, farming, fishing, and forestry         94         6           Installation, maintenance, and repair         84         16           Production, transportation, and material moving         78         22           Production transportation, and material moving         85         15           Full time         74         26           Part time         74         26           Part time         85         15           Union         87         13           Nonunion         87         13           Average wage within the following categories:3         2           Lowest 25 percent         79         21           Lowest 25 percent         76         24           Third 25 percent         76         24           Third 25 percent         73         27           Highest 10 percent			-
Protective service         55         45           Sales and office         72         28           Sales and related         65         35           Office and administrative support         74         26           Natural resources, construction, and maintenance         89         11           Construction, extraction, farming, fishing, and forestry         94         6           Installation, maintenance, and repair         84         16           Production, transportation, and material moving         78         22           Production and material moving         78         22           Production and material moving         85         15           Full time         74         26           Part time         85         15           Union         87         13           Nonunion         87         13           Verage wage within the following categories:³         2           Lowest 25 percent         79         21           Lowest 30 percent         85         15           Second 25 percent         76         24           Third 25 percent         76         24           Third 25 percent         79         3           Highest 10 perc			
Sales and office       72       28         Sales and related       65       35         Office and administrative support       74       26         Natural resources, construction, and maintenance       89       11         Construction, extraction, farming, fishing, and forestry       94       6         Installation, maintenance, and repair       84       16         Production, transportation, and material moving       78       22         Production       69       31         Transportation and material moving       85       15         Full time       74       26         Part time       85       15         Union       87       13         Nonunion       87       13         Nonunion       87       13         Nouverage wage within the following categories: <sup>3</sup> 2         Lowest 10 percent       85       15         Second 25 percent       76       24         Third 25 percent       78       22         Highest 10 percent       69       31         Establishment characteristics       71       29         Goods-producing industries       71       29         Construction       97 <td></td> <td></td> <td>_</td>			_
Sales and related       65       35         Office and administrative support       74       26         Natural resources, construction, and maintenance       89       11         Construction, extraction, farming, fishing, and forestry       94       6         Installation, maintenance, and repair       84       16         Production, transportation, and material moving       78       22         Production       69       31         Transportation and material moving       85       15         Full time       74       26         Part time       85       15         Union       87       13         Nonunion       88       32         Average wage within the following categories: <sup>3</sup> 32         Lowest 25 percent       79       21         Lowest 10 percent       85       15         Second 25 percent       76       24         Third 25 percent       78       22         Highest 10 percent       69       31         Establishment characteristics         Goods-producing industries       71       29         Construction       97       3         Manufacturing       65       35			
Natural resources, construction, and maintenance Construction, extraction, farming, fishing, and forestry       94       6         Installation, maintenance, and repair       84       16         Production, transportation, and material moving       78       22         Production       69       31         Transportation and material moving       85       15         Full time       74       26         Part time       85       15         Union       87       13         Nonunion       87       13         Average wage within the following categories: <sup>3</sup> 2         Lowest 25 percent       79       21         Lowest 10 percent       85       15         Second 25 percent       76       24         Third 25 percent       78       22         Highest 10 percent       69       31         Establishment characteristics       71       29         Construction       97       3         Manufacturing       65       35         Service-providing industries       77       23         Trade, transportation, and utilities       79       21         Wholesale trade       65       35         Retail trade <td></td> <td>· — I</td> <td></td>		· — I	
Construction, extraction, farming, fishing, and forestry       94       6         Installation, maintenance, and repair       84       16         Production, transportation, and material moving       78       22         Production       69       31         Transportation and material moving       85       15         Full time       74       26         Part time       85       15         Union       87       13         Nonunion       68       32         Average wage within the following categories: <sup>3</sup> 79       21         Lowest 25 percent       79       21         Lowest 10 percent       85       15         Second 25 percent       76       24         Third 25 percent       78       22         Highest 25 percent       73       27         Highest 10 percent       69       31         Establishment characteristics       71       29         Construction       97       3         Manufacturing       65       35         Service-providing industries       77       23         Trade, transportation, and utilities       79       21         Wholesale trade       65	Office and administrative support	74	26
forestry       94       6         Installation, maintenance, and repair       84       16         Production, transportation, and material moving       78       22         Production       69       31         Transportation and material moving       85       15         Full time       74       26         Part time       85       15         Union       87       13         Nonunion       68       32         Average wage within the following categories:3       32         Lowest 25 percent       79       21         Lowest 10 percent       85       15         Second 25 percent       76       24         Third 25 percent       78       22         Highest 25 percent       73       27         Highest 10 percent       69       31         Establishment characteristics       71       29         Construction       97       3         Manufacturing       65       35         Service-providing industries       77       23         Trade, transportation, and utilities       79       21         Wholesale trade       65       35         Retail trade	Natural resources, construction, and maintenance	89	11
Installation, maintenance, and repair       84       16         Production, transportation, and material moving       78       22         Production       69       31         Transportation and material moving       85       15         Full time       74       26         Part time       85       15         Union       87       13         Nonunion       68       32         Average wage within the following categories:³       79       21         Lowest 25 percent       76       24         Third 25 percent       76       24         Third 25 percent       78       22         Highest 25 percent       73       27         Highest 10 percent       69       31         Establishment characteristics       71       29         Goods-producing industries       71       29         Construction       97       3         Manufacturing       65       35         Service-providing industries       77       23         Trade, transportation, and utilities       79       21         Wholesale trade       65       35         Retail trade       75       25			
Production, transportation, and material moving         78         22           Production         69         31           Transportation and material moving         85         15           Full time         74         26           Part time         85         15           Union         87         13           Nonunion         68         32           Average wage within the following categories:3         20           Lowest 25 percent         79         21           Lowest 10 percent         85         15           Second 25 percent         76         24           Third 25 percent         78         22           Highest 25 percent         78         22           Highest 10 percent         69         31           Establishment characteristics         71         29           Construction         97         3           Manufacturing         65         35           Service-providing industries         77         23           Trade, transportation, and utilities         79         21           Wholesale trade         65         35           Retail trade         75         25	,	- · ·	-
Production         69         31           Transportation and material moving         85         15           Full time         74         26           Part time         85         15           Union         87         13           Nonunion         68         32           Average wage within the following categories:3                24           Lowest 25 percent         79         21           Lowest 10 percent         85         15           Second 25 percent         76         24           Third 25 percent         78         22           Highest 25 percent         73         27           Highest 10 percent         69         31           Establishment characteristics         71         29           Construction         97         3           Manufacturing         65         35           Service-providing industries         77         23           Trade, transportation, and utilities         79         21           Wholesale trade         65         35           Retail trade         75         25		- · · ·	· ·
Transportation and material moving       85       15         Full time       74       26         Part time       85       15         Union       87       13         Nonunion       68       32         Average wage within the following categories:3       79       21         Lowest 25 percent       79       21         Lowest 10 percent       85       15         Second 25 percent       76       24         Third 25 percent       78       22         Highest 25 percent       73       27         Highest 10 percent       69       31         Establishment characteristics       71       29         Construction       97       3         Manufacturing       65       35         Service-providing industries       77       23         Trade, transportation, and utilities       79       21         Wholesale trade       65       35         Retail trade       75       25		-	
Full time       74       26         Part time       85       15         Union       87       13         Nonunion       68       32         Average wage within the following categories:3       79       21         Lowest 25 percent       79       21         Lowest 10 percent       85       15         Second 25 percent       76       24         Third 25 percent       78       22         Highest 25 percent       73       27         Highest 10 percent       69       31         Establishment characteristics       71       29         Construction       97       3         Manufacturing       65       35         Service-providing industries       77       23         Trade, transportation, and utilities       79       21         Wholesale trade       65       35         Retail trade       75       25			
Part time       85       15         Union       87       13         Nonunion       68       32         Average wage within the following categories:3       79       21         Lowest 25 percent       79       21         Lowest 10 percent       85       15         Second 25 percent       76       24         Third 25 percent       78       22         Highest 25 percent       73       27         Highest 10 percent       69       31         Establishment characteristics       71       29         Construction       97       3         Manufacturing       65       35         Service-providing industries       77       23         Trade, transportation, and utilities       79       21         Wholesale trade       65       35         Retail trade       75       25	Transportation and material moving	85	15
Union       87       13         Nonunion       68       32         Average wage within the following categories:3       79       21         Lowest 25 percent       79       21         Lowest 10 percent       85       15         Second 25 percent       76       24         Third 25 percent       78       22         Highest 25 percent       73       27         Highest 10 percent       69       31         Establishment characteristics       71       29         Construction       97       3         Manufacturing       65       35         Service-providing industries       77       23         Trade, transportation, and utilities       79       21         Wholesale trade       65       35         Retail trade       75       25	Full time	74	26
Nonunion       68       32         Average wage within the following categories:3       79       21         Lowest 25 percent       79       21         Lowest 10 percent       85       15         Second 25 percent       76       24         Third 25 percent       78       22         Highest 25 percent       73       27         Highest 10 percent       69       31         Establishment characteristics       71       29         Construction       97       3         Manufacturing       65       35         Service-providing industries       77       23         Trade, transportation, and utilities       79       21         Wholesale trade       65       35         Retail trade       75       25	Part time	85	15
Average wage within the following categories:3       79       21         Lowest 25 percent       85       15         Second 25 percent       76       24         Third 25 percent       78       22         Highest 25 percent       73       27         Highest 10 percent       69       31         Establishment characteristics       71       29         Construction       97       3         Manufacturing       65       35         Service-providing industries       77       23         Trade, transportation, and utilities       79       21         Wholesale trade       65       35         Retail trade       75       25	Union	87	13
Lowest 25 percent       79       21         Lowest 10 percent       85       15         Second 25 percent       76       24         Third 25 percent       78       22         Highest 25 percent       73       27         Highest 10 percent       69       31         Establishment characteristics       71       29         Construction       97       3         Manufacturing       65       35         Service-providing industries       77       23         Trade, transportation, and utilities       79       21         Wholesale trade       65       35         Retail trade       75       25	Nonunion	68	32
Lowest 25 percent       79       21         Lowest 10 percent       85       15         Second 25 percent       76       24         Third 25 percent       78       22         Highest 25 percent       73       27         Highest 10 percent       69       31         Establishment characteristics       71       29         Construction       97       3         Manufacturing       65       35         Service-providing industries       77       23         Trade, transportation, and utilities       79       21         Wholesale trade       65       35         Retail trade       75       25	Average wage within the following categories:3		
Second 25 percent       76       24         Third 25 percent       78       22         Highest 25 percent       73       27         Highest 10 percent       69       31         Establishment characteristics         Goods-producing industries       71       29         Construction       97       3         Manufacturing       65       35         Service-providing industries       77       23         Trade, transportation, and utilities       79       21         Wholesale trade       65       35         Retail trade       75       25		79	21
Third 25 percent       78       22         Highest 25 percent       73       27         Highest 10 percent       69       31         Establishment characteristics         Goods-producing industries       71       29         Construction       97       3         Manufacturing       65       35         Service-providing industries       77       23         Trade, transportation, and utilities       79       21         Wholesale trade       65       35         Retail trade       75       25	Lowest 10 percent	85	15
Highest 25 percent       73       27         Highest 10 percent       69       31         Establishment characteristics         Goods-producing industries       71       29         Construction       97       3         Manufacturing       65       35         Service-providing industries       77       23         Trade, transportation, and utilities       79       21         Wholesale trade       65       35         Retail trade       75       25		76	
Highest 10 percent       69       31         Establishment characteristics         Goods-producing industries       71       29         Construction       97       3         Manufacturing       65       35         Service-providing industries       77       23         Trade, transportation, and utilities       79       21         Wholesale trade       65       35         Retail trade       75       25		-	
Establishment characteristics         Goods-producing industries       71       29         Construction       97       3         Manufacturing       65       35         Service-providing industries       77       23         Trade, transportation, and utilities       79       21         Wholesale trade       65       35         Retail trade       75       25		-	=:
Goods-producing industries       71       29         Construction       97       3         Manufacturing       65       35         Service-providing industries       77       23         Trade, transportation, and utilities       79       21         Wholesale trade       65       35         Retail trade       75       25	Highest 10 percent	69	31
Construction       97       3         Manufacturing       65       35         Service-providing industries       77       23         Trade, transportation, and utilities       79       21         Wholesale trade       65       35         Retail trade       75       25	Establishment characteristics		
Construction       97       3         Manufacturing       65       35         Service-providing industries       77       23         Trade, transportation, and utilities       79       21         Wholesale trade       65       35         Retail trade       75       25	Goods-producing industries	71	29
Service-providing industries       77       23         Trade, transportation, and utilities       79       21         Wholesale trade       65       35         Retail trade       75       25		97	3
Trade, transportation, and utilities       79       21         Wholesale trade       65       35         Retail trade       75       25	Manufacturing	65	35
Trade, transportation, and utilities       79       21         Wholesale trade       65       35         Retail trade       75       25	Service-providing industries	77	23
Wholesale trade       65       35         Retail trade       75       25		79	21
Retail trade		65	35
Utilities		75	25
	Utilities	82	18

See footnotes at end of table.

Table 4. Defined benefit retirement plans: Open and frozen plans, private industry workers, National Compensation Survey, March 2012—Continued

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

Characteristics	Open plans <sup>1</sup>	Frozen plans <sup>2</sup>
Information	60	40
Financial activities	70	30
Finance and insurance	69	31
Credit intermediation and related activities	72	28
Insurance carriers and related activities	72	28
Professional and business services	81	19
Education and health services	80	20
Educational services	91	9
Junior colleges, colleges, and universities	82	18
Healthcare and social assistance	79	21
1 to 99 workers	83	17
1 to 49 workers	83	17
50 to 99 workers	83	17
100 workers or more	73	27
100 to 499 workers	73	27
500 workers or more	73	27
Geographic areas		
New England	69	31
Middle Atlantic	82	18
East North Central	71	29
West North Central	76	24
South Atlantic	75	25
East South Central	74	26
West South Central	69	31
Mountain	72	28
Pacific	80	20

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.

Plans open to new participants.
 Plans closed to new workers or plans that cease accruals for some or all plan participants.
 The categories are based on the average wage for each occupation surveyed, which may lichtly workers with earnings both above and 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