

Table 43. Nonproduction bonuses: Access, private industry workers, National Compensation Survey, March 2011

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ¹	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 ²
All workers	44	5	4	11	10	5	3	6	12
Worker characteristics									
Management, professional, and related	52	8	6	13	6	9	2	9	16
Management, business, and financial	60	9	7	19	6	8	2	8	19
Professional and related	49	8	6	10	6	9	2	9	15
Service	29	1	3	6	8	3	2	6	7
Protective service	32	1	—	2	4	—	8	—	2
Sales and office	47	4	3	12	13	5	7	6	10
Sales and related	41	2	2	9	14	3	12	3	7
Office and administrative support	51	5	4	14	12	6	4	7	12
Natural resources, construction, and maintenance	45	5	3	13	14	2	2	3	13
Construction, extraction, farming, fishing, and forestry	42	4	2	15	14	2	1	1	10
Installation, maintenance, and repair	48	6	5	11	13	3	3	4	16
Production, transportation, and material moving	43	7	2	10	10	5	2	4	14
Production	48	10	2	12	10	6	2	5	16
Transportation and material moving	39	4	2	8	10	4	1	4	13
Full time	50	6	4	12	11	6	3	6	14
Part time	27	1	2	5	6	2	3	5	5
Union	37	7	4	4	3	8	1	3	19
Nonunion	44	5	4	11	10	5	4	6	11
Average wage within the following categories: ³									
Lowest 25 percent	29	1	2	6	8	1	3	5	5
Lowest 10 percent	24	1	1	6	8	(⁴)	1	4	4
Second 25 percent	46	4	3	10	14	5	6	6	10
Third 25 percent	48	6	4	13	10	7	2	5	13
Highest 25 percent	55	10	7	14	6	8	1	8	20
Highest 10 percent	58	11	8	15	5	9	1	9	19
Establishment characteristics									
Goods-producing industries	51	11	3	14	11	6	1	5	17
Construction	45	4	2	18	16	2	1	—	8
Manufacturing	54	14	3	13	9	8	2	6	20
Service-providing industries	42	4	4	10	9	5	4	6	11
Trade, transportation, and utilities	43	3	3	9	14	3	9	3	9
Wholesale trade	49	6	2	17	10	5	(⁴)	3	14
Retail trade	41	1	2	7	18	2	14	4	5
Transportation and warehousing	41	9	6	6	9	2	2	2	17
Utilities	59	2	7	19	—	6	—	—	24

See footnotes at end of table.

Table 43. Nonproduction bonuses: Access, private industry workers, National Compensation Survey, March 2011—Continued

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ¹	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 ²
Information	60	2	12	11	4	6	—	8	31
Financial activities	67	10	7	23	9	4	2	9	21
Finance and insurance	72	11	8	26	7	4	2	11	25
Credit intermediation and related activities	74	9	6	26	7	5	1	11	26
Insurance carriers and related activities	67	15	11	20	7	4	3	11	25
Real estate and rental and leasing	48	—	5	12	17	4	—	3	8
Professional and business services	46	8	5	12	8	6	2	9	11
Professional and technical services	61	14	7	18	11	6	1	10	11
Administrative and waste services	29	3	2	5	5	4	2	8	8
Education and health services	40	1	3	7	7	9	3	9	10
Educational services	20	—	3	—	3	10	—	1	3
Junior colleges, colleges, and universities	21	—	2	(⁴)	1	13	—	3	2
Health care and social assistance	43	2	3	7	8	9	3	10	11
Leisure and hospitality	25	(⁴)	3	5	7	1	1	4	6
Accommodation and food services	24	—	3	5	7	—	—	4	6
Other services	31	1	2	11	8	5	—	—	4
1 to 99 workers	40	4	3	13	12	3	1	3	8
1 to 49 workers	40	4	2	13	13	3	1	2	7
50 to 99 workers	42	4	5	12	8	4	2	7	11
100 workers or more	47	6	5	8	7	7	6	9	16
100 to 499 workers	43	4	3	7	9	5	8	7	12
500 workers or more	54	9	6	10	4	10	3	12	22
Geographic areas									
New England	43	5	3	8	12	7	2	6	8
Middle Atlantic	43	3	3	11	8	8	2	6	11
East North Central	45	6	4	12	8	8	4	7	14
West North Central	43	7	3	12	8	3	3	7	11
South Atlantic	46	4	4	10	12	3	4	8	12
East South Central	47	4	—	9	14	2	6	5	15
West South Central	46	6	4	11	13	2	3	6	14
Mountain	47	6	5	11	13	5	2	5	9
Pacific	37	5	4	11	6	4	3	3	10

¹ The sum of the individual components may be greater than the total because some employees may have access to more than one type of nonproduction bonus.

² Includes all other bonuses provided to employees and not published separately.

³ 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.

Occupational Earnings in the United States, 2010." See Technical Note for more details.

⁴ Less than 0.5 percent.

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.