

*Oklahoma Employee Benefit Compensation*

# **OESC 2005 Benefits Survey**

## **All Industries**



Vacation & Holiday

Health & Medical



Retirement, Bonuses  
& Profit sharing



Economic Research and Analysis Division  
Oklahoma Employment Security Commission

# **OESC 2004 Benefits Survey**

## **About this Publication:**

The Labor Market Information Unit, Economic Research and Analysis Division, Oklahoma Employment Security Commission conducted this survey, collecting the data for the survey in August, September and October of 2003.

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Thanks also go to the Economic and Labor Market Information Bureau of the New Hampshire Employment Security for their permission to use their Benefit Survey Questionnaire, which we modified, adapted and tested for use in Oklahoma.

Special recognition is given for the ten individuals and associated firms for their assistance in the evaluation of our modified survey questionnaire. These individuals and firms are listed in Appendix D, following this report.

# ALL INDUSTRIES

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All types of people and a large variety of groups will find the results of a benefit survey, not only note worthy, but useful. These would include, but are not limited to, business and government officials, employers, employees, educators, community economic development organizations, employment providers, and jobseekers. Extensive statewide benefit surveys have been few in number. Most existing benefit surveys are limited in scope to local surveys, querying a comparatively small number of firms and asking relatively few questions. This may be due to the existent of the range in types and varieties of benefits that can be offered by firms, difficulties in obtaining a comprehensive list of names of firms doing business within a state along with valid firm contact information. The statewide *OESC 2005 Benefit Survey* addresses the pressing need for a more extensive benefit survey.



Taking advantage of the Employment Security Commission's unique and comprehensive list of state employers contained in *Oklahoma's Covered Employment and Wages (QCEW)* database, researchers in the Labor Market Information Unit of the Economic Research and Analysis Division conducted a statewide survey of employers during the months of August, September and October of 2003. The sample was stratified by geographical area, major industry, and firm size. Of the 3,384 employers randomly selected 2,085 (61.6%) responded to the survey. Employers had the option of replying by methods of mailing, faxing, e-mailing, phoning or completing the questionnaire online at our website. The eight-page survey questionnaire contained 45 questions addressing items relating to the number and types of holidays offered, holiday pay, amount and types of paid leave provided, scope and proportional cost of medical/health/dental plans, types and amount of retirement extended, extent and criteria for educational benefits offered, a variety of miscellaneous benefits available, and the proportional cost of employee benefits. Data from the respondents were weighed in order to estimate the number and percentage of Oklahoma employers offering each benefit and the number and percentage of Oklahoma salaried employees, full-time hourly and part-time hourly employees obtaining a particular benefit. For those that are interested, a more detailed description of the methodology used in collecting and reporting this data is contained in Appendix A of this report.

In this benefit survey report, the data for the *OESC 2004 Benefit Survey* is explained by an aggregate of all industries as well as by 10 major industries, illustrated in over 1200 tables and reported according to firm size and employee category. The report is divided into 11 chapters, one for each major industry plus one for the industry aggregate. Provision are made on this website to enable the reader to download this survey report by individual industry chapter, by particular pages in the report or the report in its entirety. The tables contained in this report provide estimates of the number and percentages of Oklahoma employers and employees in each survey question response categories, and also offer adequate and descriptive footnotes providing additional information concerning the estimates given in the tables. An example of information given in table footnotes are the number and percentage of firms responding to the survey question out of all applicable firms. A sample table and instructions for reading and interpreting the information in the tables, follow below.

## Example Table

Description of Benefit and its Reporting Categories

Industry

Survey Question  
(If any)

**ALL INDUSTRIES**  
Full-time Hourly

Employee Category

**TABLE 3A: Holiday Pay Offered for Oklahoma Full-time Hourly, All Industries Employees, by Firm Size.\* Question 3: "What do you pay hourly employees who work on a holiday?"**

Type of Pay	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>STRAIGHT TIME</b>				
Small Firms	8,898	50.8	65,969	47.7
Medium Size Firms	958	39.9	49,650	36.9
Large Firms	118	28.2	57,585	27.5
All Size Firms	9,974	49.1	173,204	35.9
<b>TIME AND ONE-HALF</b>				
Small Firms	4,333	24.8	40,209	29.1
Medium Size Firms	661	27.6	39,663	29.5
Large Firms	165	39.4	94,114	44.9
All Size Firms	5,159	25.4	173,986	36.1
<b>DOUBLE TIME</b>				
Small Firms	2,140	12.2	19,979	14.5
Medium Size Firms	562	23.4	35,900	26.7
Large Firms	101	24.1	35,663	17.0
All Size Firms	2,803	13.8	91,542	19.0
<b>OTHER (please describe)</b>				
Small Firms	2,129	12.2	12,056	8.7
Medium Size Firms	218	9.1	9,320	6.9
Large Firms	35	8.4	22,159	10.6
All Size Firms	2,382	11.7	43,535	9.0
Subtotal of Small Firms	17,500	100.0	138,213	100.0
Subtotal of Medium Size Firms	2,399	100.0	134,533	100.0
Subtotal of Large Firms	419	100.0	209,521	100.0
<b>Grand Total</b>	<b>20,318</b>	<b>100.0</b>	<b>482,267</b>	<b>100.0</b>

Response Categories

Example 1.  
(see below)

Example 2.  
(see below)

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. This table includes firms that have one or more full-time hourly employees that responded to this question. 1729 firms, or 82.9% of the firms with full-time hourly employees reported holiday pay.

Description of Applicable Firms

Number and Percentage of Responding Firms

Example 1. The percent of Medium Size Firms that offer time and one half pay is the number of estimated Firms (661) times 100, divided by the Subtotal of Medium Size Firms (2,399), or = 27.6%.

Example 2. The percent of All Size Employees receiving double time pay is the number of estimated employees (91,542), times 100, divided by the Grand Total of all size employees (482,267), or = 19.0%.

**ALL INDUSTRIES**

**Salaried**

**TABLE 1B: Number of Paid Holidays Offered for Oklahoma Salaried Employees, All Industries, by Firm Size.**

<b>Number of Holidays</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>FIVE OR LESS HOLIDAYS</b>				
Small Firms	2,342	12.8	7,746	8.1
Medium Size Firms	345	14.7	4,409	6.7
Large Firms	25	5.5	6,329	5.5
All Size Firms	2,712	12.8	18,484	6.7
<b>SIX HOLIDAYS</b>				
Small Firms	4,172	22.8	17,567	18.3
Medium Size Firms	530	22.6	12,133	18.4
Large Firms	80	17.6	10,266	9.0
All Size Firms	4,782	22.6	39,966	14.5
<b>SEVEN HOLIDAYS</b>				
Small Firms	3,738	20.4	17,594	18.3
Medium Size Firms	318	13.6	6,614	10.0
Large Firms	66	14.5	10,961	9.6
All Size Firms	4,122	19.5	35,169	12.7
<b>EIGHT HOLIDAYS</b>				
Small Firms	2,958	16.1	17,435	18.1
Medium Size Firms	301	12.9	7,783	11.8
Large Firms	59	13.0	6,762	5.9
All Size Firms	3,318	15.7	31,980	11.6
<b>NINE HOLIDAYS</b>				
Small Firms	2,033	11.1	15,841	16.5
Medium Size Firms	271	11.6	9,972	15.1
Large Firms	76	16.7	22,903	20.1
All Size Firms	2,380	11.3	48,716	17.6
<b>TEN HOLIDAYS</b>				
Small Firms	1,254	6.8	10,158	10.6
Medium Size Firms	297	12.7	11,601	17.6
Large Firms	88	19.3	31,975	28.0
All Size Firms	1,639	7.8	53,734	19.5
<b>ELEVEN HOLIDAYS</b>				
Small Firms	690	3.8	4,381	4.6
Medium Size Firms	128	5.5	5,337	8.1
Large Firms	46	10.1	15,691	13.7
All Size Firms	864	4.1	25,409	9.2
<b>TWELVE or MORE HOLIDAYS</b>				
Small Firms	1,131	6.2	5,465	5.7
Medium Size Firms	153	6.5	8,059	12.2
Large Firms	15	3.3	9,266	8.1
All Size Firms	1,299	6.2	22,790	8.2
Subtotal of Small Firms	18,318	100.0	96,187	100.0
Subtotal of Medium Size Firms	2,343	100.0	65,908	100.0
Subtotal of Large Firms	455	100.0	114,153	100.0
<b>Grand Total</b>	<b>21,116</b>	<b>100.0</b>	<b>276,248</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes firms that have one or more salaried employees and offer one or more paid holidays. 1,516 firms, or 87.8% of the firms with salaried employees indicated that they offer at least one paid holiday.

**ALL INDUSTRIES**

**Full-time Hourly**

**TABLE 1C: Number of Paid Holidays Offered for Oklahoma Full-time Hourly Employees, All Industries, by Firm Size.**

<b>Number of Holidays</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>FIVE OR LESS HOLIDAYS</b>				
Small Firms	2,533	14.9	16,942	13.3
Medium Size Firms	305	13.7	17,490	13.5
Large Firms	23	5.5	6,352	3.0
All Size Firms	2,861	14.6	40,784	8.7
<b>SIX HOLIDAYS</b>				
Small Firms	4,338	25.6	32,984	25.9
Medium Size Firms	556	25.0	31,130	24.0
Large Firms	78	18.8	42,650	20.3
All Size Firms	4,972	25.4	106,764	22.9
<b>SEVEN HOLIDAYS</b>				
Small Firms	3,541	20.9	26,887	21.1
Medium Size Firms	338	15.2	22,127	17.1
Large Firms	64	15.4	36,742	17.5
All Size Firms	3,943	20.1	85,756	18.4
<b>EIGHT HOLIDAYS</b>				
Small Firms	2,676	15.8	20,881	16.4
Medium Size Firms	231	10.4	15,413	11.9
Large Firms	56	13.5	24,983	11.9
All Size Firms	2,963	15.1	61,277	13.1
<b>NINE HOLIDAYS</b>				
Small Firms	1,682	9.9	10,574	8.3
Medium Size Firms	278	12.5	15,290	11.8
Large Firms	64	15.4	28,280	13.5
All Size Firms	2,024	10.3	54,144	11.6
<b>TEN HOLIDAYS</b>				
Small Firms	1,135	6.7	11,632	9.1
Medium Sized Firms	289	13.0	15,419	11.9
Large Firms	84	20.2	45,919	21.9
All Size Firms	1,508	7.7	72,970	15.6
<b>ELEVEN HOLIDAYS</b>				
Small Firms	417	2.5	2,573	2.0
Medium Size Firms	125	5.6	6,951	5.4
Large Firms	40	9.6	19,192	9.1
All Size Firms	582	3.0	28,716	6.1
<b>TWELVE or MORE HOLIDAYS</b>				
Small Firms	639	3.8	5,082	4.0
Medium Size Firms	102	4.6	5,817	4.5
Large Firms	7	1.7	5,787	2.8
All Size Firms	748	3.8	16,686	3.6
Subtotal of Small Firms	16,961	100.0	127,555	100.0
Subtotal of Medium Size Firms	2,224	100.0	129,637	100.0
Subtotal of Large Firms	416	100.0	209,905	100.0
<b>Grand Total</b>	<b>19,601</b>	<b>100.0</b>	<b>467,097</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes firms that have one or more full-time hourly employees and offer one or more paid holiday. 1,441 firms, or 83.5% of the firms with full-time hourly employees indicated that they offer at least one paid holiday.



**ALL INDUSTRIES**

**Part-time Hourly**

**TABLE 1D: Number of Paid Holidays Offered for Oklahoma Part-time Hourly Employees, All Industries, by Firm Size.**

<b>Number of Holidays</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>FIVE OR LESS HOLIDAYS</b>				
Small Firms	1,226	18.3	5287	23.6
Medium Size Firms	195	19.4	5,035	29.3
Large Firms	24	10.6	4,471	11.2
All Size Firms	1,445	18.2	14,793	18.6
<b>SIX HOLIDAYS</b>				
Small Firms	1,295	19.3	4,771	21.3
Medium Size Firms	266	26.4	4,855	28.2
Large Firms	27	11.9	14,426	36.2
All Size Firms	1,588	20.0	24,052	30.3
<b>SEVEN HOLIDAYS</b>				
Small Firms	1,216	18.1	3499	15.6
Medium Size Firms	100	9.9	2,104	12.2
Large Firms	40	17.7	4,013	10.1
All Size Firms	1,356	17.1	9,616	12.1
<b>EIGHT HOLIDAYS</b>				
Small Firms	1,160	17.3	3640	16.2
Medium Size Firms	57	5.7	704	4.1
Large Firms	30	13.3	3,915	9.8
All Size Firms	1,247	15.7	8,259	10.4
<b>NINE HOLIDAYS</b>				
Small Firms	814	12.1	2316	10.3
Medium Size Firms	138	13.7	1,250	7.3
Large Firms	28	12.4	3,419	8.6
All Size Firms	980	12.3	6,985	8.8
<b>TEN HOLIDAYS</b>				
Small Firms	487	7.3	1207	5.4
Medium Size Firms	118	11.7	1,083	6.3
Large Firms	47	20.8	3,498	8.8
All Size Firms	652	8.2	5,788	7.3
<b>ELEVEN HOLIDAYS</b>				
Small Firms	194	2.9	675	3.0
Medium Size Firms	74	7.3	701	4.1
Large Firms	25	11.1	1,028	2.6
All Size Firms	293	3.7	2,404	3.0
<b>TWELVE or MORE HOLIDAYS</b>				
Small Firms	312	4.7	1009	4.5
Medium Size Firms	59	5.9	1,460	8.5
Large Firms	5	2.2	5,132	12.9
All Size Firms	376	4.7	7,601	9.6
Subtotal of Small Firms	6,704	100.0	22,404	100.0
Subtotal of Medium Size Firms	1,007	100.0	17,192	100.0
Subtotal of Large Firms	226	100.0	39,902	100.0
<b>Grand Total</b>	<b>7,937</b>	<b>100.0</b>	<b>79,498</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes firms that have one or more part-time hourly employees and offer one or more paid holidays. 638 firms, or 45.3% of the firms with part-time employees indicated that they offer at least one paid holiday.

# ALL INDUSTRIES

Salaried

**TABLE 2A: Holidays Offered for Oklahoma All Industry Salaried Employees by Firm Size.\* Question 2: "Please check all paid holidays offered by your company."**

Holiday Offered	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>NEW YEAR'S DAY</b>				
Small Firms	17,296	94.4	93,022	96.7
Medium Size Firms	2,201	93.9	64,358	97.6
Large Firms	427	93.8	110,906	97.2
All Size Firms	19,924	94.4	268,286	97.1
<b>MARTIN LUTHER KING DAY</b>				
Small Firms	1,961	10.7	12,629	13.1
Medium Size Firms	298	12.7	2	0.0
Large Firms	88	19.3	31,625	27.7
All Size Firms	2,347	11.1	44,256	16.0
<b>PRESIDENT'S DAY</b>				
Small Firms	1,985	10.8	12,112	12.6
Medium Size Firms	282	12.0	12,199	18.5
Large Firms	76	16.7	30,242	26.5
All Size Firms	2,343	11.1	54,553	19.7
<b>GOOD FRIDAY</b>				
Small Firms	3,123	17.0	22,238	23.1
Medium Size Firms	483	20.6	20,724	31.4
Large Firms	117	25.7	30,506	26.7
All Size Firms	3,723	17.6	73,468	26.6
<b>MEMORIAL DAY</b>				
Small Firms	16,305	89.0	88,338	91.8
Medium Size Firms	2,057	87.8	62,492	94.8
Large Firms	419	92.1	107,342	94.0
All Size Firms	18,781	88.9	258,172	93.5
<b>INDEPENDENCE DAY</b>				
Small Firms	16,316	89.1	89,542	93.1
Medium Sized Firms	2,056	87.8	62,241	94.4
Large Firms	417	91.6	104,100	91.2
All Size Firms	18,789	89.0	255,883	92.6
<b>LABOR DAY</b>				
Small Firms	16,391	89.5	89,343	92.9
Medium Size Firms	2,010	85.8	60,876	92.4
Large Firms	419	92.1	105,061	92.0
All Size Firms	18,820	89.1	255,280	92.4
<b>COLUMBUS DAY</b>				
Small Firms	1,477	8.1	7,690	8.0
Medium Size Firms	120	5.1	4,503	6.8
Large Firms	27	5.9	5,505	4.8
All Size Firms	1,624	7.7	17,698	6.4
<b>ELECTION DAY</b>				
Small Firms	743	4.1	1,830	1.9
Medium Size Firms	35	1.5	1,451	2.2
Large Firms	3	0.7	32	0.0
All Size Firms	781	3.7	3,313	1.2

**TABLE 2A: Holidays, All Industries, Salaried (continued).**

<b>Number of Holidays</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>VETERAN'S DAY</b>				
Small Firms	1,800	9.8	9,531	9.9
Medium Size Firms	199	8.5	7,956	12.1
Large Firms	54	11.9	11,746	10.3
All Size Firms	2,053	9.7	29,233	10.6
<b>THANKSGIVING DAY</b>				
Small Firms	17,540	95.8	94,119	97.9
Medium Size Firms	2,264	96.6	65,115	98.8
Large Firms	444	97.6	108,188	94.8
All Size Firms	20,248	95.9	267,422	96.8
<b>DAY AFTER THANKSGIVING</b>				
Small Firms	8,482	46.3	51,395	53.4
Medium Size Firms	1,041	44.4	40,427	61.3
Large Firms	239	52.5	78,708	68.9
All Size Firms	9,762	46.2	170,530	61.7
<b>CHRISTMAS EVE DAY</b>				
Small Firms	5,458	29.8	31,596	32.8
Medium Size Firms	817	34.9	32,283	49.0
Large Firms	159	34.9	61,577	53.9
All Size Firms	6,434	30.5	125,456	45.4
<b>CHRISTMAS DAY</b>				
Small Firms	17,972	98.1	95,302	99.1
Medium Size Firms	2,247	95.9	63,847	96.9
Large Firms	434	95.4	105,302	92.2
All Size Firms	20,653	97.8	264,451	95.7
<b>NEW YEAR'S EVE DAY</b>				
Small Firms	5,889	32.1	32,120	33.4
Medium Size Firms	725	30.9	28,106	42.6
Large Firms	130	28.6	45,513	39.9
All Size Firms	6,744	31.9	105,739	38.3
<b>BIRTHDAY</b>				
Small Firms	1,294	7.1	6,572	6.8
Medium Size Firms	181	7.7	2,876	4.4
Large Firms	58	12.7	10,072	8.8
All Size Firms	1,533	7.3	19,520	7.1
<b>ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY</b>				
Small Firms	2,080	11.4	14,990	15.6
Medium Size Firms	470	20.1	16,202	24.6
Large Firms	129	28.4	22,500	19.7
All Size Firms	2,679	12.7	53,692	19.4
<b>OTHER (please name)</b>				
Small Firms	976	5.3	7,478	7.8
Medium Size Firms	226	9.6	6,974	10.6
Large Firms	70	15.4	39,999	35.0
All Size Firms	1,272	6.0	54,451	19.7
<b>Offering Holiday(s) Totals</b>				
Subtotal of Small Firms	18,318	100.0	96,187	100.0
Subtotal of Medium Size Firms	2,343	100.0	65,908	100.0
Subtotal of Large Firms	455	100.0	114,153	100.0
<b>Grand Total</b>	<b>21,116</b>	<b>100.0</b>	<b>276,248</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes firms that have one or more salaried employees that responded to this question. 1,516 firms, or 87.8% of the firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

# ALL INDUSTRIES

Full-time Hourly

**TABLE 2B: Holidays Offered for All Industry Oklahoma Full-time hourly Employees by Firm Size.\* Question 2: "Please check all paid holidays offered by your company."**

Holiday Offered	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>NEW YEAR'S DAY</b>				
Small Firms	15,602	92.0	117,818	92.4
Medium Size Firms	2,083	93.7	122,499	94.5
Large Firms	393	94.5	203,133	96.8
All Size Firms	18,078	92.2	443,450	94.9
<b>MARTIN LUTHER KING DAY</b>				
Small Firms	1,446	8.5	11,824	9.3
Medium Size Firms	232	10.4	12,713	9.8
Large Firms	77	18.5	29,013	13.8
All Size Firms	1,755	9.0	53,550	11.5
<b>PRESIDENT'S DAY</b>				
Small Firms	1,411	8.3	10,171	8.0
Medium Size Firms	252	11.3	12,741	9.8
Large Firms	50	12.0	18,815	9.0
All Size Firms	1,713	8.7	41,727	8.9
<b>GOOD FRIDAY</b>				
Small Firms	2,349	13.8	19,941	15.6
Medium Size Firms	438	19.7	27,240	21.0
Large Firms	114	27.4	64,851	30.9
All Size Firms	2,901	14.8	112,032	24.0
<b>MEMORIAL DAY</b>				
Small Firms	14,654	86.4	112,206	88.0
Medium Size Firms	1,954	87.9	115,016	88.7
Large Firms	383	92.1	197,678	94.2
All Size Firms	16,991	86.7	424,900	91.0
<b>INDEPENDENCE DAY</b>				
Small Firms	14,971	88.3	114,169	89.5
Medium Sized Firms	1,990	89.5	117,694	90.8
Large Firms	380	91.3	188,326	89.7
All Size Firms	17,341	88.5	420,189	90.0
<b>LABOR DAY</b>				
Small Firms	14,630	86.3	112,475	88.2
Medium Size Firms	1,933	86.9	114,001	87.9
Large Firms	385	92.5	199,655	95.1
All Size Firms	16,948	86.5	426,131	91.2
<b>COLUMBUS DAY</b>				
Small Firms	841	5.0	6,870	5.4
Medium Size Firms	104	4.7	5,272	4.1
Large Firms	22	5.3	9,663	4.6
All Size Firms	967	4.9	21,805	4.7
<b>ELECTION DAY</b>				
Small Firms	347	2.0	3,323	2.6
Medium Size Firms	21	0.9	838	0.6
Large Firms	1	0.2	671	0.3
All Size Firms	369	1.9	4,832	1.0

**TABLE 2B Holidays, All Industries, Full-time Hourly (continued).**

<b>Holiday Offered</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>VETERAN'S DAY</b>				
Small Firms	1,311	7.7	10,425	8.2
Medium Size Firms	168	7.6	9,720	7.5
Large Firms	45	10.8	14,931	7.1
<b>All Size Firms</b>	<b>1,524</b>	<b>7.8</b>	<b>35,076</b>	<b>7.5</b>
<b>THANKSGIVING DAY</b>				
Small Firms	16,313	96.2	123,836	97.1
Medium Size Firms	2,131	95.8	125,587	96.9
Large Firms	410	98.6	207,058	98.6
<b>All Size Firms</b>	<b>18,854</b>	<b>96.2</b>	<b>456,481</b>	<b>97.7</b>
<b>DAY AFTER THANKSGIVING</b>				
Small Firms	6,424	37.9	46,815	36.7
Medium Size Firms	968	43.5	55,477	42.8
Large Firms	198	47.6	96,633	46.0
<b>All Size Firms</b>	<b>7,590</b>	<b>38.7</b>	<b>198,925</b>	<b>42.6</b>
<b>CHRISTMAS EVE DAY</b>				
Small Firms	4,615	27.2	34,130	26.8
Medium Size Firms	723	32.5	41,307	31.9
Large Firms	145	34.9	63,925	30.5
<b>All Size Firms</b>	<b>5,483</b>	<b>28.0</b>	<b>139,362</b>	<b>29.8</b>
<b>CHRISTMAS DAY</b>				
Small Firms	16,569	97.7	125,754	98.6
Medium Size Firms	2,137	96.1	124,342	95.9
Large Firms	399	95.9	192,609	91.8
<b>All Size Firms</b>	<b>19,105</b>	<b>97.5</b>	<b>442,705</b>	<b>94.8</b>
<b>NEW YEAR'S EVE DAY</b>				
Small Firms	5,267	31.1	39,666	31.1
Medium Size Firms	628	28.2	33,216	25.6
Large Firms	122	29.3	61,147	29.1
<b>All Size Firms</b>	<b>6,017</b>	<b>30.7</b>	<b>134,029</b>	<b>28.7</b>
<b>BIRTHDAY</b>				
Small Firms	1,013	6.0	7,810	6.1
Medium Size Firms	184	8.3	10,779	8.3
Large Firms	59	14.2	60,561	28.9
<b>All Size Firms</b>	<b>1,256</b>	<b>6.4</b>	<b>79,150</b>	<b>16.9</b>
<b>ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY</b>				
Small Firms	1,736	10.2	17,305	13.6
Medium Size Firms	460	20.7	26,742	20.6
Large Firms	122	29.3	63,071	30.0
<b>All Size Firms</b>	<b>2,318</b>	<b>11.8</b>	<b>107,118</b>	<b>22.9</b>
<b>OTHER (please name)</b>				
Small Firms	727	4.3	4,979	3.9
Medium Size Firms	214	9.6	12,425	9.6
Large Firms	64	15.4	50,198	23.9
<b>All Size Firms</b>	<b>1,005</b>	<b>5.1</b>	<b>67,602</b>	<b>14.5</b>
<b>Offering Holiday(s) Totals</b>				
Subtotal of Small Firms	16,961	100.0	127,555	100.0
Subtotal of Medium Size Firms	2,224	100.0	129,637	100.0
Subtotal of Large Firms	416	100.0	209,905	100.0
<b>Grand Total</b>	<b>19,601</b>	<b>100.0</b>	<b>467,097</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes firms that have one or more full-time hourly employees that responded to this question. 1,441 firms, or 83.5% of the firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

# ALL INDUSTRIES

## Part-time Hourly

**TABLE 2C: Holidays Offered for All Industry Oklahoma Part-time Hourly Employees by Firm Size.\* Question 2: "Please check all paid holidays offered by your company."**

Holiday Offered	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>NEW YEAR'S DAY</b>				
Small Firms	6,282	93.7	18,818	84.0
Medium Size Firms	910	90.4	13,468	78.3
Large Firms	200	88.5	39,075	97.9
All Size Firms	7,392	93.1	71,361	89.8
<b>MARTIN LUTHER KING DAY</b>				
Small Firms	631	9.4	2,279	10.2
Medium Size Firms	166	16.5	2,886	16.8
Large Firms	48	21.2	8,135	20.4
All Size Firms	845	10.6	13,300	16.7
<b>PRESIDENT'S DAY</b>				
Small Firms	713	10.6	1,982	8.8
Medium Size Firms	171	17.0	2,632	15.3
Large Firms	43	19.0	7,093	17.8
All Size Firms	927	11.7	11,707	14.7
<b>GOOD FRIDAY</b>				
Small Firms	1,014	15.1	2,142	9.6
Medium Size Firms	216	21.4	1,903	11.1
Large Firms	69	30.5	17,532	43.9
All Size Firms	1,299	16.4	21,577	27.1
<b>MEMORIAL DAY</b>				
Small Firms	5,772	86.1	17,047	76.1
Medium Size Firms	823	81.7	12,088	70.3
Large Firms	194	85.8	30,081	75.4
All Size Firms	6,789	85.5	59,216	74.5
<b>INDEPENDENCE DAY</b>				
Small Firms	5,786	86.3	16,824	75.1
Medium Sized Firms	825	81.9	12,062	70.2
Large Firms	196	86.7	37,165	93.1
All Size Firms	6,807	85.8	66,051	83.1
<b>LABOR DAY</b>				
Small Firms	5,684	84.8	16,855	75.2
Medium Size Firms	802	79.6	11,439	66.5
Large Firms	192	85.0	33,044	82.8
All Size Firms	6,678	84.1	61,338	77.2
<b>COLUMBUS DAY</b>				
Small Firms	335	5.0	1,946	8.7
Medium Size Firms	75	7.4	2,197	12.8
Large Firms	19	8.4	1,332	3.3
All Size Firms	429	5.4	5,475	6.9
<b>ELECTION DAY</b>				
Small Firms	135	2.0	342	1.5
Medium Size Firms	8	0.8	141	0.8
All Size Firms	143	1.8	483	0.6

**TABLE 2C: Holidays, All Industries, Part-time Hourly (continued).**

<b>Holiday Offered</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>VETERAN'S DAY</b>				
Small Firms	546	8.1	1,466	6.5
Medium Size Firms	102	10.1	2,060	12.0
Large Firms	35	15.5	1,915	4.8
<b>All Size Firms</b>	<b>683</b>	<b>8.6</b>	<b>5,441</b>	<b>6.8</b>
<b>THANKSGIVING DAY</b>				
Small Firms	6,412	95.6	19,789	88.3
Medium Size Firms	944	93.7	13,586	79.0
Large Firms	219	96.9	42,002	105.3
<b>All Size Firms</b>	<b>7,575</b>	<b>95.4</b>	<b>75,377</b>	<b>94.8</b>
<b>DAY AFTER THANKSGIVING</b>				
Small Firms	2,884	43.0	8,423	37.6
Medium Size Firms	401	39.8	4,142	24.1
Large Firms	91	40.3	12,520	31.4
<b>All Size Firms</b>	<b>3,376</b>	<b>42.5</b>	<b>25,085</b>	<b>31.6</b>
<b>CHRISTMAS EVE DAY</b>				
Small Firms	2,438	36.4	7,875	35.1
Medium Size Firms	333	33.1	3,813	22.2
Large Firms	77	34.1	12,701	31.8
<b>All Size Firms</b>	<b>2,848</b>	<b>35.9</b>	<b>24,389</b>	<b>30.7</b>
<b>CHRISTMAS DAY</b>				
Small Firms	6,615	98.7	21,149	94.4
Medium Size Firms	964	95.7	16,207	94.3
Large Firms	210	92.9	40,092	100.5
<b>All Size Firms</b>	<b>7,789</b>	<b>98.1</b>	<b>77,448</b>	<b>97.4</b>
<b>NEW YEAR'S EVE DAY</b>				
Small Firms	2,360	35.2	7,487	33.4
Medium Size Firms	263	26.1	4,237	24.6
Large Firms	74	32.7	12,342	30.9
<b>All Size Firms</b>	<b>2,697</b>	<b>34.0</b>	<b>24,066</b>	<b>30.3</b>
<b>BIRTHDAY</b>				
Small Firms	562	8.4	1,545	6.9
Medium Size Firms	66	6.6	1,251	7.3
Large Firms	44	19.5	11,755	29.5
<b>All Size Firms</b>	<b>672</b>	<b>8.5</b>	<b>14,551</b>	<b>18.3</b>
<b>ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY</b>				
Small Firms	661	9.9	1,188	5.3
Medium Size Firms	202	20.1	3,431	20.0
Large Firms	64	28.3	6,255	15.7
<b>All Size Firms</b>	<b>927</b>	<b>11.7</b>	<b>10,874</b>	<b>13.7</b>
<b>OTHER (please name)</b>				
Small Firms	251	3.7	2,161	9.6
Medium Size Firms	110	10.9	2,464	14.3
Large Firms	31	13.7	5,799	14.5
<b>All Size Firms</b>	<b>392</b>	<b>4.9</b>	<b>10,424</b>	<b>13.1</b>
<b>Offering Holiday(s) Totals</b>				
Subtotal of Small Firms	6,704	100.0	22,404	100.0
Subtotal of Medium Size Firms	1,007	100.0	17,192	100.0
Subtotal of Large Firms	226	100.0	39,902	100.0
<b>Grand Total</b>	<b>7,937</b>	<b>100.0</b>	<b>79,498</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes firms that have one or more part-time hourly employees that responded to this question. 638 firms, or 45.3% of the firms with part-time employees responded to this question. Size categories with no firms are omitted from this table. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

**ALL INDUSTRIES**  
Full-time Hourly

**TABLE 3A: Holiday Pay Offered for Oklahoma Full-time Hourly, All Industries Employees, by Firm Size.\* Question 3: "What do you pay hourly employees Who Work on a holiday?"**

<b>Type of Pay</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>STRAIGHT TIME</b>				
Small Firms	8,898	50.8	65,969	47.7
Medium Size Firms	958	39.9	49,650	36.9
Large Firms	118	28.2	57,585	27.5
All Size Firms	9,974	49.1	173,204	35.9
<b>TIME AND ONE-HALF</b>				
Small Firms	4,333	24.8	40,209	29.1
Medium Size Firms	661	27.6	39,663	29.5
Large Firms	165	39.4	94,114	44.9
All Size Firms	5,159	25.4	173,986	36.1
<b>DOUBLE TIME</b>				
Small Firms	2,140	12.2	19,979	14.5
Medium Size Firms	562	23.4	35,900	26.7
Large Firms	101	24.1	35,663	17.0
All Size Firms	2,803	13.8	91,542	19.0
<b>OTHER (please describe)</b>				
Small Firms	2,129	12.2	12,056	8.7
Medium Size Firms	218	9.1	9,320	6.9
Large Firms	35	8.4	22,159	10.6
All Size Firms	2,382	11.7	43,535	9.0
Subtotal of Small Firms	17,500	100.0	138,213	100.0
Subtotal of Medium Size Firms	2,399	100.0	134,533	100.0
Subtotal of Large Firms	419	100.0	209,521	100.0
<b>Grand Total</b>	<b>20,318</b>	<b>100.0</b>	<b>482,267</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more full-time hourly employees that responded to this question. 1729 firms, or 82.9% of the firms with full-time hourly employees reported holiday pay.



**ALL INDUSTRIES**  
Part-time Hourly

**TABLE 3B: Holiday Pay Offered for Oklahoma Part-time Hourly, All Industries Employees, by Firm Size.\* Question 3: "What do you pay hourly employees Who Work on a holiday?"**

<b>Type of Pay</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>STRAIGHT TIME</b>				
Small Firms	5,634	55.0	33,760	66.6
Medium Size Firms	634	45.4	22,366	59.2
Large Firms	97	35.4	15,225	29.5
<b>All Size Firms</b>	<b>6,365</b>	<b>53.4</b>	<b>71,351</b>	<b>50.9</b>
<b>TIME AND ONE-HALF</b>				
Small Firms	2,160	21.1	10,925	21.5
Medium Size Firms	408	29.2	8,830	23.4
Large Firms	88	32.1	25,734	49.9
<b>All Size Firms</b>	<b>2,656</b>	<b>22.3</b>	<b>45,489</b>	<b>32.5</b>
<b>DOUBLE TIME</b>				
Small Firms	966	9.4	2,031	4.0
Medium Size Firms	205	14.7	4,052	10.7
Large Firms	67	24.5	5,425	10.5
<b>All Size Firms</b>	<b>1,238</b>	<b>10.4</b>	<b>11,508</b>	<b>8.2</b>
<b>OTHER (please describe)</b>				
Small Firms	1,485	14.5	4,003	7.9
Medium Size Firms	149	10.7	2,516	6.7
Large Firms	22	8.0	5,231	10.1
<b>All Size Firms</b>	<b>1,656</b>	<b>13.9</b>	<b>11,750</b>	<b>8.4</b>
Subtotal of Small Firms	10,245	100.0	50,719	100.0
Subtotal of Medium Size Firms	1,396	100.0	37,764	100.0
Subtotal of Large Firms	274	100.0	51,615	100.0
<b>Grand Total</b>	<b>11,915</b>	<b>100.0</b>	<b>140,098</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more part-time hourly employees that responded to this question. 847 firms, or 60.2% of the firms with part-time hourly employees reported holiday pay.

# ALL INDUSTRIES

**TABLE 4A: Type of Personal Leave Plan Offered for Oklahoma All Industries Employees by firm size and employee category. Question 4: "Do you combine paid leave time together (vacation, sick leave & misc. time) to be used at the employee's discretion?"**

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>SALARIED</b>	<b>No</b>				
	Salaried Small Firms	15,219	72.6	77,160	73.7
	Salaried Medium Size Firms	2,019	76.3	55,230	75.3
	Salaried Large Firms	352	75.2	101,765	86.7
	Salaried All Size Firms	17,590	73.1	234,155	79.3
	<b>Yes</b>				
	Salaried Small Firms	5,739	27.4	27,561	26.3
	Salaried Medium Size Firms	628	23.7	18,081	24.7
	Salaried Large Firms	116	24.8	15,546	13.3
	Salaried All Size Firms	6,483	26.9	61,188	20.7
	Subtotal of Salaried Small Firms	20,958	100.0	104,721	100.0
	Subtotal of Salaried Medium Size Firms	2,647	100.0	73,311	100.0
	Subtotal of Salaried Large Firms	468	100.0	117,311	100.0
<b>Salaried Grand Total</b>	<b>24,073</b>	<b>100.0</b>	<b>295,343</b>	<b>100.0</b>	
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	Full-time Hourly Small Firms	15,170	72.9	113,589	71.7
	Full-time Hourly Medium Size Firms	2,088	78.2	116,816	78.7
	Full-time Hourly Large Firms	313	71.0	143,979	66.7
	Full-time Hourly All Size Firms	17,571	73.5	374,384	71.6
	<b>Yes</b>				
	Full-time Hourly Small Firms	5,639	27.1	44,934	28.3
	Full-time Hourly Medium Size Firms	582	21.8	31,613	21.3
	Full-time Hourly Large Firms	128	29.0	71,762	33.3
	Full-time Hourly All Size Firms	6,349	26.5	148,309	28.4
	Subtotal of Full-time Hourly Small Firms	20,809	100.0	158,523	100.0
	Subtotal of Full-time Hourly Medium Size Firms	2,670	100.0	148,429	100.0
	Subtotal of Full-time Hourly Large Firms	441	100.0	215,741	100.0
<b>Full-time Hourly Grand Total</b>	<b>23,920</b>	<b>100.0</b>	<b>522,693</b>	<b>100.0</b>	
<b>PART-TIME HOURLY</b>	<b>No</b>				
	Part-time Hourly Small Firms	10,801	81.8	47,138	85.6
	Part-time Hourly Medium Size Firms	1,473	82.5	35,672	86.4
	Part-time Hourly Large Firms	221	75.7	30,720	66.2
	Part-time Hourly All Size Firms	12,495	81.7	113,530	79.5
	<b>Yes</b>				
	Part-time Hourly Small Firms	2,408	18.2	7,961	14.4
	Part-time Hourly Medium Size Firms	313	17.5	5,619	13.6
	Part-time Hourly Large Firms	71	24.3	15,650	33.8
	Part-time Hourly All Size Firms	2,792	18.3	29,230	20.5
	Subtotal of Part-time Hourly Small Firms	13,209	100.0	55,099	100.0
	Subtotal of Part-time Hourly Medium Size Firms	1,786	100.0	41,291	100.0
	Subtotal of Part-time Hourly Large Firms	292	100.0	46,370	100.0
<b>Part-time Hourly Grand Total</b>	<b>15,287</b>	<b>100.0</b>	<b>142,760</b>	<b>100.0</b>	

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more employees that responded to this question. 1964 firms, or 98.8% of the firms with employees responded to this question.

# ALL INDUSTRIES

**TABLE 5A: Type of Combined Leave Plans Offered for Oklahoma All Industries Employees by Firm Size and Employee Category. Question 5: "Are holidays included with vacation, sick leave in this combined leave time?"**

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>SALARIED</b>	<b>No</b>				
	Salaried Small Firms	4,123	74.2	20,513	76.2
	Salaried Medium Size Firms	458	74.7	14,925	80.9
	Salaried Large Firms	54	47.8	5,751	39.5
	Salaried All Size Firms	4,635	73.8	41,189	68.7
	<b>Yes</b>				
	Salaried Small Firms	1,431	25.8	6,421	23.8
	Salaried Medium Size Firms	155	25.3	3,518	19.1
	Salaried Large Firms	59	52.2	8,802	60.5
	Salaried All Size Firms	1,645	26.2	18,741	31.3
	Subtotal of Salaried Small Firms	5,554	100.0	26,934	100.0
	Subtotal of Salaried Medium Size Firms	613	100.0	18,443	100.0
	Subtotal of Salaried Large Firms	113	100.0	14,553	100.0
<b>Salaried Grand Total</b>	<b>6,280</b>	<b>100.0</b>	<b>59,930</b>	<b>100.0</b>	
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	Full-time Hourly Small Firms	4,259	77.5	32,142	73.9
	Full-time Hourly Medium Size Firms	418	73.7	22,096	72.7
	Full-time Hourly Large Firms	68	54.0	30,009	41.9
	Full-time Hourly All Size Firms	4,745	76.6	84,247	57.9
	<b>Yes</b>				
	Full-time Hourly Small Firms	1,239	22.5	11,348	26.1
	Full-time Hourly Medium Size Firms	149	26.3	8,280	27.3
	Full-time Hourly Large Firms	58	46.0	41,650	58.1
	Full-time Hourly All Size Firms	1,446	23.4	61,278	42.1
	Subtotal of Full-time Hourly Small Firms	5,498	100.0	43,490	100.0
	Subtotal of Full-time Hourly Medium Size Firms	567	100.0	30,376	100.0
	Subtotal of Full-time Hourly Large Firms	126	100.0	71,659	100.0
<b>Full-time Hourly Grand Total</b>	<b>6,191</b>	<b>100.0</b>	<b>145,525</b>	<b>100.0</b>	
<b>PART-TIME HOURLY</b>	<b>No</b>				
	Part-time Hourly Small Firms	1,608	75.2	6,038	79.8
	Part-time Hourly Medium Size Firms	220	71.9	4,043	72.2
	Part-time Hourly Large Firms	26	38.8	729	4.7
	Part-time Hourly All Size Firms	1,854	73.8	10,810	37.6
	<b>Yes</b>				
	Part-time Hourly Small Firms	531	24.8	1,524	20.2
	Part-time Hourly Medium Size Firms	86	28.1	1,555	27.8
	Part-time Hourly Large Firms	41	61.2	14,869	95.3
	Part-time Hourly All Size Firms	658	26.2	17,948	62.4
	Subtotal of Part-time Hourly Small Firms	2,139	100.0	7,562	100.0
	Subtotal of Part-time Hourly Medium Size Firms	306	100.0	5,598	100.0
	Subtotal of Part-time Hourly Large Firms	67	100.0	15,598	100.0
<b>Part-time Hourly Grand Total</b>	<b>2,512</b>	<b>100.0</b>	<b>28,758</b>	<b>100.0</b>	

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 444 firms, or 97.8% of the applicable firms responded to this question.

## ALL INDUSTRIES

**TABLE 6A: Leave Included in Combined Leave Plans for Oklahoma All Industries Employees by Firm Size and Employee Category. Question 6: "Are other types of paid leave (e. g. jury duty, military leave & bereavement leave), included with vacations and sick leave in this combined leave time?"**

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>SALARIED</b>	<b>No</b>				
	Salaried Small Firms	3,713	69.0	19,657	73.6
	Salaried Medium Size Firms	447	73.4	14,307	81.6
	Salaried Large Firms	84	76.4	12,102	84.9
	Salaried All Size Firms	4,244	69.5	46,066	78.7
	<b>Yes</b>				
	Salaried Small Firms	1,672	31.0	7,056	26.4
	Salaried Medium Size Firms	162	26.6	3,233	18.4
	Salaried Large Firms	26	23.6	2,157	15.1
	Salaried All Size Firms	1,860	30.5	12,446	21.3
	Subtotal of Salaried Small Firms	5,385	100.0	26,713	100.0
	Subtotal of Salaried Medium Size Firms	609	100.0	17,540	100.0
	Subtotal of Salaried Large Firms	110	100.0	14,259	100.0
<b>Salaried Grand Total</b>	<b>6,104</b>	<b>100.0</b>	<b>58,512</b>	<b>100.0</b>	
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	Full-time Hourly Small Firms	3,713	70.0	29,203	68.8
	Full-time Hourly Medium Size Firms	431	76.0	24,716	81.1
	Full-time Hourly Large Firms	100	79.4	59,001	82.3
	Full-time Hourly All Size Firms	4,244	70.7	112,920	78.1
	<b>Yes</b>				
	Full-time Hourly Small Firms	1,593	30.0	13,213	31.2
	Full-time Hourly Medium Size Firms	136	24.0	5,764	18.9
	Full-time Hourly Large Firms	26	20.6	12,658	17.7
	Full-time Hourly All Size Firms	1,755	29.3	31,635	21.9
	Subtotal of Full-time Hourly Small Firms	5,306	100.0	42,416	100.0
	Subtotal of Full-time Hourly Medium Size Firms	567	100.0	30,480	100.0
	Subtotal of Full-time Hourly Large Firms	126	100.0	71,659	100.0
<b>Full-time Hourly Grand Total</b>	<b>5,999</b>	<b>100.0</b>	<b>144,555</b>	<b>100.0</b>	
<b>PART-TIME HOURLY</b>	<b>No</b>				
	Part-time Hourly Small Firms	1,560	73.3	5,569	75.3
	Part-time Hourly Medium Size Firms	220	71.9	4,101	73.3
	Part-time Hourly Large Firms	58	85.3	10,770	69.2
	Part-time Hourly All Size Firms	1,838	73.5	20,440	71.5
	<b>Yes</b>				
	Part-time Hourly Small Firms	568	26.7	1,828	24.7
	Part-time Hourly Medium Size Firms	86	28.1	1,497	26.7
	Part-time Hourly Large Firms	10	14.7	4,804	30.8
	Part-time Hourly All Size Firms	664	26.5	8,129	28.5
	Subtotal of Part-time Hourly Small Firms	2,128	100.0	7,397	100.0
	Subtotal of Part-time Hourly Medium Size Firms	306	100.0	5,598	100.0
	Subtotal of Part-time Hourly Large Firms	68	100.0	15,574	100.0
<b>Part-time Hourly Grand Total</b>	<b>2,502</b>	<b>100.0</b>	<b>28,569</b>	<b>100.0</b>	

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 436 firms, or 96.0% of the applicable firms responded to this question.

## ALL INDUSTRIES

### Salary

**TABLE 7A: Minimum Combined Leave Time for Oklahoma Salary, All Industry, Employees by Firm Size.\* Question 7: "What is the minimum number of paid leave days offered to any employees in each category?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>5 DAYS or LESS</b>				
Small Firms	2,104	39.8	10,372	39.3
Medium Size Firms	234	39.0	6,253	35.7
Large Firms	20	17.9	2,698	17.9
<b>All Size Firms</b>	<b>2,358</b>	<b>39.3</b>	<b>19,323</b>	<b>32.8</b>
<b>6 to 10 DAYS</b>				
Small Firms	1,449	27.4	6,491	24.6
Medium Size Firms	136	22.7	3,914	22.4
Large Firms	34	30.4	3,619	24.0
<b>All Size Firms</b>	<b>1,619</b>	<b>27.0</b>	<b>14,024</b>	<b>23.8</b>
<b>11 to 15 DAYS</b>				
Small Firms	996	18.9	5,047	19.1
Medium Size Firms	120	20.0	3,406	19.5
Large Firms	22	19.6	2,765	18.3
<b>All Size Firms</b>	<b>1,138</b>	<b>19.0</b>	<b>11,218</b>	<b>19.0</b>
<b>16 to 29 DAYS</b>				
Small Firms	574	10.9	2,941	11.1
Medium Size Firms	106	17.7	3,591	20.5
Large Firms	36	32.1	6,010	39.8
<b>All Size Firms</b>	<b>716</b>	<b>11.9</b>	<b>12,542</b>	<b>21.3</b>
<b>30 or MORE DAYS</b>				
Small Firms	160	3.0	1,547	5.9
Medium Size Firms	4	0.7	327	1.9
<b>All Size Firms</b>	<b>164</b>	<b>2.7</b>	<b>1,874</b>	<b>3.2</b>
Subtotal of Small Firms	5,283	100.0	26,398	100.0
Subtotal of Medium Size Firms	600	100.0	17,491	100.0
Subtotal of Large Firms	112	100.0	15,092	100.0
<b>Grand Total</b>	<b>5,995</b>	<b>100.0</b>	<b>58,981</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more salaried employees and indicated that they combine leave time by answering yes to question four. 438 firms, or 100.0% of the applicable firms responded to this question.

## ALL INDUSTRIES

### Full-time Hourly

**TABLE 7B: Minimum Combined Leave Time for Oklahoma Full-time Hourly, All Industry, Employees by Firm Size.\* Question 7: "What is the minimum number of paid leave days offered to any employees in each category?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>5 DAYS or LESS</b>				
Small Firms	2,263	44.6	19,317	46.9
Medium Size Firms	219	39.5	11,247	38.1
Large Firms	20	16.0	7,375	10.4
All Size Firms	2,502	43.5	37,939	26.8
<b>6 to 10 DAYS</b>				
Small Firms	1,154	22.8	7,733	18.8
Medium Size Firms	118	21.3	6,565	22.2
Large Firms	39	31.2	22,190	31.4
All Size Firms	1,311	22.8	36,488	25.8
<b>11 to 15 DAYS</b>				
Small Firms	925	18.2	6,325	15.4
Medium Size Firms	105	19.0	5,029	17.0
Large Firms	22	17.6	7,267	10.3
All Size Firms	1,052	18.3	18,621	13.2
<b>16 to 29 DAYS</b>				
Small Firms	606	12.0	6,889	16.7
Medium Size Firms	108	19.5	6,635	22.5
Large Firms	44	35.2	33,873	47.9
All Size Firms	758	13.2	47,397	33.5
<b>30 or MORE DAYS</b>				
Small Firms	121	2.4	941	2.3
Medium Size Firms	4	0.7	50	0.2
All Size Firms	125	2.2	991	0.7
Subtotal of Small Firms	5,069	100.0	41,205	100.0
Subtotal of Medium Size Firms	554	100.0	29,526	100.0
Subtotal of Large Firms	125	100.0	70,705	100.0
<b>Grand Total</b>	<b>5,748</b>	<b>100.0</b>	<b>141,436</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more full-time hourly employees and indicated that they combine leave time by answering yes to question four. 433 firms, or 100.0% of the applicable firms responded to this question.

## ALL INDUSTRIES

### Part-time Hourly

**TABLE 7C: Minimum Combined Leave Time for Oklahoma Part-time Hourly, All Industry, Employees by Firm Size.\* Question 7: "What is the minimum number of paid leave days offered to any employees in each category?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>5 DAYS or LESS</b>				
Small Firms	776	40.0	3,080	43.6
Medium Size Firms	127	46.0	3,084	58.1
Large Firms	15	23.4	1,689	11.6
<b>All Size Firms</b>	<b>918</b>	<b>40.3</b>	<b>7,853</b>	<b>29.1</b>
<b>6 to 10 DAYS</b>				
Small Firms	465	24.0	1,520	21.5
Medium Size Firms	48	17.4	357	6.7
Large Firms	32	50.0	8,679	59.4
<b>All Size Firms</b>	<b>545</b>	<b>23.9</b>	<b>10,556</b>	<b>39.1</b>
<b>11 to 15 DAYS</b>				
Small Firms	418	21.6	1,185	16.8
Medium Size Firms	63	22.8	1,413	26.6
Large Firms	8	12.5	698	4.8
<b>All Size Firms</b>	<b>489</b>	<b>21.5</b>	<b>3,296</b>	<b>12.2</b>
<b>16 to 29 DAYS</b>				
Small Firms	248	12.8	1,073	15.2
Medium Size Firms	30	10.9	314	5.9
Large Firms	9	14.1	3,555	24.3
<b>All Size Firms</b>	<b>287</b>	<b>12.6</b>	<b>4,942</b>	<b>18.3</b>
<b>30 or MORE DAYS</b>				
Small Firms	31	1.6	205	2.9
Medium Size Firms	8	2.9	136	2.6
<b>All Size Firms</b>	<b>39</b>	<b>1.7</b>	<b>341</b>	<b>1.3</b>
Subtotal of Small Firms	1,938	100.0	7,063	100.0
Subtotal of Medium Size Firms	276	100.0	5,304	100.0
Subtotal of Large Firms	64	100.0	14,621	100.0
<b>Grand Total</b>	<b>2,278</b>	<b>100.0</b>	<b>26,988</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more part-time hourly employees and indicated that they combine leave time by answering yes to question four. 213 firms, or 100.0% of the applicable firms responded to this question.

**ALL INDUSTRIES**  
Salary

**TABLE 8A: Maximum Combined Leave Time for Oklahoma Salary, All Industry, Employees by Firm Size.\* Question 8: "What is the maximum number of paid leave days offered to any employees in each category?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
14 DAYS or LESS				
Small Firms	2,244	45.5	3,473	52.9
Medium Size Firms	161	27.3	2,721	51.3
Large Firms	8	7.1	1,681	11.0
All Size Firms	2,413	42.8	7,875	29.0
15 to 24 DAYS				
Small Firms	1,735	35.2	1,738	26.4
Medium Size Firms	220	37.3	1,631	30.7
Large Firms	36	32.1	3,175	20.8
All Size Firms	1,991	35.3	6,544	24.1
25 to 34 DAYS				
Small Firms	585	11.9	869	13.2
Medium Size Firms	138	23.4	723	13.6
Large Firms	39	34.8	4,796	31.5
All Size Firms	762	13.5	6,388	23.6
35 or MORE DAYS				
Small Firms	370	7.5	491	7.5
Medium Size Firms	71	12.0	230	4.3
Large Firms	29	25.9	5,583	36.6
All Size Firms	470	8.3	6,304	23.3
Subtotal of Small Firms	4,934	100.0	6,571	100.0
Subtotal of Medium Size Firms	590	100.0	5,305	100.0
Subtotal of Large Firms	112	100.0	15,235	100.0
<b>Grand Total</b>	<b>5,636</b>	<b>100.0</b>	<b>27,111</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more salaried employees and indicated that they combine leave time by answering yes to question four. 438 firms, or 100.0% of the applicable firms responded to this question.



**ALL INDUSTRIES**  
Full-time Hourly

**TABLE 8B: Maximum Combined Leave Time for Oklahoma Full-time Hourly, All Industry, Employees by Firm Size.\* Question 8: "What is the maximum number of paid leave days offered to any employees in each category?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>14 DAYS or LESS</b>				
Small Firms	2,175	45.8	16,209	42.1
Medium Size Firms	150	27.4	7,613	25.9
Large Firms	7	5.6	2,178	3.1
<b>All Size Firms</b>	<b>2,332</b>	<b>43.0</b>	<b>26,000</b>	<b>18.7</b>
<b>15 to 24 DAYS</b>				
Small Firms	1,822	38.4	14,742	38.3
Medium Size Firms	207	37.8	9,972	33.9
Large Firms	43	34.4	19,160	26.8
<b>All Size Firms</b>	<b>2,072</b>	<b>38.2</b>	<b>43,874</b>	<b>31.5</b>
<b>25 to 34 DAYS</b>				
Small Firms	325	6.9	2,825	7.3
Medium Size Firms	145	26.5	9,901	33.6
Large Firms	45	36.0	25,929	36.3
<b>All Size Firms</b>	<b>515</b>	<b>9.5</b>	<b>38,655</b>	<b>27.7</b>
<b>35 or MORE DAYS</b>				
Small Firms	422	8.9	4,716	12.3
Medium Size Firms	46	8.4	1,946	6.6
Large Firms	30	24.0	24,128	33.8
<b>All Size Firms</b>	<b>498</b>	<b>9.2</b>	<b>30,790</b>	<b>22.1</b>
Subtotal of Small Firms	4,744	100.0	38,492	100.0
Subtotal of Medium Size Firms	548	100.0	29,432	100.0
Subtotal of Large Firms	125	100.0	71,395	100.0
<b>Grand Total</b>	<b>5,417</b>	<b>100.0</b>	<b>139,319</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more full-time hourly employees and indicated that they combine leave time by answering yes to question four. 433 firms, or 100.0% of the applicable firms responded to this question.

**ALL INDUSTRIES**  
Part-time Hourly

**TABLE 8C: Maximum Combined Leave Time for Oklahoma Part-time Hourly, All Industry, Employees by Firm Size.\* Question 8: "What is the maximum number of paid leave days offered to any employees in each category?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>14 DAYS or LESS</b>				
Small Firms	992	55.3	3,473	52.9
Medium Size Firms	117	42.1	2,721	51.3
Large Firms	18	26.9	1,589	10.8
<b>All Size Firms</b>	<b>1,127</b>	<b>52.7</b>	<b>7,783</b>	<b>29.3</b>
<b>15 to 24 DAYS</b>				
Small Firms	558	31.1	1,738	26.4
Medium Size Firms	98	35.3	1,631	30.7
Large Firms	17	25.4	1,099	7.5
<b>All Size Firms</b>	<b>673</b>	<b>31.5</b>	<b>4,468</b>	<b>16.8</b>
<b>25 to 34 DAYS</b>				
Small Firms	112	6.2	869	13.2
Medium Size Firms	46	16.5	723	13.6
Large Firms	13	19.4	1,959	13.4
<b>All Size Firms</b>	<b>171</b>	<b>8.0</b>	<b>3,551</b>	<b>13.4</b>
<b>35 or MORE DAYS</b>				
Small Firms	131	7.3	491	7.5
Medium Size Firms	17	6.1	230	4.3
Large Firms	19	28.4	10,011	68.3
<b>All Size Firms</b>	<b>167</b>	<b>7.8</b>	<b>10,732</b>	<b>40.4</b>
Subtotal of Small Firms	1,793	100.0	6,571	100.0
Subtotal of Medium Size Firms	278	100.0	5,305	100.0
Subtotal of Large Firms	67	100.0	14,658	100.0
<b>Grand Total</b>	<b>2,138</b>	<b>100.0</b>	<b>26,534</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more part-time hourly employees and indicated that they combine leave time by answering yes to question four. 213 firms, or 100.0% of the applicable firms responded to this question.

## ALL INDUSTRIES

**TABLE 9A: Seniority and Leave Time Increases in Combined Leave Plans for Oklahoma, All Industries Employees by Firm Size and Employee Category. Question 9: "Does paid leave time increase with years of service or with seniority?"**

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>SALARIED</b>	<b>No</b>				
	Salaried Small Firms	2,142	39.4	11,037	41.1
	Salaried Medium Size Firms	111	18.6	2,377	13.7
	Salaried Large Firms	6	5.4	1,018	7.0
	Salaried All Size Firms	2,259	36.8	14,432	24.6
	<b>Yes</b>				
	Salaried Small Firms	3,290	60.6	15,802	58.9
	Salaried Medium Size Firms	485	81.4	14,967	86.3
	Salaried Large Firms	106	94.6	13,535	93.0
	Salaried All Size Firms	3,881	63.2	44,304	75.4
	Subtotal of Salaried Small Firms	5,432	100.0	26,839	100.0
	Subtotal of Salaried Medium Size Firms	596	100.0	17,344	100.0
	Subtotal of Salaried Large Firms	112	100.0	14,553	100.0
<b>Salaried Grand Total</b>	<b>6,140</b>	<b>100.0</b>	<b>58,736</b>	<b>100.0</b>	
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	Full-time Hourly Small Firms	2,091	40.1	12,967	30.5
	Full-time Hourly Medium Size Firms	106	19.0	4,960	16.4
	Full-time Hourly Large Firms	6	4.8	1,702	2.4
	Full-time Hourly All Size Firms	2,203	37.3	19,629	13.7
	<b>Yes</b>				
	Full-time Hourly Small Firms	3,128	59.9	29,504	69.5
	Full-time Hourly Medium Size Firms	453	81.0	25,232	83.6
	Full-time Hourly Large Firms	118	95.2	69,405	97.6
	Full-time Hourly All Size Firms	3,699	62.7	124,141	86.3
	Subtotal of Full-time Hourly Small Firms	5,219	100.0	42,471	100.0
	Subtotal of Full-time Hourly Medium Size Firms	559	100.0	30,192	100.0
	Subtotal of Full-time Hourly Large Firms	124	100.0	71,107	100.0
<b>Full-time Hourly Grand Total</b>	<b>5,902</b>	<b>100.0</b>	<b>143,770</b>	<b>100.0</b>	
<b>PART-TIME HOURLY</b>	<b>No</b>				
	Part-time Hourly Small Firms	699	36.2	2,079	29.0
	Part-time Hourly Medium Size Firms	49	17.9	2,129	41.2
	Part-time Hourly Large Firms	12	17.9	1,385	9.0
	Part-time Hourly All Size Firms	760	33.5	5,593	20.2
	<b>Yes</b>				
	Part-time Hourly Small Firms	1,232	63.8	5,088	71.0
	Part-time Hourly Medium Size Firms	224	82.1	3,037	58.8
	Part-time Hourly Large Firms	55	82.1	13,990	91.0
	Part-time Hourly All Size Firms	1,511	66.5	22,115	79.8
	Subtotal of Part-time Hourly Small Firms	1,931	100.0	7,167	100.0
	Subtotal of Part-time Hourly Medium Size Firms	273	100.0	5,166	100.0
	Subtotal of Part-time Hourly Large Firms	67	100.0	15,375	100.0
<b>Part-time Hourly Grand Total</b>	<b>2,271</b>	<b>100.0</b>	<b>27,708</b>	<b>100.0</b>	

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 436 firms, or 96.0% of the applicable firms responded to this question.

# ALL INDUSTRIES

**TABLE 10A: Leave Accumulation in Combined Leave Plans for Oklahoma All Industries Employees by Firm Size and Employee Category. Question10: "Do you allow paid leave days to accumulate or carry over into the following year?"**

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>SALARIED</b>	<b>No</b>				
	Salaried Small Firms	3,411	62.7	17,741	66.2
	Salaried Medium Size Firms	252	41.9	4,877	27.4
	Salaried Large Firms	23	20.9	3,512	24.2
	Salaried All Size Firms	3,686	59.9	26,130	44.2
	<b>Yes</b>				
	Salaried Small Firms	2,029	37.3	9,056	33.8
	Salaried Medium Size Firms	349	58.1	12,926	72.6
	Salaried Large Firms	87	79.1	10,991	75.8
	Salaried All Size Firms	2,465	40.1	32,973	55.8
	Subtotal of Salaried Small Firms	5,440	100.0	26,797	100.0
	Subtotal of Salaried Medium Size Firms	601	100.0	17,803	100.0
	Subtotal of Salaried Large Firms	110	100.0	14,503	100.0
<b>Salaried Grand Total</b>	<b>6,151</b>	<b>100.0</b>	<b>59,103</b>	<b>100.0</b>	
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	Full-time Hourly Small Firms	3,237	63.5	23,637	56.5
	Full-time Hourly Medium Size Firms	226	40.6	11,699	38.7
	Full-time Hourly Large Firms	28	22.4	11,551	16.2
	Full-time Hourly All Size Firms	3,491	60.4	46,887	32.7
	<b>Yes</b>				
	Full-time Hourly Small Firms	1,859	36.5	18,171	43.5
	Full-time Hourly Medium Size Firms	331	59.4	18,526	61.3
	Full-time Hourly Large Firms	97	77.6	59,883	83.8
	Full-time Hourly All Size Firms	2,287	39.6	96,580	67.3
	Subtotal of Full-time Hourly Small Firms	5,096	100.0	41,808	100.0
	Subtotal of Full-time Hourly Medium Size Firms	557	100.0	30,225	100.0
	Subtotal of Full-time Hourly Large Firms	125	100.0	71,434	100.0
<b>Full-time Hourly Grand Total</b>	<b>5,778</b>	<b>100.0</b>	<b>143,467</b>	<b>100.0</b>	
<b>PART-TIME HOURLY</b>	<b>No</b>				
	Part-time Hourly Small Firms	1,225	60.9	3,698	52.3
	Part-time Hourly Medium Size Firms	104	36.9	3,101	58.4
	Part-time Hourly Large Firms	12	18.5	2,562	16.5
	Part-time Hourly All Size Firms	1,341	56.9	9,361	33.6
	<b>Yes</b>				
	Part-time Hourly Small Firms	786	39.1	3,373	47.7
	Part-time Hourly Medium Size Firms	178	63.1	2,209	41.6
	Part-time Hourly Large Firms	53	81.5	12,921	83.5
	Part-time Hourly All Size Firms	1,017	43.1	18,503	66.4
	Subtotal of Part-time Hourly Small Firms	2,011	100.0	7,071	100.0
	Subtotal of Part-time Hourly Medium Size Firms	282	100.0	5,310	100.0
	Subtotal of Part-time Hourly Large Firms	65	100.0	15,483	100.0
<b>Part-time Hourly Grand Total</b>	<b>2,358</b>	<b>100.0</b>	<b>27,864</b>	<b>100.0</b>	

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 433 firms, or 95.4% of the applicable firms responded to this question.

**ALL INDUSTRIES**  
Salary

**TABLE 11A: Maximum Leave Accumulation in Combined Leave Plans for Oklahoma, All Industries, Salary Employees by Firm Size. Question11: "If yes on question #10, what is the maximum number of paid leave days any employee in each category can accumulate or carry over into the following year?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>10 DAYS or LESS</b>				
Small Firms	667	33.8	2,961	32.8
Medium Size Firms	124	36.4	3,719	30.1
Large Firms	33	38.8	2,619	24.3
<b>All Size Firms</b>	<b>824</b>	<b>34.3</b>	<b>9,299</b>	<b>28.9</b>
<b>11 to 20 DAYS</b>				
Small Firms	339	17.2	1,565	17.4
Medium Size Firms	51	15.0	1,509	12.2
Large Firms	8	9.4	418	3.9
<b>All Size Firms</b>	<b>398</b>	<b>16.6</b>	<b>3,492</b>	<b>10.9</b>
<b>21 OR MORE DAYS</b>				
Small Firms	386	19.5	2,214	24.5
Medium Size Firms	110	32.3	4,454	36.0
Large Firms	33	38.8	5,255	48.8
<b>All Size Firms</b>	<b>529</b>	<b>22.0</b>	<b>11,923</b>	<b>37.1</b>
<b>NO MAXIMUM OR LIMIT</b>				
Small Firms	583	29.5	2,279	25.3
Medium Size Firms	56	16.4	2,675	21.6
Large Firms	11	12.9	2,476	23.0
<b>All Size Firms</b>	<b>650</b>	<b>27.1</b>	<b>7,430</b>	<b>23.1</b>
Subtotal of Small Firms	1,975	100.0	9,019	100.0
Subtotal of Medium Size Firms	341	100.0	12,357	100.0
Subtotal of Large Firms	85	100.0	10,768	100.0
<b>Grand Total</b>	<b>2,401</b>	<b>100.0</b>	<b>32,144</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more salaried employees and indicated that they combine leave time by answering yes to question four and indicated they allowed leave time accumulation by answering yes to question 10. 208 firms, or 96.7% of the applicable firms responded to this question.

**ALL INDUSTRIES**  
Full-time Hourly

**TABLE 11B: Maximum Leave Accumulation in Combined Leave Plans for Oklahoma, All Industries, Full-time Hourly Employees by Firm Size.**

**Question 11: "If yes on question #10, what is the maximum number of paid leave days any employee in each category can accumulate or carry over into the following year?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>10 DAYS or LESS</b>				
Small Firms	400	29.1	3,943	4.8
Medium Size Firms	109	34.7	5,165	30.3
Large Firms	31	36.5	17,844	33.7
<b>All Size Firms</b>	<b>540</b>	<b>30.4</b>	<b>26,952</b>	<b>32.8</b>
<b>11 to 20 DAYS</b>				
Small Firms	294	21.4	2,856	23.6
Medium Size Firms	49	15.6	2,879	16.9
Large Firms	13	15.3	6,099	11.5
<b>All Size Firms</b>	<b>356</b>	<b>20.1</b>	<b>11,834</b>	<b>14.4</b>
<b>21 OR MORE DAYS</b>				
Small Firms	215	15.6	2,808	23.2
Medium Size Firms	112	35.7	7,124	41.8
Large Firms	30	35.3	15,979	30.2
<b>All Size Firms</b>	<b>357</b>	<b>20.1</b>	<b>25,911</b>	<b>31.6</b>
<b>NO MAXIMUM OR LIMIT</b>				
Small Firms	467	33.9	2,517	20.8
Medium Size Firms	44	14.0	1,889	11.1
Large Firms	11	12.9	12,963	24.5
<b>All Size Firms</b>	<b>522</b>	<b>29.4</b>	<b>17,369</b>	<b>21.2</b>
Subtotal of Small Firms	1,376	100.0	12,124	72.3
Subtotal of Medium Size Firms	314	100.0	17,057	100.0
Subtotal of Large Firms	85	100.0	52,885	100.0
<b>Grand Total</b>	<b>1,775</b>	<b>100.0</b>	<b>82,066</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more full-time hourly employees and indicated that they combine leave time by answering yes to question four and indicated they allowed leave time accumulation by answering yes to question 10. 201 firms, or 96.2% of the applicable firms responded to this question.

**ALL INDUSTRIES**  
Part-time Hourly

**TABLE 11C: Maximum Leave Accumulation in Combined Leave Plans for Oklahoma, All Industries, Part-time Hourly Employees by Firm Size.**  
Question 11: "If yes on question #10, what is the maximum number of paid leave days any employee in each category can accumulate or carry over into the following year?"

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
10 DAYS or LESS				
Small Firms	169	25.0	556	18.5
Medium Size Firms	66	41.3	910	47.8
Large Firms	14	33.3	8,574	56.2
All Size Firms	249	28.3	10,040	49.7
11 to 20 DAYS				
Small Firms	66	9.7	645	21.4
Medium Size Firms	29	18.1	211	11.1
Large Firms	2	4.8	1,210	7.9
All Size Firms	97	11.0	2,066	10.2
21 OR MORE DAYS				
Small Firms	143	21.1	667	22.2
Medium Size Firms	47	29.4	607	31.9
Large Firms	15	35.7	4,005	26.2
All Size Firms	205	23.3	5,279	26.2
NO MAXIMUM OR LIMIT				
Small Firms	299	44.2	1,142	37.9
Medium Size Firms	18	11.3	176	9.2
Large Firms	11	26.2	1,480	9.7
All Size Firms	328	37.3	2,798	13.9
Subtotal of Small Firms	677	100.0	3,010	100.0
Subtotal of Medium Size Firms	160	100.0	1,904	100.0
Subtotal of Large Firms	42	100.0	15,269	100.0
<b>Grand Total</b>	<b>879</b>	<b>100.0</b>	<b>20,183</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more part-time hourly employees and indicated that they combine leave time by answering yes four to question four and indicated they allowed leave time accumulation by answering yes to question 10. 98 firms, or 92.5% of the applicable firms responded to this question.

# ALL INDUSTRIES

**TABLE 12A: Pay Option in Combined Leave Plans for Oklahoma All Industries Employees by Firm Size and Employee Category. Question12: "Do you offer a pay option in lieu of paid leave time?"**

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>SALARIED</b>	<b>No</b>				
	Salaried Small Firms	3,500	64.3	17,886	66.7
	Salaried Medium Size Firms	386	66.2	11,134	64.3
	Salaried Large Firms	78	70.3	11,461	75.4
	Salaried All Size Firms	3,964	64.6	40,481	68.2
	<b>Yes</b>				
	Salaried Small Firms	1,945	35.7	8,911	33.3
	Salaried Medium Size Firms	197	33.8	6,195	35.7
	Salaried Large Firms	33	29.7	3,739	24.6
	Salaried All Size Firms	2,175	35.4	18,845	31.8
	Subtotal of Salaried Small Firms	5,445	100.0	26,797	100.0
Subtotal of Salaried Medium Size Firms	583	100.0	17,329	100.0	
Subtotal of Salaried Large Firms	111	100.0	15,200	100.0	
<b>Salaried Grand Total</b>	<b>6,139</b>	<b>100.0</b>	<b>59,326</b>	<b>100.0</b>	
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	Full-time Hourly Small Firms	3,052	58.6	24,994	59.1
	Full-time Hourly Medium Size Firms	336	61.9	16,984	57.1
	Full-time Hourly Large Firms	89	71.8	51,994	73.2
	Full-time Hourly All Size Firms	3,477	59.2	93,972	65.7
	<b>Yes</b>				
	Full-time Hourly Small Firms	2,156	41.4	17,307	40.9
	Full-time Hourly Medium Size Firms	207	38.1	12,740	42.9
	Full-time Hourly Large Firms	35	28.2	18,998	26.8
	Full-time Hourly All Size Firms	2,398	40.8	49,045	34.3
	Subtotal of Full-time Hourly Small Firms	5,208	100.0	42,301	100.0
Subtotal of Full-time Hourly Medium Size Firms	543	100.0	29,724	100.0	
Subtotal of Full-time Hourly Large Firms	124	100.0	70,992	100.0	
<b>Full-time Hourly Grand Total</b>	<b>5,875</b>	<b>100.0</b>	<b>143,017</b>	<b>100.0</b>	
<b>PART-TIME HOURLY</b>	<b>No</b>				
	Part-time Hourly Small Firms	1,219	59.8	4,807	65.5
	Part-time Hourly Medium Size Firms	179	63.7	3,994	75.7
	Part-time Hourly Large Firms	45	68.2	12,184	78.2
	Part-time Hourly All Size Firms	1,443	60.5	20,985	74.5
	<b>Yes</b>				
	Part-time Hourly Small Firms	820	40.2	2,529	34.5
	Part-time Hourly Medium Size Firms	102	36.3	1,282	24.3
	Part-time Hourly Large Firms	21	31.8	3,390	21.8
	Part-time Hourly All Size Firms	943	39.5	7,201	25.5
	Subtotal of Part-time Hourly Small Firms	2,039	100.0	7,336	100.0
Subtotal of Part-time Hourly Medium Size Firms	281	100.0	5,276	100.0	
Subtotal of Part-time Hourly Large Firms	66	100.0	15,574	100.0	
<b>Part-time Hourly Grand Total</b>	<b>2,386</b>	<b>100.0</b>	<b>28,186</b>	<b>100.0</b>	

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 434 firms, or 95.6% of the applicable firms responded to this question.



**ALL INDUSTRIES**  
Salary

**TABLE 13A: Qualifying for One Week's Vacation for Oklahoma, All Industry, Salary Employees by Firm Size.\* Question 13: "How long must an employee work to qualify for one week of paid vacation?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NO PAID VACATION OFFERED</b>				
Small Firms	1,690	11.8	4,840	6.8
Medium Size Firms	38	2.1	800	1.7
Large Firms	5	1.5	1,111	1.2
<b>All Size Firms</b>	<b>1,733</b>	<b>10.5</b>	<b>6,751</b>	<b>3.1</b>
<b>LESS THAN 1 MONTH</b>				
Small Firms	240	1.7	957	1.3
Medium Size Firms	80	4.3	2,796	5.9
Large Firms	16	4.7	8,594	8.9
<b>All Size Firms</b>	<b>336</b>	<b>2.0</b>	<b>12,347</b>	<b>5.7</b>
<b>1 to 2 MONTHS</b>				
Small Firms	75	0.5	647	0.9
Medium Size Firms	11	0.6	246	0.5
Large Firms	9	2.7	3,305	3.4
<b>All Size Firms</b>	<b>95</b>	<b>0.6</b>	<b>4,198</b>	<b>1.9</b>
<b>3 to 6 MONTHS</b>				
Small Firms	2,081	14.5	18,073	25.3
Medium Size Firms	291	15.8	11,138	23.3
Large Firms	110	32.6	36,679	38.0
<b>All Size Firms</b>	<b>2,482</b>	<b>15.0</b>	<b>65,890</b>	<b>30.5</b>
<b>7 to 11 MONTHS</b>				
Small Firms	796	5.6	6,245	8.7
Medium Size Firms	192	10.4	6,534	13.7
Large Firms	36	10.7	16,279	16.9
<b>All Size Firms</b>	<b>1,024</b>	<b>6.2</b>	<b>29,058</b>	<b>13.5</b>
<b>12 MONTHS or MORE</b>				
Small Firms	9,427	65.9	40,621	56.9
Medium Size Firms	1,234	66.8	26,214	54.9
Large Firms	161	47.8	30,603	31.7
<b>All Size Firms</b>	<b>10,822</b>	<b>65.6</b>	<b>97,438</b>	<b>45.2</b>
Subtotal of Small Firms	14,309	100.0	71,383	100.0
Subtotal of Medium Size Firms	1,846	100.0	47,728	100.0
Subtotal of Large Firms	337	100.0	96,571	100.0
<b>Grand Total</b>	<b>16,492</b>	<b>100.0</b>	<b>215,682</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four. 1137 firms, or 92.2% of the applicable firms responded to this question.

**ALL INDUSTRIES**  
Full-time Hourly

**TABLE 13B: Qualifying for One Week's Vacation for Oklahoma, All Industry, Full-time Hourly Employees by Firm Size.\* Question 13: "How long must an employee work to qualify for one week of paid vacation?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NO PAID VACATION OFFERED</b>				
Small Firms	1,933	13.7	13,840	13.2
Medium Size Firms	93	5.0	3,976	3.8
Large Firms	4	1.4	830	0.6
<b>All Size Firms</b>	<b>2,030</b>	<b>12.5</b>	<b>18,646</b>	<b>5.4</b>
<b>LESS THAN 1 MONTH</b>				
Small Firms	89	0.6	415	0.4
Medium Size Firms	45	2.4	2,525	2.4
Large Firms	10	3.5	7,532	5.6
<b>All Size Firms</b>	<b>144</b>	<b>0.9</b>	<b>10,472</b>	<b>3.0</b>
<b>1 to 2 MONTHS</b>				
Small Firms	72	0.5	238	0.2
Medium Size Firms	10	0.5	540	0.5
Large Firms	5	1.8	930	0.7
<b>All Size Firms</b>	<b>87</b>	<b>0.5</b>	<b>1,708</b>	<b>0.5</b>
<b>3 to 6 MONTHS</b>				
Small Firms	1,564	11.1	11,899	11.3
Medium Size Firms	287	15.3	15,361	14.7
Large Firms	90	31.9	68,520	50.6
<b>All Size Firms</b>	<b>1,941</b>	<b>12.0</b>	<b>95,780</b>	<b>27.7</b>
<b>7 to 11 MONTHS</b>				
Small Firms	726	5.2	4,309	4.1
Medium Size Firms	204	10.9	10,680	10.2
Large Firms	27	9.6	6,327	4.7
<b>All Size Firms</b>	<b>957</b>	<b>5.9</b>	<b>21,316</b>	<b>6.2</b>
<b>12 MONTHS or MORE</b>				
Small Firms	9,700	68.9	74,386	70.8
Medium Size Firms	1,236	65.9	71,750	68.4
Large Firms	146	51.8	51,299	37.9
<b>All Size Firms</b>	<b>11,082</b>	<b>68.2</b>	<b>197,435</b>	<b>57.2</b>
Subtotal of Small Firms	14,084	100.0	105,087	100.0
Subtotal of Medium Size Firms	1,875	100.0	104,832	100.0
Subtotal of Large Firms	282	100.0	135,438	100.0
<b>Grand Total</b>	<b>16,241</b>	<b>100.0</b>	<b>345,357</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more full-time hourly employees and indicated that they do not combine leave time by answering no to question four. 1101 firms, or 90.5% of the applicable firms responded to this question.

**ALL INDUSTRIES**  
Part-time Hourly

**TABLE 13C: Qualifying for One Week's Vacation for Oklahoma, All Industry, Part-time Hourly Employees by Firm Size.\* Question 13: "How long must an employee work to qualify for one week of paid vacation?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NO PAID VACATION OFFERED</b>				
Small Firms	2,966	40.4	14,685	45.0
Medium Size Firms	193	23.6	9,111	43.9
Large Firms	10	8.3	1,785	9.7
<b>All Size Firms</b>	<b>3,169</b>	<b>38.3</b>	<b>25,581</b>	<b>35.6</b>
<b>LESS THAN 1 MONTH</b>				
Medium Size Firms	7	0.9	42	0.2
Large Firms	6	5.0	432	2.3
<b>All Size Firms</b>	<b>13</b>	<b>0.2</b>	<b>474</b>	<b>0.7</b>
<b>1 to 2 MONTHS</b>				
Small Firms	32	0.4	71	0.2
Medium Size Firms	8	1.0	69	0.3
Large Firms	3	2.5	271	1.5
<b>All Size Firms</b>	<b>43</b>	<b>0.5</b>	<b>411</b>	<b>0.6</b>
<b>3 to 6 MONTHS</b>				
Small Firms	539	7.3	1,864	5.7
Medium Size Firms	59	7.2	950	4.6
Large Firms	32	26.7	7,889	42.9
<b>All Size Firms</b>	<b>630</b>	<b>7.6</b>	<b>10,703</b>	<b>14.9</b>
<b>7 to 11 MONTHS</b>				
Small Firms	277	3.8	756	2.3
Medium Size Firms	81	9.9	1,441	6.9
Large Firms	13	10.8	1,046	5.7
<b>All Size Firms</b>	<b>371</b>	<b>4.5</b>	<b>3,243</b>	<b>4.5</b>
<b>12 MONTHS or MORE</b>				
Small Firms	3,526	48.0	15,241	46.7
Medium Size Firms	469	57.4	9,145	44.1
Large Firms	56	46.7	6,978	37.9
<b>All Size Firms</b>	<b>4,051</b>	<b>48.9</b>	<b>31,364</b>	<b>43.7</b>
Subtotal of Small Firms	7,340	100.0	32,617	100.0
Subtotal of Medium Size Firms	817	100.0	20,758	100.0
Subtotal of Large Firms	120	100.0	18,401	100.0
<b>Grand Total</b>	<b>8,277</b>	<b>100.0</b>	<b>71,776</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more part-time hourly employees and indicated that they do not combine leave time by answering no to question four. 509 firms, or 60.0% of the applicable firms responded to this question.

**ALL INDUSTRIES**  
Salary

**TABLE 14A: Qualifying for Two Week's Vacation for Oklahoma, All Industry, Salary Employees by Firm Size.\* Question 14: "How long must an employee work to qualify for two weeks of paid vacation?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>DO NOT OFFER TWO WEEKS of PAID VACATION</b>				
Small Firms	2,076	15.8	8,733	12.4
Medium Size Firms	129	7.0	2,454	5.2
Large Firms	5	1.5	131	0.1
<b>All Size Firms</b>	<b>2,210</b>	<b>14.4</b>	<b>11,318</b>	<b>5.2</b>
<b>11 MONTHS or LESS</b>				
Small Firms	754	5.7	5,019	7.1
Medium Size Firms	139	7.5	4,373	9.2
Large Firms	63	18.8	27,227	27.5
<b>All Size Firms</b>	<b>956</b>	<b>6.2</b>	<b>36,619</b>	<b>16.9</b>
<b>1 YEAR to 1 YEAR &amp; 11 MONTHS</b>				
Small Firms	4,460	33.9	31,459	44.7
Medium Size Firms	706	38.3	26,568	56.0
Large Firms	198	58.9	60,993	61.5
<b>All Size Firms</b>	<b>5,364</b>	<b>35.0</b>	<b>119,020</b>	<b>54.9</b>
<b>2 YEARS to 2 YEARS &amp; 11 MONTHS</b>				
Small Firms	3,482	26.5	16,021	22.8
Medium Size Firms	498	27.0	9,123	19.2
Large Firms	38	11.3	8,411	8.5
<b>All Size Firms</b>	<b>4,018</b>	<b>26.2</b>	<b>33,555</b>	<b>15.5</b>
<b>3 YEARS to 3 YEARS &amp; 11 MONTHS</b>				
Small Firms	970	7.4	4,165	5.9
Medium Size Firms	186	10.1	2,644	5.6
Large Firms	26	7.7	1,936	2.0
<b>All Size Firms</b>	<b>1,182</b>	<b>7.7</b>	<b>8,745</b>	<b>4.0</b>
<b>4 or MORE YEARS</b>				
Small Firms	1,414	10.7	4,948	7.0
Medium Size Firms	187	10.1	2,279	4.8
Large Firms	6	1.8	447	0.5
<b>All Size Firms</b>	<b>1,607</b>	<b>10.5</b>	<b>7,674</b>	<b>3.5</b>
Subtotal of Small Firms	13,156	100.0	70,345	100.0
Subtotal of Medium Size Firms	1,845	100.0	47,441	100.0
Subtotal of Large Firms	336	100.0	99,145	100.0
<b>Grand Total</b>	<b>15,337</b>	<b>100.0</b>	<b>216,931</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 1048 firms, or 98.5% of the applicable firms responded to this question.

**ALL INDUSTRIES**  
Full-time Hourly

**TABLE 14B: Qualifying for Two Week's Vacation for Oklahoma, All Industry, Full-time Hourly Employees by Firm Size.\* Question 14: "How long must an employee work to qualify for two weeks of paid vacation?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>DO NOT OFFER TWO WEEKS of PAID VACATION</b>				
Small Firms	2,484	19.6	18,314	20.1
Medium Size Firms	182	9.4	9,630	8.8
Large Firms	4	1.4	696	0.5
<b>All Size Firms</b>	<b>2,670</b>	<b>17.9</b>	<b>28,640</b>	<b>8.4</b>
<b>11 MONTHS or LESS</b>				
Small Firms	523	4.1	3,484	3.8
Medium Size Firms	105	5.4	6,061	5.6
Large Firms	45	15.3	30,113	21.7
<b>All Size Firms</b>	<b>673</b>	<b>4.5</b>	<b>39,658</b>	<b>11.7</b>
<b>1 YEAR to 1 YEAR &amp; 11 MONTHS</b>				
Small Firms	3,550	28.0	23,362	25.6
Medium Size Firms	665	34.4	36,893	33.9
Large Firms	158	53.6	70,465	50.7
<b>All Size Firms</b>	<b>4,373</b>	<b>29.4</b>	<b>130,720</b>	<b>38.6</b>
<b>2 YEARS to 2 YEARS &amp; 11 MONTHS</b>				
Small Firms	3,663	28.9	28,636	31.4
Medium Size Firms	513	26.5	29,867	27.4
Large Firms	46	15.6	22,123	15.9
<b>All Size Firms</b>	<b>4,222</b>	<b>28.3</b>	<b>80,626</b>	<b>23.8</b>
<b>3 YEARS to 3 YEARS &amp; 11 MONTHS</b>				
Small Firms	970	7.7	5,854	6.4
Medium Size Firms	225	11.6	14,489	13.3
Large Firms	30	10.2	11,274	8.1
<b>All Size Firms</b>	<b>1,225</b>	<b>8.2</b>	<b>31,617</b>	<b>9.3</b>
<b>4 or MORE YEARS</b>				
Small Firms	1,478	11.7	11,434	12.6
Medium Size Firms	245	12.7	11,965	11.0
Large Firms	12	4.1	4,306	3.1
<b>All Size Firms</b>	<b>1,735</b>	<b>11.6</b>	<b>27,705</b>	<b>8.2</b>
Subtotal of Small Firms	12,668	100.0	91,084	100.0
Subtotal of Medium Size Firms	1,935	100.0	108,905	100.0
Subtotal of Large Firms	295	100.0	138,977	100.0
<b>Grand Total</b>	<b>14,898</b>	<b>100.0</b>	<b>338,966</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more full-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 1000 firms, or 98.0% of the applicable firms responded to this question.

**ALL INDUSTRIES**  
Part-time Hourly

**TABLE 14C: Qualifying for Two Week's Vacation for Oklahoma, All Industry, Part-time Hourly Employees by Firm Size.\* Question 14: "How long must an employee work to qualify for two weeks of paid vacation?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>DO NOT OFFER TWO WEEKS of PAID VACATION</b>				
Small Firms	2,005	36.1	10,293	41.0
Medium Size Firms	239	31.4	8,878	49.2
Large Firms	18	13.7	3,038	15.6
<b>All Size Firms</b>	<b>2,262</b>	<b>35.1</b>	<b>22,209</b>	<b>35.4</b>
<b>11 MONTHS or LESS</b>				
Small Firms	246	4.4	525	2.1
Medium Size Firms	19	2.5	157	0.9
Large Firms	20	15.3	1,879	9.6
<b>All Size Firms</b>	<b>285</b>	<b>4.4</b>	<b>2,561</b>	<b>4.1</b>
<b>1 YEAR to 1 YEAR &amp; 11 MONTHS</b>				
Small Firms	1,282	23.1	4,402	17.5
Medium Size Firms	169	22.2	2,188	12.1
Large Firms	60	45.8	9,825	50.3
<b>All Size Firms</b>	<b>1,511</b>	<b>23.4</b>	<b>16,415</b>	<b>26.2</b>
<b>2 YEARS to 2 YEARS &amp; 11 MONTHS</b>				
Small Firms	1,335	24.0	6,162	24.6
Medium Size Firms	161	21.2	2,768	15.4
Large Firms	10	7.6	1,751	9.0
<b>All Size Firms</b>	<b>1,506</b>	<b>23.4</b>	<b>10,681</b>	<b>17.0</b>
<b>3 YEARS to 3 YEARS &amp; 11 MONTHS</b>				
Small Firms	314	5.7	2,243	8.9
Medium Size Firms	93	12.2	1,805	10.0
Large Firms	14	10.7	1,355	6.9
<b>All Size Firms</b>	<b>421</b>	<b>6.5</b>	<b>5,403</b>	<b>8.6</b>
<b>4 or MORE YEARS</b>				
Small Firms	373	6.7	1,473	5.9
Medium Size Firms	79	10.4	2,232	12.4
Large Firms	9	6.9	1,688	8.6
<b>All Size Firms</b>	<b>461</b>	<b>7.2</b>	<b>5,393</b>	<b>8.6</b>
Subtotal of Small Firms	5,555	100.0	25,098	100.0
Subtotal of Medium Size Firms	760	100.0	18,028	100.0
Subtotal of Large Firms	131	100.0	19,536	100.0
<b>Grand Total</b>	<b>6,446</b>	<b>100.0</b>	<b>62,662</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more part-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 331 firms, or 90.9% of the applicable firms responded to this question.

**ALL INDUSTRIES**  
**Salary**

**TABLE 15A: Qualifying for Three Week's Vacation for Oklahoma, All Industry, Salary Employees by Firm Size.\* Question 15: "How long must an employee work to qualify for three weeks of paid vacation?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>DO NOT OFFER THREE WEEKS of PAID VACATION</b>				
Small Firms	6,855	52.9	31,052	44.4
Medium Size Firms	601	32.5	13,806	29.0
Large Firms	20	6.0	3,321	3.4
<b>All Size Firms</b>	<b>7,476</b>	<b>49.3</b>	<b>48,179</b>	<b>22.2</b>
<b>3 YEARS or LESS</b>				
Small Firms	612	4.7	4,667	6.7
Medium Size Firms	76	4.1	2,786	5.9
Large Firms	53	15.8	29,657	29.9
<b>All Size Firms</b>	<b>741</b>	<b>4.9</b>	<b>37,110</b>	<b>17.1</b>
<b>4 YEARS TO 7 YEARS &amp; 11 MONTHS</b>				
Small Firms	2,972	22.9	17,283	24.7
Medium Size Firms	691	37.4	19,801	41.6
Large Firms	170	50.6	50,968	51.4
<b>All Size Firms</b>	<b>3,833</b>	<b>25.3</b>	<b>88,052</b>	<b>40.7</b>
<b>8 YEARS TO 11 YEARS 11 MONTHS</b>				
Small Firms	1,833	14.1	12,984	18.6
Medium Size Firms	395	21.4	9,370	19.7
Large Firms	86	25.6	14,710	14.8
<b>All Size Firms</b>	<b>2,314</b>	<b>15.3</b>	<b>37,064</b>	<b>17.1</b>
<b>12 or MORE YEARS</b>				
Small Firms	694	5.4	3,962	5.7
Medium Size Firms	86	4.7	1,790	3.8
Large Firms	7	2.1	446	0.5
<b>All Size Firms</b>	<b>787</b>	<b>5.2</b>	<b>6,198</b>	<b>2.9</b>
Subtotal of Small Firms	12,966	100.0	69,948	100.0
Subtotal of Medium Size Firms	1,849	100.0	47,553	100.0
Subtotal of Large Firms	336	100.0	99,102	100.0
<b>Grand Total</b>	<b>15,151</b>	<b>100.0</b>	<b>216,603</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 1033 firms, or 97.1% of the applicable firms responded to this question.

**ALL INDUSTRIES**  
Full-time Hourly

**TABLE 15B: Qualifying for Three Week's Vacation for Oklahoma, All Industry, Full-time Hourly Employees by Firm Size.\* Question 15: "How long must an employee work to qualify for three weeks of paid vacation?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>DO NOT OFFER THREE WEEKS of PAID VACATION</b>				
Small Firms	7,484	58.7	56,972	59.8
Medium Size Firms	629	32.6	30,140	27.6
Large Firms	24	8.2	6,289	4.5
<b>All Size Firms</b>	<b>8,137</b>	<b>54.4</b>	<b>93,401</b>	<b>27.2</b>
<b>3 YEARS or LESS</b>				
Small Firms	377	3.0	2,167	2.3
Medium Size Firms	69	3.6	3,975	3.6
Large Firms	30	10.3	23,837	17.2
<b>All Size Firms</b>	<b>476</b>	<b>3.2</b>	<b>29,979</b>	<b>8.7</b>
<b>4 YEARS TO 7 YEARS &amp; 11 MONTHS</b>				
Small Firms	2,600	20.4	18,936	19.9
Medium Size Firms	649	33.6	40,765	37.4
Large Firms	133	45.5	78,952	57.0
<b>All Size Firms</b>	<b>3,382</b>	<b>22.6</b>	<b>138,653</b>	<b>40.4</b>
<b>8 YEARS TO 11 YEARS 11 MONTHS</b>				
Small Firms	1,784	14.0	13,625	14.3
Medium Size Firms	481	24.9	29,313	26.9
Large Firms	93	31.8	27,196	19.6
<b>All Size Firms</b>	<b>2,358</b>	<b>15.8</b>	<b>70,134</b>	<b>20.5</b>
<b>12 or MORE YEARS</b>				
Small Firms	498	3.9	3,577	3.8
Medium Size Firms	104	5.4	4,893	4.5
Large Firms	12	4.1	2,188	1.6
<b>All Size Firms</b>	<b>614</b>	<b>4.1</b>	<b>10,658</b>	<b>3.1</b>
Subtotal of Small Firms	12,743	100.0	95,277	100.0
Subtotal of Medium Size Firms	1,932	100.0	109,086	100.0
Subtotal of Large Firms	292	100.0	138,462	100.0
<b>Grand Total</b>	<b>14,967</b>	<b>100.0</b>	<b>342,825</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more full-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 984 firms, or 96.5% of the applicable firms responded to this question.



**ALL INDUSTRIES**  
Part-time Hourly

**TABLE 15C: Qualifying for Three Week's Vacation for Oklahoma, All Industry, Part-time Hourly Employees by Firm Size.\* Question 15: "How long must an employee work to qualify for three weeks of paid vacation?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>DO NOT OFFER THREE WEEKS of PAID VACATION</b>				
Small Firms	5,194	78.1	24,145	80.8
Medium Size Firms	527	59.5	14,688	72.0
Large Firms	31	22.5	4,226	23.4
<b>All Size Firms</b>	<b>5,752</b>	<b>74.9</b>	<b>43,059</b>	<b>63.0</b>
<b>3 YEARS or LESS</b>				
Small Firms	235	3.5	568	1.9
Medium Size Firms	12	1.4	27	0.1
Large Firms	7	5.1	1,404	7.8
<b>All Size Firms</b>	<b>254</b>	<b>3.3</b>	<b>1,999</b>	<b>2.9</b>
<b>4 YEARS TO 7 YEARS &amp; 11 MONTHS</b>				
Small Firms	615	9.2	2,666	8.9
Medium Size Firms	213	24.0	3,068	15.0
Large Firms	58	42.0	8,793	48.7
<b>All Size Firms</b>	<b>886</b>	<b>11.5</b>	<b>14,527</b>	<b>21.3</b>
<b>8 YEARS TO 11 YEARS 11 MONTHS</b>		86.9		94.0
Small Firms	437	6.6	1,713	5.7
Medium Size Firms	114	12.9	2,077	10.2
Large Firms	34	24.6	2,602	14.4
<b>All Size Firms</b>	<b>585</b>	<b>7.6</b>	<b>6,392</b>	<b>9.4</b>
<b>12 or MORE YEARS</b>				
Small Firms	171	2.6	792	2.7
Medium Size Firms	20	2.3	526	2.6
Large Firms	8	5.8	1,012	5.6
<b>All Size Firms</b>	<b>199</b>	<b>2.6</b>	<b>2,330</b>	<b>3.4</b>
Subtotal of Small Firms	6,652	100.0	29,884	100.0
Subtotal of Medium Size Firms	886	100.0	20,386	100.0
Subtotal of Large Firms	138	100.0	18,037	100.0
<b>Grand Total</b>	<b>7,676</b>	<b>100.0</b>	<b>68,307</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more part-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 333 firms, or 91.5% of the applicable firms responded to this question.

**ALL INDUSTRIES**  
Salary

**TABLE 16A: Qualifying for Four Week's Vacation for Oklahoma, All Industry, Salary Employees by Firm Size.\* Question 16: "How long must an employee work to qualify for four weeks of paid vacation?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>DO NOT OFFER FOUR WEEKS of PAID VACATION</b>				
Small Firms	9,241	73.5	48,693	71.2
Medium Size Firms	1,123	61.8	26,895	57.0
Large Firms	94	28.6	20,239	22.5
All Size Firms	10,458	71.1	95,827	46.6
<b>9 YEARS or LESS</b>				
Small Firms	495	3.9	3,423	5.0
Medium Size Firms	71	3.9	2,455	5.2
Large Firms	50	15.2	29,396	32.7
All Size Firms	616	4.2	35,274	17.2
<b>10 YEARS TO 15 YEARS &amp; 11 MONTHS</b>				
Small Firms	1,983	15.8	11,812	17.3
Medium Size Firms	428	23.6	12,884	27.3
Large Firms	150	45.6	40,294	44.8
All Size Firms	2,561	17.4	64,990	31.6
<b>16 or MORE YEARS</b>				
Small Firms	850	6.8	4,444	6.5
Medium Size Firms	195	10.7	4,926	10.4
Large Firms	35	10.6	4,144	4.6
All Size Firms	1,080	7.3	13,514	6.6
Subtotal of Small Firms	12,569	100.0	68,372	100.0
Subtotal of Medium Size Firms	1,817	100.0	47,160	100.0
Subtotal of Large Firms	329	100.0	89,956	100.0
<b>Grand Total</b>	<b>14,715</b>	<b>100.0</b>	<b>205,488</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 1005 firms, or 94.5% of the applicable firms responded to this question.

**ALL INDUSTRIES**  
Full-time Hourly

**TABLE 16B: Qualifying for Four Week's Vacation for Oklahoma, All Industry, Full-time Hourly Employees by Firm Size.\* Question 16: "How long must an employee work to qualify for four weeks of paid vacation?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>DO NOT OFFER FOUR WEEKS of PAID VACATION</b>				
Small Firms	9,836	78.2	72,398	75.9
Medium Size Firms	1,261	66.9	69,681	64.9
Large Firms	104	36.4	34,301	25.0
<b>All Size Firms</b>	<b>11,201</b>	<b>75.9</b>	<b>176,380</b>	<b>51.9</b>
<b>9 YEARS or LESS</b>				
Small Firms	331	2.6	2,202	2.3
Medium Size Firms	49	2.6	3,202	3.0
Large Firms	22	7.7	18,374	13.4
<b>All Size Firms</b>	<b>402</b>	<b>2.7</b>	<b>23,778</b>	<b>7.0</b>
<b>10 YEARS TO 15 YEARS &amp; 11 MONTHS</b>				
Small Firms	1,529	12.2	12,624	13.2
Medium Size Firms	390	20.7	23,721	22.1
Large Firms	118	41.3	72,837	53.0
<b>All Size Firms</b>	<b>2,037</b>	<b>13.8</b>	<b>109,182</b>	<b>32.1</b>
<b>16 or MORE YEARS</b>				
Small Firms	882	7.0	8,108	8.5
Medium Size Firms	184	9.8	10,825	10.1
Large Firms	42	14.7	11,823	8.6
<b>All Size Firms</b>	<b>1,108</b>	<b>7.5</b>	<b>30,756</b>	<b>9.0</b>
Subtotal of Small Firms	12,578	100.0	95,332	100.0
Subtotal of Medium Size Firms	1,884	100.0	107,429	100.0
Subtotal of Large Firms	286	100.0	137,335	100.0
<b>Grand Total</b>	<b>14,748</b>	<b>100.0</b>	<b>340,096</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more full-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 968 firms, or 94.9% of the applicable firms responded to this question.

**ALL INDUSTRIES**  
Part-time Hourly

**TABLE 16C: Qualifying for Four Week's Vacation for Oklahoma, All Industry, Part-time Hourly Employees by Firm Size.\* Question 16: "How long must an employee work to qualify for four weeks of paid vacation?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>DO NOT OFFER FOUR WEEKS of PAID VACATION</b>				
Small Firms	6,319	89.9	27,195	88.8
Medium Size Firms	805	78.1	18,849	84.5
Large Firms	65	46.8	7,684	38.2
<b>All Size Firms</b>	<b>7,189</b>	<b>87.7</b>	<b>53,728</b>	<b>73.5</b>
<b>9 YEARS or LESS</b>				
Small Firms	105	1.5	114	0.4
Medium Size Firms	21	2.0	217	1.0
Large Firms	7	5.0	1,404	7.0
<b>All Size Firms</b>	<b>133</b>	<b>1.6</b>	<b>1,735</b>	<b>2.4</b>
<b>10 YEARS TO 15 YEARS &amp; 11 MONTHS</b>				
Small Firms	398	5.7	1,502	4.9
Medium Size Firms	127	12.3	2,370	10.6
Large Firms	53	38.1	8,906	44.3
<b>All Size Firms</b>	<b>578</b>	<b>7.1</b>	<b>12,778</b>	<b>17.5</b>
<b>16 or MORE YEARS</b>				
Small Firms	205	2.9	1,829	6.0
Medium Size Firms	78	7.6	866	3.9
Large Firms	14	10.1	2,122	10.5
<b>All Size Firms</b>	<b>297</b>	<b>3.6</b>	<b>4,817</b>	<b>6.6</b>
Subtotal of Small Firms	7,027	100.0	30,640	100.0
Subtotal of Medium Size Firms	1,031	100.0	22,302	100.0
Subtotal of Large Firms	139	100.0	20,116	100.0
<b>Grand Total</b>	<b>8,197</b>	<b>100.0</b>	<b>73,058</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more part-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 340 firms, or 93.4% of the applicable firms responded to this question.

# ALL INDUSTRIES

**TABLE 17A: Vacation Pay Option for Oklahoma All Industries Employees by Firm Size and Employee Category. Question17: "Do you offer a pay option in lieu of vacation?"**

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>SALARIED</b>	<b>No</b>				
	Salaried Small Firms	9,312	71.4	51,738	74.4
	Salaried Medium Size Firms	1,359	73.2	41,498	84.7
	Salaried Large Firms	297	89.2	90,679	90.7
	Salaried All Size Firms	10,968	72.0	183,915	84.2
	<b>Yes</b>				
	Salaried Small Firms	3,726	28.6	17,829	25.6
	Salaried Medium Size Firms	497	26.8	7,482	15.3
	Salaried Large Firms	36	10.8	9,281	9.3
	Salaried All Size Firms	4,259	28.0	34,592	15.8
	Subtotal of Salaried Small Firms	13,038	100.0	69,567	100.0
	Subtotal of Salaried Medium Size Firms	1,856	100.0	48,980	100.0
	Subtotal of Salaried Large Firms	333	100.0	99,960	100.0
<b>Salaried Grand Total</b>	<b>15,227</b>	<b>100.0</b>	<b>218,507</b>	<b>100.0</b>	
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	Full-time Hourly Small Firms	8,295	64.4	55,245	56.9
	Full-time Hourly Medium Size Firms	1,377	70.0	75,089	68.5
	Full-time Hourly Large Firms	244	81.9	106,858	76.2
	Full-time Hourly All Size Firms	9,916	65.4	237,192	68.4
	<b>Yes</b>				
	Full-time Hourly Small Firms	4,593	35.6	41,923	43.1
	Full-time Hourly Medium Size Firms	589	30.0	34,550	31.5
	Full-time Hourly Large Firms	54	18.1	33,301	23.8
	Full-time Hourly All Size Firms	5,236	34.6	109,774	31.6
	Subtotal of Full-time Hourly Small Firms	12,888	100.0	97,168	100.0
	Subtotal of Full-time Hourly Medium Size Firms	1,966	100.0	109,639	100.0
	Subtotal of Full-time Hourly Large Firms	298	100.0	140,159	100.0
<b>Full-time Hourly Grand Total</b>	<b>15,152</b>	<b>100.0</b>	<b>346,966</b>	<b>100.0</b>	
<b>PART-TIME HOURLY</b>	<b>No</b>				
	Part-time Hourly Small Firms	5,295	74.9	24,430	78.9
	Part-time Hourly Medium Size Firms	818	77.6	18,052	76.5
	Part-time Hourly Large Firms	149	86.6	23,521	85.3
	Part-time Hourly All Size Firms	6,262	75.5	66,003	80.4
	<b>Yes</b>				
	Part-time Hourly Small Firms	1,772	25.1	6,525	21.1
	Part-time Hourly Medium Size Firms	236	22.4	5,557	23.5
	Part-time Hourly Large Firms	23	13.4	4,056	14.7
	Part-time Hourly All Size Firms	2,031	24.5	16,138	19.6
	Subtotal of Part-time Hourly Small Firms	7,067	100.0	30,955	100.0
	Subtotal of Part-time Hourly Medium Size Firms	1,054	100.0	23,609	100.0
	Subtotal of Part-time Hourly Large Firms	172	100.0	27,577	100.0
<b>Part-time Hourly Grand Total</b>	<b>8,293</b>	<b>100.0</b>	<b>82,141</b>	<b>100.0</b>	

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 1262 firms, or 98.1% of the applicable firms responded to this question.

# ALL INDUSTRIES

**TABLE 18A: Vacation Accumulation for Oklahoma All Industries Employees by Firm Size and Employee Category.\* Question 18: "Do you allow vacation to accumulate or carry over into the following year?"**

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>SALARIED</b>	<b>No</b>				
	Salaried Small Firms	10,185	77.3	53,587	75.9
	Salaried Medium Size Firms	1,297	68.2	32,086	65.4
	Salaried Large Firms	171	50.1	21,785	22.1
	Salaried All Size Firms	11,653	75.6	107,458	49.2
	<b>Yes</b>				
	Salaried Small Firms	2,993	22.7	17,055	24.1
	Salaried Medium Size Firms	605	31.8	16,952	34.6
	Salaried Large Firms	170	49.9	77,004	77.9
	Salaried All Size Firms	3,768	24.4	111,011	50.8
	Subtotal of Salaried Small Firms	13,178	100.0	70,642	100.0
	Subtotal of Salaried Medium Size Firms	1,902	100.0	49,038	100.0
	Subtotal of Salaried Large Firms	341	100.0	98,789	100.0
<b>Salaried Grand Total</b>	<b>15,421</b>	<b>100.0</b>	<b>218,469</b>	<b>100.0</b>	
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	Full-time Hourly Small Firms	10,112	78.0	76,992	78.8
	Full-time Hourly Medium Size Firms	1,401	71.6	74,685	68.0
	Full-time Hourly Large Firms	161	54.0	76,432	54.4
	Full-time Hourly All Size Firms	11,674	76.7	228,109	65.5
	<b>Yes</b>				
	Full-time Hourly Small Firms	2,858	22.0	20,745	21.2
	Full-time Hourly Medium Size Firms	555	28.4	35,104	32.0
	Full-time Hourly Large Firms	137	46.0	64,094	45.6
	Full-time Hourly All Size Firms	3,550	23.3	119,943	34.5
	Subtotal of Full-time Hourly Small Firms	12,970	100.0	97,737	100.0
	Subtotal of Full-time Hourly Medium Size Firms	1,956	100.0	109,789	100.0
	Subtotal of Full-time Hourly Large Firms	298	100.0	140,526	100.0
<b>Full-time Hourly Grand Total</b>	<b>15,224</b>	<b>100.0</b>	<b>348,052</b>	<b>100.0</b>	
<b>PART-TIME HOURLY</b>	<b>No</b>				
	Part-time Hourly Small Firms	6,111	85.5	28,215	87.3
	Part-time Hourly Medium Size Firms	827	77.4	18,273	75.8
	Part-time Hourly Large Firms	115	63.9	21,353	77.7
	Part-time Hourly All Size Firms	7,053	84.0	67,841	80.9
	<b>Yes</b>				
	Part-time Hourly Small Firms	1,037	14.5	4,107	12.7
	Part-time Hourly Medium Size Firms	242	22.6	5,833	24.2
	Part-time Hourly Large Firms	65	36.1	6,123	22.3
	Part-time Hourly All Size Firms	1,344	16.0	16,063	19.1
	Subtotal of Part-time Hourly Small Firms	7,148	100.0	32,322	100.0
	Subtotal of Part-time Hourly Medium Size Firms	1,069	100.0	24,106	100.0
	Subtotal of Part-time Hourly Large Firms	180	100.0	27,476	100.0
<b>Part-time Hourly Grand Total</b>	<b>8,397</b>	<b>100.0</b>	<b>83,904</b>	<b>100.0</b>	

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more employees and indicated that they do not combine leave time by answering no to four and indicated that they offer paid vacation by response on question 18. 1268 firms, or 98.6% of the applicable firms responded to this question.

**ALL INDUSTRIES**  
Salary

**TABLE 19A: Maximum Vacation Accumulation for Oklahoma, All Industry, Salary Employees by Firm Size.\* Question 19: "If yes on question #18, what is the maximum number of vacation days any employee in each category can accumulate?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>10 DAYS OR LESS</b>				
Small Firms	1,280	43.2	7,951	46.7
Medium Size Firms	233	39.8	6,045	38.1
Large Firms	78	47.0	27,619	39.9
All Size Firms	1,591	42.8	41,615	40.8
<b>11 TO 30 DAYS</b>				
Small Firms	814	27.5	5,350	31.4
Medium Size Firms	147	25.1	5,471	34.5
Large Firms	43	25.9	33,386	48.3
All Size Firms	1,004	27.0	44,207	43.3
<b>31 DAYS OR OVER</b>				
Small Firms	213	7.2	1,180	6.9
Medium Size Firms	47	8.0	785	5.0
Large Firms	24	14.5	8,116	11.7
All Size Firms	284	7.6	10,081	9.9
<b>NO MAXIMUM or LIMIT</b>				
Small Firms	657	22.2	2,533	14.9
Medium Size Firms	158	27.0	3,548	22.4
Large Firms	21	12.7	7,083	10.2
All Size Firms	836	22.5	13,164	12.9
Subtotal of Small Firms	2,964	100.0	17,014	100.0
Subtotal of Medium Size Firms	585	100.0	15,849	100.0
Subtotal of Large Firms	166	100.0	69,148	100.0
<b>Grand Total</b>	<b>3,715</b>	<b>100.0</b>	<b>102,011</b>	<b>100.0</b>

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Firms that are included in this table met the following criteria: they had one or more salaried employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid vacation by responding yes on question 13 and they specified that they allowed vacation to accumulate by answering yes to question 18. 316 firms, or 97.2% of the applicable firms responded to this question.

**ALL INDUSTRIES**  
Full-time Hourly

**TABLE 19B: Maximum Vacation Accumulation for Oklahoma, All Industry, Full-time Hourly Employees by Firm Size.\* Question 19: "If yes on question #18, what is the maximum number of vacation days any employee in each category can accumulate?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>10 DAYS OR LESS</b>				
Small Firms	1,226	43.2	6,888	33.2
Medium Size Firms	188	34.7	12,684	37.3
Large Firms	66	50.0	29,941	50.1
All Size Firms	1,480	42.1	49,513	43.2
<b>11 TO 30 DAYS</b>				
Small Firms	646	22.7	5,183	25.0
Medium Size Firms	136	25.1	10,233	30.1
Large Firms	30	22.7	11,916	19.9
All Size Firms	812	23.1	27,332	23.9
<b>31 DAYS OR OVER</b>				
Small Firms	170	6.0	1,162	5.6
Medium Size Firms	44	8.1	2,859	8.4
Large Firms	22	16.7	17,850	29.9
All Size Firms	236	6.7	21,871	19.1
<b>NO MAXIMUM or LIMIT</b>				
Small Firms	799	28.1	7,500	36.2
Medium Size Firms	174	32.1	8,244	24.2
Large Firms	14	10.6	3,307	5.5
All Size Firms	987	28.1	19,051	16.6
Subtotal of Small Firms	2,841	100.0	20,733	100.0
Subtotal of Medium Size Firms	542	100.0	34,020	100.0
Subtotal of Large Firms	132	100.0	59,734	100.0
<b>Grand Total</b>	<b>3,515</b>	<b>100.0</b>	<b>114,487</b>	<b>100.0</b>

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Firms that are included in this table met the following criteria: they had one or more full-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid vacation by responding yes to question 13 and they specified that they allowed vacation to accumulate by answering yes on question 18. 108 firms, or 96.4% of the applicable firms responded to this question.



**ALL INDUSTRIES**  
Part-time Hourly

**TABLE 19C: Maximum Vacation Accumulation for Oklahoma, All Industry, Part-time Hourly Employees by Firm Size.\* Question 19: "If yes on question #18, what is the maximum number of vacation days any employee in each category can accumulate?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>10 DAYS OR LESS</b>				
Small Firms	369	36.1	1,497	37.0
Medium Size Firms	116	50.4	2,504	46.4
Large Firms	225	87.2	1,377	24.7
All Size Firms	710	47.1	5,378	35.8
<b>11 TO 30 DAYS</b>				
Small Firms	220	21.5	1,404	34.7
Medium Size Firms	32	13.9	361	6.7
Large Firms	16	6.2	2,666	47.8
All Size Firms	268	17.8	4,431	29.5
<b>31 DAYS OR OVER</b>				
Small Firms	74	7.2	378	9.3
Medium Size Firms	17	7.4	264	4.9
Large Firms	13	5.0	1,511	27.1
All Size Firms	104	6.9	2,153	14.3
<b>NO MAXIMUM or LIMIT</b>				
Small Firms	358	35.1	766	18.9
Medium Size Firms	65	28.3	2,268	42.0
Large Firms	4	1.6	40	0.7
All Size Firms	427	28.3	3,074	20.5
Subtotal of Small Firms	1,021	100.0	4,045	100.0
Subtotal of Medium Size Firms	230	100.0	5,397	100.0
Subtotal of Large Firms	258	100.0	5,581	100.0
<b>Grand Total</b>	<b>1,509</b>	<b>100.0</b>	<b>15,023</b>	<b>100.0</b>

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Firms that are included in this table met the following criteria: they had one or more part-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid vacation by responding yes to question 13 and they specified that they allowed vacation to accumulate by answering yes on question 18. 108 firms, or 96.4% of the applicable firms responded to this question.

**ALL INDUSTRIES**  
**Salary**

**TABLE 20A: Maximum Sick Leave for Oklahoma, All Industry, Salary Employees by Firm Size.\* Question 20: "What is the maximum number of paid sick leave days offered to any employee in each category a year?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NONE</b>				
Small Firms	6,776	48.2	23,937	32.8
Medium Size Firms	695	35.9	9,334	17.7
Large Firms	65	19.2	9,111	9.4
<b>All Size Firms</b>	<b>7,536</b>	<b>46.1</b>	<b>42,382</b>	<b>19.1</b>
<b>5 DAYS or LESS</b>				
Small Firms	3,008	21.4	16,808	23.0
Medium Size Firms	388	20.0	9,228	17.5
Large Firms	53	15.6	10,389	10.8
<b>All Size Firms</b>	<b>3,449</b>	<b>21.1</b>	<b>36,425</b>	<b>16.4</b>
<b>6 to 9 DAYS</b>				
Small Firms	1,879	13.4	13,976	19.2
Medium Size Firms	293	15.1	8,154	15.4
Large Firms	90	26.5	15,746	16.3
<b>All Size Firms</b>	<b>2,262</b>	<b>13.8</b>	<b>37,876</b>	<b>17.0</b>
<b>10 to 14 DAYS</b>				
Small Firms	1,707	12.1	13,670	18.7
Medium Size Firms	448	23.1	23,274	44.1
Large Firms	70	20.6	29,333	30.4
<b>All Size Firms</b>	<b>2,225</b>	<b>13.6</b>	<b>66,277</b>	<b>29.8</b>
<b>15 or MORE DAYS</b>				
Small Firms	691	4.9	4,576	6.3
Medium Size Firms	113	5.8	2,845	5.4
Large Firms	61	18.0	31,957	33.1
<b>All Size Firms</b>	<b>865</b>	<b>5.3</b>	<b>39,378</b>	<b>17.7</b>
Subtotal of Small Firms	14,061	100.0	72,967	100.0
Subtotal of Medium Size Firms	1,937	100.0	52,835	100.0
Subtotal of Large Firms	339	100.0	96,536	100.0
<b>Grand Total</b>	<b>16,337</b>	<b>100.0</b>	<b>222,338</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four. 1157 firms, or 93.8% of the applicable firms responded to this question.

**ALL INDUSTRIES**  
Full-time Hourly

**TABLE 20B: Maximum Sick Leave for Oklahoma, All Industry, Full-time Hourly Employees by Firm Size.\* Question 20: "What is the maximum number of paid sick leave days offered to any employee in each category a year?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NONE</b>				
Small Firms	7,761	56.7	60,208	59.0
Medium Size Firms	821	42.0	48,816	44.7
Large Firms	92	31.0	35,605	25.5
<b>All Size Firms</b>	<b>8,674</b>	<b>54.4</b>	<b>144,629</b>	<b>41.2</b>
<b>5 DAYS or LESS</b>				
Small Firms	2,585	18.9	15,630	15.3
Medium Size Firms	366	18.7	22,270	20.4
Large Firms	50	16.8	19,089	13.7
<b>All Size Firms</b>	<b>3,001</b>	<b>18.8</b>	<b>56,989</b>	<b>16.2</b>
<b>6 to 9 DAYS</b>				
Small Firms	1,737	12.7	15,330	15.0
Medium Size Firms	257	13.1	13,880	12.7
Large Firms	64	21.5	54,592	39.0
<b>All Size Firms</b>	<b>2,058</b>	<b>12.9</b>	<b>83,802</b>	<b>23.9</b>
<b>10 to 14 DAYS</b>				
Small Firms	1,315	9.6	8,492	8.3
Medium Size Firms	420	21.5	18,817	17.2
Large Firms	66	22.2	24,998	17.9
<b>All Size Firms</b>	<b>1,801</b>	<b>11.3</b>	<b>52,307</b>	<b>14.9</b>
<b>15 or MORE DAYS</b>				
Small Firms	296	2.2	2,399	2.4
Medium Size Firms	91	4.7	5,449	5.0
Large Firms	25	8.4	5,549	4.0
<b>All Size Firms</b>	<b>412</b>	<b>2.6</b>	<b>13,397</b>	<b>3.8</b>
Subtotal of Small Firms	13,694	100.0	102,059	100.0
Subtotal of Medium Size Firms	1,955	100.0	109,232	100.0
Subtotal of Large Firms	297	100.0	139,833	100.0
<b>Grand Total</b>	<b>15,946</b>	<b>100.0</b>	<b>351,124</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more full-time hourly employees and indicated that they do not combine leave time by answering no to question four. 1125 firms, or 92.4% of the applicable firms responded to this question.

**ALL INDUSTRIES**  
Part-time Hourly

**TABLE 20C: Maximum Sick Leave for Oklahoma, All Industry, Part-time Hourly Employees by Firm Size.\* Question 20: "What is the maximum number of paid sick leave days offered to any employee in each category a year?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NONE</b>				
Small Firms	6,211	74.2	31,384	84.3
Medium Size Firms	629	62.0	19,886	78.3
Large Firms	70	42.4	10,210	50.0
<b>All Size Firms</b>	<b>6,910</b>	<b>72.3</b>	<b>61,480</b>	<b>74.0</b>
<b>5 DAYS or LESS</b>				
Small Firms	907	10.8	2,571	6.9
Medium Size Firms	122	12.0	1,633	6.4
Large Firms	23	13.9	3,859	18.9
<b>All Size Firms</b>	<b>1,052</b>	<b>11.0</b>	<b>8,063</b>	<b>9.7</b>
<b>6 to 9 DAYS</b>				
Small Firms	473	5.6	802	2.2
Medium Size Firms	89	8.8	995	3.9
Large Firms	32	19.4	3,617	17.7
<b>All Size Firms</b>	<b>594</b>	<b>6.2</b>	<b>5,414</b>	<b>6.5</b>
<b>10 to 14 DAYS</b>				
Small Firms	522	6.2	1,634	4.4
Medium Size Firms	139	13.7	2,682	10.6
Large Firms	37	22.4	2,319	11.4
<b>All Size Firms</b>	<b>698</b>	<b>7.3</b>	<b>6,635</b>	<b>8.0</b>
<b>15 or MORE DAYS</b>				
Small Firms	262	3.1	843	2.3
Medium Size Firms	36	3.5	207	0.8
Large Firms	3	1.8	405	2.0
<b>All Size Firms</b>	<b>301</b>	<b>3.2</b>	<b>1,455</b>	<b>1.8</b>
Subtotal of Small Firms	8,375	100.0	37,234	100.0
Subtotal of Medium Size Firms	1,015	100.0	25,403	100.0
Subtotal of Large Firms	165	100.0	20,410	100.0
<b>Grand Total</b>	<b>9,555</b>	<b>100.0</b>	<b>83,047</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more part-time hourly employees and indicated that they do not combine leave time by answering no to question four. 616 firms, or 72.6% of the applicable firms responded to this question.

## ALL INDUSTRIES

**TABLE 21A: Sick Leave Accumulation for Oklahoma All Industries Employees by Firm Size and Employee Category.\* Question 21: "Do you allow sick leave to accumulate into the following year?"**

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>SALARIED</b>	<b>No</b>				
	Salaried Small Firms	5,798	68.7	33,230	60.4
	Salaried Medium Size Firms	653	48.3	14,718	32.5
	Salaried Large Firms	97	33.1	28,510	31.2
	Salaried All Size Firms	6,548	64.9	76,458	39.9
	<b>Yes</b>				
	Salaried Small Firms	2,645	31.3	21,758	39.6
	Salaried Medium Size Firms	699	51.7	30,618	67.5
	Salaried Large Firms	196	66.9	62,816	68.8
	Salaried All Size Firms	3,540	35.1	115,192	60.1
	Subtotal of Salaried Small Firms	8,443	100.0	54,988	100.0
	Subtotal of Salaried Medium Size Firms	1,352	100.0	45,336	100.0
Subtotal of Salaried Large Firms	293	100.0	91,326	100.0	
<b>Salaried Grand Total</b>	<b>10,088</b>	<b>100.0</b>	<b>191,650</b>	<b>100.0</b>	
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	Full-time Hourly Small Firms	5,438	70.9	38,079	69.4
	Full-time Hourly Medium Size Firms	645	48.7	35,165	48.0
	Full-time Hourly Large Firms	73	30.3	50,055	43.5
	Full-time Hourly All Size Firms	6,156	66.6	123,299	50.7
	<b>Yes</b>				
	Full-time Hourly Small Firms	2,233	29.1	16,828	30.6
	Full-time Hourly Medium Size Firms	680	51.3	38,091	52.0
	Full-time Hourly Large Firms	168	69.7	65,077	56.5
	Full-time Hourly All Size Firms	3,081	33.4	119,996	49.3
	Subtotal of Full-time Hourly Small Firms	7,671	100.0	54,907	100.0
	Subtotal of Full-time Hourly Medium Size Firms	1,325	100.0	73,256	100.0
Subtotal of Full-time Hourly Large Firms	241	100.0	115,132	100.0	
<b>Full-time Hourly Grand Total</b>	<b>9,237</b>	<b>100.0</b>	<b>243,295</b>	<b>100.0</b>	
<b>PART-TIME HOURLY</b>	<b>No</b>				
	Part-time Hourly Small Firms	3,439	81.7	12,914	83.0
	Part-time Hourly Medium Size Firms	421	63.7	8,577	72.8
	Part-time Hourly Large Firms	63	42.9	15,523	98.3
	Part-time Hourly All Size Firms	3,923	78.2	37,014	85.8
	<b>Yes</b>				
	Part-time Hourly Small Firms	770	18.3	2,643	17.0
	Part-time Hourly Medium Size Firms	240	36.3	3,200	27.2
	Part-time Hourly Large Firms	84	57.1	264	1.7
	Part-time Hourly All Size Firms	1,094	21.8	6,107	14.2
	Subtotal of Part-time Hourly Small Firms	4,209	100.0	15,557	100.0
	Subtotal of Part-time Hourly Medium Size Firms	661	100.0	11,777	100.0
Subtotal of Part-time Hourly Large Firms	147	100.0	15,787	100.0	
<b>Part-time Hourly Grand Total</b>	<b>5,017</b>	<b>100.0</b>	<b>43,121</b>	<b>100.0</b>	

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more employees and specified that they do not combined leave time by answering no to question four and indicated that they offer paid sick leave by response on question 20. 840 firms, or 98.4% of the applicable firms responded to this question.

**ALL INDUSTRIES**  
Salary

**TABLE 22A: Maximum Sick Leave Accumulation for Oklahoma, All Industry, Salary Employees by Firm Size.\* Question 22: "If yes on question #21, what is the maximum number of sick leave days any employee in each category can accumulate?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>5 DAYS or LESS</b>				
Small Firms	203	7.7	1,529	7.1
Medium Size Firms	26	3.7	813	2.7
Large Firms	15	8.1	1,996	3.3
<b>All Size Firms</b>	<b>244</b>	<b>7.0</b>	<b>4,338</b>	<b>3.9</b>
<b>6 to 14 DAYS</b>				
Small Firms	301	11.5	1,911	8.8
Medium Size Firms	68	9.8	1,406	4.6
Large Firms	17	9.1	998	1.7
<b>All Size Firms</b>	<b>386</b>	<b>11.0</b>	<b>4,315</b>	<b>3.8</b>
<b>15 to 29 DAYS</b>				
Small Firms	299	11.4	2,797	12.9
Medium Size Firms	55	7.9	1,736	5.7
Large Firms	3	1.6	78	0.1
<b>All Size Firms</b>	<b>357</b>	<b>10.2</b>	<b>4,611</b>	<b>4.1</b>
<b>30 or MORE DAYS</b>				
Small Firms	1,109	42.3	11,207	51.7
Medium Size Firms	408	58.6	21,160	69.3
Large Firms	98	52.7	34,804	57.9
<b>All Size Firms</b>	<b>1,615</b>	<b>46.1</b>	<b>67,171</b>	<b>59.8</b>
<b>NO MAXIMUM or LIMIT</b>				
Small Firms	711	27.1	4,228	19.5
Medium Size Firms	139	20.0	5,424	17.8
Large Firms	53	28.5	22,273	37.0
<b>All Size Firms</b>	<b>903</b>	<b>25.8</b>	<b>31,925</b>	<b>28.4</b>
Subtotal of Small Firms	2,623	100.0	21,672	100.0
Subtotal of Medium Size Firms	696	100.0	30,539	100.0
Subtotal of Large Firms	186	100.0	60,149	100.0
<b>Grand Total</b>	<b>3,505</b>	<b>100.0</b>	<b>112,360</b>	<b>100.0</b>

**Note:** Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Firms that are included in this table met the following criteria: they had one or more salaried employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 398 firms, or 98.5% of the applicable firms responded to this question.

**ALL INDUSTRIES**  
Full-time Hourly

**TABLE 22B: Maximum Sick Leave Accumulation for Oklahoma, All Industry, Full-time Hourly Employees by Firm Size.\* Question 22: "If yes on question #21, what is the maximum number of sick leave days any employee in each category can accumulate?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>5 DAYS or LESS</b>				
Small Firms	126	5.7	792	4.8
Medium Size Firms	28	4.2	1,307	3.5
Large Firms	15	9.4	4,384	7.0
<b>All Size Firms</b>	<b>169</b>	<b>5.6</b>	<b>6,483</b>	<b>5.6</b>
<b>6 to 14 DAYS</b>				
Small Firms	343	15.5	2,457	14.8
Medium Size Firms	67	10.1	5,431	14.7
Large Firms	21	13.2	7,038	11.2
<b>All Size Firms</b>	<b>431</b>	<b>14.2</b>	<b>14,926</b>	<b>12.8</b>
<b>15 to 29 DAYS</b>				
Small Firms	222	10.0	1,508	9.1
Medium Size Firms	58	8.7	4,044	11.0
Large Firms	11	6.9	3,099	4.9
<b>All Size Firms</b>	<b>291</b>	<b>9.6</b>	<b>8,651</b>	<b>7.4</b>
<b>30 or MORE DAYS</b>				
Small Firms	924	41.8	8,811	52.9
Medium Size Firms	370	55.6	17,374	47.1
Large Firms	87	54.7	39,918	63.4
<b>All Size Firms</b>	<b>1,381</b>	<b>45.5</b>	<b>66,103</b>	<b>56.8</b>
<b>NO MAXIMUM or LIMIT</b>				
Small Firms	597	27.0	3,086	18.5
Medium Size Firms	143	21.5	8,696	23.6
Large Firms	25	15.7	8,492	13.5
<b>All Size Firms</b>	<b>765</b>	<b>25.2</b>	<b>20,274</b>	<b>17.4</b>
Subtotal of Small Firms	2,212	100.0	16,654	100.0
Subtotal of Medium Size Firms	666	100.0	36,852	100.0
Subtotal of Large Firms	159	100.0	62,931	100.0
<b>Grand Total</b>	<b>3,037</b>	<b>100.0</b>	<b>116,437</b>	<b>100.0</b>

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Firms that are included in this table met the following criteria: they had one or more full-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicate that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 361 firms, or 98.1% of the applicable firms responded to this question.

**ALL INDUSTRIES**  
Part-time Hourly

**TABLE 22C: Maximum Sick Leave Accumulation for Oklahoma, All Industry, Part-time Hourly Employees by Firm Size.\* Question 22: "If yes on question #21, what is the maximum number of sick leave days any employee in each category can accumulate?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>5 DAYS or LESS</b>				
Small Firms	16	2.3	98	4.1
Medium Size Firms	7	3.1	70	2.4
Large Firms	3	3.6	167	1.8
All Size Firms	26	2.6	335	2.3
<b>6 to 14 DAYS</b>				
Small Firms	63	9.2	99	4.2
Medium Size Firms	20	8.8	360	12.1
Large Firms	11	13.1	313	3.4
All Size Firms	94	9.4	772	5.3
<b>15 to 29 DAYS</b>				
Small Firms	40	5.8	84	3.5
Medium Size Firms	13	5.7	226	7.6
Large Firms	3	3.6	1,598	17.4
All Size Firms	56	5.6	1,908	13.1
<b>30 or MORE DAYS</b>				
Small Firms	425	62.0	1,524	64.2
Medium Size Firms	123	54.2	1,201	40.5
Large Firms	56	66.7	5,629	61.3
All Size Firms	604	60.6	8,354	57.5
<b>NO MAXIMUM or LIMIT</b>				
Small Firms	141	20.6	567	23.9
Medium Size Firms	64	28.2	1,107	37.3
Large Firms	11	13.1	1,482	16.1
All Size Firms	216	21.7	3,156	21.7
Subtotal of Small Firms	685	100.0	2,372	100.0
Subtotal of Medium Size Firms	227	100.0	2,964	100.0
Subtotal of Large Firms	84	100.0	9,189	100.0
<b>Grand Total</b>	996	100.0	14,525	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Firms that are included in this table met the following criteria: they had one or more part-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicate that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 152 firms, or 95.0% of the applicable firms responded to this question.



**ALL INDUSTRIES**  
Salary

**TABLE 23A: Bereavement Leave for Oklahoma, All Industry, Salary Employees by Firm Size.\* Question 23: "Do you offer paid bereavement leave?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NO</b>				
Small Firms	9,216	57.1	36,185	42.7
Medium Size Firms	833	37.7	14,703	24.2
Large Firms	83	19.8	29,249	27.2
<b>All Size Firms</b>	<b>10,132</b>	<b>54.0</b>	<b>80,137</b>	<b>31.7</b>
<b>YES, 1 to 3 DAYS</b>				
Small Firms	6,233	38.6	44,233	52.2
Medium Size Firms	1,191	53.9	36,109	59.4
Large Firms	285	68.0	48,807	45.5
<b>All Size Firms</b>	<b>7,709</b>	<b>41.1</b>	<b>129,149</b>	<b>51.1</b>
<b>YES, 4 to 7 DAYS</b>				
Small Firms	588	3.6	3,774	4.5
Medium Size Firms	179	8.1	9,754	16.0
Large Firms	48	11.5	29,261	27.3
<b>All Size Firms</b>	<b>815</b>	<b>4.3</b>	<b>42,789</b>	<b>16.9</b>
<b>YES, 8 DAYS and OVER</b>				
Small Firms	107	0.7	544	0.6
Medium Size Firms	7	0.3	254	0.4
Large Firms	3	0.7	3,128	2.9
<b>All Size Firms</b>	<b>117</b>	<b>0.6</b>	<b>3,926</b>	<b>1.6</b>
Subtotal of Small Firms	16,144	100.0	84,736	100.0
Subtotal of Medium Size Firms	2,210	100.0	60,820	100.0
Subtotal of Large Firms	419	100.0	107,344	100.0
<b>Grand Total</b>	<b>18,773</b>	<b>100.0</b>	<b>252,900</b>	<b>100.0</b>

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Firms that are included in this table met the following criteria: they had one or more salaried employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 1356 firms, or 88.3% of the applicable firms responded to this question.

**ALL INDUSTRIES**  
Full-time Hourly

**TABLE 23B: Bereavement Leave for Oklahoma, All Industry, Full-time Hourly Employees by Firm Size.\* Question 23: "Do you offer paid bereavement leave?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NO</b>				
Small Firms	10,325	64.8	76,800	62.9
Medium Size Firms	931	41.1	49,751	38.3
Large Firms	86	22.6	39,620	21.8
<b>All Size Firms</b>	<b>11,342</b>	<b>61.1</b>	<b>166,171</b>	<b>38.3</b>
<b>YES, 1 to 3 DAYS</b>				
Small Firms	4,984	31.3	40,609	33.3
Medium Size Firms	1,179	52.0	71,834	55.3
Large Firms	254	66.7	124,775	68.7
<b>All Size Firms</b>	<b>6,417</b>	<b>34.5</b>	<b>237,218</b>	<b>54.7</b>
<b>YES, 4 to 7 DAYS</b>				
Small Firms	520	3.3	4,196	3.4
Medium Size Firms	153	6.8	8,066	6.2
Large Firms	39	10.2	17,082	9.4
<b>All Size Firms</b>	<b>712</b>	<b>3.8</b>	<b>29,344</b>	<b>6.8</b>
<b>YES, 8 DAYS and OVER</b>				
Small Firms	98	0.6	497	0.4
Medium Size Firms	3	0.1	162	0.1
Large Firms	2	0.5	373	0.2
<b>All Size Firms</b>	<b>103</b>	<b>0.6</b>	<b>1,032</b>	<b>0.2</b>
Subtotal of Small Firms	15,927	100.0	122,102	100.0
Subtotal of Medium Size Firms	2,266	100.0	129,813	100.0
Subtotal of Large Firms	381	100.0	181,504	100.0
<b>Grand Total</b>	<b>18,574</b>	<b>100.0</b>	<b>433,419</b>	<b>100.0</b>

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Firms that are included in this table met the following criteria: they had one or more full-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 1329 firms, or 87.9% of the applicable firms responded to this question.

**ALL INDUSTRIES**  
Part-time Hourly

**TABLE 23C: Bereavement Leave for Oklahoma, All Industry, Part-time Hourly Employees by Firm Size.\* Question 23: "Do you offer paid bereavement leave?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NO</b>				
Small Firms	13,600	80.6	65,356	85.3
Medium Size Firms	1,245	59.3	37,320	74.0
Large Firms	120	35.9	13,714	38.5
<b>All Size Firms</b>	<b>14,965</b>	<b>77.5</b>	<b>116,390</b>	<b>71.5</b>
<b>YES, 1 to 3 DAYS</b>				
Small Firms	2,858	16.9	9,911	12.9
Medium Size Firms	764	36.4	12,259	24.3
Large Firms	169	50.6	19,685	55.3
<b>All Size Firms</b>	<b>3,791</b>	<b>19.6</b>	<b>41,855</b>	<b>25.7</b>
<b>YES, 4 to 7 DAYS</b>				
Small Firms	327	1.9	1,308	1.7
Medium Size Firms	89	4.2	857	1.7
Large Firms	45	13.5	2,174	6.1
<b>All Size Firms</b>	<b>461</b>	<b>2.4</b>	<b>4,339</b>	<b>2.7</b>
<b>YES, 8 DAYS and OVER</b>				
Small Firms	82	0.5	61	0.1
<b>All Size Firms</b>	<b>82</b>	<b>0.4</b>	<b>61</b>	<b>0.0</b>
Subtotal of Small Firms	16,867	100.0	76,636	100.0
Subtotal of Medium Size Firms	2,098	100.0	50,436	100.0
Subtotal of Large Firms	334	100.0	35,600	100.0
<b>Grand Total</b>	<b>19,299</b>	<b>100.0</b>	<b>162,672</b>	<b>100.0</b>

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Firms that are included in this table met the following criteria: they had one or more part-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 1256 firms, or 74.0% of the applicable firms responded to this question.

**ALL INDUSTRIES**  
**Salary**

**TABLE 24A: Short Term Disability Leave for Oklahoma, All Industry, Salary Employees by Firm Size.\* Question 24: "Do you offer short term paid disability leave?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NO</b>				
Small Firms	12,495	85.1	65,693	82.9
Medium Size Firms	1,550	71.6	41,454	68.7
Large Firms	193	48.3	49,111	46.0
<b>All Size Firms</b>	<b>14,238</b>	<b>82.5</b>	<b>156,258</b>	<b>63.4</b>
<b>YES, 6 WEEKS or LESS</b>				
Small Firms	1,141	7.8	6,719	8.5
Medium Size Firms	218	10.1	6,428	10.7
Large Firms	28	7.0	1,539	1.4
<b>All Size Firms</b>	<b>1,387</b>	<b>8.0</b>	<b>14,686</b>	<b>6.0</b>
<b>YES, 7 to 13 WEEKS</b>				
Small Firms	514	3.5	3,206	4.0
Medium Size Firms	154	7.1	5,054	8.4
Large Firms	72	18.0	24,351	22.8
<b>All Size Firms</b>	<b>740</b>	<b>4.3</b>	<b>32,611</b>	<b>13.2</b>
<b>YES, 14 to 26 WEEKS</b>				
Small Firms	482	3.3	3,086	3.9
Medium Size Firms	224	10.3	6,750	11.2
Large Firms	97	24.3	26,770	25.1
<b>All Size Firms</b>	<b>803</b>	<b>4.7</b>	<b>36,606</b>	<b>14.9</b>
<b>MORE than 26 WEEKS</b>				
Small Firms	56	0.4	565	0.7
Medium Size Firms	19	0.9	646	1.1
Large Firms	10	2.5	5,006	4.7
<b>All Size Firms</b>	<b>85</b>	<b>0.5</b>	<b>6,217</b>	<b>2.5</b>
Subtotal of Small Firms	14,688	100.0	79,269	100.0
Subtotal of Medium Size Firms	2,165	100.0	60,332	100.0
Subtotal of Large Firms	400	100.0	106,777	100.0
<b>Grand Total</b>	<b>17,253</b>	<b>100.0</b>	<b>246,378</b>	<b>100.0</b>

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Firms that are included in this table met the following criteria: they had one or more salaried employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 1283 firms, or 83.5% of the applicable firms responded to this question.

**ALL INDUSTRIES**  
Full-time Hourly

**TABLE 24B: Short Term Disability Leave for Oklahoma, All Industry, Full-time Hourly Employees by Firm Size.\* Question 24: "Do you offer short term paid disability leave?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NO</b>				
Small Firms	12,396	87.2	92,983	57.4
Medium Size Firms	1,620	72.6	86,518	67.3
Large Firms	175	48.2	58,479	33.2
<b>All Size Firms</b>	<b>14,191</b>	<b>84.4</b>	<b>237,980</b>	<b>51.0</b>
<b>YES, 6 WEEKS or LESS</b>				
Small Firms	833	5.9	5,988	3.7
Medium Size Firms	191	8.6	12,959	10.1
Large Firms	30	8.3	16,711	9.5
<b>All Size Firms</b>	<b>1,054</b>	<b>6.3</b>	<b>35,658</b>	<b>7.6</b>
<b>YES, 7 to 13 WEEKS</b>				
Small Firms	478	3.4	2,716	1.7
Medium Size Firms	157	7.0	9,072	7.1
Large Firms	58	16.0	24,612	14.0
<b>All Size Firms</b>	<b>693</b>	<b>4.1</b>	<b>36,400</b>	<b>7.8</b>
<b>YES, 14 to 26 WEEKS</b>				
Small Firms	469	3.3	59,938	37.0
Medium Size Firms	238	10.7	18,236	14.2
Large Firms	97	26.7	75,421	42.8
<b>All Size Firms</b>	<b>804</b>	<b>4.8</b>	<b>153,595</b>	<b>32.9</b>
<b>MORE than 26 WEEKS</b>				
Small Firms	40	0.3	272	0.2
Medium Size Firms	24	1.1	1,734	1.3
Large Firms	3	0.8	832	0.5
<b>All Size Firms</b>	<b>67</b>	<b>0.4</b>	<b>2,838</b>	<b>0.6</b>
Subtotal of Small Firms	14,216	100.0	161,897	100.0
Subtotal of Medium Size Firms	2,230	100.0	128,519	100.0
Subtotal of Large Firms	363	100.0	176,055	100.0
<b>Grand Total</b>	<b>16,809</b>	<b>100.0</b>	<b>466,471</b>	<b>100.0</b>

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Firms that are included in this table met the following criteria: they had one or more full-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 1256 firms, or 82.4% of the applicable firms responded to this question.

**ALL INDUSTRIES**  
Part-time Hourly

**TABLE 24C: Short Term Disability Leave for Oklahoma, All Industry, Part-time Hourly Employees by Firm Size.\* Question 24: "Do you offer short term paid disability leave?"**

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	13,875	93.4	61,837	93.8
Medium Size Firms	2,074	90.8	52,132	96.8
Large Firms	214	67.7	25,412	73.1
All Size Firms	16,163	92.6	139,381	90.2
YES, 6 WEEKS or LESS				
Small Firms	830	5.6	3,543	5.4
Medium Size Firms	49	2.1	246	0.5
Large Firms	20	6.3	1,938	5.6
All Size Firms	899	5.2	5,727	3.7
YES, 7 to 13 WEEKS				
Small Firms	87	0.6	436	0.7
Medium Size Firms	61	2.7	748	1.4
Large Firms	32	10.1	1,180	3.4
All Size Firms	180	1.0	2,364	1.5
YES, 14 to 26 WEEKS				
Small Firms	56	0.4	99	0.2
Medium Size Firms	92	4.0	328	0.6
Large Firms	46	14.6	6,233	17.9
All Size Firms	194	1.1	6,660	4.3
MORE than 26 WEEKS				
Small Firms	6	0.0	7	0.0
Medium Size Firms	9	0.4	416	0.8
Large Firms	4	1.3	12	0.0
All Size Firms	19	0.1	435	0.3
Subtotal of Small Firms	14,854	100.0	65,922	100.0
Subtotal of Medium Size Firms	2,285	100.0	53,870	100.0
Subtotal of Large Firms	316	100.0	34,775	100.0
<b>Grand Total</b>	17,455	100.0	154,567	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Firms that are included in this table met the following criteria: they had one or more part-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 1244 firms, or 73.3% of the applicable firms responded to this question.

## ALL INDUSTRIES

### Salary

**TABLE 25A: Other Paid Leave for Oklahoma, All Industry, Salary Employees by Firm Size.\* Question 25: Please check boxes indicating any other paid leave you offer."**

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>MILITARY</b>				
Small Firms	2,277	27.2	17,674	33.5
Medium Size Firms	507	34.6	21,047	41.6
Large Firms	208	56.2	75,445	70.8
All Size Firms	2,992	29.4	114,166	54.4
<b>JURY DUTY</b>				
Small Firms	6,802	81.4	44,059	83.5
Medium Size Firms	1,350	92.2	48,068	95.0
Large Firms	354	95.7	97,170	91.2
All Size Firms	8,506	83.4	189,297	90.2
<b>FAMILY MEDICAL</b>				
Small Firms	2,448	29.3	16,536	31.3
Medium Size Firms	415	28.3	15,427	30.5
Large Firms	106	28.6	55,131	51.7
All Size Firms	2,969	29.1	87,094	41.5
<b>MATERNITY LEAVE</b>				
Small Firms	2,024	24.2	15,420	29.2
Medium Size Firms	394	26.9	16,501	32.6
Large Firms	92	24.9	36,425	34.2
All Size Firms	2,510	24.6	68,346	32.6
<b>PATERNITY LEAVE</b>				
Small Firms	1,002	12.0	8,266	15.7
Medium Size Firms	206	14.1	8,773	17.3
Large Firms	56	15.1	18,110	17.0
All Size Firms	1,264	12.4	35,149	16.7
<b>DOCTOR/DENTAL APPOINTMENT</b>				
Small Firms	4,306	51.5	27,667	52.4
Medium Size Firms	461	31.5	19,421	38.4
Large Firms	91	24.6	47,960	45.0
All Size Firms	4,858	47.7	95,048	45.3
<b>OTHER (please name)</b>				
Small Firms	416	5.0	3,376	6.4
Medium Size Firms	94	6.4	3,664	7.2
Large Firms	20	5.4	12,999	12.2
All Size Firms	530	5.2	20,039	9.5
Subtotal of Small Firms	8,359	100.0	52,789	100.0
Subtotal of Medium Size Firms	1,465	100.0	50,608	100.0
Subtotal of Large Firms	370	100.0	106,536	100.0
<b>Grand Total</b>	<b>10,194</b>	<b>100.0</b>	<b>209,933</b>	<b>100.0</b>

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Firms that are included in this table met the following criteria: they had one or more salaried employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 903 firms, or 58.8% of the applicable firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

## ALL INDUSTRIES

### Full-time Hourly

**TABLE 25B: Other Paid Leave for Oklahoma, All Industry, Full-time Hourly Employees by Firm Size.\* Question 25: Please check boxes indicating any other paid leave you offer."**

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>MILITARY</b>				
Small Firms	1,800	27.2	14,478	29.6
Medium Size Firms	496	34.7	29,169	35.1
Large Firms	183	55.8	94,849	53.4
All Size Firms	2,479	29.6	138,496	44.8
<b>JURY DUTY</b>				
Small Firms	5,548	83.8	42,650	87.2
Medium Size Firms	1,315	91.9	77,353	93.1
Large Firms	318	97.0	35,253	19.9
All Size Firms	7,181	85.7	155,256	50.2
<b>FAMILY MEDICAL</b>				
Small Firms	1,340	20.2	9,207	18.8
Medium Size Firms	368	25.7	18,305	22.0
Large Firms	82	25.0	35,694	20.1
All Size Firms	1,790	21.4	63,206	20.4
<b>MATERNITY LEAVE</b>				
Small Firms	1,561	23.6	10,525	21.5
Medium Size Firms	346	24.2	17,596	21.2
Large Firms	82	25.0	52,114	29.4
All Size Firms	1,989	23.7	80,235	25.9
<b>PATERNITY LEAVE</b>				
Small Firms	756	11.4	5,147	10.5
Medium Size Firms	168	11.7	8,862	10.7
Large Firms	43	13.1	12,544	7.1
All Size Firms	967	11.5	26,553	8.6
<b>DOCTOR/DENTAL APPOINTMENT</b>				
Small Firms	2,310	34.9	14,220	29.1
Medium Size Firms	311	21.7	14,089	17.0
Large Firms	48	14.6	12,994	7.3
All Size Firms	2,669	31.8	41,303	13.3
<b>OTHER (please name)</b>				
Small Firms	443	6.7	2,557	5.2
Medium Size Firms	98	6.8	4,355	5.2
Large Firms	17	5.2	4,886	2.8
All Size Firms	558	6.7	11,798	3.8
Subtotal of Small Firms	6,622	100.0	48,903	100.0
Subtotal of Medium Size Firms	1,431	100.0	83,092	100.0
Subtotal of Large Firms	328	100.0	177,466	100.0
<b>Grand Total</b>	<b>8,381</b>	<b>100.0</b>	<b>309,461</b>	<b>100.0</b>

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Firms that are included in this table met the following criteria: they had one or more full-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 809 firms, or 53.0% of the applicable firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.



## ALL INDUSTRIES

### Part-time Hourly

**TABLE 25C: Other Paid Leave for Oklahoma, All Industry, Part-time Hourly Employees by Firm Size.\* Question 25: Please check boxes indicating any other paid leave you offer."**

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>MILITARY</b>				
Small Firms	1,511	26.5	6,383	28.1
Medium Size Firms	286	30.3	6,450	44.9
Large Firms	182	67.7	15,272	57.3
All Size Firms	1,979	28.6	28,105	44.1
<b>JURY DUTY</b>				
Small Firms	4,577	80.2	17,726	78.0
Medium Size Firms	821	87.1	12,171	84.7
Large Firms	246	91.4	23,702	89.0
All Size Firms	5,644	81.6	53,599	84.1
<b>FAMILY MEDICAL</b>				
Small Firms	1,431	25.1	4,069	17.9
Medium Size Firms	289	30.6	5,591	38.9
Large Firms	88	32.7	4,928	18.5
All Size Firms	1,808	26.1	14,588	22.9
<b>MATERNITY LEAVE</b>				
Small Firms	1,363	23.9	4,699	20.7
Medium Size Firms	243	25.8	3,186	22.2
Large Firms	70	26.0	5,453	20.5
All Size Firms	1,676	24.2	13,338	20.9
<b>PATERNITY LEAVE</b>				
Small Firms	798	14.0	2,315	10.2
Medium Size Firms	160	17.0	2,788	19.4
Large Firms	47	17.5	3,385	12.7
All Size Firms	1,005	14.5	8,488	13.3
<b>DOCTOR/DENTAL APPOINTMENT</b>				
Small Firms	2,672	46.8	7,917	34.8
Medium Size Firms	207	22.0	2,424	16.9
Large Firms	54	20.1	3,419	12.8
All Size Firms	2,933	42.4	13,760	21.6
<b>OTHER (please name)</b>				
Small Firms	232	4.1	586	2.6
Medium Size Firms	69	7.3	1,351	9.4
Large Firms	23	8.6	1,264	4.7
All Size Firms	324	4.7	3,201	5.0
Subtotal of Small Firms	5,704	100.0	22,731	100.0
Subtotal of Medium Size Firms	943	100.0	14,371	100.0
Subtotal of Large Firms	269	100.0	26,630	100.0
<b>Grand Total</b>	<b>6,916</b>	<b>100.0</b>	<b>63,732</b>	<b>100.0</b>

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Firms that are included in this table met the following criteria: they had one or more part-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 614 firms, or 36.2% of the applicable firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

## ALL INDUSTRIES

### Salary

**TABLE 26A: Medical/health Care Offered for Oklahoma, All Industry, Salary Employees by Firm Size.\* Question 26: "Do you offer medical/health care plans to your employees?"**

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	6,940	33.1	18,687	17.9
Medium Size Firms	315	11.9	3,107	4.2
Large Firms	6	1.3	246	0.2
All Size Firms	7,261	30.2	22,040	7.5
YES, EMPLOYEE ONLY				
Small Firms	3,956	18.9	18,847	18.0
Medium Size Firms	218	8.3	6,413	8.8
Large Firms	11	2.4	2,611	2.2
All Size Firms	4,185	17.4	27,871	9.4
YES, EMPLOYEE and DEPENDENTS				
Small Firms	10,076	48.0	67,083	64.1
Medium Size Firms	2,106	79.8	63,638	87.0
Large Firms	451	96.4	114,616	97.6
All Size Firms	12,633	52.5	245,337	83.1
Subtotal of Small Firms	20,972	100.0	104,617	100.0
Subtotal of Medium Size Firms	2,639	100.0	73,158	100.0
Subtotal of Large Firms	468	100.0	117,473	100.0
<b>Grand Total</b>	24,079	100.0	295,248	100.0

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more salaried employees that responded to this question. 1669 firms, or 96.7% of the firms with salaried employees responded to this question.

## ALL INDUSTRIES

### Full-time Hourly

**TABLE 26B: Medical/health Care Offered for Oklahoma, All Industry, Full-time Hourly Employees by Firm Size.\* Question 26: "Do you offer medical/health care plans to your employees?"**

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	8,029	39.1	45,763	29.2
Medium Size Firms	319	12.0	13,034	8.8
Large Firms	6	1.4	1,950	0.9
<b>All Size Firms</b>	<b>8,354</b>	<b>35.3</b>	<b>60,747</b>	<b>11.6</b>
YES, EMPLOYEE ONLY				
Small Firms	3,740	18.2	26,361	16.8
Medium Size Firms	236	8.9	12,346	8.4
Large Firms	14	3.2	3,761	1.7
<b>All Size Firms</b>	<b>3,990</b>	<b>16.9</b>	<b>42,468</b>	<b>8.1</b>
YES, EMPLOYEE and DEPENDENTS				
Small Firms	8,779	42.7	84,490	53.9
Medium Size Firms	2,099	79.1	122,475	82.8
Large Firms	419	95.4	213,534	97.4
<b>All Size Firms</b>	<b>11,297</b>	<b>47.8</b>	<b>420,499</b>	<b>80.3</b>
Subtotal of Small Firms	20,548	100.0	156,614	100.0
Subtotal of Medium Size Firms	2,654	100.0	147,855	100.0
Subtotal of Large Firms	439	100.0	219,245	100.0
<b>Grand Total</b>	<b>23,641</b>	<b>100.0</b>	<b>523,714</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more full-time hourly employees that responded to this question. 1631 firms, or 94.3% of the firms with full-time hourly employees responded to this question.

**ALL INDUSTRIES**  
Part-time Hourly

**TABLE 26C: Medical/health Care Offered for Oklahoma, All Industry, Part-time Hourly Employees by Firm Size.\* Question 26: "Do you offer medical/health care plans to your employees?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NO</b>				
Small Firms	7,160	66.5	35,111	72.9
Medium Size Firms	458	36.8	17,676	52.8
Large Firms	27	12.7	5,077	11.9
<b>All Size Firms</b>	<b>7,645</b>	<b>62.5</b>	<b>57,864</b>	<b>46.6</b>
<b>YES, EMPLOYEE ONLY</b>				
Small Firms	1,010	9.4	3,740	7.8
Medium Size Firms	116	9.3	4,749	14.2
Large Firms	3	1.4	220	0.5
<b>All Size Firms</b>	<b>1,129</b>	<b>9.2</b>	<b>8,709</b>	<b>7.0</b>
<b>YES, EMPLOYEE and DEPENDENTS</b>				
Small Firms	2,598	24.1	9,337	19.4
Medium Size Firms	669	53.8	11,042	33.0
Large Firms	183	85.9	37,214	87.5
<b>All Size Firms</b>	<b>3,450</b>	<b>28.2</b>	<b>57,593</b>	<b>46.4</b>
Subtotal of Small Firms	10,768	100.0	48,188	100.0
Subtotal of Medium Size Firms	1,243	100.0	33,467	100.0
Subtotal of Large Firms	213	100.0	42,511	100.0
<b>Grand Total</b>	<b>12,224</b>	<b>100.0</b>	<b>124,166</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more part-time hourly employees that responded to this question. 777 firms, or 55.2% of the firms with part-time hourly employees responded to this question.

**ALL INDUSTRIES**  
**Salary**

**TABLE 27A: Types of Medical/health Care Plans Offered for Oklahoma, All Industry, Salary Employees by Firm Size.\* Question 27: "What types of medical/health care plans do you offer?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>TRADITIONAL FEE-FOR-SERVICE</b>				
Small Firms	1,173	8.5	7,529	8.9
Medium Size Firms	350	15.3	15,745	23.0
Large Firms	96	20.8	28,160	24.0
<b>All Size Firms</b>	<b>1,619</b>	<b>9.8</b>	<b>51,434</b>	<b>19.0</b>
<b>HEALTH MAINTENANCE ORGANIZATION (HMO)</b>				
Small Firms	2,967	21.4	62,899	74.4
Medium Size Firms	848	37.2	29,055	42.4
Large Firms	212	46.0	67,109	57.3
<b>All Size Firms</b>	<b>4,027</b>	<b>24.3</b>	<b>159,063</b>	<b>58.9</b>
<b>PREFERRED PROVIDER ORGANIZATION (PPO)</b>				
Small Firms	12,078	87.2	75,377	89.2
Medium Size Firms	1,956	85.8	56,254	82.0
Large Firms	398	86.3	96,814	82.6
<b>All Size Firms</b>	<b>14,432</b>	<b>87.0</b>	<b>228,445</b>	<b>84.5</b>
Subtotal of Small Firms	13,853	100.0	84,488	100.0
Subtotal of Medium Size Firms	2,281	100.0	68,566	100.0
Subtotal of Large Firms	461	100.0	117,178	100.0
<b>Grand Total</b>	<b>16,595</b>	<b>100.0</b>	<b>270,232</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 1346 firms, or 98.7% of the applicable firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

**ALL INDUSTRIES**  
**Salary**

**TABLE 27B: Types of Medical/health Care Plans Offered for Oklahoma, All Industry, Full-time Hourly Employees by Firm Size.\* Question 27: "What types of medical/health care plans do you offer?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
TRADITIONAL FEE-FOR-SERVICE				
Small Firms	841	6.8	5,574	5.1
Medium Size Firms	372	16.3	20,554	15.7
Large Firms	75	17.6	48,317	22.4
All Size Firms	1,288	8.6	74,445	16.3
HEALTH MAINTENANCE ORGANIZATION (HMO)				
Small Firms	2,774	22.5	29,237	26.7
Medium Size Firms	814	35.7	46,723	35.6
Large Firms	183	43.0	114,797	53.3
All Size Firms	3,771	25.1	190,757	41.8
PREFERRED PROVIDER ORGANIZATION (PPO)				
Small Firms	10,627	86.3	94,552	86.5
Medium Size Firms	1,908	83.8	111,206	84.8
Large Firms	367	86.2	171,095	79.4
All Size Firms	12,902	85.9	376,853	82.7
Subtotal of Small Firms	12,315	100.0	109,322	100.0
Subtotal of Medium Size Firms	2,278	100.0	131,087	100.0
Subtotal of Large Firms	426	100.0	215,431	100.0
<b>Grand Total</b>	<b>15,019</b>	<b>100.0</b>	<b>455,840</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 1263 firms, or 97.8% of the applicable firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

**ALL INDUSTRIES**  
Part-time Hourly

**TABLE 27C: Types of Medical/health Care Plans Offered for Oklahoma, All Industry, Part-time Hourly Employees by Firm Size.\* Question 27: "What types of medical/health care plans do you offer?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
TRADITIONAL FEE-FOR-SERVICE				
Small Firms	449	13.2	2,010	16.3
Medium Size Firms	132	18.0	1,772	12.0
Large Firms	32	17.9	2,364	6.4
All Size Firms	613	14.2	6,146	9.6
HEALTH MAINTENANCE ORGANIZATION (HMO)				
Small Firms	748	21.9	2,663	21.6
Medium Size Firms	292	39.9	5,065	34.2
Large Firms	78	43.6	18,577	50.1
All Size Firms	1,118	25.8	26,305	41.0
PREFERRED PROVIDER ORGANIZATION (PPO)				
Small Firms	2,783	81.5	9,394	76.3
Medium Size Firms	602	82.2	11,102	75.0
Large Firms	156	87.2	35,487	95.7
All Size Firms	3,541	81.9	55,983	87.2
Subtotal of Small Firms	3,414	100.0	12,308	100.0
Subtotal of Medium Size Firms	732	100.0	14,805	100.0
Subtotal of Large Firms	179	100.0	37,091	100.0
<b>Grand Total</b>	<b>4,325</b>	<b>100.0</b>	<b>64,204</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 404 firms, or 94.4% of the applicable firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

## ALL INDUSTRIES

**TABLE 28A: Medical/Health Care Plan Choice for Oklahoma All Industries Employees by Firm Size and Employee Category.\* Question 28: "Can employees choose between medical/health care Plans?"**

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>SALARIED</b>	<b>No</b>				
	Salaried Small Firms	9,867	71.0	57,499	67.2
	Salaried Medium Size Firms	1,283	56.0	31,968	46.5
	Salaried Large Firms	172	37.3	41,491	36.2
	Salaried All Size Firms	11,322	68.0	130,958	48.7
	<b>Yes</b>				
	Salaried Small Firms	4,028	29.0	28,048	32.8
	Salaried Medium Size Firms	1,007	44.0	36,848	53.5
	Salaried Large Firms	289	62.7	73,106	63.8
	Salaried All Size Firms	5,324	32.0	138,002	51.3
	Subtotal of Salaried Small Firms	13,895	100.0	85,547	100.0
	Subtotal of Salaried Medium Size Firms	2,290	100.0	68,816	100.0
	Subtotal of Salaried Large Firms	461	100.0	114,597	100.0
<b>Salaried Grand Total</b>	<b>16,646</b>	<b>100.0</b>	<b>268,960</b>	<b>100.0</b>	
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	Full-time Hourly Small Firms	8,532	69.5	74,482	68.4
	Full-time Hourly Medium Size Firms	1,291	56.6	74,337	56.7
	Full-time Hourly Large Firms	174	41.6	67,647	32.7
	Full-time Hourly All Size Firms	9,997	66.8	216,466	48.4
	<b>Yes</b>				
	Full-time Hourly Small Firms	3,745	30.5	34,417	31.6
	Full-time Hourly Medium Size Firms	989	43.4	56,763	43.3
	Full-time Hourly Large Firms	244	58.4	139,452	67.3
	Full-time Hourly All Size Firms	4,978	33.2	230,632	51.6
	Subtotal of Full-time Hourly Small Firms	12,277	100.0	108,899	100.0
	Subtotal of Full-time Hourly Medium Size Firms	2,280	100.0	131,100	100.0
	Subtotal of Full-time Hourly Large Firms	418	100.0	207,099	100.0
<b>Full-time Hourly Grand Total</b>	<b>14,975</b>	<b>100.0</b>	<b>447,098</b>	<b>100.0</b>	
<b>PART-TIME HOURLY</b>	<b>No</b>				
	Part-time Hourly Small Firms	2,542	74.0	8,692	72.5
	Part-time Hourly Medium Size Firms	364	49.5	7,946	52.9
	Part-time Hourly Large Firms	76	44.2	14,892	44.0
	Part-time Hourly All Size Firms	2,982	68.7	31,530	51.8
	<b>Yes</b>				
	Part-time Hourly Small Firms	891	26.0	3,301	27.5
	Part-time Hourly Medium Size Firms	372	50.5	7,064	47.1
	Part-time Hourly Large Firms	96	55.8	18,972	56.0
	Part-time Hourly All Size Firms	1,359	31.3	29,337	48.2
	Subtotal of Part-time Hourly Small Firms	3,433	100.0	11,993	100.0
	Subtotal of Part-time Hourly Medium Size Firms	736	100.0	15,010	100.0
	Subtotal of Part-time Hourly Large Size Firms	172	100.0	33,864	100.0
<b>Part-time Hourly Grand Total</b>	<b>4,341</b>	<b>100.0</b>	<b>60,867</b>	<b>100.0</b>	

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Firms that are included in this table met the following criteria: they have one or more employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 1506 firms, or 98.9% of the applicable firms responded to this question.



**ALL INDUSTRIES**  
Salary

**TABLE 29A: Medical/health Care Plan Employee Cost Compensation for Oklahoma, All Industry, Salary Employees by Firm Size.\* Question 29: "What percentage of the cost of the medical/health care plan(s) do you pay for the employee (employee only)?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
NONE				
Small Firms	641	4.6	2,590	3.0
Medium Size Firms	88	3.9	1,720	2.5
Large Firms	8	1.8	971	0.9
All Size Firms	737	4.5	5,281	2.0
1% to 25%				
Small Firms	657	4.8	3,540	4.2
Medium Size Firms	154	6.8	4,681	6.8
Large Firms	36	8.2	4,708	4.2
All Size Firms	847	5.1	12,929	4.9
26% to 50%				
Small Firms	2,449	17.8	14,195	16.7
Medium Size Firms	344	15.2	9,042	13.2
Large Firms	68	15.5	8,793	7.9
All Size Firms	2,861	17.3	32,030	12.1
51% to 75%				
Small Firms	2,104	15.3	13,709	16.1
Medium Size Firms	568	25.1	20,239	29.6
Large Firms	91	20.7	21,306	19.2
All Size Firms	2,763	16.7	55,254	20.9
76% to 99%				
Small Firms	2,342	17.0	16,085	18.9
Medium Size Firms	548	24.2	17,949	26.2
Large Firms	156	35.5	43,735	39.3
All Size Firms	3,046	18.5	77,769	29.4
100%				
Small Firms	5,601	40.6	34,902	41.1
Medium Size Firms	560	24.8	14,792	21.6
Large Firms	81	18.4	31,720	28.5
All Size Firms	6,242	37.8	81,414	30.8
Subtotal of Small Firms	13,794	100.0	85,021	100.0
Subtotal of Medium Size Firms	2,262	100.0	68,423	100.0
Subtotal of Large Firms	440	100.0	111,233	100.0
<b>Grand Total</b>	<b>16,496</b>	<b>100.0</b>	<b>264,677</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 1332 firms, or 97.7% of the applicable firms responded to this question.

## ALL INDUSTRIES

### Full-time Hourly

**TABLE 29B: Medical/health Care Plan Employee Cost Compensation for Oklahoma, All Industry, Full-time Hourly Employees by Firm Size.\* Question 29: "What percentage of the cost of the medical/health care plan(s) do you pay for the employee (employee only)?"**

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	755	6.2	8,319	7.6
Medium Size Firms	159	7.0	10,259	7.8
Large Firms	10	2.4	4,378	2.1
All Size Firms	924	6.2	22,956	5.1
1% to 25%				
Small Firms	572	4.7	4,932	4.5
Medium Size Firms	156	6.9	10,031	7.6
Large Firms	26	6.2	9,710	4.6
All Size Firms	754	5.0	24,673	5.5
26% to 50%				
Small Firms	2,285	18.6	19,681	18.0
Medium Size Firms	373	16.4	18,181	13.9
Large Firms	60	14.4	24,578	11.7
All Size Firms	2,718	18.2	62,440	13.8
51% to 75%				
Small Firms	1,824	14.9	18,678	17.1
Medium Size Firms	492	21.7	30,866	23.5
Large Firms	84	20.1	56,429	26.8
All Size Firms	2,400	16.1	105,973	23.5
76% to 99%				
Small Firms	2,024	16.5	16,984	15.6
Medium Size Firms	523	23.0	32,555	24.8
Large Firms	149	35.6	85,050	40.4
All Size Firms	2,696	18.0	134,589	29.8
100%				
Small Firms	4,803	39.2	40,546	37.2
Medium Size Firms	568	25.0	29,367	22.4
Large Firms	89	21.3	30,484	14.5
All Size Firms	5,460	36.5	100,397	22.3
Subtotal of Small Firms	12,263	100.0	109,140	100.0
Subtotal of Medium Size Firms	2,271	100.0	131,259	100.0
Subtotal of Large Firms	418	100.0	210,629	100.0
<b>Grand Total</b>	<b>14,952</b>	<b>100.0</b>	<b>451,028</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 1259 firms, or 97.5% of the applicable firms responded to this question.

## ALL INDUSTRIES

### Part-time Hourly

**TABLE 29C: Medical/health Care Plan Employee Cost Compensation for Oklahoma, All Industry, Part-time Hourly Employees by Firm Size.\* Question 29: "What percentage of the cost of the medical/health care plan(s) do you pay for the employee (employee only)?"**

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	411	12.7	2,783	24.5
Medium Size Firms	134	19.6	5,787	39.5
Large Firms	10	6.1	3,147	11.1
All Size Firms	555	13.6	11,717	21.6
1% to 25%				
Small Firms	161	5.0	561	4.9
Medium Size Firms	63	9.2	1,481	10.1
Large Firms	8	4.9	1,513	5.3
All Size Firms	232	5.7	3,555	6.5
26% to 50%				
Small Firms	624	19.2	2,395	21.1
Medium Size Firms	139	20.4	2,794	19.1
Large Firms	41	25.2	6,976	24.6
All Size Firms	804	19.7	12,165	22.4
51% to 75%				
Small Firms	500	15.4	1,513	13.3
Medium Size Firms	134	19.6	1,984	13.6
Large Firms	18	11.0	3,001	10.6
All Size Firms	652	15.9	6,498	12.0
76% to 99%				
Small Firms	157	4.8	216	1.9
Medium Size Firms	118	17.3	1,849	12.6
Large Firms	49	30.1	8,400	29.6
All Size Firms	324	7.9	10,465	19.3
100%				
Small Firms	1,391	42.9	3,898	34.3
Medium Size Firms	94	13.8	740	5.1
Large Firms	37	22.7	5,316	18.7
All Size Firms	1,522	37.2	9,954	18.3
Subtotal of Small Firms	3,244	100.0	11,366	100.0
Subtotal of Medium Size Firms	682	100.0	14,635	100.0
Subtotal of Large Firms	163	100.0	28,353	100.0
<b>Grand Total</b>	<b>4,089</b>	<b>100.0</b>	<b>54,354</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 375 firms, or 87.6% of the applicable firms responded to this question.

**ALL INDUSTRIES**  
Salary

**TABLE 30A: Medical/health Care Plan Employee Dependents Cost Compensation for Oklahoma, All Industry, Salary Employees by Firm Size.\* Question 30: "What percentage of the cost of the medical/health care plan(s) do you pay for the employee's dependents?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
NONE				
Small Firms	8,842	63.6	51,393	60.0
Medium Size Firms	1,105	48.8	36,463	53.5
Large Firms	149	33.3	36,684	32.8
All Size Firms	10,096	60.8	124,540	46.9
1% to 25%				
Small Firms	580	4.2	2,684	3.1
Medium Size Firms	157	6.9	3,465	5.1
Large Firms	42	9.4	10,517	9.4
All Size Firms	779	4.7	16,666	6.3
26% to 50%				
Small Firms	1,176	8.5	8,554	10.0
Medium Size Firms	277	12.2	7,537	11.1
Large Firms	49	10.9	6,578	5.9
All Size Firms	1,502	9.0	22,669	8.5
51% to 75%				
Small Firms	1,013	7.3	8,262	9.6
Medium Size Firms	349	15.4	10,959	16.1
Large Firms	89	19.9	17,325	15.5
All Size Firms	1,451	8.7	36,546	13.8
76% to 99%				
Small Firms	893	6.4	6,680	7.8
Medium Size Firms	228	10.1	6,880	10.1
Large Firms	99	22.1	33,669	30.1
All Size Firms	1,220	7.3	47,229	17.8
100%				
Small Firms	1,394	10.0	8,097	9.5
Medium Size Firms	147	6.5	2,808	4.1
Large Firms	20	4.5	7,123	6.4
All Size Firms	1,561	9.4	18,028	6.8
Subtotal of Small Firms	13,898	100.0	85,670	100.0
Subtotal of Medium Size Firms	2,263	100.0	68,112	100.0
Subtotal of Large Firms	448	100.0	111,896	100.0
<b>Grand Total</b>	<b>16,609</b>	<b>100.0</b>	<b>265,678</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 1338 firms, or 98.1% of the applicable firms responded to this question.

## ALL INDUSTRIES

### Full-time Hourly

**TABLE 30B: Medical/health Care Plan Employee Dependents Cost Compensation for Oklahoma, All Industry, Full-time Hourly Employees by Firm Size.\* Question 30: "What percentage of the cost of the medical/health care plan(s) do you pay for the employee's dependents?"**

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	7,959	64.9	67,259	61.6
Medium Size Firms	1,155	51.0	58,211	44.3
Large Firms	128	30.3	36,414	17.0
<b>All Size Firms</b>	<b>9,242</b>	<b>61.8</b>	<b>161,884</b>	<b>35.6</b>
1% to 25%				
Small Firms	576	4.7	4,864	4.5
Medium Size Firms	143	6.3	8,179	6.2
Large Firms	28	6.6	12,622	5.9
<b>All Size Firms</b>	<b>747</b>	<b>5.0</b>	<b>25,665</b>	<b>5.6</b>
26% to 50%				
Small Firms	1,078	8.8	9,583	8.8
Medium Size Firms	304	13.4	15,406	11.7
Large Firms	54	12.8	22,947	10.7
<b>All Size Firms</b>	<b>1,436</b>	<b>9.6</b>	<b>47,936</b>	<b>10.5</b>
51% to 75%				
Small Firms	1,027	8.4	12,003	11.0
Medium Size Firms	349	15.4	25,325	19.3
Large Firms	91	21.5	81,364	38.0
<b>All Size Firms</b>	<b>1,467</b>	<b>9.8</b>	<b>118,692</b>	<b>26.1</b>
76% to 99%				
Small Firms	695	5.7	6,737	6.2
Medium Size Firms	233	10.3	18,501	14.1
Large Firms	100	23.6	51,573	24.1
<b>All Size Firms</b>	<b>1,028</b>	<b>6.9</b>	<b>76,811</b>	<b>16.9</b>
100%				
Small Firms	927	7.6	8,727	8.0
Medium Size Firms	82	3.6	5,694	4.3
Large Firms	22	5.2	9,137	4.3
<b>All Size Firms</b>	<b>1,031</b>	<b>6.9</b>	<b>23,558</b>	<b>5.2</b>
Subtotal of Small Firms	12,262	100.0	109,173	100.0
Subtotal of Medium Size Firms	2,266	100.0	131,316	100.0
Subtotal of Large Firms	423	100.0	214,057	100.0
<b>Grand Total</b>	<b>14,951</b>	<b>100.0</b>	<b>454,546</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 1261 firms, or 97.7% of the applicable firms responded to this question.

## ALL INDUSTRIES

### Part-time Hourly

**TABLE 30C: Medical/health Care Plan Employee Dependents Cost Compensation for Oklahoma, All Industry, Part-time Hourly Employees by Firm Size.\* Question 30: "What percentage of the cost of the medical/health care plan(s) do you pay for the employee's dependents?"**

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	2,295	69.7	8,154	71.3
Medium Size Firms	486	67.0	11,339	76.7
Large Firms	56	31.5	14,696	39.7
All Size Firms	2,837	67.6	34,189	54.1
1% to 25%				
Small Firms	221	6.7	1,390	12.2
Medium Size Firms	46	6.3	901	6.1
Large Firms	21	11.8	4,822	13.0
All Size Firms	288	6.9	7,113	11.3
26% to 50%				
Small Firms	275	8.4	970	8.5
Medium Size Firms	59	8.1	1,490	10.1
Large Firms	28	15.7	2,494	6.7
All Size Firms	362	8.6	4,954	7.8
51% to 75%				
Small Firms	141	4.3	219	1.9
Medium Size Firms	91	12.6	760	5.1
Large Firms	27	15.2	4,640	12.5
All Size Firms	259	6.2	5,619	8.9
76% to 99%				
Small Firms	115	3.5	293	2.6
Medium Size Firms	30	4.1	155	1.0
Large Firms	36	20.2	2,808	7.6
All Size Firms	181	4.3	3,256	5.2
100%				
Small Firms	244	7.4	409	3.6
Medium Size Firms	13	1.8	139	0.9
Large Firms	10	5.6	7,530	20.4
All Size Firms	267	6.4	8,078	12.8
Subtotal of Small Firms	3,291	100.0	11,435	100.0
Subtotal of Medium Size Firms	725	100.0	14,784	100.0
Subtotal of Large Firms	178	100.0	36,990	100.0
<b>Grand Total</b>	<b>4,194</b>	<b>100.0</b>	<b>63,209</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 398 firms, or 93.0% of the applicable firms responded to this question.

**ALL INDUSTRIES**  
Salary

**TABLE 31A: Dental Care Offered for Oklahoma, All Industry, Salary Employees by Firm Size.\* Question 31: "Do you offer dental care plan(s) to your employees?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NO</b>				
Small Firms	12,249	59.1	44,943	43.0
Medium Size Firms	598	22.5	8,891	12.1
Large Firms	22	4.7	6,553	5.6
<b>All Size Firms</b>	<b>12,869</b>	<b>54.0</b>	<b>60,387</b>	<b>20.5</b>
<b>YES, EMPLOYEE ONLY</b>				
Small Firms	1,517	7.3	7,830	7.5
Medium Size Firms	190	7.2	5,748	7.9
Large Firms	18	3.9	3,592	3.1
<b>All Size Firms</b>	<b>1,725</b>	<b>7.2</b>	<b>17,170</b>	<b>5.8</b>
<b>YES, EMPLOYEE and DEPENDENTS</b>				
Small Firms	6,945	33.5	51,652	49.5
Medium Size Firms	1,866	70.3	58,556	80.0
Large Firms	424	91.4	107,055	91.3
<b>All Size Firms</b>	<b>9,235</b>	<b>38.8</b>	<b>217,263</b>	<b>73.7</b>
Subtotal of Small Firms	20,711	100.0	104,425	100.0
Subtotal of Medium Size Firms	2,654	100.0	73,195	100.0
Subtotal of Large Firms	464	100.0	117,200	100.0
<b>Grand Total</b>	<b>23,829</b>	<b>100.0</b>	<b>294,820</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more salaried employees that responded to this question. 1665 firms, or 96.5% of the firms with salaried employees responded to this question.

**ALL INDUSTRIES**  
Full-time Hourly

**TABLE 31B: Dental Care Offered for Oklahoma, All Industry, Full-time Hourly Employees by Firm Size.\* Question 31: "Do you offer dental care plan(s) to your employees?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NO</b>				
Small Firms	12,654	61.9	83,377	53.4
Medium Size Firms	650	24.2	33,906	22.6
Large Firms	17	4.0	5,724	2.6
<b>All Size Firms</b>	<b>13,321</b>	<b>56.6</b>	<b>123,007</b>	<b>23.5</b>
<b>YES, EMPLOYEE ONLY</b>				
Small Firms	1,457	7.1	9,859	6.3
Medium Size Firms	160	6.0	6,943	4.6
Large Firms	20	4.7	5,137	2.4
<b>All Size Firms</b>	<b>1,637</b>	<b>6.9</b>	<b>21,939</b>	<b>4.2</b>
<b>YES, EMPLOYEE and DEPENDENTS</b>				
Small Firms	6,329	31.0	62,915	40.3
Medium Size Firms	1,875	69.8	109,475	72.8
Large Firms	393	91.4	205,846	95.0
<b>All Size Firms</b>	<b>8,597</b>	<b>36.5</b>	<b>378,236</b>	<b>72.3</b>
Subtotal of Small Firms	20,440	100.0	156,151	100.0
Subtotal of Medium Size Firms	2,685	100.0	150,324	100.0
Subtotal of Large Firms	430	100.0	216,707	100.0
<b>Grand Total</b>	<b>23,555</b>	<b>100.0</b>	<b>523,182</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more full-time hourly employees that responded to this question. 1631 firms, or 94.3% of the firms with full-time hourly employees responded to this question.



**ALL INDUSTRIES**  
**Part-time Hourly**

**TABLE 31C: Dental Care Offered for Oklahoma, All Industry, Part-time Hourly Employees by Firm Size.\* Question 31: "Do you offer dental care plan(s) to your employees?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NO</b>				
Small Firms	9,287	80.7	43,005	83.9
Medium Size Firms	663	50.8	24,156	69.1
Large Firms	32	15.7	4,755	11.4
<b>All Size Firms</b>	<b>9,982</b>	<b>76.7</b>	<b>71,916</b>	<b>56.2</b>
<b>YES, EMPLOYEE ONLY</b>				
Small Firms	441	3.8	1,048	2.0
Medium Size Firms	74	5.7	1,461	4.2
Large Firms	3	1.5	101	0.2
<b>All Size Firms</b>	<b>518</b>	<b>4.0</b>	<b>2,610</b>	<b>2.0</b>
<b>YES, EMPLOYEE and DEPENDENTS</b>				
Small Firms	1,782	15.5	7,182	14.0
Medium Size Firms	568	43.5	9,347	26.7
Large Firms	169	82.8	36,965	88.4
<b>All Size Firms</b>	<b>2,519</b>	<b>19.3</b>	<b>53,494</b>	<b>41.8</b>
Subtotal of Small Firms	11,510	100.0	51,235	100.0
Subtotal of Medium Size Firms	1,305	100.0	34,964	100.0
Subtotal of Large Firms	204	100.0	41,821	100.0
<b>Grand Total</b>	<b>13,019</b>	<b>100.0</b>	<b>128,020</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more part-time hourly employees that responded to this question. 820 firms, or 58.3% of the firms with part-time hourly employees responded to this question.

## ALL INDUSTRIES

**TABLE 32A: Dental Care Plan Choice for Oklahoma, All Industries, Employees by Firm Size and Employee Category.\* Question 32: "Can employees choose between dental care plans?"**

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>SALARIED</b>	<b>No</b>				
	Salaried Small Firms	7,051	84.7	46,756	79.9
	Salaried Medium Size Firms	1,408	69.0	36,840	57.8
	Salaried Large Firms	307	69.5	55,312	50.0
	Salaried All Size Firms	8,766	81.1	138,908	59.7
	<b>Yes</b>				
	Salaried Small Firms	1,269	15.3	11,734	20.1
	Salaried Medium Size Firms	633	31.0	26,844	42.2
	Salaried Large Firms	135	30.5	55,335	50.0
	Salaried All Size Firms	2,037	18.9	93,913	40.3
	Subtotal of Salaried Small Firms	8,320	100.0	58,490	100.0
	Subtotal of Salaried Medium Size Firms	2,041	100.0	63,684	100.0
Subtotal of Salaried Large Firms	442	100.0	110,647	100.0	
<b>Salaried Grand Total</b>	<b>10,803</b>	<b>100.0</b>	<b>232,821</b>	<b>100.0</b>	
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	Full-time Hourly Small Firms	6,367	84.6	55,884	78.5
	Full-time Hourly Medium Size Firms	1,417	70.3	83,420	72.6
	Full-time Hourly Large Firms	302	72.9	130,401	61.8
	Full-time Hourly All Size Firms	8,086	81.2	269,705	67.9
	<b>Yes</b>				
	Full-time Hourly Small Firms	1,156	15.4	15,296	21.5
	Full-time Hourly Medium Size Firms	600	29.7	31,477	27.4
	Full-time Hourly Large Firms	112	27.1	80,582	38.2
	Full-time Hourly All Size Firms	1,868	18.8	127,355	32.1
	Subtotal of Full-time Hourly Small Firms	7,523	100.0	71,180	100.0
	Subtotal of Full-time Hourly Medium Size Firms	2,017	100.0	114,897	100.0
Subtotal of Full-time Hourly Large Firms	414	100.0	210,983	100.0	
<b>Full-time Hourly Grand Total</b>	<b>9,954</b>	<b>100.0</b>	<b>397,060</b>	<b>100.0</b>	
<b>PART-TIME HOURLY</b>	<b>No</b>				
	Part-time Hourly Small Firms	1,746	83.4	6,854	85.0
	Part-time Hourly Medium Size Firms	364	57.2	7,192	67.1
	Part-time Hourly Large Firms	114	66.3	15,123	40.8
	Part-time Hourly All Size Firms	2,224	76.7	29,169	52.2
	<b>Yes</b>				
	Part-time Hourly Small Firms	347	16.6	1,207	15.0
	Part-time Hourly Medium Size Firms	272	42.8	3,529	32.9
	Part-time Hourly Large Firms	58	33.7	21,942	59.2
	Part-time Hourly All Size Firms	677	23.3	26,678	47.8
	Subtotal of Part-time Hourly Small Firms	2,093	100.0	8,061	100.0
	Subtotal of Part-time Hourly Medium Size Firms	636	100.0	10,721	100.0
Subtotal of Part-time Hourly Large Firms	172	100.0	37,065	100.0	
<b>Part-time Hourly Grand Total</b>	<b>2,901</b>	<b>100.0</b>	<b>55,847</b>	<b>100.0</b>	

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Firms that are included in this table met the following criteria: they have one or more employees, and they indicated that they offer a dental care plan by answering yes on question 31. 1175 firms, or 98.7% of the applicable firms responded to this question.

**ALL INDUSTRIES**  
Salary

**TABLE 33A: Dental Care Plan Employee Cost Compensation for Oklahoma, All Industry, Salary Employees by Firm Size.\* Question 33: "What percentage of the cost of the dental care plan(s) do you pay for the employee (employee only)?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
NONE				
Small Firms	2,450	29.5	18,964	32.2
Medium Size Firms	852	42.9	29,233	46.6
Large Firms	130	31.0	34,110	32.8
All Size Firms	3,432	32.0	82,307	36.5
1% to 25%				
Small Firms	507	6.1	2,334	4.0
Medium Size Firms	122	6.1	3,419	5.5
Large Firms	24	5.7	7,402	7.1
All Size Firms	653	6.1	13,155	5.8
26% to 50%				
Small Firms	896	10.8	4,739	8.0
Medium Size Firms	225	11.3	7,022	11.2
Large Firms	40	9.5	8,281	8.0
All Size Firms	1,161	10.8	20,042	8.9
51% to 75%				
Small Firms	620	7.5	4,060	6.9
Medium Size Firms	192	9.7	4,748	7.6
Large Firms	50	11.9	8,612	8.3
All Size Firms	862	8.0	17,420	7.7
76% to 99%				
Small Firms	1,070	12.9	12,143	20.6
Medium Size Firms	196	9.9	6,012	9.6
Large Firms	107	25.5	35,949	34.6
All Size Firms	1,373	12.8	54,104	24.0
100%				
Small Firms	2,761	33.2	16,640	28.3
Medium Size Firms	401	20.2	12,231	19.5
Large Firms	68	16.2	9,582	9.2
All Size Firms	3,230	30.2	38,453	17.1
Subtotal of Small Firms	8,304	100.0	58,880	100.0
Subtotal of Medium Size Firms	1,988	100.0	62,665	100.0
Subtotal of Large Firms	419	100.0	103,936	100.0
<b>Grand Total</b>	<b>10,711</b>	<b>100.0</b>	<b>225,481</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a dental care plan by answering yes on question 31. 1048 firms, or 97.0% of the applicable firms responded to this question.

**ALL INDUSTRIES**  
Full-time Hourly

**TABLE 33B: Dental Care Plan Employee Cost Compensation for Oklahoma, All Industry, Full-time Hourly Employees by Firm Size.\* Question 33: "What percentage of the cost of the dental care plan(s) do you pay for the employee (employee only)?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NONE</b>				
Small Firms	2,222	29.4	24,168	33.7
Medium Size Firms	904	46.1	46,064	41.1
Large Firms	112	28.0	41,383	22.5
<b>All Size Firms</b>	<b>3,238</b>	<b>32.7</b>	<b>111,615</b>	<b>30.4</b>
<b>1% to 25%</b>				
Small Firms	452	6.0	3,824	5.3
Medium Size Firms	136	6.9	9,231	8.2
Large Firms	21	5.3	9,227	5.0
<b>All Size Firms</b>	<b>609</b>	<b>6.1</b>	<b>22,282</b>	<b>6.1</b>
<b>26% to 50%</b>				
Small Firms	923	12.2	8,578	12.0
Medium Size Firms	210	10.7	12,757	11.4
Large Firms	34	8.5	20,189	11.0
<b>All Size Firms</b>	<b>1,167</b>	<b>11.8</b>	<b>41,524</b>	<b>11.3</b>
<b>51% to 75%</b>				
Small Firms	571	7.6	5,980	8.3
Medium Size Firms	218	11.1	14,654	13.1
Large Firms	59	14.8	23,040	12.5
<b>All Size Firms</b>	<b>848</b>	<b>8.6</b>	<b>43,674</b>	<b>11.9</b>
<b>76% to 99%</b>				
Small Firms	740	9.8	8,081	11.3
Medium Size Firms	163	8.3	11,634	10.4
Large Firms	95	23.8	57,657	31.4
<b>All Size Firms</b>	<b>998</b>	<b>10.1</b>	<b>77,372</b>	<b>21.1</b>
<b>100%</b>				
Small Firms	2,645	35.0	20,995	29.3
Medium Size Firms	330	16.8	17,637	15.8
Large Firms	79	19.8	32,337	17.6
<b>All Size Firms</b>	<b>3,054</b>	<b>30.8</b>	<b>70,969</b>	<b>19.3</b>
Subtotal of Small Firms	7,553	100.0	71,626	100.0
Subtotal of Medium Size Firms	1,961	100.0	111,977	100.0
Subtotal of Large Firms	400	100.0	183,833	100.0
<b>Grand Total</b>	<b>9,914</b>	<b>100.0</b>	<b>367,436</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a dental care plan by answering yes on question 31. 1005 firms, or 96.9% of the applicable firms responded to this question.

**ALL INDUSTRIES**  
Part-time Hourly

**TABLE 33C: Dental Care Plan Employee Cost Compensation for Oklahoma, All Industry, Part-time Hourly Employees by Firm Size.\* Question 33: "What percentage of the cost of the dental care plan(s) do you pay for the employee (employee only)?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
NONE				
Small Firms	698	34.5	3,277	43.0
Medium Size Firms	318	53.2	6,292	61.3
Large Firms	68	40.5	14,662	40.3
All Size Firms	1,084	38.9	24,231	44.6
1% to 25%				
Small Firms	188	9.3	1,361	17.9
Medium Size Firms	67	11.2	1,537	15.0
Large Firms	12	7.1	6,661	18.3
All Size Firms	267	9.6	9,559	17.6
26% to 50%				
Small Firms	213	10.5	663	8.7
Medium Size Firms	63	10.5	1,447	14.1
Large Firms	19	11.3	2,736	7.5
All Size Firms	295	10.6	4,846	8.9
51% to 75%				
Small Firms	212	10.5	695	9.1
Medium Size Firms	49	8.2	248	2.4
Large Firms	18	10.7	5,298	14.6
All Size Firms	279	10.0	6,241	11.5
76% to 99%				
Small Firms	102	5.0	192	2.5
Medium Size Firms	43	7.2	180	1.8
Large Firms	36	21.4	5,080	14.0
All Size Firms	181	6.5	5,452	10.0
100%				
Small Firms	610	30.2	1,430	18.8
Medium Size Firms	58	9.7	566	5.5
Large Firms	15	8.9	1,975	5.4
All Size Firms	683	24.5	3,971	7.3
Subtotal of Small Firms	2,023	100.0	7,618	100.0
Subtotal of Medium Size Firms	598	100.0	10,270	100.0
Subtotal of Large Firms	168	100.0	36,412	100.0
<b>Grand Total</b>	<b>2,789</b>	<b>100.0</b>	<b>54,300</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a dental care plan by answering yes on question 31. 325 firms, or 94.8% of the applicable firms responded to this question.

**ALL INDUSTRIES**  
Salary

**TABLE 34A: Dental Care Plan Employee Dependent Cost Compensation for Oklahoma, All Industry, Salary Employees by Firm Size.\* Question 34: "What percentage of the cost of the dental care plan(s) do you pay for an employee's dependents?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
NONE				
Small Firms	5,474	66.1	37,344	63.2
Medium Size Firms	1,212	60.8	39,730	63.5
Large Firms	190	44.9	49,598	47.0
All Size Firms	6,876	64.2	126,672	55.7
1% to 25%				
Small Firms	416	5.0	2,077	3.5
Medium Size Firms	140	7.0	3,592	5.7
Large Firms	30	7.1	2,742	2.6
All Size Firms	586	5.5	8,411	3.7
26% to 50%				
Small Firms	696	8.4	5,387	9.1
Medium Size Firms	231	11.6	7,363	11.8
Large Firms	52	12.3	13,600	12.9
All Size Firms	979	9.1	26,350	11.6
51% to 75%				
Small Firms	568	6.9	5,780	9.8
Medium Size Firms	171	8.6	4,920	7.9
Large Firms	41	9.7	4,170	3.9
All Size Firms	780	7.3	14,870	6.5
76% to 99%				
Small Firms	421	5.1	4,021	6.8
Medium Size Firms	132	6.6	4,073	6.5
Large Firms	78	18.4	30,779	29.2
All Size Firms	631	5.9	38,873	17.1
100%				
Small Firms	711	8.6	4,498	7.6
Medium Size Firms	108	5.4	2,886	4.6
Large Firms	32	7.6	4,693	4.4
All Size Firms	851	8.0	12,077	5.3
Subtotal of Small Firms	8,286	100.0	59,107	100.0
Subtotal of Medium Size Firms	1,994	100.0	62,564	100.0
Subtotal of Large Firms	423	100.0	105,582	100.0
<b>Grand Total</b>	<b>10,703</b>	<b>100.0</b>	<b>227,253</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a dental care plan by answering yes on question 31. 1049 firms, or 97.1% of the applicable firms responded to this question.

## ALL INDUSTRIES

### Full-time Hourly

**TABLE 34B: Dental Care Plan Employee Dependent Cost Compensation for Oklahoma, All Industry, Full-time Hourly Employees by Firm Size.\* Question 34: "What percentage of the cost of the dental care plan(s) do you pay for an employee's dependents?"**

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	5,014	66.5	47,013	65.7
Medium Size Firms	1,226	62.3	63,178	56.4
Large Firms	176	44.0	59,940	32.6
All Size Firms	6,416	64.8	170,131	46.3
1% to 25%				
Small Firms	405	5.4	2,914	4.1
Medium Size Firms	132	6.7	7,592	6.8
Large Firms	25	6.3	11,876	6.5
All Size Firms	562	5.7	22,382	6.1
26% to 50%				
Small Firms	745	9.9	7,671	10.7
Medium Size Firms	226	11.5	12,885	11.5
Large Firms	51	12.8	36,970	20.1
All Size Firms	1,022	10.3	57,526	15.7
51% to 75%				
Small Firms	476	6.3	5,294	7.4
Medium Size Firms	180	9.2	12,967	11.6
Large Firms	48	12.0	19,895	10.8
All Size Firms	704	7.1	38,156	10.4
76% to 99%				
Small Firms	278	3.7	2,660	3.7
Medium Size Firms	130	6.6	10,750	9.6
Large Firms	72	18.0	42,024	22.9
All Size Firms	480	4.8	55,434	15.1
100%				
Small Firms	620	8.2	6,037	8.4
Medium Size Firms	73	3.7	4,647	4.1
Large Firms	28	7.0	12,980	7.1
All Size Firms	721	7.3	23,664	6.4
Subtotal of Small Firms	7,538	100.0	71,589	100.0
Subtotal of Medium Size Firms	1,967	100.0	112,019	100.0
Subtotal of Large Firms	400	100.0	183,685	100.0
<b>Grand Total</b>	<b>9,905</b>	<b>100.0</b>	<b>367,293</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a dental care plan by answering yes on question 31. 1004 firms, or 96.8% of the applicable firms responded to this question.

**ALL INDUSTRIES**  
Part-time Hourly

**TABLE 34C: Dental Care Plan Employee Dependent Cost Compensation for Oklahoma, All Industry, Part-time Hourly Employees by Firm Size.\* Question 34: "What percentage of the cost of the dental care plan(s) do you pay for an employee's dependents?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NONE</b>				
Small Firms	1,366	67.8	4,798	63.1
Medium Size Firms	425	71.0	7,869	78.9
Large Firms	86	50.9	21,508	59.1
<b>All Size Firms</b>	<b>1,877</b>	<b>67.4</b>	<b>34,175</b>	<b>63.3</b>
<b>1% to 25%</b>				
Small Firms	189	9.4	1,416	18.6
Medium Size Firms	61	10.2	1,336	13.4
Large Firms	10	5.9	3,357	9.2
<b>All Size Firms</b>	<b>260</b>	<b>9.3</b>	<b>6,109</b>	<b>11.3</b>
<b>26% to 50%</b>				
Small Firms	200	9.9	855	11.2
Medium Size Firms	27	4.5	256	2.6
Large Firms	23	13.6	4,042	11.1
<b>All Size Firms</b>	<b>250</b>	<b>9.0</b>	<b>5,153</b>	<b>9.5</b>
<b>51% to 75%</b>				
Small Firms	127	6.3	253	3.3
Medium Size Firms	43	7.2	283	2.8
Large Firms	21	12.4	3,374	9.3
<b>All Size Firms</b>	<b>191</b>	<b>6.9</b>	<b>3,910</b>	<b>7.2</b>
<b>76% to 99%</b>				
Small Firms	59	2.9	142	1.9
Medium Size Firms	31	5.2	104	1.0
Large Firms	22	13.0	1,593	4.4
<b>All Size Firms</b>	<b>112</b>	<b>4.0</b>	<b>1,839</b>	<b>3.4</b>
<b>100%</b>				
Small Firms	75	3.7	142	1.9
Medium Size Firms	12	2.0	126	1.3
Large Firms	7	4.1	2,538	7.0
<b>All Size Firms</b>	<b>94</b>	<b>3.4</b>	<b>2,806</b>	<b>5.2</b>
Subtotal of Small Firms	2,016	100.0	7,606	100.0
Subtotal of Medium Size Firms	599	100.0	9,974	100.0
Subtotal of Large Firms	169	100.0	36,412	100.0
<b>Grand Total</b>	<b>2,784</b>	<b>100.0</b>	<b>53,992</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a dental care plan by answering yes on question 31. 326 firms, or 95.0% of the applicable firms responded to this question.



# ALL INDUSTRIES

Salaried

**TABLE 35A: Additional Medical/health Benefits Offered for Oklahoma, All Industry, Salary Employees by Firm Size.\* Question 35: "Please check boxes indicating any additional medical/health benefits for which your company provides cost assistance."**

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>LONG TERM DISABILITY INSURANCE</b>				
Small Firms	3,235	29.7	21,408	31.2
Medium Size Firms	887	46.9	27,755	52.0
Large Firms	272	65.2	70,835	67.6
All Size Firms	4,394	33.3	119,998	52.9
<b>EMPLOYEE ASSISTANCE PROGRAM</b>				
Small Firms	942	8.6	5,358	7.8
Medium Size Firms	519	27.4	16,255	30.4
Large Firms	203	48.7	66,427	63.4
All Size Firms	1,664	12.6	88,040	38.8
<b>WELLNESS PROGRAM</b>				
Small Firms	735	6.7	4,637	6.7
Medium Size Firms	314	16.6	65,970	123.5
Large Firms	110	26.4	28,639	27.3
All Size Firms	1,159	8.8	99,246	43.7
<b>VISION CARE PROGRAM</b>				
Small Firms	3,064	28.1	18,797	27.4
Medium Size Firms	789	41.7	23,652	44.3
Large Firms	220	52.8	60,327	57.6
All Size Firms	4,073	30.8	102,776	45.3
<b>PRESCRIPTION DRUG PLAN</b>				
Small Firms	6,991	64.2	43,559	63.4
Medium Size Firms	1,287	68.0	34,847	65.2
Large Firms	319	76.5	77,884	74.3
All Size Firms	8,597	65.1	156,290	68.9
<b>MENTAL HEALTH RIDER</b>				
Small Firms	1,324	12.2	8,022	11.7
Medium Sized Firms	314	16.6	9,592	18.0
Large Firms	124	29.7	49,722	47.4
All Size Firms	1,762	13.3	67,336	29.7
<b>LIFE INSURANCE</b>				
Small Firms	8,578	78.7	58,046	84.5
Medium Size Firms	1,749	92.4	49,580	92.8
Large Firms	386	92.6	99,899	95.3
All Size Firms	10,713	81.1	207,525	91.4
<b>ACCIDENTAL DEATH INSURANCE</b>				
Small Firms	3,925	36.0	27,509	40.0
Medium Size Firms	1,074	56.8	30,428	57.0
Large Firms	292	70.0	61,726	58.9
All Size Firms	5,291	40.1	119,663	52.7

**TABLE 35A: ADDITIONAL MEDICAL/HEALTH BENEFITS (contn.)**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>DEPENDENT LIFE INSURANCE</b>				
Small Firms	1,920	17.6	14,895	21.7
Medium Size Firms	579	30.6	16,970	31.8
Large Firms	190	45.6	34,545	33.0
<b>All Size Firms</b>	<b>2,689</b>	<b>20.4</b>	<b>66,410</b>	<b>29.3</b>
<b>ILL CHILD DAYCARE</b>				
Small Firms	141	1.3	1,067	1.6
Medium Size Firms	51	2.7	1,249	2.3
Large Firms	18	4.3	8,079	7.7
<b>All Size Firms</b>	<b>210</b>	<b>1.6</b>	<b>10,395</b>	<b>4.6</b>
<b>LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN</b>				
Small Firms	264	2.4	1,959	2.9
Medium Size Firms	68	3.6	1,962	3.7
Large Firms	31	7.4	7,096	6.8
<b>All Size Firms</b>	<b>363</b>	<b>2.7</b>	<b>11,017</b>	<b>4.9</b>
<b>ELDER DAYCARE (for an employee's relative)</b>				
Small Firms	100	0.9	692	1.0
Medium Size Firms	42	2.2	1,096	2.1
Large Firms	19	4.6	3,850	3.7
<b>All Size Firms</b>	<b>161</b>	<b>1.2</b>	<b>5,638</b>	<b>2.5</b>
<b>OTHER (please name)</b>				
Small Firms	387	3.6	2,207	3.2
Medium Size Firms	62	3.3	2,115	4.0
Large Firms	17	4.1	2,037	1.9
<b>All Size Firms</b>	<b>466</b>	<b>3.5</b>	<b>6,359</b>	<b>2.8</b>
Subtotal of Small Firms	10,897	100.0	68,716	100.0
Subtotal of Medium Size Firms	1,892	100.0	53,418	100.0
Subtotal of Large Firms	417	100.0	104,819	100.0
<b>Grand Total</b>	<b>13,206</b>	<b>100.0</b>	<b>226,953</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more salaried employees that responded to this question. 1100 firms, or 63.7% of the firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

# ALL INDUSTRIES

## Full-time Hourly

**TABLE 35B: Additional Medical/health Benefits Offered for Oklahoma, All Industry, Full-time Hourly Employees by Firm Size.\* Question 35: "Please check boxes indicating any additional medical/health benefits for which your company provides cost assistance."**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>LONG TERM DISABILITY INSURANCE</b>				
Small Firms	2,491	25.6	23,044	26.2
Medium Size Firms	730	38.9	43,024	38.8
Large Firms	202	52.1	136,086	65.8
All Size Firms	3,423	28.6	202,154	49.8
<b>EMPLOYEE ASSISTANCE PROGRAM</b>				
Small Firms	714	7.3	7,699	8.7
Medium Size Firms	497	26.5	33,376	30.1
Large Firms	168	43.3	99,374	48.1
All Size Firms	1,379	11.5	140,449	34.6
<b>WELLNESS PROGRAM</b>				
Small Firms	606	6.2	5,746	6.5
Medium Size Firms	313	16.7	18,669	16.8
Large Firms	97	25.0	60,901	29.5
All Size Firms	1,016	8.5	85,316	21.0
<b>VISION CARE PROGRAM</b>				
Small Firms	2,837	29.2	25,005	28.4
Medium Size Firms	737	39.2	45,242	40.8
Large Firms	179	46.1	114,658	55.5
All Size Firms	3,753	31.3	184,905	45.6
<b>PRESCRIPTION DRUG PLAN</b>				
Small Firms	6,194	63.7	58,561	66.5
Medium Size Firms	1,281	68.2	80,593	72.6
Large Firms	311	80.2	177,214	85.7
All Size Firms	7,786	64.9	316,368	78.0
<b>MENTAL HEALTH RIDER</b>				
Small Firms	1,210	12.4	11,239	12.8
Medium Sized Firms	333	17.7	19,553	17.6
Large Firms	119	30.7	94,510	45.7
All Size Firms	1,662	13.9	125,302	30.9
<b>LIFE INSURANCE</b>				
Small Firms	7,619	78.4	72,664	82.5
Medium Size Firms	1,730	92.1	103,959	93.7
Large Firms	374	96.4	204,725	99.0
All Size Firms	9,723	81.1	381,348	94.0
<b>ACCIDENTAL DEATH INSURANCE</b>				
Small Firms	3,351	34.5	66,145	75.1
Medium Size Firms	1,055	56.2	30,428	27.4
Large Firms	265	68.3	156,903	75.9
All Size Firms	4,671	39.0	253,476	62.5

**TABLE 35B: ADDITIONAL MEDICAL/HEALTH BENEFITS (contn.)**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>DEPENDENT LIFE INSURANCE</b>				
Small Firms	1,795	18.5	17,885	20.3
Medium Size Firms	529	28.2	34,538	31.1
Large Firms	189	48.7	125,463	60.7
<b>All Size Firms</b>	<b>2,513</b>	<b>21.0</b>	<b>177,886</b>	<b>43.8</b>
<b>ILL CHILD DAYCARE</b>				
Small Firms	148	1.5	1,178	1.3
Medium Size Firms	49	2.6	2,331	2.1
Large Firms	17	4.4	210,911	102.0
<b>All Size Firms</b>	<b>214</b>	<b>1.8</b>	<b>214,420</b>	<b>52.8</b>
<b>LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN</b>				
Small Firms	196	2.0	2,316	2.6
Medium Size Firms	63	3.4	3,644	3.3
Large Firms	31	8.0	15,885	7.7
<b>All Size Firms</b>	<b>290</b>	<b>2.4</b>	<b>21,845</b>	<b>5.4</b>
<b>ELDER DAYCARE (for an employee's relative)</b>				
Small Firms	131	1.3	1,485	1.7
Medium Size Firms	35	1.9	2,243	2.0
Large Firms	19	4.9	10,366	5.0
<b>All Size Firms</b>	<b>185</b>	<b>1.5</b>	<b>14,094</b>	<b>3.5</b>
<b>OTHER (please name)</b>				
Small Firms	381	3.9	4,233	4.8
Medium Size Firms	76	4.0	4,412	4.0
Large Firms	21	5.4	13,854	6.7
<b>All Size Firms</b>	<b>478</b>	<b>4.0</b>	<b>22,499</b>	<b>5.5</b>
Subtotal of Small Firms	9,722	100.0	88,074	100.0
Subtotal of Medium Size Firms	1,878	100.0	110,964	100.0
Subtotal of Large Firms	388	100.0	206,754	100.0
<b>Grand Total</b>	<b>11,988</b>	<b>100.0</b>	<b>405,792</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more full-time hourly employees that responded to this question. 1044 firms, or 60.4% of the firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

# ALL INDUSTRIES

## Part-time Hourly

**TABLE 35C: Additional Medical/health Benefits Offered for Oklahoma, All Industry, Part-time Hourly Employees by Firm Size.\* Question 35: "Please check boxes indicating any additional medical/health benefits for which your company provides cost assistance."**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>LONG TERM DISABILITY INSURANCE</b>				
Small Firms	725	25.4	3,011	28.7
Medium Size Firms	240	35.6	3,332	28.4
Large Firms	52	27.5	11,129	29.7
All Size Firms	1,017	27.3	17,472	29.3
<b>EMPLOYEE ASSISTANCE PROGRAM</b>				
Small Firms	52	1.8	1,087	10.3
Medium Size Firms	183	27.2	3,829	32.7
Large Firms	107	56.6	17,728	47.4
All Size Firms	342	9.2	22,644	38.0
<b>WELLNESS PROGRAM</b>				
Small Firms	111	3.9	338	3.2
Medium Size Firms	112	16.6	2,844	24.3
Large Firms	56	29.6	7,252	19.4
All Size Firms	279	7.5	10,434	17.5
<b>VISION CARE PROGRAM</b>				
Small Firms	788	27.6	3,164	30.1
Medium Size Firms	289	42.9	6,165	52.6
Large Firms	75	39.7	14,565	38.9
All Size Firms	1,152	31.0	23,894	40.1
<b>PRESCRIPTION DRUG PLAN</b>				
Small Firms	1,675	58.6	6,099	58.1
Medium Size Firms	389	57.7	5,243	44.7
Large Firms	125	66.1	25,361	67.8
All Size Firms	2,189	58.9	36,703	61.5
<b>MENTAL HEALTH RIDER</b>				
Small Firms	337	11.8	1,277	12.2
Medium Sized Firms	70	10.4	1,346	11.5
Large Firms	53	28.0	17,410	46.5
All Size Firms	460	12.4	20,033	33.6
<b>LIFE INSURANCE</b>				
Small Firms	1,823	63.8	6,250	59.5
Medium Size Firms	512	76.0	6,758	57.7
Large Firms	131	69.3	28,834	77.0
All Size Firms	2,466	66.3	41,842	70.1
<b>ACCIDENTAL DEATH INSURANCE</b>				
Small Firms	851	29.8	3,855	36.7
Medium Size Firms	299	44.4	4,180	35.7
Large Firms	92	48.7	18,442	49.3
All Size Firms	1,242	33.4	26,477	44.4

**TABLE 35C: ADDITIONAL MEDICAL/HEALTH BENEFITS (contn.)**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>DEPENDENT LIFE INSURANCE</b>				
Small Firms	552	19.3	1,948	18.5
Medium Size Firms	178	26.4	2,993	25.5
Large Firms	59	31.2	14,793	39.5
<b>All Size Firms</b>	<b>789</b>	<b>21.2</b>	<b>19,734</b>	<b>33.1</b>
<b>ILL CHILD DAYCARE</b>				
Small Firms	86	3.0	215	2.0
Medium Size Firms	24	3.6	564	4.8
Large Firms	13	6.9	6,733	18.0
<b>All Size Firms</b>	<b>123</b>	<b>3.3</b>	<b>7,512</b>	<b>12.6</b>
<b>LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN</b>				
Small Firms	124	4.3	249	2.4
Medium Size Firms	25	3.7	722	6.2
Large Firms	15	7.9	73,446	196.2
<b>All Size Firms</b>	<b>164</b>	<b>4.4</b>	<b>74,417</b>	<b>124.8</b>
<b>ELDER DAYCARE (for an employee's relative)</b>				
Small Firms	86	3.0	215	2.0
Medium Size Firms	15	2.2	548	4.7
Large Firms	7	3.7	657	1.8
<b>All Size Firms</b>	<b>108</b>	<b>2.9</b>	<b>1,420</b>	<b>2.4</b>
<b>OTHER (please name)</b>				
Small Firms	111	3.9	186	1.8
Medium Size Firms	38	5.6	926	7.9
Large Firms	6	3.2	638	1.7
<b>All Size Firms</b>	<b>155</b>	<b>4.2</b>	<b>1,750</b>	<b>2.9</b>
Subtotal of Small Firms	2,856	100.0	10,504	100.0
Subtotal of Medium Size Firms	674	100.0	11,721	100.0
Subtotal of Large Firms	189	100.0	37,427	100.0
<b>Grand Total</b>	<b>3,719</b>	<b>100.0</b>	<b>59,652</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more part-time hourly employees that responded to this question. 370 firms, or 26.3% of the firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

## ALL INDUSTRIES

### Salary

**TABLE 36A: Medical/Health Eligibility Waiting Period for Oklahoma, All Industry, Salary Employees by Firm Size.\* Question 36: "Does your company require a waiting period for new hire Medical/Health/Dental benefits?"**

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>DO NOT OFFER ANY MEDICAL/ HEALTH/DENTAL BENEFITS</b>				
Small Firms	5,319	27.6	15,500	15.4
Medium Size Firms	187	7.5	2,693	3.8
Large Firms	4	0.9	32	0.0
<b>All Size Firms</b>	<b>5,510</b>	<b>24.8</b>	<b>18,225</b>	<b>6.3</b>
<b>NO WAITING PERIOD REQUIRED</b>				
Small Firms	1,434	7.5	12,631	12.6
Medium Size Firms	423	16.9	21,995	30.9
Large Firms	137	29.5	40,845	35.3
<b>All Size Firms</b>	<b>1,994</b>	<b>9.0</b>	<b>75,471</b>	<b>26.3</b>
<b>YES, 30 DAYS OR LESS</b>				
Small Firms	2,356	12.2	18,345	18.3
Medium Size Firms	438	17.5	17,229	24.2
Large Firms	101	21.7	38,676	33.4
<b>All Size Firms</b>	<b>2,895</b>	<b>13.0</b>	<b>74,250</b>	<b>25.8</b>
<b>31 to 60 DAYS</b>				
Small Firms	2,340	12.2	12,298	12.3
Medium Size Firms	368	14.7	9,808	13.8
Large Firms	90	19.4	25,644	22.2
<b>All Size Firms</b>	<b>2,798</b>	<b>12.6</b>	<b>47,750</b>	<b>16.6</b>
<b>61 to 90 DAYS</b>				
Small Firms	4,569	23.7	25,391	25.3
Medium Size Firms	750	29.9	13,992	19.6
Large Firms	107	23.0	8,548	7.4
<b>All Size Firms</b>	<b>5,426</b>	<b>24.4</b>	<b>47,931</b>	<b>16.7</b>
<b>MORE THAN 90 DAYS</b>				
Small Firms	2,747	14.3	13,240	13.2
Medium Size Firms	311	12.4	4,723	6.6
Large Firms	25	5.4	1,979	1.7
<b>All Size Firms</b>	<b>3,083</b>	<b>13.9</b>	<b>19,942</b>	<b>6.9</b>
<b>VARIES, ACCORDING TO PLANS AND/OR UNION CONTRACT</b>				
Small Firms	479	2.5	2,929	2.9
Medium Size Firms	29	1.2	843	1.2
Large Firms	1	0.2	31	0.0
<b>All Size Firms</b>	<b>509</b>	<b>2.3</b>	<b>3,803</b>	<b>1.3</b>
Subtotal of Small Firms	19,244	100.0	100,334	100.0
Subtotal of Medium Size Firms	2,506	100.0	71,283	100.0
Subtotal of Large Firms	465	100.0	115,755	100.0
<b>Grand Total</b>	<b>22,215</b>	<b>100.0</b>	<b>287,372</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more salaried employees that responded to this question. 1579 firms, or 91.5% of the firms with salaried employees responded to this question.

## ALL INDUSTRIES

### Full-time Hourly

**TABLE 36B: Medical/Health Eligibility Waiting Period for Oklahoma, All Industry, Full-time Hourly Employees by Firm Size.\* Question 36: "Does your company require a waiting period for new hire Medical/Health/Dental benefits?"**

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>DO NOT OFFER ANY MEDICAL/ HEALTH/DENTAL BENEFITS</b>				
Small Firms	5,750	31.1	33,651	22.7
Medium Size Firms	204	8.0	8,588	6.0
Large Firms	2	0.5	438	0.2
All Size Firms	5,956	27.7	42,677	8.5
<b>NO WAITING PERIOD REQUIRED</b>				
Small Firms	1,032	5.6	7,609	5.1
Medium Size Firms	374	14.7	18,207	12.7
Large Firms	98	23.0	44,699	21.4
All Size Firms	1,504	7.0	70,515	14.1
<b>YES, 30 DAYS OR LESS</b>				
Small Firms	1,883	10.2	17,012	11.5
Medium Size Firms	418	16.4	21,624	15.1
Large Firms	87	20.4	42,807	20.5
All Size Firms	2,388	11.1	81,443	16.3
<b>31 to 60 DAYS</b>				
Small Firms	2,261	12.2	19,008	12.8
Medium Size Firms	316	12.4	18,173	12.7
Large Firms	80	18.8	33,010	15.8
All Size Firms	2,657	12.4	70,191	14.0
<b>61 to 90 DAYS</b>				
Small Firms	4,454	24.1	41,898	28.2
Medium Size Firms	842	33.1	52,651	36.8
Large Firms	121	28.4	71,462	34.2
All Size Firms	5,417	25.2	166,011	33.2
<b>MORE THAN 90 DAYS</b>				
Small Firms	2,677	14.5	24,091	16.2
Medium Size Firms	357	14.0	20,869	14.6
Large Firms	31	7.3	13,201	6.3
All Size Firms	3,065	14.3	58,161	11.6
<b>VARIES, ACCORDING TO PLANS AND/OR UNION CONTRACT</b>				
Small Firms	448	2.4	5,113	3.4
Medium Size Firms	34	1.3	2,775	1.9
Large Firms	7	1.6	3,190	1.5
All Size Firms	489	2.3	11,078	2.2
Subtotal of Small Firms	18,505	100.0	148,382	100.0
Subtotal of Medium Size Firms	2,545	100.0	142,887	100.0
Subtotal of Large Firms	426	100.0	208,807	100.0
<b>Grand Total</b>	21,476	100.0	500,076	100.0

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more full-time hourly employees that responded to this question. 1528 firms, or 88.4% of the firms with full-time hourly employees responded to this question.



## ALL INDUSTRIES

### Part-time Hourly

**TABLE 36C: Medical/Health Eligibility Waiting Period for Oklahoma, All Industry, Part-time Hourly Employees by Firm Size.\* Question 36: "Does your company require a waiting period for new hire Medical/Health/Dental benefits?"**

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>DO NOT OFFER ANY MEDICAL/ HEALTH/DENTAL BENEFITS</b>				
Small Firms	5,115	56.7	27,136	67.3
Medium Size Firms	303	26.6	12,534	42.4
Large Firms	14	7.7	1,519	4.1
All Size Firms	5,432	52.5	41,189	38.4
<b>NO WAITING PERIOD REQUIRED</b>				
Small Firms	624	6.9	1,287	3.2
Medium Size Firms	160	14.0	1,260	4.3
Large Firms	51	28.0	7,461	19.9
All Size Firms	835	8.1	10,008	9.3
<b>YES, 30 DAYS OR LESS</b>				
Small Firms	429	4.8	1,376	3.4
Medium Size Firms	137	12.0	4,643	15.7
Large Firms	40	22.0	9,678	25.9
All Size Firms	606	5.9	15,697	14.6
<b>31 to 60 DAYS</b>				
Small Firms	696	7.7	3,102	7.7
Medium Size Firms	129	11.3	2,067	7.0
Large Firms	25	13.7	3,421	9.1
All Size Firms	850	8.2	8,590	8.0
<b>61 to 90 DAYS</b>				
Small Firms	1,030	11.4	4,483	11.1
Medium Size Firms	283	24.8	5,823	19.7
Large Firms	47	25.8	13,140	35.1
All Size Firms	1,360	13.2	23,446	21.8
<b>MORE THAN 90 DAYS</b>				
Small Firms	936	10.4	2,789	6.9
Medium Size Firms	113	9.9	3,112	10.5
Large Firms	2	1.1	26	0.1
All Size Firms	1,051	10.2	5,927	5.5
<b>VARIES, ACCORDING TO PLANS AND/OR UNION CONTRACT</b>				
Small Firms	187	2.1	174	0.4
Medium Size Firms	14	1.2	96	0.3
Large Firms	3	1.6	2,181	5.8
All Size Firms	204	2.0	2,451	2.3
Subtotal of Small Firms	9,017	100.0	40,347	100.0
Subtotal of Medium Size Firms	1,139	100.0	29,535	100.0
Subtotal of Large Firms	182	100.0	37,426	100.0
<b>Grand Total</b>	10,338	100.0	107,308	100.0

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more part-time hourly employees that responded to this question. 688 firms, or 48.9% of the firms with part-time hourly employees responded to this question.

## ALL INDUSTRIES

### Salary

**TABLE 37A: Retirement Plans for Oklahoma, All Industry, Salary Employees by Firm Size.\* Question 37: "Please check boxes indicating retirement plans you offer."**

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>NO RETIREMENT PLAN OFFERED</b>				
Small Firms	11,125	53.7	38,939	37.3
Medium Size Firms	713	27.4	7,816	10.8
Large Firms	62	13.4	4,275	3.8
<b>All Size Firms</b>	<b>11,900</b>	<b>50.1</b>	<b>51,030</b>	<b>17.6</b>
<b>DEFINED BENEFIT PLAN</b>				
Small Firms	1,529	7.4	11,191	10.7
Medium Size Firms	423	16.3	21,647	29.9
Large Firms	124	26.8	58,716	51.6
<b>All Size Firms</b>	<b>2,076</b>	<b>8.7</b>	<b>91,554</b>	<b>31.5</b>
<b>DEFINED CONTRIBUTION PLAN</b>				
Small Firms	6,810	32.9	48,142	46.1
Medium Size Firms	1,532	58.9	45,006	62.2
Large Firms	335	72.5	73,449	64.6
<b>All Size Firms</b>	<b>8,677</b>	<b>36.5</b>	<b>166,597</b>	<b>57.4</b>
<b>PROFIT SHARING</b>				
Small Firms	1,577	7.6	11,780	11.3
Medium Size Firms	210	8.1	5,832	8.1
Large Firms	55	11.9	11,640	10.2
<b>All Size Firms</b>	<b>1,842</b>	<b>7.8</b>	<b>29,252</b>	<b>10.1</b>
<b>OTHER (please name)</b>				
Small Firms	1,061	5.1	7,380	7.1
Medium Size Firms	117	4.5	7,655	10.6
Large Firms	28	6.1	8,337	7.3
<b>All Size Firms</b>	<b>1,206</b>	<b>5.1</b>	<b>23,372</b>	<b>8.0</b>
Subtotal of Small Firms	20,700	100.0	104,327	100.0
Subtotal of Medium Size Firms	2,603	100.0	72,371	100.0
Subtotal of Large Firms	462	100.0	113,755	100.0
<b>Grand Total</b>	<b>23,765</b>	<b>100.0</b>	<b>290,453</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more salaried employees that responded to this question. 1653 firms, or 95.8% of the firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

## ALL INDUSTRIES

### Full-time Hourly

**TABLE 37B: Retirement Plans for Oklahoma, All Industry, Full-time Hourly Employees by Firm Size.\* Question 37: "Please check boxes indicating retirement plans you offer."**

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>NO RETIREMENT PLAN OFFERED</b>				
Small Firms	11,144	54.9	75,056	47.9
Medium Size Firms	758	28.5	36,154	24.3
Large Firms	44	10.1	14,762	6.8
All Size Firms	11,946	51.1	125,972	24.1
<b>DEFINED BENEFIT PLAN</b>				
Small Firms	1,201	5.9	12,469	8.0
Medium Size Firms	398	14.9	18,903	12.7
Large Firms	118	27.1	89,021	40.9
All Size Firms	1,717	7.3	120,393	23.0
<b>DEFINED CONTRIBUTION PLAN</b>				
Small Firms	6,448	31.8	61,042	39.0
Medium Size Firms	1,556	58.4	95,255	64.1
Large Firms	332	76.3	179,378	82.4
All Size Firms	8,336	35.6	335,675	64.2
<b>PROFIT SHARING</b>				
Small Firms	1,588	7.8	13,179	8.4
Medium Size Firms	215	8.1	14,981	10.1
Large Firms	51	11.7	34,452	15.8
All Size Firms	1,854	7.9	62,612	12.0
<b>OTHER (please name)</b>				
Small Firms	1,068	5.3	7,445	4.8
Medium Size Firms	111	4.2	5,805	3.9
Large Firms	21	4.8	4,908	2.3
All Size Firms	1,200	5.1	18,158	3.5
Subtotal of Small Firms	20,296	100.0	156,665	100.0
Subtotal of Medium Size Firms	2,663	100.0	148,650	100.0
Subtotal of Large Firms	435	100.0	217,804	100.0
<b>Grand Total</b>	23,394	100.0	523,119	100.0

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more full-time hourly employees that responded to this question. 1623 firms, or 93.9% of the firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

## ALL INDUSTRIES

### Part-time Hourly

**TABLE 37C: Retirement Plans for Oklahoma, All Industry, Part-time Hourly Employees by Firm Size.\* Question 37: "Please check boxes indicating retirement plans you offer."**

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>NO RETIREMENT PLAN OFFERED</b>				
Small Firms	8,504	73.6	41,486	79.5
Medium Size Firms	645	44.8	25,240	64.5
Large Firms	51	18.5	16,225	24.8
<b>All Size Firms</b>	<b>9,200</b>	<b>69.3</b>	<b>82,951</b>	<b>53.0</b>
<b>DEFINED BENEFIT PLAN</b>				
Small Firms	412	3.6	1,620	3.1
Medium Size Firms	144	10.0	1,438	3.7
Large Firms	68	24.6	20,834	31.9
<b>All Size Firms</b>	<b>624</b>	<b>4.7</b>	<b>23,892</b>	<b>15.3</b>
<b>DEFINED CONTRIBUTION PLAN</b>				
Small Firms	2,174	18.8	7,069	13.5
Medium Size Firms	656	45.6	12,298	31.4
Large Firms	197	71.4	41,372	63.3
<b>All Size Firms</b>	<b>3,027</b>	<b>22.8</b>	<b>60,739</b>	<b>38.8</b>
<b>PROFIT SHARING</b>				
Small Firms	532	4.6	2,218	4.3
Medium Size Firms	93	6.5	1,189	3.0
Large Firms	37	13.4	5,679	8.7
<b>All Size Firms</b>	<b>662</b>	<b>5.0</b>	<b>9,086</b>	<b>5.8</b>
<b>OTHER (please name)</b>				
Small Firms	375	3.2	1,195	2.3
Medium Size Firms	42	2.9	545	1.4
Large Firms	8	2.9	519	0.8
<b>All Size Firms</b>	<b>425</b>	<b>3.2</b>	<b>2,259</b>	<b>1.4</b>
Subtotal of Small Firms	11,554	100.0	52,183	100.0
Subtotal of Medium Size Firms	1,440	100.0	39,123	100.0
Subtotal of Large Firms	276	100.0	65,339	100.0
<b>Grand Total</b>	<b>13,270</b>	<b>100.0</b>	<b>156,645</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more part-time hourly employees that responded to this question. 891 firms, or 63.3% of the firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

## ALL INDUSTRIES

### Salary

**TABLE 38A: Defined Contribution Plans for Oklahoma, All Industry, Salary Employees by Firm Size.\* Question 38: "If a defined contribution plan is offered, who funds the plan?"**

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>EMPLOYEE ONLY</b>				
Small Firms	1,219	14.4	9,342	16.4
Medium Size Firms	287	16.5	11,429	20.1
Large Firms	35	10.0	12,179	12.4
All Size Firms	1,541	14.6	32,950	15.5
<b>EMPLOYER ONLY</b>				
Small Firms	1,320	15.6	7,860	13.8
Medium Size Firms	164	9.4	7,442	13.1
Large Firms	38	10.8	17,242	17.6
All Size Firms	1,522	14.4	32,544	15.3
<b>EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF</b>				
Small Firms	1,819	21.5	12,654	22.2
Medium Size Firms	271	15.6	7,312	12.8
Large Firms	43	12.3	10,053	10.2
All Size Firms	2,133	20.2	30,019	14.2
<b>EMPLOYER CONTRIBUTES THE LARGER SHARE</b>				
Small Firms	841	9.9	7,236	12.7
Medium Size Firms	197	11.3	7,615	13.4
Large Firms	41	11.7	16,511	16.8
All Size Firms	1,079	10.2	31,362	14.8
<b>EMPLOYEE CONTRIBUTES THE LARGER SHARE</b>				
Small Firms	3,255	38.5	20,020	35.1
Medium Size Firms	820	47.2	23,110	40.6
Large Firms	194	55.3	42,128	42.9
All Size Firms	4,269	40.5	85,258	40.2
Subtotal of Small Firms	8,454	100.0	57,112	100.0
Subtotal of Medium Size Firms	1,739	100.0	56,908	100.0
Subtotal of Large Firms	351	100.0	98,113	100.0
<b>Grand Total</b>	10,544	100.0	212,133	100.0

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a retirement plan by response on question 37. 964 firms, or 83.6% of the applicable firms responded to this question.

**ALL INDUSTRIES**  
Full-time Hourly

**TABLE 38B: Defined Contribution Plans for Oklahoma, All Industry, Full-time Hourly Employees by Firm Size.\* Question 38: "If a defined contribution plan is offered, who funds the plan?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>EMPLOYEE ONLY</b>				
Small Firms	1,188	14.6	13,748	18.2
Medium Size Firms	294	16.7	16,008	15.5
Large Firms	45	13.0	14,248	7.8
All Size Firms	1,527	14.9	44,004	12.1
<b>EMPLOYER ONLY</b>				
Small Firms	1,066	13.1	8,638	11.5
Medium Size Firms	161	9.1	9,020	8.7
Large Firms	35	10.1	13,036	7.1
All Size Firms	1,262	12.3	30,694	8.5
<b>EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF</b>				
Small Firms	1,718	21.2	16,077	21.3
Medium Size Firms	291	16.5	19,299	18.6
Large Firms	40	11.6	28,460	15.5
All Size Firms	2,049	20.0	63,836	17.6
<b>EMPLOYER CONTRIBUTES THE LARGER SHARE</b>				
Small Firms	561	6.9	6,821	9.1
Medium Size Firms	158	9.0	6,587	6.4
Large Firms	31	9.0	11,371	6.2
All Size Firms	750	7.3	24,779	6.8
<b>EMPLOYEE CONTRIBUTES THE LARGER SHARE</b>				
Small Firms	3,585	44.2	30,058	39.9
Medium Size Firms	859	48.7	52,599	50.8
Large Firms	195	56.4	116,491	63.4
All Size Firms	4,639	45.4	199,148	54.9
Subtotal of Small Firms	8,118	100.0	75,342	100.0
Subtotal of Medium Size Firms	1,763	100.0	103,513	100.0
Subtotal of Large Firms	346	100.0	183,606	100.0
<b>Grand Total</b>	<b>10,227</b>	<b>100.0</b>	<b>362,461</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a retirement plan by response on question 37. 938 firms, or 81.4% of the applicable firms responded to this question.

**ALL INDUSTRIES**  
Part-time Hourly

**TABLE 38C: Defined Contribution Plans for Oklahoma, All Industry, Part-time Hourly Employees by Firm Size.\* Question 38: "If a defined contribution plan is offered, who funds the plan?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>EMPLOYEE ONLY</b>				
Small Firms	524	19.8	2,298	23.0
Medium Size Firms	133	19.1	3,351	26.7
Large Firms	20	10.4	8,215	17.8
All Size Firms	677	19.1	13,864	20.2
<b>EMPLOYER ONLY</b>				
Small Firms	558	21.1	2,858	28.6
Medium Size Firms	51	7.3	377	3.0
Large Firms	12	6.2	426	0.9
All Size Firms	621	17.6	3,661	5.3
<b>EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF</b>				
Small Firms	594	22.4	2,258	22.6
Medium Size Firms	111	15.9	3,180	25.3
Large Firms	31	16.1	8,443	18.3
All Size Firms	736	20.8	13,881	20.2
<b>EMPLOYER CONTRIBUTES THE LARGER SHARE</b>				
Small Firms	196	7.4	834	8.3
Medium Size Firms	70	10.0	1,000	8.0
Large Firms	6	3.1	227	0.5
All Size Firms	272	7.7	2,061	3.0
<b>EMPLOYEE CONTRIBUTES THE LARGER SHARE</b>				
Small Firms	774	29.3	1,753	17.5
Medium Size Firms	332	47.6	4,661	37.1
Large Firms	124	64.2	28,906	62.5
All Size Firms	1,230	34.8	35,320	51.3
Subtotal of Small Firms	2,646	100.0	10,001	100.0
Subtotal of Medium Size Firms	697	100.0	12,569	100.0
Subtotal of Large Firms	193	100.0	46,217	100.0
<b>Grand Total</b>	<b>3,536</b>	<b>100.0</b>	<b>68,787</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a retirement plan by response on question 37. 383 firms, or 40.1% of the applicable firms responded to this question.

**ALL INDUSTRIES**  
Salary

**TABLE 39A: Educational Benefits for Oklahoma, All Industry, Salary Employees by Firm Size.\* Question 39: "Do you provide education or tuition assistance?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NO ASSISTANCE OFFERED</b>				
Small Firms	16,182	77.7	74,570	72.0
Medium Size Firms	1,429	55.5	35,613	49.6
Large Firms	158	34.2	29,919	27.2
All Size Firms	17,769	74.4	140,102	49.1
<b>YES, BASED ON SENIORITY/ YEARS OF SERVICE</b>				
Small Firms	329	1.6	1,042	1.0
Medium Size Firms	117	4.5	2,277	3.2
Large Firms	66	14.3	21,875	19.9
All Size Firms	512	2.1	25,194	8.8
<b>YES, BASED ON COURSE GRADE</b>				
Small Firms	1,291	6.2	5,502	5.3
Medium Size Firms	366	14.2	13,485	18.8
Large Firms	181	39.2	55,792	50.8
All Size Firms	1,838	7.7	74,779	26.2
<b>YES, MUST BE JOB RELATED</b>				
Small Firms	4,019	19.3	25,734	24.8
Medium Size Firms	953	37.0	28,526	39.7
Large Firms	248	53.7	68,887	62.7
All Size Firms	5,220	21.9	123,147	43.2
<b>YES, AS LONG AS THE INSTITUTION IS ACCREDITED</b>				
Small Firms	638	3.1	4,163	4.0
Medium Size Firms	222	8.6	8,450	11.8
Large Firms	150	32.5	56,530	51.5
All Size Firms	1,010	4.2	69,143	24.2
<b>YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE</b>				
Small Firms	819	3.9	4,649	4.5
Medium Size Firms	117	4.5	3,580	5.0
Large Firms	28	6.1	23,224	21.1
All Size Firms	964	4.0	31,453	11.0
Subtotal of Small Firms	20,831	100.0	103,619	100.0
Subtotal of Medium Size Firms	2,575	100.0	71,821	100.0
Subtotal of Large Firms	462	100.0	109,817	100.0
<b>Grand Total</b>	<b>23,868</b>	<b>100.0</b>	<b>285,257</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more salaried employees that responded to this question. 1648 firms, or 95.5% of the firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.



## ALL INDUSTRIES

### Full-time Hourly

**TABLE 39B: Educational Benefits for Oklahoma, All Industry, Full-time Hourly Employees by Firm Size.\* Question 39: "Do you provide education or tuition assistance?"**

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>NO ASSISTANCE OFFERED</b>				
Small Firms	15,968	78.0	121,234	77.2
Medium Size Firms	1,476	56.4	74,677	50.9
Large Firms	152	35.3	52,861	24.6
<b>All Size Firms</b>	<b>17,596</b>	<b>74.8</b>	<b>248,772</b>	<b>47.9</b>
<b>YES, BASED ON SENIORITY/ YEARS OF SERVICE</b>				
Small Firms	290	1.4	2,396	1.5
Medium Size Firms	123	4.7	8,624	5.9
Large Firms	53	12.3	28,198	13.1
<b>All Size Firms</b>	<b>466</b>	<b>2.0</b>	<b>39,218</b>	<b>7.6</b>
<b>YES, BASED ON COURSE GRADE</b>				
Small Firms	1,090	5.3	12,188	7.8
Medium Size Firms	368	14.1	26,835	18.3
Large Firms	164	38.1	112,140	52.1
<b>All Size Firms</b>	<b>1,622</b>	<b>6.9</b>	<b>151,163</b>	<b>29.1</b>
<b>YES, MUST BE JOB RELATED</b>				
Small Firms	4,019	19.6	30,687	19.5
Medium Size Firms	940	35.9	57,927	39.5
Large Firms	228	52.9	140,453	65.2
<b>All Size Firms</b>	<b>5,187</b>	<b>22.1</b>	<b>229,067</b>	<b>44.1</b>
<b>YES, AS LONG AS THE INSTITUTION IS ACCREDITED</b>				
Small Firms	592	2.9	4,638	3.0
Medium Size Firms	251	9.6	20,230	13.8
Large Firms	133	30.9	99,016	46.0
<b>All Size Firms</b>	<b>976</b>	<b>4.1</b>	<b>123,884</b>	<b>23.9</b>
<b>YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE</b>				
Small Firms	744	3.6	6,284	4.0
Medium Size Firms	123	4.7	8,427	5.7
Large Firms	28	6.5	10,891	5.1
<b>All Size Firms</b>	<b>895</b>	<b>3.8</b>	<b>25,602</b>	<b>4.9</b>
Subtotal of Small Firms	20,476	100.0	157,083	100.0
Subtotal of Medium Size Firms	2,616	100.0	146,619	100.0
Subtotal of Large Firms	431	100.0	215,297	100.0
<b>Grand Total</b>	<b>23,523</b>	<b>100.0</b>	<b>518,999</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more full-time hourly employees that responded to this question. 1613 firms, or 93.3% of the firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

## ALL INDUSTRIES

### Part-time Hourly

**TABLE 39C: Educational Benefits for Oklahoma, All Industry, Part-time Hourly Employees by Firm Size.\* Question 39: "Do you provide education or tuition assistance?"**

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>NO ASSISTANCE OFFERED</b>				
Small Firms	11,047	85.6	50,552	90.2
Medium Size Firms	1,043	70.6	31,584	81.2
Large Firms	119	46.5	27,309	49.6
All Size Firms	12,209	83.4	109,445	73.0
<b>YES, BASED ON SENIORITY/ YEARS OF SERVICE</b>				
Small Firms	143	1.1	680	1.2
Medium Size Firms	43	2.9	985	2.5
Large Firms	15	5.9	6,422	11.7
All Size Firms	201	1.4	8,087	5.4
<b>YES, BASED ON COURSE GRADE</b>				
Small Firms	401	3.1	1,546	2.8
Medium Size Firms	118	8.0	1,207	3.1
Large Firms	84	32.8	17,952	32.6
All Size Firms	603	4.1	20,705	13.8
<b>YES, MUST BE JOB RELATED</b>				
Small Firms	1,664	12.9	5,140	9.2
Medium Size Firms	374	25.3	6,648	17.1
Large Firms	109	42.6	19,941	36.2
All Size Firms	2,147	14.7	31,729	21.2
<b>YES, AS LONG AS THE INSTITUTION IS ACCREDITED</b>				
Small Firms	240	1.9	1,013	1.8
Medium Size Firms	62	4.2	1,032	2.7
Large Firms	76	29.7	18,590	33.8
All Size Firms	378	2.6	20,635	13.8
<b>YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE</b>				
Small Firms	271	2.1	1,465	2.6
Medium Size Firms	43	2.9	1,201	3.1
Large Firms	19	7.4	12,887	23.4
All Size Firms	333	2.3	15,553	10.4
Subtotal of Small Firms	12,900	100.0	56,017	100.0
Subtotal of Medium Size Firms	1,478	100.0	38,908	100.0
Subtotal of Large Firms	256	100.0	55,010	100.0
<b>Grand Total</b>	<b>14,634</b>	<b>100.0</b>	<b>149,935</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more part-time hourly employees that responded to this question. 952 firms, or 67.7% of the firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

**ALL INDUSTRIES**  
Salary

**TABLE 40A: Education Cost Compensation for Oklahoma, All Industry, Salary Employees by Firm Size.\* Question 40: "What is the maximum percentage of education and tuition cost you will compensate for any employee's in each category?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
1% to 25%				
Small Firms	312	7.3	1,229	4.4
Medium Size Firms	89	8.4	3,145	9.4
Large Firms	17	5.8	1,307	1.7
All Size Firms	418	7.4	5,681	4.1
26% to 50%				
Small Firms	321	7.5	1,283	4.6
Medium Size Firms	167	15.8	6,599	19.7
Large Firms	28	9.6	5,630	7.4
All Size Firms	516	9.2	13,512	9.9
51% to 75%				
Small Firms	233	5.4	664	2.4
Medium Size Firms	51	4.8	875	2.6
Large Firms	19	6.5	3,731	4.9
All Size Firms	303	5.4	5,270	3.8
76% to 99%				
Small Firms	374	8.7	2,112	7.6
Medium Size Firms	75	7.1	2,145	6.4
Large Firms	33	11.3	19,561	25.7
All Size Firms	482	8.6	23,818	17.4
100%				
Small Firms	3,051	71.1	22,339	80.9
Medium Size Firms	672	63.8	20,655	61.8
Large Firms	194	66.7	45,766	60.2
All Size Firms	3,917	69.5	88,760	64.8
Subtotal of Small Firms	4,291	100.0	27,627	100.0
Subtotal of Medium Size Firms	1,054	100.0	33,419	100.0
Subtotal of Large Firms	291	100.0	75,995	100.0
<b>Grand Total</b>	<b>5,636</b>	<b>100.0</b>	<b>137,041</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer educational benefits by response on question 39. 580 firms, or 82.7% of the applicable firms responded to this question.

## ALL INDUSTRIES

### Full-time Hourly

**TABLE 40B: Education Cost Compensation for Oklahoma, All Industry, Full-time Hourly Employees by Firm Size.\* Question 40: "What is the maximum percentage of education and tuition cost you will compensate for any employee's in each category?"**

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
1% to 25%				
Small Firms	344	8.4	2,334	7.0
Medium Size Firms	90	8.6	3,929	6.0
Large Firms	10	3.6	3,722	2.3
All Size Firms	444	8.2	9,985	3.9
26% to 50%				
Small Firms	249	6.1	1,542	4.6
Medium Size Firms	140	13.4	7,259	11.0
Large Firms	28	10.2	15,495	9.7
All Size Firms	417	7.7	24,296	9.4
51% to 75%				
Small Firms	269	6.6	2,912	8.8
Medium Size Firms	62	5.9	4,994	7.6
Large Firms	22	8.0	14,677	9.2
All Size Firms	353	6.5	22,583	8.7
76% to 99%				
Small Firms	228	5.6	1,877	5.7
Medium Size Firms	62	5.9	4,406	6.7
Large Firms	31	11.3	11,575	7.2
All Size Firms	321	5.9	17,858	6.9
100%				
Small Firms	2,993	73.3	24,497	73.9
Medium Size Firms	694	66.2	45,310	68.8
Large Firms	183	66.8	114,710	71.6
All Size Firms	3,870	71.6	184,517	71.2
Subtotal of Small Firms	4,083	100.0	33,162	100.0
Subtotal of Medium Size Firms	1,048	100.0	65,898	100.0
Subtotal of Large Firms	274	100.0	160,179	100.0
<b>Grand Total</b>	<b>5,405</b>	<b>100.0</b>	<b>259,239</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer educational benefits by response on question 39. 561 firms, or 78.4% of the applicable firms responded to this question.

## ALL INDUSTRIES

### Part-time Hourly

**TABLE 40C: Education Cost Compensation for Oklahoma, All Industry, Part-time Hourly Employees by Firm Size.\* Question 40: "What is the maximum percentage of education and tuition cost you will compensate for any employee's in each category?"**

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
1% to 25%				
Small Firms	124	8.9	154	3.2
Medium Size Firms	36	9.1	1,099	17.3
Large Firms	3	2.1	383	1.4
All Size Firms	163	8.5	1,636	4.3
26% to 50%				
Small Firms	52	3.7	109	2.3
Medium Size Firms	97	24.6	1,920	30.2
Large Firms	19	13.4	5,783	21.5
All Size Firms	168	8.7	7,812	20.5
51% to 75%				
Small Firms	75	5.4	476	9.9
Medium Size Firms	10	2.5	108	1.7
Large Firms	23	16.2	5,302	19.7
All Size Firms	108	5.6	5,886	15.5
76% to 99%				
Small Firms	62	4.5	652	13.6
Medium Size Firms	25	6.3	393	6.2
Large Firms	12	8.5	823	3.1
All Size Firms	99	5.1	1,868	4.9
100%				
Small Firms	1,077	77.5	3,406	71.0
Medium Size Firms	226	57.4	2,830	44.6
Large Firms	85	59.9	14,622	54.3
All Size Firms	1,388	72.1	20,858	54.8
Subtotal of Small Firms	1,390	100.0	4,797	100.0
Subtotal of Medium Size Firms	394	100.0	6,350	100.0
Subtotal of Large Firms	142	100.0	26,913	100.0
<b>Grand Total</b>	1,926	100.0	38,060	100.0

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer educational benefits by response on question 39. 225 firms, or 31.8% of the applicable firms responded to this question.

**ALL INDUSTRIES**  
Salary

**TABLE 41A: Flexible Spending Accounts for Oklahoma, All Industry, Salary Employees by Firm Size.\* Question 41: "Do you offer flexible spending accounts, or a cafeteria plan, to your employees?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
NO				
Small Firms	15,783	74.2	62,782	59.5
Medium Size Firms	1,021	39.2	16,609	23.2
Large Firms	95	20.2	6,863	5.9
All Size Firms	16,899	69.4	86,254	29.3
YES, FOR HEALTH EXPENSES				
Small Firms	5,222	24.6	40,966	38.8
Medium Size Firms	1,527	58.6	53,408	74.7
Large Firms	375	79.6	109,950	94.0
All Size Firms	7,124	29.3	204,324	69.5
YES, FOR CHILDCARE EXPENSES				
Small Firms	2,507	11.8	21,488	20.4
Medium Size Firms	898	34.5	35,249	49.3
Large Firms	324	68.8	101,994	87.2
All Size Firms	3,729	15.3	158,731	54.0
YES, OTHER EXPENSES (please name)				
Small Firms	453	2.1	2,809	2.7
Medium Size Firms	174	6.7	5,571	7.8
Large Firms	26	5.5	3,771	3.2
All Size Firms	653	2.7	12,151	4.1
Subtotal of Small Firms	21,262	100.0	105,527	100.0
Subtotal of Medium Size Firms	2,606	100.0	71,475	100.0
Subtotal of Large Firms	471	100.0	117,025	100.0
<b>Grand Total</b>	<b>24,339</b>	<b>100.0</b>	<b>294,027</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more salaried employees that responded to this question. 1675 firms, or 97.0% of the firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

## ALL INDUSTRIES

### Full-time Hourly

**TABLE 41B: Flexible Spending Accounts for Oklahoma, All Industry, Full-time Hourly Employees by Firm Size.\* Question 41: "Do you offer flexible spending accounts, or a cafeteria plan, to your employees?"**

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>NO</b>				
Small Firms	16,327	77.2	111,024	68.9
Medium Size Firms	1,064	39.7	52,413	35.2
Large Firms	80	18.3	28,710	13.2
<b>All Size Firms</b>	<b>17,471</b>	<b>72.0</b>	<b>192,147</b>	<b>36.4</b>
<b>YES, FOR HEALTH EXPENSES</b>				
Small Firms	4,636	21.9	17,727	11.0
Medium Size Firms	1,533	57.2	92,774	62.3
Large Firms	358	81.7	188,194	86.6
<b>All Size Firms</b>	<b>6,527</b>	<b>26.9</b>	<b>298,695</b>	<b>56.6</b>
<b>YES, FOR CHILDCARE EXPENSES</b>				
Small Firms	2,126	10.1	17,570	10.9
Medium Size Firms	949	35.4	61,091	41.0
Large Firms	307	70.1	169,697	78.1
<b>All Size Firms</b>	<b>3,382</b>	<b>13.9</b>	<b>248,358</b>	<b>47.1</b>
<b>YES, OTHER EXPENSES (please name)</b>				
Small Firms	346	1.6	4,376	2.7
Medium Size Firms	177	6.6	9,551	6.4
Large Firms	26	5.9	13,275	6.1
<b>All Size Firms</b>	<b>549</b>	<b>2.3</b>	<b>27,202</b>	<b>5.2</b>
Subtotal of Small Firms	21,136	100.0	161,185	100.0
Subtotal of Medium Size Firms	2,678	100.0	148,948	100.0
Subtotal of Large Firms	438	100.0	217,227	100.0
<b>Grand Total</b>	<b>24,252</b>	<b>100.0</b>	<b>527,360</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more full-time hourly employees that responded to this question. 1654 firms, or 95.7% of the firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

## ALL INDUSTRIES

### Part-time Hourly

**TABLE 41C: Flexible Spending Accounts for Oklahoma, All Industry, Part-time Hourly Employees by Firm Size.\* Question 41: "Do you offer flexible spending accounts, or a cafeteria plan, to your employees?"**

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	11,522	88.0	50,924	88.4
Medium Size Firms	884	61.8	27,593	73.5
Large Firms	75	29.8	22,688	41.6
All Size Firms	12,481	84.4	101,205	67.6
YES, FOR HEALTH EXPENSES				
Small Firms	1,530	11.7	6,429	11.2
Medium Size Firms	512	35.8	9,428	25.1
Large Firms	178	70.6	31,879	58.4
All Size Firms	2,220	15.0	47,736	31.9
YES, FOR CHILDCARE EXPENSES				
Small Firms	697	5.3	3,472	6.0
Medium Size Firms	294	20.5	4,642	12.4
Large Firms	159	63.1	22,668	41.5
All Size Firms	1,150	7.8	30,782	20.6
YES, OTHER EXPENSES (please name)				
Small Firms	72	0.5	417	0.7
Medium Size Firms	61	4.3	683	1.8
Large Firms	15	6.0	9,257	17.0
All Size Firms	148	1.0	10,357	6.9
Subtotal of Small Firms	13,097	100.0	57,630	100.0
Subtotal of Medium Size Firms	1,431	100.0	37,555	100.0
Subtotal of Large Firms	252	100.0	54,565	100.0
<b>Grand Total</b>	<b>14,780</b>	<b>100.0</b>	<b>149,750</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more part-time hourly employees that responded to this question. 944 firms, or 67.1% of the firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.



**ALL INDUSTRIES**  
Salary

**TABLE 42A: Childcare Assistance for Oklahoma, All Industry, Salary Employees by Firm Size.\* Question 42: "Do you offer childcare assistance?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NO</b>				
Small Firms	20,425	97.5	101,876	98.0
Medium Size Firms	2,553	97.6	70,475	97.2
Large Firms	434	92.1	100,022	85.7
All Size Firms	23,412	97.4	272,373	92.9
<b>YES, ON-SITE FACILITY</b>				
Small Firms	503	2.4	1,781	1.7
Medium Size Firms	50	1.9	1,720	2.4
Large Firms	20	4.2	20,325	17.4
All Size Firms	573	2.4	23,826	8.1
<b>YES, VOUCHERS or OFF-SITE</b>				
<b>SUBSIDIZED</b>				
Small Firms	129	0.6	1,015	1.0
Medium Size Firms	10	0.4	316	0.4
Large Firms	7	1.5	357	0.3
All Size Firms	146	0.6	1,688	0.6
<b>YES, REFERRAL INFORMATION</b>				
Small Firms	18	0.1	12	0.0
Medium Size Firms	6	0.2	143	0.2
Large Firms	17	3.6	9,184	7.9
All Size Firms	41	0.2	9,339	3.2
Subtotal of Small Firms	20,942	100.0	103,918	100.0
Subtotal of Medium Size Firms	2,615	100.0	72,542	100.0
Subtotal of Large Firms	471	100.0	116,748	100.0
<b>Grand Total</b>	<b>24,028</b>	<b>100.0</b>	<b>293,208</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more salaried employees that responded to this question. 1663 firms, or 96.3% of the firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

## ALL INDUSTRIES

### Full-time Hourly

**TABLE 42B: Childcare Assistance for Oklahoma, All Industry, Full-time Hourly Employees by Firm Size.\* Question 42: "Do you offer childcare assistance?"**

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>NO</b>				
Small Firms	20,526	98.6	155,059	98.7
Medium Size Firms	2,613	97.6	143,786	96.7
Large Firms	404	91.4	154,541	70.4
<b>All Size Firms</b>	<b>23,543</b>	<b>98.3</b>	<b>453,386</b>	<b>86.3</b>
<b>YES, ON-SITE FACILITY</b>				
Small Firms	289	1.4	1,818	1.2
Medium Size Firms	46	1.7	2,541	1.7
Large Firms	22	5.0	33,763	15.4
<b>All Size Firms</b>	<b>357</b>	<b>1.5</b>	<b>38,122</b>	<b>7.3</b>
<b>YES, VOUCHERS or OFF-SITE</b>				
<b>SUBSIDIZED</b>				
Small Firms	80	0.4	473	0.3
Medium Size Firms	27	1.0	3,246	2.2
Large Firms	7	1.6	3,311	1.5
<b>All Size Firms</b>	<b>114</b>	<b>0.5</b>	<b>7,030</b>	<b>1.3</b>
<b>YES, REFERRAL INFORMATION</b>				
Small Firms	15	0.1	31	0.0
Medium Size Firms	6	0.2	658	0.4
Large Firms	17	3.8	29,739	13.6
<b>All Size Firms</b>	<b>38</b>	<b>0.2</b>	<b>30,428</b>	<b>5.8</b>
Subtotal of Small Firms	20,827	100.0	157,111	100.0
Subtotal of Medium Size Firms	2,676	100.0	148,624	100.0
Subtotal of Large Firms	442	100.0	219,377	100.0
<b>Grand Total</b>	<b>23,945</b>	<b>100.0</b>	<b>525,112</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more full-time hourly employees that responded to this question. 1646 firms, or 95.2% of the firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

**ALL INDUSTRIES**  
Part-time Hourly

**TABLE 42C: Childcare Assistance for Oklahoma, All Industry, Part-time Hourly Employees by Firm Size.\* Question 42: "Do you offer childcare assistance?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NO</b>				
Small Firms	13,583	98.0	59,077	97.3
Medium Size Firms	1,762	98.0	43,998	98.4
Large Firms	279	90.3	55,748	89.7
<b>All Size Firms</b>	<b>15,624</b>	<b>97.8</b>	<b>158,823</b>	<b>94.8</b>
<b>YES, ON-SITE FACILITY</b>				
Small Firms	280	2.0	1,611	2.7
Medium Size Firms	34	1.9	706	1.6
Large Firms	17	5.5	5,722	9.2
<b>All Size Firms</b>	<b>331</b>	<b>2.1</b>	<b>8,039</b>	<b>4.8</b>
<b>YES, VOUCHERS or OFF-SITE</b>				
<b>SUBSIDIZED</b>				
Medium Size Firms	3	0.2	79	0.2
Large Firms	3	1.0	145	0.2
<b>All Size Firms</b>	<b>6</b>	<b>0.0</b>	<b>224</b>	<b>0.1</b>
<b>YES, REFERRAL INFORMATION</b>				
Small Firms	2	0.0	24	0.0
Medium Size Firms	2	0.1	76	0.2
Large Firms	14	4.5	745	1.2
<b>All Size Firms</b>	<b>18</b>	<b>0.1</b>	<b>845</b>	<b>0.5</b>
Subtotal of Small Firms	13,866	100.0	60,711	100.0
Subtotal of Medium Size Firms	1,798	100.0	44,706	100.0
Subtotal of Large Firms	309	100.0	62,115	100.0
<b>Grand Total</b>	<b>15,973</b>	<b>100.0</b>	<b>167,532</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more part-time hourly employees that responded to this question. 1093 firms, or 77.7% of the firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

**ALL INDUSTRIES**  
Salary

**TABLE 43A: Flexible Work Arrangements for Oklahoma, All Industry, Salary Employees by Firm Size.\* Question 43: "Do you offer flexible work arrangements?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NONE</b>				
Small Firms	16,064	78.7	80,608	79.6
Medium Size Firms	2,032	80.4	54,740	77.2
Large Firms	328	71.8	52,434	51.9
All Size Firms	18,424	78.8	187,782	68.7
<b>FLEX-TIME</b>				
Small Firms	3,899	19.1	19,017	18.8
Medium Size Firms	442	17.5	13,961	19.7
Large Firms	121	26.5	47,325	46.8
All Size Firms	4,462	19.1	80,303	29.4
<b>FOUR DAY (ten hour/day) WORK WEEKS</b>				
Small Firms	631	3.1	2,715	2.7
Medium Size Firms	128	5.1	5,787	8.2
Large Firms	58	12.7	24,697	24.4
All Size Firms	817	3.5	33,199	12.1
<b>TELECOMMUTING (work at home)</b>				
Small Firms	480	2.4	2,114	2.1
Medium Size Firms	59	2.3	3,754	5.3
Large Firms	38	8.3	14,707	14.6
All Size Firms	577	2.5	20,575	7.5
Subtotal of Small Firms	20,401	100.0	101,312	100.0
Subtotal of Medium Size Firms	2,527	100.0	70,943	100.0
Subtotal of Large Firms	457	100.0	101,017	100.0
<b>Grand Total</b>	<b>23,385</b>	<b>100.0</b>	<b>273,272</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more salaried employees that responded to this question. 1607 firms, or 93.1% of the firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

**ALL INDUSTRIES**  
Full-time Hourly

**TABLE 43B: Flexible Work Arrangements for Oklahoma, All Industry, Full-time Hourly Employees by Firm Size.\* Question 43: "Do you offer flexible work arrangements?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NONE</b>				
Small Firms	16,361	80.5	125,559	81.3
Medium Size Firms	2,105	80.7	116,539	80.5
Large Firms	321	73.3	140,942	64.3
<b>All Size Firms</b>	<b>18,787</b>	<b>80.4</b>	<b>383,040</b>	<b>73.9</b>
<b>FLEX-TIME</b>				
Small Firms	3,548	17.4	23,779	15.4
Medium Size Firms	411	15.8	21,479	14.8
Large Firms	100	22.8	70,232	32.0
<b>All Size Firms</b>	<b>4,059</b>	<b>17.4</b>	<b>115,490</b>	<b>22.3</b>
<b>FOUR DAY (ten hour/day) WORK WEEKS</b>				
Small Firms	811	4.0	7,838	5.1
Medium Size Firms	169	6.5	11,910	8.2
Large Firms	58	13.2	44,237	20.2
<b>All Size Firms</b>	<b>1,038</b>	<b>4.4</b>	<b>63,985</b>	<b>12.3</b>
<b>TELECOMMUTING (work at home)</b>				
Small Firms	246	1.2	1,440	0.9
Medium Size Firms	41	1.6	2,243	1.5
Large Firms	32	7.3	25,860	11.8
<b>All Size Firms</b>	<b>319</b>	<b>1.4</b>	<b>29,543</b>	<b>5.7</b>
Subtotal of Small Firms	20,336	100.0	154,462	100.0
Subtotal of Medium Size Firms	2,607	100.0	144,828	100.0
Subtotal of Large Firms	438	100.0	219,288	100.0
<b>Grand Total</b>	<b>23,381</b>	<b>100.0</b>	<b>518,578</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more full-time hourly employees that responded to this question. 1602 firms, or 92.7% of the firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

## ALL INDUSTRIES

### Part-time Hourly

**TABLE 43C: Flexible Work Arrangements for Oklahoma, All Industry, Part-time Hourly Employees by Firm Size.\* Question 43: "Do you offer flexible work arrangements?"**

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>NONE</b>				
Small Firms	9,904	74.3	42,916	73.0
Medium Size Firms	1,394	82.5	33,905	80.3
Large Firms	200	69.9	35,532	68.7
<b>All Size Firms</b>	<b>11,498</b>	<b>75.1</b>	<b>112,353</b>	<b>73.6</b>
<b>FLEX-TIME</b>				
Small Firms	3,220	24.1	15,235	25.9
Medium Size Firms	265	15.7	7,806	18.5
Large Firms	78	27.3	15,412	29.8
<b>All Size Firms</b>	<b>3,563</b>	<b>23.3</b>	<b>38,453</b>	<b>25.2</b>
<b>FOUR DAY (ten hour/day) WORK WEEKS</b>				
Small Firms	370	2.8	1,995	3.4
Medium Size Firms	51	3.0	1,095	2.6
Large Firms	39	13.6	3,936	7.6
<b>All Size Firms</b>	<b>460</b>	<b>3.0</b>	<b>7,026</b>	<b>4.6</b>
<b>TELECOMMUTING (work at home)</b>				
Small Firms	209	1.6	781	1.3
Medium Size Firms	16	0.9	99	0.2
Large Firms	27	9.4	2,294	4.4
<b>All Size Firms</b>	<b>252</b>	<b>1.6</b>	<b>3,174</b>	<b>2.1</b>
Subtotal of Small Firms	13,336	100.0	58,752	100.0
Subtotal of Medium Size Firms	1,690	100.0	42,240	100.0
Subtotal of Large Firms	286	100.0	51,683	100.0
<b>Grand Total</b>	<b>15,312</b>	<b>100.0</b>	<b>152,675</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more part-time hourly employees that responded to this question. 1032 firms, or 73.3% of the firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

**ALL INDUSTRIES**  
Salary

**TABLE 44A: Miscellaneous Benefits for Oklahoma, All Industry, Salary Employees by Firm Size.\* Question 44: "Please check boxes indicating any additional miscellaneous benefits your company offers."**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>BONUSES</b>				
Small Firms	13,288	94.5	69,170	94.7
Medium Size Firms	1,439	85.1	33,319	81.7
Large Firms	261	79.8	47,223	75.6
All Size Firms	14,988	93.2	149,712	84.9
<b>SHIFT DIFFERENTIAL</b>				
Small Firms	634	4.5	1,975	2.7
Medium Size Firms	273	16.2	7,186	17.6
Large Firms	107	32.7	33,579	53.8
All Size Firms	1,014	6.3	42,740	24.2
<b>LONGEVITY PAY</b>				
Small Firms	580	4.1	4,518	6.2
Medium Size Firms	95	5.6	3,087	7.6
Large Firms	34	10.4	11,355	18.2
All Size Firms	709	4.4	18,960	10.8
<b>STOCK OPTIONS</b>				
Small Firms	473	3.4	3,315	4.5
Medium Size Firms	147	8.7	5,073	12.4
Large Firms	79	24.2	25,047	40.1
All Size Firms	699	4.3	33,435	19.0
<b>OTHER (please name)</b>				
Small Firms	572	4.1	3,076	4.2
Medium Size Firms	147	8.7	4,913	12.1
Large Firms	14	4.3	6,232	10.0
All Size Firms	733	4.6	14,221	8.1
Subtotal of Small Firms	14,061	100.0	73,061	100.0
Subtotal of Medium Size Firms	1,690	100.0	40,766	100.0
Subtotal of Large Firms	327	100.0	62,442	100.0
<b>Grand Total</b>	16,078	100.0	176,269	100.0

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more salaried employees that responded to this question. 1073 firms, or 62.2% of the firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

## ALL INDUSTRIES

### Full-time Hourly

**TABLE 44B: Miscellaneous Benefits for Oklahoma, All Industry, Full-time Hourly Employees by Firm Size.\* Question 44: "Please check boxes indicating any additional miscellaneous benefits your company offers."**

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>BONUSES</b>				
Small Firms	12,125	90.3	87,712	86.5
Medium Size Firms	1,181	71.3	67,243	67.0
Large Firms	185	59.5	105,510	58.8
All Size Firms	13,491	87.6	260,465	68.3
<b>SHIFT DIFFERENTIAL</b>				
Small Firms	1,132	8.4	15,506	15.3
Medium Size Firms	635	38.3	45,235	45.1
Large Firms	184	59.2	115,226	64.2
All Size Firms	1,951	12.7	175,967	46.2
<b>LONGEVITY PAY</b>				
Small Firms	629	4.7	5,328	5.3
Medium Size Firms	99	6.0	5,437	5.4
Large Firms	28	9.0	10,965	6.1
All Size Firms	756	4.9	21,730	5.7
<b>STOCK OPTIONS</b>				
Small Firms	489	3.6	3,493	3.4
Medium Size Firms	100	6.0	5,259	5.2
Large Firms	47	15.1	25,511	14.2
All Size Firms	636	4.1	34,263	9.0
<b>OTHER (please name)</b>				
Small Firms	652	4.9	4,303	4.2
Medium Size Firms	143	8.6	9,046	9.0
Large Firms	29	9.3	17,296	9.6
All Size Firms	824	5.4	30,645	8.0
Subtotal of Small Firms	13,429	100.0	101,370	100.0
Subtotal of Medium Size Firms	1,656	100.0	100,377	100.0
Subtotal of Large Firms	311	100.0	179,492	100.0
<b>Grand Total</b>	15,396	100.0	381,239	100.0

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more full-time hourly employees that responded to this question. 1063 firms, or 61.5% of the firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.



## ALL INDUSTRIES

### Part-time Hourly

**TABLE 44C: Miscellaneous Benefits for Oklahoma, All Industry, Part-time Hourly Employees by Firm Size.\* Question 44: "Please check boxes indicating any additional miscellaneous benefits your company offers."**

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>BONUSES</b>				
Small Firms	6,543	91.4	22,403	88.4
Medium Size Firms	610	71.4	12,466	68.7
Large Firms	109	63.4	15,555	48.2
All Size Firms	7,262	88.7	50,424	66.6
<b>SHIFT DIFFERENTIAL</b>				
Small Firms	519	7.2	2,917	11.5
Medium Size Firms	307	35.9	7,640	42.1
Large Firms	90	52.3	20,439	63.4
All Size Firms	916	11.2	30,996	40.9
<b>LONGEVITY PAY</b>				
Small Firms	298	4.2	1,027	4.1
Medium Size Firms	60	7.0	1,716	9.5
Large Firms	12	7.0	6,238	19.3
All Size Firms	370	4.5	8,981	11.9
<b>STOCK OPTIONS</b>				
Small Firms	244	3.4	1,156	4.6
Medium Size Firms	49	5.7	1,213	6.7
Large Firms	34	19.8	5,194	16.1
All Size Firms	327	4.0	7,563	10.0
<b>OTHER (please name)</b>				
Small Firms	275	3.8	1,009	4.0
Medium Size Firms	70	8.2	2,053	11.3
Large Firms	16	9.3	4,390	13.6
All Size Firms	361	4.4	7,452	9.8
Subtotal of Small Firms	7,161	100.0	25,357	100.0
Subtotal of Medium Size Firms	854	100.0	18,156	100.0
Subtotal of Large Firms	172	100.0	32,245	100.0
<b>Grand Total</b>	8,187	100.0	75,758	100.0

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more part-time hourly employees that responded to this question. 558 firms, or 39.7% of the firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

**ALL INDUSTRIES**  
All Employee Categories

**TABLE 45A: Benefit Cost for Oklahoma, All Industry, All Employee Categories by Firm Size.\* Question 45: "What percentage of your total personnel compensation cost consist of fringe benefits (excluding worker's compensation and unemployment insurance)?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
15% or LESS				
Small Firms	17,112	63.9	190,612	56.4
Medium Size Firms	1,199	42.1	110,902	41.1
Large Firms	103	21.5	55,733	15.3
All Size Firms	18,414	61.2	357,247	36.8
16% to 20%				
Small Firms	4,518	16.9	60,264	17.8
Medium Size Firms	581	20.4	52,855	19.6
Large Firms	73	15.2	65,036	17.9
All Size Firms	5,172	17.2	178,155	18.3
21% to 25%				
Small Firms	2,700	10.1	44,484	13.2
Medium Size Firms	440	15.5	42,441	15.7
Large Firms	90	18.8	57,682	15.9
All Size Firms	3,230	10.7	144,607	14.9
26% to 30%				
Small Firms	1,411	5.3	27,050	8.0
Medium Size Firms	270	9.5	27,777	10.3
Large Firms	107	22.3	93,137	25.6
All Size Firms	1,788	5.9	147,964	15.2
MORE THAN 30%				
Small Firms	1,042	3.9	15,294	4.5
Medium Size Firms	356	12.5	36,015	13.3
Large Firms	106	22.1	92,285	25.4
All Size Firms	1,504	5.0	143,594	14.8
Subtotal of Small Firms	26,783	100.0	337,704	100.0
Subtotal of Medium Size Firms	2,846	100.0	269,990	100.0
Subtotal of Large Firms	479	100.0	363,873	100.0
<b>Grand Total</b>	<b>30,108</b>	<b>100.0</b>	<b>971,567</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes firms that have one or more employees that responded to this question. 1916 firms, or 96.4% of the applicable firms responded to this question.

*Oklahoma Employee Benefit Compensation*

# **OESC 2005 Benefits Survey**

## **Appendix A: Methodology**



Vacation & Holiday

Health & Medical



Retirement, Bonuses  
& Profit sharing



# **SURVEY METHODOLOGY**

## **Sample Design**

Information for the *2005 OESC Benefit Survey* comes from a survey of Oklahoma firms conducted in months of August, September and October of 2003. The 3,384 firms sampled for this survey were selected from a universe of firms doing business in three Oklahoma geographic regions of metropolitan Oklahoma City, metropolitan Tulsa and Greater Oklahoma (remainder of state) as determined by the fourth quarter 2002 Oklahoma's Covered Employment and Wages (QCEW) data base of non-farm firms. Firms were selected by a sampling procedure that stratified by the geographical region, industry and firm sized. Firms were randomly selected within each stratum.

As well as the previously mentioned three geographical regions, three firm sizes consisting of small (4 – 49 employees), medium (50 – 249 employees) and large (250 and more employees) and ten major industry sectors as defined by the Standard Industrial Classification Manual (1987) were selected by the stratified sampling procedure. Firms with one to four employees employing a small fraction of 83,377 employees of the total 1.02 million non-farm Oklahoma employees were omitted from the sampling in order to obtain firms representing a maximum portion of Oklahoma employment.

## **Definitions**

Ten major industrial sectors, as defined in the 1987 Standard Industrial Classification (SIC) Manual, were used in both the sampling of Oklahoma firms for this survey and in reporting benefits that they offered to their employees. The definitions for these ten major industrial sectors follow.

### **Mining**

Firms primarily engaged in mining including the extraction of minerals occurring naturally: solids, such as coal and ores; liquids, such as crude petroleum; and gases such as natural gas. Mining also includes quarrying, well operations, milling and other preparation customarily done at the mine site, or as a part of mining activity.

### **Construction**

Firms primarily engaged in construction of buildings and other structures including new work, additions, alterations, reconstruction, installations and repairs.

### **Manufacturing**

Firms engaged in the mechanical or chemical transformation of materials or substances to new products including assembling component parts of manufactured products if the new product is neither a structure nor other fixed improvement.

### **Wholesale Trade**

Firms engaged in selling merchandise to retailers; to industrial, commercial, institutional, farm, construction contractors, or professional business users; or to other wholesalers.

**Retail Trade**

Firms engaging in selling merchandise for personal or household consumption and rendering services incidental to the sale of the goods.

**F.I.R.E. (Finance, Insurance, and Real Estate)**

Firms that operate primarily in the fields of finance, insurance and real estate including banks, savings and loans, holding companies, investment companies and brokers; insurance carriers, brokers and agents; and real estate owners, lessors, lessees, buyers, developers and agents.

**Services**

Firms primarily engaged in providing a wide variety of services to individuals, businesses and government establishments including hotels and other lodging places; firms providing personals, business, repair and amusement services; health, legal, engineering, and other professional services; educational institutions; membership organizations and other miscellaneous services.

**Public Administration**

Government agencies or government organizations engaged in executive, legislative, judicial, administrative and regulatory activities of Federal, State, local and international governments. Also includes private firms that are also primarily engage in the same activities as government agencies or government organizations.

**All Other Industries or Non-classifiable Firms**

Firms in this category are ones that cannot be classified into any other industrial sector.

**Survey Response Rates**

Returns for the *2005 OESC Benefit Survey* have a healthy distribution across the three stratified levels of geographical area, industry sector and firm size. The following five tables demonstrate the survey response rate distribution across these three stratification levels, as a percentage of the total universe of Oklahoma non-farm firms and their employees, and by method of response.

**TABLE 47A: Survey Response Rates by Geographical Area.**

<b>Geographical Area</b>	<b>Sample</b>	<b>Returned</b>	<b>Response Rate (Percent)</b>
<b>Oklahoma City</b>	1120	657	58.7
<b>Tulsa</b>	1,132	685	60.5
<b>Greater Oklahoma</b>	1,132	743	65.6
<b>Total</b>	<b>3,384</b>	<b>2,085</b>	<b>61.6</b>

Note: Greater Oklahoma is everything outside Oklahoma City and Tulsa metropolitan areas.

**TABLE 47B: Survey Response Rates by Firm Size**

<b>Firm Size</b>	<b>Sample</b>	<b>Returned</b>	<b>Response Rate (Percent)</b>
<b>Small Firms</b>	1559	1090	69.9
<b>Medium Firms</b>	1,295	740	57.1
<b>Large Firms</b>	530	255	48.1
<b>Totals</b>	<b>3,384</b>	<b>2,085</b>	<b>61.6</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees.

**TABLE 47C: Survey Response Rates by Industry.**

<b>Geographical Area</b>	<b>Sample</b>	<b>Returned</b>	<b>Response Rate (Percent)</b>
<b>Mining</b>	65	38	58.5
<b>Construction</b>	244	147	60.2
<b>Manufacturing</b>	430	283	65.8
<b>Utilities</b>	173	99	57.2
<b>Wholesale Trade</b>	215	135	62.8
<b>Retail Trade</b>	665	342	51.4
<b>F.I.R.E.</b>	182	111	61.0
<b>Services</b>	1365	877	64.2
<b>Public Administration</b>	39	33	84.6
<b>All Other Industries</b>	6	20	—
<b>Total</b>	<b>3,384</b>	<b>2,085</b>	<b>61.6</b>

\* Note: 16 firms returned their survey without address labels or other identifying features rendering industry identification impossible. These 16 firms were added to 4 all other industries returns to make a total response of 20 for that category.

**TABLE 47D: Responses by Industry and Firm Size; Population of Oklahoma Non-farm Firms, with State and Federal Government Agencies and Firms Size Less than 5 Employees Excluded.**

<b>Industry by Firm Size</b>	<b>Total Number of Firms in Industry</b>	<b>Number of Responding Firms</b>	<b>Percent of Firms Responding</b>	<b>Total Number Employed in Industry</b>	<b>Number Employed by Responding Firms</b>	<b>Percent Employed by Responding Firms</b>
<b>MINING</b>						
Small Firms	687	21	3.1	8,602	390	4.5
Medium Size Firms	59	12	20.3	5,352	1,432	26.8
Large Firms	12	5	41.7	8,483	6,157	72.6
All Size Firms	758	38	5.0	22,437	7,979	35.6
<b>CONSTRUCTION</b>						
Small Firms	3,021	107	3.5	35,347	1,229	3.5
Medium Size Firms	165	36	21.8	13,535	3,534	26.1
Large Firms	14	4	28.6	6,938	1,339	19.3
All Size Firms	3,200	147	4.6	55,820	6,102	10.9
<b>MANUFACTURING</b>						
Small Firms	2,085	116	5.6	30,805	1,898	6.2
Medium Size Firms	379	124	32.7	41,262	13,730	33.3
Large Firms	88	43	48.9	47,278	20,867	44.1
All Size Firms	2,552	283	11.1	119,345	36,495	30.6
<b>UTILITIES</b>						
Small Firms	1,281	53	4.1	17,253	693	4.0
Medium Size Firms	142	30	21.1	13,243	3,104	23.4
Large Firms	41	16	39.0	38,699	23,938	61.9
All Size Firms	1,464	99	6.8	69,195	27,735	40.1
<b>WHOLESALE TRADE</b>						
Small Firms	2,263	86	3.8	29,139	1,191	4.1
Medium Size Firms	175	40	22.9	14,968	3,977	26.6
Large Firms	14	9	64.3	9,294	7,390	79.5
All Size Firms	2,452	135	5.5	53,401	12,558	23.5
<b>RETAIL TRADE</b>						
Small Firms	6,227	229	3.7	82,419	3,665	4.4
Medium Size Firms	528	79	15.0	46,569	7,231	15.5
Large Firms	75	34	45.3	61,980	29,361	47.4
All Size Firms	6,830	342	5.0	190,968	40,257	21.1
<b>F.I.R.E.</b>						
Small Firms	1,818	68	3.7	22,478	1,040	4.6
Medium Size Firms	128	28	21.9	11,891	2,464	20.7
Large Firms	33	15	45.5	21,739	10,701	49.2
All Size Firms	1,979	111	5.6	56,108	14,205	25.3
<b>SERVICES</b>						
Small Firms	9,706	421	4.3	116,333	6,425	5.5
Medium Size Firms	1,311	342	26.1	128,669	36,694	28.5
Large Firms	235	114	48.5	192,895	120,827	62.6
All Size Firms	11,252	877	7.8	437,897	163,946	37.4
<b>PUBLIC ADMINISTRATION</b>						
Small Firms	336	19	5.7	4,893	347	7.1
Medium & Large Firms	63	14	22.2	5,829	1,764	30.3
All Size Firms	399	33	8.3	10,722	2,111	19.7
<b>ALL OTHER INDUSTRIES</b>						
All Size Firms	268	20	7.5	2,342	596	25.4
<b>ALL INDUSTRIES &amp; ALL FIRM SIZES*</b>	<b>31,154</b>	<b>2,085</b>	<b>6.7</b>	<b>1,018,235</b>	<b>311,984</b>	<b>30.6</b>

Small Firms are < 50 employees; Medium Sized Firms are 50 to 249 employees; & Large Firms are 250 and more employees.

\*98 of the responding firms reported that they had gone out of business, merged with other firms or currently had no employees.



**TABLE 47E: Methods Used for Reponse.**

<b>Method of Response</b>	<b>Returned</b>	<b>Response Rate (Percent)</b>
<b>Mail</b>	1834	88.0
<b>Online</b>	219	10.5
<b>FAX</b>	20	1.0
<b>Phone</b>	12	0.6
<b>Totals</b>	<b>2,085</b>	<b>100.0</b>

**Survey Questionnaire**

The format and most of the items used in the *2005 OESC Benefit Survey* instrument was borrowed from the *1998 New Hampshire Benefit survey* and used with the permission of the Economic and Labor Market Information Bureau of the New Hampshire Employment Security. The appropriateness of questionnaire items and the fitness of their language were appraised and tested by the following three methods: A content analysis of 15 statewide survey conducted by other state’s Labor Market Information Units and of one County benefit survey conducted by a municipal Chamber of Commerce was completed. A participant study was conducted with the cooperation of ten Human Resource Personal in ten Oklahoma firms of varying sizes and industries (see Appendix D). A pilot study of a random sample of 120 Oklahoma firms tested the fitness of the instrument.

The results of the participant study participated the addition of eight items to the questionnaire to address combined paid leave time. The pilot study was invaluable in determining some required question language refinement.

### **Survey Reporting Notes**

1. Weights were calculated for the firms in each stratification level of geographical area, industry and firms size in order to make estimates of the number and percentages of firms in aggregates of different segments of the populations. A second set of weights was also calculated in order to make accurate estimates of the number and percentage of employees employed by these firms. Both weights were appropriately adjusted for changes in the dimensions and characteristics of the universe population of Oklahoma firms, as determined by the survey returns. For examples, adjustments were made for firms that had gone out of business or firms that had added or subtracted the number employed so that their firm size changed.
2. In some reporting situations where response was unusually low, two or more firm sizes were collapsed together into one size. For example, in some cases response was not sufficient to report the response of an industry by three firms sizes. In that situation, either two firms sizes were collapsed together or the responses were not reported by firm size. It should also be note that no large construction firms that employed part-time hourly employees responded to this survey.
3. In the original sampling, firms with less than five employees with a small fraction of 83,377 employees out of the total 1.02 million non-farm Oklahoma State employees were eliminated from selection. However, due to firm size change a portion of the remaining firms in our sample downsized so that at the time of the survey they had less than five employees. This was addressed by reporting the three firm sizes as: less than 50 employees; 50 – 249 employees; and 250 or more employees. State and Federal agencies were also excluded from this survey.

*Oklahoma Employee Benefit Compensation*

# **OESC 2005 Benefits Survey**

## **Appendix B: Other (written) Responses**



Vacation & Holiday

Health & Medical



Retirement, Bonuses  
& Profit sharing



## WRITTEN RESPONSES

The seven survey items of questions 2, 3, 25, 35, 37, 41 and 44 provide the survey respondents an opportunity to write in and tell us of any benefits that their firm offers to their employees that are not mentioned in each of these items' list of possible responses. The respondent may do this in addition to checking the "other" option included in each of these question's possible response list. An analysis of the written responses to these seven questions is provided in the following seven tables. These responses are reported by both the percentage of the total firms responding to the question and the percentage of the total firms providing written responses to the question.

**TABLE 2AI: Written Responses for "Other" Paid Holidays Offered by All Industries, All Employee Categories and All Firm Sizes. Question 2: "Please check all paid holidays offered by your company."**

Written Response	Number of Firms	Percent of Question Responding Firms	Percent of Written Responding Firms
Easter	5	0.3	20.0
Two Floating Holidays	7	0.4	28.0
Three Floating Holidays	4	0.2	16.0
Day Before Thanksgiving	2	0.1	8.0
Five Floating Holidays	1	0.1	4.0
Anniversary Day	1	0.1	4.0
Misc. Holidays	5	0.3	20.0
<b>Subtotal Written Response</b>	<b>25</b>	<b>1.4</b>	<b>100.0</b>
<b>Non-Written Response</b>	<b>1,756</b>	<b>98.6</b>	<b>—</b>
<b>Total Responding Firms</b>	<b>1,781</b>	<b>100.0</b>	<b>—</b>

Note: Percentages may not sum to 100.0%, due to rounding.

**TABLE 3W: Written Responses for "Other" Holiday Pay by All Industries, All Employee Categories and All Firm Sizes. Question 3: "What do you pay hourly employees who work on a holiday?"**

Written Response	Number of Firms	Percent of Question Responding Firms	Percent of Written Responding Firms
Don't Work Holidays	99	6.3	61.1
Holiday Bonus Time	13	0.8	8.0
Compensation Time	11	0.7	6.8
Double Time and a Half	15	1.0	9.3
Triple Time	3	0.2	1.9
According to Union Contracts	2	0.1	1.2
Not Applicable	11	0.7	6.8
Misc. Responses	8	0.5	4.9
<b>Subtotal Written Response</b>	<b>162</b>	<b>10.3</b>	<b>100.0</b>
<b>Non-Written Response</b>	<b>1,404</b>	<b>89.7</b>	<b>—</b>
<b>Total Responding Firms</b>	<b>1,566</b>	<b>100.0</b>	<b>—</b>

Note: Percentages may not sum to 100.0%, due to rounding.

**TABLE 25AH: Written Responses for "Other" Paid Leave Offered by All Industries, All Employee Categories and All Firm Sizes. Question 25: "Please check all boxes indicating any other paid leave you offer."**

Written Response	Number of Firms	Percent of Question Responding Firms	Percent of Written Responding Firms
Personal Business	11	1.0	19.0
Family Emergency	8	0.7	13.8
Professional Travel	2	0.2	3.4
Subpoenaed Leave	3	0.3	5.2
Marriage Leave	1	0.1	1.7
Family School Leave	1	0.1	1.7
Voting Leave	1	0.1	1.7
Education Leave	1	0.1	1.7
Not Applicable	21	1.9	36.2
Misc. Responses	9	0.8	15.5
<b>Subtotal Written Response</b>	<b>58</b>	<b>5.3</b>	<b>100.0</b>
<b>Non-Written Response</b>	<b>1,035</b>	<b>94.7</b>	<b>—</b>
<b>Total Responding Firms</b>	<b>1,093</b>	<b>100.0</b>	<b>—</b>

Note: Percentages may not sum to 100.0%, due to rounding.

**TABLE 35AH: Written Responses for "Other" Medical/Health Benefits Offered by All Industries, All Employee Categories and All Firm Sizes. Question 35: "Please checkboxes indicating any additional medical/health benefits your company provides cost assistance."**

Written Response	Number of Firms	Percent of Question Responding Firms	Percent of Written Responding Firms
Supplementary Policies	15	1.2	28.3
Medical Reimbursement	2	0.2	3.8
Optional Life	2	0.2	3.8
Burial Plan	1	0.1	1.9
Medical Fertilization	1	0.1	1.9
Not Applicable	16	1.3	30.2
Misc. Responses	16	1.3	30.2
<b>Subtotal Written Response</b>	53	4.4	<b>100.0</b>
<b>Non-Written Response</b>	1,163	95.6	—
<b>Total Responding Firms</b>	<b>1,216</b>	<b>100.0</b>	—

Note: Percentages may not sum to 100.0%, due to rounding.

**TABLE 37AH: Written Responses for "Other" Retirement Benefits Offered by All Industries, Employee Categories and All Firm Sizes. Question 37: "Please check boxes indicating retirement benefits you offer."**

Written Response	Number of Firms	Percent of Question Responding Firms	Percent of Written Responding Firms
SEP - IRA	44	2.3	37.6
Teacher's Retirement	37	1.9	31.6
403(b)	8	0.4	6.8
457 Plan	3	0.2	2.6
IRA	3	0.2	2.6
ESOP	6	0.3	5.1
Not Applicable	8	0.4	6.8
Misc. Responses	8	0.4	6.8
<b>Subtotal Written Response</b>	<b>117</b>	<b>6.1</b>	<b>100.0</b>
<b>Non-Written Response</b>	<b>1,804</b>	<b>93.9</b>	<b>—</b>
<b>Total Responding Firms</b>	<b>1,921</b>	<b>100.0</b>	<b>—</b>

Note: Percentages may not sum to 100.0%, due to rounding.



**TABLE 41AH: Written Responses for "Other" Flexible Spending Accounts Offered by All Industries, All Employee Categories and All Firm Sizes. Question 41: "Do you offer flexible spending accounts, or cafeteria plan, to your employees?"**

Written Response	Number of Firms	Percent of Question Responding Firms	Percent of Written Responding Firms
Disability Insurance	8	0.4	7.1
Full Life Insurance	17	0.9	15.2
Supplementary Insurance	20	1.0	17.9
Adult Care	2	0.1	1.8
Vision Care	6	0.3	5.4
Dental Care	15	0.8	13.4
Health/Accident Insurance	21	1.1	18.8
Misc. Responses	23	1.2	20.5
<b>Subtotal Written Response</b>	<b>112</b>	<b>5.7</b>	<b>100.0</b>
<b>Non-Written Response</b>	<b>1,844</b>	<b>94.3</b>	<b>—</b>
<b>Total Responding Firms</b>	<b>1,956</b>	<b>100.0</b>	<b>—</b>

Note: Percentages may not sum to 100.0%, due to rounding.

**TABLE 44AH: Written Responses for "Other" Additional Miscellaneous Benefits Offered by / Industries, All Employee Categories and All Firm Sizes. Question 44: "Please checkboxes indicating any additional miscellaneous benefits your company offers."**

Written Response	Number of Firms	Percent of Question Responding Firms	Percent of Written Responding Firms
Pay for Unused Sick Leave	1	0.1	2.7
Call Back Pay	2	0.2	5.4
Mileage Allowance	2	0.2	5.4
Commission	4	0.3	10.8
Employee Discounts	2	0.2	5.4
Incentive Pay	10	0.8	27.0
Safety Bonus	3	0.2	8.1
Uniform Allowance	2	0.2	5.4
Interest Free Payroll Advance	1	0.1	2.7
Free Parking	1	0.1	2.7
Company Vehicles	1	0.1	2.7
Phone & Phone Service	1	0.1	2.7
Misc. Responses	7	0.5	18.9
<b>Subtotal Written Response</b>	<b>37</b>	<b>2.8</b>	<b>100.0</b>
<b>Non-Written Response</b>	<b>1,280</b>	<b>97.2</b>	<b>—</b>
<b>Total Responding Firms</b>	<b>1,317</b>	<b>100.0</b>	<b>—</b>

Note: Percentages may not sum to 100.0%, due to rounding.

*Oklahoma Employee Benefit Compensation*

# **OESC 2005 Benefits Survey**

## **Appendix C: Questionnaire**



Vacation & Holiday

Health & Medical



Retirement, Bonuses  
& Profit sharing



Economic Research and Analysis Division  
Oklahoma Employment Security Commission

**2003 OESC EMPLOYER BENEFITS SURVEY**  
**A Survey of Benefits Offered to Oklahoma Employees**

1. Please tell us your contact person: \_\_\_\_\_

Telephone: (\_\_\_\_) \_\_\_\_\_ EMAIL \_\_\_\_\_

	Full- Time Hourly	Part- Time Hourly	All Employees
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**HOLIDAYS**

2. Please check all paid holidays offered by your company:

a. New Year's Day.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Martin Luther King Day (January) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Presidents' Day (February) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Good Friday.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Memorial Day.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Independence Day .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Labor Day .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Columbus Day (October) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Election Day (November) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Veterans' Day (November) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Thanksgiving Day .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Day after Thanksgiving .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Christmas Eve Day .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Christmas Day .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. New Year's Eve Day .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. Birthday.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
q. One floating holiday or personal leave day .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
r. Other (please name) _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. What do you pay hourly employees who work on a holiday?

a. Straight time .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Time and one-half .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Double time .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Other (please describe) _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**PERSONAL LEAVE**

4. Do you combine paid leave time (vacation, sick leave & misc. time) together to be used at the employee's discretion?

a. No (If no for all categories, skip to question #13) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Yes.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

5. Are holidays included with vacation, and sick leave in this combined paid leave time?

a. No.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Yes.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**PLEASE TURN TO PAGE TWO**



**OESC EMPLOYER BENEFITS SURVEY**

	<b>Full- Time Hourly</b>	<b>Part- Time Hourly</b>	<b>All Employees</b>
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**PERSONAL LEAVE** (continued)

<p>6. Are other types of paid leave time (e. g., jury duty, military leave &amp; bereavement leave), included with vacations and sick leave in this combined leave time?</p> <p>a. No.....</p> <p>b. Yes.....</p>	<table border="0"> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> </table>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>												
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<p>7. What is the minimum number of paid leave time days offered to any employee in each category per year?</p> <p>a. 5 days or less .....</p> <p>b. 6 to 10 days.....</p> <p>c. 11 to 15 days.....</p> <p>d. 16 to 29 days .....</p> <p>e. 30 or more days.....</p>	<table border="0"> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> </table>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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<p>8. What is the maximum number of paid leave days offered to any employee in each category per year?</p> <p>a. 14 days or less.....</p> <p>b. 15 to 24 days.....</p> <p>c. 25 to 34 days .....</p> <p>d. 35 or more days.....</p>	<table border="0"> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> </table>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
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<p>9. Does paid leave time increase with years of service or with seniority?</p> <p>a. No.....</p> <p>b. Yes.....</p>	<table border="0"> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> </table>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>												
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<p>10. Do you allow paid leave days to accumulate or carry over into the following year?</p> <p>a. No (If no on all categories, skip to question #12).....</p> <p>b. Yes.....</p>	<table border="0"> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> </table>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>												
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<p>11. If yes on question #10, what is the maximum number of paid leave days any employee in each category can accumulate or carry over into the following year?</p> <p>a. 10 or less days.....</p> <p>b. 11 to 20 days.....</p> <p>c. 21 or more days.....</p> <p>d. No maximum or limit.....</p>	<table border="0"> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> </table>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
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<p>Do you offer a pay option in lieu of paid leave time?</p> <p>12. a. No.....</p> <p>b. Yes.....</p>	<table border="0"> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> </table>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>												
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**OESC EMPLOYER BENEFITS SURVEY**

	<b>Full- Time Hourly</b>	<b>Part- Time Hourly</b>	<b>All Employees</b>
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**VACATION** (If you combine sick leave, and vacation together to be used at the employees discretion, skip to question #23).

13. How long must an employee work to qualify for one week of paid vacation?

- |  |                          |                          |                          |                          |
|--|--------------------------|--------------------------|--------------------------|--------------------------|
| a. No paid vacation offered (If no, skip to question #20)..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. less than 1 month.....                                      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. 1 to 2 months.....  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. 3 to 6 months.....  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. 7 to 11 months.....   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. 12 months or more.....                                      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

14. How long must an employee work to qualify for two weeks of paid vacation?

- |   |                          |                          |                          |                          |
|---|--------------------------|--------------------------|--------------------------|--------------------------|
| a. Do not offer two weeks of paid vacation..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. 11 months or less.....                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. 1 year to 1 year & 11 months.....            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. 2 years to 2 years & 11 months.....          | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. 3 years to 3 years & 11 months.....          | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. 4 or more years.....                         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

15. How long must an employee work to qualify for three weeks of paid vacation?

- |   |                          |                          |                          |                          |
|---|--------------------------|--------------------------|--------------------------|--------------------------|
| a. Do not offer three weeks of paid vacation..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. 3 years or less.....                           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. 4 years to 7 years & 11 months.....            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. 8 years to 11 years & 11 months.....           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. 12 or more years.....                          | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

16. How long must an employee work to qualify for four weeks of paid vacation?

- |  |                          |                          |                          |                          |
|--|--------------------------|--------------------------|--------------------------|--------------------------|
| a. Do not offer four weeks of paid vacation..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. 9 years or less.....                          | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. 10 years to 15 years & 11 months.....         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. 16 or more years.....                         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

17. Do you offer a pay option in lieu of vacation?

- |             |                          |                          |                          |                          |
|-------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. No.....  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Yes..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

18. Do you allow vacation days to accumulate or carry over into the following year?

- |   |                          |                          |                          |                          |
|---|--------------------------|--------------------------|--------------------------|--------------------------|
| a. No (If no for all categories, skip to question #20)..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Yes.....   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |



**OESC EMPLOYER BENEFITS SURVEY**

	<b>Full- Time Hourly</b>	<b>Part- Time Hourly</b>	<b>All Employees</b>
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**VACATION** (continued)

19. If yes on question #18, what is the maximum number of vacation days any employee in each category can accumulate?

- |                             |                          |                          |                          |                          |
|-----------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. 10 days or less.....     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. 11 to 30 days.....       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. 31 days or over.....     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. No maximum or limit..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

**SICK LEAVE**

20. What is the maximum number of paid sick leave days offered to any employee in each category a year?

- |   |                          |                          |                          |                          |
|---|--------------------------|--------------------------|--------------------------|--------------------------|
| a. None (If none in all categories, skip to question #23).... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. 5 days or less.....  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. 6 to 9 days.....   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. 10 to 14 days.....   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. 15 or more days.....                                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

21. Do you allow sick leave to accumulate into the following year?

- |   |                          |                          |                          |                          |
|---|--------------------------|--------------------------|--------------------------|--------------------------|
| a. No (If no for all categories, skip to question #23)..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Yes.....   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

22. If yes on question #21, what is the maximum number of sick leave days any employee in each category can accumulate?

- |                             |                          |                          |                          |                          |
|-----------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. 5 days or less.....      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. 6 to 14 days.....        | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. 15 to 29 days.....       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. 30 or more days.....     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. No maximum or limit..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

**OTHER PAID LEAVE** (If you combine all types of paid leave to be used at the employee's discretion, skip to question #26).

23. Do you offer paid bereavement leave?

- |                              |                          |                          |                          |                          |
|------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. No.....                   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Yes, 1 to 3 days.....     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Yes, 4 to 7 days.....     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Yes, 8 days and over..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

24. Do you offer short term paid disability leave?

- |                              |                          |                          |                          |                          |
|------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. No.....                   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Yes, 6 weeks or less..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Yes, 7 to 13 weeks.....   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Yes, 14 to 26 weeks.....  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. More than 26 weeks.....   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

**PLEASE TURN TO PAGE FIVE**



**OESC EMPLOYER BENEFITS SURVEY**

	Full- Time Hourly	Part- Time Hourly	All Employees
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**PAID LEAVE (continued)**

25. Please check boxes indicating any other paid leave you offer.
- |                                   |                          |                          |                          |                          |
|-----------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. Military.....                  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Jury duty.....                 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Family medical.....            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Maternity leave.....           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Paternity leave.....           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Doctor/Dental appointment..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. Other (please name)_____       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

**MEDICAL/HEALTH/DENTAL**

26. Do you offer medical/health care plans to your employees?
- |  |                          |                          |                          |                          |
|--|--------------------------|--------------------------|--------------------------|--------------------------|
| a. No (If no in all categories, skip to question #31)..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Yes, Employee only.....                                 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Yes, Employee and dependents.....                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

27. What types of medical/health care plans do you offer?  
(Check all that apply)
- |   |                          |                          |                          |                          |
|---|--------------------------|--------------------------|--------------------------|--------------------------|
| a. Traditional fee-for-service.....           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Health Maintenance Organization (HMO)..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Preferred Provider Organization (PPO)..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

28. Can employees choose between medical/health care plans?
- |             |                          |                          |                          |                          |
|-------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. Yes..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. No.....  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

29. What percentage of the cost of the medical/health care plan(s) do you pay for the employee (employee only)?
- |                    |                          |                          |                          |                          |
|--------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. None.....       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. 1% to 25%.....  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. 26% to 50%..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. 51% to 75%..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. 76% to 99%..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. 100%.....       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

30. What percentage of the cost of the medical/health care plans do you pay for the employee's dependents?
- |                    |                          |                          |                          |                          |
|--------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. None.....       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. 1% to 25%.....  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. 26% to 50%..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. 51% to 75%..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. 76% to 99%..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. 100%.....       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |





**OESC EMPLOYER BENEFITS SURVEY**

	<b>Full- Time Hourly</b>	<b>Part- Time Hourly</b>	<b>All Employees</b>
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**MEDICAL/HEALTH/Dental (continued)**

<p>31. Do you offer dental care plan(s) to your employees?</p> <p>a. No (If no in all categories, skip to question #35).....</p> <p>b. Yes, Employee only.....</p> <p>c. Yes, Employee and dependents.....</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>32. Can employees choose between dental care plans?</p> <p>a. No.....</p> <p>b. Yes.....</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>33. What percentage of the cost of the dental plan(s) do you pay for the employee (employee only)?</p> <p>a. None.....</p> <p>b. 1% to 25%.....</p> <p>c. 26% to 50%.....</p> <p>d. 51% to 75%.....</p> <p>e. 76% to 99%.....</p> <p>f. 100%.....</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>34. What percentage of the cost of the dental plan(s) do you pay for an employee's dependents?</p> <p>a. None.....</p> <p>b. 1% to 25%.....</p> <p>c. 26% to 50%.....</p> <p>d. 51% to 75%.....</p> <p>e. 76% to 99%.....</p> <p>f. 100%.....</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>35. Please check <b>boxes</b> indicating any additional medical/health benefits for which your company provides cost assistance.</p> <p>a. Long term disability insurance.....</p> <p>b. Employee Assistance Program.....</p> <p>c. Wellness program.....</p> <p>d. Vision care plan.....</p> <p>e. Prescription drug plan.....</p> <p>f. Mental health rider.....</p> <p>g. Life insurance.....</p> <p>h. Accidental death insurance.....</p> <p>i. Dependent life insurance.....</p> <p>j. Ill child daycare.....</p> <p>k. Long-term nursing home/assisted living care plan.....</p> <p>l. Elder daycare (for employee's relative).....</p> <p>m. Other (please name)_____</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**OESC EMPLOYER BENEFITS SURVEY**

	<b>Full- Time Hourly</b>	<b>Part- Time Hourly</b>	<b>All Employees</b>
--	----------------------------------	----------------------------------	--------------------------

**MEDICAL/HEALTH/DENTAL (continued)**

36. Does your company require a waiting period for new hire Medical/Health/Dental benefit eligibility?

- a. Do not offer any Medical/Health/Dental benefits.....
- b. No waiting period required.....
- c. Yes, 30 days or less.....
- d. 31 to 60 days.....
- e. 61 to 90 days.....
- f. More than 90 days.....
- g. Varies, according to plans and/or union contract.....

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**RETIREMENT**

37. Please check **boxes** indicating retirement benefits you offer.

- a. No retirement plan offered (If no, skip to question #39) ..
- b. Defined benefit pension plan.....
- c. Defined contribution plan [e. g., 401(k)].....
- d. Profit sharing.....
- e. Other (please name)\_\_\_\_\_

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

38. If a defined contribution plan is offered, who funds the plan?

- a. Employee only.....
- b. Employer only.....
- c. Employer and employee each contribute half.....
- d. Employer contributes larger share.....
- e. Employee contributes larger share.....

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**EDUCATIONAL BENEFITS**

39. Do you provide any education or tuition assistance?  
(Please check all **boxes** that apply)

- a. No assistance offered (If no, skip to question #41) .....
- b. Yes, based on seniority/years of service.....
- c. Yes, based on course grade.....
- d. Yes, must be job related.....
- e. Yes, as long as the institution is accredited.....
- f. Yes, depending on employee's work performance.....

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

40. What is the maximum percentage of education and tuition cost you will compensate for any employee in each category?

- a. 1% to 25%.....
- b. 26% to 50%.....
- c. 51% to 75%.....
- d. 76% to 99%.....
- e. 100%.....

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



**OESC EMPLOYER BENEFITS SURVEY**

	<b>Full- Time</b>	<b>Part- Time</b>	<b>All</b>
	<b>Salary</b>	<b>Hourly</b>	<b>Hourly</b>
			<b>Employees</b>

**MISCELLANEOUS BENEFITS**

41. Do you offer flexible spending accounts, or a cafeteria plan, to your employees? (Please check all that apply)
- |   |                          |                          |                          |                          |
|---|--------------------------|--------------------------|--------------------------|--------------------------|
| a. No.....                                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Yes, for health expenses.....          | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Yes, for childcare expenses.....       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Yes, other expenses (please name)_____ | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
42. Do you offer childcare assistance? (Please check all that apply)
- |  |                          |                          |                          |                          |
|--|--------------------------|--------------------------|--------------------------|--------------------------|
| a. No.....                                   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Yes, on-site facility.....                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Yes, vouchers or off-site subsidized..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Yes, referral information.....            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
43. Do you offer flexible work arrangements? (Check all that apply)
- |  |                          |                          |                          |                          |
|--|--------------------------|--------------------------|--------------------------|--------------------------|
| a. None.....                               | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Flex-time.....                          | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Four day (ten hour/day) work weeks..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Telecommuting (work at home).....       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
44. Please check **boxes** indicating any additional miscellaneous benefits your company offers.
- |                             |                          |                          |                          |                          |
|-----------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. Bonuses.....             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Shift differential.....  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Longevity pay.....       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Stock options.....       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Other (please name)_____ | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

We realize that the next two questions may not be easy ones. However, your responses are very important to us for our analysis. Feel free to take the necessary response time and consult with others, if you need to do so. Approximations of the numbers in each category are O. K.

45. What percentage of your total personnel compensation cost consists of fringe benefits (excluding worker's compensation and unemployment insurance)? **All Employees**
- |                       |                          |
|-----------------------|--------------------------|
| a. 15% or less.....   | <input type="checkbox"/> |
| b. 16% to 20%.....    | <input type="checkbox"/> |
| c. 21% to 25%.....    | <input type="checkbox"/> |
| d. 26% to 30%.....    | <input type="checkbox"/> |
| e. More than 30%..... | <input type="checkbox"/> |

46. On August 1, 2003, how many salary people were employed in your Oklahoma Facilities: \_\_\_\_\_
- How many employees were full-time hourly: \_\_\_\_\_
- (Please respond for all three categories & the Total)** How many employees were Part-time hourly: \_\_\_\_\_
- What was your Oklahoma Facilities' employee Total: \_\_\_\_\_

**THANK YOU FOR YOUR COOPERATION**

**END OF SURVEY**

*Oklahoma Employee Benefit Compensation*

# **OESC 2005 Benefits Survey**

## **Appendix D: Special Recognition**



Vacation & Holiday

Health & Medical



Retirement, Bonuses  
& Profit sharing



SPECIAL RECOGNITION  
AND  
ACKNOWLEDGEMENTS

The following individual and associated firms offered special assistance in evaluating and modifying the survey instrument used in the OESC 2005 Benefit Survey. Their critique and suggested changes were invaluable in our obtaining the high response rate that we did for this survey. We would like to offer these firms and individuals our sincere and heartfelt thanks.

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