

Table 37. Savings and thrift plans: Vesting requirements, private industry workers, 2019

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

Characteristics	Graded vesting	Immediate full vesting	Cliff vesting	Not determinable
Worker characteristics				
All workers	40	35	22	3
Management, professional, and related	40	31	26	2
Management, business, and financial	39	35	23	3
Professional and related	42	29	28	1
Service	42	41	16	1
Sales and office	36	39	22	3
Sales and related	33	42	22	3
Office and administrative support	38	36	23	4
Natural resources, construction, and maintenance	42	39	17	3
Construction, extraction, farming, fishing, and forestry	44	–	–	(¹)
Installation, maintenance, and repair	41	43	12	4
Production, transportation, and material moving	43	33	19	5
Production	45	34	12	8
Transportation and material moving	41	32	26	1
Full time	41	34	22	3
Part time	29	48	23	(¹)
Union	35	30	24	11
Nonunion	40	35	22	2
Average wage within the following categories ² :				
Lowest 25 percent	35	44	20	2
Lowest 10 percent	–	–	–	3
Second 25 percent	42	36	19	3
Third 25 percent	42	32	22	3
Highest 25 percent	39	33	25	3
Highest 10 percent	39	35	25	2
Establishment characteristics				
Goods-producing industries	39	37	19	5
Manufacturing	39	34	20	6
Service-providing industries	40	34	23	2
Trade, transportation, and utilities	35	40	24	2
Wholesale trade	44	36	17	3
Retail trade	34	45	20	2
Utilities	–	67	–	6
Financial activities	26	40	30	3
Finance and insurance	22	41	34	4
Credit intermediation and related activities ..	14	43	37	6
Insurance carriers and related activities	33	33	32	2
Professional and business services	61	19	19	–
Professional and technical services	61	20	–	–
Education and health services	37	31	30	3
Educational services	–	45	33	–
Junior colleges, colleges, and universities ...	–	61	26	–
Health care and social assistance	39	29	30	2

See footnotes at end of table.

Table 37. Savings and thrift plans: Vesting requirements, private industry workers, 2019—continued

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

Characteristics	Graded vesting	Immediate full vesting	Cliff vesting	Not determinable
1 to 99 workers	45	39	15	2
1 to 49 workers	39	43	17	1
50 to 99 workers	56	31	—	—
100 workers or more	37	33	26	4
100 to 499 workers	45	33	20	2
500 workers or more	29	32	34	5
Geographic areas				
Northeast	44	28	27	2
New England	48	27	22	3
Middle Atlantic	42	28	29	2
South	30	40	26	3
South Atlantic	28	41	27	4
East South Central	37	34	28	1
West South Central	31	41	25	3
Midwest	41	34	21	4
East North Central	43	29	25	4
West North Central	38	45	13	4
West	50	34	14	2
Mountain	53	36	10	(¹)
Pacific	48	34	16	2

¹ Less than 0.5.

² 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.