

Table 38. Nonproduction bonuses: Access, private industry workers, National Compensation Survey, March 2009

(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	46	5	4	11	10	5	3	7	13
Worker characteristics									
Management, professional, and related	55	8	7	13	6	8	2	11	18
Management, business, and financial	62	9	8	19	7	7	1	10	22
Professional and related	51	7	6	11	6	8	2	11	16
Service	33	1	5	7	8	3	2	7	7
Protective service	43	1	—	7	7	2	6	—	—
Sales and office	49	4	3	13	14	5	6	7	11
Sales and related	43	3	2	9	16	3	9	4	9
Office and administrative support	54	5	4	15	13	6	3	8	13
Natural resources, construction, and maintenance	47	5	3	15	13	3	2	5	14
Construction, extraction, farming, fishing, and forestry	42	4	2	15	14	2	2	1	11
Installation, maintenance, and repair	52	6	5	15	12	3	2	8	18
Production, transportation, and material moving	47	8	3	11	11	5	2	5	16
Production	51	10	2	12	10	6	1	6	19
Transportation and material moving	44	5	3	10	12	4	2	5	14
Full time	52	6	5	13	11	6	3	8	16
Part time	30	2	2	7	8	2	3	6	6
Union	38	8	5	5	4	7	1	6	19
Nonunion	47	5	4	12	11	5	3	8	13
Wage percentiles:³									
Lowest 10 percent	27	1	3	6	9	1	1	5	5
Lowest 25 percent	33	1	3	7	10	2	3	6	6
Second 25 percent	48	4	3	12	14	5	5	8	12
Third 25 percent	51	6	3	14	11	6	2	6	15
Highest 25 percent	56	10	8	14	6	7	1	10	21
Highest 10 percent	58	12	9	14	5	8	1	10	21
Establishment characteristics									
Goods-producing industries	52	11	3	14	11	6	1	5	18
Construction	44	4	1	18	15	2	2	1	9
Manufacturing	55	15	3	12	9	8	1	7	22
Service-providing industries	45	4	5	11	10	5	3	8	12
Trade, transportation, and utilities	46	4	3	11	16	3	7	4	10
Wholesale trade	56	8	2	19	14	6	2	5	15
Retail trade	42	2	1	8	18	2	11	4	7
Transportation and warehousing	46	9	7	7	11	2	3	4	16
Utilities	58	5	—	26	2	6	—	—	21

See footnotes at end of table.

Table 38. Nonproduction bonuses: Access, private industry workers, National Compensation Survey, March 2009—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	64	3	15	11	5	4	—	21	38
Financial activities	67	8	8	24	9	4	1	11	23
Finance and insurance	72	10	9	25	8	4	1	12	25
Credit intermediation and related activities	72	6	6	27	7	5	1	11	25
Insurance carriers and related activities	70	16	13	18	10	4	—	15	25
Real estate and rental and leasing	51	—	3	21	13	5	—	6	13
Professional and business services	50	7	5	13	8	5	1	9	14
Professional and technical services	65	14	7	20	11	5	1	11	15
Administrative and waste services	33	1	3	6	5	4	2	9	9
Education and health services	43	2	4	6	8	9	3	11	10
Educational services	23	(⁴)	3	3	3	11	—	2	3
Junior colleges, colleges, and universities	22	(⁴)	2	1	1	13	—	2	3
Health care and social assistance	46	2	4	7	9	9	3	13	11
Leisure and hospitality	29	1	6	7	8	1	1	5	6
Accommodation and food services	29	1	6	7	7	—	1	6	7
Other services	36	1	4	12	11	3	1	3	4
1 to 99 workers	44	4	3	14	13	3	1	4	9
1 to 49 workers	44	4	2	15	16	3	1	3	8
50 to 99 workers	42	5	5	12	6	5	2	6	12
100 workers or more	50	6	6	9	7	7	5	11	18
100 to 499 workers	46	4	4	8	9	5	6	10	14
500 workers or more	55	10	8	10	4	9	2	13	22
Geographic areas									
New England	52	6	6	8	14	7	1	9	11
Middle Atlantic	45	3	4	11	7	9	2	7	13
East North Central	47	8	3	12	10	7	3	8	15
West North Central	47	6	5	15	10	2	3	8	13
South Atlantic	50	4	4	11	12	3	4	10	14
East South Central	50	3	—	15	13	—	4	7	14
West South Central	46	6	5	9	14	2	3	7	14
Mountain	43	5	2	11	11	6	2	4	10
Pacific	42	6	4	11	6	4	3	5	12

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 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.

Occupational Earnings in the United States, 2008." 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/eps/glossary20082009.htm.