

Table 29. Savings and thrift plans: Maximum employee contribution matched by employer, private industry workers, National Compensation Survey, 2012

(All workers participating in savings and thrift plans = 100 percent)

Characteristics	Total	Specified matching percent	Maximum employee contribution matched by employer					Other ¹	Not determinable
			10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile		
Worker characteristic									
All workers	100	64	3	4	6	6	6	36	—
Management, professional, and related	100	66	3	4	6	6	6	34	—
Management, business, and financial	100	66	4	5	6	6	6	34	—
Professional and related	100	65	3	4	6	6	6	35	—
Service	100	47	—	3	5	6	6	53	—
Protective service	100	—	—	—	—	—	—	—	—
Sales and office	100	67	4	5	6	6	6	33	—
Sales and related	100	64	4	5	6	6	6	36	—
Office and administrative support	100	68	—	5	6	6	6	32	—
Natural resources, construction, and maintenance	100	72	2	4	6	6	6	28	—
Construction, extraction, farming, fishing, and forestry	100	63	—	4	6	6	6	37	—
Installation, maintenance, and repair	100	74	2	4	6	6	6	26	—
Production, transportation, and material moving	100	58	4	4	6	6	6	42	—
Production	100	62	—	4	6	6	6	38	—
Transportation and material moving	100	53	4	5	6	6	6	47	—
Full time	100	64	3	4	6	6	6	36	—
Part time	100	62	—	5	6	6	6	38	—
Union	100	70	3	6	6	6	6	30	—
Nonunion	100	63	3	4	6	6	6	37	—
Average wage within the following categories: ²									
Lowest 25 percent	100	55	3	4	6	6	6	45	—
Lowest 10 percent	100	45	4	5	5	6	6	55	—
Second 25 percent	100	61	3	4	6	6	6	39	—
Third 25 percent	100	63	3	4	6	6	6	37	—
Highest 25 percent	100	69	3	5	6	6	6	31	—
Highest 10 percent	100	66	3	4	6	6	6	34	—
Establishment characteristic									
Goods-producing industries	100	69	3	4	6	6	—	31	—
Manufacturing	100	69	3	4	6	6	—	31	—
Service-providing industries	100	63	3	4	6	6	6	37	—
Trade, transportation, and utilities	100	66	—	5	6	6	6	34	—
Wholesale trade	100	73	—	4	5	6	6	27	—
Retail trade	100	66	—	5	6	6	6	34	—
Transportation and warehousing	100	51	4	4	5	6	6	49	—
Utilities	100	83	3	5	6	6	6	—	—
Information	100	84	6	6	6	6	6	—	—
Financial activities	100	61	4	5	6	6	6	39	—
Finance and insurance	100	62	4	5	6	6	6	38	—
Credit intermediation and related activities	100	74	4	5	6	6	6	26	—
Insurance carriers and related activities	100	40	—	5	6	6	6	60	—
Professional and business services	100	59	4	5	6	6	6	41	—
Professional and technical services	100	61	4	5	6	6	6	39	—
Education and health services	100	65	2	3	5	6	6	35	—
Educational services	100	85	2	—	5	5	6	15	—
Junior colleges, colleges, and universities	100	80	2	4	5	5	6	20	—
Healthcare and social assistance	100	63	—	3	5	6	6	37	—

See footnotes at end of table.

Table 29. Savings and thrift plans: Maximum employee contribution matched by employer, private industry workers, National Compensation Survey, 2012—Continued

(All workers participating in savings and thrift plans = 100 percent)

Characteristics	Total	Specified matching percent	Maximum employee contribution matched by employer					Other ¹	Not determinable
			10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile		
1 to 99 workers	100	65	3	5	6	6	6	35	—
1 to 49 workers	100	65	3	—	6	6	6	35	—
50 to 99 workers	100	63	3	—	6	6	—	37	—
100 workers or more	100	64	3	4	6	6	6	36	—
100 to 499 workers	100	66	—	4	6	6	6	34	—
500 workers or more	100	61	—	4	6	6	6	39	—
Geographic area									
New England	100	63	—	5	6	6	6	37	—
Middle Atlantic	100	58	3	4	6	6	6	42	—
East North Central	100	70	—	5	6	6	6	30	—
West North Central	100	53	3	4	6	6	6	47	—
South Atlantic	100	66	—	4	6	6	6	34	—
East South Central	100	70	3	4	5	6	6	30	—
West South Central	100	69	3	4	6	6	6	31	—
Mountain	100	68	—	4	6	6	6	32	—
Pacific	100	57	3	5	6	6	6	43	—

¹ Other methods of employer matches include maximum dollar amounts specified by the employer, varying contributions by the employer based on employee contributions or service, and other matching methods.

² 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 data from the National

Compensation Survey publication, "Employer Costs for Employee Compensation - March 2012."

Note: Because of rounding, sums of individual items may not equal totals. 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/glossary20122013.htm.