

Table 43. Nonproduction bonuses: Access, private industry workers, National Compensation Survey, March 2012

(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	42	5	3	10	8	5	3	6	11
Worker characteristics									
Management, professional, and related	51	9	6	13	5	9	2	9	16
Management, business, and financial	60	10	7	19	6	8	2	8	18
Professional and related	47	8	5	10	5	10	2	10	15
Service	27	1	2	6	7	2	2	4	6
Protective service	27	1	13	—	4	—	—	—	3
Sales and office	44	5	3	12	12	4	7	5	9
Sales and related	38	3	2	8	13	3	12	3	7
Office and administrative support	48	6	4	14	11	5	4	7	11
Natural resources, construction, and maintenance	41	7	4	11	12	3	2	4	12
Construction, extraction, farming, fishing, and forestry	38	4	2	12	13	1	—	—	9
Installation, maintenance, and repair	45	9	6	10	11	4	3	7	15
Production, transportation, and material moving ...	41	7	2	9	9	5	2	5	14
Production	47	9	2	12	10	6	2	5	16
Transportation and material moving	35	4	1	7	8	4	1	4	11
Full time	48	7	4	12	10	6	4	6	14
Part time	24	1	2	5	5	2	3	4	4
Union	37	9	4	6	3	9	1	4	19
Nonunion	42	5	3	11	9	5	4	6	11
Average wage within the following categories: ³									
Lowest 25 percent	26	1	2	5	7	1	4	4	5
Lowest 10 percent	22	—	1	6	8	1	1	3	4
Second 25 percent	41	4	2	9	13	4	6	5	9
Third 25 percent	47	6	4	13	8	7	2	6	12
Highest 25 percent	55	11	6	14	6	8	1	9	20
Highest 10 percent	58	11	8	15	5	9	1	9	19
Establishment characteristics									
Goods-producing industries	50	11	3	13	10	6	1	5	17
Construction	42	5	2	15	15	1	1	—	8
Manufacturing	53	13	3	12	9	8	2	6	20
Service-providing industries	40	4	4	10	8	5	4	6	10
Trade, transportation, and utilities	40	4	2	8	14	3	9	3	8
Wholesale trade	49	6	3	16	11	5	(⁴)	2	14
Retail trade	38	2	1	6	17	2	14	4	4
Transportation and warehousing	37	9	5	8	6	3	2	3	13
Utilities	57	—	5	18	—	4	—	—	23

See footnotes at end of table.

Table 43. Nonproduction bonuses: Access, private industry workers, National Compensation Survey, March 2012—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	60	15	12	10	2	9	—	18	28
Financial activities	67	12	8	21	8	4	2	10	20
Finance and insurance	74	14	9	24	6	4	1	11	23
Credit intermediation and related activities	76	17	6	22	6	5	—	11	23
Insurance carriers and related activities	70	11	15	22	6	4	3	12	26
Real estate and rental and leasing	45	4	6	10	15	3	—	4	9
Professional and business services	44	7	5	12	6	6	2	9	12
Professional and technical services	55	10	8	16	9	7	—	9	14
Administrative and waste services	29	5	3	5	4	4	2	9	7
Education and health services	37	2	3	8	4	9	3	8	9
Educational services	24	—	2	3	5	11	—	1	3
Junior colleges, colleges, and universities	21	—	2	—	—	13	—	3	2
Healthcare and social assistance	39	2	3	9	4	9	3	9	11
Leisure and hospitality	21	—	2	4	8	—	1	2	5
Accommodation and food services	21	—	2	4	8	—	—	3	5
Other services	30	1	2	13	7	5	—	2	4
1 to 99 workers	37	4	3	12	10	3	1	3	8
1 to 49 workers	36	4	2	11	11	3	1	2	7
50 to 99 workers	41	4	4	13	7	4	2	7	10
100 workers or more	47	7	4	9	6	7	6	9	16
100 to 499 workers	43	4	4	7	9	5	8	8	12
500 workers or more	52	11	6	10	3	11	3	10	22
Geographic areas									
New England	35	3	2	8	4	6	—	6	9
Middle Atlantic	44	4	3	12	7	8	3	5	11
East North Central	44	7	4	12	7	8	4	6	14
West North Central	40	6	4	12	6	3	2	7	11
South Atlantic	42	5	4	8	11	3	4	7	11
East South Central	42	6	2	8	12	3	5	4	18
West South Central	47	7	3	13	12	2	4	7	12
Mountain	44	6	5	10	12	5	3	7	7
Pacific	34	5	3	9	6	4	3	4	10

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, 2010." See Technical Note for more details.

⁴ Less than 0.5.

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.