

**Table 27. Nonproduction bonuses:<sup>1</sup> Access, civilian workers,<sup>2</sup> National Compensation Survey, March 2008**

(All workers = 100 percent)

Characteristics	Nonproduction bonus							
	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 .....	44	5	5	10	9	6	7	7
<b>Worker characteristics</b>								
Management, professional, and related .....	47	6	6	10	5	9	8	10
Management, business, and financial .....	56	8	8	16	6	8	9	14
Professional and related .....	44	5	5	8	5	10	8	8
Teachers .....	24	—	3	1	1	12	1	5
Primary, secondary, and special education school teachers .....	28	—	3	—	1	16	—	6
Registered nurses .....	50	2	5	—	3	9	18	6
Service .....	33	1	6	6	7	4	7	4
Sales and office .....	48	4	3	12	13	5	7	7
Sales and related .....	41	3	2	9	15	2	5	5
Office and administrative support .....	52	5	5	14	12	7	8	8
Natural resources, construction, and maintenance .....	46	5	4	14	13	4	4	6
Construction, extraction, farming, fishing, and forestry .....	41	4	2	14	13	3	1	5
Installation, maintenance, and repair .....	52	7	6	14	12	4	7	8
Production, transportation, and material moving ...	48	8	3	10	12	6	6	7
Production .....	52	11	3	11	11	8	7	7
Transportation and material moving .....	44	5	3	9	12	4	5	7
Full time .....	49	6	5	11	10	7	7	8
Part time .....	29	1	2	6	8	2	6	3
Union .....	36	5	5	3	3	13	3	6
Nonunion .....	46	5	4	12	11	5	8	7
Average wage within the following percentiles: <sup>3</sup>								
Less than 10 .....	28	1	3	7	10	1	5	3
10 to under 25 .....	36	2	3	7	11	3	7	3
25 to under 50 .....	46	4	4	11	12	6	7	6
50 to under 75 .....	49	6	4	13	10	7	6	8
75 to under 90 .....	50	8	7	11	5	10	8	10
90 or greater .....	51	9	8	12	4	11	9	12

See footnotes at end of table.

**Table 27. Nonproduction bonuses:<sup>1</sup> Access, civilian workers,<sup>2</sup> National Compensation Survey, March 2008—Continued**

(All workers = 100 percent)

Characteristics	Nonproduction bonus							
	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
<b>Establishment characteristics</b>								
Goods-producing industries .....	52	13	3	14	11	7	6	10
Service-providing industries .....	43	3	5	9	9	6	7	6
Education and health services .....	36	1	4	4	6	10	8	5
Educational services .....	22	—	3	1	1	11	1	4
Elementary and secondary schools .....	23	—	2	—	1	13	—	4
Junior colleges, colleges, and universities .....	21	—	6	1	1	7	1	4
Health care and social assistance .....	47	2	5	6	11	9	13	7
Hospitals .....	47	2	4	2	3	12	19	6
Public administration .....	38	—	8	—	1	14	2	6
1 to 99 workers .....	44	4	3	14	14	3	4	5
1 to 49 workers .....	45	4	2	15	16	3	3	5
50 to 99 workers .....	41	5	4	11	7	5	8	6
100 workers or more .....	45	5	6	7	5	8	9	8
100 to 499 workers .....	45	4	4	8	8	7	9	6
500 workers or more .....	45	7	8	7	3	10	9	10
<b>Geographic areas</b>								
New England .....	51	5	5	9	12	10	8	4
Middle Atlantic .....	41	3	3	9	6	9	7	7
East North Central .....	46	7	3	11	10	10	9	8
West North Central .....	43	6	4	14	9	3	6	6
South Atlantic .....	48	4	4	10	11	4	8	8
East South Central .....	46	—	—	12	10	—	6	5
West South Central .....	43	5	4	7	14	2	6	6
Mountain .....	42	4	5	12	9	4	4	6
Pacific .....	41	6	7	10	6	7	5	8

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> 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.