

Table 5. Defined benefit plans: Vesting requirements, private industry workers, 2019

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

Characteristics	Immediate full vesting	Cliff vesting ¹	Cliff vesting requirements (in years)		Graded vesting ²	Not determinable
			Mean	Median		
Worker characteristics						
All workers	—	94	4	5	3	—
Management, professional, and related	—	95	4	3	—	(³)
Management, business, and financial	—	94	4	3	—	(³)
Professional and related	—	95	4	—	—	(³)
Sales and office	—	93	4	3	—	(³)
Sales and related	—	94	4	5	—	(³)
Office and administrative support	—	92	4	3	4	—
Natural resources, construction, and maintenance	—	96	5	5	—	(³)
Construction, extraction, farming, fishing, and forestry	—	100	5	5	—	—
Installation, maintenance, and repair	—	86	4	5	—	1
Production, transportation, and material moving	—	93	5	5	—	(³)
Production	—	92	5	5	—	1
Transportation and material moving	—	94	5	5	—	(³)
Full time	—	94	4	5	3	—
Part time	—	96	4	5	—	—
Union	—	97	5	5	—	(³)
Nonunion	—	92	4	3	4	—
Average wage within the following categories ⁴ :						
Second 25 percent	—	96	4	—	—	—
Third 25 percent	—	94	4	5	—	(³)
Highest 25 percent	—	93	4	5	—	(³)
Highest 10 percent	—	92	4	—	—	(³)
Establishment characteristics						
Goods-producing industries	—	95	5	5	—	—
Manufacturing	—	93	4	5	—	—
Service-providing industries	—	94	4	—	—	(³)
Trade, transportation, and utilities	—	91	5	5	—	1
Retail trade	—	100	5	5	—	—
Transportation and warehousing	—	97	5	5	—	1
Utilities	—	68	4	5	—	3
Financial activities	—	99	4	3	—	—
Finance and insurance	—	99	4	3	—	—
Credit intermediation and related activities ..	—	100	3	3	—	—
Insurance carriers and related activities	—	98	4	3	—	—
Professional and business services	—	88	4	3	—	—
Education and health services	3	93	4	3	—	—
Educational services	—	77	5	5	—	(³)
Junior colleges, colleges, and universities ...	—	87	4	5	—	(³)
Health care and social assistance	—	97	4	3	—	—

See footnotes at end of table.

Table 5. Defined benefit plans: Vesting requirements, private industry workers, 2019—continued

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

Characteristics	Immediate full vesting	Cliff vesting ¹	Cliff vesting requirements (in years)		Graded vesting ²	Not determinable
			Mean	Median		
1 to 99 workers	—	94	4	5	—	—
1 to 49 workers	—	95	4	—	—	—
50 to 99 workers	—	92	5	5	—	—
100 workers or more	—	94	4	5	—	(³)
100 to 499 workers	—	99	4	5	—	—
500 workers or more	—	92	4	—	—	(³)
Geographic areas						
Northeast	—	94	4	5	—	—
New England	—	98	4	—	—	—
Middle Atlantic	—	93	4	5	—	—
South	—	94	4	3	—	(³)
South Atlantic	—	96	4	3	—	(³)
East South Central	—	73	4	3	—	—
West South Central	—	99	4	—	—	—
Midwest	—	98	4	5	—	—
East North Central	—	98	4	5	—	—
West North Central	—	100	4	—	—	—
West	—	87	4	5	—	1
Pacific	—	88	4	5	—	2

¹ An employee is not entitled to any accrued benefits until satisfying the requirement for 100 percent vesting.

² An employee is entitled to a gradually increasing share of benefits determined by years of service, eventually reaching 100 percent vesting status.

³ Less than 0.5.

⁴ 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.