

**Table 43. Nonproduction bonuses: Access, civilian workers,<sup>1</sup> National Compensation Survey, March 2012**

(All workers = 100 percent)

Characteristics	All nonproduction bonuses <sup>2</sup>	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 <sup>3</sup>
All workers .....	40	5	4	9	7	6	4	5	11
<b>Worker characteristics</b>									
Management, professional, and related .....	45	6	5	9	4	10	3	7	15
Management, business, and financial .....	56	9	7	16	5	9	3	7	18
Professional and related .....	41	5	5	7	4	10	2	7	14
Teachers .....	25	—	2	( <sup>4</sup> )	1	13	2	( <sup>4</sup> )	9
Primary, secondary, and special education school teachers .....	28	—	2	1	—	14	3	—	11
Registered nurses .....	44	1	3	5	2	14	3	14	18
Service .....	28	1	3	5	6	4	3	4	7
Protective service .....	37	( <sup>4</sup> )	9	2	4	10	11	5	11
Sales and office .....	43	4	3	11	11	5	7	5	9
Sales and related .....	38	2	2	7	13	3	12	3	7
Office and administrative support .....	46	5	4	13	9	6	4	6	11
Natural resources, construction, and maintenance .....	41	6	4	10	11	4	3	4	12
Construction, extraction, farming, fishing, and forestry .....	37	4	2	11	12	2	2	—	8
Installation, maintenance, and repair .....	44	8	5	9	10	5	4	7	15
Production, transportation, and material moving ...	41	6	2	9	9	6	2	4	13
Production .....	47	9	2	12	10	6	2	5	16
Transportation and material moving .....	34	4	1	7	8	5	2	4	11
Full time .....	46	6	4	10	8	8	4	6	14
Part time .....	23	1	2	4	5	2	3	4	4
Union .....	37	5	4	3	2	15	3	2	16
Nonunion .....	40	5	3	10	8	5	4	6	11
Average wage within the following categories: <sup>5</sup>									
Lowest 25 percent .....	27	1	2	5	7	2	4	4	5
Lowest 10 percent .....	22	( <sup>4</sup> )	1	5	7	1	1	3	4
Second 25 percent .....	40	4	2	9	11	5	6	5	10
Third 25 percent .....	46	6	4	11	7	8	3	5	13
Highest 25 percent .....	49	8	6	10	4	10	2	7	18
Highest 10 percent .....	52	8	6	11	4	11	2	7	17
<b>Establishment characteristics</b>									
Goods-producing industries .....	50	11	3	13	10	6	1	4	17
Service-providing industries .....	38	4	4	8	7	6	4	5	11
Education and health services .....	33	1	3	5	3	10	3	5	10
Educational services .....	24	—	2	1	1	11	3	( <sup>4</sup> )	8
Elementary and secondary schools .....	25	—	1	1	1	13	3	—	9
Junior colleges, colleges, and universities .....	20	—	4	( <sup>4</sup> )	—	8	2	1	6
Healthcare and social assistance .....	40	2	3	9	4	9	3	9	11
Hospitals .....	48	2	3	5	1	17	3	15	17
Public administration .....	42	—	7	1	2	16	9	—	16

See footnotes at end of table.

**Table 43. Nonproduction bonuses: Access, civilian workers,<sup>1</sup> National Compensation Survey, March 2012—Continued**

(All workers = 100 percent)

Characteristics	All nonproduction bonuses <sup>2</sup>	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 <sup>3</sup>
1 to 99 workers .....	37	4	3	11	10	3	2	3	8
1 to 49 workers .....	36	4	2	11	11	3	1	2	7
50 to 99 workers .....	40	4	4	12	7	4	2	7	10
100 workers or more .....	43	5	4	6	5	9	6	7	15
100 to 499 workers .....	42	4	3	6	8	6	8	7	12
500 workers or more .....	44	7	6	6	2	11	3	7	18
<b>Geographic areas</b>									
New England .....	36	3	2	7	3	9	2	5	10
Middle Atlantic .....	42	3	3	10	6	9	3	4	12
East North Central .....	43	6	4	10	6	9	5	5	14
West North Central .....	36	5	3	10	5	4	3	6	10
South Atlantic .....	41	4	4	7	10	4	5	6	12
East South Central .....	37	5	2	6	10	3	6	3	15
West South Central .....	45	6	3	11	10	3	4	6	12
Mountain .....	41	5	5	9	11	4	3	6	7
Pacific .....	34	4	4	8	5	8	2	3	9

<sup>1</sup> 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.

<sup>2</sup> 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.

<sup>3</sup> Includes all other bonuses provided to employees and not published separately.

<sup>4</sup> Less than 0.5.

<sup>5</sup> 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.

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/glossary20112012.htm](http://www.bls.gov/ncs/ebs/glossary20112012.htm).