

Table 43. Nonproduction bonuses: Access, private industry workers, National Compensation Survey, March 2013

(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	40	5	3	10	9	4	3	6	11
Worker characteristics									
Management, professional, and related	51	8	5	13	6	8	2	9	16
Management, business, and financial	58	10	6	18	6	7	2	8	18
Professional and related	47	7	5	11	6	9	1	9	15
Service	25	1	2	6	6	2	2	3	7
Protective service	32	—	6	—	5	—	—	4	—
Sales and office	43	5	3	11	12	4	7	6	9
Sales and related	35	3	1	7	12	2	12	3	5
Office and administrative support	49	6	4	14	12	5	4	8	11
Natural resources, construction, and maintenance	38	6	3	11	11	2	1	5	11
Construction, extraction, farming, fishing, and forestry	33	3	—	13	11	1	(³)	1	8
Installation, maintenance, and repair	43	8	5	9	10	3	2	8	15
Production, transportation, and material moving ...	41	6	2	9	9	5	2	5	14
Production	47	9	2	12	10	5	2	5	16
Transportation and material moving	36	4	1	7	9	4	1	5	11
Full time	47	6	4	12	10	5	3	7	14
Part time	23	1	2	4	5	1	3	4	4
Union	36	10	4	6	3	8	1	5	18
Nonunion	41	5	3	11	9	4	3	6	11
Average wage within the following categories: ⁴									
Lowest 25 percent	26	1	1	6	7	1	3	4	5
Lowest 10 percent	19	(³)	1	5	6	1	1	3	3
Second 25 percent	40	4	2	9	13	4	5	5	9
Third 25 percent	46	6	3	12	9	6	3	6	13
Highest 25 percent	54	10	6	14	5	8	1	9	20
Highest 10 percent	57	11	7	17	5	7	1	8	20
Establishment characteristics									
Goods-producing industries	49	10	2	14	10	5	2	5	16
Construction	38	4	—	17	11	1	1	1	7
Manufacturing	53	13	3	12	9	7	2	6	19
Service-providing industries	39	4	3	9	8	4	3	6	10
Trade, transportation, and utilities	39	4	1	7	13	3	8	3	8
Wholesale trade	50	6	2	14	10	5	—	4	16
Retail trade	35	2	1	5	16	2	13	4	2
Transportation and warehousing	37	9	2	7	7	3	—	—	14
Utilities	58	—	6	19	—	5	—	—	22

See footnotes at end of table.

Table 43. Nonproduction bonuses: Access, private industry workers, National Compensation Survey, March 2013—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	59	15	13	14	1	9	—	19	26
Financial activities	68	11	7	21	7	4	2	11	20
Finance and insurance	75	13	8	24	5	5	2	13	23
Credit intermediation and related activities	76	14	5	22	5	5	—	14	23
Insurance carriers and related activities	74	10	14	24	5	4	5	11	25
Real estate and rental and leasing	43	3	4	10	15	—	—	5	8
Professional and business services	43	7	5	11	7	5	2	9	12
Professional and technical services	51	9	7	16	9	5	—	8	14
Administrative and waste services	29	5	3	4	4	3	1	9	8
Education and health services	36	1	2	8	6	8	2	8	10
Educational services	25	—	3	3	5	11	1	1	3
Junior colleges, colleges, and universities	21	—	1	—	—	13	—	3	2
Healthcare and social assistance	37	1	2	9	6	8	2	9	11
Leisure and hospitality	21	—	2	4	7	—	1	2	6
Accommodation and food services	19	—	2	3	6	—	—	2	6
Other services	31	—	2	14	7	4	—	2	4
1 to 99 workers	35	3	2	11	10	3	1	3	7
1 to 49 workers	34	3	2	11	11	3	1	2	6
50 to 99 workers	38	4	3	10	7	4	2	6	12
100 workers or more	47	7	4	9	6	6	6	10	16
100 to 499 workers	43	4	3	8	9	4	8	9	12
500 workers or more	52	12	5	10	3	9	2	11	21
Geographic areas									
New England	33	2	—	11	2	6	—	5	8
Middle Atlantic	41	4	3	11	7	7	2	6	10
East North Central	44	6	4	12	7	7	4	6	15
West North Central	36	6	3	10	5	3	2	7	10
South Atlantic	43	5	4	8	13	4	4	6	11
East South Central	40	5	2	8	11	2	4	6	16
West South Central	48	6	2	13	13	2	4	8	13
Mountain	44	6	5	13	10	4	3	6	8
Pacific	31	5	2	8	6	3	2	4	9

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 Less than 0.5.

⁴ 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.