

Table 7. Defined benefit frozen retirement plans:¹ Plan alternatives, private industry workers, National Compensation Survey, March 2011

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

Characteristics	No alternative to frozen plans	Alternatives to frozen plans available	Alternatives for employees in frozen plans ²			
			New defined benefit plan	Enhanced existing defined contribution plan	New defined contribution plan	Other
All workers	12	88	15	33	41	1
Worker characteristics						
Management, professional, and related	9	91	15	38	39	2
Management, business, and financial	10	90	17	42	32	–
Professional and related	9	91	14	35	44	–
Service	11	89	6	–	54	–
Sales and office	19	81	13	35	35	(³)
Sales and related	10	90	3	47	40	–
Office and administrative support	22	78	17	30	32	(³)
Production, transportation, and material moving ...	11	89	18	20	54	–
Production	9	91	22	21	51	–
Transportation and material moving	14	86	–	–	58	–
Full time	11	89	16	34	41	1
Part time	26	74	6	25	49	–
Union	9	91	33	9	52	–
Nonunion	13	87	12	38	39	1
Average wage within the following categories: ⁴						
Lowest 25 percent	30	70	2	29	40	–
Second 25 percent	15	85	11	28	48	–
Third 25 percent	13	87	13	30	47	–
Highest 25 percent	7	93	20	37	36	1
Highest 10 percent	7	93	16	45	32	–
Establishment characteristics						
Goods-producing industries	5	95	21	28	49	–
Manufacturing	5	95	20	27	49	–
Service-providing industries	15	85	13	35	39	–
Trade, transportation, and utilities	22	78	13	27	41	–
Retail trade	32	68	–	27	42	–
Utilities	27	73	45	–	–	–

See footnotes at end of table.

Table 7. Defined benefit frozen retirement plans:¹ Plan alternatives, private industry workers, National Compensation Survey, March 2011—Continued

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

Characteristics	No alternative to frozen plans	Alternatives to frozen plans available	Alternatives for employees in frozen plans ²			
			New defined benefit plan	Enhanced existing defined contribution plan	New defined contribution plan	Other
Financial activities:						
Finance and insurance:						
Insurance carriers and related activities	15	85	31	34	21	—
Education and health services:						
Educational services	49	51	—	—	39	—
Junior colleges, colleges, and universities	49	51	—	—	40	—
Health care and social assistance	7	93	6	21	74	—
1 to 99 workers	6	94	14	49	31	—
100 workers or more	13	87	15	30	44	—
100 to 499 workers	19	81	12	24	46	—
500 workers or more	10	90	17	34	42	(³)
Geographic areas						
Middle Atlantic	18	82	17	34	32	—
East North Central	11	89	21	17	54	(³)
South Atlantic	14	86	9	37	39	—
Pacific	6	94	—	43	31	—

¹ Plans closed to new workers or plans that cease accruals for some or all plan participants.

² The sum of the individual components may be greater than the total because some employers offer more than one alternative.

³ Less than 0.5 percent.

⁴ The categories are based on the average wage for each occupation surveyed, which may include workers with earnings both above and below the threshold. The average wages are based on the estimates published in

the "National Compensation Survey: Occupational Earnings in the United States, 2010." See Technical Note for more details.

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/glossary20102011.htm.