

Table 43. Nonproduction bonuses: Access, private industry workers, National Compensation Survey, March 2014

(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	8	4	3	6	11
Worker characteristics									
Management, professional, and related	50	7	5	14	6	8	2	9	16
Management, business, and financial	58	9	7	19	6	7	2	8	18
Professional and related	46	6	4	11	6	9	2	9	14
Service	24	1	2	6	6	2	1	4	7
Protective service	34	—	—	—	4	3	—	4	—
Sales and office	43	5	3	11	11	3	6	6	9
Sales and related	35	4	1	7	11	2	10	3	6
Office and administrative support	49	6	5	14	11	4	4	8	10
Natural resources, construction, and maintenance	37	6	3	11	10	2	1	5	11
Construction, extraction, farming, fishing, and forestry	31	3	1	12	10	1	—	1	8
Installation, maintenance, and repair	43	8	5	9	10	4	2	8	14
Production, transportation, and material moving ...	43	8	2	9	9	5	2	5	16
Production	47	10	2	10	9	5	2	5	18
Transportation and material moving	39	5	1	7	9	4	2	6	14
Full time	47	6	4	12	9	5	3	7	14
Part time	23	1	1	5	6	1	3	4	4
Union	36	10	4	6	2	7	1	5	18
Nonunion	41	5	3	11	9	4	3	6	11
Average wage within the following categories ³ :									
Lowest 25 percent	26	1	1	6	7	1	3	4	5
Lowest 10 percent	19	(⁴)	1	5	6	1	1	3	3
Second 25 percent	40	4	3	9	12	4	5	5	9
Third 25 percent	46	6	3	12	9	6	2	6	14
Highest 25 percent	54	10	6	15	5	8	1	9	18
Highest 10 percent	57	11	7	17	5	7	1	8	19
Establishment characteristics									
Goods-producing industries	48	10	2	13	10	5	1	4	16
Construction	35	3	—	16	10	1	—	1	7
Manufacturing	52	13	3	11	9	6	2	5	19
Service-providing industries	39	4	3	10	8	4	3	7	10
Trade, transportation, and utilities	39	5	1	7	12	2	8	4	9
Wholesale trade	48	7	2	12	10	5	1	4	16
Retail trade	35	3	1	5	15	1	12	4	3
Transportation and warehousing	42	11	2	5	7	3	3	4	18
Utilities	56	—	6	18	—	3	—	—	23

See footnotes at end of table.

Table 43. Nonproduction bonuses: Access, private industry workers, National Compensation Survey, March 2014—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	67	18	11	16	3	10	—	25	28
Financial activities	68	11	7	22	7	4	3	11	19
Finance and insurance	74	13	9	24	5	4	3	12	22
Credit intermediation and related activities	75	13	7	23	5	4	1	15	22
Insurance carriers and related activities	74	12	14	23	5	3	8	11	21
Real estate and rental and leasing	45	—	—	14	14	—	—	6	—
Professional and business services	45	6	6	13	7	5	2	9	12
Professional and technical services	54	8	9	20	10	6	—	7	14
Administrative and waste services	31	3	4	5	5	3	2	11	6
Education and health services	34	1	2	8	6	8	2	8	9
Educational services	22	—	2	3	3	12	1	1	3
Junior colleges, colleges, and universities	21	—	2	—	—	14	—	2	2
Health care and social assistance	36	1	2	8	6	7	2	9	10
Leisure and hospitality	21	—	2	5	7	—	—	2	6
Accommodation and food services	20	—	2	5	6	—	—	2	7
Other services	28	—	—	12	7	4	—	—	4
1 to 99 workers	35	3	2	11	10	3	1	3	7
1 to 49 workers	35	3	2	12	11	3	1	2	6
50 to 99 workers	37	5	2	9	7	4	1	6	11
100 workers or more	47	7	5	9	6	6	5	10	16
100 to 499 workers	44	5	4	8	8	4	7	9	13
500 workers or more	50	11	5	10	3	9	3	11	19
Geographic areas									
Northeast	39	4	3	12	5	6	2	6	11
New England	34	3	3	13	2	5	—	6	8
Middle Atlantic	42	4	3	12	6	7	3	6	12
South	44	5	3	10	12	3	4	7	12
South Atlantic	44	5	4	9	12	3	5	6	11
East South Central	39	4	1	9	10	2	4	7	14
West South Central	47	5	3	13	14	2	3	7	13
Midwest	41	7	3	10	6	5	3	7	13
East North Central	43	7	3	10	7	7	4	6	14
West North Central	38	8	3	10	5	3	2	8	10
West	35	5	3	9	7	4	2	4	8
Mountain	43	6	3	14	9	4	4	5	7
Pacific	31	5	3	7	6	4	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 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 ECEC data for March 2014.

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/glossary20132014.htm.