

**Table 12. Percent of workers with access to nonproduction bonus by type of bonus and stock options, by selected characteristics, private industry, National Compensation Survey,<sup>1</sup> March 2003**

Characteristic	Nonproduction bonuses <sup>2</sup>								
	All nonproduction bonuses	Attendance bonus	Cash profit sharing bonus	Employee recognition bonus	End of year bonus	Holiday bonus	Payment in lieu of benefits bonus	Safety bonus	Suggestion bonus
All workers .....	49	3	5	<sup>c</sup> 4	12	10	4	<sup>c</sup> 1	1
<b>Worker characteristics:<sup>5</sup></b>									
White-collar occupations .....	51	<sup>c</sup> 1	5	4	13	9	<sup>c</sup> 4	( <sup>4</sup> )	1
Blue-collar occupations .....	53	6	8	3	13	12	5	4	3
Service occupations .....	36	2	1	<sup>c</sup> 6	8	8	3	( <sup>4</sup> )	1
Full time .....	54	3	6	5	13	10	5	2	2
Part time .....	30	1	1	2	6	9	1	( <sup>4</sup> )	1
Union .....	45	6	7	<sup>c</sup> 5	7	4	<sup>c</sup> 4	4	5
Nonunion .....	49	<sup>c</sup> 2	5	4	12	10	4	1	1
Average wage less than \$15 per hour ..	44	3	4	4	11	12	3	1	1
Average wage \$15 per hour or higher ..	56	2	7	5	13	6	6	2	2
<b>Establishment characteristics:</b>									
Goods-producing .....	56	6	11	<sup>c</sup> 3	12	10	7	<sup>c</sup> 3	3
Service-producing .....	47	2	3	<sup>c</sup> 4	12	9	<sup>c</sup> 3	1	1
1-99 workers .....	48	1	4	<sup>c</sup> 3	15	12	4	1	( <sup>4</sup> )
100 workers or more .....	50	<sup>c</sup> 4	6	5	8	7	5	2	2
<b>Geographic areas:</b>									
Metropolitan areas .....	49	3	5	<sup>c</sup> 4	12	9	<sup>c</sup> 4	1	1
Nonmetropolitan areas .....	47	4	7	3	13	<sup>c</sup> 12	3	3	1
New England .....	51	2	<sup>c</sup> 3	<sup>c</sup> 7	5	9	6	<sup>c</sup> 3	1
Middle Atlantic .....	48	2	4	6	11	5	<sup>c</sup> 7	1	2
East North Central .....	56	5	9	3	12	16	7	1	2
West North Central .....	47	5	3	5	16	6	2	1	1
South Atlantic .....	49	3	3	<sup>c</sup> 4	12	10	4	1	1
East South Central .....	52	4	4	<sup>c</sup> 8	<sup>c</sup> 16	8	<sup>c</sup> 3	( <sup>4</sup> )	4
West South Central .....	43	1	3	1	10	11	( <sup>4</sup> )	3	( <sup>4</sup> )
Mountain .....	40	2	5	3	16	8	2	1	1
Pacific .....	46	1	8	3	10	7	3	1	1

See footnotes at end of table.

**Table 12. Percent of workers with access to nonproduction bonus by type of bonus and stock options, by selected characteristics, private industry, National Compensation Survey,<sup>1</sup> March 2003 — Continued**

Characteristic	Nonproduction bonuses <sup>2</sup>							Stock options <sup>3</sup>
	Hiring bonus	Longevity bonus	Referral bonus	Retention bonus	Union-related bonus	Management incentive bonus	Other bonus	
All workers .....	2	2	8	1	( <sup>4</sup> )	2	5	8
<b>Worker characteristics:<sup>5</sup></b>								
White-collar occupations .....	3	1	9	1	( <sup>4</sup> )	2	6	12
Blue-collar occupations .....	1	2	5	( <sup>4</sup> )	( <sup>4</sup> )	1	<sup>c4</sup>	6
Service occupations .....	1	1	9	( <sup>4</sup> )	-	( <sup>4</sup> )	<sup>c2</sup>	2
Full time .....	2	2	9	1	( <sup>4</sup> )	2	6	10
Part time .....	1	1	<sup>c6</sup>	1	-	( <sup>4</sup> )	2	4
Union .....	( <sup>4</sup> )	1	3	( <sup>4</sup> )	1	3	<sup>c5</sup>	8
Nonunion .....	2	2	9	1	-	2	5	8
Average wage less than \$15 per hour ..	1	2	8	( <sup>4</sup> )	( <sup>4</sup> )	1	4	6
Average wage \$15 per hour or higher ..	3	1	9	1	( <sup>4</sup> )	3	<sup>c6</sup>	13
<b>Establishment characteristics:</b>								
Goods-producing .....	1	2	7	( <sup>4</sup> )	( <sup>4</sup> )	<sup>c2</sup>	<sup>c6</sup>	9
Service-producing .....	2	1	9	1	( <sup>4</sup> )	2	<sup>c4</sup>	8
1-99 workers .....	1	1	5	1	( <sup>4</sup> )	2	4	4
100 workers or more .....	3	2	11	1	( <sup>4</sup> )	2	6	14
<b>Geographic areas:</b>								
Metropolitan areas .....	2	2	8	1	( <sup>4</sup> )	2	5	9
Nonmetropolitan areas .....	1	2	6	( <sup>4</sup> )	( <sup>4</sup> )	1	4	3
New England .....	2	4	8	3	( <sup>4</sup> )	2	5	8
Middle Atlantic .....	2	2	9	1	( <sup>4</sup> )	2	<sup>c5</sup>	7
East North Central .....	1	2	8	( <sup>4</sup> )	( <sup>4</sup> )	1	<sup>c8</sup>	7
West North Central .....	2	( <sup>4</sup> )	6	1	( <sup>4</sup> )	3	2	3
South Atlantic .....	2	2	11	1	( <sup>4</sup> )	2	3	10
East South Central .....	4	1	11	-	-	2	6	7
West South Central .....	4	( <sup>4</sup> )	7	( <sup>4</sup> )	( <sup>4</sup> )	1	4	10
Mountain .....	2	1	8	1	-	3	2	7
Pacific .....	1	1	4	( <sup>4</sup> )	( <sup>4</sup> )	2	5	13

<sup>1</sup> The survey covers all 50 States and the District of Columbia.

<sup>2</sup> See the Technical Note for definitions.

<sup>3</sup> The BLS summary originally issued April 2004 had incorrect estimates for stock options. See the Technical Note for a definition of stock options.

<sup>4</sup> Less than 0.5 percent.

<sup>5</sup> A classification system involving about 480 individual occupations is used to cover all workers in the civilian economy. Employees are classified as working full-time or part-time based on the definitions used by each establishment. Union workers are those whose wages are

determined through collective bargaining. Averages for occupations within an establishment were used to produce estimates for wages below \$15 and \$15 per hour or more. See the Technical Note for more information.

<sup>c</sup> Corrected.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category or data do not meet publication criteria.