

Table 43. Nonproduction bonuses: Access, civilian workers,¹ March 2016

(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	38	6	3	9	6	5	2	5	12
Worker characteristics									
Management, professional, and related	43	5	5	10	4	9	2	6	13
Management, business, and financial	52	8	6	16	5	7	2	7	15
Professional and related	40	4	4	8	4	9	3	6	13
Teachers	25	—	2	1	(⁴)	12	2	(⁴)	10
Primary, secondary, and special education school teachers	29	—	2	1	—	15	2	—	12
Registered nurses	46	2	7	—	3	9	3	15	16
Service	24	1	2	5	6	4	3	4	7
Protective service	32	1	5	1	2	10	7	—	13
Sales and office	40	9	3	11	5	4	1	5	12
Sales and related	33	11	1	8	5	2	1	3	13
Office and administrative support	44	7	4	12	6	5	2	7	12
Natural resources, construction, and maintenance	39	6	2	11	9	4	2	4	11
Construction, extraction, farming, fishing, and forestry	32	2	1	12	9	2	2	1	7
Installation, maintenance, and repair	44	9	3	11	9	6	2	6	14
Production, transportation, and material moving ...	40	7	2	9	6	4	1	4	15
Production	43	10	2	10	7	3	1	4	16
Transportation and material moving	36	5	1	7	6	4	1	4	13
Full time	43	6	4	11	6	7	2	5	14
Part time	20	3	1	4	5	1	1	4	5
Union	36	5	5	2	1	15	3	4	15
Nonunion	38	6	3	10	6	4	2	5	11
Average wage within the following categories: ⁵									
Lowest 25 percent	24	3	1	5	6	1	2	4	7
Lowest 10 percent	17	1	1	5	6	1	1	2	4
Second 25 percent	39	5	2	9	7	4	2	5	12
Third 25 percent	45	6	3	12	5	7	2	5	14
Highest 25 percent	47	8	6	11	4	10	2	6	15
Highest 10 percent	49	8	6	12	3	11	2	7	16
Establishment characteristics									
Goods-producing industries	47	10	3	13	9	4	1	3	15
Service-providing industries	36	5	3	8	5	5	2	5	11
Education and health services	32	1	3	5	5	9	3	6	10
Educational services	25	—	2	1	(⁴)	12	3	(⁴)	9
Elementary and secondary schools	26	—	1	1	(⁴)	14	3	—	10
Junior colleges, colleges, and universities	23	—	5	1	1	10	2	1	8
Health care and social assistance	37	1	3	8	8	6	4	11	10
Hospitals	42	3	4	5	2	10	3	16	15
Public administration	42	—	6	1	2	18	9	—	16

See footnotes at end of table.

Table 43. Nonproduction bonuses: Access, civilian workers,¹ March 2016—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	34	3	1	12	9	3	1	3	6
1 to 49 workers	34	3	1	13	9	2	1	2	6
50 to 99 workers	35	4	2	10	6	4	2	5	8
100 workers or more	41	8	5	6	3	8	3	7	17
100 to 499 workers	40	8	4	6	4	6	2	8	16
500 workers or more	41	7	5	5	1	10	3	6	17
Geographic areas									
Northeast	38	4	2	12	3	8	2	5	11
New England	36	5	3	12	2	8	2	4	9
Middle Atlantic	38	3	2	12	3	8	1	5	12
South	41	5	4	9	8	3	2	5	15
South Atlantic	42	5	5	9	8	3	3	6	16
East South Central	37	5	—	9	8	2	2	5	13
West South Central	41	6	3	10	9	3	2	5	14
Midwest	36	7	2	8	5	5	2	5	11
East North Central	37	7	3	9	6	5	2	5	10
West North Central	34	7	2	8	2	5	3	5	11
West	33	5	3	7	5	7	—	5	8
Mountain	34	5	2	10	6	3	1	3	10
Pacific	32	5	4	5	4	9	—	5	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 wage data for March 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.