

Table 43. Nonproduction bonuses: Access, civilian workers,¹ National Compensation Survey, March 2013

(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	39	4	3	9	7	6	4	5	11
Worker characteristics									
Management, professional, and related	45	6	5	10	5	9	2	7	15
Management, business, and financial	55	8	6	16	6	8	3	7	18
Professional and related	41	5	4	7	4	10	2	6	14
Teachers	26	—	2	—	1	13	2	(⁴)	10
Primary, secondary, and special education school teachers	29	—	2	—	—	14	2	—	11
Registered nurses	43	1	3	5	—	14	3	13	18
Service	26	1	2	5	6	3	3	3	7
Protective service	38	—	6	2	4	10	9	3	13
Sales and office	42	4	3	10	11	4	7	6	9
Sales and related	35	3	1	7	12	2	12	3	5
Office and administrative support	47	5	4	12	10	6	4	7	11
Natural resources, construction, and maintenance	38	5	3	10	10	3	2	4	11
Construction, extraction, farming, fishing, and forestry	33	3	1	12	10	2	2	1	8
Installation, maintenance, and repair	42	7	5	9	9	4	3	8	14
Production, transportation, and material moving ...	41	6	2	9	9	5	2	5	13
Production	47	9	2	12	10	5	3	5	16
Transportation and material moving	35	4	1	6	9	5	2	5	11
Full time	45	5	4	10	8	7	4	6	14
Part time	21	1	2	4	5	2	3	3	4
Union	36	5	4	3	2	14	3	3	15
Nonunion	39	4	3	10	8	4	4	6	11
Average wage within the following categories: ⁵									
Lowest 25 percent	26	1	1	6	7	2	4	4	6
Lowest 10 percent	20	(⁴)	1	5	6	1	1	3	3
Second 25 percent	39	4	3	9	11	5	5	4	9
Third 25 percent	45	5	4	10	8	8	4	6	14
Highest 25 percent	49	8	6	11	4	10	2	7	18
Highest 10 percent	51	8	6	13	4	10	2	6	17
Establishment characteristics									
Goods-producing industries	49	10	2	14	10	5	2	5	16
Service-providing industries	37	3	3	8	7	6	4	5	11
Education and health services	32	1	3	5	4	9	2	5	10
Educational services	24	—	2	1	1	11	3	(⁴)	8
Elementary and secondary schools	25	—	1	1	1	13	3	—	10
Junior colleges, colleges, and universities	22	—	4	(⁴)	—	8	2	1	7
Healthcare and social assistance	38	1	3	9	6	8	2	8	11
Hospitals	45	2	3	4	1	17	3	13	17
Public administration	40	—	6	1	2	15	9	—	16

See footnotes at end of table.

Table 43. Nonproduction bonuses: Access, civilian workers,¹ National Compensation Survey, March 2013—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	35	3	2	11	10	3	1	3	8
1 to 49 workers	34	3	2	11	11	3	1	2	6
50 to 99 workers	38	4	3	10	6	4	2	5	12
100 workers or more	43	5	4	7	5	8	6	7	15
100 to 499 workers	42	4	3	7	8	5	8	8	12
500 workers or more	44	7	5	6	2	10	3	7	18
Geographic areas									
New England	34	2	—	9	2	8	2	5	10
Middle Atlantic	40	3	3	10	6	8	2	5	11
East North Central	42	6	3	10	6	8	5	5	14
West North Central	33	5	3	9	4	3	2	6	10
South Atlantic	42	4	4	7	11	4	4	6	13
East South Central	35	4	1	7	9	2	5	5	14
West South Central	46	5	2	12	12	3	5	7	13
Mountain	40	5	5	11	9	4	3	5	8
Pacific	32	4	4	7	5	7	2	3	8

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.

⁵ Surveyed occupations are classified into wage categories based on the average wage

for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, "Employer Costs for Employee Compensation - March 2013."

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/glossary20122013.htm.