

Table 34. Savings and thrift plans: Vesting requirements, private industry workers, National Compensation Survey, 2012

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

Characteristics	Total	Immediate full vesting	Cliff vesting	Graded vesting	Not determinable
Worker characteristic					
All workers	100	31	26	34	9
Management, professional, and related	100	32	26	31	10
Management, business, and financial	100	36	22	33	9
Professional and related	100	30	30	30	10
Service	100	14	33	45	9
Protective service	100	—	71	—	4
Sales and office	100	34	26	31	9
Sales and related	100	44	22	25	8
Office and administrative support	100	29	28	34	9
Natural resources, construction, and maintenance	100	31	35	28	6
Construction, extraction, farming, fishing, and forestry	100	44	—	—	3
Installation, maintenance, and repair	100	27	38	27	7
Production, transportation, and material moving	100	29	20	42	9
Production	100	27	12	52	9
Transportation and material moving	100	32	30	28	10
Full time	100	30	26	34	9
Part time	100	39	25	29	7
Union	100	23	42	30	5
Nonunion	100	32	25	34	9
Average wage within the following categories: ¹					
Lowest 25 percent	100	32	17	43	8
Lowest 10 percent	100	—	—	56	4
Second 25 percent	100	33	26	33	7
Third 25 percent	100	28	26	36	10
Highest 25 percent	100	32	29	29	10
Highest 10 percent	100	36	22	32	10
Establishment characteristic					
Goods-producing industries	100	25	14	48	13
Manufacturing	100	25	12	46	16
Service-providing industries	100	33	30	30	8
Trade, transportation, and utilities	100	41	25	28	6
Wholesale trade	100	25	31	33	10
Retail trade	100	48	20	26	6
Transportation and warehousing	100	41	33	—	—
Utilities	100	67	—	—	3
Information	100	—	65	—	6
Financial activities	100	39	26	28	7
Finance and insurance	100	37	27	29	6
Credit intermediation and related activities ..	100	43	26	26	5
Insurance carriers and related activities	100	28	30	34	8
Professional and business services	100	37	31	20	12
Professional and technical services	100	44	—	—	11
Education and health services	100	18	29	42	10
Educational services	100	—	—	—	—
Junior colleges, colleges, and universities ...	100	—	—	—	—
Healthcare and social assistance	100	17	30	44	9

See footnotes at end of table.

Table 34. Savings and thrift plans: Vesting requirements, private industry workers, National Compensation Survey, 2012—Continued

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

Characteristics	Total	Immediate full vesting	Cliff vesting	Graded vesting	Not determinable
1 to 99 workers	100	26	26	40	9
1 to 49 workers	100	25	25	40	11
50 to 99 workers	100	27	28	39	6
100 workers or more	100	34	27	30	9
100 to 499 workers	100	38	25	30	7
500 workers or more	100	30	29	30	12
Geographic area					
New England	100	24	43	23	10
Middle Atlantic	100	21	36	34	8
East North Central	100	28	26	33	12
West North Central	100	38	—	26	—
South Atlantic	100	33	24	34	9
East South Central	100	47	—	32	—
West South Central	100	35	24	37	5
Mountain	100	23	29	34	14
Pacific	100	35	18	39	8

¹ 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.