

Table 38. Standard errors for deferred profit-sharing plans: Selected features, private industry workers, National Compensation Survey, 2012

Characteristics	Employer contribution		
	Based on predetermined formula	Not based on predetermined formula	Not determinable
Worker characteristic			
All workers	2.3	2.4	1.2
Management, professional, and related	4.5	5.1	2.4
Management, business, and financial	4.7	5.9	4.0
Professional and related	–	6.4	–
Service	–	6.2	–
Sales and office	2.8	3.0	1.2
Sales and related	–	3.8	–
Office and administrative support	3.2	3.5	1.6
Natural resources, construction, and maintenance	–	6.5	–
Installation, maintenance, and repair	–	8.1	–
Production, transportation, and material moving	4.8	4.6	1.5
Production	–	4.6	–
Transportation and material moving	–	7.9	–
Full time	2.4	2.5	1.3
Part time	–	5.1	–
Nonunion	2.2	2.4	1.2
Average wage within the following categories: ¹			
Lowest 25 percent	–	3.8	–
Second 25 percent	–	3.2	–
Third 25 percent	3.7	3.7	1.8
Highest 25 percent	3.7	4.1	2.1
Highest 10 percent	6.0	6.4	2.1
Establishment characteristic			
Goods-producing industries	3.7	3.9	0.7
Manufacturing	–	4.5	–
Service-providing industries	2.7	2.9	1.5
Trade, transportation, and utilities	5.5	5.5	1.8
Financial activities	–	–	–
Finance and insurance	–	7.6	–
Education and health services	–	6.7	–

See footnotes at end of table.

Table 38. Standard errors for deferred profit-sharing plans: Selected features, private industry workers, National Compensation Survey, 2012—Continued

Characteristics	Allocation formula						
	Equally distributed	Proportional to earnings	Proportional to employee contributions	Based on earnings and service	Based on earnings and unit performance	Other	Not determinable
Worker characteristic							
All workers	—	3.4	1.8	1.7	—	—	2.0
Management, professional, and related	—	5.2	—	—	—	—	1.3
Management, business, and financial	—	5.6	—	—	—	—	1.6
Professional and related	—	6.9	—	—	—	—	1.6
Service	—	9.7	—	—	—	—	9.0
Sales and office	—	4.2	—	2.8	—	—	2.1
Sales and related	—	9.6	—	—	—	—	5.7
Office and administrative support	—	3.0	—	2.1	—	—	1.5
Natural resources, construction, and maintenance	—	12.5	—	—	—	—	7.8
Installation, maintenance, and repair	—	12.7	—	—	—	—	3.0
Production, transportation, and material moving	—	6.7	—	—	—	—	3.0
Production	—	6.9	—	—	—	—	2.6
Transportation and material moving	—	8.9	—	—	—	—	5.3
Full time	—	3.2	1.9	1.5	—	—	1.8
Part time	—	11.9	—	—	—	—	6.6
Nonunion	—	3.4	1.9	1.8	—	—	1.5
Average wage within the following categories: ¹							
Lowest 25 percent	—	8.7	—	—	—	—	7.0
Second 25 percent	—	4.7	—	2.5	—	—	2.9
Third 25 percent	—	5.8	—	—	—	—	3.1
Highest 25 percent	—	4.3	3.4	—	—	—	0.9
Highest 10 percent	—	6.8	—	—	—	—	1.5
Establishment characteristic							
Goods-producing industries	—	7.0	—	—	—	—	2.8
Manufacturing	—	7.1	—	—	—	—	3.4
Service-providing industries	—	3.9	2.3	1.6	—	—	2.3
Trade, transportation, and utilities	—	7.1	—	—	—	—	4.4
Financial activities	—	3.7	—	—	—	—	1.4
Finance and insurance	—	3.2	—	—	—	—	1.1
Education and health services	—	7.9	—	—	—	—	2.3

See footnotes at end of table.

Table 38. Standard errors for deferred profit-sharing plans: Selected features, private industry workers, National Compensation Survey, 2012—Continued

Characteristics	Employer contribution		
	Based on predetermined formula	Not based on predetermined formula	Not determinable
1 to 99 workers	3.6	3.6	0.4
1 to 49 workers	—	4.7	—
50 to 99 workers	—	5.2	—
100 workers or more	3.3	3.8	2.4
100 to 499 workers	—	4.2	—
500 workers or more	6.7	6.8	2.4
Geographic area			
Middle Atlantic	—	8.5	—
East North Central	1.6	2.1	1.7
West North Central	—	12.2	—
South Atlantic	—	7.3	—
West South Central	—	6.9	—
Mountain	—	9.3	—
Pacific	—	—	—

See footnotes at end of table.

Table 38. Standard errors for deferred profit-sharing plans: Selected features, private industry workers, National Compensation Survey, 2012—Continued

Characteristics	Allocation formula						
	Equally distributed	Proportional to earnings	Proportional to employee contributions	Based on earnings and service	Based on earnings and unit performance	Other	Not determinable
1 to 99 workers	—	5.6	—	—	—	—	2.5
1 to 49 workers	—	7.1	—	—	—	—	3.3
50 to 99 workers	—	5.7	—	—	—	—	0.1
100 workers or more	—	4.5	—	2.6	—	—	2.9
100 to 499 workers	—	6.2	—	—	—	—	1.6
500 workers or more	—	7.6	—	—	—	—	6.6
Geographic area							
Middle Atlantic	—	9.3	—	—	—	—	3.0
East North Central	—	6.3	—	—	—	—	6.2
West North Central	—	—	—	—	—	—	—
South Atlantic	—	8.7	—	—	—	—	2.2
West South Central	—	7.5	—	—	—	—	1.6
Mountain	—	5.6	—	—	—	—	2.1
Pacific	—	7.2	—	—	—	—	2.4

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.