

Table 30. Savings and thrift plans: Eligibility requirements, private industry workers, 2019

(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	60	21	6	32	8
Management, professional, and related	50	21	—	39	11
Management, business, and financial	53	21	3	37	10
Professional and related	48	21	—	40	11
Service	76	21	—	20	4
Sales and office	63	21	6	32	6
Sales and related	70	21	6	25	5
Office and administrative support	58	21	—	36	6
Natural resources, construction, and maintenance	68	21	3	27	6
Construction, extraction, farming, fishing, and forestry	70	21	—	25	5
Installation, maintenance, and repair	67	21	3	28	6
Production, transportation, and material moving	68	21	—	25	7
Production	62	19	—	26	12
Transportation and material moving	73	21	3	25	2
Full time	59	21	—	33	8
Part time	71	21	—	27	1
Union	48	21	—	42	10
Nonunion	61	21	6	31	8
Average wage within the following categories ¹ :					
Lowest 25 percent	77	21	—	21	3
Lowest 10 percent	88	21	12	—	—
Second 25 percent	65	21	6	29	6
Third 25 percent	61	21	—	32	8
Highest 25 percent	51	21	3	38	11
Highest 10 percent	51	21	—	39	11
Establishment characteristics					
Goods-producing industries	58	21	3	29	14
Manufacturing	57	21	3	28	15
Service-providing industries	61	21	6	33	6
Trade, transportation, and utilities	68	21	6	30	2
Wholesale trade	75	21	—	25	—
Retail trade	69	19	6	29	2
Utilities	—	—	—	52	—
Financial activities	54	21	—	41	5
Finance and insurance	47	18	—	46	6
Credit intermediation and related activities ..	52	21	—	44	4
Insurance carriers and related activities	47	18	—	42	11
Professional and business services	60	21	6	29	11
Professional and technical services	65	21	—	—	—
Education and health services	57	21	12	36	6
Educational services	63	21	—	28	9
Junior colleges, colleges, and universities ...	52	21	12	44	4
Health care and social assistance	57	21	12	37	6

See footnotes at end of table.

Table 30. Savings and thrift plans: Eligibility requirements, private industry workers, 2019—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	76	21	6	20	3
1 to 49 workers	74	21	6	22	4
50 to 99 workers	80	21	—	17	3
100 workers or more	51	21	—	39	10
100 to 499 workers	58	21	—	32	9
500 workers or more	42	21	—	46	12
Geographic areas					
Northeast	63	21	6	35	2
New England	62	21	—	37	1
Middle Atlantic	63	21	6	35	2
South	59	21	6	36	6
South Atlantic	63	21	6	32	5
East South Central	54	21	3	35	11
West South Central	53	21	—	43	4
Midwest	52	21	3	35	13
East North Central	46	21	3	38	16
West North Central	63	21	12	30	7
West	70	21	6	21	9
Mountain	62	21	3	—	—
Pacific	74	21	6	20	6

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 2019."

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 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.