

Table 5. Defined benefit retirement plans: Open, soft and hard freeze plans, private industry workers, March 2018

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

Characteristics	Open plans ¹	Soft freeze ²		Hard freeze ³
		All participants still accruing benefits	Some participants still accruing benefits	
All workers	61	22	3	14
Worker characteristics				
Management, professional, and related	54	23	4	19
Management, business, and financial	58	17	3	21
Professional and related	51	27	5	17
Service	75	–	–	–
Protective service	83	–	–	–
Sales and office	57	24	2	17
Sales and related	58	20	2	20
Office and administrative support	56	25	3	16
Natural resources, construction, and maintenance	77	17	2	4
Construction, extraction, farming, fishing, and forestry	92	4	–	–
Installation, maintenance, and repair	58	33	3	5
Production, transportation, and material moving ...	61	24	4	11
Production	44	34	3	19
Transportation and material moving	74	17	4	5
Full time	60	22	3	15
Part time	69	23	–	–
Union	78	17	1	4
Nonunion	49	25	5	21
Average wage within the following categories: ⁴				
Lowest 25 percent	67	20	–	–
Lowest 10 percent	88	–	–	–
Second 25 percent	64	18	4	14
Third 25 percent	61	22	3	14
Highest 25 percent	59	23	3	14
Highest 10 percent	57	22	4	17
Establishment characteristics				
Goods-producing industries	57	23	6	14
Construction	98	–	–	–
Manufacturing	38	34	8	19
Service-providing industries	62	21	2	14
Trade, transportation, and utilities	70	24	2	4
Wholesale trade	68	21	–	–
Retail trade	66	29	–	–
Transportation and warehousing	75	20	–	–
Utilities	61	30	3	5
Information	33	49	–	–
Financial activities	53	17	2	28
Finance and insurance	50	18	2	30
Credit intermediation and related activities	50	15	3	33
Insurance carriers and related activities	62	22	1	15
Real estate and rental and leasing	96	–	–	–
Professional and business services	62	–	–	17
Professional and technical services	75	–	–	–

See footnotes at end of table.

Table 5. Defined benefit retirement plans: Open, soft and hard freeze plans, private industry workers, March 2018—continued

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

Characteristics	Open plans ¹	Soft freeze ²		Hard freeze ³
		All participants still accruing benefits	Some participants still accruing benefits	
Establishment characteristics				
Education and health services	62	21	—	—
Educational services	58	32	—	—
Junior colleges, colleges, and universities	65	—	—	—
Health care and social assistance	62	19	—	—
Leisure and hospitality	93	—	—	—
Accommodation and food services	100	—	—	—
Other services	81	—	—	—
1 to 99 workers	66	18	2	14
1 to 49 workers	64	18	1	17
50 to 99 workers	68	19	—	—
100 workers or more	59	23	4	14
100 to 499 workers	65	21	4	10
500 workers or more	55	24	3	17
Geographic areas				
Northeast	64	20	2	14
New England	68	20	—	—
Middle Atlantic	63	20	2	15
South	58	25	4	13
South Atlantic	60	22	5	13
East South Central	56	37	—	—
West South Central	57	24	—	—
Midwest	61	20	4	15
East North Central	61	20	4	15
West North Central	62	20	—	—
West	60	23	3	14
Mountain	60	23	—	—
Pacific	60	23	4	14

¹ Plans open to new participants.

² New employees are not allowed in the plan. Benefit accruals may continue for existing participants.

³ Participants in these plans stop accruing benefits on the date the plan is frozen. The benefit the employee receives is calculated as of the day the plan was frozen.

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 wage data for March 2018.

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/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

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