

Table 35. Standard errors for defined benefit plans: Vesting requirements, private industry workers, National Compensation Survey, 2010

Characteristics	Immediate full vesting	Cliff vesting ¹	Years required for cliff vesting		Graded vesting ²	Not determinable
			Mean	Median		
Worker characteristic						
All workers	1.2	3.5	(³)	0.0	—	—
Management, professional, and related	2.3	5.9	0.1	0.0	—	—
Management, business, and financial	2.8	3.4	0.1	0.0	—	—
Professional and related	2.4	8.8	0.1	0.0	—	—
Service	—	13.3	(³)	0.0	—	0.6
Sales and office	—	3.5	0.1	0.0	—	1.4
Sales and related	—	3.1	0.2	0.0	—	2.4
Office and administrative support	—	4.3	0.1	0.0	—	1.4
Natural resources, construction, and maintenance	—	3.1	(³)	0.0	—	0.9
Construction, extraction, farming, fishing, and forestry	—	5.5	(³)	0.0	—	—
Production, transportation, and material moving	—	3.6	(³)	0.0	—	1.8
Transportation and material moving	—	4.2	(³)	0.0	—	0.8
Full time	1.4	3.4	(³)	0.0	—	—
Part time	—	5.9	(³)	0.0	—	1.0
Union	—	1.7	(³)	0.0	1.4	—
Nonunion	1.7	5.0	0.1	0.0	—	—
Average wage within the following categories: ⁴						
Lowest 25 percent	—	6.8	0.1	0.0	—	0.1
Second 25 percent	—	5.9	(³)	0.0	—	2.0
Third 25 percent	—	6.5	(³)	0.0	—	1.0
Highest 25 percent	1.9	3.8	0.1	0.0	—	—
Highest 10 percent	3.1	4.4	0.1	0.0	—	—
Establishment characteristic						
Goods-producing industries	—	4.3	(³)	0.0	—	2.1
Construction	—	6.1	(³)	0.0	—	—
Manufacturing	—	5.4	0.1	0.0	—	2.6
Service-providing industries	1.4	4.6	(³)	0.0	—	—
Trade, transportation, and utilities	—	3.8	(³)	0.0	—	1.2
Information	—	6.4	(³)	0.0	—	5.3
Financial activities	—	1.8	0.1	0.0	—	1.5
Finance and insurance	—	1.8	0.1	0.0	—	1.5
Credit intermediation and related activities	—	2.2	0.1	—	—	—
Insurance carriers and related activities	—	4.5	0.1	0.0	—	4.5
Professional and business services	—	8.1	0.1	0.0	—	5.9
Education and health services	—	14.5	0.1	0.0	—	(³)
Educational services	—	0.9	0.1	0.0	—	0.5
Junior colleges, colleges, and universities	—	1.7	0.1	0.0	—	0.9
Health care and social assistance	—	15.4	0.1	0.0	—	—

See footnotes at end of table.

Table 35. Standard errors for defined benefit plans: Vesting requirements, private industry workers, National Compensation Survey, 2010—Continued

Characteristics	Immediate full vesting	Cliff vesting ¹	Years required for cliff vesting		Graded vesting ²	Not determinable
			Mean	Median		
1 to 99 workers	—	9.7	0.1	0.0	—	—
1 to 49 workers	—	13.8	0.1	0.0	—	—
50 to 99 workers	—	3.9	(³)	0.0	—	—
100 workers or more	1.4	4.1	(³)	0.0	—	—
100 to 499 workers	—	3.3	(³)	0.0	—	2.4
500 workers or more	1.8	5.7	(³)	0.0	—	—
Geographic area						
New England	—	9.3	0.2	0.0	—	7.8
Middle Atlantic	—	1.7	(³)	0.0	—	1.4
East North Central	—	9.4	(³)	0.0	—	1.3
West North Central	—	3.7	0.1	0.0	—	3.3
South Atlantic	—	5.3	0.1	0.0	—	4.6
West South Central	—	4.2	0.1	0.0	—	(³)
Mountain	—	2.5	0.2	0.0	—	2.4
Pacific	—	8.9	0.2	0.0	—	0.3

¹ An employee is not entitled to any accrued benefits until satisfying the requirement for 100 percent vesting.

² An employee is entitled to a gradually increasing share of benefits determined by years of service, eventually reaching 100 percent vesting status.

³ Less than 0.05.

⁴ 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, 2009." See Technical Note for more details.

NOTE: Dashes indicate that no data were reported or that data do 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/glossary20102011.htm.