

**Table 43. Nonproduction bonuses: Access, civilian workers,<sup>1</sup> March 2018**

(All workers = 100 percent)

| Characteristics   | All nonproduction bonuses <sup>2</sup> | 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 <sup>3</sup> |
|---|--|---------------------------|----------------------------|-------------------|---------------|-----------------------------------|------------------|------------------|--------------------------|
| All workers .....   | 39                                     | 6                         | 3                          | 10                | 6             | 6                                 | 2                | 5                | 10                       |
| <b>Worker characteristics</b>                                   |  |                           |                            |                   |               |                                   |                  |                  |                          |
| Management, professional, and related .....                     | 45                                     | 6                         | 5                          | 12                | 3             | 9                                 | 2                | 6                | 13                       |
| Management, business, and financial .....                       | 53                                     | 8                         | 6                          | 17                | 4             | 7                                 | 2                | 7                | 15                       |
| Professional and related .....                                  | 42                                     | 4                         | 5                          | 9                 | 3             | 10                                | 3                | 6                | 12                       |
| Teachers .....  | 28                                     | —                         | 2                          | 1                 | 1             | 14                                | 4                | ( <sup>4</sup> ) | 11                       |
| Primary, secondary, and special education school teachers ..... | 31                                     | —                         | 2                          | 1                 | —             | 17                                | 4                | —                | 12                       |
| Registered nurses .....   | 47                                     | 2                         | 6                          | 7                 | —             | 9                                 | 2                | 14               | 19                       |
| Service .....   | 25                                     | 1                         | 1                          | 6                 | 6             | 4                                 | 3                | 4                | 5                        |
| Protective service .....  | 34                                     | 1                         | 3                          | 2                 | 1             | 11                                | 9                | —                | 13                       |
| Sales and office .....  | 41                                     | 9                         | 3                          | 10                | 6             | 5                                 | 1                | 5                | 8                        |
| Sales and related .....   | 35                                     | 12                        | 1                          | 8                 | 6             | 3                                 | 1                | 4                | 5                        |
| Office and administrative support .....                         | 45                                     | 7                         | 4                          | 12                | 7             | 6                                 | 2                | 6                | 10                       |
| Natural resources, construction, and maintenance                | 40                                     | 6                         | 2                          | 12                | 11            | 3                                 | 2                | 4                | 10                       |
| Construction, extraction, farming, fishing, and forestry .....  | 37                                     | 4                         | 1                          | 12                | 13            | 2                                 | —                | 1                | 7                        |
| Installation, maintenance, and repair .....                     | 44                                     | 9                         | 3                          | 12                | 9             | 5                                 | 2                | 6                | 13                       |
| Production, transportation, and material moving ...             | 40                                     | 7                         | 2                          | 9                 | 6             | 4                                 | 1                | 5                | 14                       |
| Production .....  | 43                                     | 11                        | 2                          | 12                | 6             | 3                                 | 1                | 4                | 15                       |
| Transportation and material moving .....                        | 37                                     | 4                         | 1                          | 6                 | 5             | 5                                 | 1                | 6                | 14                       |
| Full time .....   | 44                                     | 6                         | 4                          | 11                | 6             | 7                                 | 2                | 6                | 12                       |
| Part time .....   | 21                                     | 3                         | 1                          | 4                 | 5             | 1                                 | 1                | 4                | 4                        |
| Union .....   | 39                                     | 5                         | 4                          | 2                 | 1             | 17                                | 4                | 3                | 15                       |
| Nonunion .....  | 39                                     | 6                         | 3                          | 11                | 6             | 4                                 | 2                | 6                | 9                        |
| Average wage within the following categories: <sup>5</sup>      |  |                           |                            |                   |               |                                   |                  |                  |                          |
| Lowest 25 percent .....   | 24                                     | 4                         | 1                          | 5                 | 6             | 2                                 | 2                | 5                | 4                        |
| Lowest 10 percent .....   | 20                                     | 1                         | —                          | 6                 | 6             | 1                                 | ( <sup>4</sup> ) | 3                | 3                        |
| Second 25 percent .....   | 41                                     | 5                         | 2                          | 10                | 8             | 4                                 | 2                | 5                | 10                       |
| Third 25 percent .....  | 45                                     | 6                         | 4                          | 12                | 5             | 8                                 | 2                | 6                | 13                       |
| Highest 25 percent .....  | 48                                     | 8                         | 6                          | 13                | 3             | 10                                | 2                | 6                | 14                       |
| Highest 10 percent .....  | 50                                     | 8                         | 6                          | 14                | 2             | 12                                | 2                | 7                | 15                       |
| <b>Establishment characteristics</b>                            |  |                           |                            |                   |               |                                   |                  |                  |                          |
| Goods-producing industries .....                                | 47                                     | 11                        | 2                          | 15                | 8             | 4                                 | 1                | 4                | 14                       |
| Service-providing industries .....                              | 37                                     | 5                         | 3                          | 9                 | 5             | 6                                 | 2                | 6                | 10                       |
| Education and health services .....                             | 35                                     | 1                         | 3                          | 6                 | 5             | 10                                | 3                | 6                | 9                        |
| Educational services .....                                      | 28                                     | —                         | 3                          | 1                 | 1             | 14                                | 4                | ( <sup>4</sup> ) | 9                        |
| Elementary and secondary schools .....                          | 29                                     | —                         | 2                          | 1                 | —             | 16                                | 5                | —                | 11                       |
| Junior colleges, colleges, and universities .....               | 27                                     | —                         | 5                          | —                 | 1             | 12                                | 4                | 1                | 6                        |
| Health care and social assistance .....                         | 40                                     | 1                         | 3                          | 8                 | 8             | 8                                 | 3                | 9                | 9                        |
| Hospitals .....   | 39                                     | 2                         | 3                          | 4                 | —             | 11                                | 2                | 12               | 15                       |
| Public administration .....                                     | 43                                     | —                         | 6                          | 2                 | 1             | 19                                | 10               | —                | 14                       |

See footnotes at end of table.

**Table 43. Nonproduction bonuses: Access, civilian workers,<sup>1</sup> March 2018—continued**

(All workers = 100 percent)

| Characteristics           | All nonproduction bonuses <sup>2</sup> | 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 <sup>3</sup> |
|---------------------------|--|---------------------------|----------------------------|-------------------|---------------|-----------------------------------|-----------------|----------------|--------------------------|
| 1 to 99 workers .....     | 36                                     | 3                         | 2                          | 13                | 8             | 4                                 | 1               | 4              | 6                        |
| 1 to 49 workers .....     | 36                                     | 3                         | 2                          | 14                | 10            | 3                                 | 1               | 3              | 6                        |
| 50 to 99 workers .....    | 36                                     | 4                         | 2                          | 10                | 6             | 5                                 | 2               | 6              | 8                        |
| 100 workers or more ..... | 41                                     | 8                         | 4                          | 7                 | 3             | 8                                 | 3               | 7              | 14                       |
| 100 to 499 workers .....  | 41                                     | 8                         | 3                          | 7                 | 5             | 7                                 | 2               | 7              | 11                       |
| 500 workers or more ..... | 42                                     | 7                         | 5                          | 6                 | 1             | 10                                | 3               | 6              | 17                       |
| <b>Geographic areas</b>   |  |                           |                            |                   |               |                                   |                 |                |                          |
| Northeast .....           | 42                                     | 4                         | 3                          | 13                | 3             | 10                                | 1               | 5              | 10                       |
| New England .....         | 40                                     | 4                         | 3                          | 14                | 1             | 9                                 | 3               | 4              | 7                        |
| Middle Atlantic .....     | 42                                     | 4                         | 3                          | 12                | 4             | 10                                | 1               | 5              | 11                       |
| South .....               | 42                                     | 6                         | 4                          | 10                | 8             | 3                                 | 2               | 6              | 12                       |
| South Atlantic .....      | 44                                     | 6                         | 4                          | 11                | 9             | 4                                 | 2               | 7              | 13                       |
| East South Central .....  | 41                                     | 7                         | 2                          | 9                 | 8             | 2                                 | 3               | 5              | 13                       |
| West South Central .....  | 39                                     | 7                         | 3                          | 11                | 7             | 2                                 | 2               | 5              | 10                       |
| Midwest .....             | 38                                     | 6                         | 2                          | 9                 | 5             | 6                                 | 2               | 6              | 10                       |
| East North Central .....  | 40                                     | 7                         | 2                          | 10                | 6             | 6                                 | 2               | 5              | 10                       |
| West North Central .....  | 34                                     | 5                         | 2                          | 7                 | 3             | 5                                 | 4               | 6              | 9                        |
| West .....                | 32                                     | 5                         | 3                          | 7                 | 5             | 7                                 | —               | 4              | 7                        |
| Mountain .....            | 33                                     | 5                         | 2                          | 9                 | 7             | 3                                 | 1               | 3              | 8                        |
| Pacific .....             | 32                                     | 5                         | 3                          | 6                 | 4             | 10                                | —               | 5              | 6                        |

<sup>1</sup> Includes workers in private industry and state and local government. See Technical Note for further explanation.

<sup>2</sup> 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.

<sup>3</sup> Includes all other bonuses provided to employees and not published separately.

<sup>4</sup> Less than 0.5.

<sup>5</sup> 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 2018.

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/nchs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm](http://www.bls.gov/nchs/ebs/national-compensation-survey-glossary-of-employee-benefit-terms.htm).

Source: U.S. Bureau of Labor Statistics, National Compensation Survey.