

Table 53. Savings and thrift plans: Eligibility requirements, private industry workers, National Compensation Survey, 2014

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

Characteristics	With minimum age or service requirement	Median age requirement (in years)	Median service requirement (in months)	No minimum age or service requirement	Not determinable
Worker characteristics					
All workers	63	21	6	30	7
Management, professional, and related	53	21	—	38	8
Management, business, and financial	56	21	—	36	8
Professional and related	51	21	—	41	8
Service	75	21	6	20	4
Sales and office	69	21	6	25	6
Sales and related	76	21	12	21	3
Office and administrative support	65	21	6	26	8
Natural resources, construction, and maintenance	58	18	3	29	13
Construction, extraction, farming, fishing, and forestry	74	18	3	—	—
Installation, maintenance, and repair	53	18	—	34	13
Production, transportation, and material moving	75	21	3	20	5
Production	76	21	3	22	1
Transportation and material moving	73	21	3	18	9
Full time	61	21	6	31	8
Part time	84	21	—	13	3
Union	56	21	12	35	9
Nonunion	64	21	6	29	7
Average wage within the following categories ¹ :					
Lowest 25 percent	85	21	—	12	3
Lowest 10 percent	82	21	12	—	—
Second 25 percent	72	21	6	21	7
Third 25 percent	68	21	6	26	6
Highest 25 percent	50	21	—	40	9
Highest 10 percent	46	21	3	47	7
Establishment characteristics					
Goods-producing industries	56	18	3	39	4
Construction	57	18	—	—	—
Manufacturing	59	18	3	39	2
Service-providing industries	65	21	6	27	8
Trade, transportation, and utilities	77	21	—	17	5
Wholesale trade	69	21	—	22	9
Retail trade	90	21	12	—	—
Transportation and warehousing	72	21	—	—	—
Information	52	21	3	40	7
Financial activities	53	21	—	42	5
Finance and insurance	51	21	3	46	3
Credit intermediation and related activities ..	63	21	—	36	1
Insurance carriers and related activities	45	21	—	50	5
Professional and business services	61	21	—	27	13
Professional and technical services	57	18	—	29	14
Education and health services	59	21	—	31	10
Educational services	52	21	12	34	14
Junior colleges, colleges, and universities ...	60	21	—	40	—
Health care and social assistance	60	21	—	31	9

See footnotes at end of table.

Table 53. Savings and thrift plans: Eligibility requirements, private industry workers, National Compensation Survey, 2014—continued

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

Characteristics	With minimum age or service requirement	Median age requirement (in years)	Median service requirement (in months)	No minimum age or service requirement	Not determinable
1 to 99 workers	68	21	6	24	8
1 to 49 workers	69	21	6	22	8
50 to 99 workers	65	21	—	28	7
100 workers or more	61	21	6	33	7
100 to 499 workers	73	21	—	21	6
500 workers or more	44	21	—	48	8
Geographic areas					
Northeast	67	21	—	25	8
New England	57	21	—	34	9
Middle Atlantic	70	21	—	22	8
South	59	21	6	35	6
South Atlantic	53	21	6	39	8
East South Central	75	21	6	20	5
West South Central	60	21	—	36	4
Midwest	64	21	—	27	9
East North Central	60	21	—	31	9
West North Central	70	21	—	21	9
West	68	21	—	26	6
Mountain	73	21	—	17	9
Pacific	65	18	—	31	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 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.