

Table 3. Defined benefit plans: Plan sponsor,¹ private industry workers, 2019

(All workers participating in selected defined benefit plans = 100 percent)

| Characteristics | All defined benefit plans ² | | Traditional defined benefit plans ⁴ | | Nontraditional defined benefit plans ⁵ | |
|--|--|-------------------------------------|--|-------------------------------------|---|-------------------------------------|
| | Single employer sponsor | Multi-employer sponsor ³ | Single employer sponsor | Multi-employer sponsor ³ | Single employer sponsor | Multi-employer sponsor ³ |
| Worker characteristics | | | | | | |
| All workers | 77 | 20 | 66 | 31 | 93 | — |
| Management, professional, and related | 91 | — | 86 | 11 | 95 | — |
| Management, business, and financial | 98 | — | 94 | — | 100 | — |
| Professional and related | 86 | — | 81 | — | 91 | — |
| Sales and office | 90 | 8 | 78 | 18 | — | — |
| Sales and related | 89 | — | 82 | — | 100 | — |
| Office and administrative support | 90 | 8 | 76 | 18 | 99 | — |
| Natural resources, construction, and maintenance | 23 | 72 | 14 | 81 | 60 | — |
| Construction, extraction, farming, fishing, and forestry | — | 94 | — | 95 | — | — |
| Installation, maintenance, and repair | 61 | — | 43 | 38 | 93 | — |
| Production, transportation, and material moving | 76 | 23 | 76 | 22 | — | — |
| Production | 82 | 16 | 85 | — | — | — |
| Transportation and material moving | 72 | 28 | 71 | 29 | 77 | — |
| Full time | 77 | 20 | 65 | 31 | 93 | — |
| Part time | 78 | — | 71 | — | 96 | — |
| Union | 50 | 48 | 46 | 52 | 75 | — |
| Nonunion | 94 | — | 93 | — | 95 | — |
| Average wage within the following categories ⁶ : | | | | | | |
| Second 25 percent | 84 | 15 | 72 | 27 | 98 | — |
| Third 25 percent | 80 | 17 | 74 | 24 | 89 | — |
| Highest 25 percent | 73 | 23 | 60 | 36 | 93 | — |
| Highest 10 percent | 83 | 14 | 75 | 22 | 92 | — |
| Establishment characteristics | | | | | | |
| Goods-producing industries | 56 | 44 | 55 | 45 | — | — |
| Manufacturing | 88 | 12 | 90 | — | — | — |
| Service-providing industries | 85 | 11 | 73 | 22 | 96 | — |
| Trade, transportation, and utilities | 69 | 25 | 64 | 29 | 92 | — |
| Retail trade | 63 | — | — | — | — | — |
| Transportation and warehousing | 76 | — | 73 | — | — | — |
| Utilities | 73 | — | 58 | — | — | — |
| Financial activities | — | — | 86 | — | 100 | — |
| Finance and insurance | 98 | — | — | — | 100 | — |
| Credit intermediation and related activities .. | — | — | 82 | — | 100 | — |
| Insurance carriers and related activities | 98 | — | 94 | — | 100 | — |
| Professional and business services | 100 | — | — | — | — | — |
| Education and health services | 77 | 14 | 63 | 32 | 89 | — |
| Educational services | 48 | — | 68 | — | — | — |
| Junior colleges, colleges, and universities ... | 92 | — | 89 | — | — | — |
| Health care and social assistance | 84 | 16 | 61 | 39 | — | — |

See footnotes at end of table.

Table 3. Defined benefit plans: Plan sponsor,¹ private industry workers, 2019—continued

(All workers participating in selected defined benefit plans = 100 percent)

| Characteristics | All defined benefit plans ² | | Traditional defined benefit plans ⁴ | | Nontraditional defined benefit plans ⁵ | |
|---------------------------|--|-------------------------------------|--|-------------------------------------|---|-------------------------------------|
| | Single employer sponsor | Multi-employer sponsor ³ | Single employer sponsor | Multi-employer sponsor ³ | Single employer sponsor | Multi-employer sponsor ³ |
| 1 to 99 workers | 61 | 30 | 36 | 55 | 89 | — |
| 1 to 49 workers | 66 | — | 27 | 59 | 96 | — |
| 50 to 99 workers | 51 | 37 | 47 | 51 | — | — |
| 100 workers or more | 82 | 17 | 74 | 24 | — | — |
| 100 to 499 workers | 70 | 29 | 64 | 35 | 83 | — |
| 500 workers or more | 88 | 11 | 80 | 18 | — | — |
| Geographic areas | | | | | | |
| Northeast | 74 | 26 | 61 | 39 | 91 | — |
| New England | 85 | — | 76 | — | 100 | — |
| Middle Atlantic | 71 | 29 | 56 | 44 | 89 | — |
| South | 86 | — | 79 | — | 91 | — |
| South Atlantic | 85 | — | 75 | — | 92 | — |
| West South Central | 90 | — | 83 | — | 98 | — |
| Midwest | 78 | 20 | 69 | 29 | 97 | — |
| East North Central | 78 | 20 | 71 | 28 | 96 | — |
| West North Central | 76 | — | 59 | — | 100 | — |
| West | 69 | 25 | 53 | 41 | 95 | — |
| Pacific | 64 | 31 | 51 | 45 | 92 | — |

¹ Sum of single- and multi-employer sponsor may not equal 100 percent as other plan sponsor types are not included (e.g., employer associations, railroad retirement boards).

² All workers participating in defined benefit plans = 100 percent.

³ Plans established by a labor organization and provided to employees of two or more unrelated companies in accordance with a collective bargaining agreement.

⁴ All workers participating in traditional defined benefit plans = 100 percent. See glossary for definition of traditional plans.

⁵ All workers participating in nontraditional defined benefit plans = 100 percent. See glossary for definition of nontraditional plans.

⁶ 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 2019."

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 Retirement Benefit Terms" at www.bls.gov/ncs/ebs/detailedprovisions/2019/ownership/private/glossary-retirement.htm.

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.