

**Table 5. Defined benefit retirement plans: Open, soft and hard frozen plans, private industry workers, March 2019**

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

Characteristics	Open plans <sup>1</sup>	Soft freeze <sup>2</sup>		Hard freeze <sup>3</sup>
		All participants still accruing benefits	Some participants still accruing benefits	
All workers .....	62	21	3	14
<b>Worker characteristics</b>				
Management, professional, and related .....	55	24	4	17
Management, business, and financial .....	59	19	2	20
Professional and related .....	53	28	4	15
Service .....	81	–	–	7
Protective service .....	84	–	–	–
Sales and office .....	57	23	3	17
Sales and related .....	59	18	1	22
Office and administrative support .....	56	24	4	16
Natural resources, construction, and maintenance .....	78	14	2	6
Construction, extraction, farming, fishing, and forestry .....	89	7	–	–
Installation, maintenance, and repair .....	64	23	3	9
Production, transportation, and material moving ...	60	24	5	11
Production .....	41	33	7	19
Transportation and material moving .....	75	17	–	–
Full time .....	61	21	3	15
Part time .....	72	22	–	–
Union .....	79	15	1	5
Nonunion .....	50	26	5	19
Average wage within the following categories: <sup>4</sup>				
Lowest 25 percent .....	65	22	–	–
Lowest 10 percent .....	55	–	–	–
Second 25 percent .....	65	17	5	13
Third 25 percent .....	59	24	3	13
Highest 25 percent .....	62	21	3	14
Highest 10 percent .....	59	22	3	15
<b>Establishment characteristics</b>				
Goods-producing industries .....	51	26	7	16
Construction .....	95	–	–	4
Manufacturing .....	31	38	11	21
Service-providing industries .....	65	20	2	13
Trade, transportation, and utilities .....	69	24	2	5
Wholesale trade .....	61	25	–	–
Retail trade .....	70	23	–	7
Transportation and warehousing .....	74	22	–	–
Utilities .....	57	34	4	6
Information .....	34	47	–	–
Financial activities .....	50	22	3	25
Finance and insurance .....	48	23	3	26
Credit intermediation and related activities .....	49	16	3	32
Insurance carriers and related activities .....	52	31	–	–
Real estate and rental and leasing .....	96	–	–	–
Professional and business services .....	72	–	–	17
Professional and technical services .....	77	–	–	–

See footnotes at end of table.

**Table 5. Defined benefit retirement plans: Open, soft and hard frozen plans, private industry workers, March 2019—continued**

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

Characteristics	Open plans <sup>1</sup>	Soft freeze <sup>2</sup>		Hard freeze <sup>3</sup>
		All participants still accruing benefits	Some participants still accruing benefits	
Administrative and waste services .....	71	—	—	—
Education and health services .....	64	22	—	—
Educational services .....	57	33	—	—
Junior colleges, colleges, and universities	56	35	—	—
Health care and social assistance .....	65	20	—	—
Leisure and hospitality .....	95	—	—	—
Accommodation and food services .....	94	—	—	—
Other services .....	92	—	—	—
1 to 99 workers .....	70	15	2	13
1 to 49 workers .....	68	14	1	16
50 to 99 workers .....	75	17	—	—
100 workers or more .....	59	23	4	14
100 to 499 workers .....	64	22	5	9
500 workers or more .....	56	24	3	16
<b>Geographic areas</b>				
Northeast .....	65	18	2	15
New England .....	61	18	2	19
Middle Atlantic .....	66	18	2	14
South .....	57	26	5	12
South Atlantic .....	61	23	5	11
East South Central .....	45	39	8	8
West South Central .....	55	24	—	—
Midwest .....	61	22	3	13
East North Central .....	60	24	—	—
West North Central .....	64	17	—	—
West .....	66	18	3	14
Mountain .....	64	20	3	13
Pacific .....	67	17	2	14

<sup>1</sup> Plans open to new participants.

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

<sup>3</sup> 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.

<sup>4</sup> 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 2019.

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](http://www.bls.gov/ncs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

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