

Table 43. Nonproduction bonuses: Access, private industry workers, March 2016

(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	10	6	4	1	6	11
Worker characteristics									
Management, professional, and related	47	7	5	14	5	6	2	8	13
Management, business, and financial	53	10	6	18	5	5	1	8	15
Professional and related	44	6	5	12	5	7	2	9	12
Service	23	1	2	5	7	2	—	5	6
Protective service	—	3	—	—	—	2	—	1	—
Sales and office	40	9	3	11	6	3	1	6	12
Sales and related	33	11	1	8	5	2	1	3	13
Office and administrative support	45	8	4	14	6	3	1	8	11
Natural resources, construction, and maintenance	39	6	2	12	10	3	1	4	11
Construction, extraction, farming, fishing, and forestry	32	3	1	13	10	—	—	1	7
Installation, maintenance, and repair	45	9	3	12	9	5	1	7	15
Production, transportation, and material moving ...	40	8	2	9	7	3	1	4	15
Production	44	10	2	10	7	3	1	4	16
Transportation and material moving	37	5	1	8	6	3	—	5	14
Full time	44	7	4	13	7	5	1	6	14
Part time	21	3	1	4	5	1	1	5	5
Union	33	9	5	4	2	5	1	6	17
Nonunion	39	6	3	11	7	4	1	6	11
Average wage within the following categories: ³									
Lowest 25 percent	23	4	1	5	6	1	2	4	7
Lowest 10 percent	16	1	1	5	5	—	(⁴)	2	3
Second 25 percent	39	6	2	11	8	3	1	5	11
Third 25 percent	45	7	3	14	6	5	1	6	14
Highest 25 percent	50	10	6	14	5	7	1	8	16
Highest 10 percent	51	10	7	15	4	7	1	8	17
Establishment characteristics									
Goods-producing industries	47	10	3	14	9	4	1	3	15
Construction	37	3	—	15	12	1	—	2	5
Manufacturing	53	14	3	13	7	5	1	4	19
Service-providing industries	36	6	3	10	6	4	1	6	11
Trade, transportation, and utilities	37	11	1	7	6	2	1	4	15
Wholesale trade	42	7	1	13	9	5	1	3	10
Retail trade	33	13	1	5	6	1	1	4	13
Transportation and warehousing	43	9	—	4	4	3	—	—	24
Utilities	47	—	6	15	—	6	—	—	21

See footnotes at end of table.

Table 43. Nonproduction bonuses: Access, private industry workers, March 2016—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	21	12	18	2	19	—	27	28
Financial activities	64	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	20	5	3	1	13	21
Insurance carriers and related activities	72	16	14	26	6	2	5	10	19
Real estate and rental and leasing	41	—	—	19	6	—	—	—	8
Professional and business services	40	4	5	14	6	3	1	6	9
Professional and technical services	56	8	7	24	8	4	2	5	11
Administrative and waste services	24	1	—	5	4	2	—	7	4
Education and health services	34	1	2	8	7	6	3	10	8
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	37	1	2	9	8	6	4	11	9
Leisure and hospitality	17	—	2	4	5	—	—	2	5
Accommodation and food services	17	—	2	4	5	—	—	2	5
Other services	25	—	—	7	6	4	—	3	4
1 to 99 workers	34	3	1	13	9	2	1	3	6
1 to 49 workers	34	3	1	13	9	2	1	2	6
50 to 99 workers	34	4	2	11	7	3	1	5	8
100 workers or more	43	10	5	8	3	5	2	9	18
100 to 499 workers	41	9	4	7	5	5	2	9	17
500 workers or more	46	11	6	8	2	6	2	10	19
Geographic areas									
Northeast	37	4	3	14	3	5	1	6	10
New England	35	6	3	14	2	5	1	5	8
Middle Atlantic	38	4	3	14	4	5	1	6	10
South	42	6	4	11	9	2	1	6	14
South Atlantic	42	6	5	10	9	3	2	6	14
East South Central	42	6	—	11	9	2	—	6	16
West South Central	43	7	4	11	10	2	1	6	14
Midwest	38	8	3	10	5	3	1	6	11
East North Central	39	8	3	10	7	3	1	6	11
West North Central	37	8	3	9	2	4	2	6	13
West	33	6	2	8	6	5	—	5	8
Mountain	37	6	2	12	7	3	1	4	9
Pacific	31	6	2	6	5	6	—	6	8

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 2016.

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/glossary20152016.htm.

Source: Bureau of Labor Statistics, National Compensation Survey.