

**Table 30. Traditional defined benefit plans: Terminal earnings formulas, private industry workers, National Compensation Survey, 2014**

(All workers participating in traditional defined benefit plans with a terminal earnings formula = 100 percent)

Characteristics	Flat percent per year of service	Flat percent per year of service				
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
<b>Worker characteristics</b>						
All workers .....	52	1.00	1.25	1.60	2.00	2.00
Management, professional, and related .....	58	1.20	1.45	1.60	2.00	—
Management, business, and financial .....	55	1.20	1.25	1.60	1.60	2.00
Professional and related .....	59	1.20	1.45	1.60	2.00	—
Service .....	65	1.00	—	1.50	1.60	1.60
Sales and office .....	—	—	—	—	—	—
Sales and related .....	—	—	—	—	—	—
Office and administrative support .....	51	1.00	1.45	1.67	2.00	2.00
Natural resources, construction, and maintenance .....	—	—	—	—	—	—
Installation, maintenance, and repair .....	—	—	—	—	—	—
Production, transportation, and material moving .....	—	—	—	—	—	—
Production .....	—	—	—	—	—	—
Transportation and material moving .....	46	0.70	0.70	—	2.00	2.00
Full time .....	50	1.00	1.25	1.60	2.00	2.00
Part time .....	78	1.00	1.00	1.45	1.50	2.00
Union .....	74	0.70	1.35	1.50	1.85	2.00
Nonunion .....	—	—	—	—	—	—
Average wage within the following categories <sup>1</sup> :						
Second 25 percent .....	—	—	—	—	—	—
Third 25 percent .....	53	1.00	1.25	1.67	2.00	2.00
Highest 25 percent .....	51	—	1.25	1.50	1.60	2.00
Highest 10 percent .....	49	1.20	1.25	1.60	1.60	1.70
<b>Establishment characteristics</b>						
Goods-producing industries .....	—	—	—	—	—	—
Manufacturing .....	—	—	—	—	—	—
Service-providing industries .....	58	—	1.20	1.60	2.00	2.00
Trade, transportation, and utilities .....	66	0.70	0.70	—	2.00	2.00
Financial activities .....	—	—	—	—	—	—
Finance and insurance .....	—	—	—	—	—	—
Insurance carriers and related activities .....	—	—	—	—	—	—
Education and health services .....	74	1.00	1.25	1.60	2.00	2.00
Health care and social assistance .....	76	1.20	1.45	1.60	2.00	2.00
1 to 99 workers .....	—	—	—	—	—	—
1 to 49 workers .....	—	—	—	—	—	—
50 to 99 workers .....	—	—	—	—	—	—
100 workers or more .....	55	—	1.25	1.60	1.85	2.00
100 to 499 workers .....	63	1.20	1.45	1.67	2.00	—
500 workers or more .....	49	0.70	1.25	1.50	1.60	1.67

See footnotes at end of table.

**Table 30. Traditional defined benefit plans: Terminal earnings formulas, private industry workers, National Compensation Survey, 2014—continued**

(All workers participating in traditional defined benefit plans with a terminal earnings formula = 100 percent)

Characteristics	Percent per year varies	Percent per year varies by			Other
		Service	Earnings	Earnings and service	
<b>Worker characteristics</b>					
All workers .....	—	—	26	10	—
Management, professional, and related .....	—	9	19	—	—
Management, business, and financial .....	—	—	25	—	—
Professional and related .....	—	11	—	—	—
Service .....	—	—	—	—	—
Sales and office .....	49	11	25	12	—
Sales and related .....	71	—	—	—	—
Office and administrative support .....	—	12	21	—	—
Natural resources, construction, and maintenance .....	50	—	24	—	—
Installation, maintenance, and repair .....	60	—	30	—	—
Production, transportation, and material moving .....	59	—	48	—	—
Production .....	63	—	46	—	—
Transportation and material moving .....	54	—	49	—	—
Full time .....	—	—	27	11	—
Part time .....	—	—	—	—	—
Union .....	—	—	—	—	—
Nonunion .....	52	8	30	15	—
Average wage within the following categories <sup>1</sup> :					
Second 25 percent .....	54	—	37	—	—
Third 25 percent .....	—	7	29	—	—
Highest 25 percent .....	—	—	23	12	—
Highest 10 percent .....	—	—	21	—	—
<b>Establishment characteristics</b>					
Goods-producing industries .....	57	—	33	—	—
Manufacturing .....	70	—	41	—	—
Service-providing industries .....	—	9	24	—	—
Trade, transportation, and utilities .....	34	—	—	—	—
Financial activities .....	64	—	—	—	—
Finance and insurance .....	64	—	—	—	—
Insurance carriers and related activities .....	66	—	—	—	—
Education and health services .....	—	—	—	—	—
Health care and social assistance .....	—	—	—	—	—
1 to 99 workers .....	58	—	53	—	—
1 to 49 workers .....	56	—	49	—	—
50 to 99 workers .....	60	—	59	—	—
100 workers or more .....	—	—	19	12	—
100 to 499 workers .....	—	—	—	—	—
500 workers or more .....	—	11	17	—	—

See footnotes at end of table.

**Table 30. Traditional defined benefit plans: Terminal earnings formulas, private industry workers, National Compensation Survey, 2014—continued**

(All workers participating in traditional defined benefit plans with a terminal earnings formula = 100 percent)

Characteristics	Flat percent per year of service	Flat percent per year of service				
		10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
<b>Geographic areas</b>						
Northeast .....	64	—	1.25	1.50	1.60	2.00
New England .....	77	1.00	1.25	—	2.00	2.00
Middle Atlantic .....	60	—	—	1.50	1.60	1.60
South .....	—	—	—	—	—	—
South Atlantic .....	—	—	—	—	—	—
West South Central .....	45	—	1.60	1.60	1.60	2.00
Midwest .....	—	—	—	—	—	—
East North Central .....	—	—	—	—	—	—
West North Central .....	83	1.35	1.50	—	5.00	5.00
West .....	56	1.45	—	2.00	2.00	2.00
Pacific .....	66	1.45	—	2.00	2.00	2.00

See footnotes at end of table.

**Table 30. Traditional defined benefit plans: Terminal earnings formulas, private industry workers, National Compensation Survey, 2014—continued**

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		Service	Earnings	Earnings and service	
<b>Geographic areas</b>					
Northeast .....	-	-	-	-	-
New England .....	-	-	-	-	-
Middle Atlantic .....	-	-	-	-	-
South .....	49	-	36	-	-
South Atlantic .....	52	-	36	-	-
West South Central .....	-	-	-	-	-
Midwest .....	56	-	19	-	-
East North Central .....	66	-	20	-	-
West North Central .....	-	-	-	-	-
West .....	-	-	-	-	-
Pacific .....	-	-	-	-	-

<sup>1</sup> 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 2014."

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/glossary20142015.htm](http://www.bls.gov/ncs/ebs/glossary20142015.htm).