

Table 43. Nonproduction bonuses: Access, private industry workers, March 2017

(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	38	6	3	11	6	4	1	6	10
Worker characteristics									
Management, professional, and related	47	7	5	14	5	7	2	8	14
Management, business, and financial	53	10	5	19	5	6	1	8	15
Professional and related	44	6	4	12	5	7	2	9	13
Service	23	1	1	5	7	2	—	5	6
Protective service	—	3	—	—	—	2	—	1	—
Sales and office	41	9	3	11	6	3	1	6	8
Sales and related	34	12	1	8	5	2	1	3	5
Office and administrative support	46	8	4	14	6	4	1	8	9
Natural resources, construction, and maintenance	38	6	2	13	10	3	1	4	10
Construction, extraction, farming, fishing, and forestry	32	3	1	14	11	—	—	1	5
Installation, maintenance, and repair	44	10	3	11	10	4	1	7	14
Production, transportation, and material moving ...	39	7	2	9	6	3	1	5	14
Production	43	10	2	11	7	3	1	5	16
Transportation and material moving	36	5	1	8	6	4	—	5	13
Full time	44	7	4	13	7	5	1	6	13
Part time	21	3	1	5	5	1	1	5	4
Union	34	9	5	4	2	6	1	7	17
Nonunion	39	6	3	11	7	4	1	6	9
Average wage within the following categories: ³									
Lowest 25 percent	24	3	1	5	7	1	2	5	5
Lowest 10 percent	19	1	1	5	6	1	(⁴)	3	4
Second 25 percent	38	6	2	10	8	3	1	5	9
Third 25 percent	45	7	3	14	6	5	1	6	13
Highest 25 percent	50	10	6	15	4	7	1	8	16
Highest 10 percent	52	10	6	16	3	8	1	8	18
Establishment characteristics									
Goods-producing industries	47	10	3	14	9	4	1	3	14
Construction	37	3	—	16	13	1	—	2	4
Manufacturing	52	13	3	13	7	5	1	4	19
Service-providing industries	36	6	3	10	6	4	1	6	9
Trade, transportation, and utilities	36	11	1	7	6	2	1	4	8
Wholesale trade	42	7	2	14	8	5	1	3	10
Retail trade	33	13	1	5	6	1	1	5	3
Transportation and warehousing	40	8	—	4	5	3	—	4	21
Utilities	46	—	6	14	—	6	—	—	21

See footnotes at end of table.

Table 43. Nonproduction bonuses: Access, private industry workers, March 2017—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	74	22	11	19	2	18	—	28	29
Financial activities	65	13	7	23	5	3	2	9	17
Finance and insurance	72	16	8	24	5	3	2	11	20
Credit intermediation and related activities	71	15	6	21	4	3	1	12	21
Insurance carriers and related activities	72	16	14	25	6	2	4	11	20
Real estate and rental and leasing	42	—	—	21	6	—	—	—	8
Professional and business services	40	4	4	15	5	3	1	7	9
Professional and technical services	56	8	6	24	8	5	2	6	12
Administrative and waste services	24	1	—	5	3	2	—	7	5
Education and health services	35	1	2	8	7	6	3	10	9
Educational services	17	—	2	3	1	9	—	2	3
Junior colleges, colleges, and universities	18	—	3	—	2	11	—	3	2
Health care and social assistance	38	1	—	9	8	6	4	11	10
Leisure and hospitality	18	—	2	4	6	—	—	2	5
Accommodation and food services	18	—	2	5	5	—	—	2	6
Other services	25	2	—	7	7	3	—	3	5
1 to 99 workers	35	3	1	13	9	2	1	3	7
1 to 49 workers	34	3	1	14	9	2	1	3	5
50 to 99 workers	36	4	2	10	7	3	—	6	10
100 workers or more	43	10	4	8	4	5	2	9	14
100 to 499 workers	40	9	4	7	5	5	2	8	12
500 workers or more	46	11	6	9	2	6	2	9	19
Geographic areas									
Northeast	38	4	3	14	3	5	1	6	9
New England	35	6	3	14	2	5	1	6	7
Middle Atlantic	38	4	3	14	4	6	1	6	10
South	42	6	4	11	9	2	1	6	12
South Atlantic	41	6	4	11	9	3	2	7	12
East South Central	41	6	—	11	9	2	—	6	13
West South Central	43	7	4	12	10	2	1	5	13
Midwest	38	8	3	10	5	3	1	6	10
East North Central	38	8	3	10	7	3	1	6	10
West North Central	36	8	3	9	2	4	2	6	11
West	34	6	2	8	6	5	—	6	8
Mountain	37	6	2	12	7	3	1	4	8
Pacific	32	6	2	6	5	6	—	6	7

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 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 2017.

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/glossary20162017.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.