

Table 5. Defined benefit retirement plans: Open, soft and hard freeze plans, private industry workers, March 2016

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

Characteristics	Open plans ¹	Soft freeze ²		Hard freeze ³
		All participants still accruing benefits	Some participants still accruing benefits	
All workers	62	23	3	12
Worker characteristics				
Management, professional, and related	55	27	3	15
Management, business, and financial	55	23	3	19
Professional and related	55	29	4	13
Service	76	13	—	—
Sales and office	59	24	2	15
Sales and related	58	20	2	20
Office and administrative support	59	25	2	14
Natural resources, construction, and maintenance	76	17	2	4
Construction, extraction, farming, fishing, and forestry	92	5	—	—
Installation, maintenance, and repair	59	31	4	6
Production, transportation, and material moving ...	62	24	3	11
Production	48	32	3	16
Transportation and material moving	74	17	2	6
Full time	60	24	3	13
Part time	75	18	—	—
Union	79	18	—	—
Nonunion	50	27	4	19
Average wage within the following categories: ⁴				
Lowest 25 percent	65	23	—	—
Lowest 10 percent	79	16	—	5
Second 25 percent	64	18	2	16
Third 25 percent	63	22	3	13
Highest 25 percent	59	27	3	11
Highest 10 percent	57	26	—	—
Establishment characteristics				
Goods-producing industries	56	28	3	13
Construction	93	5	—	—
Manufacturing	42	36	4	18
Service-providing industries	64	22	2	12
Trade, transportation, and utilities	69	24	1	6
Wholesale trade	68	23	—	—
Retail trade	63	28	—	—
Transportation and warehousing	75	19	—	—
Utilities	68	25	—	—
Information	30	56	—	—

See footnotes at end of table.

Table 5. Defined benefit retirement plans: Open, soft and hard freeze plans, private industry workers, March 2016—continued

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

Characteristics	Open plans ¹	Soft freeze ²		Hard freeze ³
		All participants still accruing benefits	Some participants still accruing benefits	
Establishment characteristics				
Financial activities	55	19	3	23
Finance and insurance	53	20	3	24
Credit intermediation and related activities	46	18	2	33
Insurance carriers and related activities	68	20	3	9
Real estate and rental and leasing	86	—	—	—
Professional and business services	70	—	—	10
Professional and technical services	83	—	—	—
Education and health services	62	22	—	—
Educational services	58	30	—	—
Junior colleges, colleges, and universities	66	19	—	—
Health care and social assistance	63	20	—	—
Leisure and hospitality	93	—	—	—
Accommodation and food services	100	—	—	—
Other services	79	—	—	—
1 to 99 workers	64	20	2	14
1 to 49 workers	59	22	2	17
50 to 99 workers	71	18	—	—
100 workers or more	61	24	3	12
100 to 499 workers	61	25	4	10
500 workers or more	61	24	2	13
Geographic areas				
Northeast	67	18	1	13
New England	70	19	—	—
Middle Atlantic	66	18	1	14
South	62	26	2	10
South Atlantic	63	25	3	9
East South Central	55	35	—	—
West South Central	62	24	—	—
Midwest	63	20	3	14
East North Central	66	17	—	—
West North Central	54	29	—	—
West	53	30	—	—
Mountain	67	17	—	—
Pacific	48	34	—	—

¹ Plans open to new participants.

² New employees are not allowed in the plan. Benefit accruals may continue for existing participants.

³ Participants in these plans stop accruing benefits on the date the plan is frozen. The benefit the employee receives is calculated as of the day the plan was frozen.

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 wage data for March 2016.

Note: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ncs/ebs/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.