

Table 12. Traditional defined benefit plans: Normal retirement service requirements in years,¹ private industry workers, 2019

(Includes all workers in traditional defined benefit plans with a service requirement)

Characteristics	Normal retirement service requirements				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
Worker characteristics					
All workers	5	5	5	—	25
Management, professional, and related	—	5	5	25	30
Management, business, and financial	5	5	—	30	30
Professional and related	—	5	5	—	25
Sales and office	5	5	—	20	25
Sales and related	5	5	5	5	—
Office and administrative support	5	5	—	25	—
Natural resources, construction, and maintenance	5	5	—	—	25
Construction, extraction, farming, fishing, and forestry	5	5	5	—	25
Installation, maintenance, and repair	5	—	—	30	30
Production, transportation, and material moving	5	5	5	10	—
Production	5	5	—	10	—
Transportation and material moving	5	5	5	—	20
Full time	5	5	5	20	25
Part time	5	5	5	5	5
Union	5	5	5	—	25
Nonunion	5	5	5	25	30
Average wage within the following categories ² :					
Second 25 percent	5	5	5	—	—
Third 25 percent	5	5	5	—	25
Highest 25 percent	5	5	—	25	30
Highest 10 percent	5	5	—	25	30
Establishment characteristics					
Goods-producing industries	5	5	—	—	25
Manufacturing	—	5	—	—	25
Service-providing industries	5	5	5	—	30
Trade, transportation, and utilities	5	5	5	—	25
Transportation and warehousing	5	5	—	—	25
Utilities	5	5	—	—	30
Financial activities	5	5	5	—	30
Finance and insurance	5	5	5	—	30
Credit intermediation and related activities ..	5	5	—	—	30
Insurance carriers and related activities	5	5	5	—	—
Education and health services	5	5	5	5	—
Educational services	5	5	—	25	25
Junior colleges, colleges, and universities ...	3	5	—	25	25
Health care and social assistance	5	5	5	5	5

See footnotes at end of table.

Table 12. Traditional defined benefit plans: Normal retirement service requirements in years,¹ private industry workers, 2019—continued

(Includes all workers in traditional defined benefit plans with a service requirement)

Characteristics	Normal retirement service requirements				
	10th percentile	25th percentile	50th percentile (median)	75th percentile	90th percentile
1 to 99 workers	5	5	5	—	—
1 to 49 workers	5	5	5	10	—
50 to 99 workers	5	5	5	—	—
100 workers or more	5	5	5	20	25
100 to 499 workers	5	5	—	—	25
500 workers or more	5	5	5	20	30
Geographic areas					
Northeast	5	5	5	—	30
New England	5	5	—	25	25
Middle Atlantic	5	5	5	—	30
South	—	5	5	—	20
South Atlantic	—	5	5	—	—
West South Central	5	5	5	—	20
Midwest	5	5	5	—	25
East North Central	5	5	5	—	25
West North Central	—	—	10	—	20
West	5	5	—	—	25
Pacific	5	5	10	—	25

¹ Normal retirement occurs when the specific age, length of service, or combination of age and length of service plan requirements are satisfied and the participant may retire and receive all accrued benefits without a reduction or penalty. In most plans, participants must satisfy a minimum service requirement to be vested in the plan. Typical vesting requirements are 5 years of service; these requirements are not included in the service requirements for normal retirement.

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: 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.