

*Oklahoma Employee Benefit Compensation*

# **OESC 2005 Benefits Survey**

## **All Other Industries**



Vacation & Holiday

Health & Medical



Retirement, Bonuses  
& Profit sharing



# **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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Jesse Fuchs, Statistical Research Specialist  
Survey Coordinator and Lead Statistical Analyst

For more information about this report, contact Jesse Fuchs at 405.557.5345 or [jesse.fuchs@oesc.state.ok.us](mailto:jesse.fuchs@oesc.state.ok.us)

Oklahoma Employment Security Commission  
Jon Brock, Executive Director

Economic Research and Analysis Division  
Auther Jordan, Director

Labor Market Information  
Lynn Gray, Managing Economist and Interim Program Chief

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OESC research team would like to offer a special thanks to Jeff Willingham of the United States Bureau of Labor Statistics for a job well done in drawing the stratified random sample for this survey.

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 OTHER INDUSTRIES

## Chapter Contents

<b>Topic</b>	<b>Page</b>
Introduction.....	1
Example Table.....	2
Holidays.....	3
Personal Leave.....	12
Vacation.....	21
Sick Leave.....	38
Other Paid Leave.....	45
Medical/Health/Dental.....	54
Retirement.....	84
Education Benefits.....	90
Miscellaneous Benefits.....	96
Benefit Cost.....	108
Appendix A - Survey Methodology.....	109
Appendix B - Written Responses.....	117
Appendix C - Survey Questionnaire.....	125
Appendix D – Special Recognition.....	134

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 OTHER INDUSTRIES

Salaried

**TABLE 1AF: Number of Paid Holidays Offered for Oklahoma Salaried All Other Industries Employees.\***

<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>
FIVE OR LESS HOLIDAYS				
All Size Firms	34	15.5	269	18.0
SIX HOLIDAYS				
All Size Firms	67	30.5	605	40.4
SEVEN HOLIDAYS				
All Size Firms	17	7.7	202	13.5
EIGHT HOLIDAYS				
All Size Firms	34	15.5	168	11.2
NINE HOLIDAYS				
All Size Firms	34	15.5	151	10.1
ELEVEN HOLIDAYS				
All Size Firms	17	7.7	67	4.5
TWELVE or MORE HOLIDAYS				
All Size Firms	17	7.7	34	2.3
<b>Grand Total</b>	<b>220</b>	<b>100.0</b>	<b>1,496</b>	<b>100.0</b>

\*Note: This table includes All Other Industries firms that have one or more salaried employees that responded to this question. 13 All Other Industries firms, or 92.9% of the All Other Industries firms with salaried employees indicated that they offer at least one paid holiday. Size categories are omitted from this table.

## ALL OTHER INDUSTRIES

Full-time Hourly

**TABLE 1AG: Number of Paid Holidays Offered for Oklahoma Full-time Hourly Other Industries Employees.\***

Number of Holidays	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
FIVE OR LESS HOLIDAYS				
All Size Firms	17	10.1	336	17.4
SIX HOLIDAYS				
All Size Firms	50	29.6	706	36.5
SEVEN HOLIDAYS				
All Size Firms	34	20.1	134	6.9
EIGHT HOLIDAYS				
All Size Firms	17	10.1	84	4.3
NINE HOLIDAYS				
All Size Firms	34	20.1	101	5.2
ELEVEN HOLIDAYS				
All Size Firms	17	10.1	571	29.6
<b>Grand Total</b>	<b>169</b>	<b>100.0</b>	<b>1,932</b>	<b>100.0</b>

\*Note: This table includes All Other Industries firms that have one or more full-time hourly employees that responded to this question. 10 All Other Industries firms, or 71.5% of the All Other Industries firms with full-time hourly employees indicated that they offer at least one paid holiday. Response categories with no responses and size categories are omitted from this table.



## ALL OTHER INDUSTRIES

### Part-time Hourly

**TABLE 1AH: Number of Paid Holidays Offered for Oklahoma Part-time Hourly Other Industries Employees.\***

Number of Holidays	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
EIGHT HOLIDAYS				
All Size Firms	17	25.0	34	40.0
NINE HOLIDAYS				
All Size Firms	34	50.0	34	40.0
ELEVEN HOLIDAYS				
All Size Firms	17	25.0	17	20.0
<b>Grand Total</b>	<b>68</b>	<b>100.0</b>	<b>85</b>	<b>100.0</b>

\*Note: This table includes All Other Industries firms that have one or more part-time hourly employees that responded to this question. 4 All Other Industries firms, or 40.9% of the All Other Industries firms with part-time hourly employees indicated that they offer at least one paid holiday. Response categories with no responses and size categories are omitted from this table.

## ALL OTHER INDUSTRIES

Salaried

**TABLE 2AF: Holidays Offered for Oklahoma Salaried All Other Industries Employees.\* Question 2: "Please check all paid holidays offered by your company."**

<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>
NEW YEAR'S DAY				
All Size Firms	218	99.1	1,495	99.9
MARTIN LUTHER KING DAY				
All Size Firms	34	15.5	101	6.8
GOOD FRIDAY				
All Size Firms	34	15.5	101	6.8
MEMORIAL DAY				
All Size Firms	151	68.6	1,126	75.3
INDEPENDENCE DAY				
All Size Firms	202	91.8	1,294	86.5
LABOR DAY				
All Size Firms	202	91.8	1,294	86.5
COLUMBUS DAY				
All Size Firms	34	15.5	101	6.8
ELECTION DAY				
All Size Firms	17	7.7	34	2.3
VETERAN'S DAY				
All Size Firms	34	15.5	101	6.8

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

THANKSGIVING DAY				
All Size Firms	218	99.1	1,495	99.9
DAY AFTER THANKSGIVING				
All Size Firms	101	45.9	420	28.1
CHRISTMAS EVE DAY				
All Size Firms	67	30.5	269	18.0
CHRISTMAS DAY				
All Size Firms	218	99.1	1,495	99.9
NEW YEAR'S EVE DAY				
All Size Firms	67	30.5	386	25.8
BIRTHDAY				
All Size Firms	17	7.7	34	2.3
ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY				
All Size Firms	50	22.7	353	23.6
<b>Offering Holiday(s) Totals</b>				
<b>Grand Total</b>	<b>220</b>	<b>100.0</b>	<b>1,496</b>	<b>100.0</b>

\*Note: This table includes All Other Industries firms that have one or more salaried employees that responded to this question. 13 All Other Industries firms, or 92.9% of the All Other Industries firms with salaried employees responded to this question. Size totals are not equal to the sum of the sizes due to the more than one response option on this question. Response categories with no responses and size categories are omitted from this table.

# ALL OTHER INDUSTRIES

## Full-time Hourly

**TABLE 2AG: Holidays Offered for Oklahoma Full-time Hourly All Other Industries Employees.\* 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
NEW YEAR'S DAY				
All Size Firms	168	99.4	1,931	99.9
MARTIN LUTHER KING DAY				
All Size Firms	17	10.1	571	29.6
GOOD FRIDAY				
All Size Firms	34	20.1	638	33.0
MEMORIAL DAY				
All Size Firms	134	79.3	1,193	61.7
INDEPENDENCE DAY				
All Size Firms	168	99.4	1,931	99.9
LABOR DAY				
All Size Firms	168	99.4	1,931	99.9
COLUMBUS DAY				
All Size Firms	17	10.1	403	20.9
VETERAN'S DAY				
All Size Firms	17	10.1	571	29.6
THANKSGIVING DAY				
All Size Firms	168	99.4	1,932	100.0
DAY AFTER THANKSGIVING				
All Size Firms	67	39.6	756	39.1
CHRISTMAS EVE DAY				
All Size Firms	67	39.6	756	39.1
CHRISTMAS DAY				
All Size Firms	168	99.4	1,931	99.9
NEW YEAR'S EVE DAY				
All Size Firms	34	20.1	151	7.8
ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY				
All Size Firms	17	10.1	17	0.9
<b>Offering Holiday(s) Totals</b>				
<b>Grand Total</b>	<b>169</b>	<b>100.0</b>	<b>1,932</b>	<b>100.0</b>

\*Note: This table includes All Other Industries firms that have one or more full-time hourly employees that responded to this question. 10 All Other Industries firms, or 71.5% of the All Other Industries firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the sizes due to the more than one response option on this question. Response categories with no responses and size categories are omitted from this table.

# ALL OTHER INDUSTRIES

## Part-time Hourly

**TABLE 2AH: Holidays Offered for Oklahoma Part-time Hourly All Other Industries Employees.\* Question 2: Please check all paid holidays offered by your company."**

<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>
NEW YEAR'S DAY				
All Size Firms	67	98.5	84	98.8
MARTIN LUTHER KING DAY				
All Size Firms	17	25.0	17	20.0
GOOD FRIDAY				
All Size Firms	34	50.0	34	40.0
MEMORIAL DAY				
All Size Firms	67	98.5	84	98.8
INDEPENDENCE DAY				
All Size Firms	67	98.5	84	98.8
LABOR DAY				
All Size Firms	67	98.5	84	98.8
VETERAN'S DAY				
All Size Firms	17	25.0	17	20.0
THANKSGIVING DAY				
All Size Firms	67	98.5	84	98.8
DAY AFTER THANKSGIVING				
All Size Firms	67	98.5	84	98.8
CHRISTMAS EVE DAY				
All Size Firms	67	98.5	84	98.8
CHRISTMAS DAY				
All Size Firms	67	98.5	84	98.8
NEW YEAR'S EVE DAY				
All Size Firms	17	25.0	17	20.0
<b>Offering Holiday(s) Totals</b>				
<b>Grand Total</b>	<b>68</b>	<b>100.0</b>	<b>85</b>	<b>100.0</b>

\*Note: This table includes All Other Industries firms that have one or more part-time hourly employees that responded to this question. 4 All Other Industries firms, or 40.0% of the All Other Industries firms with part-time hourly employees responded to this table. Size totals are not equal to the sum of the sizes due to the more than one response option on this question. Response categories with no responses and size categories are omitted from this table.

## ALL OTHER INDUSTRIES

### Full-time Hourly

**TABLE 3T: Holiday Pay Offered for Oklahoma Full-time Hourly All Other Industries Employees.\* 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
STRAIGHT TIME				
All Size Firms	118	50.2	417	27.7
TIME AND ONE-HALF				
All Size Firms	50	21.3	845	56.1
DOUBLE TIME				
All Size Firms	50	21.3	237	15.7
OTHER (please describe)				
All Size Firms	17	7.2	8	0.5
<b>Grand Total</b>	<b>235</b>	<b>100.0</b>	<b>1,507</b>	<b>100.0</b>

\*Note: This table includes all other industries firms that have one or more full-time hourly employees that responded to this question. 14 firms, or 100.0% of the all other industries firms with full-time hourly employees reported holiday pay. Size categories have been omitted from table.

## ALL OTHER INDUSTRIES

### Part-time Hourly

**TABLE 3V: Holiday Pay Offered for Oklahoma Part-time Hourly All Other Industries Employees.\* 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>
STRAIGHT TIME				
All Size Firms	84	55.3	294	93.6
TIME AND ONE-HALF				
All Size Firms	17	11.2	8	2.5
DOUBLE TIME				
All Size Firms	34	22.4	8	2.5
OTHER (please describe)				
All Size Firms	17	11.2	4	1.3
<b>Grand Total</b>	<b>152</b>	<b>100.0</b>	<b>314</b>	<b>100.0</b>

\*Note: This table includes all other industries firms that have one or more part-time hourly employees that responded to this question. 10 firms, or 100.0% of the all other industries firms with part-time hourly employees reported holiday pay. Size categories have been omitted from table.

## ALL OTHER INDUSTRIES

**TABLE 4K: Type of Personal Leave Plan Offered for Oklahoma Utilities Employees by 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 All Size Firms	185	78.7	294	81.9
	<b>Yes</b>				
	Salaried All Size Firms	50	21.3	65	18.1
	<b>Salaried Grand Total</b>	<b>235</b>	<b>100.0</b>	<b>359</b>	<b>100.0</b>
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	Full-time Hourly All Size Firms	202	85.6	1,338	88.8
	<b>Yes</b>				
	Full-time Hourly All Size Firms	34	14.4	168	11.2
	<b>Full-time Hourly Grand Total</b>	<b>236</b>	<b>100.0</b>	<b>1,506</b>	<b>100.0</b>
<b>PART-TIME HOURLY</b>	<b>No</b>				
	Part-time Hourly All Size Firms	134	79.8	237	72.0
	<b>Yes</b>				
	Part-time Hourly All Size Firms	34	20.2	92	28.0
	<b>Part-time Hourly Grand Total</b>	<b>168</b>	<b>100.0</b>	<b>329</b>	<b>100.0</b>

\*Note: This table includes all other industry firms that have one or more employees that responded to this question. 16 all other industries firms, or 100.0% of the all other industry firms with employees responded to this question. Size categories are omitted from this table.



## ALL OTHER INDUSTRIES

**TABLE 5K: Type of Combined Leave Plans Offered for Oklahoma All Other Industries Employees by 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 All Size Firms				
	<b>Yes</b>				
	Salaried All Size Firms				
	<b>Salaried Grand Total</b>				
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	Full-time Hourly All Size Firms				
	<b>Yes</b>				
	Full-time Hourly All Size Firms				
	<b>Full-time Hourly Grand Total</b>				
<b>PART-TIME HOURLY</b>	<b>No</b>				
	Part-time Hourly All Size Firms				
	<b>Yes</b>				
	Part-time Hourly All Size Firms				
	<b>Part-time Hourly Grand Total</b>				

## ALL OTHER INDUSTRIES

**TABLE 6K: Leave Included in Combined Leave Plans for Oklahoma All Other Industries Employees by 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 All Size Firms				
	<b>Yes</b>				
	Salaried All Size Firms				
	<b>Salaried Grand Total</b>				
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	Full-time Hourly All Size Firms				
	<b>Yes</b>				
	Full-time Hourly All Size Firms				
	<b>Full-time Hourly Grand Total</b>				
<b>PART-TIME HOURLY</b>	<b>No</b>				
	Part-time Hourly All Size Firms				
	<b>Yes</b>				
	Part-time Hourly All Size Firms				
	<b>Part-time Hourly Grand Total</b>				

## ALL OTHER INDUSTRIES

**TABLE 7M: Minimum Combined Leave Time for Oklahoma All Other Industries Employees by Employee Category.\* Question 7: "What is the minimum number of paid leave days offered to any employees in each category?"**

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>	5 DAYS or LESS				
	Salaried All Size Firms				
	6 to 10 DAYS				
	Salaried All Size Firms				
	11 to 15 DAYS				
	Salaried All Size Firms				
	16 to 29 DAYS				
Salaried All Size Firms					
30 or MORE DAYS					
Salaried All Size Firms					
	<b>Salaried Grand Total</b>				
<b>FULL-TIME HOURLY</b>	5 DAYS or LESS				
	Full-time Hourly All Size Firms				
	6 to 10 DAYS				
	Full-time Hourly All Size Firms				
	11 to 15 DAYS				
	Full-time Hourly All Size Firms				
	16 to 29 DAYS				
Full-time Hourly All Size Firms					
30 or MORE DAYS					
Full-time Hourly All Size Firms					
	<b>Full-time Hourly Grand Total</b>				
<b>PART-TIME HOURLY</b>	5 DAYS or LESS				
	Part-time Hourly All Size Firms				
	6 to 10 DAYS				
	Part-time Hourly All Size Firms				
	11 to 15 DAYS				
	Part-time Hourly All Size Firms				
	16 to 29 DAYS				
Part-time Hourly All Size Firms					
30 or MORE DAYS					
Part-time Hourly All Size Firms					
	<b>Part-time Hourly Grand Total</b>				

## ALL OTHER INDUSTRIES

**TABLE 8M: Maximum Combined Leave Time for Oklahoma All Other Industries Employees by Employee Category.\* Question 8: "What is the maximum number of paid leave days offered to any employees in each category?"**

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>	14 DAYS or LESS				
	Salaried All Size Firms				
	15 to 24 DAYS				
	Salaried All Size Firms				
	25 to 34 DAYS				
	Salaried All Size Firms				
	<b>Salaried Grand Total</b>				
<b>FULL-TIME HOURL</b>	14 DAYS or LESS				
	Full-time Hourly All Size Firms				
	15 to 24 DAYS				
	Full-time Hourly All Size Firms				
	25 to 34 DAYS				
	Full-time Hourly All Size Firms				
	<b>Full-time Hourly Grand Total</b>				
<b>FULL-TIME HOURLY</b>	14 DAYS or LESS				
	Part-time Hourly All Size Firms				
	15 to 24 DAYS				
	Part-time Hourly All Size Firms				
	25 to 34 DAYS				
	Part-time Hourly All Size Firms				
	<b>Part-time Hourly Grand Total</b>				

## ALL OTHER INDUSTRIES

**TABLE 9K: Seniority and Leave Time Increases in Combined Leave Plans for Oklahoma All Other Industries Employees by 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 All Size Firms				
	<b>Yes</b>				
	Salaried All Size Firms				
	<b>Salaried Grand Total</b>				
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	Full-time Hourly All Size Firms				
	<b>Yes</b>				
	Full-time Hourly All Size Firms				
	<b>Full-time Hourly Grand Total</b>				
<b>PART-TIME HOURLY</b>	<b>No</b>				
	Part-time Hourly All Size Firms				
	<b>Yes</b>				
	Part-time Hourly All Size Firms				
	<b>Part-time Hourly Grand Total</b>				

## ALL OTHER INDUSTRIES

**TABLE 10K: Leave Accumulation in Combined Leave Plans for Oklahoma All Other Industries Employees by 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 All Size Firms				
	<b>Yes</b>				
	Salaried All Size Firms				
	<b>Salaried Grand Total</b>				
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	Full-time Hourly All Size Firms				
	<b>Yes</b>				
	Full-time Hourly All Size Firms				
	<b>Full-time Hourly Grand Total</b>				
<b>PART-TIME HOURLY</b>	<b>No</b>				
	Part-time Hourly All Size Firms				
	<b>Yes</b>				
	Part-time Hourly All Size Firms				
	<b>Part-time Hourly Grand Total</b>				

## ALL OTHER INDUSTRIES

**TABLE 11M: Maximum Leave Accumulation in Combined Leave Plans for Oklahoma All Other Industries Employees by Employee Category. 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?"**

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>	10 DAYS or LESS Salaried All Size Firms				
	11 to 20 DAYS Salaried All Size Firms				
	21 OR MORE DAYS Salaried All Size Firms				
	NO MAXIMUM OR LIMIT Salaried All Size Firms				
	<b>Salaried Grand Total</b>				
<b>FULL-TIME HOURLY</b>	10 DAYS or LESS Full-time Hourly All Size Firms				
	11 to 20 DAYS Full-time Hourly All Size Firms				
	21 OR MORE DAYS Full-time Hourly All Size Firms				
	NO MAXIMUM OR LIMIT Full-time Hourly All Size Firms				
	<b>Full-time Hourly Grand Total</b>				
<b>PART-TIME HOURLY</b>	10 DAYS or LESS Part-time Hourly All Size Firms				
	11 to 20 DAYS Part-time Hourly All Size Firms				
	21 OR MORE DAYS Part-time Hourly All Size Firms				
	NO MAXIMUM OR LIMIT Part-time Hourly All Size Firms				
	<b>Part-time Hourly Grand Total</b>				

## ALL OTHER INDUSTRIES

**TABLE 12K: Pay Option in Combined Leave Plans for Oklahoma All Other Industries Employees by 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 All Size Firms				
	<b>Yes</b>				
	Salaried All Size Firms				
	<b>Salaried Grand Total</b>				
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	Full-time Hourly All Size Firms				
	<b>Yes</b>				
	Full-time Hourly All Size Firms				
	<b>Full-time Hourly Grand Total</b>				
<b>PART-TIME HOURLY</b>	<b>No</b>				
	Part-time Hourly All Size Firms				
	<b>Yes</b>				
	Part-time Hourly All Size Firms				
	<b>Part-time Hourly Grand Total</b>				



**ALL OTHER INDUSTRIES**  
Salary

**TABLE 13AE: Qualifying for One Week's Vacation for Oklahoma All Other Industries Salary Employees.\* 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>
LESS THAN 1 MONTH				
All Size Firms	17	10.1	46	15.6
1 to 2 MONTHS				
All Size Firms	17	10.1	11	3.7
3 to 6 MONTHS				
All Size Firms	17	10.1	46	15.6
7 to 11 MONTHS				
All Size Firms	17	10.1	4	1.4
12 MONTHS or MORE				
All Size Firms	118	69.8	187	63.6
<b>Grand Total</b>	<b>186</b>	<b>110.1</b>	<b>294</b>	<b>100.0</b>

\*Note: This table includes all other industries firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four. 11 all other industries firms, or 100.0% of the applicable all other industries firms responded to this question. Size categories are omitted from this table.

**ALL OTHER INDUSTRIES**  
Full-time Hourly

**TABLE 13AF: Qualifying for One Week's Vacation for Oklahoma All Other Industries Full-time Hourly Employees.\* 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>
NO PAID VACATION OFFERED				
All Size Firms	17	9.1	764	57.8
LESS THAN 1 MONTH				
All Size Firms	17	9.1	4	0.3
1 to 2 MONTHS				
All Size Firms	17	9.1	19	1.4
7 to 11 MONTHS				
All Size Firms	17	9.1	8	0.6
12 MONTHS or MORE				
All Size Firms	118	63.4	527	39.9
<b>Grand Total</b>	<b>186</b>	<b>100.0</b>	<b>1,322</b>	<b>100.0</b>

\*Note: This table includes all other industries 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. 11 all other industries firms, or 91.7% of the applicable all other industries firms responded to this question. Response categories with no responses and size categories are omitted from table.

**ALL OTHER INDUSTRIES**  
Part-time Hourly

**TABLE 13AG: Qualifying for One Week's Vacation for Oklahoma All Other Industries Part-time Hourly Employees.\* 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>
1 to 2 MONTHS				
All Size Firms	17	20.2	8	7.4
7 to 11 MONTHS				
All Size Firms	17	20.2	4	3.7
12 MONTHS or MORE				
All Size Firms	50	59.5	96	88.9
<b>Grand Total</b>	<b>84</b>	<b>100.0</b>	<b>108</b>	<b>100.0</b>

\*Note: This table includes all other industries 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. 5 all other industries firms, or 62.5% of the applicable all other industries firms responded to this question. Response categories with no responses and size categories with no firms are omitted from table.

**ALL OTHER INDUSTRIES**  
Salary

**TABLE 14AE: Qualifying for Two Week's Vacation for Oklahoma All Other Industries Salary Employees.\* 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>
DO NOT OFFER TWO WEEKS of PAID VACATION				
All Size Firms	17	9.1	17	1.3
11 MONTHS or LESS				
All Size Firms	17	9.1	50	3.9
1 YEAR to 1 YEAR & 11 MONTHS				
All Size Firms	84	45.2	890	68.8
2 YEARS to 2 YEARS & 11 MONTHS				
All Size Firms	34	18.3	235	18.2
3 YEARS to 3 YEARS & 11 MONTHS				
All Size Firms	17	9.1	67	5.2
4 or MORE YEARS				
All Size Firms	17	9.1	34	2.6
<b>Grand Total</b>	<b>186</b>	<b>100.0</b>	<b>1,293</b>	<b>100.0</b>

\*Note: This table includes all other industries 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. 11 all other industries firms, or 100.0% of the applicable all other industries firms responded to this question. Size categories are omitted from this table.

**ALL OTHER INDUSTRIES**  
Full-time Hourly

**TABLE 14AF: Qualifying for Two Week's Vacation for Oklahoma All Other Industries Full-time Hourly Employees.\* 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>
DO NOT OFFER TWO WEEKS of PAID VACATION				
All Size Firms	34	18.4	772	58.4
11 MONTHS or LESS				
All Size Firms	17	9.2	19	1.4
1 YEAR to 1 YEAR & 11 MONTHS				
All Size Firms	50	27.0	344	26.0
2 YEARS to 2 YEARS & 11 MONTHS				
All Size Firms	50	27.0	84	6.4
3 YEARS to 3 YEARS & 11 MONTHS				
All Size Firms	17	9.2	76	5.7
4 or MORE YEARS				
All Size Firms	17	9.2	27	2.0
<b>Grand Total</b>	<b>185</b>	<b>100.0</b>	<b>1,322</b>	<b>100.0</b>

\*Note: This table includes all other industries 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. 10 all other industries firms, or 100.0% of the applicable all other industries firms responded to this question. Size categories are omitted from table.

**ALL OTHER INDUSTRIES**  
Part-time Hourly

**TABLE 14AG: Qualifying for Two Week's Vacation for Oklahoma All Other Industries Part-time Hourly Employees.\* 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>
DO NOT OFFER TWO WEEKS of PAID VACATION				
All Size Firms	17	20.0	17	3.6
11 MONTHS or LESS				
All Size Firms	17	20.0	34	7.2
1 YEAR to 1 YEAR & 11 MONTHS				
All Size Firms	34	40.0	403	85.6
2 YEARS to 2 YEARS & 11 MONTHS				
All Size Firms	17	20.0	17	3.6
<b>Grand Total</b>	<b>85</b>	<b>100.0</b>	<b>471</b>	<b>100.0</b>

\*Note: This table includes all other industries 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. 5 all other industries firms, or 100.0% of the applicable all other industries firms responded to this question. Response categories with no response and size categories are omitted from table.

**ALL OTHER INDUSTRIES**  
Salary

**TABLE 15AE: Qualifying for Three Week's Vacation for Oklahoma All Other Industries Salary Employees.\* 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>
DO NOT OFFER THREE WEEKS of PAID VACATION				
All Size Firms	84	50.0	168	57.3
4 YEARS TO 7 YEARS & 11 MONTHS				
All Size Firms	67	39.9	103	35.2
8 YEARS TO 11 YEARS 11 MONTHS				
All Size Firms	17	10.1	19	6.5
<b>Grand Total</b>	<b>168</b>	<b>100.0</b>	<b>293</b>	<b>100.0</b>

\*Note: This table includes all other industries 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. 10 all other industries firms, or 90.9% of the applicable all other industries firms responded to this question. Response categories with no response and size categories are omitted from this table.

**ALL OTHER INDUSTRIES**  
Full-time Hourly

**TABLE 15AF: Qualifying for Three Week's Vacation for Oklahoma All Other Industries Full-time Hourly Employees.\* 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>
DO NOT OFFER THREE WEEKS of PAID VACATION				
All Size Firms	101	54.6	1,070	80.5
4 YEARS TO 7 YEARS & 11 MONTHS				
All Size Firms	50	27.0	210	15.8
8 YEARS TO 11 YEARS 11 MONTHS				
All Size Firms	17	9.2	23	1.7
12 or MORE YEARS				
All Size Firms	17	9.2	27	2.0
<b>Grand Total</b>	<b>185</b>	<b>100.0</b>	<b>1,330</b>	<b>100.0</b>

\*Note: This table includes all other industries 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. 9 all other industries firms, or 90.0% of the applicable all other industries firms responded to this question. Response categories with no response and size categories are omitted from this table.



**ALL OTHER INDUSTRIES**  
Part-time Hourly

**TABLE 15AG: Qualifying for Three Week's Vacation for Oklahoma All Other Industries Part-time Hourly Employees.\* 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>
DO NOT OFFER THREE WEEKS of PAID VACATION				
All Size Firms	67	79.8	538	96.9
4 YEARS TO 7 YEARS & 11 MONTHS				
All Size Firms	17	20.2	17	3.1
<b>Grand Total</b>	<b>84</b>	<b>100.0</b>	<b>555</b>	<b>100.0</b>

\*Note: This table includes all other industries 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. 4 all other industries firms, or 100.0% of the applicable all other industries firms responded to this question. Response categories with no response and size categories are omitted from this table.

**ALL OTHER INDUSTRIES**  
Salary

**TABLE 16AE: Qualifying for Four Week's Vacation for Oklahoma All Other Industries 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>
DO NOT OFFER FOUR WEEKS of PAID VACATION				
All Size Firms	151	89.9	1,210	94.8
10 YEARS TO 15 YEARS & 11 MONTHS				
All Size Firms	17	10.1	67	5.2
<b>Grand Total</b>	<b>168</b>	<b>100.0</b>	<b>1,277</b>	<b>100.0</b>

\*Note: This table includes all other industries 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. 7 all other industries firms, or 87.5% of the applicable all other industries firms responded to this question. Response categories with no response and size categories are omitted from this table.

## ALL OTHER INDUSTRIES

### Full-time Hourly

**TABLE 16AF: Qualifying for Four Week's Vacation for Oklahoma All Other Industries Full-time Hourly Employees.\* 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>
DO NOT OFFER FOUR WEEKS of PAID VACATION				
All Size Firms	151	89.9	1,173	90.0
10 YEARS TO 15 YEARS & 11 MONTHS				
All Size Firms	17	10.1	130	10.0
16 or MORE YEARS				
All Size Firms	17	10.1	27	2.1
<b>Grand Total</b>	<b>168</b>	<b>100.0</b>	<b>1,303</b>	<b>100.0</b>

\*Note: This table includes all other industries 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. 9 all other industries firms, or 90.0% of the applicable all other industries firms responded to this question. Response categories with no response and size categories are omitted from this table.

**ALL OTHER INDUSTRIES**  
Part-time Hourly

**TABLE 16AG: Qualifying for Four Week's Vacation for Oklahoma All Other Industries Part-time Hourly Employees.\* 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>
DO NOT OFFER FOUR WEEKS of PAID VACATION				
All Size Firms	67	79.8	538	96.9
10 YEARS TO 15 YEARS & 11 MONTHS				
All Size Firms	17	20.2	17	3.1
<b>Grand Total</b>	<b>84</b>	<b>100.0</b>	<b>555</b>	<b>100.0</b>

\*Note: This table includes all other industries 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. 4 all other industries firms, or 80.0% of the applicable all other industries firms responded to this question. Response categories with no response and size categories are omitted from this table.

## ALL OTHER INDUSTRIES

**TABLE 17K: Vacation Pay Option for Oklahoma All Other Industries Employees by 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 All Size Firms	314	86.3	218	74.1
	<b>Yes</b>				
	Salaried All Size Firms	50	13.7	76	25.9
	<b>Salaried Grand Total</b>	<b>364</b>	<b>100.0</b>	<b>294</b>	<b>100.0</b>
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	Full-time Hourly All Size Firms	151	75.1	921	68.8
	<b>Yes</b>				
	Full-time Hourly All Size Firms	50	24.9	417	31.2
	<b>Full-time Hourly Grand Total</b>	<b>201</b>	<b>100.0</b>	<b>1,338</b>	<b>100.0</b>
<b>PART-TIME HOURLY</b>	<b>No</b>				
	Part-time Hourly All Size Firms	84	71.2	202	33.4
	<b>Yes</b>				
	Part-time Hourly All Size Firms	34	28.8	403	66.6
	<b>Part-time Hourly Grand Total</b>	<b>118</b>	<b>100.0</b>	<b>605</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. This table includes all other industries 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. 13 all other industries firms, or 100.0% of the applicable all other industries firms responded to this question. Firm sizes are omitted on this table.

## ALL OTHER INDUSTRIES

**TABLE 18K: Vacation Accumulation for Oklahoma All Other Industries Employees by 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 All Size Firms	151	81.6	233	79.3
	<b>Yes</b>				
	Salaried All Size Firms	34	18.4	61	20.7
	<b>Salaried Grand Total</b>	<b>185</b>	<b>100.0</b>	<b>294</b>	<b>100.0</b>
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	Full-time Hourly All Size Firms	168	83.2	998	74.6
	<b>Yes</b>				
	Full-time Hourly All Size Firms	34	16.8	340	25.4
	<b>Full-time Hourly Grand Total</b>	<b>202</b>	<b>100.0</b>	<b>1,338</b>	<b>100.0</b>
<b>PART-TIME HOURLY</b>	<b>No</b>				
	Part-time Hourly All Size Firms	84	71.2	202	33.4
	<b>Yes</b>				
	Part-time Hourly All Size Firms	34	28.8	403	66.6
	<b>Part-time Hourly Grand Total</b>	<b>118</b>	<b>100.0</b>	<b>605</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. This table includes all other industries 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. 13 all other industries firms, or 100.0% of the applicable all other industries firms responded to this question. Firm sizes are omitted on this table.

**ALL OTHER INDUSTRIES**  
Salary

**TABLE 19AE: Maximum Vacation Accumulation for Oklahoma All Other Industries Salary Employees.\* 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>
10 DAYS OR LESS All Size Firms				
11 TO 30 DAYS All Size Firms				
31 DAYS OR OVER All Size Firms				
NO MAXIMUM or LIMIT All Size Firms				
<b>Grand Total</b>				

NOT ENOUGH RESPONSE TO ALLOW AN ANALYSIS

**ALL OTHER INDUSTRIES**  
Full-time Hourly

**TABLE 19AF: Maximum Vacation Accumulation for Oklahoma All Other Industries Full-time Hourly Employees.\* 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>
10 DAYS OR LESS All Size Firms				
11 TO 30 DAYS All Size Firms				
31 DAYS OR OVER All Size Firms				
NO MAXIMUM or LIMIT All Size Firms				
<b>Grand Total</b>				

NOT ENOUGH RESPONSE TO ALLOW AN ANALYSIS



**ALL OTHER INDUSTRIES**  
Part-time Hourly

**TABLE 19AG: Maximum Vacation Accumulation for Oklahoma All Other Industries Part-time Hourly Employees.\* 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>
10 DAYS OR LESS All Size Firms				
11 TO 30 DAYS All Size Firms				
31 DAYS OR OVER All Size Firms				
NO MAXIMUM or LIMIT All Size Firms				
<b>Grand Total</b>				

NOT ENOUGH RESPONSE TO ALLOW AN ANALYSIS

## ALL OTHER INDUSTRIES

### Salary

**TABLE 20AE: Maximum Sick Leave for Oklahoma All Other Industries Salary Employees.\* 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>
NONE				
All Size Firms	67	34.4	336	26.0
5 DAYS or LESS				
All Size Firms	67	34.4	722	55.8
6 to 9 DAYS				
All Size Firms	27	13.8	118	9.1
10 to 14 DAYS				
All Size Firms	34	17.4	118	9.1
<b>Grand Total</b>	<b>195</b>	<b>100.0</b>	<b>1,294</b>	<b>100.0</b>

\*Note: This table includes all other industries firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four. 11 all other industries firms, or 100.0% of the applicable all other industries responded to this question. Response categories with no response and firm sizes are omitted from this table.

**ALL OTHER INDUSTRIES**  
Full-time Hourly

**TABLE 20AF: Maximum Sick Leave for Oklahoma All Other Industries Full-time Hourly Employees.\* 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>
NONE				
All Size Firms	118	58.4	5,107	86.9
5 DAYS or LESS				
All Size Firms	50	24.8	118	2.0
10 to 14 DAYS				
All Size Firms	34	16.8	655	11.1
<b>Grand Total</b>	<b>202</b>	<b>100.0</b>	<b>5,880</b>	<b>100.0</b>

\*Note: This table includes all other industries 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. 12 all other industries firms, or 100.0% of the applicable all other industries responded to this question. Response categories with no response and firm sizes are omitted from this table.

**ALL OTHER INDUSTRIES**  
Part-time Hourly

**TABLE 20AG: Maximum Sick Leave for Oklahoma All Other Industries Part-time Hourly Employees.\* 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>
NONE					
	All Size Firms	50	42.4	924	91.7
5 DAYS or LESS					
	All Size Firms	34	28.8	34	3.4
10 to 14 DAYS					
	All Size Firms	34	28.8	50	5.0
	<b>Grand Total</b>	<b>118</b>	<b>100.0</b>	<b>1,008</b>	<b>100.0</b>

\*Note: This table includes all other industries 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. 7 all other industries firms, or 87.5% of the applicable all other industries responded to this question. Response categories with no response and firm sizes are omitted from this table.

## ALL OTHER INDUSTRIES

**TABLE 21k: Sick Leave Accumulation for Oklahoma All Other 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 All Size Firms	118	87.4	924	93.2
	<b>Yes</b>				
	Salaried All Size Firms	17	12.6	67	6.8
	<b>Salaried Grand Total</b>	<b>135</b>	<b>100.0</b>	<b>991</b>	<b>100.0</b>
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	Full-time Hourly All Size Firms	118	87.4	4,553	88.9
	<b>Yes</b>				
	Full-time Hourly All Size Firms	17	12.6	571	11.1
	<b>Full-time Hourly Grand Total</b>	<b>135</b>	<b>100.0</b>	<b>5,124</b>	<b>100.0</b>
<b>PART-TIME HOURLY</b>	<b>No</b>				
	Part-time Hourly All Size Firms	101	85.6	588	97.2
	<b>Yes</b>				
	Part-time Hourly All Size Firms	17	14.4	17	2.8
	<b>Part-time Hourly Grand Total</b>	<b>118</b>	<b>100.0</b>	<b>605</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 all other industries firms that have one or more employees and indicated 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. 8 all other industries firms, or 100.0% of the applicable all other industries firms responded to this question. Firm sizes are omitted on this table.

**ALL OTHER INDUSTRIES**  
Salary

**TABLE 22AE: Maximum Sick Leave Accumulation for Oklahoma All Other Industry Salary Employees.\* 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>
5 DAYS or LESS				
All Size Firms				
6 to 14 DAYS				
All Size Firms				
15 to 29 DAYS				
All Size Firms				
30 or MORE DAYS				
All Size Firms				
NO MAXIMUM or LIMIT				
All Size Firms				
<b>Grand Total</b>				

**ALL OTHER INDUSTRIES**  
Full-time Hourly

**TABLE 22AF: Maximum Sick Leave Accumulation for Oklahoma All Other Industry Full-time Hourly Employees.\* 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>
5 DAYS or LESS				
All Size Firms				
6 to 14 DAYS				
All Size Firms				
15 to 29 DAYS				
All Size Firms				
30 or MORE DAYS				
All Size Firms				
NO MAXIMUM or LIMIT				
All Size Firms				
<b>Grand Total</b>				

## ALL OTHER INDUSTRIES

### Part-time Hourly

**TABLE 22AG: Maximum Sick Leave Accumulation for Oklahoma All Other Industry Part-time Hourly Employees.\* 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>
5 DAYS or LESS All Size Firms				
6 to 14 DAYS All Size Firms				
15 to 29 DAYS All Size Firms				
30 or MORE DAYS All Size Firms				
NO MAXIMUM or LIMIT All Size Firms				
<b>Grand Total</b>				



**ALL OTHER INDUSTRIES**  
Salary

**TABLE 23AE: Bereavement Leave for Oklahoma All Other Industries Salary Employees.\* 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>
NO				
All Size Firms	84	45.4	538	41.5
YES, 1 to 3 DAYS				
All Size Firms	50	27.0	437	33.7
YES, 4 to 7 DAYS				
All Size Firms	34	18.4	118	9.1
YES, 8 DAYS and OVER				
All Size Firms	17	9.2	202	15.6
<b>Grand Total</b>	<b>185</b>	<b>100.0</b>	<b>1,295</b>	<b>100.0</b>

Note: All other industries 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. 11 all other industries firms, or 84.6% of the applicable all other industries firms responded to this question. Firms sizes are omitted from this table.

**ALL OTHER INDUSTRIES**  
Full-time Hourly

**TABLE 23AF: Bereavement Leave for Oklahoma All Other Industries Full-time Hourly Employees.\* 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>
NO				
All Size Firms	118	58.1	5,107	86.9
YES, 1 to 3 DAYS				
All Size Firms	34	16.7	101	1.7
YES, 4 to 7 DAYS				
All Size Firms	34	16.7	655	11.1
YES, 8 DAYS and OVER				
All Size Firms	17	8.4	17	0.3
<b>Grand Total</b>	<b>203</b>	<b>100.0</b>	<b>5,880</b>	<b>100.0</b>

Note: All other industries 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. 12 all other industries firms, or 92.3% of the applicable all other industries firms responded to this question. Firms sizes are omitted from this table.

**ALL OTHER INDUSTRIES**  
Part-time Hourly

**TABLE 23AG: Bereavement Leave for Oklahoma All Other Industries Part-time Hourly Employees.\* 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>
NO				
All Size Firms	101	37.5	1,848	88.7
YES, 1 to 3 DAYS				
All Size Firms	67	24.9	67	3.2
YES, 4 to 7 DAYS				
All Size Firms	67	24.9	101	4.8
YES, 8 DAYS and OVER				
All Size Firms	34	12.6	67	3.2
<b>Grand Total</b>	<b>269</b>	<b>100.0</b>	<b>2,083</b>	<b>100.0</b>

Note: All other industries 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. 16 all other industries firms, or 100.0% of the applicable all other industries firms responded to this question. Firms sizes are omitted from this table.

**ALL OTHER INDUSTRIES**  
Salary

**TABLE 24AE: Short Term Disability Leave for Oklahoma All Other Industries 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>
NO				
All Size Firms	134	72.8	924	71.4
YES, 6 WEEKS or LESS				
All Size Firms	50	27.2	370	28.6
<b>Grand Total</b>	<b>184</b>	<b>100.0</b>	<b>1,294</b>	<b>100.0</b>

Note: All other industries 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. 11 all other industries firms, or 84.6% of the applicable all other industries firms responded to this question. Response categories with no response and firms sizes are omitted from this table.

**ALL OTHER INDUSTRIES**  
Full-time Hourly

**TABLE 24AF: Short Term Disability Leave for Oklahoma All Other Industries 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>
NO				
All Size Firms	168	83.2	5,762	98.0
YES, 6 WEEKS or LESS				
All Size Firms	34	16.8	118	2.0
<b>Grand Total</b>	<b>202</b>	<b>100.0</b>	<b>5,880</b>	<b>100.0</b>

Note: All other industries 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. 12 all other industries firms, or 92.3% of the applicable all other industries firms responded to this question. Response categories with no responses and firms sizes are omitted from this table.

**ALL OTHER INDUSTRIES**  
Part-time Hourly

**TABLE 24AG: Short Term Disability Leave for Oklahoma All Other Industries Part-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>
NO				
All Size Firms	202	75.1	1,982	95.2
YES, 6 WEEKS or LESS				
All Size Firms	67	24.9	101	4.8
<b>Grand Total</b>	<b>269</b>	<b>100.0</b>	<b>2,083</b>	<b>100.0</b>

Note: All other industries 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. 16 all other industries firms, or 100.0% of the applicable all other industries firms responded to this question. Response categories with no responses and firms sizes are omitted from this table.

**ALL OTHER INDUSTRIES**  
Salary

**TABLE 25AE: Other Paid Leave for Oklahoma All Other Industries Salary Employees.\***  
**Question 25: Please check boxes indicating any other paid leave 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>
MILITARY				
All Size Firms	34	28.8	101	10.9
JURY DUTY				
All Size Firms	84	71.2	806	87.2
FAMILY MEDICAL				
All Size Firms	34	28.8	252	27.3
MATERNITY LEAVE				
All Size Firms	34	28.8	353	38.2
DOCTOR/DENTAL APPOINTMENT				
All Size Firms	84	71.2	823	89.1
<b>Grand Total</b>	<b>118</b>	<b>100.0</b>	<b>924</b>	<b>100.0</b>

Note: All other industries 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. 7 all other industries firms, or 53.8% of the applicable all other industries 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. Response categories with no responses and firm sizes are omitted from this table.

**ALL OTHER INDUSTRIES**  
Full-time Hourly

**TABLE 25AF: Other Paid Leave for Oklahoma All Other Industries Full-time Hourly Employees.\* Question 25: Please check boxes indicating any other paid leave 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>
MILITARY				
All Size Firms				
JURY DUTY				
All Size Firms				
FAMILY MEDICAL				
All Size Firms				
MATERNITY LEAVE				
All Size Firms				
PATERNITY LEAVE				
All Size Firms				
DOCTOR/DENTAL APPOINTMENT				
All Size Firms				
OTHER (please name)				
All Size Firms				
<b>Grand Total</b>				



**ALL OTHER INDUSTRIES**  
Part-time Hourly

**TABLE 25AG: Other Paid Leave for Oklahoma All Other Industries Part-time Hourly Employees.\* Question 25: Please check boxes indicating any other paid leave 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>
MILITARY				
All Size Firms	34	50.7	34	33.7
FAMILY MEDICAL				
All Size Firms	34	50.7	67	66.3
MATERNITY LEAVE				
All Size Firms	34	50.7	67	66.3
DOCTOR/DENTAL APPOINTMENT				
All Size Firms	34	50.7	67	66.3
<b>Grand Total</b>	<b>67</b>	<b>100.0</b>	<b>101</b>	<b>100.0</b>

Note: All other industries 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. 4 all other industries firms, or 25.0% of the applicable all other industries 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. Response categories with no responses and firm sizes are omitted from this table.

**ALL OTHER INDUSTRIES**  
Salary

**TABLE 26AE: Medical/health Care Offered for Oklahoma All Other Industries Salary 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>
NO				
All Size Firms	50	22.9	252	17.2
YES, EMPLOYEE ONLY				
All Size Firms	50	22.9	168	11.5
YES, EMPLOYEE and DEPENDENTS				
All Size Firms	118	54.1	1,042	71.3
<b>Grand Total</b>	<b>218</b>	<b>100.0</b>	<b>1,462</b>	<b>100.0</b>

This table includes all other industries firms that have one or more salaried employees that responded to this question. 13 firms, or 92.9 of the all other industries firms with salaried employees responded to this question. Firm sizes are omitted from this table.

**ALL OTHER INDUSTRIES**  
Full-time Hourly

**TABLE 26AF: Medical/health Care Offered for Oklahoma All Other Industries Full-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>
NO				
All Size Firms	67	30.7	722	12.7
YES, EMPLOYEE ONLY				
All Size Firms	50	22.9	706	12.4
YES, EMPLOYEE and DEPENDENTS				
All Size Firms	101	46.3	4,267	74.9
<b>Grand Total</b>	<b>218</b>	<b>100.0</b>	<b>5,695</b>	<b>100.0</b>

This table includes all other industries firms that have one or more full-time hourly employees that responded to this question. 13 firms, or 92.2% of the all other industries firms with full-time hourly employees responded to this question. Firm sizes are omitted from this table.

**ALL OTHER INDUSTRIES**  
Part-time Hourly

**TABLE 26AG: Medical/health Care Offered for Oklahoma All Other Industries 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>
NO				
All Size Firms	17	16.8	101	19.4
YES, EMPLOYEE ONLY				
All Size Firms	34	33.7	34	6.5
YES, EMPLOYEE and DEPENDENTS				
All Size Firms	50	49.5	386	74.1
<b>Grand Total</b>	<b>101</b>	<b>100.0</b>	<b>521</b>	<b>100.0</b>

This table includes all other industries firms that have one or more part-time hourly employees that responded to this question. 6 firms, or 60.0% of the all other industries firms with part-time hourly employees responded to this question. Firm sizes are omitted from this table.

**ALL OTHER INDUSTRIES**  
Salary

**TABLE 27AE: Types of Medical/health Care Plans Offered for Oklahoma All Other Industries Salary Employees.\* 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>
HEALTH MAINTENANCE ORGANIZATION (HMO)				
All Size Firms	67	39.9	269	22.2
PREFERRED PROVIDER ORGANIZATION (PPO)				
All Size Firms	134	79.8	1,075	88.8
<b>Grand Total</b>	<b>168</b>	<b>100.0</b>	<b>1,210</b>	<b>100.0</b>

\*Note: All other industries 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. \*\*\*\* all other industries firms, or \*\*\*\*% of the applicable all other industries 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. Response categories with no response and firm sizes are omitted from this table.

**ALL OTHER INDUSTRIES**  
Full-time Hourly

**TABLE 27AF: Types of Medical/health Care Plans Offered for Oklahoma All Other Industries Full-time Hourly Employees.\* 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>
HEALTH MAINTENANCE ORGANIZATION (HMO) All Size Firms	67	44.4	1,159	23.3
PREFERRED PROVIDER ORGANIZATION (PPO) All Size Firms	118	78.1	4,788	96.3
<b>Grand Total</b>	<b>151</b>	<b>100.0</b>	<b>4,973</b>	<b>100.0</b>

\*Note: All other industries 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. 9 all other industries firms, or 100.0% of the applicable all other industries 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. Response categories with no response and firm sizes are omitted from this table.

**ALL OTHER INDUSTRIES**  
Part-time Hourly

**TABLE 27AG: Types of Medical/health Care Plans Offered for Oklahoma All Other Industries Part-time Hourly Employees.\* Question 27: "What types of medical/health care plans do 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
HEALTH MAINTENANCE ORGANIZATION (HMO) All Size Firms	34	40.5	50	11.9
PREFERRED PROVIDER ORGANIZATION (PPO) All Size Firms	84	100.0	386	91.9
<b>Grand Total</b>	<b>84</b>	<b>100.0</b>	<b>420</b>	<b>100.0</b>

\*Note: All other industries 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. 5 all other industries firms, or 100.0% of the applicable all other industries 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. Response categories with no response and firm sizes are omitted from this table.

## ALL OTHER INDUSTRIES

**TABLE 28K: Medical/Health Care Plan Choice for Oklahoma All Other Industries Employees by 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 All Size Firms	118	70.2	689	56.9
	<b>Yes</b>				
	Salaried All Size Firms	50	29.8	521	43.1
	<b>Salaried Grand Total</b>	<b>168</b>	<b>100.0</b>	<b>1,210</b>	<b>100.0</b>
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	Full-time Hourly All Size Firms	118	77.6	1,277	25.7
	<b>Yes</b>				
	Full-time Hourly All Size Firms	34	22.4	3,696	74.3
	<b>Full-time Hourly Grand Total</b>	<b>152</b>	<b>100.0</b>	<b>4,973</b>	<b>100.0</b>
<b>PART-TIME HOURLY</b>	<b>No</b>				
	Part-time Hourly All Size Firms	67	79.8	84	20.0
	<b>Yes</b>				
	Part-time Hourly All Size Firms	17	20.2	336	80.0
	<b>Part-time Hourly Grand Total</b>	<b>84</b>	<b>100.0</b>	<b>420</b>	<b>100.0</b>

\*Note: All other industries 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. 12 all other industries firms, or 100.0% of the applicable all other industries firms responded to this question. Firm sizes are omitted from this table.



**ALL OTHER INDUSTRIES**  
Salary

**TABLE 29AE: Medical/health Care Plan Employee Cost Compensation for Oklahoma All Other Industry Salary Employees.\* 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				
All Size Firms	34	20.1	84	6.9
26% to 50%				
All Size Firms	17	10.1	84	6.9
51% to 75%				
All Size Firms	17	10.1	202	16.7
76% to 99%				
All Size Firms	34	20.1	286	23.6
100%				
All Size Firms	67	39.6	554	45.8
<b>Grand Total</b>	<b>169</b>	<b>100.0</b>	<b>1,210</b>	<b>100.0</b>

\*Note: All other industries 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. 10 all other industries firms, or 100.0% of the applicable all other industries firms responded to this question. Firm sizes are omitted from this table.

**ALL OTHER INDUSTRIES**  
Full-time Hourly

**TABLE 29AF: Medical/health Care Plan Employee Cost Compensation for Oklahoma All Other Industries Full-time Hourly Employees.\* 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					
	All Size Firms	34	40.0	605	57.1
26% to 50%					
	All Size Firms	17	20.0	336	31.7
51% to 75%					
	All Size Firms	17	20.0	17	1.6
76% to 99%					
	All Size Firms	17	20.0	101	9.5
100%					
	All Size Firms	67	78.8	3,914	369.6
<b>Grand Total</b>		<b>152</b>	<b>100.0</b>	<b>4,973</b>	<b>100.0</b>

\*Note: All other industries 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. 9 all other industries firms, or 100.0% of the applicable all other industries firms responded to this question. Firm sizes are omitted from this table.

## ALL OTHER INDUSTRIES

### Part-time Hourly

**TABLE 29AG: Medical/health Care Plan Employee Cost Compensation for Oklahoma All Other Industries Part-time Hourly Employees.\* 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				
All Size Firms	34	66.7	34	9.2
26% to 50%				
All Size Firms	17	33.3	336	90.8
100%				
All Size Firms	34	66.7	50	13.5
<b>Grand Total</b>	<b>85</b>	<b>100.0</b>	<b>420</b>	<b>100.0</b>

\*Note: All other industries 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. 5 all other industries firms, or 100.0% of the applicable all other industries firms responded to this question. Response categories with no response and firm sizes are omitted from this table.

## ALL OTHER INDUSTRIES

### Salary

**TABLE 30AE: Medical/health Care Plan Employee Dependents Cost Compensation for Oklahoma All Other Industries 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				
All Size Firms	101	59.8	739	61.1
26% to 50%				
All Size Firms	34	20.1	269	22.2
100%				
All Size Firms	34	20.1	202	16.7
<b>Grand Total</b>	<b>169</b>	<b>100.0</b>	<b>1,210</b>	<b>100.0</b>

\*Note: All other industries 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. 10 all other industries firms, or 100.0% of the applicable all other industries firms responded to this question. Response categories with no response and firm sizes are omitted from this table.

## ALL OTHER INDUSTRIES

### Full-time Hourly

**TABLE 30AF: Medical/health Care Plan Employee Dependents Cost Compensation for Oklahoma All Other Industries 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?"**

<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				
All Size Firms	84	55.6	571	11.5
26% to 50%				
All Size Firms	17	11.3	571	11.5
100%				
All Size Firms	50	33.1	3,830	77.0
<b>Grand Total</b>	<b>151</b>	<b>100.0</b>	<b>4,972</b>	<b>100.0</b>

\*Note: All other industries 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. 9 all other industries firms, or 100.0% of the applicable all other industries firms responded to this question. Response categories with no response and firm sizes are omitted from this table.

## ALL OTHER INDUSTRIES

### Part-time Hourly

**TABLE 30AG: Medical/health Care Plan Employee Dependents Cost Compensation for Oklahoma All Other Industries 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?"**

<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				
All Size Firms	50	59.5	386	91.9
26% to 50%				
All Size Firms	17	20.2	17	4.0
100%				
All Size Firms	17	20.2	17	4.0
<b>Grand Total</b>	<b>84</b>	<b>100.0</b>	<b>420</b>	<b>100.0</b>

\*Note: All other industries 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. 5 all other industries firms, or 100.0% of the applicable all other industries firms responded to this question. Response categories with no response and firm sizes are omitted from this table.

**ALL OTHER INDUSTRIES**  
Salary

**TABLE 31AE: Dental Care Offered for Oklahoma All Other Industries Salary Employees.\* 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>
NO				
All Size Firms	67	30.6	302	19.5
YES, EMPLOYEE ONLY				
All Size Firms	34	15.5	202	13.1
YES, EMPLOYEE and DEPENDENTS				
All Size Firms	118	53.9	1,042	67.4
<b>Grand Total</b>	<b>219</b>	<b>100.0</b>	<b>1,546</b>	<b>100.0</b>

This table includes all other industries firms that have one or more salaried employees that responded to this question. 13 firms, or 92.9% of the all other industries firms with salaried employees responded to this question. Firm sizes are omitted from this table.

**ALL OTHER INDUSTRIES**

Full-time Hourly

**TABLE 31AF: Dental Care Offered for Oklahoma All Other Industries Full-time Hourly Employees.\* 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>
NO				
All Size Firms	101	50.0	1,327	23.6
YES, EMPLOYEE ONLY				
All Size Firms	17	8.4	101	1.8
YES, EMPLOYEE and DEPENDENTS				
All Size Firms	84	41.6	4,200	74.6
<b>Grand Total</b>	<b>202</b>	<b>100.0</b>	<b>5,628</b>	<b>100.0</b>

This table includes all other industries firms that have one or more full-time hourly employees that responded to this question. 12 firms, or 85.7% of the all other industries firms with full-time hourly employees responded to this question. Firm sizes are omitted from this table.



**ALL OTHER INDUSTRIES**  
Part-time Hourly

**TABLE 31AG: Dental Care Offered for Oklahoma All Other Industries Part-time Hourly Employees.\* 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>
NO				
All Size Firms	50	59.5	50	11.9
YES, EMPLOYEE and DEPENDENTS				
All Size Firms	34	40.5	370	88.1
<b>Grand Total</b>	<b>84</b>	100.0	<b>420</b>	100.0

This table includes all other industries firms that have one or more part-time hourly employees that responded to this question. 5 firms, or 50.0% of the all other industries firms with part-time hourly employees responded to this question. Firm sizes are omitted from this table.

## ALL OTHER INDUSTRIES

**TABLE 32K: Dental Care Plan Choice for Oklahoma All Other Industries Employees by 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 All Size Firms	134	88.7	1,159	93.2
	<b>Yes</b>				
	Salaried All Size Firms	17	11.3	84	6.8
	<b>Salaried Grand Total</b>	<b>151</b>	<b>100.0</b>	<b>1,243</b>	<b>100.0</b>
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	Full-time Hourly All Size Firms	84	83.2	3,965	92.2
	<b>Yes</b>				
	Full-time Hourly All Size Firms	17	16.8	336	7.8
	<b>Full-time Hourly Grand Total</b>	<b>101</b>	<b>100.0</b>	<b>4,301</b>	<b>100.0</b>
<b>PART-TIME HOURLY</b>	<b>No</b>				
	Part-time Hourly All Size Firms	17	50.0	34	9.2
	<b>Yes</b>				
	Part-time Hourly All Size Firms	17	50.0	336	90.8
	<b>Part-time Hourly Grand Total</b>	<b>34</b>	<b>100.0</b>	<b>370</b>	<b>100.0</b>

\*Note: All other industries 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. 9 all other industries firms, or 100.0% of the applicable all other industries firms responded to this question. Firm sizes are omitted from this table.

**ALL OTHER INDUSTRIES**  
Salary

**TABLE 33AE: Dental Care Plan Employee Cost Compensation for Oklahoma All Other Industry Salary Employees.\* 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					
	All Size Firms	17	11.2	50	4.0
1% to 25%					
	All Size Firms	17	11.2	84	6.8
51% to 75%					
	All Size Firms	17	11.2	202	16.2
76% to 99%					
	All Size Firms	34	22.4	286	23.0
100%					
	All Size Firms	67	44.1	622	50.0
	<b>Grand Total</b>	<b>152</b>	<b>100.0</b>	<b>1,244</b>	<b>100.0</b>

\*Note: All other industries 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. 9 all other industries firms, or 100.0% of the applicable all other industries firms responded to this question. Firm sizes are omitted from this table.

**ALL OTHER INDUSTRIES**  
Full-time Hourly

**TABLE 33AF: Dental Care Plan Employee Cost Compensation for Oklahoma All Other Industries Full-time Hourly Employees.\* Question 33: "What percentage of the cost of the medical/health care plan(s) do you pay for the employee 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				
All Size Firms	17	16.7	84	2.0
1% to 25%				
All Size Firms	17	16.7	336	7.8
51% to 75%				
All Size Firms	17	16.7	17	0.4
76% to 99%				
All Size Firms	17	16.7	101	2.3
100%				
All Size Firms	34	33.3	3,763	87.5
<b>Grand Total</b>	<b>102</b>	<b>100.0</b>	<b>4,301</b>	<b>100.0</b>

\*Note: All other industries 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. 6 all other industries firms, or 100.0% of the applicable all other industries firms responded to this question. Firm sizes are omitted from this table.

**ALL OTHER INDUSTRIES**

Part-time Hourly

**TABLE 33AG: Dental Care Plan Employee Cost Compensation for Oklahoma All Other Industries Part-time Hourly Employees.\* Question 33: "What percentage of the cost of the medical/health care plan(s) do you pay for the employee 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				
Medium Size Firms				
Large Firms				
All Size Firms				
1% to 25%				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
26% to 50%				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
51% to 75%				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
76% to 99%				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
100%				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
Subtotal of Small Firms				
Subtotal of Medium Size Firms				
Subtotal of Large Firms				
<b>Grand Total</b>				

**ALL OTHER INDUSTRIES**  
Salary

**TABLE 34AE: Dental Care Plan Employee Dependent Cost Compensation for Oklahoma All Other Industry Salary Employees.\* 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					
	All Size Firms	101	66.4	840	67.5
26% to 50%					
	All Size Firms	17	11.2	202	16.2
100%					
	All Size Firms	34	22.4	202	16.2
	<b>Grand Total</b>	<b>152</b>	<b>100.0</b>	<b>1,244</b>	<b>100.0</b>

\*Note: All other industries 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. 9 all other industries firms, or 100.0% of the applicable all other industries firms responded to this question. Firm sizes are omitted from this table.

**ALL OTHER INDUSTRIES**  
Full-time Hourly

**TABLE 34AF: Dental Care Plan Employee Dependent Cost Compensation for Oklahoma All Other Industries Full-time Hourly Employees.\* Question 34: "What percentage of the cost of the dental 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				
All Size Firms	67	66.3	538	12.5
100%				
All Size Firms	34	33.7	3,763	87.5
<b>Grand Total</b>	<b>101</b>	<b>100.0</b>	<b>4,301</b>	<b>100.0</b>

\*Note: All other industries 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. 6 all other industries firms, or 100.0% of the applicable all other industries firms responded to this question. Firm sizes are omitted from this table.

**ALL OTHER INDUSTRIES**

Part-time Hourly

**TABLE 34AG: Dental Care Plan Employee Dependent Cost Compensation for Oklahoma All Other Industries Part-time Hourly Employees.\* Question 34: "What percentage of the cost of the dental 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				
Medium Size Firms				
Large Firms				
All Size Firms				
1% to 25%				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
26% to 50%				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
51% to 75%				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
76% to 99%				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
100%				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
Subtotal of Small Firms				
Subtotal of Medium Size Firms				
Subtotal of Large Firms				
<b>Grand Total</b>				



## ALL OTHER INDUSTRIES

Salaried

**TABLE 35AE: Additional Medical/health Benefits Offered for Oklahoma All Other Industries Salary Employees.\* 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>
LONG TERM DISABILITY INSURANCE				
All Size Firms	67	50.0	588	56.4
EMPLOYEE ASSISTANCE PROGRAM				
All Size Firms	50	37.3	470	45.1
VISION CARE PROGRAM				
All Size Firms	34	25.4	168	16.1
PRESCRIPTION DRUG PLAN				
All Size Firms	67	50.0	403	38.7
LIFE INSURANCE				
All Size Firms	101	75.4	840	80.6
ACCIDENTAL DEATH NSURANCE				
All Size Firms	84	62.7	790	75.8
DEPENDENT LIFE INSURANCE				
All Size Firms	17	12.7	84	8.1
<b>Grand Total</b>	<b>134</b>	<b>100.0</b>	<b>1,042</b>	<b>100.0</b>

This table includes all other industries firms that have one or more salaried employees that responded to this question. 8 firms, or 57.1% of the all other industries 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. Response categories with no response and firm sizes are omitted from this table.

## ALL OTHER INDUSTRIES

Full-time Hourly

**TABLE 35AF: Additional Medical/health Benefits Offered for Oklahoma All Other Industries Full-time Hourly Employees.\* 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>
LONG TERM DISABILITY INSURANCE				
All Size Firms	34	40.5	437	10.2
EMPLOYEE ASSISTANCE PROGRAM				
All Size Firms	50	59.5	3,797	88.6
VISION CARE PROGRAM				
All Size Firms	34	40.5	437	10.2
PRESCRIPTION DRUG PLAN				
All Size Firms	34	40.5	739	17.3
LIFE INSURANCE				
All Size Firms	50	59.5	521	12.2
ACCIDENTAL DEATH NSURANCE				
All Size Firms	34	40.5	437	10.2
DEPENDENT LIFE INSURANCE				
All Size Firms	17	20.2	336	7.8
<b>Grand Total</b>	<b>84</b>	<b>100.0</b>	<b>4,284</b>	<b>100.0</b>

This table includes all other industries firms that have one or more full-time hourly employees that responded to this question. 5 firms, or 35.7% of the all other industries 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. Response categories with no response and firm sizes are omitted from this table.

## ALL OTHER INDUSTRIES

Part-time Hourly

**TABLE 35AG: Additional Medical/health Benefits Offered for Oklahoma All Other Industries Part-time Hourly Employees.\* 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
LONG TERM DISABILITY INSURANCE All Size Firms				
EMPLOYEE ASSISTANCE PROGRAM All Size Firms				
WELLNESS PROGRAM All Size Firms				
VISION CARE PROGRAM All Size Firms				
PRESCRIPTION DRUG PLAN All Size Firms				
MENTAL HEALTH RIDER All Size Firms				
LIFE INSURANCE All Size Firms				
ACCIDENTAL DEATH NSURANCE All Size Firms				

**TABLE 35AC: ADDITIONAL MEDICAL/HEALTH BENEFITS (contr.)**

<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>
DEPENDENT LIFE INSURANCE				
All Size Firms				
ILL CHILD DAYCARE				
All Size Firms				
LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN				
All Size Firms				
ELDER DAYCARE (for an employee's relative)				
All Size Firms				
OTHER (please name)				
All Size Firms				
<b>Grand Total</b>				

**ALL OTHER INDUSTRIES**  
Salary

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

<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>
DO NOT OFFER ANY MEDICAL/ HEALTH/DENTAL BENEFITS All Size Firms	34	16.9	235	15.9
NO WAITING PERIOD REQUIRED All Size Firms	50	24.9	269	18.2
31 to 60 DAYS All Size Firms	50	24.9	437	29.5
61 to 90 DAYS All Size Firms	50	24.9	420	28.4
MORE THAN 90 DAYS All Size Firms	17	8.5	118	8.0
<b>Grand Total</b>	<b>201</b>	<b>100.0</b>	<b>1,479</b>	<b>100.0</b>

This table includes all other industries firms that have one or more salaried employees that responded to this question. 12 firms, or 85.7% of the all other industries firms with salaried employees responded to this question. Firm sizes are omitted from this table. Response categories with no responses and firm sizes are omitted from this table.

**ALL OTHER INDUSTRIES**  
Full-time Hourly

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

<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>
DO NOT OFFER ANY MEDICAL/ HEALTH/DENTAL BENEFITS All Size Firms	34	20.2	302	5.8
NO WAITING PERIOD REQUIRED All Size Firms	50	29.8	3,780	73.1
31 to 60 DAYS All Size Firms	50	29.8	1,042	20.1
61 to 90 DAYS All Size Firms	34	20.2	50	1.0
<b>Grand Total</b>	<b>168</b>	100.0	<b>5,174</b>	100.0

This table includes all other industries firms that have one or more full-time hourly employees that responded to this question. 10 firms, or 71.4% of the all other industries firms with full-time hourly employees responded to this question. Firm sizes are omitted from this table. Response categories with no responses and firm sizes are omitted from this table.

**ALL OTHER INDUSTRIES**  
Part-time Hourly

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

<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 WAITING PERIOD REQUIRED				
All Size Firms	34	40.0	371	87.9
31 to 60 DAYS				
All Size Firms	34	40.0	34	8.1
61 to 90 DAYS				
All Size Firms	17	20.0	17	4.0
<b>Grand Total</b>	<b>85</b>	<b>100.0</b>	<b>422</b>	<b>100.0</b>

This table includes all other industries firms that have one or more part-time hourly employees that responded to this question. 5 firms, or 50.0% of the all other industries firms with full-time hourly employees responded to this question. Firm sizes are omitted from this table. Response categories with no responses and firm sizes are omitted from this table.

**ALL OTHER INDUSTRIES**  
Salary

**TABLE 37AE: Retirement Plans for Oklahoma All Other Industries Salary Employees.\***  
**Question 37: "Please check boxes indicating retirement plans 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>
NO RETIREMENT PLAN OFFERED				
All Size Firms	101	46.3	554	38.3
DEFINED CONTRIBUTION PLAN				
All Size Firms	84	38.5	689	47.7
PROFIT SHARING				
All Size Firms	34	15.6	386	26.7
OTHER (please name)				
All Size Firms	17	7.8	118	8.2
<b>Grand Total</b>	<b>218</b>	<b>100.0</b>	<b>1,445</b>	<b>100.0</b>

This table includes all other industries firms that have one or more salaried employees that responded to this question. 13 firms, or 92.9% of the all other industries 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. Response categories with no response and firm sizes are omitted from this table.



**ALL OTHER INDUSTRIES**  
Full-time Hourly

**TABLE 37AF: Retirement Plans for Oklahoma All other Industries Full-time Hourly Employees.\* Question 37: "Please check boxes indicating retirement plans 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>
NO RETIREMENT PLAN OFFERED All Size Firms	134	57.0	2,083	31.5
DEFINED CONTRIBUTION PLAN All Size Firms	84	35.7	4,435	67.0
PROFIT SHARING All Size Firms	34	14.5	3,461	52.3
<b>Grand Total</b>	<b>235</b>	<b>100.0</b>	<b>6,619</b>	<b>100.0</b>

This table includes all other industries firms that have one or more full-time hourly employees that responded to this question. 14 firms, or 100.0% of the all other industries 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. Response categories with no response and firm sizes are omitted from this table.

**ALL OTHER INDUSTRIES**  
Part-time Hourly

**TABLE 37AG: Retirement Plans for Oklahoma All Other Industries Part-time Hourly Employees.\* Question 37: "Please check boxes indicating retirement plans 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>
NO RETIREMENT PLAN OFFERED All Size Firms	84	50.0	857	62.2
DEFINED CONTRIBUTION PLAN All Size Firms	50	29.8	84	6.1
PROFIT SHARING All Size Firms	17	10.1	437	31.7
<b>Grand Total</b>	<b>168</b>	<b>100.0</b>	<b>1,378</b>	<b>100.0</b>

This table includes all other industries firms that have one or more part-time hourly employees that responded to this question. 9 firms, or 90.0% of the all other industries 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. Response categories with no response and firm sizes are omitted from this table.

**ALL OTHER INDUSTRIES**  
Salary

**TABLE 38AE: Defined Contribution Plans for Oklahoma All Other Industries Salary Employees.\* 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>
EMPLOYEE ONLY				
All Size Firms	17	16.7	50	6.2
EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF				
All Size Firms	17	16.7	202	25.0
EMPLOYER CONTRIBUTES THE LARGER SHARE				
All Size Firms	34	33.3	370	45.8
EMPLOYEE CONTRIBUTES THE LARGER SHARE				
All Size Firms	34	33.3	185	22.9
<b>Grand Total</b>	<b>102</b>	<b>100.0</b>	<b>807</b>	<b>100.0</b>

\*Note: All other industries 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. 6 all other industries firms, or 75.0% of the applicable all other industries firms responded to this question. Response categories with no response and firm sizes are omitted from this table.

**ALL OTHER INDUSTRIES**  
Full-time Hourly

**TABLE 38AF: Defined Contribution Plans for Oklahoma All Other Industries Full-time Hourly Employees.\* 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>
EMPLOYEE ONLY				
All Size Firms	17	25.0	84	2.1
EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF				
All Size Firms	17	25.0	17	0.4
EMPLOYER CONTRIBUTES THE LARGER SHARE				
All Size Firms	34	50.0	3,931	97.5
EMPLOYEE CONTRIBUTES THE LARGER SHARE				
All Size Firms	17	25.0	403	10.0
<b>Grand Total</b>	<b>85</b>	<b>100.0</b>	<b>4,435</b>	<b>100.0</b>

\*Note: All other industries 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. 5 all other industries firms, or 83.3% of the applicable all other industries firms responded to this question. Firm sizes are omitted from this table.

**ALL OTHER INDUSTRIES**

Part-time Hourly

**TABLE 38AG: Defined Contribution Plans for Oklahoma Public Administration Part-time Hourly Employees.\* 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>
EMPLOYEE ONLY				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
EMPLOYER ONLY				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
EMPLOYER CONTRIBUTES THE LARGER SHARE				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
EMPLOYEE CONTRIBUTES THE LARGER SHARE				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
Subtotal of Small Firms				
Subtotal of Medium Size Firms				
Subtotal of Large Firms				
<b>Grand Total</b>				

**ALL OTHER INDUSTRIES**  
Salary

**TABLE 39AE: Educational Benefits for Oklahoma All Other Industries Salary Employees.\* 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>
NO ASSISTANCE OFFERED All Size Firms	168	77.8	1,226	84.8
YES, BASED ON SENIORITY/ YEARS OF SERVICE All Size Firms	17	7.9	84	5.8
YES, BASED ON COURSE GRADE All Size Firms	17	7.9	84	5.8
YES, MUST BE JOB RELATED All Size Firms	50	23.1	218	15.1
YES, AS LONG AS THE INSTITUTION IS ACCREDITED All Size Firms	17	7.9	84	5.8
YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE All Size Firms	17	7.9	84	5.8
<b>Grand Total</b>	<b>216</b>	<b>100.0</b>	<b>1,445</b>	<b>100.0</b>

This table includes all other industries firms that have one or more salaried employees that responded to this question. 13 firms, or 92.9% of the all other industries 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. Firm sizes are omitted from this table.

**ALL OTHER INDUSTRIES**  
Full-time Hourly

**TABLE 39AF: Educational Benefits for Oklahoma All Other Industries Full-time Hourly Employees.\* 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>
NO ASSISTANCE OFFERED All Size Firms	168	71.5	5,981	90.4
YES, BASED ON SENIORITY/ YEARS OF SERVICE All Size Firms	17	7.2	101	1.5
YES, BASED ON COURSE GRADE All Size Firms	17	7.2	101	1.5
YES, MUST BE JOB RELATED All Size Firms	67	28.5	638	9.6
YES, AS LONG AS THE INSTITUTION IS ACCREDITED All Size Firms	17	7.2	101	1.5
YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE All Size Firms	17	7.2	101	1.5
<b>Grand Total</b>	<b>235</b>	<b>100.0</b>	<b>6,619</b>	<b>100.0</b>

This table includes all other industries firms that have one or more full-time hourly employees that responded to this question. 14 firms, or 100.0% of the all other industries 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. Firm sizes are omitted from this table.

**ALL OTHER INDUSTRIES**  
Part-time Hourly

**TABLE 39AG: Educational Benefits for Oklahoma All Other Industries Part-time Hourly Employees\* 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>
NO ASSISTANCE OFFERED All Size Firms	101	66.9	571	41.4
YES, BASED ON SENIORITY/ YEARS OF SERVICE All Size Firms	17	11.3	437	31.7
YES, BASED ON COURSE GRADE All Size Firms	17	11.3	437	31.7
YES, MUST BE JOB RELATED All Size Firms	50	33.1	806	58.5
YES, AS LONG AS THE INSTITUTION IS ACCREDITED All Size Firms	17	11.3	437	31.7
YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE All Size Firms	17	11.3	437	31.7
<b>Grand Total</b>	<b>151</b>	<b>100.0</b>	<b>1,378</b>	<b>100.0</b>

This table includes all other industries firms that have one or more part-time hourly employees that responded to this question. 9 firms, or 90.9% of the all other industries 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. Firm sizes are omitted from this table.



**ALL OTHER INDUSTRIES**  
Salary

**TABLE 40AE: Education Cost Compensation for Oklahoma All Other Industries Salary Employees\* 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 Medium Size Firms Large Firms All Size Firms			
26% to 50%	Small Firms Medium Size Firms Large Firms All Size Firms			
51% to 75%	Small Firms Medium Size Firms Large Firms All Size Firms			
76% to 99%	Small Firms Medium Size Firms Large Firms All Size Firms			
100%	Small Firms Medium Size Firms Large Firms All Size Firms			
	Subtotal of Small Firms Subtotal of Medium Size Firms Subtotal of Large Firms			
	<b>Grand Total</b>			

**ALL OTHER INDUSTRIES**  
Full-time Hourly

**TABLE 40AF: Education Cost Compensation for Oklahoma All Other Industries Full-time Hourly Employees.\* 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>
26% to 50%				
All Size Firms	17	25.0	336	52.7
76% to 99%				
All Size Firms	17	25.0	84	13.2
100%				
All Size Firms	34	50.0	218	34.2
<b>Grand Total</b>	<b>68</b>	<b>100.0</b>	<b>638</b>	<b>100.0</b>

\*Note: All other industries 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. 4 all other industries firms, or 100.0% of the applicable all other industries firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

**ALL OTHER INDUSTRIES**

Part-time Hourly

**TABLE 40AG: Education Cost Compensation for Oklahoma All Other Industries Part-time Hourly Employees.\* 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				
Medium Size Firms				
Large Firms				
All Size Firms				
26% to 50%				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
51% to 75%				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
76% to 99%				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
100%				
Small Firms				
Medium Size Firms				
Large Firms				
All Size Firms				
Subtotal of Small Firms				
Subtotal of Medium Size Firms				
Subtotal of Large Firms				
<b>Grand Total</b>				

**ALL OTHER INDUSTRIES**  
Salary

**TABLE 41AE: Flexible Spending Accounts for Oklahoma All Other Industries Salary Employees.\* 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				
All Size Firms	185	78.7	1,142	72.3
YES, FOR HEALTH EXPENSES				
All Size Firms	50	21.3	437	27.7
YES, FOR CHILDCARE EXPENSES				
All Size Firms	17	7.2	302	19.1
<b>Grand Total</b>	<b>235</b>	<b>100.0</b>	<b>1,579</b>	<b>100.0</b>

This table includes all other industries firms that have one or more salaried employees that responded to this question. 14 firms, or 100.0% of the all other industries 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. Response categories with no response and firm sizes are omitted from this table.

**ALL OTHER INDUSTRIES**  
Full-time Hourly

**TABLE 41AF: Flexible Spending Accounts for Oklahoma All Other Industries Full-time Hourly Employees.\* 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				
All Size Firms	202	85.6	5,712	86.3
YES, FOR HEALTH EXPENSES				
All Size Firms	34	14.4	907	13.7
<b>Grand Total</b>	<b>236</b>	<b>100.0</b>	<b>6,619</b>	<b>100.0</b>

This table includes all other industries firms that have one or more full-time hourly employees that responded to this question. 14 firms, or 100.0% of the all other industries 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. Response categories with no response and firm sizes are omitted from this table.

**ALL OTHER INDUSTRIES**  
Part-time Hourly

**TABLE 41AG: Flexible Spending Accounts for Oklahoma All Other Industries Part-time Hourly Employees.\* 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				
All Size Firms	151	89.9	1,428	98.8
YES, FOR HEALTH EXPENSES				
All Size Firms	17	10.1	17	1.2
<b>Grand Total</b>	<b>168</b>	<b>100.0</b>	<b>1,445</b>	<b>100.0</b>

This table includes all other industries firms that have one or more part-time hourly employees that responded to this question. 10 firms, or 100.0% of the all other industries 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. Response categories with no response and firm sizes are omitted from this table.

**ALL OTHER INDUSTRIES**  
Salary

**TABLE 42AE: Childcare Assistance for Oklahoma All Other Industry Salary Employees.\* 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>
NO				
All Size Firms	235	100.0	1,579	100.0
<b>Grand Total</b>	<b>235</b>	<b>100.0</b>	<b>1,579</b>	<b>100.0</b>

This table includes all other industries firms that have one or more salaried employees that responded to this question. 14 firms, or 100.0% of the all other industries 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. Response categories with no response and firm omitted from this table.

**ALL OTHER INDUSTRIES**  
Full-time Hourly

**TABLE 42AF: Childcare Assistance for Oklahoma All Other Industries Full-time Hourly Employees.\* 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>
NO				
All Size Firms	235	100.0	6,619	100.0
<b>Grand Total</b>	<b>235</b>	<b>100.0</b>	<b>6,619</b>	<b>100.0</b>

This table includes all other industries firms that have one or more full-time hourly employees that responded to this question. 14 firms, or 100.0% of the all other industries 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. Response categories with no response and firm sizes are omitted from this table.



## ALL OTHER INDUSTRIES

### Part-time Hourly

**TABLE 42AG: Childcare Assistance for Oklahoma All Other Industries Part-time Hourly Employees.\* 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
NO				
All Size Firms	151	100.0	1,378	100.0
<b>Grand Total</b>	<b>151</b>	<b>100.0</b>	<b>1,378</b>	<b>100.0</b>

This table includes all other industries firms that have one or more full-time hourly employees that responded to this question. 9 firms, or 90.0% of the all other industries 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. Response categories with no response and firm sizes are omitted from this table.

**ALL OTHER INDUSTRIES**  
Salary

**TABLE 43AE: Flexible Work Arrangements for Oklahoma All other Industries 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>
NONE				
All Size Firms	118	50.2	1,126	71.3
FLEX-TIME				
All Size Firms	117	49.8	453	28.7
FOUR DAY (ten hour/day) WORK WEEKS				
All Size Firms	17	7.2	84	5.3
<b>Grand Total</b>	<b>235</b>	<b>100.0</b>	<b>1,579</b>	<b>100.0</b>

This table includes all other industries firms that have one or more salaried employees that responded to this question.

14 firms, or 100.0% of the all other industries 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. Response categories with no response and firm sizes are omitted from this table.

**ALL OTHER INDUSTRIES**  
Full-time Hourly

**TABLE 43AF: Flexible Work Arrangements for Oklahoma All Other Industries 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>
NONE				
All Size Firms	151	64.3	5,762	87.1
FLEX-TIME				
All Size Firms	84	35.7	857	12.9
FOUR DAY (ten hour/day) WORK WEEKS				
All Size Firms	17	7.2	336	5.1
<b>Grand Total</b>	<b>235</b>	<b>100.0</b>	<b>6,619</b>	<b>100.0</b>

This table includes all other industries firms that have one or more full-time hourly employees that responded to this question. 14 firms, or 100.0% of the all other industries 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. Response categories with no response and firm sizes are omitted from this table.

**ALL OTHER INDUSTRIES**  
Part-time Hourly

**TABLE 43AG: Flexible Work Arrangements for Oklahoma All Other Industries Part-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>
NONE				
All Size Firms	84	55.6	890	64.6
FLEX-TIME				
All Size Firms	67	44.4	487	35.3
FOUR DAY (ten hour/day) WORK WEEKS				
All Size Firms	17	11.3	336	24.4
<b>Grand Total</b>	<b>151</b>	<b>100.0</b>	<b>1,378</b>	<b>100.0</b>

This table includes all other industries firms that have one or more part-time hourly employees that responded to this question. 9 firms, or 90.0% of the all other industries 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. Response categories with no response and firm sizes are omitted from this table.

**ALL OTHER INDUSTRIES**  
Salary

**TABLE 44AE: Miscellaneous Benefits for Oklahoma All Other Industries Salary Employees.\* 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>				
All Size Firms	134	100.0	991	100.0
<b>SHIFT DIFFERENTIAL</b>				
All Size Firms	17	12.7	67	6.8
<b>Grand Total</b>	<b>134</b>	<b>100.0</b>	<b>991</b>	<b>100.0</b>

This table includes all other industries firms that have one or more salaried employees that responded to this question. 8 firms, or 57.1% of the all other industries 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. Response categories with no response and firm sizes are omitted from this table.

**ALL OTHER INDUSTRIES**  
Full-time Hourly

**TABLE 44AF: Miscellaneous Benefits for Oklahoma All Other Industries Full-time Hourly Employees.\* 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>
BONUSES				
All Size Firms	118	88.1	1,075	24.2
SHIFT DIFFERENTIAL				
All Size Firms	34	25.4	3,763	84.8
<b>Grand Total</b>	<b>134</b>	<b>100.0</b>	<b>4,435</b>	<b>100.0</b>

This table includes all other industries firms that have one or more full-time hourly employees that responded to this question. 8 firms, or 57.1% of the all other industries 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. Response categories with no response and firm sizes are omitted from this table.

**ALL OTHER INDUSTRIES**  
Part-time Hourly

**TABLE 44AG: Miscellaneous Benefits for Oklahoma All Other Industries Part-time Hourly Employees.\* 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>
BONUSES				
All Size Firms	67	100.0	487	100.0
<b>Grand Total</b>	<b>67</b>	<b>100.0</b>	<b>487</b>	<b>100.0</b>

This table includes all other industries firms that have one or more part-time hourly employees that responded to this question. 4 firms, or 40.0% of the all other industries 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. Response categories with no response and firm sizes are omitted from this table.

**ALL OTHER INDUSTRIES**  
All Employee Categories

**TABLE 45K: Benefit Cost for Oklahoma All Other Industries. 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				
All Size Firms	134	57.0	2,705	31.0
16% to 20%				
All Size Firms	34	14.5	941	10.8
21% to 25%				
All Size Firms	50	21.3	1,428	16.3
26% to 30%				
All Size Firms	17	7.2	3,662	41.9
MORE THAN 30%				
All Size Firms		0.0		0.0
<b>Grand Total</b>	<b>235</b>	<b>100.0</b>	<b>8,736</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 all other industries firms that have one or more employees that responded to this question. 14 firms, or 87.5% of the applicable all other industries firms responded to this question. Response categories with no response and firm sizes are omitted from this table.



*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



**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
<b>HOLIDAYS</b>			
2. Please check all paid holidays offered by your company:			
a. New Year's Day.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Martin Luther King Day (January) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Presidents' Day (February) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Good Friday.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Memorial Day.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Independence Day .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Labor Day .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Columbus Day (October) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Election Day (November) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Veterans' Day (November) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Thanksgiving Day .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Day after Thanksgiving .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Christmas Eve Day .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Christmas Day .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. New Year's Eve Day .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. Birthday.....	<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"/>
r. Other (please name) _____	<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"/>
<b>PERSONAL LEAVE</b>			
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"/>
b. Yes.....	<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"/>
b. Yes.....	<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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**PERSONAL LEAVE** (continued)

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

**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>

**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"/> |



**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>	<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> </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"/>																																																				
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<p>32. Can employees choose between dental care plans?</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>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>	<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> <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"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																								
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<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>	<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> <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"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																								
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<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>	<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> <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> <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> <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"/>	<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"/>	<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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**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)**

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)?

- |                       |                          |
|-----------------------|--------------------------|
| 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"/> |

**All Employees**

46. On August 1, 2003, how many salary people were employed in your Oklahoma Facilities: \_\_\_\_\_

- |  |  |       |
|--|--|-------|
|  | How many employees were <u>full-time</u> hourly:   | _____ |
| <b>(Please respond for all three categories &amp; the Total)</b> | How many employees were <u>Part-time</u> 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.

Linda Clark  
LOWE'S  
100 SW 74<sup>th</sup>  
Oklahoma City, OK 73139

Shirley Newman  
SHAKLEE CORPORATION  
3300 Marshall Avenue  
Norman, OK 73072

Jim Brown  
MAGUIRE FARM STORE  
9551 Maguire Road  
Noble, OK 73068

Carrie Linares  
REPUBLIC BANK  
Norman, OK 73070

Larry Wright  
WRIGHT'S IGA  
Norman, OK 73071

Larry Heikkila  
CITY OF NORMAN  
Norman, Oklahoma 73070

Euden Bruce  
NORMAN REGIONAL HOSPITAL  
Norman, OK 73070

William Young, PhD  
UNIVERSITY OF OKLAHOMA  
Tulsa, Oklahoma

Gala Hager  
CITY OF NORMAN  
Norman, OK 73070

Pat Shepherd  
OKLAHOMA UNIVERSITY  
Norman, Oklahoma