

Table 41. Nonproduction bonuses: Access, private industry workers, National Compensation Survey, March 2010

(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	8	2	9	17
Management, business, and financial	59	9	7	18	7	7	2	8	20
Professional and related	49	7	6	11	5	9	2	10	16
Service	30	1	4	6	7	2	2	7	6
Protective service	44	1	—	6	5	—	9	—	—
Sales and office	48	4	3	12	14	4	6	6	11
Sales and related	42	2	2	9	15	3	10	4	8
Office and administrative support	52	5	4	14	13	6	3	8	12
Natural resources, construction, and maintenance	47	5	3	14	13	3	2	2	14
Construction, extraction, farming, fishing, and forestry	43	4	2	15	15	2	1	1	11
Installation, maintenance, and repair	50	5	5	13	12	4	2	4	18
Production, transportation, and material moving	44	7	2	10	11	5	2	5	14
Production	49	10	2	12	11	6	2	6	16
Transportation and material moving	39	5	3	8	11	4	2	4	12
Full time	50	6	5	13	11	6	3	7	15
Part time	27	1	2	6	6	2	3	5	5
Union	37	7	4	4	4	8	1	2	18
Nonunion	45	5	4	12	11	5	3	7	11
Average wage within the following categories: ³									
Lowest 25 percent	30	1	2	6	9	1	3	5	5
Lowest 10 percent	24	1	2	5	8	(⁴)	1	4	5
Second 25 percent	46	4	3	11	13	5	6	7	11
Third 25 percent	51	6	4	13	11	6	2	6	14
Highest 25 percent	54	9	7	14	6	8	1	8	20
Highest 10 percent	56	10	8	15	5	9	1	9	19
Establishment characteristics									
Goods-producing industries	52	11	3	14	11	6	1	5	17
Construction	46	4	1	18	17	2	1	—	8
Manufacturing	54	14	3	13	10	7	1	7	20
Service-providing industries	43	4	4	10	10	5	3	7	11
Trade, transportation, and utilities	43	4	3	10	15	3	8	4	9
Wholesale trade	51	7	2	19	12	6	(⁴)	4	14
Retail trade	40	1	1	8	18	2	12	4	6
Transportation and warehousing	41	9	7	5	9	2	2	3	14
Utilities	60	3	11	26	3	8	—	—	21

See footnotes at end of table.

Table 41. Nonproduction bonuses: Access, private industry workers, National Compensation Survey, March 2010—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	2	13	12	4	6	—	6	33
Financial activities	66	8	7	23	9	4	2	10	21
Finance and insurance	71	10	8	25	8	4	1	12	25
Credit intermediation and related activities	73	7	5	28	8	5	1	11	25
Insurance carriers and related activities	66	15	11	18	9	3	3	14	24
Real estate and rental and leasing	46	2	5	17	12	4	2	4	8
Professional and business services	47	7	5	13	8	6	2	9	13
Professional and technical services	60	13	6	20	11	4	—	11	12
Administrative and waste services	32	3	3	5	5	4	1	8	10
Education and health services	41	1	4	6	8	9	3	10	10
Educational services	21	(⁴)	4	—	3	9	—	2	3
Junior colleges, colleges, and universities	21	1	2	—	1	13	—	3	2
Health care and social assistance	44	2	4	7	9	9	3	11	11
Leisure and hospitality	26	(⁴)	4	6	7	—	1	4	6
Accommodation and food services	25	1	4	6	7	—	—	5	6
Other services	32	2	3	11	10	4	—	2	4
1 to 99 workers	41	4	3	13	13	3	1	3	8
1 to 49 workers	41	4	2	13	14	3	1	2	8
50 to 99 workers	39	5	5	10	7	4	1	6	10
100 workers or more	48	6	5	9	7	7	5	10	17
100 to 499 workers	44	4	4	8	10	5	7	9	13
500 workers or more	54	10	7	10	4	9	2	12	22
Geographic areas									
New England	47	5	4	9	14	7	2	8	8
Middle Atlantic	42	3	3	11	7	8	2	6	11
East North Central	45	7	3	12	9	8	3	8	14
West North Central	45	6	4	13	9	2	3	7	11
South Atlantic	47	4	4	10	12	3	4	8	13
East South Central	48	3	—	13	14	2	5	5	14
West South Central	46	6	4	9	13	2	3	7	15
Mountain	44	5	5	11	12	4	3	5	10
Pacific	39	5	4	11	6	5	3	4	11

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, 2009." See Technical Note for more details.

Occupational Earnings in the United States, 2009." 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/glossary20092010.htm.