

Table 43. Nonproduction bonuses: Access, private industry workers, National Compensation Survey, March 2015

(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	39	6	3	10	7	4	2	6	11
Worker characteristics									
Management, professional, and related	49	8	5	14	6	7	2	9	15
Management, business, and financial	57	11	6	18	6	6	2	8	17
Professional and related	45	6	5	12	6	8	2	9	14
Service	21	1	2	5	5	2	1	3	6
Protective service	32	—	—	—	—	3	—	3	—
Sales and office	41	6	3	11	9	3	5	7	8
Sales and related	33	4	1	7	9	2	7	4	6
Office and administrative support	47	7	5	13	10	4	3	9	10
Natural resources, construction, and maintenance	36	6	3	11	8	3	1	5	11
Construction, extraction, farming, fishing, and forestry	29	3	—	12	8	1	—	1	7
Installation, maintenance, and repair	42	9	5	10	8	5	2	9	13
Production, transportation, and material moving ...	43	8	2	9	8	5	2	5	16
Production	47	11	2	10	8	5	2	5	17
Transportation and material moving	39	5	1	7	7	4	2	6	15
Full time	46	7	4	12	8	5	3	7	14
Part time	20	1	1	4	5	1	2	4	4
Union	34	10	4	5	1	7	1	5	17
Nonunion	39	5	3	10	8	4	3	6	10
Average wage within the following categories: ³									
Lowest 25 percent	23	1	1	5	6	1	2	4	5
Lowest 10 percent	16	(⁴)	1	4	5	1	1	3	3
Second 25 percent	38	4	2	9	10	3	4	6	10
Third 25 percent	47	7	3	13	8	6	2	7	14
Highest 25 percent	53	11	6	15	4	7	2	9	17
Highest 10 percent	55	11	7	16	4	8	1	8	18
Establishment characteristics									
Goods-producing industries	47	10	3	13	10	5	1	3	16
Construction	33	3	—	14	10	1	(⁴)	1	5
Manufacturing	53	13	3	11	9	7	2	4	19
Service-providing industries	37	5	3	9	7	4	3	7	10
Trade, transportation, and utilities	37	5	1	7	10	2	5	5	9
Wholesale trade	47	9	—	12	9	5	1	4	14
Retail trade	32	3	1	5	11	1	8	5	3
Transportation and warehousing	41	10	2	5	5	3	2	5	20
Utilities	48	2	7	18	—	4	—	—	21

See footnotes at end of table.

Table 43. Nonproduction bonuses: Access, private industry workers, National Compensation Survey, March 2015—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	71	23	14	18	3	13	—	26	29
Financial activities	67	13	7	22	6	4	3	11	18
Finance and insurance	74	15	9	24	4	4	3	13	20
Credit intermediation and related activities	73	14	6	21	4	3	1	16	21
Insurance carriers and related activities	74	14	14	25	6	3	7	11	18
Real estate and rental and leasing	44	3	—	16	9	—	—	5	10
Professional and business services	44	6	6	13	6	5	1	8	12
Professional and technical services	57	10	7	21	9	6	—	6	15
Administrative and waste services	26	2	4	5	4	2	—	8	6
Education and health services	33	1	2	7	6	7	3	8	9
Educational services	21	—	2	3	3	11	—	1	4
Junior colleges, colleges, and universities	20	—	2	—	2	14	—	2	2
Health care and social assistance	35	1	2	8	6	6	4	9	10
Leisure and hospitality	17	—	2	4	5	—	—	1	6
Accommodation and food services	16	—	2	3	4	—	—	1	6
Other services	25	—	—	11	7	3	—	2	3
1 to 99 workers	34	4	2	12	9	3	1	3	7
1 to 49 workers	34	3	2	12	10	2	1	2	6
50 to 99 workers	35	5	3	9	5	4	1	5	10
100 workers or more	45	8	4	8	5	6	4	10	15
100 to 499 workers	42	5	3	8	7	4	5	9	13
500 workers or more	49	11	6	8	2	8	3	11	19
Geographic areas									
Northeast	38	4	3	12	4	6	1	6	10
New England	35	4	4	13	2	5	1	6	7
Middle Atlantic	39	4	3	12	5	6	2	6	11
South	43	5	3	10	11	3	3	7	13
South Atlantic	43	6	4	9	11	4	4	6	12
East South Central	40	4	1	10	9	2	4	7	13
West South Central	45	6	4	11	13	3	2	8	14
Midwest	39	8	3	9	5	4	3	7	12
East North Central	40	8	2	10	6	5	3	6	13
West North Central	36	7	3	8	4	2	2	8	10
West	33	5	3	9	5	4	2	4	8
Mountain	38	5	2	14	6	3	3	3	7
Pacific	31	5	3	7	5	4	1	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 wage data for March 2015.

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/glossary20142015.htm.