<table>
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<th>Characteristics</th>
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<td>Third 25 percent</td>
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<td>Highest 25 percent</td>
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</table>

See footnotes at end of table.

(All workers participating in vision care plans = 100 percent)

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<tr>
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<td>Mountain</td>
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</table>

¹ Lasik surgery is an elective surgical procedure that is capable of correcting a wide range of nearsightedness, farsightedness, and astigmatism.

² Includes plans subject to copayment, cash allowance, and retail discount.

³ 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.

⁴ Less than 0.5.

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.