

Table 45. Savings and thrift plans: Summary of provisions,¹ private industry workers, National Compensation Survey, 2014

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

Characteristics	Pre-tax contribution	Post-tax contribution ²	Automatic enrollment provision ³	Employee choice of investment for employee funds	Employee choice of investment for employer funds
Worker characteristics					
All workers	100	50	41	88	83
Management, professional, and related	100	57	47	88	81
Management, business, and financial	100	59	46	86	82
Professional and related	100	56	48	90	81
Service	99	27	20	82	—
Sales and office	100	45	37	88	84
Sales and related	100	36	29	90	87
Office and administrative support	100	49	41	87	83
Natural resources, construction, and maintenance	100	45	32	83	—
Construction, extraction, farming, fishing, and forestry	100	—	—	—	—
Installation, maintenance, and repair	100	46	33	85	84
Production, transportation, and material moving	100	51	43	93	89
Production	100	54	40	92	91
Transportation and material moving	100	48	47	93	88
Full time	100	50	42	88	84
Part time	99	48	28	89	—
Union	100	54	34	90	86
Nonunion	100	49	41	88	83
Average wage within the following categories ⁴ :					
Lowest 25 percent	100	34	20	89	85
Lowest 10 percent	100	38	—	81	—
Second 25 percent	100	38	38	85	82
Third 25 percent	100	47	42	89	84
Highest 25 percent	100	61	46	89	82
Highest 10 percent	100	69	50	91	86
Establishment characteristics					
Goods-producing industries	100	56	45	89	85
Construction	100	31	11	87	—
Manufacturing	100	59	50	89	87
Service-providing industries	100	48	39	88	82
Trade, transportation, and utilities	100	40	35	92	88
Wholesale trade	100	30	35	91	87
Retail trade	100	34	23	90	87
Transportation and warehousing	100	60	53	100	94
Utilities	100	—	57	—	—
Information	100	63	40	89	87
Financial activities	100	72	40	—	89
Finance and insurance	100	74	42	96	89
Credit intermediation and related activities ..	100	68	36	94	89
Insurance carriers and related activities	100	72	57	99	86
Professional and business services	100	58	56	93	90
Professional and technical services	100	57	65	91	91
Education and health services	100	34	33	—	—
Educational services	100	43	—	85	84
Junior colleges, colleges, and universities ...	100	52	30	98	98
Health care and social assistance	99	32	37	—	—

See footnotes at end of table.

Table 45. Savings and thrift plans: Summary of provisions,¹ private industry workers, National Compensation Survey, 2014—continued

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

Characteristics	Pre-tax contribution	Post-tax contribution ²	Automatic enrollment provision ³	Employee choice of investment for employee funds	Employee choice of investment for employer funds
1 to 99 workers	100	43	36	87	80
1 to 49 workers	100	46	34	86	79
50 to 99 workers	100	37	41	89	82
100 workers or more	100	53	43	89	85
100 to 499 workers	100	47	38	89	84
500 workers or more	100	62	50	89	86
Geographic areas					
Northeast	100	46	29	83	—
New England	99	61	26	88	—
Middle Atlantic	100	41	30	81	—
South	100	54	46	91	89
South Atlantic	100	53	44	93	92
East South Central	100	45	36	91	88
West South Central	100	58	51	90	84
Midwest	100	44	42	86	80
East North Central	100	41	46	89	85
West North Central	100	50	33	80	—
West	100	53	43	90	86
Mountain	100	50	41	87	85
Pacific	100	54	43	91	86

¹ The remaining workers include both workers not receiving the benefit and workers for whom the availability of the benefit could not be determined.

² Under these plans, employees are allowed to have part or all of their post-tax retirement plan contributions grow tax free.

³ The employer automatically enrolls employees in the plan at a specified rate of contribution (e.g., 3 percent of earnings), unless the employee opts out of the plan.

⁴ 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: 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.