

Table 10. Savings and thrift plans: Automatic escalation features, private industry workers, National Compensation Survey, 2013

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

Characteristics	Total	Automatic escalation available	Automatic escalation features ¹				Automatic escalation not available	Not determinable
			Employee contribution escalates for predetermined number of years	Median number of years of escalation	Employee contribution escalates to specified percent of earnings	Median percent of earnings after maximum escalation		
Worker characteristic								
All workers	100	43	26	3	30	6.0	49	8
Management, professional, and related	100	50	29	—	29	6.0	41	9
Management, business, and financial	100	52	29	3	37	7.0	41	7
Professional and related	100	49	28	2	22	6.0	41	10
Service	100	—	—	—	—	—	77	—
Protective service	100	—	—	—	—	—	—	—
Sales and office	100	36	25	3	30	6.0	57	7
Sales and related	100	33	—	—	—	—	61	6
Office and administrative support	100	38	27	—	34	6.0	55	8
Natural resources, construction, and maintenance	100	38	25	3	31	8.0	60	2
Construction, extraction, farming, fishing, and forestry	100	—	—	—	—	—	—	—
Installation, maintenance, and repair	100	40	27	3	33	8.0	57	2
Production, transportation, and material moving	100	49	30	3	38	6.0	42	9
Production	100	52	34	3	38	6.0	37	11
Transportation and material moving	100	41	—	—	39	6.0	57	2
Full time	100	44	27	3	31	6.0	48	8
Part time	100	29	—	—	—	—	66	5
Union	100	43	—	—	—	—	48	9
Nonunion	100	43	26	3	30	6.0	49	7
Average wage within the following categories ² :								
Lowest 25 percent	100	40	—	—	—	—	58	2
Lowest 10 percent	100	—	—	—	—	—	80	—
Second 25 percent	100	33	24	3	26	6.0	62	6
Third 25 percent	100	41	25	3	36	6.0	51	8
Highest 25 percent	100	51	29	—	29	6.0	40	9
Highest 10 percent	100	58	29	—	30	6.0	37	5
Establishment characteristic								
Goods-producing industries	100	49	38	3	36	—	41	9
Manufacturing	100	52	41	3	39	—	38	10
Service-providing industries	100	41	22	3	28	6.0	52	7
Trade, transportation, and utilities	100	47	19	3	41	6.0	47	6
Wholesale trade	100	52	—	—	42	6.0	42	6
Retail trade	100	—	—	—	—	—	62	—
Transportation and warehousing	100	—	—	—	—	—	—	—
Financial activities	100	27	—	—	20	10.0	68	5
Finance and insurance	100	32	—	—	24	10.0	62	6
Credit intermediation and related activities ..	100	—	—	—	—	—	77	—
Insurance carriers and related activities	100	33	—	—	26	10.0	56	11
Professional and business services	100	71	—	—	37	6.0	—	—
Professional and technical services	100	80	—	—	—	—	—	—
Education and health services	100	—	—	—	—	—	81	—
Educational services	100	—	—	—	—	—	—	—
Health care and social assistance	100	—	—	—	—	—	82	—

See footnotes at end of table.

Table 10. Savings and thrift plans: Automatic escalation features, private industry workers, National Compensation Survey, 2013—continued

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

Characteristics	Total	Automatic escalation available	Automatic escalation features ¹				Automatic escalation not available	Not determinable
			Employee contribution escalates for predetermined number of years	Median number of years of escalation	Employee contribution escalates to specified percent of earnings	Median percent of earnings after maximum escalation		
1 to 99 workers:								
1 to 49 workers	100	—	13	—	—	—	58	—
100 workers or more	100	47	29	3	32	6.0	47	6
100 to 499 workers	100	50	28	—	34	6.0	45	5
500 workers or more	100	43	30	3	30	6.0	49	8
Geographic area								
New England	100	—	—	—	—	—	53	—
Middle Atlantic	100	19	13	—	—	—	71	10
South Atlantic	100	58	—	—	36	8.5	36	6
West South Central	100	43	—	—	28	6.0	55	1
East North Central	100	41	39	3	41	6.0	50	9
West North Central	100	27	16	—	23	6.0	62	11
Mountain	100	—	—	—	—	—	—	11
Pacific	100	64	—	—	33	—	31	4

¹ The sum of the individual components may exceed the total because some workers may be in plans in which employee contribution is escalated based on both years of service and as a specified percent of earnings.

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 2013."

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/glossary20132014.htm.