

Table 20. Percent of workers with access to nonproduction bonus by type of bonus and stock options, by selected characteristics, private industry, National Compensation Survey, March 2004

Characteristics	Nonproduction bonus ¹							
	All nonproduction bonuses	Attendance bonus	Cash profit sharing bonus	Employee recognition bonus	End of year bonus	Holiday bonus	Payment in lieu of benefits bonus	Safety bonus
All workers	47	2	5	^c 4	11	10	4	1
Worker characteristics:								
White-collar occupations	50	1	5	5	12	10	^c 4	(²)
Blue-collar occupations	49	5	7	3	11	12	4	4
Service occupations	33	1	2	^c 5	6	^c 7	2	1
Full time	52	3	6	5	12	11	5	2
Part time	28	1	^c 1	2	6	8	1	(²)
Union	41	5	7	4	5	5	5	2
Nonunion	47	2	^c 4	^c 4	11	^c 10	4	1
Average wage less than \$15 per hour ..	42	3	3	^c 3	9	12	3	1
Average wage \$15 per hour or higher ..	53	2	7	^c 5	13	8	5	1
Establishment characteristics:								
Goods-producing	54	6	11	^c 3	12	11	5	^c 3
Service-producing	45	1	3	^c 4	10	10	^c 3	1
1-99 workers	45	1	4	3	13	13	3	1
100 workers or more	49	4	6	6	8	6	5	2
Geographic areas:								
Metropolitan areas	47	2	^c 4	^c 4	11	^c 9	4	1
Nonmetropolitan areas	45	3	6	4	10	13	3	3
New England	49	1	3	^c 6	6	9	8	^c 1
Middle Atlantic	44	2	3	4	12	5	^c 5	1
East North Central	55	5	8	4	13	14	6	1
West North Central	45	3	4	5	15	^c 9	2	1
South Atlantic	48	2	3	^c 4	10	11	4	2
East South Central	47	4	3	^c 7	14	12	^c 2	1
West South Central	46	2	^c 3	2	8	^c 15	(²)	3
Mountain	45	1	5	4	12	9	3	1
Pacific	38	1	^c 7	^c 3	8	5	2	1

See footnotes at end of table.

Table 20. Percent of workers with access to nonproduction bonus by type of bonus and stock options, by selected characteristics, private industry, National Compensation Survey, March 2004 — Continued

Characteristics	Nonproduction bonus ¹								Stock option ¹
	Suggestion bonus	Hiring bonus	Longevity bonus	Referral bonus	Retention bonus	Union-related bonus	Management incentive bonus	Other bonus	
All workers	1	2	^c 1	8	1	1	1	5	8
Worker characteristics:									
White-collar occupations	1	2	1	9	1	(²)	2	^c 6	12
Blue-collar occupations	2	1	2	5	(²)	2	1	4	6
Service occupations	1	2	1	8	(²)	(²)	1	^c 2	2
Full time	1	2	2	8	1	1	2	6	10
Part time	1	1	1	^c 5	1	-	(²)	2	4
Union	4	1	1	3	1	^c 5	3	^c 4	7
Nonunion	1	2	2	8	1	-	1	5	9
Average wage less than \$15 per hour ..	1	1	2	7	(²)	(²)	1	^c 3	5
Average wage \$15 per hour or higher ..	2	3	1	8	1	1	3	8	13
Establishment characteristics:									
Goods-producing	3	1	2	6	1	2	2	^c 6	9
Service-producing	1	2	1	8	1	(²)	1	5	8
1-99 workers	1	1	1	4	(²)	(²)	1	4	4
100 workers or more	2	3	2	12	1	1	2	^c 6	14
Geographic areas:									
Metropolitan areas	2	2	2	8	1	1	^c 1	^c 5	9
Nonmetropolitan areas	1	1	1	5	(²)	(²)	1	3	4
New England	1	2	2	9	2	-	3	4	10
Middle Atlantic	1	1	2	8	1	1	1	^c 5	7
East North Central	3	2	2	10	(²)	1	1	^c 7	8
West North Central	(²)	2	1	5	1	1	1	2	3
South Atlantic	1	3	2	10	(²)	(²)	1	5	10
East South Central	3	2	1	8	-	(²)	2	5	6
West South Central	1	3	1	7	(²)	(²)	1	5	9
Mountain	1	1	1	^c 8	1	(²)	3	4	6
Pacific	1	1	1	3	1	(²)	2	4	12

¹ See the Technical Note for definitions.

² Less than 0.5 percent.

^c Corrected.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category or data do not meet publication criteria.