

**Table 13. Standard errors for traditional defined benefit plans: Terminal earnings formulas, private industry workers, 2019**

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 .....	6.5	0.00	0.14	0.22	0.07	0.10
Management, professional, and related .....	7.9	0.00	0.05	0.00	–	0.00
Management, business, and financial .....	7.1	0.08	0.00	0.00	0.28	0.28
Professional and related .....	8.6	0.00	0.00	0.08	0.30	0.00
Sales and office .....	8.3	0.00	0.21	0.07	–	0.14
Office and administrative support .....	9.3	0.00	0.20	0.07	–	0.13
Full time .....	6.8	0.00	0.12	0.24	0.06	0.07
Nonunion .....	7.5	0.03	0.00	0.05	–	0.00
Average wage within the following categories <sup>1</sup> :						
Third 25 percent .....	8.1	0.00	0.28	0.24	0.16	0.16
Highest 25 percent .....	8.7	0.00	0.08	0.23	–	0.18
Highest 10 percent .....	–	–	–	–	–	–
<b>Establishment characteristics</b>						
Goods-producing industries .....	–	–	–	–	–	–
Manufacturing .....	–	–	–	–	–	–
Service-providing industries .....	6.6	0.00	0.14	0.22	0.07	0.10
Trade, transportation, and utilities .....	10.3	0.25	0.24	–	0.19	0.00
Financial activities .....	–	–	–	–	–	–
Finance and insurance .....	–	–	–	–	–	–
Insurance carriers and related activities .....	–	–	–	–	–	–
Educational services .....	14.2	–	0.17	–	–	0.00
1 to 99 workers .....	–	–	–	–	–	–
100 workers or more .....	6.7	0.00	0.11	0.22	0.15	0.21
100 to 499 workers .....	9.8	0.04	0.25	–	0.05	0.00
500 workers or more .....	8.7	0.00	0.08	0.18	–	0.00
<b>Geographic areas</b>						
South .....	–	–	–	–	–	–
South Atlantic .....	–	–	–	–	–	–

See footnotes at end of table.

**Table 13. Standard errors for traditional defined benefit plans: Terminal earnings formulas, private industry workers, 2019—continued**

Characteristics	Percent per year varies	Percent per year varies by			
		Service	Earnings	Earnings and service	Other
<b>Worker characteristics</b>					
All workers .....	6.5	2.6	4.4	—	—
Management, professional, and related .....	7.9	4.0	5.4	—	—
Management, business, and financial .....	7.1	—	6.6	—	—
Professional and related .....	8.6	—	—	—	—
Sales and office .....	8.3	—	6.3	—	—
Office and administrative support .....	9.3	—	—	—	—
Full time .....	6.8	2.7	4.5	—	—
Nonunion .....	7.5	2.9	4.9	—	—
Average wage within the following categories <sup>1</sup> :					
Third 25 percent .....	8.1	—	—	—	—
Highest 25 percent .....	8.7	3.6	4.7	—	—
Highest 10 percent .....	—	4.4	5.7	—	—
<b>Establishment characteristics</b>					
Goods-producing industries .....	0.0	—	10.5	—	—
Manufacturing .....	0.0	—	10.5	—	—
Service-providing industries .....	6.6	2.1	4.2	—	—
Trade, transportation, and utilities .....	10.3	—	—	—	—
Financial activities .....	—	—	7.1	—	—
Finance and insurance .....	—	—	7.1	—	—
Insurance carriers and related activities .....	—	—	9.8	—	—
Educational services .....	14.2	—	—	—	—
1 to 99 workers .....	—	—	11.5	—	—
100 workers or more .....	6.7	2.9	4.3	—	—
100 to 499 workers .....	9.8	—	—	—	—
500 workers or more .....	8.7	3.3	4.5	—	—
<b>Geographic areas</b>					
South .....	—	7.1	7.6	3.6	—
South Atlantic .....	—	—	8.7	—	—

<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 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](http://www.bls.gov/ncs/ebs/detailedprovisions/2019/ownership/private/glossary-retirement.htm).

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