

**Table 22. Standard errors for defined benefit plans: Primary formula, private industry workers, National Compensation Survey, 2012**

Characteristics	Traditional	Traditional plan formula				Non-traditional	Non-traditional plan formula		
		Percent of terminal earnings	Percent of career earnings	Dollar times years <sup>1</sup>	Percent of employer contribution		Cash balance	Pension equity	Other
<b>Worker characteristic</b>									
All workers .....	2.6	2.4	1.5	2.1	1.4	2.6	2.7	0.9	—
Management, professional, and related .....	5.4	5.4	2.1	0.6	0.6	5.4	5.6	—	—
Management, business, and financial .....	9.4	8.9	—	—	—	9.4	9.6	—	—
Professional and related .....	6.0	5.9	—	—	0.5	6.0	6.0	—	—
Service .....	3.2	7.4	—	10.2	—	3.2	3.1	—	—
Sales and office .....	3.7	2.7	0.9	3.0	1.7	3.7	3.7	—	—
Sales and related .....	6.0	—	—	7.4	—	6.0	6.0	—	—
Office and administrative support .....	3.7	3.3	1.0	2.9	1.6	3.7	3.7	—	—
Natural resources, construction, and maintenance .....	3.7	—	—	6.7	5.6	3.7	—	—	—
Construction, extraction, farming, fishing, and forestry .....	—	—	—	10.7	9.3	—	—	—	—
Installation, maintenance, and repair .....	—	3.5	—	9.0	—	—	—	—	—
Production, transportation, and material moving .....	3.4	3.6	—	5.1	—	3.4	2.3	—	—
Production .....	5.0	5.2	—	6.2	—	5.0	3.6	—	—
Transportation and material moving .....	—	4.0	—	6.7	—	—	—	—	—
Full time .....	2.9	2.5	1.5	2.0	1.5	2.9	2.9	0.9	—
Part time .....	3.5	4.0	—	6.2	—	3.5	3.3	—	—
Union .....	2.1	—	—	3.6	2.8	2.1	—	1.2	—
Nonunion .....	4.0	3.6	1.9	—	—	4.0	4.3	—	—
Average wage within the following categories: <sup>2</sup>									
Lowest 25 percent .....	4.8	—	—	6.2	—	4.8	—	—	—
Second 25 percent .....	3.4	3.2	—	4.7	—	3.4	3.3	—	—
Third 25 percent .....	3.4	3.0	—	2.7	—	3.4	3.1	—	—
Highest 25 percent .....	4.4	3.6	1.7	3.1	1.1	4.4	4.5	1.1	—
Highest 10 percent .....	6.0	6.5	—	—	0.6	6.0	6.0	—	—
<b>Establishment characteristic</b>									
Goods-producing industries .....	2.8	4.4	—	4.4	—	2.8	2.1	2.2	—
Construction .....	—	—	—	—	10.5	—	—	—	—
Manufacturing .....	3.8	5.2	—	4.7	—	3.8	2.9	—	—
Service-providing industries .....	3.2	3.0	1.5	2.6	1.4	3.2	3.3	—	—
Trade, transportation, and utilities .....	3.2	4.3	—	5.9	—	3.2	3.2	—	—
Wholesale trade .....	—	—	—	—	—	—	—	—	—
Retail trade .....	—	—	—	7.9	—	—	—	—	—
Transportation and warehousing .....	—	7.2	—	11.0	—	—	—	—	—
Utilities .....	—	6.9	—	—	—	—	—	—	—
Information .....	5.3	—	—	7.8	—	5.3	5.2	—	—
Financial activities .....	4.7	3.6	—	—	—	4.7	4.7	—	—
Finance and insurance .....	4.0	3.5	—	—	—	4.0	4.0	—	—
Credit intermediation and related activities ..	5.2	4.9	—	—	—	5.2	5.5	—	—
Insurance carriers and related activities .....	6.9	6.6	—	—	—	6.9	6.9	—	—
Professional and business services .....	—	—	—	—	—	—	—	—	—
Education and health services .....	7.2	5.9	—	—	—	7.2	7.4	—	—
Educational services .....	—	—	9.8	—	—	—	—	—	—
Junior colleges, colleges, and universities ...	—	8.1	5.0	—	—	—	—	—	—
Healthcare and social assistance .....	7.4	7.2	—	—	—	7.4	7.7	—	—

See footnotes at end of table.

**Table 22. Standard errors for defined benefit plans: Primary formula, private industry workers, National Compensation Survey, 2012—Continued**

Characteristics	Traditional	Traditional plan formula				Non-traditional	Non-traditional plan formula		
		Percent of terminal earnings	Percent of career earnings	Dollar times years <sup>1</sup>	Percent of employer contribution		Cash balance	Pension equity	Other
1 to 99 workers .....	4.0	3.0	—	5.5	—	4.0	4.0	—	—
1 to 49 workers .....	6.1	3.9	—	6.9	—	6.1	6.1	—	—
50 to 99 workers .....	5.5	—	—	9.9	—	5.5	—	—	—
100 workers or more .....	3.1	3.5	1.3	2.3	1.4	3.1	3.2	1.1	—
100 to 499 workers .....	6.8	7.0	—	3.0	—	6.8	6.8	—	—
500 workers or more .....	3.0	2.6	—	3.0	—	3.0	3.0	—	—
<b>Geographic area</b>									
New England .....	—	5.4	—	—	—	—	—	—	—
Middle Atlantic .....	7.5	4.7	—	3.7	—	7.5	7.7	—	—
East North Central .....	4.9	5.5	—	5.3	—	4.9	4.8	—	—
West North Central .....	5.8	3.1	—	7.2	—	5.8	—	—	—
South Atlantic .....	8.4	—	—	4.0	—	8.4	8.3	—	—
East South Central .....	—	10.4	—	—	—	—	—	—	—
West South Central .....	3.3	8.8	—	—	—	3.3	4.4	—	—
Mountain .....	7.2	7.6	—	7.3	—	7.2	6.4	—	—
Pacific .....	3.5	6.4	—	5.4	—	3.5	4.2	—	—

<sup>1</sup> Benefits are based on a dollar amount per month for each year of service recognized by the plan.

<sup>2</sup> 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 2012."

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 Employee Benefit Terms" at [www.bls.gov/ncs/ebs/glossary20122013.htm](http://www.bls.gov/ncs/ebs/glossary20122013.htm).