

Table 5. Defined benefit retirement plans: Open, soft and hard freeze plans, private industry workers, National Compensation Survey, March 2015

(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	63	24	2	11
Worker characteristics				
Management, professional, and related	58	28	3	12
Management, business, and financial	58	25	3	15
Professional and related	57	29	3	10
Service	80	13	—	—
Protective service	68	—	—	—
Sales and office	59	23	3	16
Sales and related	57	23	4	16
Office and administrative support	59	23	2	16
Natural resources, construction, and maintenance	73	21	—	—
Construction, extraction, farming, fishing, and forestry	95	4	—	—
Installation, maintenance, and repair	51	39	—	—
Production, transportation, and material moving ...	65	24	2	9
Production	53	31	—	—
Transportation and material moving	76	17	2	5
Full time	62	24	3	11
Part time	74	21	—	—
Union	78	19	—	—
Nonunion	54	27	4	16
Average wage within the following categories: ⁴				
Lowest 25 percent	70	22	1	8
Lowest 10 percent	78	19	—	—
Second 25 percent	66	17	2	14
Third 25 percent	65	22	2	11
Highest 25 percent	60	28	3	10
Highest 10 percent	56	29	3	12
Establishment characteristics				
Goods-producing industries	61	27	3	10
Construction	96	—	—	—
Manufacturing	48	35	4	14
Service-providing industries	64	23	2	11
Trade, transportation, and utilities	71	24	—	—
Wholesale trade	68	23	—	—
Retail trade	66	28	—	—
Transportation and warehousing	78	19	—	—
Utilities	67	30	—	—
Information	—	57	—	21

See footnotes at end of table.

Table 5. Defined benefit retirement plans: Open, soft and hard freeze plans, private industry workers, National Compensation Survey, March 2015—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	57	16	4	23
Finance and insurance	56	17	3	24
Credit intermediation and related activities	47	18	2	32
Insurance carriers and related activities	70	15	3	12
Real estate and rental and leasing	75	—	—	—
Professional and business services	69	18	—	—
Professional and technical services	75	—	—	—
Education and health services	67	21	1	10
Educational services	82	12	—	—
Junior colleges, colleges, and universities	68	—	—	—
Health care and social assistance	65	23	—	—
Leisure and hospitality	93	—	—	—
Accommodation and food services	100	—	—	—
Other services	78	—	—	—
1 to 99 workers	67	21	2	10
1 to 49 workers	64	21	3	12
50 to 99 workers	73	20	—	—
100 workers or more	62	25	3	11
100 to 499 workers	61	24	4	11
500 workers or more	62	26	1	11
Geographic areas				
Northeast	67	19	2	12
New England	59	27	—	—
Middle Atlantic	69	16	3	11
South	63	25	2	9
South Atlantic	64	23	3	10
East South Central	63	30	—	—
West South Central	61	29	2	8
Midwest	61	25	2	12
East North Central	64	23	2	12
West North Central	53	32	—	—
West	60	26	—	—
Mountain	63	18	—	—
Pacific	60	29	—	—

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 2015.

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/glossary20142015.htm.