

Table 34. Standard errors for savings and thrift plans: Vesting requirements, private industry workers, National Compensation Survey, 2012

Characteristics	Immediate full vesting	Cliff vesting	Graded vesting	Not determinable
Worker characteristic				
All workers	1.6	1.7	1.9	1.1
Management, professional, and related	3.1	2.9	2.7	1.9
Management, business, and financial	4.5	3.0	4.2	2.7
Professional and related	3.4	3.8	3.2	1.9
Service	2.3	6.8	7.2	3.4
Protective service	—	13.5	—	2.6
Sales and office	2.1	2.0	2.2	1.7
Sales and related	4.0	3.5	3.8	3.0
Office and administrative support	2.3	2.6	2.9	1.8
Natural resources, construction, and maintenance	4.8	6.2	5.6	2.2
Construction, extraction, farming, fishing, and forestry	10.9	—	—	1.9
Installation, maintenance, and repair	4.8	6.8	6.1	2.7
Production, transportation, and material moving	3.1	3.3	3.6	1.6
Production	3.7	3.3	5.0	2.4
Transportation and material moving	4.6	5.3	4.4	2.6
Full time	1.7	1.7	1.9	1.1
Part time	3.7	3.3	4.0	2.8
Union	4.5	6.3	6.3	2.0
Nonunion	1.7	1.9	2.1	1.2
Average wage within the following categories: ¹				
Lowest 25 percent	4.6	3.1	6.0	2.3
Lowest 10 percent	—	—	10.1	2.4
Second 25 percent	2.1	2.9	3.1	1.3
Third 25 percent	2.6	2.8	2.5	1.6
Highest 25 percent	2.8	2.7	2.6	1.7
Highest 10 percent	3.7	2.9	3.2	2.8
Establishment characteristic				
Goods-producing industries	2.9	2.4	3.6	3.0
Manufacturing	2.9	2.3	4.0	3.4
Service-providing industries	2.1	2.1	2.2	1.1
Trade, transportation, and utilities	3.6	3.5	3.2	1.5
Wholesale trade	5.5	8.4	6.6	4.1
Retail trade	4.3	3.4	4.2	2.0
Transportation and warehousing	8.3	8.0	—	—
Utilities	9.0	—	—	1.7
Information	—	8.1	—	3.3
Financial activities	3.4	3.3	3.5	1.2
Finance and insurance	3.4	3.4	3.6	1.3
Credit intermediation and related activities ..	4.6	4.3	5.2	1.4
Insurance carriers and related activities	5.3	7.1	5.8	2.5
Professional and business services	6.5	5.3	5.6	4.6
Professional and technical services	8.8	—	—	5.6
Education and health services	2.9	5.0	5.8	3.6
Educational services	—	—	—	—
Junior colleges, colleges, and universities ...	—	—	—	—
Healthcare and social assistance	3.3	5.4	6.1	3.7
1 to 99 workers	2.7	3.1	3.4	1.8

See footnotes at end of table.

Table 34. Standard errors for savings and thrift plans: Vesting requirements, private industry workers, National Compensation Survey, 2012—Continued

Characteristics	Immediate full vesting	Cliff vesting	Graded vesting	Not determinable
1 to 49 workers	3.0	4.4	4.4	2.4
50 to 99 workers	5.2	6.1	6.5	2.4
100 workers or more	2.1	1.9	2.1	1.6
100 to 499 workers	3.2	3.0	3.1	1.5
500 workers or more	3.4	3.0	2.7	2.9
Geographic area				
New England	4.8	4.1	2.9	3.0
Middle Atlantic	3.4	6.7	7.1	3.2
East North Central	3.7	4.7	4.5	3.1
West North Central	7.6	—	6.5	—
South Atlantic	5.4	3.6	4.8	3.2
East South Central	8.0	—	8.4	—
West South Central	3.9	3.6	5.8	1.8
Mountain	3.5	6.2	9.4	5.4
Pacific	3.9	2.7	3.6	1.8

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: 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.