

Table 8. Defined contribution retirement plans: Selected attributes, civilian workers,¹ National Compensation Survey, March 2011

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

Characteristics	Employee contribution		Employee contribution option	
	Required	Not required	Pretax	Not pretax
All workers	62	38	78	22
Worker characteristics				
Management, professional, and related	66	34	83	17
Management, business, and financial	69	31	85	15
Professional and related	65	35	82	18
Teachers	56	44	78	22
Primary, secondary, and special education school teachers	47	53	70	30
Registered nurses	65	35	82	18
Service	62	38	83	17
Protective service	68	32	79	21
Sales and office	55	45	70	30
Sales and related	46	54	55	45
Office and administrative support	60	40	78	22
Natural resources, construction, and maintenance	63	37	81	19
Construction, extraction, farming, fishing, and forestry	55	45	78	22
Installation, maintenance, and repair	69	31	83	17
Production, transportation, and material moving ...	66	34	81	19
Production	67	33	82	18
Transportation and material moving	65	35	80	20
Full time	63	37	79	21
Part time	55	45	70	30
Union	57	43	78	22
Nonunion	62	38	78	22
Average wage within the following categories: ²				
Lowest 25 percent	56	44	70	30
Lowest 10 percent	63	37	81	19
Second 25 percent	57	43	72	28
Third 25 percent	65	35	82	18
Highest 25 percent	66	34	84	16
Highest 10 percent	66	34	84	16
Establishment characteristics				
Goods-producing industries	66	34	82	18
Service-providing industries	61	39	77	23
Education and health services	58	42	80	20
Educational services	55	45	75	25
Elementary and secondary schools	46	54	70	30
Junior colleges, colleges, and universities	59	41	77	23
Health care and social assistance	60	40	82	18
Hospitals	66	34	81	19
Public administration	57	43	81	19

See footnotes at end of table.

Table 8. Defined contribution retirement plans: Selected attributes, civilian workers,¹ National Compensation Survey, March 2011—Continued

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

Characteristics	Employee contribution		Employee contribution option	
	Required	Not required	Pretax	Not pretax
1 to 99 workers	64	36	83	17
1 to 49 workers	63	37	84	16
50 to 99 workers	65	35	82	18
100 workers or more	61	39	76	24
100 to 499 workers	58	42	71	29
500 workers or more	64	36	81	19
Geographic areas				
New England	65	35	81	19
Middle Atlantic	60	40	81	19
East North Central	58	42	76	24
West North Central	64	36	79	21
South Atlantic	60	40	76	24
East South Central	64	36	75	25
West South Central	65	35	76	24
Mountain	63	37	82	18
Pacific	65	35	81	19

¹ Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government. See Technical Note for further explanation.

² 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. 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.