

Table 38. Nonproduction bonuses: Access, civilian workers,¹ National Compensation Survey, March 2009

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ²	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 ³
All workers	44	4	4	10	9	6	3	6	13
Worker characteristics									
Management, professional, and related	47	6	6	9	4	9	3	8	16
Management, business, and financial	57	8	8	16	6	8	2	8	21
Professional and related	43	5	6	7	4	9	3	7	14
Teachers	24	—	3	1	1	11	2	—	9
Primary, secondary, and special education school teachers	28	—	4	—	1	14	3	—	11
Registered nurses	50	1	5	7	4	10	3	18	17
Service	33	1	5	6	7	4	3	6	8
Protective service	42	(⁴)	8	4	4	7	10	9	13
Sales and office	48	4	3	12	13	5	6	6	11
Sales and related	42	3	2	9	16	3	9	4	9
Office and administrative support	51	5	4	13	12	7	4	7	13
Natural resources, construction, and maintenance	46	5	3	14	12	3	3	4	14
Construction, extraction, farming, fishing, and forestry	41	4	2	14	12	3	2	1	11
Installation, maintenance, and repair	51	6	5	14	11	4	3	7	18
Production, transportation, and material moving ...	46	7	3	10	11	5	2	5	16
Production	50	10	2	12	10	6	1	6	18
Transportation and material moving	43	4	3	9	11	5	2	4	14
Full time	48	5	5	11	9	7	4	7	15
Part time	28	1	2	6	7	2	3	5	5
Union	36	4	5	3	2	12	3	3	16
Nonunion	45	4	4	11	10	5	3	7	12
Wage percentiles: ⁵									
Lowest 10 percent	28	1	3	6	10	1	1	5	5
Lowest 25 percent	33	1	3	7	10	2	4	5	7
Second 25 percent	46	4	3	11	12	6	4	7	12
Third 25 percent	48	5	4	12	9	7	3	6	14
Highest 25 percent	50	8	7	10	5	9	2	8	19
Highest 10 percent	51	9	8	10	4	10	2	8	18
Establishment characteristics									
Goods-producing industries	51	11	3	14	11	6	1	5	18
Service-providing industries	42	3	5	9	9	6	4	7	12
Education and health services	36	1	4	4	5	10	3	7	10
Educational services	22	(⁴)	3	1	1	11	3	1	8
Elementary and secondary schools	24	—	2	—	1	12	3	—	9
Junior colleges, colleges, and universities	20	(⁴)	5	(⁴)	(⁴)	8	2	1	5
Health care and social assistance	46	2	4	6	9	9	3	12	12
Hospitals	48	2	4	3	2	14	4	18	16
Public administration	40	—	7	—	1	13	9	1	16

See footnotes at end of table.

Table 38. Nonproduction bonuses: Access, civilian workers,¹ National Compensation Survey, March 2009—Continued

(All workers = 100 percent)

Characteristics	All nonproduction bonuses ²	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 ³
1 to 99 workers	43	4	3	14	13	3	2	4	9
1 to 49 workers	44	4	2	14	15	3	2	3	8
50 to 99 workers	41	4	5	12	6	5	2	6	11
100 workers or more	45	5	6	7	5	8	5	9	16
100 to 499 workers	44	3	4	7	8	6	6	9	14
500 workers or more	45	6	8	6	3	10	3	9	18
Geographic areas									
New England	49	5	5	7	12	9	3	7	12
Middle Atlantic	42	3	4	9	6	9	2	6	13
East North Central	45	7	3	11	9	8	4	7	13
West North Central	43	5	4	13	8	3	3	7	12
South Atlantic	47	3	4	9	11	3	5	9	15
East South Central	44	3	—	12	10	2	5	5	12
West South Central	44	5	4	8	12	3	3	6	15
Mountain	40	4	3	10	10	6	2	3	10
Pacific	41	5	6	10	5	7	2	5	11

¹ 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.

² 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.

³ Includes all other bonuses provided to employees and not published separately.

⁴ Less than 0.5 percent.

⁵ 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, 2008." See Technical Note for more details.

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/glossary20082009.htm.