

**Table 43. Standard errors for nonproduction bonuses: Access, private industry workers, National Compensation Survey, March 2011**

Characteristics	All nonproduction bonuses	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus <sup>1</sup>
All workers .....	0.6	0.2	0.3	0.4	0.4	0.3	0.2	0.3	0.4
<b>Worker characteristics</b>									
Management, professional, and related .....	1.1	0.6	0.6	0.7	0.5	0.8	0.4	0.6	0.8
Management, business, and financial .....	1.4	0.9	0.8	1.0	0.6	0.8	0.5	0.5	1.4
Professional and related .....	1.3	0.8	0.7	0.8	0.7	1.0	0.4	0.8	0.9
Service .....	1.6	0.2	0.5	0.9	0.8	0.3	0.3	0.7	0.7
Protective service .....	6.0	0.3	–	0.6	1.5	–	2.9	–	0.7
Sales and office .....	0.9	0.3	0.3	0.5	0.7	0.4	0.5	0.4	0.5
Sales and related .....	1.3	0.4	0.4	0.6	0.8	0.4	0.8	0.4	0.6
Office and administrative support .....	1.0	0.4	0.4	0.7	0.8	0.5	0.4	0.5	0.6
Natural resources, construction, and maintenance .....	1.5	0.5	0.4	1.0	1.1	0.3	0.4	0.5	1.0
Construction, extraction, farming, fishing, and forestry .....	2.1	0.7	0.5	1.8	1.5	0.4	0.6	0.4	1.4
Installation, maintenance, and repair .....	1.8	0.7	0.8	1.2	1.4	0.5	0.5	0.8	1.3
Production, transportation, and material moving ...	1.2	0.7	0.4	0.7	0.7	0.5	0.3	0.6	0.8
Production .....	1.6	1.1	0.4	0.9	0.9	0.9	0.5	0.7	0.9
Transportation and material moving .....	1.6	0.5	0.5	0.9	0.8	0.5	0.3	0.7	1.2
Full time .....	0.7	0.3	0.4	0.4	0.5	0.4	0.3	0.3	0.4
Part time .....	1.0	0.2	0.3	0.5	0.6	0.2	0.3	0.5	0.4
Union .....	1.7	0.5	0.7	0.7	0.7	0.9	0.3	0.4	1.5
Nonunion .....	0.7	0.3	0.3	0.4	0.4	0.3	0.3	0.3	0.4
Average wage within the following categories: <sup>2</sup>									
Lowest 25 percent .....	1.1	0.2	0.3	0.7	0.6	0.2	0.3	0.5	0.5
Lowest 10 percent .....	1.9	0.2	0.5	1.1	1.0	( <sup>3</sup> )	0.2	0.9	0.8
Second 25 percent .....	1.1	0.4	0.4	0.6	0.7	0.4	0.6	0.5	0.5
Third 25 percent .....	1.0	0.4	0.3	0.6	0.6	0.6	0.2	0.4	0.6
Highest 25 percent .....	1.1	0.6	0.7	0.7	0.5	0.6	0.2	0.5	0.8
Highest 10 percent .....	1.3	1.0	1.0	0.9	0.6	0.8	0.2	0.8	1.2
<b>Establishment characteristics</b>									
Goods-producing industries .....	1.2	0.8	0.4	0.8	0.8	0.7	0.3	0.4	0.8
Construction .....	2.1	0.7	0.5	1.7	1.5	0.5	0.5	–	1.2
Manufacturing .....	1.5	1.0	0.5	0.9	0.9	0.9	0.4	0.6	1.1
Service-providing industries .....	0.7	0.3	0.3	0.4	0.4	0.4	0.3	0.3	0.4
Trade, transportation, and utilities .....	0.9	0.3	0.3	0.6	0.7	0.3	0.6	0.4	0.5
Wholesale trade .....	2.2	0.9	0.6	1.6	1.2	0.8	( <sup>3</sup> )	0.8	1.2
Retail trade .....	1.2	0.3	0.3	0.6	0.9	0.4	1.0	0.6	0.5
Transportation and warehousing .....	2.9	1.2	1.4	1.2	1.6	0.8	0.7	0.8	2.1
Utilities .....	5.4	1.0	2.3	3.9	–	1.6	–	–	3.8

See footnotes at end of table.

**Table 43. Standard errors for nonproduction bonuses: Access, private industry workers, National Compensation Survey, March 2011—Continued**

Characteristics	All nonproduction bonuses	Cash profit-sharing bonus	Employee recognition bonus	End-of-year bonus	Holiday bonus	Payment in lieu of benefits bonus	Longevity bonus	Referral bonus	Other bonus <sup>1</sup>
Information .....	2.9	0.7	2.3	1.5	1.1	1.2	—	1.9	2.7
Financial activities .....	1.6	0.8	0.7	1.5	0.9	0.5	0.4	0.7	1.3
Finance and insurance .....	1.6	1.0	0.6	1.4	0.7	0.6	0.4	0.8	1.4
Credit intermediation and related activities .....	2.0	1.3	0.8	1.8	1.0	0.9	0.3	1.1	2.0
Insurance carriers and related activities .....	2.6	2.1	1.4	1.8	1.2	0.9	1.0	1.4	2.1
Real estate and rental and leasing .....	4.4	—	2.1	2.5	3.0	1.2	—	1.4	2.2
Professional and business services .....	1.7	1.0	0.8	1.2	1.0	0.9	0.6	1.0	1.2
Professional and technical services .....	2.9	1.8	1.6	2.4	1.6	1.3	0.7	1.7	1.8
Administrative and waste services .....	2.5	1.3	0.5	1.0	1.1	1.2	0.6	1.6	1.9
Education and health services .....	1.8	0.4	0.6	1.1	1.0	1.3	0.5	0.8	0.9
Educational services .....	2.0	—	1.0	—	0.9	1.2	—	0.3	0.7
Junior colleges, colleges, and universities .....	1.4	—	0.3	( <sup>3</sup> )	0.4	1.5	—	0.5	0.4
Health care and social assistance .....	2.1	0.5	0.7	1.3	1.2	1.5	0.6	0.9	1.0
Leisure and hospitality .....	2.7	( <sup>3</sup> )	1.3	1.3	1.3	0.2	0.4	0.9	1.2
Accommodation and food services .....	2.6	—	1.1	1.4	1.3	—	—	1.0	1.4
Other services .....	2.7	0.5	1.0	2.2	1.7	1.4	—	—	1.1
1 to 99 workers .....	0.9	0.3	0.3	0.6	0.6	0.3	0.2	0.4	0.5
1 to 49 workers .....	1.0	0.4	0.3	0.7	0.7	0.3	0.2	0.3	0.5
50 to 99 workers .....	1.6	0.6	0.7	1.0	0.9	0.7	0.5	1.3	1.0
100 workers or more .....	0.8	0.4	0.5	0.5	0.4	0.6	0.4	0.5	0.5
100 to 499 workers .....	1.1	0.5	0.4	0.5	0.6	0.5	0.5	0.6	0.7
500 workers or more .....	1.7	0.7	1.0	0.9	0.6	1.1	0.5	0.9	1.1
<b>Geographic areas</b>									
New England .....	3.7	1.6	0.5	1.2	1.9	0.9	0.6	0.4	0.8
Middle Atlantic .....	1.8	0.4	0.6	1.3	1.1	1.1	0.6	0.6	0.9
East North Central .....	1.7	0.5	1.1	0.9	0.7	1.5	0.7	0.5	0.7
West North Central .....	2.7	1.2	0.7	1.1	1.1	0.6	0.5	1.5	0.9
South Atlantic .....	1.5	0.4	0.4	0.9	1.0	0.6	0.6	0.9	0.9
East South Central .....	3.3	1.1	—	2.2	2.4	0.9	1.6	1.2	2.6
West South Central .....	1.7	1.1	0.5	1.1	0.9	0.4	0.4	1.0	1.3
Mountain .....	1.9	0.9	1.2	1.3	2.0	1.1	0.9	1.0	1.0
Pacific .....	1.4	0.5	0.6	0.9	0.6	0.5	0.3	0.3	0.8

<sup>1</sup> Includes all other bonuses provided to employees and not published separately.

<sup>2</sup> 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.

<sup>3</sup> Less than 0.05.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. 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](http://www.bls.gov/ncs/ebs/glossary20102011.htm).