

Table 43. Nonproduction bonuses: Access, civilian workers,¹ National Compensation Survey, March 2011

(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	42	4	4	9	8	6	4	5	12
Worker characteristics									
Management, professional, and related	46	6	5	9	4	10	3	6	15
Management, business, and financial	56	8	7	16	5	8	3	7	18
Professional and related	42	5	5	7	4	10	3	6	14
Teachers	24	(⁴)	2	(⁴)	1	11	2	—	9
Primary, secondary, and special education school teachers	28	—	2	—	1	13	3	—	11
Registered nurses	45	1	5	5	2	13	3	13	19
Service	30	1	3	5	7	4	3	5	7
Protective service	38	(⁴)	8	2	3	9	11	7	10
Sales and office	46	4	3	11	12	5	7	5	10
Sales and related	41	2	2	9	14	3	12	3	7
Office and administrative support	48	4	4	12	11	7	4	6	12
Natural resources, construction, and maintenance	43	4	3	12	12	3	3	2	13
Construction, extraction, farming, fishing, and forestry	41	3	2	13	13	3	2	1	10
Installation, maintenance, and repair	46	5	4	10	12	4	3	4	16
Production, transportation, and material moving ...	43	7	2	9	10	5	2	4	14
Production	48	10	2	11	10	6	2	5	15
Transportation and material moving	38	4	2	8	9	4	2	4	13
Full time	47	5	4	10	9	7	4	5	14
Part time	25	1	2	5	6	2	3	4	5
Union	36	4	4	2	2	13	3	1	16
Nonunion	43	4	4	10	10	5	4	6	11
Average wage within the following categories: ⁵									
Lowest 25 percent	29	1	2	6	9	2	4	5	5
Lowest 10 percent	24	1	2	6	7	1	1	4	4
Second 25 percent	44	3	3	9	12	6	6	5	11
Third 25 percent	46	5	4	11	8	8	3	5	14
Highest 25 percent	50	7	6	10	4	10	2	6	18
Highest 10 percent	51	9	7	11	3	11	2	7	17
Establishment characteristics									
Goods-producing industries	51	11	3	14	11	6	2	5	17
Service-providing industries	40	3	4	8	8	6	4	5	11
Education and health services	35	1	3	4	5	10	3	6	10
Educational services	23	—	2	1	1	11	3	(⁴)	8
Elementary and secondary schools	24	—	1	—	1	12	3	—	9
Junior colleges, colleges, and universities	20	—	5	(⁴)	(⁴)	8	2	1	6
Health care and social assistance	43	2	4	7	8	9	3	10	12
Hospitals	48	1	3	4	2	17	3	15	17
Public administration	40	—	7	1	2	14	10	—	16

See footnotes at end of table.

Table 43. Nonproduction bonuses: Access, civilian workers,¹ National Compensation Survey, March 2011—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	40	4	3	12	12	3	2	3	8
1 to 49 workers	40	4	2	12	13	3	1	2	7
50 to 99 workers	41	4	4	11	7	5	2	7	11
100 workers or more	43	5	5	6	5	8	6	7	15
100 to 499 workers	41	3	3	6	8	6	8	7	12
500 workers or more	45	6	6	6	3	11	3	7	18
Geographic areas									
New England	42	4	3	7	10	9	3	5	10
Middle Atlantic	41	3	3	10	7	9	3	5	12
East North Central	43	6	3	10	7	9	4	6	13
West North Central	39	6	3	10	7	3	3	6	10
South Atlantic	45	3	4	8	10	4	5	7	13
East South Central	40	4	—	7	11	2	7	4	13
West South Central	43	5	4	9	11	3	4	5	14
Mountain	43	5	4	9	11	5	3	4	9
Pacific	37	4	5	9	5	8	2	3	10

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 percent.

⁵ 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.

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/glossary20102011.htm.