

Table 26. Nonproduction bonuses and stock options: Access, private industry workers, National Compensation Survey, March 2007

(All workers = 100 percent)

Characteristics	Nonproduction bonus ¹								Stock options ¹
	All nonproduction bonuses	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Referral bonus	Other bonus	
All workers	47	5	^c 4	12	11	^c 4	8	^c 6	8
Worker characteristics									
Management, professional, and related	55	^c 7	^c 6	14	7	^c 7	11	^c 9	14
Service	33	1	^c 5	7	^c 7	2	8	3	2
Sales and office	48	5	3	13	14	^c 4	7	^c 6	10
Natural resources, construction, and maintenance	48	5	3	15	^c 14	3	4	5	5
Production, transportation, and material moving	50	8	3	10	12	5	^c 6	^c 5	8
Full time	52	^c 6	5	13	^c 11	^c 5	8	^c 7	10
Part time	30	1	2	7	^c 8	1	7	3	4
Union	39	7	^c 5	6	5	6	5	^c 5	9
Nonunion	48	5	4	12	^c 11	^c 4	8	^c 6	8
Average wage less than \$15 per hour ²	41	3	^c 3	9	12	3	7	4	5
Average wage \$15 per hour or higher ²	55	^c 8	5	15	9	^c 6	9	^c 8	12
Establishment characteristics									
Goods producing	53	^c 11	3	14	12	^c 5	5	^c 7	8
Service providing	46	4	^c 4	11	^c 10	4	9	6	8
1 to 99 workers	46	4	3	14	14	3	5	5	4
100 workers or more	49	^c 6	6	9	7	^c 6	^c 11	^c 7	13
Geographic areas									
Metropolitan areas	47	^c 5	4	12	10	5	^c 8	^c 6	9
Nonmetropolitan areas	47	5	^c 4	12	^c 14	3	5	4	4
New England	54	^c 5	^c 6	10	^c 14	8	10	^c 3	8
Middle Atlantic	44	3	4	11	8	^c 7	8	^c 6	7
East North Central	50	8	3	13	11	^c 6	10	^c 7	9
West North Central	48	6	4	16	9	2	^c 7	^c 4	7
South Atlantic	50	4	3	12	13	4	9	^c 6	9
East South Central	52	2	^c 8	14	12	^c 2	7	5	5
West South Central	44	5	4	7	16	1	7	6	9
Mountain	46	4	4	13	10	4	5	^c 5	8
Pacific	42	^c 6	^c 5	10	7	4	6	^c 7	11

¹ See Technical Note for definitions. The following nonproduction bonuses were provided to less than 5 percent of all employees and are not published separately: Attendance bonus, safety bonus, suggestion bonus, hiring bonus, longevity bonus, retention bonus, union-related bonus, and management incentive bonus.

² The wage breakout is based on the average wage for each occupation surveyed, which may include workers both above and below the threshold. See Technical Note for more details.

^c Corrected.