

Table 27. Nonproduction bonuses and stock options:¹ Access, private industry workers, National Compensation Survey, March 2008

(All workers = 100 percent)

Characteristics	Nonproduction bonus								Stock options
	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	6	5	12	11	5	8	7	8
Worker characteristics									
Management, professional, and related	55	8	7	15	7	8	12	12	14
Management, business, and financial	60	10	7	19	7	7	11	16	18
Professional and related	53	8	6	12	7	9	12	10	11
Service	33	2	6	7	8	2	8	3	2
Sales and office	49	5	3	13	14	5	7	7	10
Sales and related	41	3	1	9	15	2	5	5	11
Office and administrative support	55	6	4	16	13	6	9	8	9
Natural resources, construction, and maintenance	48	5	4	15	14	3	4	6	6
Construction, extraction, farming, fishing, and forestry	43	4	1	16	15	2	1	5	2
Installation, maintenance, and repair	54	7	6	15	13	4	7	8	9
Production, transportation, and material moving	49	8	3	10	12	6	6	7	8
Production	53	11	3	11	11	8	7	7	8
Transportation and material moving	45	5	3	10	13	4	5	7	7
Full time	52	7	5	14	11	6	8	8	9
Part time	31	1	2	7	9	2	7	4	5
Union	39	8	6	6	4	7	6	7	9
Nonunion	48	5	4	13	12	5	8	7	8
Average wage within the following percentiles: ²									
Less than 10	29	1	3	8	11	1	5	3	4
10 to under 25	37	2	4	7	11	2	8	3	4
25 to under 50	48	4	4	11	14	5	8	6	7
50 to under 75	52	7	3	15	12	6	7	8	9
75 to under 90	55	10	6	14	7	8	10	10	12
90 or greater	59	12	9	16	5	8	11	15	18
Establishment characteristics									
Goods-producing industries	52	13	3	14	12	7	6	10	8
Construction	44	3	1	18	16	3	2	4	1
Manufacturing	56	17	3	13	10	9	8	13	11

See footnotes at end of table.

Table 27. Nonproduction bonuses and stock options:¹ Access, private industry workers, National Compensation Survey, March 2008—Continued

(All workers = 100 percent)

Characteristics	Nonproduction bonus								Stock options
	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	
Service-providing industries	46	4	5	11	11	4	9	6	8
Trade, transportation, and utilities	46	5	3	11	16	3	5	7	9
Wholesale trade	58	11	2	18	15	6	5	6	6
Retail trade	41	1	2	8	18	2	6	4	10
Transportation and warehousing	49	11	6	9	12	2	3	17	8
Utilities	58	4	—	16	—	7	—	—	23
Information	60	3	15	10	5	3	16	—	33
Financial activities	66	7	5	26	8	5	12	14	21
Finance and insurance	71	9	7	27	7	5	13	16	25
Credit intermediation and related activities	70	5	4	29	7	5	12	20	27
Insurance carriers and related activities	69	16	11	19	10	5	16	7	21
Real estate and rental and leasing	50	—	—	22	13	5	7	6	—
Professional and business services	50	6	5	15	8	5	11	7	10
Professional and technical services	65	12	6	25	11	3	11	10	11
Administrative and waste services	36	—	3	6	4	5	12	—	6
Education and health services	44	2	4	6	10	9	12	6	1
Educational services	24	—	3	—	2	10	3	2	2
Junior colleges, colleges, and universities	23	—	2	1	2	13	3	3	4
Health care and social assistance	47	2	4	6	11	9	14	7	1
Leisure and hospitality	30	1	—	8	7	—	6	2	3
Accommodation and food services	29	2	—	8	6	—	6	2	2
Other services	39	1	3	11	13	—	5	3	2
1 to 99 workers	45	4	3	14	14	3	5	5	4
1 to 49 workers	46	4	2	15	17	3	3	5	3
50 to 99 workers	41	5	4	11	7	4	8	6	6
100 workers or more	50	7	6	10	7	7	12	9	13
100 to 499 workers	47	4	4	9	9	6	10	6	12
500 workers or more	54	11	10	11	4	9	14	13	15
Geographic areas									
Metropolitan areas	47	6	4	12	10	5	9	8	9
Nonmetropolitan areas	47	5	—	12	14	3	5	4	4
New England	53	5	6	11	14	8	10	4	8
Middle Atlantic	44	3	4	11	8	8	8	7	6
East North Central	48	8	3	13	11	8	10	9	9
West North Central	48	7	5	16	10	2	8	7	7
South Atlantic	51	4	3	12	12	4	9	8	9
East South Central	52	—	—	15	—	—	7	5	5
West South Central	45	6	5	8	16	1	7	6	9
Mountain	45	4	4	14	10	4	5	6	7
Pacific	43	7	6	11	7	4	6	9	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 percentile groupings are based on the average wage for each occupation

surveyed, which may include workers both above and below the threshold. The percentile values are based on the estimates published in the "National Compensation Survey: Occupational Earnings in the United States, 2007." See Technical Note for more details.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria.