

Oklahoma Employee Benefit Compensation
OESC 2005 Benefits Survey



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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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.

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



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

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

Example Table

Description of Benefit and its Reporting Categories

Industry

Survey Question
(If any)

ALL INDUSTRIES
Full-time Hourly

Employee Category

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

| Type of Pay | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| STRAIGHT TIME | | | | |
| 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 |
| TIME AND ONE-HALF | | | | |
| 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 |
| DOUBLE TIME | | | | |
| 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 |
| OTHER (please describe) | | | | |
| 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 |
| Grand Total | 20,318 | 100.0 | 482,267 | 100.0 |

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%.

Oklahoma Employee Benefit Compensation

OESC 2005 Benefits Survey

All Industries



Vacation & Holiday

Health & Medical



Retirement, Bonuses
& Profit sharing



Economic Research and Analysis Division
Oklahoma Employment Security Commission

ALL INDUSTRIES

Salaried

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

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

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

ALL INDUSTRIES

Full-time Hourly

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

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

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes firms that have one or more full-time hourly employees and offer one or more paid holiday. 1,421 firms, or 83.5% of the firms with full-time hourly employees indicated that they offer at least one paid holiday.

ALL INDUSTRIES

Part-time Hourly

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

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

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

ALL INDUSTRIES

Salaried

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

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

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

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

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

ALL INDUSTRIES

Full-time Hourly

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

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

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

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

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

ALL INDUSTRIES

Part-time Hourly

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

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

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

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

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

ALL INDUSTRIES
Full-time Hourly

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

| 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 | | | | |
| 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 |
| TIME AND ONE-HALF | | | | |
| 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 |
| DOUBLE TIME | | | | |
| 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 |
| OTHER (please describe) | | | | |
| 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 |
| Grand Total | 20,318 | 100.0 | 482,267 | 100.0 |

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

ALL INDUSTRIES
Part-time Hourly

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

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

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

ALL INDUSTRIES

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

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

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

ALL INDUSTRIES

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

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

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

ALL INDUSTRIES

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

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

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

ALL INDUSTRIES
Salary

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

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

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

ALL INDUSTRIES

Full-time Hourly

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

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

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

ALL INDUSTRIES

Part-time Hourly

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

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

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

ALL INDUSTRIES
Salary

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

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

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

ALL INDUSTRIES
Full-time Hourly

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

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

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

ALL INDUSTRIES
Part-time Hourly

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

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

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

ALL INDUSTRIES

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

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

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

ALL INDUSTRIES

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

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

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

ALL INDUSTRIES
Salary

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

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

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

ALL INDUSTRIES
Full-time Hourly

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

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

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

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

ALL INDUSTRIES

Part-time Hourly

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

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

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

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

ALL INDUSTRIES

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

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

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

ALL INDUSTRIES
Salary

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

| 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 PAID VACATION OFFERED | | | | |
| Small Firms | 1,690 | 11.8 | 4,840 | 6.8 |
| Medium Size Firms | 38 | 2.1 | 800 | 1.7 |
| Large Firms | 5 | 1.5 | 1,111 | 1.2 |
| All Size Firms | 1,733 | 10.5 | 6,751 | 3.1 |
| LESS THAN 1 MONTH | | | | |
| Small Firms | 240 | 1.7 | 957 | 1.3 |
| Medium Size Firms | 80 | 4.3 | 2,796 | 5.9 |
| Large Firms | 16 | 4.7 | 8,594 | 8.9 |
| All Size Firms | 336 | 2.0 | 12,347 | 5.7 |
| 1 to 2 MONTHS | | | | |
| Small Firms | 75 | 0.5 | 647 | 0.9 |
| Medium Size Firms | 11 | 0.6 | 246 | 0.5 |
| Large Firms | 9 | 2.7 | 3,305 | 3.4 |
| All Size Firms | 95 | 0.6 | 4,198 | 1.9 |
| 3 to 6 MONTHS | | | | |
| Small Firms | 2,081 | 14.5 | 18,073 | 25.3 |
| Medium Size Firms | 291 | 15.8 | 11,138 | 23.3 |
| Large Firms | 110 | 32.6 | 36,679 | 38.0 |
| All Size Firms | 2,482 | 15.0 | 65,890 | 30.5 |
| 7 to 11 MONTHS | | | | |
| Small Firms | 796 | 5.6 | 6,245 | 8.7 |
| Medium Size Firms | 192 | 10.4 | 6,534 | 13.7 |
| Large Firms | 36 | 10.7 | 16,279 | 16.9 |
| All Size Firms | 1,024 | 6.2 | 29,058 | 13.5 |
| 12 MONTHS or MORE | | | | |
| Small Firms | 9,427 | 65.9 | 40,621 | 56.9 |
| Medium Size Firms | 1,234 | 66.8 | 26,214 | 54.9 |
| Large Firms | 161 | 47.8 | 30,603 | 31.7 |
| All Size Firms | 10,822 | 65.6 | 97,438 | 45.2 |
| Subtotal of Small Firms | 14,309 | 100.0 | 71,383 | 100.0 |
| Subtotal of Medium Size Firms | 1,846 | 100.0 | 47,728 | 100.0 |
| Subtotal of Large Firms | 337 | 100.0 | 96,571 | 100.0 |
| Grand Total | 16,492 | 100.0 | 215,682 | 100.0 |

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

ALL INDUSTRIES
Full-time Hourly

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

| 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 PAID VACATION OFFERED | | | | |
| Small Firms | 1,933 | 13.7 | 13,840 | 13.2 |
| Medium Size Firms | 93 | 5.0 | 3,976 | 3.8 |
| Large Firms | 4 | 1.4 | 830 | 0.6 |
| All Size Firms | 2,030 | 12.5 | 18,646 | 5.4 |
| LESS THAN 1 MONTH | | | | |
| Small Firms | 89 | 0.6 | 415 | 0.4 |
| Medium Size Firms | 45 | 2.4 | 2,525 | 2.4 |
| Large Firms | 10 | 3.5 | 7,532 | 5.6 |
| All Size Firms | 144 | 0.9 | 10,472 | 3.0 |
| 1 to 2 MONTHS | | | | |
| Small Firms | 72 | 0.5 | 238 | 0.2 |
| Medium Size Firms | 10 | 0.5 | 540 | 0.5 |
| Large Firms | 5 | 1.8 | 930 | 0.7 |
| All Size Firms | 87 | 0.5 | 1,708 | 0.5 |
| 3 to 6 MONTHS | | | | |
| Small Firms | 1,564 | 11.1 | 11,899 | 11.3 |
| Medium Size Firms | 287 | 15.3 | 15,361 | 14.7 |
| Large Firms | 90 | 31.9 | 68,520 | 50.6 |
| All Size Firms | 1,941 | 12.0 | 95,780 | 27.7 |
| 7 to 11 MONTHS | | | | |
| Small Firms | 726 | 5.2 | 4,309 | 4.1 |
| Medium Size Firms | 204 | 10.9 | 10,680 | 10.2 |
| Large Firms | 27 | 9.6 | 6,327 | 4.7 |
| All Size Firms | 957 | 5.9 | 21,316 | 6.2 |
| 12 MONTHS or MORE | | | | |
| Small Firms | 9,700 | 68.9 | 74,386 | 70.8 |
| Medium Size Firms | 1,236 | 65.9 | 71,750 | 68.4 |
| Large Firms | 146 | 51.8 | 51,299 | 37.9 |
| All Size Firms | 11,082 | 68.2 | 197,435 | 57.2 |
| Subtotal of Small Firms | 14,084 | 100.0 | 105,087 | 100.0 |
| Subtotal of Medium Size Firms | 1,875 | 100.0 | 104,832 | 100.0 |
| Subtotal of Large Firms | 282 | 100.0 | 135,438 | 100.0 |
| Grand Total | 16,241 | 100.0 | 345,357 | 100.0 |

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

ALL INDUSTRIES
Part-time Hourly

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

| 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 PAID VACATION OFFERED | | | | |
| Small Firms | 2,966 | 40.4 | 14,685 | 45.0 |
| Medium Size Firms | 193 | 23.6 | 9,111 | 43.9 |
| Large Firms | 10 | 8.3 | 1,785 | 9.7 |
| All Size Firms | 3,169 | 38.3 | 25,581 | 35.6 |
| LESS THAN 1 MONTH | | | | |
| Medium Size Firms | 7 | 0.9 | 42 | 0.2 |
| Large Firms | 6 | 5.0 | 432 | 2.3 |
| All Size Firms | 13 | 0.2 | 474 | 0.7 |
| 1 to 2 MONTHS | | | | |
| Small Firms | 32 | 0.4 | 71 | 0.2 |
| Medium Size Firms | 8 | 1.0 | 69 | 0.3 |
| Large Firms | 3 | 2.5 | 271 | 1.5 |
| All Size Firms | 43 | 0.5 | 411 | 0.6 |
| 3 to 6 MONTHS | | | | |
| Small Firms | 539 | 7.3 | 1,864 | 5.7 |
| Medium Size Firms | 59 | 7.2 | 950 | 4.6 |
| Large Firms | 32 | 26.7 | 7,889 | 42.9 |
| All Size Firms | 630 | 7.6 | 10,703 | 14.9 |
| 7 to 11 MONTHS | | | | |
| Small Firms | 277 | 3.8 | 756 | 2.3 |
| Medium Size Firms | 81 | 9.9 | 1,441 | 6.9 |
| Large Firms | 13 | 10.8 | 1,046 | 5.7 |
| All Size Firms | 371 | 4.5 | 3,243 | 4.5 |
| 12 MONTHS or MORE | | | | |
| Small Firms | 3,526 | 48.0 | 15,241 | 46.7 |
| Medium Size Firms | 469 | 57.4 | 9,145 | 44.1 |
| Large Firms | 56 | 46.7 | 6,978 | 37.9 |
| All Size Firms | 4,051 | 48.9 | 31,364 | 43.7 |
| Subtotal of Small Firms | 7,340 | 100.0 | 32,617 | 100.0 |
| Subtotal of Medium Size Firms | 817 | 100.0 | 20,758 | 100.0 |
| Subtotal of Large Firms | 120 | 100.0 | 18,401 | 100.0 |
| Grand Total | 8,277 | 100.0 | 71,776 | 100.0 |

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

ALL INDUSTRIES
Salary

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

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

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

ALL INDUSTRIES
Full-time Hourly

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

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

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

ALL INDUSTRIES
Part-time Hourly

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

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

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

ALL INDUSTRIES
Salary

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

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

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

ALL INDUSTRIES
Full-time Hourly

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

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

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

ALL INDUSTRIES
Part-time Hourly

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

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

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

ALL INDUSTRIES
Salary

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

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

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

ALL INDUSTRIES
Full-time Hourly

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

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

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

ALL INDUSTRIES
Part-time Hourly

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

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

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

ALL INDUSTRIES

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

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

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

ALL INDUSTRIES

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

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

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

ALL INDUSTRIES
Salary

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

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

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

ALL INDUSTRIES
Full-time Hourly

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

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

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

ALL INDUSTRIES
Part-time Hourly

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

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

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

ALL INDUSTRIES
Salary

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

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

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

ALL INDUSTRIES
Full-time Hourly

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

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

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

ALL INDUSTRIES
Part-time Hourly

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

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

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

ALL INDUSTRIES

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

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

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

ALL INDUSTRIES
Salary

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

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

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

ALL INDUSTRIES
Full-time Hourly

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

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

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

ALL INDUSTRIES
Part-time Hourly

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

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

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

ALL INDUSTRIES
Salary

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

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

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

ALL INDUSTRIES
Full-time Hourly

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

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

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

ALL INDUSTRIES
Part-time Hourly

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

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

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

ALL INDUSTRIES
Salary

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

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

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

ALL INDUSTRIES
Full-time Hourly

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

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

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

ALL INDUSTRIES
Part-time Hourly

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

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

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

ALL INDUSTRIES

Salary

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

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

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

ALL INDUSTRIES

Full-time Hourly

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

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

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

ALL INDUSTRIES

Part-time Hourly

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

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

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

ALL INDUSTRIES

Salary

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

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

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

ALL INDUSTRIES

Full-time Hourly

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

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

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

ALL INDUSTRIES
Part-time Hourly

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

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

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

ALL INDUSTRIES
Salary

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

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

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

ALL INDUSTRIES
Salary

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

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

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

ALL INDUSTRIES
Part-time Hourly

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

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

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

ALL INDUSTRIES

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

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

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

ALL INDUSTRIES
Salary

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

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

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

ALL INDUSTRIES

Full-time Hourly

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

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

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

ALL INDUSTRIES

Part-time Hourly

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

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

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

ALL INDUSTRIES
Salary

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

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

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

ALL INDUSTRIES

Full-time Hourly

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

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

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

ALL INDUSTRIES
Part-time Hourly

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

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

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

ALL INDUSTRIES
Salary

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

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

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

ALL INDUSTRIES
Full-time Hourly

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

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

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

ALL INDUSTRIES
Part-time Hourly

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

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

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

ALL INDUSTRIES

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

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

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

ALL INDUSTRIES
Salary

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

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

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

ALL INDUSTRIES
Full-time Hourly

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

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

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

ALL INDUSTRIES
Part-time Hourly

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

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

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

ALL INDUSTRIES
Salary

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

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

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

ALL INDUSTRIES

Full-time Hourly

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

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

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

ALL INDUSTRIES
Part-time Hourly

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

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

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

ALL INDUSTRIES

Salaried

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

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

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

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

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

ALL INDUSTRIES

Full-time Hourly

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

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

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

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

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

ALL INDUSTRIES

Part-time Hourly

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

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

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

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

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

ALL INDUSTRIES

Salary

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

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

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

ALL INDUSTRIES

Full-time Hourly

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

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

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

ALL INDUSTRIES

Part-time Hourly

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

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

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

ALL INDUSTRIES

Salary

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

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

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

ALL INDUSTRIES

Full-time Hourly

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

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

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

ALL INDUSTRIES

Part-time Hourly

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

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

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

ALL INDUSTRIES

Salary

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

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

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

ALL INDUSTRIES
Full-time Hourly

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

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

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

ALL INDUSTRIES
Part-time Hourly

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

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

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

ALL INDUSTRIES
Salary

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

| 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 ASSISTANCE OFFERED | | | | |
| Small Firms | 16,182 | 77.7 | 74,570 | 72.0 |
| Medium Size Firms | 1,429 | 55.5 | 35,613 | 49.6 |
| Large Firms | 158 | 34.2 | 29,919 | 27.2 |
| All Size Firms | 17,769 | 74.4 | 140,102 | 49.1 |
| YES, BASED ON SENIORITY/ YEARS OF SERVICE | | | | |
| Small Firms | 329 | 1.6 | 1,042 | 1.0 |
| Medium Size Firms | 117 | 4.5 | 2,277 | 3.2 |
| Large Firms | 66 | 14.3 | 21,875 | 19.9 |
| All Size Firms | 512 | 2.1 | 25,194 | 8.8 |
| YES, BASED ON COURSE GRADE | | | | |
| Small Firms | 1,291 | 6.2 | 5,502 | 5.3 |
| Medium Size Firms | 366 | 14.2 | 13,485 | 18.8 |
| Large Firms | 181 | 39.2 | 55,792 | 50.8 |
| All Size Firms | 1,838 | 7.7 | 74,779 | 26.2 |
| YES, MUST BE JOB RELATED | | | | |
| Small Firms | 4,019 | 19.3 | 25,734 | 24.8 |
| Medium Size Firms | 953 | 37.0 | 28,526 | 39.7 |
| Large Firms | 248 | 53.7 | 68,887 | 62.7 |
| All Size Firms | 5,220 | 21.9 | 123,147 | 43.2 |
| YES, AS LONG AS THE INSTITUTION IS ACCREDITED | | | | |
| Small Firms | 638 | 3.1 | 4,163 | 4.0 |
| Medium Size Firms | 222 | 8.6 | 8,450 | 11.8 |
| Large Firms | 150 | 32.5 | 56,530 | 51.5 |
| All Size Firms | 1,010 | 4.2 | 69,143 | 24.2 |
| YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE | | | | |
| Small Firms | 819 | 3.9 | 4,649 | 4.5 |
| Medium Size Firms | 117 | 4.5 | 3,580 | 5.0 |
| Large Firms | 28 | 6.1 | 23,224 | 21.1 |
| All Size Firms | 964 | 4.0 | 31,453 | 11.0 |
| Subtotal of Small Firms | 20,831 | 100.0 | 103,619 | 100.0 |
| Subtotal of Medium Size Firms | 2,575 | 100.0 | 71,821 | 100.0 |
| Subtotal of Large Firms | 462 | 100.0 | 109,817 | 100.0 |
| Grand Total | 23,868 | 100.0 | 285,257 | 100.0 |

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

ALL INDUSTRIES

Full-time Hourly

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

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

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

ALL INDUSTRIES

Part-time Hourly

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

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

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

ALL INDUSTRIES
Salary

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

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

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

ALL INDUSTRIES
Full-time Hourly

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

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

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

ALL INDUSTRIES
Part-time Hourly

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

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

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

ALL INDUSTRIES
Salary

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

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

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

ALL INDUSTRIES

Full-time Hourly

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

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

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

ALL INDUSTRIES

Part-time Hourly

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

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

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

ALL INDUSTRIES
Salary

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

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

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

ALL INDUSTRIES

Full-time Hourly

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

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

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

ALL INDUSTRIES
Part-time Hourly

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

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

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

ALL INDUSTRIES
Salary

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

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

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

ALL INDUSTRIES
Full-time Hourly

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

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

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

ALL INDUSTRIES

Part-time Hourly

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

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

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

ALL INDUSTRIES
Salary

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

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

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

ALL INDUSTRIES

Full-time Hourly

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

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

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

ALL INDUSTRIES

Part-time Hourly

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

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

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

ALL INDUSTRIES
All Employee Categories

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

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

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

Oklahoma Employee Benefit Compensation

OESC 2005 Benefits Survey

Mining



Vacation & Holiday

Health & Medical



Retirement, Bonuses
& Profit sharing



MINING

Salaried

TABLE 1E: Number of Paid Holidays Offered for Oklahoma Salaried Mining Employees by Firm Size.*

| 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 | | | | |
| Medium Size Firms | 10 | 22.2 | 103 | 8.6 |
| All Size Firms | 10 | 1.8 | 103 | 1.1 |
| SIX HOLIDAYS | | | | |
| Small Firms | 116 | 23.4 | 470 | 13.3 |
| Medium Size Firms | 11 | 24.4 | 308 | 25.8 |
| All Size Firms | 127 | 23.0 | 778 | 8.0 |
| SEVEN HOLIDAYS | | | | |
| Small Firms | 134 | 27.0 | 677 | 19.2 |
| Medium Size Firms | 6 | 13.3 | 76 | 6.4 |
| Large Firms | 4 | 40.0 | 521 | 10.5 |
| All Size Firms | 144 | 26.1 | 1,274 | 13.1 |
| EIGHT HOLIDAYS | | | | |
| Small Firms | 4 | 0.8 | 12 | 0.3 |
| Medium Size Firms | 10 | 22.2 | 387 | 32.4 |
| All Size Firms | 14 | 2.5 | 399 | 4.1 |
| NINE HOLIDAYS | | | | |
| Small Firms | 45 | 9.1 | 1121 | 31.7 |
| Medium Size Firms | 4 | 8.9 | 259 | 21.7 |
| Large Firms | 2 | 20.0 | 90 | 1.8 |
| All Size Firms | 51 | 9.3 | 1,470 | 15.1 |
| TEN HOLIDAYS | | | | |
| Small Firms | 112 | 22.6 | 969 | 27.4 |
| Medium Size Firms | 4 | 8.9 | 61 | 5.1 |
| Large Firms | 4 | 40.0 | 4,374 | 87.7 |
| All Size Firms | 120 | 21.8 | 5,404 | 55.6 |
| ELEVEN HOLIDAYS | | | | |
| Small Firms | 37 | 7.5 | 213 | 6.0 |
| All Size Firms | 37 | 6.7 | 213 | 2.2 |
| TWELVE or MORE HOLIDAYS | | | | |
| Small Firms | 48 | 9.7 | 70 | 2.0 |
| All Size Firms | 48 | 8.7 | 70 | 0.7 |
| Subtotal of Small Firms | 496 | 100.0 | 3,532 | 100.0 |
| Subtotal of Medium Size Firms | 45 | 100.0 | 1,194 | 100.0 |
| Subtotal of Large Firms | 10 | 100.0 | 4,985 | 100.0 |
| Grand Total | 551 | 100.0 | 9,711 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes mining firms that have one or more salaried employees and offer one or more paid holidays. 30 mining firms, or 90.9% of the mining firms with salaried employees indicated that they offer at least one paid holiday. Size categories with no firms are omitted from this table.

MINING

Full-time Hourly

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

| 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 | | | | |
| Small Firms | 48 | 15.6 | 70 | 2.4 |
| Medium Size Firms | 10 | 20.4 | 1,103 | 32.5 |
| All Size Firms | 58 | 15.8 | 1,173 | 13.4 |
| SIX HOLIDAYS | | | | |
| Small Firms | 100 | 32.6 | 902 | 31.1 |
| Medium Size Firms | 11 | 22.4 | 409 | 12.1 |
| All Size Firms | 111 | 30.3 | 1,311 | 15.0 |
| SEVEN HOLIDAYS | | | | |
| Small Firms | 70 | 22.8 | 591 | 20.4 |
| Medium Size Firms | 6 | 12.2 | 586 | 17.3 |
| Large Firms | 4 | 40.0 | 525 | 21.4 |
| All Size Firms | 80 | 21.9 | 1,702 | 19.4 |
| EIGHT HOLIDAYS | | | | |
| Small Firms | 4 | 1.3 | 59 | 2.0 |
| Medium Size Firms | 10 | 20.4 | 497 | 14.6 |
| All Size Firms | 14 | 3.8 | 556 | 6.4 |
| NINE HOLIDAYS | | | | |
| Medium Size Firms | 4 | | 264 | 7.8 |
| All Size Firms | 4 | 1.1 | 264 | 3.0 |
| TEN HOLIDAYS | | | | |
| Small Firms | 85 | 27.7 | 1,279 | 44.1 |
| Medium Size Firms | 4 | 8.2 | 162 | 4.8 |
| Large Firms | 6 | 60.0 | 1,933 | 78.6 |
| All Size Firms | 95 | 26.0 | 3,374 | 38.6 |
| TWELVE or MORE HOLIDAYS | | | | |
| Medium Size Firms | 4 | 8.2 | 372 | 11.0 |
| All Size Firms | 4 | 1.1 | 372 | 4.3 |
| Subtotal of Small Firms | 307 | 100.0 | 2,901 | 100.0 |
| Subtotal of Medium Size Firms | 49 | 100.0 | 3,393 | 100.0 |
| Subtotal of Large Firms | 10 | 100.0 | 2,458 | 100.0 |
| Grand Total | 366 | 100.0 | 8,752 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes mining firms that have one or more full-time hourly employees and offer one or more paid holidays. 25 mining firms, or 75.8% of the mining firms with full-time hourly employees indicated that they offer at least one paid holiday. Response categories and size categories with no firms are omitted from this table.

MINING
Part-time Hourly

TABLE 1G: Number of Paid Holidays Offered for Oklahoma Part-time Hourly Mining 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 | 6 | 6.4 | 42 | 14.4 |
| SIX HOLIDAYS | | | | |
| All Size Firms | 6 | 6.4 | 25 | 8.6 |
| SEVEN HOLIDAYS | | | | |
| All Size Firms | 6 | 6.4 | 25 | 8.6 |
| EIGHT HOLIDAYS | | | | |
| All Size Firms | 4 | 4.3 | 5 | 1.7 |
| NINE HOLIDAYS | | | | |
| All Size Firms | 45 | 47.9 | 130 | 44.5 |
| TEN HOLIDAYS | | | | |
| All Size Firms | 23 | 24.5 | 54 | 18.5 |
| ELEVEN HOLIDAYS | | | | |
| All Size Firms | 4 | 4.3 | 11 | 3.8 |
| Grand Total | 94 | 100.0 | 292 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes mining firms that have one or more part-time hourly employees and offer one or more paid holidays. 9 mining firms, or 40.9% of the mining firms with part-time employees indicated that they offer at least one paid holiday. Response categories with no firms and size categories are omitted from this table.

MINING

Salaried

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

| Holiday Offered | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NEW YEAR'S DAY | | | | |
| Small Firms | 495 | 99.8 | 3,532 | 100.0 |
| Medium Size Firms | 35 | 77.8 | 1,091 | 91.4 |
| Large Firms | 10 | 100.0 | 4,985 | 100.0 |
| All Size Firms | 540 | 98.0 | 9,608 | 98.9 |
| MARTIN LUTHER KING DAY | | | | |
| Small Firms | 48 | 9.7 | 70 | 2.0 |
| Medium Size Firms | 6 | 13.3 | 76 | 6.4 |
| All Size Firms | 54 | 9.8 | 146 | 1.5 |
| PRESIDENT'S DAY | | | | |
| Small Firms | 85 | 17.1 | 425 | 12.0 |
| Medium Size Firms | 4 | 8.9 | 259 | 21.7 |
| Large Firms | 2 | 20.0 | 218 | 4.4 |
| All Size Firms | 91 | 16.5 | 902 | 9.3 |
| GOOD FRIDAY | | | | |
| Small Firms | 261 | 52.6 | 2,501 | 70.8 |
| Medium Size Firms | 8 | 17.8 | 321 | 26.9 |
| Large Firms | 6 | 60.0 | 4,464 | 89.5 |
| All Size Firms | 275 | 49.9 | 7,286 | 75.0 |
| MEMORIAL DAY | | | | |
| Small Firms | 447 | 90.1 | 3,462 | 98.0 |
| Medium Size Firms | 35 | 77.8 | 1,091 | 91.4 |
| Large Firms | 10 | 100.0 | 4,985 | 100.0 |
| All Size Firms | 492 | 89.3 | 9,538 | 98.2 |
| INDEPENDENCE DAY | | | | |
| Small Firms | 477 | 96.2 | 3,447 | 97.6 |
| Medium Sized Firms | 40 | 88.9 | 1,167 | 97.7 |
| Large Firms | 10 | 100.0 | 4,985 | 100.0 |
| All Size Firms | 527 | 95.6 | 9,599 | 98.8 |
| LABOR DAY | | | | |
| Small Firms | 495 | 99.8 | 3,532 | 100.0 |
| Medium Size Firms | 35 | 77.8 | 1,091 | 91.4 |
| Large Firms | 10 | 100.0 | 4,985 | 100.0 |
| All Size Firms | 540 | 98.0 | 9,608 | 98.9 |
| COLUMBUS DAY | | | | |
| Small Firms | 48 | 9.7 | 70 | 2.0 |
| All Size Firms | 48 | 8.7 | 70 | 0.7 |
| ELECTION DAY | | | | |
| Small Firms | 48 | 9.7 | 70 | 2.0 |
| All Size Firms | 48 | 8.7 | 70 | 0.7 |

TABLE 2D: Holidays, Mining Salaried (continued).

| 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 |
|---|------------------------------------|--|--|--|
| VETERAN'S DAY | | | | |
| Small Firms | 48 | 9.7 | 70 | 2.0 |
| All Size Firms | 48 | 8.7 | 70 | 0.7 |
| THANKSGIVING DAY | | | | |
| Small Firms | 495 | 99.8 | 3,532 | 100.0 |
| Medium Size Firms | 40 | 88.9 | 1,167 | 97.7 |
| Large Firms | 10 | 100.0 | 4,985 | 100.0 |
| All Size Firms | 545 | 98.9 | 9,684 | 99.7 |
| DAY AFTER THANKSGIVING | | | | |
| Small Firms | 328 | 66.1 | 2,987 | 84.6 |
| Medium Size Firms | 18 | 40.0 | 708 | 59.3 |
| Large Firms | 10 | 100.0 | 4,985 | 100.0 |
| All Size Firms | 356 | 64.6 | 8,680 | 89.4 |
| CHRISTMAS EVE DAY | | | | |
| Small Firms | 201 | 40.5 | 1,264 | 35.8 |
| Medium Size Firms | 14 | 31.1 | 448 | 37.5 |
| Large Firms | 6 | 60.0 | 4,464 | 89.5 |
| All Size Firms | 221 | 40.1 | 6,176 | 63.6 |
| CHRISTMAS DAY | | | | |
| Small Firms | 477 | 96.2 | 3,405 | 96.4 |
| Medium Size Firms | 44 | 97.8 | 1,194 | 100.0 |
| Large Firms | 10 | 100.0 | 4,985 | 100.0 |
| All Size Firms | 531 | 96.4 | 9,584 | 98.7 |
| NEW YEAR'S EVE DAY | | | | |
| Small Firms | 182 | 36.7 | 462 | 13.1 |
| All Size Firms | 182 | 33.0 | 462 | 4.8 |
| ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY | | | | |
| Small Firms | 112 | 22.6 | 1,276 | 36.1 |
| Medium Size Firms | 2 | 4.4 | 30 | 2.5 |
| All Size Firms | 114 | 20.7 | 1,306 | 13.4 |
| OTHER (please name) | | | | |
| Small Firms | 67 | 13.5 | 723 | 20.5 |
| Medium Size Firms | 2 | 4.4 | 32 | 2.7 |
| Large Firms | 2 | 20.0 | 4,156 | 83.4 |
| All Size Firms | 71 | 12.9 | 4,911 | 50.6 |
| Offering Holiday(s) Totals | | | | |
| Subtotal of Small Firms | 496 | 100.0 | 3,532 | 100.0 |
| Subtotal of Medium Size Firms | 45 | 100.0 | 1,194 | 100.0 |
| Subtotal of Large Firms | 10 | 100.0 | 4,985 | 100.0 |
| Grand Total | 551 | 100.0 | 9,711 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes mining firms that have one or more salaried employees that responded to this question. 30 mining firms, or 90.9% of the mining 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 size categories with no firms are omitted from this table.

MINING
Full-time Hourly

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

| Holiday Offered | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NEW YEAR'S DAY | | | | |
| Small Firms | 307 | 100.0 | 2,901 | 100.0 |
| Medium Size Firms | 38 | 77.6 | 2,290 | 67.5 |
| Large Firms | 10 | 100.0 | 2,457 | 100.0 |
| All Size Firms | 355 | 97.0 | 7,648 | 87.4 |
| MARTIN LUTHER KING DAY | | | | |
| Medium Size Firms | 9 | 18.4 | 958 | 28.2 |
| All Size Firms | 9 | 2.5 | 958 | 10.9 |
| PRESIDENT'S DAY | | | | |
| Small Firms | 37 | 12.1 | 369 | 12.7 |
| Medium Size Firms | 7 | 14.3 | 636 | 18.7 |
| Large Firms | 2 | 20.0 | 327 | 13.3 |
| All Size Firms | 46 | 12.6 | 1,332 | 15.2 |
| GOOD FRIDAY | | | | |
| Small Firms | 85 | 27.7 | 1,279 | 44.1 |
| Medium Size Firms | 12 | 24.5 | 798 | 23.5 |
| Large Firms | 6 | 60.0 | 1,933 | 78.6 |
| All Size Firms | 103 | 28.1 | 4,010 | 45.8 |
| MEMORIAL DAY | | | | |
| Small Firms | 211 | 68.7 | 2,482 | 85.6 |
| Medium Size Firms | 38 | 77.6 | 2,290 | 67.5 |
| Large Firms | 10 | 100.0 | 2,457 | 100.0 |
| All Size Firms | 259 | 70.8 | 7,229 | 82.6 |
| INDEPENDENCE DAY | | | | |
| Small Firms | 241 | 78.5 | 2,760 | 95.1 |
| Medium Sized Firms | 44 | 89.8 | 3,141 | 92.6 |
| Large Firms | 10 | 100.0 | 2,457 | 100.0 |
| All Size Firms | 295 | 80.6 | 8,358 | 95.5 |
| LABOR DAY | | | | |
| Small Firms | 259 | 84.4 | 2,831 | 97.6 |
| Medium Size Firms | 38 | 77.6 | 2,290 | 67.5 |
| Large Firms | 10 | 100.0 | 2,457 | 100.0 |
| All Size Firms | 307 | 83.9 | 7,578 | 86.6 |

TABLE 2E: Holidays, Mining Full-time (continued).

| 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 |
|---|------------------------------------|--|--|--|
| THANKSGIVING DAY | | | | |
| Small Firms | 307 | 100.0 | 2,901 | 100.0 |
| Medium Size Firms | 44 | 89.8 | 3,141 | 92.6 |
| Large Firms | 10 | 100.0 | 2,457 | 100.0 |
| All Size Firms | 361 | 98.6 | 8,499 | 97.1 |
| DAY AFTER THANKSGIVING | | | | |
| Small Firms | 89 | 29.0 | 1,409 | 48.6 |
| Medium Size Firms | 22 | 44.9 | 1,295 | 38.2 |
| Large Firms | 10 | 100.0 | 2,457 | 100.0 |
| All Size Firms | 121 | 33.1 | 5,161 | 59.0 |
| CHRISTMAS EVE DAY | | | | |
| Small Firms | 137 | 44.6 | 1,758 | 60.6 |
| Medium Size Firms | 18 | 36.7 | 1,031 | 30.4 |
| Large Firms | 6 | 60.0 | 1,933 | 78.6 |
| All Size Firms | 161 | 44.0 | 4,722 | 54.0 |
| CHRISTMAS DAY | | | | |
| Small Firms | 307 | 100.0 | 2,901 | 100.0 |
| Medium Size Firms | 48 | 98.0 | 3,393 | 100.0 |
| Large Firms | 10 | 100.0 | 2,457 | 100.0 |
| All Size Firms | 365 | 99.7 | 8,751 | 100.0 |
| NEW YEAR'S EVE DAY | | | | |
| Small Firms | 70 | 22.8 | 450 | 15.5 |
| Medium Size Firms | 4 | 8.2 | 372 | 11.0 |
| Large Firms | 2 | 20.0 | 1,029 | 41.9 |
| All Size Firms | 76 | 20.8 | 1,851 | 21.1 |
| ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY | | | | |
| Small Firms | 19 | 6.2 | 71 | 2.4 |
| Medium Size Firms | 2 | 4.1 | 73 | 2.2 |
| All Size Firms | 21 | 5.7 | 144 | 1.6 |
| OTHER (please name) | | | | |
| Small Firms | 48 | 15.6 | 910 | 31.4 |
| Medium Size Firms | 2 | 4.1 | 89 | 2.6 |
| Large Firms | 2 | 20.0 | 576 | 23.4 |
| All Size Firms | 52 | 14.2 | 1,575 | 18.0 |
| Offering Holiday(s) Totals | | | | |
| Subtotal of Small Firms | 307 | 100.0 | 2,901 | 100.0 |
| Subtotal of Medium Size Firms | 49 | 100.0 | 3,393 | 100.0 |
| Subtotal of Large Firms | 10 | 100.0 | 2,458 | 100.0 |
| Grand Total | 366 | 100.0 | 8,752 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes mining firms that have one or more full-time hourly employees that responded to this question. 25 mining firms, or 75.8% of the mining firms with full-time hourly employees responded 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 size categories with no firms are omitted from this table.

MINING

Part-time Hourly

TABLE 2F: Holidays Offered for Oklahoma Part-time Hourly Mining 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 | 88 | 93.6 | 246 | 84.2 |
| MARTIN LUTHER KING DAY | | | | |
| All Size Firms | 9 | 9.6 | 37 | 12.7 |
| PRESIDENT'S DAY | | | | |
| All Size Firms | 23 | 24.5 | 25 | 8.6 |
| GOOD FRIDAY | | | | |
| All Size Firms | 72 | 76.6 | 191 | 65.4 |
| MEMORIAL DAY | | | | |
| All Size Firms | 86 | 91.5 | 246 | 84.2 |
| INDEPENDENCE DAY | | | | |
| All Size Firms | 46 | 48.9 | 158 | 54.1 |
| LABOR DAY | | | | |
| All Size Firms | 86 | 91.5 | 246 | 84.2 |
| THANKSGIVING DAY | | | | |
| All Size Firms | 91 | 96.8 | 288 | 98.6 |
| DAY AFTER THANKSGIVING | | | | |
| All Size Firms | 75 | 79.8 | 195 | 66.8 |
| CHRISTMAS EVE DAY | | | | |
| All Size Firms | 75 | 79.8 | 195 | 66.8 |
| CHRISTMAS DAY | | | | |
| All Size Firms | 91 | 96.8 | 288 | 98.6 |
| NEW YEAR'S EVE DAY | | | | |
| All Size Firms | 47 | 50.0 | 159 | 54.5 |
| OTHER (please name) | | | | |
| All Size Firms | 2 | 2.1 | 6 | 2.1 |
| Offering Holiday(s) Totals | | | | |
| Grand Total | 94 | 100.0 | 292 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes mining firms that have one or more part-time hourly employees that responded to this question. 9 mining firms, or 40.9% of the mining firms with part-time 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 responses and size categories are omitted from this table.

MINING
Full-time Hourly

TABLE 3C: Holiday Pay Offered for Oklahoma Full-time Hourly Mining 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 |
|--------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| STRAIGHT TIME | | | | |
| Small Firms | 196 | 44.3 | 1,706 | 40.6 |
| Medium Size Firms | 27 | 45.8 | 1,255 | 32.8 |
| All Size Firms | 223 | 43.5 | 2,961 | 26.2 |
| TIME AND ONE-HALF | | | | |
| Small Firms | 134 | 30.3 | 1,054 | 25.1 |
| Medium Size Firms | 15 | 25.4 | 1,392 | 36.4 |
| Large Firms | 10 | 83.3 | 2,457 | 75.5 |
| All Size Firms | 159 | 31.0 | 4,903 | 43.4 |
| DOUBLE TIME | | | | |
| Small Firms | 64 | 14.5 | 533 | 12.7 |
| Medium Size Firms | 17 | 28.8 | 1,180 | 30.8 |
| Large Firms | 2 | 16.7 | 798 | 24.5 |
| All Size Firms | 83 | 16.2 | 2,511 | 22.3 |
| OTHER (please describe) | | | | |
| Small Firms | 48 | 10.9 | 910 | 21.7 |
| All Size Firms | 48 | 9.4 | 910 | 8.1 |
| Subtotal of Small Firms | 442 | 100.0 | 4,203 | 100.0 |
| Subtotal of Medium Size Firms | 59 | 100.0 | 3,827 | 100.0 |
| Subtotal of Large Firms | 12 | 100.0 | 3,255 | 100.0 |
| Grand Total | 513 | 100.0 | 11,285 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more full-time hourly employees that responded to this question. 30 firms, or 90.9% of the mining firms with full-time hourly employees reported holiday pay. Sizes categories with no firms are omitted from this table.

MINING
Part-time Hourly

TABLE 3D: Holiday Pay Offered for Oklahoma Part-time Hourly Mining 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 |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| STRAIGHT TIME | | | | |
| Medium Size Firms | 13 | 13.5 | 65 | 33.0 |
| All Size Firms | 13 | 11.7 | 65 | 21.7 |
| TIME AND ONE-HALF | | | | |
| Small Firms | 19 | 19.8 | 14 | 7.1 |
| Medium Size Firms | 11 | 100.0 | 67 | 100.0 |
| Large Firms | 4 | 100.0 | 35 | 100.0 |
| All Size Firms | 34 | 30.6 | 116 | 38.8 |
| DOUBLE TIME | | | | |
| Small Firms | 45 | 46.9 | 104 | 52.8 |
| All Size Firms | 45 | 40.5 | 104 | 34.8 |
| OTHER (please describe) | | | | |
| Small Firms | 19 | 19.8 | 14 | 7.1 |
| All Size Firms | 19 | 17.1 | 14 | 4.7 |
| Subtotal of Small Firms | 83 | 86.5 | 132 | 67.0 |
| Subtotal of Medium Size Firms | 24 | 218.2 | 132 | 197.0 |
| Subtotal of Large Firms | 4 | 100.0 | 35 | 100.0 |
| Grand Total | 111 | 100.0 | 299 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more part-time hourly employees that responded to this question. 10 firms, or 45.5% of the mining firms with part-time hourly employees reported holiday pay. Sizes categories with no firms are omitted from this table.

MINING

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

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 402 | 74.0 | 3,294 | 88.0 |
| | Salaried Medium Size Firms | 31 | 55.4 | 968 | 74.1 |
| | Salaried Large Firms | 6 | 60.0 | 4,464 | 89.5 |
| | Salaried All Size Firms | 439 | 72.1 | 8,726 | 87.0 |
| | Yes | | | | |
| | Salaried Small Firms | 141 | 26.0 | 448 | 12.0 |
| | Salaried Medium Size Firms | 25 | 44.6 | 339 | 25.9 |
| | Salaried Large Firms | 4 | 40.0 | 521 | 10.5 |
| | Salaried All Size Firms | 170 | 27.9 | 1,308 | 13.0 |
| | Subtotal of Salaried Small Firms | 543 | 100.0 | 3,742 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 56 | 100.0 | 1,307 | 100.0 |
| | Subtotal of Salaried Large Firms | 10 | 100.0 | 4,985 | 100.0 |
| Salaried Grand Total | 609 | 100.0 | 10,034 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 308 | 68.6 | 3,308 | 78.7 |
| | Full-time Hourly Medium Size Firms | 34 | 57.6 | 2,478 | 64.8 |
| | Full-time Hourly Large Firms | 6 | 50.0 | 1,701 | 52.3 |
| | Full-time Hourly All Size Firms | 348 | 66.9 | 7,487 | 66.4 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 141 | 31.4 | 894 | 21.3 |
| | Full-time Hourly Medium Size Firms | 25 | 42.4 | 1,349 | 35.2 |
| | Full-time Hourly Large Firms | 6 | 50.0 | 1,554 | 47.7 |
| | Full-time Hourly All Size Firms | 172 | 33.1 | 3,797 | 33.6 |
| | Subtotal of Full-time Hourly Small Firms | 449 | 100.0 | 4,202 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 59 | 100.0 | 3,827 | 100.0 |
| | Subtotal of Full-time Hourly Large Firms | 12 | 100.0 | 3,255 | 100.0 |
| Full-time Hourly Grand Total | 520 | 100.0 | 11,284 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 175 | 97.8 | 1,024 | 91.3 |
| | Part-time Hourly Medium Size Firms | 27 | 61.4 | 941 | 75.3 |
| | Part-time Hourly Large Firms | 4 | 66.7 | 4,246 | 89.1 |
| | Part-time Hourly All Size Firms | 206 | 90.0 | 6,211 | 87.0 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 4 | 2.2 | 98 | 8.7 |
| | Part-time Hourly Medium Size Firms | 17 | 38.6 | 308 | 24.7 |
| | Part-time Hourly Large Firms | 2 | 33.3 | 521 | 10.9 |
| | Part-time Hourly All Size Firms | 23 | 10.0 | 927 | 13.0 |
| | Subtotal of Part-time Hourly Small Firms | 179 | 100.0 | 1,122 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 44 | 100.0 | 1,249 | 100.0 |
| | Subtotal of Part-time Hourly Large Firms | 6 | 100.0 | 4,767 | 100.0 |
| Part-time Hourly Grand Total | 229 | 100.0 | 7,138 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more employees that responded to this question. 38 mining firms, or 100.0% of the mining firms with employees responded to this question.

MINING

TABLE 5B: Type of Combined Leave Plans Offered for Oklahoma Mining 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 151 | 88.8 | 1,110 | 84.8 |
| | Yes | | | | |
| | Salaried All Size Firms | 19 | 11.2 | 199 | 15.2 |
| | Salaried Grand Total | 170 | 100.0 | 1,309 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 153 | 89.0 | 3,655 | 96.3 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 19 | 11.0 | 142 | 3.7 |
| | Full-time Hourly Grand Total | 172 | 100.0 | 3,797 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 20 | 100.0 | 60 | 100.0 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 0 | 0.0 | 0 | 0.0 |
| | Part-time Hourly Grand Total | 20 | 100.0 | 60 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 13 mining firms, or 100.0% of the applicable mining firms responde to this question. Size categories are omitted from this table.

MINING

TABLE 6B: Leave Included in Combined Leave Plans for Oklahoma Mining 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 97 | 80.2 | 1,002 | 80.9 |
| | Yes | | | | |
| | Salaried All Size Firms | 24 | 19.8 | 237 | 19.1 |
| | Salaried Grand Total | 121 | 100.0 | 1,239 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 153 | 89.0 | 3,655 | 96.3 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 19 | 11.0 | 142 | 3.7 |
| | Full-time Hourly Grand Total | 172 | 100.0 | 3,797 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 22 | 100.0 | 89 | 100.0 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 0 | 0.0 | 0 | 0.0 |
| | Part-time Hourly Grand Total | 22 | 100.0 | 89 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 13 mining firms, or 100.0% of the applicable mining firms responded to this question. Size categories are omitted from this table.

MINING

TABLE 7D: Minimum Combined Leave Time for Oklahoma Mining 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | 5 DAYS or LESS | | | | |
| | Salaried All Size Firms | 76 | 44.7 | 186 | 14.2 |
| | 6 to 10 DAYS | | | | |
| | Salaried All Size Firms | 13 | 7.6 | 188 | 14.4 |
| | 11 to 15 DAYS | | | | |
| | Salaried All Size Firms | 58 | 34.1 | 215 | 16.4 |
| | 16 to 29 DAYS | | | | |
| | Salaried All Size Firms | 23 | 13.5 | 720 | 55.0 |
| | Salaried Grand Total | 170 | 100.0 | 1,309 | 100.0 |
| FULL-TIME HOURLY | 5 DAYS or LESS | | | | |
| | Full-time Hourly All Size Firms | 80 | 46.5 | 1,642 | 43.2 |
| | 6 to 10 DAYS | | | | |
| | Full-time Hourly All Size Firms | 11 | 6.4 | 421 | 11.1 |
| | 11 to 15 DAYS | | | | |
| | Full-time Hourly All Size Firms | 58 | 33.7 | 1,067 | 28.1 |
| | 16 to 29 DAYS | | | | |
| | Full-time Hourly All Size Firms | 23 | 13.4 | 667 | 17.6 |
| | Full-time Hourly Grand Total | 172 | 100.0 | 3,797 | 100.0 |
| PART-TIME HOURLY | 5 DAYS or LESS | | | | |
| | Part-time Hourly All Size Firms | 11 | 47.8 | 47 | 52.8 |
| | 6 to 10 DAYS | | | | |
| | Part-time Hourly All Size Firms | 6 | 26.1 | 17 | 19.1 |
| | 11 to 15 DAYS | | | | |
| | Part-time Hourly All Size Firms | 6 | 26.1 | 25 | 28.1 |
| | Part-time Hourly Grand Total | 23 | 100.0 | 89 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 13 mining firms, or 100.0% of the applicable mining firms responded to this question. Size categories are omitted from this table.

MINING

TABLE 8D: Maximum Combined Leave Time for Oklahoma Mining 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 |
|---------------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | 14 DAYS or LESS | | | | |
| | Salaried All Size Firms | 72 | 52.9 | 136 | 10.8 |
| | 15 to 24 DAYS | | | | |
| | Salaried All Size Firms | 19 | 14.0 | 727 | 57.9 |
| | 25 to 34 DAYS | | | | |
| | Salaried All Size Firms | 26 | 19.1 | 193 | 15.4 |
| | 35 or MORE DAYS | | | | |
| Salaried All Size Firms | 19 | 14.0 | 199 | 15.9 | |
| | Salaried Grand Total | 136 | 100.0 | 1,255 | 100.0 |
| FULL-TIME HOURLY | 14 DAYS or LESS | | | | |
| | Full-time Hourly All Size Firms | 74 | 53.6 | 1,422 | 42.0 |
| | 15 to 24 DAYS | | | | |
| | Full-time Hourly All Size Firms | 21 | 15.2 | 1,166 | 34.4 |
| | 25 to 34 DAYS | | | | |
| | Full-time Hourly All Size Firms | 24 | 17.4 | 657 | 19.4 |
| | 35 or MORE DAYS | | | | |
| Full-time Hourly All Size Firms | 19 | 13.8 | 142 | 4.2 | |
| | Full-time Hourly Grand Total | 138 | 100.0 | 3,387 | 100.0 |
| PART-TIME HOURLY | 14 DAYS or LESS | | | | |
| | Part-time Hourly All Size Firms | 8 | 34.8 | 46 | 51.7 |
| | 15 to 24 DAYS | | | | |
| | Part-time Hourly All Size Firms | 9 | 39.1 | 18 | 20.2 |
| | 25 to 34 DAYS | | | | |
| Part-time Hourly All Size Firms | 6 | 26.1 | 25 | 28.1 | |
| | Part-time Hourly Grand Total | 23 | 100.0 | 89 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 12 mining firms, or 92.3% of the applicable mining firms responded to this question. Size categories are omitted from this table.

MINING

TABLE 9B: Seniority and Leave Time Increases in Combined Leave Plans for Oklahoma Mining 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 60 | 35.3 | 232 | 17.7 |
| | Yes | | | | |
| | Salaried All Size Firms | 110 | 64.7 | 1,077 | 82.3 |
| | Salaried Grand Total | 170 | 100.0 | 1,309 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 62 | 36.0 | 1,911 | 50.3 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 110 | 64.0 | 1,886 | 49.7 |
| | Full-time Hourly Grand Total | 172 | 100.0 | 3,797 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 2 | 9.1 | 29 | 32.6 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 20 | 90.9 | 60 | 67.4 |
| | Part-time Hourly Grand Total | 22 | 100.0 | 89 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 13 mining firms, or 100.0% of the applicable mining firms responded to this question. Size categories are omitted from this table.

MINING

TABLE 10B: Leave Accumulation in Combined Leave Plans for Oklahoma Mining 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 86 | 50.6 | 362 | 27.7 |
| | Yes | | | | |
| | Salaried All Size Firms | 84 | 49.4 | 947 | 72.3 |
| | Salaried Grand Total | 170 | 100.0 | 1,309 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 88 | 51.2 | 2,005 | 52.8 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 84 | 48.8 | 1,793 | 47.2 |
| | Full-time Hourly Grand Total | 172 | 100.0 | 3,798 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 13 | 59.1 | 59 | 66.3 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 9 | 40.9 | 30 | 33.7 |
| | Part-time Hourly Grand Total | 22 | 100.0 | 89 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 12 mining firms, or 92.3% of the applicable mining firms responded to this question. Size categories are omitted from this table.

MINING

TABLE 11D: Maximum Leave Accumulation in Combined Leave Plans for Oklahoma Mining 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | 10 DAYS or LESS | | | | |
| | Salaried All Size Firms | 24 | 28.6 | 161 | 17.0 |
| | 21 OR MORE DAYS | | | | |
| | Salaried All Size Firms | 4 | 4.8 | 521 | 55.0 |
| | NO MAXIMUM OR LIMIT | | | | |
| | Salaried All Size Firms | 56 | 66.7 | 265 | 28.0 |
| | Salaried Grand Total | 84 | 100.0 | 947 | 100.0 |
| FULL-TIME HOURLY | 10 DAYS or LESS | | | | |
| | Full-time Hourly All Size Firms | 24 | 48.0 | 657 | 47.5 |
| | 21 OR MORE DAYS | | | | |
| | Full-time Hourly All Size Firms | 4 | 8.0 | 525 | 38.0 |
| | NO MAXIMUM OR LIMIT | | | | |
| | Full-time Hourly All Size Firms | 22 | 44.0 | 201 | 14.5 |
| | Full-time Hourly Grand Total | 50 | 100.0 | 1,383 | 100.0 |
| PART-TIME HOURLY | 10 DAYS or LESS | | | | |
| | Part-time Hourly All Size Firms | 6 | 60.0 | 25 | 83.3 |
| | NO MAXIMUM OR LIMIT | | | | |
| | Part-time Hourly All Size Firms | 4 | 40.0 | 5 | 16.7 |
| | Part-time Hourly Grand Total | 10 | 100.0 | 30 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more employees and indicated that they combine leave time by answering yes to question four and indicated they allowed leave time accumulation by answering yes to question 10. 6 mining firms, or 100.0% of the applicable mining firms responded to this question. Response categories with no responses and size categories are omitted from table.

MINING

TABLE 12B: Pay Option in Combined Leave Plans for Oklahoma Mining 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 60 | 35.5 | 898 | 68.6 |
| | Yes | | | | |
| | Salaried All Size Firms | 109 | 64.5 | 411 | 31.4 |
| | Salaried Grand Total | 169 | 100.0 | 1,309 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 57 | 34.3 | 2,290 | 64.4 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 109 | 65.7 | 1,267 | 35.6 |
| | Full-time Hourly Grand Total | 166 | 100.0 | 3,557 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 13 | 59.1 | 59 | 66.3 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 9 | 40.9 | 30 | 33.7 |
| | Part-time Hourly Grand Total | 22 | 100.0 | 89 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 13 mining firms, or 100.0% of the applicable mining firms responded to this question. Size categories are omitted from this table.

MINING
Salary

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

| 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 PAID VACATION OFFERED | | | | |
| Small Firms | 323 | 21.3 | 1,093 | 18.4 |
| Medium Size Firms | 4 | 3.4 | 7 | 0.5 |
| All Size Firms | 327 | 19.9 | 1,100 | 12.9 |
| 3 to 6 MONTHS | | | | |
| Small Firms | 136 | 8.9 | 420 | 7.1 |
| Medium Size Firms | 22 | 18.8 | 472 | 32.5 |
| Large Firms | 2 | 22.2 | 433 | 38.6 |
| All Size Firms | 160 | 9.7 | 1,325 | 15.6 |
| 7 to 11 MONTHS | | | | |
| Small Firms | 81 | 5.3 | 1,095 | 18.4 |
| Medium Size Firms | 9 | 7.7 | 61 | 4.2 |
| All Size Firms | 90 | 5.5 | 1,156 | 13.6 |
| 12 MONTHS or MORE | | | | |
| Small Firms | 980 | 64.5 | 3,336 | 56.1 |
| Medium Size Firms | 82 | 70.1 | 914 | 62.9 |
| Large Firms | 7 | 77.8 | 688 | 61.4 |
| All Size Firms | 1,069 | 64.9 | 4,938 | 58.0 |
| Subtotal of Small Firms | 1,520 | 100.0 | 5,944 | 100.0 |
| Subtotal of Medium Size Firms | 117 | 100.0 | 1,454 | 100.0 |
| Subtotal of Large Firms | 9 | 100.0 | 1,121 | 100.0 |
| Grand Total | 1,646 | 100.0 | 8,519 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four. 21 mining firms, or 100.0% of the applicable mining firms responded to this question. Size categories with no firms are omitted from this table.

MINING
Full-time Hourly

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

| 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 PAID VACATION OFFERED | | | | |
| Small Firms | 575 | 30.4 | 5,322 | 33.2 |
| Medium Size Firms | 16 | 16.8 | 589 | 10.0 |
| Large Firms | 2 | 18.2 | 573 | 15.0 |
| All Size Firms | 593 | 29.7 | 6,484 | 25.2 |
| 3 to 6 MONTHS | | | | |
| Small Firms | 27 | 1.4 | 308 | 1.9 |
| Medium Size Firms | 14 | 14.7 | 740 | 12.6 |
| Large Firms | 2 | 18.2 | 320 | 8.4 |
| All Size Firms | 43 | 2.2 | 1,368 | 5.3 |
| 7 to 11 MONTHS | | | | |
| Small Firms | 151 | 8.0 | 821 | 5.1 |
| Medium Size Firms | 5 | 5.3 | 927 | 15.7 |
| All Size Firms | 156 | 7.8 | 1,748 | 6.8 |
| 12 MONTHS or MORE | | | | |
| Small Firms | 1,137 | 60.2 | 9,556 | 59.7 |
| Medium Size Firms | 60 | 63.2 | 3,630 | 61.7 |
| Large Firms | 7 | 63.6 | 2,932 | 76.7 |
| All Size Firms | 1,204 | 60.3 | 16,118 | 62.7 |
| Subtotal of Small Firms | 1,890 | 100.0 | 16,007 | 100.0 |
| Subtotal of Medium Size Firms | 95 | 100.0 | 5,886 | 100.0 |
| Subtotal of Large Firms | 11 | 100.0 | 3,825 | 100.0 |
| Grand Total | 1,996 | 100.0 | 25,718 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees;and Large Firms are firms with 250 or more employees. This table includes mining 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. 18 mining firms, or 100.0% of the applicable mining firms responded to this question. Size categories with no firms are omitted from this table.

MINING
Part-time Hourly

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

| 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 PAID VACATION OFFERED | | | | |
| Small Firms | 237 | 57.2 | 386 | 73.8 |
| Medium Size Firms | 4 | 21.1 | 4 | 8.9 |
| All Size Firms | 241 | 55.7 | 390 | 68.7 |
| 12 MONTHS or MORE | | | | |
| Small Firms | 177 | 42.8 | 137 | 26.2 |
| Medium Size Firms | 15 | 78.9 | 41 | 91.1 |
| All Size Firms | 192 | 44.3 | 178 | 31.3 |
| Subtotal of Small Firms | 414 | 100.0 | 523 | 100.0 |
| Subtotal of Medium Size Firms | 19 | 100.0 | 45 | 100.0 |
| Grand Total | 433 | 100.0 | 568 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining 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. 11 mining firms, or 91.7% of the applicable mining firms responded to this question. Size categories with no firms are omitted from this table.

MINING
Salary

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

| 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 |
|---|------------------------------------|--|--|--|
| 11 MONTHS or LESS | | | | |
| Small Firms | 64 | 15.9 | 389 | 11.8 |
| All Size Firms | 64 | 14.5 | 389 | 4.5 |
| 1 YEAR to 1 YEAR & 11 MONTHS | | | | |
| Small Firms | 239 | 59.3 | 2,621 | 79.5 |
| Medium Size Firms | 9 | 29.0 | 449 | 46.3 |
| Large Firms | 4 | 66.7 | 4,374 | 98.0 |
| All Size Firms | 252 | 57.3 | 7,444 | 85.3 |
| 2 YEARS to 2 YEARS & 11 MONTHS | | | | |
| Small Firms | 52 | 12.9 | 215 | 6.5 |
| Medium Size Firms | 12 | 38.7 | 417 | 43.0 |
| All Size Firms | 64 | 14.5 | 632 | 7.2 |
| 3 YEARS to 3 YEARS & 11 MONTHS | | | | |
| Medium Size Firms | 4 | 12.9 | 27 | 2.8 |
| Large Firms | 2 | 33.3 | 90 | 2.0 |
| All Size Firms | 6 | 1.4 | 117 | 1.3 |
| 4 or MORE YEARS | | | | |
| Small Firms | 48 | 11.9 | 70 | 2.1 |
| Medium Size Firms | 6 | 19.4 | 76 | 7.8 |
| All Size Firms | 54 | 12.3 | 146 | 1.7 |
| Subtotal of Small Firms | 403 | 100.0 | 3,295 | 100.0 |
| Subtotal of Medium Size Firms | 31 | 100.0 | 969 | 100.0 |
| Subtotal of Large Firms | 6 | 100.0 | 4,464 | 100.0 |
| Grand Total | 440 | 100.0 | 8,728 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining 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. 21 mining firms, or 100.0% of the applicable mining firms responded to this question. Size categories with no firms are omitted from this table.

MINING
Full-time Hourly

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

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER TWO WEEKS of PAID VACATION | | | | |
| Small Firms | 48 | 15.6 | 175 | 5.3 |
| Medium Size Firms | 6 | 17.1 | 851 | 34.3 |
| All Size Firms | 54 | 15.5 | 1,026 | 13.7 |
| 11 MONTHS or LESS | | | | |
| Small Firms | 45 | 14.6 | 391 | 11.8 |
| All Size Firms | 45 | 12.9 | 391 | 5.2 |
| 1 YEAR to 1 YEAR & 11 MONTHS | | | | |
| Small Firms | 67 | 21.8 | 1,208 | 36.5 |
| Medium Size Firms | 13 | 37.1 | 804 | 32.4 |
| Large Firms | 4 | 66.7 | 904 | 53.1 |
| All Size Firms | 84 | 24.1 | 2,916 | 38.9 |
| 2 YEARS to 2 YEARS & 11 MONTHS | | | | |
| Small Firms | 100 | 32.5 | 1,184 | 35.8 |
| Medium Size Firms | 2 | 5.7 | 73 | 2.9 |
| All Size Firms | 102 | 29.2 | 1,257 | 16.8 |
| 3 YEARS to 3 YEARS & 11 MONTHS | | | | |
| Medium Size Firms | 14 | 40.0 | 750 | 30.3 |
| Large Firms | 2 | 33.3 | 798 | 46.9 |
| All Size Firms | 16 | 4.6 | 1,548 | 20.7 |
| 4 or MORE YEARS | | | | |
| Small Firms | 48 | 15.6 | 350 | 10.6 |
| All Size Firms | 48 | 13.8 | 350 | 4.7 |
| Subtotal of Small Firms | 308 | 100.0 | 3,308 | 100.0 |
| Subtotal of Medium Size Firms | 35 | 100.0 | 2,478 | 100.0 |
| Subtotal of Large Firms | 6 | 100.0 | 1,702 | 100.0 |
| Grand Total | 349 | 100.0 | 7,488 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining 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. 18 mining firms, or 100.0% of the applicable mining firms responded this question. Size categories with no firms are omitted from this table.

MINING
Part-time Hourly

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

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER TWO WEEKS of PAID VACATION | | | | |
| Small Firms | 19 | 14.8 | 14 | 5.3 |
| Medium Size Firms | 11 | 73.3 | 67 | 85.9 |
| All Size Firms | 30 | 20.4 | 81 | 22.9 |
| 11 MONTHS or LESS | | | | |
| Small Firms | 45 | 35.2 | 104 | 39.5 |
| All Size Firms | 45 | 30.6 | 104 | 29.5 |
| 1 YEAR to 1 YEAR & 11 MONTHS | | | | |
| Small Firms | 64 | 50.0 | 145 | 55.1 |
| Medium Size Firms | 4 | 26.7 | 11 | 14.1 |
| Large Firms | 2 | 50.0 | 6 | 50.0 |
| All Size Firms | 70 | 47.6 | 162 | 45.9 |
| 3 YEARS to 3 YEARS & 11 MONTHS | | | | |
| Large Firms | 2 | 50.0 | 6 | 50.0 |
| All Size Firms | 2 | 1.4 | 6 | 1.7 |
| Subtotal of Small Firms | 128 | 100.0 | 263 | 100.0 |
| Subtotal of Medium Size Firms | 15 | 100.0 | 78 | 100.0 |
| Subtotal of Large Firms | 4 | 100.0 | 12 | 100.0 |
| Grand Total | 147 | 100.0 | 353 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining 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. 8 mining firms, or 88.9% of the applicable mining firms responded to this question. Size categories with no firms are omitted from this table.

MINING
Salary

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

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER THREE WEEKS of PAID VACATION | | | | |
| Small Firms | 202 | 50.1 | 963 | 29.2 |
| Medium Size Firms | 9 | 29.0 | 103 | 10.6 |
| All Size Firms | 211 | 48.0 | 1,066 | 12.2 |
| 4 YEARS TO 7 YEARS & 11 MONTHS | | | | |
| Small Firms | 153 | 38.0 | 2,261 | 68.6 |
| Medium Size Firms | 4 | 12.9 | 259 | 26.7 |
| Large Firms | 4 | 66.7 | 4,374 | 98.0 |
| All Size Firms | 161 | 36.6 | 6,894 | 79.0 |
| 8 YEARS TO 11 YEARS 11 MONTHS | | | | |
| Medium Size Firms | 12 | 38.7 | 417 | 43.0 |
| All Size Firms | 12 | 2.7 | 417 | 4.8 |
| 12 or MORE YEARS | | | | |
| Small Firms | 48 | 11.9 | 70 | 2.1 |
| Medium Size Firms | 6 | 19.4 | 190 | 19.6 |
| Large Firms | 2 | 33.3 | 90 | 2.0 |
| All Size Firms | 56 | 12.7 | 350 | 4.0 |
| Subtotal of Small Firms | 403 | 100.0 | 3,294 | 100.0 |
| Subtotal of Medium Size Firms | 31 | 100.0 | 969 | 100.0 |
| Subtotal of Large Firms | 6 | 100.0 | 4,464 | 100.0 |
| Grand Total | 440 | 100.0 | 8,727 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining 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. 21 mining firms, or 100.0% of the applicable mining firms responded to this question. Response categories with no response and size categories with no firms are omitted from this table.

MINING
Full-time Hourly

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

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER THREE WEEKS of PAID VACATION | | | | |
| Small Firms | 141 | 54.4 | 916 | 36.6 |
| Medium Size Firms | 9 | 26.5 | 1,104 | 44.5 |
| All Size Firms | 150 | 50.2 | 2,020 | 30.2 |
| 4 YEARS TO 7 YEARS & 11 MONTHS | | | | |
| Small Firms | 70 | 27.0 | 1,237 | 49.4 |
| Medium Size Firms | 7 | 20.6 | 636 | 25.7 |
| Large Firms | 4 | 66.7 | 904 | 53.1 |
| All Size Firms | 81 | 27.1 | 2,777 | 41.5 |
| 8 YEARS TO 11 YEARS 11 MONTHS | | | | |
| Medium Size Firms | 12 | 35.3 | 570 | 23.0 |
| All Size Firms | 12 | 4.0 | 570 | 8.5 |
| 12 or MORE YEARS | | | | |
| Small Firms | 48 | 18.5 | 350 | 14.0 |
| Medium Size Firms | 6 | 17.6 | 169 | 6.8 |
| Large Firms | 2 | 33.3 | 798 | 46.9 |
| All Size Firms | 56 | 18.7 | 1,317 | 19.7 |
| Subtotal of Small Firms | 259 | 100.0 | 2,503 | 100.0 |
| Subtotal of Medium Size Firms | 34 | 100.0 | 2,479 | 100.0 |
| Subtotal of Large Firms | 6 | 100.0 | 1,702 | 100.0 |
| Grand Total | 299 | 100.0 | 6,684 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining 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. 17 mining firms, or 94.4% of the applicable mining firms responded to this question. Response categories with no response and size categories with no firms are omitted from this table.

MINING
Part-time Hourly

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

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER THREE WEEKS of PAID VACATION | | | | |
| Small Firms | 157 | 89.2 | 284 | 95.3 |
| Medium Size Firms | 11 | 44.0 | 67 | 55.8 |
| All Size Firms | 168 | 82.0 | 351 | 81.6 |
| 4 YEARS TO 7 YEARS & 11 MONTHS | | | | |
| Small Firms | 19 | 10.8 | 14 | 4.7 |
| Medium Size Firms | 14 | 56.0 | 53 | 44.2 |
| Large Firms | 2 | 50.0 | 6 | 50.0 |
| All Size Firms | 35 | 17.1 | 73 | 17.0 |
| 12 or MORE YEARS | | | | |
| Large Firms | 2 | 50.0 | 6 | 50.0 |
| All Size Firms | 2 | 1.0 | 6 | 1.4 |
| Subtotal of Small Firms | 176 | 100.0 | 298 | 100.0 |
| Subtotal of Medium Size Firms | 25 | 100.0 | 120 | 100.0 |
| Subtotal of Large Firms | 4 | 100.0 | 12 | 100.0 |
| Grand Total | 205 | 100.0 | 430 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining 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. 9 mining firms, or 100.0% of the applicable mining firms responded to this question. Response categories with no response and size categories with no firms are omitted from this table.

MINING
Salary

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

| 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 |
|---|------------------------------------|--|--|--|
| DO NOT OFFER FOUR WEEKS of PAID VACATION | | | | |
| Small Firms | 220 | 54.7 | 1,106 | 33.6 |
| Medium Size Firms | 15 | 48.4 | 293 | 30.2 |
| Large Firms | 2 | 33.3 | 90 | 2.0 |
| All Size Firms | 237 | 54.0 | 1,489 | 17.1 |
| 10 YEARS TO 15 YEARS & 11 MONTHS | | | | |
| Small Firms | 115 | 28.6 | 1,991 | 60.4 |
| Medium Size Firms | 4 | 12.9 | 259 | 26.7 |
| Large Firms | 4 | 66.7 | 4,374 | 98.0 |
| All Size Firms | 123 | 28.0 | 6,624 | 75.9 |
| 16 or MORE YEARS | | | | |
| Small Firms | 67 | 16.7 | 198 | 6.0 |
| Medium Size Firms | 12 | 38.7 | 417 | 43.0 |
| All Size Firms | 79 | 18.0 | 615 | 7.0 |
| Subtotal of Small Firms | 402 | 100.0 | 3,295 | 100.0 |
| Subtotal of Medium Size Firms | 31 | 100.0 | 969 | 100.0 |
| Subtotal of Large Firms | 6 | 100.0 | 4,464 | 100.0 |
| Grand Total | 439 | 100.0 | 8,728 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining 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. 21 mining firms, or 100.0% of the applicable mining firms responded to this question. Response categories with no response and size categories with no firms are omitted from this table.

MINING
Full-time Hourly

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

| 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 |
|---|------------------------------------|--|--|--|
| DO NOT OFFER FOUR WEEKS of PAID VACATION | | | | |
| Small Firms | 189 | 61.6 | 1,720 | 52.0 |
| Medium Size Firms | 19 | 54.3 | 1,644 | 66.3 |
| Large Firms | 2 | 33.3 | 798 | 46.9 |
| All Size Firms | 210 | 60.3 | 4,162 | 55.6 |
| 10 YEARS TO 15 YEARS & 11 MONTHS | | | | |
| Small Firms | 70 | 22.8 | 1,237 | 37.4 |
| Medium Size Firms | 4 | 11.4 | 264 | 10.7 |
| Large Firms | 4 | 66.7 | 904 | 53.1 |
| All Size Firms | 78 | 22.4 | 2,405 | 32.1 |
| 16 or MORE YEARS | | | | |
| Small Firms | 48 | 15.6 | 350 | 10.6 |
| Medium Size Firms | 12 | 34.3 | 570 | 23.0 |
| All Size Firms | 60 | 17.2 | 920 | 12.3 |
| Subtotal of Small Firms | 307 | 100.0 | 3,307 | 100.0 |
| Subtotal of Medium Size Firms | 35 | 100.0 | 2,478 | 100.0 |
| Subtotal of Large Firms | 6 | 100.0 | 1,702 | 100.0 |
| Grand Total | 348 | 100.0 | 7,487 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining 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. 18 mining firms, or 100.0% of the applicable mining firms responded to this question. Size categories with no firms are omitted from this table.

MINING
Part-time Hourly

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

| 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 |
|---|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| DO NOT OFFER FOUR WEEKS of PAID VACATION | | | | |
| Small Firms | 157 | 89.2 | 284 | 95.3 |
| Medium Size Firms | 15 | 55.6 | 79 | 62.7 |
| Large Firms | 2 | 100.0 | 6 | 100.0 |
| All Size Firms | 174 | 84.9 | 369 | 85.8 |
| 10 YEARS TO 15 YEARS & 11 MONTHS | | | | |
| Small Firms | 19 | 10.8 | 14 | 4.7 |
| Medium Size Firms | 2 | 7.4 | 6 | 4.8 |
| All Size Firms | 21 | 10.2 | 20 | 4.7 |
| 16 or MORE YEARS | | | | |
| Medium Size Firms | 10 | 37.0 | 41 | 32.5 |
| All Size Firms | 10 | 4.9 | 41 | 9.5 |
| Subtotal of Small Firms | 176 | 100.0 | 298 | 100.0 |
| Subtotal of Medium Size Firms | 27 | 100.0 | 126 | 100.0 |
| Subtotal of Large Firms | 2 | 100.0 | 6 | 100.0 |
| Grand Total | 205 | 100.0 | 430 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining 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. 9 mining firms, or 100.0% of the applicable mining firms responded to this question. Size categories with no firms are omitted from this table.

MINING

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

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 258 | 64.0 | 2,749 | 83.5 |
| | Salaried Medium Size Firms | 19 | 63.3 | 836 | 86.3 |
| | Salaried Large Firms | 6 | 100.0 | 4,464 | 100.0 |
| | Salaried All Size Firms | 283 | 64.5 | 8,049 | 92.2 |
| | Yes | | | | |
| | Salaried Small Firms | 145 | 36.0 | 545 | 16.5 |
| | Salaried Medium Size Firms | 11 | 36.7 | 133 | 13.7 |
| | Salaried All Size Firms | 156 | 35.5 | 678 | 7.8 |
| | Subtotal of Salaried Small Firms | 403 | 100.0 | 3,294 | 100.0 |
| Subtotal of Salaried Medium Size Firms | 30 | 100.0 | 969 | 100.0 | |
| Subtotal of Salaried Large Firms | 6 | 100.0 | 4,464 | 100.0 | |
| Salaried Grand Total | 439 | 100.0 | 8,727 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 115 | 37.3 | 2,013 | 60.9 |
| | Full-time Hourly Medium Size Firms | 23 | 67.6 | 1,302 | 52.5 |
| | Full-time Hourly Large Firms | 4 | 66.7 | 904 | 53.1 |
| | Full-time Hourly All Size Firms | 142 | 40.8 | 4,219 | 56.3 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 193 | 62.7 | 1,295 | 39.1 |
| | Full-time Hourly Medium Size Firms | 11 | 32.4 | 1,176 | 47.5 |
| | Full-time Hourly Large Firms | 2 | 33.3 | 798 | 46.9 |
| | Full-time Hourly All Size Firms | 206 | 59.2 | 3,269 | 43.7 |
| Subtotal of Full-time Hourly Small Firms | 308 | 100.0 | 3,308 | 100.0 | |
| Subtotal of Full-time Hourly Medium Size Firms | 34 | 100.0 | 2,478 | 100.0 | |
| Subtotal of Full-time Hourly Large Firms | 6 | 100.0 | 1,702 | 100.0 | |
| Full-time Hourly Grand Total | 348 | 100.0 | 7,488 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 82 | 64.6 | 159 | 60.5 |
| | Part-time Hourly Medium Size Firms | 19 | 76.0 | 78 | 65.0 |
| | Part-time Hourly Large Firms | 2 | 100.0 | 6 | 100.0 |
| | Part-time Hourly All Size Firms | 103 | 66.9 | 243 | 62.5 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 45 | 35.4 | 104 | 39.5 |
| | Part-time Hourly Medium Size Firms | 6 | 24.0 | 42 | 35.0 |
| | Part-time Hourly All Size Firms | 51 | 33.1 | 146 | 37.5 |
| | Subtotal of Part-time Hourly Small Firms | 127 | 100.0 | 263 | 100.0 |
| Subtotal of Part-time Hourly Medium Size Firms | 25 | 100.0 | 120 | 100.0 | |
| Subtotal of Part-time Hourly Large Firms | 2 | 100.0 | 6 | 100.0 | |
| Part-time Hourly Grand Total | 154 | 100.0 | 389 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining 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 yes question thirteen. 25 mining firms, or 100.0% of the applicable mining firms responded to this question. Firm sizes with no firms were omitted from this table.

MINING

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

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 197 | 55.6 | 1,490 | 46.2 |
| | Salaried Medium Size Firms | 17 | 81.0 | 322 | 55.4 |
| | Salaried Large Firms | 2 | 33.3 | 90 | 2.0 |
| | Salaried All Size Firms | 216 | 56.7 | 1,902 | 23.0 |
| | Yes | | | | |
| | Salaried Small Firms | 157 | 44.4 | 1,734 | 53.8 |
| | Salaried Medium Size Firms | 4 | 19.0 | 259 | 44.6 |
| | Salaried Large Firms | 4 | 66.7 | 4,374 | 98.0 |
| | Salaried All Size Firms | 165 | 43.3 | 6,367 | 77.0 |
| | Subtotal of Salaried Small Firms | 354 | 100.0 | 3,224 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 21 | 100.0 | 581 | 100.0 |
| | Subtotal of Salaried Large Firms | 6 | 100.0 | 4,464 | 100.0 |
| Salaried Grand Total | 381 | 100.0 | 8,269 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 163 | 62.9 | 2,433 | 82.3 |
| | Full-time Hourly Medium Size Firms | 21 | 84.0 | 1,717 | 86.7 |
| | Full-time Hourly Large Firms | 2 | 33.3 | 798 | 46.9 |
| | Full-time Hourly All Size Firms | 186 | 64.1 | 4,948 | 74.5 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 96 | 37.1 | 525 | 17.7 |
| | Full-time Hourly Medium Size Firms | 4 | 16.0 | 264 | 13.3 |
| | Full-time Hourly Large Firms | 4 | 66.7 | 904 | 53.1 |
| | Full-time Hourly All Size Firms | 104 | 35.9 | 1,693 | 25.5 |
| | Subtotal of Full-time Hourly Small Firms | 259 | 100.0 | 2,958 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 25 | 100.0 | 1,981 | 100.0 |
| | Subtotal of Full-time Hourly Large Firms | 6 | 100.0 | 1,702 | 100.0 |
| Full-time Hourly Grand Total | 290 | 100.0 | 6,641 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 127 | 100.0 | 263 | 100.0 |
| | Part-time Hourly Medium Size Firms | 15 | 100.0 | 79 | 100.0 |
| | Part-time Hourly Large Firms | 2 | 50.0 | 6 | 50.0 |
| | Part-time Hourly All Size Firms | 144 | 98.6 | 348 | 98.3 |
| | Yes | | | | |
| | Part-time Hourly Large Firms | 2 | 50.0 | 6 | 50.0 |
| | Part-time Hourly All Size Firms | 2 | 1.4 | 6 | 1.7 |
| | Subtotal of Part-time Hourly Small Firms | 127 | 100.0 | 263 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 15 | 100.0 | 79 | 100.0 |
| | Subtotal of Part-time Hourly Large Firms | 4 | 100.0 | 12 | 100.0 |
| | Part-time Hourly Grand Total | 146 | 100.0 | 354 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining 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. 23 mining firms, or 92.0% of the applicable mining firms responded to this question. Firm sizes with no firms were omitted from this table.

MINING
Salary

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

| 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 |
|--------------------|------------------------------------|--|--|--|
| 10 DAYS OR LESS | | | | |
| All Size Firms | 68 | 41.2 | 4,776 | 75.0 |
| 11 TO 30 DAYS | | | | |
| All Size Firms | 93 | 56.4 | 1,331 | 20.9 |
| 31 DAYS OR OVER | | | | |
| All Size Firms | 4 | 2.4 | 259 | 4.1 |
| Grand Total | 165 | 100.0 | 6,366 | 100.0 |

Note: Mining firms that are included in this table met the following criteria: they had one or more salaried employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid vacation by responding yes on question 13 and they specified that they allowed vacation to accumulate by answering yes to question 18. 7 mining firms, or 100.0% of the applicable mining firms responded to this question. Response categories with no response and firm sizes are omitted from this table.

MINING
Full-time Hourly

TABLE 19E: Maximum Vacation Accumulation for Oklahoma Mining 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?"

| 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 |
|---------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| 10 DAYS OR LESS | | | | |
| All Size Firms | 4 | 3.8 | 904 | 53.4 |
| 11 TO 30 DAYS | | | | |
| All Size Firms | 48 | 46.2 | 350 | 20.7 |
| 31 DAYS OR OVER | | | | |
| All Size Firms | 4 | 3.8 | 264 | 15.6 |
| NO MAXIMUM or LIMIT | | | | |
| All Size Firms | 48 | 46.2 | 175 | 10.3 |
| Grand Total | 104 | 100.0 | 1,693 | 100.0 |

Note: Mining firms that are included in this table met the following criteria: they had one or more full-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid vacation by responding yes on question 13 and they specified that they allowed vacation to accumulate by answering yes to question 18. 5 mining firms, or 100.0% of the applicable mining firms responded to this question. Firm sizes are omitted from this table.

MINING
Part-time Hourly

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

| 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 |
|---------------------------------------|------------------------------------|--|--|--|
| 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 | | | | |
| Grand Total | | | | |

MINING
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 141 | 35.0 | 541 | 16.4 |
| Medium Size Firms | 14 | 48.3 | 414 | 44.1 |
| Large Firms | 2 | 33.3 | 4,156 | 93.1 |
| All Size Firms | 157 | 35.8 | 5,111 | 58.8 |
| 5 DAYS or LESS | | | | |
| Small Firms | 22 | 5.5 | 133 | 4.0 |
| Medium Size Firms | 15 | 51.7 | 525 | 55.9 |
| All Size Firms | 37 | 8.4 | 658 | 7.6 |
| 6 to 9 DAYS | | | | |
| Small Firms | 64 | 15.9 | 1,263 | 38.3 |
| Large Firms | 2 | 33.3 | 90 | 2.0 |
| All Size Firms | 66 | 15.1 | 1,353 | 15.6 |
| 10 to 14 DAYS | | | | |
| Small Firms | 64 | 15.9 | 389 | 11.8 |
| All Size Firms | 64 | 14.6 | 389 | 4.5 |
| 15 or MORE DAYS | | | | |
| Small Firms | 112 | 27.8 | 969 | 29.4 |
| Large Firms | 2 | 33.3 | 218 | 4.9 |
| All Size Firms | 114 | 26.0 | 1,187 | 13.6 |
| Subtotal of Small Firms | 403 | 100.0 | 3,295 | 100.0 |
| Subtotal of Medium Size Firms | 29 | 100.0 | 939 | 100.0 |
| Subtotal of Large Firms | 6 | 100.0 | 4,464 | 100.0 |
| Grand Total | 438 | 100.0 | 8,698 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four. 20 mining firms, or 95.2% of the applicable mining firms responded to this question. Firm sizes with no firms were omitted from this table.

MINING
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 189 | 62.2 | 1,895 | 57.8 |
| Medium Size Firms | 16 | 45.7 | 823 | 33.2 |
| Large Firms | 4 | 66.7 | 1,374 | 80.8 |
| All Size Firms | 209 | 60.6 | 4,092 | 54.9 |
| 5 DAYS or LESS | | | | |
| Medium Size Firms | 15 | 42.9 | 1,284 | 51.8 |
| All Size Firms | 15 | 4.3 | 1,284 | 17.2 |
| 6 to 9 DAYS | | | | |
| Small Firms | 48 | 15.8 | 175 | 5.3 |
| Medium Size Firms | 4 | 11.4 | 372 | 15.0 |
| All Size Firms | 52 | 15.1 | 547 | 7.3 |
| 15 or MORE DAYS | | | | |
| Small Firms | 67 | 22.0 | 1,208 | 36.9 |
| Large Firms | 2 | 33.3 | 327 | 19.2 |
| All Size Firms | 69 | 20.0 | 1,535 | 20.6 |
| Subtotal of Small Firms | 304 | 100.0 | 3,278 | 100.0 |
| Subtotal of Medium Size Firms | 35 | 100.0 | 2,479 | 100.0 |
| Subtotal of Large Firms | 6 | 100.0 | 1,701 | 100.0 |
| Grand Total | 345 | 100.0 | 7,458 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining 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. 17 mining firms, or 94.4% of the applicable mining firms responded to this question. Response categories with no response and firm sizes with no firms were omitted from this table.

MINING
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 130 | 74.3 | 168 | 56.4 |
| Medium Size Firms | 16 | 61.5 | 67 | 55.8 |
| Large Firms | 4 | 100.0 | 12 | 100.0 |
| All Size Firms | 150 | 73.2 | 247 | 57.4 |
| 5 DAYS or LESS | | | | |
| Medium Size Firms | 6 | 23.1 | 42 | 35.0 |
| All Size Firms | 6 | 2.9 | 42 | 9.8 |
| 6 to 9 DAYS | | | | |
| Medium Size Firms | 4 | 15.4 | 11 | 9.2 |
| All Size Firms | 4 | 2.0 | 11 | 2.6 |
| 15 or MORE DAYS | | | | |
| Small Firms | 45 | 25.7 | 130 | 43.6 |
| All Size Firms | 45 | 22.0 | 130 | 30.2 |
| Subtotal of Small Firms | 175 | 100.0 | 298 | 100.0 |
| Subtotal of Medium Size Firms | 26 | 100.0 | 120 | 100.0 |
| Subtotal of Large Firms | 4 | 100.0 | 12 | 100.0 |
| Grand Total | 205 | 100.0 | 430 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining 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. 11 mining firms, or 91.7% of the applicable mining firms responded to this question. Response categories with no response and firm sizes with no firms were omitted from this table.

MINING

TABLE 21B: Sick Leave Accumulation for Oklahoma Mining 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 |
|--|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 216 | 70.6 | 1,632 | 54.1 |
| | Salaried Medium Size Firms | 6 | 40.0 | 76 | 14.5 |
| | Salaried Large Firms | 4 | 100.0 | 308 | 100.0 |
| | Salaried All Size Firms | 226 | 69.5 | 2,016 | 52.4 |
| | Yes | | | | |
| | Salaried Small Firms | 90 | 29.4 | 1,382 | 45.9 |
| | Salaried Medium Size Firms | 9 | 60.0 | 449 | 85.5 |
| | Salaried All Size Firms | 99 | 30.5 | 1,831 | 47.6 |
| | Subtotal of Salaried Small Firms | 306 | 100.0 | 3,014 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 15 | 100.0 | 525 | 100.0 |
| | Subtotal of Salaried Large Firms | 4 | 100.0 | 308 | 100.0 |
| | Salaried Grand Total | 325 | 100.0 | 3,847 | 100.0 |
| | FULL-TIME HOURLY | No | | | |
| Full-time Hourly Small Firms | | 115 | 70.6 | 1,628 | 90.3 |
| Full-time Hourly Medium Size Firms | | 11 | 55.0 | 1,296 | 75.0 |
| Full-time Hourly Large Firms | | 2 | 100.0 | 327 | 100.0 |
| Full-time Hourly All Size Firms | | 128 | 69.2 | 3,251 | 84.3 |
| Yes | | | | | |
| Full-time Hourly Small Firms | | 48 | 29.4 | 175 | 9.7 |
| Full-time Hourly Medium Size Firms | | 9 | 45.0 | 432 | 25.0 |
| Full-time Hourly All Size Firms | | 57 | 30.8 | 607 | 15.7 |
| Subtotal of Full-time Hourly Small Firms | | 163 | 100.0 | 1,803 | 100.0 |
| Subtotal of Full-time Hourly Medium Size Firms | | 20 | 100.0 | 1,728 | 100.0 |
| Subtotal of Full-time Hourly Large Firms | | 2 | 100.0 | 327 | 100.0 |
| Full-time Hourly Grand Total | | 185 | 100.0 | 3,858 | 100.0 |
| PART-TIME HOURLY | | No | | | |
| | Part-time Hourly Small Firms | 127 | 100.0 | 263 | 100.0 |
| | Part-time Hourly Medium Size Firms | 15 | 100.0 | 79 | 100.0 |
| | Part-time Hourly All Size Firms | 142 | 100.0 | 342 | 100.0 |
| | Subtotal of Part-time Hourly Small Firms | 127 | 100.0 | 263 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 15 | 100.0 | 79 | 100.0 |
| Part-time Hourly Grand Total | 142 | 100.0 | 342 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more employees and specified that they do not combined leave time by answering no to question four and indicated that they offer paid sick leave by response on question 20. 16 mining firms, or 100.0% of the applicable mining firms responded to this question. Firm sizes with no firms are omitted from this table.

MINING
Salary

TABLE 22D: Maximum Sick Leave Accumulation for Oklahoma Mining 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?"

| 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 |
|---------------------|------------------------------------|--|--|--|
| 5 DAYS or LESS | | | | |
| All Size Firms | 45 | 45.0 | 261 | 14.3 |
| 30 or MORE DAYS | | | | |
| All Size Firms | 49 | 49.0 | 1,380 | 75.4 |
| NO MAXIMUM or LIMIT | | | | |
| All Size Firms | 6 | 6.0 | 190 | 10.4 |
| Grand Total | 100 | 100.0 | 1,831 | 100.0 |

Note: Mining firms that are included in this table met the following criteria: they had one or more salaried employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 4 mining firms, or 100.0% of the applicable mining firms responded to this question. Response categories with no response and firm sizes are omitted from this table.

MINING
Full-time Hourly

TABLE 22E: Maximum Sick Leave Accumulation for Oklahoma Mining 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?"

| 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 |
|---------------------|------------------------------------|--|--|--|
| 30 or MORE DAYS | | | | |
| All Size Firms | 4 | 6.9 | 264 | 43.5 |
| NO MAXIMUM or LIMIT | | | | |
| All Size Firms | 54 | 93.1 | 343 | 56.5 |
| Grand Total | 58 | 100.0 | 607 | 100.0 |

Note: Mining firms that are included in this table met the following criteria: they had one or more full-time hourly employees, they they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 4 mining firms, or 100.0% of the applicable mining firms responded to this question. Response categories with no response and firm sizes are omitted from this table.

MINING
Part-time Hourly

TABLE 22F: Maximum Sick Leave Accumulation for Oklahoma Mining 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?"

| 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 |
|---------------------------------------|------------------------------------|--|--|--|
| 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 | | | | |
| Grand Total | | | | |

MINING
Salary

TABLE 23D: Bereavement Leave for Oklahoma Mining Salary Employees by Firm size
Question 23: "Do you offer paid bereavement leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 178 | 62.2 | 403 | 29.1 |
| Medium Size Firms | 21 | 41.2 | 297 | 23.4 |
| All Size Firms | 199 | 57.3 | 700 | 9.1 |
| YES, 1 to 3 DAYS | | | | |
| Small Firms | 108 | 37.8 | 983 | 70.9 |
| Medium Size Firms | 24 | 47.1 | 897 | 70.6 |
| Large Firms | 8 | 80.0 | 829 | 16.5 |
| All Size Firms | 140 | 40.3 | 2,709 | 35.3 |
| YES, 4 to 7 DAYS | | | | |
| Medium Size Firms | 6 | 11.8 | 76 | 6.0 |
| Large Firms | 2 | 20.0 | 4,156 | 82.9 |
| All Size Firms | 8 | 2.3 | 4,232 | 55.2 |
| Subtotal of Small Firms | 286 | 100.0 | 1,386 | 100.0 |
| Subtotal of Medium Size Firms | 51 | 100.0 | 1,270 | 100.0 |
| Subtotal of Large Firms | 10 | 100.0 | 5,012 | 100.0 |
| Grand Total | 347 | 100.0 | 7,668 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Mining 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. 28 mining firms, or 93.3% of the applicable mining firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

MINING
Full-time Hourly

TABLE 23E: Bereavement Leave for Oklahoma Mining Full-time Hourly Employees by Firm Size.* Question 23: "Do you offer paid bereavement leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 226 | 59.2 | 1,985 | 55.0 |
| Medium Size Firms | 21 | 38.9 | 1,597 | 43.8 |
| All Size Firms | 247 | 55.1 | 3,582 | 34.0 |
| YES, 1 to 3 DAYS | | | | |
| Small Firms | 156 | 40.8 | 1,626 | 45.0 |
| Medium Size Firms | 27 | 50.0 | 1,464 | 40.1 |
| Large Firms | 10 | 83.3 | 2,679 | 81.6 |
| All Size Firms | 193 | 43.1 | 5,769 | 54.7 |
| YES, 4 to 7 DAYS | | | | |
| Medium Size Firms | 6 | 11.1 | 586 | 16.1 |
| Large Firms | 2 | 16.7 | 576 | 17.6 |
| All Size Firms | 8 | 1.8 | 1,162 | 11.0 |
| Subtotal of Small Firms | 382 | 100.0 | 3,611 | 100.0 |
| Subtotal of Medium Size Firms | 54 | 100.0 | 3,647 | 100.0 |
| Subtotal of Large Firms | 12 | 100.0 | 3,282 | 100.0 |
| Grand Total | 448 | 100.0 | 10,540 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Mining 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. 27 mining firms, or 90.0% of the applicable mining firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

MINING
Part-time Hourly

TABLE 23F: Bereavement Leave for Oklahoma Mining Part-time Hourly Employees by Firm Size.* Question 23: "Do you offer paid bereavement leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 133 | 59.6 | 98 | 27.3 |
| Medium Size Firms | 22 | 44.9 | 135 | 56.3 |
| All Size Firms | 155 | 55.4 | 233 | 35.8 |
| YES, 1 to 3 DAYS | | | | |
| Small Firms | 90 | 40.4 | 261 | 72.7 |
| Medium Size Firms | 27 | 55.1 | 105 | 43.8 |
| Large Firms | 4 | 50.0 | 12 | 23.5 |
| All Size Firms | 121 | 43.2 | 378 | 58.2 |
| YES, 4 to 7 DAYS | | | | |
| Large Firms | 4 | 50.0 | 12 | 23.5 |
| All Size Firms | 4 | 1.4 | 12 | 1.8 |
| Subtotal of Small Firms | 223 | 100.0 | 359 | 100.0 |
| Subtotal of Medium Size Firms | 49 | 100.0 | 240 | 100.0 |
| Subtotal of Large Firms | 8 | 100.0 | 51 | 100.0 |
| Grand Total | 280 | 100.0 | 650 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Mining 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. 18 mining firms, or 75.0% of the applicable mining firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

MINING
Salary

TABLE 24D: Short Term Disability Leave for Oklahoma Mining Salary Employees by Firm Size.* Question 24: "Do you offer short term paid disability leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 196 | 68.8 | 1,322 | 50.3 |
| Medium Size Firms | 38 | 76.0 | 2,335 | 77.6 |
| All Size Firms | 234 | 67.8 | 1,335 | 17.0 |
| YES, 6 WEEKS or LESS | | | | |
| Small Firms | 4 | 1.4 | 29 | 1.1 |
| Medium Size Firms | 8 | 16.0 | 675 | 22.4 |
| Large Firms | 2 | 20.0 | 798 | 35.8 |
| All Size Firms | 14 | 4.1 | 203 | 2.6 |
| YES, 7 to 13 WEEKS | | | | |
| Medium Size Firms | 4 | 8.0 | 264 | 8.8 |
| Large Firms | 4 | 40.0 | 525 | 23.6 |
| All Size Firms | 8 | 2.3 | 780 | 9.9 |
| YES, 14 to 26 WEEKS | | | | |
| Small Firms | 85 | 29.8 | 1,279 | 48.6 |
| Large Firms | 2 | 20.0 | 327 | 14.7 |
| All Size Firms | 87 | 25.2 | 1,168 | 14.8 |
| MORE than 26 WEEKS | | | | |
| Large Firms | 2 | 20.0 | 576 | 25.9 |
| All Size Firms | 2 | 0.6 | 4,156 | 52.8 |
| Subtotal of Small Firms | 285 | 100.0 | 2,630 | 100.0 |
| Subtotal of Medium Size Firms | 50 | 100.0 | 3,010 | 100.0 |
| Subtotal of Large Firms | 10 | 100.0 | 2,226 | 100.0 |
| Grand Total | 345 | 100.0 | 7,866 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Mining 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. 27 mining firms, or 90.0% of the applicable mining firms responded to this question. Firm sizes with no firms are omitted from this table.

MINING
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 244 | 73.3 | 1,497 | 53.4 |
| Medium Size Firms | 40 | 74.1 | 2,425 | 66.5 |
| All Size Firms | 284 | 71.2 | 3,922 | 40.4 |
| YES, 6 WEEKS or LESS | | | | |
| Small Firms | 4 | 1.2 | 29 | 1.0 |
| Medium Size Firms | 6 | 11.1 | 586 | 16.1 |
| Large Firms | 2 | 16.7 | 798 | 24.5 |
| All Size Firms | 12 | 3.0 | 1,413 | 14.6 |
| YES, 7 to 13 WEEKS | | | | |
| Medium Size Firms | 4 | 7.4 | 264 | 7.2 |
| Large Firms | 4 | 33.3 | 525 | 16.1 |
| All Size Firms | 8 | 2.0 | 789 | 8.1 |
| YES, 14 to 26 WEEKS | | | | |
| Small Firms | 85 | 25.5 | 1,279 | 45.6 |
| Medium Size Firms | 4 | 7.4 | 372 | 10.2 |
| Large Firms | 4 | 33.3 | 1,356 | 41.7 |
| All Size Firms | 93 | 23.3 | 3,007 | 31.0 |
| MORE than 26 WEEKS | | | | |
| Large Firms | 2 | 16.7 | 576 | 17.7 |
| All Size Firms | 2 | 0.5 | 576 | 5.9 |
| Subtotal of Small Firms | 333 | 100.0 | 2,805 | 100.0 |
| Subtotal of Medium Size Firms | 54 | 100.0 | 3,647 | 100.0 |
| Subtotal of Large Firms | 12 | 100.0 | 3,255 | 100.0 |
| Grand Total | 399 | 100.0 | 9,707 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Mining 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. 26 mining firms, or 86.7% of the applicable mining firms responded to this question. Firm sizes with no firms are omitted from this table.

MINING
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 223 | 100.0 | 359 | 100.0 |
| Medium Size Firms | 47 | 87.0 | 221 | 90.6 |
| All Size Firms | 270 | 94.7 | 580 | 92.5 |
| YES, 6 WEEKS or LESS | | | | |
| Large Firms | 4 | 50.0 | 12 | 50.0 |
| All Size Firms | 4 | 1.4 | 12 | 1.9 |
| YES, 14 to 26 WEEKS | | | | |
| Medium Size Firms | 7 | 13.0 | 23 | 9.4 |
| All Size Firms | 7 | 2.5 | 23 | 3.7 |
| MORE than 26 WEEKS | | | | |
| Large Firms | 4 | 50.0 | 12 | 50.0 |
| All Size Firms | 4 | 1.4 | 12 | 1.9 |
| Subtotal of Small Firms | 223 | 100.0 | 359 | 100.0 |
| Subtotal of Medium Size Firms | 54 | 100.0 | 244 | 100.0 |
| Subtotal of Large Firms | 8 | 100.0 | 24 | 100.0 |
| Grand Total | 285 | 100.0 | 627 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Mining 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. 20 mining firms, or 83.3% of the applicable mining firms responded to this question. Firm sizes with no firms are omitted from this table.

MINING
Salary

TABLE 25D: Other Paid Leave for Oklahoma Mining Salary Employees by Firm Size.* Question 25: Please check boxes indicating any other paid leave you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|----------------------------------|------------------------------------|--|--|--|
| MILITARY | | | | |
| Small Firms | 70 | 23.3 | 870 | 32.5 |
| Medium Size Firms | 2 | 5.7 | 32 | 3.1 |
| Large Firms | 8 | 80.0 | 4,895 | 98.2 |
| All Size Firms | 80 | 23.1 | 5,797 | 66.6 |
| JURY DUTY | | | | |
| Small Firms | 156 | 51.8 | 1,053 | 39.3 |
| Medium Size Firms | 33 | 94.3 | 1,019 | 97.1 |
| Large Firms | 12 | 120.0 | 4,985 | 100.0 |
| All Size Firms | 201 | 58.1 | 7,057 | 81.0 |
| FAMILY MEDICAL | | | | |
| Small Firms | 67 | 22.3 | 865 | 32.3 |
| All Size Firms | 67 | 19.4 | 865 | 9.9 |
| MATERNITY LEAVE | | | | |
| Small Firms | 48 | 15.9 | 595 | 22.2 |
| Medium Size Firms | 12 | 34.3 | 419 | 39.9 |
| Large Firms | 6 | 60.0 | 739 | 14.8 |
| All Size Firms | 66 | 19.1 | 1,753 | 20.1 |
| DOCTOR/DENTAL APPOINTMENT | | | | |
| Small Firms | 115 | 38.2 | 935 | 34.9 |
| Medium Size Firms | 18 | 51.4 | 708 | 67.5 |
| Large Firms | 8 | 80.0 | 4,895 | 98.2 |
| All Size Firms | 141 | 40.8 | 6,538 | 75.1 |
| OTHER (please name) | | | | |
| Large Firms | 2 | 20.0 | 4,156 | 83.4 |
| All Size Firms | 2 | 0.6 | 4,156 | 47.7 |
| Subtotal of Small Firms | 301 | 100.0 | 2,676 | 100.0 |
| Subtotal of Medium Size Firms | 35 | 100.0 | 1,049 | 100.0 |
| Subtotal of Large Firms | 10 | 100.0 | 4,985 | 100.0 |
| Grand Total | 346 | 100.0 | 8,710 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Mining 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. 22 mining firms, or 73.3% of the applicable mining firms responded to this question. Firm sizes with no firms are omitted from this table. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.

MINING
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|----------------------------------|------------------------------------|--|--|--|
| MILITARY | | | | |
| Small Firms | 70 | 34.3 | 1,237 | 62.6 |
| Medium Size Firms | 2 | 5.3 | 89 | 3.9 |
| Large Firms | 10 | 83.3 | 2,457 | 75.5 |
| All Size Firms | 82 | 32.3 | 3,783 | 50.2 |
| JURY DUTY | | | | |
| Small Firms | 204 | 100.0 | 1,975 | 100.0 |
| Medium Size Firms | 38 | 100.0 | 2,302 | 100.0 |
| Large Firms | 12 | 100.0 | 3,255 | 100.0 |
| All Size Firms | 254 | 100.0 | 7,532 | 100.0 |
| FAMILY MEDICAL | | | | |
| Small Firms | 67 | 32.8 | 1,208 | 61.2 |
| Medium Size Firms | 4 | 10.5 | 372 | 16.2 |
| Large Firms | 2 | 16.7 | 1,029 | 31.6 |
| All Size Firms | 73 | 28.7 | 2,609 | 34.6 |
| MATERNITY LEAVE | | | | |
| Small Firms | 48 | 23.5 | 910 | 46.1 |
| Medium Size Firms | 16 | 42.1 | 959 | 41.7 |
| Large Firms | 8 | 66.7 | 1,881 | 57.8 |
| All Size Firms | 72 | 28.3 | 3,750 | 49.8 |
| DOCTOR/DENTAL APPOINTMENT | | | | |
| Small Firms | 115 | 56.4 | 1,558 | 78.9 |
| Medium Size Firms | 6 | 15.8 | 461 | 20.0 |
| Large Firms | 8 | 66.7 | 1,881 | 57.8 |
| All Size Firms | 129 | 50.8 | 3,900 | 51.8 |
| OTHER (please name) | | | | |
| Large Firms | 2 | 16.7 | 576 | 17.7 |
| All Size Firms | 2 | 0.8 | 576 | 7.6 |
| Subtotal of Small Firms | 204 | 100.0 | 1,975 | 100.0 |
| Subtotal of Medium Size Firms | 38 | 100.0 | 2,302 | 100.0 |
| Subtotal of Large Firms | 12 | 100.0 | 3,255 | 100.0 |
| Grand Total | 254 | 100.0 | 7,532 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Mining 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. 20 mining firms, or 66.7% of the applicable mining 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 with no firms are omitted from this table.

MINING
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|----------------------------------|------------------------------------|--|--|--|
| MILITARY | | | | |
| Small Firms | 37 | 29.1 | 28 | 9.7 |
| Large Firms | 4 | 50.0 | 12 | 50.0 |
| All Size Firms | 41 | 25.3 | 40 | 9.6 |
| JURY DUTY | | | | |
| Small Firms | 90 | 70.9 | 261 | 90.3 |
| Medium Size Firms | 27 | 100.0 | 105 | 100.0 |
| Large Firms | 8 | | 24 | 100.0 |
| All Size Firms | 125 | 77.2 | 390 | 93.3 |
| FAMILY MEDICAL | | | | |
| Small Firms | 127 | 100.0 | 289 | 100.0 |
| Medium Size Firms | 7 | 25.9 | 23 | 21.9 |
| All Size Firms | 134 | 82.7 | 312 | 74.6 |
| MATERNITY LEAVE | | | | |
| Medium Size Firms | 27 | 100.0 | 105 | 100.0 |
| All Size Firms | 27 | 16.7 | 105 | 25.1 |
| DOCTOR/DENTAL APPOINTMENT | | | | |
| Small Firms | 127 | 100.0 | 289 | 100.0 |
| Medium Size Firms | 7 | 25.9 | 23 | 21.9 |
| All Size Firms | 134 | 82.7 | 312 | 74.6 |
| OTHER (please name) | | | | |
| Large Firms | 4 | 50.0 | 12 | 50.0 |
| All Size Firms | 4 | 2.5 | 12 | 2.9 |
| Subtotal of Small Firms | 127 | 100.0 | 289 | 100.0 |
| Subtotal of Medium Size Firms | 27 | 100.0 | 105 | 100.0 |
| Subtotal of Large Firms | 8 | 100.0 | 24 | 100.0 |
| Grand Total | 162 | 100.0 | 418 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Mining 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. 12 mining firms, or 50.0% of the applicable mining 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 with no firms are omitted from this table.

MINING
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 48 | 8.8 | 210 | 5.6 |
| All Size Firms | 48 | 7.9 | 210 | 2.1 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 45 | 8.3 | 261 | 7.0 |
| Medium Size Firms | 6 | 10.7 | 76 | 5.8 |
| All Size Firms | 51 | 8.4 | 337 | 3.4 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 450 | 82.9 | 3,272 | 87.4 |
| Medium Size Firms | 50 | 89.3 | 1,232 | 94.2 |
| Large Firms | 10 | 100.0 | 4,985 | 100.0 |
| All Size Firms | 510 | 83.7 | 9,489 | 94.5 |
| Subtotal of Small Firms | 543 | 100.0 | 3,743 | 100.0 |
| Subtotal of Medium Size Firms | 56 | 100.0 | 1,308 | 100.0 |
| Subtotal of Large Firms | 10 | 100.0 | 4,985 | 100.0 |
| Grand Total | 609 | 100.0 | 10,036 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more salaried employees that responded to this question. 33 firms, or 100.0% of the mining firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

MINING
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 96 | 19.4 | 770 | 16.7 |
| All Size Firms | 96 | 16.9 | 770 | 6.6 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 48 | 9.7 | 805 | 17.4 |
| Medium Size Firms | 11 | 18.6 | 1,104 | 28.8 |
| All Size Firms | 59 | 10.4 | 1,909 | 16.3 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 352 | 71.0 | 3,048 | 65.9 |
| Medium Size Firms | 48 | 81.4 | 2,723 | 71.2 |
| Large Firms | 12 | 100.0 | 3,255 | 100.0 |
| All Size Firms | 412 | 72.7 | 9,026 | 77.1 |
| Subtotal of Small Firms | 496 | 100.0 | 4,623 | 100.0 |
| Subtotal of Medium Size Firms | 59 | 100.0 | 3,827 | 100.0 |
| Subtotal of Large Firms | 12 | 100.0 | 3,255 | 100.0 |
| Grand Total | 567 | 100.0 | 11,705 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more full-time hourly employees that responded to this question. 32 firms, or 97.0% of the mining firms with full-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

MINING
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 48 | 33.8 | 35 | 12.7 |
| Medium Size Firms | 6 | 14.3 | 25 | 14.3 |
| All Size Firms | 54 | 28.4 | 60 | 12.2 |
| YES, EMPLOYEE ONLY | | | | |
| Medium Size Firms | 11 | 26.2 | 55 | 31.4 |
| All Size Firms | 11 | 5.8 | 55 | 11.2 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 94 | 66.2 | 240 | 87.3 |
| Medium Size Firms | 25 | 59.5 | 95 | 54.3 |
| Large Firms | 6 | 100.0 | 41 | 100.0 |
| All Size Firms | 125 | 65.8 | 376 | 76.6 |
| Subtotal of Small Firms | 142 | 100.0 | 275 | 100.0 |
| Subtotal of Medium Size Firms | 42 | 100.0 | 175 | 100.0 |
| Subtotal of Large Firms | 6 | 100.0 | 41 | 100.0 |
| Grand Total | 190 | 100.0 | 491 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more part-time hourly employees that responded to this question. 14 firms, or 63.6% of the mining firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

MINING
Salary

TABLE 27D: Types of Medical/health Care Plans Offered for Oklahoma Mining Salary Employees by Firm Size.* 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 |
|--|------------------------------------|--|--|--|
| TRADITIONAL FEE-FOR-SERVICE | | | | |
| Small Firms | 133 | 26.9 | 778 | 22.0 |
| Medium Size Firms | 6 | 10.9 | 76 | 5.8 |
| Large Firms | 2 | 20.0 | 4,156 | 83.4 |
| All Size Firms | 141 | 25.2 | 5,010 | 51.0 |
| HEALTH MAINTENANCE ORGANIZATION (HMO) | | | | |
| Small Firms | 112 | 22.6 | 1,522 | 43.1 |
| Medium Size Firms | 55 | 100.0 | 1,308 | 100.0 |
| Large Firms | 8 | 80.0 | 4,895 | 98.2 |
| All Size Firms | 175 | 31.3 | 7,725 | 78.6 |
| PREFERRED PROVIDER ORGANIZATION (PPO) | | | | |
| Small Firms | 365 | 73.7 | 2,989 | 84.6 |
| Medium Size Firms | 50 | 90.9 | 1,232 | 94.2 |
| Large Firms | 10 | 100.0 | 4,985 | 100.0 |
| All Size Firms | 425 | 75.9 | 9,206 | 93.7 |
| Subtotal of Small Firms | 495 | 100.0 | 3,532 | 100.0 |
| Subtotal of Medium Size Firms | 55 | 100.0 | 1,308 | 100.0 |
| Subtotal of Large Firms | 10 | 100.0 | 4,985 | 100.0 |
| Grand Total | 560 | 100.0 | 9,825 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining 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. 32 mining firms, or 100.0% of the applicable mining 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.

MINING
Full-time Hourly

TABLE 27E: Types of Medical/health Care Plans Offered for Oklahoma Mining Full-time Hourly Employees by Firm Size.* 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 |
|---------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| TRADITIONAL FEE-FOR-SERVICE | | | | |
| Small Firms | 133 | 33.2 | 1,473 | 38.2 |
| Medium Size Firms | 4 | 7.5 | 372 | 12.5 |
| Large Firms | 2 | 16.7 | 576 | 17.7 |
| All Size Firms | 139 | 29.8 | 2,421 | 24.0 |
| HEALTH MAINTENANCE ORGANIZATION (HMO) | | | | |
| Small Firms | 4 | 1.0 | 59 | 1.5 |
| Large Firms | 8 | 66.7 | 1,428 | 43.9 |
| All Size Firms | 12 | 2.6 | 1,487 | 14.7 |
| PREFERRED PROVIDER ORGANIZATION (PPO) | | | | |
| Small Firms | 334 | 83.3 | 3,431 | 89.1 |
| Medium Size Firms | 53 | 100.0 | 2,976 | 100.0 |
| Large Firms | 12 | 100.0 | 3,255 | 100.0 |
| All Size Firms | 399 | 85.6 | 9,662 | 95.8 |
| Subtotal of Small Firms | 401 | 100.0 | 3,852 | 100.0 |
| Subtotal of Medium Size Firms | 53 | 100.0 | 2,976 | 100.0 |
| Subtotal of Large Firms | 12 | 100.0 | 3,255 | 100.0 |
| Grand Total | 466 | 100.0 | 10,083 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining 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. 29 mining firms, or 96.7% of the applicable mining 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. Firm sizes with no firms are omitted from this table.

MINING
Part-time Hourly

TABLE 27F: Types of Medical/health Care Plans Offered for Oklahoma Mining Part-time Hourly Employees by Firm Size.* 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 |
|--|------------------------------------|--|--|--|
| TRADITIONAL FEE-FOR-SERVICE | | | | |
| Medium Size Firms | 4 | 19.0 | 11 | 16.7 |
| Large Firms | 2 | 33.3 | 6 | 14.6 |
| All Size Firms | 6 | 5.0 | 17 | 4.9 |
| HEALTH MAINTENANCE ORGANIZATION (HMO) | | | | |
| Small Firms | 4 | 4.3 | 5 | 2.1 |
| Large Firms | 2 | 33.3 | 6 | 14.6 |
| All Size Firms | 6 | 5.0 | 11 | 3.2 |
| PREFERRED PROVIDER ORGANIZATION (PPO) | | | | |
| Small Firms | 94 | 100.0 | 240 | 100.0 |
| Medium Size Firms | 21 | 100.0 | 66 | 100.0 |
| Large Firms | 6 | 100.0 | 41 | 100.0 |
| All Size Firms | 121 | 100.0 | 347 | 100.0 |
| Subtotal of Small Firms | 94 | 100.0 | 240 | 100.0 |
| Subtotal of Medium Size Firms | 21 | 100.0 | 66 | 100.0 |
| Subtotal of Large Firms | 6 | 100.0 | 41 | 100.0 |
| Grand Total | 121 | 100.0 | 347 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining 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. 10 mining firms, or 83.3% of the applicable mining 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. Firm sizes with no firms are omitted from this table.

MINING

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

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 298 | 60.2 | 1,653 | 46.8 |
| | Salaried Medium Size Firms | 34 | 85.0 | 556 | 65.8 |
| | Salaried Large Firms | 2 | 20.0 | 90 | 1.8 |
| | Salaried All Size Firms | 334 | 61.3 | 2,299 | 24.6 |
| | Yes | | | | |
| | Salaried Small Firms | 197 | 39.8 | 1,880 | 53.2 |
| | Salaried Medium Size Firms | 6 | 15.0 | 289 | 34.2 |
| | Salaried Large Firms | 8 | 80.0 | 4,895 | 98.2 |
| | Salaried All Size Firms | 211 | 38.7 | 7,064 | 186 |
| | Subtotal of Salaried Small Firms | 495 | 100.0 | 3,533 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 40 | 100.0 | 845 | 100.0 |
| | Subtotal of Salaried Large Firms | 10 | 100.0 | 4,985 | 100.0 |
| Salaried Grand Total | 545 | 100.0 | 9,363 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 153 | 38.2 | 1,002 | 26.0 |
| | Full-time Hourly Medium Size Firms | 34 | 77.3 | 2,036 | 74.2 |
| | Full-time Hourly Large Firms | 4 | 33.3 | 1,827 | 56.1 |
| | Full-time Hourly All Size Firms | 191 | 41.8 | 4,865 | 49.4 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 248 | 61.8 | 2,850 | 74.0 |
| | Full-time Hourly Medium Size Firms | 10 | 22.7 | 708 | 25.8 |
| | Full-time Hourly Large Firms | 8 | 66.7 | 1,428 | 43.9 |
| | Full-time Hourly All Size Firms | 266 | 58.2 | 4,986 | 50.6 |
| | Subtotal of Full-time Hourly Small Firms | 401 | 100.0 | 3,852 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 44 | 100.0 | 2,744 | 100.0 |
| | Subtotal of Full-time Hourly Large Firms | 12 | 100.0 | 3,255 | 100.0 |
| Full-time Hourly Grand Total | 457 | 100.0 | 9,851 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 90 | 95.7 | 235 | 97.9 |
| | Part-time Hourly Medium Size Firms | 17 | 81.0 | 72 | 86.7 |
| | Part-time Hourly Large Firms | 4 | 66.7 | 35 | 85.4 |
| | Part-time Hourly All Size Firms | 111 | 91.7 | 342 | 94.0 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 4 | 4.3 | 5 | 2.1 |
| | Part-time Hourly Medium Size Firms | 4 | 19.0 | 11 | 13.3 |
| | Part-time Hourly Large Firms | 2 | 33.3 | 6 | 14.6 |
| | Part-time Hourly All Size Firms | 10 | 8.3 | 22 | 6.0 |
| | Subtotal of Part-time Hourly Small Firms | 94 | 100.0 | 240 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 21 | 100.0 | 83 | 100.0 |
| | Subtotal of Part-time Hourly Large Firms | 6 | 100.0 | 41 | 100.0 |
| Part-time Hourly Grand Total | 121 | 100.0 | 364 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining 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. 34 mining firms, or 94.4% of the applicable mining firms responded to this question.

MINING

Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NONE | | | | |
| Large Firms | 2 | 33.3 | 90 | 2.0 |
| All Size Firms | 2 | 0.4 | 90 | 1.0 |
| 1% to 25% | | | | |
| Small Firms | 19 | 3.8 | 142 | 4.0 |
| All Size Firms | 19 | 3.4 | 142 | 1.5 |
| 26% to 50% | | | | |
| Small Firms | 48 | 9.7 | 70 | 2.0 |
| Medium Size Firms | 8 | 14.5 | 221 | 16.9 |
| All Size Firms | 56 | 10.1 | 291 | 3.1 |
| 51% to 75% | | | | |
| Small Firms | 37 | 7.5 | 227 | 6.4 |
| Medium Size Firms | 9 | 16.4 | 103 | 7.9 |
| All Size Firms | 46 | 8.3 | 330 | 3.5 |
| 76% to 99% | | | | |
| Small Firms | 171 | 34.5 | 2,339 | 66.2 |
| Medium Size Firms | 12 | 21.8 | 417 | 31.9 |
| Large Firms | 4 | 66.7 | 4,374 | 98.0 |
| All Size Firms | 187 | 33.6 | 7,130 | 76.6 |
| 100% | | | | |
| Small Firms | 220 | 44.4 | 754 | 21.3 |
| Medium Size Firms | 26 | 47.3 | 567 | 43.3 |
| All Size Firms | 246 | 44.2 | 1,321 | 14.2 |
| Subtotal of Small Firms | 495 | 100.0 | 3,532 | 100.0 |
| Subtotal of Medium Size Firms | 55 | 100.0 | 1,308 | 100.0 |
| Subtotal of Large Firms | 6 | 100.0 | 4,464 | 100.0 |
| Grand Total | 556 | 100.0 | 9,304 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining 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. 31 mining firms, or 96.9% of the applicable mining firms responded to this question. Firm sizes with no firms are omitted from this table.

MINING
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Medium Size Firms | 6 | 10.2 | 851 | 22.2 |
| Large Firms | 2 | 25.0 | 798 | 29.2 |
| All Size Firms | 8 | 1.7 | 1,649 | 15.8 |
| 26% to 50% | | | | |
| Small Firms | 48 | 12.0 | 350 | 9.1 |
| Medium Size Firms | 13 | 22.0 | 439 | 11.5 |
| All Size Firms | 61 | 13.1 | 789 | 7.6 |
| 51% to 75% | | | | |
| Small Firms | 37 | 9.3 | 284 | 7.4 |
| Medium Size Firms | 13 | 22.0 | 1,210 | 31.6 |
| All Size Firms | 50 | 10.7 | 1,494 | 14.4 |
| 76% to 99% | | | | |
| Small Firms | 89 | 22.3 | 1,338 | 34.7 |
| Medium Size Firms | 12 | 20.3 | 570 | 14.9 |
| Large Firms | 6 | 75.0 | 1,933 | 70.8 |
| All Size Firms | 107 | 22.9 | 3,841 | 36.9 |
| 100% | | | | |
| Small Firms | 226 | 56.5 | 1,880 | 48.8 |
| Medium Size Firms | 15 | 25.4 | 757 | 19.8 |
| All Size Firms | 241 | 51.6 | 2,637 | 25.3 |
| Subtotal of Small Firms | 400 | 100.0 | 3,852 | 100.0 |
| Subtotal of Medium Size Firms | 59 | 100.0 | 3,827 | 100.0 |
| Subtotal of Large Firms | 8 | 100.0 | 2,731 | 100.0 |
| Grand Total | 467 | 100.0 | 10,410 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining 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. 29 mining firms, or 96.7% of the applicable mining firms responded to this question. Firm sizes with no firms are omitted from this table.

MINING
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Medium Size Firms | 6 | 22.2 | 42 | 38.5 |
| Large Firms | 2 | 33.3 | 6 | 14.6 |
| All Size Firms | 8 | 6.3 | 48 | 12.3 |
| 26% to 50% | | | | |
| Medium Size Firms | 6 | 22.2 | 17 | 15.6 |
| All Size Firms | 6 | 4.7 | 17 | 4.4 |
| 51% to 75% | | | | |
| Medium Size Firms | 9 | 33.3 | 37 | 33.9 |
| All Size Firms | 9 | 7.1 | 37 | 9.5 |
| 76% to 99% | | | | |
| Small Firms | 4 | 4.3 | 5 | 2.1 |
| Large Firms | 4 | 66.7 | 35 | 85.4 |
| All Size Firms | 8 | 6.3 | 40 | 10.3 |
| 100% | | | | |
| Small Firms | 90 | 95.7 | 235 | 97.9 |
| Medium Size Firms | 6 | 22.2 | 13 | 11.9 |
| All Size Firms | 96 | 75.6 | 248 | 63.6 |
| Subtotal of Small Firms | 94 | 100.0 | 240 | 100.0 |
| Subtotal of Medium Size Firms | 27 | 100.0 | 109 | 100.0 |
| Subtotal of Large Firms | 6 | 100.0 | 41 | 100.0 |
| Grand Total | 127 | 100.0 | 390 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining 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. 11 mining firms, or 97.1% of the applicable mining firms responded to this question. Firm sizes with no firms are omitted from this table.

MINING
Salary

TABLE 30D: Medical/health Care Plan Employee Dependents Cost Compensation for Oklahoma Mining 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?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 82 | 16.5 | 326 | 9.2 |
| Medium Size Firms | 17 | 30.4 | 270 | 20.6 |
| Large Firms | 2 | 20.0 | 90 | 1.8 |
| All Size Firms | 101 | 18.0 | 686 | 7.0 |
| 1% to 25% | | | | |
| Small Firms | 19 | 3.8 | 142 | 4.0 |
| Medium Size Firms | 4 | 7.1 | 259 | 19.8 |
| All Size Firms | 23 | 4.1 | 401 | 4.1 |
| 26% to 50% | | | | |
| Small Firms | 93 | 18.8 | 331 | 9.4 |
| Medium Size Firms | 8 | 14.3 | 221 | 16.9 |
| All Size Firms | 101 | 18.0 | 552 | 5.6 |
| 51% to 75% | | | | |
| Small Firms | 37 | 7.5 | 227 | 6.4 |
| Medium Size Firms | 9 | 16.1 | 103 | 7.9 |
| Large Firms | 4 | 40.0 | 521 | 10.5 |
| All Size Firms | 50 | 8.9 | 851 | 8.7 |
| 76% to 99% | | | | |
| Small Firms | 168 | 33.9 | 2,327 | 65.9 |
| Medium Size Firms | 12 | 21.4 | 417 | 31.9 |
| Large Firms | 4 | 40.0 | 4,374 | 87.7 |
| All Size Firms | 184 | 32.7 | 7,118 | 72.4 |
| 100% | | | | |
| Small Firms | 97 | 19.6 | 179 | 5.1 |
| Medium Size Firms | 6 | 10.7 | 38 | 2.9 |
| All Size Firms | 103 | 18.3 | 217 | 2.2 |
| Subtotal of Small Firms | 496 | 100.0 | 3,532 | 100.0 |
| Subtotal of Medium Size Firms | 56 | 100.0 | 1,308 | 100.0 |
| Subtotal of Large Firms | 10 | 100.0 | 4,985 | 100.0 |
| Grand Total | 562 | 100.0 | 9,825 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining 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. 32 mining firms, or 100.0% of the applicable mining firms responded to this question.

MINING
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 133 | 33.3 | 1,449 | 37.6 |
| Medium Size Firms | 17 | 28.8 | 1,344 | 35.1 |
| Large Firms | 2 | 16.7 | 798 | 24.5 |
| All Size Firms | 152 | 32.3 | 3,591 | 32.8 |
| 1% to 25% | | | | |
| Medium Size Firms | 4 | 6.8 | 264 | 6.9 |
| All Size Firms | 4 | 0.8 | 264 | 2.4 |
| 26% to 50% | | | | |
| Small Firms | 93 | 23.3 | 741 | 19.2 |
| Medium Size Firms | 17 | 28.8 | 811 | 21.2 |
| All Size Firms | 110 | 23.4 | 1,552 | 14.2 |
| 51% to 75% | | | | |
| Small Firms | 37 | 9.3 | 284 | 7.4 |
| Medium Size Firms | 9 | 15.3 | 838 | 21.9 |
| Large Firms | 4 | 33.3 | 525 | 16.1 |
| All Size Firms | 50 | 10.6 | 1,647 | 15.1 |
| 76% to 99% | | | | |
| Small Firms | 133 | 33.3 | 1,349 | 35.0 |
| Medium Size Firms | 12 | 20.3 | 570 | 14.9 |
| Large Firms | 6 | 50.0 | 1,933 | 59.4 |
| All Size Firms | 151 | 32.1 | 3,852 | 35.2 |
| 100% | | | | |
| Small Firms | 4 | 1.0 | 29 | 0.8 |
| All Size Firms | 4 | 0.8 | 29 | 0.3 |
| Subtotal of Small Firms | 400 | 100.0 | 3,852 | 100.0 |
| Subtotal of Medium Size Firms | 59 | 100.0 | 3,827 | 100.0 |
| Subtotal of Large Firms | 12 | 100.0 | 3,256 | 100.0 |
| Grand Total | 471 | 100.0 | 10,935 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining 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. 30 mining firms, or 100.0% of the applicable mining firms responded to this question. Firm sizes with no firms are omitted from this table.

MINING
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 4 | 4.3 | 5 | 2.1 |
| Medium Size Firms | 11 | 42.3 | 55 | 50.9 |
| Large Firms | 2 | 33.3 | 6 | 14.6 |
| All Size Firms | 17 | 13.5 | 66 | 17.0 |
| 26% to 50% | | | | |
| Small Firms | 45 | 47.9 | 104 | 43.5 |
| Medium Size Firms | 9 | 34.6 | 28 | 25.9 |
| All Size Firms | 54 | 42.9 | 132 | 34.0 |
| 51% to 75% | | | | |
| Medium Size Firms | 6 | 23.1 | 25 | 10.5 |
| All Size Firms | 6 | 4.8 | 25 | 6.4 |
| 76% to 99% | | | | |
| Small Firms | 45 | 47.9 | 130 | 54.4 |
| Large Firms | 4 | 66.7 | 35 | 14.6 |
| All Size Firms | 49 | 38.9 | 165 | 17.0 |
| Subtotal of Small Firms | 94 | 100.0 | 239 | 100.0 |
| Subtotal of Medium Size Firms | 26 | 100.0 | 108 | 100.0 |
| Subtotal of Large Firms | 6 | 100.0 | 41 | 100.0 |
| Grand Total | 126 | 100.0 | 388 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining 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. 11 mining firms, or 91.7% of the applicable mining firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

MINING
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 287 | 52.9 | 1,092 | 29.2 |
| Medium Size Firms | 17 | 30.4 | 232 | 17.7 |
| Large Firms | | 0.0 | | 0.0 |
| All Size Firms | 304 | 49.9 | 1,324 | 13.2 |
| YES, EMPLOYEE ONLY | | | | |
| Medium Size Firms | 6 | 10.7 | 76 | 5.8 |
| All Size Firms | 6 | 1.0 | 76 | 0.8 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 256 | 47.1 | 2,651 | 70.8 |
| Medium Size Firms | 33 | 58.9 | 1,000 | 76.5 |
| Large Firms | 10 | 100.0 | 4,985 | 100.0 |
| All Size Firms | 299 | 49.1 | 8,636 | 86.1 |
| Subtotal of Small Firms | 543 | 100.0 | 3,743 | 100.0 |
| Subtotal of Medium Size Firms | 56 | 100.0 | 1,308 | 100.0 |
| Subtotal of Large Firms | 10 | 100.0 | 4,985 | 100.0 |
| Grand Total | 609 | 100.0 | 10,036 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more salaried employees that responded to this question. 33 firms, or 100.0% of the mining firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

MINING
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 323 | 65.0 | 2,930 | 63.4 |
| Medium Size Firms | 17 | 28.3 | 1,273 | 33.3 |
| All Size Firms | 340 | 59.8 | 4,203 | 35.9 |
| YES, EMPLOYEE ONLY | | | | |
| Medium Size Firms | 6 | 10.0 | 253 | 6.6 |
| All Size Firms | 6 | 1.1 | 253 | 2.2 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 174 | 35.0 | 1,692 | 36.6 |
| Medium Size Firms | 37 | 61.7 | 2,302 | 60.1 |
| Large Firms | 12 | 100.0 | 3,255 | 100.0 |
| All Size Firms | 223 | 39.2 | 7,249 | 61.9 |
| Subtotal of Small Firms | 497 | 100.0 | 4,622 | 100.0 |
| Subtotal of Medium Size Firms | 60 | 100.0 | 3,828 | 100.0 |
| Subtotal of Large Firms | 12 | 100.0 | 3,255 | 100.0 |
| Grand Total | 569 | 100.0 | 11,705 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more full-time hourly employees that responded to this question. 32 firms, or 97.0% of the mining firms with full-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

MINING
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 157 | 97.5 | 284 | 98.3 |
| Medium Size Firms | 17 | 40.5 | 84 | 48.0 |
| All Size Firms | 174 | 83.3 | 368 | 72.9 |
| YES, EMPLOYEE ONLY | | | | |
| Medium Size Firms | 6 | 14.3 | 13 | 7.4 |
| All Size Firms | 6 | 2.9 | 13 | 2.6 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 4 | 2.5 | 5 | 1.7 |
| Medium Size Firms | 19 | 45.2 | 78 | 44.6 |
| Large Firms | 6 | 100.0 | 41 | 100.0 |
| All Size Firms | 29 | 13.9 | 124 | 24.6 |
| Subtotal of Small Firms | 161 | 100.0 | 289 | 100.0 |
| Subtotal of Medium Size Firms | 42 | 100.0 | 175 | 100.0 |
| Subtotal of Large Firms | 6 | 100.0 | 41 | 100.0 |
| Grand Total | 209 | 100.0 | 505 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more part-time hourly employees that responded to this question. 15 firms, or 68.2% of the mining firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

MINING

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

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 256 | 100.0 | 2,651 | 100.0 |
| | Salaried Medium Size Firms | 38 | 100.0 | 1,076 | 100.0 |
| | Salaried Large Firms | 4 | 40.0 | 308 | 6.2 |
| | Salaried All Size Firms | 298 | 98.0 | 4,035 | 46.3 |
| | Yes | | | | |
| | Salaried Large Firms | 6 | 60.0 | 4,677 | 93.8 |
| | Salaried All Size Firms | 6 | 2.0 | 4,677 | 53.7 |
| | Subtotal of Salaried Small Firms | 256 | 100.0 | 2,651 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 38 | 100.0 | 1,076 | 100.0 |
| | Subtotal of Salaried Large Firms | 10 | 100.0 | 4,985 | 100.0 |
| Salaried Grand Total | 304 | 100.0 | 8,712 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 174 | 100.0 | 1,692 | 100.0 |
| | Full-time Hourly Medium Size Firms | 38 | 100.0 | 2,183 | 100.0 |
| | Full-time Hourly Large Firms | 6 | 50.0 | 2,154 | 66.2 |
| | Full-time Hourly All Size Firms | 218 | 97.3 | 6,029 | 84.6 |
| | Yes | | | | |
| | Full-time Hourly Large Firms | 6 | 50.0 | 1,101 | 33.8 |
| | Full-time Hourly All Size Firms | 6 | 2.7 | 1,101 | 15.4 |
| | Subtotal of Full-time Hourly Small Firms | 174 | 100.0 | 1,692 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 38 | 100.0 | 2,183 | 100.0 |
| | Subtotal of Full-time Hourly Large Firms | 12 | 100.0 | 3,255 | 100.0 |
| Full-time Hourly Grand Total | 224 | 100.0 | 7,130 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 4 | 100.0 | 5 | 100.0 |
| | Part-time Hourly Medium Size Firms | 21 | 100.0 | 79 | 100.0 |
| | Part-time Hourly Large Firms | 4 | 66.7 | 35 | 85.4 |
| | Part-time Hourly All Size Firms | 29 | 93.5 | 119 | 95.2 |
| | Yes | | | | |
| | Part-time Hourly Large Firms | 2 | 33.3 | 6 | 14.6 |
| | Part-time Hourly All Size Firms | 2 | 6.5 | 6 | 4.8 |
| | Subtotal of Part-time Hourly Small Firms | 4 | 100.0 | 5 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 21 | 100.0 | 79 | 100.0 |
| | Subtotal of Part-time Hourly Large Firms | 6 | 100.0 | 41 | 100.0 |
| Part-time Hourly Grand Total | 31 | 100.0 | 125 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining 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. 23 mining firms, or 95.8% of the applicable mining firms responded to this question. Firm sizes with no firms are omitted from this table.

MINING
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Medium Size Firms | 14 | 35.9 | 646 | 60.0 |
| Large Firms | 2 | 20.0 | 90 | 1.8 |
| All Size Firms | 16 | 5.2 | 736 | 8.4 |
| 1% to 25% | | | | |
| Small Firms | 37 | 14.5 | 412 | 15.5 |
| Large Firms | 2 | 20.0 | 218 | 4.4 |
| All Size Firms | 39 | 12.8 | 630 | 7.2 |
| 26% to 50% | | | | |
| Small Firms | 4 | 1.6 | 12 | 0.5 |
| Medium Size Firms | 6 | 15.4 | 190 | 17.6 |
| All Size Firms | 10 | 3.3 | 202 | 2.3 |
| 51% to 75% | | | | |
| Small Firms | 37 | 14.5 | 227 | 8.6 |
| Medium Size Firms | 11 | 28.2 | 135 | 12.5 |
| Large Firms | 2 | 20.0 | 4,156 | 83.4 |
| All Size Firms | 50 | 16.4 | 4,518 | 51.9 |
| 76% to 99% | | | | |
| Small Firms | 178 | 69.5 | 1,999 | 75.4 |
| Medium Size Firms | 2 | 5.1 | 30 | 2.8 |
| Large Firms | 4 | 40.0 | 521 | 10.5 |
| All Size Firms | 184 | 60.3 | 2,550 | 29.3 |
| 100% | | | | |
| Medium Size Firms | 6 | 15.4 | 76 | 7.1 |
| All Size Firms | 6 | 2.0 | 76 | 0.9 |
| Subtotal of Small Firms | 256 | 100.0 | 2,650 | 100.0 |
| Subtotal of Medium Size Firms | 39 | 100.0 | 1,077 | 100.0 |
| Subtotal of Large Firms | 10 | 100.0 | 4,985 | 100.0 |
| Grand Total | 305 | 100.0 | 8,712 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining 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. 22 mining firms, or 100.0% of the applicable mining firms responded to this question. Firm sizes with no firms are omitted from this table.

MINING
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Medium Size Firms | 14 | 35.9 | 761 | 34.8 |
| Large Firms | 2 | 25.0 | 798 | 24.5 |
| All Size Firms | 16 | 7.2 | 1,559 | 21.9 |
| 1% to 25% | | | | |
| Small Firms | 19 | 10.9 | 298 | 17.6 |
| Large Firms | 2 | 25.0 | 327 | 10.0 |
| All Size Firms | 21 | 9.5 | 625 | 8.8 |
| 26% to 50% | | | | |
| Small Firms | 4 | 2.3 | 59 | 3.5 |
| Medium Size Firms | 6 | 15.4 | 169 | 7.7 |
| All Size Firms | 10 | 4.5 | 228 | 3.2 |
| 51% to 75% | | | | |
| Small Firms | 37 | 21.1 | 284 | 16.8 |
| Medium Size Firms | 11 | 28.2 | 928 | 42.5 |
| Large Firms | 2 | 25.0 | 1,029 | 31.6 |
| All Size Firms | 50 | 22.5 | 2,241 | 31.4 |
| 76% to 99% | | | | |
| Small Firms | 67 | 38.3 | 981 | 58.0 |
| Medium Size Firms | 2 | 5.1 | 73 | 3.3 |
| Large Firms | 2 | 25.0 | 1,101 | 33.8 |
| All Size Firms | 71 | 32.0 | 2,155 | 30.2 |
| 100% | | | | |
| Small Firms | 48 | 27.4 | 70 | 4.1 |
| Medium Size Firms | 6 | 15.4 | 253 | 11.6 |
| All Size Firms | 54 | 24.3 | 323 | 4.5 |
| Subtotal of Small Firms | 175 | 100.0 | 1,692 | 100.0 |
| Subtotal of Medium Size Firms | 39 | 100.0 | 2,184 | 100.0 |
| Subtotal of Large Firms | 8 | 100.0 | 3,255 | 100.0 |
| Grand Total | 222 | 100.0 | 7,131 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining 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. 20 mining firms, or 95.2% of the applicable mining firms responded to this question. Firm sizes with no firms are omitted from this table.

MINING
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size | |
|-------------------------------|------------------------------------|--|--|--|-------|
| NONE | Large Firms | 2 | 33.3 | 6 | 14.6 |
| | All Size Firms | 2 | 9.1 | 6 | 7.1 |
| 26% to 50% | Small Firms | 4 | 100.0 | 5 | 100.0 |
| | All Size Firms | 4 | 18.2 | 5 | 6.0 |
| 51% to 75% | Medium Size Firms | 6 | 50.0 | 25 | 65.8 |
| | Large Firms | 2 | 33.3 | 29 | 70.7 |
| | All Size Firms | 8 | 36.4 | 54 | 64.3 |
| 76% to 99% | Large Firms | 2 | 33.3 | 6 | 14.6 |
| | All Size Firms | 2 | 9.1 | 6 | 7.1 |
| 100% | Medium Size Firms | 6 | 50.0 | 13 | 34.2 |
| | All Size Firms | 6 | 27.3 | 13 | 15.5 |
| Subtotal of Small Firms | 4 | 100.0 | 5 | 100.0 | |
| Subtotal of Medium Size Firms | 12 | 100.0 | 38 | 100.0 | |
| Subtotal of Large Firms | 6 | 100.0 | 41 | 100.0 | |
| Grand Total | 22 | 100.0 | 84 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a dental care plan by answering yes on question 31. 6 mining firms, or 75.0% of the applicable mining firms responded to this question. Firm sizes with no firms are omitted from this table.

MINING
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 19 | 7.4 | 85 | 3.2 |
| Medium Size Firms | 19 | 50.0 | 722 | 67.0 |
| Large Firms | 2 | 20.0 | 90 | 1.8 |
| All Size Firms | 40 | 13.1 | 897 | 10.3 |
| 1% to 25% | | | | |
| Small Firms | 37 | 14.4 | 412 | 15.5 |
| Large Firms | 2 | 20.0 | 218 | 4.4 |
| All Size Firms | 39 | 12.8 | 630 | 7.2 |
| 26% to 50% | | | | |
| Small Firms | 4 | 1.6 | 12 | 0.5 |
| Medium Size Firms | 6 | 15.8 | 190 | 17.6 |
| All Size Firms | 10 | 3.3 | 202 | 2.3 |
| 51% to 75% | | | | |
| Small Firms | 37 | 14.4 | 227 | 8.6 |
| Medium Size Firms | 11 | 28.9 | 135 | 12.5 |
| All Size Firms | 48 | 15.7 | 362 | 4.2 |
| 76% to 99% | | | | |
| Small Firms | 112 | 43.6 | 1,844 | 69.6 |
| Medium Size Firms | 2 | 5.3 | 30 | 2.8 |
| Large Firms | 6 | 60.0 | 4,677 | 93.8 |
| All Size Firms | 120 | 39.3 | 6,551 | 75.2 |
| 100% | | | | |
| Small Firms | 48 | 18.7 | 70 | 2.6 |
| All Size Firms | 48 | 15.7 | 70 | 0.8 |
| Subtotal of Small Firms | 257 | 100.0 | 2,650 | 100.0 |
| Subtotal of Medium Size Firms | 38 | 100.0 | 1,077 | 100.0 |
| Subtotal of Large Firms | 10 | 100.0 | 4,985 | 100.0 |
| Grand Total | 305 | 100.0 | 8,712 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining 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. 22 mining firms, or 100.0% of the applicable mining firms responded to this question. Firm sizes with no firms are omitted from this table.

MINING
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 19 | 10.9 | 71 | 4.2 |
| Medium Size Firms | 19 | 50.0 | 1,014 | 46.4 |
| Large Firms | 2 | 16.7 | 798 | 24.5 |
| All Size Firms | 40 | 17.8 | 1,883 | 26.4 |
| 1% to 25% | | | | |
| Small Firms | 19 | 10.9 | 298 | 17.6 |
| Large Firms | 2 | 16.7 | 327 | 10.0 |
| All Size Firms | 21 | 9.3 | 625 | 8.8 |
| 26% to 50% | | | | |
| Small Firms | 4 | 2.3 | 59 | 3.5 |
| Medium Size Firms | 6 | 15.8 | 169 | 7.7 |
| All Size Firms | 10 | 4.4 | 228 | 3.2 |
| 51% to 75% | | | | |
| Small Firms | 37 | 21.1 | 284 | 16.8 |
| Medium Size Firms | 11 | 28.9 | 928 | 42.5 |
| Large Firms | 2 | 16.7 | 1,029 | 31.6 |
| All Size Firms | 50 | 22.2 | 2,241 | 31.4 |
| 76% to 99% | | | | |
| Small Firms | 48 | 27.4 | 910 | 53.8 |
| Medium Size Firms | 2 | 5.3 | 73 | 3.3 |
| Large Firms | 6 | 50.0 | 1,101 | 33.8 |
| All Size Firms | 56 | 24.9 | 2,084 | 29.2 |
| 100% | | | | |
| Small Firms | 48 | 27.4 | 70 | 4.1 |
| All Size Firms | 48 | 21.3 | 70 | 1.0 |
| Subtotal of Small Firms | 175 | 100.0 | 1,692 | 100.0 |
| Subtotal of Medium Size Firms | 38 | 100.0 | 2,184 | 100.0 |
| Subtotal of Large Firms | 12 | 100.0 | 3,255 | 100.0 |
| Grand Total | 225 | 100.0 | 7,131 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining 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. 20 mining firms, or 95.2% of the applicable mining firms responded to this question. Firm sizes with no firms are omitted from this table.

MINING
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Medium Size Firms | 6 | 50.0 | 13 | 34.2 |
| Large Firms | 2 | 33.3 | 6 | 14.6 |
| All Size Firms | 8 | 36.4 | 19 | 22.6 |
| 26% to 50% | | | | |
| Small Firms | 4 | 100.0 | 5 | 100.0 |
| All Size Firms | 4 | 18.2 | 5 | 6.0 |
| 51% to 75% | | | | |
| Medium Size Firms | 6 | 50.0 | 25 | 65.8 |
| Large Firms | 2 | 33.3 | 29 | 70.7 |
| All Size Firms | 8 | 36.4 | 54 | 64.3 |
| 76% to 99% | | | | |
| Large Firms | 2 | 33.3 | 6 | 14.6 |
| All Size Firms | 2 | 9.1 | 6 | 7.1 |
| Subtotal of Small Firms | 4 | 100.0 | 5 | 100.0 |
| Subtotal of Medium Size Firms | 12 | 100.0 | 38 | 100.0 |
| Subtotal of Large Firms | 6 | 100.0 | 41 | 100.0 |
| Grand Total | 22 | 100.0 | 84 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a dental care plan by answering yes on question 31. 6 mining firms, or 75.0% of the applicable mining firms responded to this question. Firm sizes with no firms are omitted from this table.

MINING

Salaried

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---------------------------------------|------------------------------------|--|--|--|
| LONG TERM DISABILITY INSURANCE | | | | |
| Small Firms | 130 | 36.4 | 2,043 | 66.0 |
| Medium Size Firms | 29 | 58.0 | 973 | 79.0 |
| Large Firms | 2 | 20.0 | 90 | 1.8 |
| All Size Firms | 161 | 38.6 | 3,106 | 33.3 |
| EMPLOYEE ASSISTANCE PROGRAM | | | | |
| Small Firms | 19 | 5.3 | 199 | 6.4 |
| Medium Size Firms | 2 | 4.0 | 32 | 2.6 |
| Large Firms | 4 | 40.0 | 4,374 | 87.7 |
| All Size Firms | 25 | 6.0 | 4,605 | 49.4 |
| WELLNESS PROGRAM | | | | |
| Small Firms | 48 | 13.4 | 595 | 19.2 |
| Large Firms | 6 | 60.0 | 4,677 | 93.8 |
| All Size Firms | 54 | 12.9 | 5,272 | 56.6 |
| VISION CARE PROGRAM | | | | |
| Small Firms | 78 | 21.8 | 687 | 22.2 |
| Medium Size Firms | 24 | 48.0 | 783 | 63.6 |
| Large Firms | 4 | 40.0 | 4,246 | 85.2 |
| All Size Firms | 106 | 25.4 | 5,716 | 61.4 |
| PRESCRIPTION DRUG PLAN | | | | |
| Small Firms | 242 | 67.8 | 2,726 | 88.0 |
| Medium Size Firms | 33 | 66.0 | 1,000 | 81.2 |
| Large Firms | 10 | 100.0 | 4,985 | 100.0 |
| All Size Firms | 285 | 68.3 | 8,711 | 93.5 |
| MENTAL HEALTH RIDER | | | | |
| Small Firms | 85 | 23.8 | 879 | 28.4 |
| Large Firms | 8 | 80.0 | 4,768 | 95.6 |
| All Size Firms | 93 | 22.3 | 5,647 | 60.6 |
| LIFE INSURANCE | | | | |
| Small Firms | 357 | 100.0 | 3,097 | 100.0 |
| Medium Size Firms | 50 | 100.0 | 1,232 | 100.0 |
| Large Firms | 8 | 80.0 | 4,768 | 95.6 |
| All Size Firms | 415 | 99.5 | 9,097 | 97.7 |
| ACCIDENTAL DEATH INSURANCE | | | | |
| Small Firms | 283 | 79.3 | 2,882 | 93.1 |
| Medium Size Firms | 33 | 66.0 | 1,042 | 84.6 |
| Large Firms | 8 | 80.0 | 4,768 | 95.6 |
| All Size Firms | 324 | 77.7 | 8,692 | 93.3 |

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

| 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 |
|---------------------------------|------------------------------------|--|--|--|
| DEPENDENT LIFE INSURANCE | | | | |
| Small Firms | 37 | 10.4 | 327 | 10.6 |
| Medium Size Firms | 14 | 28.0 | 414 | 33.6 |
| Large Firms | 4 | 40.0 | 521 | 10.5 |
| All Size Firms | 55 | 13.2 | 1,262 | 13.5 |
| OTHER (please name) | | | | |
| Large Firms | 2 | 20.0 | 90 | 1.8 |
| All Size Firms | 2 | 0.5 | 90 | 1.0 |
| Subtotal of Small Firms | 357 | 100.0 | 3,097 | 100.0 |
| Subtotal of Medium Size Firms | 50 | 100.0 | 1,232 | 100.0 |
| Subtotal of Large Firms | 10 | 100.0 | 4,985 | 100.0 |
| Grand Total | 417 | 100.0 | 9,314 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more salaried employees that responded to this question. 28 firms, or 84.4% of the mining 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 with no firms are omitted from this table.

MINING

Full-time Hourly

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

| 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 | | | | |
| Small Firms | 67 | 22.0 | 1,052 | 39.0 |
| Medium Size Firms | 21 | 39.6 | 1,479 | 49.7 |
| Large Firms | 2 | 16.7 | 1,029 | 31.6 |
| All Size Firms | 90 | 24.4 | 3,560 | 39.9 |
| EMPLOYEE ASSISTANCE PROGRAM | | | | |
| Small Firms | 19 | 6.3 | 142 | 5.3 |
| Medium Size Firms | 6 | 11.3 | 461 | 15.5 |
| Large Firms | 6 | 50.0 | 1,933 | 59.4 |
| All Size Firms | 31 | 8.4 | 2,536 | 28.4 |
| WELLNESS PROGRAM | | | | |
| Small Firms | 48 | 15.8 | 910 | 33.7 |
| Medium Size Firms | 4 | 7.5 | 372 | 12.5 |
| Large Firms | 8 | 66.7 | 2,130 | 65.4 |
| All Size Firms | 60 | 16.3 | 3,412 | 38.2 |
| VISION CARE PROGRAM | | | | |
| Small Firms | 59 | 19.4 | 541 | 20.1 |
| Medium Size Firms | 25 | 47.2 | 1,808 | 60.8 |
| Large Firms | 6 | 50.0 | 2,403 | 73.8 |
| All Size Firms | 90 | 24.4 | 4,752 | 53.2 |
| PRESCRIPTION DRUG PLAN | | | | |
| Small Firms | 189 | 62.2 | 2,036 | 75.5 |
| Medium Size Firms | 37 | 69.8 | 1,969 | 66.2 |
| Large Firms | 12 | 100.0 | 3,255 | 100.0 |
| All Size Firms | 238 | 64.5 | 7,260 | 81.3 |
| MENTAL HEALTH RIDER | | | | |
| Small Firms | 85 | 28.0 | 1,123 | 41.6 |
| Large Firms | 8 | 66.7 | 1,899 | 58.3 |
| All Size Firms | 93 | 25.2 | 3,022 | 33.8 |
| LIFE INSURANCE | | | | |
| Small Firms | 304 | 100.0 | 2,698 | 100.0 |
| Medium Size Firms | 51 | 96.2 | 2,887 | 97.0 |
| Large Firms | 10 | 83.3 | 2,928 | 90.0 |
| All Size Firms | 365 | 98.9 | 8,513 | 95.3 |
| ACCIDENTAL DEATH INSURANCE | | | | |
| Small Firms | 201 | 66.1 | 2,365 | 87.7 |
| Medium Size Firms | 32 | 60.4 | 1,794 | 60.3 |
| Large Firms | 10 | 83.3 | 2,928 | 90.0 |
| All Size Firms | 243 | 65.9 | 7,087 | 79.4 |

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

| 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 |
|--|------------------------------------|--|--|--|
| DEPENDENT LIFE INSURANCE | | | | |
| Small Firms | 19 | 6.3 | 142 | 5.3 |
| Medium Size Firms | 14 | 26.4 | 750 | 25.2 |
| Large Firms | 6 | 50.0 | 1,554 | 47.7 |
| All Size Firms | 39 | 10.6 | 2,446 | 27.4 |
| LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN | | | | |
| Medium Size Firms | 4 | 7.5 | 372 | 12.5 |
| All Size Firms | 4 | 1.1 | 372 | 4.2 |
| OTHER (please name) | | | | |
| Large Firms | 2 | 16.7 | 798 | 24.5 |
| All Size Firms | 2 | 0.5 | 798 | 8.9 |
| Subtotal of Small Firms | 304 | 100.0 | 2,698 | 100.0 |
| Subtotal of Medium Size Firms | 53 | 100.0 | 2,976 | 100.0 |
| Subtotal of Large Firms | 12 | 100.0 | 3,255 | 100.0 |
| Grand Total | 369 | 100.0 | 8,929 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more full-time hourly employees that responded to this question. 27 firms, or 81.8% of the mining 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 with no firms are omitted from this table.

MINING

Part-time Hourly

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

| 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 | | | | |
| Medium Size Firms | 13 | 38.2 | 39 | 35.5 |
| Large Firms | 2 | 33.3 | 29 | 70.7 |
| All Size Firms | 15 | 16.9 | 68 | 26.2 |
| EMPLOYEE ASSISTANCE PROGRAM | | | | |
| Medium Size Firms | 4 | 11.8 | 11 | 10.0 |
| Large Firms | 4 | 66.7 | 35 | 85.4 |
| All Size Firms | 8 | 9.0 | 46 | 17.7 |
| WELLNESS PROGRAM | | | | |
| Medium Size Firms | 4 | 11.8 | 11 | 10.0 |
| Large Firms | 4 | 66.7 | 35 | 85.4 |
| All Size Firms | 8 | 9.0 | 46 | 17.7 |
| VISION CARE PROGRAM | | | | |
| Medium Size Firms | 23 | 67.6 | 80 | 72.7 |
| Large Firms | 6 | 100.0 | 41 | 100.0 |
| All Size Firms | 29 | 32.6 | 121 | 46.5 |
| PRESCRIPTION DRUG PLAN | | | | |
| Medium Size Firms | 23 | 67.6 | 68 | 61.8 |
| Large Firms | 6 | 100.0 | 41 | 100.0 |
| All Size Firms | 29 | 32.6 | 109 | 41.9 |
| MENTAL HEALTH RIDER | | | | |
| Large Firms | 4 | 66.7 | 12 | 29.3 |
| All Size Firms | 4 | 4.5 | 12 | 4.6 |
| LIFE INSURANCE | | | | |
| Small Firms | 49 | 100.0 | 109 | 100.0 |
| Medium Size Firms | 34 | 100.0 | 110 | 100.0 |
| Large Firms | 6 | 100.0 | 41 | 100.0 |
| All Size Firms | 89 | 100.0 | 260 | 100.0 |
| ACCIDENTAL DEATH INSURANCE | | | | |
| Small Firms | 45 | 91.8 | 104 | 95.4 |
| Medium Size Firms | 14 | 41.2 | 44 | 40.0 |
| Large Firms | 6 | 100.0 | 41 | 100.0 |
| All Size Firms | 65 | 73.0 | 189 | 72.7 |

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

| 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 |
|--|------------------------------------|--|--|--|
| DEPENDENT LIFE INSURANCE | | | | |
| Medium Size Firms | 10 | 29.4 | 41 | 37.3 |
| Large Firms | 2 | 33.3 | 29 | 70.7 |
| All Size Firms | 12 | 13.5 | 70 | 26.9 |
| LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN | | | | |
| Medium Size Firms | 4 | 11.8 | 11 | 10.0 |
| All Size Firms | 4 | 4.5 | 11 | 4.2 |
| OTHER (please name) | | | | |
| Large Firms | 2 | 33.3 | 6 | 14.6 |
| All Size Firms | 2 | 2.2 | 6 | 2.3 |
| Subtotal of Small Firms | 49 | 100.0 | 109 | 100.0 |
| Subtotal of Medium Size Firms | 34 | 100.0 | 110 | 100.0 |
| Subtotal of Large Firms | 6 | 100.0 | 41 | 100.0 |
| Grand Total | 89 | 100.0 | 260 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more part-time hourly employees that responded to this question. 11 firms, or 50.0% of the mining 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 with no firms are omitted from this table.

MINING
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| DO NOT OFFER ANY MEDICAL/ HEALTH/DENTAL BENEFITS | | | | |
| Small Firms | 48 | 10.6 | 210 | 6.2 |
| All Size Firms | 48 | 9.3 | 210 | 2.2 |
| NO WAITING PERIOD REQUIRED | | | | |
| Small Firms | 67 | 14.8 | 623 | 18.4 |
| Medium Size Firms | 10 | 18.2 | 99 | 7.6 |
| Large Firms | 4 | 40.0 | 4,374 | 87.7 |
| All Size Firms | 81 | 15.6 | 5,096 | 52.7 |
| YES, 30 DAYS OR LESS | | | | |
| Small Firms | 89 | 19.6 | 331 | 9.8 |
| Medium Size Firms | 10 | 18.2 | 387 | 29.6 |
| Large Firms | 4 | 40.0 | 521 | 10.5 |
| All Size Firms | 103 | 19.9 | 1,239 | 12.8 |
| 31 to 60 DAYS | | | | |
| Small Firms | 89 | 19.6 | 608 | 18.0 |
| Medium Size Firms | 9 | 16.4 | 449 | 34.3 |
| All Size Firms | 98 | 18.9 | 1,057 | 10.9 |
| 61 to 90 DAYS | | | | |
| Small Firms | 112 | 24.7 | 1,536 | 45.5 |
| Medium Size Firms | 15 | 27.3 | 221 | 16.9 |
| Large Firms | 2 | 20.0 | 90 | 1.8 |
| All Size Firms | 129 | 24.9 | 1,847 | 19.1 |
| MORE THAN 90 DAYS | | | | |
| Small Firms | 48 | 10.6 | 70 | 2.1 |
| Medium Size Firms | 11 | 20.0 | 152 | 11.6 |
| All Size Firms | 59 | 11.4 | 222 | 2.3 |
| Subtotal of Small Firms | 453 | 100.0 | 3,378 | 100.0 |
| Subtotal of Medium Size Firms | 55 | 100.0 | 1,308 | 100.0 |
| Subtotal of Large Firms | 10 | 100.0 | 4,985 | 100.0 |
| Grand Total | 518 | 100.0 | 9,671 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more salaried employees that responded to this question. 31 firms, or 93.9% of the mining firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

MINING
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| DO NOT OFFER ANY MEDICAL/ HEALTH/DENTAL BENEFITS | | | | |
| Small Firms | 96 | 19.3 | 770 | 16.7 |
| All Size Firms | 96 | 16.9 | 770 | 6.6 |
| NO WAITING PERIOD REQUIRED | | | | |
| Small Firms | 115 | 23.1 | 1,227 | 26.5 |
| Medium Size Firms | 8 | 13.6 | 271 | 7.1 |
| Large Firms | 6 | 50.0 | 1,933 | 59.4 |
| All Size Firms | 129 | 22.7 | 3,431 | 29.3 |
| YES, 30 DAYS OR LESS | | | | |
| Small Firms | 4 | 0.8 | 29 | 0.6 |
| Medium Size Firms | 12 | 20.3 | 570 | 14.9 |
| Large Firms | 4 | 33.3 | 525 | 16.1 |
| All Size Firms | 20 | 3.5 | 1,124 | 9.6 |
| 31 to 60 DAYS | | | | |
| Small Firms | 152 | 30.6 | 1,386 | 30.0 |
| Medium Size Firms | 9 | 15.3 | 432 | 11.3 |
| All Size Firms | 161 | 28.3 | 1,818 | 15.5 |
| 61 to 90 DAYS | | | | |
| Small Firms | 82 | 16.5 | 860 | 18.6 |
| Medium Size Firms | 19 | 32.2 | 1,716 | 44.8 |
| Large Firms | 2 | 16.7 | 798 | 24.5 |
| All Size Firms | 103 | 18.1 | 3,374 | 28.8 |
| MORE THAN 90 DAYS | | | | |
| Small Firms | 48 | 9.7 | 350 | 7.6 |
| Medium Size Firms | 11 | 18.6 | 839 | 21.9 |
| All Size Firms | 59 | 10.4 | 1,189 | 10.2 |
| Subtotal of Small Firms | 497 | 100.0 | 4,622 | 100.0 |
| Subtotal of Medium Size Firms | 59 | 100.0 | 3,828 | 100.0 |
| Subtotal of Large Firms | 12 | 100.0 | 3,256 | 100.0 |
| Grand Total | 568 | 100.0 | 11,706 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more full-time hourly employees that responded to this question. 32 firms, or 97.0% of the mining firms with full-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

MINING
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| DO NOT OFFER ANY MEDICAL/ HEALTH/DENTAL BENEFITS | | | | |
| Small Firms | 19 | 27.9 | 14 | 11.4 |
| Medium Size Firms | 6 | 14.0 | 25 | 15.2 |
| All Size Firms | 25 | 21.4 | 39 | 11.9 |
| NO WAITING PERIOD REQUIRED | | | | |
| Medium Size Firms | 6 | 14.0 | 17 | 10.3 |
| Large Firms | 4 | 66.7 | 35 | 85.4 |
| All Size Firms | 10 | 8.5 | 52 | 15.8 |
| YES, 30 DAYS OR LESS | | | | |
| Medium Size Firms | 10 | 23.3 | 41 | 24.8 |
| All Size Firms | 10 | 8.5 | 41 | 12.5 |
| 31 to 60 DAYS | | | | |
| Medium Size Firms | 4 | 9.3 | 2 | 1.2 |
| All Size Firms | 4 | 3.4 | 2 | 0.6 |
| 61 to 90 DAYS | | | | |
| Small Firms | 49 | 72.1 | 109 | 88.6 |
| Medium Size Firms | 6 | 14.0 | 42 | 25.5 |
| Large Firms | 2 | 33.3 | 6 | 14.6 |
| All Size Firms | 57 | 48.7 | 157 | 47.7 |
| MORE THAN 90 DAYS | | | | |
| Medium Size Firms | 11 | 25.6 | 38 | 23.0 |
| All Size Firms | 11 | 9.4 | 38 | 11.6 |
| Subtotal of Small Firms | 68 | 100.0 | 123 | 100.0 |
| Subtotal of Medium Size Firms | 43 | 100.0 | 165 | 100.0 |
| Subtotal of Large Firms | 6 | 100.0 | 41 | 100.0 |
| Grand Total | 117 | 100.0 | 329 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more part-time hourly employees that responded to this question. 13 firms, or 59.1% of the mining firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

MINING
Salary

TABLE 37D: Retirement Plans for Oklahoma Mining Salary Employees by Firm Size.*
Question 37: "Please check boxes indicating retirement plans you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-----------------------------------|------------------------------------|--|--|--|
| NO RETIREMENT PLAN OFFERED | | | | |
| Small Firms | 205 | 41.2 | 647 | 18.6 |
| Medium Size Firms | 6 | 10.9 | 76 | 5.8 |
| Large Firms | 4 | 40.0 | 521 | 10.5 |
| All Size Firms | 215 | 38.2 | 1,244 | 12.7 |
| DEFINED BENEFIT PLAN | | | | |
| Small Firms | 85 | 17.1 | 822 | 23.6 |
| Medium Size Firms | 4 | 7.3 | 61 | 4.7 |
| Large Firms | 2 | 20.0 | 4,156 | 83.4 |
| All Size Firms | 91 | 16.2 | 5,039 | 51.5 |
| DEFINED CONTRIBUTION PLAN | | | | |
| Small Firms | 241 | 48.4 | 2,753 | 79.1 |
| Medium Size Firms | 50 | 90.9 | 1,232 | 94.2 |
| Large Firms | 6 | 60.0 | 4,464 | 89.5 |
| All Size Firms | 297 | 52.8 | 8,449 | 86.4 |
| PROFIT SHARING | | | | |
| Small Firms | 101 | 20.3 | 1,378 | 39.6 |
| All Size Firms | 101 | 17.9 | 1,378 | 14.1 |
| OTHER (please name) | | | | |
| Large Firms | 2 | 20.0 | 218 | 4.4 |
| All Size Firms | 2 | 0.4 | 218 | 2.2 |
| Subtotal of Small Firms | 498 | 100.0 | 3,482 | 100.0 |
| Subtotal of Medium Size Firms | 55 | 100.0 | 1,308 | 100.0 |
| Subtotal of Large Firms | 10 | 100.0 | 4,985 | 100.0 |
| Grand Total | 563 | 100.0 | 9,775 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more salaried employees that responded to this question. 32 firms, or 97.0% of the mining 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 with no firms are omitted from this table.

MINING
Full-time Hourly

TABLE 37E: Retirement Plans for Oklahoma Mining Full-time Hourly Employees by Firm Size.* Question 37: "Please check boxes indicating retirement plans you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-----------------------------------|------------------------------------|--|--|--|
| NO RETIREMENT PLAN OFFERED | | | | |
| Small Firms | 189 | 42.1 | 1,616 | 38.5 |
| Medium Size Firms | 6 | 10.2 | 851 | 22.2 |
| Large Firms | 4 | 33.3 | 525 | 16.1 |
| All Size Firms | 199 | 38.3 | 2,992 | 26.5 |
| DEFINED BENEFIT PLAN | | | | |
| Small Firms | 85 | 18.9 | 1,194 | 28.4 |
| Medium Size Firms | 4 | 6.8 | 162 | 4.2 |
| Large Firms | 4 | 33.3 | 1,605 | 49.3 |
| All Size Firms | 93 | 17.9 | 2,961 | 26.2 |
| DEFINED CONTRIBUTION PLAN | | | | |
| Small Firms | 207 | 46.1 | 2,034 | 48.4 |
| Medium Size Firms | 51 | 86.4 | 2,887 | 75.4 |
| Large Firms | 8 | 66.7 | 2,730 | 83.9 |
| All Size Firms | 266 | 51.2 | 7,651 | 67.8 |
| PROFIT SHARING | | | | |
| Small Firms | 56 | 12.5 | 582 | 13.9 |
| All Size Firms | 56 | 10.8 | 582 | 5.2 |
| OTHER (please name) | | | | |
| Large Firms | 2 | 16.7 | 327 | 10.0 |
| All Size Firms | 2 | 0.4 | 327 | 2.9 |
| Subtotal of Small Firms | 449 | 100.0 | 4,202 | 100.0 |
| Subtotal of Medium Size Firms | 59 | 100.0 | 3,827 | 100.0 |
| Subtotal of Large Firms | 12 | 100.0 | 3,255 | 100.0 |
| Grand Total | 520 | 100.0 | 11,284 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more full-time hourly employees that responded to this question. 31 firms, or 93.9% of the mining 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 with no firms are omitted from this table.

MINING
Part-time Hourly

TABLE 37F: Retirement Plans for Oklahoma Mining Part-time Hourly Employees by Firm Size.* Question 37: "Please check boxes indicating retirement plans you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-----------------------------------|------------------------------------|--|--|--|
| NO RETIREMENT PLAN OFFERED | | | | |
| Small Firms | 138 | 86.3 | 270 | 93.4 |
| Medium Size Firms | 11 | 34.4 | 67 | 50.4 |
| All Size Firms | 149 | 75.3 | 337 | 72.8 |
| DEFINED BENEFIT PLAN | | | | |
| Large Firms | 4 | 66.7 | 35 | 85.4 |
| All Size Firms | 4 | 2.0 | 35 | 7.6 |
| DEFINED CONTRIBUTION PLAN | | | | |
| Small Firms | 22 | 13.8 | 19 | 6.6 |
| Medium Size Firms | 21 | 65.6 | 66 | 49.6 |
| Large Firms | 6 | 100.0 | 41 | 100.0 |
| All Size Firms | 49 | 24.7 | 126 | 27.2 |
| Subtotal of Small Firms | 160 | 100.0 | 289 | 100.0 |
| Subtotal of Medium Size Firms | 32 | 100.0 | 133 | 100.0 |
| Subtotal of Large Firms | 6 | 100.0 | 41 | 100.0 |
| Grand Total | 198 | 100.0 | 463 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more part-time hourly employees that responded to this question. 14 firms, or 63.6% of the mining 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 with no firms are omitted from this table.

MINING
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| EMPLOYEE ONLY | | | | |
| Small Firms | 4 | 1.9 | 12 | 0.7 |
| All Size Firms | 4 | 1.5 | 12 | 0.2 |
| EMPLOYER ONLY | | | | |
| Small Firms | 19 | 8.8 | 28 | 1.7 |
| Medium Size Firms | 2 | 4.0 | 30 | 2.4 |
| Large Firms | 2 | 33.3 | 218 | 4.9 |
| All Size Firms | 23 | 8.5 | 276 | 3.8 |
| EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF | | | | |
| Small Firms | 67 | 31.0 | 794 | 47.8 |
| Medium Size Firms | 11 | 22.0 | 194 | 15.7 |
| All Size Firms | 78 | 28.7 | 988 | 13.4 |
| EMPLOYER CONTRIBUTES THE LARGER SHARE | | | | |
| Medium Size Firms | 6 | 12.0 | 190 | 15.4 |
| Large Firms | 2 | 33.3 | 4,156 | 93.1 |
| All Size Firms | 8 | 2.9 | 4,346 | 59.1 |
| EMPLOYEE CONTRIBUTES THE LARGER SHARE | | | | |
| Small Firms | 126 | 58.3 | 826 | 49.8 |
| Medium Size Firms | 31 | 62.0 | 819 | 66.4 |
| Large Firms | 2 | 33.3 | 90 | 2.0 |
| All Size Firms | 159 | 58.5 | 1,735 | 23.6 |
| Subtotal of Small Firms | 216 | 100.0 | 1,660 | 100.0 |
| Subtotal of Medium Size Firms | 50 | 100.0 | 1,233 | 100.0 |
| Subtotal of Large Firms | 6 | 100.0 | 4,464 | 100.0 |
| Grand Total | 272 | 100.0 | 7,357 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining 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. 23 mining firms, or 88.5% of the applicable mining firms responded to this question. Firm sizes with no firms are omitted from this table.

MINING
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| EMPLOYEE ONLY | | | | |
| Small Firms | 4 | 1.8 | 59 | 2.7 |
| All Size Firms | 4 | 1.4 | 59 | 0.7 |
| EMPLOYER ONLY | | | | |
| Small Firms | 19 | 8.4 | 142 | 6.5 |
| Medium Size Firms | 2 | 3.7 | 73 | 2.5 |
| Large Firms | 4 | 50.0 | 1,356 | 49.7 |
| All Size Firms | 25 | 8.7 | 1,571 | 19.9 |
| EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF | | | | |
| Small Firms | 67 | 29.5 | 1,052 | 48.3 |
| Medium Size Firms | 15 | 27.8 | 1,198 | 40.2 |
| All Size Firms | 82 | 28.4 | 2,250 | 28.5 |
| EMPLOYER CONTRIBUTES THE LARGER SHARE | | | | |
| Medium Size Firms | 6 | 11.1 | 169 | 5.7 |
| Large Firms | 2 | 25.0 | 576 | 21.1 |
| All Size Firms | 8 | 2.8 | 745 | 9.4 |
| EMPLOYEE CONTRIBUTES THE LARGER SHARE | | | | |
| Small Firms | 137 | 60.4 | 924 | 42.4 |
| Medium Size Firms | 31 | 57.4 | 1,537 | 51.6 |
| Large Firms | 2 | 25.0 | 798 | 29.2 |
| All Size Firms | 170 | 58.8 | 3,259 | 41.3 |
| Subtotal of Small Firms | 227 | 100.0 | 2,177 | 100.0 |
| Subtotal of Medium Size Firms | 54 | 100.0 | 2,977 | 100.0 |
| Subtotal of Large Firms | 8 | 100.0 | 2,730 | 100.0 |
| Grand Total | 289 | 100.0 | 7,884 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining 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. 24 mining firms, or 88.9% of the applicable mining firms responded to this question. Firm sizes with no firms are omitted from this table.

MINING
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| EMPLOYEE ONLY | | | | |
| Small Firms | 4 | 100.0 | 5 | 100.0 |
| All Size Firms | 4 | 11.8 | 5 | 4.3 |
| EMPLOYER ONLY | | | | |
| Large Firms | 2 | 33.3 | 29 | 70.7 |
| All Size Firms | 2 | 5.9 | 29 | 25.2 |
| EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF | | | | |
| Medium Size Firms | 9 | 37.5 | 37 | 53.6 |
| All Size Firms | 9 | 26.5 | 37 | 32.2 |
| EMPLOYER CONTRIBUTES THE LARGER SHARE | | | | |
| Large Firms | 2 | 33.3 | 6 | 14.6 |
| All Size Firms | 2 | 5.9 | 6 | 5.2 |
| EMPLOYEE CONTRIBUTES THE LARGER SHARE | | | | |
| Medium Size Firms | 15 | 62.5 | 32 | 46.4 |
| Large Firms | 2 | 33.3 | 6 | 14.6 |
| All Size Firms | 17 | 50.0 | 38 | 33.0 |
| Subtotal of Small Firms | 4 | 100.0 | 5 | 100.0 |
| Subtotal of Medium Size Firms | 24 | 100.0 | 69 | 100.0 |
| Subtotal of Large Firms | 6 | 100.0 | 41 | 100.0 |
| Grand Total | 34 | 100.0 | 115 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a retirement plan by response on question 37. 9 mining firms, or 52.9% of the applicable mining firms responded to this question. Firm sizes with no firms are omitted from this table.

MINING
Salary

TABLE 39D: Educational Benefits for Oklahoma Mining Salary Employees by Firm Size.* Question 39: "Do you provide education or tuition assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| NO ASSISTANCE OFFERED | | | | |
| Small Firms | 305 | 61.2 | 1,995 | 57.3 |
| Medium Size Firms | 26 | 47.3 | 335 | 25.6 |
| All Size Firms | 331 | 58.8 | 2,330 | 23.8 |
| YES, BASED ON SENIORITY/ YEARS OF SERVICE | | | | |
| Medium Size Firms | 6 | 10.9 | 76 | 5.8 |
| All Size Firms | 6 | 1.1 | 76 | 0.8 |
| YES, BASED ON COURSE GRADE | | | | |
| Small Firms | 85 | 17.1 | 808 | 23.2 |
| Medium Size Firms | 4 | 7.3 | 259 | 19.8 |
| Large Firms | 6 | 60.0 | 4,677 | 93.8 |
| All Size Firms | 95 | 16.9 | 5,744 | 58.8 |
| YES, MUST BE JOB RELATED | | | | |
| Small Firms | 145 | 29.1 | 892 | 25.6 |
| Medium Size Firms | 18 | 32.7 | 708 | 54.1 |
| Large Firms | 10 | 100.0 | 4,985 | 100.0 |
| All Size Firms | 173 | 30.7 | 6,585 | 67.4 |
| YES, AS LONG AS THE INSTITUTION IS ACCREDITED | | | | |
| Small Firms | 67 | 13.5 | 680 | 19.5 |
| Medium Size Firms | 9 | 16.4 | 449 | 34.3 |
| Large Firms | 8 | 80.0 | 4,895 | 98.2 |
| All Size Firms | 84 | 14.9 | 6,024 | 61.6 |
| YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE | | | | |
| Small Firms | 19 | 3.8 | 128 | 3.7 |
| All Size Firms | 19 | 3.4 | 128 | 1.3 |
| Subtotal of Small Firms | 498 | 100.0 | 3,482 | 100.0 |
| Subtotal of Medium Size Firms | 55 | 100.0 | 1,308 | 100.0 |
| Subtotal of Large Firms | 10 | 100.0 | 4,985 | 100.0 |
| Grand Total | 563 | 100.0 | 9,775 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more salaried employees that responded to this question. 32 firms, or 97.0% of the mining 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 with no firms are omitted from this table.

MINING
Full-time Hourly

TABLE 39E: Educational Benefits for Oklahoma Mining Full-time Hourly Employees by Firm Size.* Question 39: "Do you provide education or tuition assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| NO ASSISTANCE OFFERED | | | | |
| Small Firms | 641 | 129.0 | 2,648 | 57.3 |
| Medium Size Firms | 26 | 53.1 | 1,778 | 53.4 |
| All Size Firms | 667 | 119.5 | 4,426 | 39.5 |
| YES, BASED ON SENIORITY/ YEARS OF SERVICE | | | | |
| Medium Size Firms | 6 | 12.2 | 586 | 17.6 |
| All Size Firms | 6 | 1.1 | 586 | 5.2 |
| YES, BASED ON COURSE GRADE | | | | |
| Small Firms | 67 | 13.5 | 981 | 21.2 |
| Medium Size Firms | 4 | 8.2 | 264 | 7.9 |
| Large Firms | 8 | 66.7 | 2,130 | 65.4 |
| All Size Firms | 79 | 14.2 | 3,375 | 30.1 |
| YES, MUST BE JOB RELATED | | | | |
| Small Firms | 108 | 21.7 | 1,064 | 23.0 |
| Medium Size Firms | 12 | 24.5 | 798 | 24.0 |
| Large Firms | 10 | 83.3 | 2,226 | 68.4 |
| All Size Firms | 130 | 23.3 | 4,088 | 36.5 |
| YES, AS LONG AS THE INSTITUTION IS ACCREDITED | | | | |
| Small Firms | 67 | 13.5 | 981 | 21.2 |
| Medium Size Firms | 9 | 18.4 | 432 | 13.0 |
| Large Firms | 8 | 66.7 | 1,428 | 43.9 |
| All Size Firms | 84 | 15.1 | 2,841 | 25.4 |
| Subtotal of Small Firms | 497 | 100.0 | 4,622 | 100.0 |
| Subtotal of Medium Size Firms | 49 | 100.0 | 3,330 | 100.0 |
| Subtotal of Large Firms | 12 | 100.0 | 3,255 | 100.0 |
| Grand Total | 558 | 100.0 | 11,207 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more full-time hourly employees that responded to this question. 31 firms, or 93.9% of the mining 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 with no firms are omitted from this table.

MINING
Part-time Hourly

TABLE 39F: Educational Benefits for Oklahoma Mining Part-time Hourly Employees by Firm Size.* Question 39: "Do you provide education or tuition assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| NO ASSISTANCE OFFERED | | | | |
| Small Firms | 142 | 100.0 | 274 | 100.0 |
| Medium Size Firms | 22 | 68.8 | 118 | 76.1 |
| All Size Firms | 164 | 91.1 | 392 | 83.4 |
| YES, BASED ON SENIORITY/ YEARS OF SERVICE | | | | |
| Medium Size Firms | 6 | 18.8 | 25 | 16.1 |
| All Size Firms | 6 | 3.3 | 25 | 5.3 |
| YES, BASED ON COURSE GRADE | | | | |
| Large Firms | 4 | 66.7 | 35 | 85.4 |
| All Size Firms | 4 | 2.2 | 35 | 7.4 |
| YES, MUST BE JOB RELATED | | | | |
| Medium Size Firms | 4 | 12.5 | 11 | 7.1 |
| Large Firms | 4 | 66.7 | 12 | 29.3 |
| All Size Firms | 8 | 4.4 | 23 | 4.9 |
| YES, AS LONG AS THE INSTITUTION IS ACCREDITED | | | | |
| Large Firms | 2 | 33.3 | 6 | 14.6 |
| All Size Firms | 2 | 1.1 | 6 | 1.3 |
| Subtotal of Small Firms | 142 | 100.0 | 274 | 100.0 |
| Subtotal of Medium Size Firms | 32 | 100.0 | 155 | 100.0 |
| Subtotal of Large Firms | 6 | 100.0 | 41 | 100.0 |
| Grand Total | 180 | 100.0 | 470 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more part-time hourly employees that responded to this question. 13 firms, or 59.1% of the mining 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 with no firms are omitted from this table.

MINING
Salary

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

| 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 |
|-------------------------------|------------------------------------|--|--|--|
| 76% to 99% | | | | |
| Small Firms | 56 | 29.0 | 412 | 27.7 |
| Medium Size Firms | 6 | 25.0 | 76 | 9.7 |
| Large Firms | 8 | 80.0 | 4,895 | 98.2 |
| All Size Firms | 70 | 30.8 | 5,383 | 74.2 |
| 100% | | | | |
| Small Firms | 137 | 71.0 | 1,075 | 72.3 |
| Medium Size Firms | 18 | 75.0 | 708 | 90.3 |
| Large Firms | 2 | 20.0 | 90 | 1.8 |
| All Size Firms | 157 | 69.2 | 1,873 | 25.8 |
| Subtotal of Small Firms | 193 | 100.0 | 1,487 | 100.0 |
| Subtotal of Medium Size Firms | 24 | 100.0 | 784 | 100.0 |
| Subtotal of Large Firms | 10 | 100.0 | 4,985 | 100.0 |
| Grand Total | 227 | 100.0 | 7,256 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer educational benefits by response on question 39. 17 mining firms, or 89.5% of the applicable mining firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

MINING
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| 26% to 50% | | | | |
| Medium Size Firms | 4 | 22.2 | 372 | 26.9 |
| All Size Firms | 4 | 2.2 | 372 | 5.6 |
| 76% to 99% | | | | |
| Small Firms | 37 | 23.7 | 213 | 10.8 |
| Medium Size Firms | 6 | 33.3 | 586 | 42.3 |
| Large Firms | 8 | 66.7 | 1,428 | 43.9 |
| All Size Firms | 51 | 27.4 | 2,227 | 33.7 |
| 100% | | | | |
| Small Firms | 119 | 76.3 | 1,760 | 89.2 |
| Medium Size Firms | 8 | 44.4 | 426 | 30.8 |
| Large Firms | 4 | 33.3 | 1,827 | 56.1 |
| All Size Firms | 131 | 70.4 | 4,013 | 60.7 |
| Subtotal of Small Firms | 156 | 100.0 | 1,973 | 100.0 |
| Subtotal of Medium Size Firms | 18 | 100.0 | 1,384 | 100.0 |
| Subtotal of Large Firms | 12 | 100.0 | 3,255 | 100.0 |
| Grand Total | 186 | 100.0 | 6,612 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining 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. 16 mining firms, or 84.2% of the applicable mining firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

MINING
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| 26% to 50% | | | | |
| Medium Size Firms | 4 | 40.0 | 11 | 30.6 |
| All Size Firms | 4 | 25.0 | 11 | 14.3 |
| 76% to 99% | | | | |
| Medium Size Firms | 6 | 60.0 | 25 | 69.4 |
| Large Firms | 2 | 33.3 | 6 | 14.6 |
| All Size Firms | 8 | 50.0 | 31 | 40.3 |
| 100% | | | | |
| Large Firms | 4 | 66.7 | 35 | 85.4 |
| All Size Firms | 4 | 25.0 | 35 | 45.5 |
| Subtotal of Medium Size Firms | 10 | 100.0 | 36 | 100.0 |
| Subtotal of Large Firms | 6 | 100.0 | 41 | 100.0 |
| Grand Total | 16 | 100.0 | 77 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Mining firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer educational benefits by response on question 39. 5 mining firms, or 35.7% of the applicable mining firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

MINING
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-----------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 196 | 39.4 | 1,674 | 36.2 |
| Medium Size Firms | 19 | 32.2 | 1,851 | 48.4 |
| Large Firms | 2 | 16.7 | 798 | 24.5 |
| All Size Firms | 217 | 38.2 | 4,323 | 36.9 |
| YES, FOR HEALTH EXPENSES | | | | |
| Small Firms | 253 | 50.9 | 2,598 | 56.2 |
| Medium Size Firms | 40 | 67.8 | 1,976 | 51.6 |
| Large Firms | 10 | 83.3 | 2,457 | 75.5 |
| All Size Firms | 303 | 53.3 | 7,031 | 60.1 |
| YES, FOR CHILDCARE EXPENSES | | | | |
| Small Firms | 133 | 26.8 | 1,525 | 33.0 |
| Medium Size Firms | 29 | 49.2 | 1,554 | 40.6 |
| Large Firms | 10 | 83.3 | 2,457 | 75.5 |
| All Size Firms | 172 | 30.3 | 5,536 | 47.3 |
| YES, OTHER EXPENSES (please name) | | | | |
| Small Firms | 48 | 9.7 | 350 | 7.6 |
| All Size Firms | 48 | 8.5 | 350 | 3.0 |
| Subtotal of Small Firms | 497 | 100.0 | 4,622 | 100.0 |
| Subtotal of Medium Size Firms | 59 | 100.0 | 3,827 | 100.0 |
| Subtotal of Large Firms | 12 | 100.0 | 3,255 | 100.0 |
| Grand Total | 568 | 100.0 | 11,704 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more full-time hourly employees that responded to this question. 32 firms, or 97.0% of the mining 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 with no firms are omitted from this table.

MINING

Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-----------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 182 | 33.5 | 519 | 13.9 |
| Medium Size Firms | 27 | 49.1 | 595 | 45.5 |
| Large Firms | 2 | 20.0 | 90 | 1.8 |
| All Size Firms | 211 | 34.7 | 1,204 | 12.0 |
| YES, FOR HEALTH EXPENSES | | | | |
| Small Firms | 313 | 57.6 | 3,013 | 80.5 |
| Medium Size Firms | 38 | 69.1 | 1,099 | 84.0 |
| Large Firms | 8 | 80.0 | 4,895 | 98.2 |
| All Size Firms | 359 | 59.0 | 9,007 | 89.8 |
| YES, FOR CHILDCARE EXPENSES | | | | |
| Small Firms | 149 | 27.4 | 2,313 | 61.8 |
| Medium Size Firms | 31 | 56.4 | 992 | 75.8 |
| Large Firms | 8 | 80.0 | 4,895 | 98.2 |
| All Size Firms | 188 | 30.9 | 8,200 | 81.7 |
| YES, OTHER EXPENSES (please name) | | | | |
| Small Firms | 67 | 12.3 | 338 | 9.0 |
| All Size Firms | 67 | 11.0 | 338 | 3.4 |
| Subtotal of Small Firms | 543 | 100.0 | 3,742 | 100.0 |
| Subtotal of Medium Size Firms | 55 | 100.0 | 1,308 | 100.0 |
| Subtotal of Large Firms | 10 | 100.0 | 4,985 | 100.0 |
| Grand Total | 608 | 100.0 | 10,035 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more salaried employees that responded to this question. 33 firms, or 100.0% of the mining 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 with no firms are omitted from this table.

MINING
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|------------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 112 | 70.0 | 180 | 62.3 |
| Medium Size Firms | 19 | 55.9 | 95 | 70.4 |
| Large Firms | 2 | 33.3 | 6 | 14.6 |
| All Size Firms | 133 | 66.5 | 281 | 60.4 |
| YES, FOR HEALTH EXPENSES | | | | |
| Small Firms | 49 | 30.6 | 109 | 37.7 |
| Medium Size Firms | 15 | 44.1 | 41 | 30.4 |
| Large Firms | 4 | 66.7 | 35 | 85.4 |
| All Size Firms | 68 | 34.0 | 185 | 39.8 |
| YES, FOR CHILDCARE EXPENSES | | | | |
| Medium Size Firms | 9 | 26.5 | 28 | 20.7 |
| Large Firms | 4 | 66.7 | 35 | 85.4 |
| All Size Firms | 13 | 6.5 | 63 | 13.5 |
| Subtotal of Small Firms | 160 | 100.0 | 289 | 100.0 |
| Subtotal of Medium Size Firms | 34 | 100.0 | 135 | 100.0 |
| Subtotal of Large Firms | 6 | 100.0 | 41 | 100.0 |
| Grand Total | 200 | 100.0 | 465 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more part-time hourly employees that responded to this question. 15 firms, or 68.2% of the mining 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 with no firms are omitted from this table.

MINING
Salary

TABLE 42D: Childcare Assistance for Oklahoma Mining Salary Employees by Firm Size.* Question 42: "Do you offer childcare assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|----------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 498 | 91.7 | 3,482 | 93.1 |
| Medium Size Firms | 55 | 100.0 | 1,308 | 100.0 |
| Large Firms | 8 | 80.0 | 829 | 16.6 |
| All Size Firms | 561 | 92.3 | 5,619 | 56.0 |
| YES, ON-SITE FACILITY | | | | |
| Small Firms | 45 | 8.3 | 261 | 7.0 |
| All Size Firms | 45 | 7.4 | 261 | 2.6 |
| YES, VOUCHERS or OFF-SITE | | | | |
| SUBSIDIZED | | | | |
| Small Firms | 19 | 3.5 | 199 | 5.3 |
| All Size Firms | 19 | 3.1 | 199 | 2.0 |
| YES, REFERRAL INFORMATION | | | | |
| Large Firms | 2 | 20.0 | 4,156 | 83.4 |
| All Size Firms | 2 | 0.3 | 4,156 | 41.4 |
| Subtotal of Small Firms | 543 | 100.0 | 3,742 | 100.0 |
| Subtotal of Medium Size Firms | 55 | 100.0 | 1,308 | 100.0 |
| Subtotal of Large Firms | 10 | 100.0 | 4,985 | 100.0 |
| Grand Total | 608 | 100.0 | 10,035 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more salaried employees that responded to this question. 33 firms, or 100.0% of the mining 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 with no firms are omitted from this table.

MINING
Full-time Hourly

TABLE 42E: Childcare Assistance for Oklahoma Mining Full-time Hourly Employees by Firm Size.* Question 42: "Do you offer childcare assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 477 | 96.0 | 4,480 | 96.9 |
| Medium Size Firms | 59 | 100.0 | 3,827 | 100.0 |
| Large Firms | 10 | 83.3 | 2,679 | 82.3 |
| All Size Firms | 546 | 96.1 | 10,986 | 93.9 |
| YES, VOUCHERS or OFF-SITE | | | | |
| SUBSIDIZED | | | | |
| Small Firms | 20 | 4.0 | 142 | 3.1 |
| All Size Firms | 20 | 3.5 | 142 | 1.2 |
| YES, REFERRAL INFORMATION | | | | |
| Large Firms | 2 | 16.7 | 576 | 17.7 |
| All Size Firms | 2 | 0.4 | 576 | 4.9 |
| Subtotal of Small Firms | 497 | 100.0 | 4,622 | 100.0 |
| Subtotal of Medium Size Firms | 59 | 100.0 | 3,827 | 100.0 |
| Subtotal of Large Firms | 12 | 100.0 | 3,255 | 100.0 |
| Grand Total | 568 | 100.0 | 11,704 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more full-time hourly employees that responded to this question. 32 firms, or 97.0% of the mining 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 with no firms are omitted from this table.

MINING
Part-time Hourly

TABLE 42F: Childcare Assistance for Oklahoma Mining Part-time Hourly Employees by Firm Size.* Question 42: "Do you offer childcare assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 179 | 100.0 | 303 | 100.0 |
| Medium Size Firms | 49 | 100.0 | 223 | 100.0 |
| Large Firms | 4 | 66.7 | 35 | 85.4 |
| All Size Firms | 232 | 99.1 | 561 | 98.9 |
| YES, REFERRAL INFORMATION | | | | |
| Large Firms | 2 | 33.3 | 6 | 14.6 |
| All Size Firms | 2 | 0.9 | 6 | 1.1 |
| Subtotal of Small Firms | 179 | 100.0 | 303 | 100.0 |
| Subtotal of Medium Size Firms | 49 | 100.0 | 223 | 100.0 |
| Subtotal of Large Firms | 6 | 100.0 | 41 | 100.0 |
| Grand Total | 234 | 100.0 | 567 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more part-time hourly employees that responded to this question. 18 firms, or 81.8% of the mining 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 with no firms are omitted from this table.

MINING
Salary

TABLE 43D: Flexible Work Arrangements for Oklahoma Mining Salary Employees by Firm Size.* Question 43: "Do you offer flexible work arrangements?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 276 | 58.4 | 2,069 | 62.3 |
| Medium Size Firms | 40 | 80.0 | 845 | 68.6 |
| Large Firms | 2 | 20.0 | 90 | 1.8 |
| All Size Firms | 318 | 59.7 | 3,004 | 31.5 |
| FLEX-TIME | | | | |
| Small Firms | 152 | 32.1 | 1,148 | 34.6 |
| Large Firms | 6 | 60.0 | 4,677 | 93.8 |
| All Size Firms | 158 | 29.6 | 5,825 | 61.1 |
| FOUR DAY (ten hour/day) WORK WEEKS | | | | |
| Medium Size Firms | 10 | 20.0 | 387 | 31.4 |
| Large Firms | 4 | 40.0 | 4,374 | 87.7 |
| All Size Firms | 14 | 2.6 | 4,761 | 49.9 |
| TELECOMMUTING (work at home) | | | | |
| Small Firms | 45 | 9.5 | 104 | 3.1 |
| Large Firms | 2 | 20.0 | 4,156 | 83.4 |
| All Size Firms | 47 | 8.8 | 4,260 | 44.7 |
| Subtotal of Small Firms | 473 | 100.0 | 3,321 | 100.0 |
| Subtotal of Medium Size Firms | 50 | 100.0 | 1,232 | 100.0 |
| Subtotal of Large Firms | 10 | 100.0 | 4,985 | 100.0 |
| Grand Total | 533 | 100.0 | 9,538 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more salaried employees that responded to this question. 29 firms, or 87.9% of the mining 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 with no firms are omitted from this table.

MINING
Full-time Hourly

TABLE 43E: Flexible Work Arrangements for Oklahoma Mining Full-time Hourly Employees by Firm Size.* Question 43: "Do you offer flexible work arrangements?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|------------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 212 | 61.4 | 1,892 | 58.4 |
| Medium Size Firms | 43 | 87.8 | 2,744 | 82.4 |
| Large Firms | 2 | 16.7 | 798 | 24.5 |
| All Size Firms | 257 | 63.3 | 5,434 | 55.3 |
| FLEX-TIME | | | | |
| Small Firms | 133 | 38.6 | 1,349 | 41.6 |
| Large Firms | 8 | 66.7 | 2,130 | 65.4 |
| All Size Firms | 141 | 34.7 | 3,479 | 35.4 |
| FOUR DAY (ten hour/day) WORK WEEKS | | | | |
| Medium Size Firms | 6 | 12.2 | 586 | 17.6 |
| Large Firms | 4 | 33.3 | 904 | 27.8 |
| All Size Firms | 10 | 2.5 | 1,490 | 15.2 |
| TELECOMMUTING (work at home) | | | | |
| Large Firms | 2 | 16.7 | 576 | 17.7 |
| All Size Firms | 2 | 0.5 | 576 | 5.9 |
| Subtotal of Small Firms | 345 | 100.0 | 3,241 | 100.0 |
| Subtotal of Medium Size Firms | 49 | 100.0 | 3,330 | 100.0 |
| Subtotal of Large Firms | 12 | 100.0 | 3,255 | 100.0 |
| Grand Total | 406 | 100.0 | 9,826 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more full-time hourly employees that responded to this question. 26 firms, or 78.8% of the mining 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 with no firms are omitted from this table.

MINING
Part-time Hourly

TABLE 43F: Flexible Work Arrangements for Oklahoma Mining Part-time Hourly Employees by Firm Size.* Question 43: "Do you offer flexible work arrangements?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|------------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 45 | 25.7 | 104 | 34.9 |
| Medium Size Firms | 34 | 100.0 | 156 | 100.0 |
| Large Firms | 2 | 33.3 | 6 | 14.6 |
| All Size Firms | 81 | 37.7 | 266 | 53.7 |
| FLEX-TIME | | | | |
| Small Firms | 85 | 48.6 | 63 | 21.1 |
| Large Firms | 4 | 66.7 | 35 | 85.4 |
| All Size Firms | 89 | 41.4 | 98 | 19.8 |
| FOUR DAY (ten hour/day) WORK WEEKS | | | | |
| Large Firms | 2 | 33.3 | 6 | 14.6 |
| All Size Firms | 2 | 0.9 | 6 | 1.2 |
| TELECOMMUTING (work at home) | | | | |
| Small Firms | 45 | 25.7 | 130 | 43.6 |
| Large Firms | 2 | 33.3 | 6 | 14.6 |
| All Size Firms | 47 | 21.9 | 136 | 27.5 |
| Subtotal of Small Firms | 175 | 100.0 | 298 | 100.0 |
| Subtotal of Medium Size Firms | 34 | 100.0 | 156 | 100.0 |
| Subtotal of Large Firms | 6 | 100.0 | 41 | 100.0 |
| Grand Total | 215 | 100.0 | 495 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more part-time hourly employees that responded to this question. 15 firms, or 68.2% of the mining 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 with no firms are omitted from this table.

MINING
Salary

TABLE 44D: Miscellaneous Benefits for Oklahoma Mining Salary Employees by Firm Size.* Question 44: "Please check boxes indicating any additional miscellaneous benefits your company offers."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| BONUSES | | | | |
| Small Firms | 380 | 88.8 | 2,833 | 82.6 |
| Medium Size Firms | 33 | 78.6 | 981 | 90.5 |
| Large Firms | 4 | 100.0 | 4,246 | 100.0 |
| All Size Firms | 417 | 88.0 | 8,060 | 92.0 |
| SHIFT DIFFERENTIAL | | | | |
| Small Firms | 4 | 0.9 | 5 | 0.1 |
| All Size Firms | 4 | 0.8 | 5 | 0.1 |
| LONGEVITY PAY | | | | |
| Medium Size Firms | 4 | 9.5 | 27 | 2.5 |
| All Size Firms | 4 | 0.8 | 27 | 0.3 |
| STOCK OPTIONS | | | | |
| Small Firms | 52 | 12.1 | 600 | 17.5 |
| Medium Size Firms | 6 | 14.3 | 76 | 7.0 |
| Large Firms | 2 | 50.0 | 4,156 | 97.9 |
| All Size Firms | 60 | 12.7 | 4,832 | 55.2 |
| OTHER (please name) | | | | |
| Small Firms | 93 | 21.7 | 855 | 24.9 |
| Medium Size Firms | 2 | 4.8 | 32 | 3.0 |
| All Size Firms | 95 | 20.0 | 887 | 10.1 |
| Subtotal of Small Firms | 428 | 100.0 | 3,428 | 100.0 |
| Subtotal of Medium Size Firms | 42 | 100.0 | 1,084 | 100.0 |
| Subtotal of Large Firms | 4 | 100.0 | 4,246 | 100.0 |
| Grand Total | 474 | 100.0 | 8,758 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more salaried employees that responded to this question. 24 firms, or 72.7% of the mining 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 with no firms are omitted from this table.

MINING
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| BONUSES | | | | |
| Small Firms | 301 | 85.5 | 2,254 | 70.0 |
| Medium Size Firms | 29 | 60.4 | 1,567 | 45.8 |
| Large Firms | 6 | 100.0 | 2,403 | 100.0 |
| All Size Firms | 336 | 82.8 | 6,224 | 68.8 |
| SHIFT DIFFERENTIAL | | | | |
| Small Firms | 7 | 2.0 | 88 | 2.7 |
| Medium Size Firms | 20 | 41.7 | 1,511 | 44.2 |
| Large Firms | 2 | 33.3 | 576 | 24.0 |
| All Size Firms | 29 | 7.1 | 2,175 | 24.0 |
| LONGEVITY PAY | | | | |
| Medium Size Firms | 4 | 8.3 | 252 | 7.4 |
| All Size Firms | 4 | 1.0 | 252 | 2.8 |
| STOCK OPTIONS | | | | |
| Small Firms | 52 | 14.8 | 939 | 29.1 |
| Medium Size Firms | 6 | 12.5 | 586 | 17.1 |
| All Size Firms | 58 | 14.3 | 1,525 | 16.9 |
| OTHER (please name) | | | | |
| Small Firms | 48 | 13.6 | 910 | 28.2 |
| Medium Size Firms | 2 | 4.2 | 89 | 2.6 |
| Large Firms | 2 | 33.3 | 576 | 24.0 |
| All Size Firms | 52 | 12.8 | 1,575 | 17.4 |
| Subtotal of Small Firms | 352 | 100.0 | 3,222 | 100.0 |
| Subtotal of Medium Size Firms | 48 | 100.0 | 3,419 | 100.0 |
| Subtotal of Large Firms | 6 | 100.0 | 2,403 | 100.0 |
| Grand Total | 406 | 100.0 | 9,044 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more full-time hourly employees that responded to this question. 25 firms, or 75.8% of the mining 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 with no firms are omitted from this table.

MINING
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| BONUSES | | | | |
| Small Firms | 64 | 100.0 | 118 | 100.0 |
| Medium Size Firms | 21 | 60.0 | 71 | 50.7 |
| Large Firms | 6 | 100.0 | 41 | 100.0 |
| All Size Firms | 91 | 86.7 | 230 | 76.9 |
| SHIFT DIFFERENTIAL | | | | |
| Medium Size Firms | 8 | 22.9 | 44 | 31.4 |
| Large Firms | 2 | 33.3 | 6 | 14.6 |
| All Size Firms | 10 | 9.5 | 50 | 16.7 |
| STOCK OPTIONS | | | | |
| Medium Size Firms | 6 | 17.1 | 25 | 17.9 |
| All Size Firms | 6 | 5.7 | 25 | 8.4 |
| OTHER (please name) | | | | |
| Large Firms | 2 | 33.3 | 6 | 14.6 |
| All Size Firms | 2 | 1.9 | 6 | 2.0 |
| Subtotal of Small Firms | 64 | 100.0 | 118 | 100.0 |
| Subtotal of Medium Size Firms | 35 | 100.0 | 140 | 100.0 |
| Subtotal of Large Firms | 6 | 100.0 | 41 | 100.0 |
| Grand Total | 105 | 100.0 | 299 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more part-time hourly employees that responded to this question. 11 firms, or 50.0% of the mining 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 with no firms are omitted from this table.

MINING
All Employee Categories

TABLE 45B: Benefit Cost for Oklahoma Mining, 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)?"

| 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 |
|-------------------------------|------------------------------------|--|--|--|
| 15% or LESS | | | | |
| Small Firms | 349 | 50.7 | 4,818 | 56.0 |
| Medium Size Firms | 17 | 28.3 | 1,547 | 28.9 |
| All Size Firms | 366 | 48.2 | 6,365 | 28.3 |
| 16% to 20% | | | | |
| Small Firms | 134 | 19.5 | 1,859 | 21.6 |
| Medium Size Firms | 15 | 25.0 | 1,371 | 25.6 |
| All Size Firms | 149 | 19.6 | 3,230 | 14.3 |
| 21% to 25% | | | | |
| Small Firms | 186 | 27.0 | 1,578 | 18.4 |
| Large Firms | 6 | 50.0 | 2,033 | 23.7 |
| All Size Firms | 192 | 25.3 | 3,611 | 16.0 |
| 26% to 30% | | | | |
| Medium Size Firms | 4 | 6.7 | 525 | 9.8 |
| Large Firms | 2 | 16.7 | 545 | 6.4 |
| All Size Firms | 6 | 0.8 | 1,070 | 4.8 |
| MORE THAN 30% | | | | |
| Small Firms | 19 | 2.8 | 341 | 4.0 |
| Medium Size Firms | 24 | 40.0 | 1,918 | 35.8 |
| Large Firms | 4 | 33.3 | 5,987 | 69.9 |
| All Size Firms | 47 | 6.2 | 8,246 | 36.6 |
| Subtotal of Small Firms | 688 | 100.0 | 8,596 | 100.0 |
| Subtotal of Medium Size Firms | 60 | 100.0 | 5,361 | 100.0 |
| Subtotal of Large Firms | 12 | 100.0 | 8,565 | 100.0 |
| Grand Total | 760 | 100.0 | 22,522 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes mining firms that have one or more employees that responded to this question. 38 firms, or 100.0% of the applicable mining firms responded to this question. Firms sizes with no firms are omitted from this table.

Oklahoma Employee Benefit Compensation

OESC 2005 Benefits Survey

Construction



Vacation & Holiday

Health & Medical



Retirement, Bonuses
& Profit sharing



Economic Research and Analysis Division
Oklahoma Employment Security Commission

CONSTRUCTION

Salaried

TABLE 1H: Number of Paid Holidays Offered for Oklahoma Salaried Construction Employees by Firm Size.*

| 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 | | | | |
| Small Firms | 255 | 15.5 | 596 | 10.1 |
| Medium Size Firms | 11 | 7.7 | 34 | 1.9 |
| All Size Firms | 266 | 14.8 | 630 | 7.1 |
| SIX HOLIDAYS | | | | |
| Small Firms | 360 | 21.9 | 1,109 | 18.8 |
| Medium Size Firms | 32 | 22.4 | 294 | 16.3 |
| Large Firms | 2 | 22.2 | 16 | 1.4 |
| All Size Firms | 394 | 21.9 | 1,419 | 16.1 |
| SEVEN HOLIDAYS | | | | |
| Small Firms | 432 | 26.2 | 1577 | 26.7 |
| Medium Size Firms | 36 | 25.2 | 400 | 22.2 |
| Large Firms | 5 | 55.6 | 672 | 59.9 |
| All Size Firms | 473 | 26.3 | 2,649 | 30.0 |
| EIGHT HOLIDAYS | | | | |
| Small Firms | 256 | 15.6 | 579 | 9.8 |
| Medium Size Firms | 43 | 30.1 | 665 | 36.9 |
| All Size Firms | 299 | 16.6 | 1,244 | 14.1 |
| NINE HOLIDAYS | | | | |
| Small Firms | 208 | 12.6 | 1594 | 27.0 |
| Medium Size Firms | 8 | 5.6 | 225 | 12.5 |
| All Size Firms | 216 | 12.0 | 1,819 | 20.6 |
| TEN HOLIDAYS | | | | |
| Small Firms | 67 | 4.1 | 260 | 4.4 |
| Medium Size Firms | 4 | 2.8 | 48 | 2.7 |
| Large Firms | 2 | 22.2 | 433 | 38.6 |
| All Size Firms | 73 | 4.1 | 741 | 8.4 |
| ELEVEN HOLIDAYS | | | | |
| Medium Size Firms | 3 | 2.1 | 69 | 3.8 |
| All Size Firms | 3 | 0.2 | 69 | 0.8 |
| TWELVE or MORE HOLIDAYS | | | | |
| Small Firms | 68 | 4.1 | 186 | 3.2 |
| Medium Size Firms | 6 | 4.2 | 65 | 3.6 |
| All Size Firms | 74 | 4.1 | 251 | 2.8 |
| Subtotal of Small Firms | 1,646 | 100.0 | 5,901 | 100.0 |
| Subtotal of Medium Size Firms | 143 | 100.0 | 1,800 | 100.0 |
| Subtotal of Large Firms | 9 | 100.0 | 1,121 | 100.0 |
| Grand Total | 1,798 | 100.0 | 8,822 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes construction firms that have one or more salaried employees and offer one or more paid holidays. 85 construction firms, or 85.9% of the construction firms with salaried employees indicated that they offer at least one paid holiday. Size categories with no firms are omitted from this table.

CONSTRUCTION

Full-time Hourly

TABLE 1I: Number of Paid Holidays Offered for Oklahoma Full-time Hourly Construction Employees by Firm Size.*

| 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 | | | | |
| Small Firms | 497 | 31.7 | 2,782 | 21.2 |
| Medium Size Firms | 28 | 25.5 | 2,043 | 27.4 |
| All Size Firms | 525 | 31.2 | 4,825 | 22.5 |
| SIX HOLIDAYS | | | | |
| Small Firms | 508 | 32.4 | 4,072 | 31.0 |
| Medium Size Firms | 24 | 21.8 | 1,617 | 21.7 |
| Large Firms | 2 | 50.0 | 557 | 63.5 |
| All Size Firms | 534 | 31.7 | 6,246 | 29.1 |
| SEVEN HOLIDAYS | | | | |
| Small Firms | 294 | 18.8 | 2,829 | 21.5 |
| Medium Size Firms | 37 | 33.6 | 2,348 | 31.5 |
| All Size Firms | 331 | 19.7 | 5,177 | 24.1 |
| EIGHT HOLIDAYS | | | | |
| Small Firms | 92 | 5.9 | 932 | 7.1 |
| Medium Size Firms | 17 | 15.5 | 1,332 | 17.8 |
| All Size Firms | 109 | 6.5 | 2,264 | 10.5 |
| NINE HOLIDAYS | | | | |
| Small Firms | 69 | 4.4 | 402 | 3.1 |
| Medium Size Firms | 4 | 3.6 | 125 | 1.7 |
| All Size Firms | 73 | 4.3 | 527 | 2.5 |
| TEN HOLIDAYS | | | | |
| Small Firms | 67 | 4.3 | 693 | 5.3 |
| Large Firms | 2 | 50.0 | 320 | 36.5 |
| All Size Firms | 69 | 4.1 | 1,013 | 4.7 |
| TWELVE or MORE HOLIDAYS | | | | |
| Small Firms | 41 | 2.6 | 1,419 | 10.8 |
| All Size Firms | 41 | 2.4 | 1,491 | 6.9 |
| Subtotal of Small Firms | 1,568 | 100.0 | 13,129 | 100.0 |
| Subtotal of Medium Size Firms | 110 | 100.0 | 7,465 | 100.0 |
| Subtotal of Large Firms | 4 | 100.0 | 877 | 100.0 |
| Grand Total | 1,682 | 100.0 | 21,471 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes construction firms that have one or more full-time hourly employees and offer one or more paid holidays. 75 construction firms, or 64.1% of the construction firms with full-time hourly employees indicated that they offer at least one paid holiday. Response categories with no responses and size categories with no firms are omitted from this table.

CONSTRUCTION

Part-time Hourly

TABLE 1J: Number of Paid Holidays Offered for Oklahoma Part-time Hourly Construction Employees by Firm Size.*

| 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 | | | | |
| Small Firms | 151 | 41.7 | 151 | 22.2 |
| Medium Size Firms | 11 | 68.8 | 44 | 89.8 |
| All Size Firms | 162 | 42.9 | 195 | 26.8 |
| SIX HOLIDAYS | | | | |
| Small Firms | 44 | 12.2 | 44 | 6.5 |
| All Size Firms | 44 | 11.6 | 44 | 6.0 |
| SEVEN HOLIDAYS | | | | |
| Small Firms | 104 | 28.7 | 353 | 52.0 |
| Medium Size Firms | 5 | 31.3 | 5 | 10.2 |
| All Size Firms | 109 | 28.8 | 358 | 49.2 |
| NINE HOLIDAYS | | | | |
| Small Firms | 63 | 17.4 | 131 | 19.3 |
| All Size Firms | 63 | 16.7 | 131 | 18.0 |
| Subtotal of Small Firms | 362 | 100.0 | 679 | 100.0 |
| Subtotal of Medium Size Firms | 16 | 100.0 | 49 | 100.0 |
| Grand Total | 378 | 100.0 | 728 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes construction firms that have one or more part-time hourly employees and offer one or more paid holidays. 15 construction firms, or 34.9% of the construction firms with part-time hourly employees indicated that they offer at least one paid holiday. Response categories with no responses and size categories with no firms are omitted from this table.

CONSTRUCTION

Salaried

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

| Holiday Offered | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NEW YEAR'S DAY | | | | |
| Small Firms | 1,496 | 90.9 | 5,514 | 93.4 |
| Medium Size Firms | 142 | 99.3 | 1,799 | 99.9 |
| Large Firms | 9 | 100.0 | 1,121 | 100.0 |
| All Size Firms | 1,647 | 91.6 | 8,434 | 95.6 |
| MARTIN LUTHER KING DAY | | | | |
| Small Firms | 68 | 4.1 | 186 | 3.2 |
| Medium Size Firms | 13 | 9.1 | 182 | 10.1 |
| All Size Firms | 81 | 4.5 | 368 | 4.2 |
| PRESIDENT'S DAY | | | | |
| Small Firms | 68 | 4.1 | 186 | 3.2 |
| Medium Size Firms | 9 | 6.3 | 134 | 7.4 |
| All Size Firms | 77 | 4.3 | 320 | 3.6 |
| GOOD FRIDAY | | | | |
| Small Firms | 260 | 15.8 | 779 | 13.2 |
| Medium Size Firms | 17 | 11.9 | 364 | 20.2 |
| Large Firms | 2 | 22.2 | 433 | 38.6 |
| All Size Firms | 279 | 15.5 | 1,576 | 17.9 |
| MEMORIAL DAY | | | | |
| Small Firms | 1,415 | 86.0 | 5,333 | 90.4 |
| Medium Size Firms | 142 | 99.3 | 1,799 | 99.9 |
| Large Firms | 9 | 100.0 | 1,121 | 100.0 |
| All Size Firms | 1,566 | 87.1 | 8,253 | 93.6 |
| INDEPENDENCE DAY | | | | |
| Small Firms | 1,478 | 89.8 | 5,544 | 94.0 |
| Medium Sized Firms | 127 | 88.8 | 1,721 | 95.6 |
| Large Firms | 9 | 100.0 | 1,121 | 100.0 |
| All Size Firms | 1,614 | 89.8 | 8,386 | 95.1 |
| LABOR DAY | | | | |
| Small Firms | 1,461 | 88.8 | 5,502 | 93.2 |
| Medium Size Firms | 137 | 95.8 | 1,735 | 96.4 |
| Large Firms | 9 | 100.0 | 1,121 | 100.0 |
| All Size Firms | 1,607 | 89.4 | 8,358 | 94.7 |
| COLUMBUS DAY | | | | |
| Small Firms | 96 | 5.8 | 382 | 6.5 |
| Medium Size Firms | 6 | 4.2 | 65 | 3.6 |
| All Size Firms | 102 | 5.7 | 447 | 5.1 |
| ELECTION DAY | | | | |
| Small Firms | 96 | 5.8 | 382 | 6.5 |
| Medium Size Firms | 6 | 4.2 | 65 | 3.6 |
| All Size Firms | 102 | 5.7 | 447 | 5.1 |

TABLE 2G: Holidays, Construction Salaried (continued).

| 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 |
|---|------------------------------------|--|--|--|
| VETERAN'S DAY | | | | |
| Small Firms | 96 | 5.8 | 382 | 6.5 |
| Medium Size Firms | 13 | 9.1 | 297 | 16.5 |
| All Size Firms | 109 | 6.1 | 679 | 7.7 |
| THANKSGIVING DAY | | | | |
| Small Firms | 1,576 | 95.7 | 5,710 | 96.8 |
| Medium Size Firms | 142 | 99.3 | 1,799 | 99.9 |
| Large Firms | 9 | 100.0 | 1,121 | 100.0 |
| All Size Firms | 1,727 | 96.1 | 8,630 | 97.8 |
| DAY AFTER THANKSGIVING | | | | |
| Small Firms | 826 | 50.2 | 3,536 | 59.9 |
| Medium Size Firms | 75 | 52.4 | 1,180 | 65.6 |
| Large Firms | 7 | 77.8 | 1,105 | 98.6 |
| All Size Firms | 908 | 50.5 | 5,821 | 66.0 |
| CHRISTMAS EVE DAY | | | | |
| Small Firms | 443 | 26.9 | 2,075 | 35.2 |
| Medium Size Firms | 35 | 24.5 | 705 | 39.2 |
| Large Firms | 2 | 22.2 | 433 | 38.6 |
| All Size Firms | 480 | 26.7 | 3,213 | 36.4 |
| CHRISTMAS DAY | | | | |
| Small Firms | 1,646 | 100.0 | 5,900 | 100.0 |
| Medium Size Firms | 128 | 89.5 | 1,549 | 86.1 |
| Large Firms | 9 | 100.0 | 1,121 | 100.0 |
| All Size Firms | 1,783 | 99.2 | 8,570 | 97.1 |
| NEW YEAR'S EVE DAY | | | | |
| Small Firms | 451 | 27.4 | 1,172 | 19.9 |
| Medium Size Firms | 58 | 40.6 | 716 | 39.8 |
| All Size Firms | 509 | 28.3 | 1,888 | 21.4 |
| BIRTHDAY | | | | |
| Small Firms | 68 | 4.1 | 186 | 3.2 |
| Medium Size Firms | 11 | 7.7 | 73 | 4.1 |
| All Size Firms | 79 | 4.4 | 259 | 2.9 |
| ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY | | | | |
| Small Firms | 108 | 6.6 | 1,236 | 20.9 |
| Medium Size Firms | 14 | 9.8 | 224 | 12.4 |
| Large Firms | 2 | 22.2 | 433 | 38.6 |
| All Size Firms | 124 | 6.9 | 1,893 | 21.5 |
| OTHER (please name) | | | | |
| Medium Size Firms | 6 | 4.2 | 65 | 3.6 |
| All Size Firms | 130 | 7.2 | 1,958 | 22.2 |
| Offering Holiday(s) Totals | | | | |
| Subtotal of Small Firms | 1,646 | 100.0 | 5,901 | 100.0 |
| Subtotal of Medium Size Firms | 143 | 100.0 | 1,800 | 100.0 |
| Subtotal of Large Firms | 9 | 100.0 | 1,121 | 100.0 |
| Grand Total | 1,798 | 100.0 | 8,822 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes construction firms that have one or more salaried employees that responded to this question. 85 construction firms, or 85.9% of the construction 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 responses and size categories with no firms are omitted from this table.

CONSTRUCTION

Full-time Hourly

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

| Holiday Offered | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NEW YEAR'S DAY | | | | |
| Small Firms | 1,204 | 76.8 | 10,849 | 82.6 |
| Medium Size Firms | 98 | 89.1 | 6,642 | 89.0 |
| Large Firms | 4 | 100.0 | 877 | 100.0 |
| All Size Firms | 1,306 | 77.6 | 18,368 | 85.5 |
| MARTIN LUTHER KING DAY | | | | |
| Small Firms | 41 | 2.6 | 1,419 | 10.8 |
| All Size Firms | 41 | 2.4 | 1,419 | 6.6 |
| PRESIDENT'S DAY | | | | |
| Small Firms | 41 | 2.6 | 1,419 | 10.8 |
| All Size Firms | 41 | 2.4 | 1,419 | 6.6 |
| GOOD FRIDAY | | | | |
| Small Firms | 97 | 6.2 | 2,248 | 17.1 |
| Medium Size Firms | 5 | 4.5 | 232 | 3.1 |
| Large Firms | 2 | 50.0 | 320 | 36.5 |
| All Size Firms | 104 | 6.2 | 2,800 | 13.0 |
| MEMORIAL DAY | | | | |
| Small Firms | 1,136 | 72.4 | 10,639 | 81.0 |
| Medium Size Firms | 87 | 79.1 | 5,668 | 75.9 |
| Large Firms | 4 | 100.0 | 877 | 100.0 |
| All Size Firms | 1,227 | 72.9 | 17,184 | 80.0 |
| INDEPENDENCE DAY | | | | |
| Small Firms | 1,315 | 83.9 | 11,923 | 90.8 |
| Medium Sized Firms | 89 | 80.9 | 6,122 | 82.0 |
| Large Firms | 4 | 100.0 | 877 | 100.0 |
| All Size Firms | 1,408 | 83.7 | 18,922 | 88.1 |
| LABOR DAY | | | | |
| Small Firms | 1,187 | 75.7 | 11,619 | 88.5 |
| Medium Size Firms | 84 | 76.4 | 5,712 | 76.5 |
| Large Firms | 4 | 100.0 | 877 | 100.0 |
| All Size Firms | 1,275 | 75.8 | 18,208 | 84.8 |
| COLUMBUS DAY | | | | |
| Small Firms | 69 | 4.4 | 1,727 | 13.2 |
| All Size Firms | 69 | 4.1 | 1,727 | 8.0 |
| ELECTION DAY | | | | |
| Small Firms | 69 | 4.4 | 1,727 | 13.2 |
| All Size Firms | 69 | 4.1 | 1,727 | 8.0 |
| VETERAN'S DAY | | | | |
| Small Firms | 69 | 4.4 | 1,727 | 13.2 |
| All Size Firms | 69 | 4.1 | 1,727 | 8.0 |

TABLE 2H: : Holidays, Construction, Full-time Hourly (continued).

| 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 |
|---|------------------------------------|--|--|--|
| THANKSGIVING DAY | | | | |
| Small Firms | 1,353 | 86.3 | 12,092 | 92.1 |
| Medium Size Firms | 109 | 99.1 | 7,466 | 100.0 |
| Large Firms | 4 | 100.0 | 877 | 100.0 |
| All Size Firms | 1,466 | 87.2 | 20,435 | 95.2 |
| DAY AFTER THANKSGIVING | | | | |
| Small Firms | 364 | 23.2 | 3,693 | 28.1 |
| Medium Size Firms | 39 | 35.5 | 2,892 | 38.7 |
| Large Firms | 2 | 50.0 | 320 | 36.5 |
| All Size Firms | 405 | 24.1 | 6,905 | 32.2 |
| CHRISTMAS EVE DAY | | | | |
| Small Firms | 287 | 18.3 | 2,771 | 21.1 |
| Medium Size Firms | 18 | 16.4 | 1,003 | 13.4 |
| Large Firms | 2 | 50.0 | 320 | 36.5 |
| All Size Firms | 307 | 18.3 | 4,094 | 19.1 |
| CHRISTMAS DAY | | | | |
| Small Firms | 1,407 | 89.7 | 12,486 | 95.1 |
| Medium Size Firms | 99 | 90.0 | 6,783 | 90.9 |
| Large Firms | 4 | 100.0 | 877 | 100.0 |
| All Size Firms | 1,510 | 89.8 | 20,146 | 93.8 |
| NEW YEAR'S EVE DAY | | | | |
| Small Firms | 325 | 20.7 | 4,049 | 30.8 |
| Medium Size Firms | 28 | 25.5 | 2,040 | 27.3 |
| All Size Firms | 353 | 21.0 | 6,089 | 28.4 |
| BIRTHDAY | | | | |
| Small Firms | 41 | 2.6 | 261 | 2.0 |
| All Size Firms | 41 | 2.4 | 261 | 1.2 |
| ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY | | | | |
| Small Firms | 110 | 7.0 | 2,493 | 19.0 |
| Medium Size Firms | 8 | 7.3 | 315 | 4.2 |
| Large Firms | 2 | 50.0 | 320 | 36.5 |
| All Size Firms | 120 | 7.1 | 3,128 | 14.6 |
| OTHER (please name) | | | | |
| Small Firms | 81 | 5.2 | 230 | 1.8 |
| All Size Firms | 81 | | 230 | 1.1 |
| Offering Holiday(s) Totals | | | | |
| Subtotal of Small Firms | 1,568 | 100.0 | 13,129 | 100.0 |
| Subtotal of Medium Size Firms | 110 | 100.0 | 7,465 | 100.0 |
| Subtotal of Large Firms | 4 | 100.0 | 877 | 100.0 |
| Grand Total | 1,682 | 100.0 | 21,471 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes construction firms that have one or more full-time hourly employees that responded to this question. 75 construction firms, or 64.1% of the construction 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 responses and size categories with no firms are omitted from this table.

CONSTRUCTION

Part-time Hourly

TABLE 2I: Holidays Offered for Oklahoma Part-time Hourly Construction 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 | 302 | 79.9 | 510 | 70.1 |
| GOOD FRIDAY | | | | |
| All Size Firms | 28 | 7.4 | 75 | 10.3 |
| MEMORIAL DAY | | | | |
| All Size Firms | 239 | 63.2 | 460 | 63.2 |
| INDEPENDENCE DAY | | | | |
| All Size Firms | 239 | 63.2 | 460 | 63.2 |
| LABOR DAY | | | | |
| All Size Firms | 215 | 56.9 | 431 | 59.2 |
| THANKSGIVING DAY | | | | |
| All Size Firms | 313 | 82.8 | 548 | 75.3 |
| DAY AFTER THANKSGIVING | | | | |
| All Size Firms | 126 | 33.3 | 352 | 48.4 |
| CHRISTMAS EVE DAY | | | | |
| All Size Firms | 85 | 22.5 | 314 | 43.1 |
| CHRISTMAS DAY | | | | |
| All Size Firms | 354 | 93.7 | 391 | 53.7 |
| NEW YEAR'S EVE DAY | | | | |
| All Size Firms | 63 | 16.7 | 50 | 6.9 |
| ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY | | | | |
| All Size Firms | 40 | 10.6 | 32 | 4.4 |
| Offering Holiday(s) Totals | | | | |
| Grand Total | 378 | 100.0 | 728 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes construction firms that have one or more part-time hourly employees that responded to this question. 15 construction firms, or 34.9% of the construction 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 responses and size categories are omitted from this table.

CONSTRUCTION

Full-time Hourly

TABLE 3E: Holiday Pay Offered for Oklahoma Full-time Hourly Construction 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 |
|--------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| STRAIGHT TIME | | | | |
| Small Firms | 946 | 43.5 | 8,755 | 50.3 |
| Medium Size Firms | 90 | 58.1 | 5,020 | 51.8 |
| Large Firms | 2 | 18.2 | 573 | 15.0 |
| All Size Firms | 1,038 | 44.3 | 14,348 | 46.4 |
| TIME AND ONE-HALF | | | | |
| Small Firms | 612 | 28.1 | 6,608 | 38.0 |
| Medium Size Firms | 28 | 18.1 | 1,858 | 19.2 |
| Large Firms | 4 | 36.4 | 877 | 22.9 |
| All Size Firms | 644 | 27.5 | 9,343 | 30.2 |
| DOUBLE TIME | | | | |
| Small Firms | 366 | 16.8 | 1,628 | 9.4 |
| Medium Size Firms | 33 | 21.3 | 2,791 | 28.8 |
| Large Firms | 5 | 45.5 | 2,375 | 62.1 |
| All Size Firms | 404 | 17.2 | 6,794 | 22.0 |
| OTHER (please describe) | | | | |
| Small Firms | 253 | 11.6 | 398 | 2.3 |
| Medium Size Firms | 4 | 2.6 | 15 | 0.2 |
| All Size Firms | 257 | 11.0 | 413 | 1.3 |
| Subtotal of Small Firms | 2,177 | 100.0 | 17,389 | 100.0 |
| Subtotal of Medium Size Firms | 155 | 100.0 | 9,684 | 100.0 |
| Subtotal of Large Firms | 11 | 100.0 | 3,825 | 100.0 |
| Grand Total | 2,343 | 100.0 | 30,898 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more full-time hourly employees that responded to this question. 102 firms, or 87.2% of the construction firms with full-time hourly employees reported holiday pay. Size categories with no firms are omitted from this table.

CONSTRUCTION

Part-time Hourly

TABLE 3F: Holiday Pay Offered for Oklahoma Part-time Hourly Construction 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 |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| STRAIGHT TIME | | | | |
| Small Firms | 322 | 52.1 | 808 | 74.4 |
| Medium Size Firms | 19 | 54.3 | 163 | 54.3 |
| All Size Firms | 341 | 52.2 | 971 | 70.1 |
| TIME AND ONE-HALF | | | | |
| Small Firms | 125 | 20.2 | 113 | 10.4 |
| Medium Size Firms | 5 | 14.3 | 13 | 4.3 |
| All Size Firms | 130 | 19.9 | 126 | 9.1 |
| DOUBLE TIME | | | | |
| Small Firms | 171 | 27.7 | 165 | 15.2 |
| Medium Size Firms | 7 | 20.0 | 120 | 40.0 |
| All Size Firms | 178 | 27.3 | 285 | 20.6 |
| OTHER (please describe) | | | | |
| Medium Size Firms | 4 | 0.6 | 4 | 0.4 |
| All Size Firms | 4 | 0.6 | 4 | 0.3 |
| Subtotal of Small Firms | 618 | 100.0 | 1,086 | 100.0 |
| Subtotal of Medium Size Firms | 35 | 100.0 | 300 | 100.0 |
| Grand Total | 653 | 100.0 | 1,386 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more part-time hourly employees that responded to this question. 638 firms, or 45.3% of the construction firms with part-time hourly employees reported holiday pay. Size categories with no firms are omitted from this table.

CONSTRUCTION

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

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 1,636 | 83.1 | 6,591 | 87.7 |
| | Salaried Medium Size Firms | 118 | 78.1 | 1,454 | 77.8 |
| | Salaried Large Firms | 9 | 100.0 | 1,121 | 12.2 |
| | Salaried All Size Firms | 1,763 | 82.8 | 9,166 | 87.2 |
| | Yes | | | | |
| | Salaried Small Firms | 332 | 16.9 | 926 | 12.3 |
| | Salaried Medium Size Firms | 33 | 21.9 | 416 | 22.2 |
| | Salaried All Size Firms | 365 | 17.2 | 1,342 | 12.8 |
| | Subtotal of Salaried Small Firms | 1,968 | 100.0 | 7,517 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 151 | 100.0 | 1,870 | 100.0 |
| | Subtotal of Salaried Large Firms | 9 | 100.0 | 1,121 | 100.0 |
| | Salaried Grand Total | 2,128 | 100.0 | 10,508 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 2,032 | 84.8 | 18,207 | 82.8 |
| | Full-time Hourly Medium Size Firms | 123 | 81.5 | 8,685 | 86.3 |
| | Full-time Hourly Large Firms | 11 | 100.0 | 3,825 | 100.0 |
| | Full-time Hourly All Size Firms | 2,166 | 84.7 | 30,717 | 85.6 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 364 | 15.2 | 3,795 | 17.2 |
| | Full-time Hourly Medium Size Firms | 28 | 18.5 | 1,379 | 13.7 |
| | Full-time Hourly All Size Firms | 392 | 15.3 | 5,174 | 14.4 |
| | Subtotal of Full-time Hourly Small Firms | 2,396 | 100.0 | 22,002 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 151 | 100.0 | 10,064 | 100.0 |
| | Subtotal of Full-time Hourly Large Firms | 11 | 100.0 | 3,825 | 100.0 |
| | Full-time Hourly Grand Total | 2,558 | 100.0 | 35,891 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 646 | 79.6 | 1,192 | 78.0 |
| | Part-time Hourly Medium Size Firms | 35 | 87.5 | 154 | 97.5 |
| | Part-time Hourly All Size Firms | 681 | 79.9 | 1,346 | 79.8 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 166 | 20.4 | 336 | 22.0 |
| | Part-time Hourly Medium Size Firms | 5 | 12.5 | 4 | 2.5 |
| | Part-time Hourly All Size Firms | 171 | 20.1 | 340 | 20.2 |
| | Subtotal of Part-time Hourly Small Firms | 812 | 100.0 | 1,528 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 40 | 100.0 | 158 | 100.0 |
| | Part-time Hourly Grand Total | 852 | 100.0 | 1,686 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; & Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more employees that responded to this question. 128 construction firms, or 98.5% of the construction firms with employees responded to this question. Size categories with no firms are omitted from table.

CONSTRUCTION

TABLE 5C: Type of Combined Leave Plans Offered for Oklahoma Construction 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 165 | 51.1 | 898 | 75.3 |
| | Yes | | | | |
| | Salaried All Size Firms | 158 | 48.9 | 295 | 24.7 |
| | Salaried Grand Total | 323 | 100.0 | 1,193 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 487 | 73.0 | 7,360 | 69.9 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 180 | 27.0 | 3,165 | 30.1 |
| | Full-time Hourly Grand Total | 667 | 100.0 | 10,525 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 51 | 38.9 | 245 | 79.3 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 80 | 61.1 | 64 | 20.7 |
| | Part-time Hourly Grand Total | 131 | 100.0 | 309 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 17 construction firms, or 94.4% of the applicable construction firms responded to this question. Size categories are omitted from this table.

CONSTRUCTION

TABLE 6C: Leave Included in Combined Leave Plans for Oklahoma Construction 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 203 | 62.7 | 849 | 71.2 |
| | Yes | | | | |
| | Salaried All Size Firms | 121 | 37.3 | 344 | 28.8 |
| | Salaried Grand Total | 324 | 100.0 | 1,193 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 513 | 81.0 | 8,040 | 83.0 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 120 | 19.0 | 1,648 | 17.0 |
| | Full-time Hourly Grand Total | 633 | 100.0 | 9,688 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 85 | 64.9 | 68 | 22.1 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 46 | 35.1 | 240 | 77.9 |
| | Part-time Hourly Grand Total | 131 | 100.0 | 308 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 17 construction firms, or 94.4% of the applicable construction firms responded to this question. Size categories are omitted from this table.

CONSTRUCTION

TABLE 7E: Minimum Combined Leave Time for Oklahoma Construction 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | 5 DAYS or LESS | | | | |
| | Salaried All Size Firms | 224 | 70.2 | 742 | 64.7 |
| | 6 to 10 DAYS | | | | |
| | Salaried All Size Firms | 55 | 17.2 | 341 | 29.7 |
| | 11 to 15 DAYS | | | | |
| | Salaried All Size Firms | 40 | 12.5 | 64 | 5.6 |
| | Salaried Grand Total | 319 | 100.0 | 1,147 | 100.0 |
| FULL-TIME HOURLY | 5 DAYS or LESS | | | | |
| | Full-time Hourly All Size Firms | 376 | 68.4 | 4,566 | 70.0 |
| | 6 to 10 DAYS | | | | |
| | Full-time Hourly All Size Firms | 134 | 24.4 | 1,575 | 24.1 |
| | 11 to 15 DAYS | | | | |
| | Full-time Hourly All Size Firms | 40 | 7.3 | 385 | 5.9 |
| | Full-time Hourly Grand Total | 550 | 100.0 | 6,526 | 100.0 |
| PART-TIME HOURLY | 5 DAYS or LESS | | | | |
| | Part-time Hourly All Size Firms | 102 | 71.8 | 276 | 89.6 |
| | 6 to 10 DAYS | | | | |
| | Part-time Hourly All Size Firms | 40 | 28.2 | 32 | 10.4 |
| | Part-time Hourly Grand Total | 142 | 100.0 | 308 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 17 construction firms, or 94.4% of the applicable construction firms responded to this question. Size categories are omitted from this table.

CONSTRUCTION

TABLE 8E: Maximum Combined Leave Time for Oklahoma Construction 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | 14 DAYS or LESS | | | | |
| | Salaried All Size Firms | 178 | 62.9 | 627 | 55.6 |
| | 15 to 24 DAYS | | | | |
| | Salaried All Size Firms | 102 | 36.0 | 328 | 29.1 |
| | 25 to 34 DAYS | | | | |
| | Salaried All Size Firms | 3 | 1.1 | 173 | 15.3 |
| | Salaried Grand Total | 283 | 100.0 | 1,128 | 100.0 |
| FULL-TIME HOURLY | 14 DAYS or LESS | | | | |
| | Full-time Hourly All Size Firms | 423 | 82.9 | 3,805 | 66.1 |
| | 15 to 24 DAYS | | | | |
| | Full-time Hourly All Size Firms | 84 | 16.5 | 1,862 | 32.3 |
| | 25 to 34 DAYS | | | | |
| | Full-time Hourly All Size Firms | 3 | 0.6 | 90 | 1.6 |
| | Full-time Hourly Grand Total | 510 | 100.0 | 5,757 | 100.0 |
| FULL-TIME HOURLY | 14 DAYS or LESS | | | | |
| | Part-time Hourly All Size Firms | 86 | 100.0 | 272 | 100.0 |
| | Part-time Hourly Grand Total | 86 | 100.0 | 272 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 16 construction firms, or 88.9% of the applicable construction firms responded to this question. Size categories are omitted from this table.

CONSTRUCTION

TABLE 9C: Seniority and Leave Time Increases in Combined Leave Plans for Oklahoma Construction 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 158 | 43.9 | 646 | 49.8 |
| | Yes | | | | |
| | Salaried All Size Firms | 202 | 56.1 | 650 | 50.2 |
| | Salaried Grand Total | 360 | 100.0 | 1,296 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 228 | 41.2 | 2,501 | 38.2 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 326 | 58.8 | 4,039 | 61.8 |
| | Full-time Hourly Grand Total | 554 | 100.0 | 6,540 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 24 | 5.6 | 29 | 9.5 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 402 | 94.4 | 276 | 90.5 |
| | Part-time Hourly Grand Total | 426 | 100.0 | 305 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 18 construction firms, or 100.0% of the applicable construction firms responded to this question. Size categories are omitted from this table.

CONSTRUCTION

TABLE 10C: Leave Accumulation in Combined Leave Plans for Oklahoma Construction 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 245 | 77.0 | 960 | 83.7 |
| | Yes | | | | |
| | Salaried All Size Firms | 73 | 23.0 | 187 | 16.3 |
| | Salaried Grand Total | 318 | 100.0 | 1,147 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 476 | 79.9 | 4,963 | 74.2 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 120 | 20.1 | 1,727 | 25.8 |
| | Full-time Hourly Grand Total | 596 | 100.0 | 6,690 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 126 | 75.9 | 304 | 90.5 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 40 | 24.1 | 32 | 9.5 |
| | Part-time Hourly Grand Total | 166 | 100.0 | 336 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 17 construction firms, or 94.4% of the applicable construction firms responded to this question. Size categories are omitted from this table.

CONSTRUCTION

TABLE 11E: Maximum Leave Accumulation in Combined Leave Plans for Oklahoma Construction 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 |
|-------------------------------------|---|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | 10 DAYS or LESS | | | | |
| | Salaried All Size Firms | 34 | 45.9 | 123 | 65.8 |
| | 11 to 20 DAYS | | | | |
| | Salaried All Size Firms | 40 | 54.1 | 64 | 34.2 |
| | Salaried Grand Total | 74 | 100.0 | 187 | 100.0 |
| FULL-TIME HOURLY | 10 DAYS or LESS | | | | |
| | Full-time Hourly All Size Firms | 39 | 49.4 | 920 | 54.5 |
| | 11 to 20 DAYS | | | | |
| | Full-time Hourly All Size Firms | 40 | 50.6 | 769 | 45.5 |
| | Full-time Hourly Grand Total | 79 | 100.0 | 1,689 | 100.0 |
| PART-TIME HOURLY | (NOT ENOUGH PART-TIME HOURLY TO CALCULATE) | | | | |
| | 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 | | | | | |
| Part-time Hourly Grand Total | | | | | |

*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 construction firms that have one or more employees and indicated that they combine leave time by answering yes to question four and indicated they allowed leave time accumulation by answering yes to question 10. 5 construction firms, or 100.0% of the applicable construction firms responded to this question. Response categories with no responses and size categories are omitted from table.

CONSTRUCTION

TABLE 12C: Pay Option in Combined Leave Plans for Oklahoma Construction 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 231 | 64.3 | 681 | 52.5 |
| | Yes | | | | |
| | Salaried All Size Firms | 128 | 35.7 | 615 | 47.5 |
| | Salaried Grand Total | 359 | 100.0 | 1,296 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 367 | 61.1 | 5,363 | 59.2 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 234 | 38.9 | 3,702 | 40.8 |
| | Full-time Hourly Grand Total | 601 | 100.0 | 9,065 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 126 | 75.9 | 304 | 90.5 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 40 | 24.1 | 32 | 9.5 |
| | Part-time Hourly Grand Total | 166 | 100.0 | 336 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 18 construction firms, or 100.0% of the applicable construction firms responded to this question. Size categories are omitted from this

CONSTRUCTION
Salary

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

| 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 PAID VACATION OFFERED | | | | |
| Small Firms | 47 | 3.9 | 188 | 3.0 |
| Medium Size Firms | 2 | 0.7 | 137 | 1.9 |
| All Size Firms | 49 | 3.2 | 325 | 1.6 |
| LESS THAN 1 MONTH | | | | |
| Small Firms | 13 | 1.1 | 58 | 0.9 |
| Medium Size Firms | 6 | 2.1 | 402 | 5.6 |
| Large Firms | 2 | 3.6 | 576 | 8.5 |
| All Size Firms | 21 | 1.4 | 1,036 | 5.1 |
| 3 to 6 MONTHS | | | | |
| Small Firms | 202 | 16.8 | 2,042 | 32.4 |
| Medium Size Firms | 60 | 21.3 | 1,902 | 26.5 |
| Large Firms | 10 | 17.9 | 1,294 | 19.2 |
| All Size Firms | 272 | 17.7 | 5,238 | 25.9 |
| 7 to 11 MONTHS | | | | |
| Small Firms | 83 | 6.9 | 844 | 13.4 |
| Medium Size Firms | 10 | 3.5 | 323 | 4.5 |
| Large Firms | 12 | 21.4 | 1,946 | 28.8 |
| All Size Firms | 105 | 6.8 | 3,113 | 15.4 |
| 12 MONTHS or MORE | | | | |
| Small Firms | 858 | 71.3 | 3,174 | 50.3 |
| Medium Size Firms | 204 | 72.3 | 4,405 | 61.4 |
| Large Firms | 32 | 57.1 | 2,939 | 43.5 |
| All Size Firms | 1,094 | 71.0 | 10,518 | 52.0 |
| Subtotal of Small Firms | 1,203 | 100.0 | 6,306 | 100.0 |
| Subtotal of Medium Size Firms | 282 | 100.0 | 7,169 | 100.0 |
| Subtotal of Large Firms | 56 | 100.0 | 6,755 | 100.0 |
| Grand Total | 1,541 | 100.0 | 20,230 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four. 74 construction firms, or 94.9% of the applicable construction firms responded to this question. Size categories with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

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

| 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 PAID VACATION OFFERED | | | | |
| Small Firms | 48 | 3.6 | 483 | 3.9 |
| Medium Size Firms | 4 | 1.4 | 288 | 1.2 |
| All Size Firms | 52 | 3.1 | 771 | 1.3 |
| LESS THAN 1 MONTH | | | | |
| Small Firms | 13 | 1.0 | 196 | 1.6 |
| Medium Size Firms | 6 | 2.1 | 397 | 1.7 |
| Large Firms | 1 | 1.7 | 69 | 0.3 |
| All Size Firms | 20 | 1.2 | 662 | 1.1 |
| 3 to 6 MONTHS | | | | |
| Small Firms | 151 | 11.4 | 1,857 | 15.1 |
| Medium Size Firms | 45 | 15.6 | 3,993 | 16.6 |
| Large Firms | 9 | 15.3 | 6,931 | 28.9 |
| All Size Firms | 205 | 12.3 | 12,781 | 21.2 |
| 7 to 11 MONTHS | | | | |
| Small Firms | 111 | 8.4 | 1,216 | 9.9 |
| Medium Size Firms | 17 | 5.9 | 2,268 | 9.4 |
| Large Firms | 9 | 15.3 | 2,171 | 9.1 |
| All Size Firms | 137 | 8.2 | 5,655 | 9.4 |
| 12 MONTHS or MORE | | | | |
| Small Firms | 999 | 75.6 | 8,561 | 69.5 |
| Medium Size Firms | 216 | 75.0 | 17,064 | 71.1 |
| Large Firms | 40 | 67.8 | 14,779 | 61.7 |
| All Size Firms | 1,255 | 75.2 | 40,404 | 67.0 |
| Subtotal of Small Firms | 1,322 | 100.0 | 12,313 | 100.0 |
| Subtotal of Medium Size Firms | 288 | 100.0 | 24,010 | 100.0 |
| Subtotal of Large Firms | 59 | 100.0 | 23,950 | 100.0 |
| Grand Total | 1,669 | 100.0 | 60,273 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction 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. 78 construction firms, or 86.7% of the applicable construction firms responded to this question. Size categories with no firms are omitted from this table.

CONSTRUCTION

Part-time Hourly

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

| 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 PAID VACATION OFFERED | | | | |
| Small Firms | 50 | 18.2 | 104 | 24.4 |
| Medium Size Firms | 5 | 5.6 | 25 | 10.0 |
| Large Firms | 1 | 5.9 | 5 | 0.9 |
| All Size Firms | 56 | 14.7 | 134 | 10.6 |
| LESS THAN 1 MONTH | | | | |
| Medium Size Firms | 4 | 4.4 | 15 | 6.0 |
| Large Firms | 1 | 5.9 | 399 | 67.9 |
| All Size Firms | 5 | 1.3 | 414 | 32.8 |
| 3 to 6 MONTHS | | | | |
| Medium Size Firms | 13 | 14.4 | 33 | 13.2 |
| Large Firms | 4 | 23.5 | 119 | 20.2 |
| All Size Firms | 17 | 4.5 | 152 | 12.0 |
| 7 to 11 MONTHS | | | | |
| Small Firms | 23 | 8.4 | 155 | 36.4 |
| Medium Size Firms | 3 | 3.3 | 3 | 1.2 |
| Large Firms | 4 | 23.5 | 34 | 5.8 |
| All Size Firms | 30 | 7.9 | 192 | 15.2 |
| 12 MONTHS or MORE | | | | |
| Small Firms | 201 | 73.4 | 167 | 39.2 |
| Medium Size Firms | 65 | 72.2 | 174 | 69.6 |
| Large Firms | 7 | 41.2 | 31 | 5.3 |
| All Size Firms | 273 | 71.7 | 372 | 29.4 |
| Subtotal of Small Firms | 274 | 100.0 | 426 | 100.0 |
| Subtotal of Medium Size Firms | 90 | 100.0 | 250 | 100.0 |
| Subtotal of Large Firms | 17 | 100.0 | 588 | 100.0 |
| Grand Total | 381 | 100.0 | 1,264 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction 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. 17 construction firms, or 58.6% of the applicable construction firms responded to this question. Size categories with no firms are omitted from this table.

CONSTRUCTION

Salary

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

| 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 |
|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| DO NOT OFFER TWO WEEKS of PAID VACATION | | | | |
| Small Firms | 339 | 25.8 | 1,100 | 19.5 |
| Medium Size Firms | 23 | 20.4 | 242 | 16.9 |
| All Size Firms | 362 | 25.2 | 1,342 | 16.4 |
| 11 MONTHS or LESS | | | | |
| Small Firms | 40 | 3.0 | 288 | 5.1 |
| Medium Size Firms | 6 | 5.3 | 65 | 4.5 |
| All Size Firms | 46 | 3.2 | 353 | 4.3 |
| 1 YEAR to 1 YEAR & 11 MONTHS | | | | |
| Small Firms | 253 | 19.2 | 1,713 | 30.4 |
| Medium Size Firms | 34 | 30.1 | 611 | 42.8 |
| Large Firms | 7 | 77.8 | 1,105 | 98.6 |
| All Size Firms | 294 | 20.5 | 3,429 | 41.9 |
| 2 YEARS to 2 YEARS & 11 MONTHS | | | | |
| Small Firms | 294 | 22.4 | 1,068 | 19.0 |
| Medium Size Firms | 27 | 23.9 | 290 | 20.3 |
| All Size Firms | 321 | 22.3 | 1,358 | 16.6 |
| 3 YEARS to 3 YEARS & 11 MONTHS | | | | |
| Small Firms | 199 | 15.1 | 771 | 13.7 |
| Medium Size Firms | 9 | 8.0 | 96 | 6.7 |
| All Size Firms | 208 | 14.5 | 867 | 10.6 |
| 4 or MORE YEARS | | | | |
| Small Firms | 190 | 14.4 | 694 | 12.3 |
| Medium Size Firms | 14 | 12.4 | 125 | 8.7 |
| Large Firms | 2 | 22.2 | 16 | 1.4 |
| All Size Firms | 206 | 14.3 | 835 | 10.2 |
| Subtotal of Small Firms | 1,315 | 100.0 | 5,634 | 100.0 |
| Subtotal of Medium Size Firms | 113 | 100.0 | 1,429 | 100.0 |
| Subtotal of Large Firms | 9 | 100.0 | 1,121 | 100.0 |
| Grand Total | 1,437 | 100.0 | 8,184 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction 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. 64 construction firms, or 98.5% of the applicable construction firms responded to this question. Size categories with no firms are omitted from this table.

CONSTRUCTION

Full-time Hourly

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

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER TWO WEEKS of PAID VACATION | | | | |
| Small Firms | 573 | 44.6 | 5,035 | 50.0 |
| Medium Size Firms | 32 | 36.8 | 1,803 | 32.6 |
| All Size Firms | 1,262 | 91.3 | 6,838 | 36.3 |
| 1 YEAR to 1 YEAR & 11 MONTHS | | | | |
| Small Firms | 65 | 5.1 | 376 | 3.7 |
| Medium Size Firms | 19 | 21.8 | 1,667 | 30.1 |
| Large Firms | 7 | 77.8 | 2,695 | 82.9 |
| All Size Firms | 91 | 6.6 | 4,738 | 25.1 |
| 2 YEARS to 2 YEARS & 11 MONTHS | | | | |
| Small Firms | 151 | 11.7 | 638 | 6.3 |
| Medium Size Firms | 17 | 19.5 | 1,115 | 20.1 |
| All Size Firms | 168 | 12.2 | 1,753 | 9.3 |
| 3 YEARS to 3 YEARS & 11 MONTHS | | | | |
| Small Firms | 198 | 15.4 | 1,553 | 15.4 |
| All Size Firms | 198 | 14.3 | 1,553 | 8.2 |
| 4 or MORE YEARS | | | | |
| Small Firms | 299 | 23.3 | 2,464 | 24.5 |
| Medium Size Firms | 19 | 21.8 | 950 | 17.2 |
| Large Firms | 2 | 22.2 | 557 | 17.1 |
| All Size Firms | 320 | 23.2 | 3,971 | 21.1 |
| Subtotal of Small Firms | 1,286 | 100.0 | 10,066 | 100.0 |
| Subtotal of Medium Size Firms | 87 | 100.0 | 5,535 | 100.0 |
| Subtotal of Large Firms | 9 | 100.0 | 3,252 | 100.0 |
| Grand Total | 1,382 | 100.0 | 18,853 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction 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. 58 construction firms, or 96.7% of the applicable construction firms responded to this question. Size categories with no firms are omitted from this table.

CONSTRUCTION
Part-time Hourly

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

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER TWO WEEKS of PAID VACATION | | | | |
| Small Firms | 187 | 70.8 | 388 | 89.4 |
| Medium Size Firms | 15 | 78.9 | 41 | 91.1 |
| All Size Firms | 202 | 71.4 | 429 | 89.6 |
| 2 YEARS to 2 YEARS & 11 MONTHS | | | | |
| Small Firms | 27 | 10.2 | 14 | 3.2 |
| Medium Size Firms | 4 | 21.1 | 4 | 8.9 |
| All Size Firms | 31 | 11.0 | 18 | 3.8 |
| 3 YEARS to 3 YEARS & 11 MONTHS | | | | |
| Small Firms | 23 | 8.7 | 18 | 4.1 |
| All Size Firms | 23 | 8.1 | 18 | 3.8 |
| 4 or MORE YEARS | | | | |
| Small Firms | 27 | 10.2 | 14 | 3.2 |
| All Size Firms | 27 | 9.5 | 14 | 2.9 |
| Subtotal of Small Firms | 264 | 100.0 | 434 | 100.0 |
| Subtotal of Medium Size Firms | 19 | 100.0 | 45 | 100.0 |
| Grand Total | 283 | 100.0 | 479 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction 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. 8 construction firms, or 88.9% of the applicable construction firms responded to this question. Size categories with no firms are omitted from this table.

CONSTRUCTION
Salary

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

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER THREE WEEKS of PAID VACATION | | | | |
| Small Firms | 735 | 54.8 | 2,804 | 47.4 |
| Medium Size Firms | 71 | 62.8 | 847 | 58.9 |
| All Size Firms | 806 | 55.1 | 3,651 | 43.1 |
| 4 YEARS TO 7 YEARS & 11 MONTHS | | | | |
| Small Firms | 263 | 19.6 | 802 | 13.5 |
| Medium Size Firms | 17 | 15.0 | 376 | 26.1 |
| Large Firms | 2 | 28.6 | 433 | 39.2 |
| All Size Firms | 282 | 19.3 | 1,611 | 19.0 |
| 8 YEARS TO 11 YEARS 11 MONTHS | | | | |
| Small Firms | 269 | 20.0 | 1,924 | 32.5 |
| Medium Size Firms | 16 | 14.2 | 131 | 9.1 |
| Large Firms | 5 | 71.4 | 672 | 60.8 |
| All Size Firms | 290 | 19.8 | 2,727 | 32.2 |
| 12 or MORE YEARS | | | | |
| Small Firms | 75 | 5.6 | 391 | 6.6 |
| Medium Size Firms | 9 | 8.0 | 84 | 5.8 |
| All Size Firms | 84 | 5.7 | 475 | 5.6 |
| Subtotal of Small Firms | 1,342 | 100.0 | 5,921 | 100.0 |
| Subtotal of Medium Size Firms | 113 | 100.0 | 1,438 | 100.0 |
| Subtotal of Large Firms | 7 | 100.0 | 1,105 | 100.0 |
| Grand Total | 1,462 | 100.0 | 8,464 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction 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. 63 construction firms, or 96.9% of the applicable construction firms responded to this question. Response categories with no response and size categories with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

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

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER THREE WEEKS of PAID VACATION | | | | |
| Small Firms | 995 | 75.0 | 8,906 | 78.4 |
| Medium Size Firms | 83 | 81.4 | 5,156 | 77.6 |
| Large Firms | 5 | 71.4 | 2,375 | 88.1 |
| All Size Firms | 1,083 | 75.4 | 16,437 | 79.4 |
| 4 YEARS TO 7 YEARS & 11 MONTHS | | | | |
| Small Firms | 154 | 11.6 | 1,509 | 13.3 |
| Medium Size Firms | 13 | 12.7 | 1,242 | 18.7 |
| Large Firms | 2 | 28.6 | 320 | 11.9 |
| All Size Firms | 169 | 11.8 | 3,071 | 14.8 |
| 8 YEARS TO 11 YEARS 11 MONTHS | | | | |
| Small Firms | 108 | 8.1 | 677 | 6.0 |
| Medium Size Firms | 6 | 5.9 | 245 | 3.7 |
| All Size Firms | 114 | 7.9 | 922 | 4.5 |
| 12 or MORE YEARS | | | | |
| Small Firms | 70 | 5.3 | 273 | 2.4 |
| All Size Firms | 70 | 4.9 | 273 | 1.3 |
| Subtotal of Small Firms | 1,327 | 100.0 | 11,365 | 100.0 |
| Subtotal of Medium Size Firms | 102 | 100.0 | 6,643 | 100.0 |
| Subtotal of Large Firms | 7 | 100.0 | 2,695 | 100.0 |
| Grand Total | 1,436 | 100.0 | 20,703 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction 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. 56 construction firms, or 93.3% of the applicable construction firms responded to this question. Response categories with no response and size categories with no firms are omitted from this table.

CONSTRUCTION
Part-time Hourly

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

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER THREE WEEKS of PAID VACATION | | | | |
| Small Firms | 322 | 92.3 | 719 | 98.1 |
| Medium Size Firms | 27 | 100.0 | 72 | 100.0 |
| All Size Firms | 349 | 92.8 | 791 | 98.3 |
| 8 YEARS TO 11 YEARS 11 MONTHS | | | | |
| Small Firms | 27 | 7.7 | 14 | 1.9 |
| All Size Firms | 27 | 7.2 | 14 | 1.7 |
| Subtotal of Small Firms | 349 | 100.0 | 733 | 100.0 |
| Subtotal of Medium Size Firms | 27 | 100.0 | 72 | 100.0 |
| Grand Total | 376 | 100.0 | 805 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction 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. 8 construction firms, or 88.9% of the applicable construction firms responded to this question. Response categories with no response and size categories with no firms are omitted from this table.

CONSTRUCTION
Salary

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

| 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 |
|---|------------------------------------|--|--|--|
| DO NOT OFFER FOUR WEEKS of PAID VACATION | | | | |
| Small Firms | 902 | 72.9 | 4,079 | 77.4 |
| Medium Size Firms | 88 | 78.6 | 1,104 | 76.8 |
| Large Firms | 2 | 28.6 | 433 | 39.2 |
| All Size Firms | 992 | 73.1 | 5,616 | 71.9 |
| 9 YEARS or LESS | | | | |
| Small Firms | 90 | 7.3 | 283 | 5.4 |
| All Size Firms | 90 | 6.6 | 283 | 3.6 |
| 10 YEARS TO 15 YEARS & 11 MONTHS | | | | |
| Small Firms | 189 | 15.3 | 697 | 13.2 |
| Medium Size Firms | 14 | 12.5 | 236 | 16.4 |
| All Size Firms | 203 | 15.0 | 933 | 11.9 |
| 16 or MORE YEARS | | | | |
| Small Firms | 57 | 4.6 | 209 | 4.0 |
| Medium Size Firms | 10 | 8.9 | 98 | 6.8 |
| Large Firms | 5 | 71.4 | 672 | 60.8 |
| All Size Firms | 72 | 5.3 | 979 | 12.5 |
| Subtotal of Small Firms | 1,238 | 100.0 | 5,268 | 100.0 |
| Subtotal of Medium Size Firms | 112 | 100.0 | 1,438 | 100.0 |
| Subtotal of Large Firms | 7 | 100.0 | 1,105 | 100.0 |
| Grand Total | 1,357 | 100.0 | 7,811 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction 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. 8 construction firms, or 88.9% of the applicable construction firms responded to this question. Size categories with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

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

| 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 |
|---|------------------------------------|--|--|--|
| DO NOT OFFER FOUR WEEKS of PAID VACATION | | | | |
| Small Firms | 1,093 | 80.6 | 9,334 | 80.5 |
| Medium Size Firms | 95 | 85.6 | 5,900 | 80.8 |
| Large Firms | 7 | 100.0 | 2,695 | 100.0 |
| All Size Firms | 1,195 | 81.1 | 17,929 | 83.0 |
| 9 YEARS or LESS | | | | |
| Small Firms | 90 | 6.6 | 1,134 | 9.8 |
| All Size Firms | 90 | 6.1 | 1,134 | 5.3 |
| 10 YEARS TO 15 YEARS & 11 MONTHS | | | | |
| Small Firms | 92 | 6.8 | 684 | 5.9 |
| Medium Size Firms | 11 | 9.9 | 477 | 6.5 |
| All Size Firms | 103 | 7.0 | 1,161 | 5.4 |
| 16 or MORE YEARS | | | | |
| Small Firms | 81 | 6.0 | 443 | 3.8 |
| Medium Size Firms | 5 | 4.5 | 927 | 12.7 |
| All Size Firms | 86 | 5.8 | 1,370 | 6.3 |
| Subtotal of Small Firms | 1,356 | 100.0 | 11,595 | 100.0 |
| Subtotal of Medium Size Firms | 111 | 100.0 | 7,304 | 100.0 |
| Subtotal of Large Firms | 7 | 100.0 | 2,695 | 100.0 |
| Grand Total | 1,474 | 100.0 | 21,594 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction 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. 57 construction firms, or 95.0% of the applicable construction firms responded to this question. Size categories with no firms are omitted from this table.

CONSTRUCTION
Part-time Hourly

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

| 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 |
|---|------------------------------------|--|--|--|
| DO NOT OFFER FOUR WEEKS of PAID VACATION | | | | |
| Small Firms | 361 | 93.0 | 751 | 98.2 |
| Medium Size Firms | 31 | 100.0 | 142 | 100.0 |
| All Size Firms | 392 | 93.6 | 893 | 98.5 |
| 10 YEARS TO 15 YEARS & 11 MONTHS | | | | |
| Small Firms | 27 | 7.0 | 14 | 1.8 |
| All Size Firms | 27 | 6.4 | 14 | 1.5 |
| Subtotal of Small Firms | 388 | 100.0 | 765 | 100.0 |
| Subtotal of Medium Size Firms | 31 | 100.0 | 142 | 100.0 |
| Grand Total | 419 | 100.0 | 907 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction 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. 8 construction firms, or 88.9% of the applicable construction firms responded to this question. Response categories with no responses and size categories with no firms are omitted from this table.

CONSTRUCTION

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

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 961 | 72.9 | 4,430 | 76.3 |
| | Salaried Medium Size Firms | 71 | 60.2 | 967 | 66.5 |
| | Salaried Large Firms | 2 | 28.6 | 433 | 39.2 |
| | Salaried All Size Firms | 1,034 | 71.6 | 5,830 | 69.7 |
| | Yes | | | | |
| | Salaried Small Firms | 358 | 27.1 | 1,377 | 23.7 |
| | Salaried Medium Size Firms | 47 | 39.8 | 487 | 33.5 |
| | Salaried Large Firms | 5 | 71.4 | 672 | 60.8 |
| | Salaried All Size Firms | 410 | 28.4 | 2,536 | 30.3 |
| | Subtotal of Salaried Small Firms | 1,319 | 100.0 | 5,807 | 100.0 |
| Subtotal of Salaried Medium Size Firms | 118 | 100.0 | 1,454 | 100.0 | |
| Subtotal of Salaried Large Firms | 7 | 100.0 | 1,105 | 100.0 | |
| Salaried Grand Total | 1,444 | 100.0 | 8,366 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 865 | 63.0 | 7,760 | 64.0 |
| | Full-time Hourly Medium Size Firms | 66 | 58.4 | 4,247 | 56.1 |
| | Full-time Hourly Large Firms | 2 | 28.6 | 320 | 11.9 |
| | Full-time Hourly All Size Firms | 933 | 62.5 | 12,327 | 55.1 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 508 | 37.0 | 4,358 | 36.0 |
| | Full-time Hourly Medium Size Firms | 47 | 41.6 | 3,317 | 43.9 |
| | Full-time Hourly Large Firms | 5 | 71.4 | 2,375 | 88.1 |
| | Full-time Hourly All Size Firms | 560 | 37.5 | 10,050 | 44.9 |
| | Subtotal of Full-time Hourly Small Firms | 1,373 | 100.0 | 12,118 | 100.0 |
| Subtotal of Full-time Hourly Medium Size Firms | 113 | 100.0 | 7,564 | 100.0 | |
| Subtotal of Full-time Hourly Large Firms | 7 | 100.0 | 2,695 | 100.0 | |
| Full-time Hourly Grand Total | 1,493 | 100.0 | 22,377 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 264 | 70.0 | 671 | 89.1 |
| | Part-time Hourly Medium Size Firms | 20 | 66.7 | 105 | 78.4 |
| | Part-time Hourly All Size Firms | 284 | 69.8 | 776 | 87.5 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 113 | 30.0 | 82 | 10.9 |
| | Part-time Hourly Medium Size Firms | 10 | 33.3 | 29 | 21.6 |
| | Part-time Hourly All Size Firms | 123 | 30.2 | 111 | 12.5 |
| Subtotal of Part-time Hourly Small Firms | 377 | 100.0 | 753 | 100.0 | |
| Subtotal of Part-time Hourly Medium Size Firms | 30 | 100.0 | 134 | 100.0 | |
| Part-time Hourly Grand Total | 407 | 100.0 | 887 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction 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. 80 construction firms, or 97.6% of the applicable construction firms responded to this question. Firm sizes with 262 firms were omitted from this table.

CONSTRUCTION

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

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 1,118 | 86.5 | 4,072 | 72.6 |
| | Salaried Medium Size Firms | 91 | 77.1 | 1,129 | 77.6 |
| | Salaried Large Firms | 4 | 44.4 | 449 | 40.1 |
| | Salaried All Size Firms | 1,213 | 85.5 | 5,650 | 69.0 |
| | Yes | | | | |
| | Salaried Small Firms | 174 | 13.5 | 1,538 | 27.4 |
| | Salaried Medium Size Firms | 27 | 22.9 | 325 | 22.4 |
| | Salaried Large Firms | 5 | 55.6 | 672 | 59.9 |
| | Salaried All Size Firms | 206 | 14.5 | 2,535 | 31.0 |
| | Subtotal of Salaried Small Firms | 1,292 | 100.0 | 5,610 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 118 | 100.0 | 1,454 | 100.0 |
| | Subtotal of Salaried Large Firms | 9 | 100.0 | 1,121 | 100.0 |
| Salaried Grand Total | 1,419 | 100.0 | 8,185 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 1,234 | 91.7 | 11,209 | 94.9 |
| | Full-time Hourly Medium Size Firms | 87 | 79.8 | 5,725 | 77.8 |
| | Full-time Hourly Large Firms | 4 | 44.4 | 877 | 27.0 |
| | Full-time Hourly All Size Firms | 1,325 | 90.6 | 17,811 | 79.4 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 111 | 8.3 | 600 | 5.1 |
| | Full-time Hourly Medium Size Firms | 22 | 20.2 | 1,638 | 22.2 |
| | Full-time Hourly Large Firms | 5 | 55.6 | 2,375 | 73.0 |
| | Full-time Hourly All Size Firms | 138 | 9.4 | 4,613 | 20.6 |
| | Subtotal of Full-time Hourly Small Firms | 1,345 | 100.0 | 11,809 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 109 | 100.0 | 7,363 | 100.0 |
| | Subtotal of Full-time Hourly Large Firms | 9 | 100.0 | 3,252 | 100.0 |
| Full-time Hourly Grand Total | 1,463 | 100.0 | 22,424 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 378 | 100.0 | 832 | 100.0 |
| | Part-time Hourly Medium Size Firms | 26 | 100.0 | 64 | 100.0 |
| | Part-time Hourly All Size Firms | 404 | 100.0 | 896 | 100.0 |
| | Subtotal of Part-time Hourly Small Firms | 378 | 100.0 | 832 | 100.0 |
| Subtotal of Part-time Hourly Medium Size Firms | 26 | 100.0 | 64 | 100.0 | |
| Part-time Hourly Grand Total | 404 | 100.0 | 896 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction 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. 80 construction firms, or 80% of the applicable construction firms responded to this question. Firm sizes with no firms were omitted from this table.

CONSTRUCTION
Salary

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

| 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 |
|---------------------|------------------------------------|--|--|--|
| 10 DAYS OR LESS | | | | |
| All Size Firms | 122 | 59.5 | 2,173 | 85.7 |
| 11 TO 30 DAYS | | | | |
| All Size Firms | 47 | 22.9 | 47 | 1.9 |
| 31 DAYS OR OVER | | | | |
| All Size Firms | 28 | 13.7 | 210 | 8.3 |
| NO MAXIMUM or LIMIT | | | | |
| All Size Firms | 8 | 3.9 | 105 | 4.1 |
| Grand Total | 205 | 100.0 | 2,535 | 100.0 |

Note: Construction firms that are included in this table met the following criteria: they had one or more salaried employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid vacation by responding yes on question 13 and they specified that they allowed vacation to accumulate by answering yes to question 18. 11 construction firms, or 100.0% of the applicable construction firms responded to this question. Firm sizes are omitted from this table.

CONSTRUCTION
Full-time Hourly

TABLE 19H: Maximum Vacation Accumulation for Oklahoma Construction 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?"

| 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 |
|---------------------|------------------------------------|--|--|--|
| 10 DAYS OR LESS | | | | |
| All Size Firms | 50 | 36.0 | 2,720 | 59.0 |
| 11 TO 30 DAYS | | | | |
| All Size Firms | 34 | 24.5 | 360 | 7.8 |
| 31 DAYS OR OVER | | | | |
| All Size Firms | 5 | 3.6 | 927 | 20.1 |
| NO MAXIMUM or LIMIT | | | | |
| All Size Firms | 50 | 36.0 | 607 | 13.2 |
| Grand Total | 139 | 100.0 | 4,614 | 100.0 |

Note: Construction firms that are included in this table met the following criteria: they had one or more full-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid vacation by responding yes on question 13 and they specified that they allowed vacation to accumulate by answering yes to question 18. 9 construction firms, or 100.0% of the applicable construction firms responded to this question. Firm sizes are omitted from this table.

CONSTRUCTION
Part-time Hourly

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

| 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 |
|---------------------|---|--|--|--|
| 10 DAYS OR LESS | Small Firms Medium Size Firms Large Firms All Size Firms | | | |
| 11 TO 30 DAYS | Small Firms Medium Size Firms Large Firms All Size Firms | | | |
| 31 DAYS OR OVER | Small Firms Medium Size Firms Large Firms All Size Firms | | | |
| NO MAXIMUM or LIMIT | Small Firms Medium Size Firms Large Firms All Size Firms | | | |
| | Subtotal of Small Firms Subtotal of Medium Size Firms Subtotal of Large Firms | | | |
| | Grand Total | | | |

CONSTRUCTION
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 927 | 64.7 | 3,041 | 49.3 |
| Medium Size Firms | 74 | 63.2 | 864 | 59.4 |
| Large Firms | 5 | 71.4 | 672 | 60.8 |
| All Size Firms | 1,006 | 64.6 | 4,577 | 52.4 |
| 5 DAYS or LESS | | | | |
| Small Firms | 290 | 20.2 | 2,062 | 33.4 |
| Medium Size Firms | 17 | 14.5 | 270 | 18.6 |
| All Size Firms | 307 | 19.7 | 2,332 | 26.7 |
| 6 to 9 DAYS | | | | |
| Small Firms | 164 | 11.4 | 782 | 12.7 |
| Medium Size Firms | 19 | 16.2 | 174 | 12.0 |
| Large Firms | 2 | 28.6 | 433 | 39.2 |
| All Size Firms | 185 | 11.9 | 1,389 | 15.9 |
| 10 to 14 DAYS | | | | |
| Small Firms | 52 | 3.6 | 287 | 4.7 |
| Medium Size Firms | 3 | 2.6 | 87 | 6.0 |
| All Size Firms | 55 | 3.5 | 374 | 4.3 |
| 15 or MORE DAYS | | | | |
| Medium Size Firms | 4 | 3.4 | 60 | 4.1 |
| All Size Firms | 4 | 0.3 | 60 | 0.7 |
| Subtotal of Small Firms | 1,433 | 100.0 | 6,172 | 100.0 |
| Subtotal of Medium Size Firms | 117 | 100.0 | 1,455 | 100.0 |
| Subtotal of Large Firms | 7 | 100.0 | 1,105 | 100.0 |
| Grand Total | 1,557 | 100.0 | 8,732 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four. 73 construction firms, or 93.6% of the applicable construction firms responded to this question. Firm sizes with no firms were omitted from this table.

CONSTRUCTION
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 1,509 | 88.1 | 13,780 | 87.8 |
| Medium Size Firms | 86 | 75.4 | 5,765 | 71.3 |
| Large Firms | 7 | 77.8 | 2,948 | 90.2 |
| All Size Firms | 1,602 | 87.3 | 22,493 | 83.2 |
| 5 DAYS or LESS | | | | |
| Small Firms | 163 | 9.5 | 1,646 | 10.5 |
| Medium Size Firms | 14 | 12.3 | 740 | 9.2 |
| Large Firms | 2 | 22.2 | 320 | 9.8 |
| All Size Firms | 179 | 9.7 | 2,706 | 10.0 |
| 6 to 9 DAYS | | | | |
| Small Firms | 41 | 2.4 | 261 | 1.7 |
| Medium Size Firms | 10 | 8.8 | 1,381 | 17.1 |
| All Size Firms | 51 | 2.8 | 1,642 | 6.1 |
| 15 or MORE DAYS | | | | |
| Medium Size Firms | 4 | 3.5 | 201 | 2.5 |
| All Size Firms | 4 | 0.2 | 201 | 0.7 |
| Subtotal of Small Firms | 1,713 | 100.0 | 15,687 | 100.0 |
| Subtotal of Medium Size Firms | 114 | 100.0 | 8,087 | 100.0 |
| Subtotal of Large Firms | 9 | 100.0 | 3,268 | 100.0 |
| Grand Total | 1,836 | 100.0 | 27,042 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction 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. 79 construction firms, or 87.8% of the applicable construction firms responded to this question. Firm sizes with no firms were omitted from this table.

CONSTRUCTION
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 625 | 90.8 | 1,136 | 82.3 |
| Medium Size Firms | 28 | 100.0 | 77 | 100.0 |
| All Size Firms | 653 | 91.2 | 1,213 | 83.3 |
| 5 DAYS or LESS | | | | |
| Small Firms | 63 | 9.2 | 244 | 17.7 |
| All Size Firms | 63 | 8.8 | 244 | 16.7 |
| Subtotal of Small Firms | 688 | 100.0 | 1,380 | 100.0 |
| Subtotal of Medium Size Firms | 28 | 100.0 | 77 | 100.0 |
| Grand Total | 716 | 100.0 | 1,457 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction 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. 24 construction firms, or 82.8% of the applicable construction firms responded to this question. Response categories with no response and firm sizes with no firms were omitted from this table.

CONSTRUCTION

TABLE 21C: Sick Leave Accumulation for Oklahoma Construction 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 |
|--|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 511 | 84.6 | 2,995 | 88.7 |
| | Salaried Medium Size Firms | 49 | 77.8 | 612 | 84.0 |
| | Salaried Large Firms | 2 | 100.0 | 433 | 100.0 |
| | Salaried All Size Firms | 562 | 84.0 | 4,040 | 89.0 |
| | Yes | | | | |
| | Salaried Small Firms | 93 | 15.4 | 382 | 11.3 |
| | Salaried Medium Size Firms | 14 | 22.2 | 117 | 16.0 |
| | Salaried All Size Firms | 107 | 16.0 | 499 | 11.0 |
| | Subtotal of Salaried Small Firms | 604 | 100.0 | 3,377 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 63 | 100.0 | 729 | 100.0 |
| Subtotal of Salaried Large Firms | 2 | 100.0 | 433 | 100.0 | |
| Salaried Grand Total | 669 | 100.0 | 4,539 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 380 | 82.3 | 3,748 | 88.5 |
| | Full-time Hourly Medium Size Firms | 58 | 92.1 | 3,361 | 78.4 |
| | Full-time Hourly All Size Firms | 438 | 83.1 | 7,109 | 80.4 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 82 | 17.7 | 485 | 11.5 |
| | Full-time Hourly Medium Size Firms | 5 | 7.9 | 927 | 21.6 |
| | Full-time Hourly Large Firms | 2 | 100.0 | 320 | 100.0 |
| | Full-time Hourly All Size Firms | 89 | 16.9 | 1,732 | 19.6 |
| | Subtotal of Full-time Hourly Small Firms | 462 | 100.0 | 4,233 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 63 | 100.0 | 4,288 | 100.0 |
| Subtotal of Full-time Hourly Large Firms | 2 | 100.0 | 320 | 100.0 | |
| Full-time Hourly Grand Total | 527 | 100.0 | 8,841 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 125 | 100.0 | 137 | 100.0 |
| | Part-time Hourly Medium Size Firms | 22 | 100.0 | 118 | 100.0 |
| | Part-time Hourly All Size Firms | 147 | 100.0 | 255 | 100.0 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 0 | 0.0 | 0 | 0.0 |
| | Subtotal of Part-time Hourly Small Firms | 125 | 100.0 | 137 | 100.0 |
| Subtotal of Part-time Hourly Medium Size Firms | 22 | 100.0 | 118 | 100.0 | |
| Part-time Hourly Grand Total | 147 | 100.0 | 255 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more employees and specified that they do not combined leave time by answering no to question four and indicated that they offer paid sick leave by response on question 20. 28 construction firms, or 100.0% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Salary

TABLE 22G: Maximum Sick Leave Accumulation for Oklahoma Construction 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?"

| 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 |
|---------------------|------------------------------------|--|--|--|
| 5 DAYS or LESS | | | | |
| All Size Firms | 29 | 26.9 | 230 | 46.1 |
| 6 to 14 DAYS | | | | |
| All Size Firms | 9 | 8.3 | 84 | 16.8 |
| 30 or MORE DAYS | | | | |
| All Size Firms | 29 | 26.9 | 148 | 29.7 |
| NO MAXIMUM or LIMIT | | | | |
| All Size Firms | 41 | 38.0 | 37 | 7.4 |
| Grand Total | 108 | 100.0 | 499 | 100.0 |

Note: Construction firms that are included in this table met the following criteria: they had one or more salaried employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 6 construction firms, or 100.0% of the applicable construction firms responded to this question. Response categories with no response and firm sizes are omitted from this table.

CONSTRUCTION
Full-time Hourly

TABLE 22H: Maximum Sick Leave Accumulation for Oklahoma Construction 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?"

| 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 |
|---------------------|------------------------------------|--|--|--|
| 15 to 29 DAYS | | | | |
| All Size Firms | 2 | 2.2 | 320 | 18.5 |
| 30 or MORE DAYS | | | | |
| All Size Firms | 5 | 5.6 | 927 | 53.5 |
| NO MAXIMUM or LIMIT | | | | |
| All Size Firms | 82 | 92.1 | 485 | 28.0 |
| Grand Total | 89 | 100.0 | 1,732 | 100.0 |

Note: Construction firms that are included in this table met the following criteria: they had one or more full-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 4 construction firms, or 100% of the applicable construction firms responded to this question. Response categories with no response and firm sizes are omitted from this table.

CONSTRUCTION
Part-time Hourly

TABLE 22I: Maximum Sick Leave Accumulation for Oklahoma Construction 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?"

| 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 |
|---------------------|------------------------------------|--|--|--|
| 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 | | | | |
| Grand Total | | | | |

CONSTRUCTION
Salary

TABLE 23G: Bereavement Leave for Oklahoma Construction Salary Employees by Firm Size.* Question 23: "Do you offer paid bereavement leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 1,120 | 71.1 | 3,597 | 57.4 |
| Medium Size Firms | 78 | 65.5 | 779 | 52.8 |
| All Size Firms | 1,198 | 70.4 | 4,376 | 49.3 |
| YES, 1 to 3 DAYS | | | | |
| Small Firms | 429 | 27.2 | 2,479 | 39.5 |
| Medium Size Firms | 38 | 31.9 | 627 | 42.5 |
| Large Firms | 7 | 100.0 | 1,105 | 97.6 |
| All Size Firms | 474 | 27.8 | 4,211 | 47.4 |
| YES, 4 to 7 DAYS | | | | |
| Small Firms | 27 | 1.7 | 196 | 3.1 |
| All Size Firms | 27 | 1.6 | 196 | 2.2 |
| YES, 8 DAYS and OVER | | | | |
| Medium Size Firms | 3 | 2.5 | 69 | 4.7 |
| All Size Firms | 3 | 0.2 | 69 | 0.8 |
| Subtotal of Small Firms | 1,576 | 100.0 | 6,272 | 100.0 |
| Subtotal of Medium Size Firms | 119 | 100.0 | 1,475 | 100.0 |
| Subtotal of Large Firms | 7 | 100.0 | 1,132 | 100.0 |
| Grand Total | 1,702 | 100.0 | 8,879 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Construction 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. 76 construction firms, or 85.4% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

TABLE 23H: Bereavement Leave for Oklahoma Construction Full-time Hourly Employees by Firm Size.* Question 23: "Do you offer paid bereavement leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 1,675 | 86.4 | 14,795 | 84.5 |
| Medium Size Firms | 82 | 68.3 | 5,143 | 66.2 |
| Large Firms | 2 | 22.2 | 573 | 17.4 |
| All Size Firms | 1,759 | 85.1 | 20,511 | 71.8 |
| YES, 1 to 3 DAYS | | | | |
| Small Firms | 236 | 12.2 | 2,415 | 13.8 |
| Medium Size Firms | 35 | 29.2 | 2,461 | 31.7 |
| Large Firms | 7 | 77.8 | 2,695 | 81.8 |
| All Size Firms | 278 | 13.4 | 7,571 | 26.5 |
| YES, 4 to 7 DAYS | | | | |
| Small Firms | 27 | 1.4 | 308 | 1.8 |
| All Size Firms | 27 | 1.3 | 308 | 1.1 |
| YES, 8 DAYS and OVER | | | | |
| Medium Size Firms | 3 | 2.5 | 162 | 2.1 |
| All Size Firms | 3 | 0.1 | 162 | 0.6 |
| Subtotal of Small Firms | 1,938 | 100.0 | 17,518 | 100.0 |
| Subtotal of Medium Size Firms | 120 | 100.0 | 7,766 | 100.0 |
| Subtotal of Large Firms | 9 | 100.0 | 3,295 | 100.0 |
| Grand Total | 2,067 | 100.0 | 28,579 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Construction 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. 85 construction firms, or 83.3% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Part-time Hourly

TABLE 23I: Bereavement Leave for Oklahoma Construction Part-time Hourly Employees by Firm Size.* Question 23: "Do you offer paid bereavement leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 963 | 100.0 | 1,985 | 100.0 |
| Medium Size Firms | 44 | 80.0 | 94 | 65.3 |
| All Size Firms | 1,007 | 98.9 | 2,079 | 96.4 |
| YES, 1 to 3 DAYS | | | | |
| Medium Size Firms | 11 | 20.0 | 50 | 34.7 |
| All Size Firms | 11 | 1.1 | 50 | 2.3 |
| Subtotal of Small Firms | 963 | 100.0 | 1,985 | 100.0 |
| Subtotal of Medium Size Firms | 55 | 100.0 | 144 | 100.0 |
| Grand Total | 1,018 | 100.0 | 2,129 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Construction 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. 42 construction firms, or 72.4% of the applicable construction firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

CONSTRUCTION
Salary

TABLE 24G: Short Term Disability Leave for Oklahoma Construction Salary Employees by Firm Size.* Question 24: "Do you offer short term paid disability leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 1,330 | 98.7 | 5,201 | 99.7 |
| Medium Size Firms | 80 | 76.2 | 875 | 67.3 |
| All Size Firms | 1,410 | 96.6 | 6,076 | 79.7 |
| YES, 6 WEEKS or LESS | | | | |
| Small Firms | 17 | 1.3 | 16 | 0.3 |
| Medium Size Firms | 8 | 7.6 | 85 | 6.5 |
| All Size Firms | 25 | 1.7 | 101 | 1.3 |
| YES, 7 to 13 WEEKS | | | | |
| Medium Size Firms | 5 | 4.8 | 34 | 2.6 |
| Large Firms | 7 | 100.0 | 1,105 | 100.0 |
| All Size Firms | 12 | 0.8 | 1,139 | 14.9 |
| YES, 14 to 26 WEEKS | | | | |
| Medium Size Firms | 12 | 11.4 | 307 | 23.6 |
| All Size Firms | 12 | 0.8 | 307 | 4.0 |
| Subtotal of Small Firms | 1,347 | 100.0 | 5,217 | 100.0 |
| Subtotal of Medium Size Firms | 105 | 100.0 | 1,301 | 100.0 |
| Subtotal of Large Firms | 7 | 100.0 | 1,105 | 100.0 |
| Grand Total | 1,459 | 100.0 | 7,623 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Construction 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. 66 construction firms, or 74.2% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 1,662 | 97.6 | 14,891 | 98.3 |
| Medium Size Firms | 94 | 81.7 | 5,628 | 75.5 |
| Large Firms | 4 | 44.4 | 893 | 27.3 |
| All Size Firms | 1,760 | 96.3 | 21,412 | 82.8 |
| YES, 6 WEEKS or LESS | | | | |
| Medium Size Firms | 8 | 7.0 | 393 | 5.3 |
| All Size Firms | 8 | 0.4 | 393 | 1.5 |
| YES, 7 to 13 WEEKS | | | | |
| Medium Size Firms | 5 | 4.3 | 927 | 12.4 |
| Large Firms | 5 | 55.6 | 2,375 | 72.7 |
| All Size Firms | 10 | 0.5 | 3,302 | 12.8 |
| YES, 14 to 26 WEEKS | | | | |
| Small Firms | 41 | 2.4 | 261 | 1.7 |
| Medium Size Firms | 8 | 7.0 | 504 | 6.8 |
| All Size Firms | 49 | 2.7 | 765 | 3.0 |
| Subtotal of Small Firms | 1,703 | 100.0 | 15,152 | 100.0 |
| Subtotal of Medium Size Firms | 115 | 100.0 | 7,452 | 100.0 |
| Subtotal of Large Firms | 9 | 100.0 | 3,268 | 100.0 |
| Grand Total | 1,827 | 100.0 | 25,872 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Construction 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. 77 construction firms, or 75.5% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 798 | 100.0 | 1,249 | 100.0 |
| Medium Size Firms | 61 | 100.0 | 300 | 100.0 |
| All Size Firms | 859 | 100.0 | 1,549 | 100.0 |
| Subtotal of Small Firms | 798 | 100.0 | 1,249 | 100.0 |
| Subtotal of Medium Size Firms | 61 | 100.0 | 300 | 100.0 |
| Grand Total | 859 | 100.0 | 1,549 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Construction 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. 40 construction firms, or 69.0% of the applicable construction firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

CONSTRUCTION
Salary

TABLE 25G: Other Paid Leave for Oklahoma Construction Salary Employees by Firm Size.* Question 25: Please check boxes indicating any other paid leave you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|----------------------------------|------------------------------------|--|--|--|
| MILITARY | | | | |
| Small Firms | 182 | 38.4 | 1,792 | 63.7 |
| Medium Size Firms | 12 | 19.0 | 176 | 18.0 |
| Large Firms | 7 | 100.0 | 1,105 | 100.0 |
| All Size Firms | 201 | 36.9 | 3,073 | 62.7 |
| JURY DUTY | | | | |
| Small Firms | 327 | 69.0 | 2,170 | 77.1 |
| Medium Size Firms | 54 | 85.7 | 908 | 92.7 |
| Large Firms | 7 | 100.0 | 1,105 | 100.0 |
| All Size Firms | 388 | 71.3 | 4,183 | 85.4 |
| FAMILY MEDICAL | | | | |
| Small Firms | 57 | 12.0 | 258 | 9.2 |
| Medium Size Firms | 22 | 34.9 | 230 | 23.5 |
| All Size Firms | 79 | 14.5 | 488 | 10.0 |
| MATERNITY LEAVE | | | | |
| Small Firms | 56 | 11.8 | 155 | 5.5 |
| Medium Size Firms | 8 | 12.7 | 102 | 10.4 |
| All Size Firms | 64 | 11.8 | 257 | 5.2 |
| PATERNITY LEAVE | | | | |
| Small Firms | 29 | 6.1 | 29 | 1.0 |
| Medium Size Firms | 8 | 12.7 | 102 | 10.4 |
| All Size Firms | 37 | 6.8 | 131 | 2.7 |
| DOCTOR/DENTAL APPOINTMENT | | | | |
| Small Firms | 184 | 38.8 | 457 | 16.2 |
| Medium Size Firms | 34 | 54.0 | 426 | 43.5 |
| All Size Firms | 218 | 40.1 | 883 | 18.0 |
| OTHER (please name) | | | | |
| Small Firms | 29 | 6.1 | 29 | 1.0 |
| All Size Firms | 29 | 5.3 | 29 | 0.6 |
| Subtotal of Small Firms | 474 | 100.0 | 2,814 | 100.0 |
| Subtotal of Medium Size Firms | 63 | 100.0 | 980 | 100.0 |
| Subtotal of Large Firms | 7 | 100.0 | 1,105 | 100.0 |
| Grand Total | 544 | 100.0 | 4,899 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Construction 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. 34 construction firms, or 38.2% of the applicable construction 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. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|----------------------------------|------------------------------------|--|--|--|
| MILITARY | | | | |
| Small Firms | 90 | 25.4 | 923 | 40.6 |
| Medium Size Firms | 12 | 22.6 | 630 | 16.9 |
| Large Firms | 7 | 100.0 | 2,695 | 100.0 |
| All Size Firms | 109 | 26.3 | 4,248 | 48.8 |
| JURY DUTY | | | | |
| Small Firms | 202 | 56.9 | 1,221 | 53.7 |
| Medium Size Firms | 44 | 83.0 | 3,002 | 80.5 |
| Large Firms | 7 | 100.0 | 2,695 | 100.0 |
| All Size Firms | 253 | 61.0 | 6,918 | 79.5 |
| FAMILY MEDICAL | | | | |
| Medium Size Firms | 18 | 34.0 | 1,596 | 42.8 |
| All Size Firms | 18 | 4.3 | 1,596 | 18.3 |
| MATERNITY LEAVE | | | | |
| Small Firms | 27 | 7.6 | 238 | 10.5 |
| Medium Size Firms | 8 | 15.1 | 1,089 | 29.2 |
| All Size Firms | 35 | 8.4 | 1,327 | 15.3 |
| PATERNITY LEAVE | | | | |
| Medium Size Firms | 8 | 15.1 | 1,089 | 29.2 |
| All Size Firms | 8 | 1.9 | 1,089 | 12.5 |
| DOCTOR/DENTAL APPOINTMENT | | | | |
| Small Firms | 146 | 41.1 | 466 | 20.5 |
| Medium Size Firms | 19 | 35.8 | 1,889 | 50.6 |
| All Size Firms | 165 | 39.8 | 2,355 | 27.1 |
| Subtotal of Small Firms | 355 | 100.0 | 2,273 | 100.0 |
| Subtotal of Medium Size Firms | 53 | 100.0 | 3,731 | 100.0 |
| Subtotal of Large Firms | 7 | 100.0 | 2,695 | 100.0 |
| Grand Total | 415 | 100.0 | 8,699 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Construction 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. 27 construction firms, or 26.5% of the applicable construction 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 with no firms are omitted from this table.

CONSTRUCTION
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---------------------------|------------------------------------|--|--|--|
| MILITARY | | | | |
| Small Firms | 34 | 16.4 | 34 | 6.2 |
| All Size Firms | 34 | 16.4 | 34 | 6.2 |
| JURY DUTY | | | | |
| Small Firms | 128 | 61.8 | 483 | 87.7 |
| All Size Firms | 128 | 61.8 | 483 | 87.7 |
| DOCTOR/DENTAL APPOINTMENT | | | | |
| Small Firms | 128 | 61.8 | 483 | 87.7 |
| All Size Firms | 128 | 61.8 | 483 | 87.7 |
| Subtotal of Small Firms | 207 | 100.0 | 551 | 100.0 |
| Grand Total | 207 | 100.0 | 551 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Construction 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. 8 construction firms, or 13.8% of the applicable construction 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 with no firms are omitted from this table.

CONSTRUCTION
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 895 | 44.4 | 2,469 | 32.5 |
| Medium Size Firms | 20 | 13.7 | 148 | 8.1 |
| All Size Firms | 915 | 42.1 | 2,617 | 24.8 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 342 | 17.0 | 943 | 12.4 |
| Medium Size Firms | 19 | 13.0 | 142 | 7.8 |
| All Size Firms | 361 | 16.6 | 1,085 | 10.3 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 779 | 38.6 | 4,190 | 55.1 |
| Medium Size Firms | 107 | 73.3 | 1,534 | 84.1 |
| Large Firms | 9 | 100.0 | 1,121 | 100.0 |
| All Size Firms | 895 | 41.2 | 6,845 | 64.9 |
| Subtotal of Small Firms | 2,016 | 100.0 | 7,602 | 100.0 |
| Subtotal of Medium Size Firms | 146 | 100.0 | 1,824 | 100.0 |
| Subtotal of Large Firms | 9 | 100.0 | 1,121 | 100.0 |
| Grand Total | 2,171 | 100.0 | 10,547 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more salaried employees that responded to this question. 96 firms, or 97.0% of the construction firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

TABLE 26H: Medical/health Care Offered for Oklahoma Construction Full-time Hourly Employees by Firm Size.* Question 26: "Do you offer medical/health care plans to you employees?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 1,258 | 52.6 | 7,640 | 33.4 |
| Medium Size Firms | 16 | 10.4 | 1,020 | 10.0 |
| All Size Firms | 1,274 | 49.9 | 8,660 | 23.4 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 342 | 14.3 | 3,603 | 15.7 |
| Medium Size Firms | 14 | 9.1 | 497 | 4.9 |
| All Size Firms | 356 | 13.9 | 4,100 | 11.1 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 790 | 33.1 | 11,661 | 50.9 |
| Medium Size Firms | 124 | 80.5 | 8,704 | 85.2 |
| Large Firms | 11 | 100.0 | 3,825 | 100.0 |
| All Size Firms | 925 | 36.2 | 24,190 | 65.5 |
| Subtotal of Small Firms | 2,390 | 100.0 | 22,904 | 100.0 |
| Subtotal of Medium Size Firms | 154 | 100.0 | 10,221 | 100.0 |
| Subtotal of Large Firms | 11 | 100.0 | 3,825 | 100.0 |
| Grand Total | 2,555 | 100.0 | 36,950 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more full-time hourly employees that responded to this question. 107 firms, or 100.0% of the construction firms with full-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION

Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 437 | 66.9 | 957 | 70.3 |
| Medium Size Firms | 6 | 31.6 | 25 | 47.2 |
| All Size Firms | 443 | 65.9 | 982 | 69.4 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 81 | 12.4 | 69 | 5.1 |
| All Size Firms | 81 | 12.1 | 69 | 4.9 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 135 | 20.7 | 336 | 24.7 |
| Medium Size Firms | 13 | 68.4 | 28 | 52.8 |
| All Size Firms | 148 | 22.0 | 364 | 25.7 |
| Subtotal of Small Firms | 653 | 100.0 | 1,362 | 100.0 |
| Subtotal of Medium Size Firms | 19 | 100.0 | 53 | 100.0 |
| Grand Total | 672 | 100.0 | 1,415 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more part-time hourly employees that responded to this question. 25 firms, or 58.1% of the construction firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Salary

TABLE 27G: Types of Medical/health Care Plans Offered for Oklahoma Construction Salary Employees by Firm Size.* 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 |
|---------------------------------------|------------------------------------|--|--|--|
| TRADITIONAL FEE-FOR-SERVICE | | | | |
| Small Firms | 24 | 2.1 | 114 | 2.2 |
| Medium Size Firms | 19 | 15.2 | 200 | 11.9 |
| All Size Firms | 43 | 3.4 | 314 | 4.0 |
| HEALTH MAINTENANCE ORGANIZATION (HMO) | | | | |
| Small Firms | 107 | 9.6 | 393 | 7.7 |
| Medium Size Firms | 37 | 29.6 | 276 | 16.5 |
| Large Firms | 2 | 22.2 | 16 | 1.4 |
| All Size Firms | 146 | 11.6 | 685 | 8.6 |
| PREFERRED PROVIDER ORGANIZATION (PPO) | | | | |
| Small Firms | 990 | 88.4 | 4,626 | 90.1 |
| Medium Size Firms | 120 | 96.0 | 1,620 | 96.7 |
| Large Firms | 7 | 77.8 | 1,105 | 98.6 |
| All Size Firms | 1,117 | 89.1 | 7,351 | 92.7 |
| Subtotal of Small Firms | 1,120 | 100.0 | 5,133 | 100.0 |
| Subtotal of Medium Size Firms | 125 | 100.0 | 1,676 | 100.0 |
| Subtotal of Large Firms | 9 | 100.0 | 1,121 | 100.0 |
| Grand Total | 1,254 | 100.0 | 7,930 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction 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. 64 construction firms, or 100.0% of the applicable construction 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. Firm sizes with no firms are omitted from this table.

CONSTRUCTION

Full-time Hourly

TABLE 27H: Types of Medical/health Care Plans Offered for Oklahoma Construction Full-time Hourly Employees by Firm Size.* 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 |
|---------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| TRADITIONAL FEE-FOR-SERVICE | | | | |
| Medium Size Firms | 19 | 13.9 | 1,908 | 20.7 |
| All Size Firms | 19 | 1.5 | 1,908 | 6.7 |
| HEALTH MAINTENANCE ORGANIZATION (HMO) | | | | |
| Small Firms | 166 | 14.7 | 3,614 | 23.7 |
| Medium Size Firms | 37 | 27.0 | 3,035 | 33.0 |
| Large Firms | 4 | 36.4 | 1,130 | 29.5 |
| All Size Firms | 207 | 16.2 | 7,779 | 27.5 |
| PREFERRED PROVIDER ORGANIZATION (PPO) | | | | |
| Small Firms | 1,006 | 88.9 | 11,843 | 77.6 |
| Medium Size Firms | 132 | 96.4 | 8,747 | 95.1 |
| Large Firms | 7 | 63.6 | 2,695 | 70.5 |
| All Size Firms | 1,145 | 89.5 | 23,285 | 82.3 |
| Subtotal of Small Firms | 1,132 | 100.0 | 15,264 | 100.0 |
| Subtotal of Medium Size Firms | 137 | 100.0 | 9,201 | 100.0 |
| Subtotal of Large Firms | 11 | 100.0 | 3,825 | 100.0 |
| Grand Total | 1,280 | 100.0 | 28,290 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction 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. 66 construction firms, or 100.0% of the applicable construction 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. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Part-time Hourly

TABLE 27I: Types of Medical/health Care Plans Offered for Oklahoma Construction 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 | 24 | 10.4 | 29 | 6.7 |
| PREFERRED PROVIDER ORGANIZATION (PPO) All Size Firms | 230 | 100.0 | 434 | 100.0 |
| Grand Total | 230 | 100.0 | 434 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction 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. 10 construction firms, or 100.0% of the applicable construction 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. Repose categories with no response and firm sizes with no firms are omitted from this table.

CONSTRUCTION

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

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 850 | 77.8 | 3,942 | 79.8 |
| | Salaried Medium Size Firms | 76 | 60.8 | 1,263 | 75.4 |
| | Salaried Large Firms | 2 | 22.2 | 16 | 1.4 |
| | Salaried All Size Firms | 928 | 75.6 | 5,221 | 67.5 |
| | Yes | | | | |
| | Salaried Small Firms | 243 | 22.2 | 995 | 20.2 |
| | Salaried Medium Size Firms | 49 | 39.2 | 413 | 24.6 |
| | Salaried Large Firms | 7 | 77.8 | 1,105 | 98.6 |
| | Salaried All Size Firms | 299 | 24.4 | 2,513 | 32.5 |
| | Subtotal of Salaried Small Firms | 1,093 | 100.0 | 4,937 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 125 | 100.0 | 1,676 | 100.0 |
| | Subtotal of Salaried Large Firms | 9 | 100.0 | 1,121 | 100.0 |
| Salaried Grand Total | 1,227 | 100.0 | 7,734 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 830 | 75.1 | 12,015 | 80.3 |
| | Full-time Hourly Medium Size Firms | 88 | 64.2 | 5,703 | 62.0 |
| | Full-time Hourly Large Firms | 4 | 36.4 | 1,130 | 29.5 |
| | Full-time Hourly All Size Firms | 922 | 73.6 | 18,848 | 67.4 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 275 | 24.9 | 2,941 | 19.7 |
| | Full-time Hourly Medium Size Firms | 49 | 35.8 | 3,498 | 38.0 |
| | Full-time Hourly Large Firms | 7 | 63.6 | 2,695 | 70.5 |
| | Full-time Hourly All Size Firms | 331 | 26.4 | 9,134 | 32.6 |
| | Subtotal of Full-time Hourly Small Firms | 1,105 | 100.0 | 14,956 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 137 | 100.0 | 9,201 | 100.0 |
| | Subtotal of Full-time Hourly Large Firms | 11 | 100.0 | 3,825 | 100.0 |
| Full-time Hourly Grand Total | 1,253 | 100.0 | 27,982 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 160 | 73.7 | 357 | 88.1 |
| | Part-time Hourly Medium Size Firms | 13 | 100.0 | 28 | 100.0 |
| | Part-time Hourly All Size Firms | 173 | 75.2 | 385 | 88.9 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 57 | 26.3 | 48 | 11.9 |
| | Part-time Hourly All Size Firms | 57 | 24.8 | 48 | 11.1 |
| | Subtotal of Part-time Hourly Small Firms | 217 | 100.0 | 405 | 100.0 |
| Subtotal of Part-time Hourly Medium Size Firms | 13 | 100.0 | 28 | 100.0 | |
| Part-time Hourly Grand Total | 230 | 100.0 | 433 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction 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. 77 construction firms, or 98.7% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 70 | 6.3 | 376 | 7.3 |
| All Size Firms | 70 | 5.6 | 376 | 4.7 |
| 26% to 50% | | | | |
| Small Firms | 234 | 20.9 | 1,065 | 20.8 |
| Medium Size Firms | 23 | 18.4 | 396 | 23.6 |
| All Size Firms | 257 | 20.5 | 1,461 | 18.4 |
| 51% to 75% | | | | |
| Small Firms | 113 | 10.1 | 369 | 7.2 |
| Medium Size Firms | 13 | 10.4 | 121 | 7.2 |
| Large Firms | 5 | 55.6 | 672 | 59.9 |
| All Size Firms | 131 | 10.4 | 1,162 | 14.7 |
| 76% to 99% | | | | |
| Small Firms | 361 | 32.2 | 1,052 | 20.5 |
| Medium Size Firms | 24 | 19.2 | 274 | 16.3 |
| Large Firms | 2 | 22.2 | 433 | 38.6 |
| All Size Firms | 387 | 30.9 | 1,759 | 22.2 |
| 100% | | | | |
| Small Firms | 342 | 30.5 | 2,270 | 44.2 |
| Medium Size Firms | 65 | 52.0 | 886 | 52.8 |
| Large Firms | 2 | 22.2 | 16 | 1.4 |
| All Size Firms | 409 | 32.6 | 3,172 | 40.0 |
| Subtotal of Small Firms | 1,120 | 100.0 | 5,132 | 100.0 |
| Subtotal of Medium Size Firms | 125 | 100.0 | 1,677 | 100.0 |
| Subtotal of Large Firms | 9 | 100.0 | 1,121 | 100.0 |
| Grand Total | 1,254 | 100.0 | 7,930 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction 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. 64 construction firms, or 100.0% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 70 | 6.4 | 2,028 | 13.5 |
| All Size Firms | 70 | 5.7 | 2,028 | 7.4 |
| 26% to 50% | | | | |
| Small Firms | 193 | 17.7 | 2,059 | 13.7 |
| Medium Size Firms | 21 | 15.9 | 1,551 | 18.2 |
| All Size Firms | 214 | 17.3 | 3,610 | 13.2 |
| 51% to 75% | | | | |
| Small Firms | 113 | 10.3 | 2,302 | 15.3 |
| Medium Size Firms | 13 | 9.8 | 631 | 7.4 |
| Large Firms | 7 | 63.6 | 2,948 | 77.1 |
| All Size Firms | 133 | 10.8 | 5,881 | 21.4 |
| 76% to 99% | | | | |
| Small Firms | 345 | 31.6 | 3,543 | 23.5 |
| Medium Size Firms | 34 | 25.8 | 2,421 | 28.4 |
| Large Firms | 2 | 18.2 | 320 | 8.4 |
| All Size Firms | 381 | 30.9 | 6,284 | 22.9 |
| 100% | | | | |
| Small Firms | 371 | 34.0 | 5,140 | 34.1 |
| Medium Size Firms | 64 | 48.5 | 3,934 | 46.1 |
| Large Firms | 2 | 18.2 | 557 | 14.6 |
| All Size Firms | 437 | 35.4 | 9,631 | 35.1 |
| Subtotal of Small Firms | 1,092 | 100.0 | 15,072 | 100.0 |
| Subtotal of Medium Size Firms | 132 | 100.0 | 8,537 | 100.0 |
| Subtotal of Large Firms | 11 | 100.0 | 3,825 | 100.0 |
| Grand Total | 1,235 | 100.0 | 27,434 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction 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. 64 construction firms, or 97.0% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size | |
|-------------------------------|------------------------------------|--|--|--|------|
| 26% to 50% | Small Firms | 79 | 36.6 | 66 | 16.3 |
| | Medium Size Firms | 4 | 44.4 | 12 | 48.0 |
| | All Size Firms | 83 | 36.9 | 78 | 18.1 |
| 51% to 75% | Small Firms | 27 | 12.5 | 98 | 24.1 |
| | All Size Firms | 27 | 12.0 | 98 | 22.7 |
| 76% to 99% | Medium Size Firms | 5 | 55.6 | 13 | 52.0 |
| | All Size Firms | 5 | 2.2 | 13 | 3.0 |
| 100% | Small Firms | 110 | 50.9 | 242 | 59.6 |
| | All Size Firms | 110 | 48.9 | 242 | 56.1 |
| Subtotal of Small Firms | 216 | 100.0 | 406 | 100.0 | |
| Subtotal of Medium Size Firms | 9 | 100.0 | 25 | 100.0 | |
| Grand Total | 225 | 100.0 | 431 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction 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. 10 construction firms, or 100.0% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION

Salary

TABLE 30G: Medical/health Care Plan Employee Dependents Cost Compensation for Oklahoma Construction 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?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NONE | | | | |
| Small Firms | 682 | 60.8 | 3,622 | 70.6 |
| Medium Size Firms | 44 | 36.1 | 604 | 38.0 |
| Large Firms | 2 | 22.2 | 16 | 1.4 |
| All Size Firms | 728 | 58.1 | 4,242 | 54.1 |
| 1% to 25% | | | | |
| Small Firms | 17 | 1.5 | 162 | 3.2 |
| Medium Size Firms | 6 | 4.9 | 50 | 3.1 |
| All Size Firms | 23 | 1.8 | 212 | 2.7 |
| 26% to 50% | | | | |
| Small Firms | 40 | 3.6 | 288 | 5.6 |
| Medium Size Firms | 32 | 26.2 | 447 | 28.1 |
| All Size Firms | 72 | 5.8 | 735 | 9.4 |
| 51% to 75% | | | | |
| Small Firms | 205 | 18.3 | 480 | 9.4 |
| Medium Size Firms | 8 | 6.6 | 87 | 5.5 |
| Large Firms | 5 | 55.6 | 672 | 59.9 |
| All Size Firms | 218 | 17.4 | 1,239 | 15.8 |
| 76% to 99% | | | | |
| Small Firms | 24 | 2.1 | 114 | 2.2 |
| Medium Size Firms | 13 | 10.7 | 192 | 12.1 |
| Large Firms | 2 | 22.2 | 433 | 38.6 |
| All Size Firms | 39 | 3.1 | 739 | 9.4 |
| 100% | | | | |
| Small Firms | 153 | 13.6 | 466 | 9.1 |
| Medium Size Firms | 19 | 15.6 | 209 | 13.2 |
| Large Firms | 9 | 0.0 | 0 | 0.0 |
| All Size Firms | 172 | 13.7 | 675 | 8.6 |
| Subtotal of Small Firms | 1,121 | 100.0 | 5,132 | 100.0 |
| Subtotal of Medium Size Firms | 122 | 100.0 | 1,589 | 100.0 |
| Subtotal of Large Firms | 9 | 100.0 | 1,121 | 100.0 |
| Grand Total | 1,252 | 100.0 | 7,842 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction 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. 63 construction firms, or 98.4% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 681 | 60.2 | 8,161 | 53.5 |
| Medium Size Firms | 44 | 33.1 | 2,218 | 25.0 |
| Large Firms | 2 | 22.2 | 557 | 17.1 |
| All Size Firms | 727 | 57.1 | 10,936 | 39.9 |
| 1% to 25% | | | | |
| Small Firms | 17 | 1.5 | 146 | 1.0 |
| Medium Size Firms | 6 | 4.5 | 350 | 3.9 |
| All Size Firms | 23 | 1.8 | 496 | 1.8 |
| 26% to 50% | | | | |
| Small Firms | 68 | 6.0 | 307 | 2.0 |
| Medium Size Firms | 46 | 34.6 | 3,574 | 40.2 |
| All Size Firms | 114 | 8.9 | 3,881 | 14.2 |
| 51% to 75% | | | | |
| Small Firms | 205 | 18.1 | 3,170 | 20.8 |
| Medium Size Firms | 8 | 6.0 | 425 | 4.8 |
| Large Firms | 5 | 55.6 | 2,375 | 73.0 |
| All Size Firms | 218 | 17.1 | 5,970 | 21.8 |
| 76% to 99% | | | | |
| Small Firms | 29 | 2.6 | 287 | 1.9 |
| Medium Size Firms | 13 | 9.8 | 1,242 | 14.0 |
| Large Firms | 2 | 22.2 | 320 | 9.8 |
| All Size Firms | 44 | 3.5 | 1,849 | 6.7 |
| 100% | | | | |
| Small Firms | 132 | 11.7 | 3,194 | 20.9 |
| Medium Size Firms | 16 | 12.0 | 1,080 | 12.1 |
| All Size Firms | 148 | 11.6 | 4,274 | 15.6 |
| Subtotal of Small Firms | 1,132 | 100.0 | 15,265 | 100.0 |
| Subtotal of Medium Size Firms | 133 | 100.0 | 8,889 | 100.0 |
| Subtotal of Large Firms | 9 | 100.0 | 3,252 | 100.0 |
| Grand Total | 1,274 | 100.0 | 27,406 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction 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. 64 construction firms, or 97.4% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Part-time Hourly

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

| Response | | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-----------------|-------------------------------|------------------------------------|--|--|--|
| NONE | Small Firms | 160 | 73.7 | 357 | 88.1 |
| | All Size Firms | 160 | 69.6 | 357 | 82.4 |
| 1% to 25% | Small Firms | 17 | 7.8 | 16 | 4.0 |
| | All Size Firms | 17 | 7.4 | 16 | 3.7 |
| 26% to 50% | Medium Size Firms | 9 | 69.2 | 24 | 85.7 |
| | All Size Firms | 9 | 3.9 | 24 | 5.5 |
| 51% to 75% | Medium Size Firms | 4 | 30.8 | 4 | 14.3 |
| | All Size Firms | 4 | 1.7 | 4 | 0.9 |
| 100% | Small Firms | 40 | 18.4 | 32 | 7.9 |
| | All Size Firms | 40 | 17.4 | 32 | 7.4 |
| | Subtotal of Small Firms | 217 | 100.0 | 405 | 100.0 |
| | Subtotal of Medium Size Firms | 13 | 100.0 | 28 | 100.0 |
| | Grand Total | 230 | 100.0 | 433 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction 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. 10 construction firms, or 100.0% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 1,567 | 78.0 | 4,884 | 65.8 |
| Medium Size Firms | 47 | 31.3 | 443 | 23.7 |
| All Size Firms | 1,614 | 74.4 | 5,327 | 51.1 |
| YES, EMPLOYEE ONLY | | | | |
| Medium Size Firms | 9 | 6.0 | 101 | 5.4 |
| All Size Firms | 9 | 0.4 | 101 | 1.0 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 442 | 22.0 | 2,544 | 34.2 |
| Medium Size Firms | 94 | 62.7 | 1,326 | 70.9 |
| Large Firms | 9 | 100.0 | 1,121 | 100.0 |
| All Size Firms | 545 | 25.1 | 4,991 | 47.9 |
| Subtotal of Small Firms | 2,009 | 100.0 | 7,428 | 100.0 |
| Subtotal of Medium Size Firms | 150 | 100.0 | 1,870 | 100.0 |
| Subtotal of Large Firms | 9 | 100.0 | 1,121 | 100.0 |
| Grand Total | 2,168 | 100.0 | 10,419 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more salaried employees that responded to this question. 97 firms, or 98.0% of the construction firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION

Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 2,030 | 85.9 | 17,278 | 76.2 |
| Medium Size Firms | 52 | 33.3 | 3,068 | 29.6 |
| All Size Firms | 2,082 | 82.3 | 20,346 | 55.2 |
| YES, EMPLOYEE ONLY | | | | |
| Medium Size Firms | 4 | 2.6 | 276 | 2.7 |
| All Size Firms | 4 | 0.2 | 276 | 0.7 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 334 | 14.1 | 5,390 | 23.8 |
| Medium Size Firms | 100 | 64.1 | 7,037 | 67.8 |
| Large Firms | 11 | 100.0 | 3,825 | 100.0 |
| All Size Firms | 445 | 17.6 | 16,252 | 44.1 |
| Subtotal of Small Firms | 2,364 | 100.0 | 22,668 | 100.0 |
| Subtotal of Medium Size Firms | 156 | 100.0 | 10,381 | 100.0 |
| Subtotal of Large Firms | 11 | 100.0 | 3,825 | 100.0 |
| Grand Total | 2,531 | 100.0 | 36,874 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more full-time hourly employees that responded to this question. 108 firms, or 92.3% of the construction firms with full-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION

Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 698 | 94.6 | 1,333 | 96.7 |
| Medium Size Firms | 23 | 74.2 | 52 | 77.6 |
| All Size Firms | 721 | 93.8 | 1,385 | 95.8 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 40 | 5.4 | 45 | 3.3 |
| Medium Size Firms | 8 | 25.8 | 15 | 22.4 |
| All Size Firms | 48 | 6.2 | 60 | 4.2 |
| Subtotal of Small Firms | 738 | 100.0 | 1,378 | 100.0 |
| Subtotal of Medium Size Firms | 31 | 100.0 | 67 | 100.0 |
| Grand Total | 769 | 100.0 | 1,445 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more part-time hourly employees that responded to this question. 31 firms, or 72.1% of the construction firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION

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

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 442 | 100.0 | 2,544 | 100.0 |
| | Salaried Medium Size Firms | 76 | 76.8 | 1,019 | 73.7 |
| | Salaried Large Firms | 7 | 77.8 | 688 | 61.4 |
| | Salaried All Size Firms | 525 | 95.5 | 4,251 | 84.2 |
| | Yes | | | | |
| | Salaried Medium Size Firms | 23 | 23.2 | 363 | 26.3 |
| | Salaried Large Firms | 2 | 22.2 | 433 | 38.6 |
| | Salaried All Size Firms | 25 | 4.5 | 796 | 15.8 |
| | Subtotal of Salaried Small Firms | 442 | 100.0 | 2,544 | 100.0 |
| Subtotal of Salaried Medium Size Firms | 99 | 100.0 | 1,382 | 100.0 | |
| Subtotal of Salaried Large Firms | 9 | 100.0 | 1,121 | 100.0 | |
| Salaried Grand Total | 550 | 100.0 | 5,047 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 334 | 100.0 | 5,390 | 100.0 |
| | Full-time Hourly Medium Size Firms | 77 | 77.0 | 5,595 | 79.5 |
| | Full-time Hourly Large Firms | 9 | 81.8 | 3,505 | 91.6 |
| | Full-time Hourly All Size Firms | 420 | 94.4 | 14,490 | 89.2 |
| | Yes | | | | |
| | Full-time Hourly Medium Size Firms | 23 | 23.0 | 1,442 | 20.5 |
| | Full-time Hourly Large Firms | 2 | 18.2 | 320 | 8.4 |
| | Full-time Hourly All Size Firms | 25 | 5.6 | 1,762 | 10.8 |
| | Subtotal of Full-time Hourly Small Firms | 334 | 100.0 | 5,390 | 100.0 |
| Subtotal of Full-time Hourly Medium Size Firms | 100 | 100.0 | 7,037 | 100.0 | |
| Subtotal of Full-time Hourly Large Firms | 11 | 100.0 | 3,825 | 100.0 | |
| Full-time Hourly Grand Total | 445 | 100.0 | 16,252 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 40 | 100.0 | 45 | 100.0 |
| | Part-time Hourly Medium Size Firms | 8 | 100.0 | 15 | 100.0 |
| | Part-time Hourly All Size Firms | 48 | 100.0 | 60 | 100.0 |
| | Subtotal of Part-time Hourly Small Firms | 40 | 100.0 | 45 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 8 | 100.0 | 15 | 100.0 |
| Part-time Hourly Grand Total | 48 | 100.0 | 60 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction 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. 45 construction firms, or 97.8% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 130 | 29.3 | 442 | 17.4 |
| Medium Size Firms | 54 | 54.5 | 734 | 53.1 |
| Large Firms | 2 | 22.2 | 16 | 1.4 |
| All Size Firms | 186 | 33.8 | 1,192 | 23.6 |
| 1% to 25% | | | | |
| Small Firms | 17 | 3.8 | 162 | 6.4 |
| Medium Size Firms | 4 | 4.0 | 63 | 4.6 |
| All Size Firms | 21 | 3.8 | 225 | 4.5 |
| 26% to 50% | | | | |
| Medium Size Firms | 15 | 15.2 | 299 | 21.7 |
| Large Firms | 2 | 22.2 | 433 | 38.6 |
| All Size Firms | 17 | 3.1 | 732 | 14.5 |
| 51% to 75% | | | | |
| Medium Size Firms | 5 | 5.1 | 42 | 3.0 |
| Large Firms | 5 | 55.6 | 672 | 59.9 |
| All Size Firms | 10 | 1.8 | 714 | 14.1 |
| 76% to 99% | | | | |
| Small Firms | 57 | 12.9 | 1,074 | 42.2 |
| Medium Size Firms | 9 | 9.1 | 61 | 4.4 |
| All Size Firms | 66 | 12.0 | 1,135 | 22.5 |
| 100% | | | | |
| Small Firms | 239 | 54.0 | 866 | 34.0 |
| Medium Size Firms | 12 | 12.1 | 182 | 13.2 |
| All Size Firms | 251 | 45.6 | 1,048 | 20.8 |
| Subtotal of Small Firms | 443 | 100.0 | 2,544 | 100.0 |
| Subtotal of Medium Size Firms | 99 | 100.0 | 1,381 | 100.0 |
| Subtotal of Large Firms | 9 | 100.0 | 1,121 | 100.0 |
| Grand Total | 551 | 100.0 | 5,046 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction 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. 40 construction firms, or 97.6% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

TABLE 33H: Dental Care Plan Employee Cost Compensation for Oklahoma Construction Full-time Hourly Employees by Firm Size.* Question 33: "What percentage of the cost of the medical/health care plan(s) do you pay for the employee (employee only)?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 106 | 31.7 | 1,973 | 36.6 |
| Medium Size Firms | 54 | 54.0 | 3,121 | 44.3 |
| Large Firms | 4 | 36.4 | 1,130 | 29.5 |
| All Size Firms | 164 | 36.9 | 6,224 | 38.3 |
| 1% to 25% | | | | |
| Small Firms | 17 | 5.1 | 146 | 2.7 |
| Medium Size Firms | 4 | 4.0 | 313 | 4.4 |
| All Size Firms | 21 | 4.7 | 459 | 2.8 |
| 26% to 50% | | | | |
| Small Firms | 29 | 8.7 | 115 | 2.1 |
| Medium Size Firms | 19 | 19.0 | 1,713 | 24.3 |
| Large Firms | 2 | 18.2 | 320 | 8.4 |
| All Size Firms | 50 | 11.2 | 2,148 | 13.2 |
| 51% to 75% | | | | |
| Medium Size Firms | 5 | 5.0 | 232 | 3.3 |
| Large Firms | 5 | 45.5 | 2,375 | 62.1 |
| All Size Firms | 10 | 2.2 | 2,607 | 16.0 |
| 76% to 99% | | | | |
| Small Firms | 45 | 13.5 | 368 | 6.8 |
| Medium Size Firms | 9 | 9.0 | 1,151 | 16.4 |
| All Size Firms | 54 | 12.1 | 1,519 | 9.3 |
| 100% | | | | |
| Small Firms | 137 | 41.0 | 2,789 | 51.7 |
| Medium Size Firms | 9 | 9.0 | 508 | 7.2 |
| All Size Firms | 146 | 32.8 | 3,297 | 20.3 |
| Subtotal of Small Firms | 334 | 100.0 | 5,391 | 100.0 |
| Subtotal of Medium Size Firms | 100 | 100.0 | 7,038 | 100.0 |
| Subtotal of Large Firms | 11 | 100.0 | 3,825 | 100.0 |
| Grand Total | 445 | 100.0 | 16,254 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction 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. 37 construction firms, or 97.4% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Part-time Hourly

TABLE 33I: Dental Care Plan Employee Cost Compensation for Oklahoma Construction Part-time Hourly Employees by Firm Size.* Question 33: "What percentage of the cost of the medical/health care plan(s) do you pay for the employee (employee only)?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 24 | 58.5 | 29 | 64.4 |
| All Size Firms | 24 | 49.0 | 29 | 47.5 |
| 1% to 25% | | | | |
| Small Firms | 17 | 41.5 | 16 | 35.6 |
| Medium Size Firms | 4 | 50.0 | 4 | 25.0 |
| All Size Firms | 21 | 42.9 | 20 | 32.8 |
| 26% to 50% | | | | |
| Medium Size Firms | 4 | 50.0 | 12 | 75.0 |
| All Size Firms | 4 | 8.2 | 12 | 19.7 |
| Subtotal of Small Firms | 41 | 100.0 | 45 | 100.0 |
| Subtotal of Medium Size Firms | 8 | 100.0 | 16 | 100.0 |
| Grand Total | 49 | 100.0 | 61 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a dental care plan by answering yes on question 31. 4 construction firms, or 100.0% of the applicable construction firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

CONSTRUCTION
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 215 | 48.5 | 1,776 | 69.8 |
| Medium Size Firms | 54 | 54.5 | 734 | 53.1 |
| Large Firms | 4 | 44.4 | 449 | 40.1 |
| All Size Firms | 273 | 49.5 | 2,959 | 58.6 |
| 1% to 25% | | | | |
| Medium Size Firms | 10 | 10.1 | 113 | 8.2 |
| All Size Firms | 10 | 1.8 | 113 | 2.2 |
| 26% to 50% | | | | |
| Small Firms | 40 | 9.0 | 288 | 11.3 |
| Medium Size Firms | 9 | 9.1 | 249 | 18.0 |
| All Size Firms | 49 | 8.9 | 537 | 10.6 |
| 51% to 75% | | | | |
| Small Firms | 57 | 12.9 | 80 | 3.1 |
| Medium Size Firms | 9 | 9.1 | 70 | 5.1 |
| All Size Firms | 66 | 12.0 | 150 | 3.0 |
| 76% to 99% | | | | |
| Medium Size Firms | 8 | 8.1 | 150 | 10.9 |
| All Size Firms | 8 | 1.5 | 150 | 3.0 |
| 100% | | | | |
| Small Firms | 131 | 29.6 | 399 | 15.7 |
| Medium Size Firms | 9 | 9.1 | 66 | 4.8 |
| Large Firms | 5 | 55.6 | 672 | 59.9 |
| All Size Firms | 145 | 26.3 | 1,137 | 22.5 |
| Subtotal of Small Firms | 443 | 100.0 | 2,543 | 100.0 |
| Subtotal of Medium Size Firms | 99 | 100.0 | 1,382 | 100.0 |
| Subtotal of Large Firms | 9 | 100.0 | 1,121 | 100.0 |
| Grand Total | 551 | 100.0 | 5,046 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction 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. 40 construction firms, or 97.4% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 191 | 57.2 | 3,000 | 55.6 |
| Medium Size Firms | 54 | 54.0 | 3,121 | 44.4 |
| Large Firms | 6 | 54.5 | 1,450 | 37.9 |
| All Size Firms | 251 | 56.4 | 7,571 | 46.6 |
| 1% to 25% | | | | |
| Medium Size Firms | 10 | 10.0 | 663 | 9.4 |
| All Size Firms | 10 | 2.2 | 663 | 4.1 |
| 26% to 50% | | | | |
| Small Firms | 29 | 8.7 | 115 | 2.1 |
| Medium Size Firms | 13 | 13.0 | 1,363 | 19.4 |
| All Size Firms | 42 | 9.4 | 1,478 | 9.1 |
| 51% to 75% | | | | |
| Small Firms | 17 | 5.1 | 81 | 1.5 |
| Medium Size Firms | 9 | 9.0 | 455 | 6.5 |
| All Size Firms | 26 | 5.8 | 536 | 3.3 |
| 76% to 99% | | | | |
| Small Firms | 29 | 8.7 | 287 | 5.3 |
| Medium Size Firms | 8 | 8.0 | 1,010 | 14.4 |
| All Size Firms | 37 | 8.3 | 1,297 | 8.0 |
| 100% | | | | |
| Small Firms | 68 | 20.4 | 1,908 | 35.4 |
| Medium Size Firms | 6 | 6.0 | 425 | 6.0 |
| Large Firms | 5 | 45.5 | 2,375 | 62.1 |
| All Size Firms | 79 | 17.8 | 4,708 | 29.0 |
| Subtotal of Small Firms | 334 | 100.0 | 5,391 | 100.0 |
| Subtotal of Medium Size Firms | 100 | 100.0 | 7,037 | 100.0 |
| Subtotal of Large Firms | 11 | 100.0 | 3,825 | 100.0 |
| Grand Total | 445 | 100.0 | 16,253 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction 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. 37 construction firms, or 97.4% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Part-time Hourly

TABLE 33I: Dental Care Plan Employee Dependent Cost Compensation for Oklahoma Construction Part-time Hourly Employees by Firm Size.* Question 34: "What percentage of the cost of the dental care plan(s) do you pay for an employee's dependents?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | Small Firms | 40 | 45 | 100.0 |
| | All Size Firms | 40 | 45 | 73.8 |
| 1% to 25% | Medium Size Firms | 4 | 4 | 25.0 |
| | All Size Firms | 4 | 4 | 6.6 |
| 26% to 50% | Medium Size Firms | 4 | 12 | 75.0 |
| | All Size Firms | 4 | 12 | 19.7 |
| Subtotal of Small Firms | 40 | 100.0 | 45 | 100.0 |
| Subtotal of Medium Size Firms | 8 | 100.0 | 16 | 100.0 |
| Grand Total | 48 | 100.0 | 61 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a dental care plan by answering yes on question 31. 4 construction firms, or 100.0% of the applicable construction firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

CONSTRUCTION

Salaried

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| LONG TERM DISABILITY INSURANCE | | | | |
| Small Firms | 230 | 22.2 | 588 | 11.5 |
| Medium Size Firms | 20 | 23.3 | 419 | 31.6 |
| Large Firms | 5 | 71.4 | 672 | 60.8 |
| All Size Firms | 255 | 22.5 | 1,679 | 22.3 |
| EMPLOYEE ASSISTANCE PROGRAM | | | | |
| Small Firms | 87 | 8.4 | 197 | 3.9 |
| Medium Size Firms | 12 | 14.0 | 231 | 17.4 |
| Large Firms | 2 | 28.6 | 433 | 39.2 |
| All Size Firms | 101 | 8.9 | 861 | 11.4 |
| WELLNESS PROGRAM | | | | |
| Small Firms | 85 | 8.2 | 565 | 11.1 |
| Medium Size Firms | 3 | 3.5 | 117 | 8.8 |
| All Size Firms | 88 | 7.8 | 682 | 9.1 |
| VISION CARE PROGRAM | | | | |
| Small Firms | 189 | 18.2 | 531 | 10.4 |
| Medium Size Firms | 26 | 30.2 | 345 | 26.0 |
| Large Firms | 2 | 28.6 | 433 | 39.2 |
| All Size Firms | 217 | 19.2 | 1,309 | 17.4 |
| PRESCRIPTION DRUG PLAN | | | | |
| Small Firms | 726 | 69.9 | 3,726 | 73.1 |
| Medium Size Firms | 55 | 64.0 | 889 | 67.0 |
| Large Firms | 7 | 100.0 | 1,105 | 100.0 |
| All Size Firms | 788 | 69.7 | 5,720 | 76.0 |
| MENTAL HEALTH RIDER | | | | |
| Medium Sized Firms | 22 | 25.6 | 287 | 21.6 |
| Large Firms | 5 | 71.4 | 672 | 60.8 |
| All Size Firms | 27 | 2.4 | 959 | 12.7 |
| LIFE INSURANCE | | | | |
| Small Firms | 580 | 55.9 | 3,500 | 68.7 |
| Medium Size Firms | 83 | 96.5 | 1,142 | 86.1 |
| Large Firms | 7 | 100.0 | 1,105 | 100.0 |
| All Size Firms | 670 | 59.2 | 5,747 | 76.4 |
| ACCIDENTAL DEATH INSURANCE | | | | |
| Small Firms | 154 | 14.8 | 682 | 13.4 |
| Medium Size Firms | 46 | 53.5 | 610 | 46.0 |
| Large Firms | 7 | 100.0 | 1,105 | 100.0 |
| All Size Firms | 207 | 18.3 | 2,397 | 31.9 |

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

| 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 |
|--|------------------------------------|--|--|--|
| DEPENDENT LIFE INSURANCE | | | | |
| Small Firms | 98 | 9.4 | 150 | 2.9 |
| Medium Size Firms | 13 | 15.1 | 450 | 33.9 |
| Large Firms | 5 | 71.4 | 672 | 60.8 |
| All Size Firms | 116 | 10.3 | 1,272 | 16.9 |
| ILL CHILD DAYCARE | | | | |
| Medium Size Firms | 8 | 9.3 | 133 | 10.0 |
| All Size Firms | 8 | 0.7 | 133 | 1.8 |
| LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN | | | | |
| Small Firms | 29 | 2.8 | 172 | 3.4 |
| Medium Size Firms | 3 | 3.5 | 117 | 8.8 |
| All Size Firms | 32 | 2.8 | 289 | 3.8 |
| ELDER DAYCARE (for an employee's relative) | | | | |
| Medium Size Firms | 3 | 3.5 | 117 | 8.8 |
| All Size Firms | 3 | 0.3 | 117 | 1.6 |
| Subtotal of Small Firms | 1,038 | 100.0 | 5,094 | 100.0 |
| Subtotal of Medium Size Firms | 86 | 100.0 | 1,326 | 100.0 |
| Subtotal of Large Firms | 7 | 100.0 | 1,105 | 100.0 |
| Grand Total | 1,131 | 100.0 | 7,525 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more salaried employees that responded to this question. 55 firms, or 55.6% of the construction 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 with no firms are omitted from this table.

CONSTRUCTION

Full-time Hourly

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

| 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 | | | | |
| Small Firms | 144 | 14.9 | 1,905 | 14.8 |
| Medium Size Firms | 22 | 22.4 | 2,280 | 33.8 |
| Large Firms | 5 | 71.4 | 2,375 | 88.1 |
| All Size Firms | 171 | 16.0 | 6,560 | 29.4 |
| EMPLOYEE ASSISTANCE PROGRAM | | | | |
| Small Firms | 98 | 10.2 | 1,008 | 7.8 |
| Medium Size Firms | 12 | 12.2 | 1,282 | 19.0 |
| All Size Firms | 110 | 10.3 | 2,290 | 10.3 |
| WELLNESS PROGRAM | | | | |
| Small Firms | 45 | 4.7 | 605 | 4.7 |
| Medium Size Firms | 3 | 3.1 | 83 | 1.2 |
| All Size Firms | 48 | 4.5 | 688 | 3.1 |
| VISION CARE PROGRAM | | | | |
| Small Firms | 161 | 16.7 | 2,580 | 20.0 |
| Medium Size Firms | 27 | 27.6 | 2,052 | 30.5 |
| Large Firms | 2 | 28.6 | 320 | 11.9 |
| All Size Firms | 190 | 17.8 | 4,952 | 22.2 |
| PRESCRIPTION DRUG PLAN | | | | |
| Small Firms | 544 | 56.4 | 7,413 | 57.5 |
| Medium Size Firms | 61 | 62.2 | 5,037 | 74.8 |
| Large Firms | 7 | 100.0 | 2,695 | 100.0 |
| All Size Firms | 612 | 57.2 | 15,145 | 67.8 |
| MENTAL HEALTH RIDER | | | | |
| Small Firms | 29 | 3.0 | 287 | 2.2 |
| Medium Sized Firms | 22 | 22.4 | 1,808 | 26.8 |
| Large Firms | 5 | 71.4 | 2,375 | 88.1 |
| All Size Firms | 56 | 5.2 | 4,470 | 20.0 |
| LIFE INSURANCE | | | | |
| Small Firms | 530 | 54.9 | 8,898 | 69.0 |
| Medium Size Firms | 90 | 91.8 | 6,038 | 89.6 |
| Large Firms | 7 | 100.0 | 2,695 | 100.0 |
| All Size Firms | 627 | 58.6 | 17,631 | 78.9 |
| ACCIDENTAL DEATH INSURANCE | | | | |
| Small Firms | 160 | 16.6 | 2,619 | 20.3 |
| Medium Size Firms | 48 | 49.0 | 3,926 | 58.3 |
| Large Firms | 7 | 100.0 | 2,695 | 100.0 |
| All Size Firms | 215 | 20.1 | 9,240 | 41.4 |

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

| 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 |
|--|------------------------------------|--|--|--|
| DEPENDENT LIFE INSURANCE | | | | |
| Small Firms | 121 | 12.5 | 838 | 6.5 |
| Medium Size Firms | 10 | 10.2 | 517 | 7.7 |
| Large Firms | 5 | 71.4 | 2,375 | 88.1 |
| All Size Firms | 136 | 12.7 | 3,730 | 16.7 |
| ILL CHILD DAYCARE | | | | |
| Medium Size Firms | 8 | 8.2 | 766 | 11.4 |
| All Size Firms | 8 | 0.7 | 766 | 3.4 |
| LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN | | | | |
| Medium Size Firms | 3 | 3.1 | 83 | 1.2 |
| All Size Firms | 3 | 0.3 | 83 | 0.4 |
| ELDER DAYCARE (for an employee's relative) | | | | |
| Medium Size Firms | 3 | 3.1 | 83 | 1.2 |
| All Size Firms | 3 | 0.3 | 83 | 0.4 |
| OTHER (please name) | | | | |
| Small Firms | 23 | 2.4 | 829 | 6.4 |
| All Size Firms | 23 | 2.1 | 829 | 3.7 |
| Subtotal of Small Firms | 965 | 100.0 | 12,903 | 100.0 |
| Subtotal of Medium Size Firms | 98 | 100.0 | 6,736 | 100.0 |
| Subtotal of Large Firms | 7 | 100.0 | 2,695 | 100.0 |
| Grand Total | 1,070 | 100.0 | 22,334 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more full-time hourly employees that responded to this question. 54 firms, or 46.2% of the construction 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 with no firms are omitted from this table.

CONSTRUCTION

Part-time Hourly

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

| 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 |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| WELLNESS PROGRAM | | | | |
| Small Firms | 17 | 14.9 | 16 | 4.9 |
| All Size Firms | 17 | 13.8 | 16 | 4.6 |
| PRESCRIPTION DRUG PLAN | | | | |
| Small Firms | 97 | 85.1 | 308 | 95.1 |
| Medium Size Firms | 4 | 44.4 | 12 | 50.0 |
| All Size Firms | 101 | 82.1 | 320 | 92.0 |
| LIFE INSURANCE | | | | |
| Small Firms | 44 | 38.6 | 114 | 35.2 |
| Medium Size Firms | 5 | 55.6 | 13 | 54.2 |
| All Size Firms | 49 | 39.8 | 127 | 36.5 |
| Subtotal of Small Firms | 114 | 100.0 | 324 | 100.0 |
| Subtotal of Medium Size Firms | 9 | 100.0 | 24 | 100.0 |
| Grand Total | 123 | 100.0 | 348 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more part-time hourly employees that responded to this question. 6 firms, or 14.0% of the construction 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 with no firms are omitted from this table.

CONSTRUCTION
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| DO NOT OFFER ANY MEDICAL/HEALTH/DENTAL BENEFITS | | | | |
| Small Firms | 707 | 37.1 | 1,999 | 27.0 |
| Medium Size Firms | 6 | 4.3 | 75 | 4.2 |
| All Size Firms | 713 | 34.7 | 2,074 | 20.1 |
| NO WAITING PERIOD REQUIRED | | | | |
| Small Firms | 103 | 5.4 | 1,150 | 15.5 |
| Medium Size Firms | 24 | 17.1 | 207 | 11.5 |
| Large Firms | 2 | 22.2 | 433 | 38.6 |
| All Size Firms | 129 | 6.3 | 1,790 | 17.3 |
| YES, 30 DAYS OR LESS | | | | |
| Small Firms | 51 | 2.7 | 150 | 2.0 |
| Medium Size Firms | 15 | 10.7 | 340 | 18.9 |
| All Size Firms | 66 | 3.2 | 490 | 4.7 |
| 31 to 60 DAYS | | | | |
| Small Firms | 102 | 5.4 | 398 | 5.4 |
| Medium Size Firms | 15 | 10.7 | 87 | 4.8 |
| All Size Firms | 117 | 5.7 | 485 | 4.7 |
| 61 to 90 DAYS | | | | |
| Small Firms | 304 | 15.9 | 1,126 | 15.2 |
| Medium Size Firms | 31 | 22.1 | 627 | 34.8 |
| Large Firms | 5 | 55.6 | 672 | 59.9 |
| All Size Firms | 340 | 16.5 | 2,425 | 23.5 |
| MORE THAN 90 DAYS | | | | |
| Small Firms | 521 | 27.3 | 2,104 | 28.4 |
| Medium Size Firms | 44 | 31.4 | 430 | 23.9 |
| Large Firms | 2 | 22.2 | 16 | 1.4 |
| All Size Firms | 567 | 27.6 | 2,550 | 24.7 |
| VARIABLES, ACCORDING TO PLANS AND/OR UNION CONTRACT | | | | |
| Small Firms | 118 | 6.2 | 481 | 6.5 |
| Medium Size Firms | 5 | 3.6 | 34 | 1.9 |
| All Size Firms | 123 | 6.0 | 515 | 5.0 |
| Subtotal of Small Firms | 1,906 | 100.0 | 7,408 | 100.0 |
| Subtotal of Medium Size Firms | 140 | 100.0 | 1,800 | 100.0 |
| Subtotal of Large Firms | 9 | 100.0 | 1,121 | 100.0 |
| Grand Total | 2,055 | 100.0 | 10,329 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more salaried employees that responded to this question. 92 firms, or 92.9% of the construction firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| DO NOT OFFER ANY MEDICAL/HEALTH/DENTAL BENEFITS | | | | |
| Small Firms | 978 | 45.2 | 6,164 | 27.7 |
| Medium Size Firms | 6 | 4.1 | 550 | 5.5 |
| All Size Firms | 984 | 42.4 | 6,714 | 18.6 |
| NO WAITING PERIOD REQUIRED | | | | |
| Small Firms | 24 | 1.1 | 143 | 0.6 |
| Medium Size Firms | 19 | 12.8 | 1,085 | 10.9 |
| All Size Firms | 43 | 1.9 | 1,228 | 3.4 |
| YES, 30 DAYS OR LESS | | | | |
| Small Firms | 51 | 2.4 | 813 | 3.7 |
| Medium Size Firms | 9 | 6.1 | 507 | 5.1 |
| All Size Firms | 60 | 2.6 | 1,320 | 3.7 |
| 31 to 60 DAYS | | | | |
| Small Firms | 85 | 3.9 | 1,355 | 6.1 |
| Medium Size Firms | 15 | 10.1 | 742 | 7.4 |
| Large Firms | 2 | 18.2 | 573 | 15.0 |
| All Size Firms | 102 | 4.4 | 2,670 | 7.4 |
| 61 to 90 DAYS | | | | |
| Small Firms | 189 | 8.7 | 2,851 | 12.8 |
| Medium Size Firms | 41 | 27.7 | 2,478 | 24.8 |
| Large Firms | 7 | 63.6 | 2,695 | 70.5 |
| All Size Firms | 237 | 10.2 | 8,024 | 22.3 |
| MORE THAN 90 DAYS | | | | |
| Small Firms | 669 | 30.9 | 7,726 | 34.8 |
| Medium Size Firms | 53 | 35.8 | 3,690 | 37.0 |
| Large Firms | 2 | 18.2 | 557 | 14.6 |
| All Size Firms | 724 | 31.2 | 11,973 | 33.2 |
| VARIABLES, ACCORDING TO PLANS AND/OR UNION CONTRACT | | | | |
| Small Firms | 166 | 7.7 | 3,173 | 14.3 |
| Medium Size Firms | 5 | 3.4 | 927 | 9.3 |
| All Size Firms | 171 | 7.4 | 4,100 | 11.4 |
| Subtotal of Small Firms | 2,162 | 100.0 | 22,225 | 100.0 |
| Subtotal of Medium Size Firms | 148 | 100.0 | 9,979 | 100.0 |
| Subtotal of Large Firms | 11 | 100.0 | 3,825 | 100.0 |
| Grand Total | 2,321 | 100.0 | 36,029 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more full-time hourly employees that responded to this question. 99 firms, or 84.6% of the construction firms with full-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| DO NOT OFFER ANY MEDICAL/ HEALTH/DENTAL BENEFITS | | | | |
| Small Firms | 346 | 53.0 | 826 | 63.2 |
| Medium Size Firms | 6 | 26.1 | 25 | 43.9 |
| All Size Firms | 352 | 52.1 | 851 | 62.4 |
| NO WAITING PERIOD REQUIRED | | | | |
| Small Firms | 63 | 9.6 | 61 | 4.7 |
| Medium Size Firms | | 0.0 | | 0.0 |
| All Size Firms | 63 | 9.3 | 61 | 4.5 |
| 31 to 60 DAYS | | | | |
| Small Firms | 23 | 3.5 | 18 | 1.4 |
| Medium Size Firms | 5 | 21.7 | 13 | 22.8 |
| All Size Firms | 28 | 4.1 | 31 | 2.3 |
| 61 to 90 DAYS | | | | |
| Small Firms | 40 | 6.1 | 32 | 2.4 |
| Medium Size Firms | 12 | 52.2 | 19 | 33.3 |
| All Size Firms | 52 | 7.7 | 51 | 3.7 |
| MORE THAN 90 DAYS | | | | |
| Small Firms | 141 | 21.6 | 338 | 25.9 |
| All Size Firms | 141 | 20.9 | 338 | 24.8 |
| VARIES, ACCORDING TO PLANS AND/OR UNION CONTRACT | | | | |
| Small Firms | 40 | 6.1 | 32 | 2.4 |
| All Size Firms | 40 | 5.9 | 32 | 2.3 |
| Subtotal of Small Firms | 653 | 100.0 | 1,307 | 100.0 |
| Subtotal of Medium Size Firms | 23 | 100.0 | 57 | 100.0 |
| Grand Total | 676 | 100.0 | 1,364 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more part-time hourly employees that responded to this question. 26 firms, or 60.5% of the construction firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Salary

TABLE 37G: Retirement Plans for Oklahoma Construction Salary Employees by Firm Size.* Question 37: "Please check boxes indicating retirement plans you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-----------------------------------|------------------------------------|--|--|--|
| NO RETIREMENT PLAN OFFERED | | | | |
| Small Firms | 1,321 | 64.8 | 4,501 | 59.4 |
| Medium Size Firms | 27 | 19.1 | 155 | 8.7 |
| All Size Firms | 1,348 | 61.6 | 4,656 | 44.4 |
| DEFINED BENEFIT PLAN | | | | |
| Small Firms | 80 | 3.9 | 150 | 2.0 |
| Medium Size Firms | 11 | 7.8 | 101 | 5.7 |
| All Size Firms | 91 | 4.2 | 251 | 2.4 |
| DEFINED CONTRIBUTION PLAN | | | | |
| Small Firms | 516 | 25.3 | 2,665 | 35.1 |
| Medium Size Firms | 93 | 66.0 | 1,429 | 80.1 |
| Large Firms | 9 | 100.0 | 1,121 | 100.0 |
| All Size Firms | 618 | 28.2 | 5,215 | 49.7 |
| PROFIT SHARING | | | | |
| Small Firms | 17 | 0.8 | 16 | 0.2 |
| Medium Size Firms | 18 | 12.8 | 328 | 18.4 |
| All Size Firms | 35 | 1.6 | 344 | 3.3 |
| OTHER (please name) | | | | |
| Small Firms | 121 | 5.9 | 267 | 3.5 |
| All Size Firms | 121 | 5.5 | 267 | 2.5 |
| Subtotal of Small Firms | 2,038 | 100.0 | 7,583 | 100.0 |
| Subtotal of Medium Size Firms | 141 | 100.0 | 1,783 | 100.0 |
| Subtotal of Large Firms | 9 | 100.0 | 1,121 | 100.0 |
| Grand Total | 2,188 | 100.0 | 10,487 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more salaried employees that responded to this question. 96 firms, or 97.0% of the construction 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 with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

TABLE 37H: Retirement Plans for Oklahoma Construction Full-time Hourly Employees by Firm Size.* Question 37: "Please check boxes indicating retirement plans you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-----------------------------------|------------------------------------|--|--|--|
| NO RETIREMENT PLAN OFFERED | | | | |
| Small Firms | 1,529 | 67.1 | 11,601 | 52.4 |
| Medium Size Firms | 32 | 21.1 | 1,603 | 15.8 |
| All Size Firms | 1,561 | 63.9 | 13,204 | 36.5 |
| DEFINED BENEFIT PLAN | | | | |
| Small Firms | 121 | 5.3 | 3,007 | 13.6 |
| Medium Size Firms | 11 | 7.2 | 886 | 8.7 |
| All Size Firms | 132 | 5.4 | 3,893 | 10.8 |
| DEFINED CONTRIBUTION PLAN | | | | |
| Small Firms | 509 | 22.3 | 6,463 | 29.2 |
| Medium Size Firms | 99 | 65.1 | 6,529 | 64.2 |
| Large Firms | 11 | 100.0 | 3,825 | 100.0 |
| All Size Firms | 619 | 25.3 | 16,817 | 46.5 |
| PROFIT SHARING | | | | |
| Small Firms | 57 | 2.5 | 497 | 2.2 |
| Medium Size Firms | 13 | 8.6 | 1,471 | 14.5 |
| All Size Firms | 70 | 2.9 | 1,968 | 5.4 |
| OTHER (please name) | | | | |
| Small Firms | 121 | 5.3 | 1,079 | 4.9 |
| Medium Size Firms | 5 | 3.3 | 232 | 2.3 |
| All Size Firms | 126 | 5.2 | 1,311 | 3.6 |
| Subtotal of Small Firms | 2,280 | 100.0 | 22,150 | 100.0 |
| Subtotal of Medium Size Firms | 152 | 100.0 | 10,177 | 100.0 |
| Subtotal of Large Firms | 11 | 100.0 | 3,825 | 100.0 |
| Grand Total | 2,443 | 100.0 | 36,152 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more full-time hourly employees that responded to this question. 104 firms, or 88.9% of the construction 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 with no firms are omitted from this table.

CONSTRUCTION

Part-time Hourly

TABLE 37I: Retirement Plans for Oklahoma Construction Part-time Hourly Employees by Firm Size.* Question 37: "Please check boxes indicating retirement plans you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-----------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO RETIREMENT PLAN OFFERED | | | | |
| Small Firms | 550 | 85.8 | 1,138 | 87.7 |
| Medium Size Firms | 13 | 39.4 | 11 | 13.8 |
| All Size Firms | 563 | 83.5 | 1,149 | 83.4 |
| DEFINED BENEFIT PLAN | | | | |
| Medium Size Firms | 5 | 15.2 | 20 | 25.0 |
| All Size Firms | 5 | 0.7 | 20 | 1.5 |
| DEFINED CONTRIBUTION PLAN | | | | |
| Small Firms | 91 | 14.2 | 159 | 12.3 |
| Medium Size Firms | 15 | 45.5 | 49 | 61.3 |
| All Size Firms | 106 | 15.7 | 208 | 15.1 |
| PROFIT SHARING | | | | |
| Small Firms | 40 | 6.2 | 32 | 2.5 |
| All Size Firms | 40 | 5.9 | 32 | 2.3 |
| Subtotal of Small Firms | 641 | 100.0 | 1,297 | 100.0 |
| Subtotal of Medium Size Firms | 33 | 100.0 | 80 | 100.0 |
| Grand Total | 674 | 100.0 | 1,377 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more part-time hourly employees that responded to this question. 28 firms, or 65.1% of the construction 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 with no firms are omitted from this table.

CONSTRUCTION
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| EMPLOYEE ONLY | | | | |
| Small Firms | 187 | 32.4 | 1,809 | 65.1 |
| Medium Size Firms | 17 | 16.2 | 119 | 8.6 |
| All Size Firms | 204 | 29.5 | 1,928 | 36.5 |
| EMPLOYER ONLY | | | | |
| Small Firms | 57 | 9.9 | 115 | 4.1 |
| Medium Size Firms | 15 | 14.3 | 117 | 8.5 |
| All Size Firms | 72 | 10.4 | 232 | 4.4 |
| EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF | | | | |
| Small Firms | 81 | 14.0 | 171 | 6.2 |
| Medium Size Firms | 23 | 21.9 | 294 | 21.3 |
| All Size Firms | 104 | 15.0 | 465 | 8.8 |
| EMPLOYER CONTRIBUTES THE LARGER SHARE | | | | |
| Medium Size Firms | 15 | 14.3 | 141 | 10.2 |
| All Size Firms | 15 | 2.2 | 141 | 2.7 |
| EMPLOYEE CONTRIBUTES THE LARGER SHARE | | | | |
| Small Firms | 253 | 43.8 | 684 | 24.6 |
| Medium Size Firms | 35 | 33.3 | 709 | 51.4 |
| Large Firms | 9 | 100.0 | 1,121 | 100.0 |
| All Size Firms | 297 | 42.9 | 2,514 | 47.6 |
| Subtotal of Small Firms | 578 | 100.0 | 2,779 | 100.0 |
| Subtotal of Medium Size Firms | 105 | 100.0 | 1,380 | 100.0 |
| Subtotal of Large Firms | 9 | 100.0 | 1,121 | 100.0 |
| Grand Total | 692 | 100.0 | 5,280 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction 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. 42 construction firms, or 80.8% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| EMPLOYEE ONLY | | | | |
| Small Firms | 177 | 24.7 | 2,803 | 27.0 |
| Medium Size Firms | 17 | 15.9 | 1,001 | 13.9 |
| All Size Firms | 194 | 23.2 | 3,804 | 17.8 |
| EMPLOYER ONLY | | | | |
| Small Firms | 57 | 7.9 | 1,464 | 14.1 |
| Medium Size Firms | 10 | 9.3 | 904 | 12.5 |
| All Size Firms | 67 | 8.0 | 2,368 | 11.1 |
| EMPLOYER AND EMPLOYEE EACH CONTRIBUTUTE HALF | | | | |
| Small Firms | 81 | 11.3 | 822 | 7.9 |
| Medium Size Firms | 25 | 23.4 | 1,704 | 23.6 |
| All Size Firms | 106 | 12.7 | 2,526 | 11.8 |
| EMPLOYER CONTRIBUTES THE LARGER SHARE | | | | |
| Small Firms | 41 | 5.7 | 1,419 | 13.7 |
| Medium Size Firms | 5 | 4.7 | 232 | 3.2 |
| All Size Firms | 46 | 5.5 | 1,651 | 7.7 |
| EMPLOYEE CONTRIBUTES THE LARGER SHARE | | | | |
| Small Firms | 361 | 50.3 | 3,871 | 37.3 |
| Medium Size Firms | 50 | 46.7 | 3,370 | 46.7 |
| Large Firms | 11 | 100.0 | 3,825 | 100.0 |
| All Size Firms | 422 | 50.5 | 11,066 | 51.7 |
| Subtotal of Small Firms | 717 | 100.0 | 10,379 | 100.0 |
| Subtotal of Medium Size Firms | 107 | 100.0 | 7,211 | 100.0 |
| Subtotal of Large Firms | 11 | 100.0 | 3,825 | 100.0 |
| Grand Total | 835 | 100.0 | 21,415 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction 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. 47 construction firms, or 73.4% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---------------------------------------|------------------------------------|--|--|--|
| EMPLOYEE ONLY | | | | |
| Medium Size Firms | 6 | 37.5 | 25 | 43.1 |
| All Size Firms | 6 | 7.2 | 25 | 13.3 |
| EMPLOYER ONLY | | | | |
| Medium Size Firms | 5 | 31.3 | 20 | 34.5 |
| All Size Firms | 5 | 6.0 | 20 | 10.6 |
| EMPLOYEE CONTRIBUTES THE LARGER SHARE | | | | |
| Small Firms | 67 | 100.0 | 130 | 100.0 |
| Medium Size Firms | 5 | 31.3 | 13 | 22.4 |
| All Size Firms | 72 | 86.7 | 143 | 76.1 |
| Subtotal of Small Firms | 67 | 100.0 | 130 | 100.0 |
| Subtotal of Medium Size Firms | 16 | 100.0 | 58 | 100.0 |
| Grand Total | 83 | 100.0 | 188 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a retirement plan by response on question 37. 5 construction firms, or 22.7% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Salary

TABLE 39G: Educational Benefits for Oklahoma Construction Salary Employees by Firm Size.* Question 39: "Do you provide education or tuition assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| NO ASSISTANCE OFFERED | | | | |
| Small Firms | 1,783 | 89.2 | 5,776 | 76.8 |
| Medium Size Firms | 104 | 77.0 | 1,151 | 64.9 |
| Large Firms | 4 | 44.4 | 449 | 40.1 |
| All Size Firms | 1,891 | 88.3 | 7,376 | 70.8 |
| YES, BASED ON SENIORITY/ YEARS OF SERVICE | | | | |
| Small Firms | 58 | 2.9 | 199 | 2.6 |
| Medium Size Firms | 5 | 3.7 | 8 | 0.5 |
| All Size Firms | 63 | 2.9 | 207 | 2.0 |
| YES, BASED ON COURSE GRADE | | | | |
| Small Firms | 58 | 2.9 | 199 | 2.6 |
| Medium Size Firms | 17 | 12.6 | 376 | 21.2 |
| Large Firms | 5 | 55.6 | 672 | 59.9 |
| All Size Firms | 80 | 3.7 | 1,247 | 12.0 |
| YES, MUST BE JOB RELATED | | | | |
| Small Firms | 215 | 10.8 | 1,743 | 23.2 |
| Medium Size Firms | 26 | 19.3 | 614 | 34.6 |
| Large Firms | 5 | 55.6 | 672 | 59.9 |
| All Size Firms | 246 | 11.5 | 3,029 | 29.1 |
| YES, AS LONG AS THE INSTITUTION IS ACCREDITED | | | | |
| Small Firms | 58 | 2.9 | 199 | 2.6 |
| Medium Size Firms | 8 | 5.9 | 226 | 12.7 |
| All Size Firms | 66 | 3.1 | 425 | 4.1 |
| YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE | | | | |
| Small Firms | 45 | 2.3 | 391 | 5.2 |
| Medium Size Firms | 5 | 3.7 | 34 | 1.9 |
| All Size Firms | 50 | 2.3 | 425 | 4.1 |
| Subtotal of Small Firms | 1,998 | 100.0 | 7,519 | 100.0 |
| Subtotal of Medium Size Firms | 135 | 100.0 | 1,773 | 100.0 |
| Subtotal of Large Firms | 9 | 100.0 | 1,121 | 100.0 |
| Grand Total | 2,142 | 100.0 | 10,413 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more salaried employees that responded to this question. 94 firms, or 94.9% of the construction 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 with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

TABLE 39H: Educational Benefits for Oklahoma Construction Full-time Hourly Employees by Firm Size.* Question 39: "Do you provide education or tuition assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| NO ASSISTANCE OFFERED | | | | |
| Small Firms | 2,175 | 91.6 | 21,240 | 93.8 |
| Medium Size Firms | 109 | 70.3 | 6,712 | 65.2 |
| Large Firms | 6 | 54.5 | 1,450 | 37.9 |
| All Size Firms | 2,290 | 90.2 | 29,402 | 80.0 |
| YES, BASED ON SENIORITY/ YEARS OF SERVICE | | | | |
| Small Firms | 87 | 3.7 | 694 | 3.1 |
| Medium Size Firms | 5 | 3.2 | 229 | 2.2 |
| All Size Firms | 92 | 3.6 | 923 | 2.5 |
| YES, BASED ON COURSE GRADE | | | | |
| Small Firms | 58 | 2.4 | 407 | 1.8 |
| Medium Size Firms | 21 | 13.5 | 1,940 | 18.8 |
| Large Firms | 5 | 45.5 | 2,375 | 62.1 |
| All Size Firms | 84 | 3.3 | 4,722 | 12.8 |
| YES, MUST BE JOB RELATED | | | | |
| Small Firms | 199 | 8.4 | 1,410 | 6.2 |
| Medium Size Firms | 41 | 26.5 | 3,352 | 32.6 |
| Large Firms | 5 | 45.5 | 2,375 | 62.1 |
| All Size Firms | 245 | 9.6 | 7,137 | 19.4 |
| YES, AS LONG AS THE INSTITUTION IS ACCREDITED | | | | |
| Small Firms | 58 | 2.4 | 407 | 1.8 |
| Medium Size Firms | 12 | 7.7 | 930 | 9.0 |
| All Size Firms | 70 | 2.8 | 1,337 | 3.6 |
| YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE | | | | |
| Small Firms | 45 | 1.9 | 433 | 1.9 |
| Medium Size Firms | 5 | 3.2 | 927 | 9.0 |
| All Size Firms | 50 | 2.0 | 1,360 | 3.7 |
| Subtotal of Small Firms | 2,374 | 100.0 | 22,650 | 100.0 |
| Subtotal of Medium Size Firms | 155 | 100.0 | 10,293 | 100.0 |
| Subtotal of Large Firms | 11 | 100.0 | 3,825 | 100.0 |
| Grand Total | 2,540 | 100.0 | 36,768 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more full-time hourly employees that responded to this question. 108 firms, or 92.3% of the construction 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 with no firms are omitted from this table.

CONSTRUCTION
Part-time Hourly

TABLE 39I: Educational Benefits for Oklahoma Construction Part-time Hourly Employees by Firm Size.* Question 39: "Do you provide education or tuition assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO ASSISTANCE OFFERED | | | | |
| Small Firms | 717 | 97.8 | 1,450 | 98.9 |
| Medium Size Firms | 28 | 84.8 | 68 | 85.0 |
| All Size Firms | 745 | 97.3 | 1,518 | 98.2 |
| YES, BASED ON SENIORITY/ YEARS OF SERVICE | | | | |
| Small Firms | 17 | 2.3 | 16 | 1.1 |
| All Size Firms | 17 | 2.2 | 16 | 1.0 |
| YES, BASED ON COURSE GRADE | | | | |
| Small Firms | 17 | 2.3 | 16 | 1.1 |
| Medium Size Firms | 4 | 12.1 | 12 | 15.0 |
| All Size Firms | 21 | 2.7 | 28 | 1.8 |
| YES, MUST BE JOB RELATED | | | | |
| Small Firms | 17 | 2.3 | 16 | 1.1 |
| Medium Size Firms | 4 | 12.1 | 12 | 15.0 |
| All Size Firms | 21 | 2.7 | 28 | 1.8 |
| YES, AS LONG AS THE INSTITUTION IS ACCREDITED | | | | |
| Small Firms | 17 | 2.3 | 16 | 1.1 |
| Medium Size Firms | 4 | 12.1 | 12 | 15.0 |
| All Size Firms | 21 | 2.7 | 28 | 1.8 |
| YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE | | | | |
| Small Firms | 17 | 2.3 | 16 | 1.1 |
| All Size Firms | 17 | 2.2 | 16 | 1.0 |
| Subtotal of Small Firms | 733 | 100.0 | 1,466 | 100.0 |
| Subtotal of Medium Size Firms | 33 | 100.0 | 80 | 100.0 |
| Grand Total | 766 | 100.0 | 1,546 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more part-time hourly employees that responded to this question. 31 firms, or 72.1% of the construction 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 with no firms are omitted from this table.

CONSTRUCTION
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| 1% to 25% | | | | |
| Medium Size Firms | 3 | 10.0 | 173 | 27.8 |
| All Size Firms | 3 | 1.2 | 173 | 5.7 |
| 26% to 50% | | | | |
| Small Firms | 44 | 20.6 | 358 | 20.5 |
| All Size Firms | 44 | 17.7 | 358 | 11.8 |
| 51% to 75% | | | | |
| Medium Size Firms | 10 | 33.3 | 42 | 6.7 |
| All Size Firms | 10 | 4.0 | 42 | 1.4 |
| 76% to 99% | | | | |
| Small Firms | 41 | 19.2 | 37 | 2.1 |
| Medium Size Firms | 3 | 10.0 | 117 | 18.8 |
| All Size Firms | 44 | 17.7 | 154 | 5.1 |
| 100% | | | | |
| Small Firms | 129 | 60.3 | 1,348 | 77.3 |
| Medium Size Firms | 14 | 46.7 | 291 | 46.7 |
| Large Firms | 5 | 100.0 | 672 | 100.0 |
| All Size Firms | 148 | 59.4 | 2,311 | 76.1 |
| Subtotal of Small Firms | 214 | 100.0 | 1,743 | 100.0 |
| Subtotal of Medium Size Firms | 30 | 100.0 | 623 | 100.0 |
| Subtotal of Large Firms | 5 | 100.0 | 672 | 100.0 |
| Grand Total | 249 | 100.0 | 3,038 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer educational benefits by response on question 39. 16 construction firms, or 76.2% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| 1% to 25% | | | | |
| Medium Size Firms | 3 | 6.7 | 90 | 2.5 |
| All Size Firms | 3 | 1.2 | 90 | 1.2 |
| 26% to 50% | | | | |
| Small Firms | 44 | 22.1 | 454 | 32.2 |
| All Size Firms | 44 | 17.7 | 454 | 6.2 |
| 51% to 75% | | | | |
| Medium Size Firms | 10 | 22.2 | 1,156 | 32.3 |
| All Size Firms | 10 | 4.0 | 1,156 | 15.7 |
| 76% to 99% | | | | |
| Small Firms | 41 | 20.6 | 261 | 18.5 |
| Medium Size Firms | 3 | 6.7 | 83 | 2.3 |
| All Size Firms | 44 | 17.7 | 344 | 4.7 |
| 100% | | | | |
| Small Firms | 114 | 57.3 | 695 | 49.3 |
| Medium Size Firms | 29 | 64.4 | 2,251 | 62.9 |
| Large Firms | 5 | 100.0 | 2,375 | 100.0 |
| All Size Firms | 148 | 59.4 | 5,321 | 72.2 |
| Subtotal of Small Firms | 199 | 100.0 | 1,410 | 100.0 |
| Subtotal of Medium Size Firms | 45 | 100.0 | 3,580 | 100.0 |
| Subtotal of Large Firms | 5 | 100.0 | 2,375 | 100.0 |
| Grand Total | 249 | 100.0 | 7,365 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Construction 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. 18 construction firms, or 66.7% of the applicable construction firms responded to this question. Firm sizes with no firms are omitted from this table.

CONSTRUCTION

Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|------------|---|-----------------------------------|---------------------------------|---------------------------------------|
| 1% to 25% | Small Firms 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 | | | |
| | Grand Total | | | |

CONSTRUCTION
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-----------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 1,664 | 80.0 | 5,362 | 69.7 |
| Medium Size Firms | 78 | 52.0 | 847 | 45.3 |
| Large Firms | 2 | 22.2 | 16 | 1.4 |
| All Size Firms | 1,744 | 77.9 | 6,225 | 58.3 |
| YES, FOR HEALTH EXPENSES | | | | |
| Small Firms | 415 | 20.0 | 2,333 | 30.3 |
| Medium Size Firms | 68 | 45.3 | 967 | 51.7 |
| Large Firms | 7 | 77.8 | 1,105 | 98.6 |
| All Size Firms | 490 | 21.9 | 4,405 | 41.2 |
| YES, FOR CHILDCARE EXPENSES | | | | |
| Small Firms | 253 | 12.2 | 1,587 | 20.6 |
| Medium Size Firms | 44 | 29.3 | 684 | 36.6 |
| Large Firms | 7 | 77.8 | 1,105 | 98.6 |
| All Size Firms | 304 | 13.6 | 3,376 | 31.6 |
| YES, OTHER EXPENSES (please name) | | | | |
| Medium Size Firms | 8 | 5.3 | 173 | 9.3 |
| All Size Firms | 8 | 0.4 | 173 | 1.6 |
| Subtotal of Small Firms | 2,079 | 100.0 | 7,695 | 100.0 |
| Subtotal of Medium Size Firms | 150 | 100.0 | 1,870 | 100.0 |
| Subtotal of Large Firms | 9 | 100.0 | 1,121 | 100.0 |
| Grand Total | 2,238 | 100.0 | 10,686 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more salaried employees that responded to this question. 99 firms, or 100.0% of the construction 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 with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-----------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 2,143 | 85.1 | 17,042 | 71.9 |
| Medium Size Firms | 87 | 54.4 | 5,313 | 50.8 |
| Large Firms | 2 | 18.2 | 557 | 14.6 |
| All Size Firms | 2,232 | 83.0 | 22,912 | 60.3 |
| YES, FOR HEALTH EXPENSES | | | | |
| Small Firms | 352 | 14.0 | 5,822 | 24.6 |
| Medium Size Firms | 68 | 42.5 | 4,711 | 45.0 |
| Large Firms | 9 | 81.8 | 3,268 | 85.4 |
| All Size Firms | 429 | 16.0 | 13,801 | 36.3 |
| YES, FOR CHILDCARE EXPENSES | | | | |
| Small Firms | 213 | 8.5 | 2,912 | 12.3 |
| Medium Size Firms | 44 | 27.5 | 3,248 | 31.0 |
| Large Firms | 7 | 63.6 | 2,695 | 70.5 |
| All Size Firms | 264 | 9.8 | 8,855 | 23.3 |
| YES, OTHER EXPENSES (please name) | | | | |
| Small Firms | 23 | 0.9 | 829 | 3.5 |
| Medium Size Firms | 8 | 5.0 | 521 | 5.0 |
| Large Firms | 2 | 18.2 | 573 | 15.0 |
| All Size Firms | 33 | 1.2 | 1,923 | 5.1 |
| Subtotal of Small Firms | 2,518 | 100.0 | 23,693 | 100.0 |
| Subtotal of Medium Size Firms | 160 | 100.0 | 10,462 | 100.0 |
| Subtotal of Large Firms | 11 | 100.0 | 3,825 | 100.0 |
| Grand Total | 2,689 | 100.0 | 37,980 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more full-time hourly employees that responded to this question. 113 firms, or 96.6% of the construction 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.

CONSTRUCTION
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 756 | 97.8 | 1,482 | 98.9 |
| Medium Size Firms | 31 | 75.6 | 58 | 63.7 |
| All Size Firms | 787 | 96.7 | 1,540 | 96.9 |
| YES, FOR HEALTH EXPENSES | | | | |
| Small Firms | 17 | 2.2 | 16 | 1.1 |
| Medium Size Firms | 10 | 24.4 | 33 | 36.3 |
| All Size Firms | 27 | 3.3 | 49 | 3.1 |
| Subtotal of Small Firms | 773 | 100.0 | 1,498 | 100.0 |
| Subtotal of Medium Size Firms | 41 | 100.0 | 91 | 100.0 |
| Grand Total | 814 | 100.0 | 1,589 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more part-time hourly employees that responded to this question. 34 firms, or 79.1% of the construction 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 with no firms are omitted from this table.

CONSTRUCTION
Salary

TABLE 42G: Childcare Assistance for Oklahoma Construction Salary Employees by Firm Size.* Question 42: "Do you offer childcare assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 1,982 | 100.0 | 7,375 | 100.0 |
| Medium Size Firms | 145 | 100.0 | 1,814 | 100.0 |
| Large Firms | 9 | 100.0 | 1,121 | 100.0 |
| All Size Firms | 2,136 | 100.0 | 10,310 | 100.0 |
| Subtotal of Small Firms | 1,982 | 100.0 | 7,375 | 100.0 |
| Subtotal of Medium Size Firms | 145 | 100.0 | 1,814 | 100.0 |
| Subtotal of Large Firms | 9 | 100.0 | 1,121 | 100.0 |
| Grand Total | 2,136 | 100.0 | 10,310 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more salaried employees that responded to this question. 99 firms, or 96.0% of the construction 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 with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

TABLE 42H: Childcare Assistance for Oklahoma Construction Full-time Hourly Employees by Firm Size.* Question 42: "Do you offer childcare assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 2,408 | 100.0 | 21,517 | 100.0 |
| Medium Size Firms | 160 | 100.0 | 10,225 | 100.0 |
| Large Firms | 11 | 100.0 | 3,825 | 100.0 |
| All Size Firms | 2,579 | 100.0 | 35,567 | 100.0 |
| Subtotal of Small Firms | 2,408 | 100.0 | 21,517 | 100.0 |
| Subtotal of Medium Size Firms | 160 | 100.0 | 10,225 | 100.0 |
| Subtotal of Large Firms | 11 | 100.0 | 3,825 | 100.0 |
| Grand Total | 2,579 | 100.0 | 35,567 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more full-time hourly employees that responded to this question. 110 firms, or 94.0% of the construction 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 with no firms are omitted from this table.

CONSTRUCTION
Part-time Hourly

TABLE 42I: Childcare Assistance for Oklahoma Construction Part-time Hourly Employees by Firm Size.* Question 42: "Do you offer childcare assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 813 | 100.0 | 1,530 | 100.0 |
| Medium Size Firms | 41 | 100.0 | 91 | 100.0 |
| All Size Firms | 854 | 100.0 | 1,621 | 100.0 |
| Subtotal of Small Firms | 813 | 100.0 | 1,530 | 100.0 |
| Subtotal of Medium Size Firms | 41 | 100.0 | 91 | 100.0 |
| Grand Total | 854 | 100.0 | 1,621 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more part-time hourly employees that responded to this question. 35 firms, or 81.4% of the construction 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 with no firms are omitted from this table.

CONSTRUCTION
Salary

TABLE 43G: Flexible Work Arrangements for Oklahoma Construction Salary Employees by Firm Size.* Question 43: "Do you offer flexible work arrangements?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|------------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 1,688 | 87.0 | 5,018 | 71.3 |
| Medium Size Firms | 127 | 90.7 | 1,677 | 92.5 |
| Large Firms | 7 | 77.8 | 688 | 61.4 |
| All Size Firms | 1,822 | 87.2 | 7,383 | 74.0 |
| FLEX-TIME | | | | |
| Small Firms | 224 | 11.5 | 1,895 | 26.9 |
| Medium Size Firms | 13 | 9.3 | 135 | 7.5 |
| Large Firms | 2 | 22.2 | 433 | 38.6 |
| All Size Firms | 239 | 11.4 | 2,463 | 24.7 |
| FOUR DAY (ten hour/day) WORK WEEKS | | | | |
| Small Firms | 27 | 1.4 | 126 | 1.8 |
| All Size Firms | 27 | 1.3 | 126 | 1.3 |
| TELECOMMUTING (work at home) | | | | |
| Small Firms | 51 | 2.6 | 241 | 3.4 |
| All Size Firms | 51 | 2.4 | 241 | 2.4 |
| Subtotal of Small Firms | 1,940 | 100.0 | 7,040 | 100.0 |
| Subtotal of Medium Size Firms | 140 | 100.0 | 1,812 | 100.0 |
| Subtotal of Large Firms | 9 | 100.0 | 1,121 | 100.0 |
| Grand Total | 2,089 | 100.0 | 9,973 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more salaried employees that responded to this question. 92 firms, or 92.9% of the construction 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 with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

TABLE 43H: Flexible Work Arrangements for Oklahoma Construction Full-time Hourly Employees by Firm Size.* Question 43: "Do you offer flexible work arrangements?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 2,191 | 90.5 | 20,220 | 92.7 |
| Medium Size Firms | 141 | 85.5 | 8,762 | 82.2 |
| Large Firms | 9 | 100.0 | 3,505 | 100.0 |
| All Size Firms | 2,341 | 90.2 | 32,487 | 90.3 |
| FLEX-TIME | | | | |
| Small Firms | 151 | 6.2 | 937 | 4.3 |
| Medium Size Firms | 19 | 11.5 | 1,660 | 15.6 |
| All Size Firms | 170 | 6.6 | 2,597 | 7.2 |
| FOUR DAY (ten hour/day) WORK WEEKS | | | | |
| Small Firms | 78 | 3.2 | 661 | 3.0 |
| Medium Size Firms | 5 | 3.0 | 241 | 2.3 |
| All Size Firms | 83 | 3.2 | 902 | 2.5 |
| TELECOMMUTING (work at home) | | | | |
| Small Firms | 27 | 1.1 | 238 | 1.1 |
| All Size Firms | 27 | 1.0 | 238 | 0.7 |
| Subtotal of Small Firms | 2,420 | 100.0 | 21,819 | 100.0 |
| Subtotal of Medium Size Firms | 165 | 100.0 | 10,663 | 100.0 |
| Subtotal of Large Firms | 9 | 100.0 | 3,505 | 100.0 |
| Grand Total | 2,594 | 100.0 | 35,987 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more full-time hourly employees that responded to this question. 110 firms, or 94.0% of the construction 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 with no firms are omitted from this table.

CONSTRUCTION
Part-time Hourly

TABLE 43I: Flexible Work Arrangements for Oklahoma Construction Part-time Hourly Employees by Firm Size.* Question 43: "Do you offer flexible work arrangements?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 624 | 78.4 | 787 | 49.9 |
| Medium Size Firms | 36 | 100.0 | 87 | 100.0 |
| All Size Firms | 660 | 79.3 | 874 | 52.5 |
| FLEX-TIME | | | | |
| Small Firms | 172 | 21.6 | 791 | 50.1 |
| All Size Firms | 172 | 20.7 | 791 | 47.5 |
| Subtotal of Small Firms | 796 | 100.0 | 1,578 | 100.0 |
| Subtotal of Medium Size Firms | 36 | 100.0 | 87 | 100.0 |
| Grand Total | 832 | 100.0 | 1,665 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more part-time hourly employees that responded to this question. 33 firms, or 76.7% of the construction 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 with no firms are omitted from this table.

CONSTRUCTION
Salary

TABLE 44G: Miscellaneous Benefits for Oklahoma Construction Salary Employees by Firm Size.* Question 44: "Please check boxes indicating any additional miscellaneous benefits your company offers."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| BONUSES | | | | |
| Small Firms | 1,094 | 100.0 | 3,840 | 100.0 |
| Medium Size Firms | 113 | 96.6 | 1,504 | 96.8 |
| Large Firms | 5 | 100.0 | 672 | 100.0 |
| All Size Firms | 1,212 | 99.7 | 6,016 | 99.2 |
| LONGEVITY PAY | | | | |
| Small Firms | 29 | 2.7 | 230 | 6.0 |
| Medium Size Firms | 3 | 2.6 | 81 | 5.2 |
| All Size Firms | 32 | 2.6 | 311 | 5.1 |
| STOCK OPTIONS | | | | |
| Small Firms | 17 | 1.6 | 16 | 0.4 |
| Medium Size Firms | 10 | 8.5 | 76 | 4.9 |
| All Size Firms | 27 | 2.2 | 92 | 1.5 |
| OTHER (please name) | | | | |
| Small Firms | 57 | 5.2 | 258 | 6.7 |
| Medium Size Firms | 4 | 3.4 | 48 | 3.1 |
| All Size Firms | 61 | 5.0 | 306 | 5.0 |
| Subtotal of Small Firms | 1,094 | 100.0 | 3,840 | 100.0 |
| Subtotal of Medium Size Firms | 117 | 100.0 | 1,553 | 100.0 |
| Subtotal of Large Firms | 5 | 100.0 | 672 | 100.0 |
| Grand Total | 1,216 | 100.0 | 6,065 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more salaried employees that responded to this question. 61 firms, or 61.6% of the construction 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 with no firms are omitted from this table.

CONSTRUCTION
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| BONUSES | | | | |
| Small Firms | 1,147 | 93.4 | 12,041 | 96.6 |
| Medium Size Firms | 103 | 92.8 | 7,339 | 94.7 |
| Large Firms | 7 | 77.8 | 2,948 | 90.2 |
| All Size Firms | 1,257 | 93.2 | 22,328 | 95.1 |
| SHIFT DIFFERENTIAL | | | | |
| Small Firms | 40 | 3.3 | 385 | 3.1 |
| Medium Size Firms | 10 | 9.0 | 915 | 11.8 |
| Large Firms | 2 | 22.2 | 320 | 9.8 |
| All Size Firms | 52 | 3.9 | 1,620 | 6.9 |
| LONGEVITY PAY | | | | |
| Medium Size Firms | 3 | 2.7 | 272 | 3.5 |
| All Size Firms | 3 | 0.2 | 272 | 1.2 |
| OTHER (please name) | | | | |
| Small Firms | 121 | 9.9 | 555 | 4.5 |
| Medium Size Firms | 4 | 3.6 | 142 | 1.8 |
| All Size Firms | 125 | 9.3 | 697 | 3.0 |
| Subtotal of Small Firms | 1,228 | 100.0 | 12,463 | 100.0 |
| Subtotal of Medium Size Firms | 111 | 100.0 | 7,753 | 100.0 |
| Subtotal of Large Firms | 9 | 100.0 | 3,268 | 100.0 |
| Grand Total | 1,348 | 100.0 | 23,484 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more full-time hourly employees that responded to this question. 65 firms, or 55.6% of the construction 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 with no firms are omitted from this table.

CONSTRUCTION
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| BONUSES | | | | |
| Small Firms | 172 | 100.0 | 368 | 100.0 |
| Medium Size Firms | 14 | 100.0 | 27 | 100.0 |
| All Size Firms | 186 | 100.0 | 395 | 100.0 |
| OTHER (please name) | | | | |
| Small Firms | 40 | 23.3 | 228 | 62.0 |
| All Size Firms | 40 | 21.5 | 228 | 57.7 |
| Subtotal of Small Firms | 172 | 100.0 | 368 | 100.0 |
| Subtotal of Medium Size Firms | 14 | 100.0 | 27 | 100.0 |
| Grand Total | 186 | 100.0 | 395 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more part-time hourly employees that responded to this question. 9 firms, or 20.9% of the construction 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 with no firms are omitted from this table.

CONSTRUCTION
All Employee Categories

TABLE 45C: Benefit Cost for Oklahoma Construction, 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)?"

| 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 |
|-------------------------------|------------------------------------|--|--|--|
| 15% or LESS | | | | |
| Small Firms | 2,105 | 70.6 | 20,741 | 59.2 |
| Medium Size Firms | 63 | 39.1 | 5,117 | 39.9 |
| Large Firms | 4 | 44.4 | 1,146 | 27.3 |
| All Size Firms | 2,172 | 69.0 | 27,004 | 51.9 |
| 16% to 20% | | | | |
| Small Firms | 434 | 14.6 | 5,795 | 16.5 |
| Medium Size Firms | 25 | 15.5 | 1,478 | 11.5 |
| All Size Firms | 459 | 14.6 | 7,273 | 14.0 |
| 21% to 25% | | | | |
| Small Firms | 145 | 4.9 | 2,569 | 7.3 |
| Medium Size Firms | 36 | 22.4 | 2,701 | 21.1 |
| All Size Firms | 181 | 5.7 | 5,270 | 10.1 |
| 26% to 30% | | | | |
| Small Firms | 272 | 9.1 | 5,835 | 16.6 |
| Medium Size Firms | 13 | 8.1 | 1,479 | 11.5 |
| Large Firms | 5 | 55.6 | 3,048 | 72.7 |
| All Size Firms | 290 | 9.2 | 10,362 | 19.9 |
| MORE THAN 30% | | | | |
| Small Firms | 24 | 0.8 | 114 | 0.3 |
| Medium Size Firms | 24 | 14.9 | 2,056 | 16.0 |
| All Size Firms | 48 | 1.5 | 2,170 | 4.2 |
| Subtotal of Small Firms | 2,980 | 100.0 | 35,054 | 100.0 |
| Subtotal of Medium Size Firms | 161 | 100.0 | 12,831 | 100.0 |
| Subtotal of Large Firms | 9 | 100.0 | 4,194 | 100.0 |
| Grand Total | 3,150 | 100.0 | 52,079 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes construction firms that have one or more employees that responded to this question. 126 firms, or 96.9% of the applicable construction firms responded to this question. Firms sizes with no firms are omitted from this table.

Oklahoma Employee Benefit Compensation

OESC 2005 Benefits Survey

Manufacturing



Vacation & Holiday

Health & Medical



Retirement, Bonuses
& Profit sharing



MANUFACTURING

Salaried

TABLE 1K: Number of Paid Holidays Offered for Oklahoma Salaried Manufacturing Employees by Firm Size.*

| 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 | | | | |
| Small Firms | 258 | 14.3 | 682 | 7.7 |
| Medium Size Firms | 12 | 3.3 | 239 | 2.7 |
| Large Firms | 2 | 2.4 | 35 | 0.4 |
| All Size Firms | 272 | 12.0 | 956 | 3.6 |
| SIX HOLIDAYS | | | | |
| Small Firms | 263 | 14.5 | 1,031 | 11.7 |
| Medium Size Firms | 73 | 19.8 | 1,378 | 15.5 |
| Large Firms | 3 | 3.6 | 104 | 1.2 |
| All Size Firms | 339 | 15.0 | 2,513 | 9.5 |
| SEVEN HOLIDAYS | | | | |
| Small Firms | 427 | 23.6 | 1563 | 17.7 |
| Medium Size Firms | 44 | 12.0 | 710 | 8.0 |
| Large Firms | 18 | 21.7 | 1,179 | 13.4 |
| All Size Firms | 489 | 21.6 | 3,452 | 13.0 |
| EIGHT HOLIDAYS | | | | |
| Small Firms | 411 | 22.7 | 2103 | 23.9 |
| Medium Size Firms | 53 | 14.4 | 962 | 10.8 |
| Large Firms | 11 | 13.3 | 442 | 5.0 |
| All Size Firms | 475 | 21.0 | 3,507 | 13.2 |
| NINE HOLIDAYS | | | | |
| Small Firms | 317 | 17.5 | 2621 | 29.7 |
| Medium Size Firms | 81 | 22.0 | 2,067 | 23.3 |
| Large Firms | 22 | 26.5 | 3,403 | 38.8 |
| All Size Firms | 420 | 18.6 | 8,091 | 30.6 |
| TEN HOLIDAYS | | | | |
| Small Firms | 100 | 5.5 | 418 | 4.7 |
| Medium Size Firms | 70 | 19.0 | 2,792 | 31.4 |
| Large Firms | 18 | 21.7 | 2,649 | 30.2 |
| All Size Firms | 188 | 8.3 | 5,859 | 22.1 |
| ELEVEN HOLIDAYS | | | | |
| Small Firms | 32 | 1.8 | 395 | 4.5 |
| Medium Size Firms | 26 | 7.1 | 450 | 5.1 |
| Large Firms | 9 | 10.8 | 961 | 11.0 |
| All Size Firms | 67 | 3.0 | 1,806 | 6.8 |
| TWELVE or MORE HOLIDAYS | | | | |
| Medium Size Firms | 9 | 2.4 | 291 | 3.3 |
| All Size Firms | 9 | 0.4 | 291 | 1.1 |
| Subtotal of Small Firms | 1,808 | 100.0 | 8,813 | 100.0 |
| Subtotal of Medium Size Firms | 368 | 100.0 | 8,889 | 100.0 |
| Subtotal of Large Firms | 83 | 100.0 | 8,773 | 100.0 |
| Grand Total | 2,259 | 100.0 | 26,475 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes manufacturing firms that have one or more salaried employees and offer one or more paid holidays. 250 manufacturing firms, or 96.9% of the manufacturing firms with salaried employees indicated that they offer at least one paid holiday. Size categories with no firms are omitted from this table.

MANUFACTURING

Full-time Hourly

TABLE 1L: Number of Paid Holidays Offered for Oklahoma Full-time Hourly Manufacturing Employees by Firm Size.*

| 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 | | | | |
| Small Firms | 280 | 14.9 | 2564 | 13.9 |
| Medium Size Firms | 13 | 3.6 | 1,351 | 4.5 |
| Large Firms | 3 | 3.4 | 956 | 2.5 |
| All Size Firms | 296 | 12.7 | 4,871 | 5.6 |
| SIX HOLIDAYS | | | | |
| Small Firms | 389 | 20.7 | 3,564 | 19.3 |
| Medium Size Firms | 76 | 20.9 | 6,026 | 20.2 |
| Large Firms | 6 | 6.8 | 4,289 | 11.1 |
| All Size Firms | 471 | 20.2 | 13,879 | 16.0 |
| SEVEN HOLIDAYS | | | | |
| Small Firms | 351 | 18.7 | 2873 | 15.6 |
| Medium Size Firms | 41 | 11.3 | 2,994 | 10.0 |
| Large Firms | 19 | 21.6 | 8,668 | 22.4 |
| All Size Firms | 411 | 17.6 | 14,535 | 16.7 |
| EIGHT HOLIDAYS | | | | |
| Small Firms | 444 | 23.6 | 4467 | 24.2 |
| Medium Size Firms | 47 | 12.9 | 3,550 | 11.9 |
| Large Firms | 11 | 12.5 | 2,892 | 7.5 |
| All Size Firms | 502 | 21.5 | 10,909 | 12.5 |
| NINE HOLIDAYS | | | | |
| Small Firms | 267 | 14.2 | 2782 | 15.1 |
| Medium Size Firms | 84 | 23.1 | 7,439 | 24.9 |
| Large Firms | 21 | 23.9 | 11,827 | 30.6 |
| All Size Firms | 372 | 15.9 | 22,048 | 25.4 |
| TEN HOLIDAYS | | | | |
| Small Firms | 132 | 7.0 | 1990 | 10.8 |
| Medium Size Firms | 62 | 17.1 | 4,762 | 16.0 |
| Large Firms | 18 | 20.5 | 4,952 | 12.8 |
| All Size Firms | 212 | 9.1 | 11,704 | 13.5 |
| ELEVEN HOLIDAYS | | | | |
| Small Firms | 19 | 1.0 | 185 | 1.0 |
| Medium Size Firms | 31 | 8.5 | 2,411 | 8.1 |
| Large Firms | 9 | 10.2 | 4,440 | 11.5 |
| All Size Firms | 59 | 2.5 | 7,036 | 8.1 |
| TWELVE or MORE HOLIDAYS | | | | |
| Medium Size Firms | 9 | 2.5 | 1,302 | 4.4 |
| Large Firms | 1 | 1.1 | 671 | 1.7 |
| All Size Firms | 10 | 0.4 | 1,973 | 2.3 |
| Subtotal of Small Firms | 1,882 | 100.0 | 18,425 | 100.0 |
| Subtotal of Medium Size Firms | 363 | 100.0 | 29,835 | 100.0 |
| Subtotal of Large Firms | 88 | 100.0 | 38,695 | 100.0 |
| Grand Total | 2,333 | 100.0 | 86,955 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes manufacturing firms that have one or more full-time hourly employees and offer one or more paid holidays. 255 manufacturing firms, or 96.2% of the manufacturing firms with full-time hourly employees indicated that they offer at least one paid holiday. Size categories with no firms are omitted from this table.

MANUFACTURING

Part-time Hourly

TABLE 1M: Number of Paid Holidays Offered for Oklahoma Part-time Hourly Manufacturing Employees by Firm Size.*

| 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 | | | | |
| Small Firms | 71 | 17.2 | 164 | 13.7 |
| Medium Size Firms | 2 | 1.7 | 2 | 0.5 |
| All Size Firms | 73 | 13.2 | 166 | 7.3 |
| SIX HOLIDAYS | | | | |
| Small Firms | 49 | 11.9 | 75 | 6.3 |
| Medium Size Firms | 34 | 29.1 | 82 | 21.5 |
| Large Firms | 1 | 4.5 | 47 | 6.7 |
| All Size Firms | 84 | 15.2 | 204 | 9.0 |
| SEVEN HOLIDAYS | | | | |
| Small Firms | 90 | 21.8 | 359 | 29.9 |
| Medium Size Firms | 12 | 10.3 | 71 | 18.6 |
| Large Firms | 6 | 27.3 | 33 | 4.7 |
| All Size Firms | 108 | 19.6 | 463 | 20.3 |
| EIGHT HOLIDAYS | | | | |
| Small Firms | 130 | 31.5 | 528 | 44.0 |
| Medium Size Firms | 4 | 3.4 | 15 | 3.9 |
| All Size Firms | 134 | 24.3 | 543 | 23.8 |
| NINE HOLIDAYS | | | | |
| Small Firms | 73 | 17.7 | 73 | 6.1 |
| Medium Size Firms | 35 | 29.9 | 152 | 39.9 |
| Large Firms | 9 | 40.9 | 59 | 8.5 |
| All Size Firms | 117 | 21.2 | 284 | 12.5 |
| TEN HOLIDAYS | | | | |
| Medium Size Firms | 21 | 17.9 | 50 | 13.1 |
| Large Firms | 3 | 13.6 | 510 | 73.1 |
| All Size Firms | 24 | 4.3 | 560 | 24.6 |
| ELEVEN HOLIDAYS | | | | |
| Medium Size Firms | 6 | 5.1 | 6 | 1.6 |
| Large Firms | 3 | 13.6 | 49 | 7.0 |
| All Size Firms | 9 | 1.6 | 55 | 2.4 |
| TWELVE or MORE HOLIDAYS | | | | |
| Medium Size Firms | 3 | 2.6 | 3 | 0.8 |
| All Size Firms | 3 | 0.5 | 3 | 0.1 |
| Subtotal of Small Firms | 413 | 100.0 | 1,199 | 100.0 |
| Subtotal of Medium Size Firms | 117 | 100.0 | 381 | 100.0 |
| Subtotal of Large Firms | 22 | 100.0 | 698 | 100.0 |
| Grand Total | 552 | 100.0 | 2,278 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes manufacturing firms that have one or more part-time hourly employees and offer one or more paid holidays. 66 manufacturing firms, or 52.0% of the manufacturing firms with part-time hourly employees indicated that they offer at least one paid holiday. Size categories with no firms are omitted from this table.

MANUFACTURING

Salaried

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

| Holiday Offered | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NEW YEAR'S DAY | | | | |
| Small Firms | 1,605 | 88.8 | 8,321 | 94.4 |
| Medium Size Firms | 364 | 98.9 | 8,848 | 99.5 |
| Large Firms | 81 | 97.6 | 8,773 | 100.0 |
| All Size Firms | 2,050 | 90.7 | 25,942 | 98.0 |
| MARTIN LUTHER KING DAY | | | | |
| Small Firms | 62 | 3.4 | 207 | 2.3 |
| Medium Size Firms | 2 | 0.5 | 99 | 1.1 |
| Large Firms | 2 | 2.4 | 72 | 0.8 |
| All Size Firms | 66 | 2.9 | 378 | 1.4 |
| PRESIDENT'S DAY | | | | |
| Small Firms | 81 | 4.5 | 590 | 6.7 |
| Medium Size Firms | 16 | 4.3 | 556 | 6.3 |
| Large Firms | 2 | 2.4 | 72 | 0.8 |
| All Size Firms | 99 | 4.4 | 1,218 | 4.6 |
| GOOD FRIDAY | | | | |
| Small Firms | 550 | 30.4 | 4,165 | 47.3 |
| Medium Size Firms | 167 | 45.4 | 4,718 | 53.1 |
| Large Firms | 39 | 47.0 | 4,278 | 48.8 |
| All Size Firms | 756 | 33.5 | 13,161 | 49.7 |
| MEMORIAL DAY | | | | |
| Small Firms | 1,669 | 92.3 | 8,467 | 96.1 |
| Medium Size Firms | 362 | 98.4 | 8,842 | 99.5 |
| Large Firms | 80 | 96.4 | 8,738 | 99.6 |
| All Size Firms | 2,111 | 93.4 | 26,047 | 98.4 |
| INDEPENDENCE DAY | | | | |
| Small Firms | 1,701 | 94.1 | 8,502 | 96.5 |
| Medium Sized Firms | 359 | 97.6 | 8,798 | 99.0 |
| Large Firms | 81 | 97.6 | 8,773 | 100.0 |
| All Size Firms | 2,141 | 94.8 | 26,073 | 98.5 |
| LABOR DAY | | | | |
| Small Firms | 1,541 | 85.2 | 7,754 | 88.0 |
| Medium Size Firms | 351 | 95.4 | 8,614 | 96.9 |
| Large Firms | 81 | 97.6 | 8,773 | 100.0 |
| All Size Firms | 1,973 | 87.3 | 25,141 | 95.0 |
| COLUMBUS DAY | | | | |
| Small Firms | 62 | 3.4 | 207 | 2.3 |
| Medium Size Firms | 2 | 0.5 | 99 | 1.1 |
| All Size Firms | 64 | 2.8 | 306 | 1.2 |
| VETERAN'S DAY | | | | |
| Small Firms | 84 | 4.6 | 324 | 3.7 |
| Medium Size Firms | 2 | 0.5 | 99 | 1.1 |
| All Size Firms | 86 | 3.8 | 423 | 1.6 |

TABLE 2j: Holidays, Manufacturing, Salaried (continued.)

| 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 |
|---|------------------------------------|--|--|--|
| THANKSGIVING DAY | | | | |
| Small Firms | 1,744 | 96.5 | 8,564 | 97.2 |
| Medium Size Firms | 362 | 98.4 | 8,722 | 98.1 |
| Large Firms | 80 | 96.4 | 8,681 | 99.0 |
| All Size Firms | 2,186 | 96.8 | 25,967 | 98.1 |
| DAY AFTER THANKSGIVING | | | | |
| Small Firms | 778 | 43.0 | 4,969 | 56.4 |
| Medium Size Firms | 250 | 67.9 | 6,747 | 75.9 |
| Large Firms | 58 | 69.9 | 7,358 | 83.9 |
| All Size Firms | 1,086 | 48.1 | 19,074 | 72.0 |
| CHRISTMAS EVE DAY | | | | |
| Small Firms | 437 | 24.2 | 2,445 | 27.7 |
| Medium Size Firms | 189 | 51.4 | 5,657 | 63.6 |
| Large Firms | 35 | 42.2 | 3,702 | 42.2 |
| All Size Firms | 661 | 29.3 | 11,804 | 44.6 |
| CHRISTMAS DAY | | | | |
| Small Firms | 1,771 | 98.0 | 8,707 | 98.8 |
| Medium Size Firms | 355 | 96.5 | 8,621 | 97.0 |
| Large Firms | 81 | 97.6 | 8,773 | 100.0 |
| All Size Firms | 2,207 | 97.7 | 26,101 | 98.6 |
| NEW YEAR'S EVE DAY | | | | |
| Small Firms | 380 | 21.0 | 1,712 | 19.4 |
| Medium Size Firms | 126 | 34.2 | 3,460 | 38.9 |
| Large Firms | 26 | 31.3 | 3,458 | 39.4 |
| All Size Firms | 532 | 23.6 | 8,630 | 32.6 |
| BIRTHDAY | | | | |
| Small Firms | 68 | 3.8 | 608 | 6.9 |
| Medium Size Firms | 24 | 6.5 | 409 | 4.6 |
| Large Firms | 14 | 16.9 | 1,876 | 21.4 |
| All Size Firms | 106 | 4.7 | 2,893 | 10.9 |
| ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY | | | | |
| Small Firms | 359 | 19.9 | 2,251 | 25.5 |
| Medium Size Firms | 75 | 20.4 | 1,841 | 20.7 |
| Large Firms | 33 | 39.8 | 3,547 | 40.4 |
| All Size Firms | 467 | 20.7 | 7,639 | 28.9 |
| OTHER (please name) | | | | |
| Small Firms | 34 | 1.9 | 571 | 6.5 |
| Medium Size Firms | 33 | 9.0 | 825 | 9.3 |
| Large Firms | 14 | 16.9 | 2,772 | 31.6 |
| All Size Firms | 81 | 3.6 | 4,168 | 15.7 |
| Offering Holiday(s) Totals | | | | |
| Subtotal of Small Firms | 1,808 | 100.0 | 8,813 | 100.0 |
| Subtotal of Medium Size Firms | 368 | 100.0 | 8,889 | 100.0 |
| Subtotal of Large Firms | 83 | 100.0 | 8,773 | 100.0 |
| Grand Total | 2,259 | 100.0 | 26,475 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes manufacturing firms that have one or more salaried employees that responded to this question. 250 manufacturing firms, or 96.9% of the manufacturing 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 responses and size categories with no firms are omitted from this table.

MANUFACTURING

Full-time Hourly

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

| Holiday Offered | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NEW YEAR'S DAY | | | | |
| Small Firms | 1,688 | 89.7 | 16,853 | 91.5 |
| Medium Size Firms | 353 | 97.2 | 29,302 | 98.2 |
| Large Firms | 88 | 100.0 | 38,695 | 100.0 |
| All Size Firms | 2,129 | 91.3 | 84,850 | 97.6 |
| MARTIN LUTHER KING DAY | | | | |
| Small Firms | 62 | 3.3 | 645 | 3.5 |
| Medium Size Firms | 2 | 0.6 | 93 | 0.3 |
| Large Firms | 2 | 2.3 | 1,583 | 4.1 |
| All Size Firms | 66 | 2.8 | 2,321 | 2.7 |
| PRESIDENT'S DAY | | | | |
| Small Firms | 81 | 4.3 | 1,028 | 5.6 |
| Medium Size Firms | 16 | 4.4 | 1,068 | 3.6 |
| Large Firms | 3 | 3.4 | 1,624 | 4.2 |
| All Size Firms | 100 | 4.3 | 3,720 | 4.3 |
| GOOD FRIDAY | | | | |
| Small Firms | 576 | 30.6 | 6,790 | 36.9 |
| Medium Size Firms | 170 | 46.8 | 14,728 | 49.4 |
| Large Firms | 40 | 45.5 | 17,166 | 44.4 |
| All Size Firms | 786 | 33.7 | 38,684 | 44.5 |
| MEMORIAL DAY | | | | |
| Small Firms | 1,691 | 89.9 | 16,394 | 89.0 |
| Medium Size Firms | 356 | 98.1 | 29,360 | 98.4 |
| Large Firms | 86 | 97.7 | 38,271 | 98.9 |
| All Size Firms | 2,133 | 91.4 | 84,025 | 96.6 |
| INDEPENDENCE DAY | | | | |
| Small Firms | 1,777 | 94.4 | 17,483 | 94.9 |
| Medium Sized Firms | 354 | 97.5 | 29,102 | 97.5 |
| Large Firms | 86 | 97.7 | 38,161 | 98.6 |
| All Size Firms | 2,217 | 95.0 | 84,746 | 97.5 |
| LABOR DAY | | | | |
| Small Firms | 1,587 | 84.3 | 15,856 | 86.1 |
| Medium Size Firms | 354 | 97.5 | 29,067 | 97.4 |
| Large Firms | 86 | 97.7 | 38,161 | 98.6 |
| All Size Firms | 2,027 | 86.9 | 83,084 | 95.5 |
| COLUMBUS DAY | | | | |
| Small Firms | 62 | 3.3 | 645 | 3.5 |
| Medium Size Firms | 2 | 0.6 | 93 | 0.3 |
| All Size Firms | 64 | 2.7 | 738 | 0.8 |
| ELECTION DAY | | | | |
| Large Firms | 1 | 1.1 | 671 | 1.7 |
| All Size Firms | 1 | 0.0 | 671 | 0.8 |
| VETERAN'S DAY | | | | |
| Small Firms | 84 | 4.5 | 818 | 4.4 |
| Medium Size Firms | 5 | 1.4 | 260 | 0.9 |
| All Size Firms | 89 | 3.8 | 1,078 | 1.2 |

TABLE 2K: Holidays, Manufacturing, Full-time Hourly (continued).

| 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 |
|---|------------------------------------|--|--|--|
| THANKSGIVING DAY | | | | |
| Small Firms | 1,854 | 98.5 | 18,091 | 98.2 |
| Medium Size Firms | 354 | 97.5 | 28,950 | 97.0 |
| Large Firms | 85 | 96.6 | 37,878 | 97.9 |
| All Size Firms | 2,293 | 98.3 | 84,919 | 97.7 |
| DAY AFTER THANKSGIVING | | | | |
| Small Firms | 789 | 41.9 | 8,111 | 44.0 |
| Medium Size Firms | 243 | 66.9 | 19,918 | 66.8 |
| Large Firms | 60 | 68.2 | 24,048 | 62.1 |
| All Size Firms | 1,092 | 46.8 | 52,077 | 59.9 |
| CHRISTMAS EVE DAY | | | | |
| Small Firms | 457 | 24.3 | 5,206 | 28.3 |
| Medium Size Firms | 187 | 51.5 | 15,488 | 51.9 |
| Large Firms | 36 | 40.9 | 15,249 | 39.4 |
| All Size Firms | 680 | 29.1 | 35,943 | 41.3 |
| CHRISTMAS DAY | | | | |
| Small Firms | 1,851 | 98.4 | 18,041 | 97.9 |
| Medium Size Firms | 347 | 95.6 | 28,393 | 95.2 |
| Large Firms | 86 | 97.7 | 38,161 | 98.6 |
| All Size Firms | 2,284 | 97.9 | 84,595 | 97.3 |
| NEW YEAR'S EVE DAY | | | | |
| Small Firms | 363 | 19.3 | 3,305 | 17.9 |
| Medium Size Firms | 116 | 32.0 | 10,301 | 34.5 |
| Large Firms | 29 | 33.0 | 10,928 | 28.2 |
| All Size Firms | 508 | 21.8 | 24,534 | 28.2 |
| BIRTHDAY | | | | |
| Small Firms | 68 | 3.6 | 832 | 4.5 |
| Medium Size Firms | 24 | 6.6 | 1,485 | 5.0 |
| Large Firms | 14 | 15.9 | 7,243 | 18.7 |
| All Size Firms | 106 | 4.5 | 9,560 | 11.0 |
| ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY | | | | |
| Small Firms | 314 | 16.7 | 3,652 | 19.8 |
| Medium Size Firms | 82 | 22.6 | 7,289 | 24.4 |
| Large Firms | 31 | 35.2 | 12,309 | 31.8 |
| All Size Firms | 427 | 18.3 | 23,250 | 26.7 |
| OTHER (please name) | | | | |
| Small Firms | 21 | 1.1 | 180 | 1.0 |
| Medium Size Firms | 30 | 8.3 | 3,007 | 10.1 |
| Large Firms | 15 | 17.0 | 7,308 | 18.9 |
| All Size Firms | 66 | 2.8 | 10,495 | 12.1 |
| Offering Holiday(s) Totals | | | | |
| Subtotal of Small Firms | 1,882 | 100.0 | 18,425 | 100.0 |
| Subtotal of Medium Size Firms | 363 | 100.0 | 29,835 | 100.0 |
| Subtotal of Large Firms | 88 | 100.0 | 38,695 | 100.0 |
| Grand Total | 2,333 | 100.0 | 86,955 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes manufacturing firms that have one or more full-time hourly employees that responded to this question. 255 manufacturing firms, or 96.2% of the manufacturing 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. Size categories with no firms are omitted from this table.

MANUFACTURING

Part-time Hourly

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

| Holiday Offered | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------|------------------------------------|--|--|--|
| NEW YEAR'S DAY | | | | |
| Small Firms | 387 | 93.7 | 1,174 | 97.9 |
| Medium Size Firms | 114 | 97.4 | 376 | 98.7 |
| Large Firms | 22 | 100.0 | 698 | 100.0 |
| All Size Firms | 523 | 94.7 | 2,248 | 98.7 |
| PRESIDENT'S DAY | | | | |
| Medium Size Firms | 13 | 11.1 | 20 | 5.2 |
| Large Firms | 2 | 9.1 | 7 | 1.0 |
| All Size Firms | 15 | 2.7 | 27 | 1.2 |
| GOOD FRIDAY | | | | |
| Small Firms | 137 | 33.2 | 279 | 23.3 |
| Medium Size Firms | 55 | 47.0 | 125 | 32.8 |
| Large Firms | 10 | 45.5 | 208 | 29.8 |
| All Size Firms | 202 | 36.6 | 612 | 26.9 |
| MEMORIAL DAY | | | | |
| Small Firms | 402 | 97.3 | 1,148 | 95.7 |
| Medium Size Firms | 116 | 99.1 | 378 | 99.2 |
| Large Firms | 22 | 100.0 | 699 | 100.1 |
| All Size Firms | 540 | 97.8 | 2,225 | 97.7 |
| INDEPENDENCE DAY | | | | |
| Small Firms | 414 | 100.2 | 1,196 | 99.7 |
| Medium Sized Firms | 112 | 95.7 | 375 | 98.4 |
| Large Firms | 22 | 100.0 | 699 | 100.1 |
| All Size Firms | 548 | 99.3 | 2,270 | 99.6 |
| LABOR DAY | | | | |
| Small Firms | 355 | 86.0 | 1,046 | 87.2 |
| Medium Size Firms | 113 | 96.6 | 375 | 98.4 |
| Large Firms | 22 | 100.0 | 699 | 100.1 |
| All Size Firms | 490 | 88.8 | 2,120 | 93.1 |

TABLE 2L: Holidays, Manufacturing, Part-time Hourly (continued).

| 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 |
|---|------------------------------------|--|--|--|
| THANKSGIVING DAY | | | | |
| Small Firms | 414 | 100.2 | 1,196 | 99.7 |
| Medium Size Firms | 116 | 99.1 | 378 | 99.2 |
| Large Firms | 22 | 100.0 | 699 | 100.1 |
| All Size Firms | 552 | 100.0 | 2,273 | 99.8 |
| DAY AFTER THANKSGIVING | | | | |
| Small Firms | 203 | 49.2 | 597 | 49.8 |
| Medium Size Firms | 68 | 58.1 | 222 | 58.3 |
| Large Firms | 14 | 63.6 | 621 | 89.0 |
| All Size Firms | 285 | 51.6 | 1,440 | 63.2 |
| CHRISTMAS EVE DAY | | | | |
| Small Firms | 119 | 28.8 | 499 | 41.6 |
| Medium Size Firms | 64 | 54.7 | 250 | 65.6 |
| Large Firms | 10 | 45.5 | 579 | 83.0 |
| All Size Firms | 193 | 35.0 | 1,328 | 58.3 |
| CHRISTMAS DAY | | | | |
| Small Firms | 414 | 100.2 | 1,196 | 99.7 |
| Medium Size Firms | 111 | 94.9 | 341 | 89.5 |
| Large Firms | 22 | 100.0 | 699 | 100.1 |
| All Size Firms | 547 | 99.1 | 2,236 | 98.2 |
| NEW YEAR'S EVE DAY | | | | |
| Small Firms | 71 | 17.2 | 239 | 19.9 |
| Medium Size Firms | 25 | 21.4 | 136 | 35.7 |
| Large Firms | 9 | 40.9 | 96 | 13.8 |
| All Size Firms | 105 | 19.0 | 471 | 20.7 |
| BIRTHDAY | | | | |
| Medium Size Firms | 8 | 6.8 | 32 | 8.4 |
| Large Firms | 2 | 9.1 | 6 | 0.9 |
| All Size Firms | 10 | 1.8 | 38 | 1.7 |
| ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY | | | | |
| Small Firms | 71 | 17.2 | 71 | 5.9 |
| Medium Size Firms | 25 | 21.4 | 25 | 6.6 |
| Large Firms | 9 | 40.9 | 9 | 1.3 |
| All Size Firms | 105 | 19.0 | 105 | 4.6 |
| OTHER (please name) | | | | |
| Medium Size Firms | 12 | 10.3 | 25 | 6.6 |
| Large Firms | 4 | 18.2 | 413 | 59.2 |
| All Size Firms | 16 | 2.9 | 438 | 19.2 |
| Offering Holiday(s) Totals | | | | |
| Subtotal of Small Firms | 413 | 100.0 | 1,199 | 100.0 |
| Subtotal of Medium Size Firms | 117 | 100.0 | 381 | 100.0 |
| Subtotal of Large Firms | 22 | 100.0 | 698 | 100.0 |
| Grand Total | 552 | 100.0 | 2,278 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes manufacturing firms that have one or more part-time hourly employees that responded to this question. 66 manufacturing firms, or 52.0% of the manufacturing 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 responses and size categories with no firms are omitted from this table.

MANUFACTURING

Full-time Hourly

TABLE 3G: Holiday Pay Offered for Oklahoma Full-time Hourly Manufacturing 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 |
|--------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| STRAIGHT TIME | | | | |
| Small Firms | 502 | 31.3 | 6,153 | 36.9 |
| Medium Size Firms | 93 | 25.3 | 7,786 | 25.4 |
| Large Firms | 15 | 17.6 | 6,703 | 18.4 |
| All Size Firms | 610 | 29.7 | 20,642 | 24.7 |
| TIME AND ONE-HALF | | | | |
| Small Firms | 400 | 25.0 | 4,374 | 26.3 |
| Medium Size Firms | 101 | 27.5 | 7,956 | 26.0 |
| Large Firms | 43 | 50.6 | 18,767 | 51.6 |
| All Size Firms | 544 | 26.5 | 31,097 | 37.2 |
| DOUBLE TIME | | | | |
| Small Firms | 295 | 18.4 | 2,901 | 17.4 |
| Medium Size Firms | 152 | 41.4 | 13,370 | 43.7 |
| Large Firms | 15 | 17.6 | 5,277 | 14.5 |
| All Size Firms | 462 | 22.5 | 21,548 | 25.8 |
| OTHER (please describe) | | | | |
| Small Firms | 406 | 25.3 | 3,225 | 19.4 |
| Medium Size Firms | 21 | 5.7 | 1,490 | 4.9 |
| Large Firms | 12 | 14.1 | 5,624 | 15.5 |
| All Size Firms | 439 | 21.4 | 10,339 | 12.4 |
| Subtotal of Small Firms | 1,603 | 100.0 | 16,653 | 100.0 |
| Subtotal of Medium Size Firms | 367 | 100.0 | 30,602 | 100.0 |
| Subtotal of Large Firms | 85 | 100.0 | 36,371 | 100.0 |
| Grand Total | 2,055 | 100.0 | 83,626 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more full-time hourly employees that responded to this question. 265 firms, or 90.6% of the manufacturing firms with full-time hourly employees reported holiday pay.

MANUFACTURING

Part-time Hourly

TABLE 3H: Holiday Pay Offered for Oklahoma Part-time Hourly Manufacturing 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 |
|--------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| STRAIGHT TIME | | | | |
| Small Firms | 210 | 32.9 | 858 | 51.7 |
| Medium Size Firms | 50 | 48.1 | 184 | 39.9 |
| Large Firms | 7 | 26.9 | 94 | 39.7 |
| All Size Firms | 267 | 34.8 | 1,136 | 48.2 |
| TIME AND ONE-HALF | | | | |
| Small Firms | 145 | 22.7 | 292 | 17.6 |
| Medium Size Firms | 23 | 22.1 | 208 | 45.1 |
| Large Firms | 9 | 34.6 | 90 | 38.0 |
| All Size Firms | 177 | 23.0 | 590 | 25.0 |
| DOUBLE TIME | | | | |
| Small Firms | 89 | 13.9 | 97 | 5.8 |
| Medium Size Firms | 24 | 23.1 | 60 | 13.0 |
| Large Firms | 8 | 30.8 | 46 | 19.4 |
| All Size Firms | 121 | 15.8 | 203 | 8.6 |
| OTHER (please describe) | | | | |
| Small Firms | 194 | 30.4 | 414 | 24.9 |
| Medium Size Firms | 7 | 6.7 | 9 | 2.0 |
| Large Firms | 2 | 7.7 | 7 | 3.0 |
| All Size Firms | 203 | 26.4 | 430 | 18.2 |
| Subtotal of Small Firms | 638 | 100.0 | 1,661 | 100.0 |
| Subtotal of Medium Size Firms | 104 | 100.0 | 461 | 100.0 |
| Subtotal of Large Firms | 26 | 100.0 | 237 | 100.0 |
| Grand Total | 768 | 100.0 | 2,359 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more part-time hourly employees that responded to this question. 74 firms, or 58.3% of the manufacturing firms with part-time hourly employees reported holiday pay.

MANUFACTURING

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

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 1,334 | 70.2 | 6,970 | 76.1 |
| | Salaried Medium Size Firms | 309 | 83.5 | 7,686 | 86.5 |
| | Salaried Large Firms | 59 | 74.7 | 6,876 | 78.8 |
| | Salaried All Size Firms | 1,702 | 72.4 | 21,532 | 80.4 |
| | Yes | | | | |
| | Salaried Small Firms | 567 | 29.8 | 2,192 | 23.9 |
| | Salaried Medium Size Firms | 61 | 16.5 | 1,204 | 13.5 |
| | Salaried Large Firms | 20 | 25.3 | 1,850 | 21.2 |
| | Salaried All Size Firms | 648 | 27.6 | 5,246 | 19.6 |
| | Subtotal of Salaried Small Firms | 1,901 | 100.0 | 9,162 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 370 | 100.0 | 8,890 | 100.0 |
| | Subtotal of Salaried Large Firms | 79 | 100.0 | 8,726 | 100.0 |
| Salaried Grand Total | 2,350 | 100.0 | 26,778 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 1,405 | 70.3 | 13,193 | 67.2 |
| | Full-time Hourly Medium Size Firms | 320 | 84.9 | 26,951 | 86.6 |
| | Full-time Hourly Large Firms | 63 | 71.6 | 24,809 | 64.1 |
| | Full-time Hourly All Size Firms | 1,788 | 72.6 | 64,953 | 72.6 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 594 | 29.7 | 6,428 | 32.8 |
| | Full-time Hourly Medium Size Firms | 57 | 15.1 | 4,165 | 13.4 |
| | Full-time Hourly Large Firms | 25 | 28.4 | 13,886 | 35.9 |
| | Full-time Hourly All Size Firms | 676 | 27.4 | 24,479 | 27.4 |
| | Subtotal of Full-time Hourly Small Firms | 1,999 | 100.0 | 19,621 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 377 | 100.0 | 31,116 | 100.0 |
| | Subtotal of Full-time Hourly Large Firms | 88 | 100.0 | 38,695 | 100.0 |
| Full-time Hourly Grand Total | 2,464 | 100.0 | 89,432 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 633 | 74.8 | 1,362 | 66.7 |
| | Part-time Hourly Medium Size Firms | 130 | 86.1 | 448 | 79.3 |
| | Part-time Hourly Large Firms | 25 | 83.3 | 677 | 90.0 |
| | Part-time Hourly All Size Firms | 788 | 76.7 | 2,487 | 74.0 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 213 | 25.2 | 681 | 33.3 |
| | Part-time Hourly Medium Size Firms | 21 | 13.9 | 117 | 20.7 |
| | Part-time Hourly Large Firms | 5 | 16.7 | 75 | 10.0 |
| | Part-time Hourly All Size Firms | 239 | 23.3 | 873 | 26.0 |
| | Subtotal of Part-time Hourly Small Firms | 846 | 100.0 | 2,043 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 151 | 100.0 | 565 | 100.0 |
| | Subtotal of Part-time Hourly Large Firms | 30 | 100.0 | 752 | 100.0 |
| Part-time Hourly Grand Total | 1,027 | 100.0 | 3,360 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; & Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more employees that responded to this question. 270 manufacturing firms, or 99.6% of the manufacturing firms with employees responded to this question.

MANUFACTURING

TABLE 5D: Type of Combined Leave Plans Offered for Oklahoma Manufacturing 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 457 | 75.4 | 3,763 | 75.6 |
| | Yes | | | | |
| | Salaried All Size Firms | 149 | 24.6 | 1,213 | 24.4 |
| | Salaried Grand Total | 606 | 100.0 | 4,976 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 451 | 71.2 | 16,894 | 70.8 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 182 | 28.8 | 6,968 | 29.2 |
| | Full-time Hourly Grand Total | 633 | 100.0 | 23,862 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 116 | 48.9 | 557 | 64.4 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 121 | 51.1 | 308 | 35.6 |
| | Part-time Hourly Grand Total | 237 | 100.0 | 865 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 61 manufacturing firms, or 96.8% of the applicable manufacturing firms responded to this question. Size categories are omitted from this table.

MANUFACTURING

TABLE 6D: Leave Included in Combined Leave Plans for Oklahoma Manufacturing 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 440 | 76.1 | 3,718 | 77.1 |
| | Yes | | | | |
| | Salaried All Size Firms | 138 | 23.9 | 1,103 | 22.9 |
| | Salaried Grand Total | 578 | 100.0 | 4,821 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 431 | 71.2 | 18,896 | 80.5 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 174 | 28.8 | 4,580 | 19.5 |
| | Full-time Hourly Grand Total | 605 | 100.0 | 23,476 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 129 | 54.4 | 253 | 29.2 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 108 | 45.6 | 612 | 70.8 |
| | Part-time Hourly Grand Total | 237 | 100.0 | 865 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 60 manufacturing firms, or 95.2% of the applicable manufacturing firms responded to this question. Size categories are omitted from this table.

MANUFACTURING

TABLE 7F: Minimum Combined Leave Time for Oklahoma Manufacturing 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 |
|---------------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | 5 DAYS or LESS | | | | |
| | Salaried All Size Firms | 246 | 40.6 | 2,171 | 43.6 |
| | 6 to 10 DAYS | | | | |
| | Salaried All Size Firms | 138 | 22.8 | 1,507 | 30.3 |
| | 11 to 15 DAYS | | | | |
| | Salaried All Size Firms | 159 | 26.2 | 900 | 18.1 |
| | 16 to 29 DAYS | | | | |
| Salaried All Size Firms | 63 | 10.4 | 398 | 8.0 | |
| | Salaried Grand Total | 606 | 100.0 | 4,976 | 100.0 |
| FULL-TIME HOURLY | 5 DAYS or LESS | | | | |
| | Full-time Hourly All Size Firms | 272 | 43.0 | 8,126 | 34.1 |
| | 6 to 10 DAYS | | | | |
| | Full-time Hourly All Size Firms | 166 | 26.2 | 10,412 | 43.6 |
| | 11 to 15 DAYS | | | | |
| | Full-time Hourly All Size Firms | 132 | 20.9 | 4,615 | 19.3 |
| | 16 to 29 DAYS | | | | |
| Full-time Hourly All Size Firms | 63 | 10.0 | 709 | 3.0 | |
| | Full-time Hourly Grand Total | 633 | 100.0 | 23,862 | 100.0 |
| PART-TIME HOURLY | 5 DAYS or LESS | | | | |
| | Part-time Hourly All Size Firms | 85 | 35.9 | 257 | 29.7 |
| | 6 to 10 DAYS | | | | |
| | Part-time Hourly All Size Firms | 34 | 14.3 | 102 | 11.8 |
| | 11 to 15 DAYS | | | | |
| | Part-time Hourly All Size Firms | 76 | 32.1 | 72 | 8.3 |
| | 16 to 29 DAYS | | | | |
| Part-time Hourly All Size Firms | 42 | 17.7 | 434 | 50.2 | |
| | Part-time Hourly Grand Total | 237 | 100.0 | 865 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 61 manufacturing firms, or 96.8% of the applicable manufacturing firms responded to this question. Size categories are omitted from this table.

MANUFACTURING

TABLE 8F: Maximum Combined Leave Time for Oklahoma Manufacturing 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | 14 DAYS or LESS | | | | |
| | Salaried All Size Firms | 289 | 48.7 | 1,045 | 21.4 |
| | 15 to 24 DAYS | | | | |
| | Salaried All Size Firms | 204 | 34.3 | 2,332 | 47.8 |
| | 25 to 34 DAYS | | | | |
| | Salaried All Size Firms | 99 | 16.7 | 1,412 | 28.9 |
| | 35 or MORE DAYS | | | | |
| | Salaried All Size Firms | 2 | 0.3 | 93 | 1.9 |
| | Salaried Grand Total | 594 | 100.0 | 4,882 | 100.0 |
| FULL-TIME HOURLY | 14 DAYS or LESS | | | | |
| | Full-time Hourly All Size Firms | 367 | 59.0 | 4,904 | 20.7 |
| | 15 to 24 DAYS | | | | |
| | Full-time Hourly All Size Firms | 154 | 24.8 | 14,290 | 60.3 |
| | 25 to 34 DAYS | | | | |
| | Full-time Hourly All Size Firms | 99 | 15.9 | 4,218 | 17.8 |
| | 35 or MORE DAYS | | | | |
| | Full-time Hourly All Size Firms | 2 | 0.3 | 284 | 1.2 |
| | Full-time Hourly Grand Total | 622 | 100.0 | 23,696 | 100.0 |
| PART-TIME HOURLY | 14 DAYS or LESS | | | | |
| | Part-time Hourly All Size Firms | 160 | 71.4 | 271 | 32.7 |
| | 15 to 24 DAYS | | | | |
| | Part-time Hourly All Size Firms | 17 | 7.6 | 116 | 14.0 |
| | 25 to 34 DAYS | | | | |
| | Part-time Hourly All Size Firms | 47 | 21.0 | 442 | 53.3 |
| | Part-time Hourly Grand Total | 224 | 100.0 | 829 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 60 manufacturing firms, or 95.2% of the applicable manufacturing firms responded to this question. Size categories are omitted from this table.

MANUFACTURING

TABLE 9D: Seniority and Leave Time Increases in Combined Leave Plans for Oklahoma Manufacturing 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 321 | 53.1 | 1,190 | 24.0 |
| | Yes | | | | |
| | Salaried All Size Firms | 283 | 46.9 | 3,764 | 76.0 |
| | Salaried Grand Total | 604 | 100.0 | 4,954 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 318 | 52.8 | 2,778 | 11.9 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 284 | 47.2 | 20,531 | 88.1 |
| | Full-time Hourly Grand Total | 602 | 100.0 | 23,309 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 159 | 77.6 | 227 | 28.9 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 46 | 22.4 | 559 | 71.1 |
| | Part-time Hourly Grand Total | 205 | 100.0 | 786 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 58 manufacturing firms, or 93.7% of the applicable manufacturing firms responded to this question. Size categories are omitted from this table.

MANUFACTURING

TABLE 10D: Leave Accumulation in Combined Leave Plans for Oklahoma Manufacturing 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 383 | 63.2 | 2,866 | 57.6 |
| | Yes | | | | |
| | Salaried All Size Firms | 223 | 36.8 | 2,110 | 42.4 |
| | Salaried Grand Total | 606 | 100.0 | 4,976 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 451 | 71.2 | 16,894 | 70.8 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 182 | 28.8 | 6,968 | 29.2 |
| | Full-time Hourly Grand Total | 633 | 100.0 | 23,862 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 155 | 76.0 | 363 | 43.9 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 49 | 24.0 | 463 | 56.1 |
| | Part-time Hourly Grand Total | 204 | 100.0 | 826 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 60 manufacturing firms, or 95.2% of the applicable manufacturing firms responded to this question. Size categories are omitted from this table.

MANUFACTURING

TABLE 11F: Maximum Leave Accumulation in Combined Leave Plans for Oklahoma Manufacturing 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 |
|-------------------------|---------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | 10 DAYS or LESS | | | | |
| | Salaried All Size Firms | 117 | 52.9 | 1,338 | 65.7 |
| | 11 to 20 DAYS | | | | |
| | Salaried All Size Firms | 53 | 24.0 | 382 | 18.8 |
| | 21 OR MORE DAYS | | | | |
| | Salaried All Size Firms | 6 | 2.7 | 226 | 11.1 |
| | Salaried Grand Total | 221 | 100.0 | 2,036 | 100.0 |
| FULL-TIME HOURLY | 10 DAYS or LESS | | | | |
| | Full-time Hourly All Size Firms | 90 | 45.9 | 5,183 | 47.0 |
| | 11 to 20 DAYS | | | | |
| | Full-time Hourly All Size Firms | 39 | 19.9 | 4,561 | 41.4 |
| | 21 OR MORE DAYS | | | | |
| | Full-time Hourly All Size Firms | 8 | 4.1 | 517 | 4.7 |
| | Full-time Hourly Grand Total | 196 | 100.0 | 11,026 | 100.0 |
| PART-TIME HOURLY | 10 DAYS or LESS | | | | |
| | Part-time Hourly All Size Firms | 31 | 63.3 | 47 | 10.2 |
| | 21 OR MORE DAYS | | | | |
| | Part-time Hourly All Size Firms | 4 | 8.2 | 3 | 0.6 |
| | Part-time Hourly Grand Total | 49 | 100.0 | 463 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more employees and indicated that they combine leave time by answering yes to question four and indicated they allowed leave time accumulation by answering yes to question 10. 24 manufacturing firms, or 96.0% of the applicable manufacturing firms responded to this question. Response categories with no responses and size categories are omitted from table.

MANUFACTURING

TABLE 12D: Pay Option in Combined Leave Plans for Oklahoma Manufacturing 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 276 | 46.2 | 2,708 | 56.6 |
| | Yes | | | | |
| | Salaried All Size Firms | 321 | 53.8 | 2,079 | 43.4 |
| | Salaried Grand Total | 597 | 100.0 | 4,787 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 284 | 47.3 | 13,881 | 60.3 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 316 | 52.7 | 9,144 | 39.7 |
| | Full-time Hourly Grand Total | 600 | 100.0 | 23,025 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 53 | 26.0 | 566 | 72.6 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 151 | 74.0 | 214 | 27.4 |
| | Part-time Hourly Grand Total | 204 | 100.0 | 780 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 58 manufacturing firms, or 92.1% of the applicable manufacturing firms responded to this question. Size categories are omitted from this table.

MANUFACTURING
Salary

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

| 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 |
|-------------------------------|------------------------------------|--|--|--|
| LESS THAN 1 MONTH | | | | |
| Large Firms | 2 | 33.3 | 218 | 4.9 |
| All Size Firms | 2 | 0.5 | 218 | 2.5 |
| 3 to 6 MONTHS | | | | |
| Small Firms | 258 | 64.0 | 2,749 | 83.5 |
| Large Firms | 2 | 33.3 | 4,156 | 93.1 |
| All Size Firms | 260 | 59.1 | 6,905 | 79.1 |
| 7 to 11 MONTHS | | | | |
| Medium Size Firms | 4 | 12.9 | 259 | 26.8 |
| All Size Firms | 4 | 0.9 | 259 | 3.0 |
| 12 MONTHS or MORE | | | | |
| Small Firms | 145 | 36.0 | 545 | 16.5 |
| Medium Size Firms | 27 | 87.1 | 709 | 73.2 |
| Large Firms | 2 | 33.3 | 90 | 2.0 |
| All Size Firms | 174 | 39.5 | 1,344 | 15.4 |
| Subtotal of Small Firms | 403 | 100.0 | 3,294 | 100.0 |
| Subtotal of Medium Size Firms | 31 | 100.0 | 968 | 100.0 |
| Subtotal of Large Firms | 6 | 100.0 | 4,464 | 100.0 |
| Grand Total | 440 | 100.0 | 8,726 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four. 181 manufacturing firms, or 93.3% of the applicable manufacturing firms responded to this question. Size categories with no firms are omitted from this table.

MANUFACTURING
Full-time Hourly

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

| 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 |
|-------------------------------|------------------------------------|--|--|--|
| LESS THAN 1 MONTH | | | | |
| Large Firms | 2 | 33.3 | 327 | 19.2 |
| All Size Firms | 2 | 0.6 | 327 | 4.4 |
| 3 to 6 MONTHS | | | | |
| Small Firms | 160 | 51.9 | 1,774 | 53.6 |
| Medium Size Firms | | 0.0 | | 0.0 |
| Large Firms | 2 | 33.3 | 576 | 33.9 |
| All Size Firms | 162 | 46.6 | 2,350 | 31.4 |
| 7 to 11 MONTHS | | | | |
| Medium Size Firms | 7 | 20.6 | 636 | 25.7 |
| All Size Firms | 7 | 2.0 | 636 | 8.5 |
| 12 MONTHS or MORE | | | | |
| Small Firms | 148 | 48.1 | 1,534 | 46.4 |
| Medium Size Firms | 27 | 79.4 | 1,842 | 74.3 |
| Large Firms | 2 | 33.3 | 798 | 46.9 |
| All Size Firms | 177 | 50.9 | 4,174 | 55.7 |
| Subtotal of Small Firms | 308 | 100.0 | 3,308 | 100.0 |
| Subtotal of Medium Size Firms | 34 | 100.0 | 2,478 | 100.0 |
| Subtotal of Large Firms | 6 | 100.0 | 1,701 | 100.0 |
| Grand Total | 348 | 100.0 | 7,487 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing 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.

185 manufacturing firms, or 91.6% of the applicable manufacturing firms responded to this question. Size categories with no firms are omitted from this table.

MANUFACTURING
Part-time Hourly

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

| 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 PAID VACATION OFFERED | | | | |
| Small Firms | 67 | 38.1 | 49 | 16.4 |
| All Size Firms | 67 | 32.7 | 49 | 11.4 |
| 3 to 6 MONTHS | | | | |
| Small Firms | 109 | 61.9 | 249 | 83.6 |
| Large Firms | 2 | 50.0 | 6 | 50.0 |
| All Size Firms | 111 | 54.1 | 255 | 59.3 |
| 7 to 11 MONTHS | | | | |
| Medium Size Firms | 4 | 16.0 | 11 | 9.2 |
| All Size Firms | 4 | 2.0 | 11 | 2.6 |
| 12 MONTHS or MORE | | | | |
| Medium Size Firms | 21 | 84.0 | 109 | 90.8 |
| Large Firms | 2 | 50.0 | 6 | 50.0 |
| All Size Firms | 23 | 11.2 | 115 | 26.7 |
| Subtotal of Small Firms | 176 | 100.0 | 298 | 100.0 |
| Subtotal of Medium Size Firms | 25 | 100.0 | 120 | 100.0 |
| Subtotal of Large Firms | 4 | 100.0 | 12 | 100.0 |
| Grand Total | 205 | 100.0 | 430 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing 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.

46 manufacturing firms, or 56.1% of the applicable manufacturing firms responded to this question. Size categories with no firms are omitted from this table.

MANUFACTURING
Salary

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

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER TWO WEEKS of PAID VACATION | | | | |
| Small Firms | 194 | 17.2 | 808 | 13.3 |
| Medium Size Firms | 5 | 1.7 | 50 | 0.7 |
| All Size Firms | 199 | 13.5 | 858 | 4.3 |
| 11 MONTHS or LESS | | | | |
| Small Firms | 97 | 8.6 | 445 | 7.3 |
| Medium Size Firms | 30 | 10.3 | 937 | 13.2 |
| Large Firms | 3 | 5.5 | 810 | 12.1 |
| All Size Firms | 130 | 8.8 | 2,192 | 11.0 |
| 1 YEAR to 1 YEAR & 11 MONTHS | | | | |
| Small Firms | 253 | 22.5 | 2,124 | 35.0 |
| Medium Size Firms | 97 | 33.3 | 3,433 | 48.3 |
| Large Firms | 32 | 58.2 | 4,208 | 62.6 |
| All Size Firms | 382 | 26.0 | 9,765 | 49.1 |
| 2 YEARS to 2 YEARS & 11 MONTHS | | | | |
| Small Firms | 256 | 22.7 | 1,394 | 23.0 |
| Medium Size Firms | 91 | 31.3 | 1,655 | 23.3 |
| Large Firms | 8 | 14.5 | 1,268 | 18.9 |
| All Size Firms | 355 | 24.1 | 4,317 | 21.7 |
| 3 YEARS to 3 YEARS & 11 MONTHS | | | | |
| Small Firms | 99 | 8.8 | 224 | 3.7 |
| Medium Size Firms | 60 | 20.6 | 938 | 13.2 |
| Large Firms | 12 | 21.8 | 431 | 6.4 |
| All Size Firms | 171 | 11.6 | 1,593 | 8.0 |
| 4 or MORE YEARS | | | | |
| Small Firms | 227 | 20.2 | 1,066 | 17.6 |
| Medium Size Firms | 8 | 2.7 | 89 | 1.3 |
| All Size Firms | 235 | 16.0 | 1,155 | 5.8 |
| Subtotal of Small Firms | 1,126 | 100.0 | 6,061 | 100.0 |
| Subtotal of Medium Size Firms | 291 | 100.0 | 7,102 | 100.0 |
| Subtotal of Large Firms | 55 | 100.0 | 6,717 | 100.0 |
| Grand Total | 1,472 | 100.0 | 19,880 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing 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. 172 manufacturing firms, or 97.7% of the applicable manufacturing firms responded to this question. Size categories with no firms are omitted from this table.

MANUFACTURING
Full-time Hourly

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

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER TWO WEEKS of PAID VACATION | | | | |
| Small Firms | 144 | 11.4 | 1,132 | 9.6 |
| Medium Size Firms | 4 | 1.3 | 303 | 1.1 |
| All Size Firms | 148 | 9.0 | 1,435 | 2.3 |
| 11 MONTHS or LESS | | | | |
| Small Firms | 140 | 11.0 | 1,088 | 9.2 |
| Medium Size Firms | 25 | 8.0 | 1,740 | 6.6 |
| Large Firms | 2 | 3.3 | 953 | 4.1 |
| All Size Firms | 167 | 10.2 | 3,781 | 6.1 |
| 1 YEAR to 1 YEAR & 11 MONTHS | | | | |
| Small Firms | 239 | 18.9 | 2,562 | 21.7 |
| Medium Size Firms | 83 | 26.4 | 7,610 | 28.7 |
| Large Firms | 27 | 44.3 | 8,024 | 34.5 |
| All Size Firms | 349 | 21.3 | 18,196 | 29.6 |
| 2 YEARS to 2 YEARS & 11 MONTHS | | | | |
| Small Firms | 377 | 29.8 | 3,679 | 31.1 |
| Medium Size Firms | 105 | 33.4 | 9,237 | 34.8 |
| Large Firms | 14 | 23.0 | 7,553 | 32.5 |
| All Size Firms | 496 | 30.2 | 20,469 | 33.3 |
| 3 YEARS to 3 YEARS & 11 MONTHS | | | | |
| Small Firms | 119 | 9.4 | 695 | 5.9 |
| Medium Size Firms | 82 | 26.1 | 6,289 | 23.7 |
| Large Firms | 15 | 24.6 | 5,881 | 25.3 |
| All Size Firms | 216 | 13.2 | 12,865 | 20.9 |
| 4 or MORE YEARS | | | | |
| Small Firms | 248 | 19.6 | 2,666 | 22.6 |
| Medium Size Firms | 15 | 4.8 | 1,332 | 5.0 |
| Large Firms | 3 | 4.9 | 814 | 3.5 |
| All Size Firms | 266 | 16.2 | 4,812 | 7.8 |
| Subtotal of Small Firms | 1,267 | 100.0 | 11,822 | 100.0 |
| Subtotal of Medium Size Firms | 314 | 100.0 | 26,511 | 100.0 |
| Subtotal of Large Firms | 61 | 100.0 | 23,225 | 100.0 |
| Grand Total | 1,642 | 100.0 | 61,558 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing 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. 177 manufacturing firms, or 98.9% of the applicable manufacturing firms responded to this question. Size categories with no firms are omitted from this table.

MANUFACTURING

Part-time Hourly

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

| 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 |
|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| DO NOT OFFER TWO WEEKS of PAID VACATION | | | | |
| Small Firms | 79 | 26.1 | 162 | 33.5 |
| Large Firms | 4 | 21.1 | 13 | 2.2 |
| All Size Firms | 83 | 20.0 | 175 | 12.6 |
| 11 MONTHS or LESS | | | | |
| Medium Size Firms | 7 | 7.4 | 23 | 7.3 |
| Large Firms | 2 | 10.5 | 7 | 1.2 |
| All Size Firms | 9 | 2.2 | 30 | 2.2 |
| 1 YEAR to 1 YEAR & 11 MONTHS | | | | |
| Small Firms | 41 | 13.5 | 166 | 34.3 |
| Medium Size Firms | 20 | 21.3 | 95 | 30.3 |
| Large Firms | 6 | 31.6 | 544 | 91.6 |
| All Size Firms | 67 | 16.1 | 805 | 57.8 |
| 2 YEARS to 2 YEARS & 11 MONTHS | | | | |
| Small Firms | 69 | 22.8 | 61 | 12.6 |
| Medium Size Firms | 31 | 33.0 | 95 | 30.3 |
| Large Firms | 2 | 10.5 | 14 | 2.4 |
| All Size Firms | 102 | 24.5 | 170 | 12.2 |
| 3 YEARS to 3 YEARS & 11 MONTHS | | | | |
| Medium Size Firms | 31 | 33.0 | 82 | 26.1 |
| Large Firms | 5 | 26.3 | 16 | 2.7 |
| All Size Firms | 36 | 8.7 | 98 | 7.0 |
| 4 or MORE YEARS | | | | |
| Small Firms | 114 | 37.6 | 95 | 19.6 |
| Medium Size Firms | 5 | 5.3 | 19 | 6.1 |
| All Size Firms | 119 | 28.6 | 114 | 8.2 |
| Subtotal of Small Firms | 303 | 100.0 | 484 | 100.0 |
| Subtotal of Medium Size Firms | 94 | 100.0 | 314 | 100.0 |
| Subtotal of Large Firms | 19 | 100.0 | 594 | 100.0 |
| Grand Total | 416 | 100.0 | 1,392 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing 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. 37 manufacturing firms, or 94.9% of the applicable manufacturing firms responded to this question. Size categories with no firms are omitted from this table.

MANUFACTURING
Salary

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

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER THREE WEEKS of PAID VACATION | | | | |
| Small Firms | 564 | 52.2 | 2,238 | 39.7 |
| Medium Size Firms | 28 | 9.6 | 339 | 4.7 |
| All Size Firms | 592 | 41.4 | 2,577 | 13.2 |
| 3 YEARS or LESS | | | | |
| Small Firms | 41 | 3.8 | 36 | 0.6 |
| Medium Size Firms | 8 | 2.7 | 251 | 3.5 |
| Large Firms | 1 | 1.7 | 91 | 1.3 |
| All Size Firms | 50 | 3.5 | 378 | 1.9 |
| 4 YEARS TO 7 YEARS & 11 MONTHS | | | | |
| Small Firms | 96 | 8.9 | 580 | 10.3 |
| Medium Size Firms | 146 | 50.0 | 4,264 | 59.7 |
| Large Firms | 35 | 60.3 | 4,569 | 67.3 |
| All Size Firms | 277 | 19.4 | 9,413 | 48.1 |
| 8 YEARS TO 11 YEARS 11 MONTHS | | | | |
| Small Firms | 305 | 28.2 | 2,216 | 39.3 |
| Medium Size Firms | 101 | 34.6 | 2,139 | 29.9 |
| Large Firms | 21 | 36.2 | 2,084 | 30.7 |
| All Size Firms | 427 | 29.9 | 6,439 | 32.9 |
| 12 or MORE YEARS | | | | |
| Small Firms | 74 | 6.9 | 568 | 10.1 |
| Medium Size Firms | 9 | 3.1 | 149 | 2.1 |
| Large Firms | 1 | 1.7 | 45 | 0.7 |
| All Size Firms | 84 | 5.9 | 762 | 3.9 |
| Subtotal of Small Firms | 1,080 | 100.0 | 5,638 | 100.0 |
| Subtotal of Medium Size Firms | 292 | 100.0 | 7,142 | 100.0 |
| Subtotal of Large Firms | 58 | 100.0 | 6,789 | 100.0 |
| Grand Total | 1,430 | 100.0 | 19,569 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing 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. 174 manufacturing firms, or 100.0% of the applicable manufacturing firms responded to this question. Size categories with no firms are omitted from this table.

MANUFACTURING
Full-time Hourly

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

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER THREE WEEKS of PAID VACATION | | | | |
| Small Firms | 627 | 48.9 | 6,230 | 50.8 |
| Medium Size Firms | 29 | 9.3 | 1,732 | 6.6 |
| All Size Firms | 656 | 39.7 | 7,962 | 12.6 |
| 3 YEARS or LESS | | | | |
| Small Firms | 41 | 3.2 | 250 | 2.0 |
| Medium Size Firms | 8 | 2.6 | 518 | 2.0 |
| All Size Firms | 49 | 3.0 | 768 | 1.2 |
| 4 YEARS TO 7 YEARS & 11 MONTHS | | | | |
| Small Firms | 156 | 12.2 | 876 | 7.1 |
| Medium Size Firms | 143 | 46.0 | 12,257 | 46.7 |
| Large Firms | 31 | 50.0 | 11,787 | 47.5 |
| All Size Firms | 330 | 20.0 | 24,920 | 39.3 |
| 8 YEARS TO 11 YEARS 11 MONTHS | | | | |
| Small Firms | 402 | 31.4 | 4,544 | 37.0 |
| Medium Size Firms | 116 | 37.3 | 10,494 | 40.0 |
| Large Firms | 30 | 48.4 | 12,516 | 50.4 |
| All Size Firms | 548 | 33.1 | 27,554 | 43.5 |
| 12 or MORE YEARS | | | | |
| Small Firms | 55 | 4.3 | 375 | 3.1 |
| Medium Size Firms | 15 | 4.8 | 1,254 | 4.8 |
| Large Firms | 1 | 1.6 | 506 | 2.0 |
| All Size Firms | 71 | 4.3 | 2,135 | 3.4 |
| Subtotal of Small Firms | 1,281 | 100.0 | 12,275 | 100.0 |
| Subtotal of Medium Size Firms | 311 | 100.0 | 26,255 | 100.0 |
| Subtotal of Large Firms | 62 | 100.0 | 24,809 | 100.0 |
| Grand Total | 1,654 | 100.0 | 63,339 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing 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. 177 manufacturing firms, or 98.9% of the applicable manufacturing firms responded to this question. Size categories with no firms are omitted from this table.

MANUFACTURING

Part-time Hourly

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

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER THREE WEEKS of PAID VACATION | | | | |
| Small Firms | 279 | 82.3 | 455 | 89.0 |
| Medium Size Firms | 20 | 19.2 | 69 | 23.0 |
| Large Firms | 4 | 21.1 | 13 | 2.2 |
| All Size Firms | 303 | 65.6 | 537 | 38.2 |
| 3 YEARS or LESS | | | | |
| Medium Size Firms | 4 | 3.8 | 8 | 2.7 |
| All Size Firms | 4 | 0.9 | 8 | 0.6 |
| 4 YEARS TO 7 YEARS & 11 MONTHS | | | | |
| Medium Size Firms | 46 | 44.2 | 159 | 53.0 |
| Large Firms | 10 | 52.6 | 557 | 93.6 |
| All Size Firms | 56 | 12.1 | 716 | 50.9 |
| 8 YEARS TO 11 YEARS 11 MONTHS | | | | |
| Small Firms | 60 | 17.7 | 56 | 11.0 |
| Medium Size Firms | 30 | 28.8 | 58 | 19.3 |
| Large Firms | 5 | 26.3 | 25 | 4.2 |
| All Size Firms | 95 | 20.6 | 139 | 9.9 |
| 12 or MORE YEARS | | | | |
| Medium Size Firms | 4 | 3.8 | 6 | 2.0 |
| All Size Firms | 4 | 0.9 | 6 | 0.4 |
| Subtotal of Small Firms | 339 | 100.0 | 511 | 100.0 |
| Subtotal of Medium Size Firms | 104 | 100.0 | 300 | 100.0 |
| Subtotal of Large Firms | 19 | 100.0 | 595 | 100.0 |
| Grand Total | 462 | 100.0 | 1,406 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing 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. 37 manufacturing firms, or 94.9% of the applicable manufacturing firms responded to this question. Size categories with no firms are omitted from this table.

MANUFACTURING
Salary

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

| 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 |
|---|------------------------------------|--|--|--|
| DO NOT OFFER FOUR WEEKS of PAID VACATION | | | | |
| Small Firms | 817 | 72.9 | 4,082 | 69.1 |
| Medium Size Firms | 126 | 45.0 | 2,117 | 30.5 |
| Large Firms | 10 | 17.5 | 528 | 7.8 |
| All Size Firms | 953 | 65.4 | 6,727 | 34.3 |
| 9 YEARS or LESS | | | | |
| Medium Size Firms | 11 | 3.9 | 296 | 4.3 |
| Large Firms | 1 | 1.8 | 91 | 1.3 |
| All Size Firms | 12 | 0.8 | 387 | 2.0 |
| 10 YEARS TO 15 YEARS & 11 MONTHS | | | | |
| Small Firms | 194 | 17.3 | 1,084 | 18.4 |
| Medium Size Firms | 79 | 28.2 | 3,195 | 46.0 |
| Large Firms | 30 | 52.6 | 4,703 | 69.3 |
| All Size Firms | 303 | 20.8 | 8,982 | 45.7 |
| 16 or MORE YEARS | | | | |
| Small Firms | 110 | 9.8 | 739 | 12.5 |
| Medium Size Firms | 64 | 22.9 | 1,334 | 19.2 |
| Large Firms | 16 | 28.1 | 1,466 | 21.6 |
| All Size Firms | 190 | 13.0 | 3,539 | 18.0 |
| Subtotal of Small Firms | 1,121 | 100.0 | 5,905 | 100.0 |
| Subtotal of Medium Size Firms | 280 | 100.0 | 6,942 | 100.0 |
| Subtotal of Large Firms | 57 | 100.0 | 6,788 | 100.0 |
| Grand Total | 1,458 | 100.0 | 19,635 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing 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 manufacturing firms, or 77.8% of the applicable manufacturing firms responded to this question. Size categories with no firms are omitted from this table.

MANUFACTURING
Full-time Hourly

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

| 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 |
|---|------------------------------------|--|--|--|
| DO NOT OFFER FOUR WEEKS of PAID VACATION | | | | |
| Small Firms | 957 | 76.1 | 9,204 | 76.2 |
| Medium Size Firms | 156 | 50.5 | 12,878 | 49.3 |
| Large Firms | 13 | 19.1 | 6,030 | 25.3 |
| All Size Firms | 1,126 | 69.2 | 28,112 | 45.3 |
| 9 YEARS or LESS | | | | |
| Medium Size Firms | 6 | 1.9 | 500 | 4.1 |
| All Size Firms | 6 | 0.4 | 500 | 0.8 |
| 10 YEARS TO 15 YEARS & 11 MONTHS | | | | |
| Small Firms | 182 | 14.5 | 1,414 | 11.7 |
| Medium Size Firms | 87 | 28.2 | 7,713 | 29.5 |
| Large Firms | 28 | 41.2 | 12,249 | 51.3 |
| All Size Firms | 297 | 18.3 | 21,376 | 34.4 |
| 16 or MORE YEARS | | | | |
| Small Firms | 119 | 9.5 | 1,468 | 12.1 |
| Medium Size Firms | 60 | 19.4 | 5,045 | 19.3 |
| Large Firms | 18 | 26.5 | 5,583 | 23.4 |
| All Size Firms | 197 | 12.1 | 12,096 | 19.5 |
| Subtotal of Small Firms | 1,258 | 100.0 | 12,086 | 100.0 |
| Subtotal of Medium Size Firms | 309 | 100.0 | 26,136 | 100.0 |
| Subtotal of Large Firms | 59 | 100.0 | 23,862 | 100.0 |
| Grand Total | 1,626 | 100.0 | 62,084 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; & Large Firms are firms with 250 or more employees. This table includes manufacturing 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. 173 manufacturing firms, or 100.0% of the applicable manufacturing firms responded to this question. Size categories with no firms are omitted from this table.

MANUFACTURING
Part-time Hourly

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

| 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 |
|---|------------------------------------|--|--|--|
| DO NOT OFFER FOUR WEEKS of PAID VACATION | | | | |
| Small Firms | 365 | 100.0 | 533 | 100.0 |
| Medium Size Firms | 66 | 56.9 | 192 | 55.0 |
| Large Firms | 7 | 33.3 | 131 | 22.0 |
| All Size Firms | 438 | 87.3 | 856 | 58.0 |
| 9 YEARS or LESS | | | | |
| Medium Size Firms | 6 | 5.2 | 8 | 2.3 |
| All Size Firms | 6 | 1.2 | 8 | 0.5 |
| 10 YEARS TO 15 YEARS & 11 MONTHS | | | | |
| Medium Size Firms | 21 | 18.1 | 84 | 24.1 |
| Large Firms | 10 | 47.6 | 450 | 75.6 |
| All Size Firms | 31 | 6.2 | 534 | 36.2 |
| 16 or MORE YEARS | | | | |
| Medium Size Firms | 25 | 21.6 | 65 | 18.6 |
| Large Firms | 2 | 9.5 | 14 | 2.4 |
| All Size Firms | 27 | 5.4 | 79 | 5.3 |
| Subtotal of Small Firms | 365 | 100.0 | 533 | 100.0 |
| Subtotal of Medium Size Firms | 116 | 100.0 | 349 | 100.0 |
| Subtotal of Large Firms | 21 | 100.0 | 595 | 100.0 |
| Grand Total | 502 | 100.0 | 1,477 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; & Large Firms are firms with 250 or more employees. This table includes manufacturing 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. 38 manufacturing firms, or 97.4% of the applicable manufacturing firms responded to this question. Size categories with no firms are omitted from this table.

MANUFACTURING

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

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 703 | 60.9 | 3,983 | 68.0 |
| | Salaried Medium Size Firms | 204 | 74.2 | 5,086 | 77.4 |
| | Salaried Large Firms | 48 | 87.3 | 5,752 | 89.3 |
| | Salaried All Size Firms | 955 | 64.4 | 14,821 | 78.5 |
| | Yes | | | | |
| | Salaried Small Firms | 451 | 39.1 | 1,878 | 32.0 |
| | Salaried Medium Size Firms | 71 | 25.8 | 1,489 | 22.6 |
| | Salaried Large Firms | 7 | 12.7 | 692 | 10.7 |
| | Salaried All Size Firms | 529 | 35.6 | 4,059 | 21.5 |
| | Subtotal of Salaried Small Firms | 1,154 | 100.0 | 5,861 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 275 | 100.0 | 6,575 | 100.0 |
| | Subtotal of Salaried Large Firms | 55 | 100.0 | 6,444 | 100.0 |
| Salaried Grand Total | 1,484 | 100.0 | 18,880 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 739 | 57.2 | 6,577 | 53.0 |
| | Full-time Hourly Medium Size Firms | 205 | 66.6 | 17,081 | 65.6 |
| | Full-time Hourly Large Firms | 49 | 79.0 | 17,503 | 71.3 |
| | Full-time Hourly All Size Firms | 993 | 59.7 | 41,161 | 65.4 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 554 | 42.8 | 5,821 | 47.0 |
| | Full-time Hourly Medium Size Firms | 103 | 33.4 | 8,953 | 34.4 |
| | Full-time Hourly Large Firms | 13 | 21.0 | 7,044 | 28.7 |
| | Full-time Hourly All Size Firms | 670 | 40.3 | 21,818 | 34.6 |
| | Subtotal of Full-time Hourly Small Firms | 1,293 | 100.0 | 12,398 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 308 | 100.0 | 26,034 | 100.0 |
| | Subtotal of Full-time Hourly Large Firms | 62 | 100.0 | 24,547 | 100.0 |
| Full-time Hourly Grand Total | 1,663 | 100.0 | 62,979 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 338 | 70.9 | 867 | 88.6 |
| | Part-time Hourly Medium Size Firms | 83 | 71.6 | 337 | 80.2 |
| | Part-time Hourly Large Firms | 16 | 80.0 | 258 | 38.7 |
| | Part-time Hourly All Size Firms | 437 | 71.3 | 1,462 | 70.8 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 139 | 29.1 | 112 | 11.4 |
| | Part-time Hourly Medium Size Firms | 33 | 28.4 | 83 | 19.8 |
| | Part-time Hourly Large Firms | 4 | 20.0 | 409 | 61.3 |
| | Part-time Hourly All Size Firms | 176 | 28.7 | 604 | 29.2 |
| | Subtotal of Part-time Hourly Small Firms | 477 | 100.0 | 979 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 116 | 100.0 | 420 | 100.0 |
| | Subtotal of Part-time Hourly Large Firms | 20 | 100.0 | 667 | 100.0 |
| Part-time Hourly Grand Total | 613 | 100.0 | 2,066 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing 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 response on question thirteen. 191 manufacturing firms, or 99.0% of the applicable manufacturing firms responded to this question.

MANUFACTURING

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

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 849 | 69.4 | 4,601 | 72.8 |
| | Salaried Medium Size Firms | 190 | 64.0 | 4,318 | 62.0 |
| | Salaried Large Firms | 38 | 66.7 | 4,405 | 64.9 |
| | Salaried All Size Firms | 1,077 | 68.3 | 13,324 | 66.4 |
| | Yes | | | | |
| | Salaried Small Firms | 374 | 30.6 | 1,719 | 27.2 |
| | Salaried Medium Size Firms | 107 | 36.0 | 2,645 | 38.0 |
| | Salaried Large Firms | 19 | 33.3 | 2,384 | 35.1 |
| | Salaried All Size Firms | 500 | 31.7 | 6,748 | 33.6 |
| | Subtotal of Salaried Small Firms | 1,223 | 100.0 | 6,320 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 297 | 100.0 | 6,963 | 100.0 |
| | Subtotal of Salaried Large Firms | 57 | 100.0 | 6,789 | 100.0 |
| Salaried Grand Total | 1,577 | 100.0 | 20,072 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 910 | 70.0 | 8,991 | 72.5 |
| | Full-time Hourly Medium Size Firms | 209 | 67.6 | 17,780 | 68.1 |
| | Full-time Hourly Large Firms | 39 | 61.9 | 15,004 | 60.5 |
| | Full-time Hourly All Size Firms | 1,158 | 69.3 | 41,775 | 66.0 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 390 | 30.0 | 3,410 | 27.5 |
| | Full-time Hourly Medium Size Firms | 100 | 32.4 | 8,339 | 31.9 |
| | Full-time Hourly Large Firms | 24 | 38.1 | 9,805 | 39.5 |
| | Full-time Hourly All Size Firms | 514 | 30.7 | 21,554 | 34.0 |
| | Subtotal of Full-time Hourly Small Firms | 1,300 | 100.0 | 12,401 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 309 | 100.0 | 26,119 | 100.0 |
| | Subtotal of Full-time Hourly Large Firms | 63 | 100.0 | 24,809 | 100.0 |
| Full-time Hourly Grand Total | 1,672 | 100.0 | 63,329 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 423 | 95.9 | 749 | 98.6 |
| | Part-time Hourly Medium Size Firms | 81 | 69.8 | 306 | 78.3 |
| | Part-time Hourly Large Firms | 13 | 72.2 | 461 | 77.6 |
| | Part-time Hourly All Size Firms | 517 | 89.9 | 1,516 | 86.9 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 18 | 4.1 | 11 | 1.4 |
| | Part-time Hourly Medium Size Firms | 35 | 30.2 | 85 | 21.7 |
| | Part-time Hourly Large Firms | 5 | 27.8 | 133 | 22.4 |
| | Part-time Hourly All Size Firms | 58 | 10.1 | 229 | 13.1 |
| | Subtotal of Part-time Hourly Small Firms | 441 | 100.0 | 760 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 116 | 100.0 | 391 | 100.0 |
| | Subtotal of Part-time Hourly Large Firms | 18 | 100.0 | 594 | 100.0 |
| Part-time Hourly Grand Total | 575 | 100.0 | 1,745 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing 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. 192 manufacturing firms, or 100.0% of the applicable manufacturing firms responded to this question.

MANUFACTURING
Salary

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

| 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 |
|-------------------------------|------------------------------------|--|--|--|
| 10 DAYS OR LESS | | | | |
| Small Firms | 181 | 48.3 | 718 | 41.8 |
| Medium Size Firms | 44 | 43.1 | 1,293 | 52.7 |
| Large Firms | 4 | 22.2 | 643 | 31.6 |
| All Size Firms | 229 | 46.3 | 2,654 | 42.7 |
| 11 TO 30 DAYS | | | | |
| Small Firms | 43 | 11.5 | 163 | 9.5 |
| Medium Size Firms | 39 | 38.2 | 903 | 36.8 |
| Large Firms | 2 | 11.1 | 448 | 22.0 |
| All Size Firms | 84 | 17.0 | 1,514 | 24.4 |
| 31 DAYS OR OVER | | | | |
| Small Firms | 20 | 5.3 | 268 | 15.6 |
| Medium Size Firms | 2 | 2.0 | 31 | 1.3 |
| Large Firms | 7 | 38.9 | 918 | 45.1 |
| All Size Firms | 29 | 5.9 | 1,217 | 19.6 |
| NO MAXIMUM or LIMIT | | | | |
| Small Firms | 131 | 34.9 | 569 | 33.1 |
| Medium Size Firms | 17 | 16.7 | 228 | 9.3 |
| Large Firms | 5 | 27.8 | 242 | 11.9 |
| All Size Firms | 153 | 30.9 | 1,039 | 16.7 |
| Subtotal of Small Firms | 375 | 100.0 | 1,718 | 100.0 |
| Subtotal of Medium Size Firms | 102 | 100.0 | 2,455 | 100.0 |
| Subtotal of Large Firms | 18 | 100.0 | 2,036 | 100.0 |
| Grand Total | 495 | 100.0 | 6,209 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Manufacturing firms that are included in this table met the following criteria: they had one or more salaried employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid vacation by responding yes on question 13 and they specified that they allowed vacation to accumulate by answering yes to question 18. 54 manufacturing firms, or 94.7% of the applicable manufacturing firms responded to this question.

MANUFACTURING

Full-time Hourly

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

| 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 |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| 10 DAYS OR LESS | | | | |
| Small Firms | 181 | 46.4 | 1,484 | 43.5 |
| Medium Size Firms | 41 | 43.6 | 3,913 | 49.2 |
| Large Firms | 9 | 39.1 | 4,630 | 60.4 |
| All Size Firms | 231 | 45.6 | 10,027 | 52.7 |
| 11 TO 30 DAYS | | | | |
| Small Firms | 70 | 17.9 | 564 | 16.5 |
| Medium Size Firms | 33 | 35.1 | 2,748 | 34.5 |
| Large Firms | 2 | 8.7 | 663 | 8.7 |
| All Size Firms | 105 | 20.7 | 3,975 | 20.9 |
| 31 DAYS OR OVER | | | | |
| Small Firms | 20 | 5.1 | 63 | 1.8 |
| Medium Size Firms | | 0.0 | | 0.0 |
| Large Firms | 7 | 30.4 | 2,340 | 30.5 |
| All Size Firms | 27 | 5.3 | 2,403 | 12.6 |
| NO MAXIMUM or LIMIT | | | | |
| Small Firms | 119 | 30.5 | 1,300 | 38.1 |
| Medium Size Firms | 20 | 21.3 | 1,294 | 16.3 |
| Large Firms | 5 | 21.7 | 1,510 | 19.7 |
| All Size Firms | 144 | 28.4 | 4,104 | 21.6 |
| Subtotal of Small Firms | 390 | 100.0 | 3,411 | 100.0 |
| Subtotal of Medium Size Firms | 94 | 100.0 | 7,955 | 100.0 |
| Subtotal of Large Firms | 23 | 100.0 | 7,660 | 100.0 |
| Grand Total | 507 | 100.0 | 19,026 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Manufacturing firms that are included in this table met the following criteria: they had one or more full-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid vacation by responding yes on question 13 and they specified that they allowed vacation to accumulate by answering yes to question 18. 55 manufacturing firms, or 94.8% of the applicable manufacturing firms responded to this question.

MANUFACTURING
Part-time Hourly

TABLE 19L: Maximum Vacation Accumulation for Oklahoma Manufacturing 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?"

| 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 |
|---------------------|------------------------------------|--|--|--|
| 10 DAYS OR LESS | | | | |
| All Size Firms | 22 | 41.5 | 157 | 71.4 |
| 11 TO 30 DAYS | | | | |
| All Size Firms | 6 | 11.3 | 28 | 12.7 |
| 31 DAYS OR OVER | | | | |
| All Size Firms | 2 | 3.8 | 7 | 3.2 |
| NO MAXIMUM or LIMIT | | | | |
| All Size Firms | 23 | 43.4 | 28 | 12.7 |
| Grand Total | 53 | 100.0 | 220 | 100.0 |

*Note: Manufacturing firms that are included in this table met the following criteria: they had one or more part-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid vacation by responding yes on question 13 and they specified that they allowed vacation to accumulate by answering yes to question 18. 10 manufacturing firms, or 83.3% of the applicable manufacturing firms responded to this question. Firm size have been omitted from this table.

MANUFACTURING
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 698 | 60.2 | 2,778 | 46.7 |
| Medium Size Firms | 151 | 54.3 | 3,334 | 48.1 |
| Large Firms | 18 | 32.1 | 1,031 | 15.6 |
| All Size Firms | 867 | 58.1 | 7,143 | 36.6 |
| 5 DAYS or LESS | | | | |
| Small Firms | 255 | 22.0 | 1,288 | 21.7 |
| Medium Size Firms | 53 | 19.1 | 1,314 | 19.0 |
| Large Firms | 13 | 23.2 | 1,739 | 26.3 |
| All Size Firms | 321 | 21.5 | 4,341 | 22.3 |
| 6 to 9 DAYS | | | | |
| Small Firms | 156 | 13.5 | 1,321 | 22.2 |
| Medium Size Firms | 26 | 9.4 | 816 | 11.8 |
| Large Firms | 7 | 12.5 | 469 | 7.1 |
| All Size Firms | 189 | 12.7 | 2,606 | 13.4 |
| 10 to 14 DAYS | | | | |
| Small Firms | 23 | 2.0 | 204 | 3.4 |
| Medium Size Firms | 23 | 8.3 | 1,011 | 14.6 |
| All Size Firms | 46 | 3.1 | 1,215 | 6.2 |
| 15 or MORE DAYS | | | | |
| Small Firms | 27 | 2.3 | 358 | 6.0 |
| Medium Size Firms | 25 | 9.0 | 459 | 6.6 |
| Large Firms | 18 | 32.1 | 3,380 | 51.1 |
| All Size Firms | 70 | 4.7 | 4,197 | 21.5 |
| Subtotal of Small Firms | 1,159 | 100.0 | 5,949 | 100.0 |
| Subtotal of Medium Size Firms | 278 | 100.0 | 6,934 | 100.0 |
| Subtotal of Large Firms | 56 | 100.0 | 6,619 | 100.0 |
| Grand Total | 1,493 | 100.0 | 19,502 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four. 176 manufacturing firms, or 90.7% of the applicable manufacturing firms responded to this question. Firm sizes with no firms were omitted from this table.

MANUFACTURING
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 799 | 63.3 | 7,448 | 63.0 |
| Medium Size Firms | 170 | 58.4 | 14,592 | 60.4 |
| Large Firms | 33 | 55.9 | 14,214 | 59.6 |
| All Size Firms | 1,002 | 62.1 | 36,254 | 60.6 |
| 5 DAYS or LESS | | | | |
| Small Firms | 270 | 21.4 | 2,153 | 18.2 |
| Medium Size Firms | 56 | 19.2 | 4,341 | 18.0 |
| Large Firms | 15 | 25.4 | 7,036 | 29.5 |
| All Size Firms | 341 | 21.1 | 13,530 | 22.6 |
| 6 to 9 DAYS | | | | |
| Small Firms | 144 | 11.4 | 1,585 | 13.4 |
| Medium Size Firms | 24 | 8.2 | 2,157 | 8.9 |
| Large Firms | 4 | 6.8 | 1,614 | 6.8 |
| All Size Firms | 172 | 10.7 | 5,356 | 8.9 |
| 10 to 14 DAYS | | | | |
| Small Firms | 23 | 1.8 | 221 | 1.9 |
| Medium Size Firms | 17 | 5.8 | 1,154 | 4.8 |
| Large Firms | 1 | 1.7 | 69 | 0.3 |
| All Size Firms | 41 | 2.5 | 1,444 | 2.4 |
| 15 or MORE DAYS | | | | |
| Small Firms | 27 | 2.1 | 421 | 3.6 |
| Medium Size Firms | 24 | 8.2 | 1,932 | 8.0 |
| Large Firms | 6 | 10.2 | 935 | 3.9 |
| All Size Firms | 57 | 3.5 | 3,288 | 5.5 |
| Subtotal of Small Firms | 1,263 | 100.0 | 11,828 | 100.0 |
| Subtotal of Medium Size Firms | 291 | 100.0 | 24,176 | 100.0 |
| Subtotal of Large Firms | 59 | 100.0 | 23,868 | 100.0 |
| Grand Total | 1,613 | 100.0 | 59,872 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing 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. 187 manufacturing firms, or 92.6% of the applicable manufacturing firms responded to this question.

MANUFACTURING
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NONE | | | | |
| Small Firms | 384 | 91.2 | 693 | 96.3 |
| Medium Size Firms | 77 | 70.0 | 282 | 75.4 |
| Large Firms | 19 | 86.4 | 267 | 39.7 |
| All Size Firms | 480 | 86.8 | 1,242 | 70.3 |
| 5 DAYS or LESS | | | | |
| Small Firms | 18 | 4.3 | 11 | 1.5 |
| Medium Size Firms | 5 | 4.5 | 4 | 1.1 |
| All Size Firms | 23 | 4.2 | 15 | 0.8 |
| 6 to 9 DAYS | | | | |
| Small Firms | 19 | 4.5 | 16 | 2.2 |
| Medium Size Firms | 6 | 5.5 | 18 | 4.8 |
| Large Firms | 2 | 9.1 | 7 | 1.0 |
| All Size Firms | 27 | 4.9 | 41 | 2.3 |
| 10 to 14 DAYS | | | | |
| Medium Size Firms | 8 | 7.3 | 33 | 8.8 |
| All Size Firms | 8 | 1.4 | 33 | 1.9 |
| 15 or MORE DAYS | | | | |
| Medium Size Firms | 14 | 12.7 | 37 | 9.9 |
| Large Firms | 1 | 4.5 | 399 | 59.3 |
| All Size Firms | 15 | 2.7 | 436 | 24.7 |
| Subtotal of Small Firms | 421 | 100.0 | 720 | 100.0 |
| Subtotal of Medium Size Firms | 110 | 100.0 | 374 | 100.0 |
| Subtotal of Large Firms | 22 | 100.0 | 673 | 100.0 |
| Grand Total | 553 | 100.0 | 1,767 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing 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. 62 manufacturing firms, or 75.6% of the applicable manufacturing firms responded to this question. Firm sizes with no firms were omitted from this table.

MANUFACTURING

TABLE 21D: Sick Leave Accumulation for Oklahoma Manufacturing 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 |
|--|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 409 | 61.8 | 1,293 | 35.4 |
| | Salaried Medium Size Firms | 100 | 70.4 | 3,087 | 77.4 |
| | Salaried Large Firms | 39 | 88.6 | 5,340 | 89.5 |
| | Salaried All Size Firms | 548 | 64.6 | 9,720 | 71.4 |
| | Yes | | | | |
| | Salaried Small Firms | 253 | 38.2 | 2,362 | 64.6 |
| | Salaried Medium Size Firms | 42 | 29.6 | 899 | 22.6 |
| | Salaried Large Firms | 5 | 11.4 | 626 | 10.5 |
| | Salaried All Size Firms | 300 | 35.4 | 3,887 | 28.6 |
| | Subtotal of Salaried Small Firms | 662 | 100.0 | 3,655 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 142 | 100.0 | 3,986 | 100.0 |
| | Subtotal of Salaried Large Firms | 44 | 100.0 | 5,966 | 100.0 |
| Salaried Grand Total | 848 | 100.0 | 13,607 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 538 | 71.4 | 4,958 | 69.4 |
| | Full-time Hourly Medium Size Firms | 87 | 61.3 | 6,722 | 58.7 |
| | Full-time Hourly Large Firms | 37 | 86.0 | 14,340 | 85.8 |
| | Full-time Hourly All Size Firms | 662 | 70.6 | 26,020 | 73.7 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 215 | 28.6 | 2,181 | 30.6 |
| | Full-time Hourly Medium Size Firms | 55 | 38.7 | 4,729 | 41.3 |
| | Full-time Hourly Large Firms | 6 | 14.0 | 2,367 | 14.2 |
| | Full-time Hourly All Size Firms | 276 | 29.4 | 9,277 | 26.3 |
| | Subtotal of Full-time Hourly Small Firms | 753 | 100.0 | 7,139 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 142 | 100.0 | 11,451 | 100.0 |
| | Subtotal of Full-time Hourly Large Firms | 43 | 100.0 | 16,707 | 100.0 |
| Full-time Hourly Grand Total | 938 | 100.0 | 35,297 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 117 | 100.0 | 121 | 100.0 |
| | Part-time Hourly Medium Size Firms | 34 | 75.6 | 117 | 77.5 |
| | Part-time Hourly Large Firms | 15 | 100.0 | 476 | 100.0 |
| | Part-time Hourly All Size Firms | 166 | 93.8 | 714 | 95.5 |
| | Yes | | | | |
| | Part-time Hourly Medium Size Firms | 11 | 24.4 | 34 | 22.5 |
| | Part-time Hourly All Size Firms | 11 | 6.2 | 34 | 4.5 |
| | Subtotal of Part-time Hourly Small Firms | 117 | 100.0 | 121 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 45 | 100.0 | 151 | 100.0 |
| Subtotal of Part-time Hourly Large Firms | 15 | 100.0 | 476 | 100.0 | |
| Part-time Hourly Grand Total | 177 | 100.0 | 748 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more employees and specified that they do not combined leave time by answering no to question four and indicated that they offer paid sick leave by response on question 20. 94 manufacturing firms, or 98.9% of the applicable manufacturing firms responded to this question. Firm sizes with no firms are omitted from this table.

MANUFACTURING
Salary

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

| 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 |
|-------------------------------|------------------------------------|--|--|--|
| 5 DAYS or LESS | Small Firms | 27 | 426 | 18.0 |
| | Medium Size Firms | 4 | 71 | 7.9 |
| | All Size Firms | 31 | 497 | 12.9 |
| 6 to 14 DAYS | Small Firms | 50 | 295 | 12.5 |
| | Medium Size Firms | 12 | 152 | 16.9 |
| | All Size Firms | 62 | 447 | 11.6 |
| 15 to 29 DAYS | Small Firms | 60 | 990 | 41.9 |
| | Medium Size Firms | 4 | 102 | 11.3 |
| | All Size Firms | 64 | 1,092 | 28.4 |
| 30 or MORE DAYS | Small Firms | 35 | 158 | 6.7 |
| | Medium Size Firms | 14 | 439 | 48.8 |
| | Large Firms | 4 | 580 | 100.0 |
| | All Size Firms | 53 | 1,177 | 30.6 |
| NO MAXIMUM or LIMIT | Small Firms | 82 | 493 | 20.9 |
| | Medium Size Firms | 9 | 135 | 15.0 |
| | All Size Firms | 91 | 628 | 16.3 |
| Subtotal of Small Firms | 254 | 100.0 | 2,362 | 100.0 |
| Subtotal of Medium Size Firms | 43 | 100.0 | 899 | 100.0 |
| Subtotal of Large Firms | 4 | 100.0 | 580 | 100.0 |
| Grand Total | 301 | 100.0 | 3,841 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Manufacturing firms that are included in this table met the following criteria: they had one or more salaried employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 30 manufacturing firms, or 96.8 of the applicable manufacturing firms responded to this question. Firm sizes with no firms are omitted from this table.

MANUFACTURING
Full-time Hourly

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

| 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 |
|-------------------------------|------------------------------------|--|--|--|
| 5 DAYS or LESS | | | | |
| Small Firms | 8 | 3.7 | 43 | 2.0 |
| Medium Size Firms | 6 | 12.0 | 255 | 5.9 |
| All Size Firms | 14 | 5.2 | 298 | 3.6 |
| 6 to 14 DAYS | | | | |
| Small Firms | 50 | 23.1 | 387 | 17.7 |
| Medium Size Firms | 12 | 24.0 | 1,274 | 29.6 |
| All Size Firms | 62 | 22.9 | 1,661 | 19.9 |
| 15 to 29 DAYS | | | | |
| Small Firms | 27 | 12.5 | 421 | 19.3 |
| Medium Size Firms | 4 | 8.0 | 453 | 10.5 |
| All Size Firms | 31 | 11.4 | 874 | 10.5 |
| 30 or MORE DAYS | | | | |
| Small Firms | 69 | 31.9 | 774 | 35.5 |
| Medium Size Firms | 14 | 28.0 | 1,030 | 23.9 |
| Large Firms | 5 | 100.0 | 1,862 | 100.0 |
| All Size Firms | 88 | 32.5 | 3,666 | 43.9 |
| NO MAXIMUM or LIMIT | | | | |
| Small Firms | 62 | 28.7 | 556 | 25.5 |
| Medium Size Firms | 14 | 28.0 | 1,291 | 30.0 |
| All Size Firms | 76 | 28.0 | 1,847 | 22.1 |
| Subtotal of Small Firms | 216 | 100.0 | 2,181 | 100.0 |
| Subtotal of Medium Size Firms | 50 | 100.0 | 4,303 | 100.0 |
| Subtotal of Large Firms | 5 | 100.0 | 1,862 | 100.0 |
| Grand Total | 271 | 100.0 | 8,346 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Manufacturing firms that are included in this table met the following criteria: they had one or more full-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 32 manufacturing firms, or 94.1% of the applicable manufacturing firms responded to this question. Firm sizes with no firms are omitted from this table.

MANUFACTURING
Part-time Hourly

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

| 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 |
|---------------------|------------------------------------|--|--|--|
| 30 or MORE DAYS | | | | |
| All Size Firms | 6 | 54.5 | 22 | 64.7 |
| NO MAXIMUM or LIMIT | | | | |
| All Size Firms | 5 | 45.5 | 12 | 35.3 |
| Grand Total | 11 | 100.0 | 34 | 100.0 |

Note: Manufacturing firms that are included in this table met the following criteria: they had one or more part-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 4 manufacturing firms, or 100.0% of the applicable manufacturing firms responded to this question. Response categories with no responses and firm sizes are omitted from this table.

MANUFACTURING
Salary

TABLE 23J: Bereavement Leave for Oklahoma Manufacturing Salary Employees by Firm Size.* Question 23: "Do you offer paid bereavement leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 871 | 58.9 | 3,109 | 42.9 |
| Medium Size Firms | 117 | 35.0 | 1,999 | 25.1 |
| Large Firms | 10 | 13.7 | 854 | 10.2 |
| All Size Firms | 998 | 52.9 | 5,962 | 25.3 |
| YES, 1 to 3 DAYS | | | | |
| Small Firms | 566 | 38.3 | 4,110 | 56.7 |
| Medium Size Firms | 210 | 62.9 | 5,777 | 72.6 |
| Large Firms | 61 | 83.6 | 6,767 | 81.0 |
| All Size Firms | 837 | 44.4 | 16,654 | 70.7 |
| YES, 4 to 7 DAYS | | | | |
| Small Firms | 41 | 2.8 | 36 | 0.5 |
| Medium Size Firms | 7 | 2.1 | 180 | 2.3 |
| Large Firms | 2 | 2.7 | 702 | 8.4 |
| All Size Firms | 50 | 2.7 | 918 | 3.9 |
| Subtotal of Small Firms | 1,478 | 100.0 | 7,255 | 100.0 |
| Subtotal of Medium Size Firms | 334 | 100.0 | 7,956 | 100.0 |
| Subtotal of Large Firms | 73 | 100.0 | 8,350 | 100.0 |
| Grand Total | 1,885 | 100.0 | 23,561 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Manufacturing 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. 219 manufacturing firms, or 92.0% of the applicable manufacturing firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

MANUFACTURING
Full-time Hourly

TABLE 23K: Bereavement Leave for Oklahoma Manufacturing Full-time Hourly Employees by Firm Size.* Question 23: "Do you offer paid bereavement leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 922 | 60.4 | 8,701 | 59.4 |
| Medium Size Firms | 126 | 36.6 | 9,807 | 34.7 |
| Large Firms | 18 | 22.2 | 7,222 | 20.3 |
| All Size Firms | 1,066 | 54.6 | 25,730 | 32.8 |
| YES, 1 to 3 DAYS | | | | |
| Small Firms | 545 | 35.7 | 5,314 | 36.3 |
| Medium Size Firms | 211 | 61.3 | 17,777 | 62.9 |
| Large Firms | 58 | 71.6 | 26,319 | 73.9 |
| All Size Firms | 814 | 41.7 | 49,410 | 62.9 |
| YES, 4 to 7 DAYS | | | | |
| Small Firms | 59 | 3.9 | 634 | 4.3 |
| Medium Size Firms | 7 | 2.0 | 686 | 2.4 |
| Large Firms | 5 | 6.2 | 2,054 | 5.8 |
| All Size Firms | 71 | 3.6 | 3,374 | 4.3 |
| Subtotal of Small Firms | 1,526 | 100.0 | 14,649 | 100.0 |
| Subtotal of Medium Size Firms | 344 | 100.0 | 28,270 | 100.0 |
| Subtotal of Large Firms | 81 | 100.0 | 35,622 | 100.0 |
| Grand Total | 1,951 | 100.0 | 78,541 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Manufacturing 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. 227 manufacturing firms, or 91.9% of the applicable manufacturing firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

MANUFACTURING
Part-time Hourly

TABLE 23L: Bereavement Leave for Oklahoma Manufacturing Part-time Hourly Employees by Firm Size.* Question 23: "Do you offer paid bereavement leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 901 | 92.6 | 1,896 | 96.1 |
| Medium Size Firms | 123 | 54.9 | 385 | 56.5 |
| Large Firms | 8 | 22.9 | 167 | 12.4 |
| All Size Firms | 1,032 | 83.8 | 2,448 | 61.2 |
| YES, 1 to 3 DAYS | | | | |
| Small Firms | 72 | 7.4 | 77 | 3.9 |
| Medium Size Firms | 101 | 45.1 | 297 | 43.5 |
| Large Firms | 23 | 65.7 | 1,137 | 84.5 |
| All Size Firms | 196 | 15.9 | 1,511 | 37.8 |
| YES, 4 to 7 DAYS | | | | |
| Large Firms | 4 | 11.4 | 14 | 1.0 |
| All Size Firms | 4 | 0.3 | 14 | 0.4 |
| Subtotal of Small Firms | 973 | 100.0 | 1,973 | 100.0 |
| Subtotal of Medium Size Firms | 224 | 100.0 | 682 | 100.0 |
| Subtotal of Large Firms | 35 | 100.0 | 1,345 | 100.0 |
| Grand Total | 1,232 | 100.0 | 4,000 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Manufacturing 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. 126 manufacturing firms, or 76.8% of the applicable manufacturing firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

MANUFACTURING
Salary

TABLE 24J: Short Term Disability Leave for Oklahoma Manufacturing Salary Employees by Firm Size.* Question 24: "Do you offer short term paid disability leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 1,133 | 81.0 | 5,381 | 77.9 |
| Medium Size Firms | 171 | 50.6 | 3,328 | 41.4 |
| Large Firms | 20 | 28.2 | 1,526 | 18.4 |
| All Size Firms | 1,324 | 73.2 | 10,235 | 44.0 |
| YES, 6 WEEKS or LESS | | | | |
| Small Firms | 99 | 7.1 | 287 | 4.2 |
| Medium Size Firms | 39 | 11.5 | 1,104 | 13.7 |
| Large Firms | 2 | 2.8 | 159 | 1.9 |
| All Size Firms | 140 | 7.7 | 1,550 | 6.7 |
| YES, 7 to 13 WEEKS | | | | |
| Small Firms | 63 | 4.5 | 413 | 6.0 |
| Medium Size Firms | 29 | 8.6 | 751 | 9.4 |
| Large Firms | 14 | 19.7 | 1,993 | 24.0 |
| All Size Firms | 106 | 5.9 | 3,157 | 13.6 |
| YES, 14 to 26 WEEKS | | | | |
| Small Firms | 104 | 7.4 | 831 | 12.0 |
| Medium Size Firms | 89 | 26.3 | 2,689 | 33.5 |
| Large Firms | 28 | 39.4 | 4,133 | 49.8 |
| All Size Firms | 221 | 12.2 | 7,653 | 32.9 |
| MORE than 26 WEEKS | | | | |
| Medium Size Firms | 10 | 3.0 | 160 | 2.0 |
| Large Firms | 7 | 9.9 | 493 | 5.9 |
| All Size Firms | 17 | 0.9 | 653 | 2.8 |
| Subtotal of Small Firms | 1,399 | 100.0 | 6,912 | 100.0 |
| Subtotal of Medium Size Firms | 338 | 100.0 | 8,032 | 100.0 |
| Subtotal of Large Firms | 71 | 100.0 | 8,304 | 100.0 |
| Grand Total | 1,808 | 100.0 | 23,248 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Manufacturing 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. 214 manufacturing firms, or 89.9% of the applicable manufacturing firms responded to this question. Firm sizes with no firms are omitted from this table.

MANUFACTURING
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 1,111 | 80.0 | 10,494 | 77.8 |
| Medium Size Firms | 179 | 52.3 | 13,342 | 47.6 |
| Large Firms | 20 | 26.7 | 7,846 | 25.2 |
| All Size Firms | 1,310 | 72.6 | 31,682 | 43.6 |
| YES, 6 WEEKS or LESS | | | | |
| Small Firms | 106 | 7.6 | 1,035 | 7.7 |
| Medium Size Firms | 32 | 9.4 | 2,635 | 9.4 |
| Large Firms | 6 | 8.0 | 4,237 | 13.6 |
| All Size Firms | 144 | 8.0 | 7,907 | 10.9 |
| YES, 7 to 13 WEEKS | | | | |
| Small Firms | 63 | 4.5 | 523 | 3.9 |
| Medium Size Firms | 29 | 8.5 | 1,845 | 6.6 |
| Large Firms | 15 | 20.0 | 4,876 | 15.7 |
| All Size Firms | 107 | 5.9 | 7,244 | 10.0 |
| YES, 14 to 26 WEEKS | | | | |
| Small Firms | 108 | 7.8 | 1,444 | 10.7 |
| Medium Size Firms | 100 | 29.2 | 9,865 | 35.2 |
| Large Firms | 33 | 44.0 | 13,892 | 44.7 |
| All Size Firms | 241 | 13.4 | 25,201 | 34.7 |
| MORE than 26 WEEKS | | | | |
| Medium Size Firms | 2 | 0.6 | 325 | 1.2 |
| Large Firms | 1 | 1.3 | 262 | 0.8 |
| All Size Firms | 3 | 0.2 | 587 | 0.8 |
| Subtotal of Small Firms | 1,388 | 100.0 | 13,496 | 100.0 |
| Subtotal of Medium Size Firms | 342 | 100.0 | 28,012 | 100.0 |
| Subtotal of Large Firms | 75 | 100.0 | 31,113 | 100.0 |
| Grand Total | 1,805 | 100.0 | 72,621 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Manufacturing 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. 217 manufacturing firms, or 87.9% of the applicable manufacturing firms responded to this question. Firm sizes with no firms are omitted from this table.

MANUFACTURING
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 787 | 86.4 | 1,464 | 75.8 |
| Medium Size Firms | 153 | 66.5 | 469 | 68.1 |
| Large Firms | 8 | 27.6 | 167 | 12.9 |
| All Size Firms | 948 | 81.0 | 2,100 | 53.6 |
| YES, 6 WEEKS or LESS | | | | |
| Small Firms | 37 | 4.1 | 32 | 1.7 |
| Medium Size Firms | 12 | 5.2 | 44 | 6.4 |
| All Size Firms | 49 | 4.2 | 76 | 1.9 |
| YES, 7 to 13 WEEKS | | | | |
| Small Firms | 87 | 9.5 | 436 | 22.6 |
| Medium Size Firms | 16 | 7.0 | 24 | 3.5 |
| Large Firms | 15 | 51.7 | 109 | 8.4 |
| All Size Firms | 118 | 10.1 | 569 | 14.5 |
| YES, 14 to 26 WEEKS | | | | |
| Medium Size Firms | 49 | 21.3 | 152 | 22.1 |
| Large Firms | 6 | 20.7 | 1,021 | 78.7 |
| All Size Firms | 55 | 4.7 | 1,173 | 29.9 |
| Subtotal of Small Firms | 911 | 100.0 | 1,932 | 100.0 |
| Subtotal of Medium Size Firms | 230 | 100.0 | 689 | 100.0 |
| Subtotal of Large Firms | 29 | 100.0 | 1,297 | 100.0 |
| Grand Total | 1,170 | 100.0 | 3,918 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Manufacturing 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. 122 manufacturing firms, or 74.4% of the applicable manufacturing firms responded to this question. Response and size categories with no firms are from this omitted table.

MANUFACTURING

Salary

TABLE 25J: Other Paid Leave for Oklahoma Manufacturing Salary Employees by Firm Size.* Question 25: Please check boxes indicating any other paid leave you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| MILITARY | | | | |
| Small Firms | 283 | 34.1 | 1,710 | 32.7 |
| Medium Size Firms | 70 | 31.0 | 2,219 | 35.1 |
| Large Firms | 35 | 49.3 | 4,842 | 58.6 |
| All Size Firms | 388 | 34.4 | 8,771 | 44.3 |
| JURY DUTY | | | | |
| Small Firms | 748 | 90.0 | 4,738 | 90.7 |
| Medium Size Firms | 217 | 96.0 | 6,073 | 96.1 |
| Large Firms | 66 | 93.0 | 8,014 | 97.0 |
| All Size Firms | 1,031 | 91.4 | 18,825 | 95.0 |
| FAMILY MEDICAL | | | | |
| Small Firms | 216 | 26.0 | 1,503 | 28.8 |
| Medium Size Firms | 16 | 7.1 | 420 | 6.6 |
| Large Firms | 10 | 14.1 | 1,597 | 19.3 |
| All Size Firms | 242 | 21.5 | 3,520 | 17.8 |
| MATERNITY LEAVE | | | | |
| Small Firms | 217 | 26.1 | 1,581 | 30.3 |
| Medium Size Firms | 44 | 19.5 | 1,446 | 22.9 |
| Large Firms | 18 | 25.4 | 2,919 | 35.3 |
| All Size Firms | 279 | 24.7 | 5,946 | 30.0 |
| PATERNITY LEAVE | | | | |
| Small Firms | 203 | 24.4 | 1,560 | 29.9 |
| Medium Size Firms | 10 | 4.4 | 223 | 3.5 |
| Large Firms | 6 | 8.5 | 1,295 | 15.7 |
| All Size Firms | 219 | 19.4 | 3,078 | 15.5 |
| DOCTOR/DENTAL APPOINTMENT | | | | |
| Small Firms | 401 | 48.3 | 2,821 | 54.0 |
| Medium Size Firms | 29 | 12.8 | 887 | 14.0 |
| Large Firms | 12 | 16.9 | 1,598 | 19.3 |
| All Size Firms | 442 | 39.2 | 5,306 | 26.8 |
| OTHER (please name) | | | | |
| Small Firms | 32 | 3.9 | 144 | 2.8 |
| Medium Size Firms | 15 | 6.6 | 342 | 5.4 |
| Large Firms | 2 | 2.8 | 702 | 8.5 |
| All Size Firms | 49 | 4.3 | 1,188 | 6.0 |
| Subtotal of Small Firms | 831 | 100.0 | 5,224 | 100.0 |
| Subtotal of Medium Size Firms | 226 | 100.0 | 6,320 | 100.0 |
| Subtotal of Large Firms | 71 | 100.0 | 8,263 | 100.0 |
| Grand Total | 1,128 | 100.0 | 19,807 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Manufacturing 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. 159 manufacturing firms, or 66.8% of the applicable manufacturing 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.

MANUFACTURING

Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|----------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| MILITARY | | | | |
| Small Firms | 301 | 40.6 | 2,635 | 34.8 |
| Medium Size Firms | 75 | 32.2 | 7,613 | 39.5 |
| Large Firms | 37 | 50.7 | 13,698 | 41.3 |
| All Size Firms | 413 | 39.4 | 23,946 | 39.9 |
| JURY DUTY | | | | |
| Small Firms | 625 | 84.2 | 6,530 | 86.1 |
| Medium Size Firms | 223 | 95.7 | 18,369 | 95.2 |
| Large Firms | 71 | 97.3 | 32,555 | 98.1 |
| All Size Firms | 919 | 87.7 | 57,454 | 95.6 |
| FAMILY MEDICAL | | | | |
| Small Firms | 158 | 21.3 | 1,677 | 22.1 |
| Medium Size Firms | 11 | 4.7 | 875 | 4.5 |
| Large Firms | 9 | 12.3 | 4,214 | 12.7 |
| All Size Firms | 178 | 17.0 | 6,766 | 11.3 |
| MATERNITY LEAVE | | | | |
| Small Firms | 209 | 28.2 | 2,242 | 29.6 |
| Medium Size Firms | 42 | 18.0 | 3,623 | 18.8 |
| Large Firms | 19 | 26.0 | 7,013 | 21.1 |
| All Size Firms | 270 | 25.8 | 12,878 | 21.4 |
| PATERNITY LEAVE | | | | |
| Small Firms | 177 | 23.9 | 2,127 | 28.1 |
| Medium Size Firms | 7 | 3.0 | 599 | 3.1 |
| Large Firms | 5 | 6.8 | 1,306 | 3.9 |
| All Size Firms | 189 | 18.0 | 4,032 | 6.7 |
| DOCTOR/DENTAL APPOINTMENT | | | | |
| Small Firms | 222 | 29.9 | 2,071 | 27.3 |
| Medium Size Firms | 8 | 3.4 | 550 | 2.9 |
| Large Firms | 3 | 4.1 | 1,022 | 3.1 |
| All Size Firms | 233 | 22.2 | 3,643 | 6.1 |
| OTHER (please name) | | | | |
| Small Firms | 32 | 4.3 | 278 | 3.7 |
| Medium Size Firms | 20 | 8.6 | 1,721 | 8.9 |
| Large Firms | 2 | 2.7 | 953 | 2.9 |
| All Size Firms | 54 | 5.2 | 2,952 | 4.9 |
| Subtotal of Small Firms | 742 | 100.0 | 7,580 | 100.0 |
| Subtotal of Medium Size Firms | 233 | 100.0 | 19,295 | 100.0 |
| Subtotal of Large Firms | 73 | 100.0 | 33,192 | 100.0 |
| Grand Total | 1,048 | 100.0 | 60,067 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Manufacturing 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. 156 manufacturing firms, or 63.2% of the applicable manufacturing 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.

MANUFACTURING
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|----------------------------------|------------------------------------|--|--|--|
| MILITARY | | | | |
| Small Firms | 212 | 58.1 | 876 | 68.1 |
| Medium Size Firms | 37 | 33.6 | 171 | 43.4 |
| Large Firms | 20 | 66.7 | 918 | 78.9 |
| All Size Firms | 269 | 53.3 | 1,965 | 69.1 |
| JURY DUTY | | | | |
| Small Firms | 365 | 100.0 | 1,286 | 100.0 |
| Medium Size Firms | 110 | 100.0 | 394 | 100.0 |
| Large Firms | 26 | 86.7 | 1,135 | 97.6 |
| All Size Firms | 501 | 99.2 | 2,815 | 99.0 |
| FAMILY MEDICAL | | | | |
| Small Firms | 212 | 58.1 | 876 | 68.1 |
| Large Firms | 6 | 20.0 | 811 | 69.7 |
| All Size Firms | 218 | 43.2 | 1,687 | 59.3 |
| MATERNITY LEAVE | | | | |
| Small Firms | 249 | 68.2 | 908 | 70.6 |
| Medium Size Firms | 9 | 8.2 | 56 | 14.2 |
| Large Firms | 9 | 30.0 | 1,035 | 89.0 |
| All Size Firms | 267 | 52.9 | 1,999 | 70.3 |
| PATERNITY LEAVE | | | | |
| Small Firms | 212 | 58.1 | 876 | 68.1 |
| Large Firms | 6 | 20.0 | 811 | 69.7 |
| All Size Firms | 218 | 43.2 | 1,687 | 59.3 |
| DOCTOR/DENTAL APPOINTMENT | | | | |
| Small Firms | 295 | 80.8 | 1,218 | 94.7 |
| Large Firms | 6 | 20.0 | 811 | 69.7 |
| All Size Firms | 301 | 59.6 | 2,029 | 71.4 |
| OTHER (please name) | | | | |
| Large Firms | 4 | 13.3 | 14 | 1.2 |
| All Size Firms | 4 | 0.8 | 14 | 0.5 |
| Subtotal of Small Firms | 365 | 100.0 | 1,286 | 100.0 |
| Subtotal of Medium Size Firms | 110 | 100.0 | 394 | 100.0 |
| Subtotal of Large Firms | 30 | 100.0 | 1,163 | 100.0 |
| Grand Total | 505 | 100.0 | 2,843 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Manufacturing 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. 60 manufacturing firms, or 36.6% of the applicable manufacturing 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 and size categories with no firms are omitted from this table.

MANUFACTURING
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 277 | 15.1 | 810 | 9.1 |
| Medium Size Firms | 5 | 1.4 | 23 | 0.3 |
| Large Firms | 1 | 1.3 | 169 | 1.9 |
| All Size Firms | 283 | 12.4 | 1,002 | 3.8 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 296 | 16.1 | 1,288 | 14.5 |
| Medium Size Firms | 14 | 3.8 | 293 | 3.3 |
| All Size Firms | 310 | 13.5 | 1,581 | 6.0 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 1,267 | 68.9 | 6,804 | 76.4 |
| Medium Size Firms | 351 | 94.9 | 8,438 | 96.4 |
| Large Firms | 79 | 98.8 | 8,572 | 98.1 |
| All Size Firms | 1,697 | 74.1 | 23,814 | 90.2 |
| Subtotal of Small Firms | 1,840 | 100.0 | 8,902 | 100.0 |
| Subtotal of Medium Size Firms | 370 | 100.0 | 8,754 | 100.0 |
| Subtotal of Large Firms | 80 | 100.0 | 8,741 | 100.0 |
| Grand Total | 2,290 | 100.0 | 26,397 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more salaried employees that responded to this question. 252 firms, or 97.7% of the manufacturing firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

MANUFACTURING

Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 335 | 16.9 | 3,209 | 16.5 |
| Medium Size Firms | 8 | 2.1 | 379 | 1.2 |
| Large Firms | 1 | 1.2 | 537 | 1.4 |
| All Size Firms | 344 | 14.1 | 4,125 | 4.6 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 421 | 21.2 | 3,473 | 17.9 |
| Medium Size Firms | 4 | 1.1 | 222 | 0.7 |
| All Size Firms | 425 | 17.4 | 3,695 | 4.1 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 1,226 | 61.9 | 12,768 | 65.6 |
| Medium Size Firms | 367 | 96.8 | 30,736 | 98.1 |
| Large Firms | 85 | 98.8 | 37,896 | 98.6 |
| All Size Firms | 1,678 | 68.6 | 81,400 | 91.2 |
| Subtotal of Small Firms | 1,982 | 100.0 | 19,450 | 100.0 |
| Subtotal of Medium Size Firms | 379 | 100.0 | 31,337 | 100.0 |
| Subtotal of Large Firms | 86 | 100.0 | 38,433 | 100.0 |
| Grand Total | 2,447 | 100.0 | 89,220 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more full-time hourly employees that responded to this question. 262 firms, or 100.0% of the manufacturing firms with full-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

MANUFACTURING
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 186 | 34.4 | 271 | 38.8 |
| Medium Size Firms | 6 | 6.0 | 103 | 29.0 |
| Large Firms | 1 | 4.8 | 5 | 0.8 |
| All Size Firms | 193 | 29.2 | 379 | 22.1 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 39 | 7.2 | 35 | 5.0 |
| All Size Firms | 39 | 5.9 | 35 | 2.0 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 315 | 58.3 | 393 | 56.2 |
| Medium Size Firms | 94 | 94.0 | 252 | 71.0 |
| Large Firms | 20 | 95.2 | 657 | 99.2 |
| All Size Firms | 429 | 64.9 | 1,302 | 75.9 |
| Subtotal of Small Firms | 540 | 100.0 | 699 | 100.0 |
| Subtotal of Medium Size Firms | 100 | 100.0 | 355 | 100.0 |
| Subtotal of Large Firms | 21 | 100.0 | 662 | 100.0 |
| Grand Total | 661 | 100.0 | 1,716 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more part-time hourly employees that responded to this question. 65 firms, or 51.2% of the manufacturing firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

MANUFACTURING
Salary

TABLE 27J: Types of Medical/health Care Plans Offered for Oklahoma Manufacturing Salary Employees by Firm Size.* 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 |
|---------------------------------------|------------------------------------|--|--|--|
| TRADITIONAL FEE-FOR-SERVICE | | | | |
| Small Firms | 44 | 2.9 | 556 | 6.9 |
| Medium Size Firms | 50 | 13.7 | 1,573 | 18.0 |
| Large Firms | 16 | 20.3 | 2,096 | 24.5 |
| All Size Firms | 110 | 5.6 | 4,225 | 16.7 |
| HEALTH MAINTENANCE ORGANIZATION (HMO) | | | | |
| Small Firms | 278 | 18.1 | 1,956 | 24.3 |
| Medium Size Firms | 124 | 34.0 | 3,015 | 34.5 |
| Large Firms | 21 | 26.6 | 3,796 | 44.3 |
| All Size Firms | 423 | 21.4 | 8,767 | 34.6 |
| PREFERRED PROVIDER ORGANIZATION (PPO) | | | | |
| Small Firms | 1,491 | 97.1 | 7,760 | 96.6 |
| Medium Size Firms | 344 | 94.2 | 8,411 | 96.3 |
| Large Firms | 70 | 88.6 | 7,609 | 88.8 |
| All Size Firms | 1,905 | 96.3 | 23,780 | 93.9 |
| Subtotal of Small Firms | 1,535 | 100.0 | 8,035 | 100.0 |
| Subtotal of Medium Size Firms | 365 | 100.0 | 8,730 | 100.0 |
| Subtotal of Large Firms | 79 | 100.0 | 8,572 | 100.0 |
| Grand Total | 1,979 | 100.0 | 25,337 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Manufacturing 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. 232 manufacturing firms, or 99.6% of the applicable manufacturing 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.

MANUFACTURING

Full-time Hourly

TABLE 27K: Types of Medical/health Care Plans Offered for Oklahoma Manufacturing Full-time Hourly Employees by Firm Size.* 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 |
|---------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| TRADITIONAL FEE-FOR-SERVICE | | | | |
| Small Firms | 31 | 1.9 | 333 | 2.1 |
| Medium Size Firms | 52 | 14.1 | 3,734 | 12.1 |
| Large Firms | 18 | 21.2 | 6,265 | 16.5 |
| All Size Firms | 101 | 4.9 | 10,332 | 12.2 |
| HEALTH MAINTENANCE ORGANIZATION (HMO) | | | | |
| Small Firms | 268 | 16.6 | 2,859 | 18.0 |
| Medium Size Firms | 133 | 36.0 | 10,578 | 34.3 |
| Large Firms | 27 | 31.8 | 13,524 | 35.7 |
| All Size Firms | 428 | 20.7 | 26,961 | 31.9 |
| PREFERRED PROVIDER ORGANIZATION (PPO) | | | | |
| Small Firms | 1,566 | 97.2 | 15,352 | 96.5 |
| Medium Size Firms | 340 | 92.1 | 28,156 | 91.3 |
| Large Firms | 75 | 88.2 | 33,713 | 89.0 |
| All Size Firms | 1,981 | 95.9 | 77,221 | 91.2 |
| Subtotal of Small Firms | 1,611 | 100.0 | 15,907 | 100.0 |
| Subtotal of Medium Size Firms | 369 | 100.0 | 30,834 | 100.0 |
| Subtotal of Large Firms | 85 | 100.0 | 37,896 | 100.0 |
| Grand Total | 2,065 | 100.0 | 84,637 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Manufacturing 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. 237 manufacturing firms, or 98.8% of the applicable manufacturing 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.

MANUFACTURING
Part-time Hourly

TABLE 27L: Types of Medical/health Care Plans Offered for Oklahoma Manufacturing Part-time Hourly Employees by Firm Size.* 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 |
|---------------------------------------|------------------------------------|--|--|--|
| TRADITIONAL FEE-FOR-SERVICE | | 0.0 | | 0.0 |
| Medium Size Firms | 13 | 13.8 | 26 | 10.3 |
| Large Firms | 10 | 50.0 | 452 | 68.8 |
| All Size Firms | 23 | 5.0 | 478 | 36.9 |
| HEALTH MAINTENANCE ORGANIZATION (HMO) | | | | |
| Small Firms | 33 | 9.6 | 55 | 14.2 |
| Medium Size Firms | 24 | 25.5 | 44 | 17.5 |
| Large Firms | 10 | 50.0 | 493 | 75.0 |
| All Size Firms | 67 | 14.6 | 592 | 45.7 |
| PREFERRED PROVIDER ORGANIZATION (PPO) | | | | |
| Small Firms | 323 | 93.9 | 367 | 95.1 |
| Medium Size Firms | 92 | 97.9 | 248 | 98.4 |
| Large Firms | 12 | 60.0 | 591 | 90.0 |
| All Size Firms | 427 | 93.2 | 1,206 | 93.1 |
| Subtotal of Small Firms | 344 | 100.0 | 386 | 100.0 |
| Subtotal of Medium Size Firms | 94 | 100.0 | 252 | 100.0 |
| Subtotal of Large Firms | 20 | 100.0 | 657 | 100.0 |
| Grand Total | 458 | 100.0 | 1,295 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Manufacturing 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. 51 manufacturing firms, or 98.1% of the applicable manufacturing 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. Firm sizes with no firms are omitted from this table.

MANUFACTURING

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

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 1,017 | 67.5 | 4,936 | 62.0 |
| | Salaried Medium Size Firms | 208 | 57.5 | 4,624 | 53.0 |
| | Salaried Large Firms | 30 | 37.5 | 1,802 | 21.0 |
| | Salaried All Size Firms | 1,255 | 64.4 | 11,362 | 45.0 |
| | Yes | | | | |
| | Salaried Small Firms | 489 | 32.5 | 3,027 | 38.0 |
| | Salaried Medium Size Firms | 154 | 42.5 | 4,095 | 47.0 |
| | Salaried Large Firms | 50 | 62.5 | 6,770 | 79.0 |
| | Salaried All Size Firms | 693 | 35.6 | 13,892 | 55.0 |
| | Subtotal of Salaried Small Firms | 1,506 | 100.0 | 7,963 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 362 | 100.0 | 8,719 | 100.0 |
| | Subtotal of Salaried Large Firms | 80 | 100.0 | 8,572 | 100.0 |
| Salaried Grand Total | 1,948 | 100.0 | 25,254 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 1,063 | 67.3 | 9,345 | 60.8 |
| | Full-time Hourly Medium Size Firms | 202 | 56.0 | 16,275 | 54.1 |
| | Full-time Hourly Large Firms | 31 | 36.9 | 11,500 | 30.7 |
| | Full-time Hourly All Size Firms | 1,296 | 64.0 | 37,120 | 44.8 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 516 | 32.7 | 6,024 | 39.2 |
| | Full-time Hourly Medium Size Firms | 159 | 44.0 | 13,806 | 45.9 |
| | Full-time Hourly Large Firms | 53 | 63.1 | 25,949 | 69.3 |
| | Full-time Hourly All Size Firms | 728 | 36.0 | 45,779 | 55.2 |
| | Subtotal of Full-time Hourly Small Firms | 1,579 | 100.0 | 15,369 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 361 | 100.0 | 30,081 | 100.0 |
| | Subtotal of Full-time Hourly Large Firms | 84 | 100.0 | 37,449 | 100.0 |
| Full-time Hourly Grand Total | 2,024 | 100.0 | 82,899 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 217 | 63.1 | 262 | 67.9 |
| | Part-time Hourly Medium Size Firms | 39 | 41.5 | 131 | 52.0 |
| | Part-time Hourly Large Firms | 9 | 45.0 | 44 | 6.7 |
| | Part-time Hourly All Size Firms | 265 | 57.9 | 437 | 33.8 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 127 | 36.9 | 124 | 32.1 |
| | Part-time Hourly Medium Size Firms | 55 | 58.5 | 121 | 48.0 |
| | Part-time Hourly Large Firms | 11 | 55.0 | 612 | 93.3 |
| | Part-time Hourly All Size Firms | 193 | 42.1 | 857 | 66.2 |
| | Subtotal of Part-time Hourly Small Firms | 344 | 100.0 | 386 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 94 | 100.0 | 252 | 100.0 |
| | Subtotal of Part-time Hourly Large Firms | 20 | 100.0 | 656 | 100.0 |
| Part-time Hourly Grand Total | 458 | 100.0 | 1,294 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Manufacturing 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. 241 manufacturing firms, or 98.4% of the applicable manufacturing firms responded to this question.

MANUFACTURING
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | Small Firms | 43 | 103 | 1.3 |
| | Large Firms | 4 | 136 | 1.6 |
| | All Size Firms | 47 | 239 | 0.9 |
| | | | | |
| 1% to 25% | Small Firms | 40 | 318 | 3.9 |
| | Medium Size Firms | 39 | 991 | 11.4 |
| | Large Firms | 11 | 1,112 | 13.0 |
| | All Size Firms | 90 | 2,421 | 9.5 |
| 26% to 50% | Small Firms | 242 | 945 | 11.7 |
| | Medium Size Firms | 26 | 865 | 9.9 |
| | Large Firms | 1 | 86 | 1.0 |
| | All Size Firms | 269 | 1,896 | 7.5 |
| 51% to 75% | Small Firms | 314 | 1,566 | 19.4 |
| | Medium Size Firms | 105 | 2,171 | 24.9 |
| | Large Firms | 13 | 1,574 | 18.4 |
| | All Size Firms | 432 | 5,311 | 20.9 |
| 76% to 99% | Small Firms | 390 | 1,810 | 22.4 |
| | Medium Size Firms | 128 | 3,741 | 43.0 |
| | Large Firms | 36 | 4,430 | 51.7 |
| | All Size Firms | 554 | 9,981 | 39.3 |
| 100% | Small Firms | 534 | 3,349 | 41.4 |
| | Medium Size Firms | 63 | 941 | 10.8 |
| | Large Firms | 13 | 1,233 | 14.4 |
| | All Size Firms | 610 | 5,523 | 21.8 |
| Subtotal of Small Firms | 1,563 | 100.0 | 8,091 | 100.0 |
| Subtotal of Medium Size Firms | 361 | 100.0 | 8,709 | 100.0 |
| Subtotal of Large Firms | 78 | 100.0 | 8,571 | 100.0 |
| Grand Total | 2,002 | 100.0 | 25,371 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Manufacturing 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. 232 manufacturing firms, or 99.6% of the applicable manufacturing firms responded to this question.

MANUFACTURING

Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NONE | | | | |
| Small Firms | 43 | 2.6 | 266 | 1.6 |
| Large Firms | 4 | 4.7 | 1,943 | 5.1 |
| All Size Firms | 47 | 2.2 | 2,209 | 2.6 |
| 1% to 25% | | | | |
| Small Firms | 40 | 2.4 | 186 | 1.1 |
| Medium Size Firms | 42 | 11.4 | 3,925 | 12.8 |
| Large Firms | 11 | 12.9 | 5,227 | 13.8 |
| All Size Firms | 93 | 4.4 | 9,338 | 11.0 |
| 26% to 50% | | | | |
| Small Firms | 248 | 15.1 | 2,805 | 17.3 |
| Medium Size Firms | 27 | 7.3 | 2,036 | 6.6 |
| Large Firms | 1 | 1.2 | 533 | 1.4 |
| All Size Firms | 276 | 13.1 | 5,374 | 6.3 |
| 51% to 75% | | | | |
| Small Firms | 335 | 20.4 | 3,776 | 23.2 |
| Medium Size Firms | 110 | 29.7 | 8,627 | 28.1 |
| Large Firms | 18 | 21.2 | 8,217 | 21.7 |
| All Size Firms | 463 | 22.0 | 20,620 | 24.3 |
| 76% to 99% | | | | |
| Small Firms | 400 | 24.3 | 4,255 | 26.2 |
| Medium Size Firms | 125 | 33.8 | 11,198 | 36.4 |
| Large Firms | 36 | 42.4 | 17,231 | 45.5 |
| All Size Firms | 561 | 26.7 | 32,684 | 38.5 |
| 100% | | | | |
| Small Firms | 580 | 35.2 | 4,953 | 30.5 |
| Medium Size Firms | 66 | 17.8 | 4,945 | 16.1 |
| Large Firms | 15 | 17.6 | 4,745 | 12.5 |
| All Size Firms | 661 | 31.5 | 14,643 | 17.3 |
| Subtotal of Small Firms | 1,646 | 100.0 | 16,241 | 100.0 |
| Subtotal of Medium Size Firms | 370 | 100.0 | 30,731 | 100.0 |
| Subtotal of Large Firms | 85 | 100.0 | 37,896 | 100.0 |
| Grand Total | 2,101 | 100.0 | 84,868 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Manufacturing 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. 239 manufacturing firms, or 99.6% of the applicable manufacturing firms responded to this question. Firm sizes with no firms are omitted from this table.

MANUFACTURING
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Large Firms | 4 | 19.0 | 58 | 8.8 |
| All Size Firms | 4 | 0.9 | 58 | 4.7 |
| 1% to 25% | | | | |
| Small Firms | 12 | 3.7 | 12 | 3.6 |
| Medium Size Firms | 19 | 20.7 | 25 | 10.0 |
| Large Firms | 2 | 9.5 | 112 | 17.0 |
| All Size Firms | 33 | 7.5 | 149 | 12.0 |
| 26% to 50% | | | | |
| Small Firms | 89 | 27.4 | 113 | 33.4 |
| Medium Size Firms | 7 | 7.6 | 11 | 4.4 |
| All Size Firms | 96 | 21.9 | 124 | 10.0 |
| 51% to 75% | | | | |
| Small Firms | 88 | 27.1 | 74 | 21.9 |
| Medium Size Firms | 32 | 34.8 | 88 | 35.1 |
| All Size Firms | 120 | 27.4 | 162 | 13.0 |
| 76% to 99% | | | | |
| Small Firms | 12 | 3.7 | 36 | 10.7 |
| Medium Size Firms | 23 | 25.0 | 98 | 39.0 |
| Large Firms | 7 | 33.3 | 418 | 63.6 |
| All Size Firms | 42 | 9.6 | 552 | 44.3 |
| 100% | | | | |
| Small Firms | 124 | 38.2 | 103 | 30.5 |
| Medium Size Firms | 11 | 12.0 | 29 | 11.6 |
| Large Firms | 8 | 38.1 | 69 | 10.5 |
| All Size Firms | 143 | 32.6 | 201 | 16.1 |
| Subtotal of Small Firms | 325 | 100.0 | 338 | 100.0 |
| Subtotal of Medium Size Firms | 92 | 100.0 | 251 | 100.0 |
| Subtotal of Large Firms | 21 | 100.0 | 657 | 100.0 |
| Grand Total | 438 | 100.0 | 1,246 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Manufacturing 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 or question 26. 49 manufacturing firms, or 94.2% of the applicable manufacturing firms responded to this question. Firm sizes with no firms are omitted from this table.

MANUFACTURING

Salary

TABLE 30J: Medical/health Care Plan Employee Dependents Cost Compensation for Oklahoma Manufacturing 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?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NONE | | | | |
| Small Firms | 812 | 52.3 | 3,358 | 41.7 |
| Medium Size Firms | 108 | 29.7 | 1,775 | 20.6 |
| Large Firms | 20 | 25.0 | 1,040 | 12.1 |
| All Size Firms | 940 | 47.1 | 6,173 | 24.4 |
| 1% to 25% | | | | |
| Small Firms | 125 | 8.1 | 445 | 5.5 |
| Medium Size Firms | 24 | 6.6 | 806 | 9.3 |
| Large Firms | 8 | 10.0 | 1,384 | 16.1 |
| All Size Firms | 157 | 7.9 | 2,635 | 10.4 |
| 26% to 50% | | | | |
| Small Firms | 99 | 6.4 | 554 | 6.9 |
| Medium Size Firms | 35 | 9.6 | 879 | 10.2 |
| Large Firms | 7 | 8.8 | 815 | 9.5 |
| All Size Firms | 141 | 7.1 | 2,248 | 8.9 |
| 51% to 75% | | | | |
| Small Firms | 111 | 7.2 | 938 | 11.6 |
| Medium Size Firms | 107 | 29.4 | 2,772 | 32.1 |
| Large Firms | 10 | 12.5 | 926 | 10.8 |
| All Size Firms | 228 | 11.4 | 4,636 | 18.3 |
| 76% to 99% | | | | |
| Small Firms | 239 | 15.4 | 1,442 | 17.9 |
| Medium Size Firms | 83 | 22.8 | 2,373 | 27.5 |
| Large Firms | 31 | 38.8 | 4,222 | 49.3 |
| All Size Firms | 353 | 17.7 | 8,037 | 31.8 |
| 100% | | | | |
| Small Firms | 166 | 10.7 | 1,319 | 16.4 |
| Medium Size Firms | 7 | 1.9 | 32 | 0.4 |
| Large Firms | 4 | 5.0 | 185 | 2.2 |
| All Size Firms | 177 | 8.9 | 1,536 | 6.1 |
| Subtotal of Small Firms | 1,552 | 100.0 | 8,056 | 100.0 |
| Subtotal of Medium Size Firms | 364 | 100.0 | 8,637 | 100.0 |
| Subtotal of Large Firms | 80 | 100.0 | 8,572 | 100.0 |
| Grand Total | 1,996 | 100.0 | 25,265 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Manufacturing 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. 231 manufacturing firms, or 99.1% of the applicable manufacturing firms responded to this question.

MANUFACTURING

Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NONE | | | | |
| Small Firms | 886 | 56.3 | 8,160 | 52.2 |
| Medium Size Firms | 105 | 28.3 | 7,513 | 24.3 |
| Large Firms | 20 | 23.3 | 8,292 | 21.9 |
| All Size Firms | 1,011 | 49.8 | 23,965 | 28.4 |
| 1% to 25% | | | | |
| Small Firms | 125 | 7.9 | 625 | 4.0 |
| Medium Size Firms | 28 | 7.5 | 2,304 | 7.5 |
| Large Firms | 8 | 9.3 | 2,678 | 7.1 |
| All Size Firms | 161 | 7.9 | 5,607 | 6.6 |
| 26% to 50% | | | | |
| Small Firms | 129 | 8.2 | 1,512 | 9.7 |
| Medium Size Firms | 33 | 8.9 | 2,270 | 7.3 |
| Large Firms | 6 | 7.0 | 2,448 | 6.5 |
| All Size Firms | 168 | 8.3 | 6,230 | 7.4 |
| 51% to 75% | | | | |
| Small Firms | 132 | 8.4 | 2,265 | 14.5 |
| Medium Size Firms | 114 | 30.7 | 9,648 | 31.2 |
| Large Firms | 16 | 18.6 | 7,231 | 19.1 |
| All Size Firms | 262 | 12.9 | 19,144 | 22.7 |
| 76% to 99% | | | | |
| Small Firms | 199 | 12.7 | 2,046 | 13.1 |
| Medium Size Firms | 78 | 21.0 | 7,521 | 24.3 |
| Large Firms | 32 | 37.2 | 16,147 | 42.6 |
| All Size Firms | 309 | 15.2 | 25,714 | 30.4 |
| 100% | | | | |
| Small Firms | 102 | 6.5 | 1,039 | 6.6 |
| Medium Size Firms | 13 | 3.5 | 1,649 | 5.3 |
| Large Firms | 4 | 4.7 | 1,100 | 2.9 |
| All Size Firms | 119 | 5.9 | 3,788 | 4.5 |
| Subtotal of Small Firms | 1,573 | 100.0 | 15,647 | 100.0 |
| Subtotal of Medium Size Firms | 371 | 100.0 | 30,905 | 100.0 |
| Subtotal of Large Firms | 86 | 100.0 | 37,896 | 100.0 |
| Grand Total | 2,030 | 100.0 | 84,448 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Manufacturing 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. 237 manufacturing firms, or 98.8% of the applicable manufacturing firms responded to this question.

MANUFACTURING

Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NONE | | | | |
| Small Firms | 217 | 68.9 | 211 | 64.7 |
| Medium Size Firms | 33 | 35.1 | 79 | 31.3 |
| Large Firms | 7 | 35.0 | 46 | 7.0 |
| All Size Firms | 257 | 59.9 | 336 | 27.2 |
| 1% to 25% | | | | |
| Small Firms | 27 | 8.6 | 21 | 6.4 |
| Medium Size Firms | 9 | 9.6 | 17 | 6.7 |
| Large Firms | 5 | 25.0 | 145 | 22.1 |
| All Size Firms | 41 | 9.6 | 183 | 14.8 |
| 26% to 50% | | | | |
| Small Firms | 41 | 13.0 | 36 | 11.0 |
| Medium Size Firms | 7 | 7.4 | 18 | 7.1 |
| All Size Firms | 48 | 11.2 | 54 | 4.4 |
| 51% to 75% | | | | |
| Small Firms | 30 | 9.5 | 58 | 17.8 |
| Medium Size Firms | 32 | 34.0 | 74 | 29.4 |
| All Size Firms | 62 | 14.5 | 132 | 10.7 |
| 76% to 99% | | | | |
| Medium Size Firms | 13 | 13.8 | 64 | 25.4 |
| Large Firms | 7 | 35.0 | 418 | 63.7 |
| All Size Firms | 20 | 4.7 | 482 | 39.1 |
| 100% | | | | |
| Large Firms | 1 | 5.0 | 47 | 7.2 |
| All Size Firms | 1 | 0.2 | 47 | 3.8 |
| Subtotal of Small Firms | 315 | 100.0 | 326 | 100.0 |
| Subtotal of Medium Size Firms | 94 | 100.0 | 252 | 100.0 |
| Subtotal of Large Firms | 20 | 100.0 | 656 | 100.0 |
| Grand Total | 429 | 100.0 | 1,234 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Manufacturing 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. 49 manufacturing firms, or 94.2% of the applicable manufacturing firms responded to this question. Firm sizes with no firms are omitted from this table.

MANUFACTURING
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 902 | 49.6 | 3,361 | 37.9 |
| Medium Size Firms | 62 | 16.8 | 1,169 | 13.5 |
| Large Firms | 4 | 4.9 | 190 | 2.2 |
| All Size Firms | 968 | 42.7 | 4,720 | 17.9 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 147 | 8.1 | 723 | 8.2 |
| Medium Size Firms | 7 | 1.9 | 28 | 0.3 |
| All Size Firms | 154 | 6.8 | 751 | 2.9 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 769 | 42.3 | 4,782 | 53.9 |
| Medium Size Firms | 300 | 81.3 | 7,481 | 86.2 |
| Large Firms | 78 | 95.1 | 8,583 | 97.8 |
| All Size Firms | 1,147 | 50.6 | 20,846 | 79.2 |
| Subtotal of Small Firms | 1,818 | 100.0 | 8,866 | 100.0 |
| Subtotal of Medium Size Firms | 369 | 100.0 | 8,678 | 100.0 |
| Subtotal of Large Firms | 82 | 100.0 | 8,773 | 100.0 |
| Grand Total | 2,269 | 100.0 | 26,317 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more salaried employees that responded to this question. 252 firms, or 97.7% of the manufacturing firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

MANUFACTURING

Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 939 | 48.2 | 8,471 | 44.1 |
| Medium Size Firms | 64 | 16.9 | 5,041 | 16.1 |
| Large Firms | 4 | 4.5 | 1,571 | 4.1 |
| All Size Firms | 1,007 | 41.7 | 15,083 | 16.9 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 232 | 11.9 | 1,476 | 7.7 |
| Medium Size Firms | 6 | 1.6 | 386 | 1.2 |
| Large Firms | 2 | 2.2 | 596 | 1.5 |
| All Size Firms | 240 | 9.9 | 2,458 | 2.8 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 777 | 39.9 | 9,253 | 48.2 |
| Medium Size Firms | 308 | 81.5 | 25,890 | 82.7 |
| Large Firms | 83 | 93.3 | 36,528 | 94.4 |
| All Size Firms | 1,168 | 48.4 | 71,671 | 80.3 |
| Subtotal of Small Firms | 1,948 | 100.0 | 19,200 | 100.0 |
| Subtotal of Medium Size Firms | 378 | 100.0 | 31,317 | 100.0 |
| Subtotal of Large Firms | 89 | 100.0 | 38,695 | 100.0 |
| Grand Total | 2,415 | 100.0 | 89,212 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more full-time hourly employees that responded to this question. 261 firms, or 98.5% of the manufacturing firms with full-time hourly employees responded to this question.

MANUFACTURING
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 473 | 81.3 | 564 | 81.5 |
| Medium Size Firms | 41 | 36.0 | 204 | 48.3 |
| Large Firms | 5 | 21.7 | 30 | 4.5 |
| All Size Firms | 519 | 72.2 | 798 | 44.9 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 45 | 7.7 | 37 | 5.3 |
| All Size Firms | 45 | 6.3 | 37 | 2.1 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 64 | 11.0 | 91 | 13.2 |
| Medium Size Firms | 73 | 64.0 | 218 | 51.7 |
| Large Firms | 18 | 78.3 | 635 | 95.5 |
| All Size Firms | 155 | 21.6 | 944 | 53.1 |
| Subtotal of Small Firms | 582 | 100.0 | 692 | 100.0 |
| Subtotal of Medium Size Firms | 114 | 100.0 | 422 | 100.0 |
| Subtotal of Large Firms | 23 | 100.0 | 665 | 100.0 |
| Grand Total | 719 | 100.0 | 1,779 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more part-time hourly employees that responded to this question. 73 firms, or 57.5% of the manufacturing firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

MANUFACTURING

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

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 755 | 84.9 | 3,856 | 72.5 |
| | Salaried Medium Size Firms | 239 | 78.9 | 5,352 | 72.6 |
| | Salaried Large Firms | 59 | 75.6 | 6,033 | 70.3 |
| | Salaried All Size Firms | 1,053 | 82.9 | 15,241 | 71.7 |
| | Yes | | | | |
| | Salaried Small Firms | 134 | 15.1 | 1,460 | 27.5 |
| | Salaried Medium Size Firms | 64 | 21.1 | 2,018 | 27.4 |
| | Salaried Large Firms | 19 | 24.4 | 2,550 | 29.7 |
| | Salaried All Size Firms | 217 | 17.1 | 6,028 | 28.3 |
| | Subtotal of Salaried Small Firms | 889 | 100.0 | 5,316 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 303 | 100.0 | 7,370 | 100.0 |
| Subtotal of Salaried Large Firms | 78 | 100.0 | 8,583 | 100.0 | |
| Salaried Grand Total | 1,270 | 100.0 | 21,269 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 838 | 85.3 | 8,181 | 77.2 |
| | Full-time Hourly Medium Size Firms | 241 | 78.5 | 20,572 | 79.6 |
| | Full-time Hourly Large Firms | 63 | 74.1 | 27,742 | 74.7 |
| | Full-time Hourly All Size Firms | 1,142 | 83.1 | 56,495 | 76.8 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 144 | 14.7 | 2,421 | 22.8 |
| | Full-time Hourly Medium Size Firms | 66 | 21.5 | 5,282 | 20.4 |
| | Full-time Hourly Large Firms | 22 | 25.9 | 9,382 | 25.3 |
| | Full-time Hourly All Size Firms | 232 | 16.9 | 17,085 | 23.2 |
| | Subtotal of Full-time Hourly Small Firms | 982 | 100.0 | 10,602 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 307 | 100.0 | 25,854 | 100.0 |
| Subtotal of Full-time Hourly Large Firms | 85 | 100.0 | 37,124 | 100.0 | |
| Full-time Hourly Grand Total | 1,374 | 100.0 | 73,580 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 82 | 100.0 | 107 | 100.0 |
| | Part-time Hourly Medium Size Firms | 57 | 78.1 | 170 | 78.0 |
| | Part-time Hourly Large Firms | 10 | 55.6 | 77 | 12.1 |
| | Part-time Hourly All Size Firms | 149 | 86.1 | 354 | 36.9 |
| | Yes | | | | |
| | Part-time Hourly Medium Size Firms | 16 | 21.9 | 48 | 22.0 |
| | Part-time Hourly Large Firms | 8 | 44.4 | 558 | 87.9 |
| | Part-time Hourly All Size Firms | 24 | 13.9 | 606 | 63.1 |
| | Subtotal of Part-time Hourly Small Firms | 82 | 100.0 | 107 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 73 | 100.0 | 218 | 100.0 |
| | Subtotal of Part-time Hourly Large Firms | 18 | 100.0 | 635 | 100.0 |
| Part-time Hourly Grand Total | 173 | 100.0 | 960 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Manufacturing 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. 196 manufacturing firms, or 98.5% of the applicable manufacturing firms responded to this question. Firm sizes with no firms are omitted from this table.

MANUFACTURING
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 285 | 32.0 | 2,005 | 37.7 |
| Medium Size Firms | 81 | 26.3 | 1,337 | 17.8 |
| Large Firms | 11 | 14.5 | 1,112 | 13.0 |
| All Size Firms | 377 | 29.6 | 4,454 | 20.8 |
| 1% to 25% | | | | |
| Small Firms | 28 | 3.1 | 282 | 5.3 |
| Medium Size Firms | 37 | 12.0 | 951 | 12.7 |
| Large Firms | 4 | 5.3 | 643 | 7.5 |
| All Size Firms | 69 | 5.4 | 1,876 | 8.8 |
| 26% to 50% | | | | |
| Small Firms | 97 | 10.9 | 362 | 6.8 |
| Medium Size Firms | 35 | 11.4 | 1,058 | 14.1 |
| Large Firms | 3 | 3.9 | 615 | 7.2 |
| All Size Firms | 135 | 10.6 | 2,035 | 9.5 |
| 51% to 75% | | | | |
| Small Firms | 95 | 10.7 | 389 | 7.3 |
| Medium Size Firms | 58 | 18.8 | 1,399 | 18.6 |
| Large Firms | 11 | 14.5 | 1,013 | 11.8 |
| All Size Firms | 164 | 12.9 | 2,801 | 13.1 |
| 76% to 99% | | | | |
| Small Firms | 110 | 12.4 | 884 | 16.6 |
| Medium Size Firms | 68 | 22.1 | 2,179 | 29.0 |
| Large Firms | 32 | 42.1 | 3,719 | 43.5 |
| All Size Firms | 210 | 16.5 | 6,782 | 31.7 |
| 100% | | | | |
| Small Firms | 275 | 30.9 | 1,392 | 26.2 |
| Medium Size Firms | 29 | 9.4 | 585 | 7.8 |
| Large Firms | 15 | 19.7 | 1,448 | 16.9 |
| All Size Firms | 319 | 25.0 | 3,425 | 16.0 |
| Subtotal of Small Firms | 890 | 100.0 | 5,314 | 100.0 |
| Subtotal of Medium Size Firms | 308 | 100.0 | 7,509 | 100.0 |
| Subtotal of Large Firms | 76 | 100.0 | 8,550 | 100.0 |
| Grand Total | 1,274 | 100.0 | 21,373 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Manufacturing 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. 187 manufacturing firms, or 98.9% of the applicable manufacturing firms responded to this question.

MANUFACTURING
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 285 | 29.0 | 3,896 | 36.7 |
| Medium Size Firms | 81 | 25.8 | 6,402 | 24.4 |
| Large Firms | 13 | 15.7 | 3,945 | 10.7 |
| All Size Firms | 379 | 27.5 | 14,243 | 19.3 |
| 1% to 25% | | | | |
| Small Firms | 28 | 2.8 | 163 | 1.5 |
| Medium Size Firms | 41 | 13.1 | 3,096 | 11.8 |
| Large Firms | 5 | 6.0 | 2,560 | 6.9 |
| All Size Firms | 74 | 5.4 | 5,819 | 7.9 |
| 26% to 50% | | | | |
| Small Firms | 114 | 11.6 | 1,377 | 13.0 |
| Medium Size Firms | 33 | 10.5 | 2,866 | 10.9 |
| Large Firms | 3 | 3.6 | 1,577 | 4.3 |
| All Size Firms | 150 | 10.9 | 5,820 | 7.9 |
| 51% to 75% | | | | |
| Small Firms | 116 | 11.8 | 1,548 | 14.6 |
| Medium Size Firms | 59 | 18.8 | 4,856 | 18.5 |
| Large Firms | 17 | 20.5 | 7,043 | 19.1 |
| All Size Firms | 192 | 13.9 | 13,447 | 18.2 |
| 76% to 99% | | | | |
| Small Firms | 96 | 9.8 | 929 | 8.8 |
| Medium Size Firms | 60 | 19.1 | 5,364 | 20.4 |
| Large Firms | 29 | 34.9 | 16,476 | 44.7 |
| All Size Firms | 185 | 13.4 | 22,769 | 30.9 |
| 100% | | | | |
| Small Firms | 344 | 35.0 | 2,689 | 25.4 |
| Medium Size Firms | 40 | 12.7 | 3,693 | 14.1 |
| Large Firms | 16 | 19.3 | 5,261 | 14.3 |
| All Size Firms | 400 | 29.0 | 11,643 | 15.8 |
| Subtotal of Small Firms | 983 | 100.0 | 10,602 | 100.0 |
| Subtotal of Medium Size Firms | 314 | 100.0 | 26,277 | 100.0 |
| Subtotal of Large Firms | 83 | 100.0 | 36,862 | 100.0 |
| Grand Total | 1,380 | 100.0 | 73,741 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Manufacturing 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. 195 manufacturing firms, or 99.0% of the applicable manufacturing firms responded to this question.

MANUFACTURING
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 34 | 41.0 | 32 | 29.9 |
| Medium Size Firms | 16 | 21.9 | 52 | 23.9 |
| Large Firms | 10 | 55.6 | 64 | 10.1 |
| All Size Firms | 60 | 34.5 | 148 | 15.4 |
| 1% to 25% | | | | |
| Medium Size Firms | 9 | 12.3 | 16 | 7.3 |
| Large Firms | 2 | 11.1 | 112 | 17.6 |
| All Size Firms | 11 | 6.3 | 128 | 13.3 |
| 51% to 75% | | | | |
| Small Firms | 18 | 21.7 | 23 | 21.5 |
| Medium Size Firms | 22 | 30.1 | 57 | 26.1 |
| All Size Firms | 40 | 23.0 | 80 | 8.3 |
| 76% to 99% | | | | |
| Small Firms | 12 | 14.5 | 36 | 33.6 |
| Medium Size Firms | 20 | 27.4 | 73 | 33.5 |
| Large Firms | 5 | 27.8 | 61 | 9.6 |
| All Size Firms | 37 | 21.3 | 170 | 17.7 |
| 100% | | | | |
| Small Firms | 19 | 22.9 | 16 | 15.0 |
| Medium Size Firms | 6 | 8.2 | 20 | 9.2 |
| Large Firms | 1 | 5.6 | 399 | 62.7 |
| All Size Firms | 26 | 14.9 | 435 | 45.3 |
| Subtotal of Small Firms | 83 | 100.0 | 107 | 100.0 |
| Subtotal of Medium Size Firms | 73 | 100.0 | 218 | 100.0 |
| Subtotal of Large Firms | 18 | 100.0 | 636 | 100.0 |
| Grand Total | 174 | 100.0 | 961 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Manufacturing firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a dental care plan by answering yes on question 31. 36 manufacturing firms, or 97.3% of the applicable manufacturing firms responded to this question. Firm sizes with no firms are omitted from this table.

MANUFACTURING

Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NONE | | | | |
| Small Firms | 577 | 64.9 | 3,212 | 60.4 |
| Medium Size Firms | 119 | 39.8 | 2,022 | 27.7 |
| Large Firms | 19 | 24.7 | 1,589 | 18.6 |
| All Size Firms | 715 | 56.5 | 6,823 | 32.2 |
| 1% to 25% | | | | |
| Small Firms | 42 | 4.7 | 344 | 6.5 |
| Medium Size Firms | 22 | 7.4 | 760 | 10.4 |
| Large Firms | 4 | 5.2 | 643 | 7.5 |
| All Size Firms | 68 | 5.4 | 1,747 | 8.3 |
| 26% to 50% | | | | |
| Small Firms | 110 | 12.4 | 505 | 9.5 |
| Medium Size Firms | 40 | 13.4 | 1,228 | 16.8 |
| Large Firms | 5 | 6.5 | 661 | 7.7 |
| All Size Firms | 155 | 12.3 | 2,394 | 11.3 |
| 51% to 75% | | | | |
| Small Firms | 67 | 7.5 | 457 | 8.6 |
| Medium Size Firms | 62 | 20.7 | 1,854 | 25.4 |
| Large Firms | 11 | 14.3 | 1,013 | 11.8 |
| All Size Firms | 140 | 11.1 | 3,324 | 15.7 |
| 76% to 99% | | | | |
| Small Firms | 64 | 7.2 | 551 | 10.4 |
| Medium Size Firms | 42 | 14.0 | 1,001 | 13.7 |
| Large Firms | 30 | 39.0 | 3,413 | 39.9 |
| All Size Firms | 136 | 10.8 | 4,965 | 23.5 |
| 100% | | | | |
| Small Firms | 29 | 3.3 | 248 | 4.7 |
| Medium Size Firms | 14 | 4.7 | 435 | 6.0 |
| Large Firms | 8 | 10.4 | 1,231 | 14.4 |
| All Size Firms | 51 | 4.0 | 1,914 | 9.0 |
| Subtotal of Small Firms | 889 | 100.0 | 5,317 | 100.0 |
| Subtotal of Medium Size Firms | 299 | 100.0 | 7,300 | 100.0 |
| Subtotal of Large Firms | 77 | 100.0 | 8,550 | 100.0 |
| Grand Total | 1,265 | 100.0 | 21,167 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Manufacturing 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. 182 manufacturing firms, or 96.3% of the applicable manufacturing firms responded to this question.

MANUFACTURING
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 651 | 66.4 | 7,006 | 66.1 |
| Medium Size Firms | 119 | 38.6 | 8,881 | 34.5 |
| Large Firms | 21 | 25.0 | 7,958 | 21.6 |
| All Size Firms | 791 | 57.6 | 23,845 | 32.6 |
| 1% to 25% | | | | |
| Small Firms | 42 | 4.3 | 208 | 2.0 |
| Medium Size Firms | 28 | 9.1 | 2,060 | 8.0 |
| Large Firms | 5 | 6.0 | 2,560 | 6.9 |
| All Size Firms | 75 | 5.5 | 4,828 | 6.6 |
| 26% to 50% | | | | |
| Small Firms | 171 | 17.4 | 2,193 | 20.7 |
| Medium Size Firms | 38 | 12.3 | 3,221 | 12.5 |
| Large Firms | 5 | 6.0 | 2,083 | 5.7 |
| All Size Firms | 214 | 15.6 | 7,497 | 10.2 |
| 51% to 75% | | | | |
| Small Firms | 67 | 6.8 | 858 | 8.1 |
| Medium Size Firms | 64 | 20.8 | 5,330 | 20.7 |
| Large Firms | 17 | 20.2 | 7,043 | 19.1 |
| All Size Firms | 148 | 10.8 | 13,231 | 18.1 |
| 76% to 99% | | | | |
| Small Firms | 50 | 5.1 | 336 | 3.2 |
| Medium Size Firms | 39 | 12.7 | 3,973 | 15.4 |
| Large Firms | 27 | 32.1 | 13,311 | 36.1 |
| All Size Firms | 116 | 8.4 | 17,620 | 24.1 |
| 100% | | | | |
| Medium Size Firms | 20 | 6.5 | 2,275 | 8.8 |
| Large Firms | 9 | 10.7 | 3,906 | 10.6 |
| All Size Firms | 29 | 2.1 | 6,181 | 8.4 |
| Subtotal of Small Firms | 981 | 100.0 | 10,601 | 100.0 |
| Subtotal of Medium Size Firms | 308 | 100.0 | 25,740 | 100.0 |
| Subtotal of Large Firms | 84 | 100.0 | 36,861 | 100.0 |
| Grand Total | 1,373 | 100.0 | 73,202 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Manufacturing 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. 191 manufacturing firms, or 97.0% of the applicable manufacturing firms responded to this question.

MANUFACTURING

Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NONE | | | | |
| Small Firms | 53 | 63.9 | 48 | 45.3 |
| Medium Size Firms | 22 | 31.0 | 72 | 33.3 |
| Large Firms | 10 | 55.6 | 64 | 10.1 |
| All Size Firms | 85 | 49.4 | 184 | 19.2 |
| 1% to 25% | | | | |
| Medium Size Firms | 9 | 12.7 | 16 | 7.4 |
| Large Firms | 2 | 11.1 | 112 | 17.6 |
| All Size Firms | 11 | 6.4 | 128 | 13.4 |
| 26% to 50% | | | | |
| Medium Size Firms | 5 | 7.0 | 16 | 7.4 |
| All Size Firms | 5 | 2.9 | 16 | 1.7 |
| 51% to 75% | | | | |
| Small Firms | 30 | 36.1 | 58 | 54.7 |
| Medium Size Firms | 20 | 28.2 | 55 | 25.5 |
| All Size Firms | 50 | 29.1 | 113 | 11.8 |
| 76% to 99% | | | | |
| Medium Size Firms | 15 | 21.1 | 57 | 26.4 |
| Large Firms | 6 | 33.3 | 459 | 72.3 |
| All Size Firms | 21 | 12.2 | 516 | 53.9 |
| Subtotal of Small Firms | 83 | 100.0 | 106 | 100.0 |
| Subtotal of Medium Size Firms | 71 | 100.0 | 216 | 100.0 |
| Subtotal of Large Firms | 18 | 100.0 | 635 | 100.0 |
| Grand Total | 172 | 100.0 | 957 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Manufacturing firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a dental care plan by answering yes on question 31. 35 manufacturing firms, or 94.6% of the applicable manufacturing firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

MANUFACTURING

Salaried

TABLE 35J: Additional Medical/health Benefits Offered for Oklahoma Manufacturing by Firm Size.* Question 35: "Please check Salary Employees 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 | | | | |
| Small Firms | 380 | 33.2 | 2,035 | 31.8 |
| Medium Size Firms | 163 | 47.9 | 4,781 | 55.6 |
| Large Firms | 59 | 72.8 | 7,483 | 85.3 |
| All Size Firms | 602 | 38.5 | 14,299 | 60.2 |
| EMPLOYEE ASSISTANCE PROGRAM | | | | |
| Small Firms | 156 | 13.6 | 1,169 | 18.3 |
| Medium Size Firms | 133 | 39.1 | 3,945 | 45.9 |
| Large Firms | 42 | 51.9 | 6,173 | 70.4 |
| All Size Firms | 331 | 21.2 | 11,287 | 47.5 |
| WELLNESS PROGRAM | | | | |
| Small Firms | 38 | 3.3 | 450 | 7.0 |
| Medium Size Firms | 53 | 15.6 | 1,162 | 13.5 |
| Large Firms | 22 | 27.2 | 2,447 | 27.9 |
| All Size Firms | 113 | 7.2 | 4,059 | 17.1 |
| VISION CARE PROGRAM | | | | |
| Small Firms | 289 | 25.3 | 1,942 | 30.3 |
| Medium Size Firms | 163 | 47.9 | 4,454 | 51.8 |
| Large Firms | 46 | 56.8 | 5,493 | 62.6 |
| All Size Firms | 498 | 31.8 | 11,889 | 50.0 |
| PRESCRIPTION DRUG PLAN | | | | |
| Small Firms | 829 | 72.5 | 4,468 | 69.8 |
| Medium Size Firms | 289 | 85.0 | 7,630 | 88.8 |
| Large Firms | 72 | 88.9 | 7,776 | 88.6 |
| All Size Firms | 1,190 | 76.0 | 19,874 | 83.6 |
| MENTAL HEALTH RIDER | | | | |
| Small Firms | 234 | 20.5 | 1,624 | 25.4 |
| Medium Sized Firms | 65 | 19.1 | 2,148 | 25.0 |
| Large Firms | 16 | 19.8 | 2,686 | 30.6 |
| All Size Firms | 315 | 20.1 | 6,458 | 27.2 |
| LIFE INSURANCE | | | | |
| Small Firms | 1,063 | 92.9 | 5,876 | 91.8 |
| Medium Size Firms | 329 | 96.8 | 8,421 | 98.0 |
| Large Firms | 81 | 100.0 | 8,773 | 100.0 |
| All Size Firms | 1,473 | 94.1 | 23,070 | 97.1 |
| ACCIDENTAL DEATH INSURANCE | | | | |
| Small Firms | 467 | 40.8 | 2,938 | 45.9 |
| Medium Size Firms | 248 | 72.9 | 6,694 | 77.9 |
| Large Firms | 56 | 69.1 | 6,039 | 68.8 |
| All Size Firms | 771 | 49.3 | 15,671 | 65.9 |

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

| 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 |
|--|------------------------------------|--|--|--|
| DEPENDENT LIFE INSURANCE | | | | |
| Small Firms | 383 | 33.5 | 2,410 | 37.6 |
| Medium Size Firms | 116 | 34.1 | 3,269 | 38.0 |
| Large Firms | 42 | 51.9 | 5,058 | 57.7 |
| All Size Firms | 541 | 34.6 | 10,737 | 45.2 |
| ILL CHILD DAYCARE | | | | |
| Small Firms | 54 | 4.7 | 708 | 11.1 |
| Medium Size Firms | 8 | 2.4 | 240 | 2.8 |
| Large Firms | | 0.0 | | 0.0 |
| All Size Firms | 62 | 4.0 | 948 | 4.0 |
| LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN | | | | |
| Small Firms | 13 | 1.1 | 334 | 5.2 |
| Medium Size Firms | 19 | 5.6 | 628 | 7.3 |
| Large Firms | 9 | 11.1 | 1,983 | 22.6 |
| All Size Firms | 41 | 2.6 | 2,945 | 12.4 |
| ELDER DAYCARE (for an employee's relative) | | | | |
| Small Firms | 13 | 1.1 | 334 | 5.2 |
| Medium Size Firms | 7 | 2.1 | 288 | 3.4 |
| Large Firms | 1 | 1.2 | 468 | 5.3 |
| All Size Firms | 21 | 1.3 | 1,090 | 4.6 |
| OTHER (please name) | | | | |
| Small Firms | 35 | 3.1 | 80 | 1.2 |
| Medium Size Firms | 11 | 3.2 | 476 | 5.5 |
| Large Firms | 8 | 9.9 | 1,058 | 12.1 |
| All Size Firms | 54 | 3.5 | 1,614 | 6.8 |
| Subtotal of Small Firms | 1,144 | 100.0 | 6,403 | 100.0 |
| Subtotal of Medium Size Firms | 340 | 100.0 | 8,593 | 100.0 |
| Subtotal of Large Firms | 81 | 100.0 | 8,773 | 100.0 |
| Grand Total | 1,565 | 100.0 | 23,769 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more salaried employees that responded to this question. 208 firms, or 80.6% of the manufacturing 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 with no firms are omitted from this table.

MANUFACTURING

Full-time Hourly

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

| 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 | | | | |
| Small Firms | 332 | 26.2 | 3,191 | 24.7 |
| Medium Size Firms | 99 | 28.7 | 7,796 | 26.9 |
| Large Firms | 49 | 55.7 | 25,256 | 65.3 |
| All Size Firms | 480 | 28.2 | 36,243 | 45.0 |
| EMPLOYEE ASSISTANCE PROGRAM | | | | |
| Small Firms | 130 | 10.3 | 1,540 | 11.9 |
| Medium Size Firms | 120 | 34.8 | 10,977 | 37.9 |
| Large Firms | 39 | 44.3 | 18,755 | 48.5 |
| All Size Firms | 289 | 17.0 | 31,272 | 38.8 |
| WELLNESS PROGRAM | | | | |
| Small Firms | 51 | 4.0 | 339 | 2.6 |
| Medium Size Firms | 54 | 15.7 | 5,044 | 17.4 |
| Large Firms | 22 | 25.0 | 10,606 | 27.4 |
| All Size Firms | 127 | 7.5 | 15,989 | 19.8 |
| VISION CARE PROGRAM | | | | |
| Small Firms | 274 | 21.6 | 2,759 | 21.3 |
| Medium Size Firms | 141 | 40.9 | 12,312 | 42.5 |
| Large Firms | 44 | 50.0 | 21,418 | 55.4 |
| All Size Firms | 459 | 27.0 | 36,489 | 45.3 |
| PRESCRIPTION DRUG PLAN | | | | |
| Small Firms | 953 | 75.2 | 9,064 | 70.1 |
| Medium Size Firms | 291 | 84.3 | 25,419 | 87.8 |
| Large Firms | 78 | 88.6 | 35,918 | 92.8 |
| All Size Firms | 1,322 | 77.8 | 70,401 | 87.4 |
| MENTAL HEALTH RIDER | | | | |
| Small Firms | 272 | 21.5 | 2,606 | 20.2 |
| Medium Sized Firms | 71 | 20.6 | 6,630 | 22.9 |
| Large Firms | 18 | 20.5 | 8,216 | 21.2 |
| All Size Firms | 361 | 21.2 | 17,452 | 21.7 |
| LIFE INSURANCE | | | | |
| Small Firms | 1,090 | 86.0 | 11,384 | 88.1 |
| Medium Size Firms | 336 | 97.4 | 28,244 | 97.6 |
| Large Firms | 88 | 100.0 | 38,695 | 100.0 |
| All Size Firms | 1,514 | 89.1 | 78,323 | 97.2 |
| ACCIDENTAL DEATH INSURANCE | | | | |
| Small Firms | 499 | 39.4 | 5,294 | 41.0 |
| Medium Size Firms | 242 | 70.1 | 20,791 | 71.8 |
| Large Firms | 59 | 67.0 | 26,485 | 68.4 |
| All Size Firms | 800 | 47.1 | 52,570 | 65.2 |

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

| 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 |
|--|------------------------------------|--|--|--|
| DEPENDENT LIFE INSURANCE | | | | |
| Small Firms | 385 | 30.4 | 3,958 | 30.6 |
| Medium Size Firms | 111 | 32.2 | 10,264 | 35.5 |
| Large Firms | 48 | 54.5 | 23,480 | 60.7 |
| All Size Firms | 544 | 32.0 | 37,702 | 46.8 |
| ILL CHILD DAYCARE | | | | |
| Small Firms | 67 | 5.3 | 363 | 2.8 |
| Medium Size Firms | 8 | 2.3 | 575 | 2.0 |
| All Size Firms | 75 | 4.4 | 938 | 1.2 |
| LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN | | | | |
| Small Firms | 51 | 4.0 | 670 | 5.2 |
| Medium Size Firms | 24 | 7.0 | 2,155 | 7.4 |
| Large Firms | 9 | 10.2 | 3,394 | 8.8 |
| All Size Firms | 84 | 4.9 | 6,219 | 7.7 |
| ELDER DAYCARE (for an employee's relative) | | | | |
| Small Firms | 51 | 4.0 | 670 | 5.2 |
| Medium Size Firms | 13 | 3.8 | 1,724 | 6.0 |
| Large Firms | 1 | 1.1 | 69 | 0.2 |
| All Size Firms | 65 | 3.8 | 2,463 | 3.1 |
| OTHER (please name) | | | | |
| Small Firms | 72 | 5.7 | 1,173 | 9.1 |
| Medium Size Firms | 11 | 3.2 | 819 | 2.8 |
| Large Firms | 11 | 12.5 | 8,349 | 21.6 |
| All Size Firms | 94 | 5.5 | 10,341 | 12.8 |
| Subtotal of Small Firms | 1,267 | 100.0 | 12,925 | 100.0 |
| Subtotal of Medium Size Firms | 345 | 100.0 | 28,951 | 100.0 |
| Subtotal of Large Firms | 88 | 100.0 | 38,695 | 100.0 |
| Grand Total | 1,700 | 100.0 | 80,571 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more full-time hourly employees that responded to this question. 216 firms, or 81.5% of the manufacturing 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 with no firms are omitted from this table.

MANUFACTURING

Part-time Hourly

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

| 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 | | | | |
| Small Firms | 125 | 44.3 | 687 | 82.6 |
| Medium Size Firms | 24 | 25.8 | 67 | 25.6 |
| Large Firms | 13 | 54.2 | 576 | 81.5 |
| All Size Firms | 162 | 40.6 | 1,330 | 73.8 |
| EMPLOYEE ASSISTANCE PROGRAM | | | | |
| Small Firms | 70 | 24.8 | 239 | 28.7 |
| Medium Size Firms | 33 | 35.5 | 72 | 27.5 |
| Large Firms | 14 | 58.3 | 608 | 86.0 |
| All Size Firms | 117 | 29.3 | 919 | 51.0 |
| WELLNESS PROGRAM | | | | |
| Small Firms | 27 | 9.6 | 21 | 2.5 |
| Medium Size Firms | 16 | 17.2 | 52 | 19.8 |
| Large Firms | 7 | 29.2 | 524 | 74.1 |
| All Size Firms | 50 | 12.5 | 597 | 33.1 |
| VISION CARE PROGRAM | | | | |
| Small Firms | 27 | 9.6 | 21 | 2.5 |
| Medium Size Firms | 36 | 38.7 | 106 | 40.5 |
| Large Firms | 14 | 58.3 | 216 | 30.6 |
| All Size Firms | 77 | 19.3 | 343 | 19.0 |
| PRESCRIPTION DRUG PLAN | | | | |
| Small Firms | 228 | 80.9 | 599 | 72.0 |
| Medium Size Firms | 82 | 88.2 | 236 | 90.1 |
| Large Firms | 15 | 62.5 | 602 | 85.1 |
| All Size Firms | 325 | 81.5 | 1,437 | 79.8 |
| MENTAL HEALTH RIDER | | | | |
| Small Firms | 127 | 45.0 | 506 | 60.8 |
| Medium Sized Firms | 14 | 15.1 | 48 | 18.3 |
| Large Firms | 5 | 20.8 | 517 | 73.1 |
| All Size Firms | 146 | 36.6 | 1,071 | 59.5 |
| LIFE INSURANCE | | | | |
| Small Firms | 174 | 61.7 | 554 | 66.6 |
| Medium Size Firms | 91 | 97.8 | 252 | 96.2 |
| Large Firms | 20 | 83.3 | 657 | 92.9 |
| All Size Firms | 285 | 71.4 | 1,463 | 81.2 |
| ACCIDENTAL DEATH INSURANCE | | | | |
| Small Firms | 127 | 45.0 | 506 | 60.8 |
| Medium Size Firms | 59 | 63.4 | 160 | 61.1 |
| Large Firms | 11 | 45.8 | 612 | 86.6 |
| All Size Firms | 197 | 49.4 | 1,278 | 71.0 |

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

| 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 |
|--|------------------------------------|--|--|--|
| DEPENDENT LIFE INSURANCE | | | | |
| Small Firms | 94 | 33.3 | 78 | 9.4 |
| Medium Size Firms | 24 | 25.8 | 651 | 248.5 |
| Large Firms | 10 | 41.7 | 565 | 79.9 |
| All Size Firms | 128 | 32.1 | 1,294 | 71.8 |
| ILL CHILD DAYCARE | | | | |
| Small Firms | 27 | 9.6 | 21 | 2.5 |
| Medium Size Firms | 3 | 3.2 | 3 | 1.1 |
| All Size Firms | 30 | 7.5 | 24 | 1.3 |
| LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN | | | | |
| Small Firms | 27 | 9.6 | 21 | 2.5 |
| Large Firms | 7 | 29.2 | 439 | 62.1 |
| All Size Firms | 34 | 8.5 | 460 | 25.5 |
| ELDER DAYCARE (for an employee's relative) | | | | |
| Small Firms | 27 | 9.6 | 21 | 2.5 |
| Large Firms | 1 | 4.2 | 399 | 56.4 |
| All Size Firms | 28 | 7.0 | 420 | 23.3 |
| OTHER (please name) | | | | |
| Small Firms | 37 | 13.1 | 36 | 4.3 |
| Medium Size Firms | 3 | 3.2 | 3 | 1.1 |
| Large Firms | 2 | 8.3 | 112 | 15.8 |
| All Size Firms | 42 | 10.5 | 151 | 8.4 |
| Subtotal of Small Firms | 282 | 100.0 | 832 | 100.0 |
| Subtotal of Medium Size Firms | 93 | 100.0 | 262 | 100.0 |
| Subtotal of Large Firms | 24 | 100.0 | 707 | 100.0 |
| Grand Total | 399 | 100.0 | 1,801 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more part-time hourly employees that responded to this question. 50 firms, or 39.4% of the manufacturing 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 with no firms are omitted from this table.

MANUFACTURING

Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| DO NOT OFFER ANY MEDICAL/HEALTH/DENTAL BENEFITS | | | | |
| Small Firms | 182 | 10.1 | 493 | 5.6 |
| Medium Size Firms | 5 | 1.4 | 23 | 0.3 |
| All Size Firms | 187 | 8.3 | 516 | 2.0 |
| NO WAITING PERIOD REQUIRED | | | | |
| Small Firms | 85 | 4.7 | 224 | 2.5 |
| Medium Size Firms | 41 | 11.5 | 1,366 | 15.9 |
| Large Firms | 30 | 36.6 | 4,596 | 52.4 |
| All Size Firms | 156 | 6.9 | 6,186 | 23.6 |
| YES, 30 DAYS OR LESS | | | | |
| Small Firms | 259 | 14.3 | 2,180 | 24.6 |
| Medium Size Firms | 79 | 22.2 | 1,984 | 23.1 |
| Large Firms | 14 | 17.1 | 1,234 | 14.1 |
| All Size Firms | 352 | 15.7 | 5,398 | 20.6 |
| 31 to 60 DAYS | | | | |
| Small Firms | 492 | 27.2 | 2,171 | 24.5 |
| Medium Size Firms | 51 | 14.3 | 1,400 | 16.3 |
| Large Firms | 8 | 9.8 | 744 | 8.5 |
| All Size Firms | 551 | 24.5 | 4,315 | 16.5 |
| 61 to 90 DAYS | | | | |
| Small Firms | 479 | 26.5 | 2,260 | 25.5 |
| Medium Size Firms | 134 | 37.6 | 2,679 | 31.2 |
| Large Firms | 21 | 25.6 | 1,494 | 17.0 |
| All Size Firms | 634 | 28.2 | 6,433 | 24.5 |
| MORE THAN 90 DAYS | | | | |
| Small Firms | 292 | 16.2 | 1,481 | 16.7 |
| Medium Size Firms | 42 | 11.8 | 1,031 | 12.0 |
| Large Firms | 9 | 11.0 | 706 | 8.0 |
| All Size Firms | 343 | 15.3 | 3,218 | 12.3 |
| VARIES, ACCORDING TO PLANS AND/OR UNION CONTRACT | | | | |
| Small Firms | 18 | 1.0 | 45 | 0.5 |
| Medium Size Firms | 4 | 1.1 | 111 | 1.3 |
| All Size Firms | 22 | 1.0 | 156 | 0.6 |
| Subtotal of Small Firms | 1,807 | 100.0 | 8,854 | 100.0 |
| Subtotal of Medium Size Firms | 356 | 100.0 | 8,594 | 100.0 |
| Subtotal of Large Firms | 82 | 100.0 | 8,774 | 100.0 |
| Grand Total | 2,245 | 100.0 | 26,222 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more salaried employees that responded to this question. 242 firms, or 96.1% of the manufacturing firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

MANUFACTURING

Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| DO NOT OFFER ANY MEDICAL/HEALTH/DENTAL BENEFITS | | | | |
| Small Firms | 229 | 11.8 | 1,981 | 10.2 |
| Medium Size Firms | 5 | 1.3 | 284 | 0.9 |
| All Size Firms | 234 | 9.7 | 2,265 | 2.6 |
| NO WAITING PERIOD REQUIRED | | | | |
| Small Firms | 62 | 3.2 | 675 | 3.5 |
| Medium Size Firms | 33 | 8.9 | 3,206 | 10.5 |
| Large Firms | 16 | 18.2 | 8,946 | 23.1 |
| All Size Firms | 111 | 4.6 | 12,827 | 14.5 |
| YES, 30 DAYS OR LESS | | | | |
| Small Firms | 230 | 11.8 | 2,215 | 11.5 |
| Medium Size Firms | 74 | 19.9 | 5,953 | 19.5 |
| Large Firms | 9 | 10.2 | 3,008 | 7.8 |
| All Size Firms | 313 | 13.0 | 11,176 | 12.6 |
| 31 to 60 DAYS | | | | |
| Small Firms | 516 | 26.5 | 6,066 | 31.4 |
| Medium Size Firms | 57 | 15.3 | 5,036 | 16.5 |
| Large Firms | 20 | 22.7 | 7,477 | 19.3 |
| All Size Firms | 593 | 24.6 | 18,579 | 21.0 |
| 61 to 90 DAYS | | | | |
| Small Firms | 473 | 24.3 | 4,346 | 22.5 |
| Medium Size Firms | 144 | 38.7 | 10,958 | 35.8 |
| Large Firms | 29 | 33.0 | 13,348 | 34.5 |
| All Size Firms | 646 | 26.8 | 28,652 | 32.3 |
| MORE THAN 90 DAYS | | | | |
| Small Firms | 399 | 20.5 | 3,439 | 17.8 |
| Medium Size Firms | 55 | 14.8 | 4,985 | 16.3 |
| Large Firms | 14 | 15.9 | 5,915 | 15.3 |
| All Size Firms | 468 | 19.4 | 14,339 | 16.2 |
| VARIABLES, ACCORDING TO PLANS AND/OR UNION CONTRACT | | | | |
| Small Firms | 39 | 2.0 | 621 | 3.2 |
| Medium Size Firms | 4 | 1.1 | 177 | 0.6 |
| All Size Firms | 43 | 1.8 | 798 | 0.9 |
| Subtotal of Small Firms | 1,948 | 100.0 | 19,343 | 100.0 |
| Subtotal of Medium Size Firms | 372 | 100.0 | 30,599 | 100.0 |
| Subtotal of Large Firms | 88 | 100.0 | 38,694 | 100.0 |
| Grand Total | 2,408 | 100.0 | 88,636 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more full-time hourly employees that responded to this question. 258 firms, or 97.4% of the manufacturing firms with full-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

MANUFACTURING
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| DO NOT OFFER ANY MEDICAL/HEALTH/DENTAL BENEFITS | | | | |
| Small Firms | 190 | 32.0 | 270 | 21.0 |
| Medium Size Firms | 3 | 3.1 | 21 | 7.7 |
| Large Firms | 5 | 26.3 | 15 | 2.6 |
| All Size Firms | 198 | 27.9 | 306 | 14.3 |
| NO WAITING PERIOD REQUIRED | | | | |
| Small Firms | 41 | 6.9 | 72 | 5.6 |
| Medium Size Firms | 15 | 15.5 | 37 | 13.6 |
| Large Firms | 5 | 26.3 | 517 | 88.5 |
| All Size Firms | 61 | 8.6 | 626 | 29.2 |
| YES, 30 DAYS OR LESS | | | | |
| Small Firms | 26 | 4.4 | 425 | 33.1 |
| Medium Size Firms | 14 | 14.4 | 39 | 14.3 |
| Large Firms | 2 | 10.5 | 14 | 2.4 |
| All Size Firms | 42 | 5.9 | 478 | 22.3 |
| 31 to 60 DAYS | | | | |
| Small Firms | 159 | 26.8 | 162 | 12.6 |
| Medium Size Firms | 9 | 9.3 | 13 | 4.8 |
| All Size Firms | 168 | 23.7 | 175 | 8.2 |
| 61 to 90 DAYS | | | | |
| Small Firms | 57 | 9.6 | 84 | 6.5 |
| Medium Size Firms | 47 | 48.5 | 130 | 47.6 |
| Large Firms | 7 | 36.8 | 38 | 6.5 |
| All Size Firms | 111 | 15.7 | 252 | 11.8 |
| MORE THAN 90 DAYS | | | | |
| Small Firms | 120 | 20.2 | 271 | 21.1 |
| Medium Size Firms | 5 | 5.2 | 25 | 9.2 |
| All Size Firms | 125 | 17.6 | 296 | 13.8 |
| VARIES, ACCORDING TO PLANS AND/OR UNION CONTRACT | | | | |
| Medium Size Firms | 4 | 4.1 | 8 | 2.9 |
| All Size Firms | 4 | 0.6 | 8 | 0.4 |
| Subtotal of Small Firms | 593 | 100.0 | 1,284 | 100.0 |
| Subtotal of Medium Size Firms | 97 | 100.0 | 273 | 100.0 |
| Subtotal of Large Firms | 19 | 100.0 | 584 | 100.0 |
| Grand Total | 709 | 100.0 | 2,141 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more part-time hourly employees that responded to this question. 64 firms, or 50.4% of the manufacturing firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

MANUFACTURING
Salary

TABLE 37J: Retirement Plans for Oklahoma Manufacturing Salary Employees by Firm Size.* Question 37: "Please check boxes indicating retirement plans you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-----------------------------------|------------------------------------|--|--|--|
| NO RETIREMENT PLAN OFFERED | | | | |
| Small Firms | 815 | 44.9 | 2,376 | 26.9 |
| Medium Size Firms | 54 | 14.6 | 879 | 9.9 |
| Large Firms | 7 | 8.6 | 231 | 2.6 |
| All Size Firms | 876 | 38.6 | 3,486 | 13.1 |
| DEFINED BENEFIT PLAN | | | | |
| Small Firms | 74 | 4.1 | 990 | 11.2 |
| Medium Size Firms | 54 | 14.6 | 1,537 | 17.3 |
| Large Firms | 26 | 32.1 | 4,064 | 46.3 |
| All Size Firms | 154 | 6.8 | 6,591 | 24.9 |
| DEFINED CONTRIBUTION PLAN | | | | |
| Small Firms | 770 | 42.4 | 5,012 | 56.7 |
| Medium Size Firms | 291 | 78.4 | 7,631 | 85.7 |
| Large Firms | 71 | 87.7 | 8,198 | 93.4 |
| All Size Firms | 1,132 | 49.9 | 20,841 | 78.6 |
| PROFIT SHARING | | | | |
| Small Firms | 308 | 17.0 | 2,831 | 32.0 |
| Medium Size Firms | 42 | 11.3 | 1,472 | 16.5 |
| Large Firms | 16 | 19.8 | 1,818 | 20.7 |
| All Size Firms | 366 | 16.1 | 6,121 | 23.1 |
| OTHER (please name) | | | | |
| Small Firms | 75 | 4.1 | 444 | 5.0 |
| Medium Size Firms | 16 | 4.3 | 246 | 2.8 |
| Large Firms | 2 | 2.5 | 212 | 2.4 |
| All Size Firms | 93 | 4.1 | 902 | 3.4 |
| Subtotal of Small Firms | 1,815 | 100.0 | 8,841 | 100.0 |
| Subtotal of Medium Size Firms | 371 | 100.0 | 8,909 | 100.0 |
| Subtotal of Large Firms | 81 | 100.0 | 8,773 | 100.0 |
| Grand Total | 2,267 | 100.0 | 26,523 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more salaried employees that responded to this question. 253 firms, or 98.1% of the manufacturing 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.

MANUFACTURING
Full-time Hourly

TABLE 37K: Retirement Plans for Oklahoma Manufacturing Full-time Hourly Employees by Firm Size.* Question 37: "Please check boxes indicating retirement plans you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-----------------------------------|------------------------------------|--|--|--|
| NO RETIREMENT PLAN OFFERED | | | | |
| Small Firms | 896 | 45.8 | 7,465 | 38.5 |
| Medium Size Firms | 54 | 14.4 | 3,988 | 12.8 |
| Large Firms | 7 | 8.0 | 2,460 | 6.4 |
| All Size Firms | 957 | 39.5 | 13,913 | 15.6 |
| DEFINED BENEFIT PLAN | | | | |
| Small Firms | 61 | 3.1 | 899 | 4.6 |
| Medium Size Firms | 64 | 17.0 | 6,232 | 20.0 |
| Large Firms | 29 | 33.0 | 13,543 | 35.0 |
| All Size Firms | 154 | 6.4 | 20,674 | 23.2 |
| DEFINED CONTRIBUTION PLAN | | | | |
| Small Firms | 723 | 36.9 | 8,630 | 44.5 |
| Medium Size Firms | 291 | 77.4 | 24,619 | 79.1 |
| Large Firms | 76 | 86.4 | 33,338 | 86.2 |
| All Size Firms | 1,090 | 45.0 | 66,587 | 74.6 |
| PROFIT SHARING | | | | |
| Small Firms | 284 | 14.5 | 3,431 | 17.7 |
| Medium Size Firms | 42 | 11.2 | 4,189 | 13.5 |
| Large Firms | 15 | 17.0 | 9,058 | 23.4 |
| All Size Firms | 341 | 14.1 | 16,678 | 18.7 |
| OTHER (please name) | | | | |
| Small Firms | 158 | 8.1 | 1,076 | 5.6 |
| Medium Size Firms | 16 | 4.3 | 1,060 | 3.4 |
| Large Firms | 4 | 4.5 | 716 | 1.9 |
| All Size Firms | 178 | 7.4 | 2,852 | 3.2 |
| Subtotal of Small Firms | 1,957 | 100.0 | 19,379 | 100.0 |
| Subtotal of Medium Size Firms | 376 | 100.0 | 31,133 | 100.0 |
| Subtotal of Large Firms | 88 | 100.0 | 38,695 | 100.0 |
| Grand Total | 2,421 | 100.0 | 89,207 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more full-time hourly employees that responded to this question. 261 firms, or 98.5% of the manufacturing 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.

MANUFACTURING
Part-time Hourly

TABLE 37L: Retirement Plans for Oklahoma Manufacturing Part-time Hourly Employees by Firm Size.* Question 37: "Please check boxes indicating retirement plans you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-----------------------------------|------------------------------------|--|--|--|
| NO RETIREMENT PLAN OFFERED | | | | |
| Small Firms | 431 | 64.5 | 1,151 | 74.9 |
| Medium Size Firms | 21 | 18.9 | 112 | 26.0 |
| Large Firms | 7 | 29.2 | 21 | 2.8 |
| All Size Firms | 459 | 57.2 | 1,284 | 47.4 |
| DEFINED BENEFIT PLAN | | | | |
| Medium Size Firms | 17 | 15.3 | 48 | 11.1 |
| Large Firms | 8 | 33.3 | 558 | 75.5 |
| All Size Firms | 25 | 3.1 | 606 | 22.4 |
| DEFINED CONTRIBUTION PLAN | | | | |
| Small Firms | 210 | 31.4 | 365 | 23.7 |
| Medium Size Firms | 81 | 73.0 | 278 | 64.5 |
| Large Firms | 20 | 83.3 | 725 | 98.1 |
| All Size Firms | 311 | 38.7 | 1,368 | 50.5 |
| PROFIT SHARING | | | | |
| Small Firms | 51 | 7.6 | 39 | 2.5 |
| Medium Size Firms | 13 | 11.7 | 46 | 10.7 |
| Large Firms | 3 | 12.5 | 13 | 1.8 |
| All Size Firms | 67 | 8.3 | 98 | 3.6 |
| OTHER (please name) | | | | |
| Small Firms | 27 | 4.0 | 21 | 1.4 |
| All Size Firms | 27 | 3.4 | 21 | 0.8 |
| Subtotal of Small Firms | 668 | 100.0 | 1,537 | 100.0 |
| Subtotal of Medium Size Firms | 111 | 100.0 | 431 | 100.0 |
| Subtotal of Large Firms | 24 | 100.0 | 739 | 100.0 |
| Grand Total | 803 | 100.0 | 2,707 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more part-time hourly employees that responded to this question. 76 firms, or 59.8% of the manufacturing 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 with no firms are omitted from this table.

MANUFACTURING
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| EMPLOYEE ONLY | | | | |
| Small Firms | 131 | 17.0 | 739 | 15.2 |
| Medium Size Firms | 16 | 5.6 | 362 | 4.8 |
| Large Firms | 9 | 13.4 | 885 | 12.7 |
| All Size Firms | 156 | 13.9 | 1,986 | 10.3 |
| EMPLOYER ONLY | | | | |
| Small Firms | 80 | 10.4 | 667 | 13.7 |
| Medium Size Firms | 32 | 11.1 | 792 | 10.6 |
| Large Firms | 8 | 11.9 | 742 | 10.6 |
| All Size Firms | 120 | 10.7 | 2,201 | 11.4 |
| EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF | | | | |
| Small Firms | 76 | 9.9 | 667 | 13.7 |
| Medium Size Firms | 54 | 18.8 | 1,651 | 22.1 |
| All Size Firms | 130 | 11.5 | 2,318 | 12.0 |
| EMPLOYER CONTRIBUTES THE LARGER SHARE | | | | |
| Small Firms | 48 | 6.2 | 513 | 10.5 |
| Medium Size Firms | 9 | 3.1 | 444 | 5.9 |
| Large Firms | 7 | 10.4 | 709 | 10.2 |
| All Size Firms | 64 | 5.7 | 1,666 | 8.6 |
| EMPLOYEE CONTRIBUTES THE LARGER SHARE | | | | |
| Small Firms | 436 | 56.5 | 2,286 | 46.9 |
| Medium Size Firms | 177 | 61.5 | 4,218 | 56.5 |
| Large Firms | 43 | 64.2 | 4,646 | 66.5 |
| All Size Firms | 656 | 58.3 | 11,150 | 57.7 |
| Subtotal of Small Firms | 771 | 100.0 | 4,872 | 100.0 |
| Subtotal of Medium Size Firms | 288 | 100.0 | 7,467 | 100.0 |
| Subtotal of Large Firms | 67 | 100.0 | 6,982 | 100.0 |
| Grand Total | 1,126 | 100.0 | 19,321 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Manufacturing 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. 168 manufacturing firms, or 86.2% of the applicable manufacturing firms responded to this question. Firm sizes with no firms are omitted from this table.

MANUFACTURING

Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| EMPLOYEE ONLY | | | | |
| Small Firms | 132 | 15.9 | 1,832 | 18.0 |
| Medium Size Firms | 22 | 7.5 | 1,569 | 6.4 |
| Large Firms | 9 | 12.2 | 1,587 | 4.9 |
| All Size Firms | 163 | 13.6 | 4,988 | 7.4 |
| EMPLOYER ONLY | | | | |
| Small Firms | 55 | 6.6 | 720 | 7.1 |
| Medium Size Firms | 29 | 9.9 | 2,559 | 10.5 |
| Large Firms | 10 | 13.5 | 3,092 | 9.5 |
| All Size Firms | 94 | 7.9 | 6,371 | 9.5 |
| EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF | | | | |
| Small Firms | 76 | 9.2 | 962 | 9.5 |
| Medium Size Firms | 54 | 18.4 | 4,699 | 19.2 |
| Large Firms | 2 | 2.7 | 596 | 1.8 |
| All Size Firms | 132 | 11.0 | 6,257 | 9.3 |
| EMPLOYER CONTRIBUTES THE LARGER SHARE | | | | |
| Small Firms | 83 | 10.0 | 903 | 8.9 |
| Medium Size Firms | 9 | 3.1 | 642 | 2.6 |
| Large Firms | 6 | 8.1 | 4,504 | 13.9 |
| All Size Firms | 98 | 8.2 | 6,049 | 9.0 |
| EMPLOYEE CONTRIBUTES THE LARGER SHARE | | | | |
| Small Firms | 483 | 58.3 | 5,762 | 56.6 |
| Medium Size Firms | 179 | 61.1 | 14,951 | 61.2 |
| Large Firms | 47 | 63.5 | 22,625 | 69.8 |
| All Size Firms | 709 | 59.3 | 43,338 | 64.7 |
| Subtotal of Small Firms | 829 | 100.0 | 10,179 | 100.0 |
| Subtotal of Medium Size Firms | 293 | 100.0 | 24,420 | 100.0 |
| Subtotal of Large Firms | 74 | 100.0 | 32,404 | 100.0 |
| Grand Total | 1,196 | 100.0 | 67,003 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Manufacturing 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. 172 manufacturing firms, or 86.9% of the applicable manufacturing firms responded to this question.

MANUFACTURING

Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| EMPLOYEE ONLY | | | | |
| Small Firms | 34 | 16.2 | 34 | 9.2 |
| Medium Size Firms | 6 | 7.8 | 85 | 28.1 |
| Large Firms | 2 | 11.1 | 6 | 0.8 |
| All Size Firms | 42 | 13.8 | 125 | 9.0 |
| EMPLOYER ONLY | | | | |
| Medium Size Firms | 5 | 6.5 | 25 | 8.3 |
| Large Firms | 2 | 11.1 | 14 | 1.9 |
| All Size Firms | 7 | 2.3 | 39 | 2.8 |
| EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF | | | | |
| Medium Size Firms | 14 | 18.2 | 52 | 17.2 |
| All Size Firms | 14 | 4.6 | 52 | 3.7 |
| EMPLOYER CONTRIBUTES THE LARGER SHARE | | | | |
| Medium Size Firms | 7 | 9.1 | 17 | 5.6 |
| All Size Firms | 7 | 2.3 | 17 | 1.2 |
| EMPLOYEE CONTRIBUTES THE LARGER SHARE | | | | |
| Small Firms | 176 | 83.8 | 335 | 90.8 |
| Medium Size Firms | 45 | 58.4 | 123 | 40.7 |
| Large Firms | 14 | 77.8 | 698 | 97.2 |
| All Size Firms | 235 | 77.0 | 1,156 | 83.2 |
| Subtotal of Small Firms | 210 | 100.0 | 369 | 100.0 |
| Subtotal of Medium Size Firms | 77 | 100.0 | 302 | 100.0 |
| Subtotal of Large Firms | 18 | 100.0 | 718 | 100.0 |
| Grand Total | 305 | 100.0 | 1,389 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Manufacturing firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a retirement plan by response on question 37. 43 manufacturing firms, or 44.8% of the applicable manufacturing firms responded to this question. Firm sizes with no firms are omitted from this table.

MANUFACTURING

Salary

TABLE 39J: Educational Benefits for Oklahoma Manufacturing Salary Employees by Firm Size.* Question 39: "Do you provide education or tuition assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO ASSISTANCE OFFERED | | | | |
| Small Firms | 1,319 | 70.5 | 5,205 | 58.2 |
| Medium Size Firms | 175 | 47.4 | 2,813 | 32.1 |
| Large Firms | 23 | 28.4 | 1,115 | 12.7 |
| All Size Firms | 1,517 | 65.4 | 9,133 | 34.5 |
| YES, BASED ON SENIORITY/ YEARS OF SERVICE | | | | |
| Small Firms | 42 | 2.2 | 232 | 2.6 |
| Medium Size Firms | 14 | 3.8 | 358 | 4.1 |
| Large Firms | 6 | 7.4 | 958 | 10.9 |
| All Size Firms | 62 | 2.7 | 1,548 | 5.8 |
| YES, BASED ON COURSE GRADE | | | | |
| Small Firms | 287 | 15.3 | 2,645 | 29.6 |
| Medium Size Firms | 85 | 23.0 | 3,067 | 35.0 |
| Large Firms | 31 | 38.3 | 4,033 | 46.0 |
| All Size Firms | 403 | 17.4 | 9,745 | 36.8 |
| YES, MUST BE JOB RELATED | | | | |
| Small Firms | 492 | 26.3 | 3,224 | 36.0 |
| Medium Size Firms | 165 | 44.7 | 4,966 | 56.6 |
| Large Firms | 47 | 58.0 | 6,111 | 69.7 |
| All Size Firms | 704 | 30.3 | 14,301 | 54.0 |
| YES, AS LONG AS THE INSTITUTION IS ACCREDITED | | | | |
| Small Firms | 49 | 2.6 | 530 | 5.9 |
| Medium Size Firms | 53 | 14.4 | 2,213 | 25.2 |
| Large Firms | 25 | 30.9 | 3,825 | 43.6 |
| All Size Firms | 127 | 5.5 | 6,568 | 24.8 |
| YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE | | | | |
| Small Firms | 85 | 4.5 | 899 | 10.0 |
| Medium Size Firms | 8 | 2.2 | 248 | 2.8 |
| Large Firms | 2 | 2.5 | 702 | 8.0 |
| All Size Firms | 95 | 4.1 | 1,849 | 7.0 |
| Subtotal of Small Firms | 1,871 | 100.0 | 8,946 | 100.0 |
| Subtotal of Medium Size Firms | 369 | 100.0 | 8,771 | 100.0 |
| Subtotal of Large Firms | 81 | 100.0 | 8,773 | 100.0 |
| Grand Total | 2,321 | 100.0 | 26,490 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more salaried employees that responded to this question. 253 firms, or 98.1% of the manufacturing 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.

MANUFACTURING

Full-time Hourly

TABLE 39K: Educational Benefits for Oklahoma Manufacturing Full-time Hourly Employees by Firm Size.* Question 39: "Do you provide education or tuition assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO ASSISTANCE OFFERED | | | | |
| Small Firms | 1,357 | 70.9 | 13,617 | 71.1 |
| Medium Size Firms | 182 | 48.5 | 13,650 | 44.2 |
| Large Firms | 27 | 32.1 | 12,450 | 34.2 |
| All Size Firms | 1,566 | 66.0 | 39,717 | 45.9 |
| YES, BASED ON SENIORITY/ YEARS OF SERVICE | | | | |
| Small Firms | 21 | 1.1 | 135 | 0.7 |
| Medium Size Firms | 12 | 3.2 | 1,265 | 4.1 |
| Large Firms | 6 | 7.1 | 4,253 | 11.7 |
| All Size Firms | 39 | 1.6 | 5,653 | 6.5 |
| YES, BASED ON COURSE GRADE | | | | |
| Small Firms | 253 | 13.2 | 2,730 | 14.3 |
| Medium Size Firms | 83 | 22.1 | 7,344 | 23.8 |
| Large Firms | 34 | 40.5 | 17,684 | 48.6 |
| All Size Firms | 370 | 15.6 | 27,758 | 32.1 |
| YES, MUST BE JOB RELATED | | | | |
| Small Firms | 496 | 25.9 | 5,301 | 27.7 |
| Medium Size Firms | 159 | 42.4 | 3,352 | 10.8 |
| Large Firms | 46 | 54.8 | 18,956 | 52.1 |
| All Size Firms | 701 | 29.6 | 27,609 | 31.9 |
| YES, AS LONG AS THE INSTITUTION IS ACCREDITED | | | | |
| Small Firms | 35 | 1.8 | 181 | 0.9 |
| Medium Size Firms | 56 | 14.9 | 5,625 | 18.2 |
| Large Firms | 27 | 32.1 | 10,926 | 30.0 |
| All Size Firms | 118 | 5.0 | 16,732 | 19.4 |
| YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE | | | | |
| Small Firms | 98 | 5.1 | 665 | 3.5 |
| Medium Size Firms | 8 | 2.1 | 644 | 2.1 |
| Large Firms | 2 | 2.4 | 953 | 2.6 |
| All Size Firms | 108 | 4.6 | 2,262 | 2.6 |
| Subtotal of Small Firms | 1,913 | 100.0 | 19,154 | 100.0 |
| Subtotal of Medium Size Firms | 375 | 100.0 | 30,901 | 100.0 |
| Subtotal of Large Firms | 84 | 100.0 | 36,408 | 100.0 |
| Grand Total | 2,372 | 100.0 | 86,463 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more full-time hourly employees that responded to this question. 257 firms, or 97.0% of the manufacturing 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.

MANUFACTURING
Part-time Hourly

TABLE 39L: Educational Benefits for Oklahoma Manufacturing Part-time Hourly Employees by Firm Size.* Question 39: "Do you provide education or tuition assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| NO ASSISTANCE OFFERED | | | | |
| Small Firms | 639 | 84.0 | 1,123 | 68.6 |
| Medium Size Firms | 78 | 63.9 | 368 | 78.0 |
| Large Firms | 15 | 55.6 | 177 | 23.7 |
| All Size Firms | 732 | 80.4 | 1,668 | 58.4 |
| YES, BASED ON SENIORITY/ YEARS OF SERVICE | | | | |
| Large Firms | 2 | 7.4 | 14 | 1.9 |
| All Size Firms | 2 | 0.2 | 14 | 0.5 |
| YES, BASED ON COURSE GRADE | | | | |
| Small Firms | 41 | 5.4 | 434 | 26.5 |
| Medium Size Firms | 20 | 16.4 | 39 | 8.3 |
| Large Firms | 10 | 37.0 | 171 | 22.9 |
| All Size Firms | 71 | 7.8 | 644 | 22.6 |
| YES, MUST BE JOB RELATED | | | | |
| Small Firms | 81 | 10.6 | 469 | 28.7 |
| Medium Size Firms | 38 | 31.1 | 89 | 18.9 |
| Large Firms | 7 | 25.9 | 55 | 7.4 |
| All Size Firms | 126 | 13.8 | 613 | 21.5 |
| YES, AS LONG AS THE INSTITUTION IS ACCREDITED | | | | |
| Small Firms | 14 | 1.8 | 23 | 1.4 |
| Medium Size Firms | 10 | 8.2 | 22 | 4.7 |
| Large Firms | 5 | 18.5 | 420 | 56.3 |
| All Size Firms | 29 | 3.2 | 465 | 16.3 |
| YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE | | | | |
| Small Firms | 27 | 3.5 | 21 | 1.3 |
| Large Firms | 2 | 7.4 | 7 | 0.9 |
| All Size Firms | 29 | 3.2 | 28 | 1.0 |
| Subtotal of Small Firms | 761 | 100.0 | 1,636 | 100.0 |
| Subtotal of Medium Size Firms | 122 | 100.0 | 472 | 100.0 |
| Subtotal of Large Firms | 27 | 100.0 | 746 | 100.0 |
| Grand Total | 910 | 100.0 | 2,854 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more part-time hourly employees that responded to this question. 83 firms, or 65.4% of the manufacturing 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 with no firms are omitted from this table.

MANUFACTURING
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| 1% to 25% | | | | |
| Medium Size Firms | 4 | 2.1 | 99 | 1.7 |
| Large Firms | 4 | 7.0 | 125 | 1.8 |
| All Size Firms | 8 | 1.0 | 224 | 1.4 |
| 26% to 50% | | | | |
| Small Firms | 56 | 10.4 | 187 | 5.2 |
| Medium Size Firms | 8 | 4.3 | 431 | 7.4 |
| Large Firms | 5 | 8.8 | 417 | 5.9 |
| All Size Firms | 69 | 8.8 | 1,035 | 6.3 |
| 51% to 75% | | | | |
| Medium Size Firms | 14 | 7.5 | 251 | 4.3 |
| Large Firms | 2 | 3.5 | 181 | 2.5 |
| All Size Firms | 16 | 2.0 | 432 | 2.6 |
| 76% to 99% | | | | |
| Small Firms | 46 | 8.5 | 130 | 3.6 |
| Medium Size Firms | 22 | 11.8 | 1,022 | 17.6 |
| Large Firms | 7 | 12.3 | 497 | 7.0 |
| All Size Firms | 75 | 9.6 | 1,649 | 10.0 |
| 100% | | | | |
| Small Firms | 439 | 81.1 | 3,281 | 91.2 |
| Medium Size Firms | 139 | 74.3 | 4,014 | 69.0 |
| Large Firms | 39 | 68.4 | 5,908 | 82.9 |
| All Size Firms | 617 | 78.6 | 13,203 | 79.8 |
| Subtotal of Small Firms | 541 | 100.0 | 3,598 | 100.0 |
| Subtotal of Medium Size Firms | 187 | 100.0 | 5,817 | 100.0 |
| Subtotal of Large Firms | 57 | 100.0 | 7,128 | 100.0 |
| Grand Total | 785 | 100.0 | 16,543 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Manufacturing firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer educational benefits by response on question 39. 119 manufacturing firms, or 93.0% of the applicable manufacturing firms responded to this question. Firms sizes with no firms are omitted from this table.

MANUFACTURING
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| 1% to 25% | | | | |
| Medium Size Firms | 2 | 1.1 | 218 | 1.3 |
| Large Firms | 4 | 6.7 | 941 | 3.7 |
| All Size Firms | 6 | 0.8 | 1,159 | 2.5 |
| 26% to 50% | | | | |
| Small Firms | 56 | 10.3 | 413 | 7.7 |
| Medium Size Firms | 8 | 4.3 | 670 | 4.0 |
| Large Firms | 5 | 8.3 | 2,765 | 11.0 |
| All Size Firms | 69 | 8.7 | 3,848 | 8.1 |
| 51% to 75% | | | | |
| Small Firms | 24 | 4.4 | 544 | 10.1 |
| Medium Size Firms | 20 | 10.6 | 1,978 | 11.9 |
| Large Firms | 2 | 3.3 | 1,455 | 5.8 |
| All Size Firms | 46 | 5.8 | 3,977 | 8.4 |
| 76% to 99% | | | | |
| Small Firms | 50 | 9.2 | 192 | 3.6 |
| Medium Size Firms | 14 | 7.4 | 894 | 5.4 |
| Large Firms | 7 | 11.7 | 2,899 | 11.5 |
| All Size Firms | 71 | 9.0 | 3,985 | 8.4 |
| 100% | | | | |
| Small Firms | 415 | 76.1 | 4,213 | 78.6 |
| Medium Size Firms | 144 | 76.6 | 12,925 | 77.5 |
| Large Firms | 42 | 70.0 | 17,140 | 68.0 |
| All Size Firms | 601 | 75.8 | 34,278 | 72.6 |
| Subtotal of Small Firms | 545 | 100.0 | 5,362 | 100.0 |
| Subtotal of Medium Size Firms | 188 | 100.0 | 16,685 | 100.0 |
| Subtotal of Large Firms | 60 | 100.0 | 25,200 | 100.0 |
| Grand Total | 793 | 100.0 | 47,247 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Manufacturing 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. 118 manufacturing firms, or 91.5% of the applicable manufacturing firms responded to this question. Firm sizes with no firms are omitted from this table.

MANUFACTURING
Part-time Hourly

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

| Response | | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-----------------|-------------------------------|------------------------------------|--|--|--|
| 26% to 50% | Small Firms | 19 | 23.5 | 19 | 3.2 |
| | All Size Firms | 19 | 14.6 | 19 | 1.5 |
| 51% to 75% | Medium Size Firms | 6 | 15.8 | 6 | 8.2 |
| | All Size Firms | 6 | 4.6 | 6 | 0.5 |
| 76% to 99% | Small Firms | 14 | 17.3 | 518 | 88.5 |
| | Medium Size Firms | 2 | 5.3 | 4 | 5.5 |
| | Large Firms | 1 | 9.1 | 5 | 0.8 |
| | All Size Firms | 17 | 13.1 | 527 | 42.3 |
| 100% | Small Firms | 48 | 59.3 | 48 | 8.2 |
| | Medium Size Firms | 30 | 78.9 | 63 | 86.3 |
| | Large Firms | 10 | 90.9 | 584 | 99.2 |
| | All Size Firms | 88 | 67.7 | 695 | 55.7 |
| | Subtotal of Small Firms | 81 | 100.0 | 585 | 100.0 |
| | Subtotal of Medium Size Firms | 38 | 100.0 | 73 | 100.0 |
| | Subtotal of Large Firms | 11 | 100.0 | 589 | 100.0 |
| | Grand Total | 130 | 100.0 | 1,247 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Manufacturing firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer educational benefits by response on question 39. 21 manufacturing firms, or 30.4% of the applicable manufacturing firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

MANUFACTURING

Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-----------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 1,280 | 67.6 | 4,900 | 53.6 |
| Medium Size Firms | 101 | 27.4 | 1,950 | 22.3 |
| Large Firms | 24 | 29.6 | 1,811 | 20.6 |
| All Size Firms | 1,405 | 60.0 | 8,661 | 32.5 |
| YES, FOR HEALTH EXPENSES | | | | |
| Small Firms | 516 | 27.3 | 3,488 | 38.1 |
| Medium Size Firms | 259 | 70.2 | 6,643 | 76.1 |
| Large Firms | 57 | 70.4 | 6,962 | 79.4 |
| All Size Firms | 832 | 35.5 | 17,093 | 64.1 |
| YES, FOR CHILDCARE EXPENSES | | | | |
| Small Firms | 207 | 10.9 | 1,474 | 16.1 |
| Medium Size Firms | 132 | 35.8 | 4,099 | 46.9 |
| Large Firms | 50 | 61.7 | 6,492 | 74.0 |
| All Size Firms | 389 | 16.6 | 12,065 | 45.3 |
| YES, OTHER EXPENSES (please name) | | | | |
| Small Firms | 49 | 2.6 | 702 | 7.7 |
| Medium Size Firms | 19 | 5.1 | 368 | 4.2 |
| Large Firms | 2 | 2.5 | 72 | 0.8 |
| All Size Firms | 70 | 3.0 | 1,142 | 4.3 |
| Subtotal of Small Firms | 1,893 | 100.0 | 9,143 | 100.0 |
| Subtotal of Medium Size Firms | 369 | 100.0 | 8,735 | 100.0 |
| Subtotal of Large Firms | 81 | 100.0 | 8,773 | 100.0 |
| Grand Total | 2,343 | 100.0 | 26,651 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more salaried employees that responded to this question. 253 firms, or 98.1% of the manufacturing 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.

MANUFACTURING
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-----------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 1,348 | 68.4 | 11,167 | 57.5 |
| Medium Size Firms | 104 | 28.3 | 8,064 | 26.8 |
| Large Firms | 24 | 27.3 | 8,853 | 22.9 |
| All Size Firms | 1,476 | 60.8 | 28,084 | 31.8 |
| YES, FOR HEALTH EXPENSES | | | | |
| Small Firms | 526 | 26.7 | 6,791 | 34.9 |
| Medium Size Firms | 255 | 69.5 | 21,368 | 71.1 |
| Large Firms | 63 | 71.6 | 29,842 | 77.1 |
| All Size Firms | 844 | 34.8 | 58,001 | 65.8 |
| YES, FOR CHILDCARE EXPENSES | | | | |
| Small Firms | 194 | 9.8 | 1,724 | 8.9 |
| Medium Size Firms | 130 | 35.4 | 11,714 | 39.0 |
| Large Firms | 57 | 64.8 | 27,372 | 70.7 |
| All Size Firms | 381 | 15.7 | 40,810 | 46.3 |
| YES, OTHER EXPENSES (please name) | | | | |
| Small Firms | 49 | 2.5 | 1,086 | 5.6 |
| Medium Size Firms | 19 | 5.2 | 1,614 | 5.4 |
| Large Firms | 2 | 2.3 | 1,583 | 4.1 |
| All Size Firms | 70 | 2.9 | 4,283 | 4.9 |
| Subtotal of Small Firms | 1,972 | 100.0 | 19,432 | 100.0 |
| Subtotal of Medium Size Firms | 367 | 100.0 | 30,056 | 100.0 |
| Subtotal of Large Firms | 88 | 100.0 | 38,695 | 100.0 |
| Grand Total | 2,427 | 100.0 | 88,183 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more full-time hourly employees that responded to this question. 259 firms, or 97.7% of the manufacturing 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.

MANUFACTURING
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 635 | 81.9 | 1,343 | 71.2 |
| Medium Size Firms | 49 | 43.8 | 224 | 57.0 |
| Large Firms | 12 | 44.4 | 82 | 11.0 |
| All Size Firms | 696 | 76.1 | 1,649 | 54.5 |
| YES, FOR HEALTH EXPENSES | | | | |
| Small Firms | 141 | 18.2 | 543 | 28.8 |
| Medium Size Firms | 63 | 56.3 | 170 | 43.3 |
| Large Firms | 17 | 63.0 | 672 | 89.8 |
| All Size Firms | 221 | 24.2 | 1,385 | 45.8 |
| YES, FOR CHILDCARE EXPENSES | | | | |
| Medium Size Firms | 40 | 35.7 | 94 | 23.9 |
| Large Firms | 12 | 44.4 | 587 | 78.5 |
| All Size Firms | 52 | 5.7 | 681 | 22.5 |
| YES, OTHER EXPENSES (please name) | | | | |
| Medium Size Firms | 4 | 3.6 | 3 | 0.8 |
| All Size Firms | 4 | 0.4 | 3 | 0.1 |
| Subtotal of Small Firms | 775 | 100.0 | 1,886 | 100.0 |
| Subtotal of Medium Size Firms | 112 | 100.0 | 393 | 100.0 |
| Subtotal of Large Firms | 27 | 100.0 | 748 | 100.0 |
| Grand Total | 914 | 100.0 | 3,027 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more part-time hourly employees that responded to this question. 80 firms, or 63.0% of the manufacturing 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 with no firms are omitted from this table.

MANUFACTURING
Salary

TABLE 42J: Childcare Assistance for Oklahoma Manufacturing Salary Employees by Firm Size.* Question 42: "Do you offer childcare assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|----------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 1,783 | 97.0 | 8,831 | 96.9 |
| Medium Size Firms | 361 | 98.4 | 8,286 | 97.8 |
| Large Firms | 74 | 92.5 | 7,295 | 88.5 |
| All Size Firms | 2,218 | 97.1 | 24,412 | 94.5 |
| YES, ON-SITE FACILITY | | | | |
| Small Firms | 28 | 1.5 | 83 | 0.9 |
| Large Firms | 1 | 1.3 | 32 | 0.4 |
| All Size Firms | 29 | 1.3 | 115 | 0.4 |
| YES, VOUCHERS or OFF-SITE | | | | |
| SUBSIDIZED | | | | |
| Small Firms | 28 | 1.5 | 196 | 2.2 |
| Medium Size Firms | 3 | 0.8 | 157 | 1.9 |
| Large Firms | 2 | 2.5 | 188 | 2.3 |
| All Size Firms | 33 | 1.4 | 541 | 2.1 |
| YES, REFERRAL INFORMATION | | | | |
| Medium Size Firms | 2 | 0.5 | 33 | 0.4 |
| Large Firms | 4 | 5.0 | 761 | 9.2 |
| All Size Firms | 6 | 0.3 | 794 | 3.1 |
| Subtotal of Small Firms | 1,838 | 100.0 | 9,110 | 100.0 |
| Subtotal of Medium Size Firms | 367 | 100.0 | 8,476 | 100.0 |
| Subtotal of Large Firms | 80 | 100.0 | 8,244 | 100.0 |
| Grand Total | 2,285 | 100.0 | 25,830 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more salaried employees that responded to this question. 251 firms, or 97.3% of the manufacturing 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 with no firms are omitted from this table.

MANUFACTURING
Full-time Hourly

TABLE 42K: Childcare Assistance for Oklahoma Manufacturing Full-time Hourly Employees by Firm Size.* Question 42: "Do you offer childcare assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 1,862 | 97.1 | 18,299 | 98.1 |
| Medium Size Firms | 357 | 97.0 | 28,796 | 95.3 |
| Large Firms | 79 | 94.0 | 34,432 | 92.3 |
| All Size Firms | 2,298 | 97.0 | 81,527 | 94.6 |
| YES, ON-SITE FACILITY | | | | |
| Small Firms | 28 | 1.5 | 97 | 0.5 |
| Large Firms | 1 | 1.2 | 262 | 0.7 |
| All Size Firms | 29 | 1.2 | 359 | 0.4 |
| YES, VOUCHERS or OFF-SITE | | | | |
| SUBSIDIZED | | | | |
| Small Firms | 28 | 1.5 | 266 | 1.4 |
| Medium Size Firms | 9 | 2.4 | 1,270 | 4.2 |
| Large Firms | 2 | 2.4 | 1,617 | 4.3 |
| All Size Firms | 39 | 1.6 | 3,153 | 3.7 |
| YES, REFERRAL INFORMATION | | | | |
| Medium Size Firms | 2 | 0.5 | 136 | 0.5 |
| Large Firms | 4 | 4.8 | 1,270 | 3.4 |
| All Size Firms | 6 | 0.3 | 1,406 | 1.6 |
| Subtotal of Small Firms | 1,917 | 100.0 | 18,662 | 100.0 |
| Subtotal of Medium Size Firms | 368 | 100.0 | 30,202 | 100.0 |
| Subtotal of Large Firms | 84 | 100.0 | 37,319 | 100.0 |
| Grand Total | 2,369 | 100.0 | 86,183 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more full-time hourly employees that responded to this question. 257 firms, or 97.0% of the manufacturing 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 with no firms are omitted from this table.

MANUFACTURING
Part-time Hourly

TABLE 42L: Childcare Assistance for Oklahoma Manufacturing Part-time Hourly Employees by Firm Size.* Question 42: "Do you offer childcare assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|----------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 881 | 98.4 | 2,152 | 98.9 |
| Medium Size Firms | 144 | 100.0 | 616 | 100.0 |
| Large Firms | 24 | 85.7 | 671 | 84.9 |
| All Size Firms | 1,049 | 98.3 | 3,439 | 96.0 |
| YES, ON-SITE FACILITY | | | | |
| Small Firms | 14 | 1.6 | 23 | 1.1 |
| All Size Firms | 14 | 1.3 | 23 | 0.6 |
| YES, VOUCHERS or OFF-SITE | | | | |
| SUBSIDIZED | | | | |
| Large Firms | 2 | 7.1 | 112 | 14.2 |
| All Size Firms | 2 | 0.2 | 112 | 3.1 |
| YES, REFERRAL INFORMATION | | | | |
| Large Firms | 2 | 7.1 | 7 | 0.9 |
| All Size Firms | 2 | 0.2 | 7 | 0.2 |
| Subtotal of Small Firms | 895 | 100.0 | 2,175 | 100.0 |
| Subtotal of Medium Size Firms | 144 | 100.0 | 616 | 100.0 |
| Subtotal of Large Firms | 28 | 100.0 | 790 | 100.0 |
| Grand Total | 1,067 | 100.0 | 3,581 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more part-time hourly employees that responded to this question. 99 firms, or 78.0% of the manufacturing 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 with no firms are omitted from this table.

MANUFACTURING
Salary

TABLE 43J: Flexible Work Arrangements for Oklahoma Manufacturing Salary Employees by Firm Size.* Question 43: "Do you offer flexible work arrangements?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 1,445 | 79.4 | 6,883 | 78.2 |
| Medium Size Firms | 312 | 87.9 | 6,828 | 82.6 |
| Large Firms | 69 | 85.2 | 6,204 | 70.7 |
| All Size Firms | 1,826 | 81.0 | 19,915 | 77.0 |
| FLEX-TIME | | | | |
| Small Firms | 324 | 17.8 | 1,744 | 19.8 |
| Medium Size Firms | 35 | 9.9 | 1,181 | 14.3 |
| Large Firms | 10 | 12.3 | 2,416 | 27.5 |
| All Size Firms | 369 | 16.4 | 5,341 | 20.7 |
| FOUR DAY (ten hour/day) WORK WEEKS | | | | |
| Small Firms | 71 | 3.9 | 216 | 2.5 |
| Medium Size Firms | 23 | 6.5 | 548 | 6.6 |
| Large Firms | 4 | 4.9 | 855 | 9.7 |
| All Size Firms | 98 | 4.3 | 1,619 | 6.3 |
| TELECOMMUTING (work at home) | | | | |
| Small Firms | 14 | 0.8 | 61 | 0.7 |
| Medium Size Firms | 2 | 0.6 | 56 | 0.7 |
| Large Firms | 4 | 4.9 | 1,231 | 14.0 |
| All Size Firms | 20 | 0.9 | 1,348 | 5.2 |
| Subtotal of Small Firms | 1,819 | 100.0 | 8,807 | 100.0 |
| Subtotal of Medium Size Firms | 355 | 100.0 | 8,269 | 100.0 |
| Subtotal of Large Firms | 81 | 100.0 | 8,773 | 100.0 |
| Grand Total | 2,255 | 100.0 | 25,849 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more salaried employees that responded to this question. 245 firms, or 95.0% of the manufacturing 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.

MANUFACTURING
Full-time Hourly

TABLE 43K: Flexible Work Arrangements for Oklahoma Manufacturing Full-time Hourly Employees by Firm Size.* Question 43: "Do you offer flexible work arrangements?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|------------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 1,500 | 78.7 | 15,370 | 81.7 |
| Medium Size Firms | 320 | 85.8 | 26,558 | 86.2 |
| Large Firms | 72 | 82.8 | 31,285 | 81.0 |
| All Size Firms | 1,892 | 80.0 | 73,213 | 82.9 |
| FLEX-TIME | | | | |
| Small Firms | 349 | 18.3 | 2,851 | 15.2 |
| Medium Size Firms | 40 | 10.7 | 2,918 | 9.5 |
| Large Firms | 11 | 12.6 | 4,556 | 11.8 |
| All Size Firms | 400 | 16.9 | 10,325 | 11.7 |
| FOUR DAY (ten hour/day) WORK WEEKS | | | | |
| Small Firms | 93 | 4.9 | 727 | 3.9 |
| Medium Size Firms | 31 | 8.3 | 2,352 | 7.6 |
| Large Firms | 6 | 6.9 | 3,737 | 9.7 |
| All Size Firms | 130 | 5.5 | 6,816 | 7.7 |
| TELECOMMUTING (work at home) | | | | |
| Medium Size Firms | 2 | 0.5 | 106 | 0.3 |
| Large Firms | 4 | 4.6 | 1,997 | 5.2 |
| All Size Firms | 6 | 0.3 | 2,103 | 2.4 |
| Subtotal of Small Firms | 1,906 | 100.0 | 18,818 | 100.0 |
| Subtotal of Medium Size Firms | 373 | 100.0 | 30,822 | 100.0 |
| Subtotal of Large Firms | 87 | 100.0 | 38,625 | 100.0 |
| Grand Total | 2,366 | 100.0 | 88,265 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more full-time hourly employees that responded to this question. 256 firms, or 96.6% of the manufacturing 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 with no firms are omitted from this table.

MANUFACTURING
Part-time Hourly

TABLE 43L: Flexible Work Arrangements for Oklahoma Manufacturing Part-time Hourly Employees by Firm Size.* Question 43: "Do you offer flexible work arrangements?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NONE | | | | |
| Small Firms | 627 | 77.4 | 1,258 | 67.4 |
| Medium Size Firms | 118 | 89.4 | 423 | 79.1 |
| Large Firms | 21 | 77.8 | 224 | 63.3 |
| All Size Firms | 766 | 79.1 | 1,905 | 69.1 |
| FLEX-TIME | | | | |
| Small Firms | 171 | 21.1 | 561 | 30.0 |
| Medium Size Firms | 14 | 10.6 | 112 | 20.9 |
| Large Firms | 6 | 22.2 | 129 | 36.4 |
| All Size Firms | 191 | 19.7 | 802 | 29.1 |
| FOUR DAY (ten hour/day) WORK WEEKS | | | | |
| Small Firms | 12 | 1.5 | 47 | 2.5 |
| Medium Size Firms | 3 | 2.3 | 82 | 15.3 |
| Large Firms | 2 | 7.4 | 7 | 2.0 |
| All Size Firms | 17 | 1.8 | 136 | 4.9 |
| TELECOMMUTING (work at home) | | | | |
| Large Firms | 2 | 7.4 | 7 | 2.0 |
| All Size Firms | 2 | 0.2 | 7 | 0.3 |
| Subtotal of Small Firms | 810 | 100.0 | 1,867 | 100.0 |
| Subtotal of Medium Size Firms | 132 | 100.0 | 535 | 100.0 |
| Subtotal of Large Firms | 27 | 100.0 | 354 | 100.0 |
| Grand Total | 969 | 100.0 | 2,756 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more part-time hourly employees that responded to this question. 89 firms, or 70.1% of the manufacturing 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 with no firms are omitted from this table.

MANUFACTURING
Salary

TABLE 44J: Miscellaneous Benefits for Oklahoma Manufacturing Salary Employees by Firm Size.* Question 44: "Please check boxes indicating any additional miscellaneous benefits your company offers."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| BONUSES | | | | |
| Small Firms | 1,173 | 97.1 | 6,049 | 93.9 |
| Medium Size Firms | 233 | 82.6 | 5,903 | 85.5 |
| Large Firms | 53 | 82.8 | 4,875 | 73.1 |
| All Size Firms | 1,459 | 93.9 | 16,827 | 84.0 |
| SHIFT DIFFERENTIAL | | | | |
| Small Firms | 79 | 6.5 | 623 | 9.7 |
| Medium Size Firms | 73 | 25.9 | 1,793 | 26.0 |
| Large Firms | 26 | 40.6 | 4,169 | 62.5 |
| All Size Firms | 178 | 11.5 | 6,585 | 32.9 |
| LONGEVITY PAY | | | | |
| Small Firms | 100 | 8.3 | 606 | 9.4 |
| Medium Size Firms | 11 | 3.9 | 198 | 2.9 |
| Large Firms | 2 | 3.1 | 59 | 0.9 |
| All Size Firms | 113 | 7.3 | 863 | 4.3 |
| STOCK OPTIONS | | | | |
| Small Firms | 87 | 7.2 | 789 | 12.2 |
| Medium Size Firms | 37 | 13.1 | 1,297 | 18.8 |
| Large Firms | 12 | 18.8 | 1,990 | 29.8 |
| All Size Firms | 136 | 8.8 | 4,076 | 20.4 |
| OTHER (please name) | | | | |
| Medium Size Firms | 26 | 9.2 | 570 | 8.3 |
| Large Firms | 5 | 7.8 | 310 | 4.6 |
| All Size Firms | 31 | 2.0 | 880 | 4.4 |
| Subtotal of Small Firms | 1,208 | 100.0 | 6,444 | 100.0 |
| Subtotal of Medium Size Firms | 282 | 100.0 | 6,906 | 100.0 |
| Subtotal of Large Firms | 64 | 100.0 | 6,672 | 100.0 |
| Grand Total | 1,554 | 100.0 | 20,022 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more salaried employees that responded to this question. 178 firms, or 69.0% of the manufacturing 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 with no firms are omitted from this table.

MANUFACTURING
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| BONUSES | | | | |
| Small Firms | 1,127 | 95.9 | 11,809 | 93.8 |
| Medium Size Firms | 184 | 60.7 | 15,382 | 59.7 |
| Large Firms | 35 | 47.9 | 14,420 | 43.8 |
| All Size Firms | 1,346 | 86.8 | 41,611 | 58.4 |
| SHIFT DIFFERENTIAL | | | | |
| Small Firms | 183 | 15.6 | 2,528 | 20.1 |
| Medium Size Firms | 192 | 63.4 | 16,825 | 65.3 |
| Large Firms | 57 | 78.1 | 24,503 | 74.5 |
| All Size Firms | 432 | 27.9 | 43,856 | 61.6 |
| LONGEVITY PAY | | | | |
| Small Firms | 100 | 8.5 | 974 | 7.7 |
| Medium Size Firms | 18 | 5.9 | 1,296 | 5.0 |
| Large Firms | 5 | 6.8 | 1,182 | 3.6 |
| All Size Firms | 123 | 7.9 | 3,452 | 4.8 |
| STOCK OPTIONS | | | | |
| Small Firms | 61 | 5.2 | 661 | 5.3 |
| Medium Size Firms | 20 | 6.6 | 1,292 | 5.0 |
| Large Firms | 11 | 15.1 | 6,585 | 20.0 |
| All Size Firms | 92 | 5.9 | 8,538 | 12.0 |
| OTHER (please name) | | | | |
| Medium Size Firms | 22 | 7.3 | 1,216 | 4.7 |
| Large Firms | 9 | 12.3 | 6,966 | 21.2 |
| All Size Firms | 31 | 2.0 | 8,182 | 11.5 |
| Subtotal of Small Firms | 1,175 | 100.0 | 12,590 | 100.0 |
| Subtotal of Medium Size Firms | 303 | 100.0 | 25,752 | 100.0 |
| Subtotal of Large Firms | 73 | 100.0 | 32,894 | 100.0 |
| Grand Total | 1,551 | 100.0 | 71,236 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more full-time hourly employees that responded to this question. 199 firms, or 75.1% of the manufacturing 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 with no firms are omitted from this table.

MANUFACTURING

Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| BONUSES | | | | |
| Small Firms | 436 | 97.5 | 1,335 | 99.6 |
| Medium Size Firms | 72 | 75.8 | 311 | 80.2 |
| Large Firms | 12 | 100.0 | 307 | 100.0 |
| All Size Firms | 520 | 93.9 | 1,953 | 95.9 |
| SHIFT DIFFERENTIAL | | | | |
| Small Firms | 54 | 12.1 | 224 | 16.7 |
| Medium Size Firms | 43 | 45.3 | 184 | 47.4 |
| Large Firms | 7 | 58.3 | 139 | 45.3 |
| All Size Firms | 104 | 18.8 | 547 | 26.9 |
| LONGEVITY PAY | | | | |
| Small Firms | 24 | 5.4 | 18 | 1.3 |
| Medium Size Firms | 6 | 6.3 | 86 | 22.2 |
| All Size Firms | 30 | 5.4 | 104 | 5.1 |
| STOCK OPTIONS | | | | |
| Medium Size Firms | 12 | 12.6 | 46 | 11.9 |
| Large Firms | 2 | 16.7 | 7 | 2.3 |
| All Size Firms | 14 | 2.5 | 53 | 2.6 |
| OTHER (please name) | | | | |
| Medium Size Firms | 2 | 2.1 | 4 | 1.0 |
| Large Firms | 2 | 16.7 | 112 | 36.5 |
| All Size Firms | 4 | 0.7 | 116 | 5.7 |
| Subtotal of Small Firms | 447 | 100.0 | 1,341 | 100.0 |
| Subtotal of Medium Size Firms | 95 | 100.0 | 388 | 100.0 |
| Subtotal of Large Firms | 12 | 100.0 | 307 | 100.0 |
| Grand Total | 554 | 100.0 | 2,036 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more part-time hourly employees that responded to this question. 61 firms, or 48.0% of the manufacturing 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 with no firms are omitted from this table.

MANUFACTURING
All Employee Categories

TABLE 45D: Benefit Cost for Oklahoma Manufacturing, 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)?"

| 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 |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| 15% or LESS | | | | |
| Small Firms | 814 | 39.9 | 10,729 | 35.5 |
| Medium Size Firms | 116 | 32.4 | 11,488 | 30.0 |
| Large Firms | 14 | 16.3 | 7,260 | 15.7 |
| All Size Firms | 944 | 38.0 | 29,477 | 25.7 |
| 16% to 20% | | | | |
| Small Firms | 521 | 25.5 | 8,487 | 28.1 |
| Medium Size Firms | 51 | 14.2 | 5,450 | 14.3 |
| Large Firms | 10 | 11.6 | 5,298 | 11.5 |
| All Size Firms | 582 | 23.4 | 19,235 | 16.8 |
| 21% to 25% | | | | |
| Small Firms | 403 | 19.7 | 6,344 | 21.0 |
| Medium Size Firms | 69 | 19.3 | 7,346 | 19.2 |
| Large Firms | 11 | 12.8 | 6,886 | 14.9 |
| All Size Firms | 483 | 19.4 | 20,576 | 18.0 |
| 26% to 30% | | | | |
| Small Firms | 150 | 7.3 | 2,557 | 8.5 |
| Medium Size Firms | 57 | 15.9 | 6,337 | 16.6 |
| Large Firms | 22 | 25.6 | 12,598 | 27.3 |
| All Size Firms | 229 | 9.2 | 21,492 | 18.8 |
| MORE THAN 30% | | | | |
| Small Firms | 154 | 7.5 | 2,076 | 6.9 |
| Medium Size Firms | 65 | 18.2 | 7,619 | 19.9 |
| Large Firms | 29 | 33.7 | 14,087 | 30.5 |
| All Size Firms | 248 | 10.0 | 23,782 | 20.8 |
| Subtotal of Small Firms | 2,042 | 100.0 | 30,193 | 100.0 |
| Subtotal of Medium Size Firms | 358 | 100.0 | 38,240 | 100.0 |
| Subtotal of Large Firms | 86 | 100.0 | 46,129 | 100.0 |
| Grand Total | 2,486 | 100.0 | 114,562 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes manufacturing firms that have one or more employees that responded to this question. 263 firms, or 97.0% of the applicable manufacturing firms responded to this question.

Oklahoma Employee Benefit Compensation

OESC 2005 Benefits Survey

Utilities



Vacation & Holiday

Health & Medical



Retirement, Bonuses
& Profit sharing



UTILITIES

Salaried

TABLE 1N: Number of Paid Holidays Offered for Oklahoma Salaried Utilities Employees by Firm Size.*

| 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 | | | | |
| Small Firms | 37 | 4.3 | 98 | 1.7 |
| All Size Firms | 37 | 3.6 | 98 | 0.5 |
| SIX HOLIDAYS | | | | |
| Small Firms | 289 | 33.4 | 1,158 | 19.6 |
| Medium Size Firms | 51 | 40.2 | 1,829 | 58.8 |
| Large Firms | 6 | 15.0 | 726 | 5.8 |
| All Size Firms | 346 | 33.6 | 3,713 | 17.3 |
| SEVEN HOLIDAYS | | | | |
| Small Firms | 131 | 15.2 | 689 | 11.6 |
| Medium Size Firms | 16 | 12.6 | 327 | 10.5 |
| Large Firms | 9 | 22.5 | 1,041 | 8.4 |
| All Size Firms | 156 | 15.1 | 2,057 | 9.6 |
| EIGHT HOLIDAYS | | | | |
| Small Firms | 265 | 30.7 | 2,486 | 42.0 |
| Medium Size Firms | 30 | 23.6 | 364 | 11.7 |
| Large Firms | 4 | 10.0 | 858 | 6.9 |
| All Size Firms | 299 | 29.0 | 3,708 | 17.3 |
| NINE HOLIDAYS | | | | |
| Small Firms | 44 | 5.1 | 642 | 10.8 |
| Medium Size Firms | 7 | 5.5 | 87 | 2.8 |
| Large Firms | 3 | 7.5 | 829 | 6.7 |
| All Size Firms | 54 | 5.2 | 1,558 | 7.3 |
| TEN HOLIDAYS | | | | |
| Small Firms | 27 | 3.1 | 165 | 2.8 |
| Medium Sized Firms | 16 | 12.6 | 405 | 13.0 |
| Large Firms | 12 | 30.0 | 5,981 | 48.2 |
| All Size Firms | 55 | 5.3 | 6,551 | 30.5 |
| ELEVEN HOLIDAYS | | | | |
| Small Firms | 27 | 3.1 | 47 | 0.8 |
| Large Firms | 5 | 12.5 | 2,945 | 23.7 |
| All Size Firms | 32 | 3.1 | 2,992 | 14.0 |
| TWELVE or MORE HOLIDAYS | | | | |
| Small Firms | 44 | 5.1 | 634 | 10.7 |
| Medium Size Firms | 7 | 5.5 | 99 | 3.2 |
| Large Firms | 1 | 2.5 | 34 | 0.3 |
| All Size Firms | 52 | 5.0 | 767 | 3.6 |
| Subtotal of Small Firms | 864 | 100.0 | 5,919 | 100.0 |
| Subtotal of Medium Size Firms | 127 | 100.0 | 3,111 | 100.0 |
| Subtotal of Large Firms | 40 | 100.0 | 12,414 | 100.0 |
| Grand Total | 1,031 | 100.0 | 21,444 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes utilities firms that have one or more salaried employees and offer one or more paid holidays. 71 utilities firms, or 88.8% of the utilities firms with salaried employees indicated that they offer at least one paid holiday. Size categories with no firms are omitted from this table.

UTILITIES

Full-time Hourly

TABLE 10: Number of Paid Holidays Offered for Oklahoma Full-time Hourly Utilities Employees by Firm Size.*

| 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 |
|--------------------------------|------------------------------------|--|--|--|
| SIX HOLIDAYS | | | | |
| Small Firms | 273 | 35.5 | 1,611 | 27.4 |
| Medium Size Firms | 62 | 47.3 | 2,828 | 40.4 |
| Large Firms | 6 | 15.8 | 2,553 | 11.4 |
| All Size Firms | 341 | 36.3 | 6,992 | 19.8 |
| SEVEN HOLIDAYS | | | | |
| Small Firms | 99 | 12.9 | 1,285 | 21.9 |
| Medium Size Firms | 12 | 9.2 | 710 | 10.1 |
| Large Firms | 9 | 23.7 | 4,729 | 21.1 |
| All Size Firms | 120 | 12.8 | 6,724 | 19.0 |
| EIGHT HOLIDAYS | | | | |
| Small Firms | 240 | 31.2 | 1,966 | 33.5 |
| Medium Size Firms | 24 | 18.3 | 1,606 | 22.9 |
| Large Firms | 4 | 10.5 | 1,225 | 5.5 |
| All Size Firms | 268 | 28.5 | 4,797 | 13.6 |
| NINE HOLIDAYS | | | | |
| Small Firms | 27 | 3.5 | 21 | 0.4 |
| Medium Size Firms | 7 | 5.3 | 352 | 5.0 |
| Large Firms | 3 | 7.9 | 1,978 | 8.8 |
| All Size Firms | 37 | 3.9 | 2,351 | 6.7 |
| TEN HOLIDAYS | | | | |
| Medium Sized Firms | 11 | 8.4 | 306 | 4.4 |
| Large Firms | 10 | 26.3 | 4,842 | 21.6 |
| All Size Firms | 21 | 2.2 | 5,148 | 14.6 |
| ELEVEN HOLIDAYS | | | | |
| Small Firms | 55 | 7.1 | 332 | 5.7 |
| Medium Size Firms | 6 | 4.6 | 600 | 8.6 |
| Large Firms | 5 | 13.2 | 6,621 | 29.5 |
| All Size Firms | 66 | 7.0 | 7,553 | 21.4 |
| TWELVE or MORE HOLIDAYS | | | | |
| Small Firms | 76 | 9.9 | 657 | 11.2 |
| Medium Size Firms | 9 | 6.9 | 596 | 8.5 |
| Large Firms | 1 | 2.6 | 492 | 2.2 |
| All Size Firms | 86 | 9.2 | 1,745 | 4.9 |
| Subtotal of Small Firms | 770 | 100.0 | 5,872 | 100.0 |
| Subtotal of Medium Size Firms | 131 | 100.0 | 6,998 | 100.0 |
| Subtotal of Large Firms | 38 | 100.0 | 22,440 | 100.0 |
| Grand Total | 939 | 100.0 | 35,310 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes utilities firms that have one or more full-time hourly employees and offer one or more paid holidays. 67 utilities firms, or 88.2% of the utilities firms with full time employees indicated that they offer at least one paid holiday. Size categories with no firms are omitted from this table.

UTILITIES

Part-time Hourly

TABLE 1P: Number of Paid Holidays Offered for Oklahoma Part-time Hourly Utilities Employees by Firm Size.*

| 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 |
|--------------------------------|------------------------------------|--|--|--|
| SIX HOLIDAYS | | | | |
| Small Firms | 124 | 48.8 | 238 | 40.4 |
| Medium Size Firms | 13 | 27.7 | 653 | 52.2 |
| All Size Firms | 137 | 41.8 | 891 | 17.9 |
| SEVEN HOLIDAYS | | | | |
| Medium Size Firms | 6 | 12.8 | 16 | 1.3 |
| Large Firms | 9 | 33.3 | 297 | 9.4 |
| All Size Firms | 15 | 4.6 | 313 | 6.3 |
| EIGHT HOLIDAYS | | | | |
| Small Firms | 64 | 25.2 | 238 | 40.4 |
| Medium Size Firms | 1 | 2.1 | 43 | 3.4 |
| All Size Firms | 65 | 19.8 | 281 | 5.6 |
| NINE HOLIDAYS | | | | |
| Medium Size Firms | 7 | 14.9 | 52 | 4.2 |
| Large Firms | 3 | 11.1 | 2,181 | 69.3 |
| All Size Firms | 10 | 3.0 | 2,233 | 44.8 |
| TEN HOLIDAYS | | | | |
| Small Firms | 17 | 6.7 | 17 | 2.9 |
| Medium Sized Firms | 10 | 21.3 | 97 | 7.8 |
| Large Firms | 10 | 37.0 | 638 | 20.3 |
| All Size Firms | 37 | 11.3 | 752 | 15.1 |
| ELEVEN HOLIDAYS | | | | |
| Medium Size Firms | 6 | 12.8 | 117 | 9.4 |
| Large Firms | 5 | 18.5 | 33 | 1.0 |
| All Size Firms | 11 | 3.4 | 150 | 3.0 |
| TWELVE or MORE HOLIDAYS | | | | |
| Small Firms | 49 | 19.3 | 96 | 16.3 |
| Medium Size Firms | 4 | 8.5 | 273 | 21.8 |
| All Size Firms | 53 | 16.2 | 369 | 7.4 |
| Subtotal of Small Firms | 254 | 100.0 | 589 | 100.0 |
| Subtotal of Medium Size Firms | 47 | 100.0 | 1,251 | 100.0 |
| Subtotal of Large Firms | 27 | 100.0 | 3,149 | 100.0 |
| Grand Total | 328 | 100.0 | 4,989 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes utilities firms that have one or more part-time hourly employees and offer one or more paid holidays. 32 utilities firms, or 52.5% of the utilities firms with part-time employees indicated that they offer at least one paid holiday. Size categories with no firms are omitted from this table.

UTILITIES

Salaried

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

| Holiday Offered | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NEW YEAR'S DAY | | | | |
| Small Firms | 864 | 100.0 | 5,918 | 100.0 |
| Medium Size Firms | 127 | 100.0 | 3,112 | 100.0 |
| Large Firms | 40 | 100.0 | 12,415 | 100.0 |
| All Size Firms | 1,031 | 100.0 | 21,445 | 100.0 |
| MARTIN LUTHER KING DAY | | | | |
| Small Firms | 131 | 15.2 | 1,062 | 17.9 |
| Medium Size Firms | 7 | 5.5 | 11 | 0.4 |
| Large Firms | 2 | 5.0 | 52 | 0.4 |
| All Size Firms | 140 | 13.6 | 1,125 | 5.2 |
| PRESIDENT'S DAY | | | | |
| Small Firms | 72 | 8.3 | 681 | 11.5 |
| Medium Size Firms | 11 | 8.7 | 313 | 10.1 |
| Large Firms | 2 | 5.0 | 52 | 0.4 |
| All Size Firms | 85 | 8.2 | 1,046 | 4.9 |
| GOOD FRIDAY | | | | |
| Small Firms | 127 | 14.7 | 1,767 | 29.9 |
| Medium Size Firms | 19 | 15.0 | 564 | 18.1 |
| Large Firms | 8 | 20.0 | 1,686 | 13.6 |
| All Size Firms | 154 | 14.9 | 4,017 | 18.7 |
| MEMORIAL DAY | | | | |
| Small Firms | 865 | 100.1 | 5,918 | 100.0 |
| Medium Size Firms | 127 | 100.0 | 3,112 | 100.0 |
| Large Firms | 40 | 100.0 | 12,415 | 100.0 |
| All Size Firms | 1,032 | 100.1 | 21,445 | 100.0 |
| INDEPENDENCE DAY | | | | |
| Small Firms | 781 | 90.4 | 5,476 | 92.5 |
| Medium Sized Firms | 127 | 100.0 | 3,112 | 100.0 |
| Large Firms | 40 | 100.0 | 12,415 | 100.0 |
| All Size Firms | 948 | 91.9 | 21,003 | 97.9 |
| LABOR DAY | | | | |
| Small Firms | 829 | 95.9 | 5,820 | 98.3 |
| Medium Size Firms | 127 | 100.0 | 3,112 | 100.0 |
| Large Firms | 40 | 100.0 | 12,415 | 100.0 |
| All Size Firms | 996 | 96.6 | 21,347 | 99.5 |
| COLUMBUS DAY | | | | |
| Small Firms | 45 | 5.2 | 634 | 10.7 |
| Medium Size Firms | 7 | 5.5 | 11 | 0.4 |
| Large Firms | 1 | 2.5 | 18 | 0.1 |
| All Size Firms | 53 | 5.1 | 663 | 3.1 |
| ELECTION DAY | | | | |
| Small Firms | 17 | 2.0 | 17 | 0.3 |
| Medium Size Firms | 1 | 0.8 | 2 | 0.1 |
| All Size Firms | 18 | 1.7 | 19 | 0.1 |

TABLE 2M: Holidays, Utilities, Salaried (continued).

| 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 |
|---|------------------------------------|--|--|--|
| VETERAN'S DAY | | | | |
| Small Firms | 72 | 8.3 | 681 | 11.5 |
| Medium Size Firms | 16 | 12.6 | 140 | 4.5 |
| Large Firms | 2 | 5.0 | 52 | 0.4 |
| All Size Firms | 90 | 8.7 | 873 | 4.1 |
| THANKSGIVING DAY | | | | |
| Small Firms | 840 | 97.2 | 5,820 | 98.3 |
| Medium Size Firms | 127 | 100.0 | 3,112 | 100.0 |
| Large Firms | 40 | 100.0 | 12,415 | 100.0 |
| All Size Firms | 1,007 | 97.7 | 21,347 | 99.5 |
| DAY AFTER THANKSGIVING | | | | |
| Small Firms | 358 | 41.4 | 4,025 | 68.0 |
| Medium Size Firms | 46 | 36.2 | 1,014 | 32.6 |
| Large Firms | 24 | 60.0 | 10,081 | 81.2 |
| All Size Firms | 428 | 41.5 | 15,120 | 70.5 |
| CHRISTMAS EVE DAY | | | | |
| Small Firms | 240 | 27.8 | 1,948 | 32.9 |
| Medium Size Firms | 35 | 27.6 | 697 | 22.4 |
| Large Firms | 16 | 40.0 | 8,909 | 71.8 |
| All Size Firms | 291 | 28.2 | 11,554 | 53.9 |
| CHRISTMAS DAY | | | | |
| Small Firms | 865 | 100.1 | 5,918 | 100.0 |
| Medium Size Firms | 121 | 95.3 | 2,977 | 95.7 |
| Large Firms | 40 | 100.0 | 12,415 | 100.0 |
| All Size Firms | 1,026 | 99.5 | 21,310 | 99.4 |
| NEW YEAR'S EVE DAY | | | | |
| Small Firms | 295 | 34.1 | 2,059 | 34.8 |
| Medium Size Firms | 27 | 21.3 | 387 | 12.4 |
| Large Firms | 16 | 40.0 | 8,944 | 72.0 |
| All Size Firms | 338 | 32.8 | 11,390 | 53.1 |
| BIRTHDAY | | | | |
| Small Firms | 45 | 5.2 | 141 | 2.4 |
| Medium Size Firms | 13 | 10.2 | 172 | 5.5 |
| Large Firms | 12 | 30.0 | 4,022 | 32.4 |
| All Size Firms | 70 | 6.8 | 4,335 | 20.2 |
| ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY | | | | |
| Small Firms | 43 | 5.0 | 214 | 3.6 |
| Medium Size Firms | 19 | 15.0 | 170 | 5.5 |
| Large Firms | 8 | 20.0 | 1,562 | 12.6 |
| All Size Firms | 70 | 6.8 | 1,946 | 9.1 |
| OTHER (please name) | | | | |
| Small Firms | 50 | 5.8 | 202 | 3.4 |
| Medium Size Firms | 6 | 4.7 | 97 | 3.1 |
| Large Firms | 14 | 35.0 | 8,724 | 70.3 |
| All Size Firms | 70 | 6.8 | 9,023 | 42.1 |
| Offering Holiday(s) Totals | | | | |
| Subtotal of Small Firms | 864 | 100.0 | 5,919 | 100.0 |
| Subtotal of Medium Size Firms | 127 | 100.0 | 3,111 | 100.0 |
| Subtotal of Large Firms | 40 | 100.0 | 12,414 | 100.0 |
| Grand Total | 1,031 | 100.0 | 21,444 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes utilities firms that have one or more salaried employees that responded to this question. 71 utilities firms, or 88.8% of the utilities 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. Size categories with no firms are omitted from this table.

UTILITIES

Full-time Hourly

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

| Holiday Offered | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NEW YEAR'S DAY | | | | |
| Small Firms | 770 | 100.0 | 5,872 | 100.0 |
| Medium Size Firms | 131 | 100.0 | 6,997 | 100.0 |
| Large Firms | 38 | 100.0 | 22,440 | 100.0 |
| All Size Firms | 939 | 100.0 | 35,309 | 100.0 |
| MARTIN LUTHER KING DAY | | | | |
| Small Firms | 151 | 19.6 | 3,957 | 67.4 |
| Medium Size Firms | 10 | 7.6 | 552 | 7.9 |
| Large Firms | 3 | 7.9 | 1,597 | 7.1 |
| All Size Firms | 164 | 17.5 | 6,106 | 17.3 |
| PRESIDENT'S DAY | | | | |
| Small Firms | 87 | 11.3 | 368 | 6.3 |
| Medium Size Firms | 14 | 10.7 | 556 | 7.9 |
| Large Firms | 3 | 7.9 | 1,597 | 7.1 |
| All Size Firms | 104 | 11.1 | 2,521 | 7.1 |
| GOOD FRIDAY | | | | |
| Small Firms | 126 | 16.4 | 520 | 8.9 |
| Medium Size Firms | 18 | 13.7 | 1,132 | 16.2 |
| Large Firms | 8 | 21.1 | 3,737 | 16.7 |
| All Size Firms | 152 | 16.2 | 5,389 | 15.3 |
| MEMORIAL DAY | | | | |
| Small Firms | 770 | 100.0 | 5,872 | 100.0 |
| Medium Size Firms | 131 | 100.0 | 6,997 | 100.0 |
| Large Firms | 38 | 100.0 | 22,440 | 100.0 |
| All Size Firms | 939 | 100.0 | 35,309 | 100.0 |
| INDEPENDENCE DAY | | | | |
| Small Firms | 672 | 87.3 | 5,220 | 88.9 |
| Medium Sized Firms | 131 | 100.0 | 6,997 | 100.0 |
| Large Firms | 38 | 100.0 | 22,440 | 100.0 |
| All Size Firms | 841 | 89.6 | 34,657 | 98.2 |
| LABOR DAY | | | | |
| Small Firms | 770 | 100.0 | 5,872 | 100.0 |
| Medium Size Firms | 131 | 100.0 | 6,997 | 100.0 |
| Large Firms | 38 | 100.0 | 22,440 | 100.0 |
| All Size Firms | 939 | 100.0 | 35,309 | 100.0 |
| COLUMBUS DAY | | | | |
| Small Firms | 32 | 4.2 | 36 | 0.6 |
| Medium Size Firms | 10 | 7.6 | 552 | 7.9 |
| Large Firms | 2 | 5.3 | 1,105 | 4.9 |
| All Size Firms | 44 | 4.7 | 1,693 | 4.8 |
| ELECTION DAY | | | | |
| Small Firms | 49 | 6.4 | 60 | 1.0 |
| All Size Firms | 93 | 9.9 | 1,753 | 5.0 |

TABLE 2N: Holidays, Utilities, Full-time Hourly (continued).

| 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 |
|---|------------------------------------|--|--|--|
| VETERAN'S DAY | | | | |
| Small Firms | 77 | 10.0 | 297 | 5.1 |
| Medium Size Firms | 19 | 14.5 | 1,014 | 14.5 |
| Large Firms | 3 | 7.9 | 1,597 | 7.1 |
| All Size Firms | 99 | 10.5 | 2,908 | 8.2 |
| THANKSGIVING DAY | | | | |
| Small Firms | 770 | 100.0 | 5,872 | 100.0 |
| Medium Size Firms | 131 | 100.0 | 6,997 | 100.0 |
| Large Firms | 38 | 100.0 | 22,440 | 100.0 |
| All Size Firms | 939 | 100.0 | 35,309 | 100.0 |
| DAY AFTER THANKSGIVING | | | | |
| Small Firms | 260 | 33.8 | 1,977 | 33.7 |
| Medium Size Firms | 43 | 32.8 | 2,783 | 39.8 |
| Large Firms | 21 | 55.3 | 15,420 | 68.7 |
| All Size Firms | 324 | 34.5 | 20,180 | 57.2 |
| CHRISTMAS EVE DAY | | | | |
| Small Firms | 185 | 24.0 | 1,658 | 28.2 |
| Medium Size Firms | 32 | 24.4 | 2,083 | 29.8 |
| Large Firms | 13 | 34.2 | 10,357 | 46.2 |
| All Size Firms | 230 | 24.5 | 14,098 | 39.9 |
| CHRISTMAS DAY | | | | |
| Small Firms | 770 | 100.0 | 5,872 | 100.0 |
| Medium Size Firms | 125 | 95.4 | 6,546 | 93.5 |
| Large Firms | 38 | 100.0 | 22,440 | 100.0 |
| All Size Firms | 933 | 99.4 | 34,858 | 98.7 |
| NEW YEAR'S DAY | | | | |
| Small Firms | 324 | 42.1 | 1,815 | 30.9 |
| Medium Size Firms | 22 | 16.8 | 1,581 | 22.6 |
| Large Firms | 13 | 34.2 | 10,315 | 46.0 |
| All Size Firms | 359 | 38.2 | 13,711 | 38.8 |
| BIRTHDAY | | | | |
| Small Firms | 110 | 14.3 | 952 | 16.2 |
| Medium Size Firms | 13 | 9.9 | 671 | 9.6 |
| Large Firms | 12 | 31.6 | 8,669 | 38.6 |
| All Size Firms | 135 | 14.4 | 10,292 | 29.1 |
| ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY | | | | |
| Small Firms | 104 | 13.5 | 1,291 | 22.0 |
| Medium Size Firms | 26 | 19.8 | 1,746 | 24.9 |
| Large Firms | 8 | 21.1 | 4,115 | 18.3 |
| All Size Firms | 138 | 14.7 | 7,152 | 20.3 |
| OTHER (please name) | | | | |
| Small Firms | 50 | 6.5 | 821 | 14.0 |
| Medium Size Firms | 6 | 4.6 | 278 | 4.0 |
| Large Firms | 11 | 28.9 | 10,026 | 44.7 |
| All Size Firms | 67 | 7.1 | 11,125 | 31.5 |
| Offering Holiday(s) Totals | | | | |
| Subtotal of Small Firms | 770 | 100.0 | 5,872 | 100.0 |
| Subtotal of Medium Size Firms | 131 | 100.0 | 6,997 | 100.0 |
| Subtotal of Large Firms | 38 | 100.0 | 22,440 | 100.0 |
| Grand Total | 939 | 100.0 | 35,310 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes utilities firms that have one or more full-time hourly employees that responded to this question. 67 utilities firms, or 88.2% of the utilities firms with full-time 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. Size categories with no firms are omitted from this table.

UTILITIES

Part-time Hourly

TABLE 20: Holidays Offered for Oklahoma Part-time Hourly Utilities Employees by Firm Size.* Question 2: "Please check all paid holidays offered by your company."

| Holiday Offered | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NEW YEAR'S DAY | | | | |
| Small Firms | 254 | 100.0 | 589 | 100.0 |
| Medium Size Firms | 47 | 100.0 | 1,251 | 100.0 |
| Large Firms | 27 | 100.0 | 3,149 | 100.0 |
| All Size Firms | 328 | 100.0 | 4,989 | 100.0 |
| MARTIN LUTHER KING DAY | | | | |
| Small Firms | 32 | 12.6 | 72 | 12.2 |
| Medium Size Firms | 10 | 21.3 | 354 | 28.3 |
| Large Firms | 2 | 7.4 | 74 | 2.3 |
| All Size Firms | 44 | 13.4 | 500 | 10.0 |
| PRESIDENT'S DAY | | | | |
| Small Firms | 32 | 12.6 | 72 | 12.2 |
| Medium Size Firms | 14 | 29.8 | 370 | 29.6 |
| Large Firms | 2 | 7.4 | 74 | 2.3 |
| All Size Firms | 48 | 14.6 | 516 | 10.3 |
| GOOD FRIDAY | | | | |
| Small Firms | 50 | 19.7 | 89 | 15.1 |
| Medium Size Firms | 10 | 21.3 | 133 | 10.6 |
| Large Firms | 8 | 29.6 | 564 | 17.9 |
| All Size Firms | 68 | 20.7 | 786 | 15.8 |
| MEMORIAL DAY | | | | |
| Small Firms | 254 | 100.0 | 589 | 100.0 |
| Medium Size Firms | 46 | 97.9 | 1,208 | 96.6 |
| Large Firms | 27 | 100.0 | 3,150 | 100.0 |
| All Size Firms | 327 | 99.7 | 4,947 | 99.2 |
| INDEPENDENCE DAY | | | | |
| Small Firms | 254 | 100.0 | 589 | 100.0 |
| Medium Sized Firms | 47 | 100.0 | 1,251 | 100.0 |
| Large Firms | 27 | 100.0 | 3,149 | 100.0 |
| All Size Firms | 328 | 100.0 | 4,989 | 100.0 |
| LABOR DAY | | | | |
| Small Firms | 254 | 100.0 | 589 | 100.0 |
| Medium Size Firms | 46 | 97.9 | 1,208 | 96.6 |
| Large Firms | 23 | 85.2 | 2,905 | 92.3 |
| All Size Firms | 323 | 98.5 | 4,702 | 94.2 |
| COLUMBUS DAY | | | | |
| Small Firms | 32 | 12.6 | 72 | 12.2 |
| Medium Size Firms | 10 | 21.3 | 354 | 28.3 |
| Large Firms | 2 | 7.4 | 74 | 2.3 |
| All Size Firms | 44 | 13.4 | 500 | 10.0 |
| ELECTION DAY | | | | |
| Small Firms | 49 | 19.3 | 96 | 16.3 |
| All Size Firms | 49 | 14.9 | 96 | 1.9 |

TABLE 20: Holidays, Utilities, Part-time Hourly (continued).

| 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 |
|---|------------------------------------|--|--|--|
| VETERAN'S DAY | | | | |
| Small Firms | 49 | 19.3 | 96 | 16.3 |
| Medium Size Firms | 10 | 21.3 | 354 | 28.3 |
| Large Firms | 2 | 7.4 | 74 | 2.3 |
| All Size Firms | 61 | 18.6 | 524 | 10.5 |
| THANKSGIVING DAY | | | | |
| Small Firms | 229 | 90.2 | 556 | 94.4 |
| Medium Size Firms | 47 | 100.0 | 1,251 | 100.0 |
| Large Firms | 27 | 100.0 | 3,149 | 100.0 |
| All Size Firms | 303 | 92.4 | 4,956 | 99.3 |
| DAY AFTER THANKSGIVING | | | | |
| Small Firms | 61 | 24.0 | 206 | 35.0 |
| Medium Size Firms | 28 | 59.6 | 518 | 41.4 |
| Large Firms | 16 | 59.3 | 2,779 | 88.3 |
| All Size Firms | 105 | 32.0 | 3,503 | 70.2 |
| CHRISTMAS EVE DAY | | | | |
| Small Firms | 98 | 38.6 | 279 | 47.4 |
| Medium Size Firms | 22 | 46.8 | 502 | 40.1 |
| Large Firms | 13 | 48.1 | 598 | 19.0 |
| All Size Firms | 133 | 40.5 | 1,379 | 27.6 |
| CHRISTMAS DAY | | | | |
| Small Firms | 254 | 100.0 | 589 | 100.0 |
| Medium Size Firms | 47 | 100.0 | 1,251 | 100.0 |
| Large Firms | 27 | 100.0 | 3,149 | 100.0 |
| All Size Firms | 328 | 100.0 | 4,989 | 100.0 |
| NEW YEAR'S EVE DAY | | | | |
| Small Firms | 129 | 50.8 | 220 | 37.4 |
| Medium Size Firms | 7 | 14.9 | 160 | 12.8 |
| Large Firms | 12 | 44.4 | 2,460 | 78.1 |
| All Size Firms | 148 | 45.1 | 2,840 | 56.9 |
| BIRTHDAY | | | | |
| Small Firms | 32 | 12.6 | 72 | 12.2 |
| Medium Size Firms | 3 | 6.4 | 8 | 0.6 |
| Large Firms | 12 | 44.4 | 585 | 18.6 |
| All Size Firms | 47 | 14.3 | 665 | 13.3 |
| ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY | | | | |
| Small Firms | 17 | 6.7 | 24 | 4.1 |
| Medium Size Firms | 11 | 23.4 | 205 | 16.4 |
| Large Firms | 8 | 29.6 | 2,234 | 70.9 |
| All Size Firms | 36 | 11.0 | 2,463 | 49.4 |
| OTHER (please name) | | | | |
| Large Firms | 10 | 3.9 | 308 | 52.3 |
| All Size Firms | 10 | 3.0 | 308 | 6.2 |
| Offering Holiday(s) Totals | | | | |
| Subtotal of Small Firms | 254 | 100.0 | 589 | 100.0 |
| Subtotal of Medium Size Firms | 47 | 100.0 | 1,251 | 100.0 |
| Subtotal of Large Firms | 27 | 100.0 | 3,149 | 100.0 |
| Grand Total | 328 | 100.0 | 4,989 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes utilities firms that have one or more part-time hourly employees that responded to this question. 32 utilities firms, or 52.5% of the utilities firms with part-time 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. Size categories with no firms are omitted from this table.

UTILITIES

Full-time Hourly

TABLE 3I: Holiday Pay Offered for Oklahoma Full-time Hourly Utilities 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 |
|--------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| STRAIGHT TIME | | | | |
| Small Firms | 467 | 59.9 | 4,327 | 60.8 |
| Medium Size Firms | 47 | 35.1 | 1,933 | 26.9 |
| Large Firms | 6 | 15.8 | 5,158 | 23.0 |
| All Size Firms | 520 | 54.6 | 11,418 | 31.1 |
| TIME AND ONE-HALF | | | | |
| Small Firms | 173 | 22.2 | 1,784 | 25.1 |
| Medium Size Firms | 37 | 27.6 | 2,695 | 37.5 |
| Large Firms | 19 | 50.0 | 13,288 | 59.2 |
| All Size Firms | 229 | 24.1 | 17,767 | 48.3 |
| DOUBLE TIME | | | | |
| Small Firms | 108 | 13.8 | 972 | 13.7 |
| Medium Size Firms | 36 | 26.9 | 1,936 | 26.9 |
| Large Firms | 13 | 34.2 | 3,994 | 17.8 |
| All Size Firms | 157 | 16.5 | 6,902 | 18.8 |
| OTHER (please describe) | | | | |
| Small Firms | 32 | 4.1 | 36 | 0.5 |
| Medium Size Firms | 14 | 10.4 | 624 | 8.7 |
| All Size Firms | 46 | 4.8 | 660 | 1.8 |
| Subtotal of Small Firms | 780 | 100.0 | 7,119 | 100.0 |
| Subtotal of Medium Size Firms | 134 | 100.0 | 7,188 | 100.0 |
| Subtotal of Large Firms | 38 | 100.0 | 22,440 | 100.0 |
| Grand Total | 952 | 100.0 | 36,747 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more full-time hourly employees that responded to this question. 66 firms, or 86.8% of the utilities firms with full-time hourly employees reported holiday pay. Size categories with no firms are omitted from this table.

UTILITIES

Part-time Hourly

TABLE 3j: Holiday Pay Offered for Oklahoma Part-time Hourly Utilities 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 |
|--------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| STRAIGHT TIME | | | | |
| Small Firms | 237 | 53.5 | 519 | 57.5 |
| Medium Size Firms | 15 | 41.7 | 693 | 73.3 |
| Large Firms | 6 | 18.2 | 56 | 1.4 |
| All Size Firms | 258 | 50.4 | 1,268 | 21.4 |
| TIME AND ONE-HALF | | | | |
| Small Firms | 107 | 24.2 | 269 | 29.8 |
| Medium Size Firms | 11 | 30.6 | 127 | 13.4 |
| Large Firms | 15 | 45.5 | 3,187 | 78.2 |
| All Size Firms | 133 | 26.0 | 3,583 | 60.5 |
| DOUBLE TIME | | | | |
| Small Firms | 49 | 11.1 | 25 | 2.8 |
| Large Firms | 12 | 36.4 | 834 | 20.5 |
| All Size Firms | 61 | 11.9 | 859 | 14.5 |
| OTHER (please describe) | | | | |
| Small Firms | 50 | 11.3 | 89 | 9.9 |
| Medium Size Firms | 10 | 27.8 | 125 | 13.2 |
| All Size Firms | 60 | 11.7 | 214 | 3.6 |
| Subtotal of Small Firms | 443 | 100.0 | 902 | 100.0 |
| Subtotal of Medium Size Firms | 36 | 100.0 | 945 | 100.0 |
| Subtotal of Large Firms | 33 | 100.0 | 4,077 | 100.0 |
| Grand Total | 512 | 100.0 | 5,924 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more part-time hourly employees that responded to this question. 35 firms, or 57.4% of the utilities firms with part-time hourly employees reported holiday pay. Size categories with no firms are omitted from this table.

UTILITIES

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

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 862 | 82.3 | 4,920 | 77.6 |
| | Salaried Medium Size Firms | 108 | 77.7 | 2,566 | 81.3 |
| | Salaried Large Firms | 37 | 92.5 | 11,585 | 93.3 |
| | Salaried All Size Firms | 1,007 | 82.1 | 19,071 | 87.0 |
| | Yes | | | | |
| | Salaried Small Firms | 186 | 17.7 | 1,418 | 22.4 |
| | Salaried Medium Size Firms | 31 | 22.3 | 592 | 18.7 |
| | Salaried Large Firms | 3 | 7.5 | 829 | 6.7 |
| | Salaried All Size Firms | 220 | 17.9 | 2,839 | 13.0 |
| | Subtotal of Salaried Small Firms | 1,048 | 100.0 | 6,338 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 139 | 100.0 | 3,158 | 100.0 |
| | Subtotal of Salaried Large Firms | 40 | 100.0 | 12,414 | 100.0 |
| Salaried Grand Total | 1,227 | 100.0 | 21,910 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 775 | 82.9 | 6,705 | 86.5 |
| | Full-time Hourly Medium Size Firms | 116 | 81.7 | 7,090 | 87.3 |
| | Full-time Hourly Large Firms | 30 | 88.2 | 16,992 | 85.6 |
| | Full-time Hourly All Size Firms | 921 | 82.9 | 30,787 | 86.2 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 160 | 17.1 | 1,048 | 13.5 |
| | Full-time Hourly Medium Size Firms | 26 | 18.3 | 1,035 | 12.7 |
| | Full-time Hourly Large Firms | 4 | 11.8 | 2,855 | 14.4 |
| | Full-time Hourly All Size Firms | 190 | 17.1 | 4,938 | 13.8 |
| | Subtotal of Full-time Hourly Small Firms | 935 | 100.0 | 7,753 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 142 | 100.0 | 8,125 | 100.0 |
| | Subtotal of Full-time Hourly Large Firms | 34 | 100.0 | 19,847 | 100.0 |
| Full-time Hourly Grand Total | 1,111 | 100.0 | 35,725 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 425 | 83.5 | 835 | 75.6 |
| | Part-time Hourly Medium Size Firms | 73 | 93.6 | 547 | 46.4 |
| | Part-time Hourly Large Firms | 29 | 87.9 | 1,888 | 46.0 |
| | Part-time Hourly All Size Firms | 527 | 85.0 | 3,270 | 51.2 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 84 | 16.5 | 269 | 24.4 |
| | Part-time Hourly Medium Size Firms | 5 | 6.4 | 633 | 53.6 |
| | Part-time Hourly Large Firms | 4 | 12.1 | 2,218 | 54.0 |
| | Part-time Hourly All Size Firms | 93 | 15.0 | 3,120 | 48.8 |
| | Subtotal of Part-time Hourly Small Firms | 509 | 100.0 | 1,104 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 78 | 100.0 | 1,180 | 100.0 |
| | Subtotal of Part-time Hourly Large Firms | 33 | 100.0 | 4,106 | 100.0 |
| Part-time Hourly Grand Total | 620 | 100.0 | 6,390 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; & Large Firms are firms with 250 and more employees. This table includes utilities firms that have one or more employees that responded to this question. 88 utilities firms, or 98.9% of the utilities firms with employees responded to this question.

UTILITIES

TABLE 5E: Type of Combined Leave Plans Offered for Oklahoma Utilities 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 148 | 69.2 | 1,235 | 43.8 |
| | Yes | | | | |
| | Salaried All Size Firms | 66 | 30.8 | 1,585 | 56.2 |
| | Salaried Grand Total | 214 | 100.0 | 2,820 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 129 | 67.9 | 2,154 | 43.6 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 61 | 32.1 | 2,784 | 56.4 |
| | Full-time Hourly Grand Total | 190 | 100.0 | 4,938 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 89 | 96.7 | 938 | 30.1 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 3 | 3.3 | 2,181 | 69.9 |
| | Part-time Hourly Grand Total | 92 | 100.0 | 3,119 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 15 utilities firms, or 100.0% of the applicable utilities firms responded to this question. Size categories are omitted from this table.

UTILITIES

TABLE 6E: Leave Included in Combined Leave Plans for Oklahoma Utilities 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 134 | 62.6 | 1,581 | 56.0 |
| | Yes | | | | |
| | Salaried All Size Firms | 80 | 37.4 | 1,240 | 44.0 |
| | Salaried Grand Total | 214 | 100.0 | 2,821 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 137 | 72.1 | 4,402 | 89.1 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 53 | 27.9 | 537 | 10.9 |
| | Full-time Hourly Grand Total | 190 | 100.0 | 4,939 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 92 | 100.0 | 3,120 | 100.0 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 0 | 0.0 | 0 | 0.0 |
| | Part-time Hourly Grand Total | 92 | 100.0 | 3,120 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 15 utilities firms, or 100.0% of the applicable utilities firms responded to this question. Size categories are omitted from this table.

UTILITIES

TABLE 7G: Minimum Combined Leave Time for Oklahoma Utilities 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | 5 DAYS or LESS | | | | |
| | Salaried All Size Firms | 129 | 59.2 | 1,265 | 44.5 |
| | 6 to 10 DAYS | | | | |
| | Salaried All Size Firms | 30 | 13.8 | 850 | 29.9 |
| | 11 to 15 DAYS | | | | |
| | Salaried All Size Firms | 32 | 14.7 | 108 | 3.8 |
| | 30 or MORE DAYS | | | | |
| | Salaried All Size Firms | 27 | 12.4 | 617 | 21.7 |
| | Salaried Grand Total | 218 | 100.0 | 2,840 | 100.0 |
| FULL-TIME HOURLY | 5 DAYS or LESS | | | | |
| | Full-time Hourly All Size Firms | 99 | 51.8 | 1,425 | 28.9 |
| | 6 to 10 DAYS | | | | |
| | Full-time Hourly All Size Firms | 27 | 14.1 | 3,154 | 63.9 |
| | 11 to 15 DAYS | | | | |
| | Full-time Hourly All Size Firms | 65 | 34.0 | 360 | 7.3 |
| | Full-time Hourly Grand Total | 191 | 100.0 | 4,939 | 100.0 |
| PART-TIME HOURLY | 5 DAYS or LESS | | | | |
| | Part-time Hourly All Size Firms | 56 | 60.9 | 830 | 26.6 |
| | 6 to 10 DAYS | | | | |
| | Part-time Hourly All Size Firms | 4 | 4.3 | 2,218 | 71.1 |
| | 11 to 15 DAYS | | | | |
| | Part-time Hourly All Size Firms | 32 | 34.8 | 72 | 2.3 |
| | Part-time Hourly Grand Total | 92 | 100.0 | 3,120 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 15 utilities firms, or 100.0% of the applicable utilities firms responded to this question. Size categories are omitted from this table.

UTILITIES

TABLE 8G: Maximum Combined Leave Time for Oklahoma Utilities 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 |
|---------------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | 14 DAYS or LESS | | | | |
| | Salaried All Size Firms | 139 | 65.0 | 907 | 32.2 |
| | 15 to 24 DAYS | | | | |
| | Salaried All Size Firms | 45 | 21.0 | 467 | 16.6 |
| | 25 to 34 DAYS | | | | |
| | Salaried All Size Firms | 27 | 12.6 | 617 | 21.9 |
| | 35 or MORE DAYS | | | | |
| Salaried All Size Firms | 3 | 1.4 | 829 | 29.4 | |
| | Salaried Grand Total | 214 | 100.0 | 2,820 | 100.0 |
| FULL-TIME HOURLY | 14 DAYS or LESS | | | | |
| | Full-time Hourly All Size Firms | 81 | 43.8 | 715 | 15.0 |
| | 15 to 24 DAYS | | | | |
| | Full-time Hourly All Size Firms | 99 | 53.5 | 968 | 20.3 |
| | 25 to 34 DAYS | | | | |
| | Full-time Hourly All Size Firms | 1 | 0.5 | 229 | 4.8 |
| | 35 or MORE DAYS | | | | |
| Full-time Hourly All Size Firms | 4 | 2.2 | 2,855 | 59.9 | |
| | Full-time Hourly Grand Total | 185 | 100.0 | 4,767 | 100.0 |
| PART-TIME HOURLY | 14 DAYS or LESS | | | | |
| | Part-time Hourly All Size Firms | 56 | 60.9 | 830 | 26.6 |
| | 15 to 24 DAYS | | | | |
| | Part-time Hourly All Size Firms | 32 | 34.8 | 72 | 2.3 |
| | 35 or MORE DAYS | | | | |
| Part-time Hourly All Size Firms | 4 | 4.3 | 2,218 | 71.1 | |
| | Part-time Hourly Grand Total | 92 | 100.0 | 3,120 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 14 utilities firms, or 93.3% of the applicable utilities firms responded to this question. Size categories are omitted from this table.

UTILITIES

TABLE 9E: Seniority and Leave Time Increases in Combined Leave Plans for Oklahoma Utilities 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 40 | 18.2 | 398 | 14.0 |
| | Yes | | | | |
| | Salaried All Size Firms | 180 | 81.8 | 2,441 | 86.0 |
| | Salaried Grand Total | 220 | 100.0 | 2,839 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 90 | 47.4 | 779 | 15.8 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 100 | 52.6 | 4,160 | 84.2 |
| | Full-time Hourly Grand Total | 190 | 100.0 | 4,939 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 63 | 67.7 | 836 | 26.8 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 30 | 32.3 | 2,283 | 73.2 |
| | Part-time Hourly Grand Total | 93 | 100.0 | 3,119 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 15 utilities firms, or 100.0% of the applicable utilities firms responded to this question. Size categories are omitted from this table.

UTILITIES

TABLE 10E: Leave Accumulation in Combined Leave Plans for Oklahoma Utilities 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 114 | 51.8 | 1,826 | 64.3 |
| | Yes | | | | |
| | Salaried All Size Firms | 106 | 48.2 | 1,013 | 35.7 |
| | Salaried Grand Total | 220 | 100.0 | 2,839 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 129 | 67.9 | 2,154 | 43.6 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 61 | 32.1 | 2,784 | 56.4 |
| | Full-time Hourly Grand Total | 190 | 100.0 | 4,938 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 91 | 98.9 | 3,083 | 98.8 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 1 | 1.1 | 36 | 1.2 |
| | Part-time Hourly Grand Total | 92 | 100.0 | 3,119 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 15 utilities firms, or 100.0% of the applicable utilities firms responded to this question. Size categories are omitted from this table.

UTILITIES

TABLE 11G: Maximum Leave Accumulation in Combined Leave Plans for Oklahoma Utilities 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 |
|---------------------------------|---|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | 10 DAYS or LESS | | | | |
| | Salaried All Size Firms | 31 | 29.5 | 52 | 5.1 |
| | 21 OR MORE DAYS | | | | |
| | Salaried All Size Firms | 27 | 25.7 | 617 | 60.8 |
| | NO MAXIMUM OR LIMIT | | | | |
| | Salaried All Size Firms | 47 | 44.8 | 345 | 34.0 |
| | Salaried Grand Total | 105 | 100.0 | 1,014 | 100.0 |
| FULL-TIME HOURLY | 10 DAYS or LESS | | | | |
| | Full-time Hourly All Size Firms | 3 | 6.0 | 184 | 41.6 |
| | NO MAXIMUM OR LIMIT | | | | |
| | Full-time Hourly All Size Firms | 47 | 94.0 | 258 | 58.4 |
| | Full-time Hourly Grand Total | 50 | 100.0 | 442 | 100.0 |
| PART-TIME HOURLY | (NOT ENOUGH PART-TIME HOURLY TO CALCULATE) | | | | |
| | 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 | | | | | |
| | Part-time Hourly Grand Total | | | | |

*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 utilities firms that have one or more employees and indicated that they combine leave time by answering yes to question four and indicated they allowed leave time accumulation by answering yes to question 10. 5 utilities firms, or 100.0% of the applicable utilities firms responded to this question. Response categories with no responses and size categories are omitted from table.

UTILITIES

TABLE 12E: Pay Option in Combined Leave Plans for Oklahoma Utilities 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 123 | 58.0 | 2,254 | 81.7 |
| | Yes | | | | |
| | Salaried All Size Firms | 89 | 42.0 | 505 | 18.3 |
| | Salaried Grand Total | 212 | 100.0 | 2,759 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 98 | 53.3 | 3,925 | 80.0 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 86 | 46.7 | 982 | 20.0 |
| | Full-time Hourly Grand Total | 184 | 100.0 | 4,907 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 92 | 100.0 | 3,120 | 100.0 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 0 | 0.0 | 0 | 0.0 |
| | Part-time Hourly Grand Total | 92 | 100.0 | 3,120 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 14 utilities firms, or 92.3% of the applicable utilities firms responded to this question. Size categories are omitted from this table.

UTILITIES

Salary

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

| 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 PAID VACATION OFFERED | | | | |
| Small Firms | 119 | 14.6 | 782 | 20.4 |
| All Size Firms | 119 | 12.4 | 782 | 4.4 |
| LESS THAN 1 MONTH | | | | |
| Medium Size Firms | 5 | 4.7 | 42 | 1.6 |
| Large Firms | 5 | 13.9 | 2,945 | 25.5 |
| All Size Firms | 10 | 1.0 | 2,987 | 16.6 |
| 1 to 2 MONTHS | | | | |
| Small Firms | 27 | 3.3 | 309 | 8.1 |
| All Size Firms | 27 | 2.8 | 309 | 1.7 |
| 3 to 6 MONTHS | | | | |
| Small Firms | 82 | 10.1 | 294 | 7.7 |
| Medium Size Firms | 21 | 19.6 | 324 | 12.6 |
| Large Firms | 12 | 33.3 | 2,543 | 22.0 |
| All Size Firms | 115 | 12.0 | 3,161 | 17.6 |
| 7 to 11 MONTHS | | | | |
| Medium Size Firms | 13 | 12.1 | 838 | 32.6 |
| Large Firms | 6 | 16.7 | 726 | 6.3 |
| All Size Firms | 19 | 2.0 | 1,564 | 8.7 |
| 12 MONTHS or MORE | | | | |
| Small Firms | 585 | 72.0 | 2,444 | 63.8 |
| Medium Size Firms | 68 | 63.6 | 1,363 | 53.1 |
| Large Firms | 13 | 36.1 | 5,353 | 46.3 |
| All Size Firms | 666 | 69.7 | 9,160 | 51.0 |
| Subtotal of Small Firms | 813 | 100.0 | 3,829 | 100.0 |
| Subtotal of Medium Size Firms | 107 | 100.0 | 2,567 | 100.0 |
| Subtotal of Large Firms | 36 | 100.0 | 11,567 | 100.0 |
| Grand Total | 956 | 100.0 | 17,963 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four. 61 utilities firms, or 95.3% of the applicable utilities firms responded to this question. Size categories with no firms are omitted from this table.

UTILITIES
Full-time Hourly

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

| 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 PAID VACATION OFFERED | | | | |
| Small Firms | 107 | 14.4 | 1,020 | 15.4 |
| All Size Firms | 107 | 12.2 | 1,020 | 3.4 |
| LESS THAN 1 MONTH | | | | |
| Medium Size Firms | 5 | 4.8 | 464 | 7.0 |
| Large Firms | 5 | 17.2 | 6,621 | 39.5 |
| All Size Firms | 10 | 1.1 | 7,085 | 23.6 |
| 3 to 6 MONTHS | | | | |
| Small Firms | 71 | 9.6 | 570 | 8.6 |
| Medium Size Firms | 21 | 20.0 | 1,120 | 17.0 |
| Large Firms | 12 | 41.4 | 4,962 | 29.6 |
| All Size Firms | 104 | 11.9 | 6,652 | 22.2 |
| 7 to 11 MONTHS | | | | |
| Medium Size Firms | 13 | 12.4 | 479 | 7.3 |
| Large Firms | 6 | 20.7 | 2,553 | 15.2 |
| All Size Firms | 19 | 2.2 | 3,032 | 10.1 |
| 12 MONTHS or MORE | | | | |
| Small Firms | 564 | 76.0 | 5,043 | 76.0 |
| Medium Size Firms | 66 | 62.9 | 4,536 | 68.7 |
| Large Firms | 6 | 20.7 | 2,629 | 15.7 |
| All Size Firms | 636 | 72.6 | 12,208 | 40.7 |
| Subtotal of Small Firms | 742 | 100.0 | 6,633 | 100.0 |
| Subtotal of Medium Size Firms | 105 | 100.0 | 6,599 | 100.0 |
| Subtotal of Large Firms | 29 | 100.0 | 16,765 | 100.0 |
| Grand Total | 876 | 100.0 | 29,997 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities 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. 55 utilities firms, or 93.2% of the applicable utilities firms responded to this question. Size categories with no firms are omitted from this table.

UTILITIES
Part-time Hourly

TABLE 130: Qualifying for One Week's Vacation for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 13: "How long must an employee work to qualify for one week of paid vacation?"

| 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 PAID VACATION OFFERED | | | | |
| Small Firms | 120 | 34.8 | 279 | 53.1 |
| All Size Firms | 120 | 30.5 | 279 | 13.7 |
| LESS THAN 1 MONTH | | | | |
| Large Firms | 5 | 23.8 | 33 | 2.5 |
| All Size Firms | 5 | 1.3 | 33 | 1.6 |
| 3 to 6 MONTHS | | | | |
| Large Firms | 4 | 19.0 | 245 | 18.9 |
| All Size Firms | 4 | 1.0 | 245 | 12.0 |
| 7 to 11 MONTHS | | | | |
| Medium Size Firms | 4 | 14.3 | 16 | 7.6 |
| Large Firms | 6 | 28.6 | 955 | 73.6 |
| All Size Firms | 10 | 2.5 | 971 | 47.7 |
| 12 MONTHS or MORE | | | | |
| Small Firms | 225 | 65.2 | 246 | 46.9 |
| Medium Size Firms | 24 | 85.7 | 195 | 92.4 |
| Large Firms | 6 | 28.6 | 65 | 5.0 |
| All Size Firms | 255 | 64.7 | 506 | 24.9 |
| Subtotal of Small Firms | 345 | 100.0 | 525 | 100.0 |
| Subtotal of Medium Size Firms | 28 | 100.0 | 211 | 100.0 |
| Subtotal of Large Firms | 21 | 100.0 | 1,298 | 100.0 |
| Grand Total | 394 | 100.0 | 2,034 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities 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. 25 utilities firms, or 65.8% of the applicable utilities firms responded to this question. Size categories with no firms are omitted from this table.

UTILITIES
Salary

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

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER TWO WEEKS of PAID VACATION | | | | |
| Small Firms | 37 | 5.1 | 74 | 1.8 |
| All Size Firms | 37 | 4.2 | 74 | 0.4 |
| 11 MONTHS or LESS | | | | |
| Small Firms | 37 | 5.1 | 343 | 8.3 |
| Medium Size Firms | 5 | 4.6 | 42 | 1.6 |
| Large Firms | 9 | 24.3 | 3,803 | 32.8 |
| All Size Firms | 51 | 5.8 | 4,188 | 22.9 |
| 1 YEAR to 1 YEAR & 11 MONTHS | | | | |
| Small Firms | 177 | 24.3 | 1,348 | 32.7 |
| Medium Size Firms | 52 | 48.1 | 1,566 | 61.0 |
| Large Firms | 27 | 73.0 | 7,748 | 66.9 |
| All Size Firms | 256 | 29.3 | 10,662 | 58.3 |
| 2 YEARS to 2 YEARS & 11 MONTHS | | | | |
| Small Firms | 291 | 40.0 | 1,411 | 34.2 |
| Medium Size Firms | 51 | 47.2 | 958 | 37.3 |
| Large Firms | 1 | 2.7 | 34 | 0.3 |
| All Size Firms | 343 | 39.3 | 2,403 | 13.1 |
| 3 YEARS to 3 YEARS & 11 MONTHS | | | | |
| Small Firms | 55 | 7.6 | 288 | 7.0 |
| All Size Firms | 55 | 6.3 | 288 | 1.6 |
| 4 or MORE YEARS | | | | |
| Small Firms | 131 | 18.0 | 662 | 16.0 |
| All Size Firms | 131 | 15.0 | 662 | 3.6 |
| Subtotal of Small Firms | 728 | 100.0 | 4,126 | 100.0 |
| Subtotal of Medium Size Firms | 108 | 100.0 | 2,566 | 100.0 |
| Subtotal of Large Firms | 37 | 100.0 | 11,585 | 100.0 |
| Grand Total | 873 | 100.0 | 18,277 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities 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. 57 utilities firms, or 100.0% of the applicable utilities firms responded to this question. Size categories with no firms are omitted from this table.

UTILITIES
Full-time Hourly

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

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER TWO WEEKS of PAID VACATION | | | | |
| Small Firms | 37 | 5.7 | 147 | 2.7 |
| Medium Size Firms | 6 | 5.2 | 902 | 12.7 |
| All Size Firms | 43 | 5.4 | 1,049 | 3.6 |
| 11 MONTHS or LESS | | | | |
| Small Firms | 37 | 5.7 | 735 | 13.5 |
| Medium Size Firms | 5 | 4.3 | 464 | 6.5 |
| Large Firms | 9 | 30.0 | 7,846 | 46.2 |
| All Size Firms | 51 | 6.4 | 9,045 | 30.6 |
| 1 YEAR to 1 YEAR & 11 MONTHS | | | | |
| Small Firms | 150 | 23.2 | 1,436 | 26.3 |
| Medium Size Firms | 40 | 34.5 | 2,084 | 29.4 |
| Large Firms | 20 | 66.7 | 8,655 | 50.9 |
| All Size Firms | 210 | 26.5 | 12,175 | 41.2 |
| 2 YEARS to 2 YEARS & 11 MONTHS | | | | |
| Small Firms | 314 | 48.6 | 2,351 | 43.0 |
| Medium Size Firms | 59 | 50.9 | 3,042 | 42.9 |
| Large Firms | 1 | 3.3 | 492 | 2.9 |
| All Size Firms | 374 | 47.2 | 5,885 | 19.9 |
| 3 YEARS to 3 YEARS & 11 MONTHS | | | | |
| Small Firms | 27 | 4.2 | 21 | 0.4 |
| Medium Size Firms | 6 | 5.2 | 600 | 8.5 |
| All Size Firms | 33 | 4.2 | 621 | 2.1 |
| 4 or MORE YEARS | | | | |
| Small Firms | 81 | 12.5 | 772 | 14.1 |
| All Size Firms | 81 | 10.2 | 772 | 2.6 |
| Subtotal of Small Firms | 646 | 100.0 | 5,462 | 100.0 |
| Subtotal of Medium Size Firms | 116 | 100.0 | 7,092 | 100.0 |
| Subtotal of Large Firms | 30 | 100.0 | 16,993 | 100.0 |
| Grand Total | 792 | 100.0 | 29,547 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities 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. 51 utilities firms, or 98.1% of the applicable utilities firms responded to this question. Size categories with no firms are omitted from this table.

UTILITIES
Part-time Hourly

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

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER TWO WEEKS of PAID VACATION | | | | |
| Small Firms | 54 | 23.8 | 42 | 17.0 |
| All Size Firms | 54 | 19.8 | 42 | 2.4 |
| 11 MONTHS or LESS | | | | |
| Large Firms | 9 | 52.9 | 278 | 21.7 |
| All Size Firms | 9 | 3.3 | 278 | 15.7 |
| 1 YEAR to 1 YEAR & 11 MONTHS | | | | |
| Small Firms | 37 | 16.3 | 74 | 30.0 |
| Medium Size Firms | 9 | 31.0 | 32 | 13.3 |
| Large Firms | 7 | 41.2 | 992 | 77.3 |
| All Size Firms | 53 | 19.4 | 1,098 | 62.0 |
| 2 YEARS to 2 YEARS & 11 MONTHS | | | | |
| Small Firms | 99 | 43.6 | 82 | 33.2 |
| Medium Size Firms | 14 | 48.3 | 92 | 38.2 |
| All Size Firms | 113 | 41.4 | 174 | 9.8 |
| 3 YEARS to 3 YEARS & 11 MONTHS | | | | |
| Medium Size Firms | 6 | 20.7 | 117 | 48.5 |
| All Size Firms | 6 | 2.2 | 117 | 6.6 |
| 4 or MORE YEARS | | | | |
| Small Firms | 37 | 16.3 | 49 | 19.8 |
| Large Firms | 1 | 5.9 | 13 | 1.0 |
| All Size Firms | 38 | 13.9 | 62 | 3.5 |
| Subtotal of Small Firms | 227 | 100.0 | 247 | 100.0 |
| Subtotal of Medium Size Firms | 29 | 100.0 | 241 | 100.0 |
| Subtotal of Large Firms | 17 | 100.0 | 1,283 | 100.0 |
| Grand Total | 273 | 100.0 | 1,771 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities 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. 17 utilities firms, or 81.0% of the applicable utilities firms responded to this question. Size categories with no firms are omitted from this table.

UTILITIES

Salary

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

| 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 |
|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| DO NOT OFFER THREE WEEKS of PAID VACATION | | | | |
| Small Firms | 361 | 49.6 | 2,467 | 59.4 |
| Medium Size Firms | 10 | 9.5 | 68 | 2.8 |
| All Size Firms | 371 | 42.6 | 2,535 | 13.9 |
| 3 YEARS or LESS | | | | |
| Large Firms | 7 | 18.9 | 1,077 | 9.3 |
| All Size Firms | 7 | 0.8 | 1,077 | 5.9 |
| 4 YEARS TO 7 YEARS & 11 MONTHS | | | | |
| Small Firms | 171 | 23.5 | 512 | 12.3 |
| Medium Size Firms | 45 | 42.9 | 1,460 | 59.7 |
| Large Firms | 17 | 45.9 | 8,998 | 77.7 |
| All Size Firms | 233 | 26.8 | 10,970 | 60.3 |
| 8 YEARS TO 11 YEARS 11 MONTHS | | | | |
| Small Firms | 169 | 23.2 | 1,105 | 26.6 |
| Medium Size Firms | 41 | 39.0 | 919 | 37.6 |
| Large Firms | 13 | 35.1 | 1,511 | 13.0 |
| All Size Firms | 223 | 25.6 | 3,535 | 19.4 |
| 12 or MORE YEARS | | | | |
| Small Firms | 27 | 3.7 | 69 | 1.7 |
| Medium Size Firms | 9 | 8.6 | | 0.0 |
| All Size Firms | 36 | 4.1 | 69 | 0.4 |
| Subtotal of Small Firms | 728 | 100.0 | 4,153 | 100.0 |
| Subtotal of Medium Size Firms | 105 | 100.0 | 2,447 | 100.0 |
| Subtotal of Large Firms | 37 | 100.0 | 11,586 | 100.0 |
| Grand Total | 870 | 100.0 | 18,186 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities 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. 56 utilities firms, or 98.2% of the applicable utilities firms responded to this question. Size categories with no firms are omitted from this table.

UTILITIES
Full-time Hourly

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

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER THREE WEEKS of PAID VACATION | | | | |
| Small Firms | 323 | 50.0 | 3,161 | 57.9 |
| Medium Size Firms | 16 | 13.8 | 1,386 | 19.5 |
| All Size Firms | 339 | 42.8 | 4,547 | 15.4 |
| 3 YEARS or LESS | | | | 77.4 |
| Large Firms | 12 | 40.0 | 4,185 | 24.6 |
| All Size Firms | 12 | 1.5 | 4,185 | 14.2 |
| 4 YEARS TO 7 YEARS & 11 MONTHS | | | | |
| Small Firms | 177 | 27.4 | 1,067 | 19.5 |
| Medium Size Firms | 43 | 37.1 | 2,306 | 32.5 |
| Large Firms | 10 | 33.3 | 9,534 | 56.1 |
| All Size Firms | 230 | 29.0 | 12,907 | 43.7 |
| 8 YEARS TO 11 YEARS 11 MONTHS | | | | |
| Small Firms | 119 | 18.4 | 935 | 17.1 |
| Medium Size Firms | 45 | 38.8 | 2,984 | 42.1 |
| Large Firms | 8 | 26.7 | 3,273 | 19.3 |
| All Size Firms | 172 | 21.7 | 7,192 | 24.3 |
| 12 or MORE YEARS | | | | |
| Small Firms | 27 | 4.2 | 298 | 5.5 |
| Medium Size Firms | 12 | 10.3 | 415 | 5.9 |
| All Size Firms | 39 | 4.9 | 713 | 2.4 |
| Subtotal of Small Firms | 646 | 100.0 | 5,461 | 100.0 |
| Subtotal of Medium Size Firms | 116 | 100.0 | 7,091 | 100.0 |
| Subtotal of Large Firms | 30 | 100.0 | 16,992 | 100.0 |
| Grand Total | 792 | 100.0 | 29,544 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities 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. 51 utilities firms, or 98.1% of the applicable utilities firms responded to this question. Size categories with no firms are omitted from this table.

UTILITIES
Part-time Hourly

TABLE 150: Qualifying for Three Week's Vacation for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 15: "How long must an employee work to qualify for three weeks of paid vacation?"

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER THREE WEEKS of PAID VACATION | | | | |
| Small Firms | 191 | 75.5 | 353 | 86.1 |
| Medium Size Firms | 6 | 18.2 | 56 | 19.0 |
| All Size Firms | 197 | 64.0 | 409 | 20.0 |
| 4 YEARS TO 7 YEARS & 11 MONTHS | | | | |
| Small Firms | 62 | 24.5 | 57 | 13.9 |
| Medium Size Firms | 9 | 27.3 | 32 | 10.8 |
| Large Firms | 9 | 40.9 | 278 | 20.8 |
| All Size Firms | 80 | 26.0 | 367 | 18.0 |
| 8 YEARS TO 11 YEARS 11 MONTHS | | | | |
| Medium Size Firms | 18 | 54.5 | 207 | 70.2 |
| Large Firms | 12 | 54.5 | 1,045 | 78.2 |
| All Size Firms | 30 | 9.7 | 1,252 | 61.3 |
| 12 or MORE YEARS | | | | |
| Large Firms | 1 | 4.5 | 13 | 1.0 |
| All Size Firms | 1 | 0.3 | 13 | 0.6 |
| Subtotal of Small Firms | 253 | 100.0 | 410 | 100.0 |
| Subtotal of Medium Size Firms | 33 | 100.0 | 295 | 100.0 |
| Subtotal of Large Firms | 22 | 100.0 | 1,336 | 100.0 |
| Grand Total | 308 | 100.0 | 2,041 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities 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. 18 utilities firms, or 85.7% of the applicable utilities firms responded to this question. Response categories with no response and size categories with no firms are omitted from this table.

UTILITIES
Salary

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

| 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 |
|---|------------------------------------|--|--|--|
| DO NOT OFFER FOUR WEEKS of PAID VACATION | | | | |
| Small Firms | 516 | 73.7 | 3,296 | 84.5 |
| Medium Size Firms | 49 | 50.5 | 1,392 | 60.6 |
| Large Firms | 9 | 14.1 | 1,041 | 9.0 |
| All Size Firms | 574 | 66.7 | 5,729 | 32.2 |
| 9 YEARS or LESS | | | | |
| Large Firms | 7 | 10.9 | 1,077 | 9.3 |
| All Size Firms | 7 | 0.8 | 1,077 | 6.0 |
| 10 YEARS TO 15 YEARS & 11 MONTHS | | | | |
| Small Firms | 134 | 19.1 | 442 | 11.3 |
| Medium Size Firms | 32 | 33.0 | 778 | 33.9 |
| Large Firms | 21 | 32.8 | 9,468 | 81.5 |
| All Size Firms | 187 | 21.7 | 10,688 | 60.0 |
| 16 or MORE YEARS | | | | |
| Small Firms | 50 | 7.1 | 161 | 4.1 |
| Medium Size Firms | 16 | 16.5 | 128 | 5.6 |
| All Size Firms | 66 | 7.7 | 289 | 1.6 |
| Subtotal of Small Firms | 700 | 100.0 | 3,899 | 100.0 |
| Subtotal of Medium Size Firms | 97 | 100.0 | 2,298 | 100.0 |
| Subtotal of Large Firms | 64 | 100.0 | 11,613 | 100.0 |
| Grand Total | 861 | 100.0 | 17,810 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities 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. 39 utilities firms, or 100.0% of the applicable utilities firms responded to this question. Size categories with no firms are omitted from this table.

UTILITIES
Full-time Hourly

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

| 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 |
|---|------------------------------------|--|--|--|
| DO NOT OFFER FOUR WEEKS of PAID VACATION | | | | |
| Small Firms | 496 | 76.8 | 3,980 | 72.9 |
| Medium Size Firms | 58 | 52.3 | 3,624 | 57.5 |
| Large Firms | 5 | 8.8 | 2,137 | 12.6 |
| All Size Firms | 559 | 68.7 | 9,741 | 33.8 |
| 9 YEARS or LESS | | | | |
| Large Firms | 7 | 12.3 | 2,049 | 12.0 |
| All Size Firms | 7 | 0.9 | 2,049 | 7.1 |
| 10 YEARS TO 15 YEARS & 11 MONTHS | | | | |
| Small Firms | 90 | 13.9 | 885 | 16.2 |
| Medium Size Firms | 37 | 33.3 | 1,671 | 26.5 |
| Large Firms | 18 | 31.6 | 12,807 | 75.2 |
| All Size Firms | 145 | 17.8 | 15,363 | 53.4 |
| 16 or MORE YEARS | | | | |
| Small Firms | 60 | 9.3 | 596 | 10.9 |
| Medium Size Firms | 16 | 14.4 | 1,011 | 16.0 |
| All Size Firms | 76 | 9.3 | 1,607 | 5.6 |
| Subtotal of Small Firms | 646 | 100.0 | 5,461 | 100.0 |
| Subtotal of Medium Size Firms | 111 | 100.0 | 6,306 | 100.0 |
| Subtotal of Large Firms | 57 | 100.0 | 17,020 | 100.0 |
| Grand Total | 814 | 100.0 | 28,787 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities 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. 50 utilities firms, or 100.0% of the applicable utilities firms responded to this question. Size categories with no firms are omitted from this table.

UTILITIES
Part-time Hourly

TABLE 160: Qualifying for Four Week's Vacation for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 16: "How long must an employee work to qualify for four weeks of paid vacation?"

| 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 |
|---|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| DO NOT OFFER FOUR WEEKS of PAID VACATION | | | | |
| Small Firms | 216 | 85.4 | 386 | 93.9 |
| Medium Size Firms | 28 | 63.6 | 113 | 34.6 |
| All Size Firms | 244 | 71.8 | 499 | 24.5 |
| 10 YEARS TO 15 YEARS & 11 MONTHS | | | | |
| Small Firms | 37 | 14.6 | 25 | 6.1 |
| Medium Size Firms | 4 | 9.1 | 16 | 4.9 |
| Large Firms | 16 | 37.2 | 1,271 | 97.9 |
| All Size Firms | 57 | 16.8 | 1,312 | 64.4 |
| 16 or MORE YEARS | | | | |
| Medium Size Firms | 12 | 27.3 | 198 | 60.6 |
| Large Firms | 1 | 2.3 | 13 | 1.0 |
| All Size Firms | 13 | 3.8 | 211 | 10.4 |
| Subtotal of Small Firms | 253 | 100.0 | 411 | 100.0 |
| Subtotal of Medium Size Firms | 44 | 100.0 | 327 | 100.0 |
| Subtotal of Large Firms | 43 | 100.0 | 1,298 | 100.0 |
| Grand Total | 340 | 100.0 | 2,036 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities 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. 17 utilities firms, or 81.0% of the applicable utilities firms responded to this question. Size categories with no firms are omitted from this table.

UTILITIES

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

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 460 | 13.9 | 3,115 | 77.4 |
| | Salaried Medium Size Firms | 74 | 74.0 | 2,082 | 86.8 |
| | Salaried Large Firms | 32 | 86.5 | 10,853 | 93.7 |
| | Salaried All Size Firms | 566 | 16.4 | 16,050 | 89.1 |
| | Yes | | | | |
| | Salaried Small Firms | 2,858 | 86.1 | 912 | 22.6 |
| | Salaried Medium Size Firms | 26 | 26.0 | 318 | 13.3 |
| | Salaried Large Firms | 5 | 13.5 | 733 | 6.3 |
| | Salaried All Size Firms | 2,889 | 83.6 | 1,963 | 10.9 |
| | Subtotal of Salaried Small Firms | 3,318 | 100.0 | 4,027 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 100 | 100.0 | 2,400 | 100.0 |
| Subtotal of Salaried Large Firms | 37 | 100.0 | 11,586 | 100.0 | |
| Salaried Grand Total | 3,455 | 100.0 | 18,013 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 311 | 49.3 | 1,981 | 35.9 |
| | Full-time Hourly Medium Size Firms | 78 | 76.5 | 4,568 | 76.6 |
| | Full-time Hourly Large Firms | 25 | 83.3 | 14,856 | 87.4 |
| | Full-time Hourly All Size Firms | 414 | 54.3 | 21,405 | 75.2 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 320 | 50.7 | 3,533 | 64.1 |
| | Full-time Hourly Medium Size Firms | 24 | 23.5 | 1,394 | 23.4 |
| | Full-time Hourly Large Firms | 5 | 16.7 | 2,137 | 12.6 |
| | Full-time Hourly All Size Firms | 349 | 45.7 | 7,064 | 24.8 |
| | Subtotal of Full-time Hourly Small Firms | 631 | 100.0 | 5,514 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 102 | 100.0 | 5,962 | 100.0 |
| Subtotal of Full-time Hourly Large Firms | 30 | 100.0 | 16,993 | 100.0 | |
| Full-time Hourly Grand Total | 763 | 100.0 | 28,469 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 117 | 48.0 | 366 | 80.1 |
| | Part-time Hourly Medium Size Firms | 36 | 97.3 | 161 | 78.9 |
| | Part-time Hourly Large Firms | 17 | 100.0 | 1,284 | 100.0 |
| | Part-time Hourly All Size Firms | 170 | 57.0 | 1,811 | 93.1 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 127 | 52.0 | 91 | 19.9 |
| | Part-time Hourly Medium Size Firms | 1 | 2.7 | 43 | 21.1 |
| | Part-time Hourly All Size Firms | 128 | 43.0 | 134 | 6.9 |
| | Subtotal of Part-time Hourly Small Firms | 244 | 100.0 | 457 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 37 | 100.0 | 204 | 100.0 |
| | Subtotal of Part-time Hourly Large Firms | 17 | 100.0 | 1,284 | 100.0 |
| Part-time Hourly Grand Total | 298 | 100.0 | 1,945 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities 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 responding question thirteen. 62 utilities firms, or 96.9% of the applicable utilities firms responded to this question. Firm sizes with no firms were omitted from this table.

UTILITIES

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

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 536 | 73.7 | 3,694 | 89.5 |
| | Salaried Medium Size Firms | 52 | 48.1 | 1,366 | 53.2 |
| | Salaried Large Firms | 15 | 40.5 | 1,950 | 16.8 |
| | Salaried All Size Firms | 603 | 69.2 | 7,010 | 38.4 |
| | Yes | | | | |
| | Salaried Small Firms | 191 | 26.3 | 432 | 10.5 |
| | Salaried Medium Size Firms | 56 | 51.9 | 1,200 | 46.8 |
| | Salaried Large Firms | 22 | 59.5 | 9,635 | 83.2 |
| | Salaried All Size Firms | 269 | 30.8 | 11,267 | 61.6 |
| | Subtotal of Salaried Small Firms | 727 | 100.0 | 4,126 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 108 | 100.0 | 2,566 | 100.0 |
| | Subtotal of Salaried Large Firms | 37 | 100.0 | 11,585 | 100.0 |
| Salaried Grand Total | 872 | 100.0 | 18,277 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 467 | 73.0 | 3,908 | 69.0 |
| | Full-time Hourly Medium Size Firms | 66 | 56.9 | 4,268 | 60.2 |
| | Full-time Hourly Large Firms | 11 | 36.7 | 4,082 | 24.0 |
| | Full-time Hourly All Size Firms | 544 | 69.2 | 12,258 | 41.2 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 173 | 27.0 | 1,756 | 31.0 |
| | Full-time Hourly Medium Size Firms | 50 | 43.1 | 2,823 | 39.8 |
| | Full-time Hourly Large Firms | 19 | 63.3 | 12,910 | 76.0 |
| | Full-time Hourly All Size Firms | 242 | 30.8 | 17,489 | 58.8 |
| | Subtotal of Full-time Hourly Small Firms | 640 | 100.0 | 5,664 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 116 | 100.0 | 7,091 | 100.0 |
| | Subtotal of Full-time Hourly Large Firms | 30 | 100.0 | 16,992 | 100.0 |
| Full-time Hourly Grand Total | 786 | 100.0 | 29,747 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 143 | 56.5 | 313 | 76.2 |
| | Part-time Hourly Medium Size Firms | 29 | 72.5 | 238 | 76.0 |
| | Part-time Hourly Large Firms | 10 | 45.5 | 335 | 25.1 |
| | Part-time Hourly All Size Firms | 182 | 57.8 | 886 | 43.0 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 110 | 43.5 | 98 | 23.8 |
| | Part-time Hourly Medium Size Firms | 11 | 27.5 | 75 | 24.0 |
| | Part-time Hourly Large Firms | 12 | 54.5 | 1,001 | 74.9 |
| | Part-time Hourly All Size Firms | 133 | 42.2 | 1,174 | 57.0 |
| | Subtotal of Part-time Hourly Small Firms | 253 | 100.0 | 411 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 40 | 100.0 | 313 | 100.0 |
| | Subtotal of Part-time Hourly Large Firms | 22 | 100.0 | 1,336 | 100.0 |
| Part-time Hourly Grand Total | 315 | 100.0 | 2,060 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities 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 responding to question thirteen. 64 utilities firms, or 100.0% of the applicable utilities firms responded to this question.

**UTILITIES
Salary**

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

| 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 |
|-------------------------------|------------------------------------|--|--|--|
| 10 DAYS OR LESS | | | | |
| Small Firms | 54 | 28.3 | 66 | 15.3 |
| Medium Size Firms | 19 | 38.0 | 673 | 60.9 |
| Large Firms | 21 | 95.5 | 9,026 | 93.4 |
| All Size Firms | 94 | 35.7 | 9,765 | 87.2 |
| 11 TO 30 DAYS | | | | |
| Medium Size Firms | 7 | 14.0 | 75 | 6.8 |
| Large Firms | 1 | 4.5 | 609 | 6.3 |
| All Size Firms | 8 | 3.0 | 684 | 6.1 |
| 31 DAYS OR OVER | | | | |
| Small Firms | 64 | 33.5 | 170 | 39.4 |
| Medium Size Firms | 5 | 10.0 | 30 | 2.7 |
| All Size Firms | 69 | 26.2 | 200 | 1.8 |
| NO MAXIMUM or LIMIT | | | | |
| Small Firms | 73 | 38.2 | 196 | 45.4 |
| Medium Size Firms | 19 | 38.0 | 327 | 29.6 |
| All Size Firms | 92 | 35.0 | 523 | 4.7 |
| Subtotal of Small Firms | 191 | 100.0 | 432 | 100.0 |
| Subtotal of Medium Size Firms | 50 | 100.0 | 1,105 | 100.0 |
| Subtotal of Large Firms | 22 | 100.0 | 9,662 | 100.0 |
| Grand Total | 263 | 100.0 | 11,199 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Utilities firms that are included in this table met the following criteria: they had one or more salaried employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid vacation by responding yes on question 13 and they specified that they allowed vacation to accumulate by answering yes to question 18. 25 utilities firms, or 96.2% of the applicable utilities firms responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Full-time Hourly

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

| 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 |
|-------------------------------|------------------------------------|--|--|--|
| 10 DAYS OR LESS | | | | |
| Small Firms | 37 | 21.3 | 123 | 7.0 |
| Medium Size Firms | 19 | 38.0 | 903 | 32.0 |
| Large Firms | 18 | 94.7 | 11,222 | 86.7 |
| All Size Firms | 74 | 30.5 | 12,248 | 69.9 |
| 11 TO 30 DAYS | | | | |
| Medium Size Firms | 7 | 14.0 | 392 | 13.9 |
| Large Firms | 1 | 5.3 | 1,688 | 13.0 |
| All Size Firms | 8 | 3.3 | 2,080 | 11.9 |
| 31 DAYS OR OVER | | | | |
| Small Firms | 64 | 36.8 | 409 | 23.3 |
| Medium Size Firms | 5 | 10.0 | 321 | 11.4 |
| All Size Firms | 69 | 28.4 | 730 | 4.2 |
| NO MAXIMUM or LIMIT | | | | |
| Small Firms | 73 | 42.0 | 1,225 | 69.7 |
| Medium Size Firms | 19 | 38.0 | 1,206 | 42.7 |
| All Size Firms | 92 | 37.9 | 2,431 | 13.9 |
| Subtotal of Small Firms | 174 | 100.0 | 1,757 | 100.0 |
| Subtotal of Medium Size Firms | 50 | 100.0 | 2,822 | 100.0 |
| Subtotal of Large Firms | 19 | 100.0 | 12,937 | 100.0 |
| Grand Total | 243 | 100.0 | 17,516 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Utilities firms that are included in this table met the following criteria: they had one or more full-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicate that they offered paid vacation by responding yes on question 13 and they specified that they allowed vacation to accumulate by answering yes to question 18. 22 utilities firms, or 100.0% of the applicable utilities firms responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Part-time Hourly

TABLE 190: Maximum Vacation Accumulation for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 19: "If yes on question #18, what is the maximum number of vacation days any employee in each category can accumulate?"

| 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 |
|---------------------|------------------------------------|--|--|--|
| 10 DAYS OR LESS | | | | |
| All Size Firms | 58 | 43.6 | 1,058 | 90.0 |
| 31 DAYS OR OVER | | | | |
| All Size Firms | 38 | 28.6 | 92 | 7.8 |
| NO MAXIMUM or LIMIT | | | | |
| All Size Firms | 37 | 27.8 | 25 | 2.1 |
| Grand Total | 133 | 100.0 | 1,175 | 100.0 |

Note: Utilities firms that are included in this table met the following criteria: they had one or more part-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid vacation by responding yes on question 13 and they specified that they allowed vacation to accumulate by answering yes to question 18. 11 Utilities firms, or 100.0% of the applicable utilities firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

**UTILITIES
Salary**

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 254 | 32.5 | 1,445 | 30.2 |
| Medium Size Firms | 16 | 15.0 | 77 | 3.0 |
| Large Firms | 5 | 14.7 | 1,467 | 20.1 |
| All Size Firms | 275 | 29.8 | 2,989 | 20.4 |
| 5 DAYS or LESS | | | | |
| Small Firms | 128 | 16.4 | 506 | 10.6 |
| Medium Size Firms | 34 | 31.8 | 1,120 | 43.6 |
| Large Firms | 4 | 11.8 | 308 | 4.2 |
| All Size Firms | 166 | 18.0 | 1,934 | 13.2 |
| 6 to 9 DAYS | | | | |
| Small Firms | 245 | 31.4 | 2,599 | 54.3 |
| Medium Size Firms | 12 | 11.2 | 433 | 16.9 |
| Large Firms | 18 | 52.9 | 2,536 | 34.7 |
| All Size Firms | 275 | 29.8 | 5,568 | 38.0 |
| 10 to 14 DAYS | | | | |
| Small Firms | 27 | 3.5 | 47 | 1.0 |
| Medium Size Firms | 37 | 34.6 | 582 | 22.7 |
| Large Firms | 7 | 20.6 | 2,997 | 41.0 |
| All Size Firms | 71 | 7.7 | 3,626 | 24.7 |
| 15 or MORE DAYS | | | | |
| Small Firms | 127 | 16.3 | 189 | 3.9 |
| Medium Size Firms | 8 | 7.5 | 354 | 13.8 |
| All Size Firms | 135 | 14.6 | 543 | 3.7 |
| Subtotal of Small Firms | 781 | 100.0 | 4,786 | 100.0 |
| Subtotal of Medium Size Firms | 107 | 100.0 | 2,566 | 100.0 |
| Subtotal of Large Firms | 34 | 100.0 | 7,308 | 100.0 |
| Grand Total | 922 | 100.0 | 14,660 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four. 59 utilities firms, or 92.2% of the applicable utilities firms responded to this question. Firm sizes with no firms were omitted from this table.

UTILITIES
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 296 | 42.2 | 3,143 | 52.0 |
| Medium Size Firms | 22 | 20.0 | 1,827 | 27.5 |
| Large Firms | 5 | 16.7 | 2,913 | 17.1 |
| All Size Firms | 323 | 38.4 | 7,883 | 26.6 |
| 5 DAYS or LESS | | | | |
| Small Firms | 80 | 11.4 | 641 | 10.6 |
| Medium Size Firms | 39 | 35.5 | 2,564 | 38.6 |
| All Size Firms | 119 | 14.1 | 3,205 | 10.8 |
| 6 to 9 DAYS | | | | |
| Small Firms | 209 | 29.8 | 1,876 | 31.0 |
| Medium Size Firms | 13 | 11.8 | 338 | 5.1 |
| Large Firms | 13 | 43.3 | 4,601 | 27.1 |
| All Size Firms | 235 | 27.9 | 6,815 | 23.0 |
| 10 to 14 DAYS | | | | |
| Small Firms | 44 | 6.3 | 261 | 4.3 |
| Medium Size Firms | 29 | 26.4 | 1,691 | 25.5 |
| Large Firms | 12 | 40.0 | 9,478 | 55.8 |
| All Size Firms | 85 | 10.1 | 11,430 | 38.5 |
| 15 or MORE DAYS | | | | |
| Small Firms | 73 | 10.4 | 123 | 2.0 |
| Medium Size Firms | 7 | 6.4 | 220 | 3.3 |
| All Size Firms | 80 | 9.5 | 343 | 1.2 |
| Subtotal of Small Firms | 702 | 100.0 | 6,044 | 100.0 |
| Subtotal of Medium Size Firms | 110 | 100.0 | 6,640 | 100.0 |
| Subtotal of Large Firms | 30 | 100.0 | 16,992 | 100.0 |
| Grand Total | 842 | 100.0 | 29,676 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are utilities firms with 250 or more employees. This table includes utilities 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. 56 utilities firms, or 94.9% of the applicable utilities firms responded to this question. Firm sizes with no firms were omitted from this table.

UTILITIES
Part-time Hourly

TABLE 200: Maximum Sick Leave for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 20: "What is the maximum number of paid sick leave days offered to any employee in each category a year?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 156 | 61.2 | 348 | 69.0 |
| Medium Size Firms | 12 | 35.3 | 187 | 54.2 |
| Large Firms | 11 | 50.0 | 1,213 | 90.8 |
| All Size Firms | 179 | 57.6 | 1,748 | 80.0 |
| 5 DAYS or LESS | | | | |
| Small Firms | 62 | 24.3 | 82 | 16.3 |
| Medium Size Firms | 12 | 35.3 | 133 | 38.6 |
| All Size Firms | 74 | 23.8 | 215 | 9.8 |
| 6 to 9 DAYS | | | | |
| Medium Size Firms | 6 | 17.6 | 9 | 2.6 |
| All Size Firms | 6 | 1.9 | 9 | 0.4 |
| 10 to 14 DAYS | | | | |
| Large Firms | 11 | 50.0 | 123 | 9.2 |
| All Size Firms | 11 | 3.5 | 123 | 5.6 |
| 15 or MORE DAYS | | | | |
| Small Firms | 37 | 14.5 | 74 | 14.7 |
| Medium Size Firms | 4 | 11.8 | 16 | 4.6 |
| All Size Firms | 41 | 13.2 | 90 | 4.1 |
| Subtotal of Small Firms | 255 | 100.0 | 504 | 100.0 |
| Subtotal of Medium Size Firms | 34 | 100.0 | 345 | 100.0 |
| Subtotal of Large Firms | 22 | 100.0 | 1,336 | 100.0 |
| Grand Total | 311 | 100.0 | 2,185 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are utilities firms with 250 or more employees. This table includes utilities 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. 23 utilities firms, or 60.5% of the applicable utilities firms responded to this question. Firm sizes with no firms were omitted from this table.

UTILITIES

TABLE 21E: Sick Leave Accumulation for Oklahoma Utilities 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 |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 452 | 85.6 | 2,657 | 81.3 |
| | Salaried Medium Size Firms | 45 | 46.4 | 1,200 | 47.4 |
| | Salaried Large Firms | 11 | 30.6 | 5,443 | 49.6 |
| | Salaried All Size Firms | 508 | 76.9 | 9,300 | 55.4 |
| | Yes | | | | |
| | Salaried Small Firms | 76 | 14.4 | 611 | 18.7 |
| | Salaried Medium Size Firms | 52 | 53.6 | 1,331 | 52.6 |
| | Salaried Large Firms | 25 | 69.4 | 5,533 | 50.4 |
| | Salaried All Size Firms | 153 | 23.1 | 7,475 | 44.6 |
| | Subtotal of Salaried Small Firms | 528 | 100.0 | 3,268 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 97 | 100.0 | 2,531 | 100.0 |
| | Subtotal of Salaried Large Firms | 36 | 100.0 | 10,976 | 100.0 |
| Salaried Grand Total | 661 | 100.0 | 16,775 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 307 | 69.3 | 2,017 | 66.7 |
| | Full-time Hourly Medium Size Firms | 50 | 50.5 | 3,475 | 56.2 |
| | Full-time Hourly Large Firms | 4 | 13.8 | 1,225 | 8.0 |
| | Full-time Hourly All Size Firms | 361 | 63.2 | 6,717 | 27.4 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 136 | 30.7 | 1,005 | 33.3 |
| | Full-time Hourly Medium Size Firms | 49 | 49.5 | 2,703 | 43.8 |
| | Full-time Hourly Large Firms | 25 | 86.2 | 14,079 | 92.0 |
| | Full-time Hourly All Size Firms | 210 | 36.8 | 17,787 | 72.6 |
| | Subtotal of Full-time Hourly Small Firms | 443 | 100.0 | 3,022 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 99 | 100.0 | 6,178 | 100.0 |
| | Subtotal of Full-time Hourly Large Firms | 29 | 100.0 | 15,304 | 100.0 |
| Full-time Hourly Grand Total | 571 | 100.0 | 24,504 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 135 | 100.0 | 180 | 100.0 |
| | Part-time Hourly Medium Size Firms | 32 | 84.2 | 236 | 93.7 |
| | Part-time Hourly Large Firms | 10 | 47.6 | 1,200 | 90.7 |
| | Part-time Hourly All Size Firms | 177 | 91.2 | 1,616 | 92.1 |
| | Yes | | | | |
| | Part-time Hourly Medium Size Firms | 6 | 15.8 | 16 | 6.3 |
| | Part-time Hourly Large Firms | 11 | 52.4 | 123 | 9.3 |
| | Part-time Hourly All Size Firms | 17 | 8.8 | 139 | 7.9 |
| | Subtotal of Part-time Hourly Small Firms | 135 | 100.0 | 180 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 38 | 100.0 | 252 | 100.0 |
| | Subtotal of Part-time Hourly Large Firms | 21 | 100.0 | 1,323 | 100.0 |
| | Part-time Hourly Grand Total | 194 | 100.0 | 1,755 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more employees and specified that they do not combined leave time by answering no to question four and indicated that they offer paid sick leave by response on question 20. 50 utilities firms, or 100.0% of the applicable utilities firms responded to this question. Firm sizes with no firms are omitted from this table.

**UTILITIES
Salary**

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

| 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 |
|-------------------------------|------------------------------------|--|--|--|
| 5 DAYS or LESS | | | | |
| Medium Size Firms | 6 | 11.5 | 508 | 38.2 |
| Large Firms | 7 | 28.0 | 1,077 | 19.5 |
| All Size Firms | 13 | 8.5 | 1,585 | 21.2 |
| 6 to 14 DAYS | | | | |
| Large Firms | 7 | 28.0 | 744 | 13.4 |
| All Size Firms | 7 | 4.6 | 744 | 10.0 |
| 15 to 29 DAYS | | | | |
| Small Firms | 49 | 64.5 | 564 | 92.3 |
| Medium Size Firms | 6 | 11.5 | 135 | 10.1 |
| All Size Firms | 55 | 35.9 | 699 | 9.4 |
| 30 or MORE DAYS | | | | |
| Medium Size Firms | 25 | 48.1 | 422 | 31.7 |
| Large Firms | 11 | 44.0 | 3,712 | 67.1 |
| All Size Firms | 36 | 23.5 | 4,134 | 55.3 |
| NO MAXIMUM or LIMIT | | | | |
| Small Firms | 27 | 35.5 | 47 | 7.7 |
| Medium Size Firms | 15 | 28.8 | 266 | 20.0 |
| All Size Firms | 42 | 27.5 | 313 | 4.2 |
| Subtotal of Small Firms | 76 | 100.0 | 611 | 100.0 |
| Subtotal of Medium Size Firms | 52 | 100.0 | 1,331 | 100.0 |
| Subtotal of Large Firms | 25 | 100.0 | 5,533 | 100.0 |
| Grand Total | 153 | 100.0 | 7,475 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Utilities firms that are included in this table met the following criteria: they had one or more salary employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 21 utilities firms, or 100.0% of the applicable utilities firms responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Full-time Hourly

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

| 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 |
|-------------------------------|------------------------------------|--|--|--|
| 5 DAYS or LESS | | | | |
| Small Firms | 27 | 20.0 | 95 | 9.5 |
| Medium Size Firms | 6 | 12.0 | 222 | 8.2 |
| Large Firms | 7 | 28.0 | 2,049 | 14.6 |
| All Size Firms | 40 | 19.0 | 2,366 | 13.3 |
| 6 to 14 DAYS | | | | |
| Large Firms | 7 | 28.0 | 2,781 | 19.8 |
| All Size Firms | 7 | 3.3 | 2,781 | 15.6 |
| 15 to 29 DAYS | | | | |
| Small Firms | 49 | 36.3 | 98 | 9.8 |
| Large Firms | 5 | 20.0 | 2,137 | 15.2 |
| All Size Firms | 54 | 25.7 | 2,235 | 12.6 |
| 30 or MORE DAYS | | | | |
| Small Firms | 32 | 23.7 | 575 | 57.2 |
| Medium Size Firms | 29 | 58.0 | 1,606 | 59.4 |
| Large Firms | 6 | 24.0 | 7,113 | 50.5 |
| All Size Firms | 67 | 31.9 | 9,294 | 52.3 |
| NO MAXIMUM or LIMIT | | | | |
| Small Firms | 27 | 20.0 | 237 | 23.6 |
| Medium Size Firms | 15 | 30.0 | 874 | 32.3 |
| All Size Firms | 42 | 20.0 | 1,111 | 6.2 |
| Subtotal of Small Firms | 135 | 100.0 | 1,005 | 100.0 |
| Subtotal of Medium Size Firms | 50 | 100.0 | 2,702 | 100.0 |
| Subtotal of Large Firms | 25 | 100.0 | 14,080 | 100.0 |
| Grand Total | 210 | 100.0 | 17,787 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Utilities firms that are included in this table met the following criteria: they had one or more full-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 23 utilities firms, or 100.0% of the applicable utilities firms responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Part-time Hourly

TABLE 220: Maximum Sick Leave Accumulation for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 22: "If yes on question #21, what is the maximum number of sick leave days any employee in each category can accumulate?"

| 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 |
|--------------------|------------------------------------|--|--|--|
| 6 to 14 DAYS | | | | |
| All Size Firms | 1 | 6.3 | 37 | 26.6 |
| 30 or MORE DAYS | | | | |
| All Size Firms | 15 | 93.8 | 102 | 73.4 |
| Grand Total | 16 | 100.0 | 139 | 100.0 |

Note: Utilities firms that are included in this table met the following criteria: they had one or more part-time hourly employees they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 6 utilities firms, or 100.0% of the applicable utilities firms responded to this question. Response categories with no responses and firm sizes are omitted from this table.

UTILITIES
Salary

TABLE 23M: Bereavement Leave for Oklahoma Utilities Salary Employees by Firm Size.* Question 23: "Do you offer paid bereavement leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 502 | 55.6 | 3,330 | 63.9 |
| Medium Size Firms | 51 | 39.8 | 582 | 20.3 |
| Large Firms | 13 | 35.1 | 7,956 | 68.5 |
| All Size Firms | 566 | 53.0 | 11,868 | 60.3 |
| YES, 1 to 3 DAYS | | | | |
| Small Firms | 328 | 36.3 | 1,464 | 28.1 |
| Medium Size Firms | 68 | 53.1 | 2,146 | 75.0 |
| Large Firms | 23 | 62.2 | 3,595 | 31.0 |
| All Size Firms | 419 | 39.2 | 7,205 | 36.6 |
| YES, 4 to 7 DAYS | | | | |
| Small Firms | 73 | 8.1 | 417 | 8.0 |
| Medium Size Firms | 9 | 7.0 | 134 | 4.7 |
| Large Firms | 1 | 2.7 | 34 | 0.3 |
| All Size Firms | 83 | 7.8 | 585 | 3.0 |
| Subtotal of Small Firms | 903 | 100.0 | 5,211 | 100.0 |
| Subtotal of Medium Size Firms | 128 | 100.0 | 2,862 | 100.0 |
| Subtotal of Large Firms | 37 | 100.0 | 11,612 | 100.0 |
| Grand Total | 1,068 | 100.0 | 19,685 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Utilities 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. 70 utilities firms, or 100.0% of the applicable utilities firms responded to this question. Response categories with no response are omitted from this table.

UTILITIES
Full-time Hourly

TABLE 23N: Bereavement Leave for Oklahoma Utilities Full-time Hourly Employees by Firm Size.* Question 23: "Do you offer paid bereavement leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 448 | 53.1 | 3,826 | 51.8 |
| Medium Size Firms | 60 | 44.4 | 3,576 | 46.0 |
| Large Firms | 10 | 33.3 | 8,758 | 51.5 |
| All Size Firms | 518 | 51.3 | 16,160 | 50.2 |
| YES, 1 to 3 DAYS | | | | |
| Small Firms | 291 | 34.5 | 2,766 | 37.4 |
| Medium Size Firms | 66 | 48.9 | 3,789 | 48.7 |
| Large Firms | 19 | 63.3 | 7,743 | 45.5 |
| All Size Firms | 376 | 37.3 | 14,298 | 44.4 |
| YES, 4 to 7 DAYS | | | | |
| Small Firms | 105 | 12.4 | 795 | 10.8 |
| Medium Size Firms | 9 | 6.7 | 415 | 5.3 |
| Large Firms | 1 | 3.3 | 492 | 2.9 |
| All Size Firms | 115 | 11.4 | 1,702 | 5.3 |
| Subtotal of Small Firms | 844 | 100.0 | 7,387 | 100.0 |
| Subtotal of Medium Size Firms | 135 | 100.0 | 7,780 | 100.0 |
| Subtotal of Large Firms | 30 | 100.0 | 17,020 | 100.0 |
| Grand Total | 1,009 | 100.0 | 32,187 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Utilities 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. 65 utilities firms, or 91.5% of the applicable utilities firms responded to this question. Response categories with no response are omitted from this table.

UTILITIES
Part-time Hourly

TABLE 23O: Bereavement Leave for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 23: "Do you offer paid bereavement leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 527 | 87.8 | 776 | 94.1 |
| Medium Size Firms | 58 | 63.0 | 503 | 85.4 |
| Large Firms | 20 | 44.4 | 171 | 6.3 |
| All Size Firms | 605 | 82.1 | 1,450 | 35.3 |
| YES, 1 to 3 DAYS | | | | |
| Small Firms | 73 | 12.2 | 49 | 5.9 |
| Medium Size Firms | 34 | 37.0 | 86 | 14.6 |
| Large Firms | 25 | 55.6 | 2,501 | 92.7 |
| All Size Firms | 132 | 17.9 | 2,636 | 64.1 |
| Subtotal of Small Firms | 600 | 100.0 | 825 | 100.0 |
| Subtotal of Medium Size Firms | 92 | 100.0 | 589 | 100.0 |
| Subtotal of Large Firms | 45 | 100.0 | 2,699 | 100.0 |
| Grand Total | 737 | 100.0 | 4,113 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Utilities 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. 52 utilities firms, or 68.4% of the applicable utilities firms responded to this question. Response categories with no response are omitted from this table.

UTILITIES

Salary

TABLE 24M: Short Term Disability Leave for Oklahoma Utilities Salary Employees by Firm Size.* Question 24: "Do you offer short term paid disability leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 718 | 84.4 | 5,616 | 83.3 |
| Medium Size Firms | 87 | 68.5 | 4,741 | 66.5 |
| Large Firms | 15 | 41.7 | 4,185 | 21.6 |
| All Size Firms | 820 | 80.9 | 14,542 | 43.8 |
| YES, 6 WEEKS or LESS | | | | |
| Small Firms | 107 | 12.6 | 597 | 8.9 |
| Medium Size Firms | 6 | 4.7 | 531 | 7.4 |
| All Size Firms | 113 | 11.1 | 1,128 | 3.4 |
| YES, 7 to 13 WEEKS | | | | |
| Small Firms | 26 | 3.1 | 525 | 7.8 |
| Medium Size Firms | 22 | 17.3 | 934 | 13.1 |
| Large Firms | 4 | 11.1 | 2,593 | 13.4 |
| All Size Firms | 52 | 5.1 | 4,052 | 12.2 |
| YES, 14 to 26 WEEKS | | | | |
| Medium Size Firms | 12 | 9.4 | 924 | 13.0 |
| Large Firms | 17 | 47.2 | 12,579 | 65.0 |
| All Size Firms | 29 | 2.9 | 13,503 | 40.6 |
| Subtotal of Small Firms | 851 | 100.0 | 6,738 | 100.0 |
| Subtotal of Medium Size Firms | 127 | 100.0 | 7,130 | 100.0 |
| Subtotal of Large Firms | 36 | 100.0 | 19,357 | 100.0 |
| Grand Total | 1,014 | 100.0 | 33,225 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Utilities 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. 66 utilities firms, or 88.0% of the applicable utilities firms responded to this question. Response categories with no response are omitted from this table.

UTILITIES
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 727 | 90.0 | 5,890 | 80.8 |
| Medium Size Firms | 96 | 70.1 | 5,229 | 66.6 |
| Large Firms | 5 | 22.7 | 2,137 | 14.5 |
| All Size Firms | 828 | 85.6 | 13,256 | 44.4 |
| YES, 6 WEEKS or LESS | | | | |
| Small Firms | 23 | 2.8 | 299 | 4.1 |
| Medium Size Firms | 7 | 5.1 | 760 | 9.7 |
| All Size Firms | 30 | 3.1 | 1,059 | 3.5 |
| YES, 7 to 13 WEEKS | | | | |
| Small Firms | 26 | 3.2 | 525 | 7.2 |
| Medium Size Firms | 22 | 16.1 | 934 | 11.9 |
| All Size Firms | 48 | 5.0 | 1,459 | 4.9 |
| YES, 14 to 26 WEEKS | | | | |
| Small Firms | 32 | 4.0 | 575 | 7.9 |
| Medium Size Firms | 12 | 8.8 | 924 | 11.8 |
| Large Firms | 17 | 77.3 | 12,579 | 85.5 |
| All Size Firms | 61 | 6.3 | 14,078 | 47.2 |
| Subtotal of Small Firms | 808 | 100.0 | 7,289 | 100.0 |
| Subtotal of Medium Size Firms | 137 | 100.0 | 7,847 | 100.0 |
| Subtotal of Large Firms | 22 | 100.0 | 14,716 | 100.0 |
| Grand Total | 967 | 100.0 | 29,852 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Utilities 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. 63 utilities firms, or 88.7% of the applicable utilities firms responded to this question. Response categories with no response are omitted from this table.

UTILITIES
Part-time Hourly

TABLE 240: Short Term Disability Leave for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 24: "Do you offer short term paid disability leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 531 | 91.2 | 942 | 93.5 |
| Medium Size Firms | 84 | 88.4 | 621 | 94.5 |
| Large Firms | 22 | 64.7 | 2,015 | 95.6 |
| All Size Firms | 637 | 89.6 | 3,578 | 94.8 |
| YES, 6 WEEKS or LESS | | | | |
| Small Firms | 51 | 8.8 | 66 | 6.5 |
| All Size Firms | 51 | 7.2 | 66 | 1.7 |
| YES, 7 to 13 WEEKS | | | | |
| Medium Size Firms | 8 | 8.4 | 32 | 4.9 |
| All Size Firms | 8 | 1.1 | 32 | 0.8 |
| YES, 14 to 26 WEEKS | | | | |
| Medium Size Firms | 3 | 3.2 | 4 | 0.6 |
| Large Firms | 12 | 35.3 | 93 | 4.4 |
| All Size Firms | 15 | 2.1 | 97 | 2.6 |
| Subtotal of Small Firms | 582 | 100.0 | 1,008 | 100.0 |
| Subtotal of Medium Size Firms | 95 | 100.0 | 657 | 100.0 |
| Subtotal of Large Firms | 34 | 100.0 | 2,108 | 100.0 |
| Grand Total | 711 | 100.0 | 3,773 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Utilities 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. 50 utilities firms, or 65.8% of the applicable utilities firms responded to this question. Response categories with no response are omitted from this table.

UTILITIES

Salary

TABLE 25M: Other Paid Leave for Oklahoma Utilities Salary Employees by Firm Size.* Question 25: Please check boxes indicating any other paid leave you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| MILITARY | | | | |
| Small Firms | 91 | 19.7 | 362 | 18.7 |
| Medium Size Firms | 9 | 14.3 | 399 | 20.8 |
| Large Firms | 21 | 65.6 | 9,468 | 87.2 |
| All Size Firms | 121 | 21.7 | 10,229 | 69.6 |
| JURY DUTY | | | | |
| Small Firms | 374 | 80.8 | 1,387 | 71.8 |
| Medium Size Firms | 55 | 87.3 | 1,856 | 96.6 |
| Large Firms | 32 | 100.0 | 10,853 | 100.0 |
| All Size Firms | 461 | 82.6 | 14,096 | 95.8 |
| FAMILY MEDICAL | | | | |
| Small Firms | 171 | 36.9 | 575 | 29.7 |
| Medium Size Firms | 5 | 7.9 | 355 | 18.5 |
| Large Firms | 9 | 28.1 | 7,832 | 72.2 |
| All Size Firms | 185 | 33.2 | 8,762 | 59.6 |
| MATERNITY LEAVE | | | | |
| Small Firms | 223 | 48.2 | 806 | 41.7 |
| Medium Size Firms | 5 | 7.9 | 381 | 19.8 |
| Large Firms | 3 | 9.4 | 4,278 | 39.4 |
| All Size Firms | 231 | 41.4 | 5,465 | 37.2 |
| PATERNITY LEAVE | | | | |
| Small Firms | 81 | 17.5 | 239 | 12.4 |
| All Size Firms | 81 | 14.5 | 239 | 1.6 |
| DOCTOR/DENTAL APPOINTMENT | | | | |
| Small Firms | 271 | 58.5 | 891 | 46.1 |
| Medium Size Firms | 13 | 20.6 | 446 | 23.2 |
| Large Firms | 9 | 28.1 | 5,778 | 53.2 |
| All Size Firms | 293 | 52.5 | 7,115 | 48.4 |
| OTHER (please name) | | | | |
| Large Firms | 3 | 9.4 | 4,278 | 39.4 |
| All Size Firms | 3 | 0.5 | 4,278 | 29.1 |
| Subtotal of Small Firms | 463 | 100.0 | 1,933 | 100.0 |
| Subtotal of Medium Size Firms | 63 | 100.0 | 1,921 | 100.0 |
| Subtotal of Large Firms | 32 | 100.0 | 10,853 | 100.0 |
| Grand Total | 558 | 100.0 | 14,707 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Utilities 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. 42 utilities firms, or 56.0% of the applicable utilities 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. Firm sizes with no firms are omitted from this table.

UTILITIES
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|----------------------------------|------------------------------------|--|--|--|
| MILITARY | | | | |
| Small Firms | 87 | 18.0 | 151 | 4.6 |
| Medium Size Firms | 13 | 17.8 | 600 | 16.5 |
| Large Firms | 18 | 52.9 | 12,807 | 86.2 |
| All Size Firms | 118 | 20.0 | 13,558 | 62.2 |
| JURY DUTY | | | | |
| Small Firms | 371 | 77.0 | 3,129 | 94.8 |
| Medium Size Firms | 59 | 80.8 | 3,302 | 90.8 |
| Large Firms | 25 | 73.5 | 14,856 | 100.0 |
| All Size Firms | 455 | 77.2 | 21,287 | 97.7 |
| FAMILY MEDICAL | | | | |
| Small Firms | 96 | 19.9 | 277 | 8.4 |
| Medium Size Firms | 9 | 12.3 | 550 | 15.1 |
| Large Firms | 6 | 17.6 | 8,309 | 55.9 |
| All Size Firms | 111 | 18.8 | 9,136 | 41.9 |
| MATERNITY LEAVE | | | | |
| Small Firms | 119 | 24.7 | 478 | 14.5 |
| Medium Size Firms | 5 | 6.8 | 422 | 11.6 |
| All Size Firms | 124 | 21.1 | 900 | 4.1 |
| PATERNITY LEAVE | | | | |
| Small Firms | 96 | 19.9 | 277 | 8.4 |
| All Size Firms | 96 | 16.3 | 277 | 1.3 |
| DOCTOR/DENTAL APPOINTMENT | | | | |
| Small Firms | 169 | 35.1 | 571 | 17.3 |
| Medium Size Firms | 10 | 13.7 | 757 | 20.8 |
| Large Firms | 6 | 17.6 | 3,405 | 22.9 |
| All Size Firms | 185 | 31.4 | 4,733 | 21.7 |
| OTHER (please name) | | | | |
| Small Firms | 27 | 5.6 | 95 | 2.9 |
| All Size Firms | 27 | 4.6 | 95 | 0.4 |
| Subtotal of Small Firms | 482 | 100.0 | 3,300 | 100.0 |
| Subtotal of Medium Size Firms | 73 | 100.0 | 3,637 | 100.0 |
| Subtotal of Large Firms | 34 | 100.0 | 14,856 | 100.0 |
| Grand Total | 589 | 100.0 | 21,793 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Utilities 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. 37 utilities firms, or 52.1% of the applicable utilities 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. Firm sizes with no firms are omitted from this table.

UTILITIES
Part-time Hourly

TABLE 250: Other Paid Leave for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 25: Please check boxes indicating any other paid leave you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|----------------------------------|------------------------------------|--|--|--|
| MILITARY | | | | |
| Medium Size Firms | 8 | 36.4 | 32 | 59.3 |
| Large Firms | 34 | 70.8 | 2,567 | 69.9 |
| All Size Firms | 42 | 10.6 | 2,599 | 60.2 |
| JURY DUTY | | | | |
| Small Firms | 325 | 100.0 | 591 | 100.0 |
| Medium Size Firms | 22 | 100.0 | 54 | 100.0 |
| Large Firms | 36 | 75.0 | 1,760 | 48.0 |
| All Size Firms | 383 | 97.0 | 2,405 | 55.7 |
| FAMILY MEDICAL | | | | |
| Small Firms | 124 | 38.2 | 115 | 19.5 |
| Medium Size Firms | 8 | 36.4 | 32 | 59.3 |
| Large Firms | 12 | 25.0 | 93 | 2.5 |
| All Size Firms | 144 | 36.5 | 240 | 5.6 |
| MATERNITY LEAVE | | | | |
| Small Firms | 124 | 38.2 | 115 | 19.5 |
| Medium Size Firms | 10 | 45.5 | 36 | 66.7 |
| All Size Firms | 134 | 33.9 | 151 | 3.5 |
| PATERNITY LEAVE | | | | |
| Small Firms | 73 | 22.5 | 49 | 8.3 |
| All Size Firms | 73 | 18.5 | 49 | 1.1 |
| DOCTOR/DENTAL APPOINTMENT | | | | |
| Small Firms | 197 | 60.6 | 164 | 27.7 |
| Medium Size Firms | 10 | 45.5 | 36 | 66.7 |
| Large Firms | 11 | 22.9 | 516 | 14.1 |
| All Size Firms | 218 | 55.2 | 716 | 16.6 |
| Subtotal of Small Firms | 325 | 100.0 | 591 | 100.0 |
| Subtotal of Medium Size Firms | 22 | 100.0 | 54 | 100.0 |
| Subtotal of Large Firms | 48 | 100.0 | 3,670 | 100.0 |
| Grand Total | 395 | 100.0 | 4,315 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Utilities 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. 32 utilities firms, or 42.1% of the applicable utilities 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 with no firms are omitted from this table.

UTILITIES
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 317 | 30.7 | 891 | 14.1 |
| All Size Firms | 317 | 26.2 | 891 | 4.1 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 256 | 24.8 | 2,087 | 33.0 |
| Medium Size Firms | 5 | 3.6 | 149 | 4.7 |
| All Size Firms | 261 | 21.6 | 2,236 | 10.2 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 458 | 44.4 | 3,348 | 52.9 |
| Medium Size Firms | 133 | 96.4 | 3,009 | 95.3 |
| Large Firms | 40 | 100.0 | 12,415 | 100.0 |
| All Size Firms | 631 | 52.2 | 18,772 | 85.7 |
| Subtotal of Small Firms | 1,031 | 100.0 | 6,326 | 100.0 |
| Subtotal of Medium Size Firms | 138 | 100.0 | 3,158 | 100.0 |
| Subtotal of Large Firms | 40 | 100.0 | 12,415 | 100.0 |
| Grand Total | 1,209 | 100.0 | 21,899 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more salaried employees that responded to this question. 78 firms, or 97.5% of the utilities firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 285 | 30.1 | 2,230 | 27.0 |
| All Size Firms | 285 | 25.4 | 2,230 | 5.9 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 198 | 20.9 | 1,245 | 15.1 |
| Medium Size Firms | 9 | 6.6 | 459 | 6.4 |
| All Size Firms | 207 | 18.4 | 1,704 | 4.5 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 465 | 49.1 | 4,772 | 57.9 |
| Medium Size Firms | 127 | 93.4 | 6,765 | 93.6 |
| Large Firms | 38 | 100.0 | 22,440 | 100.0 |
| All Size Firms | 630 | 56.1 | 33,977 | 89.6 |
| Subtotal of Small Firms | 948 | 100.0 | 8,247 | 100.0 |
| Subtotal of Medium Size Firms | 136 | 100.0 | 7,224 | 100.0 |
| Subtotal of Large Firms | 38 | 100.0 | 22,440 | 100.0 |
| Grand Total | 1,122 | 100.0 | 37,911 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more full-time hourly employees that responded to this question. 73 firms, or 96.1% of the utilities firms with full-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 290 | 65.3 | 581 | 62.9 |
| Medium Size Firms | 14 | 25.5 | 104 | 10.1 |
| All Size Firms | 304 | 57.7 | 685 | 11.4 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 99 | 22.3 | 106 | 11.5 |
| Medium Size Firms | 5 | 9.1 | 633 | 61.4 |
| All Size Firms | 104 | 19.7 | 739 | 12.3 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 55 | 12.4 | 236 | 25.6 |
| Medium Size Firms | 36 | 65.5 | 294 | 28.5 |
| Large Firms | 28 | 100.0 | 4,053 | 100.0 |
| All Size Firms | 119 | 22.6 | 4,583 | 76.3 |
| Subtotal of Small Firms | 444 | 100.0 | 923 | 100.0 |
| Subtotal of Medium Size Firms | 55 | 100.0 | 1,031 | 100.0 |
| Subtotal of Large Firms | 28 | 100.0 | 4,053 | 100.0 |
| Grand Total | 527 | 100.0 | 6,007 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more part-time hourly employees that responded to this question. 38 firms, or 100.0% of the utilities firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Salary

TABLE 27M: Types of Medical/health Care Plans Offered for Oklahoma Utilities Salary Employees by Firm Size.* 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 |
|---------------------------------------|------------------------------------|--|--|--|
| TRADITIONAL FEE-FOR-SERVICE | | | | |
| Small Firms | 82 | 12.0 | 354 | 8.1 |
| Medium Size Firms | 10 | 7.2 | 131 | 4.1 |
| Large Firms | 11 | 27.5 | 5,647 | 45.5 |
| All Size Firms | 103 | 12.0 | 6,132 | 30.8 |
| HEALTH MAINTENANCE ORGANIZATION (HMO) | | | | |
| Small Firms | 102 | 15.0 | 818 | 18.8 |
| Medium Size Firms | 51 | 37.0 | 1,133 | 35.9 |
| Large Firms | 12 | 30.0 | 6,591 | 53.1 |
| All Size Firms | 165 | 19.2 | 8,542 | 42.9 |
| PREFERRED PROVIDER ORGANIZATION (PPO) | | | | |
| Small Firms | 579 | 84.9 | 3,822 | 87.7 |
| Medium Size Firms | 129 | 93.5 | 3,082 | 97.6 |
| Large Firms | 36 | 90.0 | 11,551 | 93.0 |
| All Size Firms | 744 | 86.5 | 18,455 | 92.6 |
| Subtotal of Small Firms | 682 | 100.0 | 4,356 | 100.0 |
| Subtotal of Medium Size Firms | 138 | 100.0 | 3,158 | 100.0 |
| Subtotal of Large Firms | 40 | 100.0 | 12,415 | 100.0 |
| Grand Total | 860 | 100.0 | 19,929 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities 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. 66 utilities firms, or 98.5% of the applicable utilities 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.

UTILITIES
Full-time Hourly

TABLE 27N: Types of Medical/health Care Plans Offered for Oklahoma Utilities Full-time Hourly Employees by Firm Size.* 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 |
|--|------------------------------------|--|--|--|
| TRADITIONAL FEE-FOR-SERVICE | | | | |
| Small Firms | 27 | 4.3 | 237 | 4.0 |
| Medium Size Firms | 10 | 7.7 | 613 | 9.3 |
| Large Firms | 8 | 21.1 | 4,733 | 21.1 |
| All Size Firms | 45 | 5.6 | 5,583 | 15.9 |
| HEALTH MAINTENANCE ORGANIZATION (HMO) | | | | |
| Small Firms | 102 | 16.2 | 662 | 11.1 |
| Medium Size Firms | 51 | 39.2 | 2,559 | 38.6 |
| Large Firms | 9 | 23.7 | 5,119 | 22.8 |
| All Size Firms | 162 | 20.3 | 8,340 | 23.8 |
| PREFERRED PROVIDER ORGANIZATION (PPO) | | | | |
| Small Firms | 556 | 88.1 | 5,450 | 91.7 |
| Medium Size Firms | 120 | 92.3 | 6,032 | 91.0 |
| Large Firms | 34 | 89.5 | 19,970 | 89.0 |
| All Size Firms | 710 | 88.9 | 31,452 | 89.8 |
| Subtotal of Small Firms | 631 | 100.0 | 5,945 | 100.0 |
| Subtotal of Medium Size Firms | 130 | 100.0 | 6,625 | 100.0 |
| Subtotal of Large Firms | 38 | 100.0 | 22,440 | 100.0 |
| Grand Total | 799 | 100.0 | 35,010 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities 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. 62 utilities firms, or 96.9% of the applicable utilities 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. Firm sizes with no firms are omitted from this table.

UTILITIES
Part-time Hourly

TABLE 270: Types of Medical/health Care Plans Offered for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* 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 |
|---------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| TRADITIONAL FEE-FOR-SERVICE | | | | |
| Large Firms | 7 | 25.0 | 968 | 23.9 |
| All Size Firms | 7 | 3.7 | 968 | 18.9 |
| HEALTH MAINTENANCE ORGANIZATION (HMO) | | | | |
| Small Firms | 27 | 21.4 | 165 | 60.9 |
| Medium Size Firms | 18 | 51.4 | 106 | 13.1 |
| Large Firms | 6 | 21.4 | 295 | 7.3 |
| All Size Firms | 51 | 27.0 | 566 | 11.0 |
| PREFERRED PROVIDER ORGANIZATION (PPO) | | | | |
| Small Firms | 126 | 100.0 | 271 | 100.0 |
| Medium Size Firms | 35 | 100.0 | 809 | 100.0 |
| Large Firms | 28 | 100.0 | 4,053 | 100.0 |
| All Size Firms | 189 | 100.0 | 5,133 | 100.0 |
| Subtotal of Small Firms | 126 | 100.0 | 271 | 100.0 |
| Subtotal of Medium Size Firms | 35 | 100.0 | 809 | 100.0 |
| Subtotal of Large Firms | 28 | 100.0 | 4,053 | 100.0 |
| Grand Total | 189 | 100.0 | 5,133 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities 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. 23 utilities firms, or 92.0% of the applicable utilities 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. Firm sizes with no firms are omitted from this table.

UTILITIES

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

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 551 | 77.2 | 4,243 | 78.1 |
| | Salaried Medium Size Firms | 70 | 50.7 | 1,305 | 41.3 |
| | Salaried Large Firms | 17 | 42.5 | 4,816 | 38.8 |
| | Salaried All Size Firms | 638 | 71.5 | 10,364 | 49.3 |
| | Yes | | | | |
| | Salaried Small Firms | 163 | 22.8 | 1,192 | 21.9 |
| | Salaried Medium Size Firms | 68 | 49.3 | 1,853 | 58.7 |
| | Salaried Large Firms | 23 | 57.5 | 7,599 | 61.2 |
| | Salaried All Size Firms | 254 | 28.5 | 10,644 | 50.7 |
| | Subtotal of Salaried Small Firms | 714 | 100.0 | 5,435 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 138 | 100.0 | 3,158 | 100.0 |
| Subtotal of Salaried Large Firms | 40 | 100.0 | 12,415 | 100.0 | |
| Salaried Grand Total | 892 | 100.0 | 21,008 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 468 | 70.5 | 4,379 | 72.8 |
| | Full-time Hourly Medium Size Firms | 62 | 47.7 | 2,769 | 41.8 |
| | Full-time Hourly Large Firms | 17 | 54.8 | 13,328 | 65.4 |
| | Full-time Hourly All Size Firms | 547 | 66.3 | 20,476 | 62.0 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 196 | 29.5 | 1,638 | 27.2 |
| | Full-time Hourly Medium Size Firms | 68 | 52.3 | 3,856 | 58.2 |
| | Full-time Hourly Large Firms | 14 | 45.2 | 7,063 | 34.6 |
| | Full-time Hourly All Size Firms | 278 | 33.7 | 12,557 | 38.0 |
| | Subtotal of Full-time Hourly Small Firms | 664 | 100.0 | 6,017 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 130 | 100.0 | 6,625 | 100.0 |
| Subtotal of Full-time Hourly Large Firms | 31 | 100.0 | 20,391 | 100.0 | |
| Full-time Hourly Grand Total | 825 | 100.0 | 33,033 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 99 | 78.6 | 106 | 39.1 |
| | Part-time Hourly Medium Size Firms | 16 | 45.7 | 106 | 13.1 |
| | Part-time Hourly Large Firms | 8 | 38.1 | 2,215 | 63.2 |
| | Part-time Hourly All Size Firms | 123 | 67.6 | 2,427 | 53.0 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 27 | 21.4 | 165 | 60.9 |
| | Part-time Hourly Medium Size Firms | 19 | 54.3 | 703 | 86.9 |
| | Part-time Hourly Large Firms | 13 | 61.9 | 1,287 | 36.8 |
| | Part-time Hourly All Size Firms | 59 | 32.4 | 2,155 | 47.0 |
| | Subtotal of Part-time Hourly Small Firms | 126 | 100.0 | 271 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 35 | 100.0 | 809 | 100.0 |
| Subtotal of Part-time Hourly Large Firms | 21 | 100.0 | 3,502 | 100.0 | |
| Part-time Hourly Grand Total | 182 | 100.0 | 4,582 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities 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. 73 utilities firms, or 100.0% of the applicable utilities firms responded to this question.

UTILITIES
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| 1% to 25% | | | | |
| Small Firms | 53 | 7.4 | 362 | 6.7 |
| Medium Size Firms | 12 | 9.0 | 196 | 6.2 |
| Large Firms | 5 | 12.5 | 733 | 5.9 |
| All Size Firms | 70 | 7.9 | 1,291 | 6.1 |
| 26% to 50% | | | | |
| Small Firms | 114 | 16.0 | 1,606 | 29.6 |
| Medium Size Firms | 22 | 16.5 | 277 | 8.8 |
| Large Firms | 10 | 25.0 | 1,034 | 8.3 |
| All Size Firms | 146 | 16.5 | 2,917 | 13.9 |
| 51% to 75% | | | | |
| Small Firms | 81 | 11.3 | 671 | 12.3 |
| Medium Size Firms | 13 | 9.8 | 840 | 26.7 |
| All Size Firms | 94 | 10.6 | 1,511 | 7.2 |
| 76% to 99% | | | | |
| Small Firms | 153 | 21.4 | 1,075 | 19.8 |
| Medium Size Firms | 49 | 36.8 | 1,086 | 34.5 |
| Large Firms | 13 | 32.5 | 5,241 | 42.2 |
| All Size Firms | 215 | 24.2 | 7,402 | 35.3 |
| 100% | | | | |
| Small Firms | 313 | 43.8 | 1,720 | 31.7 |
| Medium Size Firms | 37 | 27.8 | 751 | 23.8 |
| Large Firms | 12 | 30.0 | 5,406 | 43.5 |
| All Size Firms | 362 | 40.8 | 7,877 | 37.5 |
| Subtotal of Small Firms | 714 | 100.0 | 5,434 | 100.0 |
| Subtotal of Medium Size Firms | 133 | 100.0 | 3,150 | 100.0 |
| Subtotal of Large Firms | 40 | 100.0 | 12,414 | 100.0 |
| Grand Total | 887 | 100.0 | 20,998 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities 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. 66 utilities firms, or 98.5% of the applicable utilities firms responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| 1% to 25% | | | | |
| Medium Size Firms | 12 | 9.2 | 868 | 12.4 |
| Large Firms | 5 | 13.2 | 2,137 | 9.5 |
| All Size Firms | 17 | 2.0 | 3,005 | 8.5 |
| 26% to 50% | | | | |
| Small Firms | 163 | 24.6 | 879 | 14.6 |
| Medium Size Firms | 22 | 16.9 | 808 | 11.6 |
| Large Firms | 10 | 26.3 | 5,145 | 22.9 |
| All Size Firms | 195 | 23.5 | 6,832 | 19.3 |
| 51% to 75% | | | | |
| Small Firms | 32 | 4.8 | 324 | 5.4 |
| Medium Size Firms | 17 | 13.1 | 871 | 12.5 |
| Large Firms | 1 | 2.6 | 877 | 3.9 |
| All Size Firms | 50 | 6.0 | 2,072 | 5.8 |
| 76% to 99% | | | | |
| Small Firms | 196 | 29.6 | 1,998 | 33.2 |
| Medium Size Firms | 43 | 33.1 | 2,266 | 32.4 |
| Large Firms | 10 | 26.3 | 9,534 | 42.5 |
| All Size Firms | 249 | 30.0 | 13,798 | 38.9 |
| 100% | | | | |
| Small Firms | 272 | 41.0 | 2,817 | 46.8 |
| Medium Size Firms | 36 | 27.7 | 2,177 | 31.1 |
| Large Firms | 12 | 31.6 | 4,747 | 21.2 |
| All Size Firms | 320 | 38.5 | 9,741 | 27.5 |
| Subtotal of Small Firms | 663 | 100.0 | 6,018 | 100.0 |
| Subtotal of Medium Size Firms | 130 | 100.0 | 6,990 | 100.0 |
| Subtotal of Large Firms | 38 | 100.0 | 22,440 | 100.0 |
| Grand Total | 831 | 100.0 | 35,448 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities 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. 63 utilities firms, or 98.4% of the applicable utilities firms responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Part-time Hourly

TABLE 290: Medical/health Care Plan Employee Cost Compensation for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 29: "What percentage of the cost of the medical/health care plan(s) do you pay for the employee (employee only)?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| 1% to 25% | | | | |
| Medium Size Firms | 1 | 2.9 | 2 | 0.2 |
| All Size Firms | 1 | 0.5 | 2 | 0.0 |
| 26% to 50% | | | | |
| Small Firms | 27 | 17.5 | 165 | 48.2 |
| Large Firms | 6 | 21.4 | 955 | 23.6 |
| All Size Firms | 33 | 15.3 | 1,120 | 21.4 |
| 51% to 75% | | | | |
| Large Firms | 1 | 3.6 | 36 | 0.9 |
| All Size Firms | 1 | 0.5 | 36 | 0.7 |
| 76% to 99% | | | | |
| Small Firms | 37 | 24.0 | 49 | 14.3 |
| Medium Size Firms | 21 | 61.8 | 717 | 84.9 |
| Large Firms | 10 | 35.7 | 291 | 7.2 |
| All Size Firms | 68 | 31.5 | 1,057 | 20.2 |
| 100% | | | | |
| Small Firms | 90 | 58.4 | 128 | 37.4 |
| Medium Size Firms | 12 | 35.3 | 126 | 14.9 |
| Large Firms | 11 | 39.3 | 2,770 | 68.4 |
| All Size Firms | 113 | 52.3 | 3,024 | 57.7 |
| Subtotal of Small Firms | 154 | 100.0 | 342 | 100.0 |
| Subtotal of Medium Size Firms | 34 | 100.0 | 845 | 100.0 |
| Subtotal of Large Firms | 28 | 100.0 | 4,052 | 100.0 |
| Grand Total | 216 | 100.0 | 5,239 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities 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. 24 utilities firms, or 96.0% of the applicable utilities firms responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES

Salary

TABLE 30M: Medical/health Care Plan Employee Dependents Cost Compensation for Oklahoma Utilities 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?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NONE | | | | |
| Small Firms | 395 | 55.2 | 2,797 | 51.5 |
| Medium Size Firms | 43 | 32.6 | 977 | 33.5 |
| Large Firms | 3 | 7.5 | 4,278 | 34.5 |
| All Size Firms | 441 | 49.7 | 8,052 | 38.8 |
| 1% to 25% | | | | |
| Small Firms | 64 | 8.9 | 508 | 9.3 |
| Medium Size Firms | 11 | 8.3 | 203 | 7.0 |
| Large Firms | 6 | 15.0 | 750 | 6.0 |
| All Size Firms | 81 | 9.1 | 1,461 | 7.0 |
| 26% to 50% | | | | |
| Small Firms | 93 | 13.0 | 1,129 | 20.8 |
| Medium Size Firms | 28 | 21.2 | 837 | 28.7 |
| Large Firms | 4 | 10.0 | 308 | 2.5 |
| All Size Firms | 125 | 14.1 | 2,274 | 10.9 |
| 51% to 75% | | | | |
| Small Firms | 37 | 5.2 | 49 | 0.9 |
| Medium Size Firms | 1 | 0.8 | 54 | 1.8 |
| Large Firms | 7 | 17.5 | 1,077 | 8.7 |
| All Size Firms | 45 | 5.1 | 1,180 | 5.7 |
| 76% to 99% | | | | |
| Small Firms | 37 | 5.2 | 98 | 1.8 |
| Medium Size Firms | 17 | 12.9 | 433 | 14.8 |
| Large Firms | 19 | 47.5 | 5,968 | 48.1 |
| All Size Firms | 73 | 8.2 | 6,499 | 31.3 |
| 100% | | | | |
| Small Firms | 90 | 12.6 | 854 | 15.7 |
| Medium Size Firms | 32 | 24.2 | 416 | 14.2 |
| Large Firms | 1 | 2.5 | 34 | 0.3 |
| All Size Firms | 123 | 13.9 | 1,304 | 6.3 |
| Subtotal of Small Firms | 716 | 100.0 | 5,435 | 100.0 |
| Subtotal of Medium Size Firms | 132 | 100.0 | 2,920 | 100.0 |
| Subtotal of Large Firms | 40 | 100.0 | 12,415 | 100.0 |
| Grand Total | 888 | 100.0 | 20,770 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities 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. 66 utilities firms, or 98.5% of the applicable utilities firms responded to this question.

UTILITIES
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 383 | 57.7 | 2,695 | 44.8 |
| Medium Size Firms | 41 | 31.3 | 1,501 | 22.3 |
| All Size Firms | 424 | 50.9 | 4,196 | 11.9 |
| 1% to 25% | | | | |
| Small Firms | 37 | 5.6 | 735 | 12.2 |
| Medium Size Firms | 5 | 3.8 | 671 | 10.0 |
| Large Firms | 6 | 15.8 | 2,365 | 10.5 |
| All Size Firms | 48 | 5.8 | 3,771 | 10.7 |
| 26% to 50% | | | | |
| Small Firms | 76 | 11.4 | 335 | 5.6 |
| Medium Size Firms | 27 | 20.6 | 1,206 | 17.9 |
| Large Firms | 4 | 10.5 | 2,593 | 11.6 |
| All Size Firms | 107 | 12.8 | 4,134 | 11.7 |
| 51% to 75% | | | | |
| Small Firms | 37 | 5.6 | 123 | 2.0 |
| Medium Size Firms | 7 | 5.3 | 451 | 6.7 |
| Large Firms | 8 | 21.1 | 2,926 | 13.0 |
| All Size Firms | 52 | 6.2 | 3,500 | 9.9 |
| 76% to 99% | | | | |
| Small Firms | 69 | 10.4 | 1,580 | 26.3 |
| Medium Size Firms | 22 | 16.8 | 1,115 | 16.5 |
| Large Firms | 16 | 42.1 | 12,087 | 53.9 |
| All Size Firms | 107 | 12.8 | 14,782 | 42.0 |
| 100% | | | | |
| Small Firms | 62 | 9.3 | 550 | 9.1 |
| Medium Size Firms | 29 | 22.1 | 1,796 | 26.6 |
| Large Firms | 4 | 10.5 | 2,470 | 11.0 |
| All Size Firms | 95 | 11.4 | 4,816 | 13.7 |
| Subtotal of Small Firms | 664 | 100.0 | 6,018 | 100.0 |
| Subtotal of Medium Size Firms | 131 | 100.0 | 6,740 | 100.0 |
| Subtotal of Large Firms | 38 | 100.0 | 22,441 | 100.0 |
| Grand Total | 833 | 100.0 | 35,199 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities 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. 63 utilities firms, or 98.4% of the applicable utilities firms responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Part-time Hourly

TABLE 300: Medical/health Care Plan Employee Dependents Cost Compensation for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 30: "What percentage of the cost of the medical/health care plan(s) do you pay for the employee's dependents?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 126 | 100.0 | 271 | 100.0 |
| Medium Size Firms | 18 | 51.4 | 99 | 10.9 |
| All Size Firms | 144 | 76.2 | 370 | 7.1 |
| 1% to 25% | | | | |
| Medium Size Firms | 1 | 2.9 | 2 | 0.2 |
| Large Firms | 1 | 3.6 | 37 | 0.9 |
| All Size Firms | 2 | 1.1 | 39 | 0.7 |
| 26% to 50% | | | | |
| Medium Size Firms | 5 | 14.3 | 633 | 69.6 |
| All Size Firms | 5 | 2.6 | 633 | 12.1 |
| 51% to 75% | | | | |
| Large Firms | 8 | 28.6 | 588 | 14.5 |
| All Size Firms | 8 | 4.2 | 588 | 11.2 |
| 76% to 99% | | | | |
| Medium Size Firms | 5 | 14.3 | 59 | 6.5 |
| Large Firms | 16 | 57.1 | 1,246 | 30.8 |
| All Size Firms | 21 | 11.1 | 1,305 | 24.9 |
| 100% | | | | |
| Medium Size Firms | 6 | 17.1 | 117 | 12.9 |
| Large Firms | 3 | 10.7 | 2,181 | 53.8 |
| All Size Firms | 9 | 4.8 | 2,298 | 43.9 |
| Subtotal of Small Firms | 126 | 100.0 | 271 | 100.0 |
| Subtotal of Medium Size Firms | 35 | 100.0 | 910 | 100.0 |
| Subtotal of Large Firms | 28 | 100.0 | 4,052 | 100.0 |
| Grand Total | 189 | 100.0 | 5,233 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities 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. 23 utilities firms, or 92.0% of the applicable utilities firms responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 560 | 54.3 | 2,901 | 45.9 |
| Medium Size Firms | 45 | 32.6 | 435 | 13.8 |
| Large Firms | 3 | 7.7 | 4,278 | 34.6 |
| All Size Firms | 608 | 50.3 | 7,614 | 34.8 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 85 | 8.2 | 234 | 3.7 |
| Large Firms | 4 | 10.3 | 858 | 6.9 |
| All Size Firms | 89 | 7.4 | 1,092 | 5.0 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 387 | 37.5 | 3,192 | 50.5 |
| Medium Size Firms | 93 | 67.4 | 2,723 | 86.2 |
| Large Firms | 32 | 82.1 | 7,245 | 58.5 |
| All Size Firms | 512 | 42.3 | 13,160 | 60.2 |
| Subtotal of Small Firms | 1,032 | 100.0 | 6,327 | 100.0 |
| Subtotal of Medium Size Firms | 138 | 100.0 | 3,158 | 100.0 |
| Subtotal of Large Firms | 39 | 100.0 | 12,381 | 100.0 |
| Grand Total | 1,209 | 100.0 | 21,866 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more salaried employees that responded to this question. 74 firms, or 96.3% of the utilities firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 544 | 57.4 | 4,296 | 51.9 |
| Medium Size Firms | 49 | 34.5 | 2,652 | 32.6 |
| All Size Firms | 593 | 52.7 | 6,948 | 18.1 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 82 | 8.7 | 743 | 9.0 |
| All Size Firms | 82 | 7.3 | 743 | 1.9 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 321 | 33.9 | 3,245 | 39.2 |
| Medium Size Firms | 93 | 65.5 | 5,473 | 67.4 |
| Large Firms | 37 | 100.0 | 21,948 | 100.0 |
| All Size Firms | 451 | 40.1 | 30,666 | 79.9 |
| Subtotal of Small Firms | 947 | 100.0 | 8,284 | 100.0 |
| Subtotal of Medium Size Firms | 142 | 100.0 | 8,125 | 100.0 |
| Subtotal of Large Firms | 37 | 100.0 | 21,948 | 100.0 |
| Grand Total | 1,126 | 100.0 | 38,357 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more full-time hourly employees that responded to this question. 73 firms, or 96.1% of the utilities firms with full-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Part-time Hourly

TABLE 310: Dental Care Offered for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 31: "Do you offer dental care plan(s) to your employees?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 380 | 75.1 | 926 | 85.8 |
| Medium Size Firms | 36 | 60.0 | 840 | 80.5 |
| All Size Firms | 416 | 68.9 | 1,766 | 28.6 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 62 | 12.3 | 57 | 5.3 |
| All Size Firms | 62 | 10.3 | 57 | 0.9 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 64 | 12.6 | 96 | 8.9 |
| Medium Size Firms | 24 | 40.0 | 203 | 19.5 |
| Large Firms | 38 | 100.0 | 4,053 | 100.0 |
| All Size Firms | 126 | 20.9 | 4,352 | 70.5 |
| Subtotal of Small Firms | 506 | 100.0 | 1,079 | 100.0 |
| Subtotal of Medium Size Firms | 60 | 100.0 | 1,043 | 100.0 |
| Subtotal of Large Firms | 38 | 100.0 | 4,053 | 100.0 |
| Grand Total | 604 | 100.0 | 6,175 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more part-time hourly employees that responded to this question. 41 firms, or 67.2% of the utilities firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES

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

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 331 | 70.1 | 2,985 | 87.1 |
| | Salaried Medium Size Firms | 81 | 87.1 | 2,363 | 86.8 |
| | Salaried Large Firms | 28 | 77.8 | 4,328 | 53.4 |
| | Salaried All Size Firms | 440 | 73.2 | 9,676 | 67.9 |
| | Yes | | | | |
| | Salaried Small Firms | 141 | 29.9 | 441 | 12.9 |
| | Salaried Medium Size Firms | 12 | 12.9 | 360 | 13.2 |
| | Salaried Large Firms | 8 | 22.2 | 3,775 | 46.6 |
| | Salaried All Size Firms | 161 | 26.8 | 4,576 | 32.1 |
| | Subtotal of Salaried Small Firms | 472 | 100.0 | 3,426 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 93 | 100.0 | 2,723 | 100.0 |
| | Subtotal of Salaried Large Firms | 36 | 100.0 | 8,103 | 100.0 |
| Salaried Grand Total | 601 | 100.0 | 14,252 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 293 | 72.9 | 3,106 | 77.9 |
| | Full-time Hourly Medium Size Firms | 81 | 87.1 | 4,107 | 75.0 |
| | Full-time Hourly Large Firms | 29 | 78.4 | 13,349 | 60.8 |
| | Full-time Hourly All Size Firms | 403 | 75.8 | 20,562 | 65.5 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 109 | 27.1 | 882 | 22.1 |
| | Full-time Hourly Medium Size Firms | 12 | 12.9 | 1,366 | 25.0 |
| | Full-time Hourly Large Firms | 8 | 21.6 | 8,598 | 39.2 |
| | Full-time Hourly All Size Firms | 129 | 24.2 | 10,846 | 34.5 |
| | Subtotal of Full-time Hourly Small Firms | 402 | 100.0 | 3,988 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 93 | 100.0 | 5,473 | 100.0 |
| | Subtotal of Full-time Hourly Large Firms | 37 | 100.0 | 21,947 | 100.0 |
| Full-time Hourly Grand Total | 532 | 100.0 | 31,408 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 62 | 49.2 | 57 | 37.3 |
| | Part-time Hourly Medium Size Firms | 17 | 70.8 | 185 | 91.1 |
| | Part-time Hourly Large Firms | 20 | 71.4 | 1,838 | 45.3 |
| | Part-time Hourly All Size Firms | 99 | 55.6 | 2,080 | 47.2 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 64 | 50.8 | 96 | 62.7 |
| | Part-time Hourly Medium Size Firms | 7 | 29.2 | 18 | 8.9 |
| | Part-time Hourly Large Firms | 8 | 28.6 | 2,215 | 54.7 |
| | Part-time Hourly All Size Firms | 79 | 44.4 | 2,329 | 52.8 |
| | Subtotal of Part-time Hourly Small Firms | 126 | 100.0 | 153 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 24 | 100.0 | 203 | 100.0 |
| | Subtotal of Part-time Hourly Large Firms | 28 | 100.0 | 4,053 | 100.0 |
| Part-time Hourly Grand Total | 178 | 100.0 | 4,409 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities 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. 51 utilities firms, or 100.0% of the applicable utilities firms responded to this question.

UTILITIES

Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NONE | | | | |
| Small Firms | 64 | 13.6 | 191 | 5.6 |
| Medium Size Firms | 26 | 29.9 | 830 | 31.2 |
| Large Firms | 12 | 37.5 | 1,809 | 23.2 |
| All Size Firms | 102 | 17.3 | 2,830 | 20.4 |
| 1% to 25% | | | | |
| Small Firms | 27 | 5.7 | 165 | 4.8 |
| Medium Size Firms | 13 | 14.9 | 415 | 15.6 |
| All Size Firms | 40 | 6.8 | 580 | 4.2 |
| 26% to 50% | | | | |
| Small Firms | 55 | 11.7 | 432 | 12.6 |
| Medium Size Firms | 24 | 27.6 | 845 | 31.8 |
| All Size Firms | 79 | 13.4 | 1,277 | 9.2 |
| 51% to 75% | | | | |
| Small Firms | 32 | 6.8 | 108 | 3.2 |
| Medium Size Firms | 2 | 2.3 | 56 | 2.1 |
| All Size Firms | 34 | 5.8 | 164 | 1.2 |
| 76% to 99% | | | | |
| Small Firms | 80 | 16.9 | 904 | 26.4 |
| Medium Size Firms | 12 | 13.8 | 394 | 14.8 |
| Large Firms | 19 | 59.4 | 5,968 | 76.6 |
| All Size Firms | 111 | 18.8 | 7,266 | 52.3 |
| 100% | | | | |
| Small Firms | 214 | 45.3 | 1,626 | 47.5 |
| Medium Size Firms | 10 | 11.5 | 119 | 4.5 |
| Large Firms | 1 | 3.1 | 18 | 0.2 |
| All Size Firms | 225 | 38.1 | 1,763 | 12.7 |
| Subtotal of Small Firms | 472 | 100.0 | 3,426 | 100.0 |
| Subtotal of Medium Size Firms | 87 | 100.0 | 2,659 | 100.0 |
| Subtotal of Large Firms | 32 | 100.0 | 7,795 | 100.0 |
| Grand Total | 591 | 100.0 | 13,880 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities 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. 46 utilities firms, or 95.8% of the applicable utilities firms responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 59 | 14.7 | 421 | 10.6 |
| Medium Size Firms | 26 | 29.9 | 1,199 | 22.8 |
| Large Firms | 12 | 36.4 | 4,185 | 21.6 |
| All Size Firms | 97 | 18.6 | 5,805 | 20.3 |
| 1% to 25% | | | | |
| Medium Size Firms | 13 | 14.9 | 1,181 | 22.5 |
| All Size Firms | 13 | 2.5 | 1,181 | 4.1 |
| 26% to 50% | | | | |
| Small Firms | 87 | 21.6 | 905 | 22.7 |
| Medium Size Firms | 18 | 20.7 | 890 | 17.0 |
| All Size Firms | 105 | 20.1 | 1,795 | 6.3 |
| 51% to 75% | | | | |
| Small Firms | 32 | 8.0 | 324 | 8.1 |
| Medium Size Firms | 8 | 9.2 | 519 | 9.9 |
| Large Firms | 1 | 3.0 | 877 | 4.5 |
| All Size Firms | 41 | 7.9 | 1,720 | 6.0 |
| 76% to 99% | | | | |
| Small Firms | 63 | 15.7 | 1,033 | 25.9 |
| Medium Size Firms | 12 | 13.8 | 683 | 13.0 |
| Large Firms | 16 | 48.5 | 12,087 | 62.4 |
| All Size Firms | 91 | 17.4 | 13,803 | 48.3 |
| 100% | | | | |
| Small Firms | 161 | 40.0 | 1,305 | 32.7 |
| Medium Size Firms | 10 | 11.5 | 776 | 14.8 |
| Large Firms | 4 | 12.1 | 2,206 | 11.4 |
| All Size Firms | 175 | 33.5 | 4,287 | 15.0 |
| Subtotal of Small Firms | 402 | 100.0 | 3,988 | 100.0 |
| Subtotal of Medium Size Firms | 87 | 100.0 | 5,248 | 100.0 |
| Subtotal of Large Firms | 33 | 100.0 | 19,355 | 100.0 |
| Grand Total | 522 | 100.0 | 28,591 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities 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. 44 utilities firms, or 95.7% of the applicable utilities firms responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Part-time Hourly

TABLE 330: Dental Care Plan Employee Cost Compensation for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 33: "What percentage of the cost of the dental care plan(s) do you pay for the employee (employee only)?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 37 | 29.1 | 25 | 16.3 |
| Medium Size Firms | 6 | 25.0 | 9 | 4.4 |
| Large Firms | 7 | 25.0 | 552 | 13.6 |
| All Size Firms | 50 | 27.9 | 586 | 13.3 |
| 1% to 25% | | | | |
| Medium Size Firms | 7 | 29.2 | 18 | 8.9 |
| All Size Firms | 7 | 3.9 | 18 | 0.4 |
| 51% to 75% | | | | |
| Medium Size Firms | 1 | 4.2 | 43 | 21.2 |
| Large Firms | 1 | 3.6 | 36 | 0.9 |
| All Size Firms | 2 | 1.1 | 79 | 1.8 |
| 76% to 99% | | | | |
| Medium Size Firms | 4 | 16.7 | 16 | 7.9 |
| Large Firms | 19 | 67.9 | 3,428 | 84.6 |
| All Size Firms | 23 | 12.8 | 3,444 | 78.1 |
| 100% | | | | |
| Small Firms | 90 | 70.9 | 128 | 83.7 |
| Medium Size Firms | 6 | 25.0 | 117 | 57.6 |
| Large Firms | 1 | 3.6 | 37 | 0.9 |
| All Size Firms | 97 | 54.2 | 282 | 6.4 |
| Subtotal of Small Firms | 127 | 100.0 | 153 | 100.0 |
| Subtotal of Medium Size Firms | 24 | 100.0 | 203 | 100.0 |
| Subtotal of Large Firms | 28 | 100.0 | 4,053 | 100.0 |
| Grand Total | 179 | 100.0 | 4,409 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a dental care plan by answering yes on question 31. 21 utilities firms, or 100.0% of the applicable utilities firms responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 262 | 55.5 | 1,008 | 29.4 |
| Medium Size Firms | 32 | 34.4 | 1,068 | 39.2 |
| Large Firms | 12 | 37.5 | 1,809 | 23.2 |
| All Size Firms | 306 | 51.3 | 3,885 | 27.9 |
| 1% to 25% | | | | |
| Small Firms | 64 | 13.6 | 508 | 14.8 |
| Medium Size Firms | 7 | 7.5 | 174 | 6.4 |
| Large Firms | 1 | 3.1 | 18 | 0.2 |
| All Size Firms | 72 | 12.1 | 700 | 5.0 |
| 26% to 50% | | | | |
| Small Firms | 44 | 9.3 | 566 | 16.5 |
| Medium Size Firms | 30 | 32.3 | 498 | 18.3 |
| All Size Firms | 74 | 12.4 | 1,064 | 7.6 |
| 51% to 75% | | | | |
| Medium Size Firms | 8 | 8.6 | 564 | 20.7 |
| Large Firms | 6 | 18.8 | 726 | 9.3 |
| All Size Firms | 14 | 2.3 | 1,290 | 9.3 |
| 76% to 99% | | | | |
| Medium Size Firms | 12 | 12.9 | 394 | 14.5 |
| Large Firms | 13 | 40.6 | 5,241 | 67.2 |
| All Size Firms | 25 | 4.2 | 5,635 | 40.4 |
| 100% | | | | |
| Small Firms | 102 | 21.6 | 1,344 | 39.2 |
| Medium Size Firms | 4 | 4.3 | 24 | 0.9 |
| All Size Firms | 106 | 17.8 | 1,368 | 9.8 |
| Subtotal of Small Firms | 472 | 100.0 | 3,426 | 100.0 |
| Subtotal of Medium Size Firms | 93 | 100.0 | 2,722 | 100.0 |
| Subtotal of Large Firms | 32 | 100.0 | 7,794 | 100.0 |
| Grand Total | 597 | 100.0 | 13,942 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities 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. 47 utilities firms, or 97.9% of the applicable utilities firms responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 232 | 57.6 | 1,817 | 45.6 |
| Medium Size Firms | 32 | 34.4 | 1,683 | 30.7 |
| Large Firms | 12 | 36.4 | 4,185 | 21.6 |
| All Size Firms | 276 | 52.2 | 7,685 | 26.7 |
| 1% to 25% | | | | |
| Small Firms | 37 | 9.2 | 735 | 18.4 |
| Medium Size Firms | 1 | 1.1 | 418 | 7.6 |
| Large Firms | 1 | 3.0 | 228 | 1.2 |
| All Size Firms | 39 | 7.4 | 1,381 | 4.8 |
| 26% to 50% | | | | |
| Small Firms | 60 | 14.9 | 813 | 20.4 |
| Medium Size Firms | 30 | 32.3 | 1,394 | 25.5 |
| All Size Firms | 90 | 17.0 | 2,207 | 7.7 |
| 51% to 75% | | | | |
| Medium Size Firms | 8 | 8.6 | 519 | 9.5 |
| Large Firms | 7 | 21.2 | 3,430 | 17.7 |
| All Size Firms | 15 | 2.8 | 3,949 | 13.7 |
| 76% to 99% | | | | |
| Medium Size Firms | 18 | 19.4 | 1,283 | 23.4 |
| Large Firms | 10 | 30.3 | 9,534 | 49.3 |
| All Size Firms | 28 | 5.3 | 10,817 | 37.5 |
| 100% | | | | |
| Small Firms | 74 | 18.4 | 623 | 15.6 |
| Medium Size Firms | 4 | 4.3 | 177 | 3.2 |
| Large Firms | 3 | 9.1 | 1,978 | 10.2 |
| All Size Firms | 81 | 15.3 | 2,778 | 9.6 |
| Subtotal of Small Firms | 403 | 100.0 | 3,988 | 100.0 |
| Subtotal of Medium Size Firms | 93 | 100.0 | 5,474 | 100.0 |
| Subtotal of Large Firms | 33 | 100.0 | 19,355 | 100.0 |
| Grand Total | 529 | 100.0 | 28,817 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities 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. 45 utilities firms, or 97.8% of the applicable utilities firms responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Part-time Hourly

TABLE 340: Dental Care Plan Employee Dependent Cost Compensation for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 34: "What percentage of the cost of the dental care plan(s) do you pay for an employee's dependents?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 99 | 78.6 | 82 | 53.6 |
| Medium Size Firms | 12 | 50.0 | 25 | 12.3 |
| Large Firms | 7 | 25.0 | 552 | 13.6 |
| All Size Firms | 118 | 66.3 | 659 | 15.0 |
| 1% to 25% | | | | |
| Medium Size Firms | 1 | 4.2 | 2 | 1.0 |
| Large Firms | 1 | 3.6 | 37 | 0.9 |
| All Size Firms | 2 | 1.1 | 39 | 0.9 |
| 26% to 50% | | | | |
| Small Firms | 27 | 21.4 | 71 | 46.4 |
| All Size Firms | 27 | 15.2 | 71 | 1.6 |
| 51% to 75% | | | | |
| Medium Size Firms | 1 | 4.2 | 43 | 21.2 |
| Large Firms | 11 | 39.3 | 1,236 | 30.5 |
| All Size Firms | 12 | 6.7 | 1,279 | 29.0 |
| 76% to 99% | | | | |
| Medium Size Firms | 4 | 16.7 | 16 | 7.9 |
| Large Firms | 6 | 21.4 | 46 | 1.1 |
| All Size Firms | 10 | 5.6 | 62 | 1.4 |
| 100% | | | | |
| Medium Size Firms | 6 | 25.0 | 117 | 57.6 |
| Large Firms | 3 | 10.7 | 2,181 | 53.8 |
| All Size Firms | 9 | 5.1 | 2,298 | 52.1 |
| Subtotal of Small Firms | 126 | 100.0 | 153 | 100.0 |
| Subtotal of Medium Size Firms | 24 | 100.0 | 203 | 100.0 |
| Subtotal of Large Firms | 28 | 100.0 | 4,052 | 100.0 |
| Grand Total | 178 | 100.0 | 4,408 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a dental care plan by answering yes on question 31. 21 utilities firms, or 100.0% of the applicable utilities firms responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES

Salaried

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---------------------------------------|------------------------------------|--|--|--|
| LONG TERM DISABILITY INSURANCE | | | | |
| Small Firms | 92 | 13.3 | 738 | 14.0 |
| Medium Size Firms | 61 | 58.1 | 1,497 | 60.6 |
| Large Firms | 24 | 68.6 | 10,297 | 88.1 |
| All Size Firms | 177 | 21.3 | 12,532 | 64.5 |
| EMPLOYEE ASSISTANCE PROGRAM | | | | |
| Small Firms | 27 | 3.9 | 165 | 3.1 |
| Medium Size Firms | 42 | 40.0 | 724 | 29.3 |
| Large Firms | 26 | 74.3 | 10,553 | 90.3 |
| All Size Firms | 95 | 11.4 | 11,442 | 58.9 |
| WELLNESS PROGRAM | | | | |
| Small Firms | 64 | 9.3 | 508 | 9.6 |
| Medium Size Firms | 35 | 33.3 | 748 | 30.3 |
| Large Firms | 18 | 51.4 | 3,330 | 28.5 |
| All Size Firms | 117 | 14.1 | 4,586 | 23.6 |
| VISION CARE PROGRAM | | | | |
| Small Firms | 222 | 32.2 | 1,661 | 31.5 |
| Medium Size Firms | 45 | 42.9 | 1,265 | 51.2 |
| Large Firms | 25 | 71.4 | 6,328 | 54.2 |
| All Size Firms | 292 | 35.2 | 9,254 | 47.6 |
| PRESCRIPTION DRUG PLAN | | | | |
| Small Firms | 378 | 54.8 | 2,066 | 39.2 |
| Medium Size Firms | 67 | 63.8 | 1,480 | 59.9 |
| Large Firms | 35 | 100.0 | 11,682 | 100.0 |
| All Size Firms | 480 | 57.8 | 15,228 | 78.4 |
| MENTAL HEALTH RIDER | | | | |
| Small Firms | 27 | 3.9 | 165 | 3.1 |
| Medium Sized Firms | 27 | 25.7 | 323 | 13.1 |
| Large Firms | 15 | 42.9 | 8,910 | 76.3 |
| All Size Firms | 69 | 8.3 | 9,398 | 48.4 |
| LIFE INSURANCE | | | | |
| Small Firms | 577 | 83.6 | 4,763 | 90.4 |
| Medium Size Firms | 101 | 96.2 | 2,438 | 98.7 |
| Large Firms | 35 | 100.0 | 11,682 | 100.0 |
| All Size Firms | 713 | 85.9 | 18,883 | 97.2 |
| ACCIDENTAL DEATH INSURANCE | | | | |
| Small Firms | 169 | 24.5 | 1,450 | 27.5 |
| Medium Size Firms | 73 | 69.5 | 1,690 | 68.4 |
| Large Firms | 29 | 82.9 | 8,702 | 74.5 |
| All Size Firms | 271 | 32.7 | 11,842 | 61.0 |

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

| 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 |
|--|------------------------------------|--|--|--|
| DEPENDENT LIFE INSURANCE | | | | |
| Small Firms | 129 | 18.7 | 1,369 | 26.0 |
| Medium Size Firms | 45 | 42.9 | 1,173 | 47.5 |
| Large Firms | 27 | 77.1 | 4,459 | 38.2 |
| All Size Firms | 201 | 24.2 | 7,001 | 36.0 |
| ILL CHILD DAYCARE | | | | |
| Small Firms | 27 | 3.9 | 165 | 3.1 |
| Large Firms | 4 | 11.4 | 858 | 7.3 |
| All Size Firms | 31 | 3.7 | 1,023 | 5.3 |
| LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN | | | | |
| Small Firms | 27 | 3.9 | 165 | 3.1 |
| Large Firms | 5 | 14.3 | 1,467 | 12.6 |
| All Size Firms | 32 | 3.9 | 1,632 | 8.4 |
| ELDER DAYCARE (for an employee's relative) | | | | |
| Small Firms | 27 | 3.9 | 165 | 3.1 |
| Large Firms | 5 | 14.3 | 1,467 | 12.6 |
| All Size Firms | 32 | 3.9 | 1,632 | 8.4 |
| OTHER (please name) | | | | |
| Small Firms | 17 | 2.5 | 51 | 1.0 |
| Large Firms | 1 | 2.9 | 18 | 0.2 |
| All Size Firms | 18 | 2.2 | 69 | 0.4 |
| Subtotal of Small Firms | 690 | 100.0 | 5,270 | 100.0 |
| Subtotal of Medium Size Firms | 105 | 100.0 | 2,470 | 100.0 |
| Subtotal of Large Firms | 35 | 100.0 | 11,682 | 100.0 |
| Grand Total | 830 | 100.0 | 19,422 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more salaried employees that responded to this question. 60 firms, or 75.0% of the utilities 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 with no firms are omitted from this table.

UTILITIES

Full-time Hourly

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

| 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 | | | | |
| Small Firms | 85 | 14.9 | 1,399 | 24.2 |
| Medium Size Firms | 61 | 56.0 | 3,397 | 55.7 |
| Large Firms | 14 | 42.4 | 7,063 | 34.8 |
| All Size Firms | 160 | 22.4 | 11,859 | 36.8 |
| EMPLOYEE ASSISTANCE PROGRAM | | | | |
| Small Firms | 32 | 5.6 | 575 | 9.9 |
| Medium Size Firms | 37 | 33.9 | 2,776 | 45.5 |
| Large Firms | 15 | 45.5 | 8,059 | 39.7 |
| All Size Firms | 84 | 11.8 | 11,410 | 35.5 |
| WELLNESS PROGRAM | | | | |
| Small Firms | 37 | 6.5 | 735 | 12.7 |
| Medium Size Firms | 35 | 32.1 | 1,977 | 32.4 |
| Large Firms | 15 | 45.5 | 8,059 | 39.7 |
| All Size Firms | 87 | 12.2 | 10,771 | 33.5 |
| VISION CARE PROGRAM | | | | |
| Small Firms | 211 | 36.9 | 1,979 | 34.2 |
| Medium Size Firms | 45 | 41.3 | 3,129 | 51.3 |
| Large Firms | 18 | 54.5 | 9,656 | 47.6 |
| All Size Firms | 274 | 38.4 | 14,764 | 45.9 |
| PRESCRIPTION DRUG PLAN | | | | |
| Small Firms | 315 | 55.1 | 2,855 | 49.3 |
| Medium Size Firms | 71 | 65.1 | 3,713 | 60.9 |
| Large Firms | 33 | 100.0 | 20,303 | 100.0 |
| All Size Firms | 419 | 58.7 | 26,871 | 83.5 |
| MENTAL HEALTH RIDER | | | | |
| Medium Sized Firms | 22 | 20.2 | 1,184 | 19.4 |
| Large Firms | 12 | 36.4 | 9,823 | 48.4 |
| All Size Firms | 34 | 4.8 | 11,007 | 34.2 |
| LIFE INSURANCE | | | | |
| Small Firms | 508 | 88.8 | 5,236 | 90.5 |
| Medium Size Firms | 105 | 96.3 | 5,913 | 97.0 |
| Large Firms | 33 | 100.0 | 20,303 | 100.0 |
| All Size Firms | 646 | 90.5 | 31,452 | 97.7 |
| ACCIDENTAL DEATH INSURANCE | | | | |
| Small Firms | 180 | 31.5 | 1,515 | 26.2 |
| Medium Size Firms | 73 | 67.0 | 4,249 | 69.7 |
| Large Firms | 27 | 81.8 | 13,190 | 65.0 |
| All Size Firms | 280 | 39.2 | 18,954 | 58.9 |

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

| 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 |
|--|------------------------------------|--|--|--|
| DEPENDENT LIFE INSURANCE | | | | |
| Small Firms | 85 | 14.9 | 270 | 4.7 |
| Medium Size Firms | 49 | 45.0 | 3,553 | 58.3 |
| Large Firms | 28 | 84.8 | 13,682 | 67.4 |
| All Size Firms | 162 | 22.7 | 17,505 | 54.4 |
| ILL CHILD DAYCARE | | | | |
| Large Firms | 4 | 12.1 | 1,225 | 6.0 |
| All Size Firms | 4 | 0.6 | 1,225 | 3.8 |
| LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN | | | | |
| Large Firms | 5 | 15.2 | 2,913 | 14.3 |
| All Size Firms | 5 | 0.7 | 2,913 | 9.1 |
| ELDER DAYCARE (for an employee's relative) | | | | |
| Large Firms | 5 | 15.2 | 2,913 | 14.3 |
| All Size Firms | 5 | 0.7 | 2,913 | 9.1 |
| OTHER (please name) | | | | |
| Small Firms | 17 | 3.0 | 292 | 5.0 |
| Large Firms | 1 | 3.0 | 228 | 1.1 |
| All Size Firms | 18 | 2.5 | 520 | 1.6 |
| Subtotal of Small Firms | 572 | 100.0 | 5,786 | 100.0 |
| Subtotal of Medium Size Firms | 109 | 100.0 | 6,097 | 100.0 |
| Subtotal of Large Firms | 33 | 100.0 | 20,303 | 100.0 |
| Grand Total | 714 | 100.0 | 32,186 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more full-time hourly employees that responded to this question. 55 firms, or 72.4% of the utilities 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 with no firms are omitted from this table.

UTILITIES

Part-time Hourly

TABLE 350: Additional Medical/health Benefits Offered for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 35: "Please check boxes indicating any additional medical/health benefits for which your company provides cost assistance."

| 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 | | | | |
| Small Firms | | 0.0 | | 0.0 |
| Medium Size Firms | 18 | 60.0 | 188 | 88.7 |
| Large Firms | 2 | 6.3 | 74 | 1.8 |
| All Size Firms | 20 | 7.9 | 262 | 5.6 |
| EMPLOYEE ASSISTANCE PROGRAM | | | | |
| Medium Size Firms | 9 | 30.0 | 162 | 76.4 |
| Large Firms | 15 | 46.9 | 1,220 | 30.0 |
| All Size Firms | 24 | 9.5 | 1,382 | 29.8 |
| WELLNESS PROGRAM | | | | |
| Medium Size Firms | 10 | 33.3 | 133 | 62.7 |
| Large Firms | 15 | 46.9 | 1,220 | 30.0 |
| All Size Firms | 25 | 9.9 | 1,353 | 29.2 |
| VISION CARE PROGRAM | | | | |
| Small Firms | 27 | 14.2 | 71 | 19.3 |
| Medium Size Firms | 20 | 66.7 | 187 | 88.2 |
| Large Firms | 13 | 40.6 | 1,287 | 31.7 |
| All Size Firms | 60 | 23.8 | 1,545 | 33.3 |
| PRESCRIPTION DRUG PLAN | | | | |
| Small Firms | 126 | 66.3 | 177 | 48.2 |
| Medium Size Firms | 17 | 56.7 | 185 | 87.3 |
| Large Firms | 28 | 87.5 | 4,053 | 99.8 |
| All Size Firms | 171 | 67.9 | 4,415 | 95.2 |
| MENTAL HEALTH RIDER | | | | |
| Large Firms | 12 | 37.5 | 2,460 | 60.6 |
| All Size Firms | 12 | 4.8 | 2,460 | 53.0 |
| LIFE INSURANCE | | | | |
| Small Firms | 164 | 86.3 | 334 | 91.0 |
| Medium Size Firms | 30 | 100.0 | 212 | 100.0 |
| Large Firms | 22 | 68.8 | 3,098 | 76.3 |
| All Size Firms | 216 | 85.7 | 3,644 | 78.6 |
| ACCIDENTAL DEATH INSURANCE | | | | |
| Medium Size Firms | 23 | 76.7 | 160 | 75.5 |
| Large Firms | 17 | 53.1 | 3,064 | 75.5 |
| All Size Firms | 40 | 15.9 | 3,224 | 69.5 |

TABLE 350: ADDITIONAL MEDICAL/HEALTH BENEFITS (contn.)

| 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 |
|--|------------------------------------|--|--|--|
| DEPENDENT LIFE INSURANCE | | | | |
| Small Firms | 37 | 19.5 | 49 | 13.4 |
| Medium Size Firms | 17 | 56.7 | 151 | 71.2 |
| Large Firms | 13 | 40.6 | 2,819 | 69.4 |
| All Size Firms | 67 | 26.6 | 3,019 | 65.1 |
| ILL CHILD DAYCARE | | | | |
| Large Firms | 4 | 12.5 | 245 | 6.0 |
| All Size Firms | 4 | 1.6 | 245 | 5.3 |
| LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN | | | | |
| Large Firms | 5 | 15.6 | 258 | 6.4 |
| All Size Firms | 5 | 2.0 | 258 | 5.6 |
| ELDER DAYCARE (for an employee's relative) | | | | |
| Large Firms | 5 | 15.6 | 258 | 6.4 |
| All Size Firms | 5 | 2.0 | 258 | 5.6 |
| OTHER (please name) | | | | |
| Large Firms | 1 | 3.1 | 37 | 0.9 |
| All Size Firms | 1 | 0.4 | 37 | 0.8 |
| Subtotal of Small Firms | 190 | 100.0 | 367 | 100.0 |
| Subtotal of Medium Size Firms | 30 | 100.0 | 212 | 100.0 |
| Subtotal of Large Firms | 32 | 100.0 | 4,060 | 100.0 |
| Grand Total | 252 | 100.0 | 4,639 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more part-time hourly employees that responded to this question. 25 firms, or 41.0% of the utilities 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 with no firms are omitted from this table.

UTILITIES

Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| DO NOT OFFER ANY MEDICAL/ HEALTH/DENTAL BENEFITS | | | | |
| Small Firms | 173 | 19.5 | 416 | 7.1 |
| All Size Firms | 173 | 16.3 | 416 | 2.0 |
| NO WAITING PERIOD REQUIRED | | | | |
| Small Firms | 44 | 5.0 | 683 | 11.7 |
| Medium Size Firms | 27 | 20.5 | 696 | 25.0 |
| Large Firms | 21 | 52.5 | 4,099 | 33.0 |
| All Size Firms | 92 | 8.7 | 5,478 | 26.0 |
| YES, 30 DAYS OR LESS | | | | |
| Small Firms | 171 | 19.3 | 1,764 | 30.1 |
| Medium Size Firms | 15 | 11.4 | 126 | 4.5 |
| Large Firms | 5 | 12.5 | 2,945 | 23.7 |
| All Size Firms | 191 | 18.0 | 4,835 | 23.0 |
| 31 to 60 DAYS | | | | |
| Small Firms | 85 | 9.6 | 637 | 10.9 |
| Medium Size Firms | 25 | 18.9 | 977 | 35.0 |
| Large Firms | 9 | 22.5 | 5,028 | 40.5 |
| All Size Firms | 119 | 11.2 | 6,642 | 31.5 |
| 61 to 90 DAYS | | | | |
| Small Firms | 308 | 34.7 | 1,329 | 22.7 |
| Medium Size Firms | 54 | 40.9 | 920 | 33.0 |
| Large Firms | 4 | 10.0 | 308 | 2.5 |
| All Size Firms | 366 | 34.6 | 2,557 | 12.1 |
| MORE THAN 90 DAYS | | | | |
| Small Firms | 79 | 8.9 | 405 | 6.9 |
| Medium Size Firms | 6 | 4.5 | 27 | 1.0 |
| Large Firms | 1 | 2.5 | 34 | 0.3 |
| All Size Firms | 86 | 8.1 | 466 | 2.2 |
| VARIES, ACCORDING TO PLANS AND/OR UNION CONTRACT | | | | |
| Small Firms | 27 | 3.0 | 617 | 10.5 |
| Medium Size Firms | 5 | 3.8 | 42 | 1.5 |
| All Size Firms | 32 | 3.0 | 659 | 3.1 |
| Subtotal of Small Firms | 887 | 100.0 | 5,851 | 100.0 |
| Subtotal of Medium Size Firms | 132 | 100.0 | 2,788 | 100.0 |
| Subtotal of Large Firms | 40 | 100.0 | 12,414 | 100.0 |
| Grand Total | 1,059 | 100.0 | 21,053 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more salaried employees that responded to this question. 72 firms, or 90.0% of the utilities firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| DO NOT OFFER ANY MEDICAL/HEALTH/DENTAL BENEFITS | | | | |
| Small Firms | 198 | 22.3 | 1,556 | 19.0 |
| All Size Firms | 198 | 18.8 | 1,556 | 4.1 |
| NO WAITING PERIOD REQUIRED | | | | |
| Small Firms | 32 | 3.6 | 575 | 7.0 |
| Medium Size Firms | 27 | 20.8 | 1,547 | 21.5 |
| Large Firms | 12 | 31.6 | 6,343 | 28.3 |
| All Size Firms | 71 | 6.7 | 8,465 | 22.4 |
| YES, 30 DAYS OR LESS | | | | |
| Small Firms | 210 | 23.6 | 1,225 | 15.0 |
| Medium Size Firms | 9 | 6.9 | 480 | 6.7 |
| Large Firms | 5 | 13.2 | 6,621 | 29.5 |
| All Size Firms | 224 | 21.2 | 8,326 | 22.0 |
| 31 to 60 DAYS | | | | |
| Small Firms | 85 | 9.6 | 123 | 1.5 |
| Medium Size Firms | 25 | 19.2 | 1,170 | 16.3 |
| Large Firms | 6 | 15.8 | 2,365 | 10.5 |
| All Size Firms | 116 | 11.0 | 3,658 | 9.7 |
| 61 to 90 DAYS | | | | |
| Small Firms | 337 | 38.0 | 4,166 | 51.0 |
| Medium Size Firms | 54 | 41.5 | 3,170 | 44.2 |
| Large Firms | 11 | 28.9 | 4,641 | 20.7 |
| All Size Firms | 402 | 38.1 | 11,977 | 31.7 |
| MORE THAN 90 DAYS | | | | |
| Small Firms | 26 | 2.9 | 525 | 6.4 |
| Medium Size Firms | 10 | 7.7 | 349 | 4.9 |
| Large Firms | 1 | 2.6 | 492 | 2.2 |
| All Size Firms | 37 | 3.5 | 1,366 | 3.6 |
| VARIABLES, ACCORDING TO PLANS AND/OR UNION CONTRACT | | | | |
| Medium Size Firms | 5 | 3.8 | 464 | 6.5 |
| Large Firms | 3 | 7.9 | 1,978 | 8.8 |
| All Size Firms | 8 | 0.8 | 2,442 | 6.5 |
| Subtotal of Small Firms | 888 | 100.0 | 8,170 | 100.0 |
| Subtotal of Medium Size Firms | 130 | 100.0 | 7,180 | 100.0 |
| Subtotal of Large Firms | 38 | 100.0 | 22,440 | 100.0 |
| Grand Total | 1,056 | 100.0 | 37,790 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more full-time hourly employees that responded to this question. 70 firms, or 92.1% of the utilities firms with full-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| DO NOT OFFER ANY MEDICAL/ HEALTH/DENTAL BENEFITS | | | | |
| Small Firms | 182 | 54.2 | 299 | 46.6 |
| Medium Size Firms | 9 | 20.5 | 93 | 9.2 |
| All Size Firms | 191 | 46.8 | 392 | 6.9 |
| NO WAITING PERIOD REQUIRED | | | | |
| Medium Size Firms | 10 | 22.7 | 133 | 13.2 |
| Large Firms | 12 | 42.9 | 1,249 | 30.8 |
| All Size Firms | 22 | 5.4 | 1,382 | 24.2 |
| YES, 30 DAYS OR LESS | | | | |
| Small Firms | 37 | 11.0 | 49 | 7.6 |
| Large Firms | 5 | 17.9 | 33 | 0.8 |
| All Size Firms | 42 | 10.3 | 82 | 1.4 |
| 31 to 60 DAYS | | | | |
| Medium Size Firms | 6 | 13.6 | 16 | 1.6 |
| Large Firms | 1 | 3.6 | 37 | 0.9 |
| All Size Firms | 7 | 1.7 | 53 | 0.9 |
| 61 to 90 DAYS | | | | |
| Small Firms | 91 | 27.1 | 260 | 40.6 |
| Medium Size Firms | 13 | 29.5 | 760 | 75.2 |
| Large Firms | 7 | 25.0 | 552 | 13.6 |
| All Size Firms | 111 | 27.2 | 1,572 | 27.6 |
| MORE THAN 90 DAYS | | | | |
| Small Firms | 26 | 7.7 | 33 | 5.1 |
| Medium Size Firms | 6 | 13.6 | 9 | 0.9 |
| All Size Firms | 32 | 7.8 | 42 | 0.7 |
| VARIABLES, ACCORDING TO PLANS AND/OR UNION CONTRACT | | | | |
| Large Firms | 3 | 10.7 | 2,181 | 53.8 |
| All Size Firms | 3 | 0.7 | 2,181 | 38.2 |
| Subtotal of Small Firms | 336 | 100.0 | 641 | 100.0 |
| Subtotal of Medium Size Firms | 44 | 100.0 | 1,011 | 100.0 |
| Subtotal of Large Firms | 28 | 100.0 | 4,052 | 100.0 |
| Grand Total | 408 | 100.0 | 5,704 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more part-time hourly employees that responded to this question. 32 firms, or 52.5% of the utilities firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Salary

TABLE 37M: Retirement Plans for Oklahoma Utilities Salary Employees by Firm Size.*
Question 37: "Please check boxes indicating retirement plans you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-----------------------------------|------------------------------------|--|--|--|
| NO RETIREMENT PLAN OFFERED | | | | |
| Small Firms | 533 | 54.6 | 3,095 | 50.2 |
| Medium Size Firms | 11 | 8.0 | 61 | 1.9 |
| All Size Firms | 544 | 47.1 | 3,156 | 14.5 |
| DEFINED BENEFIT PLAN | | | | |
| Small Firms | 148 | 15.1 | 783 | 12.7 |
| Medium Size Firms | 37 | 26.8 | 389 | 12.3 |
| Large Firms | 22 | 55.0 | 10,245 | 82.5 |
| All Size Firms | 207 | 17.9 | 11,417 | 52.5 |
| DEFINED CONTRIBUTION PLAN | | | | |
| Small Firms | 267 | 27.3 | 1,928 | 31.3 |
| Medium Size Firms | 111 | 80.4 | 3,018 | 95.6 |
| All Size Firms | 378 | 32.7 | 4,946 | 22.8 |
| PROFIT SHARING | | | | |
| Small Firms | 64 | 6.6 | 214 | 3.5 |
| Medium Size Firms | 9 | 6.5 | 343 | 10.9 |
| Large Firms | 3 | 7.5 | 829 | 6.7 |
| All Size Firms | 76 | 6.6 | 1,386 | 6.4 |
| OTHER (please name) | | | | |
| Small Firms | 45 | 4.6 | 634 | 10.3 |
| All Size Firms | 45 | 3.9 | 634 | 2.9 |
| Subtotal of Small Firms | 977 | 100.0 | 6,160 | 100.0 |
| Subtotal of Medium Size Firms | 138 | 100.0 | 3,158 | 100.0 |
| Subtotal of Large Firms | 40 | 100.0 | 12,415 | 100.0 |
| Grand Total | 1,155 | 100.0 | 21,733 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more salaried employees that responded to this question. 76 firms, or 95.0% of the utilities 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 with no firms are omitted from this table.

UTILITIES
Full-time Hourly

TABLE 37N: Retirement Plans for Oklahoma Utilities Full-time Hourly Employees by Firm Size.* Question 37: "Please check boxes indicating retirement plans you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-----------------------------------|------------------------------------|--|--|--|
| NO RETIREMENT PLAN OFFERED | | | | |
| Small Firms | 509 | 53.7 | 3,922 | 47.6 |
| Medium Size Firms | 11 | 7.7 | 367 | 4.5 |
| All Size Firms | 520 | 46.1 | 4,289 | 11.3 |
| DEFINED BENEFIT PLAN | | | | |
| Small Firms | 181 | 19.1 | 2,681 | 32.5 |
| Medium Size Firms | 37 | 26.1 | 1,903 | 23.4 |
| Large Firms | 19 | 51.4 | 14,064 | 65.2 |
| All Size Firms | 237 | 21.0 | 18,648 | 49.2 |
| DEFINED CONTRIBUTION PLAN | | | | |
| Small Firms | 280 | 29.5 | 2,623 | 31.8 |
| Medium Size Firms | 114 | 80.3 | 6,973 | 85.8 |
| Large Firms | 37 | 100.0 | 21,563 | 100.0 |
| All Size Firms | 431 | 38.2 | 31,159 | 82.1 |
| PROFIT SHARING | | | | |
| Small Firms | 37 | 3.9 | 123 | 1.5 |
| Medium Size Firms | 9 | 6.3 | 261 | 3.2 |
| All Size Firms | 46 | 4.1 | 384 | 1.0 |
| Subtotal of Small Firms | 948 | 100.0 | 8,247 | 100.0 |
| Subtotal of Medium Size Firms | 142 | 100.0 | 8,126 | 100.0 |
| Subtotal of Large Firms | 37 | 100.0 | 21,563 | 100.0 |
| Grand Total | 1,127 | 100.0 | 37,936 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more full-time hourly employees that responded to this question. 73 firms, or 96.1% of the utilities 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 with no firms are omitted from this table.

UTILITIES
Part-time Hourly

TABLE 370: Retirement Plans for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 37: "Please check boxes indicating retirement plans you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-----------------------------------|------------------------------------|--|--|--|
| NO RETIREMENT PLAN OFFERED | | | | |
| Small Firms | 313 | 85.5 | 641 | 90.5 |
| Medium Size Firms | 16 | 28.6 | 102 | 9.8 |
| All Size Firms | 329 | 73.8 | 743 | 14.2 |
| DEFINED BENEFIT PLAN | | | | |
| Medium Size Firms | 7 | 12.5 | 124 | 11.9 |
| Large Firms | 19 | 79.2 | 3,428 | 98.7 |
| All Size Firms | 26 | 5.8 | 3,552 | 68.1 |
| DEFINED CONTRIBUTION PLAN | | | | |
| Small Firms | 37 | 10.1 | 49 | 6.9 |
| Medium Size Firms | 34 | 60.7 | 811 | 78.1 |
| Large Firms | 24 | 100.0 | 3,472 | 100.0 |
| All Size Firms | 95 | 21.3 | 4,332 | 83.0 |
| PROFIT SHARING | | | | |
| Medium Size Firms | 4 | 7.1 | 16 | 1.5 |
| All Size Firms | 4 | 0.9 | 16 | 0.3 |
| OTHER (please name) | | | | |
| Small Firms | 17 | 4.6 | 17 | 2.4 |
| All Size Firms | 17 | 3.8 | 17 | 0.3 |
| Subtotal of Small Firms | 366 | 100.0 | 708 | 100.0 |
| Subtotal of Medium Size Firms | 56 | 100.0 | 1,038 | 100.0 |
| Subtotal of Large Firms | 24 | 100.0 | 3,472 | 100.0 |
| Grand Total | 446 | 100.0 | 5,218 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more part-time hourly employees that responded to this question. 34 firms, or 55.7% of the utilities 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 with no firms are omitted from this table.

UTILITIES

Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| EMPLOYEE ONLY | | | | |
| Small Firms | 69 | 16.9 | 230 | 9.0 |
| Medium Size Firms | 28 | 21.9 | 1,093 | 35.3 |
| Large Firms | 8 | 21.6 | 1,686 | 20.7 |
| All Size Firms | 105 | 18.3 | 3,009 | 21.8 |
| EMPLOYER ONLY | | | | |
| Small Firms | 54 | 13.2 | 91 | 3.6 |
| Medium Size Firms | 10 | 7.8 | 68 | 2.2 |
| Large Firms | 5 | 13.5 | 733 | 9.0 |
| All Size Firms | 69 | 12.0 | 892 | 6.5 |
| EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF | | | | |
| Small Firms | 89 | 21.8 | 583 | 22.9 |
| Medium Size Firms | 2 | 1.6 | 56 | 1.8 |
| All Size Firms | 91 | 15.9 | 639 | 4.6 |
| EMPLOYER CONTRIBUTES THE LARGER SHARE | | | | |
| Small Firms | 55 | 13.5 | 307 | 12.1 |
| Medium Size Firms | 18 | 14.1 | 460 | 14.9 |
| Large Firms | 5 | 13.5 | 892 | 11.0 |
| All Size Firms | 78 | 13.6 | 1,659 | 12.0 |
| EMPLOYEE CONTRIBUTES THE LARGER SHARE | | | | |
| Small Firms | 141 | 34.6 | 1,331 | 52.4 |
| Medium Size Firms | 70 | 54.7 | 1,419 | 45.8 |
| Large Firms | 19 | 51.4 | 4,827 | 59.3 |
| All Size Firms | 230 | 40.1 | 7,577 | 55.0 |
| Subtotal of Small Firms | 408 | 100.0 | 2,542 | 100.0 |
| Subtotal of Medium Size Firms | 128 | 100.0 | 3,096 | 100.0 |
| Subtotal of Large Firms | 37 | 100.0 | 8,138 | 100.0 |
| Grand Total | 573 | 100.0 | 13,776 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities 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. 54 utilities firms, or 88.5% of the applicable utilities firms responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| EMPLOYEE ONLY | | | | |
| Small Firms | 69 | 18.4 | 495 | 13.7 |
| Medium Size Firms | 28 | 21.4 | 1,299 | 16.7 |
| Large Firms | 8 | 21.6 | 3,737 | 17.3 |
| All Size Firms | 105 | 19.3 | 5,531 | 16.8 |
| EMPLOYER ONLY | | | | |
| Small Firms | 37 | 9.9 | 25 | 0.7 |
| Medium Size Firms | 10 | 7.6 | 484 | 6.2 |
| Large Firms | 5 | 13.5 | 2,137 | 9.9 |
| All Size Firms | 52 | 9.6 | 2,646 | 8.0 |
| EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF | | | | |
| Small Firms | 63 | 16.8 | 1,033 | 28.6 |
| Medium Size Firms | 2 | 1.5 | 296 | 3.8 |
| All Size Firms | 65 | 12.0 | 1,329 | 4.0 |
| EMPLOYER CONTRIBUTES THE LARGER SHARE | | | | |
| Medium Size Firms | 15 | 11.5 | 711 | 9.2 |
| Large Firms | 1 | 2.7 | 492 | 2.3 |
| All Size Firms | 16 | 2.9 | 1,203 | 3.7 |
| EMPLOYEE CONTRIBUTES THE LARGER SHARE | | | | |
| Small Firms | 206 | 54.9 | 2,053 | 56.9 |
| Medium Size Firms | 76 | 58.0 | 4,968 | 64.0 |
| Large Firms | 23 | 62.2 | 15,197 | 70.5 |
| All Size Firms | 305 | 56.2 | 22,218 | 67.5 |
| Subtotal of Small Firms | 375 | 100.0 | 3,606 | 100.0 |
| Subtotal of Medium Size Firms | 131 | 100.0 | 7,758 | 100.0 |
| Subtotal of Large Firms | 37 | 100.0 | 21,563 | 100.0 |
| Grand Total | 543 | 100.0 | 32,927 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities 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. 53 utilities firms, or 91.4% of the applicable utilities firms responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| EMPLOYEE ONLY | | | | |
| Small Firms | 37 | 68.5 | 49 | 74.2 |
| Medium Size Firms | 16 | 39.0 | 667 | 71.3 |
| Large Firms | 1 | 4.2 | 13 | 0.4 |
| All Size Firms | 54 | 45.4 | 729 | 16.3 |
| EMPLOYER ONLY | | | | |
| Small Firms | 17 | 31.5 | 17 | 25.8 |
| All Size Firms | 17 | 14.3 | 17 | 0.4 |
| EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF | | | | |
| Medium Size Firms | 1 | 2.4 | 43 | 4.6 |
| All Size Firms | 1 | 0.8 | 43 | 1.0 |
| EMPLOYER CONTRIBUTES THE LARGER SHARE | | | | |
| Medium Size Firms | 10 | 24.4 | 133 | 14.2 |
| All Size Firms | 10 | 8.4 | 133 | 3.0 |
| EMPLOYEE CONTRIBUTES THE LARGER SHARE | | | | |
| Medium Size Firms | 14 | 34.1 | 92 | 9.8 |
| Large Firms | 23 | 95.8 | 3,459 | 99.6 |
| All Size Firms | 37 | 31.1 | 3,551 | 79.4 |
| Subtotal of Small Firms | 54 | 100.0 | 66 | 100.0 |
| Subtotal of Medium Size Firms | 41 | 100.0 | 935 | 100.0 |
| Subtotal of Large Firms | 24 | 100.0 | 3,472 | 100.0 |
| Grand Total | 119 | 100.0 | 4,473 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a retirement plan by response on question 37. 21 utilities firms, or 43.8% of the applicable utilities firms responded to this question. Firm sizes with no firms are omitted from this table.

UTILITIES
Salary

TABLE 39M: Educational Benefits for Oklahoma Utilities Salary Employees by Firm Size.* Question 39: "Do you provide education or tuition assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| NO ASSISTANCE OFFERED | | | | |
| Small Firms | 883 | 87.1 | 3,587 | 57.2 |
| Medium Size Firms | 71 | 55.5 | 1,465 | 50.9 |
| Large Firms | 12 | 30.0 | 1,809 | 14.6 |
| All Size Firms | 966 | 81.7 | 6,861 | 31.8 |
| YES, BASED ON SENIORITY/ YEARS OF SERVICE | | | | |
| Large Firms | 4 | 10.0 | 308 | 2.5 |
| All Size Firms | 4 | 0.3 | 308 | 1.4 |
| YES, BASED ON COURSE GRADE | | | | |
| Small Firms | 44 | 4.3 | 683 | 10.9 |
| Medium Size Firms | 22 | 17.2 | 383 | 13.3 |
| Large Firms | 20 | 50.0 | 4,855 | 39.1 |
| All Size Firms | 86 | 7.3 | 5,921 | 27.5 |
| YES, MUST BE JOB RELATED | | | | |
| Small Firms | 114 | 11.2 | 2,169 | 34.6 |
| Medium Size Firms | 57 | 44.5 | 1,413 | 49.1 |
| Large Firms | 24 | 60.0 | 9,758 | 78.6 |
| All Size Firms | 195 | 16.5 | 13,340 | 61.9 |
| YES, AS LONG AS THE INSTITUTION IS ACCREDITED | | | | |
| Medium Size Firms | 7 | 5.5 | 177 | 6.2 |
| Large Firms | 25 | 62.5 | 9,944 | 80.1 |
| All Size Firms | 32 | 2.7 | 10,121 | 46.9 |
| YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE | | | | |
| Small Firms | 27 | 2.7 | 165 | 2.6 |
| Medium Size Firms | 6 | 4.7 | 97 | 3.4 |
| Large Firms | 6 | 15.0 | 726 | 5.8 |
| All Size Firms | 39 | 3.3 | 988 | 4.6 |
| Subtotal of Small Firms | 1,014 | 100.0 | 6,275 | 100.0 |
| Subtotal of Medium Size Firms | 128 | 100.0 | 2,878 | 100.0 |
| Subtotal of Large Firms | 40 | 100.0 | 12,415 | 100.0 |
| Grand Total | 1,182 | 100.0 | 21,568 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more salaried employees that responded to this question. 75 firms, or 93.8% of the utilities 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 with no firms are omitted from this table.

UTILITIES
Full-time Hourly

TABLE 39N: Educational Benefits for Oklahoma Utilities Full-time Hourly Employees by Firm Size.* Question 39: "Do you provide education or tuition assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| NO ASSISTANCE OFFERED | | | | |
| Small Firms | 787 | 84.7 | 6,141 | 82.0 |
| Medium Size Firms | 77 | 58.8 | 4,207 | 57.0 |
| Large Firms | 13 | 34.2 | 5,063 | 22.6 |
| All Size Firms | 877 | 79.9 | 15,411 | 41.3 |
| YES, BASED ON SENIORITY/ YEARS OF SERVICE | | | | |
| Small Firms | 23 | 2.5 | 299 | 4.0 |
| Large Firms | 4 | 10.5 | 2,593 | 11.6 |
| All Size Firms | 27 | 2.5 | 2,892 | 7.8 |
| YES, BASED ON COURSE GRADE | | | | |
| Small Firms | 32 | 3.4 | 575 | 7.7 |
| Medium Size Firms | 22 | 16.8 | 1,639 | 22.2 |
| Large Firms | 20 | 52.6 | 13,219 | 58.9 |
| All Size Firms | 74 | 6.7 | 15,433 | 41.4 |
| YES, MUST BE JOB RELATED | | | | |
| Small Firms | 120 | 12.9 | 1,051 | 14.0 |
| Medium Size Firms | 54 | 41.2 | 3,178 | 43.0 |
| Large Firms | 21 | 55.3 | 15,171 | 67.6 |
| All Size Firms | 195 | 17.8 | 19,400 | 52.0 |
| YES, AS LONG AS THE INSTITUTION IS ACCREDITED | | | | |
| Medium Size Firms | 7 | 5.3 | 697 | 9.4 |
| Large Firms | 18 | 47.4 | 12,376 | 55.2 |
| All Size Firms | 25 | 2.3 | 13,073 | 35.0 |
| YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE | | | | |
| Medium Size Firms | 6 | 4.6 | 278 | 3.8 |
| Large Firms | 6 | 15.8 | 2,553 | 11.4 |
| All Size Firms | 12 | 1.1 | 2,831 | 7.6 |
| Subtotal of Small Firms | 929 | 100.0 | 7,490 | 100.0 |
| Subtotal of Medium Size Firms | 131 | 100.0 | 7,384 | 100.0 |
| Subtotal of Large Firms | 38 | 100.0 | 22,440 | 100.0 |
| Grand Total | 1,098 | 100.0 | 37,314 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more full-time hourly employees that responded to this question. 71 firms, or 93.4% of the utilities 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 with no firms are omitted from this table.

UTILITIES
Part-time Hourly

TABLE 390: Educational Benefits for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 39: "Do you provide education or tuition assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| NO ASSISTANCE OFFERED | | | | |
| Small Firms | 439 | 94.2 | 848 | 83.8 |
| Medium Size Firms | 45 | 78.9 | 974 | 93.3 |
| Large Firms | 6 | 24.0 | 89 | 2.5 |
| All Size Firms | 490 | 89.4 | 1,911 | 34.1 |
| YES, BASED ON COURSE GRADE | | | | |
| Medium Size Firms | 1 | 1.8 | 2 | 0.2 |
| Large Firms | 16 | 64.0 | 1,271 | 35.9 |
| All Size Firms | 17 | 3.1 | 1,273 | 22.7 |
| YES, MUST BE JOB RELATED | | | | |
| Small Firms | 27 | 5.8 | 165 | 16.3 |
| Medium Size Firms | 12 | 21.1 | 70 | 6.7 |
| Large Firms | 15 | 60.0 | 1,234 | 34.8 |
| All Size Firms | 54 | 9.9 | 1,469 | 26.2 |
| YES, AS LONG AS THE INSTITUTION IS ACCREDITED | | | | |
| Medium Size Firms | 1 | 1.8 | 2 | 0.2 |
| Large Firms | 18 | 72.0 | 3,415 | 96.4 |
| All Size Firms | 19 | 3.5 | 3,417 | 61.1 |
| YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE | | | | |
| Large Firms | 6 | 24.0 | 955 | 27.0 |
| All Size Firms | 6 | 1.1 | 955 | 17.1 |
| Subtotal of Small Firms | 466 | 100.0 | 1,012 | 100.0 |
| Subtotal of Medium Size Firms | 57 | 100.0 | 1,044 | 100.0 |
| Subtotal of Large Firms | 25 | 100.0 | 3,541 | 100.0 |
| Grand Total | 548 | 100.0 | 5,597 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more part-time hourly employees that responded to this question. 37 firms, or 60.7% of the utilities 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 with no firms are omitted from this table.

**UTILITIES
Salary**

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| 1% to 25% | | | | |
| Large Firms | 1 | 3.6 | 609 | 5.7 |
| All Size Firms | 1 | 0.5 | 609 | 4.1 |
| 26% to 50% | | | | |
| Medium Size Firms | 12 | 21.4 | 230 | 16.3 |
| All Size Firms | 12 | 5.6 | 230 | 1.6 |
| 76% to 99% | | | | |
| Medium Size Firms | 6 | 10.7 | 357 | 25.3 |
| Large Firms | 3 | 10.7 | 829 | 7.8 |
| All Size Firms | 9 | 4.2 | 1,186 | 8.1 |
| 100% | | | | |
| Small Firms | 131 | 100.0 | 2,687 | 100.0 |
| Medium Size Firms | 38 | 67.9 | 826 | 58.5 |
| Large Firms | 24 | 85.7 | 9,167 | 86.4 |
| All Size Firms | 193 | 89.8 | 12,680 | 86.2 |
| Subtotal of Small Firms | 131 | 100.0 | 2,687 | 100.0 |
| Subtotal of Medium Size Firms | 56 | 100.0 | 1,413 | 100.0 |
| Subtotal of Large Firms | 28 | 100.0 | 10,605 | 100.0 |
| Grand Total | 215 | 100.0 | 14,705 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer educational benefits by response on question 39. 31 utilities firms, or 86.1% of the applicable utilities firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

UTILITIES
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| 1% to 25% | | | | |
| Large Firms | 1 | 4.0 | 1,688 | 9.7 |
| All Size Firms | 1 | 0.5 | 1,688 | 7.7 |
| 26% to 50% | | | | |
| Medium Size Firms | 6 | 11.1 | 225 | 7.1 |
| All Size Firms | 6 | 3.1 | 225 | 1.0 |
| 76% to 99% | | | | |
| Medium Size Firms | 5 | 9.3 | 72 | 2.3 |
| Large Firms | 3 | 12.0 | 1,978 | 11.4 |
| All Size Firms | 8 | 4.1 | 2,050 | 9.4 |
| 100% | | | | |
| Small Firms | 115 | 100.0 | 1,255 | 100.0 |
| Medium Size Firms | 43 | 79.6 | 2,881 | 90.7 |
| Large Firms | 21 | 84.0 | 13,711 | 78.9 |
| All Size Firms | 179 | 92.3 | 17,847 | 81.8 |
| Subtotal of Small Firms | 115 | 100.0 | 1,255 | 100.0 |
| Subtotal of Medium Size Firms | 54 | 100.0 | 3,178 | 100.0 |
| Subtotal of Large Firms | 25 | 100.0 | 17,377 | 100.0 |
| Grand Total | 194 | 100.0 | 21,810 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities 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. 28 utilities firms, or 82.4% of the applicable utilities firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

UTILITIES
Part-time Hourly

TABLE 400: Education Cost Compensation for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 40: "What is the maximum percentage of education and tuition cost you will compensate for any employee's in each category?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| 51% to 75% | | | | |
| Large Firms | 9 | 47.4 | 3,137 | 90.8 |
| All Size Firms | 9 | 15.5 | 3,137 | 85.1 |
| 76% to 99% | | | | |
| Medium Size Firms | 5 | 41.7 | 59 | 84.3 |
| All Size Firms | 5 | 8.6 | 59 | 1.6 |
| 100% | | | | |
| Small Firms | 27 | 100.0 | 165 | 100.0 |
| Medium Size Firms | 7 | 58.3 | 11 | 15.7 |
| Large Firms | 10 | 52.6 | 316 | 9.2 |
| All Size Firms | 44 | 75.9 | 492 | 13.3 |
| Subtotal of Small Firms | 27 | 100.0 | 165 | 100.0 |
| Subtotal of Medium Size Firms | 12 | 100.0 | 70 | 100.0 |
| Subtotal of Large Firms | 19 | 100.0 | 3,453 | 100.0 |
| Grand Total | 58 | 100.0 | 3,688 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Utilities firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer educational benefits by response on question 39. 13 utilities firms, or 35.1% of the applicable utilities firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

UTILITIES
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|------------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 806 | 78.2 | 4,278 | 67.6 |
| Medium Size Firms | 21 | 15.2 | 102 | 3.2 |
| Large Firms | 1 | 2.5 | 34 | 0.3 |
| All Size Firms | 828 | 68.5 | 4,414 | 20.2 |
| YES, FOR HEALTH EXPENSES | | | | |
| Small Firms | 226 | 21.9 | 2,048 | 32.4 |
| Medium Size Firms | 117 | 84.8 | 3,056 | 96.8 |
| Large Firms | 39 | 97.5 | 12,380 | 99.7 |
| All Size Firms | 382 | 31.6 | 17,484 | 79.8 |
| YES, FOR CHILDCARE EXPENSES | | | | |
| Small Firms | 53 | 5.1 | 567 | 9.0 |
| Medium Size Firms | 81 | 58.7 | 2,362 | 74.8 |
| Large Firms | 36 | 90.0 | 11,551 | 93.0 |
| All Size Firms | 170 | 14.1 | 14,480 | 66.1 |
| Subtotal of Small Firms | 1,031 | 100.0 | 6,326 | 100.0 |
| Subtotal of Medium Size Firms | 138 | 100.0 | 3,158 | 100.0 |
| Subtotal of Large Firms | 40 | 100.0 | 12,415 | 100.0 |
| Grand Total | 1,209 | 100.0 | 21,899 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more salaried employees that responded to this question. 78 firms, or 97.5% of the utilities 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 are omitted from this table.

UTILITIES
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|------------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 754 | 76.2 | 5,589 | 66.6 |
| Medium Size Firms | 21 | 14.8 | 700 | 8.6 |
| Large Firms | 1 | 2.9 | 492 | 2.4 |
| All Size Firms | 776 | 66.5 | 6,781 | 18.3 |
| YES, FOR HEALTH EXPENSES | | | | |
| Small Firms | 236 | 23.8 | 2,802 | 33.4 |
| Medium Size Firms | 121 | 85.2 | 7,426 | 91.4 |
| Large Firms | 34 | 97.1 | 19,970 | 97.6 |
| All Size Firms | 391 | 33.5 | 30,198 | 81.7 |
| YES, FOR CHILDCARE EXPENSES | | | | |
| Small Firms | 91 | 9.2 | 997 | 11.9 |
| Medium Size Firms | 81 | 57.0 | 5,422 | 66.7 |
| Large Firms | 34 | 97.1 | 19,970 | 97.6 |
| All Size Firms | 206 | 17.7 | 26,389 | 71.4 |
| Subtotal of Small Firms | 990 | 100.0 | 8,391 | 100.0 |
| Subtotal of Medium Size Firms | 142 | 100.0 | 8,126 | 100.0 |
| Subtotal of Large Firms | 35 | 100.0 | 20,462 | 100.0 |
| Grand Total | 1,167 | 100.0 | 36,979 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more full-time hourly employees that responded to this question. 74 firms, or 97.4% of the utilities 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 are omitted from this table.

UTILITIES
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|------------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 486 | 100.0 | 1,245 | 100.0 |
| Medium Size Firms | 26 | 48.1 | 158 | 15.9 |
| All Size Firms | 512 | 90.6 | 1,403 | 34.1 |
| YES, FOR HEALTH EXPENSES | | | | |
| Medium Size Firms | 29 | 53.7 | 837 | 84.1 |
| Large Firms | 25 | 100.0 | 1,872 | 100.0 |
| All Size Firms | 54 | 9.6 | 2,709 | 65.9 |
| YES, FOR CHILDCARE EXPENSES | | | | |
| Medium Size Firms | 23 | 42.6 | 160 | 16.1 |
| Large Firms | 25 | 100.0 | 1,872 | 100.0 |
| All Size Firms | 48 | 8.5 | 2,032 | 49.4 |
| Subtotal of Small Firms | 486 | 100.0 | 1,245 | 100.0 |
| Subtotal of Medium Size Firms | 54 | 100.0 | 995 | 100.0 |
| Subtotal of Large Firms | 25 | 100.0 | 1,872 | 100.0 |
| Grand Total | 565 | 100.0 | 4,112 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more part-time hourly employees that responded to this question. 38 firms, or 62.3% of the utilities 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 with no firms are omitted from this table.

UTILITIES
Salary

TABLE 42M: Childcare Assistance for Oklahoma Utilities Salary Employees by Firm Size.* Question 42: "Do you offer childcare assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 1,004 | 100.0 | 6,203 | 100.0 |
| Medium Size Firms | 134 | 97.1 | 3,024 | 95.8 |
| Large Firms | 35 | 87.5 | 10,940 | 88.1 |
| All Size Firms | 1,173 | 99.2 | 20,167 | 92.6 |
| YES, VOUCHERS or OFF-SITE | | | | |
| SUBSIDIZED | | | | |
| Medium Size Firms | 2 | 1.4 | 80 | 2.5 |
| All Size Firms | 2 | 0.2 | 80 | 0.4 |
| YES, REFERRAL INFORMATION | | | | |
| Medium Size Firms | 2 | 1.4 | 54 | 1.7 |
| Large Firms | 5 | 12.5 | 1,467 | 11.8 |
| All Size Firms | 7 | 0.6 | 1,521 | 7.0 |
| Subtotal of Small Firms | 1,004 | 100.0 | 6,203 | 100.0 |
| Subtotal of Medium Size Firms | 138 | 100.0 | 3,158 | 100.0 |
| Subtotal of Large Firms | 40 | 100.0 | 12,415 | 100.0 |
| Grand Total | 1,182 | 100.0 | 21,776 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more salaried employees that responded to this question. 77 firms, or 96.3% of the utilities 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 are omitted from this table.

UTILITIES
Full-time Hourly

TABLE 42N: Childcare Assistance for Oklahoma Utilities Full-time Hourly Employees by Firm Size.* Question 42: "Do you offer childcare assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|----------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 963 | 100.0 | 8,370 | 100.0 |
| Medium Size Firms | 133 | 93.7 | 7,479 | 92.0 |
| Large Firms | 33 | 86.8 | 19,530 | 87.0 |
| All Size Firms | 1,129 | 98.8 | 35,379 | 90.9 |
| YES, VOUCHERS or OFF-SITE | | | | |
| SUBSIDIZED | | | | |
| Medium Size Firms | 9 | 6.3 | 650 | 8.0 |
| All Size Firms | 9 | 0.8 | 650 | 1.7 |
| YES, REFERRAL INFORMATION | | | | |
| Medium Size Firms | 1 | 0.7 | 229 | 2.8 |
| Large Firms | 5 | 13.2 | 2,913 | 13.0 |
| All Size Firms | 6 | 0.5 | 3,142 | 8.1 |
| Subtotal of Small Firms | 963 | 100.0 | 8,370 | 100.0 |
| Subtotal of Medium Size Firms | 142 | 100.0 | 8,126 | 100.0 |
| Subtotal of Large Firms | 38 | 100.0 | 22,440 | 100.0 |
| Grand Total | 1,143 | 100.0 | 38,936 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more full-time hourly employees that responded to this question. 75 firms, or 98.7% of the utilities 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 firms sizes with no firms are omitted from this table.

UTILITIES
Part-time Hourly

TABLE 420: Childcare Assistance for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 42: "Do you offer childcare assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|----------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 495 | 100.0 | 1,104 | 100.0 |
| Medium Size Firms | 73 | 98.6 | 1,130 | 99.8 |
| Large Firms | 27 | 84.4 | 3,800 | 93.6 |
| All Size Firms | 595 | 99.0 | 6,034 | 95.8 |
| YES, VOUCHERS or OFF-SITE | | | | |
| SUBSIDIZED | | | | |
| Medium Size Firms | 1 | 1.4 | 2 | 0.2 |
| All Size Firms | 1 | 0.2 | 2 | 0.0 |
| YES, REFERRAL INFORMATION | | | | |
| Large Firms | 5 | 15.6 | 258 | 6.4 |
| All Size Firms | 5 | 0.8 | 258 | 4.1 |
| Subtotal of Small Firms | 495 | 100.0 | 1,104 | 100.0 |
| Subtotal of Medium Size Firms | 74 | 100.0 | 1,132 | 100.0 |
| Subtotal of Large Firms | 32 | 100.0 | 4,060 | 100.0 |
| Grand Total | 601 | 100.0 | 6,296 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more part-time hourly employees that responded to this question. 45 firms, or 73.8% of the utilities 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 with no firms are omitted from this table.

UTILITIES
Salary

TABLE 43M: Flexible Work Arrangements for Oklahoma Utilities Salary Employees by Firm Size.* Question 43: "Do you offer flexible work arrangements?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 786 | 82.1 | 5,705 | 93.7 |
| Medium Size Firms | 110 | 79.7 | 2,423 | 76.7 |
| Large Firms | 23 | 57.5 | 3,417 | 27.5 |
| All Size Firms | 919 | 81.0 | 11,545 | 53.3 |
| FLEX-TIME | | | | |
| Small Firms | 117 | 12.2 | 266 | 4.4 |
| Medium Size Firms | 23 | 16.7 | 227 | 7.2 |
| Large Firms | 17 | 42.5 | 8,998 | 72.5 |
| All Size Firms | 157 | 13.8 | 9,491 | 43.8 |
| FOUR DAY (ten hour/day) WORK WEEKS | | | | |
| Small Firms | 37 | 3.9 | 98 | 1.6 |
| Medium Size Firms | 11 | 8.0 | 605 | 19.2 |
| Large Firms | 13 | 32.5 | 8,140 | 65.6 |
| All Size Firms | 61 | 5.4 | 8,843 | 40.8 |
| TELECOMMUTING (work at home) | | | | |
| Small Firms | 17 | 1.8 | 17 | 0.3 |
| Large Firms | 5 | 12.5 | 917 | 7.4 |
| All Size Firms | 22 | 1.9 | 934 | 4.3 |
| Subtotal of Small Firms | 957 | 100.0 | 6,086 | 100.0 |
| Subtotal of Medium Size Firms | 138 | 100.0 | 3,158 | 100.0 |
| Subtotal of Large Firms | 40 | 100.0 | 12,415 | 100.0 |
| Grand Total | 1,135 | 100.0 | 21,659 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more salaried employees that responded to this question. 76 firms, or 95.0% of the utilities 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 with no firms are omitted from this table.

UTILITIES
Full-time Hourly

TABLE 43N: Flexible Work Arrangements for Oklahoma Utilities Full-time Hourly Employees by Firm Size.* Question 43: "Do you offer flexible work arrangements?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 745 | 80.5 | 5,706 | 72.6 |
| Medium Size Firms | 119 | 84.4 | 7,095 | 89.8 |
| Large Firms | 24 | 63.2 | 10,313 | 46.0 |
| All Size Firms | 888 | 80.4 | 23,114 | 60.5 |
| FLEX-TIME | | | | |
| Small Firms | 144 | 15.6 | 1,145 | 14.6 |
| Medium Size Firms | 21 | 14.9 | 802 | 10.2 |
| Large Firms | 14 | 36.8 | 12,126 | 54.0 |
| All Size Firms | 179 | 16.2 | 14,073 | 36.8 |
| FOUR DAY (ten hour/day) WORK WEEKS | | | | |
| Small Firms | 37 | 4.0 | 1,005 | 12.8 |
| Medium Size Firms | 7 | 5.0 | 346 | 4.4 |
| Large Firms | 10 | 26.3 | 10,901 | 48.6 |
| All Size Firms | 54 | 4.9 | 12,252 | 32.1 |
| TELECOMMUTING (work at home) | | | | |
| Large Firms | 5 | 13.2 | 4,281 | 19.1 |
| All Size Firms | 5 | 0.5 | 4,281 | 11.2 |
| Subtotal of Small Firms | 926 | 100.0 | 7,855 | 100.0 |
| Subtotal of Medium Size Firms | 141 | 100.0 | 7,897 | 100.0 |
| Subtotal of Large Firms | 38 | 100.0 | 22,440 | 100.0 |
| Grand Total | 1,105 | 100.0 | 38,192 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more full-time hourly employees that responded to this question. 73 firms, or 96.1% of the utilities 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 with no firms are omitted from this table.

UTILITIES
Part-time Hourly

TABLE 430: Flexible Work Arrangements for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* Question 43: "Do you offer flexible work arrangements?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 327 | 69.1 | 620 | 58.8 |
| Medium Size Firms | 62 | 91.2 | 1,017 | 90.6 |
| Large Firms | 18 | 56.3 | 3,762 | 92.7 |
| All Size Firms | 407 | 71.0 | 5,399 | 86.6 |
| FLEX-TIME | | | | |
| Small Firms | 128 | 27.1 | 417 | 39.5 |
| Medium Size Firms | 6 | 8.8 | 106 | 9.4 |
| Large Firms | 14 | 43.8 | 299 | 7.4 |
| All Size Firms | 148 | 25.8 | 822 | 13.2 |
| FOUR DAY (ten hour/day) WORK WEEKS | | | | |
| Medium Size Firms | 1 | 1.5 | 43 | 3.8 |
| Large Firms | 6 | 18.8 | 46 | 1.1 |
| All Size Firms | 7 | 1.2 | 89 | 1.4 |
| TELECOMMUTING (work at home) | | | | |
| Small Firms | 17 | 3.6 | 17 | 1.6 |
| Large Firms | 5 | 15.6 | 20 | 0.5 |
| All Size Firms | 22 | 3.8 | 37 | 0.6 |
| Subtotal of Small Firms | 473 | 100.0 | 1,055 | 100.0 |
| Subtotal of Medium Size Firms | 68 | 100.0 | 1,123 | 100.0 |
| Subtotal of Large Firms | 32 | 100.0 | 4,060 | 100.0 |
| Grand Total | 573 | 100.0 | 6,238 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more part-time hourly employees that responded to this question. 43 firms, or 70.5% of the utilities 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 with no firms are omitted from this table.

UTILITIES

Salary

TABLE 44M: Miscellaneous Benefits for Oklahoma Utilities Salary Employees by Firm Size.* Question 44: "Please check boxes indicating any additional miscellaneous benefits your company offers."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| BONUSES | | | | |
| Small Firms | 715 | 96.2 | 4,688 | 88.4 |
| Medium Size Firms | 71 | 93.4 | 1,544 | 84.7 |
| Large Firms | 26 | 92.9 | 9,819 | 94.0 |
| All Size Firms | 812 | 95.9 | 16,051 | 91.3 |
| SHIFT DIFFERENTIAL | | | | |
| Medium Size Firms | 10 | 13.2 | 671 | 36.8 |
| Large Firms | 9 | 32.1 | 7,832 | 75.0 |
| All Size Firms | 19 | 2.2 | 8,503 | 48.4 |
| LONGEVITY PAY | | | | |
| Small Firms | 50 | 6.7 | 654 | 12.3 |
| Medium Size Firms | 5 | 6.6 | 26 | 1.4 |
| Large Firms | 6 | 21.4 | 726 | 7.0 |
| All Size Firms | 61 | 7.2 | 1,406 | 8.0 |
| STOCK OPTIONS | | | | |
| Medium Size Firms | 6 | 7.9 | 435 | 23.9 |
| Large Firms | 15 | 53.6 | 6,148 | 58.9 |
| All Size Firms | 21 | 2.5 | 6,583 | 37.5 |
| OTHER (please name) | | | | |
| Medium Size Firms | 14 | 18.4 | 444 | 24.4 |
| Large Firms | 4 | 14.3 | 4,295 | 41.1 |
| All Size Firms | 18 | 2.1 | 4,739 | 27.0 |
| Subtotal of Small Firms | 743 | 100.0 | 5,305 | 100.0 |
| Subtotal of Medium Size Firms | 76 | 100.0 | 1,823 | 100.0 |
| Subtotal of Large Firms | 28 | 100.0 | 10,446 | 100.0 |
| Grand Total | 847 | 100.0 | 17,574 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more salaried employees that responded to this question. 52 firms, or 65.0% of the utilities 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 are omitted from this table. Firm sizes with no firms are omitted from this table.

UTILITIES
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| BONUSES | | | | |
| Small Firms | 582 | 90.0 | 4,299 | 82.7 |
| Medium Size Firms | 70 | 85.4 | 3,750 | 81.0 |
| Large Firms | 22 | 84.6 | 13,815 | 80.8 |
| All Size Firms | 674 | 89.3 | 21,864 | 81.2 |
| SHIFT DIFFERENTIAL | | | | |
| Small Firms | 65 | 10.0 | 899 | 17.3 |
| Medium Size Firms | 24 | 29.3 | 1,413 | 30.5 |
| Large Firms | 21 | 80.8 | 14,279 | 83.5 |
| All Size Firms | 110 | 14.6 | 16,591 | 61.6 |
| LONGEVITY PAY | | | | |
| Small Firms | 23 | 3.6 | 224 | 4.3 |
| Medium Size Firms | 6 | 7.3 | 645 | 13.9 |
| Large Firms | 1 | 3.8 | 877 | 5.1 |
| All Size Firms | 30 | 4.0 | 1,746 | 6.5 |
| STOCK OPTIONS | | | | |
| Medium Size Firms | 5 | 6.1 | 422 | 9.1 |
| All Size Firms | 5 | 0.7 | 422 | 1.6 |
| OTHER (please name) | | | | |
| Medium Size Firms | 14 | 17.1 | 807 | 17.4 |
| Large Firms | 1 | 3.8 | 228 | 1.3 |
| All Size Firms | 15 | 2.0 | 1,035 | 3.8 |
| Subtotal of Small Firms | 647 | 100.0 | 5,198 | 100.0 |
| Subtotal of Medium Size Firms | 82 | 100.0 | 4,628 | 100.0 |
| Subtotal of Large Firms | 26 | 100.0 | 17,100 | 100.0 |
| Grand Total | 755 | 100.0 | 26,926 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more full-time hourly employees that responded to this question. 48 firms, or 63.2% of the utilities 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 with no firms are omitted from this table.

UTILITIES
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| BONUSES | | | | |
| Small Firms | 255 | 100.0 | 504 | 100.0 |
| Medium Size Firms | 29 | 80.6 | 140 | 53.8 |
| Large Firms | 18 | 85.7 | 1,540 | 94.7 |
| All Size Firms | 302 | 96.8 | 2,184 | 91.3 |
| SHIFT DIFFERENTIAL | | | | |
| Medium Size Firms | 17 | 47.2 | 185 | 71.2 |
| Large Firms | 14 | 66.7 | 634 | 39.0 |
| All Size Firms | 31 | 9.9 | 819 | 34.3 |
| LONGEVITY PAY | | | | |
| Medium Size Firms | 5 | 13.9 | 11 | 4.2 |
| Large Firms | 1 | 4.8 | 36 | 2.2 |
| All Size Firms | 6 | 1.9 | 47 | 2.0 |
| STOCK OPTIONS | | | | |
| Medium Size Firms | 5 | 13.9 | 18 | 6.9 |
| All Size Firms | 5 | 1.6 | 18 | 0.8 |
| OTHER (please name) | | | | |
| Large Firms | 1 | 4.8 | 37 | 2.3 |
| All Size Firms | 1 | 0.3 | 37 | 1.5 |
| Subtotal of Small Firms | 255 | 100.0 | 504 | 100.0 |
| Subtotal of Medium Size Firms | 36 | 100.0 | 260 | 100.0 |
| Subtotal of Large Firms | 21 | 100.0 | 1,627 | 100.0 |
| Grand Total | 312 | 100.0 | 2,391 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more part-time hourly employees that responded to this question. 25 firms, or 41.0% of the utilities 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 with no firms are omitted from this table.

UTILITIES
All Employee Categories

TABLE 45E: Benefit Cost for Oklahoma Utilities, 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)?"

| 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 |
|-------------------------------|------------------------------------|--|--|--|
| 15% or LESS | | | | |
| Small Firms | 724 | 56.5 | 8,112 | 47.1 |
| Medium Size Firms | 37 | 26.4 | 3,549 | 27.3 |
| Large Firms | 4 | 10.0 | 5,272 | 14.4 |
| All Size Firms | 765 | 52.4 | 16,933 | 25.3 |
| 16% to 20% | | | | |
| Small Firms | 188 | 14.7 | 3,693 | 21.4 |
| Medium Size Firms | 41 | 29.3 | 3,549 | 27.3 |
| Large Firms | 4 | 10.0 | 2,908 | 7.9 |
| All Size Firms | 233 | 15.9 | 10,150 | 15.2 |
| 21% to 25% | | | | |
| Small Firms | 190 | 14.8 | 2,090 | 12.1 |
| Medium Size Firms | 6 | 4.3 | 738 | 5.7 |
| Large Firms | 13 | 32.5 | 7,911 | 21.6 |
| All Size Firms | 209 | 14.3 | 10,739 | 16.0 |
| 26% to 30% | | | | |
| Small Firms | 135 | 10.5 | 2,683 | 15.6 |
| Medium Size Firms | 10 | 7.1 | 951 | 7.3 |
| Large Firms | 4 | 10.0 | 2,328 | 6.3 |
| All Size Firms | 149 | 10.2 | 5,962 | 8.9 |
| MORE THAN 30% | | | | |
| Small Firms | 44 | 3.4 | 661 | 3.8 |
| Medium Size Firms | 46 | 32.9 | 4,210 | 32.4 |
| Large Firms | 15 | 37.5 | 18,256 | 49.8 |
| All Size Firms | 105 | 7.2 | 23,127 | 34.6 |
| Subtotal of Small Firms | 1,281 | 100.0 | 17,239 | 100.0 |
| Subtotal of Medium Size Firms | 140 | 100.0 | 12,997 | 100.0 |
| Subtotal of Large Firms | 40 | 100.0 | 36,675 | 100.0 |
| Grand Total | 1,461 | 100.0 | 66,911 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes utilities firms that have one or more employees that responded to this question. 87 firms, or 97.8% of the applicable utilities firms responded to this question.

Oklahoma Employee Benefit Compensation

OESC 2005 Benefits Survey

Wholesale Trade



Vacation & Holiday

Health & Medical



Retirement, Bonuses
& Profit sharing



WHOLESALE TRADE

Salaried

TABLE 1Q: Number of Paid Holidays Offered for Oklahoma Salaried Wholesale Trade Employees by Firm Size.*

| 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 | | | | |
| Small Firms | 229 | 12.6 | 1,253 | 11.5 |
| All Size Firms | 229 | 11.5 | 1,253 | 7.3 |
| SIX HOLIDAYS | | | | |
| Small Firms | 263 | 14.4 | 1,449 | 13.3 |
| Medium Size Firms | 29 | 18.4 | 659 | 15.6 |
| Large Firms | 6 | 46.2 | 544 | 26.5 |
| All Size Firms | 298 | 14.9 | 2,652 | 15.5 |
| SEVEN HOLIDAYS | | | | |
| Small Firms | 433 | 23.7 | 1,977 | 18.2 |
| Medium Size Firms | 15 | 9.5 | 285 | 6.8 |
| Large Firms | 2 | 15.4 | 175 | 8.5 |
| All Size Firms | 450 | 22.6 | 2,437 | 14.2 |
| EIGHT HOLIDAYS | | | | |
| Small Firms | 418 | 22.9 | 2,716 | 25.0 |
| Medium Size Firms | 22 | 13.9 | 506 | 12.0 |
| Large Firms | 3 | 23.1 | 160 | 7.8 |
| All Size Firms | 443 | | 3,382 | 19.7 |
| NINE HOLIDAYS | | | | |
| Small Firms | 193 | 10.6 | 1,034 | 9.5 |
| Medium Size Firms | 54 | 34.2 | 1,997 | 47.3 |
| All Size Firms | 247 | 12.4 | 3,031 | 17.7 |
| TEN HOLIDAYS | | | | |
| Small Firms | 81 | 4.4 | 1,729 | 15.9 |
| Medium Sized Firms | 34 | 21.5 | 758 | 18.0 |
| Large Firms | 1 | 7.7 | 1,084 | 52.7 |
| All Size Firms | 116 | 5.8 | 3,571 | 20.8 |
| ELEVEN HOLIDAYS | | | | |
| Small Firms | 30 | 1.6 | 141 | 1.3 |
| Large Firms | 1 | 7.7 | 93 | 4.5 |
| All Size Firms | 31 | 1.6 | 234 | 1.4 |
| TWELVE or MORE HOLIDAYS | | | | |
| Small Firms | 177 | 9.7 | 563 | 5.2 |
| Medium Size Firms | 4 | 2.5 | 13 | 0.3 |
| All Size Firms | 181 | 9.1 | | 0.0 |
| Subtotal of Small Firms | 1,824 | 100.0 | 10,862 | 100.0 |
| Subtotal of Medium Size Firms | 158 | 100.0 | 4,218 | 100.0 |
| Subtotal of Large Firms | 13 | 100.0 | 2,056 | 100.0 |
| Grand Total | 1,995 | 100.0 | 17,136 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes wholesale trade firms that have one or more salaried employees and offer one or more paid holidays. 112 wholesale trade firms, or 92.6% of the wholesale trade firms with salaried employees indicated that they offer at least one paid holiday. Size categories with no firms are omitted from this table.

WHOLESALE TRADE

Full-time Hourly

TABLE 1R: Number of Paid Holidays Offered for Oklahoma Full-time Hourly Wholesale Trade Employees by Firm Size.*

| 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 | | | | |
| Small Firms | 229 | 13.5 | 2,114 | 15.3 |
| Medium Size Firms | 4 | 2.5 | 33 | 0.4 |
| All Size Firms | 233 | 12.5 | 2,147 | 7.3 |
| SIX HOLIDAYS | | | | |
| Small Firms | 190 | 11.2 | 1,442 | 10.5 |
| Medium Size Firms | 29 | 18.4 | 1,966 | 21.4 |
| Large Firms | 8 | 61.5 | 3,106 | 47.2 |
| All Size Firms | 227 | 12.2 | 6,514 | 22.0 |
| SEVEN HOLIDAYS | | | | |
| Small Firms | 487 | 28.8 | 4,004 | 29.1 |
| Medium Size Firms | 15 | 9.5 | 1,099 | 11.9 |
| Large Firms | 2 | 15.4 | 1,641 | 24.9 |
| All Size Firms | 504 | 27.0 | 6,744 | 22.8 |
| EIGHT HOLIDAYS | | | | |
| Small Firms | 392 | 23.2 | 2,674 | 19.4 |
| Medium Size Firms | 22 | | 1,501 | 16.3 |
| Large Firms | 1 | 7.7 | 224 | 3.4 |
| All Size Firms | 415 | 22.3 | 4,399 | 14.9 |
| NINE HOLIDAYS | | | | |
| Small Firms | 179 | 10.6 | 1,308 | 9.5 |
| Medium Size Firms | 51 | 32.3 | 2,507 | 27.2 |
| All Size Firms | 230 | 12.3 | 3,815 | 12.9 |
| TEN HOLIDAYS | | | | |
| Small Firms | 141 | 8.3 | 1,311 | 9.5 |
| Medium Sized Firms | 34 | 21.5 | 1,907 | 20.7 |
| Large Firms | 1 | 7.7 | 950 | 14.4 |
| All Size Firms | 176 | 9.4 | 4,168 | 14.1 |
| ELEVEN HOLIDAYS | | | | |
| Medium Size Firms | 3 | 1.9 | 188 | 2.0 |
| Large Firms | 1 | 7.7 | 664 | 10.1 |
| All Size Firms | 4 | 0.2 | 852 | 2.9 |
| TWELVE or MORE HOLIDAYS | | | | |
| Small Firms | 75 | 4.4 | 924 | 6.7 |
| All Size Firms | 75 | 4.0 | 924 | 3.1 |
| Subtotal of Small Firms | 1,693 | 100.0 | 13,777 | 100.0 |
| Subtotal of Medium Size Firms | 158 | 100.0 | 9,201 | 100.0 |
| Subtotal of Large Firms | 13 | 100.0 | 6,585 | 100.0 |
| Grand Total | 1,864 | 100.0 | 29,563 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes wholesale trade firms that have one or more full-time hourly employees and offer one or more paid holidays. 111 wholesale trade firms, or 94.1% of the wholesale trade firms with full-time hourly employees indicated that they offer at least one paid holiday. Size categories with no firms are omitted from this table.

WHOLESALE TRADE

Part-time Hourly

TABLE 1S: Number of Paid Holidays Offered for Oklahoma Part-time Hourly Wholesale Trade Employees by Firm Size.*

| 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 | | | | |
| Small Firms | 44 | 8.2 | 409 | 30.2 |
| Medium Size Firms | 4 | 9.3 | 3 | 3.5 |
| All Size Firms | 48 | 8.2 | 412 | 19.9 |
| SIX HOLIDAYS | | | | |
| Small Firms | 45 | 8.3 | 133 | 9.8 |
| Medium Size Firms | 12 | 27.9 | 35 | 40.7 |
| Large Firms | 1 | 25.0 | 323 | 51.4 |
| All Size Firms | 58 | 9.9 | 491 | 23.7 |
| SEVEN HOLIDAYS | | | | |
| Small Firms | 128 | 23.7 | 288 | 21.3 |
| Large Firms | 1 | 25.0 | 250 | 39.7 |
| All Size Firms | 129 | 22.0 | 538 | 26.0 |
| EIGHT HOLIDAYS | | | | |
| Small Firms | 143 | 24.4 | 222 | 16.4 |
| Large Firms | 1 | 25.0 | 9 | 1.4 |
| All Size Firms | 144 | | 231 | 11.2 |
| NINE HOLIDAYS | | | | |
| Small Firms | 89 | 16.5 | 218 | 16.1 |
| Medium Size Firms | 27 | 62.8 | 48 | 55.8 |
| All Size Firms | 116 | 19.8 | 266 | 12.9 |
| TEN HOLIDAYS | | | | |
| Small Firms | 60 | 11.1 | 56 | 4.1 |
| Large Firms | 1 | 25.0 | 47 | 7.5 |
| All Size Firms | 61 | 10.4 | 103 | 5.0 |
| TWELVE or MORE HOLIDAYS | | | | |
| Small Firms | 30 | 5.6 | 28 | 2.1 |
| All Size Firms | 30 | 5.1 | 28 | 1.4 |
| Subtotal of Small Firms | 539 | 100.0 | 1,354 | 100.0 |
| Subtotal of Medium Size Firms | 43 | 100.0 | 86 | 100.0 |
| Subtotal of Large Firms | 4 | 100.0 | 629 | 100.0 |
| Grand Total | 586 | 100.0 | 2,069 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes wholesale trade firms that have one or more part-time hourly employees and offer one or more paid holidays. 34 wholesale trade firms, or 46.0% of the wholesale trade firms with part-time hourly employees indicated that they offer at least one paid holiday. Size categories with no firms are omitted from this table.

WHOLESALE TRADE

Salaried

TABLE 2P: Holidays Offered for Oklahoma Salaried Wholesale Trade Employees by Firm Size.* Question 2: "Please check all paid holidays offered by your company."

| Holiday Offered | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NEW YEAR'S DAY | | | | |
| Small Firms | 1,772 | 97.1 | 10,682 | 98.3 |
| Medium Size Firms | 157 | 99.4 | 4,217 | 100.0 |
| Large Firms | 13 | 100.0 | 2,056 | 100.0 |
| All Size Firms | 1,942 | 97.3 | 16,955 | 98.9 |
| MARTIN LUTHER KING DAY | | | | |
| Small Firms | 162 | 8.9 | 383 | 3.5 |
| Medium Size Firms | 15 | 9.5 | 222 | 5.3 |
| Large Firms | 1 | 7.7 | 93 | 4.5 |
| All Size Firms | 178 | 8.9 | 698 | 4.1 |
| PRESIDENT'S DAY | | | | |
| Small Firms | 199 | 10.9 | 909 | 8.4 |
| Medium Size Firms | 11 | 7.0 | 172 | 4.1 |
| All Size Firms | 210 | 10.5 | 1,081 | 6.3 |
| GOOD FRIDAY | | | | |
| Small Firms | 377 | 20.7 | 3,214 | 29.6 |
| Medium Size Firms | 38 | 24.1 | 1,073 | 25.4 |
| Large Firms | 1 | 7.7 | 93 | 4.5 |
| All Size Firms | 416 | 20.9 | 4,380 | 25.6 |
| MEMORIAL DAY | | | | |
| Small Firms | 1,647 | 90.3 | 9,837 | 90.6 |
| Medium Size Firms | 157 | 99.4 | 4,217 | 100.0 |
| Large Firms | 13 | 100.0 | 2,056 | 100.0 |
| All Size Firms | 1,817 | 91.1 | 16,110 | 94.0 |
| INDEPENDENCE DAY | | | | |
| Small Firms | 1,602 | 87.8 | 9,398 | 86.5 |
| Medium Sized Firms | 154 | 97.5 | 4,167 | 98.8 |
| Large Firms | 13 | 100.0 | 2,056 | 100.0 |
| All Size Firms | 1,769 | 88.7 | 15,621 | 91.2 |
| LABOR DAY | | | | |
| Small Firms | 1,595 | 87.4 | 9,789 | 90.1 |
| Medium Size Firms | 157 | 99.4 | 4,217 | 100.0 |
| Large Firms | 13 | 100.0 | 2,056 | 100.0 |
| All Size Firms | 1,765 | 88.5 | 16,062 | 93.7 |
| COLUMBUS DAY | | | | |
| Small Firms | 162 | 1,595 | 383 | 3.5 |
| All Size Firms | 162 | 8.1 | 383 | 2.2 |
| ELECTION DAY | | | | |
| Small Firms | 162 | 1,595 | 383 | 3.5 |
| All Size Firms | 162 | 8.1 | 383 | 2.2 |

TABLE 2P: Holidays, Wholesale Trade, Salaried (continued).

| 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 |
|---|------------------------------------|--|--|--|
| VETERAN'S DAY | | | | |
| Small Firms | 221 | 12.1 | 623 | 5.7 |
| Medium Size Firms | 4 | 2.5 | 13 | 0.3 |
| All Size Firms | 225 | 11.3 | 636 | 3.7 |
| THANKSGIVING DAY | | | | |
| Small Firms | 1,823 | 99.9 | 10,862 | 100.0 |
| Medium Size Firms | 157 | 99.4 | 4,217 | 100.0 |
| Large Firms | 13 | 100.0 | 2,056 | 100.0 |
| All Size Firms | 1,993 | 99.9 | 17,135 | 100.0 |
| DAY AFTER THANKSGIVING | | | | |
| Small Firms | 907 | 49.7 | 5,958 | 54.9 |
| Medium Size Firms | 97 | 61.4 | 3,005 | 71.2 |
| Large Firms | 5 | 38.5 | 1,337 | 65.0 |
| All Size Firms | 1,009 | 50.6 | 10,300 | 60.1 |
| CHRISTMAS EVE DAY | | | | |
| Small Firms | 565 | 31.0 | 3,914 | 36.0 |
| Medium Size Firms | 86 | 54.4 | 2,091 | 49.6 |
| Large Firms | 4 | 30.8 | 1,251 | 60.8 |
| All Size Firms | 655 | 32.8 | 7,256 | 42.3 |
| CHRISTMAS DAY | | | | |
| Small Firms | 1,808 | 99.1 | 10,732 | 98.8 |
| Medium Size Firms | 153 | 96.8 | 4,170 | 98.9 |
| Large Firms | 13 | 100.0 | 2,056 | 100.0 |
| All Size Firms | 1,974 | 98.9 | 16,958 | 99.0 |
| NEW YEAR'S EVE DAY | | | | |
| Small Firms | 723 | 39.6 | 4,107 | 37.8 |
| Medium Size Firms | 58 | 36.7 | 1,450 | 34.4 |
| Large Firms | 1 | 7.7 | 93 | 4.5 |
| All Size Firms | 782 | 39.2 | 5,650 | 33.0 |
| BIRTHDAY | | | | |
| Small Firms | 103 | 5.6 | 778 | 7.2 |
| Medium Size Firms | 15 | 9.5 | 354 | 8.4 |
| Large Firms | 1 | 7.7 | 86 | 4.2 |
| All Size Firms | 119 | 6.0 | 1,218 | 7.1 |
| ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY | | | | |
| Small Firms | 251 | 13.8 | 1,837 | 16.9 |
| Medium Size Firms | 49 | 31.0 | 1,514 | 35.9 |
| Large Firms | 3 | 23.1 | 1,259 | 61.2 |
| All Size Firms | 303 | 15.2 | 4,610 | 26.9 |
| OTHER (please name) | | | | |
| Small Firms | 110 | 6.0 | 1,182 | 10.9 |
| Medium Size Firms | 15 | 9.5 | 601 | 14.2 |
| Large Firms | 1 | 7.7 | 1,084 | 52.7 |
| All Size Firms | 126 | 6.3 | 2,867 | 16.7 |
| Offering Holiday(s) Totals | | | | |
| Subtotal of Small Firms | 1,824 | 100.0 | 10,862 | 100.0 |
| Subtotal of Medium Size Firms | 158 | 100.0 | 4,218 | 100.0 |
| Subtotal of Large Firms | 13 | 100.0 | 2,056 | 100.0 |
| Grand Total | 1,995 | 100.0 | 17,136 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes wholesale trade firms that have one or more salaried employees that responded to this question. 112 wholesale trade firms, or 92.6% of the wholesale trade 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. Size categories with no firms are omitted from this table.

WHOLESALE TRADE

Full-time Hourly

TABLE 2Q: Holidays Offered for Oklahoma Full-time Hourly Wholesale Trade Employees by Firm Size.* Question 2: "Please check all paid holidays offered by your company."

| Holiday Offered | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NEW YEAR'S DAY | | | | |
| Small Firms | 1,594 | 94.2 | 12,889 | 93.6 |
| Medium Size Firms | 156 | 98.7 | 9,201 | 100.0 |
| Large Firms | 13 | 100.0 | 6,586 | 100.0 |
| All Size Firms | 1,763 | 94.6 | 28,676 | 97.0 |
| MARTIN LUTHER KING DAY | | | | |
| Small Firms | 60 | 3.5 | 875 | 6.4 |
| Medium Size Firms | 10 | 6.3 | 444 | 4.8 |
| Large Firms | 1 | 7.7 | 664 | 10.1 |
| All Size Firms | 71 | 3.8 | 1,983 | 6.7 |
| PRESIDENT'S DAY | | | | |
| Small Firms | 96 | 5.7 | 941 | 6.8 |
| Medium Size Firms | 7 | 4.4 | 256 | 2.8 |
| All Size Firms | 103 | 5.5 | 1,197 | 4.0 |
| GOOD FRIDAY | | | | |
| Small Firms | 304 | 18.0 | 2,423 | 17.6 |
| Medium Size Firms | 31 | 19.6 | 1,679 | 18.2 |
| Large Firms | 1 | 7.7 | 664 | 10.1 |
| All Size Firms | 336 | 18.0 | 4,766 | 16.1 |
| MEMORIAL DAY | | | | |
| Small Firms | 1,469 | 86.8 | 11,864 | 86.1 |
| Medium Size Firms | 152 | 96.2 | 9,169 | 99.7 |
| Large Firms | 13 | 100.0 | 6,586 | 100.0 |
| All Size Firms | 1,634 | 87.7 | 27,619 | 93.4 |
| INDEPENDENCE DAY | | | | |
| Small Firms | 1,469 | 86.8 | 11,121 | 80.7 |
| Medium Sized Firms | 152 | 96.2 | 9,169 | 99.7 |
| Large Firms | 13 | 100.0 | 6,586 | 100.0 |
| All Size Firms | 1,634 | 87.7 | 26,876 | 90.9 |
| LABOR DAY | | | | |
| Small Firms | 1,462 | 86.4 | 11,696 | 84.9 |
| Medium Size Firms | 152 | 96.2 | 9,169 | 99.7 |
| Large Firms | 13 | 100.0 | 6,586 | 100.0 |
| All Size Firms | 1,627 | 87.3 | 27,451 | 92.9 |
| COLUMBUS DAY | | | | |
| Small Firms | 60 | 3.5 | 875 | 6.4 |
| All Size Firms | 60 | 3.2 | 875 | 3.0 |
| ELECTION DAY | | | | |
| Small Firms | 60 | 3.5 | 875 | 6.4 |
| All Size Firms | 60 | 3.2 | 875 | 3.0 |

TABLE 2Q: Holidays, Wholesale Trade, Full-time Hourly (continued).

| 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 |
|---|------------------------------------|--|--|--|
| VETERAN'S DAY | | | | |
| Small Firms | 119 | 7.0 | 1,452 | 10.5 |
| Medium Size Firms | 9 | 5.7 | 906 | 9.8 |
| All Size Firms | 128 | 6.9 | 2,358 | 8.0 |
| THANKSGIVING DAY | | | | |
| Small Firms | 1,646 | 97.2 | 13,069 | 94.9 |
| Medium Size Firms | 156 | 98.7 | 9,202 | 100.0 |
| Large Firms | 13 | 100.0 | 6,586 | 100.0 |
| All Size Firms | 1,815 | 97.4 | 28,857 | 97.6 |
| DAY AFTER THANKSGIVING | | | | |
| Small Firms | 906 | 53.5 | 6,398 | 46.4 |
| Medium Size Firms | 100 | 63.3 | 5,494 | 59.7 |
| Large Firms | 4 | 30.8 | 1,838 | 27.9 |
| All Size Firms | 1,010 | 54.2 | 13,730 | 46.4 |
| CHRISTMAS EVE DAY | | | | |
| Small Firms | 512 | 30.2 | 4,270 | 31.0 |
| Medium Size Firms | 78 | 49.4 | 3,976 | 43.2 |
| Large Firms | 2 | 15.4 | 1,614 | 24.5 |
| All Size Firms | 592 | 31.8 | 9,860 | 33.4 |
| CHRISTMAS DAY | | | | |
| Small Firms | 1,660 | 98.1 | 13,533 | 98.2 |
| Medium Size Firms | 152 | 96.2 | 8,948 | 97.3 |
| Large Firms | 14 | 107.7 | 6,586 | 100.0 |
| All Size Firms | 1,826 | 98.0 | 29,067 | 98.3 |
| NEW YEAR'S EVE DAY | | | | |
| Small Firms | 692 | 40.9 | 6,388 | 46.4 |
| Medium Size Firms | 51 | 32.3 | 2,504 | 27.2 |
| Large Firms | 1 | 7.7 | 664 | 10.1 |
| All Size Firms | 744 | 39.9 | 9,556 | 32.3 |
| BIRTHDAY | | | | |
| Small Firms | 45 | 2.7 | 246 | 1.8 |
| Medium Size Firms | 15 | 9.5 | 591 | 6.4 |
| Large Firms | 1 | 7.7 | 224 | 3.4 |
| All Size Firms | 61 | 3.3 | 1,061 | 3.6 |
| ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY | | | | |
| Small Firms | 237 | 14.0 | 2,369 | 17.2 |
| Medium Size Firms | 49 | 31.0 | 3,532 | 38.4 |
| Large Firms | 3 | 23.1 | 2,591 | 39.3 |
| All Size Firms | 289 | 15.5 | 8,492 | 28.7 |
| OTHER (please name) | | | | |
| Small Firms | 66 | 3.9 | 147 | 1.1 |
| Medium Size Firms | 15 | 9.5 | 1,066 | 11.6 |
| Large Firms | 1 | 7.7 | 950 | 14.4 |
| All Size Firms | 82 | 4.4 | 2,163 | 7.3 |
| Offering Holiday's) Totals | | | | |
| Subtotal of Small Firms | 1,693 | 100.0 | 13,777 | 100.0 |
| Subtotal of Medium Size Firms | 158 | 100.0 | 9,201 | 100.0 |
| Subtotal of Large Firms | 13 | 100.0 | 6,585 | 100.0 |
| Grand Total | 1,864 | 100.0 | 29,563 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes wholesale trade firms that have one or more full-time hourly employees that responded to this question. 111 wholesale trade firms, or 94.1% of the wholesale trade 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. Size categories with no firms are omitted from this table.

WHOLESALE TRADE

Part-time Hourly

TABLE 2R: Holidays Offered for Oklahoma Part-time Hourly Wholesale Trade Employees by Firm Size.* Question 2: "Please check all paid holidays offered by your company."

| Holiday Offered | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NEW YEAR'S DAY | | | | |
| Small Firms | 494 | 91.7 | 946 | 69.9 |
| Medium Size Firms | 42 | 97.7 | 86 | 100.0 |
| Large Firms | 5 | 100.0 | 629 | 100.0 |
| All Size Firms | 541 | 92.2 | 1,661 | 80.3 |
| MARTIN LUTHER KING DAY | | | | |
| Small Firms | 30 | 5.6 | 28 | 2.1 |
| Medium Size Firms | 7 | 16.3 | 18 | 20.9 |
| All Size Firms | 37 | 6.3 | 46 | 2.2 |
| PRESIDENT'S DAY | | | | |
| Small Firms | 30 | 5.6 | 28 | 2.1 |
| Medium Size Firms | 7 | 16.3 | 18 | 20.9 |
| All Size Firms | 37 | 6.3 | 46 | 2.2 |
| GOOD FRIDAY | | | | |
| Small Firms | 156 | 28.9 | 166 | 12.3 |
| Medium Size Firms | 7 | 16.3 | 13 | 15.1 |
| All Size Firms | 163 | 27.8 | 179 | 8.7 |
| MEMORIAL DAY | | | | |
| Small Firms | 494 | 91.7 | 946 | 69.9 |
| Medium Size Firms | 38 | 88.4 | 82 | 95.3 |
| Large Firms | 5 | 100.0 | 629 | 100.0 |
| All Size Firms | 537 | 91.5 | 1,657 | 80.1 |
| INDEPENDENCE DAY | | | | |
| Small Firms | 479 | 88.9 | 865 | 63.9 |
| Medium Sized Firms | 38 | 88.4 | 82 | 95.3 |
| Large Firms | 5 | 100.0 | 629 | 100.0 |
| All Size Firms | 522 | 88.9 | 1,576 | 76.2 |
| LABOR DAY | | | | |
| Small Firms | 494 | 91.7 | 946 | 69.9 |
| Medium Size Firms | 38 | 88.4 | 82 | 95.3 |
| Large Firms | 5 | 100.0 | 629 | 100.0 |
| All Size Firms | 537 | 91.5 | 1,657 | 80.1 |
| COLUMBUS DAY | | | | |
| Small Firms | 30 | 5.6 | 28 | 2.1 |
| All Size Firms | 30 | 5.1 | 28 | 1.4 |
| ELECTION DAY | | | | |
| Small Firms | 30 | 5.6 | 28 | 2.1 |
| All Size Firms | 30 | 5.1 | 28 | 1.4 |

TABLE 2R: Holidays, Wholesale Trade, Part-time Hourly (continued).

| 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 |
|---|------------------------------------|--|--|--|
| VETERAN'S DAY | | | | |
| Small Firms | 30 | 5.6 | 28 | 2.1 |
| All Size Firms | 30 | 5.1 | 28 | 1.4 |
| THANKSGIVING DAY | | | | |
| Small Firms | 494 | 91.7 | 946 | 69.9 |
| Medium Size Firms | 42 | 97.7 | 86 | 100.0 |
| Large Firms | 5 | 100.0 | 629 | 100.0 |
| All Size Firms | 541 | 92.2 | 1,661 | 80.3 |
| DAY AFTER THANKSGIVING | | | | |
| Small Firms | 306 | 56.8 | 525 | 38.8 |
| Medium Size Firms | 23 | 53.5 | 39 | 45.3 |
| Large Firms | 3 | 60.0 | 56 | 8.9 |
| All Size Firms | 332 | 56.6 | 620 | 30.0 |
| CHRISTMAS EVE DAY | | | | |
| Small Firms | 255 | 47.3 | 529 | 39.1 |
| Medium Size Firms | 14 | 32.6 | 25 | 29.1 |
| Large Firms | 1 | 20.0 | 47 | 7.5 |
| All Size Firms | 270 | 46.0 | 601 | 29.0 |
| CHRISTMAS DAY | | | | |
| Small Firms | 523 | 97.0 | 1,339 | 98.9 |
| Medium Size Firms | 38 | 88.4 | 81 | 94.2 |
| Large Firms | 5 | 100.0 | 629 | 100.0 |
| All Size Firms | 566 | 96.4 | 2,049 | 99.0 |
| NEW YEAR'S EVE DAY | | | | |
| Small Firms | 247 | 45.8 | 388 | 28.7 |
| Medium Size Firms | 6 | 14.0 | 12 | 14.0 |
| All Size Firms | 253 | 43.1 | 400 | 19.3 |
| BIRTHDAY | | | | |
| Small Firms | 30 | 5.6 | 28 | 214 |
| Large Firms | 1 | 20.0 | 9 | 1.4 |
| All Size Firms | 31 | 5.3 | 37 | 1.8 |
| ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY | | | | |
| Small Firms | 104 | 19.3 | 214 | 15.8 |
| Medium Size Firms | 14 | 32.6 | 18 | 20.9 |
| Large Firms | 2 | 40.0 | 297 | 47.2 |
| All Size Firms | 120 | 20.4 | 529 | 25.6 |
| OTHER (please name) | | | | |
| Medium Size Firms | 7 | 16.3 | 9 | 10.5 |
| Large Firms | 1 | 20.0 | 47 | 7.5 |
| All Size Firms | 8 | 1.4 | 56 | 2.7 |
| Offering Holiday(s) Totals | | | | |
| Subtotal of Small Firms | 539 | 100.0 | 1,354 | 100.0 |
| Subtotal of Medium Size Firms | 43 | 100.0 | 86 | 100.0 |
| Subtotal of Large Firms | 4 | 80.0 | 629 | 100.0 |
| Grand Total | 587 | 100.0 | 2,069 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes wholesale trade firms that have one or more part-time hourly employees that responded to this question. 34 wholesale trade firms, or 46.0% of the wholesale trade 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. Size categories with no firms are omitted from this table.

WHOLESALE TRADE

Full-time Hourly

TABLE 3K: Holiday Pay Offered for Oklahoma Full-time Hourly Wholesale Trade 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 |
|--------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| STRAIGHT TIME | | | | |
| Small Firms | 705 | 44.1 | 4,848 | 35.7 |
| Medium Size Firms | 70 | 44.3 | 3,953 | 46.4 |
| Large Firms | 1 | 8.3 | 397 | 6.2 |
| All Size Firms | 776 | 43.9 | 9,198 | 32.3 |
| TIME AND ONE-HALF | | | | |
| Small Firms | 464 | 29.0 | 5,209 | 38.4 |
| Medium Size Firms | 25 | 15.8 | 1,063 | 12.5 |
| Large Firms | 8 | 66.7 | 3,919 | 61.6 |
| All Size Firms | 497 | 28.1 | 10,191 | 35.8 |
| DOUBLE TIME | | | | |
| Small Firms | 222 | 13.9 | 2,021 | 14.9 |
| Medium Size Firms | 47 | 29.7 | 2,655 | 31.2 |
| Large Firms | 2 | 16.7 | 1,614 | 25.4 |
| All Size Firms | 271 | 15.3 | 6,290 | 22.1 |
| OTHER (please describe) | | | | |
| Small Firms | 208 | 13.0 | 1,484 | 10.9 |
| Medium Size Firms | 16 | 10.1 | 852 | 10.0 |
| Large Firms | 1 | 8.3 | 431 | 6.8 |
| All Size Firms | 225 | 12.7 | 2,767 | 9.7 |
| Subtotal of Small Firms | 1,599 | 100.0 | 13,562 | 100.0 |
| Subtotal of Medium Size Firms | 158 | 100.0 | 8,523 | 100.0 |
| Subtotal of Large Firms | 12 | 100.0 | 6,361 | 100.0 |
| Grand Total | 1,769 | 100.0 | 28,446 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more full-time hourly employees that responded to this question. 103 firms, or 87.3% of the wholesale trade firms with full-time hourly employees reported holiday pay.

WHOLESALE TRADE

Part-time Hourly

TABLE 3L: Holiday Pay Offered for Oklahoma Part-time Hourly Wholesale Trade 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 |
|--------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| STRAIGHT TIME | | | | |
| Small Firms | 352 | 62.1 | 1,105 | 59.2 |
| Medium Size Firms | 16 | 29.6 | 270 | 73.8 |
| All Size Firms | 368 | 58.8 | 1,375 | 47.3 |
| TIME AND ONE-HALF | | | | |
| Small Firms | 111 | 19.6 | 604 | 32.3 |
| Medium Size Firms | 15 | 27.8 | 39 | 10.7 |
| Large Firms | 3 | 60.0 | 577 | 86.0 |
| All Size Firms | 129 | 20.6 | 1,220 | 42.0 |
| DOUBLE TIME | | | | |
| Small Firms | 30 | 5.3 | 49 | 2.6 |
| Medium Size Firms | 17 | 31.5 | 45 | 12.3 |
| Large Firms | 1 | 20.0 | 47 | 7.0 |
| All Size Firms | 48 | 7.7 | 141 | 4.9 |
| OTHER (please describe) | | | | |
| Small Firms | 74 | 13.1 | 110 | 5.9 |
| Medium Size Firms | 6 | 11.1 | 12 | 3.3 |
| Large Firms | 1 | 20.0 | 47 | 7.0 |
| All Size Firms | 81 | 12.9 | 169 | 5.8 |
| Subtotal of Small Firms | 567 | 100.0 | 1,868 | 100.0 |
| Subtotal of Medium Size Firms | 54 | 100.0 | 366 | 100.0 |
| Subtotal of Large Firms | 5 | 100.0 | 671 | 100.0 |
| Grand Total | 626 | 100.0 | 2,905 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more part-time hourly employees that responded to this question. 39 firms, or 52.7% of the wholesale trade firms with part-time hourly employees reported holiday pay. Size categories with no firms are omitted from this table.

WHOLESALE TRADE

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

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 1,522 | 77.3 | 9,378 | 80.4 |
| | Salaried Medium Size Firms | 129 | 76.3 | 2,930 | 68.9 |
| | Salaried Large Firms | 11 | 84.6 | 926 | 45.0 |
| | Salaried All Size Firms | 1,662 | 77.2 | 13,234 | 73.6 |
| | Yes | | | | |
| | Salaried Small Firms | 448 | 22.7 | 2,281 | 19.6 |
| | Salaried Medium Size Firms | 40 | 23.7 | 1,324 | 31.1 |
| | Salaried Large Firms | 2 | 15.4 | 1,130 | 55.0 |
| | Salaried All Size Firms | 490 | 22.8 | 4,735 | 26.4 |
| | Subtotal of Salaried Small Firms | 1,970 | 100.0 | 11,659 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 169 | 100.0 | 4,254 | 100.0 |
| | Subtotal of Salaried Large Firms | 13 | 100.0 | 2,056 | 100.0 |
| Salaried Grand Total | 2,152 | 100.0 | 17,969 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 1,272 | 73.7 | 7,276 | 78.0 |
| | Full-time Hourly Medium Size Firms | 124 | 77.5 | 2,917 | 68.8 |
| | Full-time Hourly Large Firms | 11 | 78.6 | 926 | 45.0 |
| | Full-time Hourly All Size Firms | 1,407 | 74.0 | 11,119 | 71.2 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 455 | 26.3 | 2,052 | 22.0 |
| | Full-time Hourly Medium Size Firms | 36 | 22.5 | 1,324 | 31.2 |
| | Full-time Hourly Large Firms | 3 | 21.4 | 1,130 | 55.0 |
| | Full-time Hourly All Size Firms | 494 | 26.0 | 4,506 | 28.8 |
| | Subtotal of Full-time Hourly Small Firms | 1,727 | 100.0 | 9,328 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 160 | 100.0 | 4,241 | 100.0 |
| | Subtotal of Full-time Hourly Large Firms | 14 | 100.0 | 2,056 | 100.0 |
| Full-time Hourly Grand Total | 1,901 | 100.0 | 15,625 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 758 | 84.3 | 3,109 | 87.9 |
| | Part-time Hourly Medium Size Firms | 51 | 71.8 | 494 | 89.8 |
| | Part-time Hourly Large Firms | 4 | 66.7 | 582 | 91.9 |
| | Part-time Hourly All Size Firms | 813 | 83.3 | 4,185 | 88.6 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 141 | 15.7 | 429 | 12.1 |
| | Part-time Hourly Medium Size Firms | 20 | 28.2 | 56 | 10.2 |
| | Part-time Hourly Large Firms | 2 | 33.3 | 51 | 8.1 |
| | Part-time Hourly All Size Firms | 163 | 16.7 | 536 | 11.4 |
| | Subtotal of Part-time Hourly Small Firms | 899 | 100.0 | 3,538 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 71 | 100.0 | 550 | 100.0 |
| | Subtotal of Part-time Hourly Large Firms | 6 | 100.0 | 633 | 100.0 |
| Part-time Hourly Grand Total | 976 | 100.0 | 4,721 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; & Large Firms are firms with 250 and more employees. This table includes wholesale trade firms that have one or more employees that responded to this question. 131 wholesale trade firms, or 98.5% of the wholesale trade firms with employees responded to this question.

WHOLESALE TRADE

TABLE 5F: Type of Combined Leave Plans Offered for Oklahoma Wholesale Trade 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 324 | 66.5 | 4,072 | 87.4 |
| | Yes | | | | |
| | Salaried All Size Firms | 163 | 33.5 | 587 | 12.6 |
| | Salaried Grand Total | 487 | 100.0 | 4,659 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 404 | 82.3 | 6,951 | 93.8 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 87 | 17.7 | 461 | 6.2 |
| | Full-time Hourly Grand Total | 491 | 100.0 | 7,412 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 164 | 100.0 | 537 | 100.0 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 0 | 0.0 | 0 | 0.0 |
| | Part-time Hourly Grand Total | 164 | 100.0 | 537 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 28 wholesale trade firms, or 96.6% of the applicable wholesale trade firms responded to this question. Size categories are omitted from this table.

WHOLESALE TRADE

TABLE 6F: Leave Included in Combined Leave Plans for Oklahoma Wholesale Trade 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 287 | 62.5 | 3,929 | 84.1 |
| | Yes | | | | |
| | Salaried All Size Firms | 172 | 37.5 | 742 | 15.9 |
| | Salaried Grand Total | 459 | 100.0 | 4,671 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 338 | 68.4 | 6,015 | 79.0 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 156 | 31.6 | 1,601 | 21.0 |
| | Full-time Hourly Grand Total | 494 | 100.0 | 7,616 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 128 | 78.0 | 496 | 92.5 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 36 | 22.0 | 40 | 7.5 |
| | Part-time Hourly Grand Total | 164 | 100.0 | 536 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 29 wholesale trade firms, or 100.0% of the applicable wholesale trade firms responded to this question. Size categories are omitted from this table.

WHOLESALE TRADE

TABLE 7H: Minimum Combined Leave Time for Oklahoma Wholesale Trade Employees by Employee Category.* Question 7: "What is the minimum number of paid leave days offered to any employee 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | 5 DAYS or LESS | | | | |
| | Salaried All Size Firms | 208 | 42.4 | 1,532 | 32.4 |
| | 6 to 10 DAYS | | | | |
| | Salaried All Size Firms | 196 | 39.9 | 2,484 | 52.5 |
| | 11 to 15 DAYS | | | | |
| | Salaried All Size Firms | 54 | 11.0 | 622 | 13.1 |
| | 16 to 29 DAYS | | | | |
| | Salaried All Size Firms | 33 | 6.7 | 96 | 2.0 |
| | Salaried Grand Total | 491 | 100.0 | 4,734 | 100.0 |
| FULL-TIME HOURLY | 5 DAYS or LESS | | | | |
| | Full-time Hourly All Size Firms | 237 | 48.0 | 2,591 | 34.0 |
| | 6 to 10 DAYS | | | | |
| | Full-time Hourly All Size Firms | 83 | 16.8 | 2,408 | 31.6 |
| | 11 to 15 DAYS | | | | |
| | Full-time Hourly All Size Firms | 129 | 26.1 | 2,005 | 26.3 |
| | 16 to 29 DAYS | | | | |
| | Full-time Hourly All Size Firms | 45 | 9.1 | 612 | 8.0 |
| | Full-time Hourly Grand Total | 494 | 100.0 | 7,616 | 100.0 |
| PART-TIME HOURLY | 5 DAYS or LESS | | | | |
| | Part-time Hourly All Size Firms | 77 | 47.0 | 108 | 20.1 |
| | 6 to 10 DAYS | | | | |
| | Part-time Hourly All Size Firms | 38 | 23.2 | 376 | 70.0 |
| | 11 to 15 DAYS | | | | |
| | Part-time Hourly All Size Firms | 19 | 11.6 | 25 | 4.7 |
| | 16 to 29 DAYS | | | | |
| | Part-time Hourly All Size Firms | 30 | 18.3 | 28 | 5.2 |
| | Part-time Hourly Grand Total | 164 | 100.0 | 537 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 29 wholesale trade firms, or 100.0% of the applicable wholesale trade firms responded to this question. Size categories are omitted from this table.

WHOLESALE TRADE

TABLE 8H: Maximum Combined Leave Time for Oklahoma Wholesale Trade Employees by Employee Category.* Question 8: "What is the maximum number of paid leave days offered to any employee 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 |
|---------------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | 14 DAYS or LESS | | | | |
| | Salaried All Size Firms | 237 | 48.4 | 1,545 | 32.6 |
| | 15 to 24 DAYS | | | | |
| | Salaried All Size Firms | 172 | 35.1 | 1,205 | 25.4 |
| | 25 to 34 DAYS | | | | |
| | Salaried All Size Firms | 76 | 15.5 | 797 | 16.8 |
| | 35 or MORE DAYS | | | | |
| Salaried All Size Firms | 5 | 1.0 | 1,188 | 25.1 | |
| | Salaried Grand Total | 490 | 100.0 | 4,735 | 100.0 |
| FULL-TIME HOURLY | 14 DAYS or LESS | | | | |
| | Full-time Hourly All Size Firms | 235 | 50.6 | 1,855 | 26.0 |
| | 15 to 24 DAYS | | | | |
| | Full-time Hourly All Size Firms | 211 | 45.5 | 3,316 | 46.4 |
| | 25 to 34 DAYS | | | | |
| | Full-time Hourly All Size Firms | 13 | 2.8 | 873 | 12.2 |
| | 35 or MORE DAYS | | | | |
| Full-time Hourly All Size Firms | 5 | 1.1 | 1,101 | 15.4 | |
| | Full-time Hourly Grand Total | 464 | 100.0 | 7,145 | 100.0 |
| PART-TIME HOURLY | 14 DAYS or LESS | | | | |
| | Part-time Hourly All Size Firms | 48 | 29.4 | 58 | 10.8 |
| | 15 to 24 DAYS | | | | |
| | Part-time Hourly All Size Firms | 107 | 65.6 | 418 | 78.0 |
| | 25 to 34 DAYS | | | | |
| | Part-time Hourly All Size Firms | 7 | 4.3 | 13 | 2.4 |
| | 35 or MORE DAYS | | | | |
| Part-time Hourly All Size Firms | 1 | 0.6 | 47 | 8.8 | |
| | Part-time Hourly Grand Total | 163 | 100.0 | 536 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 29 wholesale trade firms, or 100.0% of the applicable wholesale trade firms responded to this question. Size categories are omitted from this table.

WHOLESALE TRADE

TABLE 9F: Seniority and Leave Time Increases in Combined Leave Plans for Oklahoma Wholesale Trade 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 125 | 28.0 | 1,184 | 25.1 |
| | Yes | | | | |
| | Salaried All Size Firms | 321 | 72.0 | 3,524 | 74.9 |
| | Salaried Grand Total | 446 | 100.0 | 4,708 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 157 | 32.8 | 1,020 | 13.6 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 322 | 67.2 | 6,482 | 86.4 |
| | Full-time Hourly Grand Total | 479 | 100.0 | 7,502 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 0 | 0.0 | 0 | 0.0 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 164 | 100.0 | 537 | 100.0 |
| | Part-time Hourly Grand Total | 164 | 100.0 | 537 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 28 wholesale trade firms, or 96.6% of the applicable wholesale trade firms responded to this question. Size categories are omitted from this table.

WHOLESALE TRADE

TABLE 10F: Leave Accumulation in Combined Leave Plans for Oklahoma Wholesale Trade 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 316 | 64.5 | 2,035 | 43.0 |
| | Yes | | | | |
| | Salaried All Size Firms | 174 | 35.5 | 2,699 | 57.0 |
| | Salaried Grand Total | 490 | 100.0 | 4,734 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 316 | 70.2 | 3,563 | 49.5 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 134 | 29.8 | 3,629 | 50.5 |
| | Full-time Hourly Grand Total | 450 | 100.0 | 7,192 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 85 | 51.8 | 102 | 19.0 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 79 | 48.2 | 435 | 81.0 |
| | Part-time Hourly Grand Total | 164 | 100.0 | 537 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 28 wholesale trade firms, or 96.6% of the applicable wholesale trade firms responded to this question. Size categories are omitted from this table.

WHOLESALE TRADE

TABLE 11H: Maximum Leave Accumulation in Combined Leave Plans for Oklahoma Wholesale Trade 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 |
|---------------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | 10 DAYS or LESS | | | | |
| | Salaried All Size Firms | 27 | 15.4 | 1,449 | 53.7 |
| | 11 to 20 DAYS | | | | |
| | Salaried All Size Firms | 55 | 31.4 | 481 | 17.8 |
| | 21 OR MORE DAYS | | | | |
| | Salaried All Size Firms | 48 | 27.4 | 648 | 24.0 |
| | NO MAXIMUM OR LIMIT | | | | |
| Salaried All Size Firms | 45 | 25.7 | 122 | 4.5 | |
| | Salaried Grand Total | 175 | 100.0 | 2,700 | 100.0 |
| FULL-TIME HOURLY | 10 DAYS or LESS | | | | |
| | Full-time Hourly All Size Firms | 23 | 19.3 | 1,567 | 47.9 |
| | 11 to 20 DAYS | | | | |
| | Full-time Hourly All Size Firms | 55 | 46.2 | 814 | 24.9 |
| | 21 OR MORE DAYS | | | | |
| | Full-time Hourly All Size Firms | 11 | 9.2 | 636 | 19.4 |
| NO MAXIMUM OR LIMIT | | | | | |
| Full-time Hourly All Size Firms | 30 | 25.2 | 254 | 7.8 | |
| | Full-time Hourly Grand Total | 119 | 100.0 | 3,271 | 100.0 |
| PART-TIME HOURLY | 10 DAYS or LESS | | | | |
| | Part-time Hourly All Size Firms | 5 | 6.3 | 65 | 14.9 |
| | 21 OR MORE DAYS | | | | |
| | Part-time Hourly All Size Firms | 44 | 55.7 | 342 | 78.6 |
| | NO MAXIMUM OR LIMIT | | | | |
| Part-time Hourly All Size Firms | 30 | 38.0 | 28 | 6.4 | |
| | Part-time Hourly Grand Total | 79 | 100.0 | 435 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more employees and indicated that they combine leave time by answering yes to question four and indicated they allowed leave time accumulation by answering yes to question 10. 16 wholesale trade firms, or 100.0% of the applicable wholesale trade firms responded to this question. Response categories with no responses and size categories are omitted from table.

WHOLESALE TRADE

TABLE 12F: Pay Option in Combined Leave Plans for Oklahoma Wholesale Trade 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 312 | 68.4 | 3,852 | 83.8 |
| | Yes | | | | |
| | Salaried All Size Firms | 144 | 31.6 | 743 | 16.2 |
| | Salaried Grand Total | 456 | 100.0 | 4,595 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 285 | 61.7 | 5,173 | 68.2 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 177 | 38.3 | 2,411 | 31.8 |
| | Full-time Hourly Grand Total | 462 | 100.0 | 7,584 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 94 | 57.7 | 455 | 84.7 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 69 | 42.3 | 82 | 15.3 |
| | Part-time Hourly Grand Total | 163 | 100.0 | 537 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 28 wholesale trade firms, or 96.6% of the applicable wholesale trade firms responded to this question. Size categories are omitted from this table.

WHOLESALE TRADE
Salary

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

| 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 PAID VACATION OFFERED | | | | |
| Small Firms | 162 | 11.1 | 493 | 5.4 |
| All Size Firms | 162 | 10.2 | 493 | 4.0 |
| LESS THAN 1 MONTH | | | | |
| Medium Size Firms | 6 | 4.8 | 120 | 4.2 |
| All Size Firms | 6 | 0.4 | 120 | 1.0 |
| 3 to 6 MONTHS | | | | |
| Small Firms | 207 | 14.2 | 3,163 | 34.7 |
| Medium Size Firms | 16 | 12.7 | 420 | 14.6 |
| All Size Firms | 223 | 14.0 | 3,583 | 28.9 |
| 7 to 11 MONTHS | | | | |
| Small Firms | 81 | 5.6 | 552 | 6.1 |
| Medium Size Firms | 23 | 18.3 | 594 | 20.7 |
| All Size Firms | 104 | 6.5 | 1,146 | 9.3 |
| 12 MONTHS or MORE | | | | |
| Small Firms | 1,006 | 69.1 | 4,897 | 53.8 |
| Medium Size Firms | 81 | 64.3 | 1,742 | 60.6 |
| Large Firms | 6 | 100.0 | 397 | 100.0 |
| All Size Firms | 1,093 | 68.8 | 7,036 | 56.8 |
| Subtotal of Small Firms | 1,456 | 100.0 | 9,105 | 100.0 |
| Subtotal of Medium Size Firms | 126 | 100.0 | 2,876 | 100.0 |
| Subtotal of Large Firms | 6 | 100.0 | 397 | 100.0 |
| Grand Total | 1,588 | 100.0 | 12,378 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four. 86 wholesale trade firms, or 95.6% of the applicable wholesale trade firms responded to this question. Size categories with no firms are omitted from this table.

WHOLESALE TRADE
Full-time Hourly

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

| 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 PAID VACATION OFFERED | | | | |
| Small Firms | 30 | 2.5 | 113 | 1.3 |
| All Size Firms | 30 | 2.3 | 113 | 0.6 |
| LESS THAN 1 MONTH | | | | |
| Medium Size Firms | 3 | 2.5 | 108 | 1.5 |
| All Size Firms | 3 | 0.2 | 108 | 0.5 |
| 3 to 6 MONTHS | | | | |
| Small Firms | 192 | 16.1 | 1,117 | 13.2 |
| Medium Size Firms | 16 | 13.2 | 879 | 12.4 |
| All Size Firms | 208 | 15.7 | 1,996 | 10.0 |
| 7 to 11 MONTHS | | | | |
| Medium Size Firms | 23 | 19.0 | 1,133 | 16.0 |
| All Size Firms | 23 | 1.7 | 1,133 | 5.7 |
| 12 MONTHS or MORE | | | | |
| Small Firms | 969 | 81.4 | 7,237 | 85.5 |
| Medium Size Firms | 79 | 65.3 | 4,961 | 70.1 |
| Large Firms | 9 | 100.0 | 4,430 | 100.0 |
| All Size Firms | 1,057 | 80.0 | 16,628 | 83.2 |
| Subtotal of Small Firms | 1,191 | 100.0 | 8,467 | 100.0 |
| Subtotal of Medium Size Firms | 121 | 100.0 | 7,081 | 100.0 |
| Subtotal of Large Firms | 9 | 100.0 | 4,430 | 100.0 |
| Grand Total | 1,321 | 100.0 | 19,978 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade 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. 79 wholesale trade firms, or 94.0% of the applicable wholesale trade firms responded to this question. Size categories with no firms are omitted from this table.

WHOLESALE TRADE
Part-time Hourly

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

| 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 PAID VACATION OFFERED | | | | |
| Small Firms | 133 | 27.9 | 1,002 | 41.8 |
| Medium Size Firms | 6 | 28.6 | 197 | 94.3 |
| All Size Firms | 139 | 27.9 | 1,199 | 37.7 |
| 3 to 6 MONTHS | | | | |
| Small Firms | 30 | 6.3 | 28 | 1.2 |
| All Size Firms | 30 | 6.0 | 28 | 0.9 |
| 12 MONTHS or MORE | | | | |
| Small Firms | 313 | 65.8 | 1,369 | 57.1 |
| Medium Size Firms | 15 | 71.4 | 12 | 5.7 |
| Large Firms | 2 | 100.0 | 573 | 100.0 |
| All Size Firms | 330 | 66.1 | 1,954 | 61.4 |
| Subtotal of Small Firms | 476 | 100.0 | 2,399 | 100.0 |
| Subtotal of Medium Size Firms | 21 | 100.0 | 209 | 100.0 |
| Subtotal of Large Firms | 2 | 100.0 | 573 | 100.0 |
| Grand Total | 499 | 100.0 | 3,181 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade 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. 25 wholesale trade firms, or 56.8% of the applicable wholesale trade firms responded to this question. Size categories with no firms are omitted from this table.

WHOLESALE TRADE
Salary

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

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER TWO WEEKS of PAID VACATION | | | | |
| Small Firms | 88 | 6.8 | 262 | 3.1 |
| Medium Size Firms | 6 | 4.8 | 164 | 5.7 |
| All Size Firms | 94 | 6.6 | 426 | 3.6 |
| 11 MONTHS or LESS | | | | |
| Medium Size Firms | 13 | 10.3 | 305 | 10.6 |
| All Size Firms | 13 | 0.9 | 305 | 2.6 |
| 1 YEAR to 1 YEAR & 11 MONTHS | | | | |
| Small Firms | 536 | 41.5 | 4,839 | 56.6 |
| Medium Size Firms | 61 | 48.4 | 1,560 | 54.2 |
| Large Firms | 1 | 20.0 | 86 | 21.7 |
| All Size Firms | 598 | 42.0 | 6,485 | 54.8 |
| 2 YEARS to 2 YEARS & 11 MONTHS | | | | |
| Small Firms | 477 | 36.9 | 2,445 | 28.6 |
| Medium Size Firms | 22 | 17.5 | 533 | 18.5 |
| Large Firms | 3 | 60.0 | 217 | 54.8 |
| All Size Firms | 502 | 35.3 | 3,195 | 27.0 |
| 3 YEARS to 3 YEARS & 11 MONTHS | | | | |
| Small Firms | 74 | 5.7 | 486 | 5.7 |
| Medium Size Firms | 11 | 8.7 | 142 | 4.9 |
| Large Firms | 1 | 20.0 | 93 | 23.5 |
| All Size Firms | 86 | 6.0 | 721 | 6.1 |
| 4 or MORE YEARS | | | | |
| Small Firms | 118 | 9.1 | 524 | 6.1 |
| Medium Size Firms | 13 | 10.3 | 173 | 6.0 |
| All Size Firms | 131 | 9.2 | 697 | 5.9 |
| Subtotal of Small Firms | 1,293 | 100.0 | 8,556 | 100.0 |
| Subtotal of Medium Size Firms | 126 | 100.0 | 2,877 | 100.0 |
| Subtotal of Large Firms | 5 | 100.0 | 396 | 100.0 |
| Grand Total | 1,424 | 100.0 | 11,829 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade 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. 81 wholesale trade firms, or 98.8% of the applicable wholesale trade firms responded to this question. Size categories with no firms are omitted from this table.

WHOLESALE TRADE

Full-time Hourly

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

| 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 |
|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| DO NOT OFFER TWO WEEKS of PAID VACATION | | | | |
| Small Firms | 88 | 7.6 | 344 | 4.1 |
| Medium Size Firms | 6 | 4.8 | 176 | 2.4 |
| All Size Firms | 94 | 7.3 | 520 | 2.6 |
| 11 MONTHS or LESS | | | | |
| Medium Size Firms | 13 | 10.5 | 470 | 6.5 |
| All Size Firms | 13 | 1.0 | 470 | 2.3 |
| 1 YEAR to 1 YEAR & 11 MONTHS | | | | |
| Small Firms | 425 | 36.6 | 2,855 | 34.4 |
| Medium Size Firms | 55 | 44.4 | 2,971 | 40.9 |
| Large Firms | 1 | 10.0 | 224 | 100.0 |
| All Size Firms | 481 | 37.2 | 6,050 | 29.9 |
| 2 YEARS to 2 YEARS & 11 MONTHS | | | | |
| Small Firms | 492 | 42.4 | 4,258 | 51.3 |
| Medium Size Firms | 24 | 19.4 | 1,964 | 27.0 |
| Large Firms | 8 | 80.0 | 3,765 | 100.0 |
| All Size Firms | 524 | 40.5 | 9,987 | 49.4 |
| 3 YEARS to 3 YEARS & 11 MONTHS | | | | |
| Small Firms | 74 | 6.4 | 399 | 4.8 |
| Medium Size Firms | 13 | 10.5 | 468 | 6.4 |
| Large Firms | 1 | 10.0 | 664 | 100.0 |
| All Size Firms | 88 | 6.8 | 1,531 | 7.6 |
| 4 or MORE YEARS | | | | |
| Small Firms | 81 | 7.0 | 442 | 5.3 |
| Medium Size Firms | 13 | 10.5 | 1,212 | 16.7 |
| All Size Firms | 94 | 7.3 | 1,654 | 8.2 |
| Subtotal of Small Firms | 1,160 | 100.0 | 8,298 | 100.0 |
| Subtotal of Medium Size Firms | 124 | 100.0 | 7,261 | 100.0 |
| Subtotal of Large Firms | 10 | 100.0 | 4,653 | 100.0 |
| Grand Total | 1,294 | 100.0 | 20,212 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade 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. 77 wholesale trade firms, or 98.7% of the applicable wholesale trade firms responded to this question. Size categories with no firms are omitted from this table.

WHOLESALE TRADE

Part-time Hourly

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

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER TWO WEEKS of PAID VACATION | | | | |
| Small Firms | 118 | 34.5 | 704 | 46.0 |
| Medium Size Firms | 6 | 28.6 | 197 | 94.7 |
| All Size Firms | 124 | 33.9 | 901 | 38.8 |
| 1 YEAR to 1 YEAR & 11 MONTHS | | | | |
| Small Firms | 59 | 17.3 | 77 | 5.0 |
| Medium Size Firms | 4 | 19.0 | 4 | 1.9 |
| Large Firms | 1 | 33.3 | 9 | 1.5 |
| All Size Firms | 64 | 17.5 | 90 | 3.9 |
| 2 YEARS to 2 YEARS & 11 MONTHS | | | | |
| Small Firms | 120 | 35.1 | 650 | 42.4 |
| Medium Size Firms | 7 | 33.3 | 4 | 1.9 |
| Large Firms | 2 | 66.7 | 573 | 98.5 |
| All Size Firms | 129 | 35.2 | 1,227 | 52.8 |
| 3 YEARS to 3 YEARS & 11 MONTHS | | | | |
| Small Firms | 30 | 8.8 | 85 | 5.5 |
| Medium Size Firms | 4 | 19.0 | 3 | 1.4 |
| All Size Firms | 34 | 9.3 | 88 | 3.8 |
| 4 or MORE YEARS | | | | |
| Small Firms | 15 | 4.4 | 16 | 1.0 |
| All Size Firms | 15 | 4.1 | 16 | 0.7 |
| Subtotal of Small Firms | 342 | 100.0 | 1,532 | 100.0 |
| Subtotal of Medium Size Firms | 21 | 100.0 | 208 | 100.0 |
| Subtotal of Large Firms | 3 | 100.0 | 582 | 100.0 |
| Grand Total | 366 | 100.0 | 2,322 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade 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. 17 wholesale trade firms, or 94.4% of the applicable wholesale trade firms responded to this question. Size categories with no firms are omitted from this table.

WHOLESALE TRADE
Salary

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

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER THREE WEEKS of PAID VACATION | | | | |
| Small Firms | 728 | 56.3 | 3,772 | 44.1 |
| Medium Size Firms | 24 | 19.4 | 364 | 13.0 |
| All Size Firms | 752 | 52.8 | 4,136 | 35.2 |
| 3 YEARS or LESS | | | | |
| Small Firms | 52 | 4.0 | 574 | 6.7 |
| All Size Firms | 52 | 3.7 | 574 | 4.9 |
| 4 YEARS TO 7 YEARS & 11 MONTHS | | | | |
| Small Firms | 259 | 20.0 | 1,623 | 19.0 |
| Medium Size Firms | 66 | 53.2 | 1,900 | 67.6 |
| Large Firms | 5 | 83.3 | 304 | 76.6 |
| All Size Firms | 330 | 23.2 | 3,827 | 32.5 |
| 8 YEARS TO 11 YEARS 11 MONTHS | | | | |
| Small Firms | 174 | 13.4 | 2,063 | 24.1 |
| Medium Size Firms | 28 | 22.6 | 514 | 18.3 |
| Large Firms | 1 | 16.7 | 93 | 23.4 |
| All Size Firms | 203 | 14.3 | 2,670 | 22.7 |
| 12 or MORE YEARS | | | | |
| Small Firms | 81 | 6.3 | 524 | 6.1 |
| Medium Size Firms | 6 | 4.8 | 32 | 1.1 |
| All Size Firms | 87 | 6.1 | 556 | 4.7 |
| Subtotal of Small Firms | 1,294 | 100.0 | 8,556 | 100.0 |
| Subtotal of Medium Size Firms | 124 | 100.0 | 2,810 | 100.0 |
| Subtotal of Large Firms | 6 | 100.0 | 397 | 100.0 |
| Grand Total | 1,424 | 100.0 | 11,763 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade 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. 80 wholesale trade firms, or 97.6% of the applicable wholesale trade firms responded to this question. Size categories with no firms are omitted from this table.

WHOLESALE TRADE

Full-time Hourly

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

| 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 |
|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| DO NOT OFFER THREE WEEKS of PAID VACATION | | | | |
| Small Firms | 674 | 58.0 | 4,605 | 55.5 |
| Medium Size Firms | 20 | 16.7 | 1,156 | 16.0 |
| All Size Firms | 694 | 53.7 | 5,761 | 28.5 |
| 3 YEARS or LESS | | | | |
| Small Firms | 37 | 3.2 | 66 | 0.8 |
| All Size Firms | 37 | 2.9 | 66 | 0.3 |
| 4 YEARS TO 7 YEARS & 11 MONTHS | | | | |
| Small Firms | 202 | 17.4 | 1,399 | 16.9 |
| Medium Size Firms | 53 | 44.2 | 3,562 | 49.3 |
| Large Firms | 10 | 90.9 | 3,990 | 85.7 |
| All Size Firms | 265 | 20.5 | 8,951 | 44.4 |
| 8 YEARS TO 11 YEARS 11 MONTHS | | | | |
| Small Firms | 219 | 18.8 | 2,098 | 25.3 |
| Medium Size Firms | 41 | 34.2 | 2,096 | 29.0 |
| Large Firms | 1 | 9.1 | 664 | 14.3 |
| All Size Firms | 261 | 20.2 | 4,858 | 24.1 |
| 12 or MORE YEARS | | | | |
| Small Firms | 30 | 2.6 | 130 | 1.6 |
| Medium Size Firms | 6 | 5.0 | 414 | 5.7 |
| All Size Firms | 36 | 2.8 | 544 | 2.7 |
| Subtotal of Small Firms | 1,162 | 100.0 | 8,298 | 100.0 |
| Subtotal of Medium Size Firms | 120 | 100.0 | 7,228 | 100.0 |
| Subtotal of Large Firms | 11 | 100.0 | 4,654 | 100.0 |
| Grand Total | 1,293 | 100.0 | 20,180 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade 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. 76 wholesale trade firms, or 97.4% of the applicable wholesale trade firms responded to this question. Size categories with no firms are omitted from this table.

WHOLESALE TRADE
Part-time Hourly

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

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER THREE WEEKS of PAID VACATION | | | | |
| Small Firms | 438 | 88.0 | 1,741 | 92.9 |
| Medium Size Firms | 10 | 47.6 | 204 | 95.8 |
| All Size Firms | 448 | 85.7 | 1,945 | 72.8 |
| 4 YEARS TO 7 YEARS & 11 MONTHS | | | | |
| Small Firms | 30 | 6.0 | 85 | 4.5 |
| Medium Size Firms | 11 | 52.4 | 9 | 4.2 |
| Large Firms | 4 | 100.0 | 582 | 100.0 |
| All Size Firms | 45 | 8.6 | 676 | 25.3 |
| 8 YEARS TO 11 YEARS 11 MONTHS | | | | |
| Small Firms | 15 | 3.0 | 33 | 1.8 |
| All Size Firms | 15 | 2.9 | 33 | 1.2 |
| 12 or MORE YEARS | | | | |
| Small Firms | 15 | 3.0 | 16 | 0.9 |
| All Size Firms | 15 | 2.9 | 16 | 0.6 |
| Subtotal of Small Firms | 498 | 100.0 | 1,875 | 100.0 |
| Subtotal of Medium Size Firms | 21 | 100.0 | 213 | 100.0 |
| Subtotal of Large Firms | 4 | 100.0 | 582 | 100.0 |
| Grand Total | 523 | 100.0 | 2,670 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade 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. 16 wholesale trade firms, or 88.9% of the applicable wholesale trade firms responded to this question. Response categories with no response and size categories with no firms are omitted from this table.

WHOLESALE TRADE
Salary

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

| 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 |
|---|------------------------------------|--|--|--|
| DO NOT OFFER FOUR WEEKS of PAID VACATION | | | | |
| Small Firms | 878 | 68.6 | 5,406 | 63.4 |
| Medium Size Firms | 66 | 51.2 | 1,029 | 35.1 |
| All Size Firms | 944 | 65.6 | 6,435 | 54.6 |
| 9 YEARS or LESS | | | | |
| Small Firms | 81 | 6.3 | 907 | 10.6 |
| Medium Size Firms | 7 | 5.4 | 159 | 5.4 |
| All Size Firms | 88 | 6.1 | 1,066 | 9.0 |
| 10 YEARS TO 15 YEARS & 11 MONTHS | | | | |
| Small Firms | 177 | 13.8 | 1,257 | 14.7 |
| Medium Size Firms | 33 | 25.6 | 1,027 | 35.1 |
| Large Firms | 5 | 15.6 | 304 | 91.8 |
| All Size Firms | 215 | 14.9 | 2,588 | 22.0 |
| 16 or MORE YEARS | | | | |
| Small Firms | 143 | 11.2 | 954 | 11.2 |
| Medium Size Firms | 23 | 17.8 | 715 | 24.4 |
| Large Firms | 1 | 3.1 | 93 | 28.1 |
| All Size Firms | 167 | 11.6 | 1,762 | 15.0 |
| Subtotal of Small Firms | 1,279 | 100.0 | 8,524 | 100.0 |
| Subtotal of Medium Size Firms | 129 | 100.0 | 2,930 | 100.0 |
| Subtotal of Large Firms | 32 | 100.0 | 331 | 100.0 |
| Grand Total | 1,440 | 100.0 | 11,785 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade 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. 21 wholesale trade firms, or 85.7% of the applicable wholesale trade firms responded to this question. Size categories with no firms are omitted from this table.

WHOLESALE TRADE
Full-time Hourly

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

| 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 |
|---|------------------------------------|--|--|--|
| DO NOT OFFER FOUR WEEKS of PAID VACATION | | | | |
| Small Firms | 886 | 76.3 | 6,412 | 77.3 |
| Medium Size Firms | 61 | 49.2 | 3,364 | 46.3 |
| All Size Firms | 947 | 71.9 | 9,776 | 48.4 |
| 9 YEARS or LESS | | | | |
| Small Firms | 37 | 3.2 | 66 | 0.8 |
| Medium Size Firms | 7 | 5.6 | 256 | 3.5 |
| All Size Firms | 44 | 3.3 | 322 | 1.6 |
| 10 YEARS TO 15 YEARS & 11 MONTHS | | | | |
| Small Firms | 177 | 15.2 | 920 | 11.1 |
| Medium Size Firms | 33 | 26.6 | 2,614 | 36.0 |
| Large Firms | 5 | 15.6 | 2,561 | 55.0 |
| All Size Firms | 215 | 16.3 | 6,095 | 30.2 |
| 16 or MORE YEARS | | | | |
| Small Firms | 61 | 5.3 | 899 | 10.8 |
| Medium Size Firms | 23 | 18.5 | 1,028 | 14.2 |
| Large Firms | 6 | 18.8 | 2,093 | 45.0 |
| All Size Firms | 90 | 6.8 | 4,020 | 19.9 |
| Subtotal of Small Firms | 1,161 | 100.0 | 8,297 | 100.0 |
| Subtotal of Medium Size Firms | 124 | 100.0 | 7,262 | 100.0 |
| Subtotal of Large Firms | 32 | 100.0 | 4,654 | 100.0 |
| Grand Total | 1,317 | 100.0 | 20,213 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade 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. 77 wholesale trade firms, or 98.7% of the applicable wholesale trade firms responded to this question. Size categories with no firms are omitted from this table.

WHOLESALE TRADE
Part-time Hourly

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

| 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 |
|---|------------------------------------|--|--|--|
| DO NOT OFFER FOUR WEEKS of PAID VACATION | | | | |
| Small Firms | 529 | 97.2 | 1,987 | 98.4 |
| Medium Size Firms | 14 | 56.0 | 207 | 95.8 |
| All Size Firms | 543 | 94.8 | 2,194 | 77.1 |
| 10 YEARS TO 15 YEARS & 11 MONTHS | | | | |
| Small Firms | 15 | 2.8 | 33 | 1.6 |
| Medium Size Firms | 11 | 44.0 | 9 | 4.2 |
| Large Firms | 4 | 100.0 | 582 | 95.6 |
| All Size Firms | 30 | 5.2 | 624 | 21.9 |
| Subtotal of Small Firms | 544 | 100.0 | 2,020 | 100.0 |
| Subtotal of Medium Size Firms | 25 | 100.0 | 216 | 100.0 |
| Subtotal of Large Firms | 4 | 100.0 | 609 | 100.0 |
| Grand Total | 573 | 100.0 | 2,845 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade 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. 17 wholesale trade firms, or 94.4% of the applicable wholesale trade firms responded to this question. Size categories with no firms are omitted from this table.

WHOLESALE TRADE

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

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 823 | 64.3 | 5,809 | 68.3 |
| | Salaried Medium Size Firms | 103 | 83.7 | 2,222 | 79.7 |
| | Salaried Large Firms | 9 | 90.0 | 853 | 92.1 |
| | Salaried All Size Firms | 935 | 66.2 | 8,884 | 72.7 |
| | Yes | | | | |
| | Salaried Small Firms | 456 | 35.7 | 2,698 | 31.7 |
| | Salaried Medium Size Firms | 20 | 16.3 | 565 | 20.3 |
| | Salaried Large Firms | 1 | 10.0 | 73 | 7.9 |
| | Salaried All Size Firms | 477 | 33.8 | 3,336 | 27.3 |
| | Subtotal of Salaried Small Firms | 1,279 | 100.0 | 8,507 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 123 | 100.0 | 2,787 | 100.0 |
| | Subtotal of Salaried Large Firms | 10 | 100.0 | 926 | 100.0 |
| Salaried Grand Total | 1,412 | 100.0 | 12,220 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 706 | 61.9 | 4,324 | 51.7 |
| | Full-time Hourly Medium Size Firms | 99 | 79.8 | 5,684 | 78.3 |
| | Full-time Hourly Large Firms | 9 | 90.0 | 3,993 | 85.8 |
| | Full-time Hourly All Size Firms | 814 | 63.9 | 14,001 | 69.0 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 434 | 38.1 | 4,044 | 48.3 |
| | Full-time Hourly Medium Size Firms | 25 | 20.2 | 1,578 | 21.7 |
| | Full-time Hourly Large Firms | 1 | 10.0 | 661 | 14.2 |
| | Full-time Hourly All Size Firms | 460 | 36.1 | 6,283 | 31.0 |
| | Subtotal of Full-time Hourly Small Firms | 1,140 | 100.0 | 8,368 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 124 | 100.0 | 7,262 | 100.0 |
| | Subtotal of Full-time Hourly Large Firms | 10 | 100.0 | 4,654 | 100.0 |
| Full-time Hourly Grand Total | 1,274 | 100.0 | 20,284 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 336 | 73.8 | 1,500 | 80.1 |
| | Part-time Hourly Medium Size Firms | 25 | 100.0 | 216 | 100.0 |
| | Part-time Hourly Large Firms | 2 | 66.7 | 259 | 44.5 |
| | Part-time Hourly All Size Firms | 363 | 75.2 | 1,975 | 73.9 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 119 | 26.2 | 373 | 19.9 |
| | Part-time Hourly Large Firms | 1 | 33.3 | 323 | 55.5 |
| | Part-time Hourly All Size Firms | 120 | 24.8 | 696 | 26.1 |
| | Subtotal of Part-time Hourly Small Firms | 455 | 100.0 | 1,873 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 25 | 100.0 | 216 | 100.0 |
| | Subtotal of Part-time Hourly Large Firms | 3 | 100.0 | 582 | 100.0 |
| | Part-time Hourly Grand Total | 483 | 100.0 | 2,671 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade 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 as a response on question thirteen. 89 wholesale trade firms, or 97.8% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms were omitted from this table.

WHOLESALE TRADE

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

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 1,104 | 84.9 | 6,825 | 79.6 |
| | Salaried Medium Size Firms | 113 | 87.6 | 2,550 | 87.0 |
| | Salaried Large Firms | 9 | 90.0 | 853 | 92.1 |
| | Salaried All Size Firms | 1,226 | 85.1 | 10,228 | 82.3 |
| | Yes | | | | |
| | Salaried Small Firms | 197 | 15.1 | 1,749 | 20.4 |
| | Salaried Medium Size Firms | 16 | 12.4 | 380 | 13.0 |
| | Salaried Large Firms | 1 | 10.0 | 73 | 7.9 |
| | Salaried All Size Firms | 214 | 14.9 | 2,202 | 17.7 |
| | Subtotal of Salaried Small Firms | 1,301 | 100.0 | 8,574 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 129 | 100.0 | 2,930 | 100.0 |
| | Subtotal of Salaried Large Firms | 10 | 100.0 | 926 | 100.0 |
| Salaried Grand Total | 1,440 | 100.0 | 12,430 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 987 | 83.4 | 6,762 | 79.2 |
| | Full-time Hourly Medium Size Firms | 111 | 89.5 | 5,793 | 79.8 |
| | Full-time Hourly Large Firms | 9 | 90.0 | 3,993 | 85.8 |
| | Full-time Hourly All Size Firms | 1,107 | 84.0 | 16,548 | 80.9 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 197 | 16.6 | 1,772 | 20.8 |
| | Full-time Hourly Medium Size Firms | 13 | 10.5 | 1,469 | 20.2 |
| | Full-time Hourly Large Firms | 1 | 10.0 | 661 | 14.2 |
| | Full-time Hourly All Size Firms | 211 | 16.0 | 3,902 | 19.1 |
| | Subtotal of Full-time Hourly Small Firms | 1,184 | 100.0 | 8,534 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 124 | 100.0 | 7,262 | 100.0 |
| | Subtotal of Full-time Hourly Large Firms | 10 | 100.0 | 4,654 | 100.0 |
| Full-time Hourly Grand Total | 1,318 | 100.0 | 20,450 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 423 | 90.4 | 1,660 | 93.4 |
| | Part-time Hourly Medium Size Firms | 27 | 100.0 | 218 | 100.0 |
| | Part-time Hourly Large Firms | 2 | 66.7 | 259 | 44.5 |
| | Part-time Hourly All Size Firms | 452 | 90.8 | 2,137 | 82.9 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 45 | 9.6 | 117 | 6.6 |
| | Part-time Hourly Large Firms | 1 | 33.3 | 323 | 55.5 |
| | Part-time Hourly All Size Firms | 46 | 9.2 | 440 | 17.1 |
| | Subtotal of Part-time Hourly Small Firms | 468 | 100.0 | 1,777 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 27 | 100.0 | 218 | 100.0 |
| | Subtotal of Part-time Hourly Large Firms | 3 | 100.0 | 582 | 100.0 |
| | Part-time Hourly Grand Total | 498 | 100.0 | 2,577 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade 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 in response on question thirteen. 88 wholesale trade firms, or 100.0% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms were omitted from this table.

WHOLESALE TRADE
Salary

TABLE 19P: Maximum Vacation Accumulation for Oklahoma Wholesale Trade Salary Employees.* Question 19: "If yes on question #18, what is the maximum number of vacation days any employee in each category can accumulate?"

| 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 |
|--------------------|------------------------------------|--|--|--|
| 10 DAYS OR LESS | | | | |
| All Size Firms | 134 | 62.6 | 1,334 | 60.6 |
| 11 TO 30 DAYS | | | | |
| All Size Firms | 80 | 37.4 | 868 | 39.4 |
| Grand Total | 214 | 100.0 | 2,202 | 100.0 |

Note: Wholesale Trade firms that are included in this table met the following criteria: they had one or more salaried employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid vacation by responding yes on question 13 and they specified that they allowed vacation to accumulate by answering yes to question 18. 11 wholesale trade firms, or 100.0% of the applicable wholesale trade firms responded to this question. Response categories with no response and firm sizes are omitted from this table.

WHOLESALE TRADE
Full-time Hourly

TABLE 19Q: Maximum Vacation Accumulation for Oklahoma Wholesale Trade 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?"

| 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 |
|--------------------|------------------------------------|--|--|--|
| 10 DAYS OR LESS | | | | |
| All Size Firms | 128 | 61.0 | 1,418 | 36.3 |
| 11 TO 30 DAYS | | | | |
| All Size Firms | 82 | 39.0 | 2,483 | 63.7 |
| Grand Total | 210 | 100.0 | 3,901 | 100.0 |

Note: Wholesale Trade firms that are included in this table met the following criteria: they had one or more full-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid vacation by responding yes on question 13 and they specified that they allowed vacation to accumulate by answering yes to question 18. 11 wholesale trade firms, or 100.0% of the applicable wholesale trade firms responded to this question. Response categories with no response and firm sizes are omitted from this table.

WHOLESALE TRADE
Part-time Hourly

TABLE 19R: Maximum Vacation Accumulation for Oklahoma Wholesale Trade 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?"

| 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 |
|-------------------------------|------------------------------------|--|--|--|
| 10 DAYS OR LESS | | | | |
| Small Firms | | | | |
| Medium Size Firms | | | | |
| Large Firms | | | | |
| All Size Firms | | | | |
| 11 TO 30 DAYS | | | | |
| Small Firms | | | | |
| Medium Size Firms | | | | |
| Large Firms | | | | |
| All Size Firms | | | | |
| 31 DAYS OR OVER | | | | |
| Small Firms | | | | |
| Medium Size Firms | | | | |
| Large Firms | | | | |
| All Size Firms | | | | |
| NO MAXIMUM or LIMIT | | | | |
| Small Firms | | | | |
| Medium Size Firms | | | | |
| Large Firms | | | | |
| All Size Firms | | | | |
| Subtotal of Small Firms | | | | |
| Subtotal of Medium Size Firms | | | | |
| Subtotal of Large Firms | | | | |
| Grand Total | | | | |

WHOLESALE TRADE
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 718 | 49.8 | 3,358 | 38.0 |
| Medium Size Firms | 41 | 32.5 | 573 | 19.6 |
| Large Firms | 7 | 77.8 | 696 | 76.3 |
| All Size Firms | 766 | 48.6 | 4,627 | 36.6 |
| 5 DAYS or LESS | | | | |
| Small Firms | 389 | 27.0 | 2,860 | 32.4 |
| Medium Size Firms | 51 | 40.5 | 1,612 | 55.3 |
| Large Firms | 2 | 22.2 | 216 | 23.7 |
| All Size Firms | 442 | 28.0 | 4,688 | 37.0 |
| 6 to 9 DAYS | | | | |
| Small Firms | 162 | 11.2 | 1,408 | 15.9 |
| Medium Size Firms | 15 | 11.9 | 403 | 13.8 |
| All Size Firms | 177 | 11.2 | 1,811 | 14.3 |
| 10 to 14 DAYS | | | | |
| Small Firms | 98 | 6.8 | 785 | 8.9 |
| Medium Size Firms | 10 | 7.9 | 166 | 5.7 |
| All Size Firms | 108 | 6.9 | 951 | 7.5 |
| 15 or MORE DAYS | | | | |
| Small Firms | 74 | 5.1 | 417 | 4.7 |
| Medium Size Firms | 9 | 7.1 | 163 | 5.6 |
| All Size Firms | 83 | 5.3 | 580 | 4.6 |
| Subtotal of Small Firms | 1,441 | 100.0 | 8,828 | 100.0 |
| Subtotal of Medium Size Firms | 126 | 100.0 | 2,917 | 100.0 |
| Subtotal of Large Firms | 9 | 100.0 | 912 | 100.0 |
| Grand Total | 1,576 | 100.0 | 12,657 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four. 85 wholesale trade firms, or 94.4% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms were omitted from this table.

WHOLESALE TRADE

Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NONE | | | | |
| Small Firms | 580 | 47.3 | 4,579 | 52.3 |
| Medium Size Firms | 45 | 36.3 | 2,572 | 35.4 |
| Large Firms | 7 | 70.0 | 2,754 | 59.2 |
| All Size Firms | 632 | 46.4 | 9,905 | 47.9 |
| 5 DAYS or LESS | | | | |
| Small Firms | 357 | 29.1 | 2,386 | 27.2 |
| Medium Size Firms | 53 | 42.7 | 3,262 | 44.9 |
| Large Firms | 3 | 30.0 | 1,900 | 40.8 |
| All Size Firms | 413 | 30.3 | 7,548 | 36.5 |
| 6 to 9 DAYS | | | | |
| Small Firms | 162 | 13.2 | 1,322 | 15.1 |
| Medium Size Firms | 16 | 12.9 | 1,057 | 14.6 |
| All Size Firms | 178 | 13.1 | 2,379 | 11.5 |
| 10 to 14 DAYS | | | | |
| Small Firms | 98 | 8.0 | 419 | 4.8 |
| Medium Size Firms | 10 | 8.1 | 370 | 5.1 |
| All Size Firms | 108 | 7.9 | 789 | 3.8 |
| 15 or MORE DAYS | | | | |
| Small Firms | 30 | 2.4 | 56 | 0.6 |
| All Size Firms | 30 | 2.2 | 56 | 0.3 |
| Subtotal of Small Firms | 1,227 | 100.0 | 8,762 | 100.0 |
| Subtotal of Medium Size Firms | 124 | 100.0 | 7,261 | 100.0 |
| Subtotal of Large Firms | 10 | 100.0 | 4,654 | 100.0 |
| Grand Total | 1,361 | 100.0 | 20,677 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade 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. 82 wholesale trade firms, or 97.6% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms were omitted from this table.

WHOLESALE TRADE
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 394 | 61.5 | 2,277 | 83.1 |
| Medium Size Firms | 14 | 66.7 | 207 | 98.1 |
| Large Firms | 1 | 50.0 | 323 | 97.3 |
| All Size Firms | 409 | 61.6 | 2,807 | 85.5 |
| 5 DAYS or LESS | | | | |
| Small Firms | 165 | 25.7 | 370 | 13.5 |
| Medium Size Firms | 7 | 33.3 | 4 | 1.9 |
| Large Firms | 1 | 50.0 | 9 | 2.7 |
| All Size Firms | 173 | 26.1 | 383 | 11.7 |
| 6 to 9 DAYS | | | | |
| Small Firms | 52 | 8.1 | 65 | 2.4 |
| All Size Firms | 52 | 7.8 | 65 | 2.0 |
| 15 or MORE DAYS | | | | |
| Small Firms | 30 | 4.7 | 28 | 1.0 |
| All Size Firms | 30 | 4.5 | 28 | 0.9 |
| Subtotal of Small Firms | 641 | 100.0 | 2,740 | 100.0 |
| Subtotal of Medium Size Firms | 21 | 100.0 | 211 | 100.0 |
| Subtotal of Large Firms | 2 | 100.0 | 332 | 100.0 |
| Grand Total | 664 | 100.0 | 3,283 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade 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. 29 wholesale trade firms, or 65.9% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms were omitted from this table.

WHOLESALE TRADE

TABLE 21F: Sick Leave Accumulation for Oklahoma Wholesale Trade 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 |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 780 | 85.9 | 4,905 | 72.4 |
| | Salaried Medium Size Firms | 46 | 50.0 | 1,135 | 46.7 |
| | Salaried Large Firms | 1 | 25.0 | 93 | 28.8 |
| | Salaried All Size Firms | 827 | 82.4 | 6,133 | 64.4 |
| | Yes | | | | |
| | Salaried Small Firms | 128 | 14.1 | 1,870 | 27.6 |
| | Salaried Medium Size Firms | 46 | 50.0 | 1,294 | 53.3 |
| | Salaried Large Firms | 3 | 75.0 | 230 | 71.2 |
| | Salaried All Size Firms | 177 | 17.6 | 3,394 | 35.6 |
| | Subtotal of Salaried Small Firms | 908 | 100.0 | 6,775 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 92 | 100.0 | 2,429 | 100.0 |
| | Subtotal of Salaried Large Firms | 4 | 100.0 | 323 | 100.0 |
| Salaried Grand Total | 1,004 | 100.0 | 9,527 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 637 | 83.3 | 3,930 | 80.9 |
| | Full-time Hourly Medium Size Firms | 46 | 50.5 | 2,182 | 41.7 |
| | Full-time Hourly Large Firms | 1 | 25.0 | 664 | 25.9 |
| | Full-time Hourly All Size Firms | 684 | 79.5 | 6,776 | 53.5 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 128 | 16.7 | 930 | 19.1 |
| | Full-time Hourly Medium Size Firms | 45 | 49.5 | 3,051 | 58.3 |
| | Full-time Hourly Large Firms | 3 | 75.0 | 1,900 | 74.1 |
| | Full-time Hourly All Size Firms | 176 | 20.5 | 5,881 | 46.5 |
| | Subtotal of Full-time Hourly Small Firms | 765 | 100.0 | 4,860 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 91 | 100.0 | 5,233 | 100.0 |
| | Subtotal of Full-time Hourly Large Firms | 4 | 100.0 | 2,564 | 100.0 |
| Full-time Hourly Grand Total | 860 | 100.0 | 12,657 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 379 | 89.0 | 1,037 | 83.2 |
| | Part-time Hourly Medium Size Firms | 14 | 66.7 | 417 | 99.0 |
| | Part-time Hourly All Size Firms | 393 | 87.7 | 1,454 | 86.7 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 47 | 11.0 | 210 | 16.8 |
| | Part-time Hourly Medium Size Firms | 7 | 33.3 | 4 | 1.0 |
| | Part-time Hourly Large Firms | 1 | 100.0 | 9 | 100.0 |
| | Part-time Hourly All Size Firms | 55 | 12.3 | 223 | 13.3 |
| | Subtotal of Part-time Hourly Small Firms | 426 | 100.0 | 1,247 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 21 | 100.0 | 421 | 100.0 |
| | Subtotal of Part-time Hourly Large Firms | 1 | 100.0 | 9 | 100.0 |
| | Part-time Hourly Grand Total | 448 | 100.0 | 1,677 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more employees and specified that they do not combined leave time by answering no to question four and indicated that they offer paid sick leave by response on question 20. 60 wholesale trade firms, or 100.0% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Salary

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

| 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 |
|-------------------------------|------------------------------------|--|--|--|
| 5 DAYS or LESS | | | | |
| Medium Size Firms | 7 | 15.2 | 119 | 9.2 |
| All Size Firms | 7 | 4.0 | 119 | 3.5 |
| 6 to 14 DAYS | | | | |
| Small Firms | 37 | 28.9 | 525 | 28.1 |
| Medium Size Firms | 7 | 15.2 | 141 | 10.9 |
| Large Firms | 1 | 33.3 | 15 | 6.5 |
| All Size Firms | 45 | 25.4 | 681 | 20.1 |
| 15 to 29 DAYS | | | | |
| Small Firms | 30 | 23.4 | 141 | 7.5 |
| Medium Size Firms | 17 | 37.0 | 652 | 50.4 |
| All Size Firms | 47 | 26.6 | 793 | 23.4 |
| 30 or MORE DAYS | | | | |
| Small Firms | 61 | 47.7 | 1,203 | 64.4 |
| Medium Size Firms | 6 | 13.0 | 142 | 11.0 |
| Large Firms | 2 | 66.7 | 216 | 93.5 |
| All Size Firms | 69 | 39.0 | 1,561 | 46.0 |
| NO MAXIMUM or LIMIT | | | | |
| Medium Size Firms | 9 | 19.6 | 239 | 18.5 |
| All Size Firms | 9 | 5.1 | 239 | 7.0 |
| Subtotal of Small Firms | 128 | 100.0 | 1,869 | 100.0 |
| Subtotal of Medium Size Firms | 46 | 100.0 | 1,293 | 100.0 |
| Subtotal of Large Firms | 3 | 100.0 | 231 | 100.0 |
| Grand Total | 177 | 100.0 | 3,393 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Wholesale trade firms that are included in this table met the following criteria: they had one or more salaried employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 16 wholesale trade firms, or 100.0% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Full-time Hourly

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

| 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 |
|-------------------------------|------------------------------------|--|--|--|
| 5 DAYS or LESS | | | | |
| Medium Size Firms | 7 | 16.3 | 265 | 9.0 |
| All Size Firms | 7 | 4.0 | 265 | 4.6 |
| 6 to 14 DAYS | | | | |
| Small Firms | 37 | 28.9 | 66 | 7.1 |
| Medium Size Firms | 7 | 16.3 | 798 | 27.1 |
| Large Firms | 1 | 33.3 | 431 | 22.7 |
| All Size Firms | 45 | 25.9 | 1,295 | 22.4 |
| 15 to 29 DAYS | | | | |
| Small Firms | 30 | 23.4 | 169 | 18.2 |
| Medium Size Firms | 20 | 46.5 | 1,186 | 40.3 |
| All Size Firms | 50 | 28.7 | 1,355 | 23.5 |
| 30 or MORE DAYS | | | | |
| Small Firms | 61 | 47.7 | 695 | 74.7 |
| Medium Size Firms | 3 | 7.0 | 492 | 16.7 |
| Large Firms | 2 | 66.7 | 1,469 | 77.3 |
| All Size Firms | 66 | 37.9 | 2,656 | 46.0 |
| NO MAXIMUM or LIMIT | | | | |
| Medium Size Firms | 6 | 14.0 | 201 | 6.8 |
| All Size Firms | 6 | 3.4 | 201 | 3.5 |
| Subtotal of Small Firms | 128 | 100.0 | 930 | 100.0 |
| Subtotal of Medium Size Firms | 43 | 100.0 | 2,942 | 100.0 |
| Subtotal of Large Firms | 3 | 100.0 | 1,900 | 100.0 |
| Grand Total | 174 | 100.0 | 5,772 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Wholesale trade firms that are included in this table met the following criteria: they had one or more full-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 16 wholesale trade firms, or 94.1% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Part-time Hourly

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

| 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 |
|--------------------|------------------------------------|--|--|--|
| 15 to 29 DAYS | | | | |
| All Size Firms | 7 | 15.9 | 7 | 5.8 |
| 30 or MORE DAYS | | | | |
| All Size Firms | 37 | 84.1 | 114 | 94.2 |
| Grand Total | 44 | 100.0 | 121 | 100.0 |

Note: Wholesale trade firms that are included in this table met the following criteria: they had one or more part-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 4 wholesale trade firms, or 100.0% of the applicable wholesale trade firms responded to this question. Response categories with no response and firm sizes are omitted from this table.

WHOLESALE TRADE
Salary

TABLE 23P: Bereavement Leave for Oklahoma Wholesale Trade Salary Employees by Firm Size.* Question 23: "Do you offer paid bereavement leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 686 | 47.6 | 4,008 | 43.7 |
| Medium Size Firms | 36 | 24.3 | 448 | 13.1 |
| Large Firms | 1 | 8.3 | 73 | 3.6 |
| All Size Firms | 723 | 45.1 | 4,529 | 31.0 |
| YES, 1 to 3 DAYS | | | | |
| Small Firms | 697 | 48.3 | 4,888 | 53.3 |
| Medium Size Firms | 102 | 68.9 | 2,707 | 79.4 |
| Large Firms | 11 | 91.7 | 1,937 | 95.1 |
| All Size Firms | 810 | 50.6 | 9,532 | 65.2 |
| YES, 4 to 7 DAYS | | | | |
| Small Firms | 15 | 1.0 | 81 | 0.9 |
| Medium Size Firms | 10 | 6.8 | 255 | 7.5 |
| All Size Firms | 25 | 1.6 | 336 | 2.3 |
| YES, 8 DAYS and OVER | | | | |
| Small Firms | 44 | 3.1 | 191 | 2.1 |
| All Size Firms | 44 | 2.7 | 191 | 1.3 |
| Subtotal of Small Firms | 1,442 | 100.0 | 9,168 | 100.0 |
| Subtotal of Medium Size Firms | 148 | 100.0 | 3,410 | 100.0 |
| Subtotal of Large Firms | 12 | 100.0 | 2,037 | 100.0 |
| Grand Total | 1,602 | 100.0 | 14,615 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Wholesale trade 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. 92 wholesale trade firms, or 84.4% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Full-time Hourly

TABLE 23Q: Bereavement Leave for Oklahoma Wholesale Trade Full-time Hourly Employees by Firm Size.* Question 23: "Do you offer paid bereavement leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 599 | 51.8 | 5,546 | 61.6 |
| Medium Size Firms | 36 | 25.9 | 2,024 | 24.8 |
| Large Firms | 1 | 8.3 | 661 | 11.7 |
| All Size Firms | 636 | 48.7 | 8,231 | 36.1 |
| YES, 1 to 3 DAYS | | | | |
| Small Firms | 557 | 48.2 | 3,452 | 38.4 |
| Medium Size Firms | 93 | 66.9 | 5,702 | 69.9 |
| Large Firms | 11 | 91.7 | 4,943 | 87.8 |
| All Size Firms | 661 | 50.6 | 14,097 | 61.9 |
| YES, 4 to 7 DAYS | | | | |
| Medium Size Firms | 10 | 7.2 | 435 | 5.3 |
| All Size Firms | 10 | 0.8 | 435 | 1.9 |
| Subtotal of Small Firms | 1,156 | 100.0 | 8,998 | 100.0 |
| Subtotal of Medium Size Firms | 139 | 100.0 | 8,161 | 100.0 |
| Subtotal of Large Firms | 12 | 100.0 | 5,631 | 100.0 |
| Grand Total | 1,307 | 100.0 | 22,790 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Wholesale trade 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. 84 wholesale trade firms, or 79.2% of the applicable wholesale trade firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Part-time Hourly

TABLE 23R: Bereavement Leave for Oklahoma Wholesale Trade Part-time Hourly Employees by Firm Size.* Question 23: "Do you offer paid bereavement leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 713 | 67.6 | 3,866 | 83.5 |
| Medium Size Firms | 20 | 40.8 | 407 | 94.4 |
| Large Firms | 3 | 37.5 | 647 | 54.3 |
| All Size Firms | 736 | 66.2 | 4,920 | 78.7 |
| YES, 1 to 3 DAYS | | | | |
| Small Firms | 311 | 29.5 | 730 | 15.8 |
| Medium Size Firms | 29 | 59.2 | 24 | 5.6 |
| Large Firms | 5 | 62.5 | 517 | 43.4 |
| All Size Firms | 345 | 31.1 | 1,271 | 20.3 |
| YES, 4 to 7 DAYS | | | | |
| Small Firms | 30 | 2.8 | 33 | 0.7 |
| All Size Firms | 30 | 2.7 | 33 | 0.5 |
| Subtotal of Small Firms | 1,054 | 100.0 | 4,629 | 100.0 |
| Subtotal of Medium Size Firms | 49 | 100.0 | 431 | 100.0 |
| Subtotal of Large Firms | 8 | 100.0 | 1,191 | 100.0 |
| Grand Total | 1,111 | 100.0 | 6,251 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Wholesale trade 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. 58 wholesale trade firms, or 65.9% of the applicable wholesale trade firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Salary

TABLE 24P: Short Term Disability Leave for Oklahoma Wholesale Trade Salary Employees by Firm Size.* Question 24: "Do you offer short term paid disability leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 1,026 | 77.7 | 5,762 | 65.0 |
| Medium Size Firms | 68 | 49.6 | 1,190 | 37.1 |
| Large Firms | 1 | 16.7 | 93 | 6.6 |
| All Size Firms | 1,095 | 74.8 | 7,045 | 52.3 |
| YES, 6 WEEKS or LESS | | | | |
| Small Firms | 140 | 10.6 | 943 | 10.6 |
| Medium Size Firms | 18 | 13.1 | 438 | 13.7 |
| Large Firms | 1 | 16.7 | 15 | 1.1 |
| All Size Firms | 159 | 10.9 | 1,396 | 10.4 |
| YES, 7 to 13 WEEKS | | | | |
| Small Firms | 88 | 6.7 | 1,521 | 17.2 |
| Medium Size Firms | 12 | 8.8 | 260 | 8.1 |
| Large Firms | 1 | 16.7 | 129 | 9.2 |
| All Size Firms | 101 | 6.9 | 1,910 | 14.2 |
| YES, 14 to 26 WEEKS | | | | |
| Small Firms | 30 | 2.3 | 113 | 1.3 |
| Medium Size Firms | 39 | 28.5 | 1,319 | 41.1 |
| Large Firms | 3 | 50.0 | 1,171 | 83.2 |
| All Size Firms | 72 | 4.9 | 2,603 | 19.3 |
| MORE than 26 WEEKS | | | | |
| Small Firms | 37 | 2.8 | 525 | 5.9 |
| All Size Firms | 37 | 2.5 | 525 | 3.9 |
| Subtotal of Small Firms | 1,321 | 100.0 | 8,864 | 100.0 |
| Subtotal of Medium Size Firms | 137 | 100.0 | 3,207 | 100.0 |
| Subtotal of Large Firms | 6 | 100.0 | 1,408 | 100.0 |
| Grand Total | 1,464 | 100.0 | 13,479 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Wholesale trade 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. 84 wholesale trade firms, or 77.1% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Full-time Hourly

TABLE 24Q: Short Term Disability Leave for Oklahoma Wholesale Trade Full-time Hourly Employees by Firm Size.* Question 24: "Do you offer short term paid disability leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 896 | 84.6 | 7,235 | 89.2 |
| Medium Size Firms | 64 | 48.5 | 3,595 | 45.5 |
| Large Firms | 1 | 9.1 | 664 | 13.4 |
| All Size Firms | 961 | 80.0 | 11,494 | 54.8 |
| YES, 6 WEEKS or LESS | | | | |
| Small Firms | 44 | 4.2 | 309 | 3.8 |
| Medium Size Firms | 18 | 13.6 | 1,092 | 13.8 |
| Large Firms | 6 | 54.5 | 1,860 | 37.6 |
| All Size Firms | 68 | 5.7 | 3,261 | 15.6 |
| YES, 7 to 13 WEEKS | | | | |
| Small Firms | 52 | 4.9 | 82 | 1.0 |
| Medium Size Firms | 11 | 8.3 | 953 | 12.1 |
| Large Firms | 1 | 9.1 | 1,245 | 25.2 |
| All Size Firms | 64 | 5.3 | 2,280 | 10.9 |
| YES, 14 to 26 WEEKS | | | | |
| Small Firms | 30 | 2.8 | 226 | 2.8 |
| Medium Size Firms | 39 | 29.5 | 2,264 | 28.6 |
| Large Firms | 3 | 27.3 | 1,174 | 23.8 |
| All Size Firms | 72 | 6.0 | 3,664 | 17.5 |
| MORE than 26 WEEKS | | | | |
| Small Firms | 37 | 3.5 | 263 | 3.2 |
| All Size Firms | 37 | 3.1 | 263 | 1.3 |
| Subtotal of Small Firms | 1,059 | 100.0 | 8,115 | 100.0 |
| Subtotal of Medium Size Firms | 132 | 100.0 | 7,904 | 100.0 |
| Subtotal of Large Firms | 11 | 100.0 | 4,943 | 100.0 |
| Grand Total | 1,202 | 100.0 | 20,962 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Wholesale trade 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. 79 wholesale trade firms, or 74.5% of the applicable wholesale trade firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Part-time Hourly

TABLE 24R: Short Term Disability Leave for Oklahoma Wholesale Trade Part-time Hourly Employees by Firm Size.* Question 24: "Do you offer short term paid disability leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 896 | 84.6 | 3,328 | 93.6 |
| Medium Size Firms | 28 | 56.0 | 832 | 98.0 |
| All Size Firms | 924 | 83.1 | 4,160 | 94.1 |
| YES, 6 WEEKS or LESS | | | | |
| Small Firms | 163 | 15.4 | 228 | 6.4 |
| All Size Firms | 163 | 14.7 | 228 | 5.2 |
| YES, 14 to 26 WEEKS | | | | |
| Medium Size Firms | 22 | 44.0 | 17 | 2.0 |
| Large Firms | 3 | 100.0 | 17 | 100.0 |
| All Size Firms | 25 | 2.2 | 34 | 0.8 |
| Subtotal of Small Firms | 1,059 | 100.0 | 3,556 | 100.0 |
| Subtotal of Medium Size Firms | 50 | 100.0 | 849 | 100.0 |
| Subtotal of Large Firms | 3 | 100.0 | 17 | 100.0 |
| Grand Total | 1,112 | 100.0 | 4,422 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Wholesale trade 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. 56 wholesale trade firms, or 63.6% of the applicable wholesale trade firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

WHOLESALE TRADE

Salary

TABLE 25P: Other Paid Leave for Oklahoma Wholesale Trade Salary Employees by Firm Size.* Question 25: Please check boxes indicating any other paid leave you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| MILITARY | | | | |
| Small Firms | 243 | 28.8 | 1,514 | 25.5 |
| Medium Size Firms | 25 | 25.8 | 599 | 24.8 |
| Large Firms | 3 | 50.0 | 1,307 | 92.8 |
| All Size Firms | 271 | 28.6 | 3,420 | 35.0 |
| JURY DUTY | | | | |
| Small Firms | 674 | 79.9 | 4,961 | 83.5 |
| Medium Size Firms | 93 | 95.9 | 2,404 | 99.5 |
| Large Firms | 6 | 100.0 | 1,408 | 100.0 |
| All Size Firms | 773 | 81.6 | 8,773 | 89.8 |
| FAMILY MEDICAL | | | | |
| Small Firms | 295 | 35.0 | 1,590 | 26.8 |
| Medium Size Firms | 22 | 22.7 | 369 | 15.3 |
| Large Firms | 1 | 16.7 | 1,084 | 77.0 |
| All Size Firms | 318 | 33.6 | 3,043 | 31.2 |
| MATERNITY LEAVE | | | | |
| Small Firms | 281 | 33.3 | 2,885 | 48.6 |
| Medium Size Firms | 37 | 38.1 | 808 | 33.4 |
| Large Firms | 1 | 16.7 | 1,084 | 77.0 |
| All Size Firms | 319 | 33.7 | 4,777 | 48.9 |
| PATERNITY LEAVE | | | | |
| Small Firms | 243 | 28.8 | 1,977 | 33.3 |
| Medium Size Firms | 14 | 14.4 | 253 | 10.5 |
| Large Firms | 1 | 16.7 | 1,084 | 77.0 |
| All Size Firms | 258 | 27.2 | 3,314 | 33.9 |
| DOCTOR/DENTAL APPOINTMENT | | | | |
| Small Firms | 502 | 59.5 | 3,978 | 66.9 |
| Medium Size Firms | 18 | 18.6 | 468 | 19.4 |
| Large Firms | 1 | 16.7 | 86 | 6.1 |
| All Size Firms | 521 | 55.0 | 4,532 | 46.4 |
| OTHER (please name) | | | | |
| Small Firms | 73 | 8.6 | 657 | 11.1 |
| Medium Size Firms | 3 | 3.1 | 99 | 4.1 |
| All Size Firms | 76 | 8.0 | 756 | 7.7 |
| Subtotal of Small Firms | 844 | 100.0 | 5,942 | 100.0 |
| Subtotal of Medium Size Firms | 97 | 100.0 | 2,417 | 100.0 |
| Subtotal of Large Firms | 6 | 100.0 | 1,408 | 100.0 |
| Grand Total | 947 | 100.0 | 9,767 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Wholesale trade 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. 62 wholesale trade firms, or 56.9% of the applicable wholesale trade 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. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE

Full-time Hourly

TABLE 25Q: Other Paid Leave for Oklahoma Wholesale Trade Full-time Hourly Employees by Firm Size.* Question 25: Please check boxes indicating any other paid leave you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|----------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| MILITARY | | | | |
| Small Firms | 162 | 26.2 | 898 | 19.8 |
| Medium Size Firms | 25 | 41.7 | 1,225 | 21.2 |
| Large Firms | 3 | 27.3 | 2,859 | 57.8 |
| All Size Firms | 190 | 27.6 | 4,982 | 32.6 |
| JURY DUTY | | | | |
| Small Firms | 563 | 91.1 | 3,810 | 84.0 |
| Medium Size Firms | 89 | 148.3 | 5,204 | 89.9 |
| Large Firms | 11 | 100.0 | 4,943 | 100.0 |
| All Size Firms | 663 | 96.2 | 13,957 | 91.4 |
| FAMILY MEDICAL | | | | |
| Small Firms | 170 | 27.5 | 864 | 19.0 |
| Medium Size Firms | 18 | 30.0 | 827 | 14.3 |
| Large Firms | 1 | 9.1 | 950 | 19.2 |
| All Size Firms | 189 | 27.4 | 2,641 | 17.3 |
| MATERNITY LEAVE | | | | |
| Small Firms | 111 | 18.0 | 780 | 17.2 |
| Medium Size Firms | 37 | 61.7 | 2,012 | 34.8 |
| Large Firms | 1 | 9.1 | 950 | 19.2 |
| All Size Firms | 149 | 21.6 | 3,742 | 24.5 |
| PATERNITY LEAVE | | | | |
| Small Firms | 118 | 19.1 | 979 | 21.6 |
| Medium Size Firms | 14 | 23.3 | 676 | 11.7 |
| Large Firms | 1 | 9.1 | 950 | 19.2 |
| All Size Firms | 133 | 19.3 | 2,605 | 17.1 |
| DOCTOR/DENTAL APPOINTMENT | | | | |
| Small Firms | 295 | 47.7 | 1,420 | 31.3 |
| Medium Size Firms | 10 | 16.7 | 396 | 6.8 |
| All Size Firms | 305 | 44.3 | 1,816 | 11.9 |
| OTHER (please name) | | | | |
| Small Firms | 73 | 11.8 | 361 | 8.0 |
| Medium Size Firms | 3 | 5.0 | 108 | 1.9 |
| All Size Firms | 76 | 11.0 | 469 | 3.1 |
| Subtotal of Small Firms | 618 | 100.0 | 4,536 | 100.0 |
| Subtotal of Medium Size Firms | 60 | 100.0 | 5,789 | 100.0 |
| Subtotal of Large Firms | 11 | 100.0 | 4,943 | 100.0 |
| Grand Total | 689 | 100.0 | 15,268 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Wholesale trade 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. 57 wholesale trade firms, or 53.8% of the applicable wholesale trade 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. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Part-time Hourly

TABLE 25R: Other Paid Leave for Oklahoma Wholesale Trade Part-time Hourly Employees by Firm Size.* Question 25: Please check boxes indicating any other paid leave you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|----------------------------------|------------------------------------|--|--|--|
| MILITARY | | | | |
| Small Firms | 162 | 32.0 | 293 | 23.3 |
| Medium Size Firms | 8 | 27.6 | 9 | 2.8 |
| Large Firms | 2 | 40.0 | 500 | 96.7 |
| All Size Firms | 172 | 31.8 | 802 | 38.4 |
| JURY DUTY | | | | |
| Small Firms | 447 | 88.2 | 1,127 | 89.7 |
| Medium Size Firms | 22 | 75.9 | 22 | 6.9 |
| Large Firms | 5 | 100.0 | 517 | 100.0 |
| All Size Firms | 474 | 87.6 | 1,666 | 79.7 |
| FAMILY MEDICAL | | | | |
| Small Firms | 147 | 29.0 | 197 | 15.7 |
| Medium Size Firms | 8 | 27.6 | 9 | 2.8 |
| All Size Firms | 155 | 28.7 | 206 | 9.9 |
| MATERNITY LEAVE | | | | |
| Small Firms | 59 | 11.6 | 163 | 13.0 |
| Medium Size Firms | 15 | 51.7 | 309 | 97.5 |
| All Size Firms | 74 | 13.7 | 472 | 22.6 |
| PATERNITY LEAVE | | | | |
| Small Firms | 133 | 26.2 | 163 | 13.0 |
| Medium Size Firms | 15 | 51.7 | 309 | 97.5 |
| All Size Firms | 148 | 27.4 | 472 | 22.6 |
| DOCTOR/DENTAL APPOINTMENT | | | | |
| Small Firms | 206 | 40.6 | 262 | 20.8 |
| Medium Size Firms | 8 | 27.6 | 9 | 2.8 |
| All Size Firms | 214 | 39.6 | 271 | 13.0 |
| OTHER (please name) | | | | |
| Small Firms | 73 | 14.4 | 66 | 5.3 |
| All Size Firms | 73 | 13.5 | 66 | 3.2 |
| Subtotal of Small Firms | 507 | 100.0 | 1,257 | 100.0 |
| Subtotal of Medium Size Firms | 29 | 100.0 | 317 | 100.0 |
| Subtotal of Large Firms | 5 | 100.0 | 517 | 100.0 |
| Grand Total | 541 | 100.0 | 2,091 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Wholesale trade 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. 34 wholesale trade firms, or 38.6% of the applicable wholesale trade 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. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Salary

TABLE 26P: Medical/health Care Offered for Oklahoma Wholesale Trade Salary Employees by Firm Size.* Question 26: "Do you offer medical/health care plans to your employees?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 651 | 33.0 | 2,416 | 20.7 |
| Medium Size Firms | 15 | 8.9 | 204 | 4.8 |
| Large Firms | 1 | 12.5 | 45 | 2.9 |
| All Size Firms | 667 | 31.1 | 2,665 | 15.3 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 248 | 12.6 | 1,667 | 14.3 |
| Medium Size Firms | 3 | 1.8 | 45 | 1.1 |
| All Size Firms | 251 | 11.7 | 1,712 | 9.8 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 1,072 | 54.4 | 7,577 | 65.0 |
| Medium Size Firms | 150 | 89.3 | 4,028 | 94.2 |
| Large Firms | 7 | 87.5 | 1,481 | 97.1 |
| All Size Firms | 1,229 | 57.2 | 13,086 | 74.9 |
| Subtotal of Small Firms | 1,971 | 100.0 | 11,660 | 100.0 |
| Subtotal of Medium Size Firms | 168 | 100.0 | 4,277 | 100.0 |
| Subtotal of Large Firms | 8 | 100.0 | 1,526 | 100.0 |
| Grand Total | 2,147 | 100.0 | 17,463 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more salaried employees that responded to this question. 117 firms, or 96.7% of the wholesale trade firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 472 | 28.2 | 3,711 | 28.6 |
| Medium Size Firms | 11 | 6.5 | 431 | 4.5 |
| Large Firms | 1 | 7.1 | 397 | 6.0 |
| All Size Firms | 484 | 26.0 | 4,539 | 15.5 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 187 | 11.2 | 1,407 | 10.8 |
| Medium Size Firms | 3 | 1.8 | 111 | 1.1 |
| Large Firms | 5 | 35.7 | 1,429 | 21.7 |
| All Size Firms | 195 | 10.5 | 2,947 | 10.1 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 1,016 | 60.7 | 7,850 | 60.5 |
| Medium Size Firms | 156 | 91.8 | 9,121 | 94.4 |
| Large Firms | 8 | 57.1 | 4,760 | 72.3 |
| All Size Firms | 1,180 | 63.5 | 21,731 | 74.4 |
| Subtotal of Small Firms | 1,675 | 100.0 | 12,968 | 100.0 |
| Subtotal of Medium Size Firms | 170 | 100.0 | 9,663 | 100.0 |
| Subtotal of Large Firms | 14 | 100.0 | 6,586 | 100.0 |
| Grand Total | 1,859 | 100.0 | 29,217 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more full-time hourly employees that responded to this question. 114 firms, or 96.6% of the wholesale trade firms with full-time hourly employees responded to this question.

WHOLESALE TRADE
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 477 | 68.9 | 1,929 | 70.9 |
| Medium Size Firms | 14 | 31.8 | 293 | 88.0 |
| All Size Firms | 491 | 66.3 | 2,222 | 60.3 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 215 | 31.1 | 793 | 29.1 |
| Medium Size Firms | 30 | 68.2 | 40 | 12.0 |
| Large Firms | 5 | 100.0 | 629 | 100.0 |
| All Size Firms | 250 | 33.7 | 1,462 | 39.7 |
| Subtotal of Small Firms | 692 | 100.0 | 2,722 | 100.0 |
| Subtotal of Medium Size Firms | 44 | 100.0 | 333 | 100.0 |
| Subtotal of Large Firms | 5 | 100.0 | 629 | 100.0 |
| Grand Total | 741 | 100.0 | 3,684 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more part-time hourly employees that responded to this question. 40 firms, or 100.0% of the wholesale trade firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Salary

TABLE 27P: Types of Medical/health Care Plans Offered for Oklahoma Wholesale Trade Salary Employees by Firm Size.* 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 |
|--|------------------------------------|--|--|--|
| TRADITIONAL FEE-FOR-SERVICE | | | | |
| Small Firms | 89 | 6.7 | 1,231 | 13.3 |
| Medium Size Firms | 13 | 8.5 | 515 | 12.6 |
| Large Firms | 2 | 28.6 | 1,178 | 79.5 |
| All Size Firms | 104 | 7.0 | 2,924 | 19.8 |
| HEALTH MAINTENANCE ORGANIZATION (HMO) | | | | |
| Small Firms | 343 | 26.0 | 2,992 | 32.4 |
| Medium Size Firms | 48 | 31.4 | 1,544 | 37.9 |
| Large Firms | 4 | 57.1 | 1,251 | 84.5 |
| All Size Firms | 395 | 26.7 | 5,787 | 39.1 |
| PREFERRED PROVIDER ORGANIZATION (PPO) | | | | |
| Small Firms | 1,134 | 86.0 | 8,188 | 88.6 |
| Medium Size Firms | 139 | 90.8 | 3,863 | 94.9 |
| Large Firms | 5 | 71.4 | 1,315 | 88.8 |
| All Size Firms | 1,278 | 86.4 | 13,366 | 90.3 |
| Subtotal of Small Firms | 1,319 | 100.0 | 9,244 | 100.0 |
| Subtotal of Medium Size Firms | 153 | 100.0 | 4,072 | 100.0 |
| Subtotal of Large Firms | 7 | 100.0 | 1,481 | 100.0 |
| Grand Total | 1,479 | 100.0 | 14,797 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade 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. 92 wholesale trade firms, or 100.0% of the applicable wholesale trade 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.

WHOLESALE TRADE
Full-time Hourly

TABLE 27Q: Types of Medical/health Care Plans Offered for Oklahoma Wholesale Trade Full-Time Employees by Firm Size.* 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 |
|--|------------------------------------|--|--|--|
| TRADITIONAL FEE-FOR-SERVICE | | | | |
| Small Firms | 81 | 6.9 | 378 | 4.2 |
| Medium Size Firms | 13 | 8.2 | 1,024 | 11.1 |
| Large Firms | 2 | 15.4 | 1,614 | 26.1 |
| All Size Firms | 96 | 7.1 | 3,016 | 12.3 |
| HEALTH MAINTENANCE ORGANIZATION (HMO) | | | | |
| Small Firms | 306 | 26.1 | 3,060 | 33.7 |
| Medium Size Firms | 49 | 30.8 | 3,162 | 34.3 |
| Large Firms | 4 | 30.8 | 2,275 | 36.8 |
| All Size Firms | 359 | 26.7 | 8,497 | 34.7 |
| PREFERRED PROVIDER ORGANIZATION (PPO) | | | | |
| Small Firms | 988 | 84.2 | 8,151 | 89.7 |
| Medium Size Firms | 145 | 91.2 | 8,666 | 93.9 |
| Large Firms | 11 | 84.6 | 4,864 | 78.7 |
| All Size Firms | 1,144 | 85.1 | 21,681 | 88.5 |
| Subtotal of Small Firms | 1,173 | 100.0 | 9,088 | 100.0 |
| Subtotal of Medium Size Firms | 159 | 100.0 | 9,232 | 100.0 |
| Subtotal of Large Firms | 13 | 100.0 | 6,181 | 100.0 |
| Grand Total | 1,345 | 100.0 | 24,501 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade 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. 93 wholesale trade firms, or 98.9% of the applicable wholesale trade 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.

WHOLESALE TRADE
Part-time Hourly

TABLE 27R: Types of Medical/health Care Plans Offered for Oklahoma Wholesale Trade Part-time Hourly Employees by Firm Size.* 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 |
|---------------------------------------|------------------------------------|--|--|--|
| TRADITIONAL FEE-FOR-SERVICE | | | | |
| Small Firms | 30 | 14.0 | 30 | 3.8 |
| Medium Size Firms | 7 | 23.3 | 7 | 17.5 |
| Large Firms | 1 | 20.0 | 57 | 9.1 |
| All Size Firms | 38 | 15.2 | 94 | 6.4 |
| HEALTH MAINTENANCE ORGANIZATION (HMO) | | | | |
| Small Firms | 74 | 34.4 | 283 | 35.7 |
| Medium Size Firms | 27 | 90.0 | 39 | 97.5 |
| Large Firms | 3 | 60.0 | 447 | 71.1 |
| All Size Firms | 104 | 41.6 | 769 | 52.6 |
| PREFERRED PROVIDER ORGANIZATION (PPO) | | | | |
| Small Firms | 171 | 79.5 | 709 | 89.4 |
| Medium Size Firms | 26 | 86.7 | 35 | 87.5 |
| Large Firms | 4 | 80.0 | 323 | 51.4 |
| All Size Firms | 201 | 80.4 | 1,067 | 73.0 |
| Subtotal of Small Firms | 215 | 100.0 | 793 | 100.0 |
| Subtotal of Medium Size Firms | 30 | 100.0 | 40 | 100.0 |
| Subtotal of Large Firms | 5 | 100.0 | 629 | 100.0 |
| Grand Total | 250 | 100.0 | 1,462 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade 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. 20 wholesale trade firms, or 100.0% of the applicable wholesale trade 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.

WHOLESALE TRADE

TABLE 28F: Medical/Health Care Plan Choice for Oklahoma Wholesale Trade Employees by Firm Size and Employee Category.* Question 28: "Can employees choose between medical/health care plans?"

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 940 | 71.2 | 5,777 | 62.5 |
| | Salaried Medium Size Firms | 93 | 61.2 | 2,241 | 55.0 |
| | Salaried Large Firms | 5 | 71.4 | 1,259 | 85.0 |
| | Salaried All Size Firms | 1,038 | 70.2 | 9,277 | 62.7 |
| | Yes | | | | |
| | Salaried Small Firms | 380 | 28.8 | 3,466 | 37.5 |
| | Salaried Medium Size Firms | 59 | 38.8 | 1,831 | 45.0 |
| | Salaried Large Firms | 2 | 28.6 | 222 | 15.0 |
| | Salaried All Size Firms | 441 | 29.8 | 5,519 | 37.3 |
| | Subtotal of Salaried Small Firms | 1,320 | 100.0 | 9,243 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 152 | 100.0 | 4,072 | 100.0 |
| | Subtotal of Salaried Large Firms | 7 | 100.0 | 1,481 | 100.0 |
| Salaried Grand Total | 1,479 | 100.0 | 14,796 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 779 | 68.5 | 5,474 | 60.7 |
| | Full-time Hourly Medium Size Firms | 93 | 58.5 | 4,580 | 49.6 |
| | Full-time Hourly Large Firms | 11 | 84.6 | 4,280 | 69.2 |
| | Full-time Hourly All Size Firms | 883 | 67.5 | 14,334 | 58.6 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 358 | 31.5 | 3,548 | 39.3 |
| | Full-time Hourly Medium Size Firms | 66 | 41.5 | 4,652 | 50.4 |
| | Full-time Hourly Large Firms | 2 | 15.4 | 1,909 | 30.8 |
| | Full-time Hourly All Size Firms | 426 | 32.5 | 10,109 | 41.4 |
| | Subtotal of Full-time Hourly Small Firms | 1,137 | 100.0 | 9,022 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 159 | 100.0 | 9,232 | 100.0 |
| | Subtotal of Full-time Hourly Large Firms | 13 | 100.0 | 6,189 | 100.0 |
| Full-time Hourly Grand Total | 1,309 | 100.0 | 24,443 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 126 | 58.6 | 511 | 64.4 |
| | Part-time Hourly Medium Size Firms | 4 | 13.3 | 9 | 22.5 |
| | Part-time Hourly Large Firms | 4 | 80.0 | 379 | 60.3 |
| | Part-time Hourly All Size Firms | 134 | 53.6 | 899 | 61.5 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 89 | 41.4 | 282 | 35.6 |
| | Part-time Hourly Medium Size Firms | 26 | 86.7 | 31 | 77.5 |
| | Part-time Hourly Large Firms | 1 | 20.0 | 250 | 39.7 |
| | Part-time Hourly All Size Firms | 116 | 46.4 | 563 | 38.5 |
| | Subtotal of Part-time Hourly Small Firms | 215 | 100.0 | 793 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 30 | 100.0 | 40 | 100.0 |
| | Subtotal of Part-time Hourly Large Firms | 5 | 100.0 | 629 | 100.0 |
| Part-time Hourly Grand Total | 250 | 100.0 | 1,462 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade 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. 104 wholesale trade firms, or 100.0% of the applicable wholesale trade firms responded to this question.

WHOLESALE TRADE
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 30 | 2.3 | 141 | 1.5 |
| All Size Firms | 30 | 2.0 | 141 | 1.0 |
| 1% to 25% | | | | |
| Small Firms | 60 | 4.5 | 254 | 2.7 |
| Medium Size Firms | 6 | 4.0 | 282 | 7.0 |
| All Size Firms | 66 | 4.5 | 536 | 3.6 |
| 26% to 50% | | | | |
| Small Firms | 238 | 18.0 | 1,185 | 12.8 |
| Medium Size Firms | 25 | 16.7 | 775 | 19.2 |
| Large Firms | 2 | 28.6 | 203 | 13.7 |
| All Size Firms | 265 | 17.9 | 2,163 | 14.7 |
| 51% to 75% | | | | |
| Small Firms | 307 | 23.3 | 2,120 | 22.9 |
| Medium Size Firms | 38 | 25.3 | 1,156 | 28.7 |
| Large Firms | 1 | 14.3 | 93 | 6.3 |
| All Size Firms | 346 | 23.4 | 3,369 | 22.8 |
| 76% to 99% | | | | |
| Small Firms | 150 | 11.4 | 1,810 | 19.6 |
| Medium Size Firms | 52 | 34.7 | 1,241 | 30.8 |
| Large Firms | 3 | 42.9 | 1,171 | 79.0 |
| All Size Firms | 205 | 13.9 | 4,222 | 28.6 |
| 100% | | | | |
| Small Firms | 535 | 40.5 | 3,734 | 40.4 |
| Medium Size Firms | 29 | 19.3 | 573 | 14.2 |
| Large Firms | 1 | 14.3 | 15 | 1.0 |
| All Size Firms | 565 | 38.3 | 4,322 | 29.3 |
| Subtotal of Small Firms | 1,320 | 100.0 | 9,244 | 100.0 |
| Subtotal of Medium Size Firms | 150 | 100.0 | 4,027 | 100.0 |
| Subtotal of Large Firms | 7 | 100.0 | 1,482 | 100.0 |
| Grand Total | 1,477 | 100.0 | 14,753 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade 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. 91 wholesale trade firms, or 98.9% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 30 | 2.8 | 339 | 4.1 |
| All Size Firms | 30 | 2.3 | 339 | 1.4 |
| 1% to 25% | | | | |
| Small Firms | 45 | 4.2 | 405 | 4.9 |
| Medium Size Firms | 6 | 2.7 | 445 | 4.7 |
| All Size Firms | 51 | 3.9 | 850 | 3.5 |
| 26% to 50% | | | | |
| Small Firms | 255 | 24.0 | 1,582 | 19.1 |
| Medium Size Firms | 35 | 15.5 | 2,294 | 24.3 |
| Large Firms | 3 | 15.8 | 2,337 | 35.2 |
| All Size Firms | 293 | 22.4 | 6,213 | 25.5 |
| 51% to 75% | | | | |
| Small Firms | 330 | 31.0 | 2,632 | 31.8 |
| Medium Size Firms | 38 | 16.8 | 1,820 | 19.3 |
| Large Firms | 6 | 31.6 | 2,093 | 31.5 |
| All Size Firms | 374 | 28.6 | 6,545 | 26.9 |
| 76% to 99% | | | | |
| Small Firms | 111 | 10.4 | 407 | 4.9 |
| Medium Size Firms | 52 | 23.0 | 2,984 | 31.7 |
| Large Firms | 4 | 21.1 | 1,759 | 26.5 |
| All Size Firms | 167 | 12.8 | 5,150 | 21.2 |
| 100% | | | | |
| Small Firms | 367 | 34.5 | 3,657 | 44.2 |
| Medium Size Firms | 26 | 11.5 | 1,579 | 16.8 |
| All Size Firms | 393 | 30.0 | 5,236 | 21.5 |
| Subtotal of Small Firms | 1,063 | 100.0 | 8,278 | 100.0 |
| Subtotal of Medium Size Firms | 226 | 100.0 | 9,421 | 100.0 |
| Subtotal of Large Firms | 19 | 100.0 | 6,634 | 100.0 |
| Grand Total | 1,308 | 100.0 | 24,333 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade 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. 91 wholesale trade firms, or 96.8% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE

Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| 1% to 25% | | | | |
| Medium Size Firms | 3 | 11.1 | 5 | 13.5 |
| All Size Firms | 3 | 1.2 | 5 | 0.3 |
| 26% to 50% | | | | |
| Small Firms | 89 | 41.4 | 339 | 42.7 |
| Medium Size Firms | 6 | 22.2 | 12 | 32.4 |
| Large Firms | 2 | 40.0 | 573 | 91.1 |
| All Size Firms | 97 | 39.3 | 924 | 63.3 |
| 51% to 75% | | | | |
| Small Firms | 30 | 14.0 | 28 | 3.5 |
| Medium Size Firms | 7 | 25.9 | 7 | 18.9 |
| All Size Firms | 37 | 15.0 | 35 | 2.4 |
| 76% to 99% | | | | |
| Small Firms | 30 | 14.0 | 33 | 4.2 |
| Medium Size Firms | 11 | 40.7 | 13 | 35.1 |
| Large Firms | 3 | 60.0 | 56 | 8.9 |
| All Size Firms | 44 | 17.8 | 102 | 7.0 |
| 100% | | | | |
| Small Firms | 66 | 30.7 | 393 | 49.6 |
| All Size Firms | 66 | 26.7 | 393 | 26.9 |
| Subtotal of Small Firms | 215 | 100.0 | 793 | 100.0 |
| Subtotal of Medium Size Firms | 27 | 100.0 | 37 | 100.0 |
| Subtotal of Large Firms | 5 | 100.0 | 629 | 100.0 |
| Grand Total | 247 | 100.0 | 1,459 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade 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. 19 wholesale trade firms, or 95.0% of the applicable wholesale trade firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Salary

TABLE 30P: Medical/health Care Plan Employee Dependents Cost Compensation for Oklahoma Wholesale Trade 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?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 714 | 54.7 | 5,151 | 56.5 |
| Medium Size Firms | 46 | 30.3 | 967 | 23.7 |
| Large Firms | 1 | 16.7 | 73 | 4.9 |
| All Size Firms | 761 | 52.0 | 6,191 | 42.2 |
| 1% to 25% | | | | |
| Small Firms | 30 | 2.3 | 113 | 1.2 |
| Medium Size Firms | 9 | 5.9 | 270 | 6.6 |
| Large Firms | 1 | 16.7 | 86 | 5.8 |
| All Size Firms | 40 | 2.7 | 469 | 3.2 |
| 26% to 50% | | | | |
| Small Firms | 163 | 12.5 | 648 | 7.1 |
| Medium Size Firms | 36 | 23.7 | 951 | 23.3 |
| Large Firms | 1 | 16.7 | 129 | 8.7 |
| All Size Firms | 200 | 13.7 | 1,728 | 11.8 |
| 51% to 75% | | | | |
| Small Firms | 165 | 12.6 | 2,002 | 22.0 |
| Medium Size Firms | 30 | 19.7 | 1,045 | 25.7 |
| Large Firms | 1 | 16.7 | 93 | 6.3 |
| All Size Firms | 196 | 13.4 | 3,140 | 21.4 |
| 76% to 99% | | | | |
| Small Firms | 52 | 4.0 | 361 | 4.0 |
| Medium Size Firms | 31 | 20.4 | 840 | 20.6 |
| Large Firms | 1 | 16.7 | 1,084 | 73.2 |
| All Size Firms | 84 | 5.7 | 2,285 | 15.6 |
| 100% | | | | |
| Small Firms | 182 | 13.9 | 839 | 9.2 |
| Large Firms | 1 | 16.7 | 15 | 1.0 |
| All Size Firms | 183 | 12.5 | 854 | 5.8 |
| Subtotal of Small Firms | 1,306 | 100.0 | 9,114 | 100.0 |
| Subtotal of Medium Size Firms | 152 | 100.0 | 4,073 | 100.0 |
| Subtotal of Large Firms | 6 | 100.0 | 1,480 | 100.0 |
| Grand Total | 1,464 | 100.0 | 14,667 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade 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. 91 wholesale trade firms, or 98.9% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 599 | 53.4 | 5,648 | 63.1 |
| Medium Size Firms | 50 | 31.4 | 2,932 | 31.8 |
| Large Firms | 6 | 50.0 | 2,090 | 33.8 |
| All Size Firms | 655 | 50.7 | 10,670 | 43.8 |
| 1% to 25% | | | | |
| Small Firms | 30 | 2.7 | 226 | 2.5 |
| Medium Size Firms | 9 | 5.7 | 295 | 3.2 |
| Large Firms | 2 | 16.7 | 655 | 10.6 |
| All Size Firms | 41 | 3.2 | 1,176 | 4.8 |
| 26% to 50% | | | | |
| Small Firms | 163 | 14.5 | 1,448 | 16.2 |
| Medium Size Firms | 39 | 24.5 | 2,422 | 26.2 |
| Large Firms | 1 | 8.3 | 1,245 | 20.1 |
| All Size Firms | 203 | 15.7 | 5,115 | 21.0 |
| 51% to 75% | | | | |
| Small Firms | 194 | 17.3 | 853 | 9.5 |
| Medium Size Firms | 30 | 18.9 | 1,438 | 15.6 |
| Large Firms | 1 | 8.3 | 664 | 10.7 |
| All Size Firms | 225 | 17.4 | 2,955 | 12.1 |
| 76% to 99% | | | | |
| Small Firms | 30 | 2.7 | 163 | 1.8 |
| Medium Size Firms | 31 | 19.5 | 2,145 | 23.2 |
| Large Firms | 2 | 16.7 | 1,535 | 24.8 |
| All Size Firms | 63 | 4.9 | 3,843 | 15.8 |
| 100% | | | | |
| Small Firms | 106 | 9.4 | 619 | 6.9 |
| All Size Firms | 106 | 8.2 | 619 | 2.5 |
| Subtotal of Small Firms | 1,122 | 100.0 | 8,957 | 100.0 |
| Subtotal of Medium Size Firms | 159 | 100.0 | 9,232 | 100.0 |
| Subtotal of Large Firms | 12 | 100.0 | 6,189 | 100.0 |
| Grand Total | 1,293 | 100.0 | 24,378 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade 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. 91 wholesale trade firms, or 96.8% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 111 | 51.4 | 558 | 70.4 |
| Medium Size Firms | 14 | 45.2 | 24 | 61.5 |
| Large Firms | 3 | 60.0 | 371 | 58.9 |
| All Size Firms | 128 | 50.8 | 953 | 65.2 |
| 1% to 25% | | | | |
| Medium Size Firms | 3 | 9.7 | 2 | 5.1 |
| Large Firms | 1 | 20.0 | 9 | 1.4 |
| All Size Firms | 4 | 1.6 | 11 | 0.8 |
| 26% to 50% | | | | |
| Small Firms | 45 | 20.8 | 174 | 21.9 |
| Medium Size Firms | 7 | 22.6 | 9 | 23.1 |
| Large Firms | 1 | 20.0 | 250 | 39.7 |
| All Size Firms | 53 | 21.0 | 433 | 29.6 |
| 51% to 75% | | | | |
| Small Firms | 30 | 13.9 | 28 | 3.5 |
| All Size Firms | 30 | 11.9 | 28 | 1.9 |
| 76% to 99% | | | | |
| Small Firms | 30 | 13.9 | 33 | 4.2 |
| Medium Size Firms | 7 | 22.6 | 4 | 10.3 |
| All Size Firms | 37 | 14.7 | 37 | 2.5 |
| Subtotal of Small Firms | 216 | 100.0 | 793 | 100.0 |
| Subtotal of Medium Size Firms | 31 | 100.0 | 39 | 100.0 |
| Subtotal of Large Firms | 5 | 100.0 | 630 | 100.0 |
| Grand Total | 252 | 100.0 | 1,462 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade 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. 20 wholesale trade firms, or 100.0% of the applicable wholesale trade firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Salary

TABLE 31P: Dental Care Offered for Oklahoma Wholesale Trade Salary Employees by Firm Size.* Question 31: "Do you offer dental care plan(s) to your employees?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 1,128 | 57.2 | 5,149 | 44.2 |
| Medium Size Firms | 21 | 12.5 | 368 | 8.6 |
| Large Firms | 1 | 12.5 | 45 | 2.9 |
| All Size Firms | 1,150 | 53.6 | 5,562 | 31.9 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 67 | 3.4 | 554 | 4.8 |
| Medium Size Firms | 3 | 1.8 | 45 | 1.1 |
| All Size Firms | 70 | 3.3 | 599 | 3.4 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 776 | 39.4 | 5,956 | 51.1 |
| Medium Size Firms | 144 | 85.7 | 3,864 | 90.3 |
| Large Firms | 7 | 87.5 | 1,481 | 97.1 |
| All Size Firms | 927 | 43.2 | 11,301 | 64.7 |
| Subtotal of Small Firms | 1,971 | 100.0 | 11,659 | 100.0 |
| Subtotal of Medium Size Firms | 168 | 100.0 | 4,277 | 100.0 |
| Subtotal of Large Firms | 8 | 100.0 | 1,526 | 100.0 |
| Grand Total | 2,147 | 100.0 | 17,462 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more salaried employees that responded to this question. 117 firms, or 96.7% of the wholesale trade firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Full-time Hourly

TABLE 31Q: Dental Care Offered for Oklahoma Wholesale Trade Full-time Hourly Employees by Firm Size.* Question 31: "Do you offer dental care plan(s) to your Employees?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 883 | 52.5 | 6,276 | 48.1 |
| Medium Size Firms | 17 | 10.0 | 607 | 6.3 |
| Large Firms | 1 | 7.1 | 397 | 6.0 |
| All Size Firms | 901 | 48.3 | 7,280 | 24.8 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 60 | 3.6 | 367 | 2.8 |
| Medium Size Firms | 3 | 1.8 | 111 | 1.1 |
| Large Firms | 5 | 35.7 | 1,429 | 21.7 |
| All Size Firms | 68 | 3.6 | 1,907 | 6.5 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 740 | 44.0 | 6,418 | 49.1 |
| Medium Size Firms | 150 | 88.2 | 8,945 | 92.6 |
| Large Firms | 8 | 57.1 | 4,760 | 72.3 |
| All Size Firms | 898 | 48.1 | 20,123 | 68.7 |
| Subtotal of Small Firms | 1,683 | 100.0 | 13,061 | 100.0 |
| Subtotal of Medium Size Firms | 170 | 100.0 | 9,663 | 100.0 |
| Subtotal of Large Firms | 14 | 100.0 | 6,586 | 100.0 |
| Grand Total | 1,867 | 100.0 | 29,310 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more full-time hourly employees that responded to this question. 114 firms, or 96.6% of the wholesale trade firms with full-time hourly employees responded to this question.

WHOLESALE TRADE
Part-time Hourly

TABLE 31R: Dental Care Offered for Oklahoma Wholesale Trade Part-time Hourly Employees by Firm Size.* Question 31: "Do you offer dental care plan(s) to your Employees?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 661 | 79.4 | 2,750 | 80.3 |
| Medium Size Firms | 14 | 31.8 | 293 | 88.0 |
| All Size Firms | 675 | 76.6 | 3,043 | 69.4 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 30 | 3.6 | 28 | 0.8 |
| All Size Firms | 30 | 3.4 | 28 | 0.6 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 141 | 16.9 | 647 | 18.9 |
| Medium Size Firms | 30 | 68.2 | 40 | 12.0 |
| Large Firms | 5 | 100.0 | 629 | 100.0 |
| All Size Firms | 176 | 20.0 | 1,316 | 30.0 |
| Subtotal of Small Firms | 832 | 100.0 | 3,425 | 100.0 |
| Subtotal of Medium Size Firms | 44 | 100.0 | 333 | 100.0 |
| Subtotal of Large Firms | 5 | 100.0 | 629 | 100.0 |
| Grand Total | 881 | 100.0 | 4,387 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more part-time hourly employees that responded to this question. 45 firms, or 60.8% of the wholesale trade firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE

TABLE 32F: Dental Care Plan Choice for Oklahoma Wholesale Trade Employees by Firm Size and Employee Category.* Question 32: "Can employees choose between dental care plans?"

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 648 | 77.0 | 5,053 | 77.6 |
| | Salaried Medium Size Firms | 105 | 71.9 | 2,649 | 67.8 |
| | Salaried Large Firms | 7 | 100.0 | 1,481 | 100.0 |
| | Salaried All Size Firms | 760 | 76.4 | 9,183 | 77.2 |
| | Yes | | | | |
| | Salaried Small Firms | 194 | 23.0 | 1,457 | 22.4 |
| | Salaried Medium Size Firms | 41 | 28.1 | 1,259 | 32.2 |
| | Salaried All Size Firms | 235 | 23.6 | 2,716 | 22.8 |
| | Subtotal of Salaried Small Firms | 842 | 100.0 | 6,510 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 146 | 100.0 | 3,908 | 100.0 |
| Subtotal of Salaried Large Firms | 7 | 100.0 | 1,481 | 100.0 | |
| Salaried Grand Total | 995 | 100.0 | 11,899 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 620 | 77.6 | 4,714 | 69.5 |
| | Full-time Hourly Medium Size Firms | 112 | 73.2 | 5,858 | 64.7 |
| | Full-time Hourly Large Firms | 13 | 100.0 | 6,189 | 100.0 |
| | Full-time Hourly All Size Firms | 745 | 77.2 | 16,761 | 76.1 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 179 | 22.4 | 2,071 | 30.5 |
| | Full-time Hourly Medium Size Firms | 41 | 26.8 | 3,197 | 35.3 |
| | Full-time Hourly All Size Firms | 220 | 22.8 | 5,268 | 23.9 |
| | Subtotal of Full-time Hourly Small Firms | 799 | 100.0 | 6,785 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 153 | 100.0 | 9,055 | 100.0 |
| Subtotal of Full-time Hourly Large Firms | 13 | 100.0 | 6,189 | 100.0 | |
| Full-time Hourly Grand Total | 965 | 100.0 | 22,029 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 171 | 100.0 | 676 | 100.0 |
| | Part-time Hourly Medium Size Firms | 12 | 40.0 | 18 | 45.0 |
| | Part-time Hourly Large Firms | 5 | 100.0 | 629 | 100.0 |
| | Part-time Hourly All Size Firms | 188 | 91.3 | 1,323 | 98.4 |
| | Yes | | | | |
| | Part-time Hourly Medium Size Firms | 18 | 60.0 | 22 | 55.0 |
| | Part-time Hourly All Size Firms | 18 | 8.7 | 22 | 1.6 |
| | Subtotal of Part-time Hourly Small Firms | 171 | 100.0 | 676 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 30 | 100.0 | 40 | 100.0 |
| | Subtotal of Part-time Hourly Large Firms | 5 | 100.0 | 629 | 100.0 |
| Part-time Hourly Grand Total | 206 | 100.0 | 1,345 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade 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. 82 wholesale trade firms, or 98.5% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 239 | 29.4 | 1,671 | 25.9 |
| Medium Size Firms | 32 | 22.9 | 1,019 | 28.3 |
| Large Firms | 4 | 57.1 | 289 | 19.5 |
| All Size Firms | 275 | 28.6 | 2,979 | 25.8 |
| 1% to 25% | | | | |
| Small Firms | 60 | 7.4 | 254 | 3.9 |
| Medium Size Firms | 3 | 2.1 | 21 | 0.6 |
| All Size Firms | 63 | 6.6 | 275 | 2.4 |
| 26% to 50% | | | | |
| Small Firms | 119 | 14.6 | 614 | 9.5 |
| Medium Size Firms | 24 | 17.1 | 606 | 16.8 |
| All Size Firms | 143 | 14.9 | 1,220 | 10.6 |
| 51% to 75% | | | | |
| Small Firms | 83 | 10.2 | 866 | 13.4 |
| Medium Size Firms | 14 | 10.0 | 266 | 7.4 |
| Large Firms | 1 | 14.3 | 93 | 6.3 |
| All Size Firms | 98 | 10.2 | 1,225 | 10.6 |
| 76% to 99% | | | | |
| Small Firms | 89 | 10.9 | 1,188 | 18.4 |
| Medium Size Firms | 34 | 24.3 | 1,014 | 28.1 |
| Large Firms | 1 | 14.3 | 1,084 | 73.2 |
| All Size Firms | 124 | 12.9 | 3,286 | 28.5 |
| 100% | | | | |
| Small Firms | 223 | 27.4 | 1,860 | 28.8 |
| Medium Size Firms | 33 | 23.6 | 679 | 18.8 |
| Large Firms | 1 | 14.3 | 15 | 1.0 |
| All Size Firms | 257 | 26.8 | 2,554 | 22.1 |
| Subtotal of Small Firms | 813 | 100.0 | 6,453 | 100.0 |
| Subtotal of Medium Size Firms | 140 | 100.0 | 3,605 | 100.0 |
| Subtotal of Large Firms | 7 | 100.0 | 1,481 | 100.0 |
| Grand Total | 960 | 100.0 | 11,539 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade 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. 69 wholesale trade firms, or 95.8% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE

Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NONE | | | | |
| Small Firms | 247 | 30.9 | 2,344 | 34.5 |
| Medium Size Firms | 35 | 24.0 | 1,904 | 22.0 |
| Large Firms | 4 | 33.3 | 2,130 | 37.0 |
| All Size Firms | 286 | 29.9 | 6,378 | 30.1 |
| 1% to 25% | | | | |
| Small Firms | 30 | 3.8 | 226 | 3.3 |
| Medium Size Firms | 3 | 2.1 | 188 | 2.2 |
| All Size Firms | 33 | 3.4 | 414 | 2.0 |
| 26% to 50% | | | | |
| Small Firms | 134 | 16.8 | 1,109 | 16.3 |
| Medium Size Firms | 24 | 16.4 | 1,610 | 18.6 |
| All Size Firms | 158 | 16.5 | 2,719 | 12.8 |
| 51% to 75% | | | | |
| Small Firms | 83 | 10.4 | 634 | 9.3 |
| Medium Size Firms | 14 | 9.6 | 760 | 8.8 |
| Large Firms | 6 | 50.0 | 2,093 | 36.3 |
| All Size Firms | 103 | 10.8 | 3,487 | 16.4 |
| 76% to 99% | | | | |
| Small Firms | 74 | 9.3 | 423 | 6.2 |
| Medium Size Firms | 34 | 23.3 | 2,244 | 25.9 |
| Large Firms | 2 | 16.7 | 1,535 | 26.7 |
| All Size Firms | 110 | 11.5 | 4,202 | 19.8 |
| 100% | | | | |
| Small Firms | 232 | 29.0 | 2,049 | 30.2 |
| Medium Size Firms | 36 | 24.7 | 1,959 | 22.6 |
| All Size Firms | 268 | 28.0 | 4,008 | 18.9 |
| Subtotal of Small Firms | 800 | 100.0 | 6,785 | 100.0 |
| Subtotal of Medium Size Firms | 146 | 100.0 | 8,665 | 100.0 |
| Subtotal of Large Firms | 12 | 100.0 | 5,758 | 100.0 |
| Grand Total | 958 | 100.0 | 21,208 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade 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 plan care plan by answering yes on question 31. 73 wholesale trade firms, or 96.1% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 81 | 47.4 | 457 | 67.7 |
| Medium Size Firms | 16 | 53.3 | 26 | 66.7 |
| Large Firms | 4 | 80.0 | 582 | 92.5 |
| All Size Firms | 101 | 49.0 | 1,065 | 79.3 |
| 26% to 50% | | | | |
| Small Firms | 60 | 35.1 | 169 | 25.0 |
| All Size Firms | 60 | 29.1 | 169 | 12.6 |
| 51% to 75% | | | | |
| Medium Size Firms | 4 | 13.3 | 4 | 10.3 |
| Large Firms | 1 | 20.0 | 47 | 7.5 |
| All Size Firms | 5 | 2.4 | 51 | 3.8 |
| 76% to 99% | | | | |
| Small Firms | 30 | 17.5 | 49 | 7.3 |
| Medium Size Firms | 7 | 23.3 | 4 | 10.3 |
| All Size Firms | 37 | 18.0 | 53 | 3.9 |
| 100% | | | | |
| Medium Size Firms | 3 | 10.0 | 5 | 12.8 |
| All Size Firms | 3 | 1.5 | 5 | 0.4 |
| Subtotal of Small Firms | 171 | 100.0 | 675 | 100.0 |
| Subtotal of Medium Size Firms | 30 | 100.0 | 39 | 100.0 |
| Subtotal of Large Firms | 5 | 100.0 | 629 | 100.0 |
| Grand Total | 206 | 100.0 | 1,343 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a dental care plan by answering yes on question 31. 18 wholesale trade firms, or 100.0% of the applicable wholesale trade firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 453 | 55.8 | 3,685 | 57.1 |
| Medium Size Firms | 55 | 38.5 | 1,259 | 34.5 |
| Large Firms | 6 | 85.7 | 1,388 | 93.7 |
| All Size Firms | 514 | 53.4 | 6,332 | 54.7 |
| 1% to 25% | | | | |
| Small Firms | 30 | 3.7 | 113 | 1.8 |
| Medium Size Firms | 12 | 8.4 | 340 | 9.3 |
| All Size Firms | 42 | 4.4 | 453 | 3.9 |
| 26% to 50% | | | | |
| Small Firms | 111 | 13.7 | 845 | 13.1 |
| Medium Size Firms | 31 | 21.7 | 699 | 19.2 |
| All Size Firms | 142 | 14.8 | 1,544 | 13.3 |
| 51% to 75% | | | | |
| Small Firms | 61 | 7.5 | 1,008 | 15.6 |
| Medium Size Firms | 7 | 4.9 | 179 | 4.9 |
| Large Firms | 1 | 14.3 | 93 | 6.3 |
| All Size Firms | 69 | 7.2 | 1,280 | 11.0 |
| 76% to 99% | | | | |
| Small Firms | 44 | 5.4 | 277 | 4.3 |
| Medium Size Firms | 35 | 24.5 | 912 | 25.0 |
| All Size Firms | 79 | 8.2 | 1,189 | 10.3 |
| 100% | | | | |
| Small Firms | 113 | 13.9 | 526 | 8.1 |
| Medium Size Firms | 3 | 2.1 | 261 | 7.2 |
| All Size Firms | 116 | 12.1 | 787 | 6.8 |
| Subtotal of Small Firms | 812 | 100.0 | 6,454 | 100.0 |
| Subtotal of Medium Size Firms | 143 | 100.0 | 3,650 | 100.0 |
| Subtotal of Large Firms | 7 | 100.0 | 1,481 | 100.0 |
| Grand Total | 962 | 100.0 | 11,585 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade 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. 70 wholesale trade firms, or 97.2% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 432 | 54.0 | 4,156 | 61.2 |
| Medium Size Firms | 61 | 40.9 | 4,017 | 45.8 |
| Large Firms | 11 | 84.6 | 4,939 | 79.8 |
| All Size Firms | 504 | 52.4 | 13,112 | 60.3 |
| 1% to 25% | | | | |
| Small Firms | 30 | 3.8 | 226 | 3.3 |
| Medium Size Firms | 12 | 8.1 | 415 | 4.7 |
| All Size Firms | 42 | 4.4 | 641 | 2.9 |
| 26% to 50% | | | | |
| Small Firms | 141 | 17.6 | 1,152 | 17.0 |
| Medium Size Firms | 31 | 20.8 | 1,428 | 16.3 |
| All Size Firms | 172 | 17.9 | 2,580 | 11.9 |
| 51% to 75% | | | | |
| Small Firms | 61 | 7.6 | 388 | 5.7 |
| Medium Size Firms | 7 | 4.7 | 356 | 4.1 |
| Large Firms | 1 | 7.7 | 664 | 10.7 |
| All Size Firms | 69 | 7.2 | 1,408 | 6.5 |
| 76% to 99% | | | | |
| Small Firms | 30 | 3.8 | 228 | 3.4 |
| Medium Size Firms | 35 | 23.5 | 2,304 | 26.3 |
| Large Firms | 1 | 7.7 | 585 | 9.5 |
| All Size Firms | 66 | 6.9 | 3,117 | 14.3 |
| 100% | | | | |
| Small Firms | 106 | 13.3 | 636 | 9.4 |
| Medium Size Firms | 3 | 2.0 | 256 | 2.9 |
| All Size Firms | 109 | 11.3 | 892 | 4.1 |
| Subtotal of Small Firms | 800 | 100.0 | 6,786 | 100.0 |
| Subtotal of Medium Size Firms | 149 | 100.0 | 8,776 | 100.0 |
| Subtotal of Large Firms | 13 | 100.0 | 6,188 | 100.0 |
| Grand Total | 962 | 100.0 | 21,750 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade 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 plan care plan by answering yes on question 31. 75 wholesale trade firms, or 98.7% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 111 | 64.9 | 486 | 71.9 |
| Medium Size Firms | 16 | 53.3 | 26 | 66.7 |
| Large Firms | 5 | 100.0 | 629 | 100.0 |
| All Size Firms | 132 | 64.1 | 1,141 | 84.9 |
| 26% to 50% | | | | |
| Small Firms | 30 | 17.5 | 141 | 20.9 |
| Medium Size Firms | 4 | 13.3 | 4 | 10.3 |
| All Size Firms | 34 | 16.5 | 145 | 10.8 |
| 76% to 99% | | | | |
| Small Firms | 30 | 17.5 | 49 | 7.2 |
| Medium Size Firms | 7 | 23.3 | 4 | 10.3 |
| All Size Firms | 37 | 18.0 | 53 | 3.9 |
| 100% | | | | |
| Medium Size Firms | 3 | 10.0 | 5 | 12.8 |
| All Size Firms | 3 | 1.5 | 5 | 0.4 |
| Subtotal of Small Firms | 171 | 100.0 | 676 | 100.0 |
| Subtotal of Medium Size Firms | 30 | 100.0 | 39 | 100.0 |
| Subtotal of Large Firms | 5 | 100.0 | 629 | 100.0 |
| Grand Total | 206 | 100.0 | 1,344 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade 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 plan care plan by answering yes on question 31. 18 wholesale trade firms, or 100.0% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE

Salaried

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---------------------------------------|------------------------------------|--|--|--|
| LONG TERM DISABILITY INSURANCE | | | | |
| Small Firms | 282 | 25.8 | 2,932 | 36.1 |
| Medium Size Firms | 83 | 52.9 | 2,472 | 59.2 |
| Large Firms | 4 | 57.1 | 1,300 | 89.5 |
| All Size Firms | 369 | 29.4 | 6,704 | 48.7 |
| EMPLOYEE ASSISTANCE PROGRAM | | | | |
| Small Firms | 140 | 12.8 | 1,492 | 18.4 |
| Medium Size Firms | 72 | 45.9 | 1,833 | 43.9 |
| Large Firms | 5 | 71.4 | 1,393 | 95.9 |
| All Size Firms | 217 | 17.3 | 4,718 | 34.3 |
| WELLNESS PROGRAM | | | | |
| Small Firms | 118 | 10.8 | 987 | 12.1 |
| Medium Size Firms | 59 | 37.6 | 997 | 23.9 |
| Large Firms | 2 | 28.6 | 1,130 | 77.8 |
| All Size Firms | 179 | 14.3 | 3,114 | 22.6 |
| VISION CARE PROGRAM | | | | |
| Small Firms | 364 | 33.4 | 3,013 | 37.1 |
| Medium Size Firms | 83 | 52.9 | 2,398 | 57.4 |
| Large Firms | 6 | 85.7 | 1,438 | 99.0 |
| All Size Firms | 453 | 36.1 | 6,849 | 49.8 |
| PRESCRIPTION DRUG PLAN | | | | |
| Small Firms | 765 | 70.1 | 5,799 | 71.4 |
| Medium Size Firms | 133 | 84.7 | 3,739 | 89.5 |
| Large Firms | 7 | 100.0 | 1,453 | 100.0 |
| All Size Firms | 905 | 72.1 | 10,991 | 79.9 |
| MENTAL HEALTH RIDER | | | | |
| Small Firms | 229 | 21.0 | 1,882 | 23.2 |
| Medium Sized Firms | 54 | 34.4 | 1,367 | 32.7 |
| Large Firms | 4 | 57.1 | 1,216 | 83.7 |
| All Size Firms | 287 | 22.9 | 4,465 | 32.5 |
| LIFE INSURANCE | | | | |
| Small Firms | 906 | 83.0 | 7,414 | 91.3 |
| Medium Size Firms | 149 | 94.9 | 4,009 | 96.0 |
| Large Firms | 7 | 100.0 | 1,453 | 100.0 |
| All Size Firms | 1,062 | 84.6 | 12,876 | 93.6 |
| ACCIDENTAL DEATH INSURANCE | | | | |
| Small Firms | 593 | 54.4 | 5,288 | 65.1 |
| Medium Size Firms | 112 | 71.3 | 3,376 | 80.8 |
| Large Firms | 6 | 85.7 | 1,408 | 96.9 |
| All Size Firms | 711 | 56.7 | 10,072 | 73.2 |

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

| 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 |
|--|------------------------------------|--|--|--|
| DEPENDENT LIFE INSURANCE | | | | |
| Small Firms | 229 | 21.0 | 2,653 | 32.7 |
| Medium Size Firms | 79 | 50.3 | 2,342 | 56.1 |
| Large Firms | 4 | 57.1 | 1,300 | 89.5 |
| All Size Firms | 312 | 24.9 | 6,295 | 45.8 |
| ILL CHILD DAYCARE | | | | |
| Medium Size Firms | 17 | 10.8 | 462 | 11.1 |
| All Size Firms | 17 | 1.4 | 462 | 3.4 |
| LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN | | | | |
| Small Firms | 44 | 4.0 | 381 | 4.7 |
| Medium Size Firms | 4 | 2.5 | 33 | 0.8 |
| All Size Firms | 48 | 3.8 | 414 | 3.0 |
| ELDER DAYCARE (for an employee's relative) | | | | |
| Medium Size Firms | 4 | 2.5 | 33 | 0.8 |
| All Size Firms | 4 | 0.3 | 33 | 0.2 |
| OTHER (please name) | | | | |
| Small Firms | 96 | 8.8 | 585 | 7.2 |
| Medium Size Firms | 10 | 6.4 | 517 | 12.4 |
| All Size Firms | 106 | 8.4 | 1,102 | 8.0 |
| Subtotal of Small Firms | 1,091 | 100.0 | 8,124 | 100.0 |
| Subtotal of Medium Size Firms | 157 | 100.0 | 4,177 | 100.0 |
| Subtotal of Large Firms | 7 | 100.0 | 1,453 | 100.0 |
| Grand Total | 1,255 | 100.0 | 13,754 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more salaried employees that responded to this question. 84 firms, or 69.4% of the wholesale trade 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 with no firms are omitted from this table.

WHOLESALE TRADE

Full-time Hourly

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

| 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 | | | | |
| Small Firms | 209 | 24.0 | 1,606 | 22.7 |
| Medium Size Firms | 80 | 49.1 | 5,041 | 53.3 |
| Large Firms | 1 | 8.3 | 1,245 | 22.5 |
| All Size Firms | 290 | 27.7 | 7,892 | 35.8 |
| EMPLOYEE ASSISTANCE PROGRAM | | | | |
| Small Firms | 103 | 11.8 | 554 | 7.8 |
| Medium Size Firms | 72 | 44.2 | 4,188 | 44.3 |
| Large Firms | 2 | 16.7 | 1,909 | 34.5 |
| All Size Firms | 177 | 16.9 | 6,651 | 30.2 |
| WELLNESS PROGRAM | | | | |
| Small Firms | 111 | 12.7 | 505 | 7.1 |
| Medium Size Firms | 55 | 33.7 | 3,025 | 32.0 |
| Large Firms | 1 | 8.3 | 585 | 10.6 |
| All Size Firms | 167 | 16.0 | 4,115 | 18.7 |
| VISION CARE PROGRAM | | | | |
| Small Firms | 342 | 39.3 | 2,919 | 41.3 |
| Medium Size Firms | 89 | 54.6 | 5,997 | 63.5 |
| Large Firms | 7 | 58.3 | 3,338 | 60.4 |
| All Size Firms | 438 | 41.9 | 12,254 | 55.6 |
| PRESCRIPTION DRUG PLAN | | | | |
| Small Firms | 589 | 67.6 | 4,935 | 69.8 |
| Medium Size Firms | 136 | 83.4 | 7,993 | 84.6 |
| Large Firms | 12 | 100.0 | 5,528 | 100.0 |
| All Size Firms | 737 | 70.5 | 18,456 | 83.7 |
| MENTAL HEALTH RIDER | | | | |
| Small Firms | 148 | 17.0 | 490 | 6.9 |
| Medium Sized Firms | 54 | 33.1 | 2,377 | 25.2 |
| Large Firms | 4 | 33.3 | 1,759 | 31.8 |
| All Size Firms | 206 | 19.7 | 4,626 | 21.0 |
| LIFE INSURANCE | | | | |
| Small Firms | 738 | 84.7 | 6,224 | 88.1 |
| Medium Size Firms | 156 | 95.7 | 9,118 | 96.5 |
| Large Firms | 12 | 100.0 | 5,528 | 100.0 |
| All Size Firms | 906 | 86.6 | 20,870 | 94.7 |
| ACCIDENTAL DEATH INSURANCE | | | | |
| Small Firms | 468 | 53.7 | 4,178 | 59.1 |
| Medium Size Firms | 119 | 73.0 | 6,908 | 73.1 |
| Large Firms | 7 | 58.3 | 4,099 | 74.1 |
| All Size Firms | 594 | 56.8 | 15,185 | 68.9 |

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

| 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 |
|--|------------------------------------|--|--|--|
| DEPENDENT LIFE INSURANCE | | | | |
| Small Firms | 185 | 21.2 | 1,648 | 23.3 |
| Medium Size Firms | 82 | 50.3 | 4,987 | 52.8 |
| Large Firms | 4 | 33.3 | 2,419 | 43.8 |
| All Size Firms | 271 | 25.9 | 9,054 | 41.1 |
| ILL CHILD DAYCARE | | | | |
| Medium Size Firms | 10 | 6.1 | 301 | 3.2 |
| All Size Firms | 10 | 1.0 | 301 | 1.4 |
| LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN | | | | |
| Medium Size Firms | 4 | 2.5 | 143 | 1.5 |
| All Size Firms | 4 | 0.4 | 143 | 0.6 |
| ELDER DAYCARE (for an employee's relative) | | | | |
| Medium Size Firms | 4 | 2.5 | 143 | 1.5 |
| All Size Firms | 4 | 0.4 | 143 | 0.6 |
| OTHER (please name) | | | | |
| Small Firms | 52 | 6.0 | 360 | 5.1 |
| Medium Size Firms | 10 | 6.1 | 514 | 5.4 |
| All Size Firms | 62 | 5.9 | 874 | 4.0 |
| Subtotal of Small Firms | 871 | 100.0 | 7,068 | 100.0 |
| Subtotal of Medium Size Firms | 163 | 100.0 | 9,449 | 100.0 |
| Subtotal of Large Firms | 12 | 100.0 | 5,528 | 100.0 |
| Grand Total | 1,046 | 100.0 | 22,045 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more full-time hourly employees that responded to this question. 82 firms, or 69.5% of the wholesale trade 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 with no firms are omitted from this table.

WHOLESALE TRADE

Part-time Hourly

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

| 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 | | | | |
| Medium Size Firms | 30 | 71.4 | 50 | 56.8 |
| Large Firms | 1 | 25.0 | 250 | 81.7 |
| All Size Firms | 31 | 14.3 | 300 | 28.4 |
| EMPLOYEE ASSISTANCE PROGRAM | | | | |
| Medium Size Firms | 15 | 35.7 | 22 | 25.0 |
| Large Firms | 1 | 25.0 | 250 | 81.7 |
| All Size Firms | 16 | 7.4 | 272 | 25.7 |
| WELLNESS PROGRAM | | | | |
| Medium Size Firms | 8 | 19.0 | 18 | 20.5 |
| All Size Firms | 8 | 3.7 | 18 | 1.7 |
| VISION CARE PROGRAM | | | | |
| Small Firms | 45 | 26.3 | 174 | 26.2 |
| Medium Size Firms | 17 | 40.5 | 40 | 45.5 |
| Large Firms | 1 | 25.0 | 250 | 81.7 |
| All Size Firms | 63 | 29.0 | 464 | 43.9 |
| PRESCRIPTION DRUG PLAN | | | | |
| Small Firms | 96 | 56.1 | 462 | 69.6 |
| Medium Size Firms | 31 | 73.8 | 73 | 83.0 |
| Large Firms | 4 | 100.0 | 306 | 100.0 |
| All Size Firms | 131 | 60.4 | 841 | 79.5 |
| MENTAL HEALTH RIDER | | | | |
| Medium Sized Firms | 10 | 23.8 | 25 | 28.4 |
| Large Firms | 3 | 75.0 | 56 | 18.3 |
| All Size Firms | 13 | 6.0 | 81 | 7.7 |
| LIFE INSURANCE | | | | |
| Small Firms | 74 | 43.3 | 258 | 38.9 |
| Medium Size Firms | 34 | 81.0 | 53 | 60.2 |
| Large Firms | 4 | 100.0 | 306 | 100.0 |
| All Size Firms | 112 | 51.6 | 617 | 58.3 |
| ACCIDENTAL DEATH INSURANCE | | | | |
| Small Firms | 45 | 26.3 | 61 | 9.2 |
| Medium Size Firms | 30 | 71.4 | 50 | 56.8 |
| Large Firms | 4 | 100.0 | 306 | 100.0 |
| All Size Firms | 79 | 36.4 | 417 | 39.4 |

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

| 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 |
|--|------------------------------------|--|--|--|
| DEPENDENT LIFE INSURANCE | | | | |
| Medium Size Firms | 26 | 61.9 | 41 | 46.6 |
| Large Firms | 4 | 100.0 | 306 | 100.0 |
| All Size Firms | 30 | 13.8 | 347 | 32.8 |
| ILL CHILD DAYCARE | | | | |
| Medium Size Firms | 10 | 23.8 | 25 | 28.4 |
| All Size Firms | 10 | 4.6 | 25 | 2.4 |
| LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN | | | | |
| Medium Size Firms | 4 | 9.5 | 13 | 14.8 |
| All Size Firms | 4 | 1.8 | 13 | 1.2 |
| ELDER DAYCARE (for an employee's relative) | | | | |
| Medium Size Firms | 4 | 9.5 | 13 | 14.8 |
| All Size Firms | 4 | 1.8 | 13 | 1.2 |
| OTHER (please name) | | | | |
| Medium Size Firms | 4 | 9.5 | 3 | 3.4 |
| All Size Firms | 4 | 1.8 | 3 | 0.3 |
| Subtotal of Small Firms | 171 | 100.0 | 664 | 100.0 |
| Subtotal of Medium Size Firms | 42 | 100.0 | 88 | 100.0 |
| Subtotal of Large Firms | 4 | 100.0 | 306 | 100.0 |
| Grand Total | 217 | 100.0 | 1,058 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more part-time hourly employees that responded to this question. 20 firms, or 17.0% of the wholesale trade 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 with no firms are omitted from this table.

WHOLESALE TRADE

Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| DO NOT OFFER ANY MEDICAL/ HEALTH/DENTAL BENEFITS | | | | |
| Small Firms | 489 | 26.1 | 2,174 | 19.3 |
| Medium Size Firms | 11 | 6.7 | 83 | 2.0 |
| All Size Firms | 500 | 24.4 | 2,257 | 12.9 |
| NO WAITING PERIOD REQUIRED | | | | |
| Small Firms | 52 | 2.8 | 589 | 5.2 |
| Medium Size Firms | 13 | 7.9 | 455 | 11.0 |
| Large Firms | 1 | 8.3 | 1,084 | 52.7 |
| All Size Firms | 66 | 3.2 | 2,128 | 12.2 |
| YES, 30 DAYS OR LESS | | | | |
| Small Firms | 298 | 15.9 | 2,167 | 19.2 |
| Medium Size Firms | 44 | 26.8 | 1,225 | 29.5 |
| Large Firms | 1 | 8.3 | 129 | 6.3 |
| All Size Firms | 343 | 16.7 | 3,521 | 20.1 |
| 31 to 60 DAYS | | | | |
| Small Firms | 244 | 13.0 | 1,542 | 13.7 |
| Medium Size Firms | 35 | 21.3 | 1,058 | 25.5 |
| Large Firms | 7 | 58.3 | 617 | 30.0 |
| All Size Firms | 286 | 13.9 | 3,217 | 18.4 |
| 61 to 90 DAYS | | | | |
| Small Firms | 417 | 22.2 | 2,547 | 22.6 |
| Medium Size Firms | 48 | 29.3 | 1,176 | 28.3 |
| Large Firms | 2 | 16.7 | 132 | 6.4 |
| All Size Firms | 467 | 22.7 | 3,855 | 22.1 |
| MORE THAN 90 DAYS | | | | |
| Small Firms | 362 | 19.3 | 2,218 | 19.7 |
| Medium Size Firms | 13 | 7.9 | 158 | 3.8 |
| Large Firms | 1 | 8.3 | 93 | 4.5 |
| All Size Firms | 376 | 18.3 | 2,469 | 14.1 |
| VARIES, ACCORDING TO PLANS AND/OR UNION CONTRACT | | | | |
| Small Firms | 15 | 0.8 | 33 | 0.3 |
| All Size Firms | 15 | 0.7 | 33 | 0.2 |
| Subtotal of Small Firms | 1,877 | 100.0 | 11,270 | 100.0 |
| Subtotal of Medium Size Firms | 164 | 100.0 | 4,155 | 100.0 |
| Subtotal of Large Firms | 12 | 100.0 | 2,055 | 100.0 |
| Grand Total | 2,053 | 100.0 | 17,480 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more salaried employees that responded to this question. 114 firms, or 94.2% of the wholesale trade firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE

Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| DO NOT OFFER ANY MEDICAL/ HEALTH/DENTAL BENEFITS | | | | |
| Small Firms | 347 | 21.9 | 3,035 | 23.3 |
| Medium Size Firms | 7 | 4.2 | 323 | 3.4 |
| All Size Firms | 354 | 20.0 | 3,358 | 11.7 |
| NO WAITING PERIOD REQUIRED | | | | |
| Small Firms | 15 | 0.9 | 33 | 0.3 |
| Medium Size Firms | 13 | 7.8 | 522 | 5.5 |
| Large Firms | 1 | 8.3 | 950 | 15.3 |
| All Size Firms | 29 | 1.6 | 1,505 | 5.2 |
| YES, 30 DAYS OR LESS | | | | |
| Small Firms | 172 | 10.8 | 1,635 | 12.5 |
| Medium Size Firms | 44 | 26.5 | 2,480 | 26.0 |
| Large Firms | 1 | 8.3 | 1,245 | 20.1 |
| All Size Firms | 217 | 12.3 | 5,360 | 18.6 |
| 31 to 60 DAYS | | | | |
| Small Firms | 269 | 16.9 | 2,165 | 16.6 |
| Medium Size Firms | 27 | 16.3 | 2,138 | 22.4 |
| Large Firms | 6 | 50.0 | 2,090 | 33.8 |
| All Size Firms | 302 | 17.1 | 6,393 | 22.2 |
| 61 to 90 DAYS | | | | |
| Small Firms | 462 | 29.1 | 3,605 | 27.6 |
| Medium Size Firms | 62 | 37.3 | 3,615 | 37.8 |
| Large Firms | 2 | 16.7 | 809 | 13.1 |
| All Size Firms | 526 | 29.8 | 8,029 | 27.9 |
| MORE THAN 90 DAYS | | | | |
| Small Firms | 308 | 19.4 | 2,512 | 19.2 |
| Medium Size Firms | 10 | 6.0 | 371 | 3.9 |
| Large Firms | 1 | 8.3 | 664 | 10.7 |
| All Size Firms | 319 | 18.1 | 3,547 | 12.3 |
| VARIABLES, ACCORDING TO PLANS AND/OR UNION CONTRACT | | | | |
| Small Firms | 15 | 0.9 | 65 | 0.5 |
| Medium Size Firms | 3 | 1.8 | 106 | 1.1 |
| Large Firms | 1 | 8.3 | 431 | 7.0 |
| All Size Firms | 19 | 1.1 | 602 | 2.1 |
| Subtotal of Small Firms | 1,588 | 100.0 | 13,050 | 100.0 |
| Subtotal of Medium Size Firms | 166 | 100.0 | 9,555 | 100.0 |
| Subtotal of Large Firms | 12 | 100.0 | 6,189 | 100.0 |
| Grand Total | 1,766 | 100.0 | 28,794 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more full-time hourly employees that responded to this question. 109 firms, or 92.4% of the wholesale trade firms with full-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| DO NOT OFFER ANY MEDICAL/ HEALTH/DENTAL BENEFITS | | | | |
| Small Firms | 319 | 49.2 | 1,699 | 56.1 |
| Medium Size Firms | 10 | 24.4 | 276 | 87.3 |
| All Size Firms | 329 | 47.5 | 1,975 | 49.7 |
| NO WAITING PERIOD REQUIRED | | | | |
| Large Firms | 1 | 25.0 | 47 | 7.5 |
| All Size Firms | 1 | 0.1 | 47 | 1.2 |
| YES, 30 DAYS OR LESS | | | | |
| Small Firms | 37 | 5.7 | 328 | 10.8 |
| Medium Size Firms | 6 | 14.6 | 7 | 2.2 |
| Large Firms | 1 | 25.0 | 250 | 39.7 |
| All Size Firms | 44 | 6.3 | 585 | 14.7 |
| 31 to 60 DAYS | | | | |
| Small Firms | 45 | 6.9 | 157 | 5.2 |
| Medium Size Firms | 11 | 26.8 | 9 | 2.8 |
| Large Firms | 1 | 25.0 | 323 | 51.4 |
| All Size Firms | 57 | 8.2 | 489 | 12.3 |
| 61 to 90 DAYS | | | | |
| Small Firms | 141 | 21.8 | 673 | 22.2 |
| Medium Size Firms | 14 | 34.1 | 24 | 7.6 |
| Large Firms | 1 | 25.0 | 9 | 1.4 |
| All Size Firms | 156 | 22.5 | 706 | 17.8 |
| MORE THAN 90 DAYS | | | | |
| Small Firms | 91 | 14.0 | 153 | 5.1 |
| All Size Firms | 91 | 13.1 | 153 | 3.9 |
| VARIABLES, ACCORDING TO PLANS AND/OR UNION CONTRACT | | | | |
| Small Firms | 15 | 2.3 | 16 | 0.5 |
| All Size Firms | 15 | 2.2 | 16 | 0.4 |
| Subtotal of Small Firms | 648 | 100.0 | 3,026 | 100.0 |
| Subtotal of Medium Size Firms | 41 | 100.0 | 316 | 100.0 |
| Subtotal of Large Firms | 4 | 100.0 | 629 | 100.0 |
| Grand Total | 693 | 100.0 | 3,971 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more part-time hourly employees that responded to this question. 39 firms, or 52.7% of the wholesale trade firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Salary

TABLE 37P: Retirement Plans for Oklahoma Wholesale Trade Salary Employees by Firm Size.* Question 37: "Please check boxes indicating retirement plans you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-----------------------------------|------------------------------------|--|--|--|
| NO RETIREMENT PLAN OFFERED | | | | |
| Small Firms | 883 | 46.0 | 3,409 | 30.0 |
| Medium Size Firms | 25 | 14.9 | 239 | 5.6 |
| All Size Firms | 908 | 43.3 | 3,648 | 21.2 |
| DEFINED BENEFIT PLAN | | | | |
| Small Firms | 227 | 11.8 | 1,116 | 9.8 |
| Medium Size Firms | 14 | 8.3 | 457 | 10.7 |
| Large Firms | 2 | 25.0 | 1,178 | 77.2 |
| All Size Firms | 243 | 11.6 | 2,751 | 16.0 |
| DEFINED CONTRIBUTION PLAN | | | | |
| Small Firms | 714 | 37.2 | 5,807 | 51.0 |
| Medium Size Firms | 140 | 83.3 | 3,998 | 93.5 |
| Large Firms | 7 | 87.5 | 1,433 | 93.9 |
| All Size Firms | 861 | 41.1 | 11,238 | 65.4 |
| PROFIT SHARING | | | | |
| Small Firms | 170 | 8.9 | 1,448 | 12.7 |
| Medium Size Firms | 25 | 14.9 | 509 | 11.9 |
| Large Firms | 2 | 25.0 | 93 | 6.1 |
| All Size Firms | 197 | 9.4 | 2,050 | 11.9 |
| OTHER (please name) | | | | |
| Small Firms | 119 | 6.2 | 860 | 7.6 |
| Medium Size Firms | 3 | 1.8 | 261 | 6.1 |
| All Size Firms | 122 | 5.8 | 1,121 | 6.5 |
| Subtotal of Small Firms | 1,919 | 100.0 | 11,378 | 100.0 |
| Subtotal of Medium Size Firms | 168 | 100.0 | 4,276 | 100.0 |
| Subtotal of Large Firms | 8 | 100.0 | 1,526 | 100.0 |
| Grand Total | 2,095 | 100.0 | 17,180 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more salaried employees that responded to this question. 116 firms, or 95.9% of the wholesale trade 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 with no firms are omitted from this table.

WHOLESALE TRADE

Full-time Hourly

TABLE 37Q: Retirement Plans for Oklahoma Wholesale Trade Full-time Hourly Employees by Firm Size.* Question 37: "Please check boxes indicating retirement plans you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-----------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO RETIREMENT PLAN OFFERED | | | | |
| Small Firms | 608 | 37.8 | 5,483 | 41.5 |
| Medium Size Firms | 21 | 12.4 | 880 | 9.1 |
| All Size Firms | 629 | 35.1 | 6,363 | 22.0 |
| DEFINED BENEFIT PLAN | | | | |
| Small Firms | 108 | 6.7 | 891 | 6.7 |
| Medium Size Firms | 20 | 11.8 | 956 | 9.9 |
| Large Firms | 2 | 15.4 | 1,614 | 26.9 |
| All Size Firms | 130 | 7.3 | 3,461 | 12.0 |
| DEFINED CONTRIBUTION PLAN | | | | |
| Small Firms | 715 | 44.4 | 5,173 | 39.2 |
| Medium Size Firms | 140 | 82.4 | 8,102 | 83.8 |
| Large Firms | 12 | 92.3 | 5,336 | 88.9 |
| All Size Firms | 867 | 48.4 | 18,611 | 64.5 |
| PROFIT SHARING | | | | |
| Small Firms | 155 | 9.6 | 1,147 | 8.7 |
| Medium Size Firms | 28 | 16.5 | 1,972 | 20.4 |
| Large Firms | 2 | 15.4 | 1,909 | 31.8 |
| All Size Firms | 185 | 10.3 | 5,028 | 17.4 |
| OTHER (please name) | | | | |
| Small Firms | 134 | 8.3 | 1,008 | 7.6 |
| Medium Size Firms | 3 | 1.8 | 256 | 2.6 |
| All Size Firms | 137 | 7.6 | 1,264 | 4.4 |
| Subtotal of Small Firms | 1,609 | 100.0 | 13,209 | 100.0 |
| Subtotal of Medium Size Firms | 170 | 100.0 | 9,663 | 100.0 |
| Subtotal of Large Firms | 13 | 100.0 | 6,001 | 100.0 |
| Grand Total | 1,792 | 100.0 | 28,873 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more full-time hourly employees that responded to this question. 111 firms, or 94.1% of the wholesale trade 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 with no firms are omitted from this table.

WHOLESALE TRADE

Part-time Hourly

TABLE 37R: Retirement Plans for Oklahoma Wholesale Trade Part-time Hourly Employees by Firm Size.* Question 37: "Please check boxes indicating retirement plans you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-----------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO RETIREMENT PLAN OFFERED | | | | |
| Small Firms | 573 | 69.3 | 2,505 | 75.1 |
| Medium Size Firms | 8 | 14.0 | 229 | 58.4 |
| All Size Firms | 581 | 65.3 | 2,734 | 62.1 |
| DEFINED BENEFIT PLAN | | | | |
| Small Firms | 99 | 12.0 | 173 | 5.2 |
| Large Firms | 1 | 16.7 | 47 | 7.0 |
| All Size Firms | 100 | 11.2 | 220 | 5.0 |
| DEFINED CONTRIBUTION PLAN | | | | |
| Small Firms | 111 | 13.4 | 599 | 18.0 |
| Medium Size Firms | 50 | 87.7 | 163 | 41.6 |
| Large Firms | 5 | 83.3 | 426 | 63.0 |
| All Size Firms | 166 | 18.7 | 1,188 | 27.0 |
| PROFIT SHARING | | | | |
| Small Firms | 15 | 1.8 | 16 | 0.5 |
| Medium Size Firms | 9 | 15.8 | 53 | 13.5 |
| Large Firms | 1 | 16.7 | 250 | 37.0 |
| All Size Firms | 25 | 2.8 | 319 | 7.2 |
| OTHER (please name) | | | | |
| Small Firms | 45 | 5.4 | 61 | 1.8 |
| Medium Size Firms | 3 | 5.3 | 5 | 1.3 |
| All Size Firms | 48 | 5.4 | 66 | 1.5 |
| Subtotal of Small Firms | 827 | 100.0 | 3,337 | 100.0 |
| Subtotal of Medium Size Firms | 57 | 100.0 | 392 | 100.0 |
| Subtotal of Large Firms | 6 | 100.0 | 676 | 100.0 |
| Grand Total | 890 | 100.0 | 4,405 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more part-time hourly employees that responded to this question. 48 firms, or 64.9% of the wholesale trade 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 with no firms are omitted from this table.

WHOLESALE TRADE
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| EMPLOYEE ONLY | | | | |
| Small Firms | 163 | 16.2 | 1,309 | 17.1 |
| Medium Size Firms | 11 | 8.3 | 400 | 11.5 |
| Large Firms | 1 | 16.7 | 73 | 5.1 |
| All Size Firms | 175 | 15.3 | 1,782 | 14.2 |
| EMPLOYER ONLY | | | | |
| Small Firms | 269 | 26.7 | 1,875 | 24.5 |
| Medium Size Firms | 3 | 2.3 | 99 | 2.8 |
| All Size Firms | 272 | 23.7 | 1,974 | 15.7 |
| EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF | | | | |
| Small Firms | 174 | 17.3 | 1,099 | 14.4 |
| Medium Size Firms | 18 | 13.6 | 375 | 10.8 |
| Large Firms | 2 | 33.3 | 101 | 7.0 |
| All Size Firms | 194 | 16.9 | 1,575 | 12.5 |
| EMPLOYER CONTRIBUTES THE LARGER SHARE | | | | |
| Small Firms | 83 | 8.2 | 1,027 | 13.4 |
| Medium Size Firms | 7 | 5.3 | 119 | 3.4 |
| All Size Firms | 90 | 7.9 | 1,146 | 9.1 |
| EMPLOYEE CONTRIBUTES THE LARGER SHARE | | | | |
| Small Firms | 319 | 31.6 | 2,333 | 30.5 |
| Medium Size Firms | 93 | 70.5 | 2,493 | 71.5 |
| Large Firms | 3 | 50.0 | 1,259 | 87.9 |
| All Size Firms | 415 | 36.2 | 6,085 | 48.4 |
| Subtotal of Small Firms | 1,008 | 100.0 | 7,643 | 100.0 |
| Subtotal of Medium Size Firms | 132 | 100.0 | 3,486 | 100.0 |
| Subtotal of Large Firms | 6 | 100.0 | 1,433 | 100.0 |
| Grand Total | 1,146 | 100.0 | 12,562 | 100.0 |

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

73 wholesale trade firms, or 86.9% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE

Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| EMPLOYEE ONLY | | | | |
| Small Firms | 192 | 19.8 | 1,303 | 17.0 |
| Medium Size Firms | 11 | 8.3 | 1,078 | 13.9 |
| Large Firms | 1 | 8.3 | 661 | 12.4 |
| All Size Firms | 204 | 18.3 | 3,042 | 14.7 |
| EMPLOYER ONLY | | | | |
| Small Firms | 150 | 15.4 | 1,259 | 16.5 |
| Medium Size Firms | 3 | 2.3 | 108 | 1.4 |
| All Size Firms | 153 | 13.7 | 1,367 | 6.6 |
| EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF | | | | |
| Small Firms | 204 | 21.0 | 1,332 | 17.4 |
| Medium Size Firms | 24 | 18.2 | 2,119 | 27.4 |
| Large Firms | 1 | 8.3 | 431 | 8.1 |
| All Size Firms | 229 | 20.5 | 3,882 | 18.7 |
| EMPLOYER CONTRIBUTES THE LARGER SHARE | | | | |
| Small Firms | 47 | 4.8 | 305 | 4.0 |
| Medium Size Firms | 7 | 5.3 | 265 | 3.4 |
| Large Firms | 5 | 41.7 | 1,429 | 26.8 |
| All Size Firms | 59 | 5.3 | 1,999 | 9.7 |
| EMPLOYEE CONTRIBUTES THE LARGER SHARE | | | | |
| Small Firms | 378 | 38.9 | 3,446 | 45.1 |
| Medium Size Firms | 87 | 65.9 | 4,162 | 53.8 |
| Large Firms | 5 | 41.7 | 2,815 | 52.8 |
| All Size Firms | 470 | 42.2 | 10,423 | 50.3 |
| Subtotal of Small Firms | 971 | 100.0 | 7,645 | 100.0 |
| Subtotal of Medium Size Firms | 132 | 100.0 | 7,732 | 100.0 |
| Subtotal of Large Firms | 12 | 100.0 | 5,336 | 100.0 |
| Grand Total | 1,115 | 100.0 | 20,713 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade 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. 75 wholesale trade firms, or 84.3% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| EMPLOYEE ONLY | | | | |
| Small Firms | 45 | 16.7 | 129 | 14.6 |
| Medium Size Firms | 4 | 9.8 | 17 | 11.2 |
| Large Firms | 1 | 25.0 | 323 | 85.2 |
| All Size Firms | 50 | 15.9 | 469 | 33.2 |
| EMPLOYER ONLY | | | | |
| Small Firms | 133 | 49.4 | 434 | 49.3 |
| Medium Size Firms | 3 | 7.3 | 47 | 30.9 |
| All Size Firms | 136 | 43.3 | 481 | 34.1 |
| EMPLOYER CONTRIBUTES THE LARGER SHARE | | | | |
| Small Firms | 32 | 11.9 | 96 | 10.9 |
| All Size Firms | 32 | 10.2 | 96 | 6.8 |
| EMPLOYEE CONTRIBUTES THE LARGER SHARE | | | | |
| Small Firms | 59 | 21.9 | 222 | 25.2 |
| Medium Size Firms | 34 | 82.9 | 88 | 57.9 |
| Large Firms | 3 | 75.0 | 56 | 14.8 |
| All Size Firms | 96 | 30.6 | 366 | 25.9 |
| Subtotal of Small Firms | 269 | 100.0 | 881 | 100.0 |
| Subtotal of Medium Size Firms | 41 | 100.0 | 152 | 100.0 |
| Subtotal of Large Firms | 4 | 100.0 | 379 | 100.0 |
| Grand Total | 314 | 100.0 | 1,412 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a retirement plan by response on question 37. 23 wholesale trade firms, or 44.2% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Salary

TABLE 39P: Educational Benefits for Oklahoma Wholesale Trade Salary Employees by Firm Size.* Question 39: "Do you provide education or tuition assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| NO ASSISTANCE OFFERED | | | | |
| Small Firms | 1,616 | 84.2 | 8,710 | 75.8 |
| Medium Size Firms | 64 | 38.1 | 1,147 | 26.8 |
| Large Firms | 8 | 61.5 | 719 | 35.0 |
| All Size Firms | 1,688 | 80.4 | 10,576 | 59.3 |
| YES, BASED ON SENIORITY/ YEARS OF SERVICE | | | | |
| Medium Size Firms | 6 | 3.6 | 155 | 3.6 |
| All Size Firms | 6 | 0.3 | 155 | 0.9 |
| YES, BASED ON COURSE GRADE | | | | |
| Small Firms | 192 | 10.0 | 1,827 | 15.9 |
| Medium Size Firms | 55 | 32.7 | 1,732 | 40.5 |
| Large Firms | 3 | 23.1 | 1,158 | 56.3 |
| All Size Firms | 250 | 11.9 | 4,717 | 26.5 |
| YES, MUST BE JOB RELATED | | | | |
| Small Firms | 207 | 10.8 | 1,978 | 17.2 |
| Medium Size Firms | 81 | 48.2 | 2,323 | 54.3 |
| Large Firms | 4 | 30.8 | 253 | 12.3 |
| All Size Firms | 292 | 13.9 | 4,554 | 25.5 |
| YES, AS LONG AS THE INSTITUTION IS ACCREDITED | | | | |
| Small Firms | 88 | 4.6 | 1,033 | 9.0 |
| Medium Size Firms | 22 | 13.1 | 220 | 5.1 |
| All Size Firms | 110 | 5.2 | 1,253 | 7.0 |
| YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE | | | | |
| Small Firms | 52 | 2.7 | 704 | 6.1 |
| Medium Size Firms | 6 | 3.6 | 73 | 1.7 |
| All Size Firms | 58 | 2.8 | 777 | 4.4 |
| Subtotal of Small Firms | 1,919 | 100.0 | 11,496 | 100.0 |
| Subtotal of Medium Size Firms | 168 | 100.0 | 4,275 | 100.0 |
| Subtotal of Large Firms | 13 | 100.0 | 2,056 | 100.0 |
| Grand Total | 2,100 | 100.0 | 17,827 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more salaried employees that responded to this question. 116 firms, or 95.9% of the wholesale trade 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 with no firms are omitted from this table.

WHOLESALE TRADE
Full-time Hourly

TABLE 39Q: Educational Benefits for Oklahoma Wholesale Trade Full-time Hourly Employees by Firm Size.* Question 39: "Do you provide education or tuition assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| NO ASSISTANCE OFFERED | | | | |
| Small Firms | 1,297 | 79.9 | 10,148 | 76.4 |
| Medium Size Firms | 60 | 36.1 | 2,391 | 25.5 |
| Large Firms | 9 | 64.3 | 4,086 | 62.0 |
| All Size Firms | 1,366 | 75.8 | 16,625 | 56.8 |
| YES, BASED ON SENIORITY/ YEARS OF SERVICE | | | | |
| Medium Size Firms | 6 | 3.6 | 388 | 4.1 |
| All Size Firms | 6 | 0.3 | 388 | 1.3 |
| YES, BASED ON COURSE GRADE | | | | |
| Small Firms | 156 | 9.6 | 1,537 | 11.6 |
| Medium Size Firms | 55 | 33.1 | 3,606 | 38.4 |
| Large Firms | 3 | 21.4 | 1,611 | 24.5 |
| All Size Firms | 214 | 11.9 | 6,754 | 23.1 |
| YES, MUST BE JOB RELATED | | | | |
| Small Firms | 230 | 14.2 | 2,273 | 17.1 |
| Medium Size Firms | 83 | 50.0 | 5,408 | 57.6 |
| Large Firms | 4 | 28.6 | 1,549 | 23.5 |
| All Size Firms | 317 | 17.6 | 9,230 | 31.6 |
| YES, AS LONG AS THE INSTITUTION IS ACCREDITED | | | | |
| Small Firms | 52 | 3.2 | 114 | 0.9 |
| Medium Size Firms | 25 | 15.1 | 1,892 | 20.2 |
| All Size Firms | 77 | 4.3 | 2,006 | 6.9 |
| YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE | | | | |
| Small Firms | 52 | 3.2 | 114 | 0.9 |
| Medium Size Firms | 6 | 3.6 | 304 | 3.2 |
| All Size Firms | 58 | 3.2 | 418 | 1.4 |
| Subtotal of Small Firms | 1,623 | 100.0 | 13,276 | 100.0 |
| Subtotal of Medium Size Firms | 166 | 100.0 | 9,382 | 100.0 |
| Subtotal of Large Firms | 14 | 100.0 | 6,586 | 100.0 |
| Grand Total | 1,803 | 100.0 | 29,244 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more full-time hourly employees that responded to this question. 111 firms, or 94.1% of the wholesale trade 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 with no firms are omitted from this table.

WHOLESALE TRADE
Part-time Hourly

TABLE 39R: Educational Benefits for Oklahoma Wholesale Trade Part-time Hourly Employees by Firm Size.* Question 39: "Do you provide education or tuition assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| NO ASSISTANCE OFFERED | | | | |
| Small Firms | 804 | 96.4 | 3,199 | 97.4 |
| Medium Size Firms | 24 | 50.0 | 402 | 83.2 |
| Large Firms | 3 | 42.9 | 301 | 44.3 |
| All Size Firms | 831 | 93.5 | 3,902 | 87.8 |
| YES, BASED ON COURSE GRADE | | | | |
| Small Firms | 30 | 3.6 | 85 | 2.6 |
| Medium Size Firms | 17 | 35.4 | 60 | 12.4 |
| Large Firms | 3 | 42.9 | 371 | 54.6 |
| All Size Firms | 50 | 5.6 | 516 | 11.6 |
| YES, MUST BE JOB RELATED | | | | |
| Small Firms | 30 | 3.6 | 85 | 2.6 |
| Medium Size Firms | 21 | 43.8 | 76 | 15.7 |
| Large Firms | 3 | 42.9 | 332 | 48.8 |
| All Size Firms | 54 | 6.1 | 493 | 11.1 |
| YES, AS LONG AS THE INSTITUTION IS ACCREDITED | | | | |
| Medium Size Firms | 7 | 14.6 | 51 | 10.6 |
| All Size Firms | 7 | 0.8 | 51 | 1.1 |
| Subtotal of Small Firms | 834 | 100.0 | 3,283 | 100.0 |
| Subtotal of Medium Size Firms | 48 | 100.0 | 483 | 100.0 |
| Subtotal of Large Firms | 7 | 100.0 | 680 | 100.0 |
| Grand Total | 889 | 100.0 | 4,446 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more part-time hourly employees that responded to this question. 48 firms, or 64.9% of the wholesale trade 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 with no firms are omitted from this table.

WHOLESALE TRADE

Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| 1% to 25% | | | | |
| Small Firms | 30 | 10.4 | 141 | 5.3 |
| All Size Firms | 30 | 7.6 | 141 | 2.0 |
| 26% to 50% | | | | |
| Medium Size Firms | 14 | 13.7 | 565 | 18.3 |
| Large Firms | 2 | 50.0 | 1,178 | 88.1 |
| All Size Firms | 16 | 4.1 | 1,743 | 24.6 |
| 51% to 75% | | | | |
| Small Firms | 37 | 12.8 | 328 | 12.4 |
| Large Firms | 1 | 25.0 | 73 | 5.5 |
| All Size Firms | 38 | 9.6 | 401 | 5.7 |
| 76% to 99% | | | | |
| Medium Size Firms | 4 | 3.9 | 40 | 1.3 |
| All Size Firms | 4 | 1.0 | 40 | 0.6 |
| 100% | | | | |
| Small Firms | 222 | 76.8 | 2,186 | 82.3 |
| Medium Size Firms | 84 | 82.4 | 2,480 | 80.4 |
| Large Firms | 1 | 25.0 | 86 | 6.4 |
| All Size Firms | 307 | 77.7 | 4,752 | 67.1 |
| Subtotal of Small Firms | 289 | 100.0 | 2,655 | 100.0 |
| Subtotal of Medium Size Firms | 102 | 100.0 | 3,085 | 100.0 |
| Subtotal of Large Firms | 4 | 100.0 | 1,337 | 100.0 |
| Grand Total | 395 | 100.0 | 7,077 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer educational benefits by response on question 39. 37 wholesale trade firms, or 84.1% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| 1% to 25% | | | | |
| Small Firms | 45 | 16.0 | 527 | 20.4 |
| All Size Firms | 45 | 11.5 | 527 | 4.4 |
| 26% to 50% | | | | |
| Medium Size Firms | 4 | 3.8 | 142 | 2.1 |
| Large Firms | 2 | 50.0 | 1,614 | 64.6 |
| All Size Firms | 6 | 1.5 | 1,756 | 14.7 |
| 51% to 75% | | | | |
| Medium Size Firms | 4 | 3.8 | 108 | 1.6 |
| Large Firms | 1 | 25.0 | 661 | 26.5 |
| All Size Firms | 5 | 1.3 | 769 | 6.4 |
| 76% to 99% | | | | |
| Medium Size Firms | 4 | 3.8 | 267 | 3.9 |
| All Size Firms | 4 | 1.0 | 267 | 2.2 |
| 100% | | | | |
| Small Firms | 237 | 84.0 | 2,057 | 79.6 |
| Medium Size Firms | 92 | 88.5 | 6,364 | 92.5 |
| Large Firms | 1 | 25.0 | 224 | 9.0 |
| All Size Firms | 330 | 84.6 | 8,645 | 72.3 |
| Subtotal of Small Firms | 282 | 100.0 | 2,584 | 100.0 |
| Subtotal of Medium Size Firms | 104 | 100.0 | 6,881 | 100.0 |
| Subtotal of Large Firms | 4 | 100.0 | 2,499 | 100.0 |
| Grand Total | 390 | 100.0 | 11,964 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade 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. 39 wholesale trade firms, or 79.6% of the applicable wholesale trade firms responded to this question. Firm sizes with no firms are omitted from this table.

WHOLESALE TRADE
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| 26% to 50% | | | | |
| Large Firms | 1 | 33.3 | 47 | 12.4 |
| All Size Firms | 1 | 1.8 | 47 | 8.6 |
| 51% to 75% | | | | |
| Large Firms | 1 | 33.3 | 323 | 85.2 |
| All Size Firms | 1 | 1.8 | 323 | 59.3 |
| 100% | | | | |
| Small Firms | 30 | 100.0 | 85 | 100.0 |
| Medium Size Firms | 24 | 100.0 | 81 | 100.0 |
| Large Firms | 1 | 33.3 | 9 | 2.4 |
| All Size Firms | 55 | 96.5 | 175 | 32.1 |
| Subtotal of Small Firms | 30 | 100.0 | 85 | 100.0 |
| Subtotal of Medium Size Firms | 24 | 100.0 | 81 | 100.0 |
| Subtotal of Large Firms | 3 | 100.0 | 379 | 100.0 |
| Grand Total | 57 | 100.0 | 545 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Wholesale trade firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer educational benefits by response on question 39. 10 wholesale trade firms, or 27.8% of the applicable wholesale trade firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

WHOLESALE TRADE

Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-----------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 1,463 | 74.8 | 7,327 | 63.7 |
| Medium Size Firms | 53 | 31.5 | 1,204 | 28.1 |
| Large Firms | 5 | 62.5 | 382 | 25.0 |
| All Size Firms | 1,521 | 71.3 | 8,913 | 51.5 |
| YES, FOR HEALTH EXPENSES | | | | |
| Small Firms | 477 | 24.4 | 3,679 | 32.0 |
| Medium Size Firms | 108 | 64.3 | 2,923 | 68.2 |
| Large Firms | 3 | 37.5 | 1,144 | 75.0 |
| All Size Firms | 588 | 27.6 | 7,746 | 44.7 |
| YES, FOR CHILDCARE EXPENSES | | | | |
| Small Firms | 236 | 12.1 | 2,243 | 19.5 |
| Medium Size Firms | 78 | 46.4 | 2,474 | 57.8 |
| Large Firms | 2 | 25.0 | 1,099 | 72.0 |
| All Size Firms | 316 | 14.8 | 5,816 | 33.6 |
| YES, OTHER EXPENSES (please name) | | | | |
| Small Firms | 45 | 2.3 | 589 | 5.1 |
| Medium Size Firms | 6 | 3.6 | 155 | 3.6 |
| All Size Firms | 51 | 2.4 | 744 | 4.3 |
| Subtotal of Small Firms | 1,956 | 100.0 | 11,509 | 100.0 |
| Subtotal of Medium Size Firms | 168 | 100.0 | 4,283 | 100.0 |
| Subtotal of Large Firms | 8 | 100.0 | 1,526 | 100.0 |
| Grand Total | 2,132 | 100.0 | 17,318 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more salaried employees that responded to this question. 116 firms, or 95.9% of the wholesale trade 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 with no firms are omitted from this table.

WHOLESALE TRADE
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 1,197 | 70.5 | 9,701 | 70.5 |
| Medium Size Firms | 49 | 29.3 | 3,136 | 33.2 |
| Large Firms | 6 | 75.0 | 3,379 | 71.0 |
| All Size Firms | 1,252 | 66.9 | 16,216 | 58.0 |
| YES, FOR HEALTH EXPENSES | | | | |
| Small Firms | 485 | 28.6 | 3,666 | 26.6 |
| Medium Size Firms | 111 | 66.5 | 5,916 | 62.7 |
| Large Firms | 2 | 25.0 | 1,381 | 29.0 |
| All Size Firms | 598 | 31.9 | 10,963 | 39.2 |
| YES, FOR CHILDCARE EXPENSES | | | | |
| Small Firms | 200 | 11.8 | 587 | 4.3 |
| Medium Size Firms | 81 | 48.5 | 4,723 | 50.0 |
| Large Firms | 2 | 25.0 | 1,381 | 29.0 |
| All Size Firms | 283 | 15.1 | 6,691 | 23.9 |
| YES, OTHER EXPENSES (please name) | | | | |
| Small Firms | 45 | 2.7 | 503 | 3.7 |
| Medium Size Firms | 6 | 3.6 | 388 | 4.1 |
| All Size Firms | 51 | 2.7 | 891 | 3.2 |
| Subtotal of Small Firms | 1,697 | 100.0 | 13,758 | 100.0 |
| Subtotal of Medium Size Firms | 167 | 100.0 | 9,439 | 100.0 |
| Subtotal of Large Firms | 8 | 100.0 | 4,760 | 100.0 |
| Grand Total | 1,872 | 100.0 | 27,957 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more full-time hourly employees that responded to this question. 111 firms, or 94.1% of the wholesale trade 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 with no firms are omitted from this table.

WHOLESALE TRADE
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|------------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 767 | 87.4 | 3,055 | 88.0 |
| Medium Size Firms | 24 | 40.7 | 452 | 88.8 |
| Large Firms | 5 | 71.4 | 586 | 86.2 |
| All Size Firms | 796 | 84.3 | 4,093 | 87.8 |
| YES, FOR HEALTH EXPENSES | | | | |
| Small Firms | 111 | 12.6 | 418 | 12.0 |
| Medium Size Firms | 34 | 57.6 | 57 | 11.2 |
| Large Firms | 2 | 28.6 | 94 | 13.8 |
| All Size Firms | 147 | 15.6 | 569 | 12.2 |
| YES, FOR CHILDCARE EXPENSES | | | | |
| Small Firms | 67 | 7.6 | 244 | 7.0 |
| Medium Size Firms | 31 | 52.5 | 54 | 10.6 |
| Large Firms | 2 | 28.6 | 94 | 13.8 |
| All Size Firms | 100 | 10.6 | 392 | 8.4 |
| Subtotal of Small Firms | 878 | 100.0 | 3,473 | 100.0 |
| Subtotal of Medium Size Firms | 59 | 100.0 | 509 | 100.0 |
| Subtotal of Large Firms | 7 | 100.0 | 680 | 100.0 |
| Grand Total | 944 | 100.0 | 4,662 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more part-time hourly employees that responded to this question. 53 firms, or 71.6% of the wholesale trade 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 are omitted from this table.

WHOLESALE TRADE
Salary

TABLE 42P: Childcare Assistance for Oklahoma Wholesale Trade Salary Employees by Firm Size.* Question 42: "Do you offer childcare assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 1,911 | 98.5 | 11,392 | 99.3 |
| Medium Size Firms | 168 | 100.0 | 4,283 | 100.0 |
| Large Firms | 13 | 100.0 | 2,056 | 100.0 |
| All Size Firms | 2,092 | 98.6 | 17,731 | 99.5 |
| YES, ON-SITE FACILITY | | | | |
| Small Firms | 30 | 1.5 | 85 | 0.7 |
| All Size Firms | 30 | 1.4 | 85 | 0.5 |
| Subtotal of Small Firms | 1,941 | 100.0 | 11,477 | 100.0 |
| Subtotal of Medium Size Firms | 168 | 100.0 | 4,283 | 100.0 |
| Subtotal of Large Firms | 13 | 100.0 | 2,056 | 100.0 |
| Grand Total | 2,122 | 100.0 | 17,816 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more salaried employees that responded to this question. 116 firms, or 95.9% of the wholesale trade 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 with no firms are omitted from this table.

WHOLESALE TRADE
Full-time Hourly

TABLE 42Q: Childcare Assistance for Oklahoma Wholesale Trade Full-time Hourly Employees by Firm Size.* Question 42: "Do you offer childcare assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 1,652 | 100.0 | 13,547 | 100.0 |
| Medium Size Firms | 164 | 98.2 | 8,947 | 94.8 |
| Large Firms | 14 | 100.0 | 6,586 | 100.0 |
| All Size Firms | 1,830 | 99.8 | 29,080 | 98.3 |
| YES, VOUCHERS or OFF-SITE | | | | |
| SUBSIDIZED | | | | |
| Medium Size Firms | 3 | 1.8 | 492 | 5.2 |
| All Size Firms | 3 | 0.2 | 492 | 1.7 |
| Subtotal of Small Firms | 1,652 | 100.0 | 13,547 | 100.0 |
| Subtotal of Medium Size Firms | 167 | 100.0 | 9,439 | 100.0 |
| Subtotal of Large Firms | 14 | 100.0 | 6,586 | 100.0 |
| Grand Total | 1,833 | 100.0 | 29,572 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more full-time hourly employees that responded to this question. 111 firms, or 94.1% of the wholesale trade 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 with no firms are omitted from this table.

WHOLESALE TRADE
Part-time Hourly

TABLE 42R: Childcare Assistance for Oklahoma Wholesale Trade Part-time Hourly Employees by Firm Size.* Question 42: "Do you offer childcare assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 938 | 100.0 | 3,631 | 100.0 |
| Medium Size Firms | 59 | 100.0 | 509 | 100.0 |
| Large Firms | 7 | 100.0 | 680 | 100.0 |
| All Size Firms | 1,004 | 100.0 | 4,820 | 100.0 |
| Subtotal of Small Firms | 938 | 100.0 | 3,631 | 100.0 |
| Subtotal of Medium Size Firms | 59 | 100.0 | 509 | 100.0 |
| Subtotal of Large Firms | 7 | 100.0 | 680 | 100.0 |
| Grand Total | 1,004 | 100.0 | 4,820 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more part-time hourly employees that responded to this question. 56 firms, or 75.7% of the wholesale trade 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 are omitted from this table.

WHOLESALE TRADE
Salary

TABLE 43P: Flexible Work Arrangements for Oklahoma Wholesale Trade Salary Employees by Firm Size.* Question 43: "Do you offer flexible work arrangements?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 1,665 | 88.1 | 10,032 | 88.3 |
| Medium Size Firms | 146 | 90.7 | 3,368 | 84.7 |
| Large Firms | 10 | 83.3 | 898 | 45.3 |
| All Size Firms | 1,821 | 88.3 | 14,298 | 82.6 |
| FLEX-TIME | | | | |
| Small Firms | 217 | 11.5 | 1,042 | 9.2 |
| Medium Size Firms | 13 | 8.1 | 512 | 12.9 |
| Large Firms | 1 | 8.3 | 1,084 | 54.7 |
| All Size Firms | 231 | 11.2 | 2,638 | 15.2 |
| FOUR DAY (ten hour/day) WORK WEEKS | | | | |
| Small Firms | 37 | 2.0 | 525 | 4.6 |
| Medium Size Firms | 3 | 1.9 | 99 | 2.5 |
| All Size Firms | 40 | 1.9 | 624 | 3.6 |
| TELECOMMUTING (work at home) | | | | |
| Medium Size Firms | 6 | 3.7 | 195 | 4.9 |
| All Size Firms | 6 | 0.3 | 195 | 1.1 |
| Subtotal of Small Firms | 1,889 | 100.0 | 11,355 | 100.0 |
| Subtotal of Medium Size Firms | 161 | 100.0 | 3,977 | 100.0 |
| Subtotal of Large Firms | 12 | 100.0 | 1,982 | 100.0 |
| Grand Total | 2,062 | 100.0 | 17,314 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more salaried employees that responded to this question. 112 firms, or 92.6% of the wholesale trade 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 with no firms are omitted from this table.

WHOLESALE TRADE
Full-time Hourly

TABLE 43Q: Flexible Work Arrangements for Oklahoma Wholesale Trade Full-time Hourly Employees by Firm Size.* Question 43: "Do you offer flexible work arrangements?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|------------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 1,430 | 87.7 | 11,513 | 86.8 |
| Medium Size Firms | 142 | 86.6 | 7,966 | 89.0 |
| Large Firms | 11 | 78.6 | 4,975 | 75.5 |
| All Size Firms | 1,583 | 87.6 | 24,454 | 84.9 |
| FLEX-TIME | | | | |
| Small Firms | 193 | 11.8 | 1,647 | 12.4 |
| Medium Size Firms | 13 | 7.9 | 417 | 4.7 |
| Large Firms | 3 | 21.4 | 1,611 | 24.5 |
| All Size Firms | 209 | 11.6 | 3,675 | 12.8 |
| FOUR DAY (ten hour/day) WORK WEEKS | | | | |
| Small Firms | 37 | 2.3 | 263 | 2.0 |
| Medium Size Firms | 10 | 6.1 | 494 | 5.5 |
| All Size Firms | 47 | 2.6 | 757 | 2.6 |
| TELECOMMUTING (work at home) | | | | |
| Medium Size Firms | 3 | 1.8 | 179 | 2.0 |
| All Size Firms | 3 | 0.2 | 179 | 0.6 |
| Subtotal of Small Firms | 1,630 | 100.0 | 13,260 | 100.0 |
| Subtotal of Medium Size Firms | 164 | 100.0 | 8,948 | 100.0 |
| Subtotal of Large Firms | 14 | 100.0 | 6,586 | 100.0 |
| Grand Total | 1,808 | 100.0 | 28,794 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more full-time hourly employees that responded to this question. 110 firms, or 93.2% of the wholesale trade 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 with no firms are omitted from this table.

WHOLESALE TRADE
Part-time Hourly

TABLE 43R: Flexible Work Arrangements for Oklahoma Wholesale Trade Part-time Hourly Employees by Firm Size.* Question 43: "Do you offer flexible work arrangements?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 640 | 69.3 | 2,819 | 78.0 |
| Medium Size Firms | 43 | 82.7 | 431 | 88.0 |
| Large Firms | 4 | 66.7 | 309 | 86.6 |
| All Size Firms | 687 | 70.0 | 3,559 | 79.8 |
| FLEX-TIME | | | | |
| Small Firms | 283 | 30.7 | 796 | 22.0 |
| Medium Size Firms | 9 | 17.3 | 59 | 12.0 |
| Large Firms | 2 | 33.3 | 48 | 13.4 |
| All Size Firms | 294 | 30.0 | 903 | 20.2 |
| Subtotal of Small Firms | 923 | 100.0 | 3,615 | 100.0 |
| Subtotal of Medium Size Firms | 52 | 100.0 | 490 | 100.0 |
| Subtotal of Large Firms | 6 | 100.0 | 357 | 100.0 |
| Grand Total | 981 | 100.0 | 4,462 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more part-time hourly employees that responded to this question. 52 firms, or 70.3% of the wholesale trade 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 are omitted from this table.

WHOLESALE TRADE

Salary

TABLE 44P: Miscellaneous Benefits for Oklahoma Wholesale Trade Salary Employees by Firm Size.* Question 44: "Please check boxes indicating any additional miscellaneous benefits your company offers."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| BONUSES | | | | |
| Small Firms | 1,370 | 95.9 | 9,251 | 97.3 |
| Medium Size Firms | 117 | 86.0 | 3,256 | 90.3 |
| Large Firms | 6 | 75.0 | 1,360 | 89.1 |
| All Size Firms | 1,493 | 94.9 | 13,867 | 94.7 |
| SHIFT DIFFERENTIAL | | | | |
| Small Firms | 59 | 4.1 | 211 | 2.2 |
| Medium Size Firms | 36 | 26.5 | 645 | 17.9 |
| Large Firms | 3 | 37.5 | 1,307 | 85.6 |
| All Size Firms | 98 | 6.2 | 2,163 | 14.8 |
| LONGEVITY PAY | | | | |
| Small Firms | 81 | 5.7 | 502 | 5.3 |
| Large Firms | 1 | 12.5 | 73 | 4.8 |
| All Size Firms | 82 | 5.2 | 575 | 3.9 |
| STOCK OPTIONS | | | | |
| Small Firms | 88 | 6.2 | 886 | 9.3 |
| Medium Size Firms | 28 | 20.6 | 947 | 26.3 |
| Large Firms | 2 | 25.0 | 1,214 | 79.6 |
| All Size Firms | 118 | 7.5 | 3,047 | 20.8 |
| OTHER (please name) | | | | |
| Small Firms | 30 | 2.1 | 146 | 1.5 |
| Medium Size Firms | 4 | 2.9 | 259 | 7.2 |
| All Size Firms | 34 | 2.2 | 405 | 2.8 |
| Subtotal of Small Firms | 1,429 | 100.0 | 9,506 | 100.0 |
| Subtotal of Medium Size Firms | 136 | 100.0 | 3,604 | 100.0 |
| Subtotal of Large Firms | 8 | 100.0 | 1,526 | 100.0 |
| Grand Total | 1,573 | 100.0 | 14,636 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more salaried employees that responded to this question. 91 firms, or 75.2% of the wholesale trade 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 with no firms are omitted from this table.

WHOLESALE TRADE
Full-time Hourly

TABLE 44Q: Miscellaneous Benefits for Oklahoma Wholesale Trade Full-time Hourly Employees by Firm Size.* Question 44: "Please check boxes indicating any additional miscellaneous benefits your company offers."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| BONUSES | | | | |
| Small Firms | 1,103 | 85.7 | 7,061 | 79.9 |
| Medium Size Firms | 86 | 67.2 | 4,508 | 63.9 |
| Large Firms | 6 | 75.0 | 3,400 | 71.9 |
| All Size Firms | 1,195 | 84.0 | 14,969 | 72.6 |
| SHIFT DIFFERENTIAL | | | | |
| Small Firms | 104 | 8.1 | 1,097 | 12.4 |
| Medium Size Firms | 62 | 48.4 | 4,288 | 60.8 |
| Large Firms | 4 | 50.0 | 3,444 | 72.9 |
| All Size Firms | 170 | 11.9 | 8,829 | 42.8 |
| LONGEVITY PAY | | | | |
| Small Firms | 81 | 6.3 | 314 | 3.6 |
| Medium Size Firms | 3 | 2.3 | 205 | 2.9 |
| Large Firms | 1 | 12.5 | 661 | 14.0 |
| All Size Firms | 85 | 6.0 | 1,180 | 5.7 |
| STOCK OPTIONS | | | | |
| Small Firms | 88 | 6.8 | 295 | 3.3 |
| Medium Size Firms | 6 | 4.7 | 289 | 4.1 |
| Large Firms | 2 | 25.0 | 2,194 | 46.4 |
| All Size Firms | 96 | 6.7 | 2,778 | 13.5 |
| OTHER (please name) | | | | |
| Small Firms | 74 | 5.7 | 789 | 8.9 |
| Medium Size Firms | 4 | 3.1 | 280 | 4.0 |
| Large Firms | 1 | 12.5 | 585 | 12.4 |
| All Size Firms | 79 | 5.6 | 1,654 | 8.0 |
| Subtotal of Small Firms | 1,287 | 100.0 | 8,840 | 100.0 |
| Subtotal of Medium Size Firms | 128 | 100.0 | 7,050 | 100.0 |
| Subtotal of Large Firms | 8 | 100.0 | 4,726 | 100.0 |
| Grand Total | 1,423 | 100.0 | 20,616 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more full-time hourly employees that responded to this question. 86 firms, or 72.9% of the wholesale trade 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.

WHOLESALE TRADE
Part-time Hourly

TABLE 44R: Miscellaneous Benefits for Oklahoma Wholesale Trade Part-time Hourly Employees by Firm Size.* Question 44: "Please check boxes indicating any additional miscellaneous benefits your company offers."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| BONUSES | | | | |
| Small Firms | 618 | 97.6 | 2,072 | 99.2 |
| Medium Size Firms | 20 | 74.1 | 41 | 89.1 |
| Large Firms | 4 | 66.7 | 306 | 48.3 |
| All Size Firms | 642 | 96.4 | 2,419 | 87.4 |
| SHIFT DIFFERENTIAL | | | | |
| Medium Size Firms | 11 | 40.7 | 11 | 23.9 |
| Large Firms | 2 | 33.3 | 297 | 46.9 |
| All Size Firms | 13 | 2.0 | 308 | 11.1 |
| LONGEVITY PAY | | | | |
| Large Firms | 1 | 16.7 | 323 | 51.0 |
| All Size Firms | 1 | 0.2 | 323 | 11.7 |
| STOCK OPTIONS | | | | |
| Large Firms | 2 | 33.3 | 297 | 46.9 |
| All Size Firms | 2 | 0.3 | 297 | 10.7 |
| OTHER (please name) | | | | |
| Small Firms | 15 | 2.4 | 16 | 0.8 |
| Large Firms | | 250.0 | 4 | 0.6 |
| All Size Firms | 15 | 2.3 | 20 | 0.7 |
| Subtotal of Small Firms | 633 | 100.0 | 2,088 | 100.0 |
| Subtotal of Medium Size Firms | 27 | 100.0 | 46 | 100.0 |
| Subtotal of Large Firms | 6 | 100.0 | 633 | 100.0 |
| Grand Total | 666 | 100.0 | 2,767 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more part-time hourly employees that responded to this question. 35 firms, or 47.3% of the wholesale trade 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 with no firms are omitted from this table.

WHOLESALE TRADE
All Employee Categories

TABLE 45F: Benefit Cost for Oklahoma Wholesale Trade, 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)?"

| 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 |
|-------------------------------|------------------------------------|--|--|--|
| 15% or LESS | | | | |
| Small Firms | 1,269 | 57.6 | 14,842 | 51.5 |
| Medium Size Firms | 40 | 23.8 | 3,518 | 25.1 |
| Large Firms | 2 | 15.4 | 1,499 | 16.3 |
| All Size Firms | 1,311 | 55.0 | 19,859 | 38.2 |
| 16% to 20% | | | | |
| Small Firms | 567 | 25.7 | 6,625 | 23.0 |
| Medium Size Firms | 47 | 28.0 | 3,255 | 23.2 |
| Large Firms | 1 | 7.7 | 319 | 3.5 |
| All Size Firms | 615 | 25.8 | 10,199 | 19.6 |
| 21% to 25% | | | | |
| Small Firms | 147 | 6.7 | 3,494 | 12.1 |
| Medium Size Firms | 24 | 14.3 | 2,274 | 16.2 |
| Large Firms | 1 | 7.7 | 493 | 5.4 |
| All Size Firms | 172 | 7.2 | 6,261 | 12.0 |
| 26% to 30% | | | | |
| Small Firms | 115 | 5.2 | 1,736 | 6.0 |
| Medium Size Firms | 26 | 15.5 | 2,479 | 17.7 |
| Large Firms | 7 | 53.8 | 5,534 | 60.2 |
| All Size Firms | 148 | 6.2 | 9,749 | 18.7 |
| MORE THAN 30% | | | | |
| Small Firms | 105 | 4.8 | 2,142 | 7.4 |
| Medium Size Firms | 31 | 18.5 | 2,478 | 17.7 |
| Large Firms | 2 | 15.4 | 1,347 | 14.7 |
| All Size Firms | 138 | 5.8 | 5,967 | 11.5 |
| Subtotal of Small Firms | 2,203 | 100.0 | 28,839 | 100.0 |
| Subtotal of Medium Size Firms | 168 | 100.0 | 14,004 | 100.0 |
| Subtotal of Large Firms | 13 | 100.0 | 9,192 | 100.0 |
| Grand Total | 2,384 | 100.0 | 52,035 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes wholesale trade firms that have one or more employees that responded to this question. 129 firms, or 97.0% of the applicable wholesale trade firms responded to this question.

Oklahoma Employee Benefit Compensation

OESC 2005 Benefits Survey

Retail Trade



Vacation & Holiday

Health & Medical



Retirement, Bonuses
& Profit sharing



RETAIL TRADE

Salaried

TABLE 1T: Number of Paid Holidays Offered for Oklahoma Salaried Retail Trade Employees by Firm Size.*

| 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 | | | | |
| Small Firms | 914 | 28.9 | 2,707 | 20.8 |
| Medium Size Firms | 177 | 53.5 | 1,932 | 31.9 |
| Large Firms | 16 | 23.2 | 586 | 10.9 |
| All Size Firms | 1,107 | 31.1 | 5,225 | 21.4 |
| SIX HOLIDAYS | | | | |
| Small Firms | 1,044 | 33.1 | 5,648 | 43.4 |
| Medium Size Firms | 69 | 20.8 | 2,194 | 36.3 |
| Large Firms | 24 | 34.8 | 3,280 | 61.3 |
| All Size Firms | 1,137 | 32.0 | 11,122 | 45.6 |
| SEVEN HOLIDAYS | | | | |
| Small Firms | 609 | 19.3 | 2,321 | 17.8 |
| Medium Size Firms | 33 | 10.0 | 854 | 14.1 |
| Large Firms | 6 | 8.7 | 328 | 6.1 |
| All Size Firms | 648 | 18.2 | 3,503 | 14.4 |
| EIGHT HOLIDAYS | | | | |
| Small Firms | 147 | 4.7 | 683 | 5.3 |
| Medium Size Firms | 23 | 6.9 | 710 | 11.7 |
| Large Firms | 10 | 14.5 | 662 | 12.4 |
| All Size Firms | 180 | 5.1 | 2,055 | 8.4 |
| NINE HOLIDAYS | | | | |
| Small Firms | 43 | 1.4 | 181 | 1.4 |
| Medium Size Firms | 22 | 6.6 | 311 | 5.1 |
| Large Firms | 8 | 11.6 | 445 | 8.3 |
| All Size Firms | 73 | 2.1 | 937 | 3.8 |
| TEN HOLIDAYS | | | | |
| Small Firms | 110 | 3.5 | 823 | 6.3 |
| Medium Sized Firms | 7 | 2.1 | 47 | 0.8 |
| Large Firms | 2 | 2.9 | 19 | 0.4 |
| All Size Firms | 119 | 3.3 | 889 | 3.6 |
| ELEVEN HOLIDAYS | | | | |
| Small Firms | 13 | 0.4 | 162 | 1.2 |
| All Size Firms | 13 | 0.4 | 162 | 0.7 |
| TWELVE or MORE HOLIDAYS | | | | |
| Small Firms | 278 | 8.8 | 479 | 3.7 |
| Large Firms | 3 | 4.3 | 32 | 0.6 |
| All Size Firms | 281 | 7.9 | 511 | 2.1 |
| Subtotal of Small Firms | 3,158 | 100.0 | 13,004 | 100.0 |
| Subtotal of Medium Size Firms | 331 | 100.0 | 6,048 | 100.0 |
| Subtotal of Large Firms | 69 | 100.0 | 5,352 | 100.0 |
| Grand Total | 3,558 | 100.0 | 24,404 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes retail trade firms that have one or more salaried employees and offer one or more paid holidays. 202 retail trade firms, or 76.8% of the retail trade firms with salaried employees indicated that they offer at least one paid holiday. Size categories with no firms are omitted from this table.

RETAIL TRADE

Full-time Hourly

TABLE 1U: Number of Paid Holidays Offered for Oklahoma Full-time Hourly Retail Trade Employees by Firm Size.*

| 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 | | | | |
| Small Firms | 755 | 26.5 | 3,859 | 21.2 |
| Medium Size Firms | 104 | 40.8 | 4,086 | 35.6 |
| Large Firms | 17 | 32.1 | 4,560 | 19.1 |
| All Size Firms | 876 | 27.7 | 12,505 | 23.3 |
| SIX HOLIDAYS | | | | |
| Small Firms | 965 | 33.8 | 7,538 | 41.4 |
| Medium Size Firms | 77 | 30.2 | 4,016 | 35.0 |
| Large Firms | 18 | 34.0 | 13,817 | 57.8 |
| All Size Firms | 1,060 | 33.5 | 25,371 | 47.4 |
| SEVEN HOLIDAYS | | | | |
| Small Firms | 673 | 23.6 | 4,593 | 25.2 |
| Medium Size Firms | 41 | 16.1 | 2,090 | 18.2 |
| Large Firms | 2 | 3.8 | 468 | 2.0 |
| All Size Firms | 716 | 22.7 | 7,151 | 13.3 |
| EIGHT HOLIDAYS | | | | |
| Small Firms | 145 | 5.1 | 1,127 | 6.2 |
| Medium Size Firms | 11 | 4.3 | 707 | 6.2 |
| Large Firms | 12 | 22.6 | 3,667 | 15.3 |
| All Size Firms | 168 | 5.3 | 5,501 | 10.3 |
| NINE HOLIDAYS | | | | |
| Small Firms | 121 | 4.2 | 317 | 1.7 |
| Medium Size Firms | 22 | 8.6 | 568 | 5.0 |
| Large Firms | 2 | 3.8 | 633 | 2.6 |
| All Size Firms | 145 | 4.6 | 1,518 | 2.8 |
| TEN HOLIDAYS | | | | |
| Small Firms | 110 | 3.9 | 499 | 2.7 |
| Large Firms | 2 | 3.8 | 760 | 3.2 |
| All Size Firms | 112 | 3.5 | 1,259 | 2.3 |
| TWELVE or MORE HOLIDAYS | | | | |
| Small Firms | 84 | 2.9 | 274 | 1.5 |
| All Size Firms | 84 | 2.7 | 274 | 0.5 |
| Subtotal of Small Firms | 2,853 | 100.0 | 18,207 | 100.0 |
| Subtotal of Medium Size Firms | 255 | 100.0 | 11,467 | 100.0 |
| Subtotal of Large Firms | 53 | 100.0 | 23,905 | 100.0 |
| Grand Total | 3,161 | 100.0 | 53,579 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes retail trade firms that have one or more full-time hourly employees and offer one or more paid holidays. 181 retail trade firms, or 66.1% of the retail trade firms with full time hourly employees indicated that they offer at least one paid holiday. Size categories with no firms are omitted from this table.

RETAIL TRADE

Part-time Hourly

TABLE 1V: Number of Paid Holidays Offered for Oklahoma Part-time Hourly Retail Trade Employees by Firm Size.*

| 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 | | | | |
| Small Firms | 469 | 36.0 | 2,391 | 44.7 |
| Medium Size Firms | 74 | 58.7 | 3,610 | 75.1 |
| Large Firms | 14 | 38.9 | 4,047 | 20.9 |
| All Size Firms | 557 | 38.1 | 10,048 | 34.1 |
| SIX HOLIDAYS | | | | |
| Small Firms | 365 | 28.1 | 819 | 15.3 |
| Medium Size Firms | 32 | 25.4 | 593 | 12.3 |
| Large Firms | 10 | 27.8 | 13,874 | 71.7 |
| All Size Firms | 407 | 27.8 | 15,286 | 51.8 |
| SEVEN HOLIDAYS | | | | |
| Small Firms | 287 | 22.1 | 739 | 13.8 |
| Medium Size Firms | 1 | 0.8 | 131 | 2.7 |
| All Size Firms | 288 | 19.7 | 870 | 2.9 |
| EIGHT HOLIDAYS | | | | |
| Small Firms | 129 | 9.9 | 1,137 | 21.3 |
| Medium Size Firms | 4 | 3.2 | 15 | 0.3 |
| Large Firms | 10 | 27.8 | 1,283 | |
| All Size Firms | 143 | 9.8 | 2,435 | 8.3 |
| NINE HOLIDAYS | | | | |
| Medium Size Firms | 15 | 11.9 | 459 | 9.5 |
| Large Firms | 2 | 5.6 | 151 | 0.8 |
| All Size Firms | 17 | 1.2 | 610 | 2.1 |
| TEN HOLIDAYS | | | | |
| Small Firms | 51 | 3.9 | 260 | 4.9 |
| All Size Firms | 51 | 3.5 | 260 | 0.9 |
| Subtotal of Small Firms | 1,301 | 100.0 | 5,346 | 100.0 |
| Subtotal of Medium Size Firms | 126 | 100.0 | 4,808 | 100.0 |
| Subtotal of Large Firms | 36 | 100.0 | 19,355 | 100.0 |
| Grand Total | 1,463 | 100.0 | 29,509 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes retail trade firms that have one or more part-time hourly employees and offer one or more paid holidays. 83 retail trade firms, or 29.4% of the retail trade firms indicated that they offer at least one paid holiday. Response categories and size categories with no firms are omitted from this table.

RETAIL TRADE

Salaried

TABLE 2S: Holidays Offered for Oklahoma Salaried Retail Trade Employees by Firm Size.* Question 2: "Please check all paid holidays offered by your company."

| Holiday Offered | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NEW YEAR'S DAY | | | | |
| Small Firms | 2,767 | 87.6 | 11,767 | 90.5 |
| Medium Size Firms | 234 | 70.7 | 5,343 | 88.3 |
| Large Firms | 52 | 75.4 | 4,610 | 86.1 |
| All Size Firms | 3,053 | 85.8 | 21,720 | 89.0 |
| MARTIN LUTHER KING DAY | | | | |
| Small Firms | 239 | 7.6 | 441 | 3.4 |
| Large Firms | 5 | 7.2 | 51 | 1.0 |
| All Size Firms | 244 | 6.9 | 492 | 2.0 |
| PRESIDENT'S DAY | | | | |
| Small Firms | 291 | 9.2 | 488 | 3.8 |
| Large Firms | 7 | 10.1 | 387 | 7.2 |
| All Size Firms | 298 | 8.4 | 875 | 3.6 |
| GOOD FRIDAY | | | | |
| Small Firms | 355 | 11.2 | 727 | 5.6 |
| Medium Size Firms | 7 | 2.1 | 134 | 2.2 |
| Large Firms | 20 | 29.0 | 1,829 | 34.2 |
| All Size Firms | 382 | 10.7 | 2,690 | 11.0 |
| MEMORIAL DAY | | | | |
| Small Firms | 2,432 | 77.0 | 10,873 | 83.6 |
| Medium Size Firms | 176 | 53.2 | 4,494 | 74.3 |
| Large Firms | 43 | 62.3 | 4,283 | 80.0 |
| All Size Firms | 2,651 | 74.5 | 19,650 | 80.5 |
| INDEPENDENCE DAY | | | | |
| Small Firms | 2,338 | 74.0 | 10,980 | 84.4 |
| Medium Sized Firms | 180 | 54.4 | 4,447 | 73.5 |
| Large Firms | 52 | 75.4 | 4,648 | 86.8 |
| All Size Firms | 2,570 | 72.2 | 20,075 | 82.3 |
| LABOR DAY | | | | |
| Small Firms | 2,506 | 79.4 | 11,161 | 85.8 |
| Medium Size Firms | 190 | 57.4 | 4,670 | 77.2 |
| Large Firms | 49 | 71.0 | 3,253 | 60.8 |
| All Size Firms | 2,745 | 77.2 | 19,084 | 78.2 |
| COLUMBUS DAY | | | | |
| Small Firms | 278 | 8.8 | 479 | 3.7 |
| Large Firms | 5 | 7.2 | 51 | 1.0 |
| All Size Firms | 283 | 8.0 | 530 | 2.2 |
| ELECTION DAY | | | | |
| Small Firms | 226 | 7.2 | 432 | 3.3 |
| Large Firms | 3 | 4.3 | 32 | 0.6 |
| All Size Firms | 229 | 6.4 | 464 | 1.9 |

TABLE 2S: Holidays, Retail Trade, Salary (continued).

| 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 |
|---|------------------------------------|--|--|--|
| VETERAN'S DAY | | | | |
| Small Firms | 337 | 10.7 | 862 | 6.6 |
| Large Firms | 7 | 10.1 | 387 | 7.2 |
| All Size Firms | 344 | 9.7 | 1,249 | 5.1 |
| THANKSGIVING DAY | | | | |
| Small Firms | 2,804 | 88.8 | 12,361 | 95.1 |
| Medium Size Firms | 292 | 88.2 | 5,791 | 95.8 |
| Large Firms | 68 | 98.6 | 5,186 | 96.9 |
| All Size Firms | 3,164 | 88.9 | 23,338 | 95.6 |
| DAY AFTER THANKSGIVING | | | | |
| Small Firms | 605 | 19.2 | 2,346 | 18.0 |
| Medium Size Firms | 15 | 4.5 | 454 | 7.5 |
| Large Firms | 13 | 18.8 | 527 | 9.8 |
| All Size Firms | 633 | 17.8 | 3,327 | 13.6 |
| CHRISTMAS EVE DAY | | | | |
| Small Firms | 597 | 18.9 | 2,698 | 20.7 |
| Medium Size Firms | 35 | 10.6 | 620 | 10.3 |
| Large Firms | 12 | 17.4 | 273 | 5.1 |
| All Size Firms | 644 | 18.1 | 3,591 | 14.7 |
| CHRISTMAS DAY | | | | |
| Small Firms | 3,064 | 97.0 | 12,911 | 99.3 |
| Medium Size Firms | 310 | 93.7 | 5,926 | 98.0 |
| Large Firms | 64 | 92.8 | 5,187 | 96.9 |
| All Size Firms | 3,438 | 96.6 | 24,024 | 98.4 |
| NEW YEAR'S EVE DAY | | | | |
| Small Firms | 969 | 30.7 | 3,641 | 28.0 |
| Medium Size Firms | 48 | 14.5 | 562 | 9.3 |
| Large Firms | 5 | 7.2 | 110 | 2.1 |
| All Size Firms | 1,022 | 28.7 | 4,313 | 17.7 |
| BIRTHDAY | | | | |
| Small Firms | 313 | 9.9 | 1,265 | 9.7 |
| Medium Size Firms | 12 | 3.6 | 364 | 6.0 |
| Large Firms | 13 | 18.8 | 440 | 8.2 |
| All Size Firms | 338 | 9.5 | 2,069 | 8.5 |
| ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY | | | | |
| Small Firms | 193 | 6.1 | 381 | 2.9 |
| Medium Size Firms | 67 | 20.2 | 1,467 | 24.3 |
| Large Firms | 11 | 15.9 | 978 | 18.3 |
| All Size Firms | 271 | 7.6 | 2,826 | 11.6 |
| OTHER (please name) | | | | |
| Small Firms | 160 | 5.1 | 230 | 1.8 |
| Medium Size Firms | 10 | 3.0 | 248 | 4.1 |
| Large Firms | 8 | 11.6 | 441 | 8.2 |
| All Size Firms | 178 | 5.0 | 919 | 3.8 |
| Offering Holiday(s) Totals | | | | |
| Subtotal of Small Firms | 3,158 | 100.0 | 13,004 | 100.0 |
| Subtotal of Medium Size Firms | 331 | 100.0 | 6,048 | 100.0 |
| Subtotal of Large Firms | 69 | 100.0 | 5,352 | 100.0 |
| Grand Total | 3,558 | 100.0 | 24,404 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes retail trade firms that have one or more salaried employees that responded to this question. 202 retail trade firms, or 76.8% of the retail trade 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. Size categories with no firms are omitted from this table.

RETAIL TRADE

Full-time Hourly

TABLE 2T: Holidays Offered for Oklahoma Full-time Hourly Retail Trade Employees by Firm Size.* Question 2: "Please check all paid holidays offered by your company."

| Holiday Offered | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NEW YEAR'S DAY | | | | |
| Small Firms | 2,414 | 84.6 | 16,238 | 8.9 |
| Medium Size Firms | 199 | 78.0 | 10,026 | 8.7 |
| Large Firms | 36 | 67.9 | 19,204 | 80.3 |
| All Size Firms | 2,649 | 83.8 | 45,468 | 84.9 |
| MARTIN LUTHER KING DAY | | | | |
| Small Firms | 123 | 4.3 | 361 | 2.0 |
| Large Firms | 2 | 3.8 | 760 | 3.2 |
| All Size Firms | 125 | 4.0 | 1,121 | 2.1 |
| PRESIDENT'S DAY | | | | |
| Small Firms | 96 | 3.4 | 283 | 1.6 |
| Large Firms | 4 | 7.5 | 1,392 | 5.8 |
| All Size Firms | 100 | 3.2 | 1,675 | 3.1 |
| GOOD FRIDAY | | | | |
| Small Firms | 147 | 5.2 | 478 | 0.3 |
| Medium Size Firms | 7 | 2.7 | 38 | 0.0 |
| Large Firms | 12 | 22.6 | 6,277 | 26.3 |
| All Size Firms | 166 | 5.3 | 6,793 | 12.7 |
| MEMORIAL DAY | | | | |
| Small Firms | 2,183 | 76.5 | 15,003 | 8.2 |
| Medium Size Firms | 164 | 64.3 | 8,359 | 7.3 |
| Large Firms | 26 | 49.1 | 14,125 | 59.1 |
| All Size Firms | 2,373 | 75.1 | 37,487 | 70.0 |
| INDEPENDENCE DAY | | | | |
| Small Firms | 2,287 | 80.2 | 15,329 | 8.4 |
| Medium Sized Firms | 166 | 65.1 | 8,171 | 7.1 |
| Large Firms | 36 | 67.9 | 19,204 | 80.3 |
| All Size Firms | 2,489 | 78.7 | 42,704 | 79.7 |
| LABOR DAY | | | | |
| Small Firms | 2,160 | 75.7 | 14,610 | 8.0 |
| Medium Size Firms | 182 | 71.4 | 9,056 | 7.9 |
| Large Firms | 32 | 60.4 | 16,223 | 67.9 |
| All Size Firms | 2,374 | 75.1 | 39,889 | 74.4 |
| COLUMBUS DAY | | | | |
| Small Firms | 83 | 2.9 | 274 | 0.2 |
| Large Firms | 2 | 3.8 | 760 | 3.2 |
| All Size Firms | 85 | 2.7 | 1,034 | 1.9 |
| ELECTION DAY | | | | |
| Small Firms | 83 | 2.9 | 274 | 0.2 |
| All Size Firms | 83 | 2.6 | 274 | 0.5 |

TABLE 2T: Holidays, Retail Trade, Full-time Hourly (continued).

| 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 |
|---|------------------------------------|--|--|--|
| VETERAN'S DAY | | | | |
| Small Firms | 110 | 3.9 | 352 | 0.2 |
| Large Firms | 4 | 7.5 | 1,392 | 5.8 |
| All Size Firms | 114 | 3.6 | 1,744 | 3.3 |
| THANKSGIVING DAY | | | | |
| Small Firms | 2,696 | 94.5 | 17,492 | 9.6 |
| Medium Size Firms | 216 | 84.7 | 10,637 | 9.3 |
| Large Firms | 52 | 98.1 | 22,708 | 95.0 |
| All Size Firms | 2,964 | 93.8 | 50,837 | 94.9 |
| DAY AFTER THANKSGIVING | | | | |
| Small Firms | 398 | 14.0 | 1,518 | 0.8 |
| Medium Size Firms | 18 | 7.1 | 847 | 0.7 |
| Large Firms | 3 | 5.7 | 712 | 3.0 |
| All Size Firms | 419 | 13.3 | 3,077 | 5.7 |
| CHRISTMAS EVE DAY | | | | |
| Small Firms | 627 | 22.0 | 2,959 | 1.6 |
| Medium Size Firms | 24 | 9.4 | 1,019 | 0.9 |
| Large Firms | 3 | 5.7 | 939 | 3.9 |
| All Size Firms | 654 | 20.7 | 4,917 | 9.2 |
| CHRISTMAS DAY | | | | |
| Small Firms | 2,759 | 96.7 | 18,056 | 9.9 |
| Medium Size Firms | 238 | 93.3 | 10,839 | 9.5 |
| Large Firms | 50 | 94.3 | 23,232 | 97.2 |
| All Size Firms | 3,047 | 96.4 | 52,127 | 97.3 |
| NEW YEAR'S EVE DAY | | | | |
| Small Firms | 814 | 28.5 | 4,296 | 2.4 |
| Medium Size Firms | 42 | 16.5 | 1,794 | 1.6 |
| All Size Firms | 856 | 27.1 | 6,090 | 11.4 |
| BIRTHDAY | | | | |
| Small Firms | 182 | 6.4 | 1,516 | 0.8 |
| Medium Size Firms | 12 | 4.7 | 189 | 0.2 |
| Large Firms | 10 | 18.9 | 5,981 | 25.0 |
| All Size Firms | 204 | 6.5 | 7,686 | 14.3 |
| ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY | | | | |
| Small Firms | 190 | 6.7 | 1,372 | 0.8 |
| Medium Size Firms | 67 | 26.3 | 2,647 | 2.3 |
| Large Firms | 10 | 18.9 | 2,458 | 10.3 |
| All Size Firms | 267 | 8.4 | 6,477 | 12.1 |
| OTHER (please name) | | | | |
| Small Firms | 160 | 5.6 | 124 | 0.1 |
| Medium Size Firms | 10 | 3.9 | 311 | 0.3 |
| Large Firms | 8 | 15.1 | 1,992 | 8.3 |
| All Size Firms | 178 | 5.6 | 2,427 | 4.5 |
| Offering Holiday(s) Totals | | | | |
| Subtotal of Small Firms | 2,853 | 100.0 | 18,207 | 10.0 |
| Subtotal of Medium Size Firms | 255 | 100.0 | 11,467 | 10.0 |
| Subtotal of Large Firms | 53 | 100.0 | 23,905 | 100.0 |
| Grand Total | 3,161 | 100.0 | 53,579 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes retail trade firms that have one or more full-time hourly employees that responded to this question. 181 retail trade firms, or 66.1% of the retail trade 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. Size categories with no firms are omitted from this table.

RETAIL TRADE

Part-time Hourly

TABLE 2U: Holidays Offered for Oklahoma Part-time Hourly Retail Trade Employees by Firm Size.* Question 2: "Please check all paid holidays offered by your company."

| Holiday Offered | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------|------------------------------------|--|--|--|
| NEW YEAR'S DAY | | | | |
| Small Firms | 1,119 | 86.0 | 3,849 | 72.0 |
| Medium Size Firms | 85 | 67.5 | 1,783 | 37.1 |
| Large Firms | 22 | 61.1 | 15,308 | 79.1 |
| All Size Firms | 1,226 | 83.8 | 20,940 | 71.0 |
| PRESIDENT'S DAY | | | | |
| Large Firms | 2 | 5.6 | 151 | 0.8 |
| All Size Firms | 2 | 0.1 | 151 | 0.5 |
| GOOD FRIDAY | | | | |
| Small Firms | 24 | 1.8 | 241 | 4.5 |
| Large Firms | 12 | 33.3 | 7,038 | 36.4 |
| All Size Firms | 36 | 2.5 | 7,279 | 24.7 |
| MEMORIAL DAY | | | | |
| Small Firms | 877 | 67.4 | 2,992 | 56.0 |
| Medium Size Firms | 60 | 47.6 | 1,233 | 25.6 |
| Large Firms | 14 | 38.9 | 6,852 | 35.4 |
| All Size Firms | 951 | 65.0 | 11,077 | 37.5 |
| INDEPENDENCE DAY | | | | |
| Small Firms | 898 | 69.0 | 2,531 | 47.3 |
| Medium Sized Firms | 52 | 41.3 | 985 | 20.5 |
| Large Firms | 22 | 61.1 | 15,308 | 79.1 |
| All Size Firms | 972 | 66.4 | 18,824 | 63.8 |
| LABOR DAY | | | | |
| Small Firms | 881 | 67.7 | 2,993 | 56.0 |
| Medium Size Firms | 65 | 51.6 | 1,045 | 21.7 |
| Large Firms | 20 | 55.6 | 9,888 | 51.1 |
| All Size Firms | 966 | 66.0 | 13,926 | 47.2 |
| VETERAN'S DAY | | | | |
| Large Firms | 2 | 5.6 | 151 | 0.8 |
| All Size Firms | 2 | 0.1 | 151 | 0.5 |
| THANKSGIVING DAY | | | | |
| Small Firms | 1,162 | 89.3 | 4,772 | 89.3 |
| Medium Size Firms | 92 | 73.0 | 1,971 | 41.0 |
| Large Firms | 35 | 97.2 | 18,144 | 93.7 |
| All Size Firms | 1,289 | 88.1 | 24,887 | 84.3 |

TABLE 2U: Holidays, Retail Trade, Part-time Hourly (continued).

| 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 |
|---|------------------------------------|--|--|--|
| DAY AFTER THANKSGIVING | | | | |
| Small Firms | 166 | 12.8 | 1,383 | 25.9 |
| Medium Size Firms | 11 | 8.7 | 282 | 5.9 |
| Large Firms | 2 | 5.6 | 3 | 0.0 |
| All Size Firms | 179 | 12.2 | 1,668 | 5.7 |
| CHRISTMAS EVE DAY | | | | |
| Small Firms | 265 | 20.4 | 1,692 | 31.6 |
| Medium Size Firms | 17 | 13.5 | 589 | 12.3 |
| All Size Firms | 282 | 19.3 | 2,281 | 7.7 |
| CHRISTMAS DAY | | | | |
| Small Firms | 1,266 | 97.3 | 5,316 | 99.4 |
| Medium Size Firms | 122 | 96.8 | 4,597 | 95.6 |
| Large Firms | 34 | 94.4 | 19,162 | 99.0 |
| All Size Firms | 1,422 | 97.2 | 29,075 | 98.5 |
| NEW YEAR'S EVE DAY | | | | |
| Small Firms | 369 | 28.4 | 1,615 | 30.2 |
| Medium Size Firms | 25 | 19.8 | 630 | 13.1 |
| All Size Firms | 394 | 26.9 | 2,245 | 7.6 |
| BIRTHDAY | | | | |
| Small Firms | 40 | 3.1 | 157 | 2.9 |
| Medium Size Firms | 4 | 3.2 | 80 | 1.7 |
| Large Firms | 10 | 27.8 | 8,787 | 45.4 |
| All Size Firms | 54 | 3.7 | 9,024 | 30.6 |
| ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY | | | | |
| Small Firms | 51 | 3.9 | 53 | 1.0 |
| Medium Size Firms | 38 | 30.2 | 2,010 | 41.8 |
| Large Firms | 10 | 27.8 | 1,102 | 5.7 |
| All Size Firms | 99 | 6.8 | 3,165 | 10.7 |
| OTHER (please name) | | | | |
| Medium Size Firms | 4 | 3.2 | 80 | 1.7 |
| Large Firms | 2 | 5.6 | 1,210 | 6.3 |
| All Size Firms | 6 | 0.4 | 1,290 | 4.4 |
| Offering Holiday(s) Totals | | | | |
| Subtotal of Small Firms | 1,301 | 100.0 | 5,346 | 100.0 |
| Subtotal of Medium Size Firms | 126 | 100.0 | 4,808 | 100.0 |
| Subtotal of Large Firms | 36 | 100.0 | 19,355 | 100.0 |
| Grand Total | 1,463 | 100.0 | 29,509 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes retail trade firms that have one or more part-time hourly employees that responded to this question. 83 retail trade firms, or 29.4% of the retail trade 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 size categories with no firms are omitted from this table.

RETAIL TRADE

Full-time Hourly

TABLE 3L: Holiday Pay Offered for Oklahoma Full-time Hourly Retail Trade 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 |
|--------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| STRAIGHT TIME | | | | |
| Small Firms | 2,924 | 72.7 | 18,300 | 68.7 |
| Medium Size Firms | 236 | 59.3 | 9,542 | 57.3 |
| Large Firms | 21 | 36.2 | 4,437 | 18.6 |
| All Size Firms | 3,181 | 71.1 | 32,279 | 48.1 |
| TIME AND ONE-HALF | | | | |
| Small Firms | 718 | 17.9 | 5,069 | 19.0 |
| Medium Size Firms | 57 | 14.3 | 2,008 | 12.1 |
| Large Firms | 19 | 32.8 | 10,359 | 43.5 |
| All Size Firms | 794 | 17.7 | 17,436 | 26.0 |
| DOUBLE TIME | | | | |
| Small Firms | 119 | 3.0 | 1,141 | 4.3 |
| Medium Size Firms | 59 | 14.8 | 2,966 | 17.8 |
| Large Firms | 12 | 20.7 | 3,067 | 12.9 |
| All Size Firms | 190 | 4.2 | 7,174 | 10.7 |
| OTHER (please describe) | | | | |
| Small Firms | 259 | 6.4 | 2,135 | 8.0 |
| Medium Size Firms | 46 | 11.6 | 2,141 | 12.9 |
| Large Firms | 6 | 10.3 | 5,946 | 25.0 |
| All Size Firms | 311 | 6.9 | 10,222 | 15.2 |
| Subtotal of Small Firms | 4,020 | 100.0 | 26,645 | 100.0 |
| Subtotal of Medium Size Firms | 398 | 100.0 | 16,657 | 100.0 |
| Subtotal of Large Firms | 58 | 100.0 | 23,809 | 100.0 |
| Grand Total | 4,476 | 100.0 | 67,111 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more full-time hourly employees that responded to this question. 231 firms, or 84.3% of the retail trade firms with full-time hourly employees reported holiday pay.

RETAIL TRADE

Part-time Hourly

TABLE 3M: Holiday Pay Offered for Oklahoma Part-time Hourly Retail Trade 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 |
|--------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| STRAIGHT TIME | | | | |
| Small Firms | 2,231 | 69.1 | 18,577 | 75.5 |
| Medium Size Firms | 236 | 72.6 | 10,988 | 78.0 |
| Large Firms | 18 | 40.9 | 5,645 | 25.8 |
| All Size Firms | 2,485 | 69.1 | 35,210 | 58.2 |
| TIME AND ONE-HALF | | | | |
| Small Firms | 729 | 22.6 | 5,191 | 21.1 |
| Medium Size Firms | 36 | 11.1 | 869 | 6.2 |
| Large Firms | 22 | 50.0 | 16,187 | 74.1 |
| All Size Firms | 787 | 21.9 | 22,247 | 36.7 |
| DOUBLE TIME | | | | |
| Small Firms | 28 | 0.9 | 71 | 0.3 |
| Medium Size Firms | 29 | 8.9 | 1,742 | 12.4 |
| Large Firms | 2 | 4.5 | 3 | 0.0 |
| All Size Firms | 59 | 1.6 | 1,816 | 3.0 |
| OTHER (please describe) | | | | |
| Small Firms | 239 | 7.4 | 763 | 3.1 |
| Medium Size Firms | 24 | 7.4 | 484 | 3.4 |
| Large Firms | 2 | 0.1 | 24 | 0.1 |
| All Size Firms | 265 | 7.4 | 1,271 | 2.1 |
| Subtotal of Small Firms | 3,227 | 100.0 | 24,602 | 100.0 |
| Subtotal of Medium Size Firms | 325 | 100.0 | 14,083 | 100.0 |
| Subtotal of Large Firms | 44 | 95.5 | 21,859 | 100.0 |
| Grand Total | 3,596 | 100.0 | 60,544 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more part-time hourly employees that responded to this question. 176 firms, or 62.4% of the retail trade firms with part-time hourly employees reported holiday pay.

RETAIL TRADE

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

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 3,033 | 70.6 | 9,641 | 64.2 |
| | Salaried Medium Size Firms | 381 | 82.5 | 5,154 | 70.7 |
| | Salaried Large Firms | 48 | 72.7 | 3,834 | 72.7 |
| | Salaried All Size Firms | 3,462 | 71.8 | 18,629 | 67.5 |
| | Yes | | | | |
| | Salaried Small Firms | 1,260 | 29.4 | 5,384 | 35.8 |
| | Salaried Medium Size Firms | 81 | 17.5 | 2,137 | 29.3 |
| | Salaried Large Firms | 18 | 27.3 | 1,437 | 27.3 |
| | Salaried All Size Firms | 1,359 | 28.2 | 8,958 | 32.5 |
| | Subtotal of Salaried Small Firms | 4,293 | 100.0 | 15,025 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 462 | 100.0 | 7,291 | 100.0 |
| | Subtotal of Salaried Large Firms | 66 | 100.0 | 5,271 | 100.0 |
| Salaried Grand Total | 4,821 | 100.0 | 27,587 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 3,411 | 78.3 | 20,218 | 72.7 |
| | Full-time Hourly Medium Size Firms | 363 | 82.3 | 14,126 | 78.2 |
| | Full-time Hourly Large Firms | 45 | 71.4 | 16,841 | 67.3 |
| | Full-time Hourly All Size Firms | 3,819 | 78.6 | 51,185 | 72.2 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 943 | 21.7 | 7,609 | 27.3 |
| | Full-time Hourly Medium Size Firms | 78 | 17.7 | 3,941 | 21.8 |
| | Full-time Hourly Large Firms | 18 | 28.6 | 8,176 | 32.7 |
| | Full-time Hourly All Size Firms | 1,039 | 21.4 | 19,726 | 27.8 |
| | Subtotal of Full-time Hourly Small Firms | 4,354 | 100.0 | 27,827 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 441 | 100.0 | 18,067 | 100.0 |
| | Subtotal of Full-time Hourly Large Firms | 63 | 100.0 | 25,017 | 100.0 |
| Full-time Hourly Grand Total | 4,858 | 100.0 | 70,911 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 3,633 | 90.1 | 22,812 | 91.1 |
| | Part-time Hourly Medium Size Firms | 356 | 87.3 | 14,766 | 88.8 |
| | Part-time Hourly Large Firms | 44 | 80.0 | 16,586 | 62.8 |
| | Part-time Hourly All Size Firms | 4,033 | 89.7 | 54,164 | 79.5 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 401 | 9.9 | 2,238 | 8.9 |
| | Part-time Hourly Medium Size Firms | 52 | 12.7 | 1,870 | 11.2 |
| | Part-time Hourly Large Firms | 11 | 20.0 | 9,816 | 37.2 |
| | Part-time Hourly All Size Firms | 464 | 10.3 | 13,924 | 20.5 |
| | Subtotal of Part-time Hourly Small Firms | 4,034 | 100.0 | 25,050 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 408 | 100.0 | 16,636 | 100.0 |
| | Subtotal of Part-time Hourly Large Firms | 55 | 100.0 | 26,402 | 100.0 |
| Part-time Hourly Grand Total | 4,497 | 100.0 | 68,088 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; & Large Firms are firms with 250 and more employees. This table includes retail trade firms that have one or more employees that responded to this question. 316 retail trade firms, or 97.8% of the retail trade firms with employees responded to this question.

RETAIL TRADE

TABLE 5G: Type of Combined Leave Plans Offered for Oklahoma Retail Trade Employees 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 1,013 | 76.6 | 6,396 | 72.5 |
| | Yes | | | | |
| | Salaried All Size Firms | 310 | 23.4 | 2,424 | 27.5 |
| | Salaried Grand Total | 1,323 | 100.0 | 8,820 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 760 | 75.7 | 7,658 | 40.5 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 244 | 24.3 | 11,249 | 59.5 |
| | Full-time Hourly Grand Total | 1,004 | 100.0 | 18,907 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 358 | 81.0 | 3,394 | 24.4 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 84 | 19.0 | 10,514 | 75.6 |
| | Part-time Hourly Grand Total | 442 | 100.0 | 13,908 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 67 retail trade firms, or 97.1% of the applicable retail trade firms responded to this question. Size categories are omitted from this table.

RETAIL TRADE

TABLE 6G: Leave Included in Combined Leave Plans for Oklahoma Retail Trade 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 827 | 64.8 | 6,818 | 77.1 |
| | Yes | | | | |
| | Salaried All Size Firms | 450 | 35.2 | 2,021 | 22.9 |
| | Salaried Grand Total | 1,277 | 100.0 | 8,839 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 623 | 65.2 | 9,177 | 48.6 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 333 | 34.8 | 9,712 | 51.4 |
| | Full-time Hourly Grand Total | 956 | 100.0 | 18,889 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 233 | 52.8 | 4,181 | 30.1 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 208 | 47.2 | 9,706 | 69.9 |
| | Part-time Hourly Grand Total | 441 | 100.0 | 13,887 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 64 retail trade firms, or 92.8% of the applicable retail trade firms responded to this question. Size categories are omitted from this table.

RETAIL TRADE

TABLE 7I: Minimum Combined Leave Time for Oklahoma Retail Trade Employees by Employee Category.* Question 7: "What is the minimum number of paid leave days offered to any employee 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 |
|---------------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | 5 DAYS or LESS | | | | |
| | Salaried All Size Firms | 708 | 58.0 | 5,854 | 66.7 |
| | 6 to 10 DAYS | | | | |
| | Salaried All Size Firms | 345 | 28.3 | 1,353 | 15.4 |
| | 11 to 15 DAYS | | | | |
| | Salaried All Size Firms | 83 | 6.8 | 668 | 7.6 |
| | 16 to 29 DAYS | | | | |
| Salaried All Size Firms | 85 | 7.0 | 903 | 10.3 | |
| | Salaried Grand Total | 1,221 | 100.0 | 8,778 | 100.0 |
| FULL-TIME HOURLY | 5 DAYS or LESS | | | | |
| | Full-time Hourly All Size Firms | 522 | 59.4 | 8,671 | 47.9 |
| | 6 to 10 DAYS | | | | |
| | Full-time Hourly All Size Firms | 248 | 28.2 | 6,603 | 36.5 |
| | 11 to 15 DAYS | | | | |
| | Full-time Hourly All Size Firms | 83 | 9.4 | 923 | 5.1 |
| | 16 to 29 DAYS | | | | |
| Full-time Hourly All Size Firms | 26 | 3.0 | 1,898 | 10.5 | |
| | Full-time Hourly Grand Total | 879 | 100.0 | 18,095 | 100.0 |
| PART-TIME HOURLY | 5 DAYS or LESS | | | | |
| | Part-time Hourly All Size Firms | 247 | 63.8 | 2,758 | 20.1 |
| | 6 to 10 DAYS | | | | |
| | Part-time Hourly All Size Firms | 100 | 25.8 | 10,266 | 74.9 |
| | 11 to 15 DAYS | | | | |
| Part-time Hourly All Size Firms | 40 | 10.3 | 680 | 5.0 | |
| | Part-time Hourly Grand Total | 387 | 100.0 | 13,704 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 64 retail trade firms, or 92.8% of the applicable retail trade firms responded to this question. Size categories are omitted from this table.

RETAIL TRADE

TABLE 8I: Maximum Combined Leave Time for Oklahoma Retail Trade Employees by Employee Category.* Question 8: "What is the maximum number of paid leave days offered to any employee 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 |
|---------------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | 14 DAYS or LESS | | | | |
| | Salaried All Size Firms | 633 | 57.1 | 2,896 | 35.0 |
| | 15 to 24 DAYS | | | | |
| | Salaried All Size Firms | 382 | 34.5 | 4,342 | 52.4 |
| | 25 to 34 DAYS | | | | |
| | Salaried All Size Firms | 85 | 7.7 | 741 | 8.9 |
| | 35 or MORE DAYS | | | | |
| Salaried All Size Firms | 8 | 0.7 | 306 | 3.7 | |
| | Salaried Grand Total | 1,108 | 100.0 | 8,285 | 100.0 |
| FULL-TIME HOURLY | 14 DAYS or LESS | | | | |
| | Full-time Hourly All Size Firms | 552 | 63.7 | 5,604 | 31.0 |
| | 15 to 24 DAYS | | | | |
| | Full-time Hourly All Size Firms | 281 | 32.4 | 6,964 | 38.6 |
| | 25 to 34 DAYS | | | | |
| | Full-time Hourly All Size Firms | 26 | 3.0 | 732 | 4.1 |
| | 35 or MORE DAYS | | | | |
| Full-time Hourly All Size Firms | 8 | 0.9 | 4,751 | 26.3 | |
| | Full-time Hourly Grand Total | 867 | 100.0 | 18,051 | 100.0 |
| PART-TIME HOURLY | 14 DAYS or LESS | | | | |
| | Part-time Hourly All Size Firms | 243 | 69.0 | 3,919 | 29.2 |
| | 15 to 24 DAYS | | | | |
| | Part-time Hourly All Size Firms | 101 | 28.7 | 1,047 | 7.8 |
| | 35 or MORE DAYS | | | | |
| Part-time Hourly All Size Firms | 8 | 2.3 | 8,455 | 63.0 | |
| | Part-time Hourly Grand Total | 352 | 100.0 | 13,421 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 62 retail trade firms, or 89.9% of the applicable retail trade firms responded to this question. Size categories are omitted from this table.

RETAIL TRADE

TABLE 9G: Seniority and Leave Time Increases in Combined Leave Plans for Oklahoma Retail Trade 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 540 | 42.3 | 1,722 | 19.5 |
| | Yes | | | | |
| | Salaried All Size Firms | 736 | 57.7 | 7,117 | 80.5 |
| | Salaried Grand Total | 1,276 | 100.0 | 8,839 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 460 | 48.6 | 3,534 | 18.6 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 486 | 51.4 | 15,454 | 81.4 |
| | Full-time Hourly Grand Total | 946 | 100.0 | 18,988 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 157 | 37.8 | 2,374 | 17.2 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 258 | 62.2 | 11,460 | 82.8 |
| | Part-time Hourly Grand Total | 415 | 100.0 | 13,834 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 66 retail trade firms, or 95.7% of the applicable retail trade firms responded to this question. Size categories are omitted from this table.

RETAIL TRADE

TABLE 10G: Leave Accumulation in Combined Leave Plans for Oklahoma Retail Trade 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 859 | 68.6 | 6,186 | 70.3 |
| | Yes | | | | |
| | Salaried All Size Firms | 394 | 31.4 | 2,616 | 29.7 |
| | Salaried Grand Total | 1,253 | 100.0 | 8,802 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 760 | 75.7 | 7,658 | 40.5 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 244 | 24.3 | 11,249 | 59.5 |
| | Full-time Hourly Grand Total | 1,004 | 100.0 | 18,907 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 248 | 63.6 | 2,642 | 19.4 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 142 | 36.4 | 10,951 | 80.6 |
| | Part-time Hourly Grand Total | 390 | 100.0 | 13,593 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 65 retail trade firms, or 94.2% of the applicable retail trade firms responded to this question. Size categories are omitted from this table.

RETAIL TRADE

TABLE 11I: Maximum Leave Accumulation in Combined Leave Plans for Oklahoma Retail Trade 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 |
|---------------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | 10 DAYS or LESS | | | | |
| | Salaried All Size Firms | 181 | 53.1 | 973 | 37.7 |
| | 11 to 20 DAYS | | | | |
| | Salaried All Size Firms | 93 | 27.3 | 766 | 29.7 |
| | 21 OR MORE DAYS | | | | |
| | Salaried All Size Firms | 8 | 2.3 | 737 | 28.6 |
| | NO MAXIMUM OR LIMIT | | | | |
| Salaried All Size Firms | 59 | 17.3 | 102 | 4.0 | |
| | Salaried Grand Total | 341 | 100.0 | 2,578 | 100.0 |
| FULL-TIME HOURLY | 10 DAYS or LESS | | | | |
| | Full-time Hourly All Size Firms | 61 | 34.7 | 5,644 | 60.5 |
| | 11 to 20 DAYS | | | | |
| | Full-time Hourly All Size Firms | 48 | 27.3 | 1,635 | 17.5 |
| | 21 OR MORE DAYS | | | | |
| | Full-time Hourly All Size Firms | 8 | 4.5 | 1,899 | 20.4 |
| | NO MAXIMUM OR LIMIT | | | | |
| Full-time Hourly All Size Firms | 59 | 33.5 | 150 | 1.6 | |
| | Full-time Hourly Grand Total | 176 | 100.0 | 9,328 | 100.0 |
| PART-TIME HOURLY | 10 DAYS or LESS | | | | |
| | Part-time Hourly All Size Firms | 48 | 41.7 | 9,135 | 84.4 |
| | 11 to 20 DAYS | | | | |
| | Part-time Hourly All Size Firms | 6 | 5.2 | 1,235 | 11.4 |
| | 21 OR MORE DAYS | | | | |
| | Part-time Hourly All Size Firms | 2 | 1.7 | 151 | 1.4 |
| | NO MAXIMUM OR LIMIT | | | | |
| Part-time Hourly All Size Firms | 59 | 51.3 | 301 | 2.8 | |
| | Part-time Hourly Grand Total | 115 | 100.0 | 10,822 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more employees and indicated that they combine leave time by answering yes to question four and indicated they allowed leave time accumulation by answering yes to question 10. 21 retail trade firms, or 91.3% of the applicable retail trade firms responded to this question. Size categories are omitted from table.

RETAIL TRADE

TABLE 12G: Pay Option in Combined Leave Plans for Oklahoma Retail Trade 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 854 | 67.1 | 4,472 | 52.0 |
| | Yes | | | | |
| | Salaried All Size Firms | 418 | 32.9 | 4,132 | 48.0 |
| | Salaried Grand Total | 1,272 | 100.0 | 8,604 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 544 | 57.7 | 11,716 | 61.9 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 398 | 42.3 | 7,203 | 38.1 |
| | Full-time Hourly Grand Total | 942 | 100.0 | 18,919 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 269 | 65.0 | 11,661 | 84.3 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 145 | 35.0 | 2,174 | 15.7 |
| | Part-time Hourly Grand Total | 414 | 100.0 | 13,835 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 65 retail trade firms, or 94.2% of the applicable retail trade firms responded to this question. Size categories are omitted from this table.

RETAIL TRADE

Salary

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

| 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 PAID VACATION OFFERED | | | | |
| Small Firms | 576 | 19.5 | 800 | 8.6 |
| All Size Firms | 576 | 17.2 | 800 | 4.4 |
| LESS THAN 1 MONTH | | | | |
| Small Firms | 77 | 2.6 | 133 | 1.4 |
| Medium Size Firms | 36 | 10.1 | 572 | 11.5 |
| All Size Firms | 113 | 3.4 | 705 | 3.9 |
| 3 to 6 MONTHS | | | | |
| Small Firms | 192 | 6.5 | 731 | 7.9 |
| Medium Size Firms | 28 | 7.9 | 566 | 11.4 |
| Large Firms | 6 | 13.0 | 1,723 | 45.3 |
| All Size Firms | 226 | 6.7 | 3,020 | 16.8 |
| 7 to 11 MONTHS | | | | |
| Small Firms | 62 | 2.1 | 101 | 1.1 |
| Medium Size Firms | 29 | 8.2 | 274 | 5.5 |
| All Size Firms | 91 | 2.7 | 375 | 2.1 |
| 12 MONTHS or MORE | | | | |
| Small Firms | 2,046 | 69.3 | 7,492 | 80.9 |
| Medium Size Firms | 262 | 73.8 | 3,553 | 71.6 |
| Large Firms | 40 | 87.0 | 2,083 | 54.7 |
| All Size Firms | 2,348 | 70.0 | 13,128 | 72.8 |
| Subtotal of Small Firms | 2,953 | 100.0 | 9,257 | 100.0 |
| Subtotal of Medium Size Firms | 355 | 100.0 | 4,965 | 100.0 |
| Subtotal of Large Firms | 46 | 100.0 | 3,806 | 100.0 |
| Grand Total | 3,354 | 100.0 | 18,028 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four. 176 retail trade firms, or 96.2% of the applicable retail trade firms responded to this question. Size categories with no firms are omitted from this table.

RETAIL TRADE
Full-time Hourly

TABLE 13T: Qualifying for One Week's Vacation for Oklahoma Retail Trade Full-time Hourly Employees by Firm Size.* Question 13: "How long must an employee work to qualify for one week of paid vacation?"

| 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 PAID VACATION OFFERED | | | | |
| Small Firms | 707 | 23.0 | 3,577 | 19.0 |
| Medium Size Firms | 24 | 7.4 | 707 | 5.8 |
| All Size Firms | 731 | 21.3 | 4,284 | 9.1 |
| LESS THAN 1 MONTH | | | | |
| Medium Size Firms | 13 | 4.0 | 1,121 | 9.2 |
| All Size Firms | 13 | 0.4 | 1,121 | 2.4 |
| 3 to 6 MONTHS | | | | |
| Small Firms | 256 | 8.3 | 1,094 | 5.8 |
| Medium Size Firms | 20 | 6.2 | 142 | 1.2 |
| Large Firms | 6 | 14.3 | 3,365 | 20.6 |
| All Size Firms | 282 | 8.2 | 4,601 | 9.7 |
| 7 to 11 MONTHS | | | | |
| Small Firms | 27 | 0.9 | 20 | 0.1 |
| Medium Size Firms | 25 | 7.7 | 651 | 5.3 |
| All Size Firms | 52 | 1.5 | 671 | 1.4 |
| 12 MONTHS or MORE | | | | |
| Small Firms | 2,082 | 67.8 | 14,100 | 75.0 |
| Medium Size Firms | 243 | 74.8 | 9,555 | 78.5 |
| Large Firms | 36 | 85.7 | 12,994 | 79.4 |
| All Size Firms | 2,361 | 68.7 | 36,649 | 77.4 |
| Subtotal of Small Firms | 3,072 | 100.0 | 18,791 | 100.0 |
| Subtotal of Medium Size Firms | 325 | 100.0 | 12,176 | 100.0 |
| Subtotal of Large Firms | 42 | 100.0 | 16,359 | 100.0 |
| Grand Total | 3,439 | 100.0 | 47,326 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade 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. 173 retail trade firms, or 89.6% of the applicable retail trade firms responded to this question. Size categories with no firms are omitted from this table.

RETAIL TRADE
Part-time Hourly

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

| 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 PAID VACATION OFFERED | | | | |
| Small Firms | 1,424 | 54.2 | 8,749 | 56.2 |
| Medium Size Firms | 71 | 31.7 | 3,434 | 37.8 |
| Large Firms | 6 | 22.2 | 1,006 | 10.5 |
| All Size Firms | 1,501 | 52.1 | 13,189 | 38.5 |
| 3 to 6 MONTHS | | | | |
| Small Firms | 168 | 6.4 | 768 | 4.9 |
| Medium Size Firms | 7 | 3.1 | 273 | 3.0 |
| Large Firms | 4 | 14.8 | 5,422 | 56.5 |
| All Size Firms | 179 | 6.2 | 6,463 | 18.9 |
| 7 to 11 MONTHS | | | | |
| Small Firms | 27 | 1.0 | 78 | 0.5 |
| Medium Size Firms | 7 | 3.1 | 193 | 2.1 |
| All Size Firms | 34 | 1.2 | 271 | 0.8 |
| 12 MONTHS or MORE | | | | |
| Small Firms | 1,010 | 38.4 | 5,984 | 38.4 |
| Medium Size Firms | 139 | 62.1 | 5,182 | 57.1 |
| Large Firms | 17 | 63.0 | 3,176 | 33.1 |
| All Size Firms | 1,166 | 40.5 | 14,342 | 41.9 |
| Subtotal of Small Firms | 2,629 | 100.0 | 15,579 | 100.0 |
| Subtotal of Medium Size Firms | 224 | 100.0 | 9,082 | 100.0 |
| Subtotal of Large Firms | 27 | 100.0 | 9,604 | 100.0 |
| Grand Total | 2,880 | 100.0 | 34,265 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade 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. 126 retail trade firms, or 66.7% of the applicable retail trade firms responded to this question. Size categories with no firms are omitted from this table.

RETAIL TRADE
Salary

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

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER TWO WEEKS of PAID VACATION | | | | |
| Small Firms | 689 | 27.2 | 1,486 | 16.7 |
| Medium Size Firms | 29 | 7.6 | 696 | 13.5 |
| Large Firms | 4 | 8.2 | 127 | 3.3 |
| All Size Firms | 722 | 24.4 | 2,309 | 12.9 |
| 11 MONTHS or LESS | | | | |
| Small Firms | 76 | 3.0 | 272 | 3.1 |
| Medium Size Firms | 37 | 9.7 | 840 | 16.3 |
| Large Firms | 2 | 4.1 | 29 | 0.8 |
| All Size Firms | 115 | 3.9 | 1,141 | 6.4 |
| 1 YEAR to 1 YEAR & 11 MONTHS | | | | |
| Small Firms | 526 | 20.8 | 1,215 | 13.6 |
| Medium Size Firms | 58 | 15.2 | 949 | 18.4 |
| Large Firms | 18 | 36.7 | 2,404 | 62.7 |
| All Size Firms | 602 | 20.3 | 4,568 | 25.5 |
| 2 YEARS to 2 YEARS & 11 MONTHS | | | | |
| Small Firms | 783 | 30.9 | 4,072 | 45.7 |
| Medium Size Firms | 154 | 40.4 | 2,114 | 41.0 |
| Large Firms | 16 | 32.7 | 1,048 | 27.3 |
| All Size Firms | 953 | 32.2 | 7,234 | 40.4 |
| 3 YEARS to 3 YEARS & 11 MONTHS | | | | |
| Small Firms | 166 | 6.6 | 838 | 9.4 |
| Medium Size Firms | 39 | 10.2 | 182 | 3.5 |
| Large Firms | 9 | 18.4 | 227 | 5.9 |
| All Size Firms | 214 | 7.2 | 1,247 | 7.0 |
| 4 or MORE YEARS | | | | |
| Small Firms | 292 | 11.5 | 1,027 | 11.5 |
| Medium Size Firms | 64 | 16.8 | 373 | 7.2 |
| All Size Firms | 356 | 12.0 | 1,400 | 7.8 |
| Subtotal of Small Firms | 2,532 | 100.0 | 8,910 | 100.0 |
| Subtotal of Medium Size Firms | 381 | 100.0 | 5,154 | 100.0 |
| Subtotal of Large Firms | 49 | 100.0 | 3,835 | 100.0 |
| Grand Total | 2,962 | 100.0 | 17,899 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade 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. 159 retail trade firms, or 100.0% of the applicable retail trade firms responded to this question. Size categories with no firms are omitted from this table.

RETAIL TRADE
Full-time Hourly

TABLE 14T: Qualifying for Two Week's Vacation for Oklahoma Retail Trade Full-time Hourly Employees by Firm Size.* Question 14: "How long must an employee work to qualify for two weeks of paid vacation?"

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER TWO WEEKS of PAID VACATION | | | | |
| Small Firms | 845 | 32.1 | 4,434 | 27.7 |
| Medium Size Firms | 56 | 16.7 | 2,083 | 15.4 |
| Large Firms | 4 | 9.8 | 696 | 4.3 |
| All Size Firms | 905 | 30.1 | 7,213 | 15.8 |
| 11 MONTHS or LESS | | | | |
| Small Firms | 75 | 2.9 | 272 | 1.7 |
| Medium Size Firms | 12 | 3.6 | 877 | 6.5 |
| All Size Firms | 87 | 2.9 | 1,149 | 2.5 |
| 1 YEAR to 1 YEAR & 11 MONTHS | | | | |
| Small Firms | 422 | 16.0 | 2,067 | 12.9 |
| Medium Size Firms | 48 | 14.3 | 2,065 | 15.2 |
| Large Firms | 19 | 46.3 | 6,353 | 39.2 |
| All Size Firms | 489 | 16.3 | 10,485 | 22.9 |
| 2 YEARS to 2 YEARS & 11 MONTHS | | | | |
| Small Firms | 809 | 30.7 | 6,560 | 40.9 |
| Medium Size Firms | 120 | 35.7 | 4,462 | 32.9 |
| Large Firms | 9 | 22.0 | 6,851 | 42.3 |
| All Size Firms | 938 | 31.2 | 17,873 | 39.0 |
| 3 YEARS to 3 YEARS & 11 MONTHS | | | | |
| Small Firms | 255 | 9.7 | 1,472 | 9.2 |
| Medium Size Firms | 39 | 11.6 | 2,149 | 15.9 |
| Large Firms | 9 | 22.0 | 2,309 | 14.2 |
| All Size Firms | 303 | 10.1 | 5,930 | 13.0 |
| 4 or MORE YEARS | | | | |
| Small Firms | 225 | 8.6 | 1,220 | 7.6 |
| Medium Size Firms | 61 | 18.2 | 1,908 | 14.1 |
| All Size Firms | 286 | 9.5 | 3,128 | 6.8 |
| Subtotal of Small Firms | 2,631 | 100.0 | 16,025 | 100.0 |
| Subtotal of Medium Size Firms | 336 | 100.0 | 13,544 | 100.0 |
| Subtotal of Large Firms | 41 | 100.0 | 16,209 | 100.0 |
| Grand Total | 3,008 | 100.0 | 45,778 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade 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. 143 retail trade firms, or 96.6% of the applicable retail trade firms responded to this question. Size categories with no firms are omitted from this table.

RETAIL TRADE
Part-time Hourly

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

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER TWO WEEKS of PAID VACATION | | | | |
| Small Firms | 856 | 48.2 | 6,001 | 51.6 |
| Medium Size Firms | 93 | 50.8 | 4,926 | 59.4 |
| Large Firms | 13 | 44.8 | 2,380 | 21.6 |
| All Size Firms | 962 | 48.4 | 13,307 | 43.0 |
| 11 MONTHS or LESS | | | | |
| Small Firms | 48 | 2.7 | 65 | 0.6 |
| All Size Firms | 48 | 2.4 | 65 | 0.2 |
| 1 YEAR to 1 YEAR & 11 MONTHS | | | | |
| Small Firms | 174 | 9.8 | 783 | 6.7 |
| Medium Size Firms | 17 | 9.3 | 686 | 8.3 |
| Large Firms | 10 | 34.5 | 6,370 | 57.8 |
| All Size Firms | 201 | 10.1 | 7,839 | 25.3 |
| 2 YEARS to 2 YEARS & 11 MONTHS | | | | |
| Small Firms | 473 | 26.6 | 2,826 | 24.3 |
| Medium Size Firms | 28 | 15.3 | 551 | 6.6 |
| Large Firms | 1 | 3.4 | 340 | 3.1 |
| All Size Firms | 502 | 25.3 | 3,717 | 12.0 |
| 3 YEARS to 3 YEARS & 11 MONTHS | | | | |
| Small Firms | 163 | 9.2 | 1,905 | 16.4 |
| Medium Size Firms | 26 | 14.2 | 1,143 | 13.8 |
| Large Firms | 2 | 6.9 | 331 | 3.0 |
| All Size Firms | 191 | 9.6 | 3,379 | 10.9 |
| 4 or MORE YEARS | | | | |
| Small Firms | 62 | 3.5 | 61 | 0.5 |
| Medium Size Firms | 19 | 10.4 | 985 | 11.9 |
| Large Firms | 3 | 10.3 | 1,598 | 14.5 |
| All Size Firms | 84 | 4.2 | 2,644 | 8.5 |
| Subtotal of Small Firms | 1,776 | 100.0 | 11,641 | 100.0 |
| Subtotal of Medium Size Firms | 183 | 100.0 | 8,291 | 100.0 |
| Subtotal of Large Firms | 29 | 100.0 | 11,019 | 100.0 |
| Grand Total | 1,988 | 100.0 | 30,951 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade 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. 61 retail trade firms, or 87.1% of the applicable retail trade firms responded to this question. Size categories with no firms are omitted from this table.

RETAIL TRADE
Salary

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

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER THREE WEEKS of PAID VACATION | | | | |
| Small Firms | 1,798 | 73.0 | 5,810 | 65.9 |
| Medium Size Firms | 214 | 56.0 | 2,643 | 51.3 |
| Large Firms | 10 | 20.8 | 220 | 5.7 |
| All Size Firms | 2,022 | 69.9 | 8,673 | 48.7 |
| 3 YEARS or LESS | | | | |
| Small Firms | 27 | 1.1 | 118 | 1.3 |
| All Size Firms | 27 | 0.9 | 118 | 0.7 |
| 4 YEARS TO 7 YEARS & 11 MONTHS | | | | |
| Small Firms | 328 | 13.3 | 1,858 | 21.1 |
| Medium Size Firms | 84 | 22.0 | 1,824 | 35.4 |
| Large Firms | 34 | 70.8 | 3,380 | 88.1 |
| All Size Firms | 446 | 15.4 | 7,062 | 39.6 |
| 8 YEARS TO 11 YEARS 11 MONTHS | | | | |
| Small Firms | 156 | 6.3 | 419 | 4.8 |
| Medium Size Firms | 64 | 16.8 | 555 | 10.8 |
| Large Firms | 4 | 8.3 | 235 | 6.1 |
| All Size Firms | 224 | 7.7 | 1,209 | 6.8 |
| 12 or MORE YEARS | | | | |
| Small Firms | 154 | 6.3 | 616 | 7.0 |
| Medium Size Firms | 20 | 5.2 | 133 | 2.6 |
| All Size Firms | 174 | 6.0 | 749 | 4.2 |
| Subtotal of Small Firms | 2,463 | 100.0 | 8,821 | 100.0 |
| Subtotal of Medium Size Firms | 382 | 100.0 | 5,155 | 100.0 |
| Subtotal of Large Firms | 48 | 100.0 | 3,835 | 100.0 |
| Grand Total | 2,893 | 100.0 | 17,811 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade 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. 156 retail trade firms, or 98.1% of the applicable retail trade firms responded to this question. Size categories with no firms are omitted from this table.

RETAIL TRADE
Full-time Hourly

TABLE 15T: Qualifying for Three Week's Vacation for Oklahoma Retail Trade Full-time Hourly Employees by Firm Size.* Question 15: "How long must an employee work to qualify for three weeks of paid vacation?"

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER THREE WEEKS of PAID VACATION | | | | |
| Small Firms | 2,126 | 39.8 | 13,595 | 79.0 |
| Medium Size Firms | 195 | 54.8 | 6,578 | 47.0 |
| Large Firms | 11 | 29.7 | 2,215 | 14.8 |
| All Size Firms | 2,332 | 40.7 | 22,388 | 48.5 |
| 3 YEARS or LESS | | | | |
| Small Firms | 63 | 1.2 | 109 | 0.6 |
| All Size Firms | 63 | 1.1 | 109 | 0.2 |
| 4 YEARS TO 7 YEARS & 11 MONTHS | | | | |
| Small Firms | 2,912 | 54.5 | 2,052 | 11.9 |
| Medium Size Firms | 64 | 18.0 | 3,059 | 21.9 |
| Large Firms | 22 | 59.5 | 11,968 | 79.9 |
| All Size Firms | 2,998 | 52.3 | 17,079 | 37.0 |
| 8 YEARS TO 11 YEARS 11 MONTHS | | | | |
| Small Firms | 165 | 3.1 | 868 | 5.0 |
| Medium Size Firms | 77 | 21.6 | 3,986 | 28.5 |
| Large Firms | 4 | 10.8 | 796 | 5.3 |
| All Size Firms | 246 | 4.3 | 5,650 | 12.2 |
| 12 or MORE YEARS | | | | |
| Small Firms | 75 | 1.4 | 576 | 3.3 |
| Medium Size Firms | 20 | 5.6 | 363 | 2.6 |
| All Size Firms | 95 | 1.7 | 939 | 2.0 |
| Subtotal of Small Firms | 5,341 | 100.0 | 17,200 | 100.0 |
| Subtotal of Medium Size Firms | 356 | 100.0 | 13,986 | 100.0 |
| Subtotal of Large Firms | 37 | 100.0 | 14,979 | 100.0 |
| Grand Total | 5,734 | 100.0 | 46,165 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade 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. 143 retail trade firms, or 96.6% of the applicable retail trade firms responded to this question. Size categories with no firms are omitted from this table.

RETAIL TRADE

Part-time Hourly

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

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER THREE WEEKS of PAID VACATION | | | | |
| Small Firms | 1,877 | 89.9 | 13,239 | 90.9 |
| Medium Size Firms | 211 | 85.8 | 9,023 | 86.9 |
| Large Firms | 18 | 75.0 | 3,120 | 35.2 |
| All Size Firms | 2,106 | 89.4 | 25,382 | 75.0 |
| 3 YEARS or LESS | | | | |
| Small Firms | 36 | 1.7 | 30 | 0.2 |
| All Size Firms | 36 | 1.5 | 30 | 0.1 |
| 4 YEARS TO 7 YEARS & 11 MONTHS | | | | |
| Small Firms | 86 | 4.1 | 1,190 | 8.2 |
| Medium Size Firms | 13 | 5.3 | 390 | 3.8 |
| Large Firms | 6 | 25.0 | 5,753 | 64.8 |
| All Size Firms | 105 | 4.5 | 7,333 | 21.7 |
| 8 YEARS TO 11 YEARS 11 MONTHS | | | | |
| Small Firms | 49 | 2.3 | 84 | 0.6 |
| Medium Size Firms | 15 | 6.1 | 780 | 7.5 |
| All Size Firms | 64 | 2.7 | 864 | 2.6 |
| 12 or MORE YEARS | | | | |
| Small Firms | 39 | 1.9 | 27 | 0.2 |
| Medium Size Firms | 7 | 2.8 | 193 | 1.9 |
| All Size Firms | 46 | 2.0 | 220 | 0.7 |
| Subtotal of Small Firms | 2,087 | 100.0 | 14,570 | 100.0 |
| Subtotal of Medium Size Firms | 246 | 100.0 | 10,386 | 100.0 |
| Subtotal of Large Firms | 24 | 100.0 | 8,873 | 100.0 |
| Grand Total | 2,357 | 100.0 | 33,829 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade 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. 63 retail trade firms, or 90.0% of the applicable retail trade firms responded to this question. Size categories with no firms are omitted from this table.

RETAIL TRADE
Salary

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

| 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 |
|---|------------------------------------|--|--|--|
| DO NOT OFFER FOUR WEEKS of PAID VACATION | | | | |
| Small Firms | 1,934 | 82.4 | 7,215 | 83.8 |
| Medium Size Firms | 261 | 72.5 | 3,160 | 62.9 |
| Large Firms | 22 | 31.4 | 1,321 | 35.9 |
| All Size Firms | 2,217 | 79.9 | 11,696 | 67.6 |
| 9 YEARS or LESS | | | | |
| Small Firms | 89 | 3.8 | 375 | 4.4 |
| Medium Size Firms | 1 | 0.3 | 6 | 0.1 |
| Large Firms | 3 | 4.3 | 40 | 1.1 |
| All Size Firms | 93 | 3.4 | 421 | 2.4 |
| 10 YEARS TO 15 YEARS & 11 MONTHS | | | | |
| Small Firms | 200 | 8.5 | 598 | 6.9 |
| Medium Size Firms | 68 | 18.9 | 1,548 | 30.8 |
| Large Firms | 18 | 25.7 | 2,290 | 62.3 |
| All Size Firms | 286 | 0.0 | 4,436 | 0.0 |
| 16 or MORE YEARS | | | | |
| Small Firms | 123 | 5.2 | 424 | 4.9 |
| Medium Size Firms | 30 | 8.3 | 308 | 6.1 |
| Large Firms | 2 | 2.9 | 94 | 2.6 |
| All Size Firms | 155 | 5.6 | 826 | 4.8 |
| Subtotal of Small Firms | 2,346 | 100.0 | 8,612 | 100.0 |
| Subtotal of Medium Size Firms | 360 | 100.0 | 5,022 | 100.0 |
| Subtotal of Large Firms | 70 | 100.0 | 3,678 | 100.0 |
| Grand Total | 2,776 | 100.0 | 17,312 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade 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. 17 retail trade firms, or 94.4% of the applicable retail trade firms responded to this question. Size categories with no firms are omitted from this table.

RETAIL TRADE
Full-time Hourly

TABLE 16T: Qualifying for Four Week's Vacation for Oklahoma Retail Trade Full-time Hourly Employees by Firm Size.* Question 16: "How long must an employee work to qualify for four weeks of paid vacation?"

| 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 |
|---|------------------------------------|--|--|--|
| DO NOT OFFER FOUR WEEKS of PAID VACATION | | | | |
| Small Firms | 2,271 | 85.5 | 15,385 | 90.6 |
| Medium Size Firms | 264 | 80.0 | 10,322 | 77.3 |
| Large Firms | 20 | 32.8 | 8,531 | 63.4 |
| All Size Firms | 2,555 | 83.8 | 34,238 | 78.2 |
| 9 YEARS or LESS | | | | |
| Small Firms | 115 | 4.3 | 330 | 1.9 |
| Medium Size Firms | 1 | 0.3 | 24 | 0.2 |
| Large Firms | 3 | 4.9 | 147 | 1.1 |
| All Size Firms | 119 | 3.9 | 501 | 1.1 |
| 10 YEARS TO 15 YEARS & 11 MONTHS | | | | |
| Small Firms | 148 | 5.6 | 461 | 2.7 |
| Medium Size Firms | 47 | 14.2 | 2,576 | 19.3 |
| Large Firms | 11 | 18.0 | 4,743 | 35.3 |
| All Size Firms | 206 | 6.8 | 7,780 | 17.8 |
| 16 or MORE YEARS | | | | |
| Small Firms | 123 | 4.6 | 802 | 4.7 |
| Medium Size Firms | 18 | 5.5 | 429 | 3.2 |
| Large Firms | 4 | 6.6 | 1,558 | 11.6 |
| All Size Firms | 145 | 4.8 | 2,789 | 6.4 |
| Subtotal of Small Firms | 2,657 | 100.0 | 16,978 | 100.0 |
| Subtotal of Medium Size Firms | 330 | 100.0 | 13,351 | 100.0 |
| Subtotal of Large Firms | 61 | 100.0 | 13,448 | 100.0 |
| Grand Total | 3,048 | 100.0 | 43,777 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade 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. 140 retail trade firms, or 94.6% of the applicable retail trade firms responded to this question. Size categories with no firms are omitted from this table.

RETAIL TRADE
Part-time Hourly

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

| 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 |
|---|------------------------------------|--|--|--|
| DO NOT OFFER FOUR WEEKS of PAID VACATION | | | | |
| Small Firms | 1,929 | 91.9 | 13,481 | 94.8 |
| Medium Size Firms | 246 | 92.8 | 10,275 | 94.6 |
| Large Firms | 21 | 40.4 | 4,728 | 46.5 |
| All Size Firms | 2,196 | 90.9 | 28,484 | 80.8 |
| 9 YEARS or LESS | | | | |
| Small Firms | 36 | 1.7 | 30 | 0.2 |
| Medium Size Firms | 1 | 0.4 | 131 | 1.2 |
| All Size Firms | 37 | 1.5 | 161 | 0.5 |
| 10 YEARS TO 15 YEARS & 11 MONTHS | | | | |
| Small Firms | 94 | 4.5 | 675 | 4.7 |
| Medium Size Firms | 11 | 4.2 | 259 | 2.4 |
| Large Firms | 4 | 7.7 | 5,422 | 53.3 |
| All Size Firms | 109 | 4.5 | 6,356 | 18.0 |
| 16 or MORE YEARS | | | | |
| Small Firms | 39 | 1.9 | 27 | 0.2 |
| Medium Size Firms | 7 | 2.6 | 193 | 1.8 |
| Large Firms | 2 | 3.8 | 331 | 3.3 |
| All Size Firms | 48 | 2.0 | 551 | 1.6 |
| Subtotal of Small Firms | 2,098 | 100.0 | 14,213 | 100.0 |
| Subtotal of Medium Size Firms | 265 | 100.0 | 10,858 | 100.0 |
| Subtotal of Large Firms | 52 | 100.0 | 10,177 | 100.0 |
| Grand Total | 2,415 | 100.0 | 35,248 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade 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. 62 retail trade firms, or 88.6% of the applicable retail trade firms responded to this question. Size categories with no firms are omitted from this table.

RETAIL TRADE

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

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 1,707 | 69.4 | 4,692 | 54.1 |
| | Salaried Medium Size Firms | 231 | 65.1 | 3,592 | 72.4 |
| | Salaried Large Firms | 30 | 76.9 | 3,124 | 87.9 |
| | Salaried All Size Firms | 1,968 | 69.0 | 11,408 | 66.4 |
| | Yes | | | | |
| | Salaried Small Firms | 751 | 30.6 | 3,979 | 45.9 |
| | Salaried Medium Size Firms | 124 | 34.9 | 1,367 | 27.6 |
| | Salaried Large Firms | 9 | 23.1 | 432 | 12.1 |
| | Salaried All Size Firms | 884 | 31.0 | 5,778 | 33.6 |
| | Subtotal of Salaried Small Firms | 2,458 | 100.0 | 8,671 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 355 | 100.0 | 4,959 | 100.0 |
| | Subtotal of Salaried Large Firms | 39 | 100.0 | 3,556 | 100.0 |
| Salaried Grand Total | 2,852 | 100.0 | 17,186 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 1,719 | 61.0 | 9,212 | 52.0 |
| | Full-time Hourly Medium Size Firms | 205 | 58.6 | 7,947 | 59.4 |
| | Full-time Hourly Large Firms | 29 | 65.9 | 13,376 | 80.1 |
| | Full-time Hourly All Size Firms | 1,953 | 60.8 | 30,535 | 63.9 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 1,098 | 39.0 | 8,513 | 48.0 |
| | Full-time Hourly Medium Size Firms | 145 | 41.4 | 5,422 | 40.6 |
| | Full-time Hourly Large Firms | 15 | 34.1 | 3,327 | 19.9 |
| | Full-time Hourly All Size Firms | 1,258 | 39.2 | 17,262 | 36.1 |
| | Subtotal of Full-time Hourly Small Firms | 2,817 | 100.0 | 17,725 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 350 | 100.0 | 13,369 | 100.0 |
| | Subtotal of Full-time Hourly Large Firms | 44 | 100.0 | 16,703 | 100.0 |
| Full-time Hourly Grand Total | 3,211 | 100.0 | 47,797 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 1,663 | 77.5 | 11,107 | 80.7 |
| | Part-time Hourly Medium Size Firms | 190 | 70.6 | 8,161 | 74.9 |
| | Part-time Hourly Large Firms | 25 | 78.1 | 13,495 | 89.7 |
| | Part-time Hourly All Size Firms | 1,878 | 76.7 | 32,763 | 82.5 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 483 | 22.5 | 2,655 | 19.3 |
| | Part-time Hourly Medium Size Firms | 79 | 29.4 | 2,742 | 25.1 |
| | Part-time Hourly Large Firms | 7 | 21.9 | 1,556 | 10.3 |
| | Part-time Hourly All Size Firms | 569 | 23.3 | 6,953 | 17.5 |
| | Subtotal of Part-time Hourly Small Firms | 2,146 | 100.0 | 13,762 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 269 | 100.0 | 10,903 | 100.0 |
| | Subtotal of Part-time Hourly Large Firms | 32 | 100.0 | 15,051 | 100.0 |
| Part-time Hourly Grand Total | 2,447 | 100.0 | 39,716 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade 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 in response on question thirteen. 198 retail trade firms, or 98.5% of the applicable retail trade firms responded to this question.

RETAIL TRADE

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

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 2,277 | 91.0 | 8,281 | 92.9 |
| | Salaried Medium Size Firms | 288 | 77.0 | 4,110 | 80.1 |
| | Salaried Large Firms | 46 | 95.8 | 3,618 | 94.4 |
| | Salaried All Size Firms | 2,611 | 89.3 | 16,009 | 89.5 |
| | Yes | | | | |
| | Salaried Small Firms | 224 | 9.0 | 636 | 7.1 |
| | Salaried Medium Size Firms | 86 | 23.0 | 1,024 | 19.9 |
| | Salaried Large Firms | 2 | 4.2 | 216 | 5.6 |
| | Salaried All Size Firms | 312 | 10.7 | 1,876 | 10.5 |
| | Subtotal of Salaried Small Firms | 2,501 | 100.0 | 8,917 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 374 | 100.0 | 5,134 | 100.0 |
| | Subtotal of Salaried Large Firms | 48 | 100.0 | 3,834 | 100.0 |
| Salaried Grand Total | 2,923 | 100.0 | 17,885 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 2,552 | 91.5 | 16,298 | 92.8 |
| | Full-time Hourly Medium Size Firms | 304 | 89.1 | 11,395 | 87.3 |
| | Full-time Hourly Large Firms | 39 | 90.7 | 15,473 | 93.6 |
| | Full-time Hourly All Size Firms | 2,895 | 91.2 | 43,166 | 91.5 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 237 | 8.5 | 1,270 | 7.2 |
| | Full-time Hourly Medium Size Firms | 37 | 10.9 | 1,658 | 12.7 |
| | Full-time Hourly Large Firms | 4 | 9.3 | 1,058 | 6.4 |
| | Full-time Hourly All Size Firms | 278 | 8.8 | 3,986 | 8.5 |
| | Subtotal of Full-time Hourly Small Firms | 2,789 | 100.0 | 17,568 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 341 | 100.0 | 13,053 | 100.0 |
| | Subtotal of Full-time Hourly Large Firms | 43 | 100.0 | 16,531 | 100.0 |
| Full-time Hourly Grand Total | 3,173 | 100.0 | 47,152 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 2,240 | 95.9 | 14,771 | 95.7 |
| | Part-time Hourly Medium Size Firms | 244 | 82.7 | 9,434 | 77.0 |
| | Part-time Hourly Large Firms | 41 | 100.0 | 16,037 | 100.0 |
| | Part-time Hourly All Size Firms | 2,525 | 94.5 | 40,242 | 92.0 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 96 | 4.1 | 658 | 4.3 |
| | Part-time Hourly Medium Size Firms | 51 | 17.3 | 2,824 | 23.0 |
| | Part-time Hourly All Size Firms | 147 | 5.5 | 3,482 | 8.0 |
| | Subtotal of Part-time Hourly Small Firms | 2,336 | 100.0 | 15,429 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 295 | 100.0 | 12,258 | 100.0 |
| | Subtotal of Part-time Hourly Large Firms | 41 | 100.0 | 16,037 | 100.0 |
| | Part-time Hourly Grand Total | 2,672 | 100.0 | 43,724 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade 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 in response on question thirteen. 197 retail trade firms, or 100.0% of the applicable retail trade firms responded to this question.

RETAIL TRADE
Salary

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

| 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 |
|-------------------------------|------------------------------------|--|--|--|
| 10 DAYS OR LESS | | | | |
| Small Firms | 91 | 42.9 | 281 | 46.3 |
| Medium Size Firms | 50 | 58.1 | 642 | 62.7 |
| Large Firms | 2 | 100.0 | 216 | 88.9 |
| All Size Firms | 143 | 47.7 | 1,139 | 60.8 |
| 11 TO 30 DAYS | | | | |
| Small Firms | 54 | 25.5 | 59 | 9.7 |
| All Size Firms | 54 | 18.0 | 59 | 3.1 |
| 31 DAYS OR OVER | | | | |
| Small Firms | 23 | 10.8 | 17 | 2.8 |
| All Size Firms | 23 | 7.7 | 17 | 0.9 |
| NO MAXIMUM or LIMIT | | | | |
| Small Firms | 44 | 20.8 | 250 | 41.2 |
| Medium Size Firms | 36 | 41.9 | 382 | 37.3 |
| All Size Firms | 80 | 26.7 | 632 | 33.7 |
| Subtotal of Small Firms | 212 | 100.0 | 607 | 100.0 |
| Subtotal of Medium Size Firms | 86 | 100.0 | 1,024 | 100.0 |
| Subtotal of Large Firms | 2 | 100.0 | 243 | 100.0 |
| Grand Total | 300 | 100.0 | 1,874 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Retail trade firms that are included in this table met the following criteria: they had one or more salaried employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid vacation by responding yes on question 13 and they specified that they allowed vacation to accumulate by answering yes to question 18. 18 retail trade firms, or 94.7% of the applicable retail trade firms responded to this question. Firm sizes with no responses are omitted from this table.

RETAIL TRADE
Full-time Hourly

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

| 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 |
|-------------------------------|------------------------------------|--|--|--|
| 10 DAYS OR LESS | | | | |
| Small Firms | 81 | 34.2 | 2,982 | 75.1 |
| Medium Size Firms | 9 | 23.7 | 386 | 23.3 |
| Large Firms | 4 | 100.0 | 1,058 | 97.5 |
| All Size Firms | 94 | 33.7 | 4,426 | 65.9 |
| 11 TO 30 DAYS | | | | |
| Small Firms | 54 | 22.8 | 235 | 5.9 |
| All Size Firms | 54 | 19.4 | 235 | 3.5 |
| 31 DAYS OR OVER | | | | |
| Small Firms | 23 | 9.7 | 17 | 0.4 |
| All Size Firms | 23 | 8.2 | 17 | 0.3 |
| NO MAXIMUM or LIMIT | | | | |
| Small Firms | 79 | 33.3 | 736 | 18.5 |
| Medium Size Firms | 29 | 76.3 | 1,272 | 76.7 |
| All Size Firms | 108 | 38.7 | 2,008 | 29.9 |
| Subtotal of Small Firms | 237 | 100.0 | 3,970 | 100.0 |
| Subtotal of Medium Size Firms | 38 | 100.0 | 1,658 | 100.0 |
| Subtotal of Large Firms | 4 | 100.0 | 1,085 | 100.0 |
| Grand Total | 279 | 100.0 | 6,713 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Retail trade firms that are included in this table met the following criteria: they had one or more full-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid vacation by responding yes on question 13 and they specified that they allowed vacation to accumulate by answering yes to question 18. 17 retail trade firms, or 100.0% of the applicable retail trade firms responded to this question. Firm sizes with no responses are omitted from this table.

RETAIL TRADE
Part-time Hourly

TABLE 19U: Maximum Vacation Accumulation for Oklahoma Retail Trade 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?"

| 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 |
|---------------------|------------------------------------|--|--|--|
| 10 DAYS OR LESS | | | | |
| All Size Firms | 76 | 54.3 | 2,301 | 75.3 |
| 11 TO 30 DAYS | | | | |
| All Size Firms | 27 | 19.3 | 20 | 0.7 |
| NO MAXIMUM or LIMIT | | | | |
| All Size Firms | 37 | 26.4 | 735 | 24.1 |
| Grand Total | 140 | 100.0 | 3,056 | 100.0 |

*Note: Retail trade firms that are included in this table met the following criteria: they had one or more part-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid vacation by responding yes on question 13 and they specified that they allowed vacation to accumulate by answering yes to question 18. 8 Retail trade firms, or 88.9% of the applicable Retail trade firms responded to this question. Response Categories with no response and firm size have been omitted from this table.

RETAIL TRADE
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 1,827 | 63.9 | 4,539 | 48.6 |
| Medium Size Firms | 229 | 62.9 | 1,968 | 39.8 |
| Large Firms | 20 | 44.4 | 1,047 | 27.4 |
| All Size Firms | 2,076 | 63.5 | 7,554 | 41.7 |
| 5 DAYS or LESS | | | | |
| Small Firms | 585 | 20.5 | 2,551 | 27.3 |
| Medium Size Firms | 46 | 12.6 | 1,221 | 24.7 |
| Large Firms | 13 | 28.9 | 572 | 15.0 |
| All Size Firms | 644 | 19.7 | 4,344 | 24.0 |
| 6 to 9 DAYS | | | | |
| Small Firms | 150 | 5.2 | 1,302 | 13.9 |
| Medium Size Firms | 68 | 18.7 | 1,106 | 22.4 |
| Large Firms | 9 | 20.0 | 1,672 | 43.8 |
| All Size Firms | 227 | 6.9 | 4,080 | 22.5 |
| 10 to 14 DAYS | | | | |
| Small Firms | 244 | 8.5 | 908 | 9.7 |
| Medium Size Firms | 16 | 4.4 | 630 | 12.7 |
| Large Firms | 3 | 6.7 | 525 | 13.8 |
| All Size Firms | 263 | 8.1 | 2,063 | 11.4 |
| 15 or MORE DAYS | | | | |
| Small Firms | 52 | 1.8 | 47 | 0.5 |
| Medium Size Firms | 5 | 1.4 | 23 | 0.5 |
| All Size Firms | 57 | 1.7 | 70 | 0.4 |
| Subtotal of Small Firms | 2,858 | 100.0 | 9,347 | 100.0 |
| Subtotal of Medium Size Firms | 364 | 100.0 | 4,948 | 100.0 |
| Subtotal of Large Firms | 45 | 100.0 | 3,816 | 100.0 |
| Grand Total | 3,267 | 100.0 | 18,111 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four. 172 retail trade firms, or 94.0% of the applicable retail trade firms responded to this question. Firm sizes with no firms were omitted from this table.

RETAIL TRADE
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 1,982 | 65.7 | 12,168 | 67.4 |
| Medium Size Firms | 222 | 68.1 | 8,214 | 64.3 |
| Large Firms | 20 | 45.5 | 8,595 | 51.5 |
| All Size Firms | 2,224 | 65.6 | 28,977 | 60.9 |
| 5 DAYS or LESS | | | | |
| Small Firms | 663 | 22.0 | 3,433 | 19.0 |
| Medium Size Firms | 42 | 12.9 | 1,866 | 14.6 |
| Large Firms | 14 | 31.8 | 3,537 | 21.2 |
| All Size Firms | 719 | 21.2 | 8,836 | 18.6 |
| 6 to 9 DAYS | | | | |
| Small Firms | 157 | 5.2 | 1,857 | 10.3 |
| Medium Size Firms | 41 | 12.6 | 2,067 | 16.2 |
| Large Firms | 4 | 9.1 | 3,100 | 18.6 |
| All Size Firms | 202 | 6.0 | 7,024 | 14.8 |
| 10 to 14 DAYS | | | | |
| Small Firms | 216 | 7.2 | 605 | 3.3 |
| Medium Size Firms | 16 | 4.9 | 442 | 3.5 |
| Large Firms | 4 | 9.1 | 860 | 5.1 |
| All Size Firms | 236 | 7.0 | 1,907 | 4.0 |
| 15 or MORE DAYS | | | | |
| Medium Size Firms | 5 | 1.5 | 191 | 1.5 |
| Large Firms | 2 | 4.5 | 612 | 3.7 |
| All Size Firms | 7 | 0.2 | 803 | 1.7 |
| Subtotal of Small Firms | 3,018 | 100.0 | 18,063 | 100.0 |
| Subtotal of Medium Size Firms | 326 | 100.0 | 12,780 | 100.0 |
| Subtotal of Large Firms | 44 | 100.0 | 16,704 | 100.0 |
| Grand Total | 3,388 | 100.0 | 47,547 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade 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. 174 retail trade firms, or 90.2% of the applicable retail trade firms responded to this question. Firm sizes with no firms were omitted from this table.

RETAIL TRADE
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 2,326 | 84.2 | 16,381 | 95.2 |
| Medium Size Firms | 238 | 89.1 | 10,437 | 96.7 |
| Large Firms | 27 | 75.0 | 7,381 | 74.3 |
| All Size Firms | 2,591 | 84.6 | 34,199 | 90.2 |
| 5 DAYS or LESS | | | | |
| Small Firms | 204 | 7.4 | 299 | 1.7 |
| Medium Size Firms | 23 | 8.6 | 342 | 3.2 |
| Large Firms | 9 | 25.0 | 2,547 | 25.6 |
| All Size Firms | 236 | 7.7 | 3,188 | 8.4 |
| 6 to 9 DAYS | | | | |
| Small Firms | 70 | 2.5 | 81 | 0.5 |
| Medium Size Firms | 4 | 1.5 | 15 | 0.1 |
| All Size Firms | 74 | 2.4 | 96 | 0.3 |
| 10 to 14 DAYS | | | | |
| Small Firms | 161 | 5.8 | 443 | 2.6 |
| Medium Size Firms | 2 | 0.7 | | 0.0 |
| All Size Firms | 163 | 5.3 | 446 | 1.2 |
| Subtotal of Small Firms | 2,761 | 100.0 | 17,204 | 100.0 |
| Subtotal of Medium Size Firms | 267 | 100.0 | 10,794 | 100.0 |
| Subtotal of Large Firms | 36 | 100.0 | 9,931 | 100.0 |
| Grand Total | 3,064 | 100.0 | 37,929 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade 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. 142 retail trade firms, or 75.1% of the applicable retail trade firms responded to this question. Firm sizes with no firms were omitted from this table.

RETAIL TRADE

TABLE 21G: Sick Leave Accumulation for Oklahoma Retail Trade 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 |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 1,127 | 86.2 | 4,284 | 79.5 |
| | Salaried Medium Size Firms | 138 | 78.0 | 2,520 | 72.8 |
| | Salaried Large Firms | 15 | 55.6 | 2,093 | 74.8 |
| | Salaried All Size Firms | 1,280 | 84.7 | 8,897 | 76.4 |
| | Yes | | | | |
| | Salaried Small Firms | 180 | 13.8 | 1,103 | 20.5 |
| | Salaried Medium Size Firms | 39 | 22.0 | 940 | 27.2 |
| | Salaried Large Firms | 12 | 44.4 | 704 | 25.2 |
| | Salaried All Size Firms | 231 | 15.3 | 2,747 | 23.6 |
| | Subtotal of Salaried Small Firms | 1,307 | 100.0 | 5,387 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 177 | 100.0 | 3,460 | 100.0 |
| | Subtotal of Salaried Large Firms | 27 | 100.0 | 2,797 | 100.0 |
| Salaried Grand Total | 1,511 | 100.0 | 11,644 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 1,301 | 90.2 | 7,069 | 84.1 |
| | Full-time Hourly Medium Size Firms | 117 | 73.6 | 4,526 | 61.0 |
| | Full-time Hourly Large Firms | 9 | 39.1 | 4,552 | 60.7 |
| | Full-time Hourly All Size Firms | 1,427 | 87.9 | 16,147 | 69.2 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 141 | 9.8 | 1,339 | 15.9 |
| | Full-time Hourly Medium Size Firms | 42 | 26.4 | 2,893 | 39.0 |
| | Full-time Hourly Large Firms | 14 | 60.9 | 2,948 | 39.3 |
| | Full-time Hourly All Size Firms | 197 | 12.1 | 7,180 | 30.8 |
| | Subtotal of Full-time Hourly Small Firms | 1,442 | 100.0 | 8,408 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 159 | 100.0 | 7,419 | 100.0 |
| | Subtotal of Full-time Hourly Large Firms | 23 | 100.0 | 7,500 | 100.0 |
| Full-time Hourly Grand Total | 1,624 | 100.0 | 23,327 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 1,050 | 93.0 | 6,368 | 97.5 |
| | Part-time Hourly Medium Size Firms | 117 | 94.4 | 4,048 | 99.3 |
| | Part-time Hourly Large Firms | 19 | 63.3 | 12,089 | 82.6 |
| | Part-time Hourly All Size Firms | 1,186 | 92.4 | 22,505 | 89.2 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 79 | 7.0 | 162 | 2.5 |
| | Part-time Hourly Medium Size Firms | 7 | 5.6 | 27 | 0.7 |
| | Part-time Hourly Large Firms | 11 | 36.7 | 2,549 | 17.4 |
| | Part-time Hourly All Size Firms | 97 | 7.6 | 2,738 | 10.8 |
| | Subtotal of Part-time Hourly Small Firms | 1,129 | 100.0 | 6,530 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 124 | 100.0 | 4,075 | 100.0 |
| | Subtotal of Part-time Hourly Large Firms | 30 | 100.0 | 14,638 | 100.0 |
| Part-time Hourly Grand Total | 1,283 | 100.0 | 25,243 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more employees and specified that they do not combined leave time by answering no to question four and indicated that they offer paid sick leave by response on question 20. 83 retail trade firms, or 96.5% of the applicable retail trade firms responded to this question.

RETAIL TRADE

Salary

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

| 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 |
|-------------------------------|------------------------------------|--|--|--|
| 5 DAYS or LESS | | | | |
| Small Firms | 22 | 12.2 | 17 | 1.5 |
| Medium Size Firms | 4 | 10.0 | 73 | 7.8 |
| All Size Firms | 26 | 11.2 | 90 | 3.3 |
| 6 to 14 DAYS | | | | |
| Medium Size Firms | 4 | 10.0 | 50 | 5.3 |
| All Size Firms | 4 | 1.7 | 50 | 1.8 |
| 15 to 29 DAYS | | | | |
| Large Firms | 2 | 16.7 | 78 | 11.1 |
| All Size Firms | 2 | 0.9 | 78 | 2.8 |
| 30 or MORE DAYS | | | | |
| Small Firms | 106 | 58.9 | 1,038 | 94.2 |
| Medium Size Firms | 24 | 60.0 | 628 | 66.8 |
| Large Firms | 10 | 83.3 | 626 | 88.9 |
| All Size Firms | 140 | 60.3 | 2,292 | 83.5 |
| NO MAXIMUM or LIMIT | | | | |
| Small Firms | 52 | 28.9 | 47 | 4.3 |
| Medium Size Firms | 8 | 20.0 | 189 | 20.1 |
| All Size Firms | 60 | 25.9 | 236 | 8.6 |
| Subtotal of Small Firms | 180 | 100.0 | 1,102 | 100.0 |
| Subtotal of Medium Size Firms | 40 | 100.0 | 940 | 100.0 |
| Subtotal of Large Firms | 12 | 100.0 | 704 | 100.0 |
| Grand Total | 232 | 100.0 | 2,746 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Retail trade firms that are included in this table met the following criteria: they had one or more salaried employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 17 retail trade firms, or 100.0% of the applicable retail trade firms responded to this question. Firm sizes with no firms are omitted from this table.

RETAIL TRADE
Full-time Hourly

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

| 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 |
|-------------------------------|------------------------------------|--|--|--|
| 5 DAYS or LESS | | | | |
| Medium Size Firms | 4 | 9.1 | 122 | 4.2 |
| All Size Firms | 4 | 2.0 | 122 | 1.7 |
| 6 to 14 DAYS | | | | |
| Medium Size Firms | 4 | 9.1 | 241 | 8.3 |
| All Size Firms | 4 | 2.0 | 241 | 3.4 |
| 15 to 29 DAYS | | | | |
| Medium Size Firms | 4 | 9.1 | 424 | 14.7 |
| Large Firms | 3 | 21.4 | 348 | 11.8 |
| All Size Firms | 7 | 3.5 | 772 | 10.8 |
| 30 or MORE DAYS | | | | |
| Small Firms | 106 | 74.6 | 1,219 | 91.0 |
| Medium Size Firms | 24 | 54.5 | 1,653 | 57.1 |
| Large Firms | 11 | 78.6 | 2,600 | 88.2 |
| All Size Firms | 141 | 70.5 | 5,472 | 76.2 |
| NO MAXIMUM or LIMIT | | | | |
| Small Firms | 36 | 25.4 | 120 | 9.0 |
| Medium Size Firms | 8 | 18.2 | 453 | 15.7 |
| All Size Firms | 44 | 22.0 | 573 | 8.0 |
| Subtotal of Small Firms | 142 | 100.0 | 1,339 | 100.0 |
| Subtotal of Medium Size Firms | 44 | 100.0 | 2,893 | 100.0 |
| Subtotal of Large Firms | 14 | 100.0 | 2,948 | 100.0 |
| Grand Total | 200 | 100.0 | 7,180 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Retail trade firms that are included in this table met the following criteria: they had one or more full-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 18 retail trade firms, or 100.0% of the applicable retail trade firms responded to this question. Firm sizes with no firms are omitted from this table.

RETAIL TRADE
Part-time Hourly

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

| 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 |
|-------------------------------|------------------------------------|--|--|--|
| 5 DAYS or LESS | | | | |
| Medium Size Firms | 4 | 50.0 | 11 | 42.3 |
| Large Firms | | 0.0 | | 0.0 |
| All Size Firms | 4 | 8.7 | 11 | 0.4 |
| 6 to 14 DAYS | | | | |
| Medium Size Firms | 4 | 50.0 | 15 | 57.7 |
| All Size Firms | 4 | 8.7 | 15 | 0.6 |
| 15 to 29 DAYS | | | | |
| Large Firms | 3 | 27.3 | 1,598 | 62.7 |
| All Size Firms | 3 | 6.5 | 1,598 | 61.6 |
| 30 or MORE DAYS | | | | |
| Small Firms | 27 | 100.0 | 20 | 100.0 |
| Large Firms | 8 | 72.7 | 951 | 37.3 |
| All Size Firms | 35 | 76.1 | 971 | 37.4 |
| Subtotal of Small Firms | 27 | 100.0 | 20 | 100.0 |
| Subtotal of Medium Size Firms | 8 | 100.0 | 26 | 100.0 |
| Subtotal of Large Firms | 11 | 100.0 | 2,549 | 100.0 |
| Grand Total | 46 | 100.0 | 2,595 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Retail trade firms that are included in this table met the following criteria: they had one or more part-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 8 retail trade firms, or 88.9% of the applicable retail trade firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

RETAIL TRADE
Salary

TABLE 23S: Bereavement Leave for Oklahoma Retail Trade Salary Employees by Firm Size.* Question 23: "Do you offer paid bereavement leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 2,338 | 69.5 | 7,792 | 61.4 |
| Medium Size Firms | 240 | 64.0 | 3,327 | 56.9 |
| Large Firms | 21 | 40.4 | 1,456 | 30.1 |
| All Size Firms | 2,599 | 68.6 | 12,575 | 53.8 |
| YES, 1 to 3 DAYS | | | | |
| Small Firms | 972 | 28.9 | 4,469 | 35.2 |
| Medium Size Firms | 107 | 28.5 | 2,244 | 38.4 |
| Large Firms | 29 | 55.8 | 3,193 | 65.9 |
| All Size Firms | 1,108 | 29.2 | 9,906 | 42.4 |
| YES, 4 to 7 DAYS | | | | |
| Small Firms | 54 | 1.6 | 424 | 3.3 |
| Medium Size Firms | 28 | 7.5 | 276 | 4.7 |
| Large Firms | 2 | 3.8 | 166 | 3.4 |
| All Size Firms | 84 | 2.2 | 866 | 3.7 |
| Subtotal of Small Firms | 3,364 | 100.0 | 12,685 | 100.0 |
| Subtotal of Medium Size Firms | 375 | 100.0 | 5,847 | 100.0 |
| Subtotal of Large Firms | 52 | 100.0 | 4,842 | 100.0 |
| Grand Total | 3,791 | 100.0 | 23,374 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Retail trade 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. 196 retail trade firms, or 88.3% of the applicable retail trade firms responded to this question. Response categories with no response are omitted from this table.

RETAIL TRADE
Full-time Hourly

TABLE 23T: Bereavement Leave for Oklahoma Retail Trade Full-time Hourly Employees by Firm Size.* Question 23: "Do you offer paid bereavement leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 2,591 | 74.6 | 15,569 | 73.4 |
| Medium Size Firms | 232 | 65.2 | 8,378 | 57.7 |
| Large Firms | 22 | 44.9 | 8,465 | 44.5 |
| All Size Firms | 2,845 | 73.4 | 32,412 | 59.2 |
| YES, 1 to 3 DAYS | | | | |
| Small Firms | 792 | 22.8 | 5,241 | 24.7 |
| Medium Size Firms | 112 | 31.5 | 5,922 | 40.8 |
| Large Firms | 23 | 46.9 | 8,578 | 45.1 |
| All Size Firms | 927 | 23.9 | 19,741 | 36.0 |
| YES, 4 to 7 DAYS | | | | |
| Small Firms | 54 | 1.6 | 294 | 1.4 |
| Medium Size Firms | 12 | 3.4 | 229 | 1.6 |
| Large Firms | 4 | 8.2 | 1,956 | 10.3 |
| All Size Firms | 70 | 1.8 | 2,479 | 4.5 |
| YES, 8 DAYS and OVER | | | | |
| Small Firms | 36 | 1.0 | 120 | 0.6 |
| All Size Firms | 36 | 0.9 | 120 | 0.2 |
| Subtotal of Small Firms | 3,473 | 100.0 | 21,224 | 100.0 |
| Subtotal of Medium Size Firms | 356 | 100.0 | 14,529 | 100.0 |
| Subtotal of Large Firms | 49 | 100.0 | 19,026 | 100.0 |
| Grand Total | 3,878 | 100.0 | 54,779 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Retail trade 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. 197 retail trade firms, or 86.4% of the applicable retail firms responded to this question. Firm sizes with no firms are omitted from this table.

RETAIL TRADE
Part-time Hourly

TABLE 23U: Bereavement Leave for Oklahoma Retail Trade Part-time Hourly Employees by Firm Size.* Question 23: "Do you offer paid bereavement leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 4,879 | 86.0 | 32,341 | 89.5 |
| Medium Size Firms | 398 | 80.2 | 16,450 | 78.9 |
| Large Firms | 37 | 59.7 | 6,130 | 51.4 |
| All Size Firms | 5,314 | 85.3 | 54,921 | 79.7 |
| YES, 1 to 3 DAYS | | | | |
| Small Firms | 796 | 14.0 | 3,779 | 10.5 |
| Medium Size Firms | 98 | 19.8 | 4,401 | 21.1 |
| Large Firms | 25 | 40.3 | 5,761 | 48.3 |
| All Size Firms | 919 | 14.7 | 13,941 | 20.2 |
| Subtotal of Small Firms | 5,675 | 100.0 | 36,120 | 100.0 |
| Subtotal of Medium Size Firms | 496 | 100.0 | 20,851 | 100.0 |
| Subtotal of Large Firms | 62 | 100.0 | 11,918 | 100.0 |
| Grand Total | 6,233 | 100.0 | 68,889 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Retail trade 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. 282 retail trade firms, or 74.6% of the applicable retail firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

RETAIL TRADE
Salary

TABLE 24S: Short Term Disability Leave for Oklahoma Retail Trade Salary Employees by Firm Size.* Question 24: "Do you offer short term paid disability leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 2,594 | 87.3 | 10,027 | 86.5 |
| Medium Size Firms | 286 | 75.9 | 3,436 | 59.6 |
| Large Firms | 21 | 41.2 | 777 | 17.9 |
| All Size Firms | 2,901 | 85.3 | 14,240 | 65.6 |
| YES, 6 WEEKS or LESS | | | | |
| Small Firms | 259 | 8.7 | 1,090 | 9.4 |
| Medium Size Firms | 48 | 12.7 | 1,237 | 21.5 |
| Large Firms | 14 | 27.5 | 781 | 18.0 |
| All Size Firms | 321 | 9.4 | 3,108 | 14.3 |
| YES, 7 to 13 WEEKS | | | | |
| Small Firms | 83 | 2.8 | 414 | 3.6 |
| Medium Size Firms | 20 | 5.3 | 553 | 9.6 |
| Large Firms | 4 | 7.8 | 620 | 14.3 |
| All Size Firms | 107 | 3.1 | 1,587 | 7.3 |
| YES, 14 to 26 WEEKS | | | | |
| Small Firms | 36 | 1.2 | 60 | 0.5 |
| Medium Size Firms | 23 | 6.1 | 540 | 9.4 |
| Large Firms | 12 | 23.5 | 2,159 | 49.8 |
| All Size Firms | 71 | 2.1 | 2,759 | 12.7 |
| Subtotal of Small Firms | 2,972 | 100.0 | 11,591 | 100.0 |
| Subtotal of Medium Size Firms | 377 | 100.0 | 5,766 | 100.0 |
| Subtotal of Large Firms | 51 | 100.0 | 4,337 | 100.0 |
| Grand Total | 3,400 | 100.0 | 21,694 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Retail trade 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. 181 retail trade firms, or 81.5% of the applicable retail trade firms responded to this question. Response categories with no response are omitted from this table.

RETAIL TRADE

Full-time Hourly

TABLE 24T: Short Term Disability Leave for Oklahoma Retail Trade Full-time Hourly Employees by Firm Size.* Question 24: "Do you offer short term paid disability leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 2,612 | 88.5 | 16,520 | 91.7 |
| Medium Size Firms | 264 | 76.1 | 10,066 | 70.3 |
| Large Firms | 21 | 44.7 | 4,254 | 23.0 |
| All Size Firms | 2,897 | 86.6 | 30,840 | 60.6 |
| YES, 6 WEEKS or LESS | | | | |
| Small Firms | 257 | 8.7 | 993 | 5.5 |
| Medium Size Firms | 36 | 10.4 | 2,338 | 16.3 |
| Large Firms | 8 | 17.0 | 2,172 | 11.7 |
| All Size Firms | 301 | 9.0 | 5,503 | 10.8 |
| YES, 7 to 13 WEEKS | | | | |
| Small Firms | 83 | 2.8 | 500 | 2.8 |
| Medium Size Firms | 20 | 5.8 | 642 | 4.5 |
| Large Firms | 6 | 12.8 | 5,599 | 30.2 |
| All Size Firms | 109 | 3.3 | 6,741 | 13.3 |
| YES, 14 to 26 WEEKS | | | | |
| Medium Size Firms | 23 | 6.6 | 1,157 | 8.1 |
| Large Firms | 12 | 25.5 | 6,508 | 35.1 |
| All Size Firms | 35 | 1.0 | 7,665 | 15.1 |
| MORE than 26 WEEKS | | | | |
| Medium Size Firms | 4 | 1.2 | 107 | 0.7 |
| All Size Firms | 4 | 0.1 | 107 | 0.2 |
| Subtotal of Small Firms | 2,952 | 100.0 | 18,013 | 100.0 |
| Subtotal of Medium Size Firms | 347 | 100.0 | 14,310 | 100.0 |
| Subtotal of Large Firms | 47 | 100.0 | 18,533 | 100.0 |
| Grand Total | 3,346 | 100.0 | 50,856 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Retail trade 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. 178 retail trade firms, or 78.1% of the applicable retail firms responded to this question. Firm sizes with no firms are omitted from this table.

RETAIL TRADE
Part-time Hourly

TABLE 24U: Short Term Disability Leave for Oklahoma Retail Trade Part-time Hourly Employees by Firm Size.* Question 24: "Do you offer short term paid disability leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 4,634 | 94.6 | 28,192 | 91.6 |
| Medium Size Firms | 514 | 95.9 | 22,885 | 97.8 |
| Large Firms | 42 | 62.7 | 8,056 | 57.9 |
| All Size Firms | 5,190 | 94.4 | 59,133 | 86.9 |
| YES, 6 WEEKS or LESS | | | | |
| Small Firms | 263 | 5.4 | 2,578 | 8.4 |
| Medium Size Firms | 7 | 1.3 | 32 | 0.1 |
| Large Firms | 13 | 19.4 | 1,987 | 14.3 |
| All Size Firms | 283 | 5.1 | 4,597 | 6.8 |
| YES, 7 to 13 WEEKS | | | | |
| Medium Size Firms | 15 | 2.8 | 487 | 2.1 |
| All Size Firms | 15 | 0.3 | 487 | 0.7 |
| YES, 14 to 26 WEEKS | | | | |
| Large Firms | 12 | 17.9 | 3,864 | 27.8 |
| All Size Firms | 12 | 0.2 | 3,864 | 5.7 |
| Subtotal of Small Firms | 4,897 | 100.0 | 30,770 | 100.0 |
| Subtotal of Medium Size Firms | 536 | 100.0 | 23,404 | 100.0 |
| Subtotal of Large Firms | 67 | 100.0 | 13,907 | 100.0 |
| Grand Total | 5,500 | 100.0 | 68,081 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Retail trade 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. 270 retail trade firms, or 71.4% of the applicable retail firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

RETAIL TRADE
Salary

TABLE 25S: Other Paid Leave for Oklahoma Retail Trade Salary Employees by Firm Size.* Question 25: Please check boxes indicating any other paid leave you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|----------------------------------|------------------------------------|--|--|--|
| MILITARY | | | | |
| Small Firms | 185 | 12.7 | 742 | 9.9 |
| Medium Size Firms | 42 | 21.2 | 548 | 15.3 |
| Large Firms | 12 | 32.4 | 811 | 21.7 |
| All Size Firms | 239 | 14.1 | 2,101 | 14.2 |
| JURY DUTY | | | | |
| Small Firms | 955 | 65.6 | 4,234 | 56.5 |
| Medium Size Firms | 176 | 88.9 | 3,330 | 92.9 |
| Large Firms | 35 | 0.0 | 3,647 | 97.5 |
| All Size Firms | 1,166 | 69.0 | 11,211 | 75.7 |
| FAMILY MEDICAL | | | | |
| Small Firms | 287 | 19.7 | 1,225 | 16.4 |
| Medium Size Firms | 37 | 18.7 | 535 | 14.9 |
| Large Firms | 3 | 8.1 | 339 | 9.1 |
| All Size Firms | 327 | 19.3 | 2,099 | 14.2 |
| MATERNITY LEAVE | | | | |
| Small Firms | 254 | 17.4 | 1,133 | 15.1 |
| Medium Size Firms | 44 | 22.2 | 500 | 13.9 |
| Large Firms | 7 | 18.9 | 1,769 | 47.3 |
| All Size Firms | 305 | 18.0 | 3,402 | 23.0 |
| PATERNITY LEAVE | | | | |
| Small Firms | 64 | 4.4 | 177 | 2.4 |
| Medium Size Firms | 29 | 14.6 | 336 | 9.4 |
| Large Firms | 2 | 5.4 | 309 | 8.3 |
| All Size Firms | 95 | 5.6 | 822 | 5.5 |
| DOCTOR/DENTAL APPOINTMENT | | | | |
| Small Firms | 755 | 51.9 | 3,937 | 52.6 |
| Medium Size Firms | 41 | 20.7 | 1,251 | 34.9 |
| Large Firms | 3 | 8.1 | 247 | 6.6 |
| All Size Firms | 799 | 47.3 | 5,435 | 36.7 |
| OTHER (please name) | | | | |
| Small Firms | 185 | 12.7 | 1,516 | 20.2 |
| Medium Size Firms | 11 | 5.6 | 108 | 3.0 |
| Large Firms | 2 | 5.4 | 216 | 5.8 |
| All Size Firms | 198 | 11.7 | 1,840 | 12.4 |
| Subtotal of Small Firms | 1,456 | 100.0 | 7,491 | 100.0 |
| Subtotal of Medium Size Firms | 198 | 100.0 | 3,585 | 100.0 |
| Subtotal of Large Firms | 37 | 100.0 | 3,741 | 100.0 |
| Grand Total | 1,691 | 100.0 | 14,817 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Retail trade 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. 99 retail trade firms, or 44.6% of the applicable retail trade 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.

RETAIL TRADE

Full-time Hourly

TABLE 25T: Other Paid Leave for Oklahoma Retail Trade Full-time Hourly Employees by Firm Size.* Question 25: Please check boxes indicating any other paid leave you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|----------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| MILITARY | | | | |
| Small Firms | 170 | 14.8 | 813 | 11.8 |
| Medium Size Firms | 21 | 13.0 | 983 | 12.2 |
| Large Firms | 12 | 41.4 | 3,370 | 21.9 |
| All Size Firms | 203 | 15.1 | 5,166 | 17.0 |
| JURY DUTY | | | | |
| Small Firms | 926 | 80.4 | 5,691 | 82.7 |
| Medium Size Firms | 140 | 87.0 | 7,468 | 93.0 |
| Large Firms | 27 | 0.0 | 14,193 | 92.0 |
| All Size Firms | 1,093 | 81.4 | 27,352 | 90.2 |
| FAMILY MEDICAL | | | | |
| Small Firms | 220 | 19.1 | 1,739 | 25.3 |
| Medium Size Firms | 23 | 14.3 | 616 | 7.7 |
| Large Firms | 2 | 6.9 | 100 | 0.6 |
| All Size Firms | 245 | 18.3 | 2,455 | 8.1 |
| MATERNITY LEAVE | | | | |
| Small Firms | 208 | 18.1 | 1,287 | 18.7 |
| Medium Size Firms | 30 | 18.6 | 887 | 11.0 |
| Large Firms | 6 | 20.7 | 3,984 | 25.8 |
| All Size Firms | 244 | 18.2 | 6,158 | 20.3 |
| PATERNITY LEAVE | | | | |
| Small Firms | 87 | 7.6 | 488 | 7.1 |
| Medium Size Firms | 15 | 9.3 | 653 | 8.1 |
| Large Firms | 2 | 6.9 | 100 | 0.6 |
| All Size Firms | 104 | 7.7 | 1,241 | 4.1 |
| DOCTOR/DENTAL APPOINTMENT | | | | |
| Small Firms | 382 | 33.2 | 1,853 | 26.9 |
| Medium Size Firms | 13 | 8.1 | 725 | 9.0 |
| All Size Firms | 395 | 29.4 | 2,578 | 8.5 |
| OTHER (please name) | | | | |
| Small Firms | 150 | 13.0 | 1,270 | 18.5 |
| Medium Size Firms | 11 | 6.8 | 388 | 4.8 |
| Large Firms | 2 | 6.9 | 447 | 2.9 |
| All Size Firms | 163 | 12.1 | 2,105 | 6.9 |
| Subtotal of Small Firms | 1,152 | 100.0 | 6,880 | 100.0 |
| Subtotal of Medium Size Firms | 161 | 100.0 | 8,030 | 100.0 |
| Subtotal of Large Firms | 29 | 100.0 | 15,423 | 100.0 |
| Grand Total | 1,342 | 100.0 | 30,333 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Retail trade 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. 81 retail trade firms, or 35.5% of the applicable retail 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. Firm sizes with no firms are omitted from this table.

RETAIL TRADE
Part-time Hourly

TABLE 25U: Other Paid Leave for Oklahoma Retail Trade Part-time Hourly Employees by Firm Size.* Question 25: Please check boxes indicating any other paid leave you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|----------------------------------|------------------------------------|--|--|--|
| MILITARY | | | | |
| Small Firms | 267 | 18.2 | 2,001 | 25.2 |
| Medium Size Firms | 32 | 47.8 | 1,135 | 48.4 |
| Large Firms | 21 | 70.0 | 5,099 | 70.0 |
| All Size Firms | 320 | 20.4 | 8,235 | 46.9 |
| JURY DUTY | | | | |
| Small Firms | 1,049 | 71.4 | 6,045 | 76.2 |
| Medium Size Firms | 50 | 74.6 | 1,499 | 63.9 |
| Large Firms | 25 | 0.0 | 6,624 | 90.9 |
| All Size Firms | 1,124 | 71.8 | 14,168 | 80.7 |
| FAMILY MEDICAL | | | | |
| Small Firms | 197 | 13.4 | 236 | 3.0 |
| Medium Size Firms | 29 | 43.3 | 873 | 37.2 |
| Large Firms | 3 | 10.0 | 5 | 0.1 |
| All Size Firms | 229 | 14.6 | 1,114 | 6.3 |
| MATERNITY LEAVE | | | | |
| Small Firms | 150 | 10.2 | 257 | 3.2 |
| Medium Size Firms | 29 | 43.3 | 1,073 | 45.7 |
| Large Firms | 7 | 23.3 | 668 | 9.2 |
| All Size Firms | 186 | 11.9 | 1,998 | 11.4 |
| PATERNITY LEAVE | | | | |
| Small Firms | 175 | 11.9 | 608 | 7.7 |
| Medium Size Firms | 29 | 43.3 | 1,073 | 45.7 |
| Large Firms | 3 | 10.0 | 5 | 0.1 |
| All Size Firms | 207 | 13.2 | 1,686 | 9.6 |
| DOCTOR/DENTAL APPOINTMENT | | | | |
| Small Firms | 625 | 42.5 | 1,599 | 20.2 |
| All Size Firms | 625 | 39.9 | 1,599 | 9.1 |
| OTHER (please name) | | | | |
| Small Firms | 158 | 10.8 | 520 | 6.6 |
| Medium Size Firms | 14 | 20.9 | 387 | 16.5 |
| All Size Firms | 172 | 11.0 | 907 | 5.2 |
| Subtotal of Small Firms | 1,469 | 100.0 | 7,931 | 100.0 |
| Subtotal of Medium Size Firms | 67 | 100.0 | 2,347 | 100.0 |
| Subtotal of Large Firms | 30 | 100.0 | 7,286 | 100.0 |
| Grand Total | 1,566 | 100.0 | 17,564 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Retail trade 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. 74 retail trade firms, or 19.6% of the applicable retail 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. Firm sizes with no firms are omitted from this table.

RETAIL TRADE
Salary

TABLE 26S: Medical/health Care Offered for Oklahoma Retail Trade Salary Employees by Firm Size.* Question 26: "Do you offer medical/health care plans to your employees?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 1,926 | 45.1 | 3,170 | 21.2 |
| Medium Size Firms | 123 | 25.9 | 1,087 | 14.6 |
| Large Firms | 2 | 2.9 | 28 | 0.5 |
| All Size Firms | 2,051 | 42.6 | 4,285 | 15.4 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 791 | 18.5 | 2,603 | 17.4 |
| Medium Size Firms | 27 | 5.7 | 248 | 3.3 |
| Large Firms | 2 | 2.9 | 309 | 5.8 |
| All Size Firms | 820 | 17.0 | 3,160 | 11.4 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 1,552 | 36.4 | 9,169 | 61.4 |
| Medium Size Firms | 324 | 68.4 | 6,112 | 82.1 |
| Large Firms | 65 | 94.2 | 5,024 | 93.7 |
| All Size Firms | 1,941 | 40.3 | 20,305 | 73.2 |
| Subtotal of Small Firms | 4,269 | 100.0 | 14,942 | 100.0 |
| Subtotal of Medium Size Firms | 474 | 100.0 | 7,447 | 100.0 |
| Subtotal of Large Firms | 69 | 100.0 | 5,361 | 100.0 |
| Grand Total | 4,812 | 100.0 | 27,750 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more salaried employees that responded to this question. 253 firms, or 96.2% of the retail trade firms with salaried employees responded to this question.

RETAIL TRADE
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 2,409 | 56.5 | 10,985 | 41.7 |
| Medium Size Firms | 101 | 23.4 | 2,797 | 15.9 |
| Large Firms | 2 | 3.8 | 438 | 1.9 |
| All Size Firms | 2,512 | 52.9 | 14,220 | 21.1 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 626 | 14.7 | 3,060 | 11.6 |
| Medium Size Firms | 29 | 6.7 | 446 | 2.5 |
| Large Firms | 2 | 3.8 | 1,230 | 5.3 |
| All Size Firms | 657 | 13.8 | 4,736 | 7.0 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 1,226 | 28.8 | 12,306 | 46.7 |
| Medium Size Firms | 301 | 69.8 | 14,320 | 81.5 |
| Large Firms | 49 | 92.5 | 21,687 | 92.9 |
| All Size Firms | 1,576 | 33.2 | 48,313 | 71.8 |
| Subtotal of Small Firms | 4,261 | 100.0 | 26,351 | 100.0 |
| Subtotal of Medium Size Firms | 431 | 100.0 | 17,563 | 100.0 |
| Subtotal of Large Firms | 53 | 100.0 | 23,355 | 100.0 |
| Grand Total | 4,745 | 100.0 | 67,269 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more full-time hourly employees that responded to this question. 274 firms, or 88.7% of the retail trade firms with full-time hourly employees responded to this question.

RETAIL TRADE
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 2,694 | 77.9 | 18,307 | 79.5 |
| Medium Size Firms | 166 | 53.9 | 8,481 | 60.5 |
| Large Firms | 12 | 33.3 | 2,187 | 15.6 |
| All Size Firms | 2,872 | 75.5 | 28,975 | 56.7 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 201 | 5.8 | 1,593 | 6.9 |
| Medium Size Firms | 14 | 4.5 | 633 | 4.5 |
| All Size Firms | 215 | 5.7 | 2,226 | 4.4 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 564 | 16.3 | 3,116 | 13.5 |
| Medium Size Firms | 128 | 41.6 | 4,911 | 35.0 |
| Large Firms | 24 | 66.7 | 11,867 | 84.4 |
| All Size Firms | 716 | 18.8 | 19,894 | 38.9 |
| Subtotal of Small Firms | 3,459 | 100.0 | 23,016 | 100.0 |
| Subtotal of Medium Size Firms | 308 | 100.0 | 14,025 | 100.0 |
| Subtotal of Large Firms | 36 | 100.0 | 14,054 | 100.0 |
| Grand Total | 3,803 | 100.0 | 51,095 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more part-time hourly employees that responded to this question. 166 firms, or 58.9% of the retail trade firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

RETAIL TRADE
Salary

TABLE 27S: Types of Medical/health Care Plans Offered for Oklahoma Retail Trade Salary Employees by Firm Size.* 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 |
|--|------------------------------------|--|--|--|
| TRADITIONAL FEE-FOR-SERVICE | | | | |
| Small Firms | 142 | 6.2 | 339 | 2.9 |
| Medium Size Firms | 18 | 5.1 | 677 | 10.6 |
| Large Firms | 17 | 25.4 | 801 | 15.0 |
| All Size Firms | 177 | 6.5 | 1,817 | 7.8 |
| HEALTH MAINTENANCE ORGANIZATION (HMO) | | | | |
| Small Firms | 484 | 21.1 | 3,155 | 27.1 |
| Medium Size Firms | 128 | 36.5 | 2,331 | 36.7 |
| Large Firms | 35 | 52.2 | 1,708 | 32.0 |
| All Size Firms | 647 | 23.9 | 7,194 | 30.8 |
| PREFERRED PROVIDER ORGANIZATION (PPO) | | | | |
| Small Firms | 2,031 | 88.7 | 10,298 | 88.5 |
| Medium Size Firms | 314 | 89.5 | 5,918 | 93.1 |
| Large Firms | 55 | 82.1 | 4,895 | 91.8 |
| All Size Firms | 2,400 | 88.6 | 21,111 | 90.5 |
| Subtotal of Small Firms | 2,290 | 100.0 | 11,630 | 100.0 |
| Subtotal of Medium Size Firms | 351 | 100.0 | 6,360 | 100.0 |
| Subtotal of Large Firms | 67 | 100.0 | 5,333 | 100.0 |
| Grand Total | 2,708 | 100.0 | 23,323 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Retail trade 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. 175 retail trade firms, or 99.4% of the applicable retail trade 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.

RETAIL TRADE
Full-time Hourly

TABLE 27T: Types of Medical/health Care Plans Offered for Oklahoma Retail Trade Full-time Hourly Employees by Firm Size.* 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 |
|---------------------------------------|------------------------------------|--|--|--|
| TRADITIONAL FEE-FOR-SERVICE | | | | |
| Small Firms | 83 | 4.5 | 389 | 2.6 |
| Medium Size Firms | 31 | 9.4 | 1,466 | 9.9 |
| Large Firms | 11 | 21.6 | 2,087 | 9.1 |
| All Size Firms | 125 | 5.7 | 3,942 | 7.5 |
| HEALTH MAINTENANCE ORGANIZATION (HMO) | | | | |
| Small Firms | 460 | 25.2 | 5,124 | 34.3 |
| Medium Size Firms | 124 | 37.6 | 6,651 | 45.0 |
| Large Firms | 19 | 37.3 | 8,173 | 35.7 |
| All Size Firms | 603 | 27.3 | 19,948 | 37.9 |
| PREFERRED PROVIDER ORGANIZATION (PPO) | | | | |
| Small Firms | 1,581 | 86.5 | 13,086 | 87.5 |
| Medium Size Firms | 282 | 85.5 | 12,668 | 85.8 |
| Large Firms | 34 | 66.7 | 16,546 | 72.2 |
| All Size Firms | 1,897 | 85.9 | 42,300 | 80.4 |
| Subtotal of Small Firms | 1,828 | 100.0 | 14,959 | 100.0 |
| Subtotal of Medium Size Firms | 330 | 100.0 | 14,767 | 100.0 |
| Subtotal of Large Firms | 51 | 100.0 | 22,917 | 100.0 |
| Grand Total | 2,209 | 100.0 | 52,643 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Retail trade 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. 153 retail trade firms, or 99.4% of the applicable retail trade 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.

RETAIL TRADE
Part-time Hourly

TABLE 27U: Types of Medical/health Care Plans Offered for Oklahoma Retail Trade Part-time Hourly Employees by Firm Size.* 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 |
|--|------------------------------------|--|--|--|
| TRADITIONAL FEE-FOR-SERVICE | | | | |
| Small Firms | 137 | 20.2 | 1,080 | 24.8 |
| Medium Size Firms | 19 | 13.4 | 625 | 11.3 |
| Large Firms | 2 | 8.3 | 192 | 1.6 |
| All Size Firms | 158 | 18.7 | 1,897 | 8.7 |
| HEALTH MAINTENANCE ORGANIZATION (HMO) | | | | |
| Small Firms | 92 | 13.6 | 732 | 16.8 |
| Medium Size Firms | 64 | 45.1 | 2,473 | 44.6 |
| Large Firms | 9 | 37.5 | 1,280 | 10.8 |
| All Size Firms | 165 | 19.5 | 4,485 | 20.6 |
| PREFERRED PROVIDER ORGANIZATION (PPO) | | | | |
| Small Firms | 548 | 80.8 | 3,065 | 70.2 |
| Medium Size Firms | 120 | 84.5 | 3,937 | 71.0 |
| Large Firms | 22 | 91.7 | 11,675 | 98.4 |
| All Size Firms | 690 | 81.8 | 18,677 | 85.8 |
| Subtotal of Small Firms | 678 | 100.0 | 4,363 | 100.0 |
| Subtotal of Medium Size Firms | 142 | 100.0 | 5,545 | 100.0 |
| Subtotal of Large Firms | 24 | 100.0 | 11,867 | 100.0 |
| Grand Total | 844 | 100.0 | 21,775 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Retail trade 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. 57 retail trade firms, or 96.6% of the applicable retail trade 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.

RETAIL TRADE

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

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 1,795 | 76.6 | 8,670 | 73.6 |
| | Salaried Medium Size Firms | 234 | 66.7 | 3,303 | 51.9 |
| | Salaried Large Firms | 18 | 26.9 | 1,851 | 34.7 |
| | Salaried All Size Firms | 2,047 | 74.2 | 13,824 | 58.9 |
| | Yes | | | | |
| | Salaried Small Firms | 547 | 23.4 | 3,102 | 26.4 |
| | Salaried Medium Size Firms | 117 | 33.3 | 3,057 | 48.1 |
| | Salaried Large Firms | 49 | 73.1 | 3,483 | 65.3 |
| | Salaried All Size Firms | 713 | 25.8 | 9,642 | 41.1 |
| | Subtotal of Salaried Small Firms | 2,342 | 100.0 | 11,772 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 351 | 100.0 | 6,360 | 100.0 |
| | Subtotal of Salaried Large Firms | 67 | 100.0 | 5,334 | 100.0 |
| Salaried Grand Total | 2,760 | 100.0 | 23,466 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 1,302 | 71.2 | 10,695 | 71.5 |
| | Full-time Hourly Medium Size Firms | 205 | 62.1 | 8,831 | 59.8 |
| | Full-time Hourly Large Firms | 22 | 43.1 | 9,418 | 41.1 |
| | Full-time Hourly All Size Firms | 1,529 | 69.2 | 28,944 | 55.0 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 526 | 28.8 | 4,264 | 28.5 |
| | Full-time Hourly Medium Size Firms | 125 | 37.9 | 5,935 | 40.2 |
| | Full-time Hourly Large Firms | 29 | 56.9 | 13,500 | 58.9 |
| | Full-time Hourly All Size Firms | 680 | 30.8 | 23,699 | 45.0 |
| | Subtotal of Full-time Hourly Small Firms | 1,828 | 100.0 | 14,959 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 330 | 100.0 | 14,766 | 100.0 |
| | Subtotal of Full-time Hourly Large Firms | 51 | 100.0 | 22,918 | 100.0 |
| Full-time Hourly Grand Total | 2,209 | 100.0 | 52,643 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 556 | 76.2 | 2,857 | 64.8 |
| | Part-time Hourly Medium Size Firms | 54 | 41.2 | 2,361 | 45.4 |
| | Part-time Hourly Large Firms | 13 | 54.2 | 8,990 | 75.7 |
| | Part-time Hourly All Size Firms | 623 | 70.4 | 14,208 | 66.1 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 174 | 23.8 | 1,553 | 35.2 |
| | Part-time Hourly Medium Size Firms | 77 | 58.8 | 2,841 | 54.6 |
| | Part-time Hourly Large Firms | 11 | 45.8 | 2,878 | 24.3 |
| | Part-time Hourly All Size Firms | 262 | 29.6 | 7,272 | 33.9 |
| | Subtotal of Part-time Hourly Small Firms | 730 | 100.0 | 4,410 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 131 | 100.0 | 5,202 | 100.0 |
| | Subtotal of Part-time Hourly Large Firms | 24 | 100.0 | 11,868 | 100.0 |
| Part-time Hourly Grand Total | 885 | 100.0 | 21,480 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Retail trade 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. 192 retail trade firms, or 99.5% of the applicable retail trade firms responded to this question.

RETAIL TRADE

Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NONE | Small Firms | 111 | 480 | 4.2 |
| | All Size Firms | 111 | 480 | 2.1 |
| 1% to 25% | Small Firms | 146 | 833 | 7.2 |
| | Medium Size Firms | 28 | 548 | 9.8 |
| | Large Firms | 6 | 108 | 2.1 |
| | All Size Firms | 180 | 1,489 | 6.7 |
| 26% to 50% | Small Firms | 485 | 2,662 | 23.1 |
| | Medium Size Firms | 84 | 1,485 | 26.5 |
| | Large Firms | 24 | 931 | 17.9 |
| | All Size Firms | 593 | 5,078 | 22.7 |
| 51% to 75% | Small Firms | 448 | 2,679 | 23.2 |
| | Medium Size Firms | 79 | 1,807 | 32.2 |
| | Large Firms | 19 | 3,085 | 59.3 |
| | All Size Firms | 546 | 7,571 | 33.9 |
| 76% to 99% | Small Firms | 198 | 853 | 7.4 |
| | Medium Size Firms | 61 | 933 | 16.6 |
| | Large Firms | 9 | 887 | 17.1 |
| | All Size Firms | 268 | 2,673 | 12.0 |
| 100% | Small Firms | 807 | 4,039 | 35.0 |
| | Medium Size Firms | 77 | 834 | 14.9 |
| | Large Firms | 5 | 187 | 3.6 |
| | All Size Firms | 889 | 5,060 | 22.6 |
| Subtotal of Small Firms | 2,195 | 100.0 | 11,546 | 100.0 |
| Subtotal of Medium Size Firms | 329 | 100.0 | 5,607 | 100.0 |
| Subtotal of Large Firms | 63 | 100.0 | 5,198 | 100.0 |
| Grand Total | 2,587 | 100.0 | 22,351 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Retail trade 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. 167 retail trade firms, or 94.9% of the applicable retail trade firms responded to this question.

RETAIL TRADE
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | Small Firms | 106 | 679 | 4.6 |
| | Medium Size Firms | 14 | 606 | 4.4 |
| | All Size Firms | 120 | 1,285 | 2.6 |
| 1% to 25% | Small Firms | 146 | 1,446 | 9.8 |
| | Medium Size Firms | 28 | 1,093 | 8.0 |
| | All Size Firms | 174 | 2,539 | 5.1 |
| 26% to 50% | Small Firms | 502 | 4,137 | 28.0 |
| | Medium Size Firms | 92 | 3,726 | 27.1 |
| | Large Firms | 15 | 6,476 | 30.2 |
| | All Size Firms | 609 | 14,339 | 28.7 |
| 51% to 75% | Small Firms | 328 | 3,900 | 26.4 |
| | Medium Size Firms | 92 | 5,781 | 42.1 |
| | Large Firms | 16 | 9,582 | 44.7 |
| | All Size Firms | 436 | 19,263 | 38.6 |
| 76% to 99% | Small Firms | 150 | 1,008 | 6.8 |
| | Medium Size Firms | 46 | 1,924 | 14.0 |
| | Large Firms | 11 | 3,828 | 17.9 |
| | All Size Firms | 207 | 6,760 | 13.5 |
| 100% | Small Firms | 549 | 3,583 | 24.3 |
| | Medium Size Firms | 36 | 600 | 4.4 |
| | Large Firms | 4 | 1,558 | 7.3 |
| | All Size Firms | 589 | 5,741 | 11.5 |
| Subtotal of Small Firms | 1,781 | 100.0 | 14,753 | 100.0 |
| Subtotal of Medium Size Firms | 308 | 100.0 | 13,730 | 100.0 |
| Subtotal of Large Firms | 46 | 100.0 | 21,444 | 100.0 |
| Grand Total | 2,135 | 100.0 | 49,927 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Retail trade 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. 146 retail trade firms, or 94.8% of the applicable retail trade firms responded to this question.

RETAIL TRADE
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 165 | 26.1 | 1,596 | 40.4 |
| Medium Size Firms | 27 | 23.9 | 1,990 | 40.4 |
| All Size Firms | 192 | 25.3 | 3,586 | 29.6 |
| 1% to 25% | | | | |
| Small Firms | 51 | 8.1 | 234 | 5.9 |
| Medium Size Firms | 19 | 16.8 | 501 | 10.2 |
| All Size Firms | 70 | 9.2 | 735 | 6.1 |
| 26% to 50% | | | | |
| Small Firms | 187 | 29.6 | 1,103 | 27.9 |
| Medium Size Firms | 39 | 34.5 | 1,036 | 21.0 |
| Large Firms | 7 | 46.7 | 949 | 29.5 |
| All Size Firms | 233 | 30.7 | 3,088 | 25.5 |
| 51% to 75% | | | | |
| Small Firms | 142 | 22.5 | 327 | 8.3 |
| Medium Size Firms | 24 | 21.2 | 1,319 | 26.8 |
| Large Firms | 3 | 20.0 | 1,598 | 49.6 |
| All Size Firms | 169 | 22.3 | 3,244 | 26.8 |
| 76% to 99% | | | | |
| Large Firms | 3 | 20.0 | 342 | 10.6 |
| All Size Firms | 3 | 0.4 | 342 | 2.8 |
| 100% | | | | |
| Small Firms | 86 | 13.6 | 691 | 17.5 |
| Medium Size Firms | 4 | 3.5 | 80 | 1.6 |
| Large Firms | 2 | 13.3 | 331 | 10.3 |
| All Size Firms | 92 | 12.1 | 1,102 | 9.1 |
| Subtotal of Small Firms | 631 | 100.0 | 3,951 | 100.0 |
| Subtotal of Medium Size Firms | 113 | 100.0 | 4,926 | 100.0 |
| Subtotal of Large Firms | 15 | 100.0 | 3,220 | 100.0 |
| Grand Total | 759 | 100.0 | 12,097 | 100.0 |

Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Retail trade 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. 49 retail trade firms, or 83.1% of the applicable retail trade firms responded to this question.

RETAIL TRADE
Salary

TABLE 30S: Medical/health Care Plan Employee Dependents Cost Compensation for Oklahoma Retail Trade 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?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 1,614 | 71.8 | 7,432 | 63.6 |
| Medium Size Firms | 159 | 48.5 | 2,549 | 45.5 |
| Large Firms | 26 | 41.3 | 1,024 | 19.7 |
| All Size Firms | 1,799 | 68.2 | 11,005 | 48.9 |
| 1% to 25% | | | | |
| Small Firms | 159 | 7.1 | 818 | 7.0 |
| Medium Size Firms | 44 | 13.4 | 665 | 11.9 |
| Large Firms | 6 | 9.5 | 108 | 2.1 |
| All Size Firms | 209 | 7.9 | 1,591 | 7.1 |
| 26% to 50% | | | | |
| Small Firms | 129 | 5.7 | 663 | 5.7 |
| Medium Size Firms | 60 | 18.3 | 1,148 | 20.5 |
| Large Firms | 8 | 12.7 | 288 | 5.5 |
| All Size Firms | 197 | 7.5 | 2,099 | 9.3 |
| 51% to 75% | | | | |
| Small Firms | 161 | 7.2 | 1,935 | 16.6 |
| Medium Size Firms | 35 | 10.7 | 825 | 14.7 |
| Large Firms | 18 | 28.6 | 3,212 | 61.8 |
| All Size Firms | 214 | 8.1 | 5,972 | 26.5 |
| 76% to 99% | | | | |
| Small Firms | 89 | 4.0 | 433 | 3.7 |
| Medium Size Firms | 4 | 1.2 | 50 | 0.9 |
| Large Firms | 5 | 7.9 | 569 | 10.9 |
| All Size Firms | 98 | 3.7 | 1,052 | 4.7 |
| 100% | | | | |
| Small Firms | 95 | 4.2 | 409 | 3.5 |
| Medium Size Firms | 26 | 7.9 | 369 | 6.6 |
| All Size Firms | 121 | 4.6 | 778 | 3.5 |
| Subtotal of Small Firms | 2,247 | 100.0 | 11,690 | 100.0 |
| Subtotal of Medium Size Firms | 328 | 100.0 | 5,606 | 100.0 |
| Subtotal of Large Firms | 63 | 100.0 | 5,201 | 100.0 |
| Grand Total | 2,638 | 100.0 | 22,497 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Retail trade 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. 168 retail trade firms, or 95.5% of the applicable retail trade firms responded to this question. Firm sizes with no firms are omitted from this table.

RETAIL TRADE
Full-time Hourly

TABLE 30T: Medical/health Care Plan Employee Dependents Cost Compensation for Oklahoma Retail Trade Full-time Hourly Employees by Firm Size.* Question 30: "What percentage of the cost of the medical/health care plan(s) do you pay for the employee's dependents?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 1,252 | 70.3 | 9,294 | 63.0 |
| Medium Size Firms | 162 | 54.5 | 6,210 | 48.5 |
| Large Firms | 17 | 37.0 | 6,534 | 30.5 |
| All Size Firms | 1,431 | 67.4 | 22,038 | 45.0 |
| 1% to 25% | | | | |
| Small Firms | 159 | 8.9 | 1,372 | 9.3 |
| Medium Size Firms | 37 | 12.5 | 1,769 | 13.8 |
| All Size Firms | 196 | 9.2 | 3,141 | 6.4 |
| 26% to 50% | | | | |
| Small Firms | 141 | 7.9 | 1,914 | 13.0 |
| Medium Size Firms | 52 | 17.5 | 1,591 | 12.4 |
| Large Firms | 7 | 15.2 | 1,725 | 8.0 |
| All Size Firms | 200 | 9.4 | 5,230 | 10.7 |
| 51% to 75% | | | | |
| Small Firms | 138 | 7.7 | 1,589 | 10.8 |
| Medium Size Firms | 35 | 11.8 | 2,945 | 23.0 |
| Large Firms | 13 | 28.3 | 9,414 | 43.9 |
| All Size Firms | 186 | 8.8 | 13,948 | 28.5 |
| 76% to 99% | | | | |
| Small Firms | 49 | 2.8 | 472 | 3.2 |
| Medium Size Firms | 4 | 1.3 | 241 | 1.9 |
| Large Firms | 7 | 15.2 | 2,541 | 11.8 |
| All Size Firms | 60 | 2.8 | 3,254 | 6.6 |
| 100% | | | | |
| Small Firms | 42 | 2.4 | 112 | 0.8 |
| Medium Size Firms | 7 | 2.4 | 38 | 0.3 |
| Large Firms | 2 | 4.3 | 1,230 | 5.7 |
| All Size Firms | 51 | 2.4 | 1,380 | 2.8 |
| Subtotal of Small Firms | 1,781 | 100.0 | 14,753 | 100.0 |
| Subtotal of Medium Size Firms | 297 | 100.0 | 12,794 | 100.0 |
| Subtotal of Large Firms | 46 | 100.0 | 21,444 | 100.0 |
| Grand Total | 2,124 | 100.0 | 48,991 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Retail trade 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. 144 retail trade firms, or 93.5% of the applicable retail trade firms responded to this question. Firm sizes with no firms are omitted from this table.

RETAIL TRADE
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 510 | 74.8 | 2,904 | 72.6 |
| Medium Size Firms | 79 | 70.5 | 4,425 | 89.8 |
| Large Firms | 9 | 39.1 | 8,795 | 75.3 |
| All Size Firms | 598 | 73.2 | 16,124 | 78.3 |
| 1% to 25% | | | | |
| Small Firms | 95 | 13.9 | 890 | 22.3 |
| Medium Size Firms | 20 | 17.9 | 111 | 2.3 |
| All Size Firms | 115 | 14.1 | 1,001 | 4.9 |
| 26% to 50% | | | | |
| Small Firms | 54 | 7.9 | 170 | 4.3 |
| Medium Size Firms | 9 | 8.0 | 374 | 7.6 |
| Large Firms | 7 | 30.4 | 949 | 8.1 |
| All Size Firms | 70 | 8.6 | 1,493 | 7.2 |
| 51% to 75% | | | | |
| Small Firms | 23 | 3.4 | 34 | 0.9 |
| Medium Size Firms | 4 | 3.6 | 15 | 0.3 |
| Large Firms | 3 | 13.0 | 1,598 | 13.7 |
| All Size Firms | 30 | 3.7 | 1,647 | 8.0 |
| 76% to 99% | | | | |
| Large Firms | 2 | 8.7 | 3 | 0.0 |
| All Size Firms | 2 | 0.2 | 3 | 0.0 |
| 100% | | | | |
| Large Firms | 2 | 8.7 | 331 | 2.8 |
| All Size Firms | 2 | 0.2 | 331 | 1.6 |
| Subtotal of Small Firms | 682 | 100.0 | 3,998 | 100.0 |
| Subtotal of Medium Size Firms | 112 | 100.0 | 4,925 | 100.0 |
| Subtotal of Large Firms | 23 | 100.0 | 11,676 | 100.0 |
| Grand Total | 817 | 100.0 | 20,599 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Retail trade 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. 52 retail trade firms, or 88.1% of the applicable retail trade firms responded to this question. Firm sizes with no firms are omitted from this table.

RETAIL TRADE
Salary

TABLE 31S: Dental Care Offered for Oklahoma Retail Trade Salary Employees by Firm Size.* Question 31: "Do you offer dental care plan(s) to your employees?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 2,664 | 66.0 | 7,328 | 50.4 |
| Medium Size Firms | 162 | 34.2 | 1,344 | 18.0 |
| Large Firms | 2 | 2.9 | 28 | 0.5 |
| All Size Firms | 2,828 | 61.8 | 8,700 | 31.8 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 293 | 7.3 | 588 | 4.0 |
| Medium Size Firms | 27 | 5.7 | 188 | 2.5 |
| All Size Firms | 320 | 7.0 | 776 | 2.8 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 1,078 | 26.7 | 6,624 | 45.6 |
| Medium Size Firms | 285 | 60.1 | 5,915 | 79.4 |
| Large Firms | 67 | 97.1 | 5,333 | 99.5 |
| All Size Firms | 1,430 | 31.2 | 17,872 | 65.4 |
| Subtotal of Small Firms | 4,035 | 100.0 | 14,540 | 100.0 |
| Subtotal of Medium Size Firms | 474 | 100.0 | 7,447 | 100.0 |
| Subtotal of Large Firms | 69 | 100.0 | 5,361 | 100.0 |
| Grand Total | 4,578 | 100.0 | 27,348 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more salaried employees that responded to this question. 247 firms, or 93.9% of the retail trade firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

RETAIL TRADE
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 3,027 | 72.5 | 14,536 | 56.3 |
| Medium Size Firms | 153 | 34.9 | 5,376 | 29.7 |
| Large Firms | 2 | 3.8 | 438 | 1.9 |
| All Size Firms | 3,182 | 68.2 | 20,350 | 30.2 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 208 | 5.0 | 1,264 | 4.9 |
| Medium Size Firms | 22 | 5.0 | 726 | 4.0 |
| All Size Firms | 230 | 4.9 | 1,990 | 3.0 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 939 | 22.5 | 10,029 | 38.8 |
| Medium Size Firms | 263 | 60.0 | 12,028 | 66.3 |
| Large Firms | 51 | 96.2 | 22,917 | 98.1 |
| All Size Firms | 1,253 | 26.9 | 44,974 | 66.8 |
| Subtotal of Small Firms | 4,174 | 100.0 | 25,829 | 100.0 |
| Subtotal of Medium Size Firms | 438 | 100.0 | 18,130 | 100.0 |
| Subtotal of Large Firms | 53 | 100.0 | 23,355 | 100.0 |
| Grand Total | 4,665 | 100.0 | 67,314 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more full-time hourly employees that responded to this question. 241 firms, or 88.0% of the retail trade firms with full-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

RETAIL TRADE
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 3,092 | 87.0 | 21,395 | 89.4 |
| Medium Size Firms | 192 | 59.3 | 9,920 | 66.1 |
| Large Firms | 12 | 33.3 | 2,187 | 15.6 |
| All Size Firms | 3,296 | 84.3 | 33,502 | 63.2 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 70 | 2.0 | 99 | 0.4 |
| Medium Size Firms | 14 | 4.3 | 566 | 3.8 |
| All Size Firms | 84 | 2.1 | 665 | 1.3 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 390 | 11.0 | 2,433 | 10.2 |
| Medium Size Firms | 118 | 36.4 | 4,520 | 30.1 |
| Large Firms | 24 | 66.7 | 11,867 | 84.4 |
| All Size Firms | 532 | 13.6 | 18,820 | 35.5 |
| Subtotal of Small Firms | 3,552 | 100.0 | 23,927 | 100.0 |
| Subtotal of Medium Size Firms | 324 | 100.0 | 15,006 | 100.0 |
| Subtotal of Large Firms | 36 | 100.0 | 14,054 | 100.0 |
| Grand Total | 3,912 | 100.0 | 52,987 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more part-time hourly employees that responded to this question. 175 firms, or 62.1% of the retail trade firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

RETAIL TRADE

TABLE 32G: Dental Care Plan Choice for Oklahoma Retail Trade Employees by Firm Size and Employee Category.* Question 32: "Can employees choose between dental care plans?"

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 1,154 | 85.9 | 6,380 | 89.1 |
| | Salaried Medium Size Firms | 211 | 67.6 | 3,355 | 55.0 |
| | Salaried Large Firms | 44 | 65.7 | 4,250 | 79.7 |
| | Salaried All Size Firms | 1,409 | 81.8 | 13,985 | 75.2 |
| | Yes | | | | |
| | Salaried Small Firms | 189 | 14.1 | 777 | 10.9 |
| | Salaried Medium Size Firms | 101 | 32.4 | 2,749 | 45.0 |
| | Salaried Large Firms | 23 | 34.3 | 1,083 | 20.3 |
| | Salaried All Size Firms | 313 | 18.2 | 4,609 | 24.8 |
| | Subtotal of Salaried Small Firms | 1,343 | 100.0 | 7,157 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 312 | 100.0 | 6,104 | 100.0 |
| | Subtotal of Salaried Large Firms | 67 | 100.0 | 5,333 | 100.0 |
| Salaried Grand Total | 1,722 | 100.0 | 18,594 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 923 | 84.0 | 8,926 | 80.4 |
| | Full-time Hourly Medium Size Firms | 194 | 68.1 | 8,630 | 67.7 |
| | Full-time Hourly Large Firms | 37 | 72.5 | 16,571 | 72.3 |
| | Full-time Hourly All Size Firms | 1,154 | 80.4 | 34,127 | 73.0 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 176 | 16.0 | 2,174 | 19.6 |
| | Full-time Hourly Medium Size Firms | 91 | 31.9 | 4,124 | 32.3 |
| | Full-time Hourly Large Firms | 14 | 27.5 | 6,347 | 27.7 |
| | Full-time Hourly All Size Firms | 281 | 19.6 | 12,645 | 27.0 |
| | Subtotal of Full-time Hourly Small Firms | 1,099 | 100.0 | 11,100 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 285 | 100.0 | 12,754 | 100.0 |
| | Subtotal of Full-time Hourly Large Firms | 51 | 100.0 | 22,918 | 100.0 |
| Full-time Hourly Grand Total | 1,435 | 100.0 | 46,772 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 341 | 82.6 | 2,036 | 82.5 |
| | Part-time Hourly Medium Size Firms | 78 | 59.5 | 4,191 | 82.4 |
| | Part-time Hourly Large Firms | 16 | 66.7 | 3,412 | 28.8 |
| | Part-time Hourly All Size Firms | 435 | 76.6 | 9,639 | 49.6 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 72 | 17.4 | 431 | 17.5 |
| | Part-time Hourly Medium Size Firms | 53 | 40.5 | 895 | 17.6 |
| | Part-time Hourly Large Firms | 8 | 33.3 | 8,455 | 71.2 |
| | Part-time Hourly All Size Firms | 133 | 23.4 | 9,781 | 50.4 |
| | Subtotal of Part-time Hourly Small Firms | 413 | 100.0 | 2,467 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 131 | 100.0 | 5,086 | 100.0 |
| | Subtotal of Part-time Hourly Large Firms | 24 | 100.0 | 11,867 | 100.0 |
| Part-time Hourly Grand Total | 568 | 100.0 | 19,420 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Retail trade 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. 141 retail trade firms, or 98.6% of the applicable retail trade firms responded to this question.

RETAIL TRADE

Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NONE | | | | |
| Small Firms | 551 | 42.5 | 2,760 | 38.7 |
| Medium Size Firms | 141 | 49.0 | 3,410 | 61.3 |
| Large Firms | 26 | 41.3 | 1,858 | 35.7 |
| All Size Firms | 718 | 43.6 | 8,028 | 44.8 |
| 1% to 25% | | | | |
| Small Firms | 107 | 8.3 | 358 | 5.0 |
| Medium Size Firms | 20 | 6.9 | 566 | 10.2 |
| Large Firms | 6 | 9.5 | 108 | 2.1 |
| All Size Firms | 133 | 8.1 | 1,032 | 5.8 |
| 26% to 50% | | | | |
| Small Firms | 175 | 13.5 | 722 | 10.1 |
| Medium Size Firms | 53 | 18.4 | 813 | 14.6 |
| Large Firms | 12 | 19.0 | 350 | 6.7 |
| All Size Firms | 240 | 14.6 | 1,885 | 10.5 |
| 51% to 75% | | | | |
| Small Firms | 126 | 9.7 | 838 | 11.7 |
| Medium Size Firms | 12 | 4.2 | 175 | 3.1 |
| Large Firms | 6 | 9.5 | 563 | 10.8 |
| All Size Firms | 144 | 8.7 | 1,576 | 8.8 |
| 76% to 99% | | | | |
| Small Firms | 101 | 7.8 | 1,100 | 15.4 |
| Medium Size Firms | 22 | 7.6 | 256 | 4.6 |
| Large Firms | 7 | 11.1 | 1,793 | 34.5 |
| All Size Firms | 130 | 7.9 | 3,149 | 17.6 |
| 100% | | | | |
| Small Firms | 236 | 18.2 | 1,363 | 19.1 |
| Medium Size Firms | 40 | 13.9 | 342 | 6.1 |
| Large Firms | 6 | 9.5 | 529 | 10.2 |
| All Size Firms | 282 | 17.1 | 2,234 | 12.5 |
| Subtotal of Small Firms | 1,296 | 100.0 | 7,141 | 100.0 |
| Subtotal of Medium Size Firms | 288 | 100.0 | 5,562 | 100.0 |
| Subtotal of Large Firms | 63 | 100.0 | 5,201 | 100.0 |
| Grand Total | 1,647 | 100.0 | 17,904 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Retail trade 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. 125 retail trade firms, or 94.0% of the applicable retail trade firms responded to this question.

RETAIL TRADE
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 304 | 28.9 | 4,221 | 38.8 |
| Medium Size Firms | 154 | 58.6 | 5,607 | 48.3 |
| Large Firms | 21 | 43.8 | 11,536 | 52.9 |
| All Size Firms | 479 | 35.1 | 21,364 | 48.3 |
| 1% to 25% | | | | |
| Small Firms | 107 | 10.2 | 567 | 5.2 |
| Medium Size Firms | 20 | 7.6 | 1,169 | 10.1 |
| All Size Firms | 127 | 9.3 | 1,736 | 3.9 |
| 26% to 50% | | | | |
| Small Firms | 211 | 20.1 | 2,260 | 20.7 |
| Medium Size Firms | 53 | 20.2 | 2,488 | 21.5 |
| Large Firms | 7 | 14.6 | 1,725 | 7.9 |
| All Size Firms | 271 | 19.9 | 6,473 | 14.6 |
| 51% to 75% | | | | |
| Small Firms | 113 | 10.7 | 1,318 | 12.1 |
| Medium Size Firms | 25 | 9.5 | 2,054 | 17.7 |
| Large Firms | 6 | 12.5 | 916 | 4.2 |
| All Size Firms | 144 | 10.6 | 4,288 | 9.7 |
| 76% to 99% | | | | |
| Small Firms | 74 | 7.0 | 1,541 | 14.1 |
| Medium Size Firms | 4 | 1.5 | 241 | 2.1 |
| Large Firms | 8 | 16.7 | 5,576 | 25.6 |
| All Size Firms | 86 | 6.3 | 7,358 | 16.6 |
| 100% | | | | |
| Small Firms | 243 | 23.1 | 985 | 9.0 |
| Medium Size Firms | 7 | 2.7 | 38 | 0.3 |
| Large Firms | 6 | 12.5 | 2,035 | 9.3 |
| All Size Firms | 256 | 18.8 | 3,058 | 6.9 |
| Subtotal of Small Firms | 1,052 | 100.0 | 10,892 | 100.0 |
| Subtotal of Medium Size Firms | 263 | 100.0 | 11,597 | 100.0 |
| Subtotal of Large Firms | 48 | 100.0 | 21,788 | 100.0 |
| Grand Total | 1,363 | 100.0 | 44,277 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Retail trade 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. 110 retail trade firms, or 93.2% of the applicable retail trade firms responded to this question. Firm sizes with no firms are omitted from this table.

RETAIL TRADE
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 106 | 29.0 | 687 | 33.4 |
| Medium Size Firms | 56 | 49.1 | 3,118 | 64.8 |
| Large Firms | 10 | 41.7 | 8,647 | 72.9 |
| All Size Firms | 172 | 34.2 | 12,452 | 66.5 |
| 1% to 25% | | | | |
| Small Firms | 72 | 19.7 | 806 | 39.2 |
| Medium Size Firms | 20 | 17.5 | 474 | 9.9 |
| All Size Firms | 92 | 18.3 | 1,280 | 6.8 |
| 26% to 50% | | | | |
| Small Firms | 79 | 21.6 | 391 | 19.0 |
| Medium Size Firms | 38 | 33.3 | 1,219 | 25.3 |
| Large Firms | 7 | 29.2 | 949 | 8.0 |
| All Size Firms | 124 | 24.7 | 2,559 | 13.7 |
| 51% to 75% | | | | |
| Small Firms | 73 | 20.0 | 110 | 5.4 |
| Large Firms | 4 | 16.7 | 1,601 | 13.5 |
| All Size Firms | 77 | 15.3 | 1,711 | 9.1 |
| 76% to 99% | | | | |
| Large Firms | 1 | 4.2 | 340 | 2.9 |
| All Size Firms | 1 | 0.2 | 340 | 1.8 |
| 100% | | | | |
| Small Firms | 35 | 9.6 | 61 | 3.0 |
| Large Firms | 2 | 8.3 | 331 | 2.8 |
| All Size Firms | 37 | 7.4 | 392 | 2.1 |
| Subtotal of Small Firms | 365 | 100.0 | 2,055 | 100.0 |
| Subtotal of Medium Size Firms | 114 | 100.0 | 4,811 | 100.0 |
| Subtotal of Large Firms | 24 | 100.0 | 11,868 | 100.0 |
| Grand Total | 503 | 100.0 | 18,734 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Retail trade firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a dental care plan by answering yes on question 31. 42 retail trade firms, or 91.3% of the applicable retail trade firms responded to this question. Firm sizes with no firms are omitted from this table.

RETAIL TRADE
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 863 | 67.2 | 3,892 | 54.6 |
| Medium Size Firms | 204 | 70.6 | 4,049 | 72.8 |
| Large Firms | 31 | 49.2 | 2,066 | 39.7 |
| All Size Firms | 1,098 | 67.1 | 10,007 | 55.9 |
| 1% to 25% | | | | |
| Small Firms | 107 | 8.3 | 358 | 5.0 |
| Medium Size Firms | 39 | 13.5 | 886 | 15.9 |
| Large Firms | 6 | 9.5 | 108 | 2.1 |
| All Size Firms | 152 | 9.3 | 1,352 | 7.6 |
| 26% to 50% | | | | |
| Small Firms | 89 | 6.9 | 437 | 6.1 |
| Medium Size Firms | 23 | 8.0 | 269 | 4.8 |
| Large Firms | 8 | 12.7 | 288 | 5.5 |
| All Size Firms | 120 | 7.3 | 994 | 5.6 |
| 51% to 75% | | | | |
| Small Firms | 151 | 11.8 | 2,013 | 28.2 |
| Medium Size Firms | 12 | 4.2 | 175 | 3.1 |
| Large Firms | 6 | 9.5 | 393 | 7.6 |
| All Size Firms | 169 | 10.3 | 2,581 | 14.4 |
| 76% to 99% | | | | |
| Small Firms | 49 | 3.8 | 153 | 2.1 |
| Medium Size Firms | 4 | 1.4 | 50 | 0.9 |
| Large Firms | 7 | 11.1 | 1,905 | 36.6 |
| All Size Firms | 60 | 3.7 | 2,108 | 11.8 |
| 100% | | | | |
| Small Firms | 25 | 1.9 | 281 | 3.9 |
| Medium Size Firms | 7 | 2.4 | 134 | 2.4 |
| Large Firms | 5 | 7.9 | 441 | 8.5 |
| All Size Firms | 37 | 2.3 | 856 | 4.8 |
| Subtotal of Small Firms | 1,284 | 100.0 | 7,134 | 100.0 |
| Subtotal of Medium Size Firms | 289 | 100.0 | 5,563 | 100.0 |
| Subtotal of Large Firms | 63 | 100.0 | 5,201 | 100.0 |
| Grand Total | 1,636 | 100.0 | 17,898 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Retail trade 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. 124 retail trade firms, or 93.2% of the applicable retail trade firms responded to this question.

RETAIL TRADE
Full-time Hourly

TABLE 34T: Dental Care Plan Employee Dependent Cost Compensation for Oklahoma Retail Trade Full-time Hourly Employees by Firm Size.* Question 34: "What percentage of the cost of the dental care plan(s) do you pay for an employee's dependents?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 635 | 60.4 | 6,328 | 58.1 |
| Medium Size Firms | 185 | 70.3 | 7,281 | 62.8 |
| Large Firms | 24 | 50.0 | 12,672 | 58.2 |
| All Size Firms | 844 | 61.9 | 26,281 | 59.4 |
| 1% to 25% | | | | |
| Small Firms | 107 | 10.2 | 567 | 5.2 |
| Medium Size Firms | 32 | 12.2 | 1,694 | 14.6 |
| All Size Firms | 139 | 10.2 | 2,261 | 5.1 |
| 26% to 50% | | | | |
| Small Firms | 125 | 11.9 | 1,856 | 17.0 |
| Medium Size Firms | 23 | 8.7 | 1,356 | 11.7 |
| Large Firms | 7 | 14.6 | 1,725 | 7.9 |
| All Size Firms | 155 | 11.4 | 4,937 | 11.2 |
| 51% to 75% | | | | |
| Small Firms | 138 | 13.1 | 1,589 | 14.6 |
| Medium Size Firms | 12 | 4.6 | 987 | 8.5 |
| Large Firms | 4 | 8.3 | 795 | 3.6 |
| All Size Firms | 154 | 11.3 | 3,371 | 7.6 |
| 76% to 99% | | | | |
| Small Firms | 22 | 2.1 | 453 | 4.2 |
| Medium Size Firms | 4 | 1.5 | 241 | 2.1 |
| Large Firms | 7 | 14.6 | 4,561 | 20.9 |
| All Size Firms | 33 | 2.4 | 5,255 | 11.9 |
| 100% | | | | |
| Small Firms | 25 | 2.4 | 100 | 0.9 |
| Medium Size Firms | 7 | 2.7 | 38 | 0.3 |
| Large Firms | 6 | 12.5 | 2,035 | 9.3 |
| All Size Firms | 38 | 2.8 | 2,173 | 4.9 |
| Subtotal of Small Firms | 1,052 | 100.0 | 10,893 | 100.0 |
| Subtotal of Medium Size Firms | 263 | 100.0 | 11,597 | 100.0 |
| Subtotal of Large Firms | 48 | 100.0 | 21,788 | 100.0 |
| Grand Total | 1,363 | 100.0 | 44,278 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Retail trade 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. 110 retail trade firms, or 93.2% of the applicable retail trade firms responded to this question. Firm sizes with no firms are omitted from this table.

RETAIL TRADE
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 239 | 65.5 | 1,080 | 52.5 |
| Medium Size Firms | 74 | 69.2 | 3,719 | 84.8 |
| Large Firms | 12 | 46.2 | 8,987 | 75.7 |
| All Size Firms | 325 | 65.3 | 13,786 | 75.3 |
| 1% to 25% | | | | |
| Small Firms | 72 | 19.7 | 806 | 39.2 |
| Medium Size Firms | 32 | 29.9 | 534 | 12.2 |
| All Size Firms | 104 | 20.9 | 1,340 | 7.3 |
| 26% to 50% | | | | |
| Small Firms | 54 | 14.8 | 170 | 8.3 |
| Medium Size Firms | 1 | 0.9 | 131 | 3.0 |
| Large Firms | 7 | 26.9 | 949 | 8.0 |
| All Size Firms | 62 | 12.4 | 1,250 | 6.8 |
| 51% to 75% | | | | |
| Large Firms | 3 | 11.5 | 1,598 | 13.5 |
| All Size Firms | 3 | 0.6 | 1,598 | 8.7 |
| 76% to 99% | | | | |
| Large Firms | 2 | 7.7 | 3 | 0.0 |
| All Size Firms | 2 | 0.4 | 3 | 0.0 |
| 100% | | | | |
| Large Firms | 2 | 7.7 | 331 | 2.8 |
| All Size Firms | 2 | 0.4 | 331 | 1.8 |
| Subtotal of Small Firms | 365 | 100.0 | 2,056 | 100.0 |
| Subtotal of Medium Size Firms | 107 | 100.0 | 4,384 | 100.0 |
| Subtotal of Large Firms | 26 | 100.0 | 11,868 | 100.0 |
| Grand Total | 498 | 100.0 | 18,308 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Retail trade firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a dental care plan by answering yes on question 31. 41 retail trade firms, or 89.1% of the applicable retail trade firms responded to this question. Firm sizes with no firms are omitted from this table.

RETAIL TRADE

Salaried

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| LONG TERM DISABILITY INSURANCE | | | | |
| Small Firms | 577 | 34.1 | 2,819 | 33.7 |
| Medium Size Firms | 140 | 48.3 | 2,627 | 53.2 |
| Large Firms | 36 | 55.4 | 3,601 | 67.9 |
| All Size Firms | 753 | 36.8 | 9,047 | 48.6 |
| EMPLOYEE ASSISTANCE PROGRAM | | | | |
| Small Firms | 142 | 8.4 | 255 | 3.0 |
| Medium Size Firms | 62 | 21.4 | 1,576 | 31.9 |
| Large Firms | 22 | 33.8 | 1,472 | 27.8 |
| All Size Firms | 226 | 11.0 | 3,303 | 17.8 |
| WELLNESS PROGRAM | | | | |
| Small Firms | 123 | 7.3 | 320 | 3.8 |
| Medium Size Firms | 70 | 24.1 | 1,495 | 30.3 |
| Large Firms | 7 | 10.8 | 1,028 | 19.4 |
| All Size Firms | 200 | 9.8 | 2,843 | 15.3 |
| VISION CARE PROGRAM | | | | |
| Small Firms | 561 | 33.2 | 2,123 | 25.4 |
| Medium Size Firms | 106 | 36.6 | 2,002 | 40.5 |
| Large Firms | 30 | 46.2 | 2,004 | 37.8 |
| All Size Firms | 697 | 34.0 | 6,129 | 32.9 |
| PRESCRIPTION DRUG PLAN | | | | |
| Small Firms | 1,138 | 67.3 | 5,146 | 61.5 |
| Medium Size Firms | 195 | 67.2 | 3,052 | 61.8 |
| Large Firms | 44 | 67.7 | 4,425 | 83.5 |
| All Size Firms | 1,377 | 67.3 | 12,623 | 67.8 |
| MENTAL HEALTH RIDER | | | | |
| Small Firms | 400 | 23.6 | 1,252 | 15.0 |
| Medium Sized Firms | 36 | 12.4 | 772 | 15.6 |
| Large Firms | 22 | 33.8 | 1,353 | 25.5 |
| All Size Firms | 458 | 22.4 | 3,377 | 18.1 |
| LIFE INSURANCE | | | | |
| Small Firms | 1,367 | 80.8 | 7,246 | 86.6 |
| Medium Size Firms | 264 | 91.0 | 4,788 | 96.9 |
| Large Firms | 56 | 86.2 | 4,823 | 91.0 |
| All Size Firms | 1,687 | 82.4 | 16,857 | 90.6 |
| ACCIDENTAL DEATH INSURANCE | | | | |
| Small Firms | 695 | 41.1 | 3,062 | 36.6 |
| Medium Size Firms | 149 | 51.4 | 2,591 | 52.4 |
| Large Firms | 49 | 75.4 | 4,302 | 81.1 |
| All Size Firms | 893 | 43.6 | 9,955 | 53.5 |

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

| 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 |
|--|------------------------------------|--|--|--|
| DEPENDENT LIFE INSURANCE | | | | |
| Small Firms | 357 | 21.1 | 2,393 | 28.6 |
| Medium Size Firms | 96 | 33.1 | 1,931 | 39.1 |
| Large Firms | 26 | 40.0 | 2,648 | 49.9 |
| All Size Firms | 479 | 23.4 | 6,972 | 37.5 |
| ILL CHILD DAYCARE | | | | |
| Small Firms | 24 | 1.4 | 37 | 0.4 |
| Large Firms | 4 | 6.2 | 133 | 2.5 |
| All Size Firms | 28 | 1.4 | 170 | 0.9 |
| LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN | | | | |
| Small Firms | 24 | 1.4 | 37 | 0.4 |
| Medium Size Firms | 23 | 7.9 | 540 | 10.9 |
| All Size Firms | 47 | 2.3 | 577 | 3.1 |
| ELDER DAYCARE (for an employee's relative) | | | | |
| Small Firms | 24 | 1.4 | 37 | 0.4 |
| Medium Size Firms | 18 | 6.2 | 517 | 10.5 |
| All Size Firms | 42 | 2.1 | 554 | 3.0 |
| OTHER (please name) | | | | |
| Small Firms | 76 | 4.5 | 545 | 6.5 |
| Large Firms | 2 | 3.1 | 166 | 3.1 |
| All Size Firms | 78 | 3.8 | 711 | 3.8 |
| Subtotal of Small Firms | 1,692 | 100.0 | 8,365 | 100.0 |
| Subtotal of Medium Size Firms | 290 | 100.0 | 4,941 | 100.0 |
| Subtotal of Large Firms | 65 | 100.0 | 5,302 | 100.0 |
| Grand Total | 2,047 | 100.0 | 18,608 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more salaried employees that responded to this question. 136 firms, or 51.7% of the retail trade 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 with no firms are omitted from this table.

RETAIL TRADE

Full-time Hourly

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

| 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 | | | | |
| Small Firms | 418 | 29.3 | 3,750 | 29.6 |
| Medium Size Firms | 97 | 39.9 | 4,810 | 41.9 |
| Large Firms | 18 | 36.7 | 5,297 | 23.5 |
| All Size Firms | 533 | 31.0 | 13,857 | 29.7 |
| EMPLOYEE ASSISTANCE PROGRAM | | | | |
| Small Firms | 59 | 4.1 | 599 | 4.7 |
| Medium Size Firms | 62 | 25.5 | 2,967 | 25.8 |
| Large Firms | 15 | 30.6 | 5,281 | 23.4 |
| All Size Firms | 136 | 7.9 | 8,847 | 18.9 |
| WELLNESS PROGRAM | | | | |
| Small Firms | 75 | 5.3 | 430 | 3.4 |
| Medium Size Firms | 59 | 24.3 | 2,191 | 19.1 |
| Large Firms | 5 | 10.2 | 2,276 | 10.1 |
| All Size Firms | 139 | 8.1 | 4,897 | 10.5 |
| VISION CARE PROGRAM | | | | |
| Small Firms | 442 | 31.0 | 3,755 | 29.6 |
| Medium Size Firms | 114 | 46.9 | 5,637 | 49.1 |
| Large Firms | 24 | 49.0 | 7,593 | 33.6 |
| All Size Firms | 580 | 33.8 | 16,985 | 36.3 |
| PRESCRIPTION DRUG PLAN | | | | |
| Small Firms | 879 | 61.6 | 8,483 | 66.9 |
| Medium Size Firms | 162 | 66.7 | 8,443 | 73.5 |
| Large Firms | 34 | 69.4 | 16,193 | 71.7 |
| All Size Firms | 1,075 | 62.6 | 33,119 | 70.9 |
| MENTAL HEALTH RIDER | | | | |
| Small Firms | 244 | 17.1 | 1,584 | 12.5 |
| Medium Sized Firms | 47 | 19.3 | 2,075 | 18.1 |
| Large Firms | 14 | 28.6 | 4,135 | 18.3 |
| All Size Firms | 305 | 17.8 | 7,794 | 16.7 |
| LIFE INSURANCE | | | | |
| Small Firms | 1,195 | 83.8 | 10,787 | 85.1 |
| Medium Size Firms | 226 | 93.0 | 11,241 | 97.9 |
| Large Firms | 45 | 91.8 | 22,254 | 98.6 |
| All Size Firms | 1,466 | 85.3 | 44,282 | 94.8 |
| ACCIDENTAL DEATH INSURANCE | | | | |
| Small Firms | 595 | 41.7 | 5,214 | 41.1 |
| Medium Size Firms | 103 | 42.4 | 4,929 | 42.9 |
| Large Firms | 32 | 65.3 | 15,650 | 69.3 |
| All Size Firms | 730 | 42.5 | 25,793 | 55.2 |

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

| 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 |
|--|------------------------------------|--|--|--|
| DEPENDENT LIFE INSURANCE | | | | |
| Small Firms | 321 | 22.5 | 3,362 | 26.5 |
| Medium Size Firms | 51 | 21.0 | 3,111 | 27.1 |
| Large Firms | 18 | 36.7 | 7,783 | 34.5 |
| All Size Firms | 390 | 22.7 | 14,256 | 30.5 |
| ILL CHILD DAYCARE | | | | |
| Small Firms | 24 | 1.7 | 74 | 0.6 |
| Large Firms | 4 | 8.2 | 1,129 | 5.0 |
| All Size Firms | 28 | 1.6 | 19,911 | 42.6 |
| LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN | | | | |
| Small Firms | 24 | 1.7 | 74 | 0.6 |
| Medium Size Firms | 5 | 2.1 | 191 | 1.7 |
| All Size Firms | 29 | 1.7 | 265 | 0.6 |
| ELDER DAYCARE (for an employee's relative) | | | | |
| Small Firms | 24 | 1.7 | 74 | 0.6 |
| All Size Firms | 24 | 1.4 | 74 | 0.2 |
| OTHER (please name) | | | | |
| Small Firms | 64 | 4.5 | 475 | 3.7 |
| Large Firms | 2 | 4.1 | 1,197 | 5.3 |
| All Size Firms | 66 | 3.8 | 1,672 | 3.6 |
| Subtotal of Small Firms | 1,426 | 100.0 | 12,680 | 100.0 |
| Subtotal of Medium Size Firms | 243 | 100.0 | 11,480 | 100.0 |
| Subtotal of Large Firms | 49 | 100.0 | 22,573 | 100.0 |
| Grand Total | 1,718 | 100.0 | 46,733 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more full-time hourly employees that responded to this question. 118 firms, or 43.1% of the retail trade 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 with no firms are omitted from this table.

RETAIL TRADE

Part-time Hourly

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

| 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 | | | | |
| Small Firms | 143 | 24.2 | 1,005 | 31.2 |
| Medium Size Firms | 35 | 29.7 | 641 | 15.5 |
| Large Firms | 7 | 29.2 | 949 | 8.0 |
| All Size Firms | 185 | 25.2 | 2,595 | 13.5 |
| EMPLOYEE ASSISTANCE PROGRAM | | | | |
| Small Firms | 37 | 6.3 | 308 | 9.6 |
| Medium Size Firms | 29 | 24.6 | 1,466 | 35.3 |
| Large Firms | 9 | 37.5 | 1,439 | 12.2 |
| All Size Firms | 75 | 10.2 | 3,213 | 16.7 |
| WELLNESS PROGRAM | | | | |
| Small Firms | 24 | 4.1 | 37 | 1.1 |
| Medium Size Firms | 40 | 33.9 | 1,270 | 30.6 |
| Large Firms | | 0.0 | | 0.0 |
| All Size Firms | 64 | 8.7 | 1,307 | 6.8 |
| VISION CARE PROGRAM | | | | |
| Small Firms | 223 | 37.7 | 1,611 | 50.0 |
| Medium Size Firms | 82 | 69.5 | 3,571 | 86.1 |
| Large Firms | 8 | 33.3 | 1,288 | 10.9 |
| All Size Firms | 313 | 42.6 | 6,470 | 33.7 |
| PRESCRIPTION DRUG PLAN | | | | |
| Small Firms | 352 | 59.5 | 1,830 | 56.8 |
| Medium Size Firms | 73 | 61.9 | 1,510 | 36.4 |
| Large Firms | 14 | 58.3 | 3,220 | 27.2 |
| All Size Firms | 439 | 59.8 | 6,560 | 34.2 |
| MENTAL HEALTH RIDER | | | | |
| Small Firms | 109 | 18.4 | 532 | 16.5 |
| Medium Sized Firms | 4 | 3.4 | 15 | 0.4 |
| Large Firms | 10 | 41.7 | 1,283 | 10.8 |
| All Size Firms | 123 | 16.8 | 1,830 | 9.5 |
| LIFE INSURANCE | | | | |
| Small Firms | 446 | 75.3 | 1,607 | 49.9 |
| Medium Size Firms | 71 | 60.2 | 1,585 | 38.2 |
| Large Firms | 22 | 91.7 | 11,675 | 98.7 |
| All Size Firms | 539 | 73.4 | 14,867 | 77.5 |
| ACCIDENTAL DEATH INSURANCE | | | | |
| Small Firms | 251 | 42.4 | 1,632 | 50.7 |
| Medium Size Firms | 40 | 33.9 | 1,171 | 28.2 |
| Large Firms | 10 | 41.7 | 2,886 | 24.4 |
| All Size Firms | 301 | 41.0 | 5,689 | 29.6 |

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

| 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 |
|--|------------------------------------|--|--|--|
| DEPENDENT LIFE INSURANCE | | | | |
| Small Firms | 153 | 25.8 | 741 | 23.0 |
| Medium Size Firms | 11 | 9.3 | 313 | 7.5 |
| Large Firms | 7 | 29.2 | 949 | 8.0 |
| All Size Firms | 171 | 23.3 | 2,003 | 10.4 |
| ILL CHILD DAYCARE | | | | |
| Small Firms | 24 | 4.1 | 37 | 1.1 |
| All Size Firms | 24 | 3.3 | 37 | 0.2 |
| LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN | | | | |
| Small Firms | 24 | 4.1 | 37 | 1.1 |
| All Size Firms | 24 | 3.3 | 37 | 0.2 |
| ELDER DAYCARE (for an employee's relative) | | | | |
| Small Firms | 24 | 4.1 | 37 | 1.1 |
| All Size Firms | 24 | 3.3 | 37 | 0.2 |
| Subtotal of Small Firms | 592 | 100.0 | 3,221 | 100.0 |
| Subtotal of Medium Size Firms | 118 | 100.0 | 4,148 | 100.0 |
| Subtotal of Large Firms | 24 | 100.0 | 11,826 | 100.0 |
| Grand Total | 734 | 100.0 | 19,195 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more part-time hourly employees that responded to this question. 49 firms, or 17.4% of the retail trade 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 with no firms are omitted from this table.

RETAIL TRADE

Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| DO NOT OFFER ANY MEDICAL/HEALTH/DENTAL BENEFITS | | | | |
| Small Firms | 1,478 | 39.6 | 2,404 | 17.1 |
| Medium Size Firms | 49 | 11.9 | 760 | 10.8 |
| Large Firms | 2 | 3.0 | 28 | 0.5 |
| All Size Firms | 1,529 | 36.3 | 3,192 | 12.1 |
| NO WAITING PERIOD REQUIRED | | | | |
| Small Firms | 168 | 4.5 | 616 | 4.4 |
| Medium Size Firms | 36 | 8.7 | 1,041 | 14.8 |
| Large Firms | 4 | 6.0 | 1,365 | 25.9 |
| All Size Firms | 208 | 4.9 | 3,022 | 11.5 |
| YES, 30 DAYS OR LESS | | | | |
| Small Firms | 276 | 7.4 | 1,225 | 8.7 |
| Medium Size Firms | 41 | 10.0 | 431 | 6.1 |
| Large Firms | 5 | 7.5 | 704 | 13.4 |
| All Size Firms | 322 | 7.6 | 2,360 | 9.0 |
| 31 to 60 DAYS | | | | |
| Small Firms | 304 | 8.1 | 1,034 | 7.4 |
| Medium Size Firms | 66 | 16.0 | 704 | 10.0 |
| Large Firms | 24 | 35.8 | 1,378 | 26.1 |
| All Size Firms | 394 | 9.3 | 3,116 | 11.8 |
| 61 to 90 DAYS | | | | |
| Small Firms | 860 | 23.0 | 5,700 | 40.6 |
| Medium Size Firms | 131 | 31.8 | 2,618 | 37.3 |
| Large Firms | 27 | 40.3 | 1,499 | 28.4 |
| All Size Firms | 1,018 | 24.1 | 9,817 | 37.3 |
| MORE THAN 90 DAYS | | | | |
| Small Firms | 547 | 14.6 | 2,730 | 19.4 |
| Medium Size Firms | 89 | 21.6 | 1,468 | 20.9 |
| Large Firms | 5 | 7.5 | 299 | 5.7 |
| All Size Firms | 641 | 15.2 | 4,497 | 17.1 |
| VARIES, ACCORDING TO PLANS AND/OR UNION CONTRACT | | | | |
| Small Firms | 104 | 2.8 | 331 | 2.4 |
| All Size Firms | 104 | 2.5 | 331 | 1.3 |
| Subtotal of Small Firms | 3,737 | 100.0 | 14,040 | 100.0 |
| Subtotal of Medium Size Firms | 412 | 100.0 | 7,022 | 100.0 |
| Subtotal of Large Firms | 67 | 100.0 | 5,273 | 100.0 |
| Grand Total | 4,216 | 100.0 | 26,335 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more salaried employees that responded to this question. 226 firms, or 85.9% of the retail trade firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

RETAIL TRADE

Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| DO NOT OFFER ANY MEDICAL/ HEALTH/DENTAL BENEFITS | | | | |
| Small Firms | 1,644 | 48.1 | 7,969 | 34.5 |
| Medium Size Firms | 68 | 17.1 | 2,183 | 12.8 |
| Large Firms | 2 | 3.9 | 438 | 1.9 |
| All Size Firms | 1,714 | 44.3 | 10,590 | 16.8 |
| NO WAITING PERIOD REQUIRED | | | | |
| Small Firms | 54 | 1.6 | 388 | 1.7 |
| Medium Size Firms | 20 | 5.0 | 506 | 3.0 |
| Large Firms | 6 | 11.8 | 3,609 | 15.9 |
| All Size Firms | 80 | 2.1 | 4,503 | 7.2 |
| YES, 30 DAYS OR LESS | | | | |
| Small Firms | 233 | 6.8 | 1,387 | 6.0 |
| Medium Size Firms | 19 | 4.8 | 308 | 1.8 |
| Large Firms | 5 | 9.8 | 1,061 | 4.7 |
| All Size Firms | 257 | 6.6 | 2,756 | 4.4 |
| 31 to 60 DAYS | | | | |
| Small Firms | 194 | 5.7 | 1,000 | 4.3 |
| Medium Size Firms | 43 | 10.8 | 2,757 | 16.2 |
| Large Firms | 2 | 3.9 | 172 | 0.8 |
| All Size Firms | 239 | 6.2 | 3,929 | 6.2 |
| 61 to 90 DAYS | | | | |
| Small Firms | 725 | 21.2 | 7,051 | 30.5 |
| Medium Size Firms | 155 | 38.9 | 6,972 | 41.0 |
| Large Firms | 29 | 56.9 | 14,695 | 64.5 |
| All Size Firms | 909 | 23.5 | 28,718 | 45.7 |
| MORE THAN 90 DAYS | | | | |
| Small Firms | 477 | 13.9 | 5,052 | 21.9 |
| Medium Size Firms | 93 | 23.4 | 4,283 | 25.2 |
| Large Firms | 5 | 9.8 | 2,326 | 10.2 |
| All Size Firms | 575 | 14.9 | 11,661 | 18.5 |
| VARIES, ACCORDING TO PLANS AND/OR UNION CONTRACT | | | | |
| Small Firms | 94 | 2.7 | 252 | 1.1 |
| Large Firms | 2 | 3.9 | 468 | 2.1 |
| All Size Firms | 96 | 2.5 | 720 | 1.1 |
| Subtotal of Small Firms | 3,421 | 100.0 | 23,099 | 100.0 |
| Subtotal of Medium Size Firms | 398 | 100.0 | 17,009 | 100.0 |
| Subtotal of Large Firms | 51 | 100.0 | 22,769 | 100.0 |
| Grand Total | 3,870 | 100.0 | 62,877 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more full-time hourly employees that responded to this question. 210 firms, or 76.6% of the retail trade firms with full-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

RETAIL TRADE
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| DO NOT OFFER ANY MEDICAL/ HEALTH/DENTAL BENEFITS | | | | |
| Small Firms | 1,925 | 73.3 | 12,972 | 78.5 |
| Medium Size Firms | 101 | 38.1 | 5,666 | 48.6 |
| Large Firms | 6 | 21.4 | 823 | 6.7 |
| All Size Firms | 2,032 | 69.6 | 19,461 | 48.0 |
| NO WAITING PERIOD REQUIRED | | | | |
| Small Firms | 50 | 1.9 | 249 | 0.2 |
| Large Firms | 2 | 7.1 | 192 | 1.6 |
| All Size Firms | 52 | 1.8 | 441 | 1.1 |
| YES, 30 DAYS OR LESS | | | | |
| Small Firms | 51 | 1.9 | 53 | 0.3 |
| Medium Size Firms | 7 | 2.6 | 333 | 2.9 |
| Large Firms | 2 | 7.1 | 3 | 0.0 |
| All Size Firms | 60 | 2.1 | 389 | 1.0 |
| 31 to 60 DAYS | | | | |
| Small Firms | 169 | 6.4 | 1,573 | 9.5 |
| Medium Size Firms | 19 | 7.2 | 796 | 6.8 |
| All Size Firms | 188 | 6.4 | 2,369 | 5.8 |
| 61 to 90 DAYS | | | | |
| Small Firms | 199 | 7.6 | 1,116 | 6.8 |
| Medium Size Firms | 91 | 34.3 | 2,805 | 24.1 |
| Large Firms | 18 | 64.3 | 11,349 | 91.8 |
| All Size Firms | 308 | 10.6 | 15,270 | 37.7 |
| MORE THAN 90 DAYS | | | | |
| Small Firms | 179 | 6.8 | 506 | 3.1 |
| Medium Size Firms | 47 | 17.7 | 2,062 | 17.7 |
| All Size Firms | 226 | 7.7 | 2,568 | 6.3 |
| VARIES, ACCORDING TO PLANS AND/OR UNION CONTRACT | | | | |
| Small Firms | 52 | 2.0 | 47 | 0.3 |
| All Size Firms | 52 | 1.8 | 47 | 0.1 |
| Subtotal of Small Firms | 2,625 | 100.0 | 16,516 | 100.0 |
| Subtotal of Medium Size Firms | 265 | 100.0 | 11,662 | 100.0 |
| Subtotal of Large Firms | 28 | 100.0 | 12,367 | 100.0 |
| Grand Total | 2,918 | 100.0 | 40,545 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more part-time hourly employees that responded to this question. 136 firms, or 48.2% of the retail trade firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

RETAIL TRADE

Salary

TABLE 37S: Retirement Plans for Oklahoma Retail Trade Salary Employees by Firm Size.* Question 37: "Please check boxes indicating retirement plans you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-----------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO RETIREMENT PLAN OFFERED | | | | |
| Small Firms | 3,008 | 71.1 | 7,878 | 53.0 |
| Medium Size Firms | 216 | 48.5 | 2,544 | 34.7 |
| Large Firms | 29 | 42.0 | 1,393 | 26.0 |
| All Size Firms | 3,253 | 68.6 | 11,815 | 42.9 |
| DEFINED BENEFIT PLAN | | | | |
| Small Firms | 87 | 2.1 | 101 | 0.7 |
| Medium Size Firms | 16 | 3.6 | 213 | 2.9 |
| Large Firms | 2 | 2.9 | 1,336 | 24.9 |
| All Size Firms | 105 | 2.2 | 1,650 | 6.0 |
| DEFINED CONTRIBUTION PLAN | | | | |
| Small Firms | 977 | 23.1 | 5,970 | 40.1 |
| Medium Size Firms | 204 | 45.8 | 4,464 | 60.9 |
| Large Firms | 47 | 68.1 | 4,076 | 76.0 |
| All Size Firms | 1,228 | 25.9 | 14,510 | 52.6 |
| PROFIT SHARING | | | | |
| Small Firms | 187 | 4.4 | 1,061 | 7.1 |
| Medium Size Firms | 56 | 12.6 | 764 | 10.4 |
| Large Firms | 3 | 4.3 | 525 | 9.8 |
| All Size Firms | 246 | 5.2 | 2,350 | 8.5 |
| OTHER (please name) | | | | |
| Small Firms | 125 | 3.0 | 663 | 4.5 |
| Medium Size Firms | 4 | 0.9 | 225 | 3.1 |
| Large Firms | 6 | 8.7 | 108 | 2.0 |
| All Size Firms | 135 | 2.8 | 996 | 3.6 |
| Subtotal of Small Firms | 4,229 | 100.0 | 14,874 | 100.0 |
| Subtotal of Medium Size Firms | 445 | 100.0 | 7,333 | 100.0 |
| Subtotal of Large Firms | 69 | 100.0 | 5,361 | 100.0 |
| Grand Total | 4,743 | 100.0 | 27,568 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more salaried employees that responded to this question. 248 firms, or 94.3% of the retail trade 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.

RETAIL TRADE
Full-time Hourly

TABLE 37T: Retirement Plans for Oklahoma Retail Trade Full-time Hourly Employees by Firm Size.* Question 37: "Please check boxes indicating retirement plans you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-----------------------------------|------------------------------------|--|--|--|
| NO RETIREMENT PLAN OFFERED | | | | |
| Small Firms | 3,131 | 73.5 | 17,302 | 63.6 |
| Medium Size Firms | 209 | 47.0 | 6,413 | 34.7 |
| Large Firms | 17 | 27.9 | 7,336 | 29.5 |
| All Size Firms | 3,357 | 70.5 | 31,051 | 44.0 |
| DEFINED BENEFIT PLAN | | | | |
| Small Firms | 87 | 2.0 | 600 | 2.2 |
| Medium Size Firms | 16 | 3.6 | 393 | 2.1 |
| Large Firms | 6 | 9.8 | 4,495 | 18.1 |
| All Size Firms | 109 | 2.3 | 5,488 | 7.8 |
| DEFINED CONTRIBUTION PLAN | | | | |
| Small Firms | 921 | 21.6 | 8,203 | 30.2 |
| Medium Size Firms | 212 | 47.6 | 10,484 | 56.7 |
| Large Firms | 40 | 65.6 | 15,553 | 62.5 |
| All Size Firms | 1,173 | 24.6 | 34,240 | 48.5 |
| PROFIT SHARING | | | | |
| Small Firms | 125 | 2.9 | 806 | 3.0 |
| Medium Size Firms | 56 | 12.6 | 3,095 | 16.7 |
| Large Firms | 3 | 4.9 | 547 | 2.2 |
| All Size Firms | 184 | 3.9 | 4,448 | 6.3 |
| OTHER (please name) | | | | |
| Small Firms | 101 | 2.4 | 904 | 3.3 |
| Medium Size Firms | 4 | 0.9 | 120 | 0.6 |
| Large Firms | 2 | 3.3 | 760 | 3.1 |
| All Size Firms | 107 | 2.2 | 1,784 | 2.5 |
| Subtotal of Small Firms | 4,257 | 100.0 | 27,187 | 100.0 |
| Subtotal of Medium Size Firms | 445 | 100.0 | 18,497 | 100.0 |
| Subtotal of Large Firms | 61 | 100.0 | 24,879 | 100.0 |
| Grand Total | 4,763 | 100.0 | 70,563 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more full-time hourly employees that responded to this question. 249 firms, or 90.9% of the retail trade 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.

RETAIL TRADE
Part-time Hourly

TABLE 37U: Retirement Plans for Oklahoma Retail Trade Part-time Hourly Employees by Firm Size.* Question 37: "Please check boxes indicating retirement plans you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-----------------------------------|------------------------------------|--|--|--|
| NO RETIREMENT PLAN OFFERED | | | | |
| Small Firms | 3,186 | 85.3 | 22,297 | 88.1 |
| Medium Size Firms | 211 | 64.3 | 11,347 | 75.0 |
| Large Firms | 26 | 46.4 | 12,227 | 39.3 |
| All Size Firms | 3,423 | 83.1 | 45,871 | 64.1 |
| DEFINED BENEFIT PLAN | | | | |
| Small Firms | 48 | 1.3 | 413 | 1.6 |
| Medium Size Firms | 16 | 4.9 | 596 | 3.9 |
| Large Firms | 2 | 3.6 | 5,419 | 17.4 |
| All Size Firms | 66 | 1.6 | 6,428 | 9.0 |
| DEFINED CONTRIBUTION PLAN | | | | |
| Small Firms | 454 | 12.2 | 1,804 | 7.1 |
| Medium Size Firms | 102 | 31.1 | 3,239 | 21.4 |
| Large Firms | 29 | 51.8 | 18,910 | 60.7 |
| All Size Firms | 585 | 14.2 | 23,953 | 33.5 |
| PROFIT SHARING | | | | |
| Small Firms | 42 | 1.1 | 1,073 | 4.2 |
| Medium Size Firms | 35 | 10.7 | 762 | 5.0 |
| Large Firms | 3 | 5.4 | 26 | 0.1 |
| All Size Firms | 80 | 1.9 | 1,861 | 2.6 |
| OTHER (please name) | | | | |
| Small Firms | 51 | 1.4 | 149 | 0.6 |
| Medium Size Firms | 4 | 1.2 | 80 | 0.5 |
| All Size Firms | 55 | 1.3 | 229 | 0.3 |
| Subtotal of Small Firms | 3,733 | 100.0 | 25,323 | 100.0 |
| Subtotal of Medium Size Firms | 328 | 100.0 | 15,127 | 100.0 |
| Subtotal of Large Firms | 56 | 100.0 | 31,137 | 100.0 |
| Grand Total | 4,117 | 100.0 | 71,587 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more part-time hourly employees that responded to this question. 196 firms, or 69.5% of the retail trade 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 with no firms are omitted from this table.

RETAIL TRADE

Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| EMPLOYEE ONLY | | | | |
| Small Firms | 96 | 8.4 | 101 | 1.6 |
| Medium Size Firms | 20 | 9.3 | 1,262 | 27.3 |
| Large Firms | 3 | 7.5 | 78 | 2.1 |
| All Size Firms | 119 | 8.5 | 1,441 | 9.8 |
| EMPLOYER ONLY | | | | |
| Small Firms | 123 | 10.7 | 424 | 6.6 |
| Medium Size Firms | 13 | 6.0 | 32 | 0.7 |
| All Size Firms | 136 | 9.7 | 456 | 3.1 |
| EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF | | | | |
| Small Firms | 351 | 30.6 | 1,571 | 24.4 |
| Medium Size Firms | 49 | 22.8 | 623 | 13.5 |
| Large Firms | 8 | 20.0 | 1,955 | 53.8 |
| All Size Firms | 408 | 29.1 | 4,149 | 28.3 |
| EMPLOYER CONTRIBUTES THE LARGER SHARE | | | | |
| Small Firms | 23 | 2.0 | 169 | 2.6 |
| Medium Size Firms | 16 | 7.4 | 361 | 7.8 |
| Large Firms | 4 | 10.0 | 133 | 3.7 |
| All Size Firms | 43 | 3.1 | 663 | 4.5 |
| EMPLOYEE CONTRIBUTES THE LARGER SHARE | | | | |
| Small Firms | 555 | 48.3 | 4,162 | 64.8 |
| Medium Size Firms | 117 | 54.4 | 2,342 | 50.7 |
| Large Firms | 25 | 62.5 | 1,466 | 40.4 |
| All Size Firms | 697 | 49.7 | 7,970 | 54.3 |
| Subtotal of Small Firms | 1,148 | 100.0 | 6,427 | 100.0 |
| Subtotal of Medium Size Firms | 215 | 100.0 | 4,620 | 100.0 |
| Subtotal of Large Firms | 40 | 100.0 | 3,632 | 100.0 |
| Grand Total | 1,403 | 100.0 | 14,679 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Retail trade 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. 96 retail trade firms, or 79.3% of the applicable retail trade firms responded to this question. Firm sizes with no firms are omitted from this table.

RETAIL TRADE

Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| EMPLOYEE ONLY | | | | |
| Small Firms | 54 | 5.4 | 804 | 9.2 |
| Medium Size Firms | 23 | 10.3 | 1,167 | 10.4 |
| Large Firms | 3 | 7.3 | 348 | 2.2 |
| All Size Firms | 80 | 6.3 | 2,319 | 6.4 |
| EMPLOYER ONLY | | | | |
| Small Firms | 44 | 4.4 | 187 | 2.1 |
| Medium Size Firms | 13 | 5.8 | 1,121 | 10.0 |
| Large Firms | 2 | 4.9 | 612 | 3.8 |
| All Size Firms | 59 | 4.7 | 1,920 | 5.3 |
| EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF | | | | |
| Small Firms | 327 | 32.6 | 2,138 | 24.4 |
| Medium Size Firms | 52 | 23.3 | 1,651 | 14.7 |
| Large Firms | 6 | 14.6 | 3,200 | 19.8 |
| All Size Firms | 385 | 30.4 | 6,989 | 19.4 |
| EMPLOYER CONTRIBUTES THE LARGER SHARE | | | | |
| Medium Size Firms | 20 | 9.0 | 978 | 8.7 |
| Large Firms | 6 | 14.6 | 2,359 | 14.6 |
| All Size Firms | 26 | 2.1 | 3,337 | 9.2 |
| EMPLOYEE CONTRIBUTES THE LARGER SHARE | | | | |
| Small Firms | 578 | 57.6 | 5,624 | 64.3 |
| Medium Size Firms | 115 | 51.6 | 6,281 | 56.1 |
| Large Firms | 24 | 58.5 | 9,631 | 59.6 |
| All Size Firms | 717 | 56.6 | 21,536 | 59.7 |
| Subtotal of Small Firms | 1,003 | 100.0 | 8,753 | 100.0 |
| Subtotal of Medium Size Firms | 223 | 100.0 | 11,198 | 100.0 |
| Subtotal of Large Firms | 41 | 100.0 | 16,150 | 100.0 |
| Grand Total | 1,267 | 100.0 | 36,101 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Retail trade 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. 94 retail trade firms, or 71.2% of the applicable retail trade firms responded to this question. Firm sizes with no firms are omitted from this table.

RETAIL TRADE
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| EMPLOYEE ONLY | | | | |
| Small Firms | 96 | 18.9 | 339 | 11.4 |
| Medium Size Firms | 8 | 7.9 | 67 | 2.1 |
| Large Firms | 3 | 10.7 | 1,598 | 8.5 |
| All Size Firms | 107 | 16.8 | 2,004 | 8.1 |
| EMPLOYER ONLY | | | | |
| Small Firms | 42 | 8.3 | 1,073 | 36.0 |
| All Size Firms | 42 | 6.6 | 1,073 | 4.3 |
| EMPLOYER AND EMPLOYEE EACH CONTRIBUTUTE HALF | | | | |
| Small Firms | 164 | 32.3 | 1,161 | 39.0 |
| Medium Size Firms | 33 | 32.7 | 2,026 | 65.0 |
| Large Firms | 6 | 21.4 | 5,445 | 29.0 |
| All Size Firms | 203 | 31.9 | 8,632 | 34.7 |
| EMPLOYER CONTRIBUTES THE LARGER SHARE | | | | |
| Medium Size Firms | 12 | 11.9 | 60 | 1.9 |
| All Size Firms | 12 | 1.9 | 60 | 0.2 |
| EMPLOYEE CONTRIBUTES THE LARGER SHARE | | | | |
| Small Firms | 206 | 40.6 | 404 | 13.6 |
| Medium Size Firms | 48 | 47.5 | 965 | 30.9 |
| Large Firms | 19 | 67.9 | 11,716 | 62.5 |
| All Size Firms | 273 | 42.9 | 13,085 | 52.6 |
| Subtotal of Small Firms | 508 | 100.0 | 2,977 | 100.0 |
| Subtotal of Medium Size Firms | 101 | 100.0 | 3,118 | 100.0 |
| Subtotal of Large Firms | 28 | 100.0 | 18,759 | 100.0 |
| Grand Total | 637 | 100.0 | 24,854 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Retail trade firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a retirement plan by response on question 37. 47 retail trade firms, or 33.3% of the applicable retail trade firms responded to this question. Firm sizes with no firms are omitted from this table.

RETAIL TRADE
Salary

TABLE 39S: Educational Benefits for Oklahoma Retail Trade Salary Employees by Firm Size.* Question 39: "Do you provide education or tuition assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| NO ASSISTANCE OFFERED | | | | |
| Small Firms | 3,634 | 85.0 | 12,070 | 80.5 |
| Medium Size Firms | 325 | 73.2 | 5,490 | 74.9 |
| Large Firms | 38 | 52.8 | 1,975 | 36.7 |
| All Size Firms | 3,997 | 83.4 | 19,535 | 70.5 |
| YES, BASED ON SENIORITY/ YEARS OF SERVICE | | | | |
| Small Firms | 54 | 1.3 | 90 | 0.6 |
| Medium Size Firms | 18 | 4.1 | 349 | 4.8 |
| Large Firms | 13 | 18.1 | 280 | 5.2 |
| All Size Firms | 85 | 1.8 | 719 | 2.6 |
| YES, BASED ON COURSE GRADE | | | | |
| Small Firms | 180 | 4.2 | 850 | 5.7 |
| Medium Size Firms | 31 | 7.0 | 559 | 7.6 |
| Large Firms | 20 | 27.8 | 2,356 | 43.8 |
| All Size Firms | 231 | 4.8 | 3,765 | 13.6 |
| YES, MUST BE JOB RELATED | | | | |
| Small Firms | 562 | 13.1 | 2,986 | 19.9 |
| Medium Size Firms | 104 | 23.4 | 1,501 | 20.5 |
| Large Firms | 18 | 25.0 | 2,944 | 54.7 |
| All Size Firms | 684 | 14.3 | 7,431 | 26.8 |
| YES, AS LONG AS THE INSTITUTION IS ACCREDITED | | | | |
| Small Firms | 136 | 3.2 | 485 | 3.2 |
| Medium Size Firms | 26 | 5.9 | 265 | 3.6 |
| Large Firms | 21 | 29.2 | 2,388 | 44.4 |
| All Size Firms | 183 | 3.8 | 3,138 | 11.3 |
| YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE | | | | |
| Small Firms | 227 | 5.3 | 1,518 | 10.1 |
| Medium Size Firms | 9 | 2.0 | 72 | 1.0 |
| Large Firms | 5 | 6.9 | 1,376 | 25.6 |
| All Size Firms | 241 | 5.0 | 2,966 | 10.7 |
| Subtotal of Small Firms | 4,277 | 100.0 | 14,993 | 100.0 |
| Subtotal of Medium Size Firms | 444 | 100.0 | 7,329 | 100.0 |
| Subtotal of Large Firms | 72 | 100.0 | 5,380 | 100.0 |
| Grand Total | 4,793 | 100.0 | 27,702 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more salaried employees that responded to this question. 250 firms, or 95.1% of the retail trade 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.

RETAIL TRADE
Full-time Hourly

TABLE 39T: Educational Benefits for Oklahoma Retail Trade Full-time Hourly Employees by Firm Size.* Question 39: "Do you provide education or tuition assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| NO ASSISTANCE OFFERED | | | | |
| Small Firms | 3,868 | 88.5 | 23,306 | 84.6 |
| Medium Size Firms | 322 | 72.5 | 12,457 | 67.5 |
| Large Firms | 32 | 52.5 | 15,389 | 61.9 |
| All Size Firms | 4,222 | 86.6 | 51,152 | 72.2 |
| YES, BASED ON SENIORITY/ YEARS OF SERVICE | | | | |
| Small Firms | 54 | 1.2 | 817 | 3.0 |
| Medium Size Firms | 18 | 4.1 | 1,381 | 7.5 |
| Large Firms | 6 | 9.8 | 1,276 | 5.1 |
| All Size Firms | 78 | 1.6 | 3,474 | 4.9 |
| YES, BASED ON COURSE GRADE | | | | |
| Small Firms | 108 | 2.5 | 1,355 | 4.9 |
| Medium Size Firms | 31 | 7.0 | 1,827 | 9.9 |
| Large Firms | 14 | 23.0 | 5,892 | 23.7 |
| All Size Firms | 153 | 3.1 | 9,074 | 12.8 |
| YES, MUST BE JOB RELATED | | | | |
| Small Firms | 479 | 11.0 | 4,200 | 15.3 |
| Medium Size Firms | 108 | 24.3 | 5,250 | 28.4 |
| Large Firms | 20 | 32.8 | 6,535 | 26.3 |
| All Size Firms | 607 | 12.4 | 15,985 | 22.6 |
| YES, AS LONG AS THE INSTITUTION IS ACCREDITED | | | | |
| Small Firms | 81 | 1.9 | 895 | 3.3 |
| Medium Size Firms | 33 | 7.4 | 2,311 | 12.5 |
| Large Firms | 15 | 24.6 | 5,258 | 21.1 |
| All Size Firms | 129 | 2.6 | 8,464 | 11.9 |
| YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE | | | | |
| Small Firms | 101 | 2.3 | 1,868 | 6.8 |
| Medium Size Firms | 9 | 2.0 | 432 | 2.3 |
| Large Firms | 5 | 8.2 | 2,800 | 11.3 |
| All Size Firms | 115 | 2.4 | 5,100 | 7.2 |
| Subtotal of Small Firms | 4,372 | 100.0 | 27,533 | 100.0 |
| Subtotal of Medium Size Firms | 444 | 100.0 | 18,466 | 100.0 |
| Subtotal of Large Firms | 61 | 100.0 | 24,879 | 100.0 |
| Grand Total | 4,877 | 100.0 | 70,878 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more full-time hourly employees that responded to this question. 251 firms, or 91.6% of the retail trade 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.

RETAIL TRADE
Part-time Hourly

TABLE 39U: Educational Benefits for Oklahoma Retail Trade Part-time Hourly Employees by Firm Size.* Question 39: "Do you provide education or tuition assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| NO ASSISTANCE OFFERED | | | | |
| Small Firms | 3,792 | 94.4 | 24,629 | 97.6 |
| Medium Size Firms | 296 | 87.3 | 13,828 | 93.9 |
| Large Firms | 35 | 71.4 | 19,033 | 86.3 |
| All Size Firms | 4,123 | 93.6 | 57,490 | 92.7 |
| YES, BASED ON SENIORITY/ YEARS OF SERVICE | | | | |
| Small Firms | 54 | 1.3 | 346 | 1.4 |
| Medium Size Firms | 7 | 2.1 | 333 | 2.3 |
| All Size Firms | 61 | 1.4 | 679 | 1.1 |
| YES, BASED ON COURSE GRADE | | | | |
| Small Firms | 67 | 1.7 | 177 | 0.7 |
| Medium Size Firms | 16 | 4.7 | 102 | 0.7 |
| Large Firms | 6 | 12.2 | 484 | 2.2 |
| All Size Firms | 89 | 2.0 | 763 | 1.2 |
| YES, MUST BE JOB RELATED | | | | |
| Small Firms | 180 | 4.5 | 615 | 2.4 |
| Medium Size Firms | 39 | 11.5 | 857 | 5.8 |
| Large Firms | 6 | 12.2 | 1,751 | 7.9 |
| All Size Firms | 225 | 5.1 | 3,223 | 5.2 |
| YES, AS LONG AS THE INSTITUTION IS ACCREDITED | | | | |
| Small Firms | 54 | 1.3 | 346 | 1.4 |
| Large Firms | 10 | 20.4 | 1,102 | 5.0 |
| All Size Firms | 64 | 1.5 | 1,448 | 2.3 |
| YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE | | | | |
| Small Firms | 84 | 2.1 | 278 | 1.1 |
| Medium Size Firms | 7 | 2.1 | 333 | 2.3 |
| All Size Firms | 91 | 2.1 | 6,264 | 10.1 |
| Subtotal of Small Firms | 4,019 | 100.0 | 25,234 | 100.0 |
| Subtotal of Medium Size Firms | 339 | 100.0 | 14,727 | 100.0 |
| Subtotal of Large Firms | 49 | 100.0 | 22,064 | 100.0 |
| Grand Total | 4,407 | 100.0 | 62,025 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more part-time hourly employees that responded to this question. 207 firms, or 73.4% of the retail trade 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 with no firms are omitted from this table.

RETAIL TRADE
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| 1% to 25% | | | | |
| Small Firms | 36 | 6.4 | 81 | 3.0 |
| Medium Size Firms | 11 | 11.8 | 123 | 10.9 |
| Large Firms | 8 | 25.8 | 445 | 15.3 |
| All Size Firms | 55 | 8.0 | 649 | 9.6 |
| 26% to 50% | | | | |
| Small Firms | 36 | 6.4 | 90 | 3.3 |
| Medium Size Firms | 27 | 29.0 | 476 | 42.0 |
| Large Firms | 5 | 16.1 | 118 | 4.1 |
| All Size Firms | 68 | 9.9 | 684 | 10.1 |
| 51% to 75% | | | | |
| Small Firms | 54 | 9.6 | 90 | 3.3 |
| Medium Size Firms | 5 | 5.4 | 23 | 2.0 |
| All Size Firms | 59 | 8.6 | 113 | 1.7 |
| 76% to 99% | | | | |
| Small Firms | 116 | 20.5 | 1,076 | 39.5 |
| Medium Size Firms | 16 | 17.2 | 105 | 9.3 |
| Large Firms | 4 | 12.9 | 403 | 13.8 |
| All Size Firms | 136 | 19.7 | 1,584 | 23.4 |
| 100% | | | | |
| Small Firms | 323 | 57.2 | 1,388 | 50.9 |
| Medium Size Firms | 34 | 36.6 | 406 | 35.8 |
| Large Firms | 14 | 45.2 | 1,944 | 66.8 |
| All Size Firms | 371 | 53.8 | 3,738 | 55.2 |
| Subtotal of Small Firms | 565 | 100.0 | 2,725 | 100.0 |
| Subtotal of Medium Size Firms | 93 | 100.0 | 1,133 | 100.0 |
| Subtotal of Large Firms | 31 | 100.0 | 2,910 | 100.0 |
| Grand Total | 689 | 100.0 | 6,768 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Retail trade firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer educational benefits by response on question 39. 51 retail trade firms, or 72.9% of the applicable retail trade firms responded to this question. Firm sizes with no firms are omitted from this table.

RETAIL TRADE
Full-time Hourly

TABLE 40T: Education Cost Compensation for Oklahoma Retail Trade Full-time Hourly Employees by Firm Size.* Question 40: "What is the maximum percentage of education and tuition cost you will compensate for any employee's in each category?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| 1% to 25% | | | | |
| Small Firms | 25 | 5.5 | 188 | 4.5 |
| Medium Size Firms | 14 | 14.4 | 430 | 9.4 |
| Large Firms | 2 | 7.4 | 633 | 7.0 |
| All Size Firms | 41 | 7.1 | 1,251 | 7.0 |
| 26% to 50% | | | | |
| Small Firms | 36 | 7.9 | 299 | 7.2 |
| Medium Size Firms | 27 | 27.8 | 1,054 | 23.0 |
| Large Firms | 5 | 18.5 | 495 | 5.5 |
| All Size Firms | 68 | 11.8 | 1,848 | 10.4 |
| 51% to 75% | | | | |
| Small Firms | 54 | 11.9 | 817 | 19.8 |
| Large Firms | 2 | 7.4 | 612 | 6.8 |
| All Size Firms | 56 | 9.7 | 1,429 | 8.1 |
| 76% to 99% | | | | |
| Small Firms | 52 | 11.5 | 1,089 | 26.3 |
| Medium Size Firms | 13 | 13.4 | 1,121 | 24.4 |
| Large Firms | 4 | 14.8 | 1,331 | 14.7 |
| All Size Firms | 69 | 12.0 | 3,541 | 20.0 |
| 100% | | | | |
| Small Firms | 286 | 63.1 | 1,740 | 42.1 |
| Medium Size Firms | 43 | 44.3 | 1,985 | 43.2 |
| Large Firms | 14 | 51.9 | 5,954 | 66.0 |
| All Size Firms | 343 | 59.4 | 9,679 | 54.5 |
| Subtotal of Small Firms | 453 | 100.0 | 4,133 | 100.0 |
| Subtotal of Medium Size Firms | 97 | 100.0 | 4,590 | 100.0 |
| Subtotal of Large Firms | 27 | 100.0 | 9,025 | 100.0 |
| Grand Total | 577 | 100.0 | 17,748 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Retail trade 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. 46 retail trade firms, or 62.2% of the applicable retail trade firms responded to this question. Firm sizes with no firms are omitted from this table.

RETAIL TRADE

Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| 1% to 25% | | | | |
| Medium Size Firms | 4 | 11.4 | 42 | 7.4 |
| Large Firms | 2 | 12.5 | 151 | 5.0 |
| All Size Firms | 6 | 3.4 | 193 | 4.8 |
| 26% to 50% | | | | |
| Small Firms | | 0.0 | | 0.0 |
| Medium Size Firms | 27 | 77.1 | 519 | 91.7 |
| Large Firms | 3 | 18.8 | 1,598 | 52.7 |
| All Size Firms | 30 | 16.9 | 2,117 | 52.5 |
| 51% to 75% | | | | |
| Small Firms | 54 | 42.5 | 346 | 79.4 |
| All Size Firms | 54 | 30.3 | 346 | 8.6 |
| 76% to 99% | | | | |
| Large Firms | 4 | 25.0 | 334 | 11.0 |
| All Size Firms | 4 | 2.2 | 334 | 8.3 |
| 100% | | | | |
| Small Firms | 73 | 57.5 | 90 | 20.6 |
| Medium Size Firms | 4 | 11.4 | 5 | 0.9 |
| Large Firms | 7 | 43.8 | 949 | 31.3 |
| All Size Firms | 84 | 47.2 | 1,044 | 25.9 |
| Subtotal of Small Firms | 127 | 100.0 | 436 | 100.0 |
| Subtotal of Medium Size Firms | 35 | 100.0 | 566 | 100.0 |
| Subtotal of Large Firms | 16 | 100.0 | 3,032 | 100.0 |
| Grand Total | 178 | 100.0 | 4,034 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Retail trade firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer educational benefits by response on question 39. 17 retail trade firms, or 17.7% of the applicable retail trade firms responded to this question. Firm sizes with no firms are omitted from this table.

RETAIL TRADE
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 3,523 | 81.4 | 9,941 | 65.7 |
| Medium Size Firms | 245 | 55.8 | 3,137 | 47.2 |
| Large Firms | 36 | 50.0 | 2,405 | 44.7 |
| All Size Firms | 3,804 | 78.6 | 15,483 | 57.0 |
| YES, FOR HEALTH EXPENSES | | | | |
| Small Firms | 828 | 19.1 | 5,421 | 35.8 |
| Medium Size Firms | 189 | 43.1 | 3,457 | 52.0 |
| Large Firms | 36 | 50.0 | 2,974 | 55.3 |
| All Size Firms | 1,053 | 21.8 | 11,852 | 43.7 |
| YES, FOR CHILDCARE EXPENSES | | | | |
| Small Firms | 270 | 6.2 | 926 | 6.1 |
| Medium Size Firms | 91 | 20.7 | 1,636 | 24.6 |
| Large Firms | 21 | 29.2 | 2,009 | 37.3 |
| All Size Firms | 382 | 7.9 | 4,571 | 16.8 |
| YES, OTHER EXPENSES (please name) | | | | |
| Small Firms | 42 | 1.0 | 95 | 0.6 |
| Medium Size Firms | 31 | 7.1 | 346 | 5.2 |
| Large Firms | 8 | 11.1 | 306 | 5.7 |
| All Size Firms | 81 | 1.7 | 747 | 2.8 |
| Subtotal of Small Firms | 4,327 | 100.0 | 15,122 | 100.0 |
| Subtotal of Medium Size Firms | 439 | 100.0 | 6,650 | 100.0 |
| Subtotal of Large Firms | 72 | 100.0 | 5,380 | 100.0 |
| Grand Total | 4,838 | 100.0 | 27,152 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more salaried employees that responded to this question. 252 firms, or 95.8% of the retail trade 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.

RETAIL TRADE
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 3,786 | 85.2 | 21,632 | 77.1 |
| Medium Size Firms | 255 | 58.5 | 7,760 | 42.8 |
| Large Firms | 22 | 36.1 | 6,275 | 25.2 |
| All Size Firms | 4,063 | 82.3 | 35,667 | 50.2 |
| YES, FOR HEALTH EXPENSES | | | | |
| Small Firms | 680 | 15.3 | 6,765 | 24.1 |
| Medium Size Firms | 176 | 40.4 | 10,192 | 56.3 |
| Large Firms | 39 | 63.9 | 18,604 | 74.8 |
| All Size Firms | 895 | 18.1 | 35,561 | 50.1 |
| YES, FOR CHILDCARE EXPENSES | | | | |
| Small Firms | 169 | 3.8 | 611 | 2.2 |
| Medium Size Firms | 91 | 20.9 | 5,321 | 29.4 |
| Large Firms | 24 | 39.3 | 8,207 | 33.0 |
| All Size Firms | 284 | 5.8 | 14,139 | 19.9 |
| YES, OTHER EXPENSES (please name) | | | | |
| Medium Size Firms | 31 | 7.1 | 1,800 | 9.9 |
| Large Firms | 8 | 13.1 | 4,751 | 19.1 |
| All Size Firms | 39 | 0.8 | 6,551 | 9.2 |
| Subtotal of Small Firms | 4,442 | 100.0 | 28,045 | 100.0 |
| Subtotal of Medium Size Firms | 436 | 100.0 | 18,116 | 100.0 |
| Subtotal of Large Firms | 61 | 100.0 | 24,879 | 100.0 |
| Grand Total | 4,939 | 100.0 | 71,040 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more full-time hourly employees that responded to this question. 253 firms, or 92.3% of the retail trade 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 with no firms are omitted from this table.

RETAIL TRADE
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-----------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 3,662 | 90.8 | 24,021 | 91.4 |
| Medium Size Firms | 260 | 84.7 | 13,698 | 93.2 |
| Large Firms | 29 | 58.0 | 14,666 | 58.9 |
| All Size Firms | 3,951 | 90.0 | 52,385 | 79.5 |
| YES, FOR HEALTH EXPENSES | | | | |
| Small Firms | 373 | 9.2 | 2,267 | 8.6 |
| Medium Size Firms | 43 | 14.0 | 972 | 6.6 |
| Large Firms | 21 | 42.0 | 10,228 | 41.1 |
| All Size Firms | 437 | 10.0 | 13,467 | 20.4 |
| YES, FOR CHILDCARE EXPENSES | | | | |
| Small Firms | 169 | 4.2 | 1,331 | 5.1 |
| Medium Size Firms | 21 | 6.8 | 235 | 1.6 |
| Large Firms | 13 | 26.0 | 1,773 | 7.1 |
| All Size Firms | 203 | 4.6 | 3,339 | 5.1 |
| YES, OTHER EXPENSES (please name) | | | | |
| Medium Size Firms | 9 | 2.9 | 43 | 0.3 |
| Large Firms | 8 | 16.0 | 8,455 | 34.0 |
| All Size Firms | 17 | 0.4 | 8,498 | 12.9 |
| Subtotal of Small Firms | 4,034 | 100.0 | 26,289 | 100.0 |
| Subtotal of Medium Size Firms | 307 | 100.0 | 14,704 | 100.0 |
| Subtotal of Large Firms | 50 | 100.0 | 24,894 | 100.0 |
| Grand Total | 4,391 | 100.0 | 65,887 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more part-time hourly employees that responded to this question. 200 firms, or 70.9% of the retail trade 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 with no firms are omitted from this table.

**RETAIL TRADE
Salary**

TABLE 42S: Childcare Assistance for Oklahoma Retail Trade Salary Employees by Firm Size.* Question 42: "Do you offer childcare assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|----------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 4,220 | 98.6 | 14,379 | 97.4 |
| Medium Size Firms | 440 | 98.4 | 7,247 | 98.5 |
| Large Firms | 64 | 92.8 | 4,907 | 91.8 |
| All Size Firms | 4,724 | 98.5 | 26,533 | 96.6 |
| YES, ON-SITE FACILITY | | | | |
| Small Firms | 59 | 1.4 | 383 | 2.6 |
| Medium Size Firms | 7 | 1.6 | 110 | 1.5 |
| All Size Firms | 66 | 1.4 | 493 | 1.8 |
| YES, VOUCHERS or OFF-SITE | | | | |
| SUBSIDIZED | | | | |
| Large Firms | 4 | 5.8 | 133 | 2.5 |
| All Size Firms | 4 | 0.1 | 133 | 0.5 |
| YES, REFERRAL INFORMATION | | | | |
| Large Firms | 2 | 2.9 | 309 | 5.8 |
| All Size Firms | 2 | 0.0 | 309 | 1.1 |
| Subtotal of Small Firms | 4,279 | 100.0 | 14,762 | 100.0 |
| Subtotal of Medium Size Firms | 447 | 100.0 | 7,357 | 100.0 |
| Subtotal of Large Firms | 69 | 100.0 | 5,348 | 100.0 |
| Grand Total | 4,795 | 100.0 | 27,467 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more salaried employees that responded to this question. 249 firms, or 94.7% of the retail trade 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 with no firms are omitted from this table.

RETAIL TRADE
Full-time Hourly

TABLE 42T: Childcare Assistance for Oklahoma Retail Trade Full-time Hourly Employees by Firm Size.* Question 42: "Do you offer childcare assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|----------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 4,434 | 100.0 | 27,826 | 100.0 |
| Medium Size Firms | 433 | 98.4 | 17,353 | 96.2 |
| Large Firms | 54 | 91.5 | 23,305 | 95.0 |
| All Size Firms | 4,921 | 99.8 | 68,484 | 97.3 |
| YES, ON-SITE FACILITY | | | | |
| Medium Size Firms | 7 | 1.6 | 687 | 3.8 |
| All Size Firms | 7 | 0.1 | 687 | 1.0 |
| YES, VOUCHERS or OFF-SITE | | | | |
| SUBSIDIZED | | | | |
| Large Firms | 4 | 6.8 | 1,129 | 4.6 |
| All Size Firms | 4 | 0.1 | 1,129 | 1.6 |
| YES, REFERRAL INFORMATION | | | | |
| Large Firms | 2 | 3.4 | 100 | 0.4 |
| All Size Firms | 2 | 0.0 | 100 | 0.1 |
| Subtotal of Small Firms | 4,434 | 100.0 | 27,826 | 100.0 |
| Subtotal of Medium Size Firms | 440 | 100.0 | 18,040 | 100.0 |
| Subtotal of Large Firms | 59 | 100.0 | 24,535 | 100.0 |
| Grand Total | 4,933 | 100.0 | 70,401 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more full-time hourly employees that responded to this question. 252 firms, or 92.0% of the retail trade 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 with no firms are omitted from this table.

RETAIL TRADE
Part-time Hourly

TABLE 42U: Childcare Assistance for Oklahoma Retail Trade Part-time Hourly Employees by Firm Size.* Question 42: "Do you offer childcare assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 4,205 | 100.0 | 27,420 | 100.0 |
| Medium Size Firms | 387 | 98.2 | 16,492 | 99.1 |
| Large Firms | 50 | 100.0 | 25,933 | 100.0 |
| All Size Firms | 4,642 | 99.8 | 69,845 | 99.8 |
| YES, ON-SITE FACILITY | | | | |
| Medium Size Firms | 7 | 1.8 | 144 | 0.9 |
| All Size Firms | 7 | 0.2 | 144 | 0.2 |
| Subtotal of Small Firms | 4,205 | 100.0 | 27,420 | 100.0 |
| Subtotal of Medium Size Firms | 394 | 100.0 | 16,636 | 100.0 |
| Subtotal of Large Firms | 50 | 100.0 | 25,933 | 100.0 |
| Grand Total | 4,649 | 100.0 | 69,989 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more part-time hourly employees that responded to this question. 222 firms, or 78.7% of the retail trade 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 with no firms are omitted from this table.

RETAIL TRADE
Salary

TABLE 43S: Flexible Work Arrangements for Oklahoma Retail Trade Salary Employees by Firm Size.* Question 43: "Do you offer flexible work arrangements?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 3,209 | 74.8 | 11,743 | 78.1 |
| Medium Size Firms | 346 | 78.3 | 6,562 | 90.1 |
| Large Firms | 58 | 80.6 | 3,244 | 60.3 |
| All Size Firms | 3,613 | 75.2 | 21,549 | 77.8 |
| FLEX-TIME | | | | |
| Small Firms | 1,063 | 24.8 | 3,367 | 22.4 |
| Medium Size Firms | 95 | 21.5 | 716 | 9.8 |
| Large Firms | 12 | 16.7 | 1,827 | 34.0 |
| All Size Firms | 1,170 | 24.4 | 5,910 | 21.3 |
| FOUR DAY (ten hour/day) WORK WEEKS | | | | |
| Small Firms | 161 | 3.8 | 313 | 2.1 |
| Medium Size Firms | 7 | 1.6 | 47 | 0.6 |
| Large Firms | 2 | 2.8 | 309 | 5.7 |
| All Size Firms | 170 | 3.5 | 669 | 2.4 |
| TELECOMMUTING (work at home) | | | | |
| Small Firms | 82 | 1.9 | 901 | 6.0 |
| Medium Size Firms | 7 | 1.6 | 110 | 1.5 |
| Large Firms | 8 | 11.1 | 417 | 7.8 |
| All Size Firms | 97 | 2.0 | 1,428 | 5.2 |
| Subtotal of Small Firms | 4,290 | 100.0 | 15,030 | 100.0 |
| Subtotal of Medium Size Firms | 442 | 100.0 | 7,279 | 100.0 |
| Subtotal of Large Firms | 72 | 100.0 | 5,380 | 100.0 |
| Grand Total | 4,804 | 100.0 | 27,689 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more salaried employees that responded to this question. 249 firms, or 94.7% of the retail trade 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.

RETAIL TRADE
Full-time Hourly

TABLE 43T: Flexible Work Arrangements for Oklahoma Retail Trade Full-time Hourly Employees by Firm Size.* Question 43: "Do you offer flexible work arrangements?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|------------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 3,474 | 77.1 | 21,606 | 75.7 |
| Medium Size Firms | 333 | 77.8 | 14,010 | 79.2 |
| Large Firms | 54 | 88.5 | 20,482 | 82.3 |
| All Size Firms | 3,861 | 77.3 | 56,098 | 78.9 |
| FLEX-TIME | | | | |
| Small Firms | 967 | 21.5 | 6,268 | 22.0 |
| Medium Size Firms | 95 | 22.2 | 3,670 | 20.8 |
| Large Firms | 6 | 9.8 | 4,297 | 17.3 |
| All Size Firms | 1,068 | 21.4 | 14,235 | 20.0 |
| FOUR DAY (ten hour/day) WORK WEEKS | | | | |
| Small Firms | 147 | 3.3 | 1,786 | 6.3 |
| Large Firms | 2 | 3.3 | 100 | 0.4 |
| All Size Firms | 149 | 3.0 | 1,886 | 2.7 |
| TELECOMMUTING (work at home) | | | | |
| Small Firms | 82 | 1.8 | 708 | 2.5 |
| Large Firms | 2 | 3.3 | 100 | 0.4 |
| All Size Firms | 84 | 1.7 | 808 | 1.1 |
| Subtotal of Small Firms | 4,505 | 100.0 | 28,550 | 100.0 |
| Subtotal of Medium Size Firms | 428 | 100.0 | 17,680 | 100.0 |
| Subtotal of Large Firms | 61 | 100.0 | 24,879 | 100.0 |
| Grand Total | 4,994 | 100.0 | 71,109 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more full-time hourly employees that responded to this question. 252 firms, or 92.0% of the retail trade 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 with no firms are omitted from this table.

RETAIL TRADE
Part-time Hourly

TABLE 43U: Flexible Work Arrangements for Oklahoma Retail Trade Part-time Hourly Employees by Firm Size.* Question 43: "Do you offer flexible work arrangements?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 3,092 | 73.4 | 18,853 | 69.5 |
| Medium Size Firms | 319 | 79.2 | 11,879 | 72.3 |
| Large Firms | 39 | 86.7 | 15,149 | 73.6 |
| All Size Firms | 3,450 | 74.0 | 45,881 | 71.5 |
| FLEX-TIME | | | | |
| Small Firms | 1,070 | 25.4 | 8,148 | 30.0 |
| Medium Size Firms | 84 | 20.8 | 4,558 | 27.7 |
| Large Firms | 4 | 8.9 | 5,443 | 26.4 |
| All Size Firms | 1,158 | 24.8 | 18,149 | 28.3 |
| FOUR DAY (ten hour/day) WORK WEEKS | | | | |
| Small Firms | 92 | 2.2 | 1,022 | 3.8 |
| Large Firms | 2 | 4.4 | 3 | 0.0 |
| All Size Firms | 94 | 2.0 | 1,025 | 1.6 |
| TELECOMMUTING (work at home) | | | | |
| Small Firms | 23 | 0.5 | 84 | 0.3 |
| Large Firms | 2 | 4.4 | 3 | 0.0 |
| All Size Firms | 25 | 0.5 | 87 | 0.1 |
| Subtotal of Small Firms | 4,212 | 100.0 | 27,123 | 100.0 |
| Subtotal of Medium Size Firms | 403 | 100.0 | 16,437 | 100.0 |
| Subtotal of Large Firms | 45 | 100.0 | 20,594 | 100.0 |
| Grand Total | 4,660 | 100.0 | 64,154 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more part-time hourly employees that responded to this question. 221 firms, or 78.4% of the retail trade 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 with no firms are omitted from this table.

RETAIL TRADE
Salary

TABLE 44S: Miscellaneous Benefits for Oklahoma Retail Trade Salary Employees by Firm Size.* Question 44: "Please check boxes indicating any additional miscellaneous benefits your company offers."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| BONUSES | | | | |
| Small Firms | 2,553 | 88.2 | 10,480 | 96.7 |
| Medium Size Firms | 270 | 93.8 | 4,124 | 95.4 |
| Large Firms | 44 | 88.0 | 3,622 | 93.2 |
| All Size Firms | 2,867 | 88.7 | 18,226 | 95.7 |
| SHIFT DIFFERENTIAL | | | | |
| Small Firms | 200 | 6.9 | 342 | 3.2 |
| Medium Size Firms | 33 | 11.5 | 867 | 20.0 |
| Large Firms | 10 | 20.0 | 1,006 | 25.9 |
| All Size Firms | 243 | 7.5 | 2,215 | 11.6 |
| LONGEVITY PAY | | | | |
| Small Firms | 152 | 5.3 | 1,130 | 10.4 |
| Medium Size Firms | 26 | 9.0 | 453 | 10.5 |
| All Size Firms | 178 | 5.5 | 1,583 | 8.3 |
| STOCK OPTIONS | | | | |
| Small Firms | 98 | 3.4 | 138 | 1.3 |
| Medium Size Firms | 31 | 10.8 | 562 | 13.0 |
| Large Firms | 12 | 24.0 | 1,998 | 51.4 |
| All Size Firms | 141 | 4.4 | 2,698 | 14.2 |
| OTHER (please name) | | | | |
| Small Firms | 186 | 6.4 | 344 | 3.2 |
| Medium Size Firms | 24 | 8.3 | 240 | 5.5 |
| Large Firms | 2 | 4.0 | 176 | 4.5 |
| All Size Firms | 212 | 6.6 | 760 | 4.0 |
| Subtotal of Small Firms | 2,893 | 100.0 | 10,834 | 100.0 |
| Subtotal of Medium Size Firms | 288 | 100.0 | 4,325 | 100.0 |
| Subtotal of Large Firms | 50 | 100.0 | 3,887 | 100.0 |
| Grand Total | 3,231 | 100.0 | 19,046 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more salaried employees that responded to this question. 171 firms, or 65.0% of the retail trade 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 with no firms are omitted from this table.

RETAIL TRADE
Full-time Hourly

TABLE 44T: Miscellaneous Benefits for Oklahoma Retail Trade Full-time Hourly by Firm Size.* Question 44: "Please check boxes indicating any additional miscellaneous benefits your company offers."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| BONUSES | | | | |
| Small Firms | 2,181 | 83.3 | 13,612 | 79.9 |
| Medium Size Firms | 161 | 78.5 | 7,285 | 82.9 |
| Large Firms | 15 | 46.9 | 7,321 | 50.4 |
| All Size Firms | 2,357 | 82.6 | 28,218 | 69.9 |
| SHIFT DIFFERENTIAL | | | | |
| Small Firms | 331 | 12.6 | 3,397 | 19.9 |
| Medium Size Firms | 52 | 25.4 | 1,857 | 21.1 |
| Large Firms | 14 | 43.8 | 10,340 | 71.2 |
| All Size Firms | 397 | 13.9 | 15,594 | 38.7 |
| LONGEVITY PAY | | | | |
| Small Firms | 187 | 7.1 | 1,764 | 10.4 |
| Medium Size Firms | 12 | 5.9 | 525 | 6.0 |
| All Size Firms | 199 | 7.0 | 2,289 | 5.7 |
| STOCK OPTIONS | | | | |
| Small Firms | 125 | 4.8 | 398 | 2.3 |
| Medium Size Firms | 24 | 11.7 | 949 | 10.8 |
| Large Firms | 10 | 31.3 | 3,055 | 21.0 |
| All Size Firms | 159 | 5.6 | 4,402 | 10.9 |
| OTHER (please name) | | | | |
| Small Firms | 158 | 6.0 | 656 | 3.9 |
| Medium Size Firms | 17 | 8.3 | 1,021 | 11.6 |
| Large Firms | 2 | 6.3 | 468 | 3.2 |
| All Size Firms | 177 | 6.2 | 2,145 | 5.3 |
| Subtotal of Small Firms | 2,618 | 100.0 | 17,036 | 100.0 |
| Subtotal of Medium Size Firms | 205 | 100.0 | 8,783 | 100.0 |
| Subtotal of Large Firms | 32 | 100.0 | 14,526 | 100.0 |
| Grand Total | 2,855 | 100.0 | 40,345 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more full-time hourly employees that responded to this question. 145 firms, or 52.9% of the retail trade 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 with no firms are omitted from this table.

RETAIL TRADE

Part-time Hourly

TABLE 44U: Miscellaneous Benefits for Oklahoma Retail Trade Part-time Hourly by Firm Size.* Question 44: "Please check boxes indicating any additional miscellaneous benefits your company offers."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| BONUSES | | | | |
| Small Firms | 1,405 | 79.9 | 5,813 | 74.1 |
| Medium Size Firms | 103 | 76.9 | 4,117 | 77.4 |
| Large Firms | 6 | 35.3 | 218 | 3.2 |
| All Size Firms | 1,514 | 79.3 | 10,148 | 50.5 |
| SHIFT DIFFERENTIAL | | | | |
| Small Firms | 186 | 10.6 | 1,062 | 13.5 |
| Medium Size Firms | 35 | 26.1 | 1,611 | 30.3 |
| Large Firms | 4 | 23.5 | 5,443 | 78.7 |
| All Size Firms | 225 | 11.8 | 8,116 | 40.4 |
| LONGEVITY PAY | | | | |
| Small Firms | 151 | 8.6 | 656 | 8.4 |
| Medium Size Firms | 19 | 14.2 | 486 | 9.1 |
| All Size Firms | 170 | 8.9 | 1,142 | 5.7 |
| STOCK OPTIONS | | | | |
| Small Firms | 102 | 5.8 | 758 | 9.7 |
| Medium Size Firms | 13 | 9.7 | 670 | 12.6 |
| Large Firms | 10 | 58.8 | 1,283 | 18.5 |
| All Size Firms | 125 | 6.5 | 2,711 | 13.5 |
| OTHER (please name) | | | | |
| Small Firms | 147 | 8.4 | 527 | 6.7 |
| Medium Size Firms | 21 | 15.7 | 637 | 12.0 |
| All Size Firms | 168 | 8.8 | 1,164 | 5.8 |
| Subtotal of Small Firms | 1,759 | 100.0 | 7,850 | 100.0 |
| Subtotal of Medium Size Firms | 134 | 100.0 | 5,318 | 100.0 |
| Subtotal of Large Firms | 17 | 100.0 | 6,917 | 100.0 |
| Grand Total | 1,910 | 100.0 | 20,085 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more part-time hourly employees that responded to this question. 93 firms, or 33.0% of the retail trade 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 with no firms are omitted from this table.

RETAIL TRADE
All Employee Categories

TABLE 45G: Benefit Cost for Oklahoma Retail Trade, 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)?"

| 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 |
|-------------------------------|------------------------------------|--|--|--|
| 15% or LESS | | | | |
| Small Firms | 4,805 | 80.7 | 59,452 | 75.5 |
| Medium Size Firms | 290 | 57.2 | 25,258 | 56.3 |
| Large Firms | 26 | 35.6 | 10,109 | 16.9 |
| All Size Firms | 5,121 | 78.4 | 94,819 | 51.7 |
| 16% to 20% | | | | |
| Small Firms | 708 | 11.9 | 8,885 | 11.3 |
| Medium Size Firms | 85 | 16.8 | 6,912 | 15.4 |
| Large Firms | 23 | 31.5 | 28,524 | 47.6 |
| All Size Firms | 816 | 12.5 | 44,321 | 24.2 |
| 21% to 25% | | | | |
| Small Firms | 327 | 5.5 | 7,442 | 9.5 |
| Medium Size Firms | 79 | 15.6 | 7,462 | 16.6 |
| Large Firms | 8 | 11.0 | 5,102 | 8.5 |
| All Size Firms | 414 | 6.3 | 20,006 | 10.9 |
| 26% to 30% | | | | |
| Small Firms | 52 | 0.9 | 2,272 | 2.9 |
| Medium Size Firms | 18 | 3.6 | 1,245 | 2.8 |
| Large Firms | 12 | 16.4 | 13,363 | 22.3 |
| All Size Firms | 82 | 1.3 | 16,880 | 9.2 |
| MORE THAN 30% | | | | |
| Small Firms | 59 | 1.0 | 688 | 0.9 |
| Medium Size Firms | 35 | 6.9 | 4,013 | 8.9 |
| Large Firms | 4 | 5.5 | 2,775 | 4.6 |
| All Size Firms | 98 | 1.5 | 7,476 | 4.1 |
| Subtotal of Small Firms | 5,951 | 100.0 | 78,739 | 100.0 |
| Subtotal of Medium Size Firms | 507 | 100.0 | 44,890 | 100.0 |
| Subtotal of Large Firms | 73 | 100.0 | 59,873 | 100.0 |
| Grand Total | 6,531 | 100.0 | 183,502 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more employees that responded to this question. 309 firms, or 95.7% of the applicable retail trade firms responded to this question.

Oklahoma Employee Benefit Compensation

OESC 2005 Benefits Survey

F.I.R.E.

(FINANCE. INSURANCE. REAL ESTATE)



Vacation & Holiday

Health & Medical



**Retirement, Bonuses
& Profit sharing**



**Economic Research and Analysis Division
Oklahoma Employment Security Commission**

F.I.R.E.

Salaried

TABLE 1W: Number of Paid Holidays Offered for Oklahoma Salaried F.I.R.E. Employees by Firm Size.*

| 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 | | | | |
| Small Firms | 79 | 4.8 | 321 | 2.6 |
| Medium Size Firms | 11 | 10.5 | 418 | 11.5 |
| All Size Firms | 90 | 5.0 | 739 | 2.9 |
| SIX HOLIDAYS | | | | |
| Small Firms | 207 | 12.6 | 1,188 | 9.5 |
| Medium Size Firms | 10 | 9.5 | 236 | 6.5 |
| Large Firms | 5 | 15.6 | 323 | 3.4 |
| All Size Firms | 222 | 12.5 | 1,747 | 6.8 |
| SEVEN HOLIDAYS | | | | |
| Small Firms | 126 | 7.7 | 729 | 5.8 |
| Medium Size Firms | 7 | 6.7 | 300 | 8.3 |
| All Size Firms | 133 | 7.5 | 1,029 | 4.0 |
| EIGHT HOLIDAYS | | | | |
| Small Firms | 492 | 29.9 | 2,970 | 23.8 |
| Medium Size Firms | 7 | 6.7 | 508 | 14.0 |
| Large Firms | 2 | 6.3 | 22 | 0.2 |
| All Size Firms | 501 | 28.1 | 3,500 | 13.7 |
| NINE HOLIDAYS | | | | |
| Small Firms | 214 | 13.0 | 2,510 | 20.1 |
| Medium Size Firms | 13 | 12.4 | 337 | 9.3 |
| Large Firms | 6 | 18.8 | 539 | 5.7 |
| All Size Firms | 233 | 13.1 | 3,386 | 13.3 |
| TEN HOLIDAYS | | | | |
| Small Firms | 230 | 14.0 | 2,670 | 21.4 |
| Medium Sized Firms | 44 | 41.9 | 1,239 | 34.2 |
| Large Firms | 9 | 28.1 | 4,236 | 44.9 |
| All Size Firms | 283 | 15.9 | 8,145 | 31.9 |
| ELEVEN HOLIDAYS | | | | |
| Small Firms | 160 | 9.7 | 878 | 7.0 |
| Medium Size Firms | 13 | 12.4 | 587 | 16.2 |
| Large Firms | 10 | 31.3 | 4,314 | 45.7 |
| All Size Firms | 183 | 10.3 | 5,779 | 22.6 |
| TWELVE or MORE HOLIDAYS | | | | |
| Small Firms | 138 | 8.4 | 1,202 | 9.6 |
| All Size Firms | 138 | 7.7 | 1,202 | 4.7 |
| Subtotal of Small Firms | 1,646 | 100.0 | 12,468 | 100.0 |
| Subtotal of Medium Size Firms | 105 | 100.0 | 3,625 | 100.0 |
| Subtotal of Large Firms | 32 | 100.0 | 9,434 | 100.0 |
| Grand Total | 1,783 | 100.0 | 25,527 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes F.I.R.E. firms that have one or more salaried employees that responded to this question. 98 F.I.R.E. firms, or 97.0% of the F.I.R.E. firms with salaried employees indicated that they offer at least one paid holiday. Size categories with no firms are omitted from this table.

F.I.R.E. Full-time Hourly

TABLE 1X: Number of Paid Holidays Offered for Oklahoma Full-time Hourly F.I.R.E. Employees by Firm Size.*

| 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 | | | | |
| Small Firms | 45 | 4.0 | 370 | 5.1 |
| Medium Size Firms | 16 | 14.2 | 1,312 | 20.1 |
| All Size Firms | 61 | 4.8 | 1,682 | 6.7 |
| SIX HOLIDAYS | | | | |
| Small Firms | 182 | 16.2 | 989 | 13.6 |
| Medium Size Firms | 4 | 3.5 | 162 | 2.5 |
| Large Firms | 5 | 17.9 | 2,386 | 21.3 |
| All Size Firms | 191 | 15.1 | 3,537 | 14.1 |
| SEVEN HOLIDAYS | | | | |
| Small Firms | 68 | 6.1 | 420 | 5.8 |
| Medium Size Firms | 7 | 6.2 | 165 | 2.5 |
| All Size Firms | 75 | 5.9 | 585 | 2.3 |
| EIGHT HOLIDAYS | | | | |
| Small Firms | 366 | 32.6 | 2,248 | 30.9 |
| Medium Size Firms | 6 | 5.3 | 606 | 9.3 |
| Large Firms | 2 | | 1,123 | 10.0 |
| All Size Firms | 374 | 29.6 | 3,977 | 15.9 |
| NINE HOLIDAYS | | | | |
| Small Firms | 190 | 16.9 | 906 | 12.5 |
| Medium Size Firms | 16 | 14.2 | 862 | 13.2 |
| Large Firms | 6 | 21.4 | 1,455 | 13.0 |
| All Size Firms | 212 | 16.8 | 3,223 | 12.9 |
| TEN HOLIDAYS | | | | |
| Small Firms | 139 | 12.4 | 1,376 | 18.9 |
| Medium Sized Firms | 45 | 39.8 | 2,416 | 37.0 |
| Large Firms | 9 | 32.1 | 3,244 | 29.0 |
| All Size Firms | 193 | 15.3 | 7,036 | 28.1 |
| ELEVEN HOLIDAYS | | | | |
| Small Firms | 94 | 8.4 | 623 | 8.6 |
| Medium Size Firms | 19 | 16.8 | 1,011 | 15.5 |
| Large Firms | 6 | 21.4 | 2,977 | 26.6 |
| All Size Firms | 119 | 9.4 | 4,611 | 18.4 |
| TWELVE or MORE HOLIDAYS | | | | |
| Small Firms | 37 | 3.3 | 343 | 4.7 |
| All Size Firms | 37 | 2.9 | 343 | 1.4 |
| Subtotal of Small Firms | 1,121 | 100.0 | 7,275 | 100.0 |
| Subtotal of Medium Size Firms | 113 | 100.0 | 6,534 | 100.0 |
| Subtotal of Large Firms | 28 | 100.0 | 11,185 | 100.0 |
| Grand Total | 1,262 | 100.0 | 24,994 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes F.I.R.E. firms that have one or more full-time hourly employees that responded to this question. 79 F.I.R.E. firms, or 96.3% of the F.I.R.E. firms with full-time hourly employees indicated that they offer at least one paid holiday. Size categories with no firms are omitted from this table.

F.I.R.E.
Part-time Hourly

TABLE 1Y: Number of Paid Holidays Offered for Oklahoma Part-time Hourly F.I.R.E. Employees by Firm Size.*

| 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 | | | | |
| Small Firms | 37 | 6.8 | 14 | 1.5 |
| Medium Size Firms | 16 | 21.9 | 196 | 30.4 |
| All Size Firms | 53 | 8.2 | 210 | 8.6 |
| SIX HOLIDAYS | | | | |
| Small Firms | 64 | 11.7 | 39 | 4.2 |
| Large Firms | 4 | 18.2 | 107 | 12.4 |
| All Size Firms | 68 | 10.6 | 146 | 6.0 |
| SEVEN HOLIDAYS | | | | |
| Small Firms | 40 | 7.3 | 93 | 9.9 |
| Medium Size Firms | 3 | 4.1 | 8 | 1.2 |
| All Size Firms | 43 | 6.7 | 101 | 4.1 |
| EIGHT HOLIDAYS | | | | |
| Small Firms | 152 | 27.7 | 213 | 22.8 |
| Medium Size Firms | 7 | 9.6 | 164 | 25.4 |
| Large Firms | 2 | 9.1 | 26 | 3.0 |
| All Size Firms | 161 | 25.0 | 403 | 16.5 |
| NINE HOLIDAYS | | | | |
| Small Firms | 118 | 21.5 | 271 | 29.0 |
| Medium Size Firms | 10 | 13.7 | 35 | 5.4 |
| Large Firms | 6 | 27.3 | 43 | 5.0 |
| All Size Firms | 134 | 20.8 | 349 | 14.3 |
| TEN HOLIDAYS | | | | |
| Small Firms | 76 | 13.9 | 167 | 17.8 |
| Medium Sized Firms | 24 | 32.9 | 112 | 17.4 |
| Large Firms | 5 | 22.7 | 343 | 39.8 |
| All Size Firms | 105 | 16.3 | 622 | 25.5 |
| ELEVEN HOLIDAYS | | | | |
| Small Firms | 21 | 3.8 | 71 | 7.6 |
| Medium Size Firms | 13 | 17.8 | 130 | 20.2 |
| Large Firms | 5 | 22.7 | 343 | 39.8 |
| All Size Firms | 39 | 6.1 | 544 | 22.3 |
| TWELVE or MORE HOLIDAYS | | | | |
| Small Firms | 40 | 7.3 | 68 | 7.3 |
| All Size Firms | 40 | 6.2 | 68 | 2.8 |
| Subtotal of Small Firms | 548 | 100.0 | 936 | 100.0 |
| Subtotal of Medium Size Firms | 73 | 100.0 | 645 | 100.0 |
| Subtotal of Large Firms | 22 | 100.0 | 862 | 100.0 |
| Grand Total | 643 | 100.0 | 2,443 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes F.I.R.E. firms that have one or more part-time hourly employees that responded to this question. 50 F.I.R.E. firms, or 65.0% of the F.I.R.E. firms with part-time hourly employees indicated that they offer at least one paid holiday. Size categories with no firms are omitted from this table.

F.I.R.E.
Salaried

TABLE 2V: Holidays Offered for Oklahoma Salaried F.I.R.E. Employees by Firm Size.* Question 2: "Please check all paid holidays offered by your company."

| Holiday Offered | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NEW YEAR'S DAY | | | | |
| Small Firms | 1,585 | 96.3 | 12,293 | 98.6 |
| Medium Size Firms | 99 | 94.3 | 3,297 | 91.0 |
| Large Firms | 28 | 87.5 | 9,361 | 99.2 |
| All Size Firms | 1,712 | 96.0 | 24,951 | 97.7 |
| MARTIN LUTHER KING DAY | | | | |
| Small Firms | 402 | 24.4 | 4,119 | 33.0 |
| Medium Size Firms | 33 | 31.4 | 1,452 | 40.1 |
| Large Firms | 17 | 53.1 | 8,539 | 90.5 |
| All Size Firms | 452 | 25.4 | 14,110 | 55.3 |
| PRESIDENT'S DAY | | | | |
| Small Firms | 518 | 31.5 | 5,155 | 41.3 |
| Medium Size Firms | 39 | 37.1 | 1,549 | 42.7 |
| Large Firms | 15 | 46.9 | 7,401 | 78.5 |
| All Size Firms | 572 | 32.1 | 14,105 | 55.3 |
| GOOD FRIDAY | | | | |
| Small Firms | 265 | 16.1 | 3,792 | 30.4 |
| Medium Size Firms | 7 | 6.7 | 179 | 4.9 |
| Large Firms | 5 | 15.6 | 1,498 | 15.9 |
| All Size Firms | 277 | 15.5 | 5,469 | 21.4 |
| MEMORIAL DAY | | | | |
| Small Firms | 1,541 | 93.6 | 11,069 | 88.8 |
| Medium Size Firms | 98 | 93.3 | 3,537 | 97.6 |
| Large Firms | 31 | 96.9 | 9,435 | 100.0 |
| All Size Firms | 1,670 | 93.7 | 24,041 | 94.2 |
| INDEPENDENCE DAY | | | | |
| Small Firms | 1,496 | 90.9 | 11,636 | 93.3 |
| Medium Sized Firms | 98 | 93.3 | 3,537 | 97.6 |
| Large Firms | 31 | 96.9 | 9,435 | 100.0 |
| All Size Firms | 1,625 | 91.1 | 24,608 | 96.4 |
| LABOR DAY | | | | |
| Small Firms | 1,577 | 95.8 | 11,987 | 96.1 |
| Medium Size Firms | 93 | 88.6 | 3,429 | 94.6 |
| Large Firms | 28 | 87.5 | 9,237 | 97.9 |
| All Size Firms | 1,698 | 95.2 | 24,653 | 96.6 |
| COLUMBUS DAY | | | | |
| Small Firms | 348 | 21.1 | 3,651 | 29.3 |
| Medium Size Firms | 37 | 35.2 | 1,571 | 43.3 |
| Large Firms | 9 | 28.1 | 4,219 | 44.7 |
| All Size Firms | 394 | 22.1 | 9,441 | 37.0 |
| ELECTION DAY | | | | |
| Small Firms | 74 | 4.5 | 162 | 1.3 |
| Medium Size Firms | 6 | 5.7 | 356 | 9.8 |
| All Size Firms | 80 | 4.5 | 518 | 2.0 |

TABLE 2V: Holidays, F.I.R.E., Salaried (continued).

| 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 |
|---|------------------------------------|--|--|--|
| VETERAN'S DAY | | | | |
| Small Firms | 357 | 21.7 | 3,657 | 29.3 |
| Medium Size Firms | 33 | 31.4 | 1,452 | 40.1 |
| Large Firms | 9 | 28.1 | 3,764 | 39.9 |
| All Size Firms | 399 | 22.4 | 8,873 | 34.8 |
| THANKSGIVING DAY | | | | |
| Small Firms | 1,578 | 95.9 | 12,211 | 97.9 |
| Medium Size Firms | 104 | 99.0 | 3,626 | 100.0 |
| Large Firms | 31 | 96.9 | 9,435 | 100.0 |
| All Size Firms | 1,713 | 96.1 | 25,272 | 99.0 |
| DAY AFTER THANKSGIVING | | | | |
| Small Firms | 1,139 | 69.2 | 7,934 | 63.6 |
| Medium Size Firms | 46 | 43.8 | 1,366 | 37.7 |
| Large Firms | 18 | 56.3 | 5,358 | 56.8 |
| All Size Firms | 1,203 | 67.5 | 14,658 | 57.4 |
| CHRISTMAS EVE DAY | | | | |
| Small Firms | 543 | 33.0 | 2,955 | 23.7 |
| Medium Size Firms | 37 | 35.2 | 798 | 22.0 |
| Large Firms | 4 | 12.5 | 209 | 2.2 |
| All Size Firms | 584 | 32.8 | 3,962 | 15.5 |
| CHRISTMAS DAY | | | | |
| Small Firms | 1,646 | 100.0 | 12,469 | 100.0 |
| Medium Size Firms | 104 | 99.0 | 3,626 | 100.0 |
| Large Firms | 31 | 96.9 | 9,435 | 100.0 |
| All Size Firms | 1,781 | 99.9 | 25,530 | 100.0 |
| NEW YEAR'S EVE DAY | | | | |
| Small Firms | 505 | 30.7 | 4,004 | 32.1 |
| Medium Size Firms | 27 | 25.7 | 619 | 17.1 |
| Large Firms | 19 | 59.4 | 7,578 | 80.3 |
| All Size Firms | 551 | 30.9 | 12,201 | 47.8 |
| BIRTHDAY | | | | |
| Small Firms | 153 | 9.3 | 938 | 7.5 |
| Large Firms | 5 | 15.6 | 231 | 2.4 |
| All Size Firms | 158 | 8.9 | 1,169 | 4.6 |
| ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY | | | | |
| Small Firms | 246 | 14.9 | 1,639 | 13.1 |
| Medium Size Firms | 21 | 20.0 | 317 | 8.7 |
| Large Firms | 3 | 9.4 | 171 | 1.8 |
| All Size Firms | 270 | 15.1 | 2,127 | 8.3 |
| OTHER (please name) | | | | |
| Small Firms | 191 | 11.6 | 1,924 | 15.4 |
| Medium Size Firms | 26 | 24.8 | 757 | 20.9 |
| Large Firms | 6 | 18.8 | 1,479 | 15.7 |
| All Size Firms | 223 | 12.5 | 4,160 | 16.3 |
| Offering Holiday(s) Totals | | | | |
| Subtotal of Small Firms | 1,646 | 100.0 | 12,468 | 100.0 |
| Subtotal of Medium Size Firms | 105 | 100.0 | 3,625 | 100.0 |
| Subtotal of Large Firms | 32 | 100.0 | 9,434 | 100.0 |
| Grand Total | 1,783 | 100.0 | 25,527 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes F.I.R.E. firms that have one or more salaried employees that responded to this question. 98 F.I.R.E. firms, or 97.0% of the F.I.R.E. 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. Size categories with no firms are omitted from this table.

F.I.R.E.
Full-time Hourly

TABLE 2W: Holidays Offered for Oklahoma Full-time Hourly F.I.R.E. Employees by Firm Size.* Question 2: "Please check all paid holidays offered by your company."

| Holiday Offered | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NEW YEAR'S DAY | | | | |
| Small Firms | 1,107 | 98.8 | 7,046 | 96.9 |
| Medium Size Firms | 108 | 95.6 | 6,061 | 92.8 |
| Large Firms | 24 | 85.7 | 9,728 | 87.0 |
| All Size Firms | 1,239 | 98.2 | 22,835 | 91.4 |
| MARTIN LUTHER KING DAY | | | | |
| Small Firms | 307 | 27.4 | 2,679 | 36.8 |
| Medium Size Firms | 41 | 36.3 | 2,345 | 35.9 |
| Large Firms | 14 | 50.0 | 5,979 | 53.5 |
| All Size Firms | 362 | 28.7 | 11,003 | 44.0 |
| PRESIDENT'S DAY | | | | |
| Small Firms | 315 | 28.1 | 2,347 | 32.3 |
| Medium Size Firms | 48 | 42.5 | 2,419 | 37.0 |
| Large Firms | 11 | 39.3 | 4,349 | 38.9 |
| All Size Firms | 374 | 29.6 | 9,115 | 36.5 |
| GOOD FRIDAY | | | | |
| Small Firms | 115 | 10.3 | 728 | 10.0 |
| Medium Size Firms | 18 | 15.9 | 1,549 | 23.7 |
| Large Firms | 5 | 17.9 | 2,077 | 18.6 |
| All Size Firms | 138 | 10.9 | 4,354 | 17.4 |
| MEMORIAL DAY | | | | |
| Small Firms | 1,075 | 95.9 | 6,905 | 94.9 |
| Medium Size Firms | 103 | 91.2 | 5,695 | 87.2 |
| Large Firms | 27 | 96.4 | 11,185 | 100.0 |
| All Size Firms | 1,205 | 95.5 | 23,785 | 95.2 |
| INDEPENDENCE DAY | | | | |
| Small Firms | 957 | 85.4 | 5,878 | 80.8 |
| Medium Sized Firms | 103 | 91.2 | 5,695 | 87.2 |
| Large Firms | 27 | 96.4 | 11,185 | 100.0 |
| All Size Firms | 1,087 | 86.1 | 22,758 | 91.1 |
| LABOR DAY | | | | |
| Small Firms | 1,052 | 93.8 | 6,804 | 93.5 |
| Medium Size Firms | 98 | 86.7 | 5,578 | 85.4 |
| Large Firms | 25 | 89.3 | 10,547 | 94.3 |
| All Size Firms | 1,175 | 93.1 | 22,929 | 91.7 |
| COLUMBUS DAY | | | | |
| Small Firms | 209 | 18.6 | 1,816 | 25.0 |
| Medium Size Firms | 37 | 32.7 | 1,493 | 22.8 |
| Large Firms | 5 | 17.9 | 2,822 | 25.2 |
| All Size Firms | 251 | 19.9 | 6,131 | 24.5 |
| ELECTION DAY | | | | |
| Small Firms | 47 | | 196 | |
| Medium Size Firms | 6 | | 317 | |
| All Size Firms | 53 | | 513 | |

TABLE 2W: Holidays, F.I.R.E., Full-time Hourly (continued).

| 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 |
|---|------------------------------------|--|--|--|
| VETERAN'S DAY | | | | |
| Small Firms | 256 | 22.8 | 2,239 | 30.8 |
| Medium Size Firms | 36 | 31.9 | 1,894 | 29.0 |
| Large Firms | 11 | 39.3 | 4,436 | 39.7 |
| All Size Firms | 303 | 24.0 | 8,569 | 34.3 |
| THANKSGIVING DAY | | | | |
| Small Firms | 1,053 | 93.9 | 6,887 | 94.7 |
| Medium Size Firms | 108 | 95.6 | 6,084 | 93.1 |
| Large Firms | 27 | 96.4 | 11,185 | 100.0 |
| All Size Firms | 1,188 | 94.1 | 24,156 | 96.6 |
| DAY AFTER THANKSGIVING | | | | |
| Small Firms | 647 | 57.7 | 4,046 | 55.6 |
| Medium Size Firms | 53 | 46.9 | 3,049 | 46.7 |
| Large Firms | 12 | 42.9 | 4,605 | 41.2 |
| All Size Firms | 712 | 56.4 | 11,700 | 46.8 |
| CHRISTMAS EVE DAY | | | | |
| Small Firms | 311 | 27.7 | 2,024 | 27.8 |
| Medium Size Firms | 43 | 38.1 | 2,572 | 39.4 |
| Large Firms | 4 | 14.3 | 880 | 7.9 |
| All Size Firms | 358 | 28.4 | 5,476 | 21.9 |
| CHRISTMAS DAY | | | | |
| Small Firms | 1,107 | 98.8 | 7,046 | 96.9 |
| Medium Size Firms | 108 | 95.6 | 6,084 | 93.1 |
| Large Firms | 27 | 96.4 | 11,185 | 100.0 |
| All Size Firms | 1,242 | 98.4 | 24,315 | 97.3 |
| NEW YEAR'S EVE DAY | | | | |
| Small Firms | 182 | 16.2 | 1,188 | 16.3 |
| Medium Size Firms | 33 | 29.2 | 1,474 | 22.6 |
| Large Firms | 13 | 46.4 | 4,967 | 44.4 |
| All Size Firms | 228 | 18.1 | 7,629 | 30.5 |
| BIRTHDAY | | | | |
| Small Firms | 101 | | 624 | |
| Large Firms | 8 | | 3,326 | |
| All Size Firms | 109 | | 3,950 | |
| ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY | | | | |
| Small Firms | 195 | 17.4 | 1,437 | 19.8 |
| Medium Size Firms | 32 | 28.3 | 2,409 | 36.9 |
| Large Firms | 3 | 10.7 | 680 | 6.1 |
| All Size Firms | 230 | 18.2 | 4,526 | 18.1 |
| OTHER (please name) | | | | |
| Small Firms | 152 | 13.6 | 733 | 10.1 |
| Medium Size Firms | 22 | 19.5 | 1,019 | 15.6 |
| Large Firms | 6 | 21.4 | 2,447 | 21.9 |
| All Size Firms | 180 | 14.3 | 4,199 | 16.8 |
| Offering Holiday(s) Totals | | | | |
| Subtotal of Small Firms | 1,121 | 100.0 | 7,275 | 100.0 |
| Subtotal of Medium Size Firms | 113 | 100.0 | 6,534 | 100.0 |
| Subtotal of Large Firms | 28 | 100.0 | 11,185 | 100.0 |
| Grand Total | 1,262 | 100.0 | 24,994 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes F.I.R.E. firms that have one or more full-time hourly employees that responded to this question. 79 F.I.R.E. firms, or 96.3% of the F.I.R.E. 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. Size categories with no firms are omitted from this table.

F.I.R.E.
Part-time Hourly

TABLE 2X: Holidays Offered for Oklahoma Part-time Hourly F.I.R.E. Employees by Firm Size.* Question 2: "Please check all paid holidays offered by your company."

| Holiday Offered | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NEW YEAR'S DAY | | | | |
| Small Firms | 512 | 93.4 | 922 | 98.5 |
| Medium Size Firms | 68 | 93.2 | 624 | 96.7 |
| Large Firms | 19 | 86.4 | 777 | 90.1 |
| All Size Firms | 599 | 93.2 | 2,323 | 95.1 |
| MARTIN LUTHER KING DAY | | | | |
| Small Firms | 124 | 22.6 | 289 | 30.9 |
| Medium Size Firms | 27 | 37.0 | 484 | 75.0 |
| Large Firms | 10 | 45.5 | 686 | 79.6 |
| All Size Firms | 161 | 25.0 | 1,459 | 59.7 |
| PRESIDENT'S DAY | | | | |
| Small Firms | 190 | 34.7 | 329 | 35.1 |
| Medium Size Firms | 34 | 46.6 | 377 | 58.4 |
| Large Firms | 10 | 45.5 | 686 | 79.6 |
| All Size Firms | 234 | 36.4 | 1,392 | 57.0 |
| GOOD FRIDAY | | | | |
| Small Firms | 40 | 7.3 | 68 | 7.3 |
| Medium Size Firms | 11 | 15.1 | 22 | 3.4 |
| Large Firms | 2 | 9.1 | 24 | 2.8 |
| All Size Firms | 53 | 8.2 | 114 | 4.7 |
| MEMORIAL DAY | | | | |
| Small Firms | 512 | 93.4 | 922 | 98.5 |
| Medium Size Firms | 62 | 84.9 | 470 | 72.9 |
| Large Firms | 22 | 100.0 | 861 | 99.9 |
| All Size Firms | 596 | 92.7 | 2,253 | 92.2 |
| INDEPENDENCE DAY | | | | |
| Small Firms | 458 | 83.6 | 814 | 87.0 |
| Medium Sized Firms | 62 | 84.9 | 470 | 72.9 |
| Large Firms | 22 | 100.0 | 861 | 99.9 |
| All Size Firms | 542 | 84.3 | 2,145 | 87.8 |
| LABOR DAY | | | | |
| Small Firms | 512 | 93.4 | 922 | 98.5 |
| Medium Size Firms | 62 | 84.9 | 470 | 72.9 |
| Large Firms | 19 | 86.4 | 846 | 98.1 |
| All Size Firms | 593 | 92.2 | 2,238 | 91.6 |
| COLUMBUS DAY | | | | |
| Small Firms | 87 | 15.9 | 481 | 51.4 |
| Medium Size Firms | 23 | 31.5 | 337 | 52.2 |
| Large Firms | 5 | 22.7 | 343 | 39.8 |
| All Size Firms | 115 | 17.9 | 1,161 | 47.5 |
| ELECTION DAY | | | | |
| Small Firms | 28 | 5.1 | 49 | 5.2 |
| All Size Firms | 28 | 4.4 | 49 | 2.0 |

TABLE 2X: Holidays, F.I.R.E., Part-time Hourly (continued.)

| 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 |
|---|------------------------------------|--|--|--|
| VETERAN'S DAY | | | | |
| Small Firms | 113 | 20.6 | 242 | 25.9 |
| Medium Size Firms | 22 | 30.1 | 322 | 49.9 |
| Large Firms | 10 | 45.5 | 686 | 79.6 |
| All Size Firms | 145 | 22.6 | 1,250 | 51.2 |
| THANKSGIVING DAY | | | | |
| Small Firms | 512 | 93.4 | 922 | 98.5 |
| Medium Size Firms | 68 | 93.2 | 483 | 74.9 |
| Large Firms | 22 | 100.0 | 861 | 99.9 |
| All Size Firms | 602 | 93.6 | 2,266 | 92.8 |
| DAY AFTER THANKSGIVING | | | | |
| Small Firms | 280 | 51.1 | 474 | 50.6 |
| Medium Size Firms | 35 | 47.9 | 128 | 19.8 |
| Large Firms | 8 | 36.4 | 69 | 8.0 |
| All Size Firms | 323 | 50.2 | 671 | 27.5 |
| CHRISTMAS EVE DAY | | | | |
| Small Firms | 226 | 41.2 | 439 | 46.9 |
| Medium Size Firms | 20 | 27.4 | 66 | 10.2 |
| Large Firms | 3 | 13.6 | 15 | 1.7 |
| All Size Firms | 249 | 38.7 | 520 | 21.3 |
| CHRISTMAS DAY | | | | |
| Small Firms | 512 | 93.4 | 922 | 98.5 |
| Medium Size Firms | 68 | 93.2 | 483 | 74.9 |
| Large Firms | 22 | 100.0 | 861 | 99.9 |
| All Size Firms | 602 | 93.6 | 2,266 | 92.8 |
| NEW YEAR'S EVE DAY | | | | |
| Small Firms | 224 | 40.9 | 519 | 55.4 |
| Medium Size Firms | 24 | 32.9 | 180 | 27.9 |
| Large Firms | 13 | 59.1 | 609 | 70.6 |
| All Size Firms | 261 | 40.6 | 1,308 | 53.5 |
| BIRTHDAY | | | | |
| Small Firms | 104 | 19.0 | 203 | 21.7 |
| Large Firms | 7 | 31.8 | 218 | 25.3 |
| All Size Firms | 111 | 17.3 | 421 | 17.2 |
| ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY | | | | |
| Small Firms | 36 | 6.6 | 77 | 8.2 |
| Medium Size Firms | 13 | 17.8 | 195 | 30.2 |
| Large Firms | 2 | 9.1 | 4 | 0.5 |
| All Size Firms | 51 | 7.9 | 276 | 11.3 |
| OTHER (please name) | | | | |
| Small Firms | 68 | 12.4 | 393 | 42.0 |
| Medium Size Firms | 22 | 30.1 | 122 | 18.9 |
| Large Firms | 3 | 13.6 | 43 | 5.0 |
| All Size Firms | 93 | 14.5 | 558 | 22.8 |
| Offering Holiday(s) Totals | | | | |
| Subtotal of Small Firms | 548 | 100.0 | 936 | 100.0 |
| Subtotal of Medium Size Firms | 73 | 100.0 | 645 | 100.0 |
| Subtotal of Large Firms | 22 | 100.0 | 862 | 100.0 |
| Grand Total | 643 | 100.0 | 2,443 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes F.I.R.E. firms that have one or more part-time hourly employees that responded to this question. 50 F.I.R.E. firms, or 65.0% of the F.I.R.E. firms with part-time hourly employees responded to this question. Size totals may not equal to the sum of the response sizes due to the more than one response option on this question. Size categories with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

TABLE 3N: Holiday Pay Offered for Oklahoma Full-time Hourly F.I.R.E. 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 |
|--------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| STRAIGHT TIME | | | | |
| Small Firms | 299 | 39.3 | 1,546 | 34.1 |
| Medium Size Firms | 25 | 27.2 | 1,186 | 22.5 |
| Large Firms | 4 | 16.0 | 1,700 | 16.1 |
| All Size Firms | 328 | 37.4 | 4,432 | 21.8 |
| TIME AND ONE-HALF | | | | |
| Small Firms | 232 | 30.5 | 1,857 | 41.0 |
| Medium Size Firms | 30 | 32.6 | 2,392 | 45.5 |
| Large Firms | 4 | 16.0 | 918 | 8.7 |
| All Size Firms | 266 | 30.3 | 5,167 | 25.4 |
| DOUBLE TIME | | | | |
| Small Firms | 171 | 22.5 | 919 | 20.3 |
| Medium Size Firms | 24 | 26.1 | 1,152 | 21.9 |
| Large Firms | 15 | 60.0 | 7,637 | 72.4 |
| All Size Firms | 210 | 23.9 | 9,708 | 47.7 |
| OTHER (please describe) | | | | |
| Small Firms | 59 | 7.8 | 209 | 4.6 |
| Medium Size Firms | 13 | 14.1 | 531 | 10.1 |
| Large Firms | 2 | 8.0 | 292 | 2.8 |
| All Size Firms | 74 | 8.4 | 1,032 | 5.1 |
| Subtotal of Small Firms | 761 | 100.0 | 4,531 | 100.0 |
| Subtotal of Medium Size Firms | 92 | 100.0 | 5,261 | 100.0 |
| Subtotal of Large Firms | 25 | 100.0 | 10,547 | 100.0 |
| Grand Total | 878 | 100.0 | 20,339 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. trade firms that have one or more full-time hourly employees that responded to this question. 60 firms, or 73.2% of the F.I.R.E. firms with full-time hourly employees reported holiday pay.

F.I.R.E
Part-time Hourly

TABLE 30: Holiday Pay Offered for Oklahoma Part-time Hourly F.I.R.E. 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 |
|--------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| STRAIGHT TIME | | | | |
| Small Firms | 214 | 42.4 | 737 | 57.0 |
| Medium Size Firms | 21 | 25.6 | 253 | 22.3 |
| Large Firms | 3 | 14.3 | 84 | 8.6 |
| All Size Firms | 238 | 39.1 | 1,074 | 31.5 |
| TIME AND ONE-HALF | | | | |
| Small Firms | 88 | 17.4 | 264 | 20.4 |
| Medium Size Firms | 28 | 34.1 | 670 | 59.0 |
| Large Firms | 1 | 4.8 | 121 | 12.4 |
| All Size Firms | 117 | 19.2 | 1,055 | 31.0 |
| DOUBLE TIME | | | | |
| Small Firms | 106 | 21.0 | 150 | 11.6 |
| Medium Size Firms | 20 | 24.4 | 145 | 12.8 |
| Large Firms | 15 | 71.4 | 750 | 76.6 |
| All Size Firms | 141 | 23.2 | 1,045 | 30.7 |
| OTHER (please describe) | | | | |
| Small Firms | 97 | 19.2 | 142 | 11.0 |
| Medium Size Firms | 13 | 15.9 | 68 | 6.0 |
| Large Firms | 2 | 9.5 | 24 | 2.5 |
| All Size Firms | 112 | 18.4 | 234 | 6.9 |
| Subtotal of Small Firms | 505 | 100.0 | 1,293 | 100.0 |
| Subtotal of Medium Size Firms | 82 | 100.0 | 1,136 | 100.0 |
| Subtotal of Large Firms | 21 | 100.0 | 979 | 100.0 |
| Grand Total | 608 | 100.0 | 3,408 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more part-time hourly employees that responded to this question. 48 firms, or 62.3% of the F.I.R.E. firms with part-time hourly employees reported holiday pay.

F.I.R.E.

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

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 1,270 | 73.8 | 9,358 | 74.1 |
| | Salaried Medium Size Firms | 82 | 78.8 | 2,581 | 71.2 |
| | Salaried Large Firms | 27 | 87.1 | 9,218 | 97.7 |
| | Salaried All Size Firms | 1,379 | 74.3 | 21,157 | 82.3 |
| | Yes | | | | |
| | Salaried Small Firms | 450 | 26.2 | 3,273 | 25.9 |
| | Salaried Medium Size Firms | 22 | 21.2 | 1,045 | 28.8 |
| | Salaried Large Firms | 4 | 12.9 | 217 | 2.3 |
| | Salaried All Size Firms | 476 | 25.7 | 4,535 | 17.7 |
| | Subtotal of Salaried Small Firms | 1,720 | 100.0 | 12,631 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 104 | 100.0 | 3,626 | 100.0 |
| | Subtotal of Salaried Large Firms | 31 | 100.0 | 9,435 | 100.0 |
| | Salaried Grand Total | 1,855 | 100.0 | 25,692 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 790 | 66.1 | 5,100 | 67.6 |
| | Full-time Hourly Medium Size Firms | 80 | 70.8 | 3,770 | 58.6 |
| | Full-time Hourly Large Firms | 23 | 85.2 | 9,038 | 80.8 |
| | Full-time Hourly All Size Firms | 893 | 66.9 | 17,908 | 71.2 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 405 | 33.9 | 2,449 | 32.4 |
| | Full-time Hourly Medium Size Firms | 33 | 29.2 | 2,664 | 41.4 |
| | Full-time Hourly Large Firms | 4 | 14.8 | 2,147 | 19.2 |
| | Full-time Hourly All Size Firms | 442 | 33.1 | 7,260 | 28.8 |
| | Subtotal of Full-time Hourly Small Firms | 1,195 | 100.0 | 7,549 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 113 | 100.0 | 6,434 | 100.0 |
| | Subtotal of Full-time Hourly Large Firms | 27 | 100.0 | 11,185 | 100.0 |
| | Full-time Hourly Grand Total | 1,335 | 100.0 | 25,168 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 656 | 84.9 | 1,609 | 91.9 |
| | Part-time Hourly Medium Size Firms | 78 | 79.6 | 812 | 80.2 |
| | Part-time Hourly Large Firms | 18 | 81.8 | 755 | 87.6 |
| | Part-time Hourly All Size Firms | 752 | 84.2 | 3,176 | 87.6 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 117 | 15.1 | 142 | 8.1 |
| | Part-time Hourly Medium Size Firms | 20 | 20.4 | 201 | 19.8 |
| | Part-time Hourly Large Firms | 4 | 18.2 | 107 | 12.4 |
| | Part-time Hourly All Size Firms | 141 | 15.8 | 450 | 12.4 |
| | Subtotal of Part-time Hourly Small Firms | 773 | 100.0 | 1,751 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 98 | 100.0 | 1,013 | 100.0 |
| | Subtotal of Part-time Hourly Large Firms | 22 | 100.0 | 862 | 100.0 |
| | Part-time Hourly Grand Total | 893 | 100.0 | 3,626 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; & Large Firms are firms with 250 and more employees. This table includes F.I.R.E. firms that have one or more employees that responded to this question. 110 F.I.R.E. firms, or 100.0% of the F.I.R.E. firms with employees responded to this question.

F.I.R.E.

TABLE 5H: Type of Combined Leave Plans Offered for Oklahoma F.I.R.E. 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 345 | 72.5 | 3,755 | 82.8 |
| | Yes | | | | |
| | Salaried All Size Firms | 131 | 27.5 | 781 | 17.2 |
| | Salaried Grand Total | 476 | 100.0 | 4,536 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 337 | 76.2 | 5,264 | 72.5 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 105 | 23.8 | 1,996 | 27.5 |
| | Full-time Hourly Grand Total | 442 | 100.0 | 7,260 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 137 | 97.9 | 366 | 81.3 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 3 | 2.1 | 84 | 18.7 |
| | Part-time Hourly Grand Total | 140 | 100.0 | 450 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 27 F.I.R.E. firms, or 100.0% of the applicable F.I.R.E. firms responded to this question. Size categories are omitted from this table.

F.I.R.E.

TABLE 6H: Leave Included in Combined Leave Plans for Oklahoma F.I.R.E. 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 227 | 51.8 | 2,998 | 69.4 |
| | Yes | | | | |
| | Salaried All Size Firms | 211 | 48.2 | 1,320 | 30.6 |
| | Salaried Grand Total | 438 | 100.0 | 4,318 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 202 | 51.8 | 5,339 | 78.0 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 188 | 48.2 | 1,502 | 22.0 |
| | Full-time Hourly Grand Total | 390 | 100.0 | 6,841 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 94 | 91.3 | 407 | 93.3 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 9 | 8.7 | 29 | 6.7 |
| | Part-time Hourly Grand Total | 103 | 100.0 | 436 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 25 F.I.R.E. firms, or 92.6% of the applicable F.I.R.E. firms responded to this question. Size categories are omitted from this table.

F.I.R.E

TABLE 7J: Minimum Combined Leave Time for Oklahoma F.I.R.E. 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | 5 DAYS or LESS | | | | |
| | Salaried All Size Firms | 132 | 30.9 | 1,874 | 44.4 |
| | 6 to 10 DAYS | | | | |
| | Salaried All Size Firms | 107 | 25.1 | 601 | 14.2 |
| | 11 to 15 DAYS | | | | |
| | Salaried All Size Firms | 93 | 21.8 | 1,022 | 24.2 |
| | 16 to 29 DAYS | | | | |
| | Salaried All Size Firms | 95 | 22.2 | 727 | 17.2 |
| | Salaried Grand Total | 427 | 100.0 | 4,224 | 100.0 |
| FULL-TIME HOURLY | 5 DAYS or LESS | | | | |
| | Full-time Hourly All Size Firms | 121 | 32.5 | 1,542 | 24.5 |
| | 6 to 10 DAYS | | | | |
| | Full-time Hourly All Size Firms | 93 | 25.0 | 674 | 10.7 |
| | 11 to 15 DAYS | | | | |
| | Full-time Hourly All Size Firms | 81 | 21.8 | 989 | 15.7 |
| | 16 to 29 DAYS | | | | |
| | Full-time Hourly All Size Firms | 77 | 20.7 | 3,082 | 49.0 |
| | Full-time Hourly Grand Total | 372 | 100.0 | 6,287 | 100.0 |
| PART-TIME HOURLY | 5 DAYS or LESS | | | | |
| | Part-time Hourly All Size Firms | 24 | 32.0 | 193 | 56.9 |
| | 6 to 10 DAYS | | | | |
| | Part-time Hourly All Size Firms | 45 | 60.0 | 54 | 15.9 |
| | 11 to 15 DAYS | | | | |
| | Part-time Hourly All Size Firms | 6 | 8.0 | 92 | 27.1 |
| | Part-time Hourly Grand Total | 75 | 100.0 | 339 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 25 F.I.R.E. firms, or 92.6% of the applicable F.I.R.E. firms responded to this question. Size categories are omitted from this table.

F.I.R.E

TABLE 8J: Maximum Combined Leave Time for Oklahoma F.I.R.E. 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | 14 DAYS or LESS | | | | |
| | Salaried All Size Firms | 155 | 40.9 | 971 | 29.8 |
| | 15 to 24 DAYS | | | | |
| | Salaried All Size Firms | 99 | 26.1 | 427 | 13.1 |
| | 25 to 34 DAYS | | | | |
| | Salaried All Size Firms | 80 | 21.1 | 1,489 | 45.7 |
| | 35 or MORE DAYS | | | | |
| | Salaried All Size Firms | 45 | 11.9 | 368 | 11.3 |
| | Salaried Grand Total | 379 | 100.0 | 3,255 | 100.0 |
| FULL-TIME HOURLY | 14 DAYS or LESS | | | | |
| | Full-time Hourly All Size Firms | 127 | 36.8 | 678 | 10.0 |
| | 15 to 24 DAYS | | | | |
| | Full-time Hourly All Size Firms | 106 | 30.7 | 645 | 9.5 |
| | 25 to 34 DAYS | | | | |
| | Full-time Hourly All Size Firms | 67 | 19.4 | 3,527 | 52.1 |
| | 35 or MORE DAYS | | | | |
| | Full-time Hourly All Size Firms | 45 | 13.0 | 1,922 | 28.4 |
| | Full-time Hourly Grand Total | 345 | 100.0 | 6,772 | 100.0 |
| PART-TIME HOURLY | 14 DAYS or LESS | | | | |
| | Part-time Hourly All Size Firms | 58 | 76.3 | 79 | 21.8 |
| | 25 to 34 DAYS | | | | |
| | Part-time Hourly All Size Firms | 11 | 14.5 | 195 | 53.9 |
| | 35 or MORE DAYS | | | | |
| | Part-time Hourly All Size Firms | 7 | 9.2 | 88 | 24.3 |
| | Part-time Hourly Grand Total | 76 | 100.0 | 362 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 24 F.I.R.E. firms, or 88.9% of the applicable F.I.R.E. firms responded to this question. Size categories are omitted from this table.

F.I.R.E.

TABLE 9H: Seniority and Leave Time Increases in Combined Leave Plans for Oklahoma F.I.R.E 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 184 | 38.7 | 2,179 | 48.0 |
| | Yes | | | | |
| | Salaried All Size Firms | 292 | 61.3 | 2,357 | 52.0 |
| | Salaried Grand Total | 476 | 100.0 | 4,536 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 164 | 37.1 | 1,033 | 14.2 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 278 | 62.9 | 6,227 | 85.8 |
| | Full-time Hourly Grand Total | 442 | 100.0 | 7,260 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 41 | 53.9 | 35 | 9.7 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 35 | 46.1 | 327 | 90.3 |
| | Part-time Hourly Grand Total | 76 | 100.0 | 362 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 27 F.I.R.E. firms, or 100.0% of the applicable F.I.R.E. firms responded to this question. Size categories are omitted from this table.

F.I.R.E.

TABLE 10H: Leave Accumulation in Combined Leave Plans for Oklahoma F.I.R.E. 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 346 | 72.7 | 2,809 | 61.9 |
| | Yes | | | | |
| | Salaried All Size Firms | 130 | 27.3 | 1,726 | 38.1 |
| | Salaried Grand Total | 476 | 100.0 | 4,535 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 337 | 76.2 | 5,264 | 72.5 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 105 | 23.8 | 1,996 | 27.5 |
| | Full-time Hourly Grand Total | 442 | 100.0 | 7,260 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 76 | 53.9 | 107 | 23.8 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 65 | 46.1 | 342 | 76.2 |
| | Part-time Hourly Grand Total | 141 | 100.0 | 449 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 27 F.I.R.E. firms, or 100.0% of the applicable F.I.R.E. firms responded to this question. Size categories are omitted from this table.

F.I.R.E.

TABLE 11J: Maximum Leave Accumulation in Combined Leave Plans for Oklahoma F.I.R.E. 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 |
|---------------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | 10 DAYS or LESS | | | | |
| | Salaried All Size Firms | 8 | 6.3 | 373 | 28.1 |
| | 21 OR MORE DAYS | | | | |
| | Salaried All Size Firms | 49 | 38.9 | 462 | 34.8 |
| | NO MAXIMUM OR LIMIT | | | | |
| | Salaried All Size Firms | 69 | 54.8 | 494 | 37.2 |
| | Salaried Grand Total | 126 | 100.0 | 1,329 | 100.0 |
| FULL-TIME HOURLY | 10 DAYS or LESS | | | | |
| | Full-time Hourly All Size Firms | 8 | 7.4 | 894 | 21.5 |
| | 21 OR MORE DAYS | | | | |
| | Full-time Hourly All Size Firms | 55 | 50.9 | 3,054 | 73.3 |
| | NO MAXIMUM OR LIMIT | | | | |
| | Full-time Hourly All Size Firms | 45 | 41.7 | 217 | 5.2 |
| | Full-time Hourly Grand Total | 108 | 100.0 | 4,165 | 100.0 |
| PART-TIME HOURLY | 10 DAYS or LESS | | | | |
| | Part-time Hourly All Size Firms | 8 | 14.0 | 34 | 19.1 |
| | 11 to 20 DAYS | | | | |
| | Part-time Hourly All Size Firms | 5 | 8.8 | 25 | 14.0 |
| | 21 OR MORE DAYS | | | | |
| | Part-time Hourly All Size Firms | 3 | 5.3 | 84 | 47.2 |
| NO MAXIMUM OR LIMIT | | | | | |
| Part-time Hourly All Size Firms | 41 | 71.9 | 35 | 19.7 | |
| | Part-time Hourly Grand Total | 57 | 100.0 | 178 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more employees and indicated that they combine leave time by answering yes to question four and indicated they allowed leave time accumulation by answering yes to question 10. 14 F.I.R.E. firms, or 93.3% of the applicable F.I.R.E. firms responded to this question. Response categories with no responses and size categories are omitted from table.

F.I.R.E.

TABLE 12H: Pay Option in Combined Leave Plans for Oklahoma F.I.R.E. 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 250 | 55.7 | 2,406 | 54.5 |
| | Yes | | | | |
| | Salaried All Size Firms | 199 | 44.3 | 2,008 | 45.5 |
| | Salaried Grand Total | 449 | 100.0 | 4,414 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 220 | 53.1 | 3,765 | 53.3 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 194 | 46.9 | 3,299 | 46.7 |
| | Full-time Hourly Grand Total | 414 | 100.0 | 7,064 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 85 | 60.3 | 311 | 69.3 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 56 | 39.7 | 138 | 30.7 |
| | Part-time Hourly Grand Total | 141 | 100.0 | 449 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 26 F.I.R.E. firms, or 96.3% of the applicable F.I.R.E. firms responded to this question. Size categories are omitted from this table.

F.I.R.E
Salary

TABLE 13V: Qualifying for One Week's Vacation for Oklahoma F.I.R.E. Salary Employees by Firm Size.* Question 13: "How long must an employee work to qualify for one week of paid vacation?"

| 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 PAID VACATION OFFERED | | | | |
| Small Firms | 107 | 9.0 | 99 | 1.1 |
| All Size Firms | 107 | 8.2 | 99 | 0.5 |
| LESS THAN 1 MONTH | | | | |
| Small Firms | 51 | 4.3 | 404 | 4.7 |
| Medium Size Firms | 4 | 5.2 | 182 | 7.4 |
| All Size Firms | 55 | 4.2 | 586 | 2.9 |
| 3 to 6 MONTHS | | | | |
| Small Firms | 432 | 36.2 | 4,208 | 48.8 |
| Medium Size Firms | 20 | 26.0 | 654 | 26.5 |
| Large Firms | 14 | 51.9 | 5,061 | 54.9 |
| All Size Firms | 466 | 35.9 | 9,923 | 48.9 |
| 7 to 11 MONTHS | | | | |
| Small Firms | 106 | 8.9 | 655 | 7.6 |
| Medium Size Firms | 10 | 13.0 | 297 | 12.0 |
| Large Firms | 3 | 11.1 | 370 | 4.0 |
| All Size Firms | 119 | 9.2 | 1,322 | 6.5 |
| 12 MONTHS or MORE | | | | |
| Small Firms | 498 | 41.7 | 3,257 | 37.8 |
| Medium Size Firms | 43 | 55.8 | 1,332 | 54.0 |
| Large Firms | 10 | 37.0 | 3,787 | 41.1 |
| All Size Firms | 551 | 42.4 | 8,376 | 41.2 |
| Subtotal of Small Firms | 1,194 | 100.0 | 8,623 | 100.0 |
| Subtotal of Medium Size Firms | 77 | 100.0 | 2,465 | 100.0 |
| Subtotal of Large Firms | 27 | 100.0 | 9,218 | 100.0 |
| Grand Total | 1,298 | 100.0 | 20,306 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four. 71 F.I.R.E. firms, or 94.7% of the applicable F.I.R.E. responded to this question. Size categories with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

TABLE 13W: Qualifying for One Week's Vacation for Oklahoma F.I.R.E. Full-time Hourly Employees by Firm Size.* Question 13: "How long must an employee work to qualify for one week of paid vacation?"

| 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 PAID VACATION OFFERED | | | | |
| Small Firms | 87 | 11.4 | 215 | 4.5 |
| All Size Firms | 87 | 10.2 | 215 | 1.4 |
| LESS THAN 1 MONTH | | | | |
| Medium Size Firms | 4 | 6.2 | 136 | 4.5 |
| All Size Firms | 4 | 0.5 | 136 | 0.9 |
| 3 to 6 MONTHS | | | | |
| Small Firms | 250 | 32.7 | 2,352 | 48.8 |
| Medium Size Firms | 16 | 24.6 | 772 | 25.4 |
| Large Firms | 10 | 47.6 | 4,271 | 56.7 |
| All Size Firms | 276 | 32.5 | 7,395 | 48.0 |
| 7 to 11 MONTHS | | | | |
| Small Firms | 118 | 15.4 | 879 | 18.2 |
| Medium Size Firms | 14 | 21.5 | 512 | 16.9 |
| Large Firms | 3 | 14.3 | 530 | 7.0 |
| All Size Firms | 135 | 15.9 | 1,921 | 12.5 |
| 12 MONTHS or MORE | | | | |
| Small Firms | 309 | 40.4 | 1,371 | 28.5 |
| Medium Size Firms | 31 | 47.7 | 1,617 | 53.2 |
| Large Firms | 8 | 38.1 | 2,737 | 36.3 |
| All Size Firms | 348 | 40.9 | 5,725 | 37.2 |
| Subtotal of Small Firms | 764 | 100.0 | 4,817 | 100.0 |
| Subtotal of Medium Size Firms | 65 | 100.0 | 3,037 | 100.0 |
| Subtotal of Large Firms | 21 | 100.0 | 7,538 | 100.0 |
| Grand Total | 850 | 100.0 | 15,392 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. 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. 51 F.I.R.E. firms, or 91.1% of the applicable F.I.R.E. responded to this question. Size categories with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

TABLE 13X: Qualifying for One Week's Vacation for Oklahoma F.I.R.E. Part-time Hourly Employees by Firm Size.* Question 13: "How long must an employee work to qualify for one week of paid vacation?"

| 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 PAID VACATION OFFERED | | | | |
| Small Firms | 147 | 33.9 | 405 | 35.4 |
| Medium Size Firms | 6 | 17.6 | 39 | 17.1 |
| All Size Firms | 153 | 31.9 | 444 | 23.0 |
| 3 to 6 MONTHS | | | | |
| Small Firms | 76 | 17.5 | 289 | 25.3 |
| Medium Size Firms | 12 | 35.3 | 64 | 28.1 |
| Large Firms | 5 | 41.7 | 191 | 34.1 |
| All Size Firms | 93 | 19.4 | 544 | 28.2 |
| 7 to 11 MONTHS | | | | |
| Small Firms | 13 | 3.0 | 73 | 6.4 |
| All Size Firms | 13 | 2.7 | 73 | 3.8 |
| 12 MONTHS or MORE | | | | 10.2 |
| Small Firms | 198 | 45.6 | 376 | 32.9 |
| Medium Size Firms | 16 | 47.1 | 125 | 54.8 |
| Large Firms | 7 | 58.3 | 369 | 65.9 |
| All Size Firms | 221 | 46.0 | 870 | 45.1 |
| Subtotal of Small Firms | 434 | 100.0 | 1,143 | 100.0 |
| Subtotal of Medium Size Firms | 34 | 100.0 | 228 | 100.0 |
| Subtotal of Large Firms | 12 | 100.0 | 560 | 100.0 |
| Grand Total | 480 | 100.0 | 1,931 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. 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. 30 F.I.R.E. firms, or 60.0% of the applicable F.I.R.E. responded to this question. Size categories with no firms are omitted from this table.

F.I.R.E
Salary

TABLE 14V: Qualifying for Two Week's Vacation for Oklahoma F.I.R.E. Salary Employees by Firm Size.* Question 14: "How long must an employee work to qualify for two weeks of paid vacation?"

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER TWO WEEKS of PAID VACATION | | | | |
| Small Firms | 141 | 12.3 | 717 | 8.1 |
| All Size Firms | 141 | 11.4 | 717 | 3.5 |
| 11 MONTHS or LESS | | | | |
| Small Firms | 66 | 5.8 | 564 | 6.4 |
| Medium Size Firms | 7 | 9.9 | 294 | 12.1 |
| Large Firms | 10 | 37.0 | 4,767 | 51.7 |
| All Size Firms | 83 | 6.7 | 5,625 | 27.5 |
| 1 YEAR to 1 YEAR & 11 MONTHS | | | | |
| Small Firms | 617 | 54.0 | 6,162 | 69.8 |
| Medium Size Firms | 59 | 83.1 | 1,810 | 74.4 |
| Large Firms | 15 | 55.6 | 4,428 | 48.0 |
| All Size Firms | 691 | 55.7 | 12,400 | 60.5 |
| 2 YEARS to 2 YEARS & 11 MONTHS | | | | |
| Small Firms | 281 | 24.6 | 1,297 | 14.7 |
| Medium Size Firms | 5 | 7.0 | 329 | 13.5 |
| Large Firms | 2 | 7.4 | 22 | 0.2 |
| All Size Firms | 288 | 23.2 | 1,648 | 8.0 |
| 4 or MORE YEARS | | | | |
| Small Firms | 38 | 3.3 | 94 | 1.1 |
| All Size Firms | 38 | 3.1 | 94 | 0.5 |
| Subtotal of Small Firms | 1,143 | 100.0 | 8,834 | 100.0 |
| Subtotal of Medium Size Firms | 71 | 100.0 | 2,433 | 100.0 |
| Subtotal of Large Firms | 27 | 100.0 | 9,217 | 100.0 |
| Grand Total | 1,241 | 100.0 | 20,484 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. 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. 67 F.I.R.E. firms, or 98.5% of the applicable F.I.R.E. responded to this question. Size categories with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

TABLE 14W: Qualifying for Two Week's Vacation for Oklahoma F.I.R.E. Full-time Hourly Employees by Firm Size.* Question 14: "How long must an employee work to qualify for two week of paid vacation?"

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER TWO WEEKS of PAID VACATION | | | | |
| Small Firms | 47 | 6.3 | 78 | 1.6 |
| All Size Firms | 47 | 5.6 | 78 | 0.5 |
| 11 MONTHS or LESS | | | | |
| Medium Size Firms | 4 | 6.1 | 136 | 4.5 |
| Large Firms | 7 | 29.2 | 3,478 | 38.5 |
| All Size Firms | 11 | 1.3 | 3,614 | 21.3 |
| 1 YEAR to 1 YEAR & 11 MONTHS | | | | |
| Small Firms | 462 | 61.6 | 3,738 | 75.3 |
| Medium Size Firms | 53 | 80.3 | 2,320 | 77.2 |
| Large Firms | 15 | 62.5 | 4,437 | 49.1 |
| All Size Firms | 530 | 63.1 | 10,495 | 61.7 |
| 2 YEARS to 2 YEARS & 11 MONTHS | | | | |
| Small Firms | 203 | 27.1 | 1,064 | 21.4 |
| Medium Size Firms | 9 | 13.6 | 550 | 18.3 |
| Large Firms | 2 | 8.3 | 1,123 | 12.4 |
| All Size Firms | 214 | 25.5 | 2,737 | 16.1 |
| 4 or MORE YEARS | | | | |
| Small Firms | 38 | 5.1 | 83 | 1.7 |
| All Size Firms | 38 | 4.5 | 83 | 0.5 |
| Subtotal of Small Firms | 750 | 100.0 | 4,963 | 100.0 |
| Subtotal of Medium Size Firms | 66 | 100.0 | 3,006 | 100.0 |
| Subtotal of Large Firms | 24 | 100.0 | 9,038 | 100.0 |
| Grand Total | 840 | 100.0 | 17,007 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. 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. 48 F.I.R.E. firms, or 98.0% of the applicable F.I.R.E. responded to this question. Size categories with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

TABLE 14X: Qualifying for Two Week's Vacation for Oklahoma F.I.R.E. Part-time Hourly Employees by Firm Size.* Question 14: "How long must an employee work to qualify for two weeks of paid vacation?"

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER TWO WEEKS of PAID VACATION | | | | |
| Small Firms | 47 | 15.4 | 157 | 18.6 |
| Medium Size Firms | 6 | 30.0 | 44 | 29.5 |
| All Size Firms | 53 | 15.5 | 201 | 11.7 |
| 11 MONTHS or LESS | | | | |
| Small Firms | 13 | 4.2 | 21 | 2.5 |
| Large Firms | 3 | 20.0 | 176 | 24.2 |
| All Size Firms | 16 | 4.7 | 197 | 11.4 |
| 1 YEAR to 1 YEAR & 11 MONTHS | | | | |
| Small Firms | 181 | 59.2 | 601 | 71.1 |
| Medium Size Firms | 10 | 50.0 | 85 | 57.0 |
| Large Firms | 10 | 66.7 | 525 | 72.2 |
| All Size Firms | 201 | 58.9 | 1,211 | 70.4 |
| 2 YEARS to 2 YEARS & 11 MONTHS | | | | |
| Small Firms | 52 | 17.0 | 56 | 6.6 |
| Large Firms | 2 | 13.3 | 26 | 3.6 |
| All Size Firms | 54 | 15.8 | 82 | 4.8 |
| 3 YEARS to 3 YEARS & 11 MONTHS | | | | |
| Small Firms | 13 | 4.2 | 10 | 1.2 |
| Medium Size Firms | 4 | 20.0 | 20 | 13.4 |
| All Size Firms | 17 | 5.0 | 30 | 1.7 |
| Subtotal of Small Firms | 306 | 100.0 | 845 | 100.0 |
| Subtotal of Medium Size Firms | 20 | 100.0 | 149 | 100.0 |
| Subtotal of Large Firms | 15 | 100.0 | 727 | 100.0 |
| Grand Total | 341 | 100.0 | 1,721 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. 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. 21 F.I.R.E. firms, or 84.0% of the applicable F.I.R.E. responded to this question. Size categories with no firms are omitted from this table.

F.I.R.E
Salary

TABLE 15V: Qualifying for Three Week's Vacation for Oklahoma F.I.R.E. Salary Employees by Firm Size.* Question 15: "How long must an employee work to qualify for three weeks of paid vacation?"

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER THREE WEEKS of PAID VACATION | | | | |
| Small Firms | 156 | 13.6 | 979 | 11.1 |
| All Size Firms | 156 | 12.5 | 979 | 4.8 |
| 3 YEARS or LESS | | | | |
| Small Firms | 85 | 7.4 | 692 | 7.8 |
| Medium Size Firms | 7 | 9.2 | 294 | 11.5 |
| Large Firms | 4 | 14.8 | 1,149 | 12.5 |
| All Size Firms | 96 | 7.7 | 2,135 | 10.4 |
| 4 YEARS TO 7 YEARS & 11 MONTHS | | | | |
| Small Firms | 577 | 50.5 | 4,108 | 46.5 |
| Medium Size Firms | 49 | 64.5 | 1,425 | 55.9 |
| Large Firms | 17 | 63.0 | 7,583 | 82.3 |
| All Size Firms | 643 | 51.6 | 13,116 | 63.7 |
| 8 YEARS TO 11 YEARS 11 MONTHS | | | | |
| Small Firms | 233 | 20.4 | 2,177 | 24.6 |
| Medium Size Firms | 14 | 18.4 | 452 | 17.7 |
| Large Firms | 6 | 22.2 | 485 | 5.3 |
| All Size Firms | 253 | 20.3 | 3,114 | 15.1 |
| 12 or MORE YEARS | | | | |
| Small Firms | 92 | 8.0 | 878 | 9.9 |
| Medium Size Firms | 6 | 7.9 | 379 | 14.9 |
| All Size Firms | 98 | 7.9 | 1,257 | 6.1 |
| Subtotal of Small Firms | 1,143 | 100.0 | 8,834 | 100.0 |
| Subtotal of Medium Size Firms | 76 | 100.0 | 2,550 | 100.0 |
| Subtotal of Large Firms | 27 | 100.0 | 9,217 | 100.0 |
| Grand Total | 1,246 | 100.0 | 20,601 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. 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. 67 F.I.R.E. firms, or 98.5% of the applicable F.I.R.E. responded to this question. Size categories with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

TABLE 15W: Qualifying for Three Week's Vacation for Oklahoma F.I.R.E. Full-time Hourly Employees by Firm Size.* Question 15: "How long must an employee work to qualify for three week of paid vacation?"

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER THREE WEEKS of PAID VACATION | | | | |
| Small Firms | 128 | 17.0 | 446 | 9.0 |
| All Size Firms | 128 | 15.1 | 446 | 2.6 |
| 3 YEARS or LESS | | | | |
| Medium Size Firms | 4 | 5.7 | 136 | 4.4 |
| Large Firms | 4 | 16.7 | 1,872 | 20.7 |
| All Size Firms | 8 | 0.9 | 2,008 | 11.7 |
| 4 YEARS TO 7 YEARS & 11 MONTHS | | | | |
| Small Firms | 469 | 62.5 | 3,748 | 75.5 |
| Medium Size Firms | 52 | 74.3 | 2,570 | 82.8 |
| Large Firms | 14 | 58.3 | 5,113 | 56.6 |
| All Size Firms | 535 | 63.3 | 11,431 | 66.8 |
| 8 YEARS TO 11 YEARS 11 MONTHS | | | | |
| Small Firms | 128 | 17.0 | 539 | 10.9 |
| Medium Size Firms | 14 | 20.0 | 399 | 12.9 |
| Large Firms | 6 | 25.0 | 2,053 | 22.7 |
| All Size Firms | 148 | 17.5 | 2,991 | 17.5 |
| 12 or MORE YEARS | | | | |
| Small Firms | 26 | 3.5 | 231 | 4.7 |
| All Size Firms | 26 | 3.1 | 231 | 1.4 |
| Subtotal of Small Firms | 751 | 100.0 | 4,964 | 100.0 |
| Subtotal of Medium Size Firms | 70 | 100.0 | 3,105 | 100.0 |
| Subtotal of Large Firms | 24 | 100.0 | 9,038 | 100.0 |
| Grand Total | 845 | 100.0 | 17,107 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. 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. 48 F.I.R.E. firms, or 98.0% of the applicable F.I.R.E. responded to this question. Size categories with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

TABLE 15X: Qualifying for Three Week's Vacation for Oklahoma F.I.R.E. Part-time Hourly Employees by Firm Size.* Question 15: "How long must an employee work to qualify for three weeks of paid vacation?"

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER THREE WEEKS of PAID VACATION | | | | |
| Small Firms | 129 | 42.0 | 349 | 41.4 |
| Medium Size Firms | 13 | 54.2 | 95 | 53.1 |
| All Size Firms | 142 | 41.2 | 444 | 25.4 |
| 3 YEARS or LESS | | | | |
| Small Firms | 13 | 4.2 | 10 | 1.2 |
| All Size Firms | 13 | 3.8 | 10 | 0.6 |
| 4 YEARS TO 7 YEARS & 11 MONTHS | | | | |
| Small Firms | 64 | 20.8 | 192 | 22.7 |
| Medium Size Firms | 7 | 29.2 | 28 | 15.6 |
| Large Firms | 10 | 71.4 | 686 | 94.4 |
| All Size Firms | 81 | 23.5 | 906 | 51.8 |
| 8 YEARS TO 11 YEARS 11 MONTHS | | | | |
| Small Firms | 75 | 24.4 | 242 | 28.7 |
| Medium Size Firms | 4 | 16.7 | 56 | 31.3 |
| Large Firms | 4 | 28.6 | 41 | 5.6 |
| All Size Firms | 83 | 24.1 | 339 | 19.4 |
| 12 or MORE YEARS | | | | |
| Small Firms | 26 | 8.5 | 51 | 6.0 |
| All Size Firms | 26 | 7.5 | 51 | 2.9 |
| Subtotal of Small Firms | 307 | 100.0 | 844 | 100.0 |
| Subtotal of Medium Size Firms | 24 | 100.0 | 179 | 100.0 |
| Subtotal of Large Firms | 14 | 100.0 | 727 | 100.0 |
| Grand Total | 345 | 100.0 | 1,750 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. 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. 21 F.I.R.E. firms, or 100.0% of the applicable F.I.R.E. responded to this question. Size categories with no firms are omitted from this table.

**F.I.R.E
Salary**

TABLE 16V: Qualifying for Four Week's Vacation for Oklahoma F.I.R.E. Salary Employees by Firm Size.* Question 16: "How long must an employee work to qualify for four weeks of paid vacation?"

| 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 |
|---|------------------------------------|--|--|--|
| DO NOT OFFER FOUR WEEKS of PAID VACATION | | | | |
| Small Firms | 685 | 59.1 | 5,047 | 57.0 |
| Medium Size Firms | 34 | 48.6 | 1,194 | 55.0 |
| Large Firms | 9 | 17.3 | 3,764 | 41.6 |
| All Size Firms | 728 | 56.8 | 10,005 | 49.8 |
| 9 YEARS or LESS | | | | |
| Small Firms | 24 | 2.1 | 229 | 2.6 |
| Medium Size Firms | 6 | 8.6 | 32 | 1.5 |
| Large Firms | 3 | 5.8 | 1,138 | 12.6 |
| All Size Firms | 33 | 2.6 | 1,399 | 7.0 |
| 10 YEARS TO 15 YEARS & 11 MONTHS | | | | |
| Small Firms | 375 | 32.4 | 3,344 | 37.7 |
| Medium Size Firms | 19 | 27.1 | 732 | 33.7 |
| Large Firms | 13 | 25.0 | 4,117 | 45.5 |
| All Size Firms | 407 | 31.8 | 8,193 | 40.8 |
| 16 or MORE YEARS | | | | |
| Small Firms | 75 | 6.5 | 239 | 2.7 |
| Medium Size Firms | 11 | 15.7 | 214 | 9.9 |
| Large Firms | 3 | 5.8 | 198 | 2.2 |
| All Size Firms | 89 | 6.9 | 651 | 3.2 |
| Subtotal of Small Firms | 1,159 | 100.0 | 8,859 | 100.0 |
| Subtotal of Medium Size Firms | 70 | 100.0 | 2,172 | 100.0 |
| Subtotal of Large Firms | 52 | 100.0 | 9,046 | 100.0 |
| Grand Total | 1,281 | 100.0 | 20,077 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. 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. 58 F.I.R.E. firms, or 82.9% of the applicable F.I.R.E. responded to this question. Size categories with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

TABLE 16W: Qualifying for Four Week's Vacation for Oklahoma F.I.R.E. Full-time Hourly Employees by Firm Size.* Question 16: "How long must an employee work to qualify for four week of paid vacation?"

| 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 |
|---|------------------------------------|--|--|--|
| DO NOT OFFER FOUR WEEKS of PAID VACATION | | | | |
| Small Firms | 408 | 54.3 | 1,700 | 34.3 |
| Medium Size Firms | 40 | 57.1 | 1,660 | 53.5 |
| Large Firms | 9 | 18.4 | 3,113 | 36.9 |
| All Size Firms | 457 | 52.5 | 6,473 | 39.2 |
| 9 YEARS or LESS | | | | |
| Large Firms | 3 | 6.1 | 1,630 | 19.3 |
| All Size Firms | 3 | 0.3 | 1,630 | 9.9 |
| 10 YEARS TO 15 YEARS & 11 MONTHS | | | | |
| Small Firms | 268 | 35.7 | 2,461 | 49.6 |
| Medium Size Firms | 19 | 27.1 | 1,022 | 32.9 |
| Large Firms | 10 | 20.4 | 3,656 | 43.4 |
| All Size Firms | 297 | 34.1 | 7,139 | 43.3 |
| 16 or MORE YEARS | | | | |
| Small Firms | 75 | 10.0 | 802 | 16.2 |
| Medium Size Firms | 11 | 15.7 | 423 | 13.6 |
| Large Firms | 3 | 6.1 | 638 | 7.6 |
| All Size Firms | 89 | 10.2 | 1,863 | 11.3 |
| Subtotal of Small Firms | 751 | 100.0 | 4,963 | 100.0 |
| Subtotal of Medium Size Firms | 70 | 100.0 | 3,105 | 100.0 |
| Subtotal of Large Firms | 49 | 100.0 | 8,426 | 100.0 |
| Grand Total | 870 | 100.0 | 16,494 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. 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. 48 F.I.R.E. firms, or 98.0% of the applicable F.I.R.E. responded to this question. Size categories with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

TABLE 16X: Qualifying for Four Week's Vacation for Oklahoma F.I.R.E. Part-time Hourly Employees by Firm Size.* Question 16: "How long must an employee work to qualify for four weeks of paid vacation?"

| 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 |
|---|------------------------------------|--|--|--|
| DO NOT OFFER FOUR WEEKS of PAID VACATION | | | | |
| Small Firms | 330 | 81.5 | 821 | 81.9 |
| Medium Size Firms | 35 | 76.1 | 281 | 77.0 |
| Large Firms | 8 | 20.5 | 510 | 69.0 |
| All Size Firms | 373 | 76.1 | 1,612 | 76.5 |
| 9 YEARS or LESS | | | | |
| Small Firms | 13 | 3.2 | 10 | 1.0 |
| All Size Firms | 13 | 2.7 | 10 | 0.5 |
| 10 YEARS TO 15 YEARS & 11 MONTHS | | | | |
| Small Firms | 49 | 12.1 | 99 | 9.9 |
| Medium Size Firms | 4 | 8.7 | 56 | 15.3 |
| Large Firms | 4 | 10.3 | 202 | 27.3 |
| All Size Firms | 57 | 11.6 | 357 | 16.9 |
| 16 or MORE YEARS | | | | |
| Small Firms | 13 | 3.2 | 73 | 7.3 |
| Medium Size Firms | 7 | 15.2 | 28 | 7.7 |
| Large Firms | 3 | 7.7 | 15 | 2.0 |
| All Size Firms | 23 | 4.7 | 116 | 5.5 |
| Subtotal of Small Firms | 405 | 100.0 | 1,003 | 100.0 |
| Subtotal of Medium Size Firms | 46 | 100.0 | 365 | 100.0 |
| Subtotal of Large Firms | 39 | 100.0 | 739 | 100.0 |
| Grand Total | 490 | 100.0 | 2,107 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. 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. 24 F.I.R.E. firms, or 96.0% of the applicable F.I.R.E. responded to this question. Size categories with no firms are omitted from this table.

F.I.R.E.

TABLE 17H: Vacation Pay Option for Oklahoma F.I.R.E. Employees by Firm Size and Employee Category. Question17: "Do you offer a pay option in lieu of vacation?"

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 1,001 | 85.6 | 7,919 | 88.4 |
| | Salaried Medium Size Firms | 70 | 85.4 | 2,155 | 83.5 |
| | Salaried Large Firms | 24 | 88.9 | 8,079 | 87.7 |
| | Salaried All Size Firms | 1,095 | 85.6 | 18,153 | 87.5 |
| | Yes | | | | |
| | Salaried Small Firms | 169 | 14.4 | 1,037 | 11.6 |
| | Salaried Medium Size Firms | 12 | 14.6 | 426 | 16.5 |
| | Salaried Large Firms | 3 | 11.1 | 1,138 | 12.3 |
| | Salaried All Size Firms | 184 | 14.4 | 2,601 | 12.5 |
| | Subtotal of Salaried Small Firms | 1,170 | 100.0 | 8,956 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 82 | 100.0 | 2,581 | 100.0 |
| | Subtotal of Salaried Large Firms | 27 | 100.0 | 9,217 | 100.0 |
| Salaried Grand Total | 1,279 | 100.0 | 20,754 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 581 | 77.5 | 3,682 | 74.2 |
| | Full-time Hourly Medium Size Firms | 64 | 84.2 | 2,664 | 77.0 |
| | Full-time Hourly Large Firms | 21 | 87.5 | 7,404 | 82.0 |
| | Full-time Hourly All Size Firms | 666 | 78.4 | 13,750 | 78.8 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 169 | 22.5 | 1,281 | 25.8 |
| | Full-time Hourly Medium Size Firms | 12 | 15.8 | 797 | 23.0 |
| | Full-time Hourly Large Firms | 3 | 12.5 | 1,630 | 18.0 |
| | Full-time Hourly All Size Firms | 184 | 21.6 | 3,708 | 21.2 |
| | Subtotal of Full-time Hourly Small Firms | 750 | 100.0 | 4,963 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 76 | 100.0 | 3,461 | 100.0 |
| | Subtotal of Full-time Hourly Large Firms | 24 | 100.0 | 9,034 | 100.0 |
| Full-time Hourly Grand Total | 850 | 100.0 | 17,458 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 425 | 91.2 | 1,178 | 97.1 |
| | Part-time Hourly Medium Size Firms | 49 | 87.5 | 683 | 96.1 |
| | Part-time Hourly Large Firms | 18 | 100.0 | 755 | 100.0 |
| | Part-time Hourly All Size Firms | 492 | 91.1 | 2,616 | 97.6 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 41 | 8.8 | 35 | 2.9 |
| | Part-time Hourly Medium Size Firms | 7 | 12.5 | 28 | 3.9 |
| | Part-time Hourly All Size Firms | 48 | 8.9 | 21 | 0.3 |
| | Subtotal of Part-time Hourly Small Firms | 466 | 100.0 | 1,213 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 56 | 100.0 | 711 | 100.0 |
| | Subtotal of Part-time Hourly Large Firms | 18 | 100.0 | 755 | 100.0 |
| | Part-time Hourly Grand Total | 540 | 100.0 | 2,679 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. 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 to question thirteen. 72 F.I.R.E. firms, or 100.0% of the applicable F.I.R.E. firms responded to this question.

F.I.R.E.

TABLE 18h: Vacation Accumulation for Oklahoma F.I.R.E. Employees by Firm Size and Employee Category.* Question 18: "Do you allow vacation to accumulate or carry over into the following year?"

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 919 | 78.5 | 8,111 | 90.6 |
| | Salaried Medium Size Firms | 51 | 62.2 | 1,538 | 59.6 |
| | Salaried Large Firms | 10 | 38.5 | 4,124 | 44.7 |
| | Salaried All Size Firms | 980 | 76.7 | 13,773 | 66.4 |
| | Yes | | | | |
| | Salaried Small Firms | 251 | 21.5 | 845 | 9.4 |
| | Salaried Medium Size Firms | 31 | 37.8 | 1,043 | 40.4 |
| | Salaried Large Firms | 16 | 61.5 | 5,094 | 55.3 |
| | Salaried All Size Firms | 298 | 23.3 | 6,982 | 33.6 |
| | Subtotal of Salaried Small Firms | 1,170 | 100.0 | 8,956 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 82 | 100.0 | 2,581 | 100.0 |
| | Subtotal of Salaried Large Firms | 26 | 100.0 | 9,218 | 100.0 |
| Salaried Grand Total | 1,278 | 100.0 | 20,755 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 517 | 68.9 | 3,333 | 67.2 |
| | Full-time Hourly Medium Size Firms | 45 | 63.4 | 1,573 | 50.4 |
| | Full-time Hourly Large Firms | 10 | 43.5 | 3,402 | 37.6 |
| | Full-time Hourly All Size Firms | 572 | 67.8 | 8,308 | 48.5 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 233 | 31.1 | 1,630 | 32.8 |
| | Full-time Hourly Medium Size Firms | 26 | 36.6 | 1,551 | 49.6 |
| | Full-time Hourly Large Firms | 13 | 56.5 | 5,636 | 62.4 |
| | Full-time Hourly All Size Firms | 272 | 32.2 | 8,817 | 51.5 |
| | Subtotal of Full-time Hourly Small Firms | 750 | 100.0 | 4,963 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 71 | 100.0 | 3,124 | 100.0 |
| | Subtotal of Full-time Hourly Large Firms | 23 | 100.0 | 9,038 | 100.0 |
| Full-time Hourly Grand Total | 844 | 100.0 | 17,125 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 397 | 97.3 | 1,067 | 95.8 |
| | Part-time Hourly Medium Size Firms | 46 | 78.0 | 653 | 90.7 |
| | Part-time Hourly Large Firms | 9 | 52.9 | 533 | 70.7 |
| | Part-time Hourly All Size Firms | 452 | 93.4 | 2,253 | 87.1 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 11 | 2.7 | 47 | 4.2 |
| | Part-time Hourly Medium Size Firms | 13 | 22.0 | 67 | 9.3 |
| | Part-time Hourly Large Firms | 8 | 47.1 | 221 | 29.3 |
| | Part-time Hourly All Size Firms | 32 | 6.6 | 335 | 12.9 |
| | Subtotal of Part-time Hourly Small Firms | 408 | 100.0 | 1,114 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 59 | 100.0 | 720 | 100.0 |
| | Subtotal of Part-time Hourly Large Firms | 17 | 100.0 | 754 | 100.0 |
| Part-time Hourly Grand Total | 484 | 100.0 | 2,588 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. 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 responding "yes" to question thirteen. 72 F.I.R.E. firms, or 100.0% of the applicable F.I.R.E. firms responded to this question.

**F.I.R.E
Salary**

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

| 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 |
|-------------------------------|------------------------------------|--|--|--|
| 10 DAYS OR LESS | | | | |
| Small Firms | 128 | 50.8 | 429 | 50.8 |
| Medium Size Firms | 7 | 21.9 | 97 | 9.3 |
| Large Firms | 8 | 44.4 | 3,629 | 71.2 |
| All Size Firms | 143 | 47.4 | 4,155 | 59.5 |
| 11 TO 30 DAYS | | | | |
| Small Firms | 49 | 19.4 | 198 | 23.4 |
| Medium Size Firms | 19 | 59.4 | 590 | 56.6 |
| Large Firms | 4 | 22.2 | 1,233 | 24.2 |
| All Size Firms | 72 | 23.8 | 2,021 | 28.9 |
| 31 DAYS OR OVER | | | | |
| Large Firms | 4 | 22.2 | 209 | 4.1 |
| All Size Firms | 4 | 1.3 | 209 | 3.0 |
| NO MAXIMUM or LIMIT | | | | |
| Small Firms | 75 | 29.8 | 218 | 25.8 |
| Medium Size Firms | 6 | 18.8 | 356 | 34.1 |
| Large Firms | 2 | 11.1 | 22 | 0.4 |
| All Size Firms | 83 | 27.5 | 596 | 8.5 |
| Subtotal of Small Firms | 252 | 100.0 | 845 | 100.0 |
| Subtotal of Medium Size Firms | 32 | 100.0 | 1,043 | 100.0 |
| Subtotal of Large Firms | 18 | 100.0 | 5,098 | 100.0 |
| Grand Total | 302 | 100.0 | 6,986 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. F.I.R.E. firms that are included in this table met the following criteria: they had one or more salaried employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid vacation by responding yes on question 13 and they specified that they allowed vacation to accumulate by answering yes to question 18. 21 F.I.R.E. firms, or 100.0% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

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

| 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 |
|-------------------------------|------------------------------------|--|--|--|
| 10 DAYS OR LESS | | | | |
| Small Firms | 121 | 51.7 | 880 | 54.0 |
| Medium Size Firms | 7 | 26.9 | 324 | 20.9 |
| Large Firms | 2 | 14.3 | 525 | 11.6 |
| All Size Firms | 130 | 47.4 | 1,729 | 22.4 |
| 11 TO 30 DAYS | | | | |
| Small Firms | 38 | 16.2 | 52 | 3.2 |
| Medium Size Firms | 13 | 50.0 | 910 | 58.7 |
| Large Firms | 6 | 42.9 | 3,108 | 68.5 |
| All Size Firms | 57 | 20.8 | 4,070 | 52.7 |
| 31 DAYS OR OVER | | | | |
| Large Firms | 4 | 28.6 | 880 | 19.4 |
| All Size Firms | 4 | 1.5 | 880 | 11.4 |
| NO MAXIMUM or LIMIT | | | | |
| Small Firms | 75 | 32.1 | 698 | 42.8 |
| Medium Size Firms | 6 | 23.1 | 317 | 20.4 |
| Large Firms | 2 | 14.3 | 1,123 | 24.7 |
| All Size Firms | 83 | 30.3 | 2,138 | 27.7 |
| Subtotal of Small Firms | 234 | 100.0 | 1,630 | 100.0 |
| Subtotal of Medium Size Firms | 26 | 100.0 | 1,551 | 100.0 |
| Subtotal of Large Firms | 14 | 100.0 | 4,540 | 100.0 |
| Grand Total | 274 | 100.0 | 7,721 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. F.I.R.E. firms that are included in this table met the following criteria: they had one or more full-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid vacation by responding yes on question 13 and they specified that they allowed vacation to accumulate by answering yes to question 18. 18 F.I.R.E. firms, or 100.0% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

TABLE 19X: Maximum Vacation Accumulation for Oklahoma F.I.R.E. 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?"

| 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 |
|---------------------|------------------------------------|--|--|--|
| 10 DAYS OR LESS | | | | |
| All Size Firms | 19 | 57.6 | 79 | 23.6 |
| 11 TO 30 DAYS | | | | |
| All Size Firms | 3 | 9.1 | 176 | 52.5 |
| 31 DAYS OR OVER | | | | |
| All Size Firms | 3 | 9.1 | 15 | 4.5 |
| NO MAXIMUM or LIMIT | | | | |
| All Size Firms | 8 | 24.2 | 65 | 19.4 |
| Grand Total | 33 | 100.0 | 335 | 100.0 |

Note: F.I.R.E. firms that are included in this table met the following criteria: they had one or more part-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid vacation by responding yes to question 13 and they specified that they allowed vacation to accumulate by answering yes on question 18. 5 F.I.R.E. firms, or 100.0% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Salary

TABLE 20V: Maximum Sick Leave for Oklahoma F.I.R.E. Salary Employees by Firm Size.* Question 20: "What is the maximum number of paid sick leave days offered to any employee in each category a year?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size | |
|-------------------------------|------------------------------------|--|--|--|------|
| NONE | Small Firms | 291 | 25.1 | 2,000 | 22.7 |
| | All Size Firms | 291 | 23.0 | 2,000 | 9.7 |
| 5 DAYS or LESS | Small Firms | 238 | 20.6 | 2,293 | 26.1 |
| | Medium Size Firms | 17 | 22.1 | 450 | 17.6 |
| | Large Firms | 3 | 10.7 | 666 | 7.2 |
| | All Size Firms | 258 | 20.4 | 3,409 | 16.6 |
| 6 to 9 DAYS | Small Firms | 330 | 28.5 | 1,985 | 22.6 |
| | Medium Size Firms | 38 | 49.4 | 1,132 | 44.4 |
| | Large Firms | 14 | 50.0 | 4,695 | 50.9 |
| | All Size Firms | 382 | 30.2 | 7,812 | 38.0 |
| 10 to 14 DAYS | Small Firms | 235 | 20.3 | 1,954 | 22.2 |
| | Medium Size Firms | 12 | 15.6 | 735 | 28.8 |
| | Large Firms | 1 | 3.6 | 95 | 1.0 |
| | All Size Firms | 248 | 19.6 | 2,784 | 13.5 |
| 15 or MORE DAYS | Small Firms | 64 | 5.5 | 564 | 6.4 |
| | Medium Size Firms | 10 | 13.0 | 233 | 9.1 |
| | Large Firms | 10 | 35.7 | 3,762 | 40.8 |
| | All Size Firms | 84 | 6.7 | 4,559 | 22.2 |
| Subtotal of Small Firms | 1,158 | 100.0 | 8,796 | 100.0 | |
| Subtotal of Medium Size Firms | 77 | 100.0 | 2,550 | 100.0 | |
| Subtotal of Large Firms | 28 | 100.0 | 9,218 | 100.0 | |
| Grand Total | 1,263 | 100.0 | 20,564 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four. 71 F.I.R.E. firms, or 94.7% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms were omitted from this table.

F.I.R.E
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size | |
|-------------------------------|------------------------------------|--|--|--|------|
| NONE | Small Firms | 194 | 26.8 | 813 | 16.8 |
| | Large Firms | 3 | 12.0 | 638 | 7.1 |
| | All Size Firms | 197 | 24.0 | 1,451 | 8.5 |
| | | | | | |
| 5 DAYS or LESS | Small Firms | 24 | 3.3 | 239 | 4.9 |
| | Medium Size Firms | 17 | 23.9 | 1,200 | 38.6 |
| | Large Firms | 3 | 12.0 | 1,499 | 16.6 |
| | All Size Firms | 44 | 5.4 | 2,938 | 17.3 |
| 6 to 9 DAYS | Small Firms | 302 | 41.7 | 3,061 | 63.3 |
| | Medium Size Firms | 38 | 53.5 | 1,087 | 35.0 |
| | Large Firms | 14 | 56.0 | 5,180 | 57.3 |
| | All Size Firms | 354 | 43.2 | 9,328 | 54.9 |
| 10 to 14 DAYS | Small Firms | 204 | 28.2 | 722 | 14.9 |
| | Medium Size Firms | 10 | 14.1 | 617 | 19.9 |
| | Large Firms | 4 | 16.0 | 1,478 | 16.4 |
| | All Size Firms | 218 | 26.6 | 2,817 | 16.6 |
| 15 or MORE DAYS | Medium Size Firms | 6 | 8.5 | 201 | 6.5 |
| | Large Firms | 1 | 4.0 | 242 | 2.7 |
| | All Size Firms | 7 | 0.9 | 443 | 2.6 |
| Subtotal of Small Firms | 724 | 100.0 | 4,835 | 100.0 | |
| Subtotal of Medium Size Firms | 71 | 100.0 | 3,105 | 100.0 | |
| Subtotal of Large Firms | 25 | 100.0 | 9,037 | 100.0 | |
| Grand Total | 820 | 100.0 | 16,977 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. 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. 52 F.I.R.E. firms, or 92.9% of the applicable F.I.R.E. firms responded to this question Firm sizes with no firms were omitted from this table.

F.I.R.E
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 187 | 50.8 | 624 | 61.1 |
| Medium Size Firms | 16 | 51.6 | 103 | 35.3 |
| Large Firms | 3 | 20.0 | 15 | 2.6 |
| All Size Firms | 206 | 49.8 | 742 | 39.2 |
| 5 DAYS or LESS | | | | |
| Small Firms | 52 | 14.1 | 178 | 17.4 |
| Medium Size Firms | 5 | 16.1 | 104 | 35.6 |
| Large Firms | 4 | 26.7 | 190 | 32.9 |
| All Size Firms | 61 | 14.7 | 472 | 24.9 |
| 6 to 9 DAYS | | | | |
| Small Firms | 67 | 18.2 | 121 | 11.8 |
| Medium Size Firms | 10 | 32.3 | 85 | 29.1 |
| Large Firms | 8 | 53.3 | 373 | 64.5 |
| All Size Firms | 85 | 20.5 | 579 | 30.6 |
| 10 to 14 DAYS | | | | |
| Small Firms | 62 | 16.8 | 99 | 9.7 |
| All Size Firms | 62 | 15.0 | 99 | 5.2 |
| Subtotal of Small Firms | 368 | 100.0 | 1,022 | 100.0 |
| Subtotal of Medium Size Firms | 31 | 100.0 | 292 | 100.0 |
| Subtotal of Large Firms | 15 | 100.0 | 578 | 100.0 |
| Grand Total | 414 | 100.0 | 1,892 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. 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. 30 F.I.R.E. firms, or 60.0% of the applicable F.I.R.E. firms responded to this question Firm sizes with no firms were omitted from this table.

F.I.R.E.

TABLE 21h: Sick Leave Accumulation for Oklahoma F.I.R.E. 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 |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 601 | 62.2 | 5,217 | 64.5 |
| | Salaried Medium Size Firms | 29 | 35.4 | 368 | 14.3 |
| | Salaried Large Firms | 6 | 23.1 | 539 | 5.9 |
| | Salaried All Size Firms | 636 | 59.2 | 6,124 | 31.0 |
| | Yes | | | | |
| | Salaried Small Firms | 365 | 37.8 | 2,877 | 35.5 |
| | Salaried Medium Size Firms | 53 | 64.6 | 2,213 | 85.7 |
| | Salaried Large Firms | 20 | 76.9 | 8,572 | 94.1 |
| | Salaried All Size Firms | 438 | 40.8 | 13,662 | 69.0 |
| | Subtotal of Salaried Small Firms | 966 | 100.0 | 8,094 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 82 | 100.0 | 2,581 | 100.0 |
| | Subtotal of Salaried Large Firms | 26 | 100.0 | 9,111 | 100.0 |
| Salaried Grand Total | 1,074 | 100.0 | 19,786 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 344 | 57.0 | 2,073 | 49.0 |
| | Full-time Hourly Medium Size Firms | 19 | 27.1 | 894 | 28.6 |
| | Full-time Hourly Large Firms | 3 | 13.6 | 817 | 9.3 |
| | Full-time Hourly All Size Firms | 366 | 52.7 | 3,784 | 23.4 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 259 | 43.0 | 2,156 | 51.0 |
| | Full-time Hourly Medium Size Firms | 51 | 72.9 | 2,230 | 71.4 |
| | Full-time Hourly Large Firms | 19 | 86.4 | 7,982 | 90.7 |
| | Full-time Hourly All Size Firms | 329 | 47.3 | 12,368 | 76.6 |
| | Subtotal of Full-time Hourly Small Firms | 603 | 100.0 | 4,229 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 70 | 100.0 | 3,124 | 100.0 |
| | Subtotal of Full-time Hourly Large Firms | 22 | 100.0 | 8,799 | 100.0 |
| Full-time Hourly Grand Total | 695 | 100.0 | 16,152 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 250 | 79.6 | 661 | 81.8 |
| | Part-time Hourly Medium Size Firms | 27 | 64.3 | 381 | 67.0 |
| | Part-time Hourly Large Firms | 3 | 25.0 | 27 | 4.8 |
| | Part-time Hourly All Size Firms | 280 | 76.1 | 1,069 | 55.1 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 64 | 20.4 | 147 | 18.2 |
| | Part-time Hourly Medium Size Firms | 15 | 35.7 | 188 | 33.0 |
| | Part-time Hourly Large Firms | 9 | 75.0 | 536 | 95.2 |
| | Part-time Hourly All Size Firms | 88 | 23.9 | 871 | 44.9 |
| | Subtotal of Part-time Hourly Small Firms | 314 | 100.0 | 808 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 42 | 100.0 | 569 | 100.0 |
| | Subtotal of Part-time Hourly Large Firms | 12 | 100.0 | 563 | 100.0 |
| Part-time Hourly Grand Total | 368 | 100.0 | 1,940 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more employees and specified that they do not combined leave time by answering no to question four and indicated that they offer paid sick leave by response on question 20. 64 F.I.R.E. firms, or 98.5% of the applicable F.I.R.E. firms responded to this question.

F.I.R.E
Salary

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

| 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 |
|-------------------------------|------------------------------------|--|--|--|
| 5 DAYS or LESS | Large Firms | 3 | 666 | 7.8 |
| | All Size Firms | 3 | 666 | 4.9 |
| 6 to 14 DAYS | Small Firms | 91 | 370 | 12.9 |
| | Medium Size Firms | 5 | 329 | 14.9 |
| | All Size Firms | 96 | 699 | 5.1 |
| 15 to 29 DAYS | Small Firms | 26 | 154 | 5.4 |
| | Medium Size Firms | 11 | 303 | 13.7 |
| | All Size Firms | 37 | 457 | 3.3 |
| 30 or MORE DAYS | Small Firms | 182 | 1,703 | 59.2 |
| | Medium Size Firms | 31 | 1,485 | 67.1 |
| | Large Firms | 16 | 7,884 | 92.0 |
| | All Size Firms | 229 | 11,072 | 81.0 |
| NO MAXIMUM or LIMIT | Small Firms | 66 | 650 | 22.6 |
| | Medium Size Firms | 7 | 97 | 4.4 |
| | Large Firms | 2 | 22 | 0.3 |
| | All Size Firms | 75 | 769 | 5.6 |
| Subtotal of Small Firms | 365 | 100.0 | 2,877 | 100.0 |
| Subtotal of Medium Size Firms | 54 | 100.0 | 2,214 | 100.0 |
| Subtotal of Large Firms | 21 | 100.0 | 8,572 | 100.0 |
| Grand Total | 440 | 100.0 | 13,663 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. F.I.R.E. firms that are included in this table met the following criteria: they had one or more salary employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 31 F.I.R.E. firms, or 100.0% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

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

| 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 | |
|-------------------------------|------------------------------------|--|--|--|------|
| 5 DAYS or LESS | Large Firms | 3 | 8.8 | 1,499 | 18.8 |
| | All Size Firms | 3 | 0.9 | 1,499 | 12.1 |
| 6 to 14 DAYS | Small Firms | 63 | 24.3 | 743 | 34.5 |
| | Medium Size Firms | 5 | 9.6 | 473 | 21.2 |
| | All Size Firms | 68 | 19.7 | 1,216 | 9.8 |
| 15 to 29 DAYS | Small Firms | 26 | 10.0 | 180 | 8.3 |
| | Medium Size Firms | 11 | 21.2 | 300 | 13.5 |
| | All Size Firms | 37 | 10.7 | 480 | 3.9 |
| 30 or MORE DAYS | Small Firms | 144 | 55.6 | 874 | 40.5 |
| | Medium Size Firms | 25 | 48.1 | 832 | 37.3 |
| | Large Firms | 12 | 35.3 | 4,722 | 59.2 |
| | All Size Firms | 181 | 52.5 | 6,428 | 52.0 |
| NO MAXIMUM or LIMIT | Small Firms | 26 | 10.0 | 359 | 16.7 |
| | Medium Size Firms | 11 | 21.2 | 624 | 28.0 |
| | Large Firms | 19 | 55.9 | 1,761 | 22.1 |
| | All Size Firms | 56 | 16.2 | 2,744 | 22.2 |
| Subtotal of Small Firms | 259 | 100.0 | 2,156 | 100.0 | |
| Subtotal of Medium Size Firms | 52 | 100.0 | 2,229 | 100.0 | |
| Subtotal of Large Firms | 34 | 100.0 | 7,982 | 100.0 | |
| Grand Total | 345 | 100.0 | 12,367 | 100.0 | |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. F.I.R.E. firms that are included in this table met the following criteria: they had one or more full-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 28 F.I.R.E. firms, or 100.0% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

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

| 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 | |
|-------------------------------|------------------------------------|--|--|--|------|
| 5 DAYS or LESS | Large Firms | 3 | 30.0 | 167 | 31.2 |
| | All Size Firms | 3 | 3.5 | 167 | 21.8 |
| 6 to 14 DAYS | Small Firms | 28 | 43.1 | 49 | 33.3 |
| | All Size Firms | 28 | 32.6 | 49 | 6.4 |
| 30 or MORE DAYS | Small Firms | 37 | 56.9 | 98 | 66.7 |
| | Medium Size Firms | 4 | 36.4 | 56 | 66.7 |
| | Large Firms | 5 | 50.0 | 343 | 64.0 |
| | All Size Firms | 46 | 53.5 | 497 | 64.8 |
| NO MAXIMUM or LIMIT | Medium Size Firms | 7 | 63.6 | 28 | 33.3 |
| | Large Firms | 2 | 20.0 | 26 | 4.9 |
| | All Size Firms | 9 | 10.5 | 54 | 7.0 |
| Subtotal of Small Firms | 65 | 100.0 | 147 | 100.0 | |
| Subtotal of Medium Size Firms | 11 | 100.0 | 84 | 100.0 | |
| Subtotal of Large Firms | 10 | 100.0 | 536 | 100.0 | |
| Grand Total | 86 | 100.0 | 767 | 100.0 | |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. F.I.R.E. firms that are included in this table met the following criteria: they had one or more part-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 9 F.I.R.E. firms, or 100.0% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

**F.I.R.E
Salary**

**TABLE 23V: Bereavement Leave for Oklahoma F.I.R.E Salary Employees by Firm Size.
Question 23: "Do you offer paid bereavement leave?"**

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 422 | 32.4 | 2,145 | 20.4 |
| Medium Size Firms | 12 | 12.9 | 216 | 6.6 |
| Large Firms | 13 | 41.9 | 4,080 | 43.1 |
| All Size Firms | 447 | 31.3 | 6,441 | 27.7 |
| YES, 1 to 3 DAYS | | | | |
| Small Firms | 856 | 65.6 | 8,140 | 77.6 |
| Medium Size Firms | 70 | 75.3 | 2,546 | 77.3 |
| Large Firms | 12 | 38.7 | 1,803 | 19.1 |
| All Size Firms | 938 | 65.7 | 12,489 | 53.7 |
| YES, 4 to 7 DAYS | | | | |
| Small Firms | 26 | 2.0 | 209 | 2.0 |
| Medium Size Firms | 11 | 11.8 | 533 | 16.2 |
| Large Firms | 6 | 19.4 | 3,552 | 37.5 |
| All Size Firms | 43 | 3.0 | 4,294 | 18.5 |
| Subtotal of Small Firms | 1,304 | 100.0 | 10,494 | 100.0 |
| Subtotal of Medium Size Firms | 93 | 100.0 | 3,295 | 100.0 |
| Subtotal of Large Firms | 31 | 100.0 | 9,462 | 100.0 |
| Grand Total | 1,428 | 100.0 | 23,251 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. F.I.R.E. 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. 83 F.I.R.E. firms, or 93.3% of the applicable F.I.R.E. firms responded to this question. Response categories with no response are omitted from this table.

F.I.R.E
Full-time Hourly

TABLE 23W: Bereavement Leave for Oklahoma F.I.R.E. Full-time Hourly Employees by Firm Size.* Question 23: "Do you offer paid bereavement leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 313 | 36.7 | 1,388 | 27.2 |
| Medium Size Firms | 12 | 11.8 | 558 | 9.2 |
| Large Firms | 13 | 46.4 | 4,871 | 43.4 |
| All Size Firms | 338 | 34.4 | 6,817 | 30.5 |
| YES, 1 to 3 DAYS | | | | |
| Small Firms | 513 | 60.2 | 3,440 | 67.3 |
| Medium Size Firms | 82 | 80.4 | 4,807 | 79.6 |
| Large Firms | 12 | 42.9 | 4,992 | 44.5 |
| All Size Firms | 607 | 61.8 | 13,239 | 59.2 |
| YES, 4 to 7 DAYS | | | | |
| Small Firms | 26 | 3.1 | 283 | 5.5 |
| Medium Size Firms | 8 | 7.8 | 676 | 11.2 |
| Large Firms | 3 | 10.7 | 1,323 | 11.8 |
| All Size Firms | 37 | 3.8 | 2,282 | 10.2 |
| Subtotal of Small Firms | 852 | 100.0 | 5,111 | 100.0 |
| Subtotal of Medium Size Firms | 102 | 100.0 | 6,041 | 100.0 |
| Subtotal of Large Firms | 28 | 100.0 | 11,213 | 100.0 |
| Grand Total | 982 | 100.0 | 22,365 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. F.I.R.E. 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. 66 F.I.R.E. firms, or 94.3% of the applicable F.I.R.E. firms responded to this question. Response categories with no response are omitted from this table.

F.I.R.E
Part-time Hourly

TABLE 23X: Bereavement Leave for Oklahoma F.I.R.E. Part-time Hourly Employees by Firm Size.* Question 23: "Do you offer paid bereavement leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 373 | 41.7 | 934 | 35.3 |
| Medium Size Firms | 48 | 51.6 | 758 | 73.7 |
| Large Firms | 23 | 76.7 | 1,102 | 93.1 |
| All Size Firms | 444 | 43.7 | 2,794 | 57.5 |
| YES, 1 to 3 DAYS | | | | |
| Small Firms | 469 | 52.5 | 1,324 | 50.1 |
| Medium Size Firms | 45 | 48.4 | 270 | 26.3 |
| Large Firms | 7 | 23.3 | 55 | 4.6 |
| All Size Firms | 521 | 51.2 | 1,649 | 34.0 |
| YES, 4 to 7 DAYS | | | | |
| Small Firms | 52 | 5.8 | 387 | 14.6 |
| All Size Firms | 52 | 5.1 | 387 | 8.0 |
| Subtotal of Small Firms | 894 | 100.0 | 2,645 | 100.0 |
| Subtotal of Medium Size Firms | 93 | 100.0 | 1,028 | 100.0 |
| Subtotal of Large Firms | 30 | 100.0 | 1,184 | 100.0 |
| Grand Total | 1,017 | 100.0 | 4,857 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. F.I.R.E. 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. 72 F.I.R.E. firms, or 72.0% of the applicable F.I.R.E. firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

**F.I.R.E
Salary**

TABLE 24V: Short Term Disability Leave for Oklahoma F.I.R.E. Salary Employees by Firm Size.* Question 24: "Do you offer short term paid disability leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 1,050 | 82.2 | 9,066 | 87.4 |
| Medium Size Firms | 72 | 77.4 | 2,690 | 81.6 |
| Large Firms | 11 | 35.5 | 1,512 | 16.0 |
| All Size Firms | 1,133 | 80.9 | 13,268 | 57.4 |
| YES, 6 WEEKS or LESS | | | | |
| Small Firms | 121 | 9.5 | 995 | 9.6 |
| Medium Size Firms | 6 | 6.5 | 32 | 1.0 |
| All Size Firms | 127 | 9.1 | 1,027 | 4.4 |
| YES, 7 to 13 WEEKS | | | | |
| Small Firms | 95 | 7.4 | 251 | 2.4 |
| Medium Size Firms | 10 | 10.8 | 456 | 13.8 |
| Large Firms | 10 | 32.3 | 3,908 | 41.4 |
| All Size Firms | 115 | 8.2 | 4,615 | 20.0 |
| YES, 14 to 26 WEEKS | | | | |
| Small Firms | 11 | 0.9 | 59 | 0.6 |
| Medium Size Firms | 5 | 5.4 | 117 | 3.6 |
| Large Firms | 10 | 32.3 | 4,015 | 42.6 |
| All Size Firms | 26 | 1.9 | 4,191 | 18.1 |
| Subtotal of Small Firms | 1,277 | 100.0 | 10,371 | 100.0 |
| Subtotal of Medium Size Firms | 93 | 100.0 | 3,295 | 100.0 |
| Subtotal of Large Firms | 31 | 100.0 | 9,435 | 100.0 |
| Grand Total | 1,401 | 100.0 | 23,101 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. F.I.R.E. 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. 82 F.I.R.E. firms, or 92.1% of the applicable F.I.R.E. firms responded to this question. Response categories with no response are omitted from this table.

F.I.R.E
Full-time Hourly

TABLE 24W: Short Term Disability Leave for Oklahoma F.I.R.E. Full-time Hourly Employees by Firm Size.* Question 24: "Do you offer short term paid disability leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 615 | 78.3 | 3,722 | 79.3 |
| Medium Size Firms | 67 | 65.0 | 3,415 | 56.5 |
| Large Firms | 13 | 48.1 | 6,451 | 57.7 |
| All Size Firms | 695 | 76.0 | 13,588 | 62.0 |
| YES, 6 WEEKS or LESS | | | | |
| Small Firms | 76 | 9.7 | 460 | 9.8 |
| Medium Size Firms | 10 | 9.7 | 646 | 10.7 |
| Large Firms | | 0.0 | | 0.0 |
| All Size Firms | 86 | 9.4 | 1,106 | 5.0 |
| YES, 7 to 13 WEEKS | | | | |
| Small Firms | 83 | 10.6 | 422 | 9.0 |
| Medium Size Firms | 14 | 13.6 | 828 | 13.7 |
| Large Firms | 10 | 37.0 | 3,803 | 34.0 |
| All Size Firms | 107 | 11.7 | 5,053 | 23.1 |
| YES, 14 to 26 WEEKS | | | | |
| Small Firms | 11 | 1.4 | 88 | 1.9 |
| Medium Size Firms | 5 | 4.9 | 99 | 1.6 |
| Large Firms | 4 | 14.8 | 930 | 8.3 |
| All Size Firms | 20 | 2.2 | 1,117 | 5.1 |
| MORE than 26 WEEKS | | | | |
| Medium Size Firms | 7 | 6.8 | 1,052 | 17.4 |
| All Size Firms | 7 | 0.8 | 1,052 | 4.8 |
| Subtotal of Small Firms | 785 | 100.0 | 4,692 | 100.0 |
| Subtotal of Medium Size Firms | 103 | 100.0 | 6,040 | 100.0 |
| Subtotal of Large Firms | 27 | 100.0 | 11,184 | 100.0 |
| Grand Total | 915 | 100.0 | 21,916 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. F.I.R.E. 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. 64 F.I.R.E. firms, or 91.4% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

TABLE 24X: Short Term Disability Leave for Oklahoma F.I.R.E. Part-time Hourly Employees by Firm Size.* Question 24: "Do you offer short term paid disability leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 709 | 91.0 | 1,992 | 92.7 |
| Medium Size Firms | 102 | 92.7 | 1,071 | 98.2 |
| Large Firms | 7 | 31.8 | 60 | 5.6 |
| All Size Firms | 818 | 89.8 | 3,123 | 72.3 |
| YES, 6 WEEKS or LESS | | | | |
| Small Firms | 70 | 9.0 | 157 | 7.3 |
| Medium Size Firms | 8 | 7.3 | 20 | 1.8 |
| Large Firms | | 0.0 | | 0.0 |
| All Size Firms | 78 | 8.6 | 177 | 4.1 |
| YES, 7 to 13 WEEKS | | | | |
| Large Firms | 15 | 68.2 | 1,019 | 94.4 |
| All Size Firms | 15 | 1.6 | 1,019 | 23.6 |
| Subtotal of Small Firms | 779 | 100.0 | 2,149 | 100.0 |
| Subtotal of Medium Size Firms | 110 | 100.0 | 1,091 | 100.0 |
| Subtotal of Large Firms | 22 | 100.0 | 1,079 | 100.0 |
| Grand Total | 911 | 100.0 | 4,319 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. F.I.R.E. 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. 68 F.I.R.E. firms, or 68.0% of the applicable F.I.R.E. firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

F.I.R.E

Salary

TABLE 25V: Other Paid Leave for Oklahoma F.I.R.E. Salary Employees by Firm Size.* Question 25: Please check boxes indicating any other paid leave you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|----------------------------------|------------------------------------|--|--|--|
| MILITARY | | | | |
| Small Firms | 292 | 33.0 | 2,768 | 38.8 |
| Medium Size Firms | 39 | 44.8 | 2,039 | 62.5 |
| Large Firms | 20 | 80.0 | 8,193 | 96.8 |
| All Size Firms | 351 | 35.2 | 13,000 | 68.9 |
| JURY DUTY | | | | |
| Small Firms | 817 | 92.4 | 6,739 | 94.5 |
| Medium Size Firms | 82 | 94.3 | 3,156 | 96.7 |
| Large Firms | 31 | 124.0 | 5,464 | 64.6 |
| All Size Firms | 930 | 93.4 | 15,359 | 81.4 |
| FAMILY MEDICAL | | | | |
| Small Firms | 245 | 27.7 | 2,792 | 39.2 |
| Medium Size Firms | 28 | 32.2 | 1,071 | 32.8 |
| Large Firms | 17 | 68.0 | 6,885 | 81.3 |
| All Size Firms | 290 | 29.1 | 10,748 | 57.0 |
| MATERNITY LEAVE | | | | |
| Small Firms | 201 | 22.7 | 2,529 | 35.5 |
| Medium Size Firms | 23 | 26.4 | 963 | 29.5 |
| Large Firms | 11 | 44.0 | 3,332 | 39.4 |
| All Size Firms | 235 | 23.6 | 6,824 | 36.2 |
| PATERNITY LEAVE | | | | |
| Small Firms | 86 | 9.7 | 972 | 13.6 |
| Medium Size Firms | 15 | 17.2 | 697 | 21.4 |
| Large Firms | 10 | 40.0 | 3,237 | 38.2 |
| All Size Firms | 111 | 11.1 | 4,906 | 26.0 |
| DOCTOR/DENTAL APPOINTMENT | | | | |
| Small Firms | 554 | 62.7 | 5,044 | 70.7 |
| Medium Size Firms | 33 | 37.9 | 1,464 | 44.9 |
| Large Firms | 8 | 32.0 | 3,259 | 38.5 |
| All Size Firms | 595 | 59.7 | 9,767 | 51.8 |
| OTHER (please name) | | | | |
| Small Firms | 36 | 4.1 | 660 | 9.3 |
| Medium Size Firms | 5 | 5.7 | 117 | 3.6 |
| Large Firms | 4 | 16.0 | 1,403 | 16.6 |
| All Size Firms | 45 | 4.5 | 2,180 | 11.6 |
| Subtotal of Small Firms | 884 | 100.0 | 7,130 | 100.0 |
| Subtotal of Medium Size Firms | 87 | 100.0 | 3,264 | 100.0 |
| Subtotal of Large Firms | 25 | 100.0 | 8,464 | 100.0 |
| Grand Total | 996 | 100.0 | 18,858 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. F.I.R.E. 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. 67 F.I.R.E. firms, or 75.3% of the applicable F.I.R.E. 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.

F.I.R.E
Full-time Hourly

TABLE 25W: Other Paid Leave for Oklahoma F.I.R.E. Full-time Hourly Employees by Firm Size.* Question 25: Please check boxes indicating any other paid leave you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|----------------------------------|------------------------------------|--|--|--|
| MILITARY | | | | |
| Small Firms | 133 | 29.0 | 1,127 | 36.9 |
| Medium Size Firms | 43 | 47.3 | 3,075 | 58.8 |
| Large Firms | 16 | 76.2 | 6,600 | 74.9 |
| All Size Firms | 192 | 33.6 | 10,802 | 63.2 |
| JURY DUTY | | | | |
| Small Firms | 404 | 88.0 | 2,930 | 96.0 |
| Medium Size Firms | 86 | 94.5 | 5,116 | 97.8 |
| Large Firms | 21 | 100.0 | 8,809 | 100.0 |
| All Size Firms | 511 | 89.5 | 16,855 | 98.6 |
| FAMILY MEDICAL | | | | |
| Small Firms | 79 | 17.2 | 483 | 15.8 |
| Medium Size Firms | 32 | 35.2 | 1,459 | 27.9 |
| Large Firms | 11 | 52.4 | 3,510 | 39.8 |
| All Size Firms | 122 | 21.4 | 5,452 | 31.9 |
| MATERNITY LEAVE | | | | |
| Small Firms | 89 | 19.4 | 620 | 20.3 |
| Medium Size Firms | 23 | 25.3 | 1,237 | 23.6 |
| Large Firms | 11 | 52.4 | 3,510 | 39.8 |
| All Size Firms | 123 | 21.5 | 5,367 | 31.4 |
| PATERNITY LEAVE | | | | |
| Medium Size Firms | 19 | 20.9 | 1,120 | 21.4 |
| Large Firms | 10 | 47.6 | 3,355 | 38.1 |
| All Size Firms | 29 | 5.1 | 4,475 | 26.2 |
| DOCTOR/DENTAL APPOINTMENT | | | | |
| Small Firms | 227 | 49.5 | 1,071 | 35.1 |
| Medium Size Firms | 26 | 28.6 | 929 | 17.8 |
| Large Firms | 8 | 38.1 | 2,052 | 23.3 |
| All Size Firms | 261 | 45.7 | 4,052 | 23.7 |
| OTHER (please name) | | | | |
| Medium Size Firms | 5 | 5.5 | 99 | 1.9 |
| Large Firms | 4 | 19.0 | 1,922 | 21.8 |
| All Size Firms | 9 | 1.6 | 2,021 | 11.8 |
| Subtotal of Small Firms | 459 | 100.0 | 3,052 | 100.0 |
| Subtotal of Medium Size Firms | 91 | 100.0 | 5,233 | 100.0 |
| Subtotal of Large Firms | 21 | 100.0 | 8,809 | 100.0 |
| Grand Total | 571 | 100.0 | 17,094 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. F.I.R.E. 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. 49 F.I.R.E. firms, or 70.0% of the applicable F.I.R.E. 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. Firm sizes with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

TABLE 25X: Other Paid Leave for Oklahoma F.I.R.E. Part-time Hourly Employees by Firm Size.* Question 25: Please check boxes indicating any other paid leave you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|----------------------------------|------------------------------------|--|--|--|
| MILITARY | | | | |
| Small Firms | 237 | 38.9 | 787 | 50.9 |
| Medium Size Firms | 18 | 27.7 | 61 | 12.6 |
| Large Firms | 17 | 85.0 | 741 | 93.4 |
| All Size Firms | 272 | 39.2 | 1,589 | 56.2 |
| JURY DUTY | | | | |
| Small Firms | 527 | 86.5 | 1,476 | 95.5 |
| Medium Size Firms | 65 | 100.0 | 486 | 100.0 |
| Large Firms | 20 | 100.0 | 793 | 100.0 |
| All Size Firms | 612 | 88.2 | 2,755 | 97.5 |
| FAMILY MEDICAL | | | | |
| Small Firms | 134 | 22.0 | 478 | 30.9 |
| Medium Size Firms | 18 | 27.7 | 61 | 12.6 |
| Large Firms | 10 | 50.0 | 686 | 86.5 |
| All Size Firms | 162 | 23.3 | 1,225 | 43.4 |
| MATERNITY LEAVE | | | | |
| Small Firms | 174 | 28.6 | 451 | 29.2 |
| Medium Size Firms | 18 | 27.7 | 61 | 12.6 |
| Large Firms | 10 | 50.0 | 686 | 86.5 |
| All Size Firms | 202 | 29.1 | 1,198 | 42.4 |
| PATERNITY LEAVE | | | | |
| Medium Size Firms | 18 | 27.7 | 61 | 12.6 |
| Large Firms | 10 | 50.0 | 686 | 86.5 |
| All Size Firms | 28 | 4.0 | 747 | 26.4 |
| DOCTOR/DENTAL APPOINTMENT | | | | |
| Small Firms | 445 | 73.1 | 1,036 | 67.0 |
| Medium Size Firms | 15 | 23.1 | 132 | 27.2 |
| Large Firms | 13 | 65.0 | 694 | 87.5 |
| All Size Firms | 473 | 68.2 | 1,862 | 65.9 |
| Subtotal of Small Firms | 609 | 100.0 | 1,546 | 100.0 |
| Subtotal of Medium Size Firms | 65 | 100.0 | 486 | 100.0 |
| Subtotal of Large Firms | 20 | 100.0 | 793 | 100.0 |
| Grand Total | 694 | 100.0 | 2,825 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. F.I.R.E. 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. 50 F.I.R.E. firms, or 50.0% of the applicable F.I.R.E. 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 with no firms are omitted from this table.

F.I.R.E
Salary

TABLE 26V: Medical/health Care Offered for Oklahoma F.I.R.E. Salary Employees by Firm Size.* Question 26: "Do you offer medical/health care plans to your employees?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 461 | 26.7 | 1,667 | 13.1 |
| Medium Size Firms | 9 | 8.6 | 442 | 12.2 |
| All Size Firms | 470 | 25.3 | 2,109 | 8.2 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 293 | 17.0 | 2,684 | 21.2 |
| Medium Size Firms | 9 | 8.6 | 200 | 5.5 |
| All Size Firms | 302 | 16.2 | 2,884 | 11.2 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 971 | 56.3 | 8,332 | 65.7 |
| Medium Size Firms | 87 | 82.9 | 2,984 | 82.3 |
| Large Firms | 31 | 100.0 | 9,435 | 100.0 |
| All Size Firms | 1,089 | 58.5 | 20,751 | 80.6 |
| Subtotal of Small Firms | 1,725 | 100.0 | 12,683 | 100.0 |
| Subtotal of Medium Size Firms | 105 | 100.0 | 3,626 | 100.0 |
| Subtotal of Large Firms | 31 | 100.0 | 9,435 | 100.0 |
| Grand Total | 1,861 | 100.0 | 25,744 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E firms that have one or more salaried employees that responded to this question. 100 firms, or 100.0% of the F.I.R.E. firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

TABLE 26W: Medical/health Care Offered for Oklahoma F.I.R.E. Full-time Hourly Employees by Firm Size.* Question 26: "Do you offer medical/health care plans to your employees?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 361 | 31.0 | 1,474 | 19.9 |
| Medium Size Firms | 9 | 7.6 | 554 | 8.0 |
| All Size Firms | 370 | 28.3 | 2,028 | 8.0 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 218 | 18.7 | 1,903 | 25.7 |
| Medium Size Firms | 5 | 4.2 | 117 | 1.7 |
| All Size Firms | 223 | 17.0 | 2,020 | 7.9 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 584 | 50.2 | 4,032 | 54.4 |
| Medium Size Firms | 105 | 88.2 | 6,221 | 90.3 |
| Large Firms | 27 | 100.0 | 11,185 | 100.0 |
| All Size Firms | 716 | 54.7 | 21,438 | 84.1 |
| Subtotal of Small Firms | 1,163 | 100.0 | 7,409 | 100.0 |
| Subtotal of Medium Size Firms | 119 | 100.0 | 6,892 | 100.0 |
| Subtotal of Large Firms | 27 | 100.0 | 11,185 | 100.0 |
| Grand Total | 1,309 | 100.0 | 25,486 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more full-time hourly employees that responded to this question. 81 firms, or 98.8% of the F.I.R.E. firms with full-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

TABLE 26X: Medical/health Care Offered for Oklahoma F.I.R.E. Part-time Hourly Employees by Firm Size.* Question 26: "Do you offer medical/health care plans to you employees?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 305 | 51.3 | 620 | 44.4 |
| Medium Size Firms | 17 | 35.4 | 123 | 20.4 |
| All Size Firms | 322 | 48.9 | 743 | 28.0 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 74 | 12.4 | 382 | 27.4 |
| Medium Size Firms | 4 | 8.3 | 145 | 24.0 |
| All Size Firms | 78 | 11.8 | 527 | 19.8 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 216 | 36.3 | 393 | 28.2 |
| Medium Size Firms | 27 | 56.3 | 335 | 55.6 |
| Large Firms | 16 | 100.0 | 657 | 100.0 |
| All Size Firms | 259 | 39.3 | 1,385 | 52.2 |
| Subtotal of Small Firms | 595 | 100.0 | 1,395 | 100.0 |
| Subtotal of Medium Size Firms | 48 | 100.0 | 603 | 100.0 |
| Subtotal of Large Firms | 16 | 100.0 | 657 | 100.0 |
| Grand Total | 659 | 100.0 | 2,655 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more part-time hourly employees that responded to this question. 41 firms, or 53.2% of the F.I.R.E. firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Salary

TABLE 27V: Types of Medical/health Care Plans Offered for Oklahoma F.I.R.E. Salary Employees by Firm Size.* 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 |
|---------------------------------------|------------------------------------|--|--|--|
| TRADITIONAL FEE-FOR-SERVICE | | | | |
| Small Firms | 92 | 7.3 | 733 | 6.7 |
| Medium Size Firms | 6 | 6.3 | 356 | 11.2 |
| All Size Firms | 98 | 7.1 | 1,089 | 4.6 |
| HEALTH MAINTENANCE ORGANIZATION (HMO) | | | | |
| Small Firms | 420 | 33.2 | 3,734 | 33.9 |
| Medium Size Firms | 31 | 32.6 | 952 | 29.9 |
| Large Firms | 9 | 29.0 | 1,395 | 14.8 |
| All Size Firms | 460 | 33.1 | 6,081 | 25.7 |
| PREFERRED PROVIDER ORGANIZATION (PPO) | | | | |
| Small Firms | 1,132 | 89.6 | 10,339 | 93.9 |
| Medium Size Firms | 78 | 82.1 | 2,624 | 82.4 |
| Large Firms | 31 | 100.0 | 9,435 | 100.0 |
| All Size Firms | 1,241 | 89.3 | 22,398 | 94.8 |
| Subtotal of Small Firms | 1,264 | 100.0 | 11,015 | 100.0 |
| Subtotal of Medium Size Firms | 95 | 100.0 | 3,184 | 100.0 |
| Subtotal of Large Firms | 31 | 100.0 | 9,435 | 100.0 |
| Grand Total | 1,390 | 100.0 | 23,634 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. 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. 84 F.I.R.E. firms, or 100.0% of the applicable F.I.R.E. 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. Firm sizes with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

TABLE 27W: Types of Medical/health Care Plans Offered for Oklahoma F.I.R.E. Full-time Hourly Employees by Firm Size.* 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 |
|---------------------------------------|------------------------------------|--|--|--|
| TRADITIONAL FEE-FOR-SERVICE | | | | |
| Small Firms | 25 | 3.1 | 31 | 0.5 |
| Medium Size Firms | 6 | 5.5 | 317 | 5.0 |
| Large Firms | 3 | 11.5 | 1,323 | 12.1 |
| All Size Firms | 34 | 3.6 | 1,671 | 7.2 |
| HEALTH MAINTENANCE ORGANIZATION (HMO) | | | | |
| Small Firms | 313 | 39.0 | 2,115 | 35.6 |
| Medium Size Firms | 42 | 38.2 | 2,818 | 44.5 |
| Large Firms | 12 | 46.2 | 5,333 | 48.7 |
| All Size Firms | 367 | 39.1 | 10,266 | 44.2 |
| PREFERRED PROVIDER ORGANIZATION (PPO) | | | | |
| Small Firms | 738 | 92.0 | 5,495 | 92.6 |
| Medium Size Firms | 93 | 84.5 | 5,603 | 88.4 |
| Large Firms | 26 | 100.0 | 10,947 | 100.0 |
| All Size Firms | 857 | 91.4 | 22,045 | 94.9 |
| Subtotal of Small Firms | 802 | 100.0 | 5,934 | 100.0 |
| Subtotal of Medium Size Firms | 110 | 100.0 | 6,338 | 100.0 |
| Subtotal of Large Firms | 26 | 100.0 | 10,947 | 100.0 |
| Grand Total | 938 | 100.0 | 23,219 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. 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. 67 F.I.R.E. firms, or 98.5% of the applicable F.I.R.E. 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.

F.I.R.E
Part-time Hourly

TABLE 27X: Types of Medical/health Care Plans Offered for Oklahoma F.I.R.E. Part-time Hourly Employees by Firm Size.* 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 |
|--|------------------------------------|--|--|--|
| TRADITIONAL FEE-FOR-SERVICE | | | | |
| Small Firms | 52 | 19.8 | 178 | 24.5 |
| All Size Firms | 52 | 16.8 | 178 | 9.6 |
| HEALTH MAINTENANCE ORGANIZATION (HMO) | | | | |
| Small Firms | 68 | 25.9 | 300 | 41.3 |
| Medium Size Firms | 17 | 54.8 | 66 | 13.8 |
| Large Firms | 3 | 18.8 | 84 | 12.8 |
| All Size Firms | 88 | 28.4 | 450 | 24.2 |
| PREFERRED PROVIDER ORGANIZATION (PPO) | | | | |
| Small Firms | 211 | 80.2 | 548 | 75.5 |
| Medium Size Firms | 28 | 90.3 | 471 | 98.3 |
| Large Firms | 16 | 100.0 | 657 | 100.0 |
| All Size Firms | 255 | 82.3 | 1,676 | 90.0 |
| Subtotal of Small Firms | 263 | 100.0 | 726 | 100.0 |
| Subtotal of Medium Size Firms | 31 | 100.0 | 479 | 100.0 |
| Subtotal of Large Firms | 16 | 100.0 | 657 | 100.0 |
| Grand Total | 310 | 100.0 | 1,862 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. 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. 26 F.I.R.E. firms, or 96.3% of the applicable F.I.R.E. 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. Firm sizes with no firms are omitted from this table.

F.I.R.E.

TABLE 28H: Medical/Health Care Plan Choice for Oklahoma F.I.R.E. Employees by Firm Size and Employee Category.* Question 28: "Can employees choose between medical/health care plans?"

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 832 | 65.8 | 6,802 | 61.7 |
| | Salaried Medium Size Firms | 52 | 54.7 | 1,474 | 46.3 |
| | Salaried Large Firms | 21 | 67.7 | 7,480 | 79.3 |
| | Salaried All Size Firms | 905 | 65.1 | 15,756 | 66.7 |
| | Yes | | | | |
| | Salaried Small Firms | 432 | 34.2 | 4,214 | 38.3 |
| | Salaried Medium Size Firms | 43 | 45.3 | 1,710 | 53.7 |
| | Salaried Large Firms | 10 | 32.3 | 1,955 | 20.7 |
| | Salaried All Size Firms | 485 | 34.9 | 7,879 | 33.3 |
| | Subtotal of Salaried Small Firms | 1,264 | 100.0 | 11,016 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 95 | 100.0 | 3,184 | 100.0 |
| | Subtotal of Salaried Large Firms | 31 | 100.0 | 9,435 | 100.0 |
| Salaried Grand Total | 1,390 | 100.0 | 23,635 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 502 | 62.6 | 3,698 | 62.3 |
| | Full-time Hourly Medium Size Firms | 68 | 61.8 | 4,244 | 67.0 |
| | Full-time Hourly Large Firms | 17 | 63.0 | 6,073 | 54.3 |
| | Full-time Hourly All Size Firms | 587 | 62.5 | 14,015 | 59.7 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 300 | 37.4 | 2,236 | 37.7 |
| | Full-time Hourly Medium Size Firms | 42 | 38.2 | 2,094 | 33.0 |
| | Full-time Hourly Large Firms | 10 | 37.0 | 5,112 | 45.7 |
| | Full-time Hourly All Size Firms | 352 | 37.5 | 9,442 | 40.3 |
| | Subtotal of Full-time Hourly Small Firms | 802 | 100.0 | 5,934 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 110 | 100.0 | 6,338 | 100.0 |
| | Subtotal of Full-time Hourly Large Firms | 27 | 100.0 | 11,185 | 100.0 |
| Full-time Hourly Grand Total | 939 | 100.0 | 23,457 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 195 | 74.1 | 426 | 58.7 |
| | Part-time Hourly Medium Size Firms | 14 | 46.7 | 177 | 37.0 |
| | Part-time Hourly Large Firms | 10 | 62.5 | 407 | 61.9 |
| | Part-time Hourly All Size Firms | 219 | 70.9 | 1,010 | 54.2 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 68 | 25.9 | 300 | 41.3 |
| | Part-time Hourly Medium Size Firms | 16 | 53.3 | 302 | 63.0 |
| | Part-time Hourly Large Firms | 6 | 37.5 | 251 | 38.1 |
| | Part-time Hourly All Size Firms | 90 | 29.1 | 853 | 45.8 |
| | Subtotal of Part-time Hourly Small Firms | 263 | 100.0 | 726 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 30 | 100.0 | 479 | 100.0 |
| | Subtotal of Part-time Hourly Large Firms | 16 | 100.0 | 658 | 100.0 |
| Part-time Hourly Grand Total | 309 | 100.0 | 1,863 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. 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. 92 F.I.R.E. firms, or 100.0% of the applicable F.I.R.E. firms responded to this question.

F.I.R.E
Salary

TABLE 29V: Medical/health Care Plan Employee Cost Compensation for Oklahoma F.I.R.E. Salary Employees by Firm Size.* Question 29: "What percentage of the cost of the medical/health care plan(s) do you pay for the employee (employee only)?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 64 | 5.1 | 435 | 3.9 |
| Medium Size Firms | 6 | 6.3 | 31 | 1.0 |
| All Size Firms | 70 | 5.1 | 466 | 2.3 |
| 1% to 25% | | | | |
| Small Firms | 26 | 2.1 | 209 | 1.9 |
| Medium Size Firms | 5 | 5.2 | 66 | 2.1 |
| Large Firms | 2 | 8.3 | 238 | 4.0 |
| All Size Firms | 33 | 2.4 | 513 | 2.6 |
| 26% to 50% | | | | |
| Small Firms | 257 | 20.3 | 1,391 | 12.6 |
| Medium Size Firms | 11 | 11.5 | 294 | 9.2 |
| Large Firms | 10 | 41.7 | 3,952 | 67.2 |
| All Size Firms | 278 | 20.1 | 5,637 | 28.1 |
| 51% to 75% | | | | |
| Small Firms | 155 | 12.3 | 1,304 | 11.8 |
| Medium Size Firms | 23 | 24.0 | 571 | 17.9 |
| Large Firms | 5 | 20.8 | 191 | 3.2 |
| All Size Firms | 183 | 13.2 | 2,066 | 10.3 |
| 76% to 99% | | | | |
| Small Firms | 188 | 14.9 | 2,910 | 26.4 |
| Medium Size Firms | 24 | 25.0 | 1,155 | 36.3 |
| Large Firms | 3 | 12.5 | 341 | 5.8 |
| All Size Firms | 215 | 15.5 | 4,406 | 21.9 |
| 100% | | | | |
| Small Firms | 574 | 45.4 | 4,766 | 43.3 |
| Medium Size Firms | 27 | 28.1 | 1,068 | 33.5 |
| Large Firms | 4 | 16.7 | 1,161 | 19.7 |
| All Size Firms | 605 | 43.7 | 6,995 | 34.8 |
| Subtotal of Small Firms | 1,264 | 100.0 | 11,015 | 100.0 |
| Subtotal of Medium Size Firms | 96 | 100.0 | 3,185 | 100.0 |
| Subtotal of Large Firms | 24 | 100.0 | 5,883 | 100.0 |
| Grand Total | 1,384 | 100.0 | 20,083 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. 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. 83 F.I.R.E. firms, or 98.8% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 25 | 3.1 | 31 | 0.5 |
| Medium Size Firms | 6 | 5.3 | 357 | 5.6 |
| Large Firms | | 0.0 | | 0.0 |
| All Size Firms | 31 | 3.3 | 388 | 1.7 |
| 1% to 25% | | | | |
| Small Firms | 26 | 3.2 | 283 | 4.8 |
| Medium Size Firms | 9 | 7.9 | 748 | 11.8 |
| Large Firms | 2 | 7.4 | 845 | 7.6 |
| All Size Firms | 37 | 3.9 | 1,876 | 8.0 |
| 26% to 50% | | | | |
| Small Firms | 184 | 22.9 | 1,674 | 28.2 |
| Medium Size Firms | 11 | 9.6 | 319 | 5.0 |
| Large Firms | 10 | 37.0 | 3,510 | 31.4 |
| All Size Firms | 205 | 21.7 | 5,503 | 23.5 |
| 51% to 75% | | | | |
| Small Firms | 90 | 11.2 | 680 | 11.5 |
| Medium Size Firms | 37 | 32.5 | 2,075 | 32.7 |
| Large Firms | 5 | 18.5 | 1,938 | 17.3 |
| All Size Firms | 132 | 14.0 | 4,693 | 20.0 |
| 76% to 99% | | | | |
| Small Firms | 71 | 8.9 | 281 | 4.7 |
| Medium Size Firms | 24 | 21.1 | 1,059 | 16.7 |
| Large Firms | 6 | 22.2 | 2,140 | 19.1 |
| All Size Firms | 101 | 10.7 | 3,480 | 14.8 |
| 100% | | | | |
| Small Firms | 406 | 50.6 | 2,985 | 50.3 |
| Medium Size Firms | 27 | 23.7 | 1,781 | 28.1 |
| Large Firms | 4 | 14.8 | 2,753 | 24.6 |
| All Size Firms | 437 | 46.3 | 7,519 | 32.1 |
| Subtotal of Small Firms | 802 | 100.0 | 5,934 | 100.0 |
| Subtotal of Medium Size Firms | 114 | 100.0 | 6,339 | 100.0 |
| Subtotal of Large Firms | 27 | 100.0 | 11,186 | 100.0 |
| Grand Total | 943 | 100.0 | 23,459 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. 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. 68 F.I.R.E. firms, or 100.0% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 36 | 13.7 | 51 | 7.0 |
| Medium Size Firms | 6 | 18.8 | 265 | 55.3 |
| All Size Firms | 42 | 13.5 | 316 | 17.0 |
| 1% to 25% | | | | |
| Medium Size Firms | 4 | 12.5 | 145 | 30.3 |
| Large Firms | 1 | 6.3 | 23 | 3.5 |
| All Size Firms | 5 | 1.6 | 168 | 9.0 |
| 26% to 50% | | | | |
| Small Firms | 50 | 19.0 | 79 | 10.9 |
| Large Firms | 10 | 62.5 | 525 | 79.8 |
| All Size Firms | 60 | 19.3 | 604 | 32.4 |
| 51% to 75% | | | | |
| Small Firms | 58 | 22.1 | 282 | 38.9 |
| Medium Size Firms | 11 | 34.4 | 32 | 6.7 |
| Large Firms | 3 | 18.8 | 84 | 12.8 |
| All Size Firms | 72 | 23.2 | 398 | 21.4 |
| 76% to 99% | | | | |
| Small Firms | 13 | 4.9 | 10 | 1.4 |
| Medium Size Firms | 11 | 34.4 | 37 | 7.7 |
| All Size Firms | 24 | 7.7 | 47 | 2.5 |
| 100% | | | | |
| Small Firms | 106 | 40.3 | 303 | 41.8 |
| Large Firms | 2 | 12.5 | 26 | 4.0 |
| All Size Firms | 108 | 34.7 | 329 | 17.7 |
| Subtotal of Small Firms | 263 | 100.0 | 725 | 100.0 |
| Subtotal of Medium Size Firms | 32 | 100.0 | 479 | 100.0 |
| Subtotal of Large Firms | 16 | 100.0 | 658 | 100.0 |
| Grand Total | 311 | 100.0 | 1,862 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. 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. 26 F.I.R.E. firms, or 96.3% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Salary

TABLE 30V: Medical/health Care Plan Employee Dependents Cost Compensation for Oklahoma F.I.R.E. 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?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 791 | 62.5 | 6,059 | 55.0 |
| Medium Size Firms | 20 | 21.7 | 745 | 24.9 |
| Large Firms | 1 | 4.0 | 106 | 1.8 |
| All Size Firms | 812 | 58.8 | 6,910 | 34.7 |
| 1% to 25% | | | | |
| Medium Size Firms | 16 | 17.4 | 356 | 11.9 |
| Large Firms | 6 | 24.0 | 3,230 | 54.9 |
| All Size Firms | 22 | 1.6 | 3,586 | 18.0 |
| 26% to 50% | | | | |
| Small Firms | 136 | 10.8 | 1,682 | 15.3 |
| Medium Size Firms | 19 | 20.7 | 617 | 20.6 |
| Large Firms | 6 | 24.0 | 960 | 16.3 |
| All Size Firms | 161 | 11.6 | 3,259 | 16.4 |
| 51% to 75% | | | | |
| Small Firms | 92 | 7.3 | 1,064 | 9.7 |
| Medium Size Firms | 20 | 21.7 | 365 | 12.2 |
| Large Firms | 7 | 28.0 | 426 | 7.2 |
| All Size Firms | 119 | 8.6 | 1,855 | 9.3 |
| 76% to 99% | | | | |
| Small Firms | 55 | 4.3 | 593 | 5.4 |
| Medium Size Firms | 17 | 18.5 | 913 | 30.5 |
| Large Firms | 2 | 8.0 | 22 | 0.4 |
| All Size Firms | 74 | 5.4 | 1,528 | 7.7 |
| 100% | | | | |
| Small Firms | 191 | 15.1 | 1,617 | 14.7 |
| Large Firms | 3 | 12.0 | 1,138 | 19.3 |
| All Size Firms | 194 | 14.0 | 2,755 | 13.8 |
| Subtotal of Small Firms | 1,265 | 100.0 | 11,015 | 100.0 |
| Subtotal of Medium Size Firms | 92 | 100.0 | 2,996 | 100.0 |
| Subtotal of Large Firms | 25 | 100.0 | 5,882 | 100.0 |
| Grand Total | 1,382 | 100.0 | 19,893 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. 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. 82 F.I.R.E. firms, or 97.6% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 599 | 74.8 | 4,031 | 67.9 |
| Medium Size Firms | 22 | 20.6 | 1,478 | 23.6 |
| Large Firms | 1 | 3.6 | 238 | 2.1 |
| All Size Firms | 622 | 66.5 | 5,747 | 24.6 |
| 1% to 25% | | | | |
| Medium Size Firms | 20 | 18.7 | 727 | 11.6 |
| Large Firms | 1 | 3.6 | 690 | 6.2 |
| All Size Firms | 21 | 2.2 | 1,417 | 6.1 |
| 26% to 50% | | | | |
| Small Firms | 97 | 12.1 | 794 | 13.4 |
| Medium Size Firms | 19 | 17.8 | 579 | 9.2 |
| Large Firms | 14 | 50.0 | 4,987 | 44.6 |
| All Size Firms | 130 | 13.9 | 6,360 | 27.2 |
| 51% to 75% | | | | |
| Small Firms | 55 | 6.9 | 590 | 9.9 |
| Medium Size Firms | 30 | 28.0 | 1,809 | 28.9 |
| Large Firms | 7 | 25.0 | 2,517 | 22.5 |
| All Size Firms | 92 | 9.8 | 4,916 | 21.0 |
| 76% to 99% | | | | |
| Small Firms | 11 | 1.4 | 112 | 1.9 |
| Medium Size Firms | 16 | 15.0 | 1,669 | 26.7 |
| Large Firms | 2 | 7.1 | 1,123 | 10.0 |
| All Size Firms | 29 | 3.1 | 2,904 | 12.4 |
| 100% | | | | |
| Small Firms | 39 | 4.9 | 408 | 6.9 |
| Large Firms | 3 | 10.7 | 1,630 | 14.6 |
| All Size Firms | 42 | 4.5 | 2,038 | 8.7 |
| Subtotal of Small Firms | 801 | 100.0 | 5,935 | 100.0 |
| Subtotal of Medium Size Firms | 107 | 100.0 | 6,262 | 100.0 |
| Subtotal of Large Firms | 28 | 100.0 | 11,185 | 100.0 |
| Grand Total | 936 | 100.0 | 23,382 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. 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. 67 F.I.R.E. firms, or 98.5% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 214 | 81.4 | 637 | 87.9 |
| Medium Size Firms | 12 | 40.0 | 419 | 87.5 |
| All Size Firms | 226 | 73.1 | 1,056 | 56.7 |
| 1% to 25% | | | | |
| Medium Size Firms | 3 | 10.0 | 8 | 1.7 |
| Large Firms | 1 | 6.3 | 23 | 3.5 |
| All Size Firms | 4 | 1.3 | 31 | 1.7 |
| 26% to 50% | | | | |
| Small Firms | 24 | 9.1 | 57 | 7.9 |
| Large Firms | 10 | 62.5 | 525 | 79.8 |
| All Size Firms | 34 | 11.0 | 582 | 31.3 |
| 51% to 75% | | | | |
| Medium Size Firms | 11 | 36.7 | 32 | 6.7 |
| Large Firms | 3 | 18.8 | 84 | 12.8 |
| All Size Firms | 14 | 4.5 | 116 | 6.2 |
| 76% to 99% | | | | |
| Medium Size Firms | 4 | 13.3 | 20 | 4.2 |
| Large Firms | 2 | 12.5 | 26 | 4.0 |
| All Size Firms | 6 | 1.9 | 46 | 2.5 |
| 100% | | | | |
| Small Firms | 25 | 9.5 | 31 | 4.3 |
| All Size Firms | 25 | 8.1 | 31 | 1.7 |
| Subtotal of Small Firms | 263 | 100.0 | 725 | 100.0 |
| Subtotal of Medium Size Firms | 30 | 100.0 | 479 | 100.0 |
| Subtotal of Large Firms | 16 | 100.0 | 658 | 100.0 |
| Grand Total | 309 | 100.0 | 1,862 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. 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. 26 F.I.R.E. firms, or 96.3% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Salary

TABLE 31V: Dental Care Offered for Oklahoma F.I.R.E. Salary Employees by Firm Size.* Question 31: "Do you offer dental care plan(s) to your employees?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 861 | 49.5 | 4,639 | 36.4 |
| Medium Size Firms | 9 | 8.7 | 376 | 10.4 |
| Large Firms | 2 | 8.0 | 22 | 0.2 |
| All Size Firms | 872 | 46.7 | 5,037 | 19.7 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 142 | 8.2 | 1,667 | 13.1 |
| Medium Size Firms | 5 | 4.8 | 153 | 4.2 |
| All Size Firms | 147 | 7.9 | 1,820 | 7.1 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 735 | 42.3 | 6,439 | 50.5 |
| Medium Size Firms | 90 | 86.5 | 3,097 | 85.4 |
| Large Firms | 23 | 92.0 | 9,140 | 99.8 |
| All Size Firms | 848 | 45.4 | 18,676 | 73.1 |
| Subtotal of Small Firms | 1,738 | 100.0 | 12,745 | 100.0 |
| Subtotal of Medium Size Firms | 104 | 100.0 | 3,626 | 100.0 |
| Subtotal of Large Firms | 25 | 100.0 | 9,162 | 100.0 |
| Grand Total | 1,867 | 100.0 | 25,533 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E firms that have one or more salaried employees that responded to this question. 99 firms, or 98.0% of the F.I.R.E. firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

TABLE 31W: Dental Care Offered for Oklahoma F.I.R.E. Full-time Hourly Employees by Firm Size.* Question 31: "Do you offer dental care plan(s) to your employees?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 525 | 46.6 | 2,926 | 40.3 |
| Medium Size Firms | 9 | 7.6 | 773 | 11.2 |
| Large Firms | 2 | 9.1 | 1,123 | 12.4 |
| All Size Firms | 536 | 42.3 | 4,822 | 20.7 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 110 | 9.8 | 861 | 11.9 |
| Medium Size Firms | 5 | 4.2 | 117 | 1.7 |
| All Size Firms | 115 | 9.1 | 978 | 4.2 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 491 | 43.6 | 3,478 | 47.9 |
| Medium Size Firms | 105 | 88.2 | 6,001 | 87.1 |
| Large Firms | 20 | 90.9 | 7,967 | 87.6 |
| All Size Firms | 616 | 48.6 | 17,446 | 75.0 |
| Subtotal of Small Firms | 1,126 | 100.0 | 7,265 | 100.0 |
| Subtotal of Medium Size Firms | 119 | 100.0 | 6,891 | 100.0 |
| Subtotal of Large Firms | 22 | 100.0 | 9,090 | 100.0 |
| Grand Total | 1,267 | 100.0 | 23,246 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more full-time hourly employees that responded to this question. 82 firms, or 95.1% of the F.I.R.E. firms with full-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

TABLE 31X: Dental Care Offered for Oklahoma F.I.R.E. Part-time Hourly Employees by Firm Size.* Question 31: "Do you offer dental care plan(s) to your employees?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 408 | 64.6 | 821 | 59.0 |
| Medium Size Firms | 14 | 29.2 | 67 | 11.1 |
| Large Firms | 2 | 18.2 | 26 | 4.7 |
| All Size Firms | 424 | 61.4 | 914 | 35.8 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 47 | 7.4 | 235 | 16.9 |
| All Size Firms | 47 | 6.8 | 235 | 9.2 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 177 | 28.0 | 335 | 24.1 |
| Medium Size Firms | 34 | 70.8 | 535 | 88.9 |
| Large Firms | 9 | 81.8 | 532 | 95.3 |
| All Size Firms | 220 | 31.8 | 1,402 | 55.0 |
| Subtotal of Small Firms | 632 | 100.0 | 1,391 | 100.0 |
| Subtotal of Medium Size Firms | 48 | 100.0 | 602 | 100.0 |
| Subtotal of Large Firms | 11 | 100.0 | 558 | 100.0 |
| Grand Total | 691 | 100.0 | 2,551 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more part-time hourly employees that responded to this question. 41 firms, or 53.2% of the F.I.R.E. firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E.

TABLE 32H: Dental Care Plan Choice for Oklahoma F.I.R.E. Employees by Firm Size and Employee Category.* Question 32: "Can employees choose between dental care plans?"

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 755 | 88.5 | 7,227 | 90.2 |
| | Salaried Medium Size Firms | 64 | 68.1 | 2,397 | 73.8 |
| | Salaried Large Firms | 22 | 95.7 | 9,130 | 99.9 |
| | Salaried All Size Firms | 841 | 86.7 | 18,754 | 91.9 |
| | Yes | | | | |
| | Salaried Small Firms | 98 | 11.5 | 785 | 9.8 |
| | Salaried Medium Size Firms | 30 | 31.9 | 853 | 26.2 |
| | Salaried Large Firms | 1 | 4.3 | 11 | 0.1 |
| | Salaried All Size Firms | 129 | 13.3 | 1,649 | 8.1 |
| | Subtotal of Salaried Small Firms | 853 | 100.0 | 8,012 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 94 | 100.0 | 3,250 | 100.0 |
| | Subtotal of Salaried Large Firms | 23 | 100.0 | 9,141 | 100.0 |
| Salaried Grand Total | 970 | 100.0 | 20,403 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 529 | 91.8 | 3,867 | 89.8 |
| | Full-time Hourly Medium Size Firms | 79 | 72.5 | 4,598 | 75.1 |
| | Full-time Hourly Large Firms | 19 | 95.0 | 7,725 | 97.0 |
| | Full-time Hourly All Size Firms | 627 | 88.9 | 16,190 | 88.0 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 47 | 8.2 | 441 | 10.2 |
| | Full-time Hourly Medium Size Firms | 30 | 27.5 | 1,521 | 24.9 |
| | Full-time Hourly Large Firms | 1 | 5.0 | 242 | 3.0 |
| | Full-time Hourly All Size Firms | 78 | 11.1 | 2,204 | 12.0 |
| | Subtotal of Full-time Hourly Small Firms | 576 | 100.0 | 4,308 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 109 | 100.0 | 6,119 | 100.0 |
| | Subtotal of Full-time Hourly Large Firms | 20 | 100.0 | 7,967 | 100.0 |
| Full-time Hourly Grand Total | 705 | 100.0 | 18,394 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 175 | 87.5 | 507 | 94.2 |
| | Part-time Hourly Medium Size Firms | 14 | 41.2 | 213 | 39.7 |
| | Part-time Hourly Large Firms | 9 | 100.0 | 532 | 100.0 |
| | Part-time Hourly All Size Firms | 198 | 81.5 | 1,252 | 78.0 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 25 | 12.5 | 31 | 5.8 |
| | Part-time Hourly Medium Size Firms | 20 | 58.8 | 323 | 60.3 |
| | Part-time Hourly All Size Firms | 45 | 18.5 | 354 | 22.0 |
| | Subtotal of Part-time Hourly Small Firms | 200 | 100.0 | 538 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 34 | 100.0 | 536 | 100.0 |
| | Subtotal of Part-time Hourly Large Firms | 9 | 100.0 | 532 | 100.0 |
| | Part-time Hourly Grand Total | 243 | 100.0 | 1,606 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. 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. 69 F.I.R.E. firms, or 98.6% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Salary

TABLE 33V: Dental Care Plan Employee Cost Compensation for Oklahoma F.I.R.E. Salary Employees by Firm Size.* Question 33: "What percentage of the cost of the dental care plan(s) do you pay for the employee (employee only)?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 233 | 26.8 | 2,062 | 26.3 |
| Medium Size Firms | 9 | 9.4 | 142 | 4.4 |
| Large Firms | 4 | 21.1 | 381 | 6.8 |
| All Size Firms | 246 | 25.0 | 2,585 | 15.5 |
| 1% to 25% | | | | |
| Medium Size Firms | 12 | 12.5 | 162 | 5.0 |
| Large Firms | 1 | 5.3 | 143 | 2.6 |
| All Size Firms | 13 | 1.3 | 305 | 1.8 |
| 26% to 50% | | | | |
| Small Firms | 210 | 24.2 | 1,389 | 17.7 |
| Medium Size Firms | 15 | 15.6 | 412 | 12.7 |
| Large Firms | 6 | 31.6 | 3,182 | 57.0 |
| All Size Firms | 231 | 23.5 | 4,983 | 29.9 |
| 51% to 75% | | | | |
| Small Firms | 11 | 1.3 | 59 | 0.8 |
| Medium Size Firms | 12 | 12.5 | 121 | 3.7 |
| Large Firms | 2 | 10.5 | 76 | 1.4 |
| All Size Firms | 25 | 2.5 | 256 | 1.5 |
| 76% to 99% | | | | |
| Small Firms | 128 | 14.7 | 2,109 | 26.9 |
| Medium Size Firms | 19 | 19.8 | 1,125 | 34.6 |
| Large Firms | 3 | 15.8 | 666 | 11.9 |
| All Size Firms | 150 | 15.3 | 3,900 | 23.4 |
| 100% | | | | |
| Small Firms | 286 | 32.9 | 2,217 | 28.3 |
| Medium Size Firms | 29 | 30.2 | 1,287 | 39.6 |
| Large Firms | 3 | 15.8 | 1,138 | 20.4 |
| All Size Firms | 318 | 32.3 | 4,642 | 27.8 |
| Subtotal of Small Firms | 868 | 100.0 | 7,836 | 100.0 |
| Subtotal of Medium Size Firms | 96 | 100.0 | 3,249 | 100.0 |
| Subtotal of Large Firms | 19 | 100.0 | 5,586 | 100.0 |
| Grand Total | 983 | 100.0 | 16,671 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. 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. 62 F.I.R.E. firms, or 96.9% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 168 | 28.0 | 577 | 13.3 |
| Medium Size Firms | 9 | 8.3 | 404 | 6.6 |
| Large Firms | 4 | 18.2 | 772 | 9.7 |
| All Size Firms | 181 | 24.7 | 1,753 | 9.5 |
| 1% to 25% | | | | |
| Medium Size Firms | 15 | 13.8 | 1,072 | 17.5 |
| Large Firms | 4 | 18.2 | 2,013 | 25.3 |
| All Size Firms | 19 | 2.6 | 3,085 | 16.7 |
| 26% to 50% | | | | |
| Small Firms | 98 | 16.3 | 940 | 21.7 |
| Medium Size Firms | 19 | 17.4 | 926 | 15.1 |
| Large Firms | 6 | 27.3 | 1,527 | 19.2 |
| All Size Firms | 123 | 16.8 | 3,393 | 18.4 |
| 51% to 75% | | | | |
| Small Firms | 11 | 1.8 | 88 | 2.0 |
| Medium Size Firms | 21 | 19.3 | 1,287 | 21.0 |
| Large Firms | 2 | 9.1 | 525 | 6.6 |
| All Size Firms | 34 | 4.6 | 1,900 | 10.3 |
| 76% to 99% | | | | |
| Small Firms | 76 | 12.6 | 806 | 18.6 |
| Medium Size Firms | 11 | 10.1 | 446 | 7.3 |
| Large Firms | 3 | 13.6 | 1,499 | 18.8 |
| All Size Firms | 90 | 12.3 | 2,751 | 14.9 |
| 100% | | | | |
| Small Firms | 248 | 41.3 | 1,928 | 44.4 |
| Medium Size Firms | 34 | 31.2 | 1,983 | 32.4 |
| Large Firms | 3 | 13.6 | 1,630 | 20.5 |
| All Size Firms | 285 | 38.9 | 5,541 | 30.1 |
| Subtotal of Small Firms | 601 | 100.0 | 4,339 | 100.0 |
| Subtotal of Medium Size Firms | 109 | 100.0 | 6,118 | 100.0 |
| Subtotal of Large Firms | 22 | 100.0 | 7,966 | 100.0 |
| Grand Total | 732 | 100.0 | 18,423 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. 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. 56 F.I.R.E. firms, or 100.0% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 96 | 42.9 | 298 | 52.3 |
| Medium Size Firms | 9 | 26.5 | 273 | 50.9 |
| All Size Firms | 105 | 39.3 | 571 | 34.8 |
| 1% to 25% | | | | |
| Medium Size Firms | 10 | 29.4 | 173 | 32.3 |
| Large Firms | 1 | 11.1 | 23 | 4.3 |
| All Size Firms | 11 | 4.1 | 196 | 12.0 |
| 26% to 50% | | | | |
| Small Firms | 37 | 16.5 | 69 | 12.1 |
| Medium Size Firms | 4 | 11.8 | 4 | 0.7 |
| Large Firms | 5 | 55.6 | 343 | 64.4 |
| All Size Firms | 46 | 17.2 | 416 | 25.4 |
| 76% to 99% | | | | |
| Small Firms | 24 | 10.7 | 57 | 10.0 |
| Medium Size Firms | 7 | 20.6 | 76 | 14.2 |
| Large Firms | 3 | 33.3 | 167 | 31.3 |
| All Size Firms | 34 | 12.7 | 300 | 18.3 |
| 100% | | | | |
| Small Firms | 67 | 29.9 | 146 | 25.6 |
| Medium Size Firms | 4 | 11.8 | 10 | 1.9 |
| All Size Firms | 71 | 26.6 | 156 | 9.5 |
| Subtotal of Small Firms | 224 | 100.0 | 570 | 100.0 |
| Subtotal of Medium Size Firms | 34 | 100.0 | 536 | 100.0 |
| Subtotal of Large Firms | 9 | 100.0 | 533 | 100.0 |
| Grand Total | 267 | 100.0 | 1,639 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a dental care plan by answering yes on question 31. 22 F.I.R.E. firms, or 100.0% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Salary

TABLE 34V: Dental Care Plan Employee Dependent Cost Compensation for Oklahoma F.I.R.E. Salary Employees by Firm Size.* Question 34: "What percentage of the cost of the dental care plan(s) do you pay for an employee"s dependents?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 609 | 69.4 | 4,617 | 57.0 |
| Medium Size Firms | 23 | 25.3 | 856 | 28.0 |
| Large Firms | 4 | 22.2 | 381 | 6.8 |
| All Size Firms | 636 | 64.4 | 5,854 | 34.9 |
| 1% to 25% | | | | |
| Medium Size Firms | 20 | 22.0 | 341 | 11.1 |
| Large Firms | 1 | 5.6 | 143 | 2.6 |
| All Size Firms | 21 | 2.1 | 484 | 2.9 |
| 26% to 50% | | | | |
| Small Firms | 110 | 12.5 | 1,828 | 22.6 |
| Medium Size Firms | 23 | 25.3 | 735 | 24.0 |
| Large Firms | 6 | 33.3 | 3,182 | 57.0 |
| All Size Firms | 139 | 14.1 | 5,745 | 34.3 |
| 51% to 75% | | | | |
| Small Firms | 58 | 6.6 | 773 | 9.5 |
| Medium Size Firms | 9 | 9.9 | 202 | 6.6 |
| Large Firms | 4 | 22.2 | 743 | 13.3 |
| All Size Firms | 71 | 7.2 | 1,718 | 10.3 |
| 76% to 99% | | | | |
| Small Firms | 37 | 4.2 | 451 | 5.6 |
| Medium Size Firms | 13 | 14.3 | 866 | 28.3 |
| All Size Firms | 50 | 5.1 | 1,317 | 7.9 |
| 100% | | | | |
| Small Firms | 64 | 7.3 | 437 | 5.4 |
| Medium Size Firms | 3 | 3.3 | 61 | 2.0 |
| Large Firms | 3 | 16.7 | 1,138 | 20.4 |
| All Size Firms | 70 | 7.1 | 1,636 | 9.8 |
| Subtotal of Small Firms | 878 | 100.0 | 8,106 | 100.0 |
| Subtotal of Medium Size Firms | 91 | 100.0 | 3,061 | 100.0 |
| Subtotal of Large Firms | 18 | 100.0 | 5,587 | 100.0 |
| Grand Total | 987 | 100.0 | 16,754 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. 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. 62 F.I.R.E. firms, or 96.9% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 517 | 86.0 | 3,541 | 81.6 |
| Medium Size Firms | 31 | 29.2 | 2,577 | 42.7 |
| Large Firms | 4 | 19.0 | 772 | 9.7 |
| All Size Firms | 552 | 75.8 | 6,890 | 37.6 |
| 1% to 25% | | | | |
| Medium Size Firms | 23 | 21.7 | 1,003 | 16.6 |
| Large Firms | 1 | 4.8 | 690 | 8.7 |
| All Size Firms | 24 | 3.3 | 1,693 | 9.2 |
| 26% to 50% | | | | |
| Medium Size Firms | 28 | 26.4 | 1,187 | 19.6 |
| Large Firms | 9 | 42.9 | 2,850 | 35.8 |
| All Size Firms | 37 | 5.1 | 4,037 | 22.0 |
| 51% to 75% | | | | |
| Small Firms | 47 | 7.8 | 506 | 11.7 |
| Medium Size Firms | 15 | 14.2 | 926 | 15.3 |
| Large Firms | 4 | 19.0 | 2,025 | 25.4 |
| All Size Firms | 66 | 9.1 | 3,457 | 18.8 |
| 76% to 99% | | | | |
| Small Firms | 11 | 1.8 | 112 | 2.6 |
| Medium Size Firms | 6 | 5.7 | 317 | 5.2 |
| All Size Firms | 17 | 2.3 | 429 | 2.3 |
| 100% | | | | |
| Small Firms | 26 | 4.3 | 180 | 4.1 |
| Medium Size Firms | 3 | 2.8 | 32 | 0.5 |
| Large Firms | 3 | 14.3 | 1,630 | 20.5 |
| All Size Firms | 32 | 4.4 | 1,842 | 10.0 |
| Subtotal of Small Firms | 601 | 100.0 | 4,339 | 100.0 |
| Subtotal of Medium Size Firms | 106 | 100.0 | 6,042 | 100.0 |
| Subtotal of Large Firms | 21 | 100.0 | 7,967 | 100.0 |
| Grand Total | 728 | 100.0 | 18,348 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. 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. 55 F.I.R.E. firms, or 98.2% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 213 | 95.1 | 523 | 91.8 |
| Medium Size Firms | 16 | 45.7 | 427 | 79.8 |
| All Size Firms | 229 | 85.4 | 950 | 58.0 |
| 1% to 25% | | | | |
| Medium Size Firms | 7 | 20.0 | 28 | 5.2 |
| Large Firms | 1 | 11.1 | 23 | 4.3 |
| All Size Firms | 8 | 3.0 | 51 | 3.1 |
| 26% to 50% | | | | |
| Medium Size Firms | 4 | 11.4 | 4 | 0.7 |
| Large Firms | 5 | 55.6 | 343 | 64.4 |
| All Size Firms | 9 | 3.4 | 347 | 21.2 |
| 51% to 75% | | | | |
| Small Firms | 11 | 4.9 | 47 | 8.2 |
| Medium Size Firms | 4 | 11.4 | 56 | 10.5 |
| Large Firms | 3 | 33.3 | 167 | 31.3 |
| All Size Firms | 18 | 6.7 | 270 | 16.5 |
| 76% to 99% | | | | |
| Medium Size Firms | 4 | 11.4 | 20 | 3.7 |
| All Size Firms | 4 | 1.5 | 20 | 1.2 |
| Subtotal of Small Firms | 224 | 100.0 | 570 | 100.0 |
| Subtotal of Medium Size Firms | 35 | 100.0 | 535 | 100.0 |
| Subtotal of Large Firms | 9 | 100.0 | 533 | 100.0 |
| Grand Total | 268 | 100.0 | 1,638 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a dental care plan by answering yes on question 31. 22 F.I.R.E. firms, or 100.0% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E.

Salaried

TABLE 35V: Additional Medical/health Benefits Offered for Oklahoma F.I.R.E. Salary Employees by Firm Size.* Question 35: "Please check boxes indicating any additional medical/health benefits for which your company provides cost assistance."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---------------------------------------|------------------------------------|--|--|--|
| LONG TERM DISABILITY INSURANCE | | | | |
| Small Firms | 374 | 31.6 | 2,768 | 26.3 |
| Medium Size Firms | 72 | 72.7 | 2,570 | 77.9 |
| Large Firms | 19 | 67.9 | 5,472 | 59.2 |
| All Size Firms | 465 | 35.4 | 10,810 | 46.9 |
| EMPLOYEE ASSISTANCE PROGRAM | | | | |
| Small Firms | 37 | 3.1 | 534 | 5.1 |
| Medium Size Firms | 20 | 20.2 | 666 | 20.2 |
| Large Firms | 24 | 85.7 | 8,844 | 95.7 |
| All Size Firms | 81 | 6.2 | 10,044 | 43.6 |
| WELLNESS PROGRAM | | | | |
| Small Firms | 60 | 5.1 | 70 | 0.7 |
| Medium Size Firms | 4 | 4.0 | 182 | 5.5 |
| Large Firms | 11 | 39.3 | 4,778 | 51.7 |
| All Size Firms | 75 | 5.7 | 5,030 | 21.8 |
| VISION CARE PROGRAM | | | | |
| Small Firms | 323 | 27.3 | 2,227 | 21.2 |
| Medium Size Firms | 29 | 29.3 | 873 | 26.5 |
| Large Firms | 14 | 50.0 | 3,898 | 42.2 |
| All Size Firms | 366 | 27.9 | 6,998 | 30.4 |
| PRESCRIPTION DRUG PLAN | | | | |
| Small Firms | 601 | 50.7 | 5,379 | 51.2 |
| Medium Size Firms | 72 | 72.7 | 2,602 | 78.9 |
| Large Firms | 16 | 57.1 | 4,080 | 44.2 |
| All Size Firms | 689 | 52.5 | 12,061 | 52.3 |
| MENTAL HEALTH RIDER | | | | |
| Small Firms | 26 | 2.2 | 398 | 3.8 |
| Medium Sized Firms | 13 | 13.1 | 592 | 18.0 |
| Large Firms | 2 | 7.1 | 265 | 2.9 |
| All Size Firms | 41 | 3.1 | 1,255 | 5.4 |
| LIFE INSURANCE | | | | |
| Small Firms | 965 | 81.4 | 9,236 | 87.8 |
| Medium Size Firms | 99 | 100.0 | 3,297 | 100.0 |
| Large Firms | 28 | 100.0 | 9,237 | 100.0 |
| All Size Firms | 1,092 | 83.2 | 21,770 | 94.5 |
| ACCIDENTAL DEATH INSURANCE | | | | |
| Small Firms | 486 | 41.0 | 5,479 | 52.1 |
| Medium Size Firms | 75 | 75.8 | 2,422 | 73.5 |
| Large Firms | 21 | 75.0 | 7,810 | 84.6 |
| All Size Firms | 582 | 44.4 | 15,711 | 68.2 |

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

| 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 |
|--|------------------------------------|--|--|--|
| DEPENDENT LIFE INSURANCE | | | | |
| Small Firms | 173 | 14.6 | 1,949 | 18.5 |
| Medium Size Firms | 30 | 30.3 | 1,042 | 31.6 |
| Large Firms | 7 | 25.0 | 504 | 5.5 |
| All Size Firms | 210 | 16.0 | 3,495 | 15.2 |
| LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN | | | | |
| Small Firms | 26 | 2.2 | 313 | 3.0 |
| Medium Size Firms | 7 | 7.1 | 458 | 13.9 |
| All Size Firms | 33 | 2.5 | 771 | 3.3 |
| OTHER (please name) | | | | |
| Small Firms | 104 | 8.8 | 529 | 5.0 |
| Large Firms | 1 | 3.6 | 11 | 0.1 |
| All Size Firms | 105 | 8.0 | 540 | 2.3 |
| Subtotal of Small Firms | 1,185 | 100.0 | 10,515 | 100.0 |
| Subtotal of Medium Size Firms | 99 | 100.0 | 3,297 | 100.0 |
| Subtotal of Large Firms | 28 | 100.0 | 9,237 | 100.0 |
| Grand Total | 1,312 | 100.0 | 23,049 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E firms that have one or more salaried employees that responded to this question. 80 firms, or 79.2% of the F.I.R.E. firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.

F.I.R.E.
Full-time Hourly

TABLE 35W: Additional Medical/health Benefits Offered for Oklahoma F.I.R.E. Full-time Hourly Employees by Firm Size.* Question 35: "Please check boxes indicating any additional medical/health benefits for which your company provides cost assistance."

| 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 | | | | |
| Small Firms | 246 | 31.3 | 1,969 | 33.8 |
| Medium Size Firms | 81 | 71.1 | 4,393 | 68.4 |
| Large Firms | 19 | 76.0 | 8,412 | 79.8 |
| All Size Firms | 346 | 37.4 | 14,774 | 64.8 |
| EMPLOYEE ASSISTANCE PROGRAM | | | | |
| Small Firms | 11 | 1.4 | 59 | 1.0 |
| Medium Size Firms | 26 | 22.8 | 1,574 | 24.5 |
| Large Firms | 14 | 56.0 | 5,917 | 56.1 |
| All Size Firms | 51 | 5.5 | 7,550 | 33.1 |
| WELLNESS PROGRAM | | | | |
| Small Firms | 47 | 6.0 | 78 | 1.3 |
| Medium Size Firms | 10 | 8.8 | 593 | 9.2 |
| Large Firms | 5 | 20.0 | 2,397 | 22.7 |
| All Size Firms | 62 | 6.7 | 3,068 | 13.5 |
| VISION CARE PROGRAM | | | | |
| Small Firms | 256 | 32.5 | 2,034 | 35.0 |
| Medium Size Firms | 19 | 16.7 | 1,165 | 18.2 |
| Large Firms | 7 | 28.0 | 3,512 | 33.3 |
| All Size Firms | 282 | 30.5 | 6,711 | 29.5 |
| PRESCRIPTION DRUG PLAN | | | | |
| Small Firms | 439 | 55.8 | 3,226 | 55.4 |
| Medium Size Firms | 66 | 57.9 | 3,058 | 47.6 |
| Large Firms | 18 | 72.0 | 8,232 | 78.1 |
| All Size Firms | 523 | 56.5 | 14,516 | 63.7 |
| MENTAL HEALTH RIDER | | | | |
| Medium Sized Firms | 7 | 6.1 | 237 | 3.7 |
| Large Firms | 4 | 16.0 | 1,615 | 15.3 |
| All Size Firms | 11 | 1.2 | 1,852 | 8.1 |
| LIFE INSURANCE | | | | |
| Small Firms | 640 | 81.3 | 5,074 | 87.2 |
| Medium Size Firms | 114 | 100.0 | 6,418 | 100.0 |
| Large Firms | 25 | 100.0 | 10,547 | 100.0 |
| All Size Firms | 779 | 84.1 | 22,039 | 96.7 |
| ACCIDENTAL DEATH INSURANCE | | | | |
| Small Firms | 237 | 30.1 | 1,127 | 19.4 |
| Medium Size Firms | 90 | 78.9 | 5,597 | 87.2 |
| Large Firms | 17 | 68.0 | 7,757 | 73.5 |
| All Size Firms | 344 | 37.1 | 14,481 | 63.6 |

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

| 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 |
|--|------------------------------------|--|--|--|
| DEPENDENT LIFE INSURANCE | | | | |
| Small Firms | 110 | 14.0 | 821 | 14.1 |
| Medium Size Firms | 34 | 29.8 | 2,214 | 34.5 |
| Large Firms | 7 | 28.0 | 3,562 | 33.8 |
| All Size Firms | 151 | 16.3 | 6,597 | 29.0 |
| LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN | | | | |
| Medium Size Firms | 3 | 2.6 | 32 | 0.5 |
| All Size Firms | 3 | 0.3 | 32 | 0.1 |
| OTHER (please name) | | | | |
| Small Firms | 78 | 9.9 | 556 | 9.6 |
| Large Firms | 1 | 4.0 | 242 | 2.3 |
| All Size Firms | 79 | 8.5 | 798 | 3.5 |
| Subtotal of Small Firms | 787 | 100.0 | 5,819 | 100.0 |
| Subtotal of Medium Size Firms | 114 | 100.0 | 6,418 | 100.0 |
| Subtotal of Large Firms | 25 | 100.0 | 10,547 | 100.0 |
| Grand Total | 926 | 100.0 | 22,784 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more full-time hourly employees that responded to this question. 68 firms, or 82.9% of the F.I.R.E. 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 with no firms are omitted from this table.

F.I.R.E.
Part-time Hourly

TABLE 35X: Additional Medical/health Benefits Offered for Oklahoma F.I.R.E. Part-time Hourly Employees by Firm Size.* Question 35: "Please check boxes indicating any additional medical/health benefits for which your company provides cost assistance."

| 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 | | | | |
| Small Firms | 50 | 22.1 | 171 | 28.0 |
| Medium Size Firms | 12 | 30.8 | 33 | 5.9 |
| Large Firms | 8 | 66.7 | 392 | 81.7 |
| All Size Firms | 70 | 25.3 | 596 | 36.1 |
| EMPLOYEE ASSISTANCE PROGRAM | | | | |
| Small Firms | 11 | 4.9 | 47 | 7.7 |
| Medium Size Firms | 13 | 33.3 | 173 | 30.9 |
| Large Firms | 11 | 91.7 | 454 | 94.6 |
| All Size Firms | 35 | 12.6 | 674 | 40.8 |
| WELLNESS PROGRAM | | | | |
| Large Firms | 2 | 16.7 | 4 | 0.8 |
| All Size Firms | 2 | 0.7 | 4 | 0.2 |
| VISION CARE PROGRAM | | | | |
| Small Firms | 61 | 27.0 | 126 | 20.6 |
| Medium Size Firms | 13 | 33.3 | 294 | 52.5 |
| Large Firms | 6 | 50.0 | 133 | 27.7 |
| All Size Firms | 80 | 28.9 | 553 | 33.5 |
| PRESCRIPTION DRUG PLAN | | | | |
| Small Firms | 99 | 43.8 | 168 | 27.5 |
| Medium Size Firms | 24 | 61.5 | 327 | 58.4 |
| Large Firms | 11 | 91.7 | 476 | 99.2 |
| All Size Firms | 134 | 48.4 | 971 | 58.8 |
| LIFE INSURANCE | | | | |
| Small Firms | 148 | 65.5 | 476 | 77.9 |
| Medium Size Firms | 31 | 79.5 | 391 | 69.8 |
| Large Firms | 8 | 66.7 | 392 | 81.7 |
| All Size Firms | 187 | 67.5 | 1,259 | 76.3 |
| ACCIDENTAL DEATH INSURANCE | | | | |
| Small Firms | 58 | 25.7 | 282 | 46.2 |
| Medium Size Firms | 27 | 69.2 | 335 | 59.8 |
| Large Firms | 8 | 66.7 | 392 | 81.7 |
| All Size Firms | 93 | 33.6 | 1,009 | 61.1 |

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

| 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 |
|--|------------------------------------|--|--|--|
| DEPENDENT LIFE INSURANCE | | | | |
| Small Firms | | 0.0 | | 0.0 |
| Medium Size Firms | 24 | 61.5 | 327 | 58.4 |
| Large Firms | 3 | 25.0 | 49 | 10.2 |
| All Size Firms | 27 | 9.7 | 376 | 22.8 |
| LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN | | | | |
| Medium Size Firms | 4 | 10.3 | 20 | 3.6 |
| All Size Firms | 4 | 1.4 | 20 | 1.2 |
| OTHER (please name) | | | | |
| Small Firms | 41 | 18.1 | 84 | 13.7 |
| All Size Firms | 41 | 14.8 | 84 | 5.1 |
| Subtotal of Small Firms | 226 | 100.0 | 611 | 100.0 |
| Subtotal of Medium Size Firms | 39 | 100.0 | 560 | 100.0 |
| Subtotal of Large Firms | 12 | 100.0 | 480 | 100.0 |
| Grand Total | 277 | 100.0 | 1,651 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more part-time hourly employees that responded to this question. 26 firms, or 33.8% of the F.I.R.E. 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 with no firms are omitted from this table.

F.I.R.E
Salary

TABLE 36V: Medical/Health Eligibility Waiting Period for Oklahoma F.I.R.E. Salary Employees by Firm Size.* Question 36: "Does your company require a waiting period for new hire Medical/Health/Dental benefits?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| DO NOT OFFER ANY MEDICAL/ HEALTH/DENTAL BENEFITS | | | | |
| Small Firms | 448 | 26.0 | 1,667 | 13.1 |
| Medium Size Firms | 5 | 4.9 | 329 | 9.1 |
| All Size Firms | 453 | 24.4 | 1,996 | 7.8 |
| NO WAITING PERIOD REQUIRED | | | | |
| Small Firms | 101 | 5.9 | 759 | 6.0 |
| Medium Size Firms | 8 | 7.8 | 526 | 14.5 |
| Large Firms | 9 | 31.0 | 4,691 | 50.8 |
| All Size Firms | 118 | 6.4 | 5,976 | 23.4 |
| YES, 30 DAYS OR LESS | | | | |
| Small Firms | 298 | 17.3 | 3,653 | 28.8 |
| Medium Size Firms | 27 | 26.2 | 958 | 26.4 |
| Large Firms | 11 | 37.9 | 4,068 | 44.0 |
| All Size Firms | 336 | 18.1 | 8,679 | 34.0 |
| 31 to 60 DAYS | | | | |
| Small Firms | 235 | 13.6 | 1,730 | 13.6 |
| Medium Size Firms | 20 | 19.4 | 968 | 26.7 |
| Large Firms | 3 | 10.3 | 275 | 3.0 |
| All Size Firms | 258 | 13.9 | 2,973 | 11.6 |
| 61 to 90 DAYS | | | | |
| Small Firms | 382 | 22.1 | 2,289 | 18.0 |
| Medium Size Firms | 38 | 36.9 | 778 | 21.5 |
| Large Firms | 6 | 20.7 | 202 | 2.2 |
| All Size Firms | 426 | 22.9 | 3,269 | 12.8 |
| MORE THAN 90 DAYS | | | | |
| Small Firms | 207 | 12.0 | 2,189 | 17.2 |
| Medium Size Firms | 5 | 4.9 | 66 | 1.8 |
| All Size Firms | 212 | 11.4 | 2,255 | 8.8 |
| VARIABLES, ACCORDING TO PLANS AND/OR UNION CONTRACT | | | | |
| Small Firms | 54 | 3.1 | 416 | 3.3 |
| All Size Firms | 54 | 2.9 | 416 | 1.6 |
| Subtotal of Small Firms | 1,725 | 100.0 | 12,703 | 100.0 |
| Subtotal of Medium Size Firms | 103 | 100.0 | 3,625 | 100.0 |
| Subtotal of Large Firms | 29 | 100.0 | 9,236 | 100.0 |
| Grand Total | 1,857 | 100.0 | 25,564 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E firms that have one or more salaried employees that responded to this question. 99 firms, or 98.0% of the F.I.R.E. firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

TABLE 36W: Medical/Health Eligibility Waiting Period for Oklahoma F.I.R.E. Full-time Hourly Employees by Firm Size.* Question 36: "Does your company require a waiting period for new hire Medical/Health/Dental benefits?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| DO NOT OFFER ANY MEDICAL/ HEALTH/DENTAL BENEFITS | | | | |
| Small Firms | 334 | 29.0 | 1,318 | 18.1 |
| Medium Size Firms | 5 | 4.2 | 473 | 6.9 |
| All Size Firms | 339 | 26.2 | 1,791 | 7.2 |
| NO WAITING PERIOD REQUIRED | | | | |
| Small Firms | 90 | 7.8 | 687 | 9.4 |
| Medium Size Firms | 18 | 15.1 | 2,115 | 30.7 |
| Large Firms | 3 | 11.5 | 1,630 | 15.5 |
| All Size Firms | 111 | 8.6 | 4,432 | 17.9 |
| YES, 30 DAYS OR LESS | | | | |
| Small Firms | 132 | 11.5 | 922 | 12.7 |
| Medium Size Firms | 36 | 30.3 | 1,432 | 20.8 |
| Large Firms | 14 | 53.8 | 5,564 | 52.8 |
| All Size Firms | 182 | 14.1 | 7,918 | 32.0 |
| 31 to 60 DAYS | | | | |
| Small Firms | 178 | 15.5 | 1,646 | 22.6 |
| Medium Size Firms | 17 | 14.3 | 798 | 11.6 |
| Large Firms | 3 | 11.5 | 534 | 5.1 |
| All Size Firms | 198 | 15.3 | 2,978 | 12.0 |
| 61 to 90 DAYS | | | | |
| Small Firms | 254 | 22.1 | 1,905 | 26.2 |
| Medium Size Firms | 38 | 31.9 | 1,883 | 27.3 |
| Large Firms | 6 | 23.1 | 2,818 | 26.7 |
| All Size Firms | 298 | 23.0 | 6,606 | 26.7 |
| MORE THAN 90 DAYS | | | | |
| Small Firms | 135 | 11.7 | 442 | 6.1 |
| Medium Size Firms | 5 | 4.2 | 189 | 2.7 |
| All Size Firms | 140 | 10.8 | 631 | 2.6 |
| VARIABLES, ACCORDING TO PLANS AND/OR UNION CONTRACT | | | | |
| Small Firms | 27 | 2.3 | 364 | 5.0 |
| All Size Firms | 27 | 2.1 | 364 | 1.5 |
| Subtotal of Small Firms | 1,150 | 100.0 | 7,284 | 100.0 |
| Subtotal of Medium Size Firms | 119 | 100.0 | 6,890 | 100.0 |
| Subtotal of Large Firms | 26 | 100.0 | 10,546 | 100.0 |
| Grand Total | 1,295 | 100.0 | 24,720 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more full-time hourly employees that responded to this question. 79 firms, or 96.3% of the F.I.R.E. firms with full-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

TABLE 36X: Medical/Health Eligibility Waiting Period for Oklahoma F.I.R.E. Part-time Hourly Employees by Firm Size.* Question 36: "Does your company require a waiting period for new hire Medical/Health/Dental benefits?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| DO NOT OFFER ANY MEDICAL/HEALTH/DENTAL BENEFITS | | | | |
| Small Firms | 292 | 51.4 | 609 | 45.3 |
| Medium Size Firms | 14 | 22.6 | 67 | 9.8 |
| All Size Firms | 306 | 47.5 | 676 | 25.3 |
| NO WAITING PERIOD REQUIRED | | | | |
| Small Firms | 13 | 2.3 | 10 | 0.7 |
| Medium Size Firms | 13 | 21.0 | 81 | 11.8 |
| All Size Firms | 26 | 4.0 | 91 | 3.4 |
| YES, 30 DAYS OR LESS | | | | |
| Small Firms | 36 | 6.3 | 48 | 3.6 |
| Medium Size Firms | 10 | 16.1 | 74 | 10.8 |
| Large Firms | 9 | 64.3 | 532 | 82.9 |
| All Size Firms | 55 | 8.5 | 654 | 24.5 |
| 31 to 60 DAYS | | | | |
| Small Firms | 38 | 6.7 | 194 | 14.4 |
| Medium Size Firms | 15 | 24.2 | 52 | 7.6 |
| All Size Firms | 53 | 8.2 | 246 | 9.2 |
| 61 to 90 DAYS | | | | |
| Small Firms | 78 | 13.7 | 156 | 11.6 |
| Medium Size Firms | 6 | 9.7 | 265 | 38.7 |
| Large Firms | 5 | 35.7 | 110 | 17.1 |
| All Size Firms | 89 | 13.8 | 531 | 19.9 |
| MORE THAN 90 DAYS | | | | |
| Small Firms | 111 | 19.5 | 328 | 24.4 |
| Medium Size Firms | 4 | 6.5 | 145 | 21.2 |
| All Size Firms | 115 | 17.9 | 473 | 17.7 |
| Subtotal of Small Firms | 568 | 100.0 | 1,345 | 100.0 |
| Subtotal of Medium Size Firms | 62 | 100.0 | 684 | 100.0 |
| Subtotal of Large Firms | 14 | 100.0 | 642 | 100.0 |
| Grand Total | 644 | 100.0 | 2,671 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more part-time hourly employees that responded to this question. 41 firms, or 53.2% of the F.I.R.E. firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Salary

TABLE 37V: Retirement Plans for Oklahoma F.I.R.E. Salary Employees by Firm Size.*
Question 37: "Please check boxes indicating retirement plans you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-----------------------------------|------------------------------------|--|--|--|
| NO RETIREMENT PLAN OFFERED | | | | |
| Small Firms | 782 | 45.7 | 3,965 | 31.5 |
| Medium Size Firms | 11 | 10.6 | 360 | 9.9 |
| All Size Firms | 793 | 43.1 | 4,325 | 19.8 |
| DEFINED BENEFIT PLAN | | | | |
| Small Firms | 194 | 11.3 | 1,347 | 10.7 |
| Medium Size Firms | 10 | 9.6 | 753 | 20.8 |
| Large Firms | 4 | 18.2 | 1,215 | 21.4 |
| All Size Firms | 208 | 11.3 | 3,315 | 15.1 |
| DEFINED CONTRIBUTION PLAN | | | | |
| Small Firms | 678 | 39.6 | 6,693 | 53.2 |
| Medium Size Firms | 87 | 83.7 | 2,910 | 80.3 |
| Large Firms | 22 | 100.0 | 5,684 | 100.0 |
| All Size Firms | 787 | 42.8 | 15,287 | 69.8 |
| PROFIT SHARING | | | | |
| Small Firms | 85 | 5.0 | 1,343 | 10.7 |
| Medium Size Firms | 10 | 9.6 | 325 | 9.0 |
| Large Firms | 9 | 40.9 | 4,018 | 70.7 |
| All Size Firms | 104 | 5.7 | 5,686 | 26.0 |
| OTHER (please name) | | | | |
| Small Firms | 181 | 10.6 | 2,121 | 16.9 |
| Large Firms | 1 | 4.5 | 11 | 0.2 |
| All Size Firms | 182 | 9.9 | 2,132 | 9.7 |
| Subtotal of Small Firms | 1,712 | 100.0 | 12,578 | 100.0 |
| Subtotal of Medium Size Firms | 104 | 100.0 | 3,626 | 100.0 |
| Subtotal of Large Firms | 22 | 100.0 | 5,684 | 100.0 |
| Grand Total | 1,838 | 100.0 | 21,888 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E firms that have one or more salaried employees that responded to this question. 97 firms, or 96.0% of the F.I.R.E. 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 with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

TABLE 37W: Retirement Plans for Oklahoma F.I.R.E. Full-time Hourly Employees by Firm Size.* Question 37: "Please check boxes indicating retirement plans you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-----------------------------------|------------------------------------|--|--|--|
| NO RETIREMENT PLAN OFFERED | | | | |
| Small Firms | 536 | 46.6 | 3,112 | 43.3 |
| Medium Size Firms | 11 | 9.2 | 830 | 12.0 |
| All Size Firms | 547 | 42.3 | 3,942 | 16.0 |
| DEFINED BENEFIT PLAN | | | | |
| Small Firms | 82 | 7.1 | 286 | 4.0 |
| Medium Size Firms | 6 | 5.0 | 317 | 4.6 |
| Large Firms | 4 | 16.0 | 2,155 | 20.4 |
| All Size Firms | 92 | 7.1 | 2,758 | 11.2 |
| DEFINED CONTRIBUTION PLAN | | | | |
| Small Firms | 463 | 40.3 | 3,206 | 44.7 |
| Medium Size Firms | 102 | 85.7 | 5,744 | 83.4 |
| Large Firms | 25 | 100.0 | 10,547 | 100.0 |
| All Size Firms | 590 | 45.6 | 19,497 | 79.2 |
| PROFIT SHARING | | | | |
| Small Firms | 47 | 4.1 | 455 | 6.3 |
| Medium Size Firms | 10 | 8.4 | 179 | 2.6 |
| Large Firms | 9 | 36.0 | 3,163 | 30.0 |
| All Size Firms | 66 | 5.1 | 3,797 | 15.4 |
| OTHER (please name) | | | | |
| Small Firms | 115 | 10.0 | 654 | 9.1 |
| Large Firms | 4 | 16.0 | 1,565 | 14.8 |
| All Size Firms | 119 | 9.2 | 2,219 | 9.0 |
| Subtotal of Small Firms | 1,149 | 100.0 | 7,179 | 100.0 |
| Subtotal of Medium Size Firms | 119 | 100.0 | 6,891 | 100.0 |
| Subtotal of Large Firms | 25 | 100.0 | 10,547 | 100.0 |
| Grand Total | 1,293 | 100.0 | 24,617 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more full-time hourly employees that responded to this question. 79 firms, or 96.3% of the F.I.R.E. 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 with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

TABLE 37X: Retirement Plans for Oklahoma F.I.R.E. Part-time Hourly Employees by Firm Size.* Question 37: "Please check boxes indicating retirement plans you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-----------------------------------|------------------------------------|--|--|--|
| NO RETIREMENT PLAN OFFERED | | | | |
| Small Firms | 379 | 58.1 | 835 | 52.4 |
| Medium Size Firms | 17 | 21.3 | 324 | 37.9 |
| All Size Firms | 396 | 52.7 | 1,159 | 35.2 |
| DEFINED BENEFIT PLAN | | | | |
| Small Firms | 11 | 1.7 | 47 | 3.0 |
| Medium Size Firms | 4 | 5.0 | 20 | 2.3 |
| Large Firms | 2 | 10.5 | 4 | 0.5 |
| All Size Firms | 17 | 2.3 | 71 | 2.2 |
| DEFINED CONTRIBUTION PLAN | | | | |
| Small Firms | 262 | 40.2 | 711 | 44.6 |
| Medium Size Firms | 63 | 78.8 | 531 | 62.1 |
| Large Firms | 19 | 100.0 | 846 | 100.0 |
| All Size Firms | 344 | 45.8 | 2,088 | 63.4 |
| PROFIT SHARING | | | | |
| Small Firms | 73 | 11.2 | 247 | 15.5 |
| Medium Size Firms | 8 | 10.0 | 89 | 10.4 |
| Large Firms | 9 | 47.4 | 533 | 63.0 |
| All Size Firms | 90 | 12.0 | 869 | 26.4 |
| OTHER (please name) | | | | |
| Small Firms | 73 | 11.2 | 258 | 16.2 |
| Large Firms | 3 | 15.8 | 176 | 20.8 |
| All Size Firms | 76 | 10.1 | 434 | 13.2 |
| Subtotal of Small Firms | 652 | 100.0 | 1,593 | 100.0 |
| Subtotal of Medium Size Firms | 80 | 100.0 | 855 | 100.0 |
| Subtotal of Large Firms | 19 | 100.0 | 846 | 100.0 |
| Grand Total | 751 | 100.0 | 3,294 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more part-time hourly employees that responded to this question. 52 firms, or 67.5% of the F.I.R.E. 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 with no firms are omitted from this table.

F.I.R.E
Salary

TABLE 38V: Defined Contribution Plans for Oklahoma F.I.R.E. Salary Employees by Firm Size.* Question 38: "If a defined contribution plan is offered, who funds the plan?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| EMPLOYEE ONLY | | | | |
| Small Firms | 38 | 4.5 | 191 | 2.4 |
| Medium Size Firms | 21 | 25.0 | 463 | 15.6 |
| All Size Firms | 59 | 6.3 | 654 | 4.0 |
| EMPLOYER ONLY | | | | |
| Small Firms | 140 | 16.7 | 851 | 10.8 |
| Medium Size Firms | 6 | 7.1 | 356 | 12.0 |
| All Size Firms | 146 | 15.5 | 1,207 | 7.4 |
| EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF | | | | |
| Small Firms | 230 | 27.5 | 1,581 | 20.0 |
| Medium Size Firms | 6 | 7.1 | 89 | 3.0 |
| Large Firms | 7 | 33.3 | 1,005 | 18.1 |
| All Size Firms | 243 | 25.8 | 2,675 | 16.3 |
| EMPLOYER CONTRIBUTES THE LARGER SHARE | | | | |
| Small Firms | 104 | 12.4 | 1,913 | 24.2 |
| Medium Size Firms | 10 | 11.9 | 447 | 15.1 |
| Large Firms | 2 | 9.5 | 106 | 1.9 |
| All Size Firms | 116 | 12.3 | 2,466 | 15.0 |
| EMPLOYEE CONTRIBUTES THE LARGER SHARE | | | | |
| Small Firms | 325 | 38.8 | 3,357 | 42.5 |
| Medium Size Firms | 41 | 48.8 | 1,614 | 54.4 |
| Large Firms | 12 | 57.1 | 4,430 | 79.9 |
| All Size Firms | 378 | 40.1 | 9,401 | 57.3 |
| Subtotal of Small Firms | 837 | 100.0 | 7,893 | 100.0 |
| Subtotal of Medium Size Firms | 84 | 100.0 | 2,969 | 100.0 |
| Subtotal of Large Firms | 21 | 100.0 | 5,541 | 100.0 |
| Grand Total | 942 | 100.0 | 16,403 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. 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. 63 F.I.R.E. firms, or 86.3% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

TABLE 38W: Defined Contribution Plans for Oklahoma F.I.R.E. Full-time Hourly Employees by Firm Size.* Question 38: "If a defined contribution plan is offered, who funds the plan?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| EMPLOYEE ONLY | | | | |
| Small Firms | 39 | 7.0 | 355 | 9.4 |
| Medium Size Firms | 21 | 21.0 | 930 | 16.0 |
| All Size Firms | 60 | 8.8 | 1,285 | 6.6 |
| EMPLOYER ONLY | | | | |
| Small Firms | 68 | 12.1 | 367 | 9.7 |
| Medium Size Firms | 6 | 6.0 | 317 | 5.5 |
| All Size Firms | 74 | 10.8 | 684 | 3.5 |
| EMPLOYER AND EMPLOYEE EACH CONTRIBUTUTE HALF | | | | |
| Small Firms | 178 | 31.7 | 1,469 | 38.7 |
| Medium Size Firms | 11 | 11.0 | 839 | 14.4 |
| Large Firms | 7 | 30.4 | 3,249 | 33.0 |
| All Size Firms | 196 | 28.7 | 5,557 | 28.6 |
| EMPLOYER CONTRIBUTES THE LARGER SHARE | | | | |
| Small Firms | 26 | 4.6 | 231 | 6.1 |
| Medium Size Firms | 6 | 6.0 | 184 | 3.2 |
| Large Firms | 2 | 8.7 | 397 | 4.0 |
| All Size Firms | 34 | 5.0 | 812 | 4.2 |
| EMPLOYEE CONTRIBUTES THE LARGER SHARE | | | | |
| Small Firms | 250 | 44.6 | 1,371 | 36.1 |
| Medium Size Firms | 56 | 56.0 | 3,541 | 60.9 |
| Large Firms | 14 | 60.9 | 6,211 | 63.0 |
| All Size Firms | 320 | 46.8 | 11,123 | 57.2 |
| Subtotal of Small Firms | 561 | 100.0 | 3,793 | 100.0 |
| Subtotal of Medium Size Firms | 100 | 100.0 | 5,811 | 100.0 |
| Subtotal of Large Firms | 23 | 100.0 | 9,857 | 100.0 |
| Grand Total | 684 | 100.0 | 19,461 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. 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. 55 F.I.R.E. firms, or 87.3% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

TABLE 38X: Defined Contribution Plans for Oklahoma F.I.R.E. Part-time Hourly Employees by Firm Size.* Question 38: "If a defined contribution plan is offered, who funds the plan?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| EMPLOYEE ONLY | | | | |
| Small Firms | 26 | 9.6 | 51 | 6.7 |
| Medium Size Firms | 11 | 20.4 | 123 | 25.1 |
| All Size Firms | 37 | 10.8 | 174 | 8.4 |
| EMPLOYER ONLY | | | | |
| Small Firms | 21 | 7.7 | 100 | 13.2 |
| All Size Firms | 21 | 6.1 | 100 | 4.8 |
| EMPLOYER AND EMPLOYEE EACH CONTRIBUTUTE HALF | | | | |
| Small Firms | 100 | 36.8 | 104 | 13.7 |
| Large Firms | 7 | 38.9 | 274 | 33.3 |
| All Size Firms | 107 | 31.1 | 378 | 18.2 |
| EMPLOYER CONTRIBUTES THE LARGER SHARE | | | | |
| Small Firms | 52 | 19.1 | 231 | 30.5 |
| All Size Firms | 52 | 15.1 | 231 | 11.1 |
| EMPLOYEE CONTRIBUTES THE LARGER SHARE | | | | |
| Small Firms | 73 | 26.8 | 272 | 35.9 |
| Medium Size Firms | 43 | 79.6 | 368 | 74.9 |
| Large Firms | 11 | 61.1 | 549 | 66.7 |
| All Size Firms | 127 | 36.9 | 1,189 | 57.4 |
| Subtotal of Small Firms | 272 | 100.0 | 758 | 100.0 |
| Subtotal of Medium Size Firms | 54 | 100.0 | 491 | 100.0 |
| Subtotal of Large Firms | 18 | 100.0 | 823 | 100.0 |
| Grand Total | 344 | 100.0 | 2,072 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a retirement plan by response on question 37. 32 F.I.R.E. firms, or 53.3% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Salary

TABLE 39V: Educational Benefits for Oklahoma F.I.R.E. Salary Employees by Firm Size.* Question 39: "Do you provide education or tuition assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| NO ASSISTANCE OFFERED | | | | |
| Small Firms | 1,126 | 65.2 | 7,492 | 60.1 |
| Medium Size Firms | 27 | 26.5 | 740 | 21.3 |
| Large Firms | 3 | 10.7 | 128 | 1.4 |
| All Size Firms | 1,156 | 62.3 | 8,360 | 33.2 |
| YES, BASED ON SENIORITY/ YEARS OF SERVICE | | | | |
| Medium Size Firms | 7 | 6.9 | 97 | 2.8 |
| Large Firms | 3 | 10.7 | 1,138 | 12.3 |
| All Size Firms | 10 | 0.5 | 1,235 | 4.9 |
| YES, BASED ON COURSE GRADE | | | | |
| Small Firms | 96 | 5.6 | 350 | 2.8 |
| Medium Size Firms | 18 | 17.6 | 789 | 22.7 |
| Large Firms | 20 | 71.4 | 8,880 | 96.1 |
| All Size Firms | 134 | 7.2 | 10,019 | 39.8 |
| YES, MUST BE JOB RELATED | | | | |
| Small Firms | 586 | 34.0 | 4,921 | 39.4 |
| Medium Size Firms | 62 | 60.8 | 2,612 | 75.1 |
| Large Firms | 25 | 89.3 | 8,108 | 87.8 |
| All Size Firms | 673 | 36.3 | 15,641 | 62.1 |
| YES, AS LONG AS THE INSTITUTION IS ACCREDITED | | | | |
| Small Firms | 47 | 2.7 | 39 | 0.3 |
| Large Firms | 10 | 35.7 | 3,925 | 42.5 |
| All Size Firms | 57 | 3.1 | 3,964 | 15.7 |
| YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE | | | | |
| Small Firms | 108 | 6.3 | 216 | 1.7 |
| Medium Size Firms | 15 | 14.7 | 757 | 21.8 |
| Large Firms | 6 | 21.4 | 3,182 | 34.4 |
| All Size Firms | 129 | 7.0 | 4,155 | 16.5 |
| Subtotal of Small Firms | 1,726 | 100.0 | 12,475 | 100.0 |
| Subtotal of Medium Size Firms | 102 | 100.0 | 3,479 | 100.0 |
| Subtotal of Large Firms | 28 | 100.0 | 9,237 | 100.0 |
| Grand Total | 1,856 | 100.0 | 25,191 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E firms that have one or more salaried employees that responded to this question. 98 firms, or 97.0% of the F.I.R.E. 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 with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

TABLE 39W: Educational Benefits for Oklahoma F.I.R.E. Full-time Hourly Employees by Firm Size.* Question 39: "Do you provide education or tuition assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| NO ASSISTANCE OFFERED | | | | |
| Small Firms | 750 | 65.0 | 4,406 | 60.6 |
| Medium Size Firms | 27 | 23.1 | 1,261 | 18.4 |
| Large Firms | 5 | 20.0 | 2,684 | 25.4 |
| All Size Firms | 782 | 60.3 | 8,351 | 33.9 |
| YES, BASED ON SENIORITY/ YEARS OF SERVICE | | | | |
| Medium Size Firms | 7 | 6.0 | 324 | 4.7 |
| Large Firms | 3 | 12.0 | 1,630 | 15.5 |
| All Size Firms | 10 | 0.8 | 1,954 | 7.9 |
| YES, BASED ON COURSE GRADE | | | | |
| Small Firms | 96 | 8.3 | 1,049 | 14.4 |
| Medium Size Firms | 33 | 28.2 | 2,827 | 41.3 |
| Large Firms | 14 | 56.0 | 5,473 | 51.9 |
| All Size Firms | 143 | 11.0 | 9,349 | 37.9 |
| YES, MUST BE JOB RELATED | | | | |
| Small Firms | 391 | 33.9 | 2,632 | 36.2 |
| Medium Size Firms | 71 | 60.7 | 3,850 | 56.3 |
| Large Firms | 19 | 76.0 | 7,863 | 74.6 |
| All Size Firms | 481 | 37.1 | 14,345 | 58.2 |
| YES, AS LONG AS THE INSTITUTION IS ACCREDITED | | | | |
| Small Firms | 47 | 4.1 | 196 | 2.7 |
| Medium Size Firms | 10 | 8.5 | 1,610 | 23.5 |
| Large Firms | 10 | 40.0 | 3,552 | 33.7 |
| All Size Firms | 67 | 5.2 | 5,358 | 21.7 |
| YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE | | | | |
| Small Firms | 108 | 9.4 | 769 | 10.6 |
| Medium Size Firms | 11 | 9.4 | 830 | 12.1 |
| Large Firms | 6 | 24.0 | 1,527 | 14.5 |
| All Size Firms | 125 | 9.6 | 3,126 | 12.7 |
| Subtotal of Small Firms | 1,154 | 100.0 | 7,267 | 100.0 |
| Subtotal of Medium Size Firms | 117 | 100.0 | 6,843 | 100.0 |
| Subtotal of Large Firms | 25 | 100.0 | 10,547 | 100.0 |
| Grand Total | 1,296 | 100.0 | 24,657 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more full-time hourly employees that responded to this question. 78 firms, or 95.1% of the F.I.R.E. 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 with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

TABLE 39X: Educational Benefits for Oklahoma F.I.R.E. Part-time Hourly Employees by Firm Size.* Question 39: "Do you provide education or tuition assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| NO ASSISTANCE OFFERED | | | | |
| Small Firms | 587 | 74.7 | 1,469 | 72.8 |
| Medium Size Firms | 23 | 28.8 | 133 | 15.0 |
| Large Firms | 4 | 28.6 | 202 | 26.6 |
| All Size Firms | 614 | 69.8 | 1,804 | 49.3 |
| YES, BASED ON SENIORITY/ YEARS OF SERVICE | | | | |
| Medium Size Firms | 7 | 8.8 | 28 | 3.2 |
| All Size Firms | 7 | 0.8 | 28 | 0.8 |
| YES, BASED ON COURSE GRADE | | | | |
| Small Firms | 35 | 4.5 | 143 | 7.1 |
| Medium Size Firms | 8 | 10.0 | 248 | 28.1 |
| Large Firms | 9 | 64.3 | 533 | 70.3 |
| All Size Firms | 52 | 5.9 | 924 | 25.2 |
| YES, MUST BE JOB RELATED | | | | |
| Small Firms | 186 | 23.7 | 476 | 23.6 |
| Medium Size Firms | 44 | 55.0 | 458 | 51.8 |
| Large Firms | 10 | 71.4 | 556 | 73.4 |
| All Size Firms | 240 | 27.3 | 1,490 | 40.7 |
| YES, AS LONG AS THE INSTITUTION IS ACCREDITED | | | | |
| Medium Size Firms | 4 | 5.0 | 145 | 16.4 |
| Large Firms | 8 | 57.1 | 510 | 67.3 |
| All Size Firms | 12 | 1.4 | 655 | 17.9 |
| YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE | | | | |
| Medium Size Firms | 10 | 12.5 | 285 | 32.2 |
| Large Firms | 5 | 35.7 | 343 | 45.3 |
| All Size Firms | 15 | 1.7 | 628 | 17.2 |
| Subtotal of Small Firms | 786 | 100.0 | 2,018 | 100.0 |
| Subtotal of Medium Size Firms | 80 | 100.0 | 884 | 100.0 |
| Subtotal of Large Firms | 14 | 100.0 | 758 | 100.0 |
| Grand Total | 880 | 100.0 | 3,660 | 100.0 |

Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more part-time hourly employees that responded to this question. 55 firms, or 71.4% of the F.I.R.E. 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 with no firms are omitted from this table.

F.I.R.E
Salary

TABLE 40V: Education Cost Compensation for Oklahoma F.I.R.E. Salary Employees by Firm Size.* Question 40: "What is the maximum percentage of education and tuition cost you will compensate for any employee's in each category?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| 1% to 25% | | | | |
| Small Firms | 24 | 4.0 | 80 | 1.6 |
| Medium Size Firms | 11 | 14.7 | 464 | 16.9 |
| All Size Firms | 35 | 5.0 | 544 | 3.2 |
| 26% to 50% | | | | |
| Medium Size Firms | 5 | 6.7 | 329 | 12.0 |
| All Size Firms | 5 | 0.7 | 329 | 2.0 |
| 51% to 75% | | | | |
| Small Firms | 108 | 18.0 | 216 | 4.3 |
| Large Firms | 3 | 11.5 | 220 | 2.4 |
| All Size Firms | 111 | 15.9 | 436 | 2.6 |
| 76% to 99% | | | | |
| Small Firms | 11 | 1.8 | 270 | 5.4 |
| Medium Size Firms | 4 | 5.3 | 47 | 1.7 |
| Large Firms | 6 | 23.1 | 434 | 4.8 |
| All Size Firms | 21 | 3.0 | 751 | 4.5 |
| 100% | | | | |
| Small Firms | 456 | 76.1 | 4,417 | 88.6 |
| Medium Size Firms | 55 | 73.3 | 1,899 | 69.3 |
| Large Firms | 17 | 65.4 | 8,455 | 92.8 |
| All Size Firms | 528 | 75.4 | 14,771 | 87.8 |
| Subtotal of Small Firms | 599 | 100.0 | 4,983 | 100.0 |
| Subtotal of Medium Size Firms | 75 | 100.0 | 2,739 | 100.0 |
| Subtotal of Large Firms | 26 | 100.0 | 9,109 | 100.0 |
| Grand Total | 700 | 100.0 | 16,831 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer educational benefits by response on question 39. 50 F.I.R.E. firms, or 94.3% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| 1% to 25% | | | | |
| Small Firms | 24 | 5.6 | 119 | 4.0 |
| Medium Size Firms | 11 | 12.1 | 435 | 7.8 |
| All Size Firms | 35 | 6.4 | 554 | 3.4 |
| 26% to 50% | | | | |
| Medium Size Firms | 5 | 5.5 | 473 | 8.5 |
| All Size Firms | 5 | 0.9 | 473 | 2.9 |
| 51% to 75% | | | | |
| Small Firms | 108 | 25.0 | 769 | 25.6 |
| Large Firms | 3 | 15.0 | 1,215 | 15.5 |
| All Size Firms | 111 | 20.4 | 1,984 | 12.1 |
| 76% to 99% | | | | |
| Medium Size Firms | 4 | 4.4 | 559 | 10.0 |
| Large Firms | 4 | 20.0 | 1,612 | 20.5 |
| All Size Firms | 8 | 1.5 | 2,171 | 13.2 |
| 100% | | | | |
| Small Firms | 300 | 69.4 | 2,119 | 70.5 |
| Medium Size Firms | 71 | 78.0 | 4,116 | 73.7 |
| Large Firms | 13 | 65.0 | 5,035 | 64.0 |
| All Size Firms | 384 | 70.7 | 11,270 | 68.5 |
| Subtotal of Small Firms | 432 | 100.0 | 3,007 | 100.0 |
| Subtotal of Medium Size Firms | 91 | 100.0 | 5,583 | 100.0 |
| Subtotal of Large Firms | 20 | 100.0 | 7,862 | 100.0 |
| Grand Total | 543 | 100.0 | 16,452 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. 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. 46 F.I.R.E. firms, or 93.9% of the applicable F.I.R.E. firms responded to this question. Firm sizes with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| 1% to 25% | | | | |
| Small Firms | 13 | 6.5 | 10 | 1.8 |
| All Size Firms | 13 | 4.9 | 10 | 0.5 |
| 51% to 75% | | | | |
| Large Firms | 1 | 10.0 | 23 | 4.1 |
| All Size Firms | 1 | 0.4 | 23 | 1.2 |
| 76% to 99% | | | | |
| Medium Size Firms | 6 | 10.5 | 265 | 35.3 |
| All Size Firms | 6 | 2.3 | 265 | 14.3 |
| 100% | | | | |
| Small Firms | 186 | 93.5 | 538 | 98.2 |
| Medium Size Firms | 51 | 89.5 | 486 | 64.7 |
| Large Firms | 9 | 90.0 | 533 | 95.9 |
| All Size Firms | 246 | 92.5 | 1,557 | 83.9 |
| Subtotal of Small Firms | 199 | 100.0 | 548 | 100.0 |
| Subtotal of Medium Size Firms | 57 | 100.0 | 751 | 100.0 |
| Subtotal of Large Firms | 10 | 100.0 | 556 | 100.0 |
| Grand Total | 266 | 100.0 | 1,855 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. F.I.R.E. firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer educational benefits by response on question 39. 27 F.I.R.E. firms, or 55.1% of the applicable F.I.R.E. firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

F.I.R.E

Salary

TABLE 41V: Flexible Spending Accounts for Oklahoma F.I.R.E. Salary Employees by Firm Size.* Question 41: "Do you offer flexible spending accounts, or a cafeteria plan, to your employees?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 1,116 | 64.2 | 5,952 | 46.7 |
| Medium Size Firms | 20 | 19.2 | 1,254 | 34.6 |
| Large Firms | 1 | 3.2 | 11 | 0.1 |
| All Size Firms | 1,137 | 60.7 | 7,217 | 28.0 |
| YES, FOR HEALTH EXPENSES | | | | |
| Small Firms | 623 | 35.8 | 6,792 | 53.3 |
| Medium Size Firms | 84 | 80.8 | 2,372 | 65.4 |
| Large Firms | 30 | 96.8 | 9,424 | 99.9 |
| All Size Firms | 737 | 39.3 | 18,588 | 72.0 |
| YES, FOR CHILDCARE EXPENSES | | | | |
| Small Firms | 432 | 24.9 | 4,152 | 32.6 |
| Medium Size Firms | 65 | 62.5 | 2,213 | 61.0 |
| Large Firms | 29 | 93.5 | 9,318 | 98.8 |
| All Size Firms | 526 | 28.1 | 15,683 | 60.8 |
| YES, OTHER EXPENSES (please name) | | | | |
| Small Firms | 58 | 3.3 | 98 | 0.8 |
| Medium Size Firms | 12 | 11.5 | 322 | 8.9 |
| Large Firms | 2 | 6.5 | 22 | 0.2 |
| All Size Firms | 72 | 3.8 | 442 | 1.7 |
| Subtotal of Small Firms | 1,738 | 100.0 | 12,745 | 100.0 |
| Subtotal of Medium Size Firms | 104 | 100.0 | 3,626 | 100.0 |
| Subtotal of Large Firms | 31 | 100.0 | 9,435 | 100.0 |
| Grand Total | 1,873 | 100.0 | 25,806 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E firms that have one or more salaried employees that responded to this question. 101 firms, or 100.0% of the F.I.R.E. 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.

F.I.R.E
Full-time Hourly

TABLE 41W: Flexible Spending Accounts for Oklahoma F.I.R.E. Full-time Hourly Employees by Firm Size.* Question 41: "Do you offer flexible spending accounts, or a cafeteria plan, to your employees?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-----------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 684 | 57.2 | 3,596 | 47.6 |
| Medium Size Firms | 15 | 12.6 | 867 | 12.6 |
| Large Firms | 1 | 3.7 | 242 | 2.2 |
| All Size Firms | 700 | 52.2 | 4,705 | 18.4 |
| YES, FOR HEALTH EXPENSES | | | | |
| Small Firms | 511 | 42.8 | 3,953 | 52.4 |
| Medium Size Firms | 104 | 87.4 | 6,024 | 87.4 |
| Large Firms | 26 | 96.3 | 10,943 | 97.8 |
| All Size Firms | 641 | 47.8 | 20,920 | 81.6 |
| YES, FOR CHILDCARE EXPENSES | | | | |
| Small Firms | 399 | 33.4 | 2,941 | 39.0 |
| Medium Size Firms | 86 | 72.3 | 5,006 | 72.6 |
| Large Firms | 25 | 92.6 | 10,705 | 95.7 |
| All Size Firms | 510 | 38.0 | 18,652 | 72.8 |
| YES, OTHER EXPENSES (please name) | | | | |
| Small Firms | 58 | 4.9 | 214 | 2.8 |
| Medium Size Firms | 25 | 21.0 | 1,774 | 25.7 |
| Large Firms | 2 | 7.4 | 1,123 | 10.0 |
| All Size Firms | 85 | 6.3 | 3,111 | 12.1 |
| Subtotal of Small Firms | 1,195 | 100.0 | 7,549 | 100.0 |
| Subtotal of Medium Size Firms | 119 | 100.0 | 6,891 | 100.0 |
| Subtotal of Large Firms | 27 | 100.0 | 11,185 | 100.0 |
| Grand Total | 1,341 | 100.0 | 25,625 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more full-time hourly employees that responded to this question. 82 firms, or 100.0% of the F.I.R.E. 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.

F.I.R.E
Part-time Hourly

TABLE 41X: Flexible Spending Accounts for Oklahoma F.I.R.E. Part-time Hourly Employees by Firm Size.* Question 41: "Do you offer flexible spending accounts, or a cafeteria plan, to your employees?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 528 | 77.2 | 1,064 | 72.8 |
| Medium Size Firms | 29 | 42.6 | 196 | 24.1 |
| All Size Firms | 557 | 72.7 | 1,260 | 44.2 |
| YES, FOR HEALTH EXPENSES | | | | |
| Small Firms | 155 | 22.7 | 397 | 27.2 |
| Medium Size Firms | 39 | 57.4 | 617 | 76.0 |
| Large Firms | 13 | 92.9 | 573 | 99.3 |
| All Size Firms | 207 | 27.0 | 1,587 | 55.7 |
| YES, FOR CHILDCARE EXPENSES | | | | |
| Small Firms | 145 | 21.2 | 350 | 24.0 |
| Medium Size Firms | 26 | 38.2 | 323 | 39.8 |
| Large Firms | 14 | 100.0 | 577 | 100.0 |
| All Size Firms | 185 | 24.2 | 1,250 | 43.9 |
| YES, OTHER EXPENSES (please name) | | | | |
| Small Firms | 11 | 1.6 | 18 | 1.2 |
| Large Firms | 2 | 14.3 | 26 | 4.5 |
| All Size Firms | 13 | 1.7 | 44 | 1.5 |
| Subtotal of Small Firms | 684 | 100.0 | 1,461 | 100.0 |
| Subtotal of Medium Size Firms | 68 | 100.0 | 812 | 100.0 |
| Subtotal of Large Firms | 14 | 100.0 | 577 | 100.0 |
| Grand Total | 766 | 100.0 | 2,850 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more part-time hourly employees that responded to this question. 4963.6 firms, or ****% of the F.I.R.E. 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 with no firms are omitted from this table.

F.I.R.E
Salary

TABLE 42V: Childcare Assistance for Oklahoma F.I.R.E. Salary Employees by Firm Size.* Question 42: "Do you offer childcare assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|----------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 1,677 | 97.2 | 12,006 | 96.2 |
| Medium Size Firms | 104 | 100.0 | 3,626 | 100.0 |
| Large Firms | 30 | 96.8 | 9,292 | 98.5 |
| All Size Firms | 1,811 | 97.3 | 24,924 | 97.6 |
| YES, ON-SITE FACILITY | | | | |
| Small Firms | 28 | 1.6 | 147 | 1.2 |
| All Size Firms | 28 | 1.5 | 147 | 0.6 |
| YES, VOUCHERS or OFF-SITE | | | | |
| SUBSIDIZED | | | | |
| Small Firms | 49 | 2.8 | 469 | 3.8 |
| All Size Firms | 49 | 2.6 | 469 | 1.8 |
| YES, REFERRAL INFORMATION | | | | |
| Large Firms | 1 | 3.2 | 143 | 1.5 |
| All Size Firms | 1 | 0.1 | 143 | 0.6 |
| Subtotal of Small Firms | 1,726 | 100.0 | 12,475 | 100.0 |
| Subtotal of Medium Size Firms | 104 | 100.0 | 3,626 | 100.0 |
| Subtotal of Large Firms | 31 | 100.0 | 9,435 | 100.0 |
| Grand Total | 1,861 | 100.0 | 25,536 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E firms that have one or more salaried employees that responded to this question. 100 firms, or 99.0% of the F.I.R.E. 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 with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

TABLE 42W: Childcare Assistance for Oklahoma F.I.R.E. Full-time Hourly Employees by Firm Size.* Question 42: "Do you offer childcare assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 1,182 | 100.0 | 7,414 | 100.0 |
| Medium Size Firms | 117 | 100.0 | 6,843 | 100.0 |
| Large Firms | 26 | 96.3 | 10,495 | 93.8 |
| All Size Firms | 1,325 | 99.9 | 24,752 | 97.3 |
| YES, REFERRAL INFORMATION | | | | |
| Large Firms | 1 | 3.7 | 690 | 6.2 |
| All Size Firms | 1 | 0.1 | 690 | 2.7 |
| Subtotal of Small Firms | 1,182 | 100.0 | 7,414 | 100.0 |
| Subtotal of Medium Size Firms | 117 | 100.0 | 6,843 | 100.0 |
| Subtotal of Large Firms | 27 | 100.0 | 11,185 | 100.0 |
| Grand Total | 1,326 | 100.0 | 25,442 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more full-time hourly employees that responded to this question. 80 firms, or 97.6% of the F.I.R.E. 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 with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

TABLE 42X: Childcare Assistance for Oklahoma F.I.R.E. Part-time Hourly Employees by Firm Size.* Question 42: "Do you offer childcare assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 845 | 100.0 | 2,068 | 100.0 |
| Medium Size Firms | 103 | 100.0 | 1,125 | 100.0 |
| Large Firms | 19 | 95.0 | 815 | 97.3 |
| All Size Firms | 967 | 99.9 | 4,008 | 99.4 |
| YES, REFERRAL INFORMATION | | | | |
| Large Firms | 1 | 5.0 | 23 | 2.7 |
| All Size Firms | 1 | 0.1 | 23 | 0.6 |
| Subtotal of Small Firms | 845 | 100.0 | 2,068 | 100.0 |
| Subtotal of Medium Size Firms | 103 | 100.0 | 1,125 | 100.0 |
| Subtotal of Large Firms | 20 | 100.0 | 838 | 100.0 |
| Grand Total | 968 | 100.0 | 4,031 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more part-time hourly employees that responded to this question. 64 firms, or 83.1% of the F.I.R.E. 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 with no firms are omitted from this table.

F.I.R.E
Salary

TABLE 43V: Flexible Work Arrangements for Oklahoma F.I.R.E. Salary Employees by Firm Size.* Question 43: "Do you offer flexible work arrangements?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 1,362 | 82.0 | 10,724 | 88.5 |
| Medium Size Firms | 69 | 69.7 | 2,528 | 76.7 |
| Large Firms | 17 | 54.8 | 4,266 | 45.2 |
| All Size Firms | 1,448 | 80.8 | 17,518 | 70.5 |
| FLEX-TIME | | | | |
| Small Firms | 301 | 18.1 | 1,397 | 11.5 |
| Medium Size Firms | 29 | 29.3 | 769 | 23.3 |
| Large Firms | 14 | 45.2 | 5,169 | 54.8 |
| All Size Firms | 344 | 19.2 | 7,335 | 29.5 |
| FOUR DAY (ten hour/day) WORK WEEKS | | | | |
| Large Firms | 9 | 29.0 | 3,830 | 40.6 |
| All Size Firms | 9 | 0.5 | 3,830 | 15.4 |
| TELECOMMUTING (work at home) | | | | |
| Small Firms | 74 | 4.4 | 88 | 0.7 |
| Large Firms | 6 | 19.4 | 3,193 | 33.8 |
| All Size Firms | 80 | 4.5 | 3,281 | 13.2 |
| Subtotal of Small Firms | 1,663 | 100.0 | 12,121 | 100.0 |
| Subtotal of Medium Size Firms | 99 | 100.0 | 3,297 | 100.0 |
| Subtotal of Large Firms | 31 | 100.0 | 9,435 | 100.0 |
| Grand Total | 1,793 | 100.0 | 24,853 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E firms that have one or more salaried employees that responded to this question. 96 firms, or 95.0% of the F.I.R.E. 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 with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

TABLE 43W: Flexible Work Arrangements for Oklahoma F.I.R.E. Full-time Hourly Employees by Firm Size.* Question 43: "Do you offer flexible work arrangements?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 955 | 82.5 | 6,040 | 84.7 |
| Medium Size Firms | 75 | 69.4 | 4,128 | 68.0 |
| Large Firms | 12 | 44.4 | 4,681 | 41.9 |
| All Size Firms | 1,042 | 80.7 | 14,849 | 60.9 |
| FLEX-TIME | | | | |
| Small Firms | 203 | 17.5 | 1,086 | 15.2 |
| Medium Size Firms | 32 | 29.6 | 1,942 | 32.0 |
| Large Firms | 15 | 55.6 | 6,504 | 58.1 |
| All Size Firms | 250 | 19.3 | 9,532 | 39.1 |
| FOUR DAY (ten hour/day) WORK WEEKS | | | | |
| Medium Size Firms | 7 | 6.5 | 1,052 | 17.3 |
| Large Firms | 9 | 33.3 | 3,397 | 30.4 |
| All Size Firms | 16 | 1.2 | 4,449 | 18.2 |
| TELECOMMUTING (work at home) | | | | |
| Small Firms | 52 | 4.5 | 56 | 0.8 |
| Large Firms | 5 | 18.5 | 1,372 | 12.3 |
| All Size Firms | 57 | 4.4 | 1,428 | 5.9 |
| Subtotal of Small Firms | 1,157 | 100.0 | 7,127 | 100.0 |
| Subtotal of Medium Size Firms | 108 | 100.0 | 6,070 | 100.0 |
| Subtotal of Large Firms | 27 | 100.0 | 11,185 | 100.0 |
| Grand Total | 1,292 | 100.0 | 24,382 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more full-time hourly employees that responded to this question. 76 firms, or 92.7% of the F.I.R.E. 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 with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

TABLE 43X: Flexible Work Arrangements for Oklahoma F.I.R.E. Part-time Hourly Employees by Firm Size.* Question 43: "Do you offer flexible work arrangements?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 648 | 82.2 | 1,710 | 88.0 |
| Medium Size Firms | 80 | 78.4 | 1,119 | 91.6 |
| Large Firms | 11 | 61.1 | 292 | 36.4 |
| All Size Firms | 739 | 81.4 | 3,121 | 78.7 |
| FLEX-TIME | | | | |
| Small Firms | 140 | 17.8 | 233 | 12.0 |
| Medium Size Firms | 21 | 20.6 | 103 | 8.4 |
| Large Firms | 8 | 44.4 | 510 | 63.6 |
| All Size Firms | 169 | 18.6 | 846 | 21.3 |
| FOUR DAY (ten hour/day) WORK WEEKS | | | | |
| Large Firms | 8 | 44.4 | 510 | 63.6 |
| All Size Firms | 8 | 0.9 | 510 | 12.9 |
| TELECOMMUTING (work at home) | | | | |
| Small Firms | 52 | 6.6 | 56 | 2.9 |
| Large Firms | 5 | 27.8 | 343 | 42.8 |
| All Size Firms | 57 | 6.3 | 399 | 10.1 |
| Subtotal of Small Firms | 788 | 100.0 | 1,943 | 100.0 |
| Subtotal of Medium Size Firms | 102 | 100.0 | 1,222 | 100.0 |
| Subtotal of Large Firms | 18 | 100.0 | 802 | 100.0 |
| Grand Total | 908 | 100.0 | 3,967 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more part-time hourly employees that responded to this question. 62 firms, or 80.5% of the F.I.R.E. 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 with no firms are omitted from this table.

F.I.R.E
Salary

TABLE 44V: Miscellaneous Benefits for Oklahoma F.I.R.E. Salary Employees by Firm Size.* Question 44: "Please check boxes indicating any additional miscellaneous benefits your company offers."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| BONUSES | | | | |
| Small Firms | 1,171 | 100.0 | 9,513 | 100.0 |
| Medium Size Firms | 84 | 87.5 | 3,121 | 91.9 |
| Large Firms | 20 | 71.4 | 6,062 | 65.7 |
| All Size Firms | 1,275 | 98.5 | 18,696 | 84.5 |
| SHIFT DIFFERENTIAL | | | | |
| Medium Size Firms | 17 | 17.7 | 392 | 11.5 |
| Large Firms | 16 | 57.1 | 5,508 | 59.7 |
| All Size Firms | 33 | 2.5 | 5,900 | 26.7 |
| LONGEVITY PAY | | | | |
| Small Firms | 28 | 2.4 | 221 | 2.3 |
| Medium Size Firms | 4 | 4.2 | 182 | 5.4 |
| All Size Firms | 32 | 2.5 | 403 | 1.8 |
| STOCK OPTIONS | | | | |
| Small Firms | 11 | 0.9 | 53 | 0.6 |
| Large Firms | 15 | 53.6 | 7,449 | 80.8 |
| All Size Firms | 26 | 2.0 | 7,502 | 33.9 |
| OTHER (please name) | | | | |
| Small Firms | 27 | 2.3 | 52 | 0.5 |
| Medium Size Firms | 13 | 13.5 | 140 | 4.1 |
| All Size Firms | 40 | 3.1 | 192 | 0.9 |
| Subtotal of Small Firms | 1,171 | 100.0 | 9,513 | 100.0 |
| Subtotal of Medium Size Firms | 96 | 100.0 | 3,395 | 100.0 |
| Subtotal of Large Firms | 28 | 100.0 | 9,223 | 100.0 |
| Grand Total | 1,295 | 100.0 | 22,131 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E firms that have one or more salaried employees that responded to this question. 75 firms, or 74.3% of the F.I.R.E. 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 with no firms are omitted from this table.

F.I.R.E
Full-time Hourly

TABLE 44W: Miscellaneous Benefits for Oklahoma F.I.R.E. Full-time Hourly Employees by Firm Size.* Question 44: "Please check boxes indicating any additional miscellaneous benefits your company offers."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| BONUSES | | | | |
| Small Firms | 850 | 100.0 | 5,074 | 100.0 |
| Medium Size Firms | 82 | 83.7 | 4,052 | 72.7 |
| Large Firms | 10 | 47.6 | 5,668 | 62.0 |
| All Size Firms | 942 | 97.2 | 14,794 | 74.8 |
| SHIFT DIFFERENTIAL | | | | |
| Medium Size Firms | 17 | 17.3 | 1,168 | 20.9 |
| Large Firms | 16 | 76.2 | 7,763 | 85.0 |
| All Size Firms | 33 | 3.4 | 8,931 | 45.1 |
| LONGEVITY PAY | | | | |
| Small Firms | 28 | 3.3 | 25 | 0.5 |
| Medium Size Firms | 4 | 4.1 | 136 | 2.4 |
| All Size Firms | 32 | 3.3 | 161 | 0.8 |
| STOCK OPTIONS | | | | |
| Small Firms | 11 | 1.3 | 112 | 2.2 |
| Large Firms | 8 | 38.1 | 2,871 | 31.4 |
| All Size Firms | 19 | 2.0 | 2,983 | 15.1 |
| OTHER (please name) | | | | |
| Small Firms | 27 | 3.2 | 52 | 1.0 |
| Medium Size Firms | 11 | 11.2 | 1,351 | 24.2 |
| Large Firms | 3 | 14.3 | 1,323 | 14.5 |
| All Size Firms | 41 | 4.2 | 2,726 | 13.8 |
| Subtotal of Small Firms | 850 | 100.0 | 5,074 | 100.0 |
| Subtotal of Medium Size Firms | 98 | 100.0 | 5,577 | 100.0 |
| Subtotal of Large Firms | 21 | 100.0 | 9,135 | 100.0 |
| Grand Total | 969 | 100.0 | 19,786 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more full-time hourly employees that responded to this question. 57 firms, or 69.5% of the F.I.R.E. 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 with no firms are omitted from this table.

F.I.R.E
Part-time Hourly

TABLE 44X: Miscellaneous Benefits for Oklahoma F.I.R.E. Part-time Hourly Employees by Firm Size.* Question 44: "Please check boxes indicating any additional miscellaneous benefits your company offers."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| BONUSES | | | | |
| Small Firms | 411 | 100.0 | 1,021 | 100.0 |
| Medium Size Firms | 83 | 100.0 | 968 | 100.0 |
| Large Firms | 4 | 26.7 | 171 | 22.1 |
| All Size Firms | 498 | 97.8 | 2,160 | 78.2 |
| SHIFT DIFFERENTIAL | | | | |
| Medium Size Firms | 11 | 13.3 | 286 | 29.5 |
| Large Firms | 10 | 66.7 | 431 | 55.7 |
| All Size Firms | 21 | 4.1 | 717 | 26.0 |
| LONGEVITY PAY | | | | |
| Small Firms | 28 | 6.8 | 25 | 2.4 |
| All Size Firms | 28 | 5.5 | 25 | 0.9 |
| STOCK OPTIONS | | | | |
| Small Firms | 11 | 2.7 | 53 | 5.2 |
| Large Firms | 5 | 33.3 | 343 | 44.3 |
| All Size Firms | 16 | 3.1 | 396 | 14.3 |
| OTHER (please name) | | | | |
| Small Firms | 13 | 3.2 | 10 | 1.0 |
| All Size Firms | 13 | 2.6 | 10 | 0.4 |
| Subtotal of Small Firms | 411 | 100.0 | 1,021 | 100.0 |
| Subtotal of Medium Size Firms | 83 | 100.0 | 968 | 100.0 |
| Subtotal of Large Firms | 15 | 100.0 | 774 | 100.0 |
| Grand Total | 509 | 100.0 | 2,763 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more part-time hourly employees that responded to this question. 39 firms, or 50.6% of the F.I.R.E. 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 with no firms are omitted from this table.

F.I.R.E
All Employee Categories

TABLE 45H: Benefit Cost for Oklahoma F.I.R.E., 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)?"

| 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 |
|-------------------------------|------------------------------------|--|--|--|
| 15% or LESS | | | | |
| Small Firms | 1,148 | 64.6 | 11,319 | 51.8 |
| Medium Size Firms | 39 | 30.7 | 3,780 | 31.8 |
| Large Firms | 3 | 10.7 | 1,863 | 10.2 |
| All Size Firms | 1,190 | 61.6 | 16,962 | 32.7 |
| 16% to 20% | | | | |
| Small Firms | 181 | 10.2 | 2,599 | 11.9 |
| Medium Size Firms | 33 | 26.0 | 3,204 | 27.0 |
| Large Firms | 8 | 28.6 | 7,134 | 39.2 |
| All Size Firms | 222 | 11.5 | 12,937 | 24.9 |
| 21% to 25% | | | | |
| Small Firms | 231 | 13.0 | 3,989 | 18.2 |
| Medium Size Firms | 17 | 13.4 | 1,454 | 12.2 |
| Large Firms | 5 | 17.9 | 2,002 | 11.0 |
| All Size Firms | 253 | 13.1 | 7,445 | 14.3 |
| 26% to 30% | | | | |
| Small Firms | 110 | 6.2 | 2,480 | 11.3 |
| Medium Size Firms | 21 | 16.5 | 1,462 | 12.3 |
| Large Firms | 7 | 25.0 | 2,937 | 16.2 |
| All Size Firms | 138 | 7.1 | 6,879 | 13.2 |
| MORE THAN 30% | | | | |
| Small Firms | 108 | 6.1 | 1,476 | 6.8 |
| Medium Size Firms | 17 | 13.4 | 1,979 | 16.7 |
| Large Firms | 5 | 17.9 | 4,245 | 23.3 |
| All Size Firms | 130 | 6.7 | 7,700 | 14.8 |
| Subtotal of Small Firms | 1,778 | 100.0 | 21,863 | 100.0 |
| Subtotal of Medium Size Firms | 127 | 100.0 | 11,879 | 100.0 |
| Subtotal of Large Firms | 28 | 100.0 | 18,181 | 100.0 |
| Grand Total | 1,933 | 100.0 | 51,923 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes F.I.R.E. firms that have one or more employees that responded to this question. 107 firms, or 97.3% of the applicable F.I.R.E. firms responded to this question.

Oklahoma Employee Benefit Compensation

OESC 2005 Benefits Survey

Services



Vacation & Holiday

Health & Medical



Retirement, Bonuses
& Profit sharing



SERVICE

Salaried

TABLE 1Z: Number of Paid Holidays Offered for Oklahoma Salaried Service Employees by Firm Size.*

| 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 | | | | |
| Small Firms | 507 | 7.9 | 1,955 | 5.7 |
| Medium Size Firms | 125 | 12.2 | 1,682 | 4.9 |
| Large Firms | 7 | 3.5 | 5,708 | 8.2 |
| All Size Firms | 639 | 8.4 | 9,345 | 6.7 |
| SIX HOLIDAYS | | | | |
| Small Firms | 1,564 | 24.5 | 5,376 | 15.8 |
| Medium Size Firms | 250 | 24.4 | 5,146 | 14.9 |
| Large Firms | 34 | 16.8 | 5,273 | 7.5 |
| All Size Firms | 1,848 | 24.3 | 15,795 | 11.4 |
| SEVEN HOLIDAYS | | | | |
| Small Firms | 1,429 | 22.4 | 8,015 | 23.5 |
| Medium Size Firms | 162 | 15.8 | 3,663 | 10.6 |
| Large Firms | 22 | 10.9 | 7,045 | 10.1 |
| All Size Firms | 1,613 | 21.2 | 18,723 | 13.5 |
| EIGHT HOLIDAYS | | | | |
| Small Firms | 933 | 14.6 | 5,848 | 17.1 |
| Medium Size Firms | 114 | 11.1 | 3,681 | 10.6 |
| Large Firms | 31 | 15.3 | 4,619 | 6.6 |
| All Size Firms | 1,078 | 14.2 | 14,148 | 10.2 |
| NINE HOLIDAYS | | | | |
| Small Firms | 914 | 14.3 | 6,069 | 17.8 |
| Medium Size Firms | 84 | 8.2 | 4,689 | 13.5 |
| Large Firms | 35 | 17.3 | 17,596 | 25.1 |
| All Size Firms | 1,033 | 13.6 | 28,354 | 20.4 |
| TEN HOLIDAYS | | | | |
| Small Firms | 483 | 7.6 | 2,951 | 8.7 |
| Medium Sized Firms | 118 | 11.5 | 6,231 | 18.0 |
| Large Firms | 40 | 19.8 | 13,199 | 18.9 |
| All Size Firms | 641 | 8.4 | 22,381 | 16.1 |
| ELEVEN HOLIDAYS | | | | |
| Small Firms | 275 | 4.3 | 2,195 | 6.4 |
| Medium Size Firms | 76 | 7.4 | 4,171 | 12.0 |
| Large Firms | 22 | 10.9 | 7,378 | 10.5 |
| All Size Firms | 373 | 4.9 | 13,744 | 9.9 |
| TWELVE or MORE HOLIDAYS | | | | |
| Small Firms | 273 | 4.3 | 1,694 | 5.0 |
| Medium Size Firms | 94 | 9.2 | 5,382 | 15.5 |
| Large Firms | 11 | 5.4 | 9,200 | 13.1 |
| All Size Firms | 378 | 5.0 | 16,276 | 11.7 |
| Subtotal of Small Firms | 6,378 | 100.0 | 34,103 | 100.0 |
| Subtotal of Medium Size Firms | 1,023 | 100.0 | 34,645 | 100.0 |
| Subtotal of Large Firms | 202 | 100.0 | 70,018 | 100.0 |
| Grand Total | 7,603 | 100.0 | 138,766 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Size Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes services firms that have one or more salaried employees that responded to this question. 628 services firms, or 86.0% of the services firms with salaried employees indicated that they offer at least one paid holiday.

SERVICE

Full-time Hourly

TABLE 1AA: Number of Paid Holidays Offered for Oklahoma Full-time Hourly Service Employees by Firm Size.*

| 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 | | | | |
| Small Firms | 566 | 9.0 | 5,058 | 11.1 |
| Medium Size Firms | 132 | 13.1 | 7,561 | 14.6 |
| Large Firms | 3 | 1.6 | 836 | 0.8 |
| All Size Firms | 701 | 9.4 | 13,455 | 6.7 |
| SIX HOLIDAYS | | | | |
| Small Firms | 1,681 | 26.8 | 12,704 | 27.9 |
| Medium Size Firms | 269 | 26.6 | 13,909 | 26.8 |
| Large Firms | 32 | 17.5 | 15,944 | 15.4 |
| All Size Firms | 1,982 | 26.5 | 42,557 | 21.1 |
| SEVEN HOLIDAYS | | | | |
| Small Firms | 1,466 | 23.3 | 10,262 | 22.5 |
| Medium Size Firms | 182 | 18.0 | 12,135 | 23.4 |
| Large Firms | 28 | 15.3 | 20,711 | 20.0 |
| All Size Firms | 1,676 | 22.4 | 43,108 | 21.4 |
| EIGHT HOLIDAYS | | | | |
| Small Firms | 978 | 15.6 | 7,388 | 16.2 |
| Medium Size Firms | 94 | 9.3 | 5,613 | 10.8 |
| Large Firms | 26 | 14.2 | 15,853 | 15.3 |
| All Size Firms | 1,098 | 14.7 | 28,854 | 14.3 |
| NINE HOLIDAYS | | | | |
| Small Firms | 775 | 12.3 | 4,764 | 10.5 |
| Medium Size Firms | 90 | 8.9 | 3,173 | 6.1 |
| Large Firms | 33 | 18.0 | 12,387 | 11.9 |
| All Size Firms | 898 | 12.0 | 20,324 | 10.1 |
| TEN HOLIDAYS | | | | |
| Small Firms | 417 | 6.6 | 3,807 | 8.4 |
| Medium Sized Firms | 133 | 13.2 | 5,708 | 11.0 |
| Large Firms | 36 | 19.7 | 28,919 | 27.9 |
| All Size Firms | 586 | 7.8 | 38,434 | 19.1 |
| ELEVEN HOLIDAYS | | | | |
| Small Firms | 156 | 2.5 | 789 | 1.7 |
| Medium Size Firms | 54 | 5.3 | 2,239 | 4.3 |
| Large Firms | 19 | 10.4 | 4,489 | 4.3 |
| All Size Firms | 229 | 3.1 | 7,517 | 3.7 |
| TWELVE or MORE HOLIDAYS | | | | |
| Small Firms | 240 | 3.8 | 794 | 1.7 |
| Medium Size Firms | 56 | 5.5 | 1,584 | 3.1 |
| Large Firms | 6 | 3.3 | 4,625 | 4.5 |
| All Size Firms | 302 | 4.0 | 7,003 | 3.5 |
| Subtotal of Small Firms | 6,279 | 100.0 | 45,566 | 100.0 |
| Subtotal of Medium Size Firms | 1,010 | 100.0 | 51,922 | 100.0 |
| Subtotal of Large Firms | 183 | 100.0 | 103,764 | 100.0 |
| Grand Total | 7,472 | 100.0 | 201,252 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Size Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes services firms that have one or more full-time hourly employees that responded to this question, 611 services firms, or 85.2% of the services firms with full-time employees indicated that they offer at least one paid holiday.

SERVICE

Part-time Hourly

TABLE 1AB: Number of Paid Holidays Offered for Oklahoma Part-time Hourly Service Employees by Firm Size.*

| 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 | | | | |
| Small Firms | 446 | 14.7 | 2,169 | 19.0 |
| Medium Size Firms | 83 | 15.1 | 1,144 | 11.7 |
| Large Firms | 10 | 9.0 | 425 | 2.3 |
| All Size Firms | 539 | 14.6 | 3,738 | 9.3 |
| SIX HOLIDAYS | | | | |
| Small Firms | 604 | 19.9 | 3,436 | 30.1 |
| Medium Size Firms | 164 | 29.8 | 3,456 | 35.3 |
| Large Firms | 11 | 9.9 | 3,739 | 19.8 |
| All Size Firms | 779 | 21.1 | 10,631 | 26.6 |
| SEVEN HOLIDAYS | | | | |
| Small Firms | 568 | 18.7 | 1,739 | 15.2 |
| Medium Size Firms | 68 | 12.3 | 1,849 | 18.9 |
| Large Firms | 24 | 21.6 | 3,432 | 18.2 |
| All Size Firms | 660 | 17.9 | 7,020 | 17.5 |
| EIGHT HOLIDAYS | | | | |
| Small Firms | 522 | 17.2 | 1,289 | 11.3 |
| Medium Size Firms | 42 | 7.6 | 467 | 4.8 |
| Large Firms | 17 | 15.3 | 2,598 | 13.8 |
| All Size Firms | 581 | 15.7 | 4,354 | 10.9 |
| NINE HOLIDAYS | | | | |
| Small Firms | 393 | 13.0 | 1,516 | 13.3 |
| Medium Size Firms | 44 | 8.0 | 505 | 5.2 |
| Large Firms | 9 | 8.1 | 985 | 5.2 |
| All Size Firms | 446 | 12.1 | 3,006 | 7.5 |
| TEN HOLIDAYS | | | | |
| Small Firms | 243 | 8.0 | 519 | 4.5 |
| Medium Sized Firms | 63 | 11.4 | 824 | 8.4 |
| Large Firms | 23 | 20.7 | 1,924 | 10.2 |
| All Size Firms | 329 | 8.9 | 3,267 | 8.2 |
| ELEVEN HOLIDAYS | | | | |
| Small Firms | 134 | 4.4 | 236 | 2.1 |
| Medium Size Firms | 45 | 8.2 | 438 | 4.5 |
| Large Firms | 12 | 10.8 | 603 | 3.2 |
| All Size Firms | 191 | 5.2 | 1,277 | 3.2 |
| TWELVE or MORE HOLIDAYS | | | | |
| Small Firms | 124 | 4.1 | 505 | 4.4 |
| Medium Size Firms | 42 | 7.6 | 1,106 | 11.3 |
| Large Firms | 5 | 4.5 | 5,132 | 27.2 |
| All Size Firms | 171 | 4.6 | 6,743 | 16.8 |
| Subtotal of Small Firms | 3,034 | 100.0 | 11,409 | 100.0 |
| Subtotal of Medium Size Firms | 551 | 100.0 | 9,789 | 100.0 |
| Subtotal of Large Firms | 111 | 100.0 | 18,838 | 100.0 |
| Grand Total | 3,696 | 100.0 | 40,036 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Size Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes services firms that have one or more part-time hourly employees that responded to this question. 335 services firms, or 48.9% of the services firms with part-time employees indicated that they offer at least one paid holiday.

SERVICES

Salaried

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

| Holiday Offered | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NEW YEAR'S DAY | | | | |
| Small Firms | 6,220 | 97.5 | 33,445 | 98.1 |
| Medium Size Firms | 993 | 97.1 | 34,274 | 98.9 |
| Large Firms | 194 | 96.0 | 67,586 | 96.5 |
| All Size Firms | 7,407 | 97.4 | 135,305 | 97.5 |
| MARTIN LUTHER KING DAY | | | | |
| Small Firms | 621 | 9.7 | 5,209 | 15.3 |
| Medium Size Firms | 187 | 18.3 | 9,638 | 27.8 |
| Large Firms | 61 | 30.2 | 22,818 | 32.6 |
| All Size Firms | 869 | 11.4 | 37,665 | 27.1 |
| PRESIDENT'S DAY | | | | |
| Small Firms | 473 | 7.4 | 2,739 | 8.0 |
| Medium Size Firms | 150 | 14.7 | 7,007 | 20.2 |
| Large Firms | 49 | 24.3 | 21,482 | 30.7 |
| All Size Firms | 672 | 8.8 | 31,228 | 22.5 |
| GOOD FRIDAY | | | | |
| Small Firms | 821 | 12.9 | 5,087 | 14.9 |
| Medium Size Firms | 187 | 18.3 | 11,220 | 32.4 |
| Large Firms | 36 | 17.8 | 16,225 | 23.2 |
| All Size Firms | 1,044 | 13.7 | 32,532 | 23.4 |
| MEMORIAL DAY | | | | |
| Small Firms | 5,888 | 92.3 | 31,947 | 93.7 |
| Medium Size Firms | 910 | 89.0 | 33,022 | 95.3 |
| Large Firms | 194 | 96.0 | 64,310 | 91.8 |
| All Size Firms | 6,992 | 92.0 | 129,279 | 93.2 |
| INDEPENDENCE DAY | | | | |
| Small Firms | 5,990 | 93.9 | 33,090 | 97.0 |
| Medium Sized Firms | 920 | 89.9 | 32,915 | 95.0 |
| Large Firms | 181 | 89.6 | 60,668 | 86.6 |
| All Size Firms | 7,091 | 93.3 | 126,673 | 91.3 |
| LABOR DAY | | | | |
| Small Firms | 5,935 | 93.1 | 32,329 | 94.8 |
| Medium Size Firms | 870 | 85.0 | 31,630 | 91.3 |
| Large Firms | 189 | 93.6 | 63,222 | 90.3 |
| All Size Firms | 6,994 | 92.0 | 127,181 | 91.7 |
| COLUMBUS DAY | | | | |
| Small Firms | 318 | 5.0 | 1,253 | 3.7 |
| Medium Size Firms | 62 | 6.1 | 2,322 | 6.7 |
| Large Firms | 13 | 6.4 | 1,217 | 1.7 |
| All Size Firms | 393 | 5.2 | 4,792 | 3.5 |
| ELECTION DAY | | | | |
| Small Firms | 81 | 1.3 | 220 | 0.6 |
| Medium Size Firms | 22 | 2.2 | 1,028 | 3.0 |
| All Size Firms | 103 | 1.4 | 1,248 | 0.9 |

TABLE 2Z: Holidays, Services, Salaried (continued).

| 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 |
|---|------------------------------------|--|--|--|
| VETERAN'S DAY | | | | |
| Small Firms | 357 | 5.6 | 1,923 | 5.6 |
| Medium Size Firms | 91 | 8.9 | 3,873 | 11.2 |
| Large Firms | 36 | 17.8 | 7,543 | 10.8 |
| All Size Firms | 484 | 6.4 | 13,339 | 9.6 |
| THANKSGIVING DAY | | | | |
| Small Firms | 6,203 | 97.3 | 33,507 | 98.3 |
| Medium Size Firms | 988 | 96.6 | 34,304 | 99.0 |
| Large Firms | 194 | 96.0 | 64,310 | 91.8 |
| All Size Firms | 7,385 | 97.1 | 132,121 | 95.2 |
| DAY AFTER THANKSGIVING | | | | |
| Small Firms | 3,180 | 49.9 | 18,334 | 53.8 |
| Medium Size Firms | 449 | 43.9 | 23,668 | 68.3 |
| Large Firms | 104 | 51.5 | 47,956 | 68.5 |
| All Size Firms | 3,733 | 49.1 | 89,958 | 64.8 |
| CHRISTMAS EVE DAY | | | | |
| Small Firms | 2,137 | 33.5 | 13,131 | 38.5 |
| Medium Size Firms | 351 | 34.3 | 19,062 | 55.0 |
| Large Firms | 81 | 40.1 | 42,336 | 60.5 |
| All Size Firms | 2,569 | 33.8 | 74,529 | 53.7 |
| CHRISTMAS DAY | | | | |
| Small Firms | 6,218 | 97.5 | 33,708 | 98.8 |
| Medium Size Firms | 981 | 95.9 | 33,408 | 96.4 |
| Large Firms | 187 | 92.6 | 61,330 | 87.6 |
| All Size Firms | 7,386 | 97.1 | 128,446 | 92.6 |
| NEW YEAR'S EVE DAY | | | | |
| Small Firms | 2,222 | 34.8 | 14,450 | 42.4 |
| Medium Size Firms | 351 | 34.3 | 18,737 | 54.1 |
| Large Firms | 64 | 31.7 | 25,329 | 36.2 |
| All Size Firms | 2,637 | 34.7 | 58,516 | 42.2 |
| BIRTHDAY | | | | |
| Small Firms | 526 | 8.2 | 2,649 | 7.8 |
| Medium Size Firms | 99 | 9.7 | 1,450 | 4.2 |
| Large Firms | 13 | 6.4 | 3,416 | 4.9 |
| All Size Firms | 638 | 8.4 | 7,515 | 5.4 |
| ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY | | | | |
| Small Firms | 696 | 10.9 | 5,918 | 17.4 |
| Medium Size Firms | 213 | 20.8 | 10,525 | 30.4 |
| Large Firms | 69 | 34.2 | 14,549 | 20.8 |
| All Size Firms | 978 | 12.9 | 30,992 | 22.3 |
| OTHER (please name) | | | | |
| Small Firms | 342 | 5.4 | 2,541 | 7.5 |
| Medium Size Firms | 122 | 11.9 | 4,089 | 11.8 |
| Large Firms | 25 | 12.4 | 21,343 | 30.5 |
| All Size Firms | 489 | 6.4 | 27,973 | 20.2 |
| Offering Holiday(s) Totals | | | | |
| Subtotal of Small Firms | 6,378 | 100.0 | 34,103 | 100.0 |
| Subtotal of Medium Size Firms | 1,023 | 100.0 | 34,645 | 100.0 |
| Subtotal of Large Firms | 202 | 100.0 | 70,018 | 100.0 |
| Grand Total | 7,603 | 100.0 | 138,766 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Size Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes services firms that have one or more salaried employees that responded to this question. 628 services firms, or 86.0% of the services 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. Size categories with no firms are omitted from this table.

SERVICES

Full-time Hourly

TABLE 2AA: Holidays Offered for Oklahoma Full-time Hourly Services Employees by Firm Size.* Question 2: "Please check all paid holidays offered by your company."

| Holiday Offered | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NEW YEAR'S DAY | | | | |
| Small Firms | 6,100 | 97.1 | 42,782 | 93.9 |
| Medium Size Firms | 956 | 94.7 | 49,157 | 94.7 |
| Large Firms | 179 | 97.8 | 103,148 | 99.5 |
| All Size Firms | 7,235 | 96.8 | 195,087 | 96.9 |
| MARTIN LUTHER KING DAY | | | | |
| Small Firms | 493 | 7.9 | 2,536 | 5.6 |
| Medium Size Firms | 140 | 13.9 | 7,336 | 14.1 |
| Large Firms | 55 | 30.1 | 18,429 | 17.8 |
| All Size Firms | 688 | 9.2 | 28,301 | 14.1 |
| PRESIDENT'S DAY | | | | |
| Small Firms | 483 | 7.7 | 2,260 | 5.0 |
| Medium Size Firms | 125 | 12.4 | 5,633 | 10.8 |
| Large Firms | 27 | 14.8 | 9,524 | 9.2 |
| All Size Firms | 635 | 8.5 | 17,417 | 8.7 |
| GOOD FRIDAY | | | | |
| Small Firms | 783 | 12.5 | 4,597 | 10.1 |
| Medium Size Firms | 159 | 15.7 | 5,341 | 10.3 |
| Large Firms | 39 | 21.3 | 32,678 | 31.5 |
| All Size Firms | 981 | 13.1 | 42,616 | 21.2 |
| MEMORIAL DAY | | | | |
| Small Firms | 5,757 | 91.7 | 40,863 | 89.7 |
| Medium Size Firms | 879 | 87.0 | 44,657 | 86.0 |
| Large Firms | 177 | 96.7 | 101,737 | 98.1 |
| All Size Firms | 6,813 | 91.2 | 187,257 | 93.0 |
| INDEPENDENCE DAY | | | | |
| Small Firms | 5,857 | 93.3 | 42,102 | 92.4 |
| Medium Sized Firms | 909 | 90.0 | 46,474 | 89.5 |
| Large Firms | 164 | 89.6 | 87,416 | 84.3 |
| All Size Firms | 6,930 | 92.7 | 175,992 | 87.4 |
| LABOR DAY | | | | |
| Small Firms | 5,759 | 91.7 | 40,834 | 89.6 |
| Medium Size Firms | 850 | 84.2 | 43,311 | 83.4 |
| Large Firms | 175 | 95.6 | 102,364 | 98.7 |
| All Size Firms | 6,784 | 90.8 | 186,509 | 92.7 |
| COLUMBUS DAY | | | | |
| Small Firms | 245 | 3.9 | 1,218 | 2.7 |
| Medium Size Firms | 54 | 5.3 | 2,840 | 5.5 |
| Large Firms | 13 | 7.1 | 4,975 | 4.8 |
| All Size Firms | 312 | 4.2 | 9,033 | 4.5 |
| ELECTION DAY | | | | |
| Small Firms | 31 | 0.5 | 131 | 0.3 |
| Medium Size Firms | 15 | 1.5 | 520 | 1.0 |
| All Size Firms | 46 | 0.6 | 651 | 0.3 |

TABLE 2AA: Holidays, Services, Full-time Hourly (continued).

| 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 |
|---|------------------------------------|--|--|--|
| VETERAN'S DAY | | | | |
| Small Firms | 408 | 6.5 | 1,898 | 4.2 |
| Medium Size Firms | 66 | 6.5 | 3,062 | 5.9 |
| Large Firms | 27 | 14.8 | 7,504 | 7.2 |
| All Size Firms | 501 | 6.7 | 12,464 | 6.2 |
| THANKSGIVING DAY | | | | |
| Small Firms | 6,230 | 99.2 | 45,064 | 98.9 |
| Medium Size Firms | 969 | 95.9 | 50,289 | 96.9 |
| Large Firms | 180 | 98.4 | 102,928 | 99.3 |
| All Size Firms | 7,379 | 98.8 | 198,281 | 98.5 |
| DAY AFTER THANKSGIVING | | | | |
| Small Firms | 2,668 | 42.5 | 17,593 | 38.6 |
| Medium Size Firms | 413 | 40.9 | 16,574 | 31.9 |
| Large Firms | 87 | 47.5 | 47,233 | 45.6 |
| All Size Firms | 3,168 | 42.4 | 81,400 | 40.4 |
| CHRISTMAS EVE DAY | | | | |
| Small Firms | 1,826 | 29.1 | 11,520 | 25.3 |
| Medium Size Firms | 299 | 29.6 | 12,124 | 23.4 |
| Large Firms | 79 | 43.2 | 32,632 | 31.5 |
| All Size Firms | 2,204 | 29.5 | 56,276 | 28.0 |
| CHRISTMAS DAY | | | | |
| Small Firms | 6,303 | 100.4 | 45,451 | 99.7 |
| Medium Size Firms | 977 | 96.7 | 50,534 | 97.3 |
| Large Firms | 170 | 92.9 | 87,671 | 84.6 |
| All Size Firms | 7,450 | 99.7 | 183,656 | 91.3 |
| NEW YEAR'S EVE DAY | | | | |
| Small Firms | 2,355 | 37.5 | 17,173 | 37.7 |
| Medium Size Firms | 318 | 31.5 | 12,556 | 24.2 |
| Large Firms | 64 | 35.0 | 33,242 | 32.1 |
| All Size Firms | 2,737 | 36.6 | 62,971 | 31.3 |
| BIRTHDAY | | | | |
| Small Firms | 467 | 7.4 | 3,378 | 7.4 |
| Medium Size Firms | 107 | 10.6 | 6,504 | 12.5 |
| Large Firms | 15 | 8.2 | 35,117 | 33.9 |
| All Size Firms | 589 | 7.9 | 44,999 | 22.4 |
| ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY | | | | |
| Small Firms | 530 | 8.4 | 4,548 | 10.0 |
| Medium Size Firms | 184 | 18.2 | 8,006 | 15.4 |
| Large Firms | 65 | 35.5 | 40,599 | 39.2 |
| All Size Firms | 779 | 10.4 | 53,153 | 26.4 |
| OTHER (please name) | | | | |
| Small Firms | 283 | 4.5 | 1,504 | 3.3 |
| Medium Size Firms | 111 | 11.0 | 6,170 | 11.9 |
| Large Firms | 22 | 12.0 | 26,899 | 25.9 |
| All Size Firms | 416 | 5.6 | 34,573 | 17.2 |
| Offering Holiday(s) Totals | | | | |
| Subtotal of Small Firms | 6,279 | 100.0 | 45,566 | 100.0 |
| Subtotal of Medium Size Firms | 1,010 | 100.0 | 51,922 | 100.0 |
| Subtotal of Large Firms | 183 | 100.0 | 103,674 | 100.0 |
| Grand Total | 7,472 | 100.0 | 201,252 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Size Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes services firms that have one or more full-time hourly employees that responded to this question. 611 services firms, or 85.2% of the services firms with full-time 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. Size categories with no firms are omitted from this table.

SERVICES

Part-time Hourly

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

| Holiday Offered | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NEW YEAR'S DAY | | | | |
| Small Firms | 2,732 | 90.0 | 9,828 | 86.1 |
| Medium Size Firms | 507 | 92.0 | 9,192 | 93.9 |
| Large Firms | 99 | 89.2 | 18,477 | 98.1 |
| All Size Firms | 3,338 | 90.3 | 37,497 | 93.7 |
| MARTIN LUTHER KING DAY | | | | |
| Small Firms | 351 | 11.6 | 1,291 | 11.3 |
| Medium Size Firms | 108 | 19.6 | 1,919 | 19.6 |
| Large Firms | 36 | 32.4 | 7,375 | 39.1 |
| All Size Firms | 495 | 13.4 | 10,585 | 26.4 |
| PRESIDENT'S DAY | | | | |
| Small Firms | 352 | 11.6 | 1,054 | 9.2 |
| Medium Size Firms | 90 | 16.3 | 1,757 | 17.9 |
| Large Firms | 28 | 25.2 | 6,176 | 32.8 |
| All Size Firms | 470 | 12.7 | 8,987 | 22.4 |
| GOOD FRIDAY | | | | |
| Small Firms | 387 | 12.8 | 1,006 | 8.8 |
| Medium Size Firms | 110 | 20.0 | 1,591 | 16.3 |
| Large Firms | 31 | 27.9 | 9,663 | 51.3 |
| All Size Firms | 528 | 14.3 | 12,260 | 30.6 |
| MEMORIAL DAY | | | | |
| Small Firms | 2,583 | 85.1 | 8,989 | 78.8 |
| Medium Size Firms | 452 | 82.0 | 8,561 | 87.5 |
| Large Firms | 98 | 88.3 | 17,854 | 94.8 |
| All Size Firms | 3,133 | 84.8 | 35,404 | 88.4 |
| INDEPENDENCE DAY | | | | |
| Small Firms | 2,663 | 87.8 | 9,499 | 83.3 |
| Medium Sized Firms | 463 | 84.0 | 8,700 | 88.9 |
| Large Firms | 92 | 82.9 | 16,483 | 87.5 |
| All Size Firms | 3,218 | 87.1 | 34,682 | 86.6 |
| LABOR DAY | | | | |
| Small Firms | 2,551 | 84.1 | 8,927 | 78.2 |
| Medium Size Firms | 433 | 78.6 | 8,103 | 82.8 |
| Large Firms | 96 | 86.5 | 18,041 | 95.8 |
| All Size Firms | 3,080 | 83.3 | 35,071 | 87.6 |
| COLUMBUS DAY | | | | |
| Small Firms | 129 | 4.3 | 402 | 3.5 |
| Medium Size Firms | 42 | 7.6 | 1,428 | 14.6 |
| Large Firms | 12 | 10.8 | 915 | 4.9 |
| All Size Firms | 183 | 5.0 | 2,745 | 6.9 |
| ELECTION DAY | | | | |
| Small Firms | 28 | 0.9 | 169 | 1.5 |
| Medium Size Firms | 8 | 1.5 | 141 | 1.4 |
| All Size Firms | 36 | 1.0 | 310 | 0.8 |

TABLE 2AB: Holidays, Services, Part-time Hourly (continued.)

| 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 |
|---|------------------------------------|--|--|--|
| VETERAN'S DAY | | | | |
| Small Firms | 238 | 7.8 | 604 | 5.3 |
| Medium Size Firms | 60 | 10.9 | 1,306 | 13.3 |
| Large Firms | 21 | 18.9 | 1,005 | 5.3 |
| All Size Firms | 319 | 8.6 | 2,915 | 7.3 |
| THANKSGIVING DAY | | | | |
| Small Firms | 2,849 | 93.9 | 9,879 | 86.6 |
| Medium Size Firms | 518 | 94.0 | 9,181 | 93.8 |
| Large Firms | 103 | 92.8 | 18,483 | 98.1 |
| All Size Firms | 3,470 | 93.9 | 37,543 | 93.8 |
| DAY AFTER THANKSGIVING | | | | |
| Small Firms | 1,398 | 46.1 | 3,861 | 33.8 |
| Medium Size Firms | 213 | 38.7 | 2,864 | 29.3 |
| Large Firms | 43 | 38.7 | 8,957 | 47.5 |
| All Size Firms | 1,654 | 44.8 | 15,682 | 39.2 |
| CHRISTMAS EVE DAY | | | | |
| Small Firms | 1,050 | 34.6 | 3,104 | 27.2 |
| Medium Size Firms | 179 | 32.5 | 2,366 | 24.2 |
| Large Firms | 44 | 39.6 | 11,426 | 60.7 |
| All Size Firms | 1,273 | 34.4 | 16,896 | 42.2 |
| CHRISTMAS DAY | | | | |
| Small Firms | 2,852 | 94.0 | 10,426 | 91.4 |
| Medium Size Firms | 517 | 93.8 | 9,218 | 94.2 |
| Large Firms | 94 | 84.7 | 15,555 | 82.6 |
| All Size Firms | 3,463 | 93.7 | 35,199 | 87.9 |
| NEW YEAR'S EVE DAY | | | | |
| Small Firms | 1,111 | 36.6 | 3,803 | 33.3 |
| Medium Size Firms | 169 | 30.7 | 3,044 | 31.1 |
| Large Firms | 38 | 34.2 | 9,148 | 48.6 |
| All Size Firms | 1,318 | 35.7 | 15,995 | 40.0 |
| BIRTHDAY | | | | |
| Small Firms | 293 | 9.7 | 1,084 | 9.5 |
| Medium Size Firms | 45 | 8.2 | 1,127 | 11.5 |
| Large Firms | 12 | 10.8 | 2,151 | 11.4 |
| All Size Firms | 350 | 9.5 | 4,362 | 10.9 |
| ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY | | | | |
| Small Firms | 248 | 8.2 | 569 | 5.0 |
| Medium Size Firms | 108 | 19.6 | 972 | 9.9 |
| Large Firms | 32 | 28.8 | 2,051 | 10.9 |
| All Size Firms | 388 | 10.5 | 3,592 | 9.0 |
| OTHER (please name) | | | | |
| Small Firms | 126 | 4.2 | 641 | 5.6 |
| Medium Size Firms | 60 | 10.9 | 1,673 | 17.1 |
| Large Firms | 8 | 7.2 | 2,153 | 11.4 |
| All Size Firms | 194 | 5.2 | 4,467 | 11.2 |
| Offering Holiday(s) Totals | | | | |
| Subtotal of Small Firms | 3,034 | 100.0 | 11,409 | 100.0 |
| Subtotal of Medium Size Firms | 551 | 100.0 | 9,789 | 100.0 |
| Subtotal of Large Firms | 111 | 100.0 | 18,838 | 100.0 |
| Grand Total | 3,696 | 100.0 | 40,036 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Size Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes services firms that have one or more part-time hourly employees that responded to this question. 335 services firms, or 48.9% of the services firms with part-time 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. Size categories with no firms are omitted from this table.

SERVICES

Full-time Hourly

TABLE 3P: Holiday Pay Offered for Oklahoma Full-time Hourly Services 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 |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| STRAIGHT TIME | | | | |
| Small Firms | 2,687 | 47.6 | 19,801 | 47.4 |
| Medium Size Firms | 361 | 36.4 | 17,743 | 35.5 |
| Large Firms | 69 | 38.5 | 38,618 | 37.5 |
| All Size Firms | 3,117 | 45.7 | 76,162 | 39.1 |
| TIME AND ONE-HALF | | | | |
| Small Firms | 1,519 | 26.9 | 12,980 | 31.1 |
| Medium Size Firms | 351 | 35.4 | 19,371 | 38.8 |
| Large Firms | 59 | 33.0 | 43,528 | 42.3 |
| All Size Firms | 1,929 | 28.3 | 75,879 | 39.0 |
| DOUBLE TIME | | | | |
| Small Firms | 616 | 10.9 | 5,680 | 13.6 |
| Medium Size Firms | 180 | 18.1 | 9,226 | 18.5 |
| Large Firms | 36 | 20.1 | 10,902 | 10.6 |
| All Size Firms | 832 | 12.2 | 25,808 | 13.3 |
| OTHER (please describe) | | | | |
| Small Firms | 824 | 14.6 | 3,295 | 7.9 |
| Medium Size Firms | 100 | 10.1 | 3,626 | 7.3 |
| Large Firms | 15 | 8.4 | 9,865 | 9.6 |
| All Size Firms | 939 | 13.8 | 16,786 | 8.6 |
| Subtotal of Small Firms | 5,646 | 100.0 | 41,756 | 100.0 |
| Subtotal of Medium Size Firms | 992 | 100.0 | 49,966 | 100.0 |
| Subtotal of Large Firms | 179 | 100.0 | 102,913 | 100.0 |
| Grand Total | 6,817 | 100.0 | 194,635 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more full-time hourly employees that responded to this question. 552 firms, or 76.6% of the services firms with full-time hourly employees reported holiday pay.

SERVICES

Part-time Hourly

TABLE 3Q: Holiday Pay Offered for Oklahoma Part-time Hourly Services 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 |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| STRAIGHT TIME | | | | |
| Small Firms | 1,963 | 50.7 | 10,810 | 60.2 |
| Medium Size Firms | 239 | 34.3 | 8,779 | 46.2 |
| Large Firms | 61 | 43.6 | 9,346 | 34.1 |
| All Size Firms | 2,263 | 48.0 | 28,935 | 44.9 |
| TIME AND ONE-HALF | | | | |
| Small Firms | 810 | 20.9 | 4,177 | 23.3 |
| Medium Size Firms | 265 | 38.1 | 6,598 | 34.7 |
| Large Firms | 34 | 24.3 | 9,201 | 33.6 |
| All Size Firms | 1,109 | 23.5 | 19,976 | 31.0 |
| DOUBLE TIME | | | | |
| Small Firms | 329 | 8.5 | 599 | 3.3 |
| Medium Size Firms | 106 | 15.2 | 1,820 | 9.6 |
| Large Firms | 29 | 20.7 | 3,745 | 13.7 |
| All Size Firms | 464 | 9.8 | 6,164 | 9.6 |
| OTHER (please describe) | | | | |
| Small Firms | 773 | 19.9 | 2,379 | 13.2 |
| Medium Size Firms | 86 | 12.4 | 1,814 | 9.5 |
| Large Firms | 16 | 11.4 | 5,130 | 18.7 |
| All Size Firms | 875 | 18.6 | 9,323 | 14.5 |
| Subtotal of Small Firms | 3,875 | 100.0 | 17,965 | 100.0 |
| Subtotal of Medium Size Firms | 696 | 100.0 | 19,011 | 100.0 |
| Subtotal of Large Firms | 140 | 100.0 | 27,422 | 100.0 |
| Grand Total | 4,711 | 100.0 | 64,398 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more part-time hourly employees that responded to this question. 412 firms, or 60.1% of the services firms with part-time hourly employees reported holiday pay.

SERVICES

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

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 4,693 | 67 | 25,468 | 69 |
| | Salaried Medium Size Firms | 829 | 72 | 31,083 | 77 |
| | Salaried Large Firms | 156 | 71 | 63,740 | 87 |
| | Salaried All Size Firms | 5,678 | 68 | 120,291 | 80 |
| | Yes | | | | |
| | Salaried Small Firms | 2,305 | 33 | 11,574 | 31 |
| | Salaried Medium Size Firms | 320 | 28 | 9,456 | 23 |
| | Salaried Large Firms | 65 | 29 | 9,561 | 13 |
| | Salaried All Size Firms | 2,690 | 32.1 | 30,591 | 20.3 |
| | Subtotal of Salaried Small Firms | 6,998 | 100.0 | 37,042 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 1,149 | 100.0 | 40,539 | 100.0 |
| | Subtotal of Salaried Large Firms | 221 | 100.0 | 73,301 | 100.0 |
| Salaried Grand Total | 8,368 | 100.0 | 150,882 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 4,740 | 65 | 34,264 | 65 |
| | Full-time Hourly Medium Size Firms | 888 | 75 | 44,084 | 75 |
| | Full-time Hourly Large Firms | 125 | 65 | 66,119 | 62 |
| | Full-time Hourly All Size Firms | 5,753 | 66 | 144,467 | 66 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 2,544 | 35 | 18,695 | 35 |
| | Full-time Hourly Medium Size Firms | 297 | 25 | 14,948 | 25 |
| | Full-time Hourly Large Firms | 68 | 35 | 41,213 | 38 |
| | Full-time Hourly All Size Firms | 2,909 | 33.6 | 74,856 | 34.1 |
| | Subtotal of Full-time Hourly Small Firms | 7,284 | 100.0 | 52,959 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 1,185 | 100.0 | 59,032 | 100.0 |
| | Subtotal of Full-time Hourly Large Firms | 193 | 100.0 | 107,332 | 100.0 |
| Full-time Hourly Grand Total | 8,662 | 100.0 | 219,323 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 3,610 | 74 | 14,832 | 80 |
| | Part-time Hourly Medium Size Firms | 686 | 80 | 17,911 | 87 |
| | Part-time Hourly Large Firms | 98 | 70 | 10,221 | 59 |
| | Part-time Hourly All Size Firms | 4,394 | 75 | 42,964 | 76 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 1,250 | 26 | 3,769 | 20 |
| | Part-time Hourly Medium Size Firms | 174 | 20 | 2,682 | 13 |
| | Part-time Hourly Large Firms | 42 | 30 | 7,018 | 41 |
| | Part-time Hourly All Size Firms | 1,466 | 25.0 | 13,469 | 23.9 |
| | Subtotal of Part-time Hourly Small Firms | 4,860 | 100.0 | 18,601 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 860 | 100.0 | 20,593 | 100.0 |
| | Subtotal of Part-time Hourly Large Firms | 140 | 100.0 | 17,239 | 100.0 |
| Part-time Hourly Grand Total | 5,860 | 100.0 | 56,433 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; & Large Firms are firms with 250 and more employees. This table includes services firms that have one or more employees that responded to this question. 835 services firms, or 98.8% of the services firms with employees responded to this question.

SERVICES

TABLE 5I: Type of Combined Leave Plans Offered for Oklahoma Services 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 1,999 | 76.0 | 17,786 | 60.5 |
| | Yes | | | | |
| | Salaried All Size Firms | 632 | 24.0 | 11,597 | 39.5 |
| | Salaried Grand Total | 2,631 | 100.0 | 29,383 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 2,278 | 79.9 | 38,933 | 52.5 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 573 | 20.1 | 35,165 | 47.5 |
| | Full-time Hourly Grand Total | 2,851 | 100.0 | 74,098 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 918 | 72.3 | 4,715 | 36.0 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 352 | 27.7 | 8,385 | 64.0 |
| | Part-time Hourly Grand Total | 1,270 | 100.0 | 13,100 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 213 services firms, or 99.1% of the applicable services firms responded to this question. Size categories are omitted from this table.

SERVICES

TABLE 6I: Leave Included in Combined Leave Plans for Oklahoma Services 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 1,982 | 75.4 | 23,523 | 81.3 |
| | Yes | | | | |
| | Salaried All Size Firms | 648 | 24.6 | 5,420 | 18.7 |
| | Salaried Grand Total | 2,630 | 100.0 | 28,943 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 2,076 | 74.2 | 61,753 | 83.5 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 720 | 25.8 | 12,190 | 16.5 |
| | Full-time Hourly Grand Total | 2,796 | 100.0 | 73,943 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 1,055 | 80.4 | 11,826 | 91.0 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 257 | 19.6 | 1,165 | 9.0 |
| | Part-time Hourly Grand Total | 1,312 | 100.0 | 12,991 | 100.0 |

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

SERVICES

TABLE 7K: Minimum Combined Leave Time for Oklahoma Services 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 |
|---------------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | 5 DAYS or LESS | | | | |
| | Salaried All Size Firms | 634 | 25.6 | 5,699 | 19.4 |
| | 6 to 10 DAYS | | | | |
| | Salaried All Size Firms | 721 | 29.1 | 5,188 | 17.6 |
| | 11 to 15 DAYS | | | | |
| | Salaried All Size Firms | 603 | 24.3 | 7,589 | 25.8 |
| | 16 to 29 DAYS | | | | |
| | Salaried All Size Firms | 383 | 15.5 | 9,663 | 32.9 |
| 30 or MORE DAYS | | | | | |
| Salaried All Size Firms | 137 | 5.5 | 1,256 | 4.3 | |
| | Salaried Grand Total | 2,478 | 100.0 | 29,395 | 100.0 |
| FULL-TIME HOURLY | 5 DAYS or LESS | | | | |
| | Full-time Hourly All Size Firms | 951 | 36.0 | 10,792 | 15.0 |
| | 6 to 10 DAYS | | | | |
| | Full-time Hourly All Size Firms | 611 | 23.1 | 11,851 | 16.4 |
| | 11 to 15 DAYS | | | | |
| | Full-time Hourly All Size Firms | 465 | 17.6 | 8,278 | 11.5 |
| | 16 to 29 DAYS | | | | |
| Full-time Hourly All Size Firms | 491 | 18.6 | 40,261 | 55.8 | |
| 30 or MORE DAYS | | | | | |
| Full-time Hourly All Size Firms | 125 | 4.7 | 991 | 1.4 | |
| | Full-time Hourly Grand Total | 2,643 | 100.0 | 72,173 | 100.0 |
| PART-TIME HOURLY | 5 DAYS or LESS | | | | |
| | Part-time Hourly All Size Firms | 315 | 27.2 | 3,386 | 29.0 |
| | 6 to 10 DAYS | | | | |
| | Part-time Hourly All Size Firms | 324 | 27.9 | 1,208 | 10.3 |
| | 11 to 15 DAYS | | | | |
| | Part-time Hourly All Size Firms | 272 | 23.4 | 2,368 | 20.3 |
| | 16 to 29 DAYS | | | | |
| Part-time Hourly All Size Firms | 210 | 18.1 | 4,389 | 37.5 | |
| 30 or MORE DAYS | | | | | |
| Part-time Hourly All Size Firms | 39 | 3.4 | 342 | 2.9 | |
| | Part-time Hourly Grand Total | 1,160 | 100.0 | 11,693 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 204 services firms, or 94.9% of the applicable services firms responded to this question. Size categories are omitted from this table.

SERVICES

TABLE 8K: Maximum Combined Leave Time for Oklahoma Services 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 |
|---------------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | 14 DAYS or LESS | | | | |
| | Salaried All Size Firms | 710 | 30.0 | 6,169 | 21.2 |
| | 15 to 24 DAYS | | | | |
| | Salaried All Size Firms | 952 | 40.2 | 9,004 | 30.9 |
| | 25 to 34 DAYS | | | | |
| | Salaried All Size Firms | 348 | 14.7 | 7,033 | 24.2 |
| | 35 or MORE DAYS | | | | |
| Salaried All Size Firms | 357 | 15.1 | 6,911 | 23.7 | |
| | Salaried Grand Total | 2,367 | 100.0 | 29,117 | 100.0 |
| FULL-TIME HOURLY | 14 DAYS or LESS | | | | |
| | Full-time Hourly All Size Firms | 692 | 28.0 | 9,043 | 12.6 |
| | 15 to 24 DAYS | | | | |
| | Full-time Hourly All Size Firms | 1,115 | 45.1 | 14,662 | 20.5 |
| | 25 to 34 DAYS | | | | |
| | Full-time Hourly All Size Firms | 266 | 10.8 | 28,239 | 39.4 |
| | 35 or MORE DAYS | | | | |
| Full-time Hourly All Size Firms | 398 | 16.1 | 19,659 | 27.5 | |
| | Full-time Hourly Grand Total | 2,471 | 100.0 | 71,603 | 100.0 |
| PART-TIME HOURLY | 14 DAYS or LESS | | | | |
| | Part-time Hourly All Size Firms | 468 | 41.7 | 2,307 | 19.9 |
| | 15 to 24 DAYS | | | | |
| | Part-time Hourly All Size Firms | 406 | 36.2 | 2,798 | 24.2 |
| | 25 to 34 DAYS | | | | |
| | Part-time Hourly All Size Firms | 100 | 8.9 | 2,875 | 24.9 |
| | 35 or MORE DAYS | | | | |
| Part-time Hourly All Size Firms | 147 | 13.1 | 3,587 | 31.0 | |
| | Part-time Hourly Grand Total | 1,121 | 100.0 | 11,567 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 200 services firms, or 93.0% of the applicable services firms responded to this question. Size categories are omitted from this table.

SERVICES

TABLE 9I: Seniority and Leave Time Increases in Combined Leave Plans for Oklahoma Services 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 815 | 32.3 | 6,851 | 23.9 |
| | Yes | | | | |
| | Salaried All Size Firms | 1,709 | 67.7 | 21,827 | 76.1 |
| | Salaried Grand Total | 2,524 | 100.0 | 28,678 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 869 | 32.1 | 7,728 | 10.5 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 1,839 | 67.9 | 65,577 | 89.5 |
| | Full-time Hourly Grand Total | 2,708 | 100.0 | 73,305 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 314 | 26.8 | 2,063 | 16.7 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 856 | 73.2 | 10,277 | 83.3 |
| | Part-time Hourly Grand Total | 1,170 | 100.0 | 12,340 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 206 services firms, or 95.8% of the applicable services firms responded to this question. Size categories are omitted from this table.

SERVICES

TABLE 10I: Leave Accumulation in Combined Leave Plans for Oklahoma Services 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 1,303 | 51.0 | 9,040 | 31.0 |
| | Yes | | | | |
| | Salaried All Size Firms | 1,251 | 49.0 | 20,142 | 69.0 |
| | Salaried Grand Total | 2,554 | 100.0 | 29,182 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 2,278 | 79.9 | 38,933 | 52.5 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 573 | 20.1 | 35,165 | 47.5 |
| | Full-time Hourly Grand Total | 2,851 | 100.0 | 74,098 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 546 | 46.3 | 2,700 | 21.5 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 633 | 53.7 | 9,877 | 78.5 |
| | Part-time Hourly Grand Total | 1,179 | 100.0 | 12,577 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 205 services firms, or 95.3% of the applicable services firms responded to this question. Size categories are omitted from this table.

SERVICES

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

| 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | 10 DAYS or LESS | | | | |
| | Salaried All Size Firms | 388 | 31.1 | 3,317 | 16.7 |
| | 11 to 20 DAYS | | | | |
| | Salaried All Size Firms | 157 | 12.6 | 1,799 | 9.1 |
| | 21 OR MORE DAYS | | | | |
| | Salaried All Size Firms | 389 | 31.2 | 8,712 | 44.0 |
| | Salaried Grand Total | 1,247 | 100.0 | 19,821 | 100.0 |
| FULL-TIME HOURLY | 10 DAYS or LESS | | | | |
| | Full-time Hourly All Size Firms | 291 | 29.7 | 11,901 | 23.5 |
| | 11 to 20 DAYS | | | | |
| | Full-time Hourly All Size Firms | 174 | 17.8 | 4,055 | 8.0 |
| | 21 OR MORE DAYS | | | | |
| | Full-time Hourly All Size Firms | 271 | 27.7 | 19,280 | 38.0 |
| | Full-time Hourly Grand Total | 979 | 100.0 | 50,683 | 100.0 |
| PART-TIME HOURLY | 10 DAYS or LESS | | | | |
| | Part-time Hourly All Size Firms | 151 | 28.5 | 733 | 8.9 |
| | 11 to 20 DAYS | | | | |
| | Part-time Hourly All Size Firms | 85 | 16.1 | 806 | 9.8 |
| | 21 OR MORE DAYS | | | | |
| | Part-time Hourly All Size Firms | 153 | 28.9 | 4,700 | 57.2 |
| | Part-time Hourly Grand Total | 529 | 100.0 | 8,223 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more employees and indicated that they combine leave time by answering yes to question four and indicated they allowed leave time accumulation by answering yes to question 10. 147 services firms, or 98.7% of the applicable services firms responded to this question. Size categories are omitted from table.

SERVICES

TABLE 12I: Pay Option in Combined Leave Plans for Oklahoma Services 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 1,810 | 70.7 | 21,648 | 72.2 |
| | Yes | | | | |
| | Salaried All Size Firms | 750 | 29.3 | 8,336 | 27.8 |
| | Salaried Grand Total | 2,560 | 100.0 | 29,984 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 1,814 | 66.2 | 51,360 | 70.1 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 927 | 33.8 | 21,930 | 29.9 |
| | Full-time Hourly Grand Total | 2,741 | 100.0 | 73,290 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 712 | 60.0 | 8,175 | 64.3 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 474 | 40.0 | 4,531 | 35.7 |
| | Part-time Hourly Grand Total | 1,186 | 100.0 | 12,706 | 100.0 |

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

SERVICES
Salary

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

| 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 PAID VACATION OFFERED | | | | |
| Small Firms | 355 | 8.2 | 1,385 | 5.9 |
| Medium Size Firms | 32 | 4.5 | 656 | 2.7 |
| Large Firms | 5 | 3.3 | 1,111 | 1.9 |
| All Size Firms | 392 | 7.6 | 3,152 | 2.9 |
| LESS THAN 1 MONTH | | | | |
| Small Firms | 82 | 1.9 | 316 | 1.3 |
| Medium Size Firms | 19 | 2.6 | 1,447 | 5.9 |
| Large Firms | 7 | 4.6 | 4,855 | 8.2 |
| All Size Firms | 108 | 2.1 | 6,618 | 6.2 |
| 1 to 2 MONTHS | | | | |
| Small Firms | 31 | 0.7 | 327 | 1.4 |
| Medium Size Firms | 11 | 1.5 | 246 | 1.0 |
| Large Firms | 9 | 6.0 | 3,305 | 5.6 |
| All Size Firms | 51 | 1.0 | 3,878 | 3.6 |
| 3 to 6 MONTHS | | | | |
| Small Firms | 518 | 12.0 | 3,982 | 16.9 |
| Medium Size Firms | 124 | 17.3 | 6,801 | 27.8 |
| Large Firms | 63 | 41.7 | 21,469 | 36.2 |
| All Size Firms | 705 | 13.6 | 32,252 | 30.1 |
| 7 to 11 MONTHS | | | | |
| Small Firms | 357 | 8.3 | 2,949 | 12.5 |
| Medium Size Firms | 88 | 12.3 | 3,779 | 15.5 |
| Large Firms | 16 | 10.6 | 13,236 | 22.3 |
| All Size Firms | 461 | 8.9 | 19,964 | 18.6 |
| 12 MONTHS or MORE | | | | |
| Small Firms | 2,979 | 68.9 | 14,562 | 61.9 |
| Medium Size Firms | 444 | 61.8 | 11,529 | 47.1 |
| Large Firms | 51 | 33.8 | 15,267 | 25.8 |
| All Size Firms | 3,474 | 66.9 | 41,358 | 38.6 |
| Subtotal of Small Firms | 4,322 | 100.0 | 23,521 | 100.0 |
| Subtotal of Medium Size Firms | 718 | 100.0 | 24,458 | 100.0 |
| Subtotal of Large Firms | 151 | 100.0 | 59,243 | 100.0 |
| Grand Total | 5,191 | 100.0 | 107,222 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four. 432 services firms, or 87.8% of the applicable services firms responded to this question.

SERVICES
Full-time Hourly

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

| 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 PAID VACATION OFFERED | | | | |
| Small Firms | 362 | 8.2 | 2,346 | 7.4 |
| Medium Size Firms | 50 | 6.2 | 2,392 | 5.8 |
| Large Firms | 2 | 1.9 | 257 | 0.4 |
| All Size Firms | 414 | 7.8 | 4,995 | 3.7 |
| LESS THAN 1 MONTH | | | | |
| Small Firms | 58 | 1.3 | 215 | 0.7 |
| Medium Size Firms | 15 | 1.9 | 299 | 0.7 |
| Large Firms | 2 | 1.9 | 515 | 0.8 |
| All Size Firms | 75 | 1.4 | 1,029 | 0.8 |
| 1 to 2 MONTHS | | | | |
| Small Firms | 55 | 1.3 | 219 | 0.7 |
| Medium Size Firms | 10 | 1.2 | 540 | 1.3 |
| Large Firms | 5 | 4.8 | 930 | 1.5 |
| All Size Firms | 70 | 1.3 | 1,689 | 1.3 |
| 3 to 6 MONTHS | | | | |
| Small Firms | 419 | 9.5 | 2,756 | 8.7 |
| Medium Size Firms | 145 | 17.9 | 6,496 | 15.7 |
| Large Firms | 49 | 46.7 | 48,096 | 79.0 |
| All Size Firms | 613 | 11.5 | 57,348 | 42.8 |
| 7 to 11 MONTHS | | | | |
| Small Firms | 293 | 6.7 | 1,127 | 3.6 |
| Medium Size Firms | 96 | 11.9 | 3,876 | 9.4 |
| Large Firms | 9 | 8.6 | 1,073 | 1.8 |
| All Size Firms | 398 | 7.5 | 6,076 | 4.5 |
| 12 MONTHS or MORE | | | | |
| Small Firms | 3,206 | 73.0 | 24,959 | 78.9 |
| Medium Size Firms | 494 | 61.0 | 27,738 | 67.1 |
| Large Firms | 38 | 36.2 | 10,001 | 16.4 |
| All Size Firms | 3,738 | 70.4 | 62,698 | 46.8 |
| Subtotal of Small Firms | 4,393 | 100.0 | 31,622 | 100.0 |
| Subtotal of Medium Size Firms | 810 | 100.0 | 41,341 | 100.0 |
| Subtotal of Large Firms | 105 | 100.0 | 60,872 | 100.0 |
| Grand Total | 5,308 | 100.0 | 133,835 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services 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. 429 services firms, or 89.6% of the applicable services firms responded to this question.

SERVICES
Part-time Hourly

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

| 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 PAID VACATION OFFERED | | | | |
| Small Firms | 790 | 32.6 | 3,711 | 34.3 |
| Medium Size Firms | 94 | 26.4 | 5,323 | 51.1 |
| Large Firms | 3 | 7.7 | 775 | 13.4 |
| All Size Firms | 887 | 31.5 | 9,809 | 36.3 |
| LESS THAN 1 MONTH | | | | |
| Medium Size Firms | 4 | 1.1 | 27 | 0.3 |
| All Size Firms | 4 | 0.1 | 27 | 0.1 |
| 1 to 2 MONTHS | | | | |
| Small Firms | 15 | 0.6 | 63 | 0.6 |
| Medium Size Firms | 8 | 2.2 | 69 | 0.7 |
| Large Firms | 3 | 7.7 | 271 | 4.7 |
| All Size Firms | 26 | 0.9 | 403 | 1.5 |
| 3 to 6 MONTHS | | | | |
| Small Firms | 144 | 5.9 | 449 | 4.1 |
| Medium Size Firms | 27 | 7.6 | 580 | 5.6 |
| Large Firms | 14 | 35.9 | 1,906 | 33.1 |
| All Size Firms | 185 | 6.6 | 2,935 | 10.9 |
| 7 to 11 MONTHS | | | | |
| Small Firms | 197 | 8.1 | 446 | 4.1 |
| Medium Size Firms | 59 | 16.6 | 1,206 | 11.6 |
| Large Firms | 3 | 7.7 | 57 | 1.0 |
| All Size Firms | 259 | 9.2 | 1,709 | 6.3 |
| 12 MONTHS or MORE | | | | |
| Small Firms | 1,278 | 52.7 | 6,166 | 56.9 |
| Medium Size Firms | 164 | 46.1 | 3,208 | 30.8 |
| Large Firms | 16 | 41.0 | 2,758 | 47.8 |
| All Size Firms | 1,458 | 51.7 | 12,132 | 44.9 |
| Subtotal of Small Firms | 2,424 | 100.0 | 10,835 | 100.0 |
| Subtotal of Medium Size Firms | 356 | 100.0 | 10,413 | 100.0 |
| Subtotal of Large Firms | 39 | 100.0 | 5,767 | 100.0 |
| Grand Total | 2,819 | 100.0 | 27,015 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services 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. 214 services firms, or 56.3% of the applicable services firms responded to this question.

SERVICES
Salary

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

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER TWO WEEKS of PAID VACATION | | | | |
| Small Firms | 572 | 13.7 | 4,282 | 18.3 |
| Medium Size Firms | 65 | 9.4 | 1,281 | 5.3 |
| Large Firms | 2 | 1.3 | 4 | 0.0 |
| All Size Firms | 639 | 12.7 | 5,567 | 5.1 |
| 11 MONTHS or LESS | | | | |
| Small Firms | 325 | 7.8 | 2,364 | 10.1 |
| Medium Size Firms | 37 | 5.3 | 1,861 | 7.7 |
| Large Firms | 40 | 26.7 | 17,818 | 28.8 |
| All Size Firms | 402 | 8.0 | 22,043 | 20.2 |
| 1 YEAR to 1 YEAR & 11 MONTHS | | | | |
| Small Firms | 1,679 | 40.2 | 10,748 | 45.9 |
| Medium Size Firms | 321 | 46.3 | 15,697 | 65.1 |
| Large Firms | 93 | 62.0 | 36,640 | 59.3 |
| All Size Firms | 2,093 | 41.7 | 63,085 | 57.7 |
| 2 YEARS to 2 YEARS & 11 MONTHS | | | | |
| Small Firms | 929 | 22.3 | 3,840 | 16.4 |
| Medium Size Firms | 129 | 18.6 | 2,594 | 10.8 |
| Large Firms | 8 | 5.3 | 5,821 | 9.4 |
| All Size Firms | 1,066 | 21.2 | 12,255 | 11.2 |
| 3 YEARS to 3 YEARS & 11 MONTHS | | | | |
| Small Firms | 338 | 8.1 | 1,456 | 6.2 |
| Medium Size Firms | 64 | 9.2 | 1,259 | 5.2 |
| Large Firms | 3 | 2.0 | 1,095 | 1.8 |
| All Size Firms | 405 | 8.1 | 3,810 | 3.5 |
| 4 or MORE YEARS | | | | |
| Small Firms | 332 | 8.0 | 735 | 3.1 |
| Medium Size Firms | 77 | 11.1 | 1,412 | 5.9 |
| Large Firms | 4 | 2.7 | 432 | 0.7 |
| All Size Firms | 413 | 8.2 | 2,579 | 2.4 |
| Subtotal of Small Firms | 4,175 | 100.0 | 23,425 | 100.0 |
| Subtotal of Medium Size Firms | 693 | 100.0 | 24,104 | 100.0 |
| Subtotal of Large Firms | 150 | 100.0 | 61,810 | 100.0 |
| Grand Total | 5,018 | 100.0 | 109,339 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services 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. 392 services firms, or 97.8% of the applicable services firms responded to this question.

SERVICES
Full-time Hourly

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

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER TWO WEEKS of PAID VACATION | | | | |
| Small Firms | 669 | 15.8 | 6,197 | 22.1 |
| Medium Size Firms | 73 | 8.9 | 3,512 | 8.5 |
| All Size Firms | 742 | 14.4 | 9,709 | 7.3 |
| 11 MONTHS or LESS | | | | |
| Small Firms | 189 | 4.5 | 713 | 2.5 |
| Medium Size Firms | 37 | 4.5 | 1,141 | 2.8 |
| Large Firms | 28 | 24.1 | 17,837 | 27.9 |
| All Size Firms | 254 | 4.9 | 19,691 | 14.8 |
| 1 YEAR to 1 YEAR & 11 MONTHS | | | | |
| Small Firms | 1,571 | 37.2 | 8,060 | 28.8 |
| Medium Size Firms | 339 | 41.5 | 16,856 | 41.0 |
| Large Firms | 65 | 56.0 | 39,174 | 61.3 |
| All Size Firms | 1,975 | 38.3 | 64,090 | 48.2 |
| 2 YEARS to 2 YEARS & 11 MONTHS | | | | |
| Small Firms | 1,094 | 25.9 | 8,168 | 29.2 |
| Medium Size Firms | 169 | 20.7 | 9,174 | 22.3 |
| Large Firms | 12 | 10.3 | 2,338 | 3.7 |
| All Size Firms | 1,275 | 24.7 | 19,680 | 14.8 |
| 3 YEARS to 3 YEARS & 11 MONTHS | | | | |
| Small Firms | 258 | 6.1 | 1,463 | 5.2 |
| Medium Size Firms | 71 | 8.7 | 4,233 | 10.3 |
| Large Firms | 4 | 3.4 | 1,622 | 2.5 |
| All Size Firms | 333 | 6.5 | 7,318 | 5.5 |
| 4 or MORE YEARS | | | | |
| Small Firms | 441 | 10.4 | 3,411 | 12.2 |
| Medium Size Firms | 128 | 15.7 | 6,194 | 15.1 |
| Large Firms | 7 | 6.0 | 2,935 | 4.6 |
| All Size Firms | 576 | 11.2 | 12,540 | 9.4 |
| Subtotal of Small Firms | 4,222 | 100.0 | 28,012 | 100.0 |
| Subtotal of Medium Size Firms | 817 | 100.0 | 41,110 | 100.0 |
| Subtotal of Large Firms | 116 | 100.0 | 63,906 | 100.0 |
| Grand Total | 5,155 | 100.0 | 133,028 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services 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. 396 services firms, or 98.0% of the applicable services firms responded to this question. Size categories with no firms are omitted from this table.

SERVICES
Part-time Hourly

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

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER TWO WEEKS of PAID VACATION | | | | |
| Small Firms | 629 | 30.8 | 2,822 | 32.2 |
| Medium Size Firms | 102 | 28.7 | 3,542 | 41.9 |
| Large Firms | 2 | 4.4 | 645 | 12.1 |
| All Size Firms | 733 | 30.1 | 7,009 | 31.1 |
| 11 MONTHS or LESS | | | | |
| Small Firms | 123 | 6.0 | 327 | 3.7 |
| Medium Size Firms | 7 | 2.0 | 60 | 0.7 |
| Large Firms | 7 | 15.6 | 1,417 | 26.7 |
| All Size Firms | 137 | 5.6 | 1,804 | 8.0 |
| 1 YEAR to 1 YEAR & 11 MONTHS | | | | |
| Small Firms | 628 | 30.8 | 1,857 | 21.2 |
| Medium Size Firms | 96 | 27.0 | 1,260 | 14.9 |
| Large Firms | 23 | 51.1 | 1,379 | 25.9 |
| All Size Firms | 747 | 30.6 | 4,496 | 19.9 |
| 2 YEARS to 2 YEARS & 11 MONTHS | | | | |
| Small Firms | 456 | 22.4 | 2,297 | 26.2 |
| Medium Size Firms | 77 | 21.7 | 2,022 | 23.9 |
| Large Firms | 3 | 6.7 | 798 | 15.0 |
| All Size Firms | 536 | 22.0 | 5,117 | 22.7 |
| 3 YEARS to 3 YEARS & 11 MONTHS | | | | |
| Small Firms | 85 | 4.2 | 225 | 2.6 |
| Medium Size Firms | 23 | 6.5 | 440 | 5.2 |
| Large Firms | 5 | 11.1 | 1,001 | 18.8 |
| All Size Firms | 113 | 4.6 | 1,666 | 7.4 |
| 4 or MORE YEARS | | | | |
| Small Firms | 118 | 5.8 | 1,238 | 14.1 |
| Medium Size Firms | 50 | 14.1 | 1,135 | 13.4 |
| Large Firms | 5 | 11.1 | 77 | 1.4 |
| All Size Firms | 173 | 7.1 | 2,450 | 10.9 |
| Subtotal of Small Firms | 2,039 | 100.0 | 8,766 | 100.0 |
| Subtotal of Medium Size Firms | 355 | 100.0 | 8,459 | 100.0 |
| Subtotal of Large Firms | 45 | 100.0 | 5,317 | 100.0 |
| Grand Total | 2,439 | 100.0 | 22,542 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services 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. 149 services firms, or 93.1% of the applicable services firms responded to this question.

SERVICES
Salary

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

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER THREE WEEKS of PAID VACATION | | | | |
| Small Firms | 2,142 | 52.4 | 11,503 | 49.5 |
| Medium Size Firms | 238 | 34.1 | 9,351 | 38.1 |
| Large Firms | 10 | 6.7 | 3,102 | 5.0 |
| All Size Firms | 2,390 | 48.4 | 23,956 | 21.9 |
| 3 YEARS or LESS | | | | |
| Small Firms | 373 | 9.1 | 2,919 | 12.6 |
| Medium Size Firms | 55 | 7.9 | 2,211 | 9.0 |
| Large Firms | 41 | 27.5 | 27,340 | 44.3 |
| All Size Firms | 469 | 9.5 | 32,470 | 29.6 |
| 4 YEARS TO 7 YEARS & 11 MONTHS | | | | |
| Small Firms | 963 | 23.6 | 5,023 | 21.6 |
| Medium Size Firms | 265 | 38.0 | 8,007 | 32.6 |
| Large Firms | 57 | 38.3 | 21,328 | 34.6 |
| All Size Firms | 1,285 | 26.0 | 34,358 | 31.4 |
| 8 YEARS TO 11 YEARS 11 MONTHS | | | | |
| Small Firms | 467 | 11.4 | 2,940 | 12.6 |
| Medium Size Firms | 118 | 16.9 | 4,224 | 17.2 |
| Large Firms | 37 | 24.8 | 9,630 | 15.6 |
| All Size Firms | 622 | 12.6 | 16,794 | 15.3 |
| 12 or MORE YEARS | | | | |
| Small Firms | 144 | 3.5 | 873 | 3.8 |
| Medium Size Firms | 21 | 3.0 | 753 | 3.1 |
| Large Firms | 4 | 2.7 | 311 | 0.5 |
| All Size Firms | 169 | 3.4 | 1,937 | 1.8 |
| Subtotal of Small Firms | 4,089 | 100.0 | 23,258 | 100.0 |
| Subtotal of Medium Size Firms | 697 | 100.0 | 24,546 | 100.0 |
| Subtotal of Large Firms | 149 | 100.0 | 61,711 | 100.0 |
| Grand Total | 4,935 | 100.0 | 109,515 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services 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. 383 services firms, or 95.5% of the applicable services firms responded to this question.

SERVICES
Full-time Hourly

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

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER THREE WEEKS of PAID VACATION | | | | |
| Small Firms | 2,293 | 54.6 | 17,650 | 58.7 |
| Medium Size Firms | 270 | 34.4 | 12,755 | 31.9 |
| Large Firms | 8 | 7.0 | 1,699 | 2.7 |
| All Size Firms | 2,571 | 50.4 | 32,104 | 24.0 |
| 3 YEARS or LESS | | | | |
| Small Firms | 216 | 5.1 | 1,238 | 4.1 |
| Medium Size Firms | 53 | 6.8 | 2,237 | 5.6 |
| Large Firms | 14 | 12.2 | 17,779 | 28.0 |
| All Size Firms | 283 | 5.6 | 21,254 | 15.9 |
| 4 YEARS TO 7 YEARS & 11 MONTHS | | | | |
| Small Firms | 968 | 23.1 | 6,173 | 20.5 |
| Medium Size Firms | 253 | 32.2 | 14,478 | 36.3 |
| Large Firms | 40 | 34.8 | 35,338 | 55.6 |
| All Size Firms | 1,261 | 24.7 | 55,989 | 41.9 |
| 8 YEARS TO 11 YEARS 11 MONTHS | | | | |
| Small Firms | 570 | 13.6 | 3,695 | 12.3 |
| Medium Size Firms | 163 | 20.8 | 8,182 | 20.5 |
| Large Firms | 44 | 38.3 | 7,894 | 12.4 |
| All Size Firms | 777 | 15.2 | 19,771 | 14.8 |
| 12 or MORE YEARS | | | | |
| Small Firms | 151 | 3.6 | 1,316 | 4.4 |
| Medium Size Firms | 46 | 5.9 | 2,279 | 5.7 |
| Large Firms | 9 | 7.8 | 885 | 1.4 |
| All Size Firms | 206 | 4.0 | 4,480 | 3.4 |
| Subtotal of Small Firms | 4,198 | 100.0 | 30,072 | 100.0 |
| Subtotal of Medium Size Firms | 785 | 100.0 | 39,931 | 100.0 |
| Subtotal of Large Firms | 115 | 100.0 | 63,595 | 100.0 |
| Grand Total | 5,098 | 100.0 | 133,598 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services 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. 385 services firms, or 95.3% of the applicable services firms responded to this question.

SERVICES
Part-time Hourly

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

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER THREE WEEKS of PAID VACATION | | | | |
| Small Firms | 1,693 | 69.0 | 6,656 | 68.9 |
| Medium Size Firms | 224 | 58.8 | 5,090 | 59.3 |
| Large Firms | 9 | 17.3 | 1,083 | 18.3 |
| All Size Firms | 1,926 | 66.8 | 12,829 | 53.1 |
| 3 YEARS or LESS | | | | |
| Small Firms | 164 | 6.7 | 355 | 3.7 |
| Medium Size Firms | 8 | 2.1 | 19 | 0.2 |
| Large Firms | 7 | 13.5 | 1,404 | 23.8 |
| All Size Firms | 179 | 6.2 | 1,778 | 7.4 |
| 4 YEARS TO 7 YEARS & 11 MONTHS | | | | |
| Small Firms | 294 | 12.0 | 671 | 6.9 |
| Medium Size Firms | 93 | 24.4 | 2,166 | 25.3 |
| Large Firms | 18 | 34.6 | 931 | 15.8 |
| All Size Firms | 405 | 14.0 | 3,768 | 15.6 |
| 8 YEARS TO 11 YEARS 11 MONTHS | | | | |
| Small Firms | 210 | 8.6 | 1,284 | 13.3 |
| Medium Size Firms | 47 | 12.3 | 976 | 11.4 |
| Large Firms | 13 | 25.0 | 1,491 | 25.3 |
| All Size Firms | 270 | 9.4 | 3,751 | 15.5 |
| 12 or MORE YEARS | | | | |
| Small Firms | 91 | 3.7 | 698 | 7.2 |
| Medium Size Firms | 9 | 2.4 | 327 | 3.8 |
| Large Firms | 5 | 9.6 | 993 | 16.8 |
| All Size Firms | 105 | 3.6 | 2,018 | 8.4 |
| Subtotal of Small Firms | 2,452 | 100.0 | 9,664 | 100.0 |
| Subtotal of Medium Size Firms | 381 | 100.0 | 8,578 | 100.0 |
| Subtotal of Large Firms | 52 | 100.0 | 5,902 | 100.0 |
| Grand Total | 2,885 | 100.0 | 24,144 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services 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. 149 services firms, or 93.1% of the applicable services firms responded to this question.

SERVICES
Salary

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

| 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 |
|---|------------------------------------|--|--|--|
| DO NOT OFFER FOUR WEEKS of PAID VACATION | | | | |
| Small Firms | 2,985 | 76.4 | 17,506 | 77.7 |
| Medium Size Firms | 470 | 66.3 | 16,457 | 65.9 |
| Large Firms | 40 | 24.5 | 13,061 | 23.6 |
| All Size Firms | 3,495 | 73.1 | 47,024 | 45.7 |
| 9 YEARS or LESS | | | | |
| Small Firms | 177 | 4.5 | 1,317 | 5.8 |
| Medium Size Firms | 41 | 5.8 | 1,932 | 7.7 |
| Large Firms | 37 | 22.7 | 27,050 | 48.8 |
| All Size Firms | 255 | 5.3 | 30,299 | 29.4 |
| 10 YEARS TO 15 YEARS & 11 MONTHS | | | | |
| Small Firms | 519 | 13.3 | 2,180 | 9.7 |
| Medium Size Firms | 170 | 24.0 | 4,861 | 19.5 |
| Large Firms | 59 | 36.2 | 15,309 | 27.6 |
| All Size Firms | 748 | 15.6 | 22,350 | 21.7 |
| 16 or MORE YEARS | | | | |
| Small Firms | 227 | 5.8 | 1,522 | 6.8 |
| Medium Size Firms | 28 | 3.9 | 1,714 | 6.9 |
| Large Firms | 8 | 4.9 | 1,619 | 2.9 |
| All Size Firms | 263 | 5.5 | 4,855 | 4.7 |
| Subtotal of Small Firms | 3,908 | 100.0 | 22,525 | 100.0 |
| Subtotal of Medium Size Firms | 709 | 100.0 | 24,964 | 100.0 |
| Subtotal of Large Firms | 163 | 100.0 | 55,447 | 100.0 |
| Grand Total | 4,780 | 100.0 | 102,936 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services 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. 23 services firms, or 92.0% of the applicable services firms responded to this question.

SERVICES
Full-time Hourly

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

| 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 |
|---|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| DO NOT OFFER FOUR WEEKS of PAID VACATION | | | | |
| Small Firms | 3,232 | 79.7 | 22,347 | 75.6 |
| Medium Size Firms | 549 | 72.5 | 29,510 | 75.6 |
| Large Firms | 48 | 37.5 | 10,998 | 17.9 |
| All Size Firms | 3,829 | 77.5 | 62,855 | 48.3 |
| 9 YEARS or LESS | | | | |
| Small Firms | 90 | 2.2 | 673 | 2.3 |
| Medium Size Firms | 30 | 4.0 | 1,338 | 3.4 |
| Large Firms | 10 | 7.8 | 14,548 | 23.7 |
| All Size Firms | 130 | 2.6 | 16,559 | 12.7 |
| 10 YEARS TO 15 YEARS & 11 MONTHS | | | | |
| Small Firms | 432 | 10.7 | 3,826 | 12.9 |
| Medium Size Firms | 144 | 19.0 | 6,934 | 17.8 |
| Large Firms | 43 | 33.6 | 35,918 | 58.4 |
| All Size Firms | 619 | 12.5 | 46,678 | 35.9 |
| 16 or MORE YEARS | | | | |
| Small Firms | 299 | 7.4 | 2,721 | 9.2 |
| Medium Size Firms | 34 | 4.5 | 1,259 | 3.2 |
| Large Firms | 12 | 9.4 | 1,950 | 3.2 |
| All Size Firms | 345 | 7.0 | 5,930 | 4.6 |
| Subtotal of Small Firms | 4,053 | 100.0 | 29,567 | 100.0 |
| Subtotal of Medium Size Firms | 757 | 100.0 | 39,041 | 100.0 |
| Subtotal of Large Firms | 128 | 100.0 | 61,491 | 100.0 |
| Grand Total | 4,938 | 100.0 | 130,099 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services 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. 376 services firms, or 93.1% of the applicable services firms responded to this question.

SERVICES
Part-time Hourly

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

| 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 |
|---|------------------------------------|--|--|--|
| DO NOT OFFER FOUR WEEKS of PAID VACATION | | | | |
| Small Firms | 2,286 | 87.8 | 8,350 | 80.1 |
| Medium Size Firms | 349 | 77.2 | 7,318 | 75.6 |
| Large Firms | 28 | 36.8 | 2,309 | 49.0 |
| All Size Firms | 2,663 | 85.0 | 17,977 | 72.5 |
| 9 YEARS or LESS | | | | |
| Small Firms | 56 | 2.1 | 74 | 0.7 |
| Medium Size Firms | 11 | 2.4 | 74 | 0.8 |
| Large Firms | 7 | 9.2 | 1,404 | 29.8 |
| All Size Firms | 74 | 2.4 | 1,552 | 6.3 |
| 10 YEARS TO 15 YEARS & 11 MONTHS | | | | |
| Small Firms | 111 | 4.3 | 267 | 2.6 |
| Medium Size Firms | 76 | 16.8 | 1,946 | 20.1 |
| Large Firms | 14 | 18.4 | 973 | 20.6 |
| All Size Firms | 201 | 6.4 | 3,186 | 12.8 |
| 16 or MORE YEARS | | | | |
| Small Firms | 152 | 5.8 | 1,730 | 16.6 |
| Medium Size Firms | 16 | 3.5 | 339 | 3.5 |
| Large Firms | 6 | 7.9 | 1,749 | 37.1 |
| All Size Firms | 174 | 5.6 | 3,818 | 15.4 |
| Subtotal of Small Firms | 2,605 | 100.0 | 10,421 | 100.0 |
| Subtotal of Medium Size Firms | 452 | 100.0 | 9,677 | 100.0 |
| Subtotal of Large Firms | 76 | 100.0 | 4,713 | 100.0 |
| Grand Total | 3,133 | 100.0 | 24,811 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services 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. 153 services firms, or 95.6% of the applicable services firms responded to this question.

SERVICES

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

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 3,081 | 74.8 | 17,918 | 77.8 |
| | Salaried Medium Size Firms | 569 | 76.8 | 24,015 | 90.8 |
| | Salaried Large Firms | 147 | 96.1 | 57,122 | 91.2 |
| | Salaried All Size Firms | 3,797 | 75.8 | 99,055 | 88.3 |
| | Yes | | | | |
| | Salaried Small Firms | 1,036 | 25.2 | 5,108 | 22.2 |
| | Salaried Medium Size Firms | 172 | 23.2 | 2,432 | 9.2 |
| | Salaried Large Firms | 6 | 3.9 | 5,539 | 8.8 |
| | Salaried All Size Firms | 1,214 | 24.2 | 13,079 | 11.7 |
| | Subtotal of Salaried Small Firms | 4,117 | 100.0 | 23,026 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 741 | 100.0 | 26,447 | 100.0 |
| | Subtotal of Salaried Large Firms | 153 | 100.0 | 62,661 | 100.0 |
| Salaried Grand Total | 5,011 | 100.0 | 112,134 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 2,946 | 70.5 | 17,882 | 60.0 |
| | Full-time Hourly Medium Size Firms | 613 | 74.8 | 29,835 | 72.5 |
| | Full-time Hourly Large Firms | 106 | 91.4 | 48,499 | 76.0 |
| | Full-time Hourly All Size Firms | 3,665 | 71.6 | 96,216 | 71.4 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 1,235 | 29.5 | 11,920 | 40.0 |
| | Full-time Hourly Medium Size Firms | 206 | 25.2 | 11,304 | 27.5 |
| | Full-time Hourly Large Firms | 10 | 8.6 | 15,330 | 24.0 |
| | Full-time Hourly All Size Firms | 1,451 | 28.4 | 38,554 | 28.6 |
| | Subtotal of Full-time Hourly Small Firms | 4,181 | 100.0 | 29,802 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 819 | 100.0 | 41,139 | 100.0 |
| | Subtotal of Full-time Hourly Large Firms | 116 | 100.0 | 63,829 | 100.0 |
| Full-time Hourly Grand Total | 5,116 | 100.0 | 134,770 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 1,886 | 74.4 | 7,853 | 73.7 |
| | Part-time Hourly Medium Size Firms | 372 | 78.6 | 8,069 | 75.7 |
| | Part-time Hourly Large Firms | 69 | 87.3 | 7,465 | 80.9 |
| | Part-time Hourly All Size Firms | 2,327 | 75.4 | 23,387 | 76.6 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 650 | 25.6 | 2,808 | 26.3 |
| | Part-time Hourly Medium Size Firms | 101 | 21.4 | 2,589 | 24.3 |
| | Part-time Hourly Large Firms | 10 | 12.7 | 1,767 | 19.1 |
| | Part-time Hourly All Size Firms | 761 | 24.6 | 7,164 | 23.4 |
| | Subtotal of Part-time Hourly Small Firms | 2,536 | 100.0 | 10,661 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 473 | 100.0 | 10,658 | 100.0 |
| | Subtotal of Part-time Hourly Large Firms | 79 | 100.0 | 9,232 | 100.0 |
| Part-time Hourly Grand Total | 3,088 | 100.0 | 30,551 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services 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 responding yes to question thirteen. 505 services firms, or 97.7% of the applicable services firms responded to this question.

SERVICES

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

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 2,916 | 70.0 | 15,947 | 68.1 |
| | Salaried Medium Size Firms | 491 | 66.3 | 16,372 | 62.9 |
| | Salaried Large Firms | 46 | 31.5 | 6,297 | 10.3 |
| | Salaried All Size Firms | 3,453 | 68.3 | 38,616 | 35.0 |
| | Yes | | | | |
| | Salaried Small Firms | 1,250 | 30.0 | 7,463 | 31.9 |
| | Salaried Medium Size Firms | 250 | 33.7 | 9,648 | 37.1 |
| | Salaried Large Firms | 100 | 68.5 | 54,556 | 89.7 |
| | Salaried All Size Firms | 1,600 | 31.7 | 71,667 | 65.0 |
| | Subtotal of Salaried Small Firms | 4,166 | 100.0 | 23,410 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 741 | 100.0 | 26,020 | 100.0 |
| | Subtotal of Salaried Large Firms | 146 | 100.0 | 60,853 | 100.0 |
| Salaried Grand Total | 5,053 | 100.0 | 110,283 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 3,018 | 70.4 | 22,701 | 74.0 |
| | Full-time Hourly Medium Size Firms | 556 | 67.6 | 26,211 | 63.3 |
| | Full-time Hourly Large Firms | 47 | 41.2 | 32,804 | 51.6 |
| | Full-time Hourly All Size Firms | 3,621 | 69.4 | 81,716 | 60.2 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 1,267 | 29.6 | 7,992 | 26.0 |
| | Full-time Hourly Medium Size Firms | 266 | 32.4 | 15,217 | 36.7 |
| | Full-time Hourly Large Firms | 67 | 58.8 | 30,745 | 48.4 |
| | Full-time Hourly All Size Firms | 1,600 | 30.6 | 53,954 | 39.8 |
| | Subtotal of Full-time Hourly Small Firms | 4,285 | 100.0 | 30,693 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 822 | 100.0 | 41,428 | 100.0 |
| | Subtotal of Full-time Hourly Large Firms | 114 | 100.0 | 63,549 | 100.0 |
| Full-time Hourly Grand Total | 5,221 | 100.0 | 135,670 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 1,872 | 74.3 | 8,502 | 78.6 |
| | Part-time Hourly Medium Size Firms | 353 | 75.6 | 7,223 | 73.5 |
| | Part-time Hourly Large Firms | 38 | 52.1 | 3,722 | 45.6 |
| | Part-time Hourly All Size Firms | 2,263 | 74.0 | 19,447 | 67.5 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 647 | 25.7 | 2,308 | 21.4 |
| | Part-time Hourly Medium Size Firms | 114 | 24.4 | 2,599 | 26.5 |
| | Part-time Hourly Large Firms | 35 | 47.9 | 4,438 | 54.4 |
| | Part-time Hourly All Size Firms | 796 | 26.0 | 9,345 | 32.5 |
| | Subtotal of Part-time Hourly Small Firms | 2,519 | 100.0 | 10,810 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 467 | 100.0 | 9,822 | 100.0 |
| | Subtotal of Part-time Hourly Large Firms | 73 | 100.0 | 8,160 | 100.0 |
| Part-time Hourly Grand Total | 3,059 | 100.0 | 28,792 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services 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 responding question thirteen. 511 services firms, or 98.8% of the applicable services firms responded to this question.

SERVICES
Salary

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

| 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 |
|-------------------------------|------------------------------------|--|--|--|
| 10 DAYS OR LESS | | | | |
| Small Firms | 453 | 36.7 | 3,126 | 42.0 |
| Medium Size Firms | 84 | 34.7 | 2,851 | 32.3 |
| Large Firms | 34 | 35.1 | 9,059 | 19.2 |
| All Size Firms | 571 | 36.3 | 15,036 | 23.7 |
| 11 TO 30 DAYS | | | | |
| Small Firms | 388 | 31.4 | 2,537 | 34.0 |
| Medium Size Firms | 66 | 27.3 | 3,635 | 41.2 |
| Large Firms | 35 | 36.1 | 31,022 | 65.9 |
| All Size Firms | 489 | 31.1 | 37,194 | 58.7 |
| 31 DAYS OR OVER | | | | |
| Small Firms | 58 | 4.7 | 489 | 6.6 |
| Medium Size Firms | 24 | 9.9 | 400 | 4.5 |
| Large Firms | 14 | 14.4 | 6,989 | 14.8 |
| All Size Firms | 96 | 6.1 | 7,878 | 12.4 |
| NO MAXIMUM or LIMIT | | | | |
| Small Firms | 335 | 27.1 | 1,299 | 17.4 |
| Medium Size Firms | 68 | 28.1 | 1,945 | 22.0 |
| Large Firms | 14 | 14.4 | 6,819 | 14.5 |
| All Size Firms | 417 | 26.5 | 10,063 | 15.9 |
| Subtotal of Small Firms | 1,234 | 100.0 | 7,451 | 100.0 |
| Subtotal of Medium Size Firms | 242 | 100.0 | 8,831 | 100.0 |
| Subtotal of Large Firms | 97 | 100.0 | 47,097 | 100.0 |
| Grand Total | 1,573 | 100.0 | 63,379 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Services firms that are included in this table met the following criteria: they had one or more salaried employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid vacation by responding yes to question 13 and they specified that they allowed vacation to accumulate by answering yes on question 18. 15 services firms, or 97.4% of the applicable services firms responded to this question.

SERVICES
Full-time Hourly

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

| 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 |
|-------------------------------|------------------------------------|--|--|--|
| 10 DAYS OR LESS | | | | |
| Small Firms | 576 | 46.0 | 2,111 | 26.5 |
| Medium Size Firms | 93 | 35.9 | 6,423 | 44.2 |
| Large Firms | 25 | 38.5 | 9,227 | 31.1 |
| All Size Firms | 694 | 44.1 | 17,761 | 34.0 |
| 11 TO 30 DAYS | | | | |
| Small Firms | 274 | 21.9 | 2,421 | 30.3 |
| Medium Size Firms | 55 | 21.2 | 3,237 | 22.3 |
| Large Firms | 20 | 30.8 | 5,796 | 19.5 |
| All Size Firms | 349 | 22.2 | 11,454 | 22.0 |
| 31 DAYS OR OVER | | | | |
| Small Firms | 37 | 3.0 | 305 | 3.8 |
| Medium Size Firms | 23 | 8.9 | 1,126 | 7.8 |
| Large Firms | 12 | 18.5 | 14,629 | 49.3 |
| All Size Firms | 72 | 4.6 | 16,060 | 30.8 |
| NO MAXIMUM or LIMIT | | | | |
| Small Firms | 364 | 29.1 | 3,143 | 39.4 |
| Medium Size Firms | 88 | 34.0 | 3,730 | 25.7 |
| Large Firms | 8 | 12.3 | 674 | 2.3 |
| All Size Firms | 460 | 29.2 | 7,547 | 14.5 |
| Subtotal of Small Firms | 1,251 | 100.0 | 7,980 | 100.0 |
| Subtotal of Medium Size Firms | 259 | 100.0 | 14,516 | 100.0 |
| Subtotal of Large Firms | 65 | 100.0 | 29,679 | 100.0 |
| Grand Total | 1,575 | 100.0 | 52,175 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Services firms that are included in this table met the following criteria: they had one or more full-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid vacation by responding yes to question 13 and they specified that they allowed vacation to accumulate by answering yes on question 18. 132 services firms, or 97.1% of the applicable services firms responded to this question.

SERVICES
Part-time Hourly

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

| 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 |
|-------------------------------|------------------------------------|--|--|--|
| 10 DAYS OR LESS | | | | |
| Small Firms | 184 | 29.2 | 384 | 17.1 |
| Medium Size Firms | 40 | 35.1 | 686 | 26.4 |
| Large Firms | 8 | 28.6 | 254 | 6.5 |
| All Size Firms | 232 | 30.1 | 1,324 | 15.1 |
| 11 TO 30 DAYS | | | | |
| Small Firms | 149 | 23.7 | 847 | 37.7 |
| Medium Size Firms | 16 | 14.0 | 255 | 9.8 |
| Large Firms | 12 | 42.9 | 2,166 | 55.0 |
| All Size Firms | 177 | 22.9 | 3,268 | 37.2 |
| 31 DAYS OR OVER | | | | |
| Small Firms | 21 | 3.3 | 325 | 14.5 |
| Medium Size Firms | 11 | 9.6 | 128 | 4.9 |
| Large Firms | 8 | 28.6 | 1,489 | 37.8 |
| All Size Firms | 40 | 5.2 | 1,942 | 22.1 |
| NO MAXIMUM or LIMIT | | | | |
| Small Firms | 276 | 43.8 | 691 | 30.8 |
| Medium Size Firms | 47 | 41.2 | 1,530 | 58.9 |
| All Size Firms | 323 | 41.8 | 2,221 | 25.3 |
| Subtotal of Small Firms | 630 | 100.0 | 2,247 | 100.0 |
| Subtotal of Medium Size Firms | 114 | 100.0 | 2,599 | 100.0 |
| Subtotal of Large Firms | 28 | 100.0 | 3,936 | 100.0 |
| Grand Total | 772 | 100.0 | 8,782 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Services firms that are included in this table met the following criteria: they had one or more part-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid vacation by responding yes to question 13 and they specified that they allowed vacation to accumulate by answering yes on question 18. 61 services firms, or 98.4% of the applicable services firms responded to this question.

SERVICES
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 1,854 | 42.3 | 6,159 | 25.4 |
| Medium Size Firms | 171 | 21.2 | 2,104 | 7.1 |
| Large Firms | 7 | 4.5 | 43 | 0.1 |
| All Size Firms | 2,032 | 38.0 | 8,306 | 7.1 |
| 5 DAYS or LESS | | | | |
| Small Firms | 1,012 | 23.1 | 4,865 | 20.0 |
| Medium Size Firms | 153 | 19.0 | 2,686 | 9.0 |
| Large Firms | 18 | 11.7 | 6,889 | 10.9 |
| All Size Firms | 1,183 | 22.1 | 14,440 | 12.3 |
| 6 to 9 DAYS | | | | |
| Small Firms | 560 | 12.8 | 3,240 | 13.3 |
| Medium Size Firms | 105 | 13.0 | 3,797 | 12.8 |
| Large Firms | 38 | 24.7 | 5,852 | 9.3 |
| All Size Firms | 703 | 13.1 | 12,889 | 11.0 |
| 10 to 14 DAYS | | | | |
| Small Firms | 769 | 17.5 | 8,294 | 34.1 |
| Medium Size Firms | 340 | 42.1 | 20,011 | 67.3 |
| Large Firms | 59 | 38.3 | 25,715 | 40.8 |
| All Size Firms | 1,168 | 21.8 | 54,020 | 46.1 |
| 15 or MORE DAYS | | | | |
| Small Firms | 191 | 4.4 | 1,732 | 7.1 |
| Medium Size Firms | 38 | 4.7 | 1,121 | 3.8 |
| Large Firms | 32 | 20.8 | 24,598 | 39.0 |
| All Size Firms | 261 | 4.9 | 27,451 | 23.4 |
| Subtotal of Small Firms | 4,386 | 100.0 | 24,290 | 100.0 |
| Subtotal of Medium Size Firms | 807 | 100.0 | 29,719 | 100.0 |
| Subtotal of Large Firms | 154 | 100.0 | 63,097 | 100.0 |
| Grand Total | 5,347 | 100.0 | 117,106 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four. 466 services firms, or 94.7% of the applicable services firms responded to this question.

SERVICES
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 2,095 | 48.4 | 15,220 | 50.0 |
| Medium Size Firms | 259 | 30.7 | 15,023 | 35.5 |
| Large Firms | 13 | 11.2 | 2,169 | 3.4 |
| All Size Firms | 2,367 | 44.8 | 32,412 | 23.8 |
| 5 DAYS or LESS | | | | |
| Small Firms | 956 | 22.1 | 5,070 | 16.7 |
| Medium Size Firms | 127 | 15.1 | 6,803 | 16.1 |
| Large Firms | 13 | 11.2 | 4,797 | 7.5 |
| All Size Firms | 1,096 | 20.7 | 16,670 | 12.2 |
| 6 to 9 DAYS | | | | |
| Small Firms | 652 | 15.1 | 5,141 | 16.9 |
| Medium Size Firms | 93 | 11.0 | 4,810 | 11.4 |
| Large Firms | 30 | 25.9 | 40,097 | 63.0 |
| All Size Firms | 775 | 14.7 | 50,048 | 36.7 |
| 10 to 14 DAYS | | | | |
| Small Firms | 584 | 13.5 | 4,794 | 15.8 |
| Medium Size Firms | 327 | 38.8 | 13,248 | 31.3 |
| Large Firms | 46 | 39.7 | 13,113 | 20.6 |
| All Size Firms | 957 | 18.1 | 31,155 | 22.8 |
| 15 or MORE DAYS | | | | |
| Small Firms | 41 | 0.9 | 190 | 0.6 |
| Medium Size Firms | 37 | 4.4 | 2,450 | 5.8 |
| Large Firms | 14 | 12.1 | 3,434 | 5.4 |
| All Size Firms | 92 | 1.7 | 6,074 | 4.5 |
| Subtotal of Small Firms | 4,328 | 100.0 | 30,415 | 100.0 |
| Subtotal of Medium Size Firms | 843 | 100.0 | 42,334 | 100.0 |
| Subtotal of Large Firms | 116 | 100.0 | 63,610 | 100.0 |
| Grand Total | 5,287 | 100.0 | 136,359 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are services firms with 250 or more employees. This table includes utilities 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. 443 services firms, or 92.5% of the applicable services firms responded to this question.

SERVICES
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 2,028 | 68.0 | 9,620 | 76.0 |
| Medium Size Firms | 224 | 46.8 | 8,467 | 65.4 |
| Large Firms | 5 | 8.1 | 999 | 13.2 |
| All Size Firms | 2,257 | 64.0 | 19,086 | 57.6 |
| 5 DAYS or LESS | | | | |
| Small Firms | 373 | 12.5 | 1,622 | 12.8 |
| Medium Size Firms | 65 | 13.6 | 1,004 | 7.8 |
| Large Firms | 9 | 14.5 | 1,114 | 14.8 |
| All Size Firms | 447 | 12.7 | 3,740 | 11.3 |
| 6 to 9 DAYS | | | | |
| Small Firms | 267 | 9.0 | 519 | 4.1 |
| Medium Size Firms | 44 | 9.2 | 679 | 5.2 |
| Large Firms | 22 | 35.5 | 3,237 | 42.9 |
| All Size Firms | 333 | 9.4 | 4,435 | 13.4 |
| 10 to 14 DAYS | | | | |
| Small Firms | 212 | 7.1 | 743 | 5.9 |
| Medium Size Firms | 127 | 26.5 | 2,645 | 20.4 |
| Large Firms | 24 | 38.7 | 2,194 | 29.1 |
| All Size Firms | 363 | 10.3 | 5,582 | 16.8 |
| 15 or MORE DAYS | | | | |
| Small Firms | 103 | 3.5 | 160 | 1.3 |
| Medium Size Firms | 19 | 4.0 | 154 | 1.2 |
| Large Firms | 2 | 3.2 | 6 | 0.1 |
| All Size Firms | 124 | 3.5 | 320 | 1.0 |
| Subtotal of Small Firms | 2,983 | 100.0 | 12,664 | 100.0 |
| Subtotal of Medium Size Firms | 479 | 100.0 | 12,949 | 100.0 |
| Subtotal of Large Firms | 62 | 100.0 | 7,550 | 100.0 |
| Grand Total | 3,524 | 100.0 | 33,163 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are services firms with 250 or more employees. This table includes utilities 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. 277 services firms, or 72.9% of the applicable services firms responded to this question.

SERVICES

TABLE 21I: Sick Leave Accumulation for Oklahoma Services Employees by Firm Size and Employee Category.* Question 21: "Do you allow vacation 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 |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 1,563 | 56.4 | 9,950 | 49.8 |
| | Salaried Medium Size Firms | 232 | 35.5 | 5,251 | 18.6 |
| | Salaried Large Firms | 19 | 12.7 | 14,261 | 23.2 |
| | Salaried All Size Firms | 1,814 | 50.8 | 29,462 | 26.9 |
| | Yes | | | | |
| | Salaried Small Firms | 1,206 | 43.6 | 10,033 | 50.2 |
| | Salaried Medium Size Firms | 421 | 64.5 | 23,037 | 81.4 |
| | Salaried Large Firms | 131 | 87.3 | 47,151 | 76.8 |
| | Salaried All Size Firms | 1,758 | 49.2 | 80,221 | 73.1 |
| | Subtotal of Salaried Small Firms | 2,769 | 100.0 | 19,983 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 653 | 100.0 | 28,288 | 100.0 |
| | Subtotal of Salaried Large Firms | 150 | 100.0 | 61,412 | 100.0 |
| Salaried Grand Total | 3,572 | 100.0 | 109,683 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 1,663 | 61.8 | 11,565 | 63.4 |
| | Full-time Hourly Medium Size Firms | 251 | 39.3 | 12,512 | 39.8 |
| | Full-time Hourly Large Firms | 17 | 14.7 | 28,129 | 44.2 |
| | Full-time Hourly All Size Firms | 1,931 | 56.1 | 52,206 | 46.1 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 1,026 | 38.2 | 6,676 | 36.6 |
| | Full-time Hourly Medium Size Firms | 387 | 60.7 | 18,953 | 60.2 |
| | Full-time Hourly Large Firms | 99 | 85.3 | 35,480 | 55.8 |
| | Full-time Hourly All Size Firms | 1,512 | 43.9 | 61,109 | 53.9 |
| | Subtotal of Full-time Hourly Small Firms | 2,689 | 100.0 | 18,241 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 638 | 100.0 | 31,465 | 100.0 |
| | Subtotal of Full-time Hourly Large Firms | 116 | 100.0 | 63,609 | 100.0 |
| Full-time Hourly Grand Total | 3,443 | 100.0 | 113,315 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 1,143 | 70.6 | 4,008 | 75.0 |
| | Part-time Hourly Medium Size Firms | 150 | 45.5 | 3,111 | 53.0 |
| | Part-time Hourly Large Firms | 16 | 23.5 | 1,730 | 22.2 |
| | Part-time Hourly All Size Firms | 1,309 | 64.9 | 8,849 | 46.6 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 477 | 29.4 | 1,338 | 25.0 |
| | Part-time Hourly Medium Size Firms | 180 | 54.5 | 2,760 | 47.0 |
| | Part-time Hourly Large Firms | 52 | 76.5 | 6,048 | 77.8 |
| | Part-time Hourly All Size Firms | 709 | 35.1 | 10,146 | 53.4 |
| | Subtotal of Part-time Hourly Small Firms | 1,620 | 100.0 | 5,346 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 330 | 100.0 | 5,871 | 100.0 |
| | Subtotal of Part-time Hourly Large Firms | 68 | 100.0 | 7,778 | 100.0 |
| Part-time Hourly Grand Total | 2,018 | 100.0 | 18,995 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more employees and specified that they do not combined leave time by answering no to question four and indicated that they offer paid sick leave by response on question 20. 408 services firms, or 98.1% of the applicable services firms responded to this question.

SERVICES

Salary

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

| 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 |
|-------------------------------|------------------------------------|--|--|--|
| 5 DAYS or LESS | | | | |
| Small Firms | 59 | 4.9 | 526 | 5.2 |
| Medium Size Firms | 4 | 1.0 | 14 | 0.1 |
| Large Firms | 6 | 4.9 | 253 | 0.6 |
| All Size Firms | 69 | 4.0 | 793 | 1.0 |
| 6 to 14 DAYS | | | | |
| Small Firms | 102 | 8.5 | 686 | 6.8 |
| Medium Size Firms | 31 | 7.4 | 651 | 2.8 |
| Large Firms | 9 | 7.3 | 240 | 0.5 |
| All Size Firms | 142 | 8.1 | 1,577 | 2.0 |
| 15 to 29 DAYS | | | | |
| Small Firms | 134 | 11.1 | 948 | 9.4 |
| Medium Size Firms | 18 | 4.3 | 544 | 2.4 |
| All Size Firms | 152 | 8.7 | 1,492 | 1.9 |
| 30 or MORE DAYS | | | | |
| Small Firms | 488 | 40.5 | 5,024 | 50.1 |
| Medium Size Firms | 278 | 66.5 | 17,442 | 76.0 |
| Large Firms | 56 | 45.5 | 21,785 | 48.9 |
| All Size Firms | 822 | 47.1 | 44,251 | 57.1 |
| NO MAXIMUM or LIMIT | | | | |
| Small Firms | 422 | 35.0 | 2,849 | 28.4 |
| Medium Size Firms | 87 | 20.8 | 4,309 | 18.8 |
| Large Firms | 52 | 42.3 | 22,251 | 50.0 |
| All Size Firms | 561 | 32.1 | 29,409 | 37.9 |
| Subtotal of Small Firms | 1,205 | 100.0 | 10,033 | 100.0 |
| Subtotal of Medium Size Firms | 418 | 100.0 | 22,960 | 100.0 |
| Subtotal of Large Firms | 123 | 100.0 | 44,529 | 100.0 |
| Grand Total | 1,746 | 100.0 | 77,522 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Services firms that are included in this table met the following criteria: they had one or more salary employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 252 services firms, or 98.4% of the applicable services firms responded to this question. Firm sizes with no firms are omitted from this table.

SERVICES
Full-time Hourly

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

| 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 |
|-------------------------------|------------------------------------|--|--|--|
| 5 DAYS or LESS | | | | |
| Small Firms | 90 | 8.8 | 655 | 9.8 |
| Medium Size Firms | 4 | 1.0 | 233 | 1.3 |
| Large Firms | 6 | 6.6 | 836 | 2.5 |
| All Size Firms | 100 | 6.7 | 1,724 | 2.9 |
| 6 to 14 DAYS | | | | |
| Small Firms | 172 | 16.8 | 1,209 | 18.1 |
| Medium Size Firms | 39 | 10.2 | 2,645 | 14.5 |
| Large Firms | 13 | 14.3 | 3,826 | 11.3 |
| All Size Firms | 224 | 14.9 | 7,680 | 13.1 |
| 15 to 29 DAYS | | | | |
| Small Firms | 91 | 8.9 | 640 | 9.6 |
| Medium Size Firms | 21 | 5.5 | 1,681 | 9.2 |
| Large Firms | 1 | 1.1 | 294 | 0.9 |
| All Size Firms | 113 | 7.5 | 2,615 | 4.4 |
| 30 or MORE DAYS | | | | |
| Small Firms | 387 | 37.7 | 3,408 | 51.0 |
| Medium Size Firms | 242 | 63.2 | 9,915 | 54.3 |
| Large Firms | 50 | 54.9 | 22,154 | 65.5 |
| All Size Firms | 679 | 45.3 | 35,477 | 60.4 |
| NO MAXIMUM or LIMIT | | | | |
| Small Firms | 286 | 27.9 | 764 | 11.4 |
| Medium Size Firms | 77 | 20.1 | 3,778 | 20.7 |
| Large Firms | 21 | 23.1 | 6,731 | 19.9 |
| All Size Firms | 384 | 25.6 | 11,273 | 19.2 |
| Subtotal of Small Firms | 1,026 | 100.0 | 6,676 | 100.0 |
| Subtotal of Medium Size Firms | 383 | 100.0 | 18,252 | 100.0 |
| Subtotal of Large Firms | 91 | 100.0 | 33,841 | 100.0 |
| Grand Total | 1,500 | 100.0 | 58,769 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Services firms that are included in this table met the following criteria: they had one or more full-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 217 services firms, or 98.6% of the applicable services firms responded to this question.

SERVICES
Part-time Hourly

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

| 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 |
|-------------------------------|------------------------------------|--|--|--|
| 5 DAYS or LESS | | | | |
| Small Firms | 16 | 3.5 | 98 | 7.4 |
| Medium Size Firms | 4 | 2.3 | 58 | 2.2 |
| All Size Firms | 20 | 2.9 | 156 | 1.6 |
| 6 to 14 DAYS | | | | |
| Small Firms | 35 | 7.6 | 50 | 3.8 |
| Medium Size Firms | 17 | 9.9 | 345 | 13.1 |
| Large Firms | 10 | 19.6 | 275 | 4.6 |
| All Size Firms | 62 | 9.1 | 670 | 6.8 |
| 15 to 29 DAYS | | | | |
| Small Firms | 40 | 8.7 | 84 | 6.3 |
| Medium Size Firms | 6 | 3.5 | 222 | 8.5 |
| All Size Firms | 46 | 6.7 | 306 | 3.1 |
| 30 or MORE DAYS | | | | |
| Small Firms | 248 | 54.0 | 888 | 67.1 |
| Medium Size Firms | 98 | 57.0 | 939 | 35.7 |
| Large Firms | 32 | 62.7 | 4,240 | 71.0 |
| All Size Firms | 378 | 55.4 | 6,067 | 61.2 |
| NO MAXIMUM or LIMIT | | | | |
| Small Firms | 120 | 26.1 | 203 | 15.3 |
| Medium Size Firms | 47 | 27.3 | 1,063 | 40.5 |
| Large Firms | 9 | 17.6 | 1,455 | 24.4 |
| All Size Firms | 176 | 25.8 | 2,721 | 27.4 |
| Subtotal of Small Firms | 459 | 100.0 | 1,323 | 100.0 |
| Subtotal of Medium Size Firms | 172 | 100.0 | 2,627 | 100.0 |
| Subtotal of Large Firms | 51 | 100.0 | 5,970 | 100.0 |
| Grand Total | 682 | 100.0 | 9,920 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Services firms that are included in this table met the following criteria: they had one or more part-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 113 services firms, or 95.8% of the applicable services firms responded to this question. Firm sizes with no firms are omitted from this table.

SERVICES
Salary

TABLE 23Y: Bereavement Leave for Oklahoma Services Salary Employees by Firm Size.* Question 23: "Do you offer paid bereavement leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 2,957 | 56.8 | 11,033 | 38.1 |
| Medium Size Firms | 279 | 30.4 | 7,055 | 21.5 |
| Large Firms | 25 | 12.6 | 14,830 | 22.8 |
| All Size Firms | 3,261 | 51.6 | 32,918 | 26.0 |
| YES, 1 to 3 DAYS | | | | |
| Small Firms | 1,927 | 37.0 | 15,394 | 53.2 |
| Medium Size Firms | 528 | 57.5 | 17,225 | 52.6 |
| Large Firms | 135 | 68.2 | 29,578 | 45.4 |
| All Size Firms | 2,590 | 41.0 | 62,197 | 49.1 |
| YES, 4 to 7 DAYS | | | | |
| Small Firms | 297 | 5.7 | 2,229 | 7.7 |
| Medium Size Firms | 108 | 11.8 | 8,301 | 25.3 |
| Large Firms | 35 | 17.7 | 20,650 | 31.7 |
| All Size Firms | 440 | 7.0 | 31,180 | 24.6 |
| YES, 8 DAYS and OVER | | | | |
| Small Firms | 24 | 0.5 | 273 | 0.9 |
| Medium Size Firms | 4 | 0.4 | 185 | 0.6 |
| Large Firms | 3 | 1.5 | 3,128 | 4.8 |
| All Size Firms | 31 | 0.5 | 3,586 | 2.8 |
| Subtotal of Small Firms | 5,205 | 100.0 | 28,929 | 100.0 |
| Subtotal of Medium Size Firms | 919 | 100.0 | 32,766 | 100.0 |
| Subtotal of Large Firms | 198 | 100.0 | 65,085 | 100.0 |
| Grand Total | 6,322 | 100.0 | 126,780 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Services 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. 557 service firms, or 86.4% of the applicable services firms responded to this question.

SERVICES
Full-time Hourly

TABLE 23Z: Bereavement Leave for Oklahoma Services Full-time Hourly Employees by Firm Size.* Question 23: "Do you offer paid bereavement leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 3,421 | 64.3 | 23,808 | 58.9 |
| Medium Size Firms | 358 | 36.6 | 18,520 | 36.1 |
| Large Firms | 20 | 12.5 | 9,071 | 10.5 |
| All Size Firms | 3,799 | 58.9 | 51,399 | 28.8 |
| YES, 1 to 3 DAYS | | | | |
| Small Firms | 1,681 | 31.6 | 14,841 | 36.7 |
| Medium Size Firms | 518 | 53.0 | 27,692 | 54.0 |
| Large Firms | 114 | 71.3 | 66,826 | 77.2 |
| All Size Firms | 2,313 | 35.8 | 109,359 | 61.3 |
| YES, 4 to 7 DAYS | | | | |
| Small Firms | 192 | 3.6 | 1,663 | 4.1 |
| Medium Size Firms | 101 | 10.3 | 5,039 | 9.8 |
| Large Firms | 24 | 15.0 | 10,680 | 12.3 |
| All Size Firms | 317 | 4.9 | 17,382 | 9.7 |
| YES, 8 DAYS and OVER | | | | |
| Small Firms | 24 | 0.5 | 114 | 0.3 |
| Large Firms | 2 | 1.3 | 373 | 0.4 |
| All Size Firms | 26 | 0.4 | 487 | 0.3 |
| Subtotal of Small Firms | 5,318 | 100.0 | 40,426 | 100.0 |
| Subtotal of Medium Size Firms | 977 | 100.0 | 51,251 | 100.0 |
| Subtotal of Large Firms | 160 | 100.0 | 86,604 | 100.0 |
| Grand Total | 6,455 | 100.0 | 178,281 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Services 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. 542 services firms, or 85.5% of the applicable services firms responded to this question. Firms sizes with no firms are omitted from this table.

SERVICES
Part-time Hourly

TABLE 23AA: Bereavement Leave for Oklahoma Services Part-time Hourly Employees by Firm Size.* Question 23: "Do you offer paid bereavement leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 4,984 | 82.8 | 23,029 | 88.4 |
| Medium Size Firms | 512 | 51.8 | 18,320 | 70.5 |
| Large Firms | 30 | 20.3 | 5,496 | 31.6 |
| All Size Firms | 5,526 | 77.3 | 46,845 | 67.5 |
| YES, 1 to 3 DAYS | | | | |
| Small Firms | 849 | 14.1 | 2,424 | 9.3 |
| Medium Size Firms | 387 | 39.2 | 6,808 | 26.2 |
| Large Firms | 80 | 54.1 | 9,702 | 55.8 |
| All Size Firms | 1,316 | 18.4 | 18,934 | 27.3 |
| YES, 4 to 7 DAYS | | | | |
| Small Firms | 135 | 2.2 | 553 | 2.1 |
| Medium Size Firms | 89 | 9.0 | 857 | 3.3 |
| Large Firms | 38 | 25.7 | 2,148 | 12.4 |
| All Size Firms | 262 | 3.7 | 3,558 | 5.1 |
| YES, 8 DAYS and OVER | | | | |
| Small Firms | 48 | 0.8 | 45 | 0.2 |
| All Size Firms | 48 | 0.7 | 45 | 0.1 |
| Subtotal of Small Firms | 6,016 | 100.0 | 26,051 | 100.0 |
| Subtotal of Medium Size Firms | 988 | 100.0 | 25,985 | 100.0 |
| Subtotal of Large Firms | 148 | 100.0 | 17,373 | 100.0 |
| Grand Total | 7,152 | 100.0 | 69,409 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Services 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. 568 services firms, or 74.7% of the applicable services firms responded to this question. Firms sizes with no firms are omitted from this table.

SERVICES
Salary

TABLE 24Y: Short Term Disability Leave for Oklahoma Services Salary Employees by Firm Size.* Question 24: "Do you offer short term paid disability leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 4,095 | 86.8 | 24,489 | 89.6 |
| Medium Size Firms | 706 | 79.1 | 24,888 | 77.0 |
| Large Firms | 125 | 66.5 | 39,116 | 59.6 |
| All Size Firms | 4,926 | 84.9 | 88,493 | 70.6 |
| YES, 6 WEEKS or LESS | | | | |
| Small Firms | 242 | 5.1 | 1,520 | 5.6 |
| Medium Size Firms | 81 | 9.1 | 3,291 | 10.2 |
| Large Firms | 9 | 4.8 | 494 | 0.8 |
| All Size Firms | 332 | 5.7 | 5,305 | 4.2 |
| YES, 7 to 13 WEEKS | | | | |
| Small Firms | 159 | 3.4 | 443 | 1.6 |
| Medium Size Firms | 53 | 5.9 | 2,115 | 6.5 |
| Large Firms | 28 | 14.9 | 15,767 | 24.0 |
| All Size Firms | 240 | 4.1 | 18,325 | 14.6 |
| YES, 14 to 26 WEEKS | | | | |
| Small Firms | 204 | 4.3 | 831 | 3.0 |
| Medium Size Firms | 44 | 4.9 | 1,555 | 4.8 |
| Large Firms | 25 | 13.3 | 9,902 | 15.1 |
| All Size Firms | 273 | 4.7 | 12,288 | 9.8 |
| MORE than 26 WEEKS | | | | |
| Small Firms | 19 | 0.4 | 40 | 0.1 |
| Medium Size Firms | 8 | 0.9 | 486 | 1.5 |
| Large Firms | 1 | 0.5 | 357 | 0.5 |
| All Size Firms | 28 | 0.5 | 883 | 0.7 |
| Subtotal of Small Firms | 4,719 | 100.0 | 27,323 | 100.0 |
| Subtotal of Medium Size Firms | 892 | 100.0 | 32,335 | 100.0 |
| Subtotal of Large Firms | 188 | 100.0 | 65,636 | 100.0 |
| Grand Total | 5,799 | 100.0 | 125,294 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Services 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. 528 service firms, or 81.9% of the applicable services firms responded to this question.

SERVICES
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 4,176 | 87.4 | 29,866 | 84.4 |
| Medium Size Firms | 781 | 81.2 | 40,645 | 79.8 |
| Large Firms | 111 | 69.4 | 36,233 | 40.7 |
| All Size Firms | 5,068 | 85.9 | 106,744 | 60.9 |
| YES, 6 WEEKS or LESS | | | | |
| Small Firms | 268 | 5.6 | 2,784 | 7.9 |
| Medium Size Firms | 69 | 7.2 | 4,312 | 8.5 |
| Large Firms | 8 | 5.0 | 7,644 | 8.6 |
| All Size Firms | 345 | 5.8 | 14,740 | 8.4 |
| YES, 7 to 13 WEEKS | | | | |
| Small Firms | 171 | 3.6 | 664 | 1.9 |
| Medium Size Firms | 53 | 5.5 | 2,678 | 5.3 |
| Large Firms | 18 | 11.3 | 6,189 | 7.0 |
| All Size Firms | 242 | 4.1 | 9,531 | 5.4 |
| YES, 14 to 26 WEEKS | | | | |
| Small Firms | 161 | 3.4 | 2,064 | 5.8 |
| Medium Size Firms | 47 | 4.9 | 3,052 | 6.0 |
| Large Firms | 23 | 14.4 | 38,982 | 43.8 |
| All Size Firms | 231 | 3.9 | 44,098 | 25.1 |
| MORE than 26 WEEKS | | | | |
| Medium Size Firms | 12 | 1.2 | 251 | 0.5 |
| All Size Firms | 12 | 0.2 | 251 | 0.1 |
| Subtotal of Small Firms | 4,779 | 100.0 | 35,387 | 100.0 |
| Subtotal of Medium Size Firms | 962 | 100.0 | 50,938 | 100.0 |
| Subtotal of Large Firms | 160 | 100.0 | 89,048 | 100.0 |
| Grand Total | 5,901 | 100.0 | 175,373 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Services 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. 518 services firms, or 81.7% of the applicable services firms responded to this question. Firms sizes with no firms are omitted from this table.

SERVICES
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 4,896 | 95.3 | 22,284 | 97.5 |
| Medium Size Firms | 1,036 | 95.0 | 25,203 | 96.6 |
| Large Firms | 135 | 88.2 | 15,114 | 92.0 |
| All Size Firms | 6,067 | 95.1 | 62,601 | 95.8 |
| YES, 6 WEEKS or LESS | | | | |
| Small Firms | 179 | 3.5 | 460 | 2.0 |
| Medium Size Firms | 13 | 1.2 | 130 | 0.5 |
| Large Firms | 3 | 2.0 | 29 | 0.2 |
| All Size Firms | 195 | 3.1 | 619 | 0.9 |
| YES, 7 to 13 WEEKS | | | | |
| Medium Size Firms | 22 | 2.0 | 205 | 0.8 |
| Large Firms | 2 | 1.3 | 52 | 0.3 |
| All Size Firms | 24 | 0.4 | 257 | 0.4 |
| YES, 14 to 26 WEEKS | | | | |
| Small Firms | 56 | 1.1 | 99 | 0.4 |
| Medium Size Firms | 11 | 1.0 | 131 | 0.5 |
| Large Firms | 13 | 8.5 | 1,239 | 7.5 |
| All Size Firms | 80 | 1.3 | 1,469 | 2.2 |
| MORE than 26 WEEKS | | | | |
| Small Firms | 6 | 0.1 | 7 | 0.0 |
| Medium Size Firms | 9 | 0.8 | 416 | 1.6 |
| All Size Firms | 15 | 0.2 | 423 | 0.6 |
| Subtotal of Small Firms | 5,137 | 100.0 | 22,850 | 100.0 |
| Subtotal of Medium Size Firms | 1,091 | 100.0 | 26,085 | 100.0 |
| Subtotal of Large Firms | 153 | 100.0 | 16,434 | 100.0 |
| Grand Total | 6,381 | 100.0 | 65,369 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Services 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. 576 services firms, or 75.8% of the applicable services firms responded to this question. Firms sizes with no firms are omitted from this table.

SERVICES

Salary

TABLE 25Y: Other Paid Leave for Oklahoma Services Salary Employees by Firm Size.* Question 25: Please check boxes indicating any other paid leave you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|----------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| MILITARY | | | | |
| Small Firms | 756 | 26.9 | 6,126 | 33.0 |
| Medium Size Firms | 274 | 42.3 | 13,323 | 46.3 |
| Large Firms | 101 | 55.2 | 44,824 | 66.2 |
| All Size Firms | 1,131 | 31.0 | 64,273 | 55.9 |
| JURY DUTY | | | | |
| Small Firms | 2,358 | 83.8 | 16,202 | 87.3 |
| Medium Size Firms | 591 | 91.2 | 27,001 | 93.9 |
| Large Firms | 175 | 95.6 | 58,694 | 86.7 |
| All Size Firms | 3,124 | 85.7 | 101,897 | 88.6 |
| FAMILY MEDICAL | | | | |
| Small Firms | 887 | 31.5 | 5,827 | 31.4 |
| Medium Size Firms | 256 | 39.5 | 10,851 | 37.7 |
| Large Firms | 66 | 36.1 | 37,394 | 55.2 |
| All Size Firms | 1,209 | 33.2 | 54,072 | 47.0 |
| MATERNITY LEAVE | | | | |
| Small Firms | 645 | 22.9 | 5,111 | 27.5 |
| Medium Size Firms | 185 | 28.5 | 10,197 | 35.5 |
| Large Firms | 46 | 25.1 | 22,304 | 32.9 |
| All Size Firms | 876 | 24.0 | 37,612 | 32.7 |
| PATERNITY LEAVE | | | | |
| Small Firms | 269 | 9.6 | 2,930 | 15.8 |
| Medium Size Firms | 103 | 15.9 | 5,587 | 19.4 |
| Large Firms | 38 | 20.8 | 12,185 | 18.0 |
| All Size Firms | 410 | 11.2 | 20,702 | 18.0 |
| DOCTOR/DENTAL APPOINTMENT | | | | |
| Small Firms | 1,207 | 42.9 | 8,241 | 44.4 |
| Medium Size Firms | 240 | 37.0 | 12,085 | 42.0 |
| Large Firms | 50 | 27.3 | 32,097 | 47.4 |
| All Size Firms | 1,497 | 41.1 | 52,423 | 45.6 |
| OTHER (please name) | | | | |
| Small Firms | 61 | 2.2 | 370 | 2.0 |
| Medium Size Firms | 54 | 8.3 | 2,967 | 10.3 |
| Large Firms | 8 | 4.4 | 2,244 | 3.3 |
| All Size Firms | 123 | 3.4 | 5,581 | 4.9 |
| Subtotal of Small Firms | 2,815 | 100.0 | 18,553 | 100.0 |
| Subtotal of Medium Size Firms | 648 | 100.0 | 28,751 | 100.0 |
| Subtotal of Large Firms | 183 | 100.0 | 67,717 | 100.0 |
| Grand Total | 3,646 | 100.0 | 115,021 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Services 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. 390 service firms, or 60.5% of the applicable services 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.

SERVICES
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|----------------------------------|------------------------------------|--|--|--|
| MILITARY | | | | |
| Small Firms | 669 | 26.9 | 5,340 | 30.3 |
| Medium Size Firms | 279 | 42.5 | 13,089 | 40.0 |
| Large Firms | 79 | 52.7 | 50,363 | 53.4 |
| All Size Firms | 1,027 | 31.2 | 68,792 | 47.6 |
| JURY DUTY | | | | |
| Small Firms | 2,094 | 84.3 | 15,510 | 88.1 |
| Medium Size Firms | 589 | 89.8 | 29,635 | 90.6 |
| Large Firms | 144 | 96.0 | 86,420 | 91.7 |
| All Size Firms | 2,827 | 85.9 | 131,565 | 91.0 |
| FAMILY MEDICAL | | | | |
| Small Firms | 487 | 19.6 | 2,630 | 14.9 |
| Medium Size Firms | 235 | 35.8 | 10,462 | 32.0 |
| Large Firms | 51 | 34.0 | 17,582 | 18.6 |
| All Size Firms | 773 | 23.5 | 30,674 | 21.2 |
| MATERNITY LEAVE | | | | |
| Small Firms | 679 | 27.3 | 3,588 | 20.4 |
| Medium Size Firms | 165 | 25.2 | 6,704 | 20.5 |
| Large Firms | 38 | 25.3 | 34,777 | 36.9 |
| All Size Firms | 882 | 26.8 | 45,069 | 31.2 |
| PATERNITY LEAVE | | | | |
| Small Firms | 265 | 10.7 | 1,254 | 7.1 |
| Medium Size Firms | 93 | 14.2 | 4,369 | 13.4 |
| Large Firms | 26 | 17.3 | 6,833 | 7.2 |
| All Size Firms | 384 | 11.7 | 12,456 | 8.6 |
| DOCTOR/DENTAL APPOINTMENT | | | | |
| Small Firms | 610 | 24.5 | 4,211 | 23.9 |
| Medium Size Firms | 200 | 30.5 | 7,718 | 23.6 |
| Large Firms | 23 | 15.3 | 4,634 | 4.9 |
| All Size Firms | 833 | 25.3 | 16,563 | 11.5 |
| OTHER (please name) | | | | |
| Small Firms | 160 | 6.4 | 553 | 3.1 |
| Medium Size Firms | 52 | 7.9 | 1,817 | 5.6 |
| Large Firms | 8 | 5.3 | 988 | 1.0 |
| All Size Firms | 220 | 6.7 | 3,358 | 2.3 |
| Subtotal of Small Firms | 2,485 | 100.0 | 17,598 | 100.0 |
| Subtotal of Medium Size Firms | 656 | 100.0 | 32,705 | 100.0 |
| Subtotal of Large Firms | 150 | 100.0 | 94,293 | 100.0 |
| Grand Total | 3,291 | 100.0 | 144,596 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Services 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. 359 services firms, or 56.6% of the applicable services 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.

SERVICES
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|----------------------------------|------------------------------------|--|--|--|
| MILITARY | | | | |
| Small Firms | 433 | 23.1 | 1,838 | 23.0 |
| Medium Size Firms | 253 | 43.5 | 4,826 | 46.8 |
| Large Firms | 83 | 64.3 | 5,435 | 41.2 |
| All Size Firms | 769 | 29.8 | 12,099 | 38.4 |
| JURY DUTY | | | | |
| Small Firms | 1,489 | 79.5 | 5,194 | 65.0 |
| Medium Size Firms | 484 | 83.3 | 9,249 | 89.8 |
| Large Firms | 126 | 97.7 | 12,850 | 97.5 |
| All Size Firms | 2,099 | 81.3 | 27,293 | 86.7 |
| FAMILY MEDICAL | | | | |
| Small Firms | 431 | 23.0 | 1,701 | 21.3 |
| Medium Size Firms | 199 | 34.3 | 4,400 | 42.7 |
| Large Firms | 56 | 43.4 | 3,333 | 25.3 |
| All Size Firms | 686 | 26.6 | 9,434 | 30.0 |
| MATERNITY LEAVE | | | | |
| Small Firms | 521 | 27.8 | 2,619 | 32.8 |
| Medium Size Firms | 114 | 19.6 | 1,336 | 13.0 |
| Large Firms | 43 | 33.3 | 3,064 | 23.3 |
| All Size Firms | 678 | 26.2 | 7,019 | 22.3 |
| PATERNITY LEAVE | | | | |
| Small Firms | 180 | 9.6 | 457 | 5.7 |
| Medium Size Firms | 87 | 15.0 | 1,159 | 11.3 |
| Large Firms | 28 | 21.7 | 1,882 | 14.3 |
| All Size Firms | 295 | 11.4 | 3,498 | 11.1 |
| DOCTOR/DENTAL APPOINTMENT | | | | |
| Small Firms | 521 | 27.8 | 1,950 | 24.4 |
| Medium Size Firms | 147 | 25.3 | 2,016 | 19.6 |
| Large Firms | 24 | 18.6 | 1,398 | 10.6 |
| All Size Firms | 692 | 26.8 | 5,364 | 17.0 |
| OTHER (please name) | | | | |
| Medium Size Firms | 45 | 7.7 | 778 | 7.6 |
| Large Firms | 15 | 11.6 | 1,238 | 9.4 |
| All Size Firms | 60 | 2.3 | 2,016 | 6.4 |
| Subtotal of Small Firms | 1,873 | 100.0 | 7,994 | 100.0 |
| Subtotal of Medium Size Firms | 581 | 100.0 | 10,301 | 100.0 |
| Subtotal of Large Firms | 129 | 100.0 | 13,177 | 100.0 |
| Grand Total | 2,583 | 100.0 | 31,472 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Services 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. 322 services firms, or 42.4% of the applicable services 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. Firms sizes with no firms are omitted from this table.

SERVICES
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 2,270 | 32.1 | 6,736 | 18.1 |
| Medium Size Firms | 143 | 12.6 | 1,204 | 3.0 |
| Large Firms | 2 | 0.9 | 4 | 0.0 |
| All Size Firms | 2,415 | 28.6 | 7,944 | 5.2 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 1,523 | 21.5 | 6,945 | 18.7 |
| Medium Size Firms | 131 | 11.5 | 4,825 | 11.9 |
| Large Firms | 10 | 4.5 | 2,303 | 3.1 |
| All Size Firms | 1,664 | 19.7 | 14,073 | 9.3 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 3,289 | 46.4 | 23,502 | 63.2 |
| Medium Size Firms | 865 | 75.9 | 34,384 | 85.1 |
| Large Firms | 211 | 94.6 | 71,583 | 96.9 |
| All Size Firms | 4,365 | 51.7 | 129,469 | 85.5 |
| Subtotal of Small Firms | 7,082 | 100.0 | 37,183 | 100.0 |
| Subtotal of Medium Size Firms | 1,139 | 100.0 | 40,413 | 100.0 |
| Subtotal of Large Firms | 223 | 100.0 | 73,890 | 100.0 |
| Grand Total | 8,444 | 100.0 | 151,486 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more salaried employees that responded to this question. 701 firms, or 96.0% of the services firms with salaried employees responded to this question.

SERVICES
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 2,704 | 37.8 | 15,182 | 29.5 |
| Medium Size Firms | 169 | 14.5 | 7,704 | 13.2 |
| Large Firms | 2 | 1.0 | 579 | 0.5 |
| All Size Firms | 2,875 | 33.7 | 23,465 | 10.7 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 1,544 | 21.6 | 9,916 | 19.3 |
| Medium Size Firms | 160 | 13.7 | 9,095 | 15.6 |
| Large Firms | 7 | 3.5 | 1,102 | 1.0 |
| All Size Firms | 1,711 | 20.1 | 20,113 | 9.1 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 2,911 | 40.7 | 26,307 | 51.2 |
| Medium Size Firms | 837 | 71.8 | 41,615 | 71.2 |
| Large Firms | 189 | 95.5 | 108,486 | 98.5 |
| All Size Firms | 3,937 | 46.2 | 176,408 | 80.2 |
| Subtotal of Small Firms | 7,159 | 100.0 | 51,405 | 100.0 |
| Subtotal of Medium Size Firms | 1,166 | 100.0 | 58,414 | 100.0 |
| Subtotal of Large Firms | 198 | 100.0 | 110,167 | 100.0 |
| Grand Total | 8,523 | 100.0 | 219,986 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more full-time hourly employees that responded to this question. 680 firms, or 94.4% of the services firms with full-time hourly employees responded to this question.

SERVICES
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 2,683 | 65.8 | 12,233 | 70.9 |
| Medium Size Firms | 222 | 36.0 | 8,416 | 50.2 |
| Large Firms | 14 | 13.9 | 2,884 | 12.9 |
| All Size Firms | 2,919 | 60.9 | 23,533 | 41.7 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 451 | 11.1 | 1,365 | 7.9 |
| Medium Size Firms | 83 | 13.5 | 3,284 | 19.6 |
| Large Firms | 3 | 3.0 | 220 | 1.0 |
| All Size Firms | 537 | 11.2 | 4,869 | 8.6 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 941 | 23.1 | 3,662 | 21.2 |
| Medium Size Firms | 311 | 50.5 | 5,076 | 30.3 |
| Large Firms | 84 | 83.2 | 19,309 | 86.2 |
| All Size Firms | 1,336 | 27.9 | 28,047 | 49.7 |
| Subtotal of Small Firms | 4,075 | 100.0 | 17,260 | 100.0 |
| Subtotal of Medium Size Firms | 616 | 100.0 | 16,776 | 100.0 |
| Subtotal of Large Firms | 101 | 100.0 | 22,413 | 100.0 |
| Grand Total | 4,792 | 100.0 | 56,449 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more part-time hourly employees that responded to this question. 375 firms, or 54.7% of the services firms with part-time hourly employees responded to this question.

SERVICES
Salary

TABLE 27Y: Types of Medical/health Care Plans Offered for Oklahoma Utilities Salary Employees by Firm Size.* 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 |
|--|------------------------------------|--|--|--|
| TRADITIONAL FEE-FOR-SERVICE | | | | |
| Small Firms | 545 | 11.4 | 3,387 | 11.2 |
| Medium Size Firms | 214 | 22.4 | 10,705 | 28.1 |
| Large Firms | 47 | 21.5 | 14,282 | 19.3 |
| All Size Firms | 806 | 13.6 | 28,374 | 19.9 |
| HEALTH MAINTENANCE ORGANIZATION (HMO) | | | | |
| Small Firms | 1,033 | 21.7 | 8,300 | 27.3 |
| Medium Size Firms | 399 | 41.7 | 17,945 | 47.1 |
| Large Firms | 121 | 55.3 | 47,459 | 64.3 |
| All Size Firms | 1,553 | 26.2 | 73,704 | 51.8 |
| PREFERRED PROVIDER ORGANIZATION (PPO) | | | | |
| Small Firms | 4,040 | 84.8 | 26,302 | 86.6 |
| Medium Size Firms | 745 | 77.8 | 27,580 | 72.4 |
| Large Firms | 185 | 84.5 | 55,919 | 75.7 |
| All Size Firms | 4,970 | 83.7 | 109,801 | 77.2 |
| Subtotal of Small Firms | 4,762 | 100.0 | 30,368 | 100.0 |
| Subtotal of Medium Size Firms | 957 | 100.0 | 38,104 | 100.0 |
| Subtotal of Large Firms | 219 | 100.0 | 73,836 | 100.0 |
| Grand Total | 5,938 | 100.0 | 142,308 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Services 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. 569 services firms, or 97.8% of the applicable services 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.

SERVICES
Full-time Hourly

TABLE 27Z: Types of Medical/health Care Plans Offered for Oklahoma Utilities Full-time Hourly Employees by Firm Size.* 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 |
|--|------------------------------------|--|--|--|
| TRADITIONAL FEE-FOR-SERVICE | | | | |
| Small Firms | 439 | 10.0 | 2,698 | 7.5 |
| Medium Size Firms | 235 | 24.6 | 10,941 | 22.5 |
| Large Firms | 31 | 16.4 | 31,719 | 29.4 |
| All Size Firms | 705 | 12.7 | 45,358 | 23.6 |
| HEALTH MAINTENANCE ORGANIZATION (HMO) | | | | |
| Small Firms | 1,061 | 24.2 | 11,155 | 31.1 |
| Medium Size Firms | 361 | 37.8 | 17,238 | 35.5 |
| Large Firms | 100 | 52.9 | 77,815 | 72.1 |
| All Size Firms | 1,522 | 27.5 | 106,208 | 55.2 |
| PREFERRED PROVIDER ORGANIZATION (PPO) | | | | |
| Small Firms | 3,588 | 81.7 | 29,387 | 82.0 |
| Medium Size Firms | 711 | 74.5 | 36,163 | 74.5 |
| Large Firms | 167 | 88.4 | 79,105 | 73.3 |
| All Size Firms | 4,466 | 80.7 | 144,655 | 75.2 |
| Subtotal of Small Firms | 4,393 | 100.0 | 35,850 | 100.0 |
| Subtotal of Medium Size Firms | 955 | 100.0 | 48,553 | 100.0 |
| Subtotal of Large Firms | 189 | 100.0 | 107,962 | 100.0 |
| Grand Total | 5,537 | 100.0 | 192,365 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Services 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. 525 services firms, or 96.7% of the applicable services 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. Firm sizes with no firms are omitted from this table.

SERVICES
Part-time Hourly

TABLE 27AA: Types of Medical/health Care Plans Offered for Oklahoma Utilities Part-time Hourly Employees by Firm Size.* 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 |
|--|------------------------------------|--|--|--|
| TRADITIONAL FEE-FOR-SERVICE | | | | |
| Small Firms | 231 | 17.1 | 724 | 15.2 |
| Medium Size Firms | 90 | 24.9 | 1,106 | 14.6 |
| Large Firms | 9 | 11.4 | 699 | 3.6 |
| All Size Firms | 330 | 18.4 | 2,529 | 8.0 |
| HEALTH MAINTENANCE ORGANIZATION (HMO) | | | | |
| Small Firms | 416 | 30.8 | 1,125 | 23.6 |
| Medium Size Firms | 138 | 38.1 | 2,329 | 30.7 |
| Large Firms | 46 | 58.2 | 16,048 | 83.6 |
| All Size Firms | 600 | 33.5 | 19,502 | 61.9 |
| PREFERRED PROVIDER ORGANIZATION (PPO) | | | | |
| Small Firms | 985 | 72.9 | 3,486 | 73.1 |
| Medium Size Firms | 263 | 72.7 | 5,500 | 72.6 |
| Large Firms | 69 | 87.3 | 18,163 | 94.7 |
| All Size Firms | 1,317 | 73.5 | 27,149 | 86.1 |
| Subtotal of Small Firms | 1,351 | 100.0 | 4,767 | 100.0 |
| Subtotal of Medium Size Firms | 362 | 100.0 | 7,574 | 100.0 |
| Subtotal of Large Firms | 79 | 100.0 | 19,187 | 100.0 |
| Grand Total | 1,792 | 100.0 | 31,528 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Services 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. 198 services firms, or 92.5% of the applicable services 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 with no firms are omitted from this table.

SERVICES

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

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 3,289 | 69.2 | 20,462 | 67.3 |
| | Salaried Medium Size Firms | 500 | 51.1 | 16,687 | 43.4 |
| | Salaried Large Firms | 78 | 35.6 | 24,178 | 33.9 |
| | Salaried All Size Firms | 3,867 | 65.0 | 61,327 | 43.8 |
| | Yes | | | | |
| | Salaried Small Firms | 1,466 | 30.8 | 9,926 | 32.7 |
| | Salaried Medium Size Firms | 479 | 48.9 | 21,761 | 56.6 |
| | Salaried Large Firms | 141 | 64.4 | 47,077 | 66.1 |
| | Salaried All Size Firms | 2,086 | 35.0 | 78,764 | 56.2 |
| | Subtotal of Salaried Small Firms | 4,755 | 100.0 | 30,388 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 979 | 100.0 | 38,448 | 100.0 |
| | Subtotal of Salaried Large Firms | 219 | 100.0 | 71,255 | 100.0 |
| Salaried Grand Total | 5,953 | 100.0 | 140,091 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 3,165 | 72.0 | 26,612 | 73.7 |
| | Full-time Hourly Medium Size Firms | 522 | 53.5 | 27,955 | 56.2 |
| | Full-time Hourly Large Firms | 68 | 36.0 | 20,092 | 19.7 |
| | Full-time Hourly All Size Firms | 3,755 | 67.5 | 74,659 | 39.8 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 1,233 | 28.0 | 9,482 | 26.3 |
| | Full-time Hourly Medium Size Firms | 453 | 46.5 | 21,753 | 43.8 |
| | Full-time Hourly Large Firms | 121 | 64.0 | 81,796 | 80.3 |
| | Full-time Hourly All Size Firms | 1,807 | 32.5 | 113,031 | 60.2 |
| | Subtotal of Full-time Hourly Small Firms | 4,398 | 100.0 | 36,094 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 975 | 100.0 | 49,708 | 100.0 |
| | Subtotal of Full-time Hourly Large Firms | 189 | 100.0 | 101,888 | 100.0 |
| Full-time Hourly Grand Total | 5,562 | 100.0 | 187,690 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 989 | 75.0 | 3,657 | 83.0 |
| | Part-time Hourly Medium Size Firms | 208 | 55.0 | 5,062 | 62.5 |
| | Part-time Hourly Large Firms | 28 | 35.0 | 2,822 | 17.1 |
| | Part-time Hourly All Size Firms | 1,225 | 69.0 | 11,541 | 39.8 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 329 | 25.0 | 748 | 17.0 |
| | Part-time Hourly Medium Size Firms | 170 | 45.0 | 3,042 | 37.5 |
| | Part-time Hourly Large Firms | 52 | 65.0 | 13,689 | 82.9 |
| | Part-time Hourly All Size Firms | 551 | 31.0 | 17,479 | 60.2 |
| | Subtotal of Part-time Hourly Small Firms | 1,318 | 100.0 | 4,405 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 378 | 100.0 | 8,104 | 100.0 |
| | Subtotal of Part-time Hourly Large Firms | 80 | 100.0 | 16,511 | 100.0 |
| Part-time Hourly Grand Total | 1,776 | 100.0 | 29,020 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Services 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. 653 services firms, or 98.8% of the applicable services firms responded to this question.

SERVICES
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 289 | 6.1 | 1,035 | 3.5 |
| Medium Size Firms | 82 | 8.5 | 1,690 | 4.4 |
| Large Firms | 2 | 0.9 | 745 | 1.0 |
| All Size Firms | 373 | 6.3 | 3,470 | 2.5 |
| 1% to 25% | | | | |
| Small Firms | 314 | 6.7 | 1,422 | 4.8 |
| Medium Size Firms | 65 | 6.7 | 2,599 | 6.8 |
| Large Firms | 12 | 5.6 | 2,516 | 3.5 |
| All Size Firms | 391 | 6.6 | 6,537 | 4.7 |
| 26% to 50% | | | | |
| Small Firms | 805 | 17.1 | 5,236 | 17.6 |
| Medium Size Firms | 146 | 15.1 | 4,730 | 12.3 |
| Large Firms | 21 | 9.9 | 2,586 | 3.6 |
| All Size Firms | 972 | 16.5 | 12,552 | 8.9 |
| 51% to 75% | | | | |
| Small Firms | 632 | 13.4 | 4,727 | 15.9 |
| Medium Size Firms | 265 | 27.4 | 11,838 | 30.8 |
| Large Firms | 48 | 22.5 | 15,690 | 21.8 |
| All Size Firms | 945 | 16.0 | 32,255 | 23.0 |
| 76% to 99% | | | | |
| Small Firms | 655 | 13.9 | 4,048 | 13.6 |
| Medium Size Firms | 198 | 20.5 | 9,082 | 23.6 |
| Large Firms | 86 | 40.4 | 26,859 | 37.3 |
| All Size Firms | 939 | 15.9 | 39,989 | 28.5 |
| 100% | | | | |
| Small Firms | 2,023 | 42.9 | 13,293 | 44.7 |
| Medium Size Firms | 212 | 21.9 | 8,471 | 22.1 |
| Large Firms | 44 | 20.7 | 23,701 | 32.9 |
| All Size Firms | 2,279 | 38.6 | 45,465 | 32.4 |
| Subtotal of Small Firms | 4,718 | 100.0 | 29,761 | 100.0 |
| Subtotal of Medium Size Firms | 968 | 100.0 | 38,410 | 100.0 |
| Subtotal of Large Firms | 213 | 100.0 | 72,097 | 100.0 |
| Grand Total | 5,899 | 100.0 | 140,268 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Services 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. 564 services firms, or 96.8% of the applicable services firms responded to this question.

SERVICES
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 436 | 10.0 | 4,818 | 13.6 |
| Medium Size Firms | 134 | 13.8 | 8,444 | 17.1 |
| Large Firms | 3 | 1.6 | 1,637 | 1.6 |
| All Size Firms | 573 | 10.3 | 14,899 | 7.8 |
| 1% to 25% | | | | |
| Small Firms | 316 | 7.2 | 2,612 | 7.3 |
| Medium Size Firms | 61 | 6.3 | 2,953 | 6.0 |
| Large Firms | 9 | 4.8 | 1,502 | 1.4 |
| All Size Firms | 386 | 7.0 | 7,067 | 3.7 |
| 26% to 50% | | | | |
| Small Firms | 674 | 15.4 | 6,118 | 17.2 |
| Medium Size Firms | 148 | 15.2 | 6,812 | 13.8 |
| Large Firms | 20 | 10.6 | 6,578 | 6.3 |
| All Size Firms | 842 | 15.2 | 19,508 | 10.3 |
| 51% to 75% | | | | |
| Small Firms | 541 | 12.4 | 4,777 | 13.4 |
| Medium Size Firms | 168 | 17.3 | 9,640 | 19.5 |
| Large Firms | 31 | 16.4 | 30,774 | 29.3 |
| All Size Firms | 740 | 13.4 | 45,191 | 23.8 |
| 76% to 99% | | | | |
| Small Firms | 638 | 14.6 | 4,071 | 11.4 |
| Medium Size Firms | 191 | 19.6 | 9,976 | 20.2 |
| Large Firms | 74 | 39.2 | 48,306 | 46.0 |
| All Size Firms | 903 | 16.3 | 62,353 | 32.8 |
| 100% | | | | |
| Small Firms | 1,771 | 40.5 | 13,159 | 37.0 |
| Medium Size Firms | 271 | 27.9 | 11,597 | 23.5 |
| Large Firms | 52 | 27.5 | 16,125 | 15.4 |
| All Size Firms | 2,094 | 37.8 | 40,881 | 21.5 |
| Subtotal of Small Firms | 4,376 | 100.0 | 35,555 | 100.0 |
| Subtotal of Medium Size Firms | 973 | 100.0 | 49,422 | 100.0 |
| Subtotal of Large Firms | 189 | 100.0 | 104,922 | 100.0 |
| Grand Total | 5,538 | 100.0 | 189,899 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Services 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. 527 services firms, or 97.1% of the applicable services firms responded to this question.

SERVICES
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 177 | 14.5 | 1,129 | 26.8 |
| Medium Size Firms | 92 | 27.0 | 3,486 | 43.9 |
| Large Firms | 4 | 5.2 | 3,084 | 16.1 |
| All Size Firms | 273 | 16.7 | 7,699 | 24.6 |
| 1% to 25% | | | | |
| Small Firms | 99 | 8.1 | 315 | 7.5 |
| Medium Size Firms | 17 | 5.0 | 804 | 10.1 |
| Large Firms | 6 | 7.8 | 1,379 | 7.2 |
| All Size Firms | 122 | 7.4 | 2,498 | 8.0 |
| 26% to 50% | | | | |
| Small Firms | 85 | 7.0 | 454 | 10.8 |
| Medium Size Firms | 79 | 23.2 | 1,706 | 21.5 |
| Large Firms | 17 | 22.1 | 3,974 | 20.8 |
| All Size Firms | 181 | 11.0 | 6,134 | 19.6 |
| 51% to 75% | | | | |
| Small Firms | 155 | 12.7 | 704 | 16.7 |
| Medium Size Firms | 46 | 13.5 | 491 | 6.2 |
| Large Firms | 12 | 15.6 | 1,283 | 6.7 |
| All Size Firms | 213 | 13.0 | 2,478 | 7.9 |
| 76% to 99% | | | | |
| Small Firms | 62 | 5.1 | 83 | 2.0 |
| Medium Size Firms | 47 | 13.8 | 970 | 12.2 |
| Large Firms | 23 | 29.9 | 7,257 | 38.0 |
| All Size Firms | 132 | 8.1 | 8,310 | 26.6 |
| 100% | | | | |
| Small Firms | 643 | 52.7 | 1,529 | 36.3 |
| Medium Size Firms | 60 | 17.6 | 492 | 6.2 |
| Large Firms | 15 | 19.5 | 2,119 | 11.1 |
| All Size Firms | 718 | 43.8 | 4,140 | 13.2 |
| Subtotal of Small Firms | 1,221 | 100.0 | 4,214 | 100.0 |
| Subtotal of Medium Size Firms | 341 | 100.0 | 7,949 | 100.0 |
| Subtotal of Large Firms | 77 | 100.0 | 19,096 | 100.0 |
| Grand Total | 1,639 | 100.0 | 31,259 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Services 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. 178 services firms, or 83.2% of the applicable services firms responded to this question.

SERVICES
Salary

TABLE 30y: Medical/health Care Plan Employee Dependents Cost Compensation for Oklahoma Services 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?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 3,470 | 72.3 | 21,957 | 72.1 |
| Medium Size Firms | 637 | 65.7 | 27,757 | 71.9 |
| Large Firms | 94 | 43.5 | 30,057 | 41.6 |
| All Size Firms | 4,201 | 70.2 | 79,771 | 56.5 |
| 1% to 25% | | | | |
| Small Firms | 168 | 3.5 | 497 | 1.6 |
| Medium Size Firms | 42 | 4.3 | 855 | 2.2 |
| Large Firms | 15 | 6.9 | 4,958 | 6.9 |
| All Size Firms | 225 | 3.8 | 6,310 | 4.5 |
| 26% to 50% | | | | |
| Small Firms | 381 | 7.9 | 3,152 | 10.4 |
| Medium Size Firms | 59 | 6.1 | 2,436 | 6.3 |
| Large Firms | 23 | 10.6 | 4,079 | 5.6 |
| All Size Firms | 463 | 7.7 | 9,667 | 6.8 |
| 51% to 75% | | | | |
| Small Firms | 206 | 4.3 | 1,566 | 5.1 |
| Medium Size Firms | 124 | 12.8 | 4,194 | 10.9 |
| Large Firms | 37 | 17.1 | 10,398 | 14.4 |
| All Size Firms | 367 | 6.1 | 16,158 | 11.4 |
| 76% to 99% | | | | |
| Small Firms | 218 | 4.5 | 1,172 | 3.9 |
| Medium Size Firms | 50 | 5.2 | 1,642 | 4.3 |
| Large Firms | 35 | 16.2 | 16,997 | 23.5 |
| All Size Firms | 303 | 5.1 | 19,811 | 14.0 |
| 100% | | | | |
| Small Firms | 354 | 7.4 | 2,090 | 6.9 |
| Medium Size Firms | 57 | 5.9 | 1,744 | 4.5 |
| Large Firms | 12 | 5.6 | 5,750 | 8.0 |
| All Size Firms | 423 | 7.1 | 9,584 | 6.8 |
| Subtotal of Small Firms | 4,797 | 100.0 | 30,434 | 100.0 |
| Subtotal of Medium Size Firms | 969 | 100.0 | 38,628 | 100.0 |
| Subtotal of Large Firms | 216 | 100.0 | 72,239 | 100.0 |
| Grand Total | 5,982 | 100.0 | 141,301 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Services 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. 571 services firms, or 98.1% of the applicable services firms responded to this question.

SERVICES
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 3,191 | 72.1 | 26,521 | 73.6 |
| Medium Size Firms | 690 | 70.8 | 33,993 | 67.8 |
| Large Firms | 80 | 41.2 | 17,906 | 16.5 |
| All Size Firms | 3,961 | 70.8 | 78,420 | 40.3 |
| 1% to 25% | | | | |
| Small Firms | 188 | 4.2 | 1,679 | 4.7 |
| Medium Size Firms | 32 | 3.3 | 1,723 | 3.4 |
| Large Firms | 11 | 5.7 | 6,234 | 5.8 |
| All Size Firms | 231 | 4.1 | 9,636 | 5.0 |
| 26% to 50% | | | | |
| Small Firms | 284 | 6.4 | 2,164 | 6.0 |
| Medium Size Firms | 70 | 7.2 | 2,953 | 5.9 |
| Large Firms | 23 | 11.9 | 9,950 | 9.2 |
| All Size Firms | 377 | 6.7 | 15,067 | 7.7 |
| 51% to 75% | | | | |
| Small Firms | 230 | 5.2 | 3,130 | 8.7 |
| Medium Size Firms | 113 | 11.6 | 7,549 | 15.1 |
| Large Firms | 37 | 19.1 | 55,712 | 51.4 |
| All Size Firms | 380 | 6.8 | 66,391 | 34.1 |
| 76% to 99% | | | | |
| Small Firms | 163 | 3.7 | 707 | 2.0 |
| Medium Size Firms | 52 | 5.3 | 2,756 | 5.5 |
| Large Firms | 33 | 17.0 | 15,889 | 14.7 |
| All Size Firms | 248 | 4.4 | 19,352 | 9.9 |
| 100% | | | | |
| Small Firms | 368 | 8.3 | 1,852 | 5.1 |
| Medium Size Firms | 18 | 1.8 | 1,130 | 2.3 |
| Large Firms | 10 | 5.2 | 2,708 | 2.5 |
| All Size Firms | 396 | 7.1 | 5,690 | 2.9 |
| Subtotal of Small Firms | 4,424 | 100.0 | 36,053 | 100.0 |
| Subtotal of Medium Size Firms | 975 | 100.0 | 50,104 | 100.0 |
| Subtotal of Large Firms | 194 | 100.0 | 108,399 | 100.0 |
| Grand Total | 5,593 | 100.0 | 194,556 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Services 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. 533 services firms, or 98.2% of the applicable services firms responded to this question.

SERVICES
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 873 | 69.6 | 2,941 | 68.1 |
| Medium Size Firms | 312 | 82.5 | 6,227 | 77.5 |
| Large Firms | 35 | 42.2 | 5,478 | 28.4 |
| All Size Firms | 1,220 | 71.1 | 14,646 | 46.3 |
| 1% to 25% | | | | |
| Small Firms | 82 | 6.5 | 463 | 10.7 |
| Medium Size Firms | 10 | 2.6 | 760 | 9.5 |
| Large Firms | 13 | 15.7 | 4,608 | 23.9 |
| All Size Firms | 105 | 6.1 | 5,831 | 18.4 |
| 26% to 50% | | | | |
| Small Firms | 50 | 4.0 | 425 | 9.8 |
| Medium Size Firms | 13 | 3.4 | 404 | 5.0 |
| Large Firms | 11 | 13.3 | 771 | 4.0 |
| All Size Firms | 74 | 4.3 | 1,600 | 5.1 |
| 51% to 75% | | | | |
| Small Firms | 59 | 4.7 | 98 | 2.3 |
| Medium Size Firms | 34 | 9.0 | 610 | 7.6 |
| Large Firms | 14 | 16.9 | 2,370 | 12.3 |
| All Size Firms | 107 | 6.2 | 3,078 | 9.7 |
| 76% to 99% | | | | |
| Small Firms | 28 | 2.2 | 49 | 1.1 |
| Medium Size Firms | 2 | 0.5 | 7 | 0.1 |
| Large Firms | 6 | 7.2 | 1,079 | 5.6 |
| All Size Firms | 36 | 2.1 | 1,135 | 3.6 |
| 100% | | | | |
| Small Firms | 163 | 13.0 | 342 | 7.9 |
| Medium Size Firms | 7 | 1.9 | 22 | 0.3 |
| Large Firms | 4 | 4.8 | 4,971 | 25.8 |
| All Size Firms | 174 | 10.1 | 5,335 | 16.9 |
| Subtotal of Small Firms | 1,255 | 100.0 | 4,318 | 100.0 |
| Subtotal of Medium Size Firms | 378 | 100.0 | 8,030 | 100.0 |
| Subtotal of Large Firms | 83 | 100.0 | 19,277 | 100.0 |
| Grand Total | 1,716 | 100.0 | 31,625 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Services 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. 198 services firms, or 92.5% of the applicable services firms responded to this question.

SERVICES
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 4,053 | 57.4 | 14,897 | 39.7 |
| Medium Size Firms | 229 | 20.0 | 4,436 | 11.0 |
| Large Firms | 10 | 4.5 | 1,990 | 2.7 |
| All Size Firms | 4,292 | 50.9 | 21,323 | 14.0 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 698 | 9.9 | 3,881 | 10.3 |
| Medium Size Firms | 125 | 10.9 | 4,895 | 12.1 |
| Large Firms | 14 | 6.3 | 2,735 | 3.7 |
| All Size Firms | 837 | 9.9 | 11,511 | 7.6 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 2,316 | 32.8 | 18,741 | 50.0 |
| Medium Size Firms | 791 | 69.1 | 31,126 | 76.9 |
| Large Firms | 198 | 89.2 | 69,165 | 93.6 |
| All Size Firms | 3,305 | 39.2 | 119,032 | 78.4 |
| Subtotal of Small Firms | 7,067 | 100.0 | 37,519 | 100.0 |
| Subtotal of Medium Size Firms | 1,145 | 100.0 | 40,457 | 100.0 |
| Subtotal of Large Firms | 222 | 100.0 | 73,890 | 100.0 |
| Grand Total | 8,434 | 100.0 | 151,866 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more salaried employees that responded to this question. 703 firms, or 96.3% of the services firms with salaried employees responded to this question.

SERVICES
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 4,146 | 57.2 | 25,214 | 48.5 |
| Medium Size Firms | 284 | 24.1 | 14,917 | 25.2 |
| Large Firms | 8 | 4.1 | 2,197 | 2.0 |
| All Size Firms | 4,438 | 51.5 | 42,328 | 19.1 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 706 | 9.7 | 4,588 | 8.8 |
| Medium Size Firms | 101 | 8.6 | 4,515 | 7.6 |
| Large Firms | 14 | 7.2 | 3,112 | 2.8 |
| All Size Firms | 821 | 9.5 | 12,215 | 5.5 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 2,393 | 33.0 | 22,177 | 42.7 |
| Medium Size Firms | 795 | 67.4 | 39,736 | 67.2 |
| Large Firms | 172 | 88.7 | 104,646 | 95.2 |
| All Size Firms | 3,360 | 39.0 | 166,559 | 75.3 |
| Subtotal of Small Firms | 7,245 | 100.0 | 51,979 | 100.0 |
| Subtotal of Medium Size Firms | 1,180 | 100.0 | 59,168 | 100.0 |
| Subtotal of Large Firms | 194 | 100.0 | 109,955 | 100.0 |
| Grand Total | 8,619 | 100.0 | 221,102 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more full-time hourly employees that responded to this question. 685 firms, or 95.1% of the services firms with full-time hourly employees responded to this question.

SERVICES
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 3,315 | 76.4 | 14,393 | 79.2 |
| Medium Size Firms | 319 | 50.4 | 12,652 | 73.6 |
| Large Firms | 14 | 14.6 | 2,511 | 11.5 |
| All Size Firms | 3,648 | 72.0 | 29,556 | 51.7 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 166 | 3.8 | 418 | 2.3 |
| Medium Size Firms | 52 | 8.2 | 805 | 4.7 |
| Large Firms | 3 | 3.1 | 101 | 0.5 |
| All Size Firms | 221 | 4.4 | 1,324 | 2.3 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 856 | 19.7 | 3,366 | 18.5 |
| Medium Size Firms | 262 | 41.4 | 3,737 | 21.7 |
| Large Firms | 79 | 82.3 | 19,207 | 88.0 |
| All Size Firms | 1,197 | 23.6 | 26,310 | 46.0 |
| Subtotal of Small Firms | 4,337 | 100.0 | 18,177 | 100.0 |
| Subtotal of Medium Size Firms | 633 | 100.0 | 17,194 | 100.0 |
| Subtotal of Large Firms | 96 | 100.0 | 21,819 | 100.0 |
| Grand Total | 5,066 | 100.0 | 57,190 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more part-time hourly employees that responded to this question. 386 firms, or 56.4% of the services firms with part-time hourly employees responded to this question.

SERVICES

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

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 2,497 | 84.6 | 15,278 | 69.5 |
| | Salaried Medium Size Firms | 564 | 61.6 | 16,833 | 46.7 |
| | Salaried Large Firms | 135 | 63.7 | 29,094 | 40.5 |
| | Salaried All Size Firms | 3,196 | 78.4 | 61,205 | 47.1 |
| | Yes | | | | |
| | Salaried Small Firms | 453 | 15.4 | 6,691 | 30.5 |
| | Salaried Medium Size Firms | 352 | 38.4 | 19,188 | 53.3 |
| | Salaried Large Firms | 77 | 36.3 | 42,806 | 59.5 |
| | Salaried All Size Firms | 882 | 21.6 | 68,685 | 52.9 |
| | Subtotal of Salaried Small Firms | 2,950 | 100.0 | 21,969 | 100.0 |
| | Subtotal of Salaried Medium Size Firms | 916 | 100.0 | 36,021 | 100.0 |
| | Subtotal of Salaried Large Firms | 212 | 100.0 | 71,900 | 100.0 |
| Salaried Grand Total | 4,078 | 100.0 | 129,890 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 2,495 | 85.0 | 18,466 | 72.4 |
| | Full-time Hourly Medium Size Firms | 569 | 63.5 | 30,036 | 67.9 |
| | Full-time Hourly Large Firms | 127 | 68.3 | 53,166 | 49.3 |
| | Full-time Hourly All Size Firms | 3,191 | 79.4 | 101,668 | 57.3 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 440 | 15.0 | 7,056 | 27.6 |
| | Full-time Hourly Medium Size Firms | 327 | 36.5 | 14,214 | 32.1 |
| | Full-time Hourly Large Firms | 59 | 31.7 | 54,592 | 50.7 |
| | Full-time Hourly All Size Firms | 826 | 20.6 | 75,862 | 42.7 |
| | Subtotal of Full-time Hourly Small Firms | 2,935 | 100.0 | 25,522 | 100.0 |
| | Subtotal of Full-time Hourly Medium Size Firms | 896 | 100.0 | 44,250 | 100.0 |
| | Subtotal of Full-time Hourly Large Firms | 186 | 100.0 | 107,758 | 100.0 |
| Full-time Hourly Grand Total | 4,017 | 100.0 | 177,530 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 820 | 82.8 | 3,160 | 84.7 |
| | Part-time Hourly Medium Size Firms | 156 | 49.7 | 2,320 | 51.1 |
| | Part-time Hourly Large Firms | 50 | 61.7 | 8,599 | 44.5 |
| | Part-time Hourly All Size Firms | 1,026 | 74.1 | 14,079 | 51.0 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 170 | 17.2 | 573 | 15.3 |
| | Part-time Hourly Medium Size Firms | 158 | 50.3 | 2,222 | 48.9 |
| | Part-time Hourly Large Firms | 31 | 38.3 | 10,708 | 55.5 |
| | Part-time Hourly All Size Firms | 359 | 25.9 | 13,503 | 49.0 |
| | Subtotal of Part-time Hourly Small Firms | 990 | 100.0 | 3,733 | 100.0 |
| | Subtotal of Part-time Hourly Medium Size Firms | 314 | 100.0 | 4,542 | 100.0 |
| | Subtotal of Part-time Hourly Large Firms | 81 | 100.0 | 19,307 | 100.0 |
| Part-time Hourly Grand Total | 1,385 | 100.0 | 27,582 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Services 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. 538 services firms, or 99.1% of the applicable services firms responded to this question.

SERVICES
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 902 | 30.1 | 9,772 | 43.2 |
| Medium Size Firms | 495 | 55.6 | 21,114 | 59.7 |
| Large Firms | 70 | 34.1 | 28,555 | 41.3 |
| All Size Firms | 1,467 | 35.8 | 59,441 | 46.7 |
| 1% to 25% | | | | |
| Small Firms | 215 | 7.2 | 682 | 3.0 |
| Medium Size Firms | 35 | 3.9 | 1,240 | 3.5 |
| Large Firms | 11 | 5.4 | 6,289 | 9.1 |
| All Size Firms | 261 | 6.4 | 8,211 | 6.5 |
| 26% to 50% | | | | |
| Small Firms | 237 | 7.9 | 1,207 | 5.3 |
| Medium Size Firms | 40 | 4.5 | 1,286 | 3.6 |
| Large Firms | 17 | 8.3 | 3,701 | 5.3 |
| All Size Firms | 294 | 7.2 | 6,194 | 4.9 |
| 51% to 75% | | | | |
| Small Firms | 219 | 7.3 | 1,527 | 6.8 |
| Medium Size Firms | 77 | 8.6 | 2,554 | 7.2 |
| Large Firms | 23 | 11.2 | 2,037 | 2.9 |
| All Size Firms | 319 | 7.8 | 6,118 | 4.8 |
| 76% to 99% | | | | |
| Small Firms | 273 | 9.1 | 2,735 | 12.1 |
| Medium Size Firms | 30 | 3.4 | 952 | 2.7 |
| Large Firms | 41 | 20.0 | 22,198 | 32.1 |
| All Size Firms | 344 | 8.4 | 25,885 | 20.3 |
| 100% | | | | |
| Small Firms | 1,154 | 38.5 | 6,687 | 29.6 |
| Medium Size Firms | 214 | 24.0 | 8,243 | 23.3 |
| Large Firms | 43 | 21.0 | 6,433 | 9.3 |
| All Size Firms | 1,411 | 34.4 | 21,363 | 16.8 |
| Subtotal of Small Firms | 3,000 | 100.0 | 22,610 | 100.0 |
| Subtotal of Medium Size Firms | 891 | 100.0 | 35,389 | 100.0 |
| Subtotal of Large Firms | 205 | 100.0 | 69,213 | 100.0 |
| Grand Total | 4,096 | 100.0 | 127,212 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Services 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. 472 services firms, or 97.3% of the applicable services firms responded to this question.

SERVICES
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 1,015 | 34.0 | 10,665 | 40.8 |
| Medium Size Firms | 529 | 61.0 | 26,443 | 62.2 |
| Large Firms | 53 | 29.0 | 16,887 | 19.9 |
| All Size Firms | 1,597 | 39.5 | 53,995 | 35.1 |
| 1% to 25% | | | | |
| Small Firms | 235 | 7.9 | 2,348 | 9.0 |
| Medium Size Firms | 41 | 4.7 | 2,213 | 5.2 |
| Large Firms | 11 | 6.0 | 4,326 | 5.1 |
| All Size Firms | 287 | 7.1 | 8,887 | 5.8 |
| 26% to 50% | | | | |
| Small Firms | 235 | 7.9 | 1,792 | 6.9 |
| Medium Size Firms | 38 | 4.4 | 2,095 | 4.9 |
| Large Firms | 17 | 9.3 | 15,040 | 17.7 |
| All Size Firms | 290 | 7.2 | 18,927 | 12.3 |
| 51% to 75% | | | | |
| Small Firms | 162 | 5.4 | 1,780 | 6.8 |
| Medium Size Firms | 74 | 8.5 | 4,019 | 9.5 |
| Large Firms | 21 | 11.5 | 8,180 | 9.6 |
| All Size Firms | 257 | 6.4 | 13,979 | 9.1 |
| 76% to 99% | | | | |
| Small Firms | 220 | 7.4 | 1,916 | 7.3 |
| Medium Size Firms | 31 | 3.6 | 1,434 | 3.4 |
| Large Firms | 30 | 16.4 | 19,383 | 22.8 |
| All Size Firms | 281 | 7.0 | 22,733 | 14.8 |
| 100% | | | | |
| Small Firms | 1,122 | 37.5 | 7,643 | 29.2 |
| Medium Size Firms | 154 | 17.8 | 6,319 | 14.9 |
| Large Firms | 51 | 27.9 | 21,206 | 24.9 |
| All Size Firms | 1,327 | 32.9 | 35,168 | 22.9 |
| Subtotal of Small Firms | 2,989 | 100.0 | 26,144 | 100.0 |
| Subtotal of Medium Size Firms | 867 | 100.0 | 42,523 | 100.0 |
| Subtotal of Large Firms | 183 | 100.0 | 85,022 | 100.0 |
| Grand Total | 4,039 | 100.0 | 153,689 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Services 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. 447 services firms, or 97.0% of the applicable services firms responded to this question.

SERVICES
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 304 | 32.2 | 1,741 | 47.4 |
| Medium Size Firms | 214 | 70.6 | 2,814 | 63.8 |
| Large Firms | 34 | 44.2 | 4,812 | 25.8 |
| All Size Firms | 552 | 41.7 | 9,367 | 35.0 |
| 1% to 25% | | | | |
| Small Firms | 82 | 8.7 | 463 | 12.6 |
| Medium Size Firms | 17 | 5.6 | 852 | 19.3 |
| Large Firms | 10 | 13.0 | 6,527 | 35.0 |
| All Size Firms | 109 | 8.2 | 7,842 | 29.3 |
| 26% to 50% | | | | |
| Small Firms | 35 | 3.7 | 30 | 0.8 |
| Medium Size Firms | 17 | 5.6 | 212 | 4.8 |
| Large Firms | 7 | 9.1 | 1,445 | 7.7 |
| All Size Firms | 59 | 4.5 | 1,687 | 6.3 |
| 51% to 75% | | | | |
| Small Firms | 121 | 12.8 | 562 | 15.3 |
| Medium Size Firms | 16 | 5.3 | 119 | 2.7 |
| Large Firms | 10 | 13.0 | 3,584 | 19.2 |
| All Size Firms | 147 | 11.1 | 4,265 | 16.0 |
| 76% to 99% | | | | |
| Small Firms | 36 | 3.8 | 51 | 1.4 |
| Medium Size Firms | 6 | 2.0 | 11 | 0.2 |
| Large Firms | 6 | 7.8 | 1,079 | 5.8 |
| All Size Firms | 48 | 3.6 | 1,141 | 4.3 |
| 100% | | | | |
| Small Firms | 365 | 38.7 | 824 | 22.4 |
| Medium Size Firms | 33 | 10.9 | 402 | 9.1 |
| Large Firms | 10 | 13.0 | 1,208 | 6.5 |
| All Size Firms | 408 | 30.8 | 2,434 | 9.1 |
| Subtotal of Small Firms | 943 | 100.0 | 3,671 | 100.0 |
| Subtotal of Medium Size Firms | 303 | 100.0 | 4,410 | 100.0 |
| Subtotal of Large Firms | 77 | 100.0 | 18,655 | 100.0 |
| Grand Total | 1,323 | 100.0 | 26,736 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Services firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a dental care plan by answering yes on question 31. 172 services firms, or 94.5% of the applicable services firms responded to this question.

SERVICES

Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NONE | | | | |
| Small Firms | 2,281 | 76.5 | 18,639 | 82.6 |
| Medium Size Firms | 685 | 76.0 | 28,375 | 79.8 |
| Large Firms | 113 | 54.1 | 41,824 | 59.0 |
| All Size Firms | 3,079 | 75.3 | 88,838 | 68.9 |
| 1% to 25% | | | | |
| Small Firms | 136 | 4.6 | 343 | 1.5 |
| Medium Size Firms | 29 | 3.2 | 975 | 2.7 |
| Large Firms | 16 | 7.7 | 1,612 | 2.3 |
| All Size Firms | 181 | 4.4 | 2,930 | 2.3 |
| 26% to 50% | | | | |
| Small Firms | 171 | 5.7 | 860 | 3.8 |
| Medium Size Firms | 55 | 6.1 | 1,983 | 5.6 |
| Large Firms | 33 | 15.8 | 9,470 | 13.4 |
| All Size Firms | 259 | 6.3 | 12,313 | 9.5 |
| 51% to 75% | | | | |
| Small Firms | 137 | 4.6 | 1,223 | 5.4 |
| Medium Size Firms | 53 | 5.9 | 1,743 | 4.9 |
| Large Firms | 13 | 6.2 | 1,202 | 1.7 |
| All Size Firms | 203 | 5.0 | 4,168 | 3.2 |
| 76% to 99% | | | | |
| Small Firms | 103 | 3.5 | 606 | 2.7 |
| Medium Size Firms | 15 | 1.7 | 650 | 1.8 |
| Large Firms | 22 | 10.5 | 15,542 | 21.9 |
| All Size Firms | 140 | 3.4 | 16,798 | 13.0 |
| 100% | | | | |
| Small Firms | 153 | 5.1 | 903 | 4.0 |
| Medium Size Firms | 64 | 7.1 | 1,853 | 5.2 |
| Large Firms | 12 | 5.7 | 1,211 | 1.7 |
| All Size Firms | 229 | 5.6 | 3,967 | 3.1 |
| Subtotal of Small Firms | 2,981 | 100.0 | 22,574 | 100.0 |
| Subtotal of Medium Size Firms | 901 | 100.0 | 35,579 | 100.0 |
| Subtotal of Large Firms | 209 | 100.0 | 70,861 | 100.0 |
| Grand Total | 4,091 | 100.0 | 129,014 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Services 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. 447 services firms, or 98.4% of the applicable services firms responded to this question.

SERVICES
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 2,176 | 73.2 | 20,201 | 77.4 |
| Medium Size Firms | 702 | 80.2 | 33,913 | 79.2 |
| Large Firms | 96 | 53.0 | 27,165 | 32.2 |
| All Size Firms | 2,974 | 73.8 | 81,279 | 53.0 |
| 1% to 25% | | | | |
| Small Firms | 171 | 5.8 | 879 | 3.4 |
| Medium Size Firms | 25 | 2.9 | 1,263 | 2.9 |
| Large Firms | 16 | 8.8 | 8,070 | 9.6 |
| All Size Firms | 212 | 5.3 | 10,212 | 6.7 |
| 26% to 50% | | | | |
| Small Firms | 216 | 7.3 | 1,483 | 5.7 |
| Medium Size Firms | 57 | 6.5 | 2,767 | 6.5 |
| Large Firms | 31 | 17.1 | 30,312 | 35.9 |
| All Size Firms | 304 | 7.5 | 34,562 | 22.5 |
| 51% to 75% | | | | |
| Small Firms | 95 | 3.2 | 1,566 | 6.0 |
| Medium Size Firms | 53 | 6.1 | 3,466 | 8.1 |
| Large Firms | 13 | 7.2 | 4,909 | 5.8 |
| All Size Firms | 161 | 4.0 | 9,941 | 6.5 |
| 76% to 99% | | | | |
| Small Firms | 76 | 2.6 | 313 | 1.2 |
| Medium Size Firms | 12 | 1.4 | 309 | 0.7 |
| Large Firms | 22 | 12.2 | 12,932 | 15.3 |
| All Size Firms | 110 | 2.7 | 13,554 | 8.8 |
| 100% | | | | |
| Small Firms | 238 | 8.0 | 1,664 | 6.4 |
| Medium Size Firms | 26 | 3.0 | 1,124 | 2.6 |
| Large Firms | 3 | 1.7 | 1,056 | 1.3 |
| All Size Firms | 267 | 6.6 | 3,844 | 2.5 |
| Subtotal of Small Firms | 2,972 | 100.0 | 26,106 | 100.0 |
| Subtotal of Medium Size Firms | 875 | 100.0 | 42,842 | 100.0 |
| Subtotal of Large Firms | 181 | 100.0 | 84,444 | 100.0 |
| Grand Total | 4,028 | 100.0 | 153,392 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Services 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. 448 services firms, or 97.2% of the applicable services firms responded to this question.

SERVICES
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 556 | 59.4 | 2,277 | 62.2 |
| Medium Size Firms | 280 | 89.2 | 3,587 | 79.0 |
| Large Firms | 50 | 64.1 | 11,270 | 60.4 |
| All Size Firms | 886 | 66.7 | 17,134 | 63.8 |
| 1% to 25% | | | | |
| Small Firms | 117 | 12.5 | 611 | 16.7 |
| Medium Size Firms | 8 | 2.5 | 752 | 16.6 |
| Large Firms | 6 | 7.7 | 3,185 | 17.1 |
| All Size Firms | 131 | 9.9 | 4,548 | 16.9 |
| 26% to 50% | | | | |
| Small Firms | 85 | 9.1 | 468 | 12.8 |
| Medium Size Firms | 8 | 2.5 | 89 | 2.0 |
| Large Firms | 11 | 14.1 | 2,750 | 14.7 |
| All Size Firms | 104 | 7.8 | 3,307 | 12.3 |
| 51% to 75% | | | | |
| Small Firms | 87 | 9.3 | 148 | 4.0 |
| Medium Size Firms | 13 | 4.1 | 103 | 2.3 |
| Large Firms | 3 | 3.8 | 344 | 1.8 |
| All Size Firms | 103 | 7.8 | 595 | 2.2 |
| 76% to 99% | | | | |
| Small Firms | 16 | 1.7 | 12 | 0.3 |
| Medium Size Firms | 2 | 0.6 | 7 | 0.2 |
| Large Firms | 6 | 7.7 | 1,079 | 5.8 |
| All Size Firms | 24 | 1.8 | 1,098 | 4.1 |
| 100% | | | | |
| Small Firms | 75 | 8.0 | 142 | 3.9 |
| Medium Size Firms | 3 | 1.0 | 4 | 0.1 |
| Large Firms | 2 | 2.6 | 26 | 0.1 |
| All Size Firms | 80 | 6.0 | 172 | 0.6 |
| Subtotal of Small Firms | 936 | 100.0 | 3,658 | 100.0 |
| Subtotal of Medium Size Firms | 314 | 100.0 | 4,542 | 100.0 |
| Subtotal of Large Firms | 78 | 100.0 | 18,654 | 100.0 |
| Grand Total | 1,328 | 100.0 | 26,854 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Services firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a dental care plan by answering yes on question 31. 175 services firms, or 96.2% of the applicable services firms responded to this question.

SERVICES

Salaried

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| LONG TERM DISABILITY INSURANCE | | | | |
| Small Firms | 1,090 | 32.5 | 7,111 | 34.3 |
| Medium Size Firms | 312 | 43.6 | 12,271 | 49.1 |
| Large Firms | 124 | 67.4 | 41,918 | 67.3 |
| All Size Firms | 1,526 | 35.8 | 61,300 | 56.7 |
| EMPLOYEE ASSISTANCE PROGRAM | | | | |
| Small Firms | 284 | 8.5 | 1,241 | 6.0 |
| Medium Size Firms | 171 | 23.9 | 7,143 | 28.6 |
| Large Firms | 79 | 42.9 | 33,185 | 53.3 |
| All Size Firms | 534 | 12.5 | 41,569 | 38.5 |
| WELLNESS PROGRAM | | | | |
| Small Firms | 199 | 5.9 | 1,142 | 5.5 |
| Medium Size Firms | 81 | 11.3 | 3,780 | 15.1 |
| Large Firms | 44 | 23.9 | 11,250 | 18.1 |
| All Size Firms | 324 | 7.6 | 16,172 | 15.0 |
| VISION CARE PROGRAM | | | | |
| Small Firms | 896 | 26.7 | 6,194 | 29.9 |
| Medium Size Firms | 294 | 41.1 | 11,008 | 44.0 |
| Large Firms | 94 | 51.1 | 36,487 | 58.6 |
| All Size Firms | 1,284 | 30.2 | 53,689 | 49.7 |
| PRESCRIPTION DRUG PLAN | | | | |
| Small Firms | 2,046 | 60.9 | 13,306 | 64.1 |
| Medium Size Firms | 417 | 58.2 | 13,995 | 56.0 |
| Large Firms | 129 | 70.1 | 42,377 | 68.0 |
| All Size Firms | 2,592 | 60.9 | 69,678 | 64.5 |
| MENTAL HEALTH RIDER | | | | |
| Small Firms | 310 | 9.2 | 1,579 | 7.6 |
| Medium Sized Firms | 95 | 13.3 | 4,026 | 16.1 |
| Large Firms | 54 | 29.3 | 29,854 | 47.9 |
| All Size Firms | 459 | 10.8 | 35,459 | 32.8 |
| LIFE INSURANCE | | | | |
| Small Firms | 2,484 | 74.0 | 15,940 | 76.8 |
| Medium Size Firms | 630 | 88.0 | 22,256 | 89.0 |
| Large Firms | 164 | 89.1 | 58,058 | 93.2 |
| All Size Firms | 3,278 | 77.0 | 96,254 | 89.1 |
| ACCIDENTAL DEATH INSURANCE | | | | |
| Small Firms | 938 | 27.9 | 5,184 | 25.0 |
| Medium Size Firms | 329 | 45.9 | 11,897 | 47.6 |
| Large Firms | 117 | 63.6 | 27,592 | 44.3 |
| All Size Firms | 1,384 | 32.5 | 44,673 | 41.4 |

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

| 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 |
|--|------------------------------------|--|--|--|
| DEPENDENT LIFE INSURANCE | | | | |
| Small Firms | 451 | 13.4 | 3,208 | 15.5 |
| Medium Size Firms | 181 | 25.3 | 6,320 | 25.3 |
| Large Firms | 74 | 40.2 | 19,382 | 31.1 |
| All Size Firms | 706 | 16.6 | 28,910 | 26.8 |
| ILL CHILD DAYCARE | | | | |
| Small Firms | 36 | 1.1 | 157 | 0.8 |
| Medium Size Firms | 18 | 2.5 | 414 | 1.7 |
| Large Firms | 10 | 5.4 | 7,089 | 11.4 |
| All Size Firms | 64 | 1.5 | 7,660 | 7.1 |
| LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN | | | | |
| Small Firms | 101 | 3.0 | 557 | 2.7 |
| Medium Size Firms | 12 | 1.7 | 186 | 0.7 |
| Large Firms | 17 | 9.2 | 3,647 | 5.9 |
| All Size Firms | 130 | 3.1 | 4,390 | 4.1 |
| ELDER DAYCARE (for an employee's relative) | | | | |
| Small Firms | 36 | 1.1 | 157 | 0.8 |
| Medium Size Firms | 10 | 1.4 | 140 | 0.6 |
| Large Firms | 12 | 6.5 | 1,916 | 3.1 |
| All Size Firms | 58 | 1.4 | 2,213 | 2.0 |
| OTHER (please name) | | | | |
| Small Firms | 38 | 1.1 | 330 | 1.6 |
| Medium Size Firms | 40 | 5.6 | 1,101 | 4.4 |
| Large Firms | 4 | 2.2 | 694 | 1.1 |
| All Size Firms | 82 | 1.9 | 2,125 | 2.0 |
| Subtotal of Small Firms | 3,358 | 100.0 | 20,744 | 100.0 |
| Subtotal of Medium Size Firms | 716 | 100.0 | 25,006 | 100.0 |
| Subtotal of Large Firms | 184 | 100.0 | 62,282 | 100.0 |
| Grand Total | 4,258 | 100.0 | 108,032 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more salaried employees that responded to this question. 419 firms, or 57.4% of the services 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.

SERVICES

Full-time Hourly

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

| 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 | | | | |
| Small Firms | 957 | 29.4 | 8,073 | 31.3 |
| Medium Size Firms | 257 | 35.9 | 12,252 | 33.9 |
| Large Firms | 93 | 57.1 | 85,408 | 82.8 |
| All Size Firms | 1,307 | 31.6 | 105,733 | 64.0 |
| EMPLOYEE ASSISTANCE PROGRAM | | | | |
| Small Firms | 212 | 6.5 | 2,358 | 9.1 |
| Medium Size Firms | 155 | 21.7 | 8,424 | 23.3 |
| Large Firms | 77 | 47.2 | 57,521 | 55.8 |
| All Size Firms | 444 | 10.7 | 68,303 | 41.4 |
| WELLNESS PROGRAM | | | | |
| Small Firms | 185 | 5.7 | 2,083 | 8.1 |
| Medium Size Firms | 83 | 11.6 | 4,735 | 13.1 |
| Large Firms | 41 | 25.2 | 34,848 | 33.8 |
| All Size Firms | 309 | 7.5 | 41,666 | 25.2 |
| VISION CARE PROGRAM | | | | |
| Small Firms | 946 | 29.0 | 8,053 | 31.2 |
| Medium Size Firms | 261 | 36.5 | 12,613 | 34.9 |
| Large Firms | 72 | 44.2 | 66,418 | 64.4 |
| All Size Firms | 1,279 | 30.9 | 87,084 | 52.7 |
| PRESCRIPTION DRUG PLAN | | | | |
| Small Firms | 2,068 | 63.5 | 18,941 | 73.5 |
| Medium Size Firms | 423 | 59.2 | 22,475 | 62.1 |
| Large Firms | 117 | 71.8 | 85,089 | 82.5 |
| All Size Firms | 2,608 | 63.0 | 126,505 | 76.6 |
| MENTAL HEALTH RIDER | | | | |
| Small Firms | 433 | 13.3 | 5,149 | 20.0 |
| Medium Sized Firms | 108 | 15.1 | 4,789 | 13.2 |
| Large Firms | 54 | 33.1 | 64,689 | 62.7 |
| All Size Firms | 595 | 14.4 | 74,627 | 45.2 |
| LIFE INSURANCE | | | | |
| Small Firms | 2,401 | 73.7 | 20,926 | 81.2 |
| Medium Size Firms | 614 | 85.9 | 31,428 | 86.9 |
| Large Firms | 155 | 95.1 | 101,775 | 98.7 |
| All Size Firms | 3,170 | 76.6 | 154,129 | 93.3 |
| ACCIDENTAL DEATH INSURANCE | | | | |
| Small Firms | 922 | 28.3 | 9,845 | 38.2 |
| Medium Size Firms | 331 | 46.3 | 16,058 | 44.4 |
| Large Firms | 106 | 65.0 | 84,099 | 81.5 |
| All Size Firms | 1,359 | 32.8 | 110,002 | 66.6 |

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

| 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 |
|--|------------------------------------|--|--|--|
| DEPENDENT LIFE INSURANCE | | | | |
| Small Firms | 519 | 15.9 | 6,695 | 26.0 |
| Medium Size Firms | 173 | 24.2 | 8,996 | 24.9 |
| Large Firms | 73 | 44.8 | 70,608 | 68.4 |
| All Size Firms | 765 | 18.5 | 86,299 | 52.3 |
| ILL CHILD DAYCARE | | | | |
| Small Firms | 57 | 1.7 | 741 | 2.9 |
| Medium Size Firms | 23 | 3.2 | 688 | 1.9 |
| Large Firms | 9 | 5.5 | 9,805 | 9.5 |
| All Size Firms | 89 | 2.2 | 11,234 | 6.8 |
| LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN | | | | |
| Small Firms | 122 | 3.7 | 1,572 | 6.1 |
| Medium Size Firms | 20 | 2.8 | 668 | 1.8 |
| Large Firms | 17 | 10.4 | 9,578 | 9.3 |
| All Size Firms | 159 | 3.8 | 11,818 | 7.2 |
| ELDER DAYCARE (for an employee's relative) | | | | |
| Small Firms | 57 | 1.7 | 741 | 2.9 |
| Medium Size Firms | 15 | 2.1 | 292 | 0.8 |
| Large Firms | 12 | 7.4 | 7,384 | 7.2 |
| All Size Firms | 84 | 2.0 | 8,417 | 5.1 |
| OTHER (please name) | | | | |
| Small Firms | 54 | 1.7 | 514 | 2.0 |
| Medium Size Firms | 54 | 7.6 | 2,922 | 8.1 |
| Large Firms | 4 | 2.5 | 3,040 | 2.9 |
| All Size Firms | 112 | 2.7 | 6,476 | 3.9 |
| Subtotal of Small Firms | 3,259 | 100.0 | 25,782 | 100.0 |
| Subtotal of Medium Size Firms | 715 | 100.0 | 36,184 | 100.0 |
| Subtotal of Large Firms | 163 | 100.0 | 103,158 | 100.0 |
| Grand Total | 4,137 | 100.0 | 165,124 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more full-time hourly employees that responded to this question. 398 firms, or 55.3% of the services 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.

SERVICES

Part-time Hourly

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

| 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 | | | | |
| Small Firms | 390 | 33.5 | 1,072 | 26.5 |
| Medium Size Firms | 102 | 34.0 | 2,303 | 37.1 |
| Large Firms | 19 | 21.6 | 8,860 | 44.3 |
| All Size Firms | 511 | 32.9 | 12,235 | 40.4 |
| EMPLOYEE ASSISTANCE PROGRAM | | | | |
| Small Firms | 98 | 8.4 | 417 | 10.3 |
| Medium Size Firms | 79 | 26.3 | 1,832 | 29.5 |
| Large Firms | 53 | 60.2 | 13,722 | 68.6 |
| All Size Firms | 230 | 14.8 | 15,971 | 52.8 |
| WELLNESS PROGRAM | | | | |
| Small Firms | 43 | 3.7 | 263 | 6.5 |
| Medium Size Firms | 34 | 11.3 | 1,361 | 21.9 |
| Large Firms | 28 | 31.8 | 5,469 | 27.3 |
| All Size Firms | 105 | 6.8 | 7,093 | 23.4 |
| VISION CARE PROGRAM | | | | |
| Small Firms | 376 | 32.3 | 1,003 | 24.8 |
| Medium Size Firms | 92 | 30.7 | 1,875 | 30.2 |
| Large Firms | 28 | 31.8 | 11,350 | 56.7 |
| All Size Firms | 496 | 31.9 | 14,228 | 47.0 |
| PRESCRIPTION DRUG PLAN | | | | |
| Small Firms | 626 | 53.7 | 2,224 | 55.1 |
| Medium Size Firms | 138 | 46.0 | 2,820 | 45.4 |
| Large Firms | 48 | 54.5 | 16,663 | 83.3 |
| All Size Firms | 812 | 52.3 | 21,707 | 71.7 |
| MENTAL HEALTH RIDER | | | | |
| Small Firms | 101 | 8.7 | 238 | 5.9 |
| Medium Sized Firms | 42 | 14.0 | 1,257 | 20.2 |
| Large Firms | 20 | 22.7 | 13,083 | 65.4 |
| All Size Firms | 163 | 10.5 | 14,578 | 48.2 |
| LIFE INSURANCE | | | | |
| Small Firms | 657 | 56.4 | 2,459 | 60.9 |
| Medium Size Firms | 211 | 70.3 | 4,131 | 66.5 |
| Large Firms | 49 | 55.7 | 12,665 | 63.3 |
| All Size Firms | 917 | 59.0 | 19,255 | 63.6 |
| ACCIDENTAL DEATH INSURANCE | | | | |
| Small Firms | 287 | 24.6 | 1,019 | 25.2 |
| Medium Size Firms | 106 | 35.3 | 2,261 | 36.4 |
| Large Firms | 36 | 40.9 | 11,140 | 55.7 |
| All Size Firms | 429 | 27.6 | 14,420 | 47.7 |

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

| 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 |
|--|------------------------------------|--|--|--|
| DEPENDENT LIFE INSURANCE | | | | |
| Small Firms | 239 | 20.5 | 922 | 22.8 |
| Medium Size Firms | 66 | 22.0 | 2,022 | 32.5 |
| Large Firms | 21 | 23.9 | 10,076 | 50.4 |
| All Size Firms | 326 | 21.0 | 13,020 | 43.0 |
| ILL CHILD DAYCARE | | | | |
| Small Firms | 36 | 3.1 | 157 | 3.9 |
| Medium Size Firms | 12 | 4.0 | 535 | 8.6 |
| Large Firms | 9 | 10.2 | 6,488 | 32.4 |
| All Size Firms | 57 | 3.7 | 7,180 | 23.7 |
| LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN | | | | |
| Small Firms | 74 | 6.4 | 190 | 4.7 |
| Medium Size Firms | 14 | 4.7 | 678 | 10.9 |
| Large Firms | 3 | 3.4 | 239 | 1.2 |
| All Size Firms | 91 | 5.9 | 1,107 | 3.7 |
| ELDER DAYCARE (for an employee's relative) | | | | |
| Small Firms | 36 | 3.1 | 157 | 3.9 |
| Medium Size Firms | 12 | 4.0 | 535 | 8.6 |
| Large Firms | | 0.0 | | 0.0 |
| All Size Firms | 48 | 3.1 | 692 | 2.3 |
| OTHER (please name) | | | | |
| Small Firms | 33 | 2.8 | 66 | 1.6 |
| Medium Size Firms | 31 | 10.3 | 919 | 14.8 |
| Large Firms | 1 | 1.1 | 483 | 2.4 |
| All Size Firms | 65 | 4.2 | 1,468 | 4.9 |
| Subtotal of Small Firms | 1,165 | 100.0 | 4,038 | 100.0 |
| Subtotal of Medium Size Firms | 300 | 100.0 | 6,215 | 100.0 |
| Subtotal of Large Firms | 88 | 100.0 | 20,007 | 100.0 |
| Grand Total | 1,553 | 100.0 | 30,260 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more part-time hourly employees that responded to this question. 177 firms, or 25.8% of the services 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 with no firms are omitted from this table.

SERVICES

Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| DO NOT OFFER ANY MEDICAL/ HEALTH/DENTAL BENEFITS | | | | |
| Small Firms | 1,739 | 27.1 | 5,928 | 16.7 |
| Medium Size Firms | 112 | 10.2 | 1,423 | 3.6 |
| Large Firms | 2 | 0.9 | 4 | 0.0 |
| All Size Firms | 1,853 | 24.0 | 7,355 | 5.0 |
| NO WAITING PERIOD REQUIRED | | | | |
| Small Firms | 734 | 11.4 | 7,854 | 22.2 |
| Medium Size Firms | 264 | 24.2 | 17,605 | 44.4 |
| Large Firms | 66 | 30.6 | 20,203 | 28.1 |
| All Size Firms | 1,064 | 13.8 | 45,662 | 31.1 |
| YES, 30 DAYS OR LESS | | | | |
| Small Firms | 871 | 13.6 | 6,753 | 19.1 |
| Medium Size Firms | 179 | 16.4 | 10,160 | 25.6 |
| Large Firms | 61 | 28.2 | 29,074 | 40.4 |
| All Size Firms | 1,111 | 14.4 | 45,987 | 31.3 |
| 31 to 60 DAYS | | | | |
| Small Firms | 709 | 11.1 | 3,978 | 11.2 |
| Medium Size Firms | 141 | 12.9 | 4,133 | 10.4 |
| Large Firms | 40 | 18.5 | 17,601 | 24.5 |
| All Size Firms | 890 | 11.5 | 25,712 | 17.5 |
| 61 to 90 DAYS | | | | |
| Small Firms | 1,601 | 25.0 | 8,233 | 23.3 |
| Medium Size Firms | 288 | 26.3 | 4,679 | 11.8 |
| Large Firms | 40 | 18.5 | 4,151 | 5.8 |
| All Size Firms | 1,929 | 25.0 | 17,063 | 11.6 |
| MORE THAN 90 DAYS | | | | |
| Small Firms | 632 | 9.9 | 1,895 | 5.4 |
| Medium Size Firms | 94 | 8.6 | 955 | 2.4 |
| Large Firms | 6 | 2.8 | 831 | 1.2 |
| All Size Firms | 732 | 9.5 | 3,681 | 2.5 |
| VARIES, ACCORDING TO PLANS AND/OR UNION CONTRACT | | | | |
| Small Firms | 130 | 2.0 | 763 | 2.2 |
| Medium Size Firms | 15 | 1.4 | 656 | 1.7 |
| Large Firms | 1 | 0.5 | 31 | 0.0 |
| All Size Firms | 146 | 1.9 | 1,450 | 1.0 |
| Subtotal of Small Firms | 6,416 | 100.0 | 35,404 | 100.0 |
| Subtotal of Medium Size Firms | 1,093 | 100.0 | 39,611 | 100.0 |
| Subtotal of Large Firms | 216 | 100.0 | 71,895 | 100.0 |
| Grand Total | 7,725 | 100.0 | 146,910 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more salaried employees that responded to this question. 660 firms, or 90.4% of the services firms with salaried employees responded to this question.

SERVICES
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| DO NOT OFFER ANY MEDICAL/ HEALTH/DENTAL BENEFITS | | | | |
| Small Firms | 1,869 | 28.9 | 10,721 | 22.5 |
| Medium Size Firms | 113 | 10.2 | 4,775 | 8.7 |
| All Size Firms | 1,982 | 25.5 | 15,496 | 7.6 |
| NO WAITING PERIOD REQUIRED | | | | |
| Small Firms | 547 | 8.4 | 2,950 | 6.2 |
| Medium Size Firms | 231 | 20.8 | 7,872 | 14.3 |
| Large Firms | 54 | 28.4 | 21,289 | 21.1 |
| All Size Firms | 832 | 10.7 | 32,111 | 15.8 |
| YES, 30 DAYS OR LESS | | | | |
| Small Firms | 829 | 12.8 | 8,456 | 17.7 |
| Medium Size Firms | 202 | 18.2 | 9,194 | 16.7 |
| Large Firms | 50 | 26.3 | 24,784 | 24.5 |
| All Size Firms | 1,081 | 13.9 | 42,434 | 20.8 |
| 31 to 60 DAYS | | | | |
| Small Firms | 702 | 10.8 | 4,468 | 9.4 |
| Medium Size Firms | 118 | 10.6 | 4,965 | 9.0 |
| Large Firms | 41 | 21.6 | 19,799 | 19.6 |
| All Size Firms | 861 | 11.1 | 29,232 | 14.3 |
| 61 to 90 DAYS | | | | |
| Small Firms | 1,845 | 28.5 | 16,762 | 35.1 |
| Medium Size Firms | 311 | 28.0 | 21,249 | 38.6 |
| Large Firms | 36 | 18.9 | 31,657 | 31.3 |
| All Size Firms | 2,192 | 28.2 | 69,668 | 34.2 |
| MORE THAN 90 DAYS | | | | |
| Small Firms | 573 | 8.9 | 3,750 | 7.9 |
| Medium Size Firms | 119 | 10.7 | 5,869 | 10.7 |
| Large Firms | 8 | 4.2 | 3,247 | 3.2 |
| All Size Firms | 700 | 9.0 | 12,866 | 6.3 |
| VARIES, ACCORDING TO PLANS AND/OR UNION CONTRACT | | | | |
| Small Firms | 109 | 1.7 | 639 | 1.3 |
| Medium Size Firms | 18 | 1.6 | 1,102 | 2.0 |
| Large Firms | 1 | 0.5 | 313 | 0.3 |
| All Size Firms | 128 | 1.6 | 2,054 | 1.0 |
| Subtotal of Small Firms | 6,474 | 100.0 | 47,746 | 100.0 |
| Subtotal of Medium Size Firms | 1,112 | 100.0 | 55,026 | 100.0 |
| Subtotal of Large Firms | 190 | 100.0 | 101,089 | 100.0 |
| Grand Total | 7,776 | 100.0 | 203,861 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more full-time hourly employees that responded to this question. 636 firms, or 88.3% of the services firms with full-time hourly employees responded to this question. Firm sizes with not firms are omitted from this table.

SERVICES
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| DO NOT OFFER ANY MEDICAL/HEALTH/DENTAL BENEFITS | | | | |
| Small Firms | 1,820 | 53.8 | 10,290 | 66.0 |
| Medium Size Firms | 152 | 27.4 | 6,330 | 41.5 |
| Large Firms | 3 | 3.6 | 681 | 3.6 |
| All Size Firms | 1,975 | 49.2 | 17,301 | 34.6 |
| NO WAITING PERIOD REQUIRED | | | | |
| Small Firms | 414 | 12.2 | 804 | 5.2 |
| Medium Size Firms | 117 | 21.1 | 992 | 6.5 |
| Large Firms | 26 | 31.3 | 5,419 | 28.4 |
| All Size Firms | 557 | 13.9 | 7,215 | 14.4 |
| YES, 30 DAYS OR LESS | | | | |
| Small Firms | 244 | 7.2 | 473 | 3.0 |
| Medium Size Firms | 90 | 16.2 | 4,148 | 27.2 |
| Large Firms | 22 | 26.5 | 8,846 | 46.3 |
| All Size Firms | 356 | 8.9 | 13,467 | 27.0 |
| 31 to 60 DAYS | | | | |
| Small Firms | 207 | 6.1 | 818 | 5.2 |
| Medium Size Firms | 61 | 11.0 | 1,167 | 7.7 |
| Large Firms | 23 | 27.7 | 3,060 | 16.0 |
| All Size Firms | 291 | 7.2 | 5,045 | 10.1 |
| 61 to 90 DAYS | | | | |
| Small Firms | 347 | 10.3 | 1,968 | 12.6 |
| Medium Size Firms | 84 | 15.2 | 1,692 | 11.1 |
| Large Firms | 7 | 8.4 | 1,077 | 5.6 |
| All Size Firms | 438 | 10.9 | 4,737 | 9.5 |
| MORE THAN 90 DAYS | | | | |
| Small Firms | 268 | 7.9 | 1,160 | 7.4 |
| Medium Size Firms | 40 | 7.2 | 833 | 5.5 |
| Large Firms | 2 | 2.4 | 26 | 0.1 |
| All Size Firms | 310 | 7.7 | 2,019 | 4.0 |
| VARIES, ACCORDING TO PLANS AND/OR UNION CONTRACT | | | | |
| Small Firms | 81 | 2.4 | 78 | 0.5 |
| Medium Size Firms | 10 | 1.8 | 87 | 0.6 |
| All Size Firms | 91 | 2.3 | 165 | 0.3 |
| Subtotal of Small Firms | 3,381 | 100.0 | 15,591 | 100.0 |
| Subtotal of Medium Size Firms | 554 | 100.0 | 15,249 | 100.0 |
| Subtotal of Large Firms | 83 | 100.0 | 19,109 | 100.0 |
| Grand Total | 4,018 | 100.0 | 49,949 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more part-time hourly employees that responded to this question. 325 firms, or 47.4% of the services firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

SERVICES

Salary

TABLE 37Y: Retirement Plans for Oklahoma Services Salary Employees by Firm Size.* Question 37: "Please check boxes indicating retirement plans you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-----------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO RETIREMENT PLAN OFFERED | | | | |
| Small Firms | 3,373 | 48.1 | 12,542 | 33.1 |
| Medium Size Firms | 360 | 31.9 | 3,413 | 8.6 |
| Large Firms | 22 | 9.9 | 2,129 | 2.9 |
| All Size Firms | 3,755 | 44.9 | 18,084 | 11.9 |
| DEFINED BENEFIT PLAN | | | | |
| Small Firms | 569 | 8.1 | 5,543 | 14.6 |
| Medium Size Firms | 246 | 21.8 | 16,491 | 41.6 |
| Large Firms | 65 | 29.3 | 36,522 | 49.4 |
| All Size Firms | 880 | 10.5 | 58,556 | 38.7 |
| DEFINED CONTRIBUTION PLAN | | | | |
| Small Firms | 2,463 | 35.1 | 16,705 | 44.1 |
| Medium Size Firms | 525 | 46.5 | 18,476 | 46.7 |
| Large Firms | 133 | 59.9 | 36,058 | 48.8 |
| All Size Firms | 3,121 | 37.3 | 71,239 | 47.1 |
| PROFIT SHARING | | | | |
| Small Firms | 612 | 8.7 | 3,401 | 9.0 |
| Medium Size Firms | 50 | 4.4 | 2,091 | 5.3 |
| Large Firms | 22 | 9.9 | 4,227 | 5.7 |
| All Size Firms | 684 | 8.2 | 9,719 | 6.4 |
| OTHER (please name) | | | | |
| Small Firms | 368 | 5.2 | 2,308 | 6.1 |
| Medium Size Firms | 90 | 8.0 | 6,543 | 16.5 |
| Large Firms | 17 | 7.7 | 7,788 | 10.5 |
| All Size Firms | 475 | 5.7 | 16,639 | 11.0 |
| Subtotal of Small Firms | 7,012 | 100.0 | 37,856 | 100.0 |
| Subtotal of Medium Size Firms | 1,130 | 100.0 | 39,602 | 100.0 |
| Subtotal of Large Firms | 222 | 100.0 | 73,890 | 100.0 |
| Grand Total | 8,364 | 100.0 | 151,348 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more salaried employees that responded to this question. 695 firms, or 95.2% of the services 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.

SERVICES
Full-time Hourly

TABLE 37Z: Retirement Plans for Oklahoma Services Full-time Hourly Employees by Firm Size.* Question 37: "Please check boxes indicating retirement plans you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-----------------------------------|------------------------------------|--|--|--|
| NO RETIREMENT PLAN OFFERED | | | | |
| Small Firms | 3,503 | 49.0 | 23,768 | 46.0 |
| Medium Size Firms | 410 | 35.4 | 21,024 | 36.6 |
| Large Firms | 16 | 8.5 | 4,441 | 4.1 |
| All Size Firms | 3,929 | 46.2 | 49,233 | 22.6 |
| DEFINED BENEFIT PLAN | | | | |
| Small Firms | 438 | 6.1 | 2,579 | 5.0 |
| Medium Size Firms | 221 | 19.1 | 7,075 | 12.3 |
| Large Firms | 54 | 28.6 | 51,544 | 47.3 |
| All Size Firms | 713 | 8.4 | 61,198 | 28.0 |
| DEFINED CONTRIBUTION PLAN | | | | |
| Small Firms | 2,447 | 34.2 | 22,413 | 43.4 |
| Medium Size Firms | 519 | 44.9 | 27,872 | 48.5 |
| Large Firms | 124 | 65.6 | 86,486 | 79.3 |
| All Size Firms | 3,090 | 36.3 | 136,771 | 62.7 |
| PROFIT SHARING | | | | |
| Small Firms | 794 | 11.1 | 5,352 | 10.4 |
| Medium Size Firms | 57 | 4.9 | 3,815 | 6.6 |
| Large Firms | 22 | 11.6 | 19,774 | 18.1 |
| All Size Firms | 873 | 10.3 | 28,941 | 13.3 |
| OTHER (please name) | | | | |
| Small Firms | 428 | 6.0 | 2,696 | 5.2 |
| Medium Size Firms | 84 | 7.3 | 4,138 | 7.2 |
| Large Firms | 9 | 4.8 | 1,540 | 1.4 |
| All Size Firms | 521 | 6.1 | 8,374 | 3.8 |
| Subtotal of Small Firms | 7,155 | 100.0 | 51,642 | 100.0 |
| Subtotal of Medium Size Firms | 1,157 | 100.0 | 57,514 | 100.0 |
| Subtotal of Large Firms | 189 | 100.0 | 109,040 | 100.0 |
| Grand Total | 8,501 | 100.0 | 218,196 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more full-time hourly employees that responded to this question. 674 firms, or 93.6% of the services 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.

SERVICES
Part-time Hourly

TABLE 37AA: Retirement Plans for Oklahoma Services Part-time Hourly Employees by Firm Size.* Question 37: "Please check boxes indicating retirement plans you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-----------------------------------|------------------------------------|--|--|--|
| NO RETIREMENT PLAN OFFERED | | | | |
| Small Firms | 2,798 | 65.7 | 12,262 | 70.8 |
| Medium Size Firms | 342 | 47.1 | 13,005 | 62.1 |
| Large Firms | 18 | 12.8 | 3,977 | 14.0 |
| All Size Firms | 3,158 | 61.6 | 29,244 | 43.9 |
| DEFINED BENEFIT PLAN | | | | |
| Small Firms | 255 | 6.0 | 987 | 5.7 |
| Medium Size Firms | 95 | 13.1 | 630 | 3.0 |
| Large Firms | 31 | 22.0 | 11,342 | 39.9 |
| All Size Firms | 381 | 7.4 | 12,959 | 19.4 |
| DEFINED CONTRIBUTION PLAN | | | | |
| Small Firms | 903 | 21.2 | 3,090 | 17.8 |
| Medium Size Firms | 281 | 38.7 | 7,083 | 33.8 |
| Large Firms | 94 | 66.7 | 16,952 | 59.6 |
| All Size Firms | 1,278 | 24.9 | 27,125 | 40.7 |
| PROFIT SHARING | | | | |
| Small Firms | 295 | 6.9 | 711 | 4.1 |
| Medium Size Firms | 25 | 3.4 | 222 | 1.1 |
| Large Firms | 20 | 14.2 | 4,856 | 17.1 |
| All Size Firms | 340 | 6.6 | 5,789 | 8.7 |
| OTHER (please name) | | | | |
| Small Firms | 152 | 3.6 | 661 | 3.8 |
| Medium Size Firms | 34 | 4.7 | 460 | 2.2 |
| Large Firms | 5 | 3.5 | 342 | 1.2 |
| All Size Firms | 191 | 3.7 | 1,463 | 2.2 |
| Subtotal of Small Firms | 4,257 | 100.0 | 17,312 | 100.0 |
| Subtotal of Medium Size Firms | 726 | 100.0 | 20,947 | 100.0 |
| Subtotal of Large Firms | 141 | 100.0 | 28,427 | 100.0 |
| Grand Total | 5,124 | 100.0 | 66,686 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more part-time hourly employees that responded to this question. 423 firms, or 61.8% of the services 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.

SERVICES

Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| EMPLOYEE ONLY | | | | |
| Small Firms | 515 | 16.0 | 4,938 | 22.2 |
| Medium Size Firms | 174 | 24.9 | 7,729 | 25.1 |
| Large Firms | 14 | 8.4 | 9,457 | 14.2 |
| All Size Firms | 703 | 17.2 | 22,124 | 18.5 |
| EMPLOYER ONLY | | | | |
| Small Firms | 566 | 17.6 | 3,669 | 16.5 |
| Medium Size Firms | 84 | 12.0 | 5,948 | 19.3 |
| Large Firms | 23 | 13.9 | 15,549 | 23.3 |
| All Size Firms | 673 | 16.5 | 25,166 | 21.0 |
| EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF | | | | |
| Small Firms | 702 | 21.8 | 5,983 | 26.9 |
| Medium Size Firms | 107 | 15.3 | 4,030 | 13.1 |
| Large Firms | 26 | 15.7 | 6,992 | 10.5 |
| All Size Firms | 835 | 20.5 | 17,005 | 14.2 |
| EMPLOYER CONTRIBUTES THE LARGER SHARE | | | | |
| Small Firms | 364 | 11.3 | 2,676 | 12.0 |
| Medium Size Firms | 102 | 14.6 | 5,342 | 17.4 |
| Large Firms | 21 | 12.7 | 10,516 | 15.7 |
| All Size Firms | 487 | 11.9 | 18,534 | 15.5 |
| EMPLOYEE CONTRIBUTES THE LARGER SHARE | | | | |
| Small Firms | 1,068 | 33.2 | 5,000 | 22.5 |
| Medium Size Firms | 232 | 33.2 | 7,701 | 25.0 |
| Large Firms | 82 | 49.4 | 24,289 | 36.4 |
| All Size Firms | 1,382 | 33.9 | 36,990 | 30.9 |
| Subtotal of Small Firms | 3,215 | 100.0 | 22,266 | 100.0 |
| Subtotal of Medium Size Firms | 699 | 100.0 | 30,750 | 100.0 |
| Subtotal of Large Firms | 166 | 100.0 | 66,803 | 100.0 |
| Grand Total | 4,080 | 100.0 | 119,819 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Services 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. 420 services firms, or 81.9% of the applicable services firms responded to this question.

SERVICES
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| EMPLOYEE ONLY | | | | |
| Small Firms | 504 | 15.8 | 6,078 | 23.2 |
| Medium Size Firms | 171 | 24.9 | 8,805 | 26.1 |
| Large Firms | 24 | 16.9 | 7,915 | 8.6 |
| All Size Firms | 699 | 17.3 | 22,798 | 15.0 |
| EMPLOYER ONLY | | | | |
| Small Firms | 623 | 19.5 | 4,453 | 17.0 |
| Medium Size Firms | 84 | 12.2 | 3,304 | 9.8 |
| Large Firms | 15 | 10.6 | 5,839 | 6.4 |
| All Size Firms | 722 | 17.9 | 13,596 | 9.0 |
| EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF | | | | |
| Small Firms | 664 | 20.8 | 6,847 | 26.2 |
| Medium Size Firms | 98 | 14.3 | 5,408 | 16.0 |
| Large Firms | 25 | 17.6 | 20,983 | 22.9 |
| All Size Firms | 787 | 19.5 | 33,238 | 21.9 |
| EMPLOYER CONTRIBUTES THE LARGER SHARE | | | | |
| Small Firms | 235 | 7.3 | 1,859 | 7.1 |
| Medium Size Firms | 75 | 10.9 | 2,808 | 8.3 |
| Large Firms | 9 | 6.3 | 1,614 | 1.8 |
| All Size Firms | 319 | 7.9 | 6,281 | 4.1 |
| EMPLOYEE CONTRIBUTES THE LARGER SHARE | | | | |
| Small Firms | 1,174 | 36.7 | 6,915 | 26.4 |
| Medium Size Firms | 259 | 37.7 | 13,454 | 39.8 |
| Large Firms | 69 | 48.6 | 55,389 | 60.4 |
| All Size Firms | 1,502 | 37.3 | 75,758 | 49.9 |
| Subtotal of Small Firms | 3,200 | 100.0 | 26,152 | 100.0 |
| Subtotal of Medium Size Firms | 687 | 100.0 | 33,779 | 100.0 |
| Subtotal of Large Firms | 142 | 100.0 | 91,740 | 100.0 |
| Grand Total | 4,029 | 100.0 | 151,671 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Services 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. 393 services firms, or 79.7% of the applicable services firms responded to this question.

SERVICES
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| EMPLOYEE ONLY | | | | |
| Small Firms | 267 | 22.9 | 1,686 | 37.3 |
| Medium Size Firms | 82 | 24.4 | 2,367 | 32.1 |
| Large Firms | 13 | 13.7 | 6,275 | 28.5 |
| All Size Firms | 362 | 22.7 | 10,328 | 30.5 |
| EMPLOYER ONLY | | | | |
| Small Firms | 331 | 28.4 | 1,154 | 25.6 |
| Medium Size Firms | 32 | 9.5 | 210 | 2.9 |
| Large Firms | 8 | 8.4 | 383 | 1.7 |
| All Size Firms | 371 | 23.2 | 1,747 | 5.2 |
| EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF | | | | |
| Small Firms | 302 | 25.9 | 957 | 21.2 |
| Medium Size Firms | 53 | 15.8 | 1,021 | 13.9 |
| Large Firms | 18 | 18.9 | 2,724 | 12.4 |
| All Size Firms | 373 | 23.3 | 4,702 | 13.9 |
| EMPLOYER CONTRIBUTES THE LARGER SHARE | | | | |
| Small Firms | 74 | 6.3 | 330 | 7.3 |
| Medium Size Firms | 41 | 12.2 | 789 | 10.7 |
| Large Firms | 4 | 4.2 | 221 | 1.0 |
| All Size Firms | 119 | 7.4 | 1,340 | 4.0 |
| EMPLOYEE CONTRIBUTES THE LARGER SHARE | | | | |
| Small Firms | 193 | 16.5 | 389 | 8.6 |
| Medium Size Firms | 128 | 38.1 | 2,980 | 40.5 |
| Large Firms | 52 | 54.7 | 12,421 | 56.4 |
| All Size Firms | 373 | 23.3 | 15,790 | 46.6 |
| Subtotal of Small Firms | 1,167 | 100.0 | 4,516 | 100.0 |
| Subtotal of Medium Size Firms | 336 | 100.0 | 7,367 | 100.0 |
| Subtotal of Large Firms | 95 | 100.0 | 22,024 | 100.0 |
| Grand Total | 1,598 | 100.0 | 33,907 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Services firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a retirement plan by response on question 37. 196 services firms, or 39.8% of the applicable services firms responded to this question.

SERVICES
Salary

TABLE 39Y: Educational Benefits for Oklahoma Services Salary Employees by Firm Size.* Question 39: "Do you provide education or tuition assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| NO ASSISTANCE OFFERED | | | | |
| Small Firms | 5,102 | 72.6 | 28,437 | 77.2 |
| Medium Size Firms | 630 | 55.8 | 22,443 | 56.1 |
| Large Firms | 71 | 34.0 | 23,724 | 36.0 |
| All Size Firms | 5,803 | 69.3 | 74,604 | 52.3 |
| YES, BASED ON SENIORITY/ YEARS OF SERVICE | | | | |
| Small Firms | 158 | 2.2 | 502 | 1.4 |
| Medium Size Firms | 61 | 5.4 | 1,213 | 3.0 |
| Large Firms | 41 | 19.6 | 19,190 | 29.1 |
| All Size Firms | 260 | 3.1 | 20,905 | 14.6 |
| YES, BASED ON COURSE GRADE | | | | |
| Small Firms | 332 | 4.7 | 1,421 | 3.9 |
| Medium Size Firms | 112 | 9.9 | 4,642 | 11.6 |
| Large Firms | 76 | 36.4 | 29,161 | 44.3 |
| All Size Firms | 520 | 6.2 | 35,224 | 24.7 |
| YES, MUST BE JOB RELATED | | | | |
| Small Firms | 1,613 | 22.9 | 7,545 | 20.5 |
| Medium Size Firms | 416 | 36.8 | 13,936 | 34.8 |
| Large Firms | 114 | 54.5 | 35,056 | 53.2 |
| All Size Firms | 2,143 | 25.6 | 56,537 | 39.6 |
| YES, AS LONG AS THE INSTITUTION IS ACCREDITED | | | | |
| Small Firms | 177 | 2.5 | 1,179 | 3.2 |
| Medium Size Firms | 89 | 7.9 | 4,405 | 11.0 |
| Large Firms | 61 | 29.2 | 31,553 | 47.9 |
| All Size Firms | 327 | 3.9 | 37,137 | 26.0 |
| YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE | | | | |
| Small Firms | 240 | 3.4 | 610 | 1.7 |
| Medium Size Firms | 62 | 5.5 | 2,153 | 5.4 |
| Large Firms | 10 | 4.8 | 17,238 | 26.2 |
| All Size Firms | 312 | 3.7 | 20,001 | 14.0 |
| Subtotal of Small Firms | 7,030 | 100.0 | 36,858 | 100.0 |
| Subtotal of Medium Size Firms | 1,129 | 100.0 | 40,010 | 100.0 |
| Subtotal of Large Firms | 209 | 100.0 | 65,851 | 100.0 |
| Grand Total | 8,368 | 100.0 | 142,719 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more salaried employees that responded to this question. 691 firms, or 94.7% of the services 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.

SERVICES
Full-time Hourly

TABLE 39Z: Educational Benefits for Oklahoma Services Full-time Hourly Employees by Firm Size.* Question 39: "Do you provide education or tuition assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| NO ASSISTANCE OFFERED | | | | |
| Small Firms | 5,002 | 70.3 | 36,600 | 70.9 |
| Medium Size Firms | 661 | 58.2 | 31,861 | 55.6 |
| Large Firms | 60 | 32.3 | 11,739 | 10.9 |
| All Size Firms | 5,723 | 67.8 | 80,200 | 37.1 |
| YES, BASED ON SENIORITY/ YEARS OF SERVICE | | | | |
| Small Firms | 89 | 1.3 | 429 | 0.8 |
| Medium Size Firms | 67 | 5.9 | 4,228 | 7.4 |
| Large Firms | 34 | 18.3 | 18,446 | 17.2 |
| All Size Firms | 190 | 2.3 | 23,103 | 10.7 |
| YES, BASED ON COURSE GRADE | | | | |
| Small Firms | 303 | 4.3 | 3,532 | 6.8 |
| Medium Size Firms | 110 | 9.7 | 6,674 | 11.6 |
| Large Firms | 67 | 36.0 | 63,755 | 59.4 |
| All Size Firms | 480 | 5.7 | 73,961 | 34.2 |
| YES, MUST BE JOB RELATED | | | | |
| Small Firms | 1,896 | 26.6 | 12,416 | 24.1 |
| Medium Size Firms | 387 | 34.1 | 21,141 | 36.9 |
| Large Firms | 103 | 55.4 | 85,777 | 79.9 |
| All Size Firms | 2,386 | 28.3 | 119,334 | 55.2 |
| YES, AS LONG AS THE INSTITUTION IS ACCREDITED | | | | |
| Small Firms | 236 | 3.3 | 1,841 | 3.6 |
| Medium Size Firms | 86 | 7.6 | 5,158 | 9.0 |
| Large Firms | 55 | 29.6 | 65,476 | 61.0 |
| All Size Firms | 377 | 4.5 | 72,475 | 33.5 |
| YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE | | | | |
| Small Firms | 324 | 4.6 | 2,413 | 4.7 |
| Medium Size Firms | 69 | 6.1 | 4,298 | 7.5 |
| Large Firms | 10 | 5.4 | 3,059 | 2.8 |
| All Size Firms | 403 | 4.8 | 9,770 | 4.5 |
| Subtotal of Small Firms | 7,120 | 100.0 | 51,622 | 100.0 |
| Subtotal of Medium Size Firms | 1,136 | 100.0 | 57,354 | 100.0 |
| Subtotal of Large Firms | 186 | 100.0 | 107,357 | 100.0 |
| Grand Total | 8,442 | 100.0 | 216,333 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more full-time hourly employees that responded to this question. 666 firms, or 92.5% of the services 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.

SERVICES
Part-time Hourly

TABLE 39AA: Educational Benefits for Oklahoma Services Part-time Hourly Employees by Firm Size.* Question 39: "Do you provide education or tuition assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| NO ASSISTANCE OFFERED | | | | |
| Small Firms | 3,720 | 76.1 | 16,673 | 83.6 |
| Medium Size Firms | 514 | 68.5 | 15,529 | 74.6 |
| Large Firms | 56 | 43.8 | 7,507 | 27.6 |
| All Size Firms | 4,290 | 74.4 | 39,709 | 58.5 |
| YES, BASED ON SENIORITY/ YEARS OF SERVICE | | | | |
| Small Firms | 56 | 1.1 | 219 | 1.1 |
| Medium Size Firms | 24 | 3.2 | 598 | 2.9 |
| Large Firms | 13 | 10.2 | 6,408 | 23.6 |
| All Size Firms | 93 | 1.6 | 7,225 | 10.6 |
| YES, BASED ON COURSE GRADE | | | | |
| Small Firms | 195 | 4.0 | 592 | 3.0 |
| Medium Size Firms | 45 | 6.0 | 656 | 3.2 |
| Large Firms | 37 | 28.9 | 15,086 | 55.5 |
| All Size Firms | 277 | 4.8 | 16,334 | 24.0 |
| YES, MUST BE JOB RELATED | | | | |
| Small Firms | 1,080 | 22.1 | 3,050 | 15.3 |
| Medium Size Firms | 205 | 27.3 | 4,987 | 24.0 |
| Large Firms | 65 | 50.8 | 16,002 | 58.9 |
| All Size Firms | 1,350 | 23.4 | 24,039 | 35.4 |
| YES, AS LONG AS THE INSTITUTION IS ACCREDITED | | | | |
| Small Firms | 138 | 2.8 | 529 | 2.7 |
| Medium Size Firms | 29 | 3.9 | 712 | 3.4 |
| Large Firms | 34 | 26.6 | 13,138 | 48.3 |
| All Size Firms | 201 | 3.5 | 14,379 | 21.2 |
| YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE | | | | |
| Small Firms | 126 | 2.6 | 1,051 | 5.3 |
| Medium Size Firms | 20 | 2.7 | 496 | 2.4 |
| Large Firms | 6 | 4.7 | 5,929 | 21.8 |
| All Size Firms | 152 | 2.6 | 7,476 | 11.0 |
| Subtotal of Small Firms | 4,888 | 100.0 | 19,941 | 100.0 |
| Subtotal of Medium Size Firms | 750 | 100.0 | 20,811 | 100.0 |
| Subtotal of Large Firms | 128 | 100.0 | 27,178 | 100.0 |
| Grand Total | 5,766 | 100.0 | 67,930 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more part-time hourly employees that responded to this question. 456 firms, or 66.6% of the services 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.

SERVICES

Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| 1% to 25% | | | | |
| Small Firms | 222 | 13.1 | 927 | 12.3 |
| Medium Size Firms | 55 | 12.2 | 2,196 | 13.7 |
| Large Firms | 4 | 3.1 | 128 | 0.3 |
| All Size Firms | 281 | 12.3 | 3,251 | 5.2 |
| 26% to 50% | | | | |
| Small Firms | 168 | 9.9 | 630 | 8.3 |
| Medium Size Firms | 97 | 21.5 | 4,538 | 28.2 |
| Large Firms | 16 | 12.3 | 3,918 | 10.0 |
| All Size Firms | 281 | 12.3 | 9,086 | 14.5 |
| 51% to 75% | | | | |
| Small Firms | 35 | 2.1 | 30 | 0.4 |
| Medium Size Firms | 18 | 4.0 | 483 | 3.0 |
| Large Firms | 13 | 10.0 | 3,257 | 8.3 |
| All Size Firms | 66 | 2.9 | 3,770 | 6.0 |
| 76% to 99% | | | | |
| Small Firms | 87 | 5.1 | 175 | 2.3 |
| Medium Size Firms | 13 | 2.9 | 382 | 2.4 |
| Large Firms | 5 | 3.8 | 12,503 | 31.9 |
| All Size Firms | 105 | 4.6 | 13,060 | 20.8 |
| 100% | | | | |
| Small Firms | 1,183 | 69.8 | 5,797 | 76.7 |
| Medium Size Firms | 268 | 59.4 | 8,467 | 52.7 |
| Large Firms | 92 | 70.8 | 19,444 | 49.5 |
| All Size Firms | 1,543 | 67.8 | 33,708 | 53.6 |
| Subtotal of Small Firms | 1,695 | 100.0 | 7,559 | 100.0 |
| Subtotal of Medium Size Firms | 451 | 100.0 | 16,066 | 100.0 |
| Subtotal of Large Firms | 130 | 100.0 | 39,250 | 100.0 |
| Grand Total | 2,276 | 100.0 | 62,875 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Services firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer educational benefits by response on question 39. 248 services firms, or 78.7% of the applicable services firms responded to this question.

SERVICES
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| 1% to 25% | | | | |
| Small Firms | 250 | 13.7 | 1,499 | 11.3 |
| Medium Size Firms | 55 | 12.9 | 2,559 | 11.8 |
| Large Firms | 4 | 3.3 | 460 | 0.5 |
| All Size Firms | 309 | 13.0 | 4,518 | 3.5 |
| 26% to 50% | | | | |
| Small Firms | 96 | 5.3 | 300 | 2.3 |
| Medium Size Firms | 82 | 19.3 | 4,112 | 19.0 |
| Large Firms | 16 | 13.0 | 10,621 | 11.5 |
| All Size Firms | 194 | 8.2 | 15,033 | 11.8 |
| 51% to 75% | | | | |
| Small Firms | 83 | 4.6 | 783 | 5.9 |
| Medium Size Firms | 25 | 5.9 | 1,300 | 6.0 |
| Large Firms | 15 | 12.2 | 10,734 | 11.6 |
| All Size Firms | 123 | 5.2 | 12,817 | 10.1 |
| 76% to 99% | | | | |
| Small Firms | 31 | 1.7 | 103 | 0.8 |
| Medium Size Firms | 14 | 3.3 | 825 | 3.8 |
| Large Firms | 5 | 4.1 | 2,327 | 2.5 |
| All Size Firms | 50 | 2.1 | 3,255 | 2.6 |
| 100% | | | | |
| Small Firms | 1,361 | 74.7 | 10,587 | 79.8 |
| Medium Size Firms | 249 | 58.6 | 12,801 | 59.3 |
| Large Firms | 83 | 67.5 | 68,443 | 73.9 |
| All Size Firms | 1,693 | 71.5 | 91,831 | 72.1 |
| Subtotal of Small Firms | 1,821 | 100.0 | 13,272 | 100.0 |
| Subtotal of Medium Size Firms | 425 | 100.0 | 21,597 | 100.0 |
| Subtotal of Large Firms | 123 | 100.0 | 92,585 | 100.0 |
| Grand Total | 2,369 | 100.0 | 127,454 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Services 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. 237 services firms, or 74.8% of the applicable services firms responded to this question.

SERVICES
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| 1% to 25% | | | | |
| Small Firms | 110 | 13.0 | 144 | 5.1 |
| Medium Size Firms | 27 | 13.1 | 1,046 | 22.4 |
| Large Firms | 1 | 1.4 | 233 | 1.2 |
| All Size Firms | 138 | 12.3 | 1,423 | 5.4 |
| 26% to 50% | | | | |
| Medium Size Firms | 66 | 32.0 | 1,390 | 29.8 |
| Large Firms | 15 | 20.5 | 4,137 | 21.9 |
| All Size Firms | 81 | 7.2 | 5,527 | 21.0 |
| 51% to 75% | | | | |
| Small Firms | 21 | 2.5 | 130 | 4.6 |
| Medium Size Firms | 2 | 1.0 | 27 | 0.6 |
| Large Firms | 11 | 15.1 | 1,820 | 9.6 |
| All Size Firms | 34 | 3.0 | 1,977 | 7.5 |
| 76% to 99% | | | | |
| Small Firms | 31 | 3.7 | 231 | 8.2 |
| Medium Size Firms | 7 | 3.4 | 39 | 0.8 |
| Large Firms | 5 | 6.8 | 479 | 2.5 |
| All Size Firms | 43 | 3.8 | 749 | 2.8 |
| 100% | | | | |
| Small Firms | 684 | 80.9 | 2,307 | 82.0 |
| Medium Size Firms | 104 | 50.5 | 2,158 | 46.3 |
| Large Firms | 41 | 56.2 | 12,216 | 64.7 |
| All Size Firms | 829 | 73.7 | 16,681 | 63.3 |
| Subtotal of Small Firms | 846 | 100.0 | 2,812 | 100.0 |
| Subtotal of Medium Size Firms | 206 | 100.0 | 4,660 | 100.0 |
| Subtotal of Large Firms | 73 | 100.0 | 18,885 | 100.0 |
| Grand Total | 1,125 | 100.0 | 26,357 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Services firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer educational benefits by response on question 39. 124 services firms, or 33.3% of the applicable services firms responded to this question. Firm sizes with no firms are omitted from this table.

SERVICES
Salary

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-----------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 5,358 | 74.6 | 23,337 | 62.0 |
| Medium Size Firms | 461 | 40.5 | 7,322 | 18.4 |
| Large Firms | 25 | 11.3 | 2,113 | 2.9 |
| All Size Firms | 5,844 | 68.4 | 32,772 | 21.7 |
| YES, FOR HEALTH EXPENSES | | | | |
| Small Firms | 1,721 | 24.0 | 13,908 | 37.0 |
| Medium Size Firms | 637 | 56.0 | 31,296 | 78.5 |
| Large Firms | 195 | 88.2 | 71,065 | 96.8 |
| All Size Firms | 2,553 | 29.9 | 116,269 | 77.1 |
| YES, FOR CHILDCARE EXPENSES | | | | |
| Small Firms | 890 | 12.4 | 8,157 | 21.7 |
| Medium Size Firms | 364 | 32.0 | 20,534 | 51.5 |
| Large Firms | 171 | 77.4 | 65,524 | 89.3 |
| All Size Firms | 1,425 | 16.7 | 94,215 | 62.4 |
| YES, OTHER EXPENSES (please name) | | | | |
| Small Firms | 172 | 2.4 | 832 | 2.2 |
| Medium Size Firms | 97 | 8.5 | 4,207 | 10.6 |
| Large Firms | 14 | 6.3 | 3,371 | 4.6 |
| All Size Firms | 283 | 3.3 | 8,410 | 5.6 |
| Subtotal of Small Firms | 7,181 | 100.0 | 37,639 | 100.0 |
| Subtotal of Medium Size Firms | 1,137 | 100.0 | 39,848 | 100.0 |
| Subtotal of Large Firms | 221 | 100.0 | 73,390 | 100.0 |
| Grand Total | 8,539 | 100.0 | 150,877 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more salaried employees that responded to this question. 703 firms, or 96.3% of the services 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.

SERVICES
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 5,842 | 79.6 | 38,319 | 73.3 |
| Medium Size Firms | 495 | 41.7 | 23,837 | 40.3 |
| Large Firms | 22 | 11.2 | 8,114 | 7.4 |
| All Size Firms | 6,359 | 72.9 | 70,270 | 31.7 |
| YES, FOR HEALTH EXPENSES | | | | |
| Small Firms | 1,506 | 20.5 | 14,296 | 27.3 |
| Medium Size Firms | 640 | 54.0 | 33,265 | 56.2 |
| Large Firms | 174 | 88.8 | 101,728 | 92.3 |
| All Size Firms | 2,320 | 26.6 | 149,289 | 67.4 |
| YES, FOR CHILDCARE EXPENSES | | | | |
| Small Firms | 728 | 9.9 | 6,272 | 12.0 |
| Medium Size Firms | 391 | 33.0 | 22,533 | 38.1 |
| Large Firms | 148 | 75.5 | 96,910 | 88.0 |
| All Size Firms | 1,267 | 14.5 | 125,715 | 56.7 |
| YES, OTHER EXPENSES (please name) | | | | |
| Small Firms | 103 | 1.4 | 1,324 | 2.5 |
| Medium Size Firms | 88 | 7.4 | 3,453 | 5.8 |
| Large Firms | 12 | 6.1 | 5,245 | 4.8 |
| All Size Firms | 203 | 2.3 | 10,022 | 4.5 |
| Subtotal of Small Firms | 7,340 | 100.0 | 52,288 | 100.0 |
| Subtotal of Medium Size Firms | 1,186 | 100.0 | 59,208 | 100.0 |
| Subtotal of Large Firms | 196 | 100.0 | 110,165 | 100.0 |
| Grand Total | 8,722 | 100.0 | 221,661 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more full-time hourly employees that responded to this question. 690 firms, or 95.8% of the services 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.

SERVICES
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 4,340 | 86.3 | 17,869 | 86.5 |
| Medium Size Firms | 426 | 57.7 | 12,460 | 63.4 |
| Large Firms | 27 | 22.0 | 7,348 | 28.5 |
| All Size Firms | 4,793 | 81.3 | 37,677 | 57.0 |
| YES, FOR HEALTH EXPENSES | | | | |
| Small Firms | 668 | 13.3 | 2,675 | 12.9 |
| Medium Size Firms | 280 | 37.9 | 6,703 | 34.1 |
| Large Firms | 95 | 77.2 | 18,405 | 71.5 |
| All Size Firms | 1,043 | 17.7 | 27,783 | 42.0 |
| YES, FOR CHILDCARE EXPENSES | | | | |
| Small Firms | 317 | 6.3 | 1,546 | 7.5 |
| Medium Size Firms | 144 | 19.5 | 3,748 | 19.1 |
| Large Firms | 87 | 70.7 | 17,731 | 68.9 |
| All Size Firms | 548 | 9.3 | 23,025 | 34.8 |
| YES, OTHER EXPENSES (please name) | | | | |
| Small Firms | 40 | 0.8 | 243 | 1.2 |
| Medium Size Firms | 48 | 6.5 | 636 | 3.2 |
| Large Firms | 5 | 4.1 | 776 | 3.0 |
| All Size Firms | 93 | 1.6 | 1,655 | 2.5 |
| Subtotal of Small Firms | 5,031 | 100.0 | 20,664 | 100.0 |
| Subtotal of Medium Size Firms | 738 | 100.0 | 19,663 | 100.0 |
| Subtotal of Large Firms | 123 | 100.0 | 25,753 | 100.0 |
| Grand Total | 5,892 | 100.0 | 66,080 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more part-time hourly employees that responded to this question. 452 firms, or 66.0% of the services 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.

SERVICES
Salary

TABLE 42Y: Childcare Assistance for Oklahoma Services Salary Employees by Firm Size.* Question 42: "Do you offer childcare assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 6,811 | 95.8 | 36,353 | 97.8 |
| Medium Size Firms | 1,100 | 96.0 | 38,946 | 96.1 |
| Large Firms | 198 | 90.0 | 62,717 | 85.7 |
| All Size Firms | 8,109 | 95.6 | 138,016 | 91.5 |
| YES, ON-SITE FACILITY | | | | |
| Small Firms | 314 | 4.4 | 823 | 2.2 |
| Medium Size Firms | 42 | 3.7 | 1,554 | 3.8 |
| Large Firms | 19 | 8.6 | 20,292 | 27.7 |
| All Size Firms | 375 | 4.4 | 22,669 | 15.0 |
| YES, VOUCHERS or OFF-SITE | | | | |
| SUBSIDIZED | | | | |
| Small Firms | 22 | 0.3 | 96 | 0.3 |
| Medium Size Firms | 4 | 0.3 | 24 | 0.1 |
| Large Firms | 1 | 0.5 | 36 | 0.0 |
| All Size Firms | 27 | 0.3 | 156 | 0.1 |
| YES, REFERRAL INFORMATION | | | | |
| Small Firms | 18 | 0.3 | 12 | 0.0 |
| Large Firms | 4 | 1.8 | 2,349 | 3.2 |
| All Size Firms | 22 | 0.3 | 2,361 | 1.6 |
| Subtotal of Small Firms | 7,113 | 100.0 | 37,167 | 100.0 |
| Subtotal of Medium Size Firms | 1,146 | 100.0 | 40,524 | 100.0 |
| Subtotal of Large Firms | 220 | 100.0 | 73,145 | 100.0 |
| Grand Total | 8,479 | 100.0 | 150,836 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more salaried employees that responded to this question. 720 firms, or 96.2% of the services 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 with no firms are omitted from this table.

SERVICES
Full-time Hourly

TABLE 42Z: Childcare Assistance for Oklahoma Services Full-time Hourly Employees by Firm Size.* Question 42: "Do you offer childcare assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NO | | | | |
| Small Firms | 7,044 | 96.6 | 50,054 | 96.7 |
| Medium Size Firms | 1,142 | 96.5 | 57,453 | 97.0 |
| Large Firms | 174 | 88.3 | 52,467 | 47.6 |
| All Size Firms | 8,360 | 96.4 | 159,974 | 72.3 |
| YES, ON-SITE FACILITY | | | | |
| Small Firms | 261 | 3.6 | 1,721 | 3.3 |
| Medium Size Firms | 37 | 3.1 | 1,560 | 2.6 |
| Large Firms | 20 | 10.2 | 33,501 | 30.4 |
| All Size Firms | 318 | 3.7 | 36,782 | 16.6 |
| YES, VOUCHERS or OFF-SITE | | | | |
| SUBSIDIZED | | | | |
| Small Firms | 22 | 0.3 | 37 | 0.1 |
| Medium Size Firms | 4 | 0.3 | 244 | 0.4 |
| Large Firms | 1 | 0.5 | 564 | 0.5 |
| All Size Firms | 27 | 0.3 | 845 | 0.4 |
| YES, REFERRAL INFORMATION | | | | |
| Small Firms | 15 | 0.2 | 31 | 0.1 |
| Large Firms | 4 | 2.0 | 24,190 | 21.9 |
| All Size Firms | 19 | 0.2 | 24,221 | 10.9 |
| Subtotal of Small Firms | 7,290 | 100.0 | 51,744 | 100.0 |
| Subtotal of Medium Size Firms | 1,183 | 100.0 | 59,257 | 100.0 |
| Subtotal of Large Firms | 197 | 100.0 | 110,233 | 100.0 |
| Grand Total | 8,670 | 100.0 | 221,234 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more full-time hourly employees that responded to this question. 690 firms, or 95.8% of the services 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 with no firms are omitted from this table.

SERVICES
Part-time Hourly

TABLE 42AA: Childcare Assistance for Oklahoma Services Part-time Hourly Employees by Firm Size.* Question 42: "Do you offer childcare assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|----------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 4,948 | 94.9 | 19,694 | 92.4 |
| Medium Size Firms | 880 | 97.1 | 23,629 | 98.0 |
| Large Firms | 144 | 86.7 | 23,566 | 79.2 |
| All Size Firms | 5,972 | 95.0 | 66,889 | 89.0 |
| YES, ON-SITE FACILITY | | | | |
| Small Firms | 265 | 5.1 | 1,588 | 7.5 |
| Medium Size Firms | 26 | 2.9 | 486 | 2.0 |
| Large Firms | 17 | 10.2 | 5,722 | 19.2 |
| All Size Firms | 308 | 4.9 | 7,796 | 10.4 |
| YES, VOUCHERS or OFF-SITE | | | | |
| SUBSIDIZED | | | | |
| Large Firms | 1 | 0.6 | 33 | 0.1 |
| All Size Firms | 1 | 0.0 | 33 | 0.0 |
| YES, REFERRAL INFORMATION | | | | |
| Small Firms | 3 | 0.1 | 24 | 0.1 |
| Large Firms | 4 | 2.4 | 452 | 1.5 |
| All Size Firms | 7 | 0.1 | 476 | 0.6 |
| Subtotal of Small Firms | 5,216 | 100.0 | 21,305 | 100.0 |
| Subtotal of Medium Size Firms | 906 | 100.0 | 24,115 | 100.0 |
| Subtotal of Large Firms | 166 | 100.0 | 29,772 | 100.0 |
| Grand Total | 6,288 | 100.0 | 75,192 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more part-time hourly employees that responded to this question. 529 firms, or 77.2% of the services 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 with no firms are omitted from this table.

SERVICES
Salary

TABLE 43Y: Flexible Work Arrangements for Oklahoma Services Salary Employees by Firm Size.* Question 43: "Do you offer flexible work arrangements?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 5,246 | 76.4 | 26,986 | 75.0 |
| Medium Size Firms | 863 | 78.5 | 30,335 | 75.9 |
| Large Firms | 142 | 70.0 | 33,626 | 59.1 |
| All Size Firms | 6,251 | 76.5 | 90,947 | 68.4 |
| FLEX-TIME | | | | |
| Small Firms | 1,383 | 20.1 | 8,055 | 22.4 |
| Medium Size Firms | 210 | 19.1 | 8,625 | 21.6 |
| Large Firms | 59 | 29.1 | 22,721 | 39.9 |
| All Size Firms | 1,652 | 20.2 | 39,401 | 29.7 |
| FOUR DAY (ten hour/day) WORK WEEKS | | | | |
| Small Firms | 282 | 4.1 | 1,418 | 3.9 |
| Medium Size Firms | 59 | 5.4 | 2,588 | 6.5 |
| Large Firms | 26 | 12.8 | 7,190 | 12.6 |
| All Size Firms | 367 | 4.5 | 11,196 | 8.4 |
| TELECOMMUTING (work at home) | | | | |
| Small Firms | 195 | 2.8 | 701 | 1.9 |
| Medium Size Firms | 30 | 2.7 | 1,879 | 4.7 |
| Large Firms | 13 | 6.4 | 4,793 | 8.4 |
| All Size Firms | 238 | 2.9 | 7,373 | 5.5 |
| Subtotal of Small Firms | 6,865 | 100.0 | 36,003 | 100.0 |
| Subtotal of Medium Size Firms | 1,100 | 100.0 | 39,952 | 100.0 |
| Subtotal of Large Firms | 203 | 100.0 | 56,926 | 100.0 |
| Grand Total | 8,168 | 100.0 | 132,881 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more salaried employees that responded to this question. 670 firms, or 91.8% of the services 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.

SERVICES
Full-time Hourly

TABLE 43Z: Flexible Work Arrangements for Oklahoma Services Full-time Hourly Employees by Firm Size.* Question 43: "Do you offer flexible work arrangements?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 5,464 | 78.4 | 40,026 | 79.4 |
| Medium Size Firms | 903 | 79.2 | 44,254 | 77.9 |
| Large Firms | 136 | 71.6 | 64,903 | 59.6 |
| All Size Firms | 6,503 | 78.3 | 149,183 | 69.1 |
| FLEX-TIME | | | | |
| Small Firms | 1,325 | 19.0 | 8,300 | 16.5 |
| Medium Size Firms | 173 | 15.2 | 8,344 | 14.7 |
| Large Firms | 44 | 23.2 | 39,008 | 35.8 |
| All Size Firms | 1,542 | 18.6 | 55,652 | 25.8 |
| FOUR DAY (ten hour/day) WORK WEEKS | | | | |
| Small Firms | 403 | 5.8 | 3,321 | 6.6 |
| Medium Size Firms | 100 | 8.8 | 6,705 | 11.8 |
| Large Firms | 27 | 14.2 | 25,198 | 23.2 |
| All Size Firms | 530 | 6.4 | 35,224 | 16.3 |
| TELECOMMUTING (work at home) | | | | |
| Small Firms | 84 | 1.2 | 438 | 0.9 |
| Medium Size Firms | 32 | 2.8 | 874 | 1.5 |
| Large Firms | 14 | 7.4 | 17,534 | 16.1 |
| All Size Firms | 130 | 1.6 | 18,846 | 8.7 |
| Subtotal of Small Firms | 6,973 | 100.0 | 50,412 | 100.0 |
| Subtotal of Medium Size Firms | 1,140 | 100.0 | 56,805 | 100.0 |
| Subtotal of Large Firms | 190 | 100.0 | 108,812 | 100.0 |
| Grand Total | 8,303 | 100.0 | 216,029 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more full-time hourly employees that responded to this question. 661 firms, or 91.8 of the services 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.

SERVICES
Part-time Hourly

TABLE 43AA: Flexible Work Arrangements for Oklahoma Services Part-time Hourly Employees by Firm Size.* Question 43: "Do you offer flexible work arrangements?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 3,709 | 75.7 | 15,751 | 78.2 |
| Medium Size Firms | 696 | 82.4 | 18,752 | 85.3 |
| Large Firms | 105 | 69.1 | 15,790 | 62.0 |
| All Size Firms | 4,510 | 76.5 | 50,293 | 74.4 |
| FLEX-TIME | | | | |
| Small Firms | 1,104 | 22.5 | 4,115 | 20.4 |
| Medium Size Firms | 119 | 14.1 | 2,713 | 12.3 |
| Large Firms | 41 | 27.0 | 8,949 | 35.1 |
| All Size Firms | 1,264 | 21.4 | 15,777 | 23.3 |
| FOUR DAY (ten hour/day) WORK WEEKS | | | | |
| Small Firms | 249 | 5.1 | 849 | 4.2 |
| Medium Size Firms | 47 | 5.6 | 969 | 4.4 |
| Large Firms | 20 | 13.2 | 3,364 | 13.2 |
| All Size Firms | 316 | 5.4 | 5,182 | 7.7 |
| TELECOMMUTING (work at home) | | | | |
| Small Firms | 71 | 1.4 | 493 | 2.4 |
| Medium Size Firms | 16 | 1.9 | 99 | 0.5 |
| Large Firms | 11 | 7.2 | 1,915 | 7.5 |
| All Size Firms | 98 | 1.7 | 2,507 | 3.7 |
| Subtotal of Small Firms | 4,900 | 100.0 | 20,150 | 100.0 |
| Subtotal of Medium Size Firms | 845 | 100.0 | 21,993 | 100.0 |
| Subtotal of Large Firms | 152 | 100.0 | 25,475 | 100.0 |
| Grand Total | 5,897 | 100.0 | 67,618 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more part-time hourly employees that responded to this question. 496 firms, or 72.4 of the services 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.

SERVICES
Salary

TABLE 44Y: Miscellaneous Benefits for Oklahoma Services Salary Employees by Firm Size.* Question 44: "Please check boxes indicating any additional miscellaneous benefits your company offers."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| BONUSES | | | | |
| Small Firms | 4,613 | 95.1 | 21,978 | 94.4 |
| Medium Size Firms | 505 | 79.4 | 12,552 | 70.8 |
| Large Firms | 104 | 74.3 | 16,566 | 64.3 |
| All Size Firms | 5,222 | 92.8 | 51,096 | 76.5 |
| SHIFT DIFFERENTIAL | | | | |
| Small Firms | 275 | 5.7 | 780 | 3.4 |
| Medium Size Firms | 103 | 16.2 | 2,799 | 15.8 |
| Large Firms | 44 | 31.4 | 13,757 | 53.4 |
| All Size Firms | 422 | 7.5 | 17,336 | 26.0 |
| LONGEVITY PAY | | | | |
| Small Firms | 115 | 2.4 | 794 | 3.4 |
| Medium Size Firms | 41 | 6.4 | 2,118 | 11.9 |
| Large Firms | 25 | 17.9 | 10,497 | 40.7 |
| All Size Firms | 181 | 3.2 | 13,409 | 20.1 |
| STOCK OPTIONS | | | | |
| Small Firms | 121 | 2.5 | 833 | 3.6 |
| Medium Size Firms | 30 | 4.7 | 1,681 | 9.5 |
| Large Firms | 21 | 15.0 | 2,093 | 8.1 |
| All Size Firms | 172 | 3.1 | 4,607 | 6.9 |
| OTHER (please name) | | | | |
| Small Firms | 179 | 3.7 | 1,420 | 6.1 |
| Medium Size Firms | 61 | 9.6 | 3,180 | 17.9 |
| Large Firms | 3 | 2.1 | 1,450 | 5.6 |
| All Size Firms | 243 | 4.3 | 6,050 | 9.1 |
| Subtotal of Small Firms | 4,849 | 100.0 | 23,272 | 100.0 |
| Subtotal of Medium Size Firms | 636 | 100.0 | 17,741 | 100.0 |
| Subtotal of Large Firms | 140 | 100.0 | 25,769 | 100.0 |
| Grand Total | 5,625 | 100.0 | 66,782 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more salaried employees that responded to this question. 401 firms, or 54.9% of the services 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.

SERVICES
Full-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| BONUSES | | | | |
| Small Firms | 4,651 | 91.9 | 30,659 | 87.0 |
| Medium Size Firms | 451 | 67.9 | 22,323 | 61.5 |
| Large Firms | 84 | 61.8 | 55,536 | 58.2 |
| All Size Firms | 5,186 | 88.5 | 108,518 | 65.0 |
| SHIFT DIFFERENTIAL | | | | |
| Small Firms | 368 | 7.3 | 6,257 | 17.7 |
| Medium Size Firms | 254 | 38.3 | 16,890 | 46.5 |
| Large Firms | 68 | 50.0 | 54,001 | 56.6 |
| All Size Firms | 690 | 11.8 | 77,148 | 46.2 |
| LONGEVITY PAY | | | | |
| Small Firms | 198 | 3.9 | 2,006 | 5.7 |
| Medium Size Firms | 45 | 6.8 | 1,805 | 5.0 |
| Large Firms | 21 | 15.4 | 8,245 | 8.6 |
| All Size Firms | 264 | 4.5 | 12,056 | 7.2 |
| STOCK OPTIONS | | | | |
| Small Firms | 152 | 3.0 | 1,088 | 3.1 |
| Medium Size Firms | 40 | 6.0 | 1,722 | 4.7 |
| Large Firms | 16 | 11.8 | 10,805 | 11.3 |
| All Size Firms | 208 | 3.5 | 13,615 | 8.2 |
| OTHER (please name) | | | | |
| Small Firms | 225 | 4.4 | 1,342 | 3.8 |
| Medium Size Firms | 70 | 10.5 | 4,141 | 11.4 |
| Large Firms | 12 | 8.8 | 7,150 | 7.5 |
| All Size Firms | 307 | 5.2 | 12,633 | 7.6 |
| Subtotal of Small Firms | 5,060 | 100.0 | 35,257 | 100.0 |
| Subtotal of Medium Size Firms | 664 | 100.0 | 36,303 | 100.0 |
| Subtotal of Large Firms | 136 | 100.0 | 95,440 | 100.0 |
| Grand Total | 5,860 | 100.0 | 167,000 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more full-time hourly employees that responded to this question. 419 firms, or 58.9% of the services 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.

SERVICES
Part-time Hourly

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

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| BONUSES | | | | |
| Small Firms | 3,073 | 93.1 | 10,540 | 92.8 |
| Medium Size Firms | 268 | 62.3 | 6,713 | 61.4 |
| Large Firms | 60 | 62.5 | 12,972 | 59.1 |
| All Size Firms | 3,401 | 88.9 | 30,225 | 68.3 |
| SHIFT DIFFERENTIAL | | | | |
| Small Firms | 279 | 8.5 | 1,631 | 14.4 |
| Medium Size Firms | 183 | 42.6 | 5,320 | 48.7 |
| Large Firms | 51 | 53.1 | 13,489 | 61.5 |
| All Size Firms | 513 | 13.4 | 20,440 | 46.2 |
| LONGEVITY PAY | | | | |
| Small Firms | 83 | 2.5 | 248 | 2.2 |
| Medium Size Firms | 30 | 7.0 | 1,133 | 10.4 |
| Large Firms | 9 | 9.4 | 5,878 | 26.8 |
| All Size Firms | 122 | 3.2 | 7,259 | 16.4 |
| STOCK OPTIONS | | | | |
| Small Firms | 131 | 4.0 | 344 | 3.0 |
| Medium Size Firms | 14 | 3.3 | 453 | 4.1 |
| Large Firms | 14 | 14.6 | 3,264 | 14.9 |
| All Size Firms | 159 | 4.2 | 4,061 | 9.2 |
| OTHER (please name) | | | | |
| Small Firms | 60 | 1.8 | 228 | 2.0 |
| Medium Size Firms | 47 | 10.9 | 1,412 | 12.9 |
| Large Firms | 10 | 10.4 | 4,231 | 19.3 |
| All Size Firms | 117 | 3.1 | 5,871 | 13.3 |
| Subtotal of Small Firms | 3,299 | 100.0 | 11,353 | 100.0 |
| Subtotal of Medium Size Firms | 430 | 100.0 | 10,933 | 100.0 |
| Subtotal of Large Firms | 96 | 100.0 | 21,945 | 100.0 |
| Grand Total | 3,825 | 100.0 | 44,231 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more part-time hourly employees that responded to this question. 277 firms, or 40.4% of the services 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.

SERVICES
All Employee Categories

TABLE 45I: Benefit Cost for Oklahoma Services, 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)?"

| 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 |
|-------------------------------|------------------------------------|--|--|--|
| 15% or LESS | | | | |
| Small Firms | 5,682 | 60.8 | 59,205 | 53.3 |
| Medium Size Firms | 591 | 46.7 | 55,921 | 45.0 |
| Large Firms | 50 | 22.7 | 28,584 | 15.8 |
| All Size Firms | 6,323 | 58.4 | 143,710 | 34.5 |
| 16% to 20% | | | | |
| Small Firms | 1,730 | 18.5 | 21,985 | 19.8 |
| Medium Size Firms | 274 | 21.6 | 27,115 | 21.8 |
| Large Firms | 27 | 12.3 | 20,851 | 11.5 |
| All Size Firms | 2,031 | 18.7 | 69,951 | 16.8 |
| 21% to 25% | | | | |
| Small Firms | 893 | 9.6 | 14,274 | 12.9 |
| Medium Size Firms | 182 | 14.4 | 18,147 | 14.6 |
| Large Firms | 47 | 21.4 | 33,255 | 18.4 |
| All Size Firms | 1,122 | 10.4 | 65,676 | 15.8 |
| 26% to 30% | | | | |
| Small Firms | 526 | 5.6 | 8,046 | 7.2 |
| Medium Size Firms | 114 | 9.0 | 12,733 | 10.3 |
| Large Firms | 48 | 21.8 | 52,784 | 29.2 |
| All Size Firms | 688 | 6.3 | 73,563 | 17.7 |
| MORE THAN 30% | | | | |
| Small Firms | 518 | 5.5 | 7,553 | 6.8 |
| Medium Size Firms | 105 | 8.3 | 10,268 | 8.3 |
| Large Firms | 48 | 21.8 | 45,588 | 25.2 |
| All Size Firms | 671 | 6.2 | 63,409 | 15.2 |
| Subtotal of Small Firms | 9,349 | 100.0 | 111,063 | 100.0 |
| Subtotal of Medium Size Firms | 1,266 | 100.0 | 124,184 | 100.0 |
| Subtotal of Large Firms | 220 | 100.0 | 181,062 | 100.0 |
| Grand Total | 10,835 | 100.0 | 416,309 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes services firms that have one or more employees that responded to this question. 813 firms, or 96.2% of the applicable services firms responded to this question.

Oklahoma Employee Benefit Compensation

OESC 2005 Benefits Survey

Public Administration



Vacation & Holiday

Health & Medical



Retirement, Bonuses
& Profit sharing



PUBLIC ADMINISTRATION

Salaried

TABLE 1AC: Number of Paid Holidays Offered for Oklahoma Salaried Public Administration Employees by Firm Size.*

| 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 | | | | |
| Small Firms | 31 | 11.0 | 72 | 5.8 |
| All Size Firms | 31 | 9.3 | 72 | 2.0 |
| SIX HOLIDAYS | | | | |
| Medium & Large Size Firms | 5 | 10.0 | 89 | 3.7 |
| All Size Firms | 5 | 1.5 | 89 | 2.5 |
| NINE HOLIDAYS | | | | |
| Small Firms | 22 | 7.8 | 35 | 2.8 |
| All Size Firms | 22 | 6.6 | 35 | 1.0 |
| TEN HOLIDAYS | | | | |
| Small Firms | 43 | 15.2 | 173 | 13.9 |
| Medium & Large Size Firms | 1 | 2.0 | 21 | 0.9 |
| All Size Firms | 44 | 13.3 | 194 | 5.4 |
| ELEVEN HOLIDAYS | | | | |
| Small Firms | 98 | 34.8 | 333 | 26.7 |
| Medium & Large Size Firms | 10 | 20.0 | 60 | 4.8 |
| All Size Firms | 108 | 32.5 | 393 | 10.8 |
| TWELVE or MORE HOLIDAYS | | | | |
| Small Firms | 88 | 31.2 | 633 | 50.8 |
| Medium & Large Size Firms | 34 | 68.0 | 2,207 | 92.9 |
| All Size Firms | 122 | 36.7 | 2,840 | 78.4 |
| Subtotal of Small Firms | 282 | 100.0 | 1,246 | 100.0 |
| Subtotal of Medium & Large Size Firms | 50 | 100.0 | 2,377 | 100.0 |
| Grand Total | 332 | 100.0 | 3,623 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Size Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes public administration firms that have one or more salaried employees that responded to this question. 27 public administration firms, or 100.0 % of the public administration firms with salaried employees indicated that they offer at least one paid holiday. Size categories with no firms are omitted from this table.

PUBLIC ADMINISTRATION

Full-time Hourly

TABLE 1AD: Number of Paid Holidays Offered for Oklahoma Full-time Hourly Public Administration Employees by Firm Size.*

| 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 | | | | |
| Small Firms | 31 | 12.0 | 50 | 2.5 |
| All Size Firms | 31 | 10.3 | 50 | 1.0 |
| SIX HOLIDAYS | | | | |
| Medium & Large Size Firms | 5 | 11.6 | 197 | 7.0 |
| All Size Firms | 5 | 1.7 | 197 | 4.1 |
| NINE HOLIDAYS | | | | |
| Small Firms | 22 | 8.5 | 52 | 2.6 |
| All Size Firms | 22 | 7.3 | 52 | 1.1 |
| TEN HOLIDAYS | | | | |
| Small Firms | 43 | 16.7 | 676 | 34.4 |
| Medium & Large Size Firms | 1 | 2.3 | 158 | 5.6 |
| All Size Firms | | 0.0 | | 0.0 |
| ELEVEN HOLIDAYS | | | | |
| Small Firms | 76 | 29.5 | 514 | 26.2 |
| Medium & Large Size Firms | 13 | 30.2 | 502 | 17.8 |
| All Size Firms | 89 | 29.6 | 1,016 | 21.2 |
| TWELVE or MORE HOLIDAYS | | | | |
| Small Firms | 86 | 33.3 | 671 | 34.2 |
| Medium & Large Size Firms | 24 | 55.8 | 1,964 | 69.6 |
| All Size Firms | 110 | 36.5 | 2,635 | 55.1 |
| Subtotal of Small Firms | 258 | 100.0 | 1,963 | 100.0 |
| Subtotal of Medium & Large Size Firms | 43 | 100.0 | 2,821 | 100.0 |
| Grand Total | 301 | 100.0 | 4,784 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Size Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes public administration firms that have one or more full-time hourly employees that responded to this question. 27 public administration firms, or 90.0 % of the public administration firms with full-time hourly employees indicated that they offer at least one paid holiday. Size categories with no firms are omitted from this table.

PUBLIC ADMINISTRATION

Part-time Hourly

TABLE 1AE: Number of Paid Holidays Offered for Oklahoma Part-time Hourly Public Administration Employees by Firm Size.*

| 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 | | | | |
| Small Firms | 9 | 7.4 | 9 | 1.0 |
| All Size Firms | 9 | 6.6 | 9 | 1.0 |
| SIX HOLIDAYS | | | | |
| Medium & Large Size Firms | 5 | 33.3 | 11 | 12.4 |
| All Size Firms | 5 | 3.6 | 11 | 1.2 |
| TEN HOLIDAYS | | | | |
| Small Firms | 22 | 18.0 | 173 | 20.2 |
| All Size Firms | 22 | 16.1 | 173 | 18.3 |
| ELEVEN HOLIDAYS | | | | |
| Small Firms | 22 | 18.0 | 364 | 42.4 |
| All Size Firms | 22 | 16.1 | 364 | 38.4 |
| TWELVE or MORE HOLIDAYS | | | | |
| Small Firms | 69 | 56.6 | 312 | 36.4 |
| Medium & Large Size Firms | 10 | 66.7 | 78 | 87.6 |
| All Size Firms | 79 | 57.7 | 390 | 41.2 |
| Subtotal of Small Firms | 122 | 100.0 | 858 | 100.0 |
| Subtotal of Medium & Large Size Firms | 15 | 100.0 | 89 | 100.0 |
| Grand Total | 137 | 100.0 | 947 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Size Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes public administration firms that have one or more part-time hourly employees that responded to this question. 10 public administration firms, or 38.5% of the public administration firms with part-time hourly employees indicated that they offer at least one paid holiday. Size categories with no firms are omitted from this table.

PUBLIC ADMINISTRATION

Salaried

TABLE 2AC: Holidays Offered for Oklahoma Salaried Public Administration Employees by Firm Size.* Question 2: "Please check all paid holidays offered by your company."

| Holiday Offered | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NEW YEAR'S DAY | | | | |
| Small Firms | 271 | 96.1 | 1,209 | 97.0 |
| Medium & Large Size Firms | 50 | 100.0 | 2,377 | 100.0 |
| All Size Firms | 321 | 96.7 | 3,586 | 99.0 |
| MARTIN LUTHER KING DAY | | | | |
| Small Firms | 194 | 68.8 | 930 | 74.6 |
| Medium & Large Size Firms | 36 | 72.0 | 2,233 | 93.9 |
| All Size Firms | 230 | 69.3 | 3,163 | 87.3 |
| PRESIDENT'S DAY | | | | |
| Small Firms | 198 | 70.2 | 939 | 75.4 |
| Medium & Large Size Firms | 42 | 84.0 | 2,211 | 93.0 |
| All Size Firms | 240 | 72.3 | 3,150 | 86.9 |
| GOOD FRIDAY | | | | |
| Small Firms | 74 | 26.2 | 183 | 14.7 |
| Medium & Large Size Firms | 32 | 64.0 | 2,151 | 90.5 |
| All Size Firms | 106 | 31.9 | 2,334 | 64.4 |
| MEMORIAL DAY | | | | |
| Small Firms | 250 | 88.7 | 1,174 | 94.2 |
| Medium & Large Size Firms | 50 | 100.0 | 2,376 | 100.0 |
| All Size Firms | 300 | 90.4 | 3,550 | 98.0 |
| INDEPENDENCE DAY | | | | |
| Small Firms | 250 | 88.7 | 1,174 | 94.2 |
| Medium & Large Size Firms | 50 | 100.0 | 2,376 | 100.0 |
| All Size Firms | 300 | 90.4 | 3,550 | 98.0 |
| LABOR DAY | | | | |
| Small Firms | 250 | 88.7 | 1,174 | 94.2 |
| Medium & Large Size Firms | 50 | 100.0 | 2,376 | 100.0 |
| All Size Firms | 300 | 90.4 | 3,550 | 98.0 |
| COLUMBUS DAY | | | | |
| Small Firms | 87 | 30.9 | 608 | 48.8 |
| Medium & Large Size Firms | 7 | 14.0 | 436 | 18.3 |
| All Size Firms | 94 | 28.3 | 1,044 | 28.8 |
| ELECTION DAY | | | | |
| Small Firms | 22 | 7.8 | 156 | 12.5 |
| All Size Firms | 22 | 6.6 | 156 | 4.3 |
| VETERAN'S DAY | | | | |
| Small Firms | 194 | 68.8 | 986 | 79.1 |
| Medium & Large Size Firms | 40 | 80.0 | 2,082 | 87.6 |
| All Size Firms | 234 | 70.5 | 3,068 | 84.7 |

TABLE 2AC: Holidays, Public Administration, Salaried (continued).

| 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 |
|---|------------------------------------|--|--|--|
| THANKSGIVING DAY | | | | |
| Small Firms | 259 | 91.8 | 1,212 | 97.3 |
| Medium & Large Size Firms | 50 | 100.0 | 2,376 | 100.0 |
| All Size Firms | 309 | 93.1 | 3,588 | 99.0 |
| DAY AFTER THANKSGIVING | | | | |
| Small Firms | 259 | 91.8 | 1,212 | 97.3 |
| Medium & Large Size Firms | 45 | 90.0 | 2,287 | 96.2 |
| All Size Firms | 304 | 91.6 | 3,499 | 96.6 |
| CHRISTMAS EVE DAY | | | | |
| Small Firms | 228 | 80.9 | 1,105 | 88.7 |
| Medium & Large Size Firms | 35 | 70.0 | 2,205 | 92.8 |
| All Size Firms | 263 | 79.2 | 3,310 | 91.4 |
| CHRISTMAS DAY | | | | |
| Small Firms | 259 | 91.8 | 1,212 | 97.3 |
| Medium & Large Size Firms | 50 | 100.0 | 2,376 | 100.0 |
| All Size Firms | 309 | 93.1 | 3,588 | 99.0 |
| NEW YEAR'S EVE DAY | | | | |
| Small Firms | 96 | 34.0 | 425 | 34.1 |
| Medium & Large Size Firms | 30 | 60.0 | 2,176 | 91.5 |
| All Size Firms | 126 | 38.0 | 2,601 | 71.8 |
| BIRTHDAY | | | | |
| Medium & Large Size Firms | 8 | 16.0 | 52 | 2.2 |
| All Size Firms | 8 | 2.4 | 52 | 1.4 |
| ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY | | | | |
| Small Firms | 22 | 7.8 | 156 | 12.5 |
| Medium & Large Size Firms | 12 | 24.0 | 116 | 4.9 |
| All Size Firms | 34 | 10.2 | 272 | 7.5 |
| OTHER (please name) | | | | |
| Small Firms | 22 | 7.8 | 104 | 8.3 |
| Medium & Large Size Firms | 7 | 14.0 | 261 | 11.0 |
| All Size Firms | 29 | 8.7 | 365 | 10.1 |
| Offering Holiday(s) Totals | | | | |
| Subtotal of Small Firms | 282 | 100.0 | 1,246 | 100.0 |
| Subtotal of Medium & Large Size Firms | 50 | 100.0 | 2,377 | 100.0 |
| Grand Total | 332 | 100.0 | 3,623 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Size Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes public administration firms that have one or more salaried employees that responded to this question. 27 public administration firms, or 100.0 % of the public administration 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. Size categories with no firms are omitted from this table.

PUBLIC ADMINISTRATION

Full-time Hourly

TABLE 2AD: Holidays Offered for Oklahoma Full-time Hourly Public Administration Employees by Firm Size.* Question 2: "Please check all paid holidays offered by 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 | | | | |
| Small Firms | 249 | 96.5 | 1,948 | 99.2 |
| Medium & Large Size Firms | 43 | 100.0 | 2,821 | 100.0 |
| All Size Firms | 292 | 97.0 | 4,769 | 99.7 |
| MARTIN LUTHER KING DAY | | | | |
| Small Firms | 193 | 74.8 | 1,372 | 69.9 |
| Medium & Large Size Firms | 21 | 48.8 | 986 | 35.0 |
| All Size Firms | 214 | 71.1 | 2,358 | 49.3 |
| PRESIDENT'S DAY | | | | |
| Small Firms | 175 | 67.8 | 1,155 | 58.8 |
| Medium & Large Size Firms | 35 | 81.4 | 2,173 | 77.0 |
| All Size Firms | 210 | 69.8 | 3,328 | 69.6 |
| GOOD FRIDAY | | | | |
| Small Firms | 82 | 31.8 | 732 | 37.3 |
| Medium & Large Size Firms | 20 | 46.5 | 1,744 | 61.8 |
| All Size Firms | 102 | 33.9 | 2,476 | 51.8 |
| MEMORIAL DAY | | | | |
| Small Firms | 227 | 88.0 | 1,913 | 97.5 |
| Medium & Large Size Firms | 43 | 100.0 | 2,822 | 100.0 |
| All Size Firms | 270 | 89.7 | 4,735 | 99.0 |
| INDEPENDENCE DAY | | | | |
| Small Firms | 227 | 88.0 | 1,913 | 97.5 |
| Medium & Large Size Firms | 43 | 100.0 | 2,822 | 100.0 |
| All Size Firms | 270 | 89.7 | 4,735 | 99.0 |
| LABOR DAY | | | | |
| Small Firms | 227 | 88.0 | 1,913 | 97.5 |
| Medium & Large Size Firms | 43 | 100.0 | 2,822 | 100.0 |
| All Size Firms | 270 | 89.7 | 4,735 | 99.0 |
| COLUMBUS DAY | | | | |
| Small Firms | 64 | 24.8 | 188 | 9.6 |
| Medium & Large Size Firms | 2 | 4.7 | 294 | 10.4 |
| All Size Firms | 66 | 21.9 | 482 | 10.1 |
| ELECTION DAY | | | | |
| Small Firms | 8 | 3.1 | 60 | 3.1 |
| All Size Firms | 8 | 2.7 | 60 | 1.3 |
| VETERAN'S DAY | | | | |
| Small Firms | 171 | 66.3 | 1,512 | 77.0 |
| Medium & Large Size Firms | 33 | 76.7 | 2,583 | 91.6 |
| All Size Firms | 204 | 67.8 | 4,095 | 85.6 |

TABLE 2AD: Holidays, Public Administration, Full-time Hourly (continued).

| 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 |
|---|------------------------------------|--|--|--|
| THANKSGIVING DAY | | | | |
| Small Firms | 236 | 91.5 | 1,928 | 98.2 |
| Medium & Large Size Firms | 43 | 100.0 | 2,822 | 100.0 |
| All Size Firms | 279 | 92.7 | 4,750 | 99.3 |
| DAY AFTER THANKSGIVING | | | | |
| Small Firms | 236 | 91.5 | 1,928 | 98.2 |
| Medium & Large Size Firms | 38 | 88.4 | 2,624 | 93.0 |
| All Size Firms | 274 | 91.0 | 4,552 | 95.2 |
| CHRISTMAS EVE DAY | | | | |
| Small Firms | 205 | 79.5 | 1,792 | 91.3 |
| Medium & Large Size Firms | 23 | 53.5 | 2,010 | 71.3 |
| All Size Firms | 228 | 75.7 | 3,802 | 79.5 |
| CHRISTMAS DAY | | | | |
| Small Firms | 236 | 91.5 | 1,928 | 98.2 |
| Medium & Large Size Firms | 43 | 100.0 | 2,822 | 100.0 |
| All Size Firms | 279 | 92.7 | 4,750 | 99.3 |
| NEW YEAR'S EVE DAY | | | | |
| Small Firms | 108 | 41.9 | 966 | 49.2 |
| Medium & Large Size Firms | 15 | 34.9 | 594 | 21.1 |
| All Size Firms | 123 | 40.9 | 1,560 | 32.6 |
| BIRTHDAY | | | | |
| Medium & Large Size Firms | 13 | 30.2 | 1,339 | 47.5 |
| All Size Firms | 13 | 4.3 | 1,339 | 28.0 |
| ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY | | | | |
| Small Firms | 22 | 8.5 | 69 | 3.5 |
| Medium & Large Size Firms | 12 | 27.9 | 726 | 25.7 |
| All Size Firms | 34 | 11.3 | 795 | 16.6 |
| OTHER (please name) | | | | |
| Small Firms | 22 | 8.5 | 330 | 16.8 |
| Medium & Large Size Firms | 7 | 16.3 | 484 | 17.2 |
| All Size Firms | 29 | 9.6 | 814 | 17.0 |
| Offering Holiday(s) Totals | | | | |
| Subtotal of Small Firms | 258 | 100.0 | 1,963 | 100.0 |
| Subtotal of Medium & Large Size Firms | 43 | 100.0 | 2,821 | 100.0 |
| Grand Total | 301 | 100.0 | 4,784 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Size Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes public administration firms that have one or more full-time hourly employees that responded to this question. 27 public administration firms, or 90.0 % of the public administration 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. Size categories with no firms are omitted from this table.

PUBLIC ADMINISTRATION

Part-time Hourly

TABLE 2AE: Holidays Offered for Oklahoma Part-time Hourly Public Administration Employees by Firm Size.* Question 2: "Please check all paid holidays offered by 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 | | | | |
| Small Firms | 112 | 91.8 | 849 | 99.0 |
| Medium & Large Size Firms | 15 | 100.0 | 89 | 100.0 |
| All Size Firms | 127 | 92.7 | 938 | 99.0 |
| MARTIN LUTHER KING DAY | | | | |
| Small Firms | 78 | 63.9 | 595 | 69.3 |
| Medium & Large Size Firms | 5 | 33.3 | 74 | 83.1 |
| All Size Firms | 83 | 60.6 | 669 | 70.6 |
| PRESIDENT'S DAY | | | | |
| Small Firms | 91 | 74.6 | 485 | 56.5 |
| Medium & Large Size Firms | 10 | 66.7 | 78 | 87.6 |
| All Size Firms | 101 | 73.7 | 563 | 59.5 |
| GOOD FRIDAY | | | | |
| Small Firms | 22 | 18.0 | 69 | 8.0 |
| Medium & Large Size Firms | 5 | 33.3 | 4 | 4.5 |
| All Size Firms | 27 | 19.7 | 73 | 7.7 |
| MEMORIAL DAY | | | | |
| Small Firms | 112 | 91.8 | 849 | 99.0 |
| Medium & Large Size Firms | 15 | 100.0 | 89 | 100.0 |
| All Size Firms | 127 | 92.7 | 938 | 99.0 |
| INDEPENDENCE DAY | | | | |
| Small Firms | 112 | 91.8 | 849 | 99.0 |
| Medium & Large Size Firms | 15 | 100.0 | 89 | 100.0 |
| All Size Firms | 127 | 92.7 | 938 | 99.0 |
| LABOR DAY | | | | |
| Small Firms | 112 | 91.8 | 849 | 99.0 |
| Medium & Large Size Firms | 15 | 100.0 | 89 | 100.0 |
| All Size Firms | 127 | 92.7 | 938 | 99.0 |
| COLUMBUS DAY | | | | |
| Small Firms | 57 | 46.7 | 250 | 29.1 |
| All Size Firms | 57 | 41.6 | 250 | 26.4 |
| VETERAN'S DAY | | | | |
| Small Firms | 100 | 82.0 | 493 | 57.5 |
| Medium & Large Size Firms | 10 | 66.7 | 78 | 87.6 |
| All Size Firms | 110 | 80.3 | 571 | 60.3 |

TABLE 2AE: Holidays, Public Administration, Part-time Hourly (continued).

| 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 |
|---|------------------------------------|--|--|--|
| THANKSGIVING DAY | | | | |
| Small Firms | 121 | 99.2 | 857 | 99.9 |
| Medium & Large Size Firms | 15 | 100.0 | 89 | 100.0 |
| All Size Firms | 136 | 99.3 | 946 | 99.9 |
| DAY AFTER THANKSGIVING | | | | |
| Small Firms | 121 | 99.2 | 857 | 99.9 |
| Medium & Large Size Firms | 10 | 66.7 | 78 | 87.6 |
| All Size Firms | 131 | 95.6 | 935 | 98.7 |
| CHRISTMAS EVE DAY | | | | |
| Small Firms | 112 | 91.8 | 849 | 99.0 |
| Medium Size Firms | 5 | 33.3 | 5 | 5.6 |
| All Size Firms | 117 | 85.4 | 854 | 90.2 |
| CHRISTMAS DAY | | | | |
| Small Firms | 121 | 99.2 | 857 | 99.9 |
| Medium & Large Size Firms | 15 | 100.0 | 89 | 100.0 |
| All Size Firms | 136 | 99.3 | 946 | 99.9 |
| NEW YEAR'S EVE DAY | | | | |
| Small Firms | 69 | 56.6 | 520 | 60.6 |
| Medium & Large Size Firms | 5 | 33.3 | 74 | 83.1 |
| All Size Firms | 74 | 54.0 | 594 | 62.7 |
| BIRTHDAY | | | | |
| Medium & Large Size Firms | 5 | 4.1 | 5 | 0.6 |
| All Size Firms | 5 | 3.6 | 5 | 0.5 |
| ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY | | | | |
| Small Firms | 22 | 18.0 | 156 | 18.2 |
| All Size Firms | 22 | 16.1 | 156 | 16.5 |
| OTHER (please name) | | | | |
| Small Firms | 22 | 18.0 | 364 | 42.4 |
| Medium & Large Size Firms | 5 | 33.3 | 74 | 83.1 |
| All Size Firms | 27 | 19.7 | 438 | 46.3 |
| Offering Holiday(s) Totals | | | | |
| Subtotal of Small Firms | 122 | 100.0 | 858 | 100.0 |
| Subtotal of Medium & Large Size Firms | 15 | 100.0 | 89 | 100.0 |
| Grand Total | 137 | 100.0 | 947 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Size Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes public administration firms that have one or more part-time hourly employees that responded to this question. 10 public administration firms, or 38.5% of the public administration firms with part-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. Size categories with no firms are omitted from this table.

PUBLIC ADMINISTRATION

Full-time Hourly

TABLE 3R: Holiday Pay Offered for Oklahoma Full-time Hourly Public Administration 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 |
|---------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| STRAIGHT TIME | | | | |
| Small Firms | 55 | 23.1 | 115 | 6.1 |
| Medium & Large Size Firms | 10 | 20.8 | 1,233 | 43.6 |
| All Size Firms | 65 | 22.7 | 1,348 | 28.5 |
| TIME AND ONE-HALF | | | | |
| Small Firms | 31 | 13.0 | 429 | 22.6 |
| Medium & Large Size Firms | 17 | 35.4 | 928 | 32.8 |
| All Size Firms | 48 | 16.8 | 1,357 | 28.7 |
| DOUBLE TIME | | | | |
| Small Firms | 130 | 54.6 | 1,318 | 69.4 |
| Medium & Large Size Firms | 16 | 33.3 | 623 | 22.1 |
| All Size Firms | 146 | 51.0 | 1,941 | 41.1 |
| OTHER (please describe) | | | | |
| Small Firms | 22 | 9.2 | 36 | 1.9 |
| Medium & Large Size Firms | 5 | 10.4 | 41 | 1.5 |
| All Size Firms | 27 | 9.4 | 77 | 1.6 |
| Subtotal of Small Firms | 238 | 100.0 | 1,898 | 100.0 |
| Subtotal of Medium & Large Size Firms | 48 | 100.0 | 2,825 | 100.0 |
| Grand Total | 286 | 100.0 | 4,723 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration that have one or more full-time hourly employees that responded to this question. 26 firms, or 86.7% of the public administration firms with full-time hourly employees reported holiday pay. Size categories with no firms have been omitted from this table.

PUBLIC ADMINISTRATION

Part-time Hourly

TABLE 3S: Holiday Pay Offered for Oklahoma Part-time Hourly Public Administration 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 |
|---------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| STRAIGHT TIME | | | | |
| Small Firms | 21 | 15.2 | 50 | 5.5 |
| Medium & Large Size Firms | 25 | 58.1 | 972 | 73.1 |
| All Size Firms | 46 | 25.4 | 1,022 | 45.7 |
| TIME AND ONE-HALF | | | | |
| Small Firms | 9 | 6.5 | 7 | 0.8 |
| Medium & Large Size Firms | 15 | 34.9 | 238 | 17.9 |
| All Size Firms | 24 | 13.3 | 245 | 10.9 |
| DOUBLE TIME | | | | |
| Small Firms | 86 | 62.3 | 763 | 84.0 |
| Medium & Large Size Firms | 3 | 7.0 | 120 | 9.0 |
| All Size Firms | 89 | 49.2 | 883 | 39.5 |
| OTHER (please describe) | | | | |
| Small Firms | 22 | 15.9 | 88 | 9.7 |
| All Size Firms | 22 | 12.2 | 88 | 3.9 |
| Subtotal of Small Firms | 138 | 100.0 | 908 | 100.0 |
| Subtotal of Medium & Large Size Firms | 43 | 100.0 | 1,330 | 100.0 |
| Grand Total | 181 | 100.0 | 2,238 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more part-time hourly employees that responded to this question. 17 firms, or 65.4% of the public administration firms with part-time hourly employees reported holiday pay. Size categories with no firms have been omitted from this table.

PUBLIC ADMINISTRATION

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

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 281 | 100.0 | 1,246 | 100.0 |
| | Salaried Medium & Large Size Firms | 33 | 66.0 | 807 | 34.0 |
| | Salaried All Size Firms | 314 | 94.9 | 2,053 | 56.7 |
| | Yes | | | | |
| | Salaried Medium & Large Size Firms | 17 | 34.0 | 1,569 | 66.0 |
| | Salaried All Size Firms | 17 | 5.1 | 1,569 | 43.3 |
| | Subtotal of Salaried Small Firms | 281 | 100.0 | 1,246 | 100.0 |
| | Subtotal of Salaried Medium & Large Size Firms | 50 | 100.0 | 2,376 | 100.0 |
| | Salaried Grand Total | 331 | 100.0 | 3,622 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 236 | 100.0 | 1,842 | 100.0 |
| | Full-time Hourly Medium & Large Size Firms | 40 | 95.2 | 2,370 | 89.0 |
| | Full-time Hourly All Size Firms | 276 | 99.3 | 4,212 | 93.5 |
| | Yes | | | | |
| | Full-time Hourly Medium & Large Size Firms | 2 | 4.8 | 294 | 11.0 |
| | Full-time Hourly All Size Firms | 2 | 0.7 | 294 | 6.5 |
| | Subtotal of Full-time Hourly Small Firms | 236 | 100.0 | 1,842 | 100.0 |
| | Subtotal of Full-time Hourly Medium & Large Size Firms | 42 | 100.0 | 2,664 | 100.0 |
| | Full-time Hourly Grand Total | 278 | 100.0 | 4,506 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 130 | 100.0 | 864 | 100.0 |
| | Part-time Hourly Medium & Large Size Firms | 37 | 100.0 | 419 | 100.0 |
| | Part-time Hourly All Size Firms | 167 | 100.0 | 1,283 | 100.0 |
| | Yes | | | | |
| | Subtotal of Part-time Hourly Small Firms | 130 | 100.0 | 864 | 100.0 |
| | Subtotal of Part-time Hourly Medium & Large Size Firms | 37 | 100.0 | 419 | 100.0 |
| | Part-time Hourly Grand Total | 167 | 100.0 | 1,283 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; & Large Firms are firms with 250 and more employees. This table includes public administration firms that have one or more employees that responded to this question. 32 public administration firms, or 100.0% of the public administration firms with employees responded to this question. Size categories with no firms are omitted from this table.

PUBLIC ADMINISTRATION

TABLE 5J: Type of Combined Leave Plans Offered for Oklahoma Public Administration 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | | | | |
| | Yes | | | | |
| | Salaried All Size Firms | | | | |
| | Salaried Grand Total | | | | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | | | | |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | | | | |
| | Full-time Hourly Grand Total | | | | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | | | | |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | | | | |
| | Part-time Hourly Grand Total | | | | |

PUBLIC ADMINISTRATION

TABLE 6J: Leave Included in Combined Leave Plans for Oklahoma Public Administration 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | | | | |
| | Yes | | | | |
| | Salaried All Size Firms | | | | |
| | Salaried Grand Total | | | | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | | | | |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | | | | |
| | Full-time Hourly Grand Total | | | | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | | | | |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | | | | |
| | Part-time Hourly Grand Total | | | | |

PUBLIC ADMINISTRATION

TABLE 7L: Minimum Combined Leave Time for Oklahoma Public Administration 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | 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 | | | | |
| | Salaried Grand Total | | | | |
| FULL-TIME HOURLY | 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 | | | | |
| | Full-time Hourly Grand Total | | | | |
| PART-TIME HOURLY | 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 | | | | |
| | Part-time Hourly Grand Total | | | | |

PUBLIC ADMINISTRATION

TABLE 8L: Maximum Combined Leave Time for Oklahoma Public Administration 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | 14 DAYS or LESS | | | | |
| | Salaried All Size Firms | | | | |
| | 15 to 24 DAYS | | | | |
| | Salaried All Size Firms | | | | |
| | 25 to 34 DAYS | | | | |
| | Salaried All Size Firms | | | | |
| | Salaried Grand Total | | | | |
| FULL-TIME HOURLY | 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 | | | | |
| | Full-time Hourly Grand Total | | | | |
| PART-TIME HOURLY | 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 | | | | |
| | Part-time Hourly Grand Total | | | | |

PUBLIC ADMINISTRATION

TABLE 9J: Seniority and Leave Time Increases in Combined Leave Plans for Oklahoma Public Administration 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | | | | |
| | Yes | | | | |
| | Salaried All Size Firms | | | | |
| | Salaried Grand Total | | | | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | | | | |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | | | | |
| | Full-time Hourly Grand Total | | | | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | | | | |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | | | | |
| | Part-time Hourly Grand Total | | | | |

PUBLIC ADMINISTRATION

TABLE 10J: Leave Accumulation in Combined Leave Plans for Oklahoma Public Administration 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | | | | |
| | Yes | | | | |
| | Salaried All Size Firms | | | | |
| | Salaried Grand Total | | | | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | | | | |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | | | | |
| | Full-time Hourly Grand Total | | | | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | | | | |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | | | | |
| | Part-time Hourly Grand Total | | | | |

PUBLIC ADMINISTRATION

TABLE 11L: Maximum Leave Accumulation in Combined Leave Plans for Oklahoma Public Administration 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 |
|---------------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | 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 | | | | | |
| | Salaried Grand Total | | | | |
| FULL-TIME HOURLY | 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 | | | | | |
| | Full-time Hourly Grand Total | | | | |
| PART-TIME HOURLY | 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 | | | | | |
| | Part-time Hourly Grand Total | | | | |

PUBLIC ADMINISTRATION

TABLE 12J: Pay Option in Combined Leave Plans for Oklahoma Public Administration 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | | | | |
| | Yes | | | | |
| | Salaried All Size Firms | | | | |
| | Salaried Grand Total | | | | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | | | | |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | | | | |
| | Full-time Hourly Grand Total | | | | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | | | | |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | | | | |
| | Part-time Hourly Grand Total | | | | |

PUBLIC ADMINISTRATION
Salary

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

| 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 |
|---|------------------------------------|--|--|--|
| 3 to 6 MONTHS | | | | |
| Small Firms | 24 | 11.2 | 49 | 2.7 |
| Medium Size Firms | 5 | 18.5 | 134 | 14.7 |
| All Size Firms | 29 | 12.0 | 183 | 6.6 |
| 7 to 11 MONTHS | | | | |
| Small Firms | 9 | 4.2 | 238 | 12.9 |
| Large and Medium Size Firms | 5 | 18.5 | 197 | 21.6 |
| All Size Firms | 14 | 5.8 | 435 | 15.8 |
| 12 MONTHS or MORE | | | | |
| Small Firms | 182 | 84.7 | 1,559 | 84.5 |
| Large and Medium Size Firms | 17 | 63.0 | 583 | 63.8 |
| All Size Firms | 199 | 82.2 | 2,142 | 77.6 |
| Subtotal of Small Firms | 215 | 100.0 | 1,846 | 100.0 |
| Subtotal of Large and Medium Size Firms | 27 | 100.0 | 914 | 100.0 |
| Grand Total | 242 | 100.0 | 2,760 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four. 24 public administration firms, or 96.0% of the applicable public administration firms responded to this question. Response categories with no responses and size categories with no firms are omitted from table.

PUBLIC ADMINISTRATION
Full-time Hourly

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

| 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 |
|---|------------------------------------|--|--|--|
| 3 to 6 MONTHS | | | | |
| Small Firms | 37 | 17.3 | 71 | 3.9 |
| Medium Size Firms | 10 | 28.6 | 1,218 | 54.8 |
| All Size Firms | 47 | 18.9 | 1,289 | 32.0 |
| 7 to 11 MONTHS | | | | |
| Small Firms | 9 | 4.2 | 238 | 13.2 |
| Large and Medium Size Firms | 5 | 14.3 | 197 | 8.9 |
| All Size Firms | 14 | 5.6 | 435 | 10.8 |
| 12 MONTHS or MORE | | | | |
| Small Firms | 168 | 78.5 | 1,498 | 82.9 |
| Large and Medium Size Firms | 20 | 57.1 | 806 | 36.3 |
| All Size Firms | 188 | 75.5 | 2,304 | 57.2 |
| Subtotal of Small Firms | 214 | 100.0 | 1,807 | 100.0 |
| Subtotal of Large and Medium Size Firms | 35 | 100.0 | 2,221 | 100.0 |
| Grand Total | 249 | 100.0 | 4,028 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration 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. 22 public administration firms, or 91.7% of the applicable public administration firms responded to this question. Response categories with no responses and size categories with no firms are omitted from table.

PUBLIC ADMINISTRATION
Part-time Hourly

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

| 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 |
|---|------------------------------------|--|--|--|
| Large and Medium Size Firms | 7 | 46.7 | 90 | 83.3 |
| All Size Firms | 7 | 6.4 | 90 | 9.2 |
| 3 to 6 MONTHS | | | | |
| Small Firms | 13 | 13.8 | 81 | 9.3 |
| All Size Firms | 13 | 11.9 | 81 | 8.3 |
| 7 to 11 MONTHS | | | | |
| Large and Medium Size Firms | 5 | 33.3 | 11 | 10.2 |
| All Size Firms | 5 | 4.6 | 11 | 1.1 |
| 12 MONTHS or MORE | | | | |
| Small Firms | 74 | 78.7 | 701 | 80.4 |
| Large and Medium Size Firms | 10 | 66.7 | 97 | 89.8 |
| All Size Firms | 84 | 77.1 | 798 | 81.4 |
| Subtotal of Small Firms | 94 | 100.0 | 872 | 100.0 |
| Subtotal of Large and Medium Size Firms | 15 | 100.0 | 108 | 100.0 |
| Grand Total | 109 | 100.0 | 980 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration 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. 10 public administration firms, or 58.8% of the applicable public administration firms responded to this question. Response categories with no responses and size categories with no firms are omitted from table.

PUBLIC ADMINISTRATION

Salary

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

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER TWO WEEKS of PAID VACATION | | | | |
| Large and Medium Size Firms | 1 | 2.9 | 21 | 2.6 |
| All Size Firms | 1 | 0.3 | 21 | 1.0 |
| 11 MONTHS or LESS | | | | |
| Small Firms | 34 | 13.1 | 343 | 28.3 |
| Large and Medium Size Firms | 5 | 14.7 | 30 | 3.7 |
| All Size Firms | 39 | 13.3 | 373 | 18.5 |
| 1 YEAR to 1 YEAR & 11 MONTHS | | | | |
| Small Firms | 96 | 36.9 | 487 | 40.2 |
| Large and Medium Size Firms | 15 | 44.1 | 493 | 61.0 |
| All Size Firms | 111 | 37.8 | 980 | 48.5 |
| 2 YEARS to 2 YEARS & 11 MONTHS | | | | |
| Small Firms | 86 | 33.1 | 225 | 18.6 |
| Medium Size Firms | 8 | 23.5 | 234 | 29.0 |
| All Size Firms | 94 | 32.0 | 459 | 22.7 |
| 3 YEARS to 3 YEARS & 11 MONTHS | | | | |
| Small Firms | 22 | 8.5 | 87 | 7.2 |
| All Size Firms | 22 | 7.5 | 87 | 4.3 |
| 4 or MORE YEARS | | | | |
| Small Firms | 22 | 8.5 | 69 | 5.7 |
| Large and Medium Size Firms | 5 | 14.7 | 30 | 3.7 |
| All Size Firms | 27 | 9.2 | 99 | 4.9 |
| Subtotal of Small Firms | 260 | 100.0 | 1,211 | 100.0 |
| Subtotal of Large and Medium Size Firms | 34 | 100.0 | 808 | 100.0 |
| Grand Total | 294 | 100.0 | 2,019 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration 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. 24 public administration firms, or 100.0% of the applicable public administration firms responded to this question. Size categories with no firms are omitted from table.

PUBLIC ADMINISTRATION
Full-time Hourly

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

| 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 |
|---|------------------------------------|--|--|--|
| 11 MONTHS or LESS | | | | |
| Small Firms | 21 | 9.7 | 266 | 14.7 |
| Large and Medium Size Firms | 10 | 24.4 | 1,233 | 52.0 |
| All Size Firms | 31 | 12.1 | 1,499 | 35.9 |
| 1 YEAR to 1 YEAR & 11 MONTHS | | | | |
| Small Firms | 100 | 46.3 | 717 | 39.7 |
| Large and Medium Size Firms | 15 | 36.6 | 518 | 21.9 |
| All Size Firms | 115 | 44.7 | 1,235 | 29.6 |
| 2 YEARS to 2 YEARS & 11 MONTHS | | | | |
| Small Firms | 73 | 33.8 | 650 | 36.0 |
| Medium Size Firms | 8 | 19.5 | 251 | 10.6 |
| All Size Firms | 81 | 31.5 | 901 | 21.6 |
| 3 YEARS to 3 YEARS & 11 MONTHS | | | | |
| Small Firms | 22 | 10.2 | 173 | 9.6 |
| All Size Firms | 22 | 8.6 | 173 | 4.1 |
| 4 or MORE YEARS | | | | |
| Large and Medium Size Firms | 8 | 19.5 | 368 | 15.5 |
| All Size Firms | 8 | 3.1 | 368 | 8.8 |
| Subtotal of Small Firms | 216 | 100.0 | 1,806 | 100.0 |
| Subtotal of Large and Medium Size Firms | 41 | 100.0 | 2,370 | 100.0 |
| Grand Total | 257 | 100.0 | 4,176 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration 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. 22 public administration firms, or 100.0% of the applicable public administration firms responded to this question. Size categories with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 14AD:Qualifying for Two Week's Vacation for Oklahoma Public Administratic Part-time Hourly Employees by Firm Size.* Question 14: "How long must an employe work to qualify for two weeks of paid vacation?"

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER TWO WEEKS of PAID VACATION | | | | |
| Large and Medium Size Firms | 5 | 20.0 | 60 | 24.8 |
| All Size Firms | 5 | 4.5 | 60 | 5.9 |
| 11 MONTHS or LESS | | | | |
| Large and Medium Size Firms | 5 | 20.0 | 74 | 30.6 |
| All Size Firms | 5 | 4.5 | 74 | 7.2 |
| 1 YEAR to 1 YEAR & 11 MONTHS | | | | |
| Small Firms | 65 | 74.7 | 609 | 77.9 |
| Large and Medium Size Firms | 10 | 40.0 | 15 | 6.2 |
| All Size Firms | 75 | 67.0 | 624 | 60.9 |
| 2 YEARS to 2 YEARS & 11 MONTHS | | | | |
| Small Firms | 22 | 25.3 | 173 | 22.1 |
| All Size Firms | 22 | 19.6 | 173 | 16.9 |
| 4 or MORE YEARS | | | | |
| Large and Medium Size Firms | 5 | 20.0 | 93 | 38.4 |
| All Size Firms | 5 | 4.5 | 93 | 9.1 |
| Subtotal of Small Firms | 87 | 100.0 | 782 | 100.0 |
| Subtotal of Large and Medium Size Firms | 25 | 100.0 | 242 | 100.0 |
| Grand Total | 112 | 100.0 | 1,024 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration 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. 8 public administration firms, or 100.0% of the applicable public administration firms responded to this question. Size categories with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Salary

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

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER THREE WEEKS of PAID VACATION | | | | |
| Small Firms | 85 | 32.8 | 348 | 28.7 |
| Large and Medium Size Firms | 7 | 25.0 | 91 | 21.3 |
| All Size Firms | 92 | 32.1 | 439 | 26.8 |
| 3 YEARS or LESS | | | | |
| Small Firms | 35 | 13.5 | 329 | 27.2 |
| Large and Medium Size Firms | 5 | 17.9 | 30 | 7.0 |
| All Size Firms | 40 | 142.9 | 359 | 21.9 |
| 4 YEARS TO 7 YEARS & 11 MONTHS | | | | |
| Small Firms | 96 | 37.1 | 413 | 34.1 |
| Large and Medium Size Firms | 15 | 53.6 | 286 | 66.8 |
| All Size Firms | 111 | 38.7 | 699 | 42.6 |
| 8 YEARS TO 11 YEARS 11 MONTHS | | | | |
| Small Firms | 43 | 16.6 | 121 | 10.0 |
| Large and Medium Size Firms | 1 | 3.6 | 21 | 4.9 |
| All Size Firms | 44 | 15.3 | 142 | 8.7 |
| Subtotal of Small Firms | 259 | 100.0 | 1,211 | 100.0 |
| Subtotal of Large and Medium Size Firms | 28 | 100.0 | 428 | 100.0 |
| Grand Total | 287 | 100.0 | 1,639 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration 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. 23 public administration firms, or 95.8% of the applicable public administration firms responded to this question. Response categories with no response are omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

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

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER THREE WEEKS of PAID VACATION | | | | |
| Small Firms | 76 | 35.3 | 392 | 21.7 |
| Large and Medium Size Firms | 7 | 17.5 | 274 | 11.6 |
| All Size Firms | 83 | 32.5 | 666 | 15.9 |
| 3 YEARS or LESS | | | | |
| Small Firms | 22 | 10.2 | 503 | 27.8 |
| Large and Medium Size Firms | 5 | 12.5 | 1,084 | 45.7 |
| All Size Firms | 27 | 67.5 | 1,587 | 38.0 |
| 4 YEARS TO 7 YEARS & 11 MONTHS | | | | |
| Small Firms | 61 | 28.4 | 665 | 36.8 |
| Large and Medium Size Firms | 20 | 50.0 | 655 | 27.6 |
| All Size Firms | 81 | 31.8 | 1,320 | 31.6 |
| 8 YEARS TO 11 YEARS 11 MONTHS | | | | |
| Small Firms | 56 | 26.0 | 247 | 13.7 |
| Large and Medium Size Firms | 8 | 20.0 | 357 | 15.1 |
| All Size Firms | 64 | 25.1 | 604 | 14.5 |
| Subtotal of Small Firms | 215 | 100.0 | 1,807 | 100.0 |
| Subtotal of Large and Medium Size Firms | 40 | 100.0 | 2,370 | 100.0 |
| Grand Total | 255 | 100.0 | 4,177 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration 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. 22 public administration firms, or 100.0% of the applicable public administration firms responded to this question.

PUBLIC ADMINISTRATION
Part-time Hourly

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

| 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 |
|--|------------------------------------|--|--|--|
| DO NOT OFFER THREE WEEKS of PAID VACATION | | | | |
| Small Firms | 43 | 39.4 | 225 | 2.9 |
| Large and Medium Size Firms | 5 | 20.0 | 11 | 4.5 |
| All Size Firms | 48 | 35.8 | 236 | 2.9 |
| 3 YEARS or LESS | | | | |
| Small Firms | 22 | 20.2 | 173 | 2.2 |
| All Size Firms | 22 | 88.0 | 173 | 2.1 |
| 4 YEARS TO 7 YEARS & 11 MONTHS | | | | |
| Small Firms | 44 | 40.4 | 7,453 | 94.9 |
| Large and Medium Size Firms | 20 | 80.0 | 231 | 95.5 |
| All Size Firms | 64 | 47.8 | 7,684 | 94.9 |
| Subtotal of Small Firms | 109 | 100.0 | 7,851 | 100.0 |
| Subtotal of Large and Medium Size Firms | 25 | 100.0 | 242 | 100.0 |
| Grand Total | 134 | 100.0 | 8,093 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration 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. 8 public administration firms, or 100.0% of the applicable public administration firms responded to this question. Response categories with no response and size categories with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Salary

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

| 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 |
|---|------------------------------------|--|--|--|
| DO NOT OFFER FOUR WEEKS of PAID VACATION | | | | |
| Small Firms | 154 | 61.6 | 681 | 56.9 |
| Large and Medium Size Firms | 15 | 51.7 | 150 | 35.0 |
| All Size Firms | 169 | 60.6 | 831 | 51.2 |
| 9 YEARS or LESS | | | | |
| Small Firms | 35 | 14.0 | 312 | 26.1 |
| Large and Medium Size Firms | 5 | 17.2 | 30 | 7.0 |
| All Size Firms | 40 | 14.3 | 342 | 21.1 |
| 10 YEARS TO 15 YEARS & 11 MONTHS | | | | |
| Small Firms | 61 | 24.4 | 203 | 17.0 |
| Large and Medium Size Firms | 9 | 31.0 | 248 | 57.9 |
| All Size Firms | 70 | 25.1 | 451 | 27.8 |
| Subtotal of Small Firms | 250 | 100.0 | 1,196 | 100.0 |
| Subtotal of Large and Medium Size Firms | 29 | 100.0 | 428 | 100.0 |
| Grand Total | 279 | 100.0 | 1,624 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration 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. 132 public administration firms, or 82.5% of the applicable public administration firms responded to this question. Response categories with no response are omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

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

| 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 |
|---|------------------------------------|--|--|--|
| DO NOT OFFER FOUR WEEKS of PAID VACATION | | | | |
| Small Firms | 154 | 74.4 | 1,142 | 65.4 |
| Large and Medium Size Firms | 20 | 52.6 | 778 | 36.2 |
| All Size Firms | 174 | 71.0 | 1,920 | 49.3 |
| 9 YEARS or LESS | | | | |
| Large and Medium Size Firms | 5 | 13.2 | 1,084 | 50.5 |
| All Size Firms | 5 | 2.0 | 1,084 | 27.8 |
| 10 YEARS TO 15 YEARS & 11 MONTHS | | | | |
| Small Firms | 53 | 25.6 | 604 | 34.6 |
| Large and Medium Size Firms | 8 | 21.1 | 151 | 7.0 |
| All Size Firms | 61 | 24.9 | 755 | 19.4 |
| 16 or MORE YEARS | | | | |
| Large and Medium Size Firms | 5 | 13.2 | 134 | 6.2 |
| All Size Firms | 5 | 2.0 | 134 | 3.4 |
| Subtotal of Small Firms | 207 | 100.0 | 1,746 | 100.0 |
| Subtotal of Large and Medium Size Firms | 38 | 100.0 | 2,147 | 100.0 |
| Grand Total | 245 | 100.0 | 3,893 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration 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. 20 public administration firms, or 90.9% of the applicable public administration firms responded to this question.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 16AD: Qualifying for Four Week's Vacation for Oklahoma Public Administration Part-time Hourly Employees.* Question 16: "How long must an employee work to qualify for four weeks of paid vacation?"

| 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 |
|---|------------------------------------|--|--|--|
| DO NOT OFFER FOUR WEEKS of PAID VACATION | | | | |
| Small Firms | 78 | 71.6 | 480 | 56.3 |
| Large and Medium Size Firms | 23 | 82.1 | 242 | 98.4 |
| All Size Firms | 101 | 73.7 | 722 | 65.8 |
| 9 YEARS or LESS | | | | |
| Small Firms | | 0.0 | | 0.0 |
| Large and Medium Size Firms | 5 | 17.9 | 4 | 1.6 |
| All Size Firms | 5 | 3.6 | 4 | 0.4 |
| 10 YEARS TO 15 YEARS & 11 MONTHS | | | | |
| Small Firms | 31 | 28.4 | 372 | 43.7 |
| All Size Firms | 31 | 22.6 | 372 | 33.9 |
| Subtotal of Small Firms | 109 | 100.0 | 852 | 100.0 |
| Subtotal of Large and Medium Size Firms | 28 | 100.0 | 246 | 100.0 |
| Grand Total | 137 | 100.0 | 1,098 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration 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. 8 public administration firms, or 100.0% of the applicable public administration firms responded to this question. Response categories with no response are omitted from this table.

PUBLIC ADMINISTRATION

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

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 185 | 78.1 | 907 | 80.6 |
| | Salaried Medium & Large Size Firms | 19 | 44.1 | 542 | 32.8 |
| | Salaried All Size Firms | 204 | 75.3 | 1,449 | 75.0 |
| | Yes | | | | |
| | Salaried Small Firms | 52 | 21.9 | 218 | 19.4 |
| | Salaried Medium & Large Size Firms | 15 | 44.1 | 265 | 32.8 |
| | Salaried All Size Firms | 67 | 24.7 | 483 | 25.0 |
| | Subtotal of Salaried Small Firms | 237 | 100.0 | 1,125 | 100.0 |
| | Subtotal of Salaried Medium & Large Size Firms | 34 | 100.0 | 807 | 100.0 |
| | Salaried Grand Total | 271 | 100.0 | 1,932 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 162 | 83.9 | 892 | 54.6 |
| | Full-time Hourly Medium & Large Size Firms | 25 | 62.5 | 1,762 | 74.3 |
| | Full-time Hourly All Size Firms | 187 | 80.3 | 2,654 | 66.3 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 31 | 16.1 | 741 | 45.4 |
| | Full-time Hourly Medium & Large Size Firms | 15 | 37.5 | 608 | 25.7 |
| | Full-time Hourly All Size Firms | 46 | 19.7 | 1,349 | 33.7 |
| | Subtotal of Full-time Hourly Small Firms | 193 | 100.0 | 1,633 | 100.0 |
| | Subtotal of Full-time Hourly Medium & Large Size Firms | 40 | 100.0 | 2,370 | 100.0 |
| | Full-time Hourly Grand Total | 233 | 100.0 | 4,003 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 100 | 82.0 | 683 | 79.8 |
| | Part-time Hourly Medium & Large Size Firms | 25 | 100.0 | 242 | 100.0 |
| | Part-time Hourly All Size Firms | 125 | 85.0 | 925 | 84.2 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 22 | 18.0 | 173 | 20.2 |
| | Part-time Hourly All Size Firms | 22 | 15.0 | 173 | 15.8 |
| | Subtotal of Part-time Hourly Small Firms | 122 | 100.0 | 856 | 100.0 |
| Subtotal of Part-time Hourly Medium & Large Size Firms | 25 | 100.0 | 242 | 100.0 | |
| | Part-time Hourly Grand Total | 147 | 100.0 | 1,098 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration 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. 27 public administration firms, or 96.4% of the applicable public administration firms responded to this question.

PUBLIC ADMINISTRATION

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

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 117 | 45.2 | 332 | 27.4 |
| | Salaried Medium & Large Size Firms | 5 | 15.2 | 380 | 47.0 |
| | Salaried All Size Firms | 122 | 41.8 | 712 | 35.2 |
| | Yes | | | | |
| | Salaried Small Firms | 142 | 54.8 | 880 | 72.6 |
| | Salaried Medium & Large Size Firms | 28 | 84.8 | 428 | 53.0 |
| | Salaried All Size Firms | 170 | 58.2 | 1,308 | 64.8 |
| | Subtotal of Salaried Small Firms | 259 | 100.0 | 1,212 | 100.0 |
| | Subtotal of Salaried Medium & Large Size Firms | 33 | 100.0 | 808 | 100.0 |
| | Salaried Grand Total | 292 | 100.0 | 2,020 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 95 | 44.2 | 357 | 19.8 |
| | Full-time Hourly Medium & Large Size Firms | 3 | 7.5 | 223 | 9.4 |
| | Full-time Hourly All Size Firms | 98 | 38.4 | 580 | 13.9 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 120 | 55.8 | 1,450 | 80.2 |
| | Full-time Hourly Medium & Large Size Firms | 37 | 92.5 | 2,147 | 90.6 |
| | Full-time Hourly All Size Firms | 157 | 61.6 | 3,597 | 86.1 |
| | Subtotal of Full-time Hourly Small Firms | 215 | 100.0 | 1,807 | 100.0 |
| | Subtotal of Full-time Hourly Medium & Large Size Firms | 40 | 100.0 | 2,370 | 100.0 |
| | Full-time Hourly Grand Total | 255 | 100.0 | 4,177 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 22 | 22.0 | 13 | 1.6 |
| | Part-time Hourly Medium & Large Size Firms | 5 | 20.0 | 60 | 24.8 |
| | Part-time Hourly All Size Firms | 27 | 21.6 | 73 | 7.1 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 78 | 78.0 | 775 | 98.4 |
| | Part-time Hourly Medium & Large Size Firms | 20 | 80.0 | 182 | 75.2 |
| | Part-time Hourly All Size Firms | 98 | 78.4 | 957 | 92.9 |
| | Subtotal of Part-time Hourly Small Firms | 100 | 100.0 | 788 | 100.0 |
| | Subtotal of Part-time Hourly Medium & Large Size Firms | 25 | 100.0 | 242 | 100.0 |
| | Part-time Hourly Grand Total | 125 | 100.0 | 1,030 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration 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. 28 public administration firms, or 100.0% of the applicable public administration firms responded to this question.

PUBLIC ADMINISTRATION
Salary

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

| 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 |
|---|------------------------------------|--|--|--|
| 10 DAYS OR LESS | | | | |
| Small Firms | 55 | 38.7 | 367 | 41.7 |
| Large and Medium Size Firms | 15 | 53.6 | 171 | 39.9 |
| All Size Firms | 70 | 41.2 | 538 | 41.1 |
| 11 TO 30 DAYS | | | | |
| Small Firms | 78 | 54.9 | 468 | 53.2 |
| Large and Medium Size Firms | 1 | 3.6 | 21 | 4.9 |
| All Size Firms | 79 | 46.5 | 489 | 37.4 |
| 31 DAYS OR OVER | | | | |
| Small Firms | 9 | 6.3 | 45 | 5.1 |
| Large and Medium Size Firms | 7 | 25.0 | 31 | 7.2 |
| All Size Firms | 16 | 9.4 | 76 | 5.8 |
| NO MAXIMUM or LIMIT | | | | |
| Large and Medium Size Firms | 5 | 17.9 | 205 | 47.8 |
| All Size Firms | 5 | 2.9 | 205 | 15.7 |
| Subtotal of Small Firms | 142 | 100.0 | 880 | 100.0 |
| Subtotal of Large and Medium Size Firms | 28 | 100.0 | 428 | 99.8 |
| Grand Total | 170 | 100.0 | 1,308 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Public administration firms that are included in this table met the following criteria: they had one or more salaried employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid vacation by responding yes on question 13 and they specified that they allowed vacation to accumulate by answering yes to question 18. 17 public administration firms, or 100.0% of the applicable public administration firms responded to this question. Firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

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

| 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 |
|---|------------------------------------|--|--|--|
| 10 DAYS OR LESS | | | | |
| Small Firms | 46 | 38.3 | 119 | 8.2 |
| Large and Medium Size Firms | 15 | 40.5 | 652 | 30.4 |
| All Size Firms | 61 | 38.9 | 771 | 21.4 |
| 11 TO 30 DAYS | | | | |
| Small Firms | 65 | 54.2 | 1,093 | 75.4 |
| Large and Medium Size Firms | 10 | 27.0 | 1,233 | 57.4 |
| All Size Firms | 75 | 47.8 | 2,326 | 64.6 |
| 31 DAYS OR OVER | | | | |
| Small Firms | 9 | 7.5 | 238 | 16.4 |
| Large and Medium Size Firms | 7 | 18.9 | 222 | 10.3 |
| All Size Firms | 16 | 10.2 | 460 | 12.8 |
| NO MAXIMUM or LIMIT | | | | |
| Large and Medium Size Firms | 5 | 13.5 | 41 | 1.9 |
| All Size Firms | 5 | 3.2 | 41 | 1.1 |
| Subtotal of Small Firms | 120 | 100.0 | 1,450 | 100.0 |
| Subtotal of Large and Medium Size Firms | 37 | 100.0 | 2,148 | 100.0 |
| Grand Total | 157 | 100.0 | 3,598 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Public administration firms that are included in this table met the following criteria: they had one or more full-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid vacation by responding yes on question 13 and they specified that they allowed vacation to accumulate by answering yes to question 18. 15 public administration firms, or 100.0% of the applicable public administration firms responded to this question. Firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 19AD: Maximum Vacation Accumulation for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.* Question 19: "If yes on question #18, what is the maximum number of vacation days any employee in each category can accumulate?"

| 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 |
|--------------------|------------------------------------|--|--|--|
| 10 DAYS OR LESS | | | | |
| All Size Firms | 40 | 40.8 | 403 | 30.9 |
| 11 TO 30 DAYS | | | | |
| All Size Firms | 53 | 54.1 | 775 | 59.5 |
| 31 DAYS OR OVER | | | | |
| All Size Firms | 5 | 5.1 | 125 | 9.6 |
| Grand Total | 98 | 100.0 | 1,303 | 100.0 |

Note: Public administration firms that are included in this table met the following criteria: they had one or more part-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid vacation by responding yes on question 13 and they specified that they allowed vacation to accumulate by answering yes to question 18. 15 public administration firms, or 100.0% of the applicable public administration firms responded to this question. Response categories with no response and firm sizes are omitted from this table.

PUBLIC ADMINISTRATION
Salary

TABLE 20AB: Maximum Sick Leave for Oklahoma Public Administration Services Salary Employees by Firm Size.* Question 20: "What is the maximum number of paid sick leave days offered to any employee in each category a year?"

| 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 |
|---|------------------------------------|--|--|--|
| 5 DAYS or LESS | | | | |
| Small Firms | 22 | 8.5 | 87 | 7.2 |
| Large and Medium Size Firms | 3 | 8.8 | 29 | 3.6 |
| All Size Firms | 25 | 8.5 | 116 | 5.7 |
| 6 to 9 DAYS | | | | |
| Small Firms | 31 | 11.9 | 50 | 4.1 |
| Large and Medium Size Firms | 10 | 29.4 | 294 | 36.4 |
| All Size Firms | 41 | 13.9 | 344 | 17.0 |
| 10 to 14 DAYS | | | | |
| Small Firms | 161 | 61.9 | 775 | 63.9 |
| Large and Medium Size Firms | 8 | 23.5 | 52 | 6.4 |
| All Size Firms | 169 | 57.5 | 827 | 41.0 |
| 15 or MORE DAYS | | | | |
| Small Firms | 46 | 17.7 | 300 | 24.8 |
| Large and Medium Size Firms | 13 | 38.2 | 432 | 53.5 |
| All Size Firms | 59 | 20.1 | 732 | 36.3 |
| Subtotal of Small Firms | 260 | 100.0 | 1,212 | 100.0 |
| Subtotal of Large and Medium Size Firms | 34 | 100.0 | 807 | 100.0 |
| Grand Total | 294 | 100.0 | 2,019 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four. 24 public administration firms, or 96.0% of the applicable public administration firms responded to this question. Firm sizes with no firms were omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 20AC: Maximum Sick Leave for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 20: "What is the maximum number of paid sick leave days offered to any employee in each category a year?"

| 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 |
|---|------------------------------------|--|--|--|
| 5 DAYS or LESS | | | | |
| Small Firms | 22 | 10.2 | 35 | 1.9 |
| Large and Medium Size Firms | 3 | 7.3 | 210 | 8.9 |
| All Size Firms | 25 | 9.8 | 245 | 5.9 |
| 6 to 9 DAYS | | | | |
| Small Firms | 22 | 10.2 | 52 | 2.9 |
| Large and Medium Size Firms | 18 | 43.9 | 610 | 25.7 |
| All Size Firms | 40 | 15.6 | 662 | 15.8 |
| 10 to 14 DAYS | | | | |
| Small Firms | 112 | 52.1 | 1,320 | 73.0 |
| Large and Medium Size Firms | 12 | 29.3 | 1,294 | 54.6 |
| All Size Firms | 124 | 48.4 | 2,614 | 62.6 |
| 15 or MORE DAYS | | | | |
| Small Firms | 59 | 27.4 | 401 | 22.2 |
| Large and Medium Size Firms | 8 | 19.5 | 255 | 10.8 |
| All Size Firms | 67 | 26.2 | 656 | 15.7 |
| Subtotal of Small Firms | 215 | 100.0 | 1,808 | 100.0 |
| Subtotal of Large and Medium Size Firms | 41 | 100.0 | 2,369 | 100.0 |
| Grand Total | 256 | 100.0 | 4,177 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration 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. 23 public administration firms, or 95.8% of the applicable public administration firms responded to this question.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 20AD: Maximum Sick Leave for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.* Question 20: "What is the maximum number of paid sick leave days offered to any employee in each category a year?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| NONE | | | | |
| Large and Medium Size Firms | 5 | 20.0 | 60 | 24.7 |
| All Size Firms | 5 | 4.0 | 60 | 5.8 |
| 6 to 9 DAYS | | | | |
| Large and Medium Size Firms | 15 | 60.0 | 179 | 73.7 |
| All Size Firms | 15 | 12.1 | 179 | 17.4 |
| 10 to 14 DAYS | | | | |
| Small Firms | 52 | 52.5 | 337 | 42.8 |
| Large and Medium Size Firms | 5 | 20.0 | 4 | 1.6 |
| All Size Firms | 57 | 0.0 | 341 | 0.0 |
| 15 or MORE DAYS | | | | |
| Small Firms | 47 | 47.5 | 451 | 57.2 |
| All Size Firms | 47 | 37.9 | 451 | 43.7 |
| Subtotal of Small Firms | 99 | 100.0 | 788 | 100.0 |
| Subtotal of Large and Medium Size Firms | 25 | 100.0 | 243 | 100.0 |
| Grand Total | 124 | 100.0 | 1,031 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration 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. 11 public administration firms, or 64.7% of the applicable public administration firms responded to this question. Size categories with no firms are omitted from table.

PUBLIC ADMINISTRATION

TABLE 21J: Sick Leave Accumulation for Oklahoma Public Administration 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 |
|-------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 22 | 8.5 | 87 | 7.2 |
| | Salaried Medium & Large Size Firms | 10 | 30.3 | 469 | 58.1 |
| | Salaried All Size Firms | 32 | 11.0 | 556 | 27.5 |
| | Yes | | | | |
| | Salaried Small Firms | 237 | 91.5 | 1,125 | 92.8 |
| | Salaried Medium & Large Size Firms | 23 | 69.7 | 338 | 41.9 |
| | Salaried All Size Firms | 260 | 89.0 | 1,463 | 72.5 |
| | Subtotal of Salaried Small Firms | 259 | 100.0 | 1,212 | 100.0 |
| | Subtotal of Salaried Medium & Large Size Firms | 33 | 100.0 | 807 | 100.0 |
| | Salaried Grand Total | 292 | 100.0 | 2,019 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 35 | 16.3 | 56 | 3.1 |
| | Full-time Hourly Medium & Large Size Firms | 5 | 12.5 | 197 | 8.3 |
| | Full-time Hourly All Size Firms | 40 | 15.7 | 253 | 6.1 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 180 | 83.7 | 1,751 | 96.9 |
| | Full-time Hourly Medium & Large Size Firms | 35 | 87.5 | 2,173 | 91.7 |
| | Full-time Hourly All Size Firms | 215 | 84.3 | 3,924 | 93.9 |
| | Subtotal of Full-time Hourly Small Firms | 215 | 100.0 | 1,807 | 100.0 |
| | Subtotal of Full-time Hourly Medium & Large Size Firms | 40 | 100.0 | 2,370 | 100.0 |
| | Full-time Hourly Grand Total | 255 | 100.0 | 4,177 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 13 | 13.0 | 5 | 0.6 |
| | Part-time Hourly Medium & Large Size Firms | 10 | 40.0 | 71 | 29.3 |
| | Part-time Hourly All Size Firms | 23 | 18.4 | 76 | 7.4 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 87 | 87.0 | 782 | 99.4 |
| | Part-time Hourly Medium & Large Size Firms | 15 | 60.0 | 171 | 70.7 |
| | Part-time Hourly All Size Firms | 102 | 81.6 | 953 | 92.6 |
| | Subtotal of Part-time Hourly Small Firms | 100 | 100.0 | 787 | 100.0 |
| | Subtotal of Part-time Hourly Medium & Large Size Firms | 25 | 100.0 | 242 | 100.0 |
| | Part-time Hourly Grand Total | 125 | 100.0 | 1,029 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more employees and specified that they do not combined leave time by answering no to question four and indicated that they offer paid sick leave by response on question 20. 29 public administration firms, or 100.0% of the applicable public administration firms responded to this question. Firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Salary

TABLE 22AB: Maximum Sick Leave Accumulation for Oklahoma Public Administration Salary Employees by Firm Size.* Question 22: "If yes on question #21, what is the maximum number of sick leave days any employee in each category can accumulate?"

| 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 |
|---|------------------------------------|--|--|--|
| 5 DAYS or LESS | Small Firms | 22 | 69 | 6.6 |
| | Large and Medium Size Firms | 3 | 29 | 8.6 |
| | All Size Firms | 25 | 98 | 7.1 |
| 6 to 14 DAYS | Small Firms | 22 | 35 | 3.4 |
| | All Size Firms | 22 | 35 | 2.5 |
| 30 or MORE DAYS | Small Firms | 151 | 830 | 80.0 |
| | Large and Medium Size Firms | 21 | 309 | 91.4 |
| | | 172 | 1,139 | 82.8 |
| NO MAXIMUM or LIMIT | Small Firms | 22 | 104 | 10.0 |
| | All Size Firms | 22 | 104 | 7.6 |
| Subtotal of Small Firms | 217 | 100.0 | 1,038 | 100.0 |
| Subtotal of Large and Medium Size Firms | 24 | 100.0 | 338 | 100.0 |
| Grand Total | 241 | 100.0 | 1,376 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Public administration firms that are included in this table met the following criteria: they had one or more salaried employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 20 public administration firms, or 95.2% of the applicable public administration firms responded to this question. Firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 23AC: Bereavement Leave for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 23: "Do you offer paid bereavement leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 13 | 5.5 | 22 | 1.2 |
| Large and Medium Size Firms | 5 | 12.5 | 149 | 6.3 |
| All Size Firms | 18 | 6.5 | 171 | 4.1 |
| YES, 1 to 3 DAYS | | | | |
| Small Firms | 180 | 75.9 | 1,490 | 80.9 |
| Large and Medium Size Firms | 35 | 87.5 | 2,221 | 93.7 |
| All Size Firms | 215 | 77.6 | 3,711 | 88.1 |
| YES, 4 to 7 DAYS | | | | |
| Small Firms | 22 | 9.3 | 69 | 3.7 |
| All Size Firms | 22 | 7.9 | 69 | 1.6 |
| YES, 8 DAYS and OVER | | | | |
| Small Firms | 22 | 9.3 | 260 | 14.1 |
| All Size Firms | 22 | 7.9 | 260 | 6.2 |
| Subtotal of Small Firms | 237 | 100.0 | 1,841 | 100.0 |
| Subtotal of Large and Medium Size Firms | 40 | 100.0 | 2,370 | 100.0 |
| Grand Total | 277 | 100.0 | 4,211 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Public administration 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. 24 public administration firms, or 100.0% of the applicable public administration firms responded to this question. Firms sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 22AD: Maximum Sick Leave Accumulation for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.* Question 22: "If yes on question #21, what is the maximum number of sick leave days any employee in each category can accumulate?"

| 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 |
|---------------------|------------------------------------|--|--|--|
| 30 or MORE DAYS | | | | |
| All Size Firms | 75 | 73.5 | 585 | 61.4 |
| NO MAXIMUM or LIMIT | | | | |
| All Size Firms | 27 | 26.5 | 368 | 38.6 |
| Grand Total | 102 | 100.0 | 953 | 100.0 |

Note: Public administration that are included in this table met the following criteria: they had one or more part-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 8 public administration firms, or 100.0% of the applicable public administration firms responded to this question. Response categories with no responses and firm sizes are omitted from this table.

PUBLIC ADMINISTRATION
Salary

TABLE 23AB: Bereavement Leave for Oklahoma Public Administration Salary Employees by Firm Size.* Question 23: "Do you offer paid bereavement leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 44 | 16.9 | 327 | 26.6 |
| All Size Firms | 44 | 14.5 | 327 | 10.3 |
| YES, 1 to 3 DAYS | | | | |
| Small Firms | 172 | 66.2 | 711 | 57.9 |
| Large and Medium Size Firms | 43 | 100.0 | 1,941 | 100.0 |
| All Size Firms | 215 | 71.0 | 2,652 | 83.7 |
| YES, 4 to 7 DAYS | | | | |
| Small Firms | 22 | 8.5 | 156 | 12.7 |
| All Size Firms | 22 | 7.3 | 156 | 4.9 |
| YES, 8 DAYS and OVER | | | | |
| Small Firms | 22 | 8.5 | 35 | 2.8 |
| All Size Firms | 22 | 7.3 | 35 | 1.1 |
| Subtotal of Small Firms | 260 | 100.0 | 1,229 | 100.0 |
| Subtotal of Large and Medium Size Firms | 43 | 100.0 | 1,941 | 100.0 |
| Grand Total | 303 | 100.0 | 3,170 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Public administration 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. 24 public administration firms, or 92.3% of the applicable public administration firms responded to this question. Firms sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION

Full-time Hourly

TABLE 23AC: Bereavement Leave for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 23: "Do you offer paid bereavement leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 13 | 5.5 | 22 | 1.2 |
| Large and Medium Size Firms | 5 | 12.5 | 149 | 6.3 |
| All Size Firms | 18 | 6.5 | 171 | 4.1 |
| YES, 1 to 3 DAYS | | | | |
| Small Firms | 180 | 75.9 | 1,490 | 80.9 |
| Large and Medium Size Firms | 35 | 87.5 | 2,221 | 93.7 |
| All Size Firms | 215 | 77.6 | 3,711 | 88.1 |
| YES, 4 to 7 DAYS | | | | |
| Small Firms | 22 | 9.3 | 69 | 3.7 |
| All Size Firms | 22 | 7.9 | 69 | 1.6 |
| YES, 8 DAYS and OVER | | | | |
| Small Firms | 22 | 9.3 | 260 | 14.1 |
| All Size Firms | 22 | 7.9 | 260 | 6.2 |
| Subtotal of Small Firms | 237 | 100.0 | 1,841 | 100.0 |
| Subtotal of Large and Medium Size Firms | 40 | 100.0 | 2,370 | 100.0 |
| Grand Total | 277 | 100.0 | 4,211 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Public administration 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. 24 public administration firms, or 100.0% of the applicable public administration firms responded to this question. Firms sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 23AD: Bereavement Leave for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.* Question 23: "Do you offer paid bereavement leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 26 | 13.1 | 11 | 0.7 |
| Large and Medium Size Firms | 20 | 40.0 | 268 | 55.4 |
| All Size Firms | 46 | 18.5 | 279 | 11.0 |
| YES, 1 to 3 DAYS | | | | |
| Small Firms | 130 | 65.3 | 1,252 | 79.5 |
| Large and Medium Size Firms | 30 | 60.0 | 216 | 44.6 |
| All Size Firms | 160 | 64.3 | 1,468 | 57.7 |
| YES, 4 to 7 DAYS | | | | |
| Small Firms | 43 | 21.6 | 312 | 19.8 |
| All Size Firms | 43 | 17.3 | 312 | 12.3 |
| Subtotal of Small Firms | 199 | 100.0 | 1,575 | 100.0 |
| Subtotal of Large and Medium Size Firms | 50 | 100.0 | 484 | 100.0 |
| Grand Total | 249 | 100.0 | 2,543 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Public administration 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. 22 public administration firms, or 64.7% of the applicable public administration firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Salary

TABLE 24AB: Short Term Disability Leave for Oklahoma Public Administration Salary Employees by Firm Size.* Question 24: "Do you offer short term paid disability leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 203 | 85.3 | 813 | 74.5 |
| Large and Medium Size Firms | 42 | 87.5 | 2,211 | 95.3 |
| All Size Firms | 245 | 85.7 | 3,024 | 88.6 |
| YES, 6 WEEKS or LESS | | | | |
| Small Firms | 22 | 9.2 | 35 | 3.2 |
| Large and Medium Size Firms | 5 | 10.4 | 89 | 3.8 |
| All Size Firms | 27 | 9.4 | 124 | 3.6 |
| YES, 14 to 26 WEEKS | | | | |
| Small Firms | 13 | 5.5 | 243 | 22.3 |
| Large and Medium Size Firms | 1 | 2.1 | 21 | 0.9 |
| All Size Firms | 14 | 4.9 | 264 | 7.7 |
| Subtotal of Small Firms | 238 | 100.0 | 1,091 | 100.0 |
| Subtotal of Large and Medium Size Firms | 48 | 100.0 | 2,321 | 100.0 |
| Grand Total | 286 | 100.0 | 3,412 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Public administration 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. 24 public administration firms, or 92.3% of the applicable public administration firms responded to this question. Firms sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 24AC: Short Term Disability Leave for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 24: "Do you offer short term paid disability leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 185 | 89.4 | 1,556 | 96.8 |
| Large and Medium Size Firms | 35 | 87.5 | 2,173 | 91.7 |
| All Size Firms | 220 | 89.1 | 3,729 | 93.7 |
| YES, 6 WEEKS or LESS | | | | |
| Small Firms | 22 | 10.6 | 52 | 3.2 |
| Large and Medium Size Firms | 5 | 12.5 | 197 | 8.3 |
| All Size Firms | 27 | 10.9 | 249 | 6.3 |
| Subtotal of Small Firms | 207 | 100.0 | 1,608 | 100.0 |
| Subtotal of Large and Medium Size Firms | 40 | 100.0 | 2,370 | 100.0 |
| Grand Total | 247 | 100.0 | 3,978 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Public administration 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. 22 public administration firms, or 91.7% of the applicable public administration firms responded to this question. Firms sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 24AD: Short Term Disability Leave for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.* Question 24: "Do you offer short term paid disability leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 199 | 100.0 | 1,575 | 100.0 |
| Large and Medium Size Firms | 49 | 83.1 | 530 | 96.0 |
| All Size Firms | 248 | 96.1 | 2,105 | 99.0 |
| YES, 6 WEEKS or LESS | | | | |
| Large and Medium Size Firms | 10 | 16.9 | 22 | 4.0 |
| All Size Firms | 10 | 3.9 | 22 | 1.0 |
| Subtotal of Small Firms | 199 | 100.0 | 1,575 | 100.0 |
| Subtotal of Large and Medium Size Firms | 59 | 100.0 | 552 | 100.0 |
| Grand Total | 258 | 100.0 | 2,127 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Public administration 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. 26 public administration firms, or 76.5% of the applicable public administration firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION

Salary

TABLE 25AB: Other Paid Leave for Oklahoma Public Administration Salary Hourly Employees by Firm Size.* Question 25: Please check boxes indicating any other paid leave you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| MILITARY | | | | |
| Small Firms | 78 | 45.1 | 519 | 63.8 |
| Large and Medium Size Firms | 34 | 70.8 | 1,712 | 73.8 |
| All Size Firms | 112 | 50.7 | 2,231 | 71.2 |
| JURY DUTY | | | | |
| Small Firms | 164 | 94.8 | 768 | 94.5 |
| Large and Medium Size Firms | 48 | 100.0 | 2,321 | 100.0 |
| All Size Firms | 212 | 95.9 | 3,089 | 98.6 |
| FAMILY MEDICAL | | | | |
| Small Firms | 81 | 46.8 | 490 | 60.3 |
| Large and Medium Size Firms | 30 | 62.5 | 1,597 | 68.8 |
| All Size Firms | 111 | 50.2 | 2,087 | 66.6 |
| MATERNITY LEAVE | | | | |
| Small Firms | 47 | 27.2 | 417 | 51.3 |
| Medium Size Firms | 35 | 72.9 | 1,686 | 72.6 |
| All Size Firms | 82 | 37.1 | 2,103 | 67.1 |
| PATERNITY LEAVE | | | | |
| Small Firms | 26 | 15.0 | 383 | 47.1 |
| Large and Medium Size Firms | 27 | 56.3 | 1,574 | 67.8 |
| All Size Firms | 53 | 24.0 | 1,957 | 62.4 |
| DOCTOR/DENTAL APPOINTMENT | | | | |
| Small Firms | 133 | 76.9 | 674 | 82.9 |
| Large and Medium Size Firms | 35 | 72.9 | 1,686 | 72.6 |
| All Size Firms | 168 | 76.0 | 2,360 | 75.3 |
| OTHER (please name) | | | | |
| Large and Medium Size Firms | 7 | 14.6 | 31 | 1.3 |
| All Size Firms | 7 | 3.2 | 31 | 1.0 |
| Subtotal of Small Firms | 173 | 100.0 | 813 | 100.0 |
| Subtotal of Large and Medium Size Firms | 48 | 100.0 | 2,321 | 100.0 |
| Grand Total | 221 | 100.0 | 3,134 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Public administration 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. 21 public administration firms, or 80.8% of the applicable public administration 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. Firms sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION

Full-time Hourly

TABLE 25AC: Other Paid Leave for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 25: Please check boxes indicating any other paid leave you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| MILITARY | | | | |
| Small Firms | 69 | 46.0 | 806 | 53.3 |
| Large and Medium Size Firms | 23 | 57.5 | 1,771 | 74.7 |
| All Size Firms | 92 | 48.4 | 2,577 | 66.4 |
| JURY DUTY | | | | |
| Small Firms | 133 | 88.7 | 1,213 | 80.2 |
| Large and Medium Size Firms | 40 | 100.0 | 2,370 | 100.0 |
| All Size Firms | 173 | 91.1 | 3,583 | 92.3 |
| FAMILY MEDICAL | | | | |
| Small Firms | 46 | 30.7 | 310 | 20.5 |
| Large and Medium Size Firms | 20 | 50.0 | 1,549 | 65.4 |
| All Size Firms | 66 | 34.7 | 1,859 | 47.9 |
| MATERNITY LEAVE | | | | |
| Small Firms | 55 | 36.7 | 364 | 24.1 |
| Medium Size Firms | 20 | 50.0 | 663 | 28.0 |
| All Size Firms | 75 | 39.5 | 1,027 | 26.5 |
| PATERNITY LEAVE | | | | |
| Small Firms | 13 | 8.7 | 22 | 1.5 |
| Large and Medium Size Firms | 12 | 30.0 | 356 | 15.0 |
| All Size Firms | 25 | 13.2 | 378 | 9.7 |
| DOCTOR/DENTAL APPOINTMENT | | | | |
| Small Firms | 111 | 74.0 | 934 | 61.8 |
| Large and Medium Size Firms | 20 | 50.0 | 663 | 28.0 |
| All Size Firms | 131 | 68.9 | 1,597 | 41.1 |
| OTHER (please name) | | | | |
| Large and Medium Size Firms | 7 | 17.5 | 222 | 9.4 |
| All Size Firms | 7 | 3.7 | 222 | 5.7 |
| Subtotal of Small Firms | 150 | 100.0 | 1,512 | 100.0 |
| Subtotal of Large and Medium Size Firms | 40 | 100.0 | 2,370 | 100.0 |
| Grand Total | 190 | 100.0 | 3,882 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Public administration 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. 20 public administration firms, or 83.3% of the applicable public administration 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. Firms sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION

Part-time Hourly

TABLE 25AD: Other Paid Leave for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.* Question 25: Please check boxes indicating any other paid leave you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| MILITARY | | | | |
| Small Firms | 95 | 60.9 | 519 | 41.1 |
| Large and Medium Size Firms | 30 | 75.0 | 216 | 59.2 |
| All Size Firms | 125 | 63.8 | 735 | 45.1 |
| JURY DUTY | | | | |
| Small Firms | 156 | 100.0 | 1,263 | 100.0 |
| Large and Medium Size Firms | 40 | 100.0 | 365 | 100.0 |
| All Size Firms | 196 | 100.0 | 1,628 | 100.0 |
| FAMILY MEDICAL | | | | |
| Small Firms | 26 | 16.7 | 162 | 12.8 |
| Large and Medium Size Firms | 20 | 50.0 | 194 | 53.2 |
| All Size Firms | 46 | 23.5 | 356 | 21.9 |
| MATERNITY LEAVE | | | | |
| Small Firms | 52 | 33.3 | 172 | 13.6 |
| Medium Size Firms | 20 | 50.0 | 209 | 57.3 |
| All Size Firms | 72 | 36.7 | 381 | 23.4 |
| PATERNITY LEAVE | | | | |
| Small Firms | 26 | 16.7 | 162 | 12.8 |
| Large and Medium Size Firms | 10 | 25.0 | 186 | 51.0 |
| All Size Firms | 36 | 18.4 | 348 | 21.4 |
| DOCTOR/DENTAL APPOINTMENT | | | | |
| Small Firms | 95 | 60.9 | 901 | 71.3 |
| Large and Medium Size Firms | 20 | 50.0 | 209 | 57.3 |
| All Size Firms | 115 | 58.7 | 1,110 | 68.2 |
| OTHER (please name) | | | | |
| Large and Medium Size Firms | 10 | 25.0 | 186 | 51.0 |
| All Size Firms | 10 | 5.1 | 186 | 11.4 |
| Subtotal of Small Firms | 156 | 100.0 | 1,263 | 100.0 |
| Subtotal of Large and Medium Size Firms | 40 | 100.0 | 365 | 100.0 |
| Grand Total | 196 | 100.0 | 1,628 | 100.0 |

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Public administration 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. 18 public administration firms, or 52.9% of the applicable public administration firms responded to this question. Firm sizes with no firms are omitted from this table. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

PUBLIC ADMINISTRATION
Salary

TABLE 26AB: Medical/health Care Offered for Oklahoma Public Administration Salary Employees by Firm Size.* Question 26: "Do you offer medical/health care plans to your employees?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 43 | 15.4 | 260 | 20.9 |
| All Size Firms | 43 | 13.1 | 260 | 7.2 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 116 | 41.4 | 333 | 26.7 |
| Large and Medium Size Firms | 7 | 14.6 | 436 | 18.5 |
| All Size Firms | 123 | 37.5 | 769 | 21.4 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 121 | 43.2 | 653 | 52.4 |
| Large and Medium Size Firms | 41 | 85.4 | 1,918 | 81.5 |
| All Size Firms | 162 | 49.4 | 2,571 | 71.4 |
| Subtotal of Small Firms | 280 | 100.0 | 1,246 | 100.0 |
| Subtotal of Large and Medium Size Firms | 48 | 100.0 | 2,354 | 100.0 |
| Grand Total | 328 | 100.0 | 3,600 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more salaried employees that responded to this question. 26 firms, or 96.3% of the public administration firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 26AC: Medical/health Care Offered for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 26: "Do you offer medical/health care plans to your employees?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 43 | 16.7 | 399 | 20.3 |
| Large and Medium Size Firms | 5 | 12.5 | 149 | 5.5 |
| All Size Firms | 48 | 16.1 | 548 | 11.7 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 107 | 41.5 | 789 | 40.2 |
| Large and Medium Size Firms | 2 | 5.0 | 294 | 10.8 |
| All Size Firms | 109 | 36.6 | 1,083 | 23.2 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 108 | 41.9 | 775 | 39.5 |
| Large and Medium Size Firms | 33 | 82.5 | 2,269 | 83.7 |
| All Size Firms | 141 | 47.3 | 3,044 | 65.1 |
| Subtotal of Small Firms | 258 | 100.0 | 1,963 | 100.0 |
| Subtotal of Large and Medium Size Firms | 40 | 100.0 | 2,712 | 100.0 |
| Grand Total | 298 | 100.0 | 4,675 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more full-time hourly employees that responded to this question. 26 firms, or 86.7% of the public administration firms with full-time hourly employees responded to this question.

PUBLIC ADMINISTRATION

Part-time Hourly

TABLE 26AD: Medical/health Care Offered for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.* Question 26: "Do you offer medical/health care plans to your employees?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 22 | 33.3 | 156 | 37.3 |
| Large and Medium Size Firms | 7 | 58.3 | 105 | 90.5 |
| All Size Firms | 29 | 37.2 | 261 | 48.9 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 31 | 47.0 | 181 | 43.3 |
| All Size Firms | 31 | 39.7 | 181 | 33.9 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 13 | 19.7 | 81 | 19.4 |
| Large and Medium Size Firms | 5 | 41.7 | 11 | 9.5 |
| All Size Firms | 18 | 23.1 | 92 | 17.2 |
| Subtotal of Small Firms | 66 | 100.0 | 418 | 100.0 |
| Subtotal of Large and Medium Size Firms | 12 | 100.0 | 116 | 100.0 |
| Grand Total | 78 | 100.0 | 534 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more part-time hourly employees that responded to this question. 7 firms, or 100.0% of the public administration firms with part-time hourly employees responded to this question.

PUBLIC ADMINISTRATION
Salary

TABLE 27AB: Types of Medical/health Care Plans Offered for Oklahoma Public Administration Salary Employees by Firm Size.* 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 |
|--|------------------------------------|--|--|--|
| TRADITIONAL FEE-FOR-SERVICE | | | | |
| Small Firms | 22 | 10.2 | 35 | 3.9 |
| Large and Medium Size Firms | 15 | 34.9 | 1,513 | 76.6 |
| All Size Firms | 37 | 14.3 | 1,548 | 53.9 |
| HEALTH MAINTENANCE ORGANIZATION (HMO) | | | | |
| Small Firms | 21 | 9.7 | 100 | 11.1 |
| Large and Medium Size Firms | 31 | 72.1 | 1,858 | 94.1 |
| All Size Firms | 52 | 20.1 | 1,958 | 68.2 |
| PREFERRED PROVIDER ORGANIZATION (PPO) | | | | |
| Small Firms | 183 | 84.7 | 809 | 90.0 |
| Large and Medium Size Firms | 39 | 90.7 | 1,924 | 97.5 |
| All Size Firms | 222 | 85.7 | 2,733 | 95.1 |
| Subtotal of Small Firms | 216 | 100.0 | 899 | 100.0 |
| Subtotal of Large and Medium Size Firms | 43 | 100.0 | 1,974 | 100.0 |
| Grand Total | 259 | 100.0 | 2,873 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Public administration 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. 22 public administration firms, or 91.7% of the applicable public administration 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.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 27AC: Types of Medical/health Care Plans Offered for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* 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 |
|---|------------------------------------|--|--|--|
| TRADITIONAL FEE-FOR-SERVICE | | | | |
| Small Firms | 22 | 11.4 | 35 | 2.5 |
| All Size Firms | 22 | 9.6 | 35 | 0.9 |
| HEALTH MAINTENANCE ORGANIZATION (HMO) | | | | |
| Small Firms | 28 | 14.5 | 327 | 23.5 |
| Large and Medium Size Firms | 16 | 45.7 | 683 | 26.6 |
| All Size Firms | 44 | 19.3 | 1,010 | 25.5 |
| PREFERRED PROVIDER ORGANIZATION (PPO) | | | | |
| Small Firms | 152 | 78.8 | 1,268 | 91.2 |
| Large and Medium Size Firms | 32 | 91.4 | 2,195 | 85.6 |
| All Size Firms | 184 | 80.7 | 3,463 | 87.6 |
| Subtotal of Small Firms | 193 | 100.0 | 1,391 | 100.0 |
| Subtotal of Large and Medium Size Firms | 35 | 100.0 | 2,563 | 100.0 |
| Grand Total | 228 | 100.0 | 3,954 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Public administration 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. 22 public administration firms, or 95.7% of the applicable public administration 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.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 27AD: Types of Medical/health Care Plans Offered for Oklahoma Public Administration 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 | 5 | 10.2 | 11 | 4.0 |
| PREFERRED PROVIDER ORGANIZATION (PPO) | | | | |
| All Size Firms | 49 | 100.0 | 273 | 100.0 |
| Grand Total | 49 | 100.0 | 273 | 100.0 |

*Note: Public administration 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. 4 public administration firms, or 100.0% of the applicable public administration 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.

PUBLIC ADMINISTRATION

TABLE 28J: Medical/Health Care Plan Choice for Oklahoma Public Administration Employees by Firm Size and Employee Category.* Question 28: "Can employees choose between medical/health care plans?"

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 176 | 74.3 | 857 | 86.9 |
| | Salaried Medium & Large Size Firms | 16 | 33.3 | 515 | 21.9 |
| | Salaried All Size Firms | 192 | 67.4 | 1,372 | 41.1 |
| | Yes | | | | |
| | Salaried Small Firms | 61 | 25.7 | 129 | 13.1 |
| | Salaried Medium & Large Size Firms | 32 | 66.7 | 1,839 | 78.1 |
| | Salaried All Size Firms | 93 | 32.6 | 1,968 | 58.9 |
| | Subtotal of Salaried Small Firms | 237 | 100.0 | 986 | 100.0 |
| | Subtotal of Salaried Medium & Large Size Firms | 48 | 100.0 | 2,354 | 100.0 |
| Salaried Grand Total | 285 | 100.0 | 3,340 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 154 | 72.0 | 970 | 62.0 |
| | Full-time Hourly Medium & Large Size Firms | 17 | 50.0 | 1,945 | 80.9 |
| | Full-time Hourly All Size Firms | 171 | 69.0 | 2,915 | 73.4 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 60 | 28.0 | 594 | 38.0 |
| | Full-time Hourly Medium & Large Size Firms | 17 | 50.0 | 460 | 19.1 |
| | Full-time Hourly All Size Firms | 77 | 31.0 | 1,054 | 26.6 |
| | Subtotal of Full-time Hourly Small Firms | 214 | 100.0 | 1,564 | 100.0 |
| | Subtotal of Full-time Hourly Medium & Large Size Firms | 34 | 100.0 | 2,405 | 100.0 |
| Full-time Hourly Grand Total | 248 | 100.0 | 3,969 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 44 | 89.8 | 262 | 96.0 |
| | Part-time Hourly All Size Firms | 44 | 89.8 | 262 | 96.0 |
| | Yes | | | | |
| | Part-time Hourly Small Firms | 5 | 10.2 | 11 | 4.0 |
| | Part-time Hourly All Size Firms | 5 | 10.2 | 11 | 4.0 |
| | Subtotal of Part-time Hourly Small Firms | 49 | 100.0 | 273 | 100.0 |
| Part-time Hourly Grand Total | 49 | 100.0 | 273 | 100.0 | |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Public administration 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. 28 public administration firms, or 100.0% of the applicable public administration firms responded to this question.

PUBLIC ADMINISTRATION
Salary

TABLE 29AB: Medical/health Care Plan Employee Cost Compensation for Oklahoma Public Administration Salary Employees by Firm Size.* Question 29: "What percentage of the cost of the medical/health care plan(s) do you pay for the employee (employee only)?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | | 0.0 | | 0.0 |
| Large and Medium Size Firms | | 0.0 | | 0.0 |
| All Size Firms | 0 | 0.0 | 0 | 0.0 |
| 1% to 25% | | | | |
| Small Firms | | 0.0 | | 0.0 |
| Large and Medium Size Firms | | 0.0 | | 0.0 |
| All Size Firms | 0 | 0.0 | 0 | 0.0 |
| 26% to 50% | | | | |
| Small Firms | 9 | 3.8 | 15 | 1.5 |
| Large and Medium Size Firms | | 0.0 | | 0.0 |
| All Size Firms | 9 | 3.2 | 15 | 0.4 |
| 51% to 75% | | | | |
| Small Firms | | 0.0 | | 0.0 |
| Medium Size Firms | 23 | 47.9 | 1,632 | 69.3 |
| All Size Firms | 23 | 8.1 | 1,632 | 48.8 |
| 76% to 99% | | | | |
| Small Firms | 43 | 18.1 | 121 | 12.3 |
| Large and Medium Size Firms | 1 | 2.1 | 21 | 0.9 |
| All Size Firms | 44 | 15.4 | 142 | 4.3 |
| 100% | | | | |
| Small Firms | 185 | 78.1 | 850 | 86.2 |
| Large and Medium Size Firms | 24 | 50.0 | 702 | 29.8 |
| All Size Firms | 209 | 73.3 | 1,552 | 46.5 |
| Subtotal of Small Firms | 237 | 100.0 | 986 | 100.0 |
| Subtotal of Large and Medium Size Firms | 48 | 100.0 | 2,355 | 100.0 |
| Grand Total | 285 | 100.0 | 3,341 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Public administration 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. 24 public administration firms, or 100.0% of the applicable public administration firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 29AC: Medical/health Care Plan Employee Cost Compensation for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.*
Question 29: "What percentage of the cost of the medical/health care plan(s) do you pay for the employee (employee only)?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| NONE | | | | |
| Small Firms | 13 | 6.0 | 22 | 1.4 |
| All Size Firms | 13 | 5.2 | 22 | 0.5 |
| 26% to 50% | | | | |
| Large and Medium Size Firms | 5 | 13.9 | 197 | 7.7 |
| All Size Firms | 5 | 2.0 | 197 | 4.8 |
| 51% to 75% | | | | |
| Medium Size Firms | 3 | 8.3 | 210 | 8.2 |
| All Size Firms | 3 | 1.2 | 210 | 5.1 |
| 76% to 99% | | | | |
| Small Firms | 8 | 3.7 | 60 | 3.8 |
| Large and Medium Size Firms | 1 | 2.8 | 158 | 6.2 |
| All Size Firms | 9 | 3.6 | 218 | 5.3 |
| 100% | | | | |
| Small Firms | 194 | 90.2 | 1,482 | 94.8 |
| Large and Medium Size Firms | 27 | 75.0 | 1,998 | 78.0 |
| All Size Firms | 221 | 88.0 | 3,480 | 84.3 |
| Subtotal of Small Firms | 215 | 100.0 | 1,564 | 100.0 |
| Subtotal of Large and Medium Size Firms | 36 | 100.0 | 2,563 | 100.0 |
| Grand Total | 251 | 100.0 | 4,127 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Public administration 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. **** public administration firms, or ****% of the applicable public administration firms responded to this question. Firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 29AD: Medical/health Care Plan Employee Cost Compensation for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.*
Question 29: "What percentage of the cost of the medical/health care plan(s) do you pay for the employee (employee only)?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| 51% to 75% | | | | |
| Medium Size Firms | 5 | 100.0 | 11 | 100.0 |
| All Size Firms | 5 | 10.2 | 11 | 4.0 |
| 100% | | | | |
| Small Firms | 44 | 100.0 | 262 | 100.0 |
| All Size Firms | 44 | 89.8 | 262 | 96.0 |
| Subtotal of Small Firms | 44 | 100.0 | 262 | 100.0 |
| Subtotal of Large and Medium Size Firms | 5 | 100.0 | 11 | 100.0 |
| Grand Total | 49 | 100.0 | 273 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Public administration 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. 4 public administration firms, or 100.0% of the applicable public administration firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Salary

TABLE 30AB: Medical/health Care Plan Employee Dependents Cost Compensation for Oklahoma Public Administration 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?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 181 | 71.5 | 524 | 53.1 |
| Large and Medium Size Firms | 30 | 90.9 | 819 | 34.8 |
| All Size Firms | 211 | 73.8 | 1,343 | 40.2 |
| 1% to 25% | | | | |
| Large and Medium Size Firms | 2 | 6.1 | 1 | 0.0 |
| All Size Firms | 2 | 0.7 | 1 | 0.0 |
| 26% to 50% | | | | |
| Small Firms | 9 | 3.6 | 45 | 4.6 |
| All Size Firms | 9 | 3.1 | 45 | 1.3 |
| 51% to 75% | | | | |
| Small Firms | 15 | 5.9 | | 0.0 |
| All Size Firms | 15 | 5.2 | 1,513 | 45.3 |
| 76% to 99% | | | | |
| Small Firms | 13 | 5.1 | 140 | 14.2 |
| Large and Medium Size Firms | 1 | 3.0 | 21 | 0.9 |
| All Size Firms | 14 | 4.9 | 161 | 4.8 |
| 100% | | | | |
| Small Firms | 35 | 13.8 | 277 | 28.1 |
| All Size Firms | 35 | 12.2 | 277 | 8.3 |
| Subtotal of Small Firms | 253 | 100.0 | 986 | 100.0 |
| Subtotal of Large and Medium Size Firms | 33 | 100.0 | 2,354 | 100.0 |
| Grand Total | 286 | 100.0 | 3,340 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Public administration 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. 24 public administration firms, or 100.0% of the applicable public administration firms responded to this question. Firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 30AC: Medical/health Care Plan Employee Dependents Cost Compensation for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.*
Question 30: "What percentage of the cost of the medical/health care plan(s) do you pay for the employee's dependents?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 150 | 69.8 | 1,170 | 74.8 |
| Large and Medium Size Firms | 25 | 69.4 | 1,022 | 39.9 |
| All Size Firms | 175 | 69.7 | 2,192 | 53.1 |
| 1% to 25% | | | | |
| Small Firms | 21 | 9.8 | 82 | 5.2 |
| Large and Medium Size Firms | 2 | 5.6 | 76 | 3.0 |
| All Size Firms | 23 | 9.2 | 158 | 3.8 |
| 26% to 50% | | | | |
| Small Firms | 9 | 4.2 | 238 | 15.2 |
| All Size Firms | 9 | 3.6 | 238 | 5.8 |
| 51% to 75% | | | | |
| Medium Size Firms | 3 | 8.3 | 223 | 8.7 |
| All Size Firms | 3 | 1.2 | 223 | 5.4 |
| 76% to 99% | | | | |
| Small Firms | 13 | 6.0 | 22 | 1.4 |
| Large and Medium Size Firms | 6 | 16.7 | 1,241 | 48.4 |
| All Size Firms | 19 | 7.6 | 1,263 | 30.6 |
| 100% | | | | |
| Small Firms | 22 | 10.2 | 52 | 3.3 |
| All Size Firms | 22 | 8.8 | 52 | 1.3 |
| Subtotal of Small Firms | 215 | 100.0 | 1,564 | 100.0 |
| Subtotal of Large and Medium Size Firms | 36 | 100.0 | 2,562 | 100.0 |
| Grand Total | 251 | 100.0 | 4,126 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Public administration 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. 23 public administration firms, or 100.0% of the applicable public administration firms responded to this question. Firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 30AD: Medical/health Care Plan Employee Dependents Cost Compensation for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.*
Question 30: "What percentage of the cost of the medical/health care plan(s) do you pay for the employee's dependents?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 31 | 70.5 | 181 | 69.1 |
| Large and Medium Size Firms | 5 | 100.0 | 11 | 100.0 |
| All Size Firms | 36 | 73.5 | 192 | 70.3 |
| 76% to 99% | | | | |
| Small Firms | 13 | 29.5 | 81 | 30.9 |
| All Size Firms | 13 | 26.5 | 81 | 29.7 |
| Subtotal of Small Firms | 44 | 100.0 | 262 | 100.0 |
| Subtotal of Large and Medium Size Firms | 5 | 100.0 | 11 | 100.0 |
| Grand Total | 49 | 100.0 | 273 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Public administration 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. 4 public administration firms, or 100.0% of the applicable public administration firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Salary

TABLE 31AB: Dental Care Offered for Oklahoma Public Administration Salary Employees by Firm Size.* Question 31: "Do you offer dental care plan(s) to your employees?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 159 | 56.8 | 623 | 50.0 |
| Large and Medium Size Firms | 5 | 10.0 | 89 | 3.7 |
| All Size Firms | 164 | 49.7 | 712 | 19.7 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 52 | 18.6 | 136 | 10.9 |
| Large and Medium Size Firms | 9 | 18.0 | 262 | 11.0 |
| All Size Firms | 61 | 18.5 | 398 | 11.0 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 69 | 24.6 | 487 | 39.1 |
| Large and Medium Size Firms | 36 | 72.0 | 2,025 | 85.2 |
| All Size Firms | 105 | 31.8 | 2,512 | 69.4 |
| Subtotal of Small Firms | 280 | 100.0 | 1,246 | 100.0 |
| Subtotal of Large and Medium Size Firms | 50 | 100.0 | 2,376 | 100.0 |
| Grand Total | 330 | 100.0 | 3,622 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more salaried employees that responded to this question. 27 firms, or 100.0% of the public administration firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 31AC: Dental Care Offered for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 31: "Do you offer dental care plan(s) to your employees?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 138 | 53.5 | 1,148 | 58.5 |
| Large and Medium Size Firms | 5 | 11.6 | 197 | 7.0 |
| All Size Firms | 143 | 47.5 | 1,345 | 28.1 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 43 | 16.7 | 538 | 27.4 |
| Large and Medium Size Firms | 14 | 32.6 | 560 | 19.9 |
| All Size Firms | 57 | 18.9 | 1,098 | 23.0 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 77 | 29.8 | 277 | 14.1 |
| Large and Medium Size Firms | 24 | 55.8 | 2,064 | 73.2 |
| All Size Firms | 101 | 33.6 | 2,341 | 48.9 |
| Subtotal of Small Firms | 258 | 100.0 | 1,963 | 100.0 |
| Subtotal of Large and Medium Size Firms | 43 | 100.0 | 2,821 | 100.0 |
| Grand Total | 301 | 100.0 | 4,784 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more full-time hourly employees that responded to this question. 27 firms, or 90.0% of the public administration firms with full-time hourly employees responded to this question.

PUBLIC ADMINISTRATION

Part-time Hourly

TABLE 31AD: Dental Care Offered for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.* Question 31: "Do you offer dental care plan(s) to your employees?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 52 | 59.8 | 528 | 67.5 |
| Large and Medium Size Firms | 7 | 77.8 | 42 | 35.6 |
| All Size Firms | 59 | 61.5 | 570 | 63.3 |
| YES, EMPLOYEE ONLY | | | | |
| Small Firms | 22 | 25.3 | 173 | 22.1 |
| Large and Medium Size Firms | 2 | 22.2 | 76 | 64.4 |
| All Size Firms | 24 | 25.0 | 249 | 27.7 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| Small Firms | 13 | 14.9 | 81 | 10.4 |
| All Size Firms | 13 | 13.5 | 81 | 9.0 |
| Subtotal of Small Firms | 87 | 100.0 | 782 | 100.0 |
| Subtotal of Large and Medium Size Firms | 9 | 100.0 | 118 | 100.0 |
| Grand Total | 96 | 100.0 | 900 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more part-time hourly employees that responded to this question. 8 firms, or 30.8% of the public administration firms with part-time hourly employees responded to this question.

PUBLIC ADMINISTRATION

TABLE 32J: Dental Care Plan Choice for Oklahoma Public Administration Employees by Firm Size and Employee Category.* Question 32: "Can employees choose between dental care plans?"

| Employee Category | Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------------|--|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried Small Firms | 78 | 64.5 | 519 | 83.3 |
| | Salaried Medium & Large Size Firms | 29 | 74.4 | 1,797 | 97.1 |
| | Salaried All Size Firms | 107 | 66.9 | 2,316 | 93.6 |
| | Yes | | | | |
| | Salaried Small Firms | 43 | 35.5 | 104 | 16.7 |
| | Salaried Medium & Large Size Firms | 10 | 25.6 | 54 | 2.9 |
| | Salaried All Size Firms | 53 | 33.1 | 158 | 6.4 |
| | Subtotal of Salaried Small Firms | 121 | 100.0 | 623 | 100.0 |
| | Subtotal of Salaried Medium & Large Size Firms | 39 | 100.0 | 1,851 | 100.0 |
| Salaried Grand Total | 160 | 100.0 | 2,474 | 100.0 | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly Small Firms | 77 | 64.2 | 641 | 78.7 |
| | Full-time Hourly Medium & Large Size Firms | 25 | 71.4 | 1,841 | 84.7 |
| | Full-time Hourly All Size Firms | 102 | 65.8 | 2,482 | 83.1 |
| | Yes | | | | |
| | Full-time Hourly Small Firms | 43 | 35.8 | 173 | 21.3 |
| | Full-time Hourly Medium & Large Size Firms | 10 | 28.6 | 332 | 15.3 |
| | Full-time Hourly All Size Firms | 53 | 34.2 | 505 | 16.9 |
| | Subtotal of Full-time Hourly Small Firms | 120 | 100.0 | 814 | 100.0 |
| | Subtotal of Full-time Hourly Medium & Large Size Firms | 35 | 100.0 | 2,173 | 100.0 |
| Full-time Hourly Grand Total | 155 | 100.0 | 2,987 | 100.0 | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly Small Firms | 35 | 100.0 | 254 | 100.0 |
| | Part-time Hourly All Size Firms | 35 | 100.0 | 254 | 100.0 |
| | Subtotal of Part-time Hourly Small Firms | 35 | 100.0 | 254 | 100.0 |
| | Part-time Hourly Grand Total | 35 | 100.0 | 254 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Public administration 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. 20 public administration firms, or 90.9% of the applicable public administration firms responded to this question.

PUBLIC ADMINISTRATION
Salary

TABLE 33AB: Dental Care Plan Employee Cost Compensation for Oklahoma Public Administration Salary Employees by Firm Size.* Question 33: "What percentage of the cost of the dental care plan(s) do you pay for the employee (employee only)?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 31 | 25.4 | 50 | 8.0 |
| All Size Firms | 31 | 18.8 | 50 | 1.8 |
| 26% to 50% | | | | |
| Large and Medium Size Firms | 15 | 34.9 | 1,513 | 67.8 |
| All Size Firms | 15 | 9.1 | 1,513 | 53.0 |
| 76% to 99% | | | | |
| Small Firms | 22 | 18.0 | 87 | 13.9 |
| All Size Firms | 22 | 13.3 | 87 | 3.0 |
| 100% | | | | |
| Small Firms | 69 | 56.6 | 487 | 78.0 |
| Large and Medium Size Firms | 28 | 65.1 | 718 | 32.2 |
| All Size Firms | 97 | 58.8 | 1,205 | 42.2 |
| Subtotal of Small Firms | 122 | 100.0 | 624 | 100.0 |
| Subtotal of Large and Medium Size Firms | 43 | 100.0 | 2,231 | 100.0 |
| Grand Total | 165 | 100.0 | 2,855 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Public administration 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. 16 public administration firms, or 94.1% of the applicable public administration firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 33AC: Dental Care Plan Employee Cost Compensation for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 33: "What percentage of the cost of the dental care plan(s) do you pay for the employee (employee only)?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 22 | 18.2 | 52 | 6.4 |
| Large and Medium Size Firms | 3 | 8.3 | 223 | 9.6 |
| All Size Firms | 25 | 15.9 | 275 | 8.7 |
| 26% to 50% | | | | |
| Small Firms | 13 | 10.7 | 22 | 2.7 |
| All Size Firms | 13 | 8.3 | 22 | 0.7 |
| 76% to 99% | | | | |
| Small Firms | 8 | 6.6 | 60 | 7.4 |
| All Size Firms | 8 | 5.1 | 60 | 1.9 |
| 100% | | | | |
| Small Firms | 78 | 64.5 | 681 | 83.6 |
| Large and Medium Size Firms | 33 | 91.7 | 2,107 | 90.4 |
| All Size Firms | 111 | 70.7 | 2,788 | 88.6 |
| Subtotal of Small Firms | 121 | 100.0 | 815 | 100.0 |
| Subtotal of Large and Medium Size Firms | 36 | 100.0 | 2,330 | 100.0 |
| Grand Total | 157 | 100.0 | 3,145 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Public administration 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. 17 public administration firms, or 94.4% of the applicable public administration firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 33AD: Dental Care Plan Employee Cost Compensation for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.* Question 33: "What percentage of the cost of the dental care plan(s) do you pay for the employee (employee only)?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | | | | |
| 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 | | | | |
| Grand Total | | | | |

PUBLIC ADMINISTRATION
Salary

TABLE 34AB: Dental Care Plan Employee Dependent Cost Compensation for Oklahoma Public Administration Salary Employees by Firm Size.* Question 34: "What percentage of the cost of the dental care plan(s) do you pay for an employee's dependents?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 96 | 78.7 | 240 | 38.5 |
| Large and Medium Size Firms | 20 | 42.6 | 644 | 28.9 |
| All Size Firms | 116 | 68.6 | 884 | 31.0 |
| 1% to 25% | | | | |
| Large and Medium Size Firms | 2 | 4.3 | 1 | 0.0 |
| All Size Firms | 2 | 1.2 | 1 | 0.0 |
| 26% to 50% | | | | |
| Large and Medium Size Firms | 15 | 31.9 | 1,513 | 67.8 |
| All Size Firms | 15 | 8.9 | 1,513 | 53.0 |
| 76% to 99% | | | | |
| Small Firms | 13 | 10.7 | 140 | 22.5 |
| Large and Medium Size Firms | 5 | 10.6 | 21 | 0.9 |
| All Size Firms | 18 | 10.7 | 161 | 5.6 |
| 100% | | | | |
| Small Firms | 13 | 10.7 | 243 | 39.0 |
| Large and Medium Size Firms | 5 | 10.6 | 52 | 2.3 |
| All Size Firms | 18 | 10.7 | 295 | 10.3 |
| Subtotal of Small Firms | 122 | 100.0 | 623 | 100.0 |
| Subtotal of Large and Medium Size Firms | 47 | 100.0 | 2,231 | 100.0 |
| Grand Total | 169 | 100.0 | 2,854 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Public administration 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. 16 public administration firms, or 94.1% of the applicable public administration firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 34AC: Dental Care Plan Employee Dependent Cost Compensation for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.*

Question 34: "What percentage of the cost of the dental care plan(s) do you pay for an employee's dependents?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 94 | 78.3 | 772 | 94.6 |
| Large and Medium Size Firms | 23 | 63.9 | 692 | 29.7 |
| All Size Firms | 117 | 75.0 | 1,464 | 46.6 |
| 1% to 25% | | | | |
| Large and Medium Size Firms | 2 | 5.6 | 76 | 3.3 |
| All Size Firms | 2 | 1.3 | 76 | 2.4 |
| 51% to 75% | | | | |
| Small Firms | 13 | 10.8 | 22 | 2.7 |
| All Size Firms | 13 | 8.3 | 22 | 0.7 |
| 76% to 99% | | | | |
| Small Firms | 13 | 10.8 | 22 | 2.7 |
| Large and Medium Size Firms | 6 | 16.7 | 1,241 | 53.3 |
| All Size Firms | 19 | 12.2 | 1,263 | 40.2 |
| 100% | | | | |
| Large and Medium Size Firms | 5 | 13.9 | 320 | 13.7 |
| All Size Firms | 5 | 3.2 | 320 | 10.2 |
| Subtotal of Small Firms | 120 | 100.0 | 816 | 100.0 |
| Subtotal of Large and Medium Size Firms | 36 | 100.0 | 2,329 | 100.0 |
| Grand Total | 156 | 100.0 | 3,145 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Public administration 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. 17 public administration firms, or 94.4% of the applicable public administration firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 34AD: Dental Care Plan Employee Dependent Cost Compensation for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.*
Question 34: "What percentage of the cost of the dental care plan(s) do you pay for an employee's dependents?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | | | | |
| 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 | | | | |
| Grand Total | | | | |

PUBLIC ADMINISTRATION

Salaried

TABLE 35AB: Additional Medical/health Benefits Offered for Oklahoma Public Administration Salary Employees by Firm Size.* Question 35: "Please check boxes indicating any additional medical/health benefits for which your company provides cost assistance."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---------------------------------------|------------------------------------|--|--|--|
| LONG TERM DISABILITY INSURANCE | | | | |
| Small Firms | 13 | 6.3 | 243 | 28.1 |
| Medium & Large Size Firms | 7 | 14.0 | 145 | 6.1 |
| All Size Firms | 20 | 7.8 | 388 | 12.0 |
| EMPLOYEE ASSISTANCE PROGRAM | | | | |
| Medium & Large Size Firms | 6 | 12.0 | 106 | 4.5 |
| All Size Firms | 6 | 2.3 | 106 | 3.3 |
| Small Firms | | | | |
| Medium & Large Size Firms | 10 | 20.0 | 115 | 4.8 |
| All Size Firms | 10 | 3.9 | 115 | 3.5 |
| VISION CARE PROGRAM | | | | |
| Small Firms | 108 | 51.9 | 381 | 44.0 |
| Medium & Large Size Firms | 20 | 40.0 | 523 | 22.0 |
| All Size Firms | 128 | 49.6 | 904 | 27.9 |
| PRESCRIPTION DRUG PLAN | | | | |
| Small Firms | 199 | 95.7 | 851 | 98.3 |
| Medium & Large Size Firms | 26 | 52.0 | 459 | 19.3 |
| All Size Firms | 225 | 87.2 | 1,310 | 40.4 |
| MENTAL HEALTH RIDER | | | | |
| Small Firms | 13 | 6.3 | 243 | 28.1 |
| Medium & Large Size Firms | 3 | 6.0 | 76 | 3.2 |
| All Size Firms | 16 | 6.2 | 319 | 9.8 |
| LIFE INSURANCE | | | | |
| Small Firms | 177 | 85.1 | 782 | 90.3 |
| Medium & Large Size Firms | 45 | 90.0 | 1,997 | 84.0 |
| All Size Firms | 222 | 86.0 | 2,779 | 85.7 |
| ACCIDENTAL DEATH INSURANCE | | | | |
| Small Firms | 56 | 26.9 | 364 | 42.0 |
| Medium & Large Size Firms | 8 | 16.0 | 106 | 4.5 |
| All Size Firms | 64 | 24.8 | 470 | 14.5 |

TABLE 35AB: ADDITIONAL MEDICAL/HEALTH BENEFITS (contrn.)

| 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 |
|---------------------------------------|------------------------------------|--|--|--|
| DEPENDENT LIFE INSURANCE | | | | |
| Small Firms | 47 | 22.6 | 417 | 48.2 |
| Medium & Large Size Firms | 5 | 10.0 | 30 | 1.3 |
| All Size Firms | 52 | 20.2 | 447 | 13.8 |
| OTHER (please name) | | | | |
| Small Firms | 22 | 10.6 | 87 | 10.0 |
| Medium & Large Size Firms | 1 | 2.0 | 21 | 0.9 |
| All Size Firms | 23 | 8.9 | 108 | 3.3 |
| Subtotal of Small Firms | 208 | 100.0 | 866 | 100.0 |
| Subtotal of Medium & Large Size Firms | 50 | 100.0 | 2,376 | 100.0 |
| Grand Total | 258 | 100.0 | 3,242 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more salaried employees that responded to this question. 22 firms, or 81.5% of the public administration 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 with no firms are omitted from this table.

PUBLIC ADMINISTRATION

Full-time Hourly

TABLE 35AC: Additional Medical/health Benefits Offered for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 35: "Please check boxes indicating any additional medical/health benefits for which your company provides cost assistance."

| 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 | | | | |
| Medium & Large Size Firms | 12 | 31.6 | 1,575 | 58.9 |
| All Size Firms | 12 | 5.4 | 1,575 | 38.3 |
| EMPLOYEE ASSISTANCE PROGRAM | | | | |
| Medium & Large Size Firms | 7 | 18.4 | 727 | 27.2 |
| All Size Firms | 7 | 3.1 | 727 | 17.7 |
| WELLNESS PROGRAM | | | | |
| Small Firms | 8 | 4.3 | 60 | 4.2 |
| Medium & Large Size Firms | 10 | 26.3 | 649 | 24.3 |
| All Size Firms | 18 | 8.1 | 709 | 17.2 |
| VISION CARE PROGRAM | | | | |
| Small Firms | 112 | 60.5 | 286 | 19.9 |
| Medium & Large Size Firms | 15 | 39.5 | 529 | 19.8 |
| All Size Firms | 127 | 57.0 | 815 | 19.8 |
| PRESCRIPTION DRUG PLAN | | | | |
| Small Firms | 185 | 100.0 | 1,439 | 100.0 |
| Medium & Large Size Firms | 33 | 86.8 | 2,486 | 93.0 |
| All Size Firms | 218 | 97.8 | 3,925 | 95.5 |
| MENTAL HEALTH RIDER | | | | |
| Medium & Large Size Firms | 3 | 7.9 | 452 | 16.9 |
| All Size Firms | 3 | 1.3 | 452 | 11.0 |
| LIFE INSURANCE | | | | |
| Small Firms | 163 | 88.1 | 1,318 | 91.6 |
| Medium & Large Size Firms | 38 | 100.0 | 2,673 | 100.0 |
| All Size Firms | 201 | 90.1 | 3,991 | 97.1 |
| ACCIDENTAL DEATH INSURANCE | | | | |
| Small Firms | 56 | 30.3 | 785 | 54.6 |
| Medium & Large Size Firms | 16 | 42.1 | 1,893 | 70.8 |
| All Size Firms | 72 | 32.3 | 2,678 | 65.1 |

TABLE 35AC: ADDITIONAL MEDICAL/HEALTH BENEFITS (contr.)

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Firms in Firm Size |
|---------------------------------------|------------------------------------|--|--|--|
| Small Firms | 35 | 18.9 | 74 | 5.1 |
| Medium & Large Size Firms | 5 | 13.2 | 145 | 5.4 |
| All Size Firms | 40 | 17.9 | 219 | 5.3 |
| OTHER (please name) | | | | |
| Small Firms | 22 | 11.9 | 35 | 2.4 |
| Medium & Large Size Firms | 1 | 2.6 | 158 | 5.9 |
| All Size Firms | 23 | 10.3 | 193 | 4.7 |
| Subtotal of Small Firms | 185 | 100.0 | 1,439 | 100.0 |
| Subtotal of Medium & Large Size Firms | 38 | 100.0 | 2,673 | 100.0 |
| Grand Total | 223 | 100.0 | 4,112 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more full-time hourly employees that responded to this question. 21 firms, or 70.0% of the public administration 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 with no firms are omitted from this table.

PUBLIC ADMINISTRATION

Part-time Hourly

TABLE 35AD: Additional Medical/health Benefits Offered for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.* Question 35: "Please check boxes indicating any additional medical/health benefits for which your company provides cost assistance."

| 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 | | | | |
| Medium & Large Size Firms | 12 | 31.6 | 1,575 | 58.9 |
| All Size Firms | 12 | 5.4 | 1,575 | 38.3 |
| EMPLOYEE ASSISTANCE PROGRAM | | | | |
| Medium & Large Size Firms | 7 | 18.4 | 727 | 27.2 |
| All Size Firms | 7 | 3.1 | 727 | 17.7 |
| WELLNESS PROGRAM | | | | |
| Small Firms | 8 | 4.3 | 60 | 4.2 |
| Medium & Large Size Firms | 10 | 26.3 | 649 | 24.3 |
| All Size Firms | 18 | 8.1 | 709 | 17.2 |
| VISION CARE PROGRAM | | | | |
| Small Firms | 112 | 60.5 | 286 | 19.9 |
| Medium & Large Size Firms | 15 | 39.5 | 529 | 19.8 |
| All Size Firms | 127 | 57.0 | 815 | 19.8 |
| PRESCRIPTION DRUG PLAN | | | | |
| Small Firms | 185 | 100.0 | 1,439 | 100.0 |
| Medium & Large Size Firms | 33 | 86.8 | 2,486 | 93.0 |
| All Size Firms | 218 | 97.8 | 3,925 | 95.5 |
| MENTAL HEALTH RIDER | | | | |
| Medium & Large Size Firms | 3 | 7.9 | 452 | 16.9 |
| All Size Firms | 3 | 1.3 | 452 | 11.0 |
| LIFE INSURANCE | | | | |
| Small Firms | 163 | 88.1 | 1,318 | 91.6 |
| Medium & Large Size Firms | 38 | 100.0 | 2,673 | 100.0 |
| All Size Firms | 201 | 90.1 | 3,991 | 97.1 |
| ACCIDENTAL DEATH INSURANCE | | | | |
| Small Firms | 56 | 30.3 | 785 | 54.6 |
| Medium & Large Size Firms | 16 | 42.1 | 1,893 | 70.8 |
| All Size Firms | 72 | 32.3 | 2,678 | 65.1 |

TABLE 35AD: ADDITIONAL MEDICAL/HEALTH BENEFITS (contrn.)

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Firms in Firm Size |
|---------------------------------------|------------------------------------|--|--|--|
| DEPENDENT LIFE INSURANCE | | | | |
| Small Firms | 35 | 18.9 | 74 | 5.1 |
| Medium & Large Size Firms | 5 | 13.2 | 145 | 5.4 |
| All Size Firms | 40 | 17.9 | 219 | 5.3 |
| OTHER (please name) | | | | |
| Small Firms | 22 | 11.9 | 35 | 2.4 |
| Medium & Large Size Firms | 1 | 2.6 | 158 | 5.9 |
| All Size Firms | 23 | 10.3 | 193 | 4.7 |
| Subtotal of Small Firms | 185 | 100.0 | 1,439 | 100.0 |
| Subtotal of Medium & Large Size Firms | 38 | 100.0 | 2,673 | 100.0 |
| Grand Total | 223 | 100.0 | 4,112 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more part-time hourly employees that responded to this question. 4 firms, or 15.4% of the public administration 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 with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Salary

TABLE 36AB: Medical/Health Eligibility Waiting Period for Oklahoma Public Administration Salary Employees by Firm Size.* Question 36: "Does your company require a waiting period for new hire Medical/Health/Dental benefits?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| DO NOT OFFER ANY MEDICAL/ HEALTH/DENTAL BENEFITS | | | | |
| Small Firms | 22 | 9.2 | 156 | 14.3 |
| All Size Firms | 22 | 7.6 | 156 | 4.5 |
| NO WAITING PERIOD REQUIRED | | | | |
| Small Firms | 31 | 13.0 | 72 | 6.6 |
| All Size Firms | 31 | 10.8 | 72 | 2.1 |
| YES, 30 DAYS OR LESS | | | | |
| Small Firms | 43 | 18.1 | 121 | 11.1 |
| Medium & Large Size Firms | 28 | 56.0 | 1,617 | 68.0 |
| All Size Firms | 71 | 24.7 | 1,738 | 50.1 |
| 31 to 60 DAYS | | | | |
| Small Firms | 31 | 13.0 | 102 | 9.4 |
| Medium & Large Size Firms | 5 | 10.0 | 30 | 1.3 |
| All Size Firms | 36 | 12.5 | 132 | 3.8 |
| 61 to 90 DAYS | | | | |
| Small Firms | 55 | 23.1 | 275 | 25.2 |
| Medium & Large Size Firms | 10 | 20.0 | 294 | 12.4 |
| All Size Firms | 65 | 22.6 | 569 | 16.4 |
| MORE THAN 90 DAYS | | | | |
| Small Firms | 43 | 18.1 | 121 | 11.1 |
| Medium & Large Size Firms | 7 | 14.0 | 436 | 18.3 |
| All Size Firms | 50 | 17.4 | 557 | 16.1 |
| VARIES, ACCORDING TO PLANS AND/OR UNION CONTRACT | | | | |
| Small Firms | 13 | 5.5 | 243 | 22.3 |
| All Size Firms | 13 | 4.5 | 243 | 7.0 |
| Subtotal of Small Firms | 238 | 100.0 | 1,090 | 100.0 |
| Subtotal of Medium & Large Size Firms | 50 | 100.0 | 2,377 | 100.0 |
| Grand Total | 288 | 100.0 | 3,467 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more salaried employees that responded to this question. 25 firms, or 92.6% of the public administration firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION

Full-time Hourly

TABLE 36AC: Medical/Health Eligibility Waiting Period for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 36: "Does your company require a waiting period for new hire Medical/Health/Dental benefits?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| DO NOT OFFER ANY MEDICAL/HEALTH/DENTAL BENEFITS | | | | |
| Small Firms | 22 | 10.2 | 69 | 4.1 |
| All Size Firms | 22 | 8.5 | 69 | 1.5 |
| NO WAITING PERIOD REQUIRED | | | | |
| Small Firms | 44 | 20.5 | 71 | 4.3 |
| Medium & Large Size Firms | 5 | 11.6 | 1,084 | 38.4 |
| All Size Firms | 49 | 19.0 | 1,155 | 25.7 |
| YES, 30 DAYS OR LESS | | | | |
| Small Firms | 22 | 10.2 | 330 | 19.8 |
| Medium & Large Size Firms | 13 | 30.2 | 700 | 24.8 |
| All Size Firms | 35 | 13.6 | 1,030 | 22.9 |
| 31 to 60 DAYS | | | | |
| Small Firms | 29 | 13.5 | 563 | 33.8 |
| Medium & Large Size Firms | 5 | 11.6 | 134 | 4.7 |
| All Size Firms | 34 | 13.2 | 697 | 15.5 |
| 61 to 90 DAYS | | | | |
| Small Firms | 55 | 25.6 | 340 | 20.4 |
| Medium & Large Size Firms | 18 | 41.9 | 610 | 21.6 |
| All Size Firms | 73 | 28.3 | 950 | 21.2 |
| MORE THAN 90 DAYS | | | | |
| Small Firms | 43 | 20.0 | 295 | 17.7 |
| Medium & Large Size Firms | 2 | 4.7 | 294 | 10.4 |
| All Size Firms | 45 | 17.4 | 589 | 13.1 |
| Subtotal of Small Firms | 215 | 100.0 | 1,668 | 100.0 |
| Subtotal of Medium & Large Size Firms | 43 | 100.0 | 2,822 | 100.0 |
| Grand Total | 258 | 100.0 | 4,490 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more full-time hourly employees that responded to this question. 25 firms, or 83.3% of the public administration firms with full-time hourly employees responded to this question.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 36AD: Medical/Health Eligibility Waiting Period for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.* Question 36: "Does your company require a waiting period for new hire Medical/Health/Dental benefits?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| DO NOT OFFER ANY MEDICAL/ HEALTH/DENTAL BENEFITS | | | | |
| Small Firms | 22 | 33.3 | 156 | 37.4 |
| Medium & Large Size Firms | 2 | 16.7 | 31 | 26.5 |
| All Size Firms | 24 | 30.8 | 187 | 35.0 |
| NO WAITING PERIOD REQUIRED | | | | |
| Small Firms | 9 | 13.6 | 7 | 1.7 |
| All Size Firms | 9 | 11.5 | 7 | 1.3 |
| 31 to 60 DAYS | | | | |
| Small Firms | 22 | 33.3 | 173 | 41.5 |
| All Size Firms | 22 | 28.2 | 173 | 32.4 |
| 61 to 90 DAYS | | | | |
| Small Firms | 13 | 19.7 | 81 | 19.4 |
| Medium & Large Size Firms | 10 | 83.3 | 86 | 73.5 |
| All Size Firms | 23 | 29.5 | 167 | 31.3 |
| Subtotal of Small Firms | 66 | 100.0 | 417 | 100.0 |
| Subtotal of Medium & Large Size Firms | 12 | 100.0 | 117 | 100.0 |
| Grand Total | 78 | 100.0 | 534 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more part-time hourly employees that responded to this question. 7 firms, or 26.9% of the public administration firms with part-time hourly employees responded to this question.

PUBLIC ADMINISTRATION
Salary

TABLE 37AB: Retirement Plans for Oklahoma Public Administration Salary Employees by Firm Size.* Question 37: "Please check boxes indicating retirement plans you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---------------------------------------|------------------------------------|--|--|--|
| NO RETIREMENT PLAN OFFERED | | | | |
| Small Firms | 105 | 37.4 | 399 | 32.0 |
| Medium & Large Size Firms | 5 | 10.0 | 89 | 3.7 |
| All Size Firms | 110 | 33.2 | 488 | 13.5 |
| DEFINED BENEFIT PLAN | | | | |
| Small Firms | 65 | 23.1 | 339 | 27.2 |
| Medium & Large Size Firms | 31 | 62.0 | 1,645 | 69.2 |
| All Size Firms | 96 | 29.0 | 1,984 | 54.8 |
| DEFINED CONTRIBUTION PLAN | | | | |
| Small Firms | 99 | 35.2 | 452 | 36.3 |
| Medium & Large Size Firms | 33 | 66.0 | 1,848 | 77.8 |
| All Size Firms | 132 | 39.9 | 2,300 | 63.5 |
| OTHER (please name) | | | | |
| Small Firms | 12 | 4.3 | 56 | 4.5 |
| Medium & Large Size Firms | 5 | 10.0 | 380 | 16.0 |
| All Size Firms | 17 | 5.1 | 436 | 12.0 |
| Subtotal of Small Firms | 281 | 100.0 | 1,246 | 100.0 |
| Subtotal of Medium & Large Size Firms | 50 | 100.0 | 2,376 | 100.0 |
| Grand Total | 331 | 100.0 | 3,622 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more salaried employees that responded to this question. 27 firms, or 100.0% of the public administration 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 are omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 37AC: Retirement Plans for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 37: "Please check boxes indicating retirement plans you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---------------------------------------|------------------------------------|--|--|--|
| NO RETIREMENT PLAN OFFERED | | | | |
| Small Firms | 108 | 41.9 | 314 | 16.0 |
| Medium & Large Size Firms | 5 | 11.6 | 197 | 7.0 |
| All Size Firms | 113 | 37.5 | 511 | 10.7 |
| DEFINED BENEFIT PLAN | | | | |
| Small Firms | 39 | 15.1 | 333 | 17.0 |
| Medium & Large Size Firms | 19 | 44.2 | 980 | 34.7 |
| All Size Firms | 58 | 19.3 | 1,313 | 27.4 |
| DEFINED CONTRIBUTION PLAN | | | | |
| Small Firms | 99 | 38.4 | 1,288 | 65.6 |
| Medium & Large Size Firms | 28 | 65.1 | 2,046 | 72.5 |
| All Size Firms | 127 | 42.2 | 3,334 | 69.7 |
| OTHER (please name) | | | | |
| Small Firms | 12 | 4.7 | 28 | 1.4 |
| All Size Firms | 12 | 4.0 | 28 | 0.6 |
| Subtotal of Small Firms | 258 | 100.0 | 1,963 | 100.0 |
| Subtotal of Medium & Large Size Firms | 43 | 100.0 | 2,822 | 100.0 |
| Grand Total | 301 | 100.0 | 4,785 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more full-time hourly employees that responded to this question. 27 firms, or 90.0% of the public administration 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 with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 37AD: Retirement Plans for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.* Question 37: "Please check boxes indicating retirement plans you offer."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---------------------------------------|------------------------------------|--|--|--|
| NO RETIREMENT PLAN OFFERED | | | | |
| Small Firms | 53 | 53.5 | 191 | 40.4 |
| Medium & Large Size Firms | 7 | 41.2 | 42 | 35.0 |
| All Size Firms | 60 | 51.7 | 233 | 39.3 |
| DEFINED BENEFIT PLAN | | | | |
| Small Firms | | 0.0 | | 0.0 |
| Medium & Large Size Firms | | 0.0 | | 0.0 |
| All Size Firms | 0 | 0.0 | 0 | 0.0 |
| DEFINED CONTRIBUTION PLAN | | | | |
| Small Firms | 35 | 35.4 | 254 | 53.7 |
| Medium & Large Size Firms | 10 | 58.8 | 78 | 65.0 |
| All Size Firms | 45 | 38.8 | 332 | 56.0 |
| PROFIT SHARING | | | | |
| Small Firms | | 0.0 | | 0.0 |
| Medium & Large Size Firms | | 0.0 | | 0.0 |
| All Size Firms | 0 | 0.0 | 0 | 0.0 |
| OTHER (please name) | | | | |
| Small Firms | 12 | 12.1 | 28 | 5.9 |
| Medium & Large Size Firms | | 0.0 | | 0.0 |
| All Size Firms | 12 | 10.3 | 28 | 4.7 |
| Subtotal of Small Firms | 99 | 100.0 | 473 | 100.0 |
| Subtotal of Medium & Large Size Firms | 17 | 100.0 | 120 | 100.0 |
| Grand Total | 116 | 100.0 | 593 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more part-time hourly employees that responded to this question. 11 firms, or 42.3% of the public administration 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 with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Salary

TABLE 38AB: Defined Contribution Plans for Oklahoma Public Administration Salary Employees by Firm Size.* Question 38: "If a defined contribution plan is offered, who funds the plan?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| EMPLOYER ONLY | | | | |
| Small Firms | 13 | 7.4 | 140 | 16.5 |
| All Size Firms | 13 | 6.0 | 140 | 5.1 |
| EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF | | | | |
| Small Firms | 33 | 18.8 | 160 | 18.9 |
| Medium & Large Size Firms | 2 | 5.0 | 2 | 0.1 |
| All Size Firms | 35 | 16.2 | 162 | 5.9 |
| EMPLOYER CONTRIBUTES THE LARGER SHARE | | | | |
| Small Firms | 130 | 73.9 | 547 | 64.6 |
| Medium & Large Size Firms | 15 | 37.5 | 111 | 5.8 |
| All Size Firms | 145 | 67.1 | 658 | 23.9 |
| EMPLOYEE CONTRIBUTES THE LARGER SHARE | | | | |
| Medium & Large Size Firms | 23 | 57.5 | 1,794 | 94.1 |
| All Size Firms | 23 | 10.6 | 1,794 | 65.1 |
| Subtotal of Small Firms | 176 | 100.0 | 847 | 100.0 |
| Subtotal of Medium & Large Size Firms | 40 | 100.0 | 1,907 | 100.0 |
| Grand Total | 216 | 100.0 | 2,754 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Public administration 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. 19 public administration firms, or 95.0% of the applicable public administration firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 38AC: Defined Contribution Plans for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 38: "If a defined contribution plan is offered, who funds the plan?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| EMPLOYEE ONLY | | | | |
| Medium & Large Size Firms | 1 | 2.6 | 158 | 6.0 |
| All Size Firms | 1 | 0.5 | 158 | 3.4 |
| EMPLOYER ONLY | | | | |
| Small Firms | 13 | 8.3 | 22 | 1.1 |
| Medium & Large Size Firms | 5 | 13.2 | 149 | 5.7 |
| All Size Firms | 18 | 9.2 | 171 | 3.7 |
| EMPLOYER AND EMPLOYEE EACH CONTRIBUTUTE HALF | | | | |
| Small Firms | 41 | 26.1 | 418 | 21.1 |
| Medium & Large Size Firms | 10 | 26.3 | 1,383 | 52.7 |
| All Size Firms | 51 | 26.2 | 1,801 | 39.1 |
| EMPLOYER CONTRIBUTES THE LARGER SHARE | | | | |
| Small Firms | 96 | 61.1 | 1,210 | 61.0 |
| Medium & Large Size Firms | 15 | 39.5 | 599 | 22.8 |
| All Size Firms | 111 | 56.9 | 1,809 | 39.2 |
| EMPLOYEE CONTRIBUTES THE LARGER SHARE | | | | |
| Medium & Large Size Firms | 7 | 18.4 | 335 | 12.8 |
| All Size Firms | 7 | 3.6 | 335 | 7.3 |
| Subtotal of Small Firms | 150 | 100.0 | 1,650 | 100.0 |
| Subtotal of Medium & Large Size Firms | 38 | 100.0 | 2,624 | 100.0 |
| Grand Total | 188 | 100.0 | 4,274 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Public administration 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. 20 public administration firms, or 87.0% of the applicable public administration firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 38AD: Defined Contribution Plans for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.* Question 38: "If a defined contribution plan is offered, who funds the plan?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| EMPLOYER ONLY | | | | |
| Small Firms | 13 | 27.7 | 81 | 28.7 |
| Medium & Large Size Firms | 5 | 100.0 | 74 | 100.0 |
| All Size Firms | 18 | 34.6 | 155 | 43.5 |
| EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF | | | | |
| Small Firms | 12 | 25.5 | 28 | 9.9 |
| All Size Firms | 12 | 23.1 | 28 | 7.9 |
| EMPLOYER CONTRIBUTES THE LARGER SHARE | | | | |
| Small Firms | 22 | 46.8 | 173 | 61.3 |
| All Size Firms | 22 | 42.3 | 173 | 48.6 |
| Subtotal of Small Firms | 47 | 100.0 | 282 | 100.0 |
| Subtotal of Medium & Large Size Firms | 5 | 100.0 | 74 | 100.0 |
| Grand Total | 52 | 100.0 | 356 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Public administration firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a retirement plan by response on question 37. 4 public administration firms, or 20.0% of the applicable public administration firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Salary

TABLE 39AB: Educational Benefits for Oklahoma Public Administration Salary Employees by Firm Size.* Question 39: "Do you provide education or tuition assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| NO ASSISTANCE OFFERED | | | | |
| Small Firms | 246 | 87.5 | 1,019 | 81.8 |
| Medium & Large Size Firms | 7 | 15.6 | 31 | 1.6 |
| All Size Firms | 253 | 77.6 | 1,050 | 32.4 |
| YES, BASED ON SENIORITY/ YEARS OF SERVICE | | | | |
| Medium & Large Size Firms | 1 | 2.2 | 21 | 1.1 |
| All Size Firms | 1 | 0.3 | 21 | 0.6 |
| YES, BASED ON COURSE GRADE | | | | |
| Medium & Large Size Firms | 23 | 51.1 | 1,679 | 84.1 |
| All Size Firms | 23 | 7.1 | 1,679 | 51.8 |
| YES, MUST BE JOB RELATED | | | | |
| Small Firms | 35 | 12.5 | 227 | 18.2 |
| Medium & Large Size Firms | 23 | 51.1 | 452 | 22.6 |
| All Size Firms | 58 | 17.8 | 679 | 20.9 |
| YES, AS LONG AS THE INSTITUTION IS ACCREDITED | | | | |
| Medium & Large Size Firms | 8 | 17.8 | 166 | 8.3 |
| All Size Firms | 8 | 2.5 | 166 | 5.1 |
| YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE | | | | |
| Medium & Large Size Firms | 7 | 15.6 | 145 | 7.3 |
| All Size Firms | 7 | 2.1 | 145 | 4.5 |
| Subtotal of Small Firms | 281 | 100.0 | 1,246 | 100.0 |
| Subtotal of Medium & Large Size Firms | 45 | 100.0 | 1,997 | 100.0 |
| Grand Total | 326 | 100.0 | 3,243 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more salaried employees that responded to this question. 26 firms, or 96.3% of the public administration 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 with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 39AC: Educational Benefits for Oklahoma Public Administration Full-time Employees by Firm Size.* Question 39: "Do you provide education or tuition hourly 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 ASSISTANCE OFFERED | | | | |
| Small Firms | 223 | 86.4 | 1,768 | 90.1 |
| Medium & Large Size Firms | 12 | 28.6 | 359 | 13.5 |
| All Size Firms | 235 | 78.3 | 2,127 | 46.0 |
| YES, BASED ON SENIORITY/ YEARS OF SERVICE | | | | |
| Medium & Large Size Firms | 3 | 7.1 | 223 | 8.4 |
| All Size Firms | 3 | 1.0 | 223 | 4.8 |
| YES, BASED ON COURSE GRADE | | | | |
| Medium & Large Size Firms | 10 | 23.8 | 715 | 26.8 |
| All Size Firms | 10 | 3.3 | 715 | 15.5 |
| YES, MUST BE JOB RELATED | | | | |
| Small Firms | 35 | 13.6 | 195 | 9.9 |
| Medium & Large Size Firms | 25 | 59.5 | 1,221 | 45.8 |
| All Size Firms | 60 | 20.0 | 1,416 | 30.6 |
| YES, AS LONG AS THE INSTITUTION IS ACCREDITED | | | | |
| Medium & Large Size Firms | 12 | 28.6 | 1,575 | 59.1 |
| All Size Firms | 12 | 4.0 | 1,575 | 34.0 |
| YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE | | | | |
| Medium & Large Size Firms | 10 | 23.8 | 715 | 26.8 |
| All Size Firms | 10 | 3.3 | 715 | 15.5 |
| Subtotal of Small Firms | 258 | 100.0 | 1,963 | 100.0 |
| Subtotal of Medium & Large Size Firms | 42 | 100.0 | 2,664 | 100.0 |
| Grand Total | 300 | 100.0 | 4,627 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more full-time hourly employees that responded to this question. 26 firms, or 86.7% of the public administration 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 with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 39AD: Educational Benefits for Oklahoma Public Administration Part-time Employees by Firm Size.* Question 39: "Do you provide education or tuition hourly 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 ASSISTANCE OFFERED | | | | |
| Small Firms | 107 | 89.2 | 757 | 90.3 |
| Medium & Large Size Firms | 12 | 63.2 | 165 | 65.2 |
| All Size Firms | 119 | 85.6 | 922 | 84.5 |
| YES, BASED ON COURSE GRADE | | | | |
| Medium & Large Size Firms | 7 | 36.8 | 88 | 34.8 |
| All Size Firms | 7 | 5.0 | 88 | 8.1 |
| YES, MUST BE JOB RELATED | | | | |
| Small Firms | 13 | 10.8 | 81 | 9.7 |
| Medium & Large Size Firms | 7 | 36.8 | 88 | 34.8 |
| All Size Firms | 20 | 14.4 | 169 | 15.5 |
| YES, AS LONG AS THE INSTITUTION IS ACCREDITED | | | | |
| Medium & Large Size Firms | 7 | 36.8 | 88 | 34.8 |
| All Size Firms | 7 | 5.0 | 88 | 8.1 |
| YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE | | | | |
| Medium & Large Size Firms | 7 | 36.8 | 88 | 34.8 |
| All Size Firms | 7 | 5.0 | 88 | 8.1 |
| Subtotal of Small Firms | 120 | 100.0 | 838 | 100.0 |
| Subtotal of Medium & Large Size Firms | 19 | 100.0 | 253 | 100.0 |
| Grand Total | 139 | 100.0 | 1,091 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more part-time hourly employees that responded to this question. 13 firms, or 50.0% of the public administration 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 with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Salary

TABLE 40AB: Education Cost Compensation for Oklahoma Public Administration Salary Employees by Firm Size.* Question 40: "What is the maximum percentage of education and tuition cost you will compensate for any employee's in each category?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---------------------------------------|------------------------------------|--|--|--|
| 1% to 25% | | | | |
| Medium & Large Size Firms | 5 | 14.7 | 89 | 5.1 |
| All Size Firms | 5 | 10.6 | 89 | 4.7 |
| 26% to 50% | | | | |
| Medium & Large Size Firms | 3 | 8.8 | 29 | 1.6 |
| All Size Firms | 3 | 6.4 | 29 | 1.5 |
| 51% to 75% | | | | |
| Medium & Large Size Firms | 3 | 8.8 | 76 | 4.3 |
| All Size Firms | 3 | 6.4 | 76 | 4.0 |
| 100% | | | | |
| Small Firms | 13 | 100.0 | 140 | 100.0 |
| Medium & Large Size Firms | 23 | 67.6 | 1,566 | 89.0 |
| All Size Firms | 36 | 76.6 | 1,706 | 89.8 |
| Subtotal of Small Firms | 13 | 100.0 | 140 | 100.0 |
| Subtotal of Medium & Large Size Firms | 34 | 100.0 | 1,760 | 100.0 |
| Grand Total | 47 | 100.0 | 1,900 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Public administration firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer educational benefits by response on question 39. 8 public administration firms, or 72.7% of the applicable public administration firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 40AC: Education Cost Compensation for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 40: "What is the maximum percentage of education and tuition cost you will compensate for any employee's in each category?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---------------------------------------|------------------------------------|--|--|--|
| 1% to 25% | | | | |
| Medium & Large Size Firms | 5 | 19.2 | 197 | 8.1 |
| All Size Firms | 5 | 12.8 | 197 | 8.1 |
| 26% to 50% | | | | |
| Medium & Large Size Firms | 3 | 11.5 | 210 | 8.7 |
| All Size Firms | 3 | 7.7 | 210 | 8.6 |
| 51% to 75% | | | | |
| Medium & Large Size Firms | 3 | 11.5 | 452 | 18.7 |
| All Size Firms | 3 | 7.7 | 452 | 18.5 |
| 100% | | | | |
| Small Firms | 13 | 100.0 | 22 | 100.0 |
| Medium & Large Size Firms | 15 | 57.7 | 1,562 | 64.5 |
| All Size Firms | 28 | 71.8 | 1,584 | 64.8 |
| Subtotal of Small Firms | 13 | 100.0 | 22 | 100.0 |
| Subtotal of Medium & Large Size Firms | 26 | 100.0 | 2,421 | 100.0 |
| Grand Total | 39 | 100.0 | 2,443 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Public administration 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. 9 public administration firms, or 64.3% of the applicable public administration firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 40AD: Education Cost Compensation for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.* Question 40: "What is the maximum percentage of education and tuition cost you will compensate for any employee's in each category?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| 1% to 25% Small Firms 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 | | | | |
| Grand Total | | | | |

PUBLIC ADMINISTRATION
Salary

TABLE 41AB: Flexible Spending Accounts for Oklahoma Public Administration Salary Employees by Firm Size.* Question 41: "Do you offer flexible spending accounts, or a cafeteria plan, to your employees?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 207 | 73.7 | 907 | 72.8 |
| Medium & Large Size Firms | 15 | 33.3 | 198 | 9.9 |
| All Size Firms | 222 | 68.1 | 1,105 | 34.1 |
| YES, FOR HEALTH EXPENSES | | | | |
| Small Firms | 52 | 18.5 | 183 | 14.7 |
| Medium & Large Size Firms | 26 | 57.8 | 1,594 | 79.8 |
| All Size Firms | 78 | 23.9 | 1,777 | 54.8 |
| YES, FOR CHILDCARE EXPENSES | | | | |
| Medium & Large Size Firms | 11 | 24.4 | 256 | 12.8 |
| All Size Firms | 11 | 3.4 | 256 | 7.9 |
| YES, OTHER EXPENSES (please name) | | | | |
| Small Firms | 22 | 7.8 | 156 | 12.5 |
| All Size Firms | 22 | 6.7 | 156 | 4.8 |
| Subtotal of Small Firms | 281 | 100.0 | 1,246 | 100.0 |
| Subtotal of Medium & Large Size Firms | 45 | 100.0 | 1,997 | 100.0 |
| Grand Total | 326 | 100.0 | 3,243 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more salaried employees that responded to this question. 26 firms, or 96.3% of the public administration 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 with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 41AC : Flexible Spending Accounts for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 41: "Do you offer flexible spending accounts, or a cafeteria plan, to your employees?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---------------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 176 | 70.4 | 1,005 | 52.8 |
| Medium & Large Size Firms | 20 | 46.5 | 884 | 31.3 |
| All Size Firms | 196 | 66.9 | 1,889 | 40.0 |
| YES, FOR HEALTH EXPENSES | | | | |
| Small Firms | 52 | 20.8 | 828 | 43.5 |
| Medium & Large Size Firms | 18 | 41.9 | 1,896 | 67.2 |
| All Size Firms | 70 | 23.9 | 2,724 | 57.7 |
| YES, FOR CHILDCARE EXPENSES | | | | |
| Medium & Large Size Firms | 16 | 37.2 | 1,569 | 55.6 |
| All Size Firms | 16 | 5.5 | 1,569 | 33.2 |
| Subtotal of Small Firms | 250 | 100.0 | 1,903 | 100.0 |
| Subtotal of Medium & Large Size Firms | 43 | 100.0 | 2,822 | 100.0 |
| Grand Total | 293 | 100.0 | 4,725 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more full-time hourly employees that responded to this question. 26 firms, or 86.7% of the public administration 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 responses and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 41AD : Flexible Spending Accounts for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.* Question 41: "Do you offer flexible spending accounts, or a cafeteria plan, to your employees?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---------------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 85 | 79.4 | 340 | 68.5 |
| Medium & Large Size Firms | 19 | 100.0 | 253 | 100.0 |
| All Size Firms | 104 | 82.5 | 593 | 79.2 |
| YES, OTHER EXPENSES (please name) | | | | |
| Small Firms | 22 | 20.6 | 156 | 31.5 |
| All Size Firms | 22 | 17.5 | 156 | 20.8 |
| Subtotal of Small Firms | 107 | 100.0 | 496 | 100.0 |
| Subtotal of Medium & Large Size Firms | 19 | 100.0 | 253 | 100.0 |
| Grand Total | 126 | 100.0 | 749 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more part-time hourly employees that responded to this question. 13 firms, or 50.0% of the public administration 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 with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Salary

TABLE 42AB: Childcare Assistance for Oklahoma Public Administration Salary Employees by Firm Size.* Question 42: "Do you offer childcare assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---------------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 269 | 95.7 | 1,186 | 95.2 |
| Medium & Large Size Firms | 43 | 95.6 | 1,941 | 97.2 |
| All Size Firms | 312 | 95.7 | 3,127 | 96.4 |
| YES, ON-SITE FACILITY | | | | |
| Medium & Large Size Firms | 2 | 4.4 | 56 | 2.8 |
| All Size Firms | 2 | 0.6 | 56 | 1.7 |
| YES, VOUCHERS or OFF-SITE | | | | |
| SUBSIDIZED | | | | |
| Small Firms | 12 | 4.3 | 60 | 4.8 |
| Medium & Large Size Firms | 2 | 4.4 | 56 | 2.8 |
| All Size Firms | 14 | 4.3 | 116 | 3.6 |
| YES, REFERRAL INFORMATION | | | | |
| Small Firms | | 0.0 | | 0.0 |
| Medium & Large Size Firms | 2 | 4.4 | 56 | 2.8 |
| All Size Firms | 2 | 0.6 | 56 | 1.7 |
| Subtotal of Small Firms | 281 | 100.0 | 1,246 | 100.0 |
| Subtotal of Medium & Large Size Firms | 45 | 100.0 | 1,997 | 100.0 |
| Grand Total | 326 | 100.0 | 3,243 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more salaried employees that responded to this question. 26 firms, or 96.3% of the public administration 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 with no firms are omitted from this table.

PUBLIC ADMINISTRATION

Full-time Hourly

TABLE 42AC: Childcare Assistance for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 42: "Do you offer childcare assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---------------------------------------|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 238 | 95.2 | 1,875 | 98.5 |
| Medium & Large Size Firms | 40 | 95.2 | 2,370 | 89.0 |
| All Size Firms | 278 | 95.2 | 4,245 | 92.9 |
| YES, ON-SITE FACILITY | | | | |
| Medium & Large Size Firms | 2 | 4.8 | 294 | 11.0 |
| All Size Firms | 2 | 0.7 | 294 | 6.4 |
| YES, VOUCHERS or OFF-SITE | | | | |
| SUBSIDIZED | | | | |
| Small Firms | 12 | 4.8 | 28 | 1.5 |
| Medium & Large Size Firms | 2 | 4.8 | 294 | 11.0 |
| All Size Firms | 14 | 4.8 | 322 | 7.1 |
| YES, REFERRAL INFORMATION | | | | |
| Medium & Large Size Firms | 2 | 4.8 | 294 | 11.0 |
| All Size Firms | 2 | 0.7 | 294 | 6.4 |
| Subtotal of Small Firms | 250 | 100.0 | 1,903 | 100.0 |
| Subtotal of Medium & Large Size Firms | 42 | 100.0 | 2,664 | 100.0 |
| Grand Total | 292 | 100.0 | 4,567 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more full-time hourly employees that responded to this question. 25 firms, or 83.3% of the public administration 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 with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 42AD: Childcare Assistance for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.* Question 42: "Do you offer childcare assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---|------------------------------------|--|--|--|
| NO | | | | |
| Small Firms | 128 | 100.0 | 860 | 100.0 |
| Medium & Large Size Firms | 25 | 92.6 | 183 | 70.4 |
| All Size Firms | 153 | 98.7 | 1,043 | 93.1 |
| YES, ON-SITE FACILITY | | | | |
| Medium & Large Size Firms | 2 | 7.4 | 76 | 29.2 |
| All Size Firms | 2 | 1.3 | 76 | 6.8 |
| YES, VOUCHERS or OFF-SITE SUBSIDIZED | | | | |
| Medium & Large Size Firms | 2 | 7.4 | 76 | 29.2 |
| All Size Firms | 2 | 1.3 | 76 | 6.8 |
| YES, REFERRAL INFORMATION | | | | |
| Medium & Large Size Firms | 2 | 7.4 | 76 | 29.2 |
| All Size Firms | 2 | 1.3 | 76 | 6.8 |
| Subtotal of Small Firms | 128 | 100.0 | 860 | 100.0 |
| Subtotal of Medium & Large Size Firms | 27 | 100.0 | 260 | 100.0 |
| Grand Total | 155 | 100.0 | 1,120 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more part-time hourly employees that responded to this question. 16 firms, or 61.5% of the public administration 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 with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Salary

TABLE 43AB: Flexible Work Arrangements for Oklahoma Public Administration Salary Employees by Firm Size.* Question 43: "Do you offer flexible work arrangements?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---------------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 269 | 100.0 | 1,191 | 100.0 |
| Medium & Large Size Firms | 20 | 46.5 | 173 | 8.8 |
| All Size Firms | 289 | 92.6 | 1,364 | 43.2 |
| FLEX-TIME | | | | |
| Medium & Large Size Firms | 23 | 53.5 | 1,794 | 91.2 |
| All Size Firms | 23 | 7.4 | 1,794 | 56.8 |
| FOUR DAY (ten hour/day) WORK WEEKS | | | | |
| Medium & Large Size Firms | 15 | 34.9 | 1,513 | 76.9 |
| All Size Firms | 15 | 4.8 | 1,513 | 47.9 |
| TELECOMMUTING (work at home) | | | | |
| Medium & Large Size Firms | 15 | 34.9 | 1,513 | 76.9 |
| All Size Firms | 15 | 4.8 | 1,513 | 47.9 |
| Subtotal of Small Firms | 269 | 100.0 | 1,191 | 100.0 |
| Subtotal of Medium & Large Size Firms | 43 | 100.0 | 1,967 | 100.0 |
| Grand Total | 312 | 100.0 | 3,158 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more salaried employees that responded to this question. 24 firms, or 88.9% of the public administration 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 with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 43AC: Flexible Work Arrangements for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 43: "Do you offer flexible work arrangements?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---------------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 238 | 100.0 | 1,875 | 100.0 |
| Medium & Large Size Firms | 17 | 42.5 | 752 | 28.8 |
| All Size Firms | 255 | 91.7 | 2,627 | 58.5 |
| FLEX-TIME | | | | |
| Medium & Large Size Firms | 18 | 45.0 | 1,725 | 66.0 |
| All Size Firms | 18 | 6.5 | 1,725 | 38.4 |
| FOUR DAY (ten hour/day) WORK WEEKS | | | | |
| Medium & Large Size Firms | 5 | 12.5 | 134 | 5.1 |
| All Size Firms | 5 | 1.8 | 134 | 3.0 |
| TELECOMMUTING (work at home) | | | | |
| Medium & Large Size Firms | 5 | 12.5 | 1,084 | 41.5 |
| All Size Firms | 5 | 1.8 | 1,084 | 24.2 |
| Subtotal of Small Firms | 238 | 100.0 | 1,875 | 100.0 |
| Subtotal of Medium & Large Size Firms | 40 | 100.0 | 2,612 | 100.0 |
| Grand Total | 278 | 100.0 | 4,487 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more full-time hourly employees that responded to this question. 24 firms, or 80.0% of the public administration 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 with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 43AD: Flexible Work Arrangements for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.* Question 43: "Do you offer flexible work arrangements?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---------------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | 108 | 100.0 | 810 | 100.0 |
| Medium & Large Size Firms | 7 | 36.8 | 42 | 21.3 |
| All Size Firms | 115 | 90.6 | 852 | 84.6 |
| FLEX-TIME | | | | |
| Medium & Large Size Firms | 12 | 63.2 | 155 | 78.7 |
| All Size Firms | 12 | 9.4 | 155 | 15.4 |
| Subtotal of Small Firms | 108 | 100.0 | 810 | 100.0 |
| Subtotal of Medium & Large Size Firms | 19 | 100.0 | 197 | 100.0 |
| Grand Total | 127 | 100.0 | 1,007 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more part-time hourly employees that responded to this question. 12 firms, or 46.2% of the public administration 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 with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Salary

TABLE 44AB: Miscellaneous Benefits for Oklahoma Public Administration Salary Employees by Firm Size.* Question 44: "Please check boxes indicating any additional miscellaneous benefits your company offers."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---------------------------------------|------------------------------------|--|--|--|
| BONUSES | | | | |
| Small Firms | 86 | 76.8 | 312 | 44.9 |
| Medium & Large Size Firms | 13 | 86.7 | 333 | 99.7 |
| All Size Firms | 99 | 78.0 | 645 | 62.7 |
| SHIFT DIFFERENTIAL | | | | |
| Medium & Large Size Firms | 1 | 6.7 | 21 | 6.3 |
| All Size Firms | 1 | 0.8 | 21 | 2.0 |
| LONGEVITY PAY | | | | |
| Small Firms | 26 | 23.2 | 383 | 55.1 |
| Medium & Large Size Firms | 2 | 13.3 | 1 | 0.3 |
| All Size Firms | 28 | 22.0 | 384 | 37.3 |
| Subtotal of Small Firms | 112 | 100.0 | 695 | 100.0 |
| Subtotal of Medium & Large Size Firms | 15 | 100.0 | 334 | 100.0 |
| Grand Total | 127 | 100.0 | 1,029 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more salaried employees that responded to this question. 12 firms, or 44.4% of the public administration 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 responses and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Full-time Hourly

TABLE 44AC: Miscellaneous Benefits for Oklahoma Public Administration Full-time Hourly Employees by Firm Size.* Question 44: "Please check boxes indicating any additional miscellaneous benefits your company offers."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---------------------------------------|------------------------------------|--|--|--|
| BONUSES | | | | |
| Small Firms | 65 | 83.3 | 659 | 96.8 |
| Medium & Large Size Firms | 16 | 88.9 | 1,036 | 93.2 |
| All Size Firms | 81 | 84.4 | 1,695 | 94.5 |
| SHIFT DIFFERENTIAL | | | | |
| Medium & Large Size Firms | 4 | 22.2 | 368 | 33.1 |
| All Size Firms | 4 | 4.2 | 368 | 20.5 |
| LONGEVITY PAY | | | | |
| Small Firms | 13 | 16.7 | 22 | 3.2 |
| Medium & Large Size Firms | 5 | 27.8 | 300 | 27.0 |
| All Size Firms | 18 | 18.8 | 322 | 18.0 |
| Subtotal of Small Firms | 78 | 100.0 | 681 | 100.0 |
| Subtotal of Medium & Large Size Firms | 18 | 100.0 | 1,112 | 100.0 |
| Grand Total | 96 | 100.0 | 1,793 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more full-time hourly employees that responded to this question. 11 firms, or 36.7% of the public administration 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 responses and firm sizes with no firms are omitted from this table.

PUBLIC ADMINISTRATION
Part-time Hourly

TABLE 44AD: Miscellaneous Benefits for Oklahoma Public Administration Part-time Hourly Employees by Firm Size.* Question 44: "Please check boxes indicating any additional miscellaneous benefits your company offers."

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|---------------------------------------|------------------------------------|--|--|--|
| BONUSES | | | | |
| Small Firms | 43 | 76.8 | 520 | 86.5 |
| Medium & Large Size Firms | 2 | 100.0 | 76 | 100.0 |
| All Size Firms | 45 | 77.6 | 596 | 88.0 |
| LONGEVITY PAY | | | | |
| Small Firms | 13 | 23.2 | 81 | 13.5 |
| All Size Firms | 13 | 22.4 | 81 | 12.0 |
| Subtotal of Small Firms | 56 | 100.0 | 601 | 100.0 |
| Subtotal of Medium & Large Size Firms | 2 | 100.0 | 76 | 100.0 |
| Grand Total | 58 | 100.0 | 677 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more part-time hourly employees that responded to this question. 4 firms, or 15.4% of the public administration 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 with no firms are omitted from this table.

PUBLIC ADMINISTRATION
All Employee Categories

TABLE 45J: Benefit Cost for Oklahoma Public Administration, 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)?"

| 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 |
|---------------------------------------|------------------------------------|--|--|--|
| 15% or LESS | | | | |
| Small Firms | 82 | 29.2 | 779 | 18.9 |
| Medium & Large Size Firms | 7 | 11.5 | 724 | 12.9 |
| All Size Firms | 89 | 26.0 | 1,503 | 15.4 |
| 16% to 20% | | | | |
| Small Firms | 22 | 7.8 | 121 | 2.9 |
| Medium & Large Size Firms | 10 | 16.4 | 521 | 9.3 |
| All Size Firms | 32 | 9.4 | 642 | 6.6 |
| 21% to 25% | | | | |
| Small Firms | 129 | 45.9 | 2,379 | 57.6 |
| Medium & Large Size Firms | 28 | 45.9 | 2,318 | 41.4 |
| All Size Firms | 157 | 45.9 | 4,697 | 48.3 |
| 26% to 30% | | | | |
| Small Firms | 35 | 12.5 | 607 | 14.7 |
| Medium & Large Size Firms | 6 | 9.8 | 566 | 10.1 |
| All Size Firms | 41 | 12.0 | 1,173 | 12.1 |
| MORE THAN 30% | | | | |
| Small Firms | 13 | 4.6 | 243 | 5.9 |
| Medium & Large Size Firms | 10 | 16.4 | 1,475 | 26.3 |
| All Size Firms | 23 | 6.7 | 1,718 | 17.7 |
| Subtotal of Small Firms | 281 | 100.0 | 4,129 | 100.0 |
| Subtotal of Medium & Large Size Firms | 61 | 100.0 | 5,604 | 100.0 |
| Grand Total | 342 | 100.0 | 9,733 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes public administration firms that have one or more employees that responded to this question. 30 firms, or 93.8% of the applicable public administration firms responded to this question.

Oklahoma Employee Benefit Compensation

OESC 2005 Benefits Survey

All Other Industries



Vacation & Holiday

Health & Medical



Retirement, Bonuses
& Profit sharing



ALL OTHER INDUSTRIES

Salaried

TABLE 1AF: Number of Paid Holidays Offered for Oklahoma Salaried All 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 | 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 |
| Grand Total | 220 | 100.0 | 1,496 | 100.0 |

*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 |
| Grand Total | 169 | 100.0 | 1,932 | 100.0 |

*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 |
| Grand Total | 68 | 100.0 | 85 | 100.0 |

*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."

| 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 | 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 |
| Offering Holiday(s) Totals | | | | |
| Grand Total | 220 | 100.0 | 1,496 | 100.0 |

*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 |
| Offering Holiday(s) Totals | | | | |
| Grand Total | 169 | 100.0 | 1,932 | 100.0 |

*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."

| 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 | 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 |
| Offering Holiday(s) Totals | | | | |
| Grand Total | 68 | 100.0 | 85 | 100.0 |

*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 |
| | | | | |
| Grand Total | 235 | 100.0 | 1,507 | 100.0 |

*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?"

| 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 | 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 |
| Grand Total | 152 | 100.0 | 314 | 100.0 |

*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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 185 | 78.7 | 294 | 81.9 |
| | Yes | | | | |
| | Salaried All Size Firms | 50 | 21.3 | 65 | 18.1 |
| | Salaried Grand Total | 235 | 100.0 | 359 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 202 | 85.6 | 1,338 | 88.8 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 34 | 14.4 | 168 | 11.2 |
| | Full-time Hourly Grand Total | 236 | 100.0 | 1,506 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 134 | 79.8 | 237 | 72.0 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 34 | 20.2 | 92 | 28.0 |
| | Part-time Hourly Grand Total | 168 | 100.0 | 329 | 100.0 |

*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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | | | | |
| | Yes | | | | |
| | Salaried All Size Firms | | | | |
| | Salaried Grand Total | | | | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | | | | |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | | | | |
| | Full-time Hourly Grand Total | | | | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | | | | |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | | | | |
| | Part-time Hourly Grand Total | | | | |

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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | | | | |
| | Yes | | | | |
| | Salaried All Size Firms | | | | |
| | Salaried Grand Total | | | | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | | | | |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | | | | |
| | Full-time Hourly Grand Total | | | | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | | | | |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | | | | |
| | Part-time Hourly Grand Total | | | | |

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 |
|---------------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | 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 | | | | | |
| | Salaried Grand Total | | | | |
| FULL-TIME HOURLY | 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 | | | | | |
| | Full-time Hourly Grand Total | | | | |
| PART-TIME HOURLY | 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 | | | | | |
| | Part-time Hourly Grand Total | | | | |

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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | 14 DAYS or LESS | | | | |
| | Salaried All Size Firms | | | | |
| | 15 to 24 DAYS | | | | |
| | Salaried All Size Firms | | | | |
| | 25 to 34 DAYS | | | | |
| | Salaried All Size Firms | | | | |
| | Salaried Grand Total | | | | |
| FULL-TIME HOURL | 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 | | | | |
| | Full-time Hourly Grand Total | | | | |
| FULL-TIME HOURLY | 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 | | | | |
| | Part-time Hourly Grand Total | | | | |

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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | | | | |
| | Yes | | | | |
| | Salaried All Size Firms | | | | |
| | Salaried Grand Total | | | | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | | | | |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | | | | |
| | Full-time Hourly Grand Total | | | | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | | | | |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | | | | |
| | Part-time Hourly Grand Total | | | | |

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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | | | | |
| | Yes | | | | |
| | Salaried All Size Firms | | | | |
| | Salaried Grand Total | | | | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | | | | |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | | | | |
| | Full-time Hourly Grand Total | | | | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | | | | |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | | | | |
| | Part-time Hourly Grand Total | | | | |

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 |
|--|--|--|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | 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 | | | | |
| | Salaried Grand Total | | | | |
| | FULL-TIME HOURLY | 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 | | | | | |
| Full-time Hourly Grand Total | | | | | |
| PART-TIME HOURLY | 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 | | | | |
| | Part-time Hourly Grand Total | | | | |

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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | | | | |
| | Yes | | | | |
| | Salaried All Size Firms | | | | |
| | Salaried Grand Total | | | | |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | | | | |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | | | | |
| | Full-time Hourly Grand Total | | | | |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | | | | |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | | | | |
| | Part-time Hourly Grand Total | | | | |

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?"

| 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 |
|--------------------|------------------------------------|--|--|--|
| 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 |
| Grand Total | 186 | 110.1 | 294 | 100.0 |

*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?"

| 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 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 |
| Grand Total | 186 | 100.0 | 1,322 | 100.0 |

*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?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--------------------|------------------------------------|--|--|--|
| 1 to 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 |
| Grand Total | 84 | 100.0 | 108 | 100.0 |

*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?"

| 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 |
|--|------------------------------------|--|--|--|
| 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 |
| Grand Total | 186 | 100.0 | 1,293 | 100.0 |

*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?"

| 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 |
|--|------------------------------------|--|--|--|
| 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 |
| Grand Total | 185 | 100.0 | 1,322 | 100.0 |

*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?"

| 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 |
|--|------------------------------------|--|--|--|
| 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 |
| Grand Total | 85 | 100.0 | 471 | 100.0 |

*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?"

| 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 |
|--|------------------------------------|--|--|--|
| 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 |
| Grand Total | 168 | 100.0 | 293 | 100.0 |

*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?"

| 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 |
|--|------------------------------------|--|--|--|
| 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 |
| Grand Total | 185 | 100.0 | 1,330 | 100.0 |

*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?"

| 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 |
|--|------------------------------------|--|--|--|
| 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 |
| Grand Total | 84 | 100.0 | 555 | 100.0 |

*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?"

| 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 |
|---|------------------------------------|--|--|--|
| 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 |
| Grand Total | 168 | 100.0 | 1,277 | 100.0 |

*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?"

| 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 |
|---|------------------------------------|--|--|--|
| 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 |
| Grand Total | 168 | 100.0 | 1,303 | 100.0 |

*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?"

| 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 |
|---|------------------------------------|--|--|--|
| 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 |
| Grand Total | 84 | 100.0 | 555 | 100.0 |

*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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 314 | 86.3 | 218 | 74.1 |
| | Yes | | | | |
| | Salaried All Size Firms | 50 | 13.7 | 76 | 25.9 |
| | Salaried Grand Total | 364 | 100.0 | 294 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 151 | 75.1 | 921 | 68.8 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 50 | 24.9 | 417 | 31.2 |
| | Full-time Hourly Grand Total | 201 | 100.0 | 1,338 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 84 | 71.2 | 202 | 33.4 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 34 | 28.8 | 403 | 66.6 |
| | Part-time Hourly Grand Total | 118 | 100.0 | 605 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more. 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 151 | 81.6 | 233 | 79.3 |
| | Yes | | | | |
| | Salaried All Size Firms | 34 | 18.4 | 61 | 20.7 |
| | Salaried Grand Total | 185 | 100.0 | 294 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 168 | 83.2 | 998 | 74.6 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 34 | 16.8 | 340 | 25.4 |
| | Full-time Hourly Grand Total | 202 | 100.0 | 1,338 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 84 | 71.2 | 202 | 33.4 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 34 | 28.8 | 403 | 66.6 |
| | Part-time Hourly Grand Total | 118 | 100.0 | 605 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more. 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?"

| 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 |
|---------------------------------------|------------------------------------|--|--|--|
| 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 | | | | |
| Grand Total | | | | |

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?"

| 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 |
|---------------------------------------|------------------------------------|--|--|--|
| 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 | | | | |
| Grand Total | | | | |

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?"

| 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 |
|---------------------------------------|------------------------------------|--|--|--|
| 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 | | | | |
| Grand Total | | | | |

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?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--------------------|------------------------------------|--|--|--|
| NONE | | | | |
| 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 |
| Grand Total | 195 | 100.0 | 1,294 | 100.0 |

*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?"

| Response | | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-----------------|--------------------|------------------------------------|--|--|--|
| NONE | | | | | |
| | 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 |
| | | | | | |
| | Grand Total | 202 | 100.0 | 5,880 | 100.0 |

*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?"

| Response | | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-----------------|--------------------|------------------------------------|--|--|--|
| NONE | | | | | |
| | 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 |
| | | | | | |
| | Grand Total | 118 | 100.0 | 1,008 | 100.0 |

*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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 118 | 87.4 | 924 | 93.2 |
| | Yes | | | | |
| | Salaried All Size Firms | 17 | 12.6 | 67 | 6.8 |
| | Salaried Grand Total | 135 | 100.0 | 991 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 118 | 87.4 | 4,553 | 88.9 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 17 | 12.6 | 571 | 11.1 |
| | Full-time Hourly Grand Total | 135 | 100.0 | 5,124 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 101 | 85.6 | 588 | 97.2 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 17 | 14.4 | 17 | 2.8 |
| | Part-time Hourly Grand Total | 118 | 100.0 | 605 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes 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?"

| 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 |
|---------------------|------------------------------------|--|--|--|
| 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 | | | | |
| Grand Total | | | | |

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?"

| 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 |
|---------------------|------------------------------------|--|--|--|
| 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 | | | | |
| Grand Total | | | | |

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?"

| 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 |
|---------------------------------------|------------------------------------|--|--|--|
| 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 | | | | |
| Grand Total | | | | |

ALL OTHER INDUSTRIES
Salary

TABLE 23AE: Bereavement Leave for Oklahoma All Other Industries Salary Employees.* Question 23: "Do you offer paid bereavement leave?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|----------------------|------------------------------------|--|--|--|
| NO | | | | |
| 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 |
| Grand Total | 185 | 100.0 | 1,295 | 100.0 |

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?"

| 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 | 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 |
| Grand Total | 203 | 100.0 | 5,880 | 100.0 |

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?"

| 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 | 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 |
| Grand Total | 269 | 100.0 | 2,083 | 100.0 |

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?"

| 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 | 134 | 72.8 | 924 | 71.4 |
| YES, 6 WEEKS or LESS | | | | |
| All Size Firms | 50 | 27.2 | 370 | 28.6 |
| Grand Total | 184 | 100.0 | 1,294 | 100.0 |

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?"

| 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 | 168 | 83.2 | 5,762 | 98.0 |
| YES, 6 WEEKS or LESS | | | | |
| All Size Firms | 34 | 16.8 | 118 | 2.0 |
| Grand Total | 202 | 100.0 | 5,880 | 100.0 |

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?"

| 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 | 202 | 75.1 | 1,982 | 95.2 |
| YES, 6 WEEKS or LESS | | | | |
| All Size Firms | 67 | 24.9 | 101 | 4.8 |
| Grand Total | 269 | 100.0 | 2,083 | 100.0 |

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."

| 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 |
|---------------------------|------------------------------------|--|--|--|
| 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 |
| Grand Total | 118 | 100.0 | 924 | 100.0 |

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."

| 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 |
|---------------------------|------------------------------------|--|--|--|
| 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 | | | | |
| Grand Total | | | | |

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."

| 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 |
|---------------------------|------------------------------------|--|--|--|
| 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 |
| Grand Total | 67 | 100.0 | 101 | 100.0 |

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?"

| 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 | 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 |
| Grand Total | 218 | 100.0 | 1,462 | 100.0 |

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?"

| 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 | 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 |
| Grand Total | 218 | 100.0 | 5,695 | 100.0 |

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?"

| 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 | 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 |
| Grand Total | 101 | 100.0 | 521 | 100.0 |

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?"

| 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 | 67 | 39.9 | 269 | 22.2 |
| PREFERRED PROVIDER ORGANIZATION (PPO) All Size Firms | 134 | 79.8 | 1,075 | 88.8 |
| Grand Total | 168 | 100.0 | 1,210 | 100.0 |

*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?"

| 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 | 67 | 44.4 | 1,159 | 23.3 |
| PREFERRED PROVIDER ORGANIZATION (PPO) | | | | |
| All Size Firms | 118 | 78.1 | 4,788 | 96.3 |
| Grand Total | 151 | 100.0 | 4,973 | 100.0 |

*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 |
| Grand Total | 84 | 100.0 | 420 | 100.0 |

*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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 118 | 70.2 | 689 | 56.9 |
| | Yes | | | | |
| | Salaried All Size Firms | 50 | 29.8 | 521 | 43.1 |
| | Salaried Grand Total | 168 | 100.0 | 1,210 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 118 | 77.6 | 1,277 | 25.7 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 34 | 22.4 | 3,696 | 74.3 |
| | Full-time Hourly Grand Total | 152 | 100.0 | 4,973 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 67 | 79.8 | 84 | 20.0 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 17 | 20.2 | 336 | 80.0 |
| | Part-time Hourly Grand Total | 84 | 100.0 | 420 | 100.0 |

*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)?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--------------------|------------------------------------|--|--|--|
| NONE | | | | |
| 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 |
| Grand Total | 169 | 100.0 | 1,210 | 100.0 |

*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)?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--------------------|------------------------------------|--|--|--|
| NONE | | | | |
| 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 |
| Grand Total | 152 | 100.0 | 4,973 | 100.0 |

*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)?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--------------------|------------------------------------|--|--|--|
| NONE | | | | |
| 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 |
| Grand Total | 85 | 100.0 | 420 | 100.0 |

*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?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--------------------|------------------------------------|--|--|--|
| NONE | | | | |
| 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 |
| Grand Total | 169 | 100.0 | 1,210 | 100.0 |

*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?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--------------------|------------------------------------|--|--|--|
| NONE | | | | |
| 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 |
| Grand Total | 151 | 100.0 | 4,972 | 100.0 |

*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?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--------------------|------------------------------------|--|--|--|
| NONE | | | | |
| 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 |
| Grand Total | 84 | 100.0 | 420 | 100.0 |

*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?"

| 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 | 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 |
| Grand Total | 219 | 100.0 | 1,546 | 100.0 |

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?"

| 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 | 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 |
| Grand Total | 202 | 100.0 | 5,628 | 100.0 |

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?"

| 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 | 50 | 59.5 | 50 | 11.9 |
| YES, EMPLOYEE and DEPENDENTS | | | | |
| All Size Firms | 34 | 40.5 | 370 | 88.1 |
| Grand Total | 84 | 100.0 | 420 | 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 |
|-------------------------|-------------------------------------|-----------------------------|-----------------------------------|---------------------------------|---------------------------------------|
| SALARIED | No | | | | |
| | Salaried All Size Firms | 134 | 88.7 | 1,159 | 93.2 |
| | Yes | | | | |
| | Salaried All Size Firms | 17 | 11.3 | 84 | 6.8 |
| | Salaried Grand Total | 151 | 100.0 | 1,243 | 100.0 |
| FULL-TIME HOURLY | No | | | | |
| | Full-time Hourly All Size Firms | 84 | 83.2 | 3,965 | 92.2 |
| | Yes | | | | |
| | Full-time Hourly All Size Firms | 17 | 16.8 | 336 | 7.8 |
| | Full-time Hourly Grand Total | 101 | 100.0 | 4,301 | 100.0 |
| PART-TIME HOURLY | No | | | | |
| | Part-time Hourly All Size Firms | 17 | 50.0 | 34 | 9.2 |
| | Yes | | | | |
| | Part-time Hourly All Size Firms | 17 | 50.0 | 336 | 90.8 |
| | Part-time Hourly Grand Total | 34 | 100.0 | 370 | 100.0 |

*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)?"

| Response | | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--------------------|----------------|------------------------------------|--|--|--|
| NONE | | | | | |
| | 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 |
| Grand Total | | 152 | 100.0 | 1,244 | 100.0 |

*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)?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--------------------|------------------------------------|--|--|--|
| NONE | | | | |
| 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 |
| Grand Total | 102 | 100.0 | 4,301 | 100.0 |

*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)?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | | | | |
| 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 | | | | |
| Grand Total | | | | |

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?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--------------------|------------------------------------|--|--|--|
| NONE | | | | |
| 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 |
| Grand Total | 152 | 100.0 | 1,244 | 100.0 |

*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?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--------------------|------------------------------------|--|--|--|
| NONE | | | | |
| All Size Firms | 67 | 66.3 | 538 | 12.5 |
| 100% | | | | |
| All Size Firms | 34 | 33.7 | 3,763 | 87.5 |
| Grand Total | 101 | 100.0 | 4,301 | 100.0 |

*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?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| Small Firms | | | | |
| 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 | | | | |
| Grand Total | | | | |

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."

| 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 | 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 |
| Grand Total | 134 | 100.0 | 1,042 | 100.0 |

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."

| 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 | 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 |
| Grand Total | 84 | 100.0 | 4,284 | 100.0 |

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.)

| 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 |
|--|------------------------------------|--|--|--|
| 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 | | | | |
| Grand Total | | | | |

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?"

| 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 |
|---|------------------------------------|--|--|--|
| 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 |
| Grand Total | 201 | 100.0 | 1,479 | 100.0 |

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?"

| 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 |
|---|------------------------------------|--|--|--|
| 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 |
| Grand Total | 168 | 100.0 | 5,174 | 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?"

| 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 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 |
| Grand Total | 85 | 100.0 | 422 | 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 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."

| 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 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 |
| Grand Total | 218 | 100.0 | 1,445 | 100.0 |

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."

| 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 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 |
| Grand Total | 235 | 100.0 | 6,619 | 100.0 |

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."

| 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 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 |
| Grand Total | 168 | 100.0 | 1,378 | 100.0 |

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?"

| 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 |
|---|------------------------------------|--|--|--|
| 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 |
| Grand Total | 102 | 100.0 | 807 | 100.0 |

*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?"

| 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 |
|--|------------------------------------|--|--|--|
| 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 |
| Grand Total | 85 | 100.0 | 4,435 | 100.0 |

*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?"

| 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 |
|--|------------------------------------|--|--|--|
| 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 | | | | |
| Grand Total | | | | |

ALL OTHER INDUSTRIES
Salary

TABLE 39AE: Educational Benefits for Oklahoma All Other Industries Salary Employees.* Question 39: "Do you provide education or tuition assistance?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|--|------------------------------------|--|--|--|
| 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 |
| Grand Total | 216 | 100.0 | 1,445 | 100.0 |

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?"

| 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 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 |
| Grand Total | 235 | 100.0 | 6,619 | 100.0 |

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?"

| 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 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 |
| Grand Total | 151 | 100.0 | 1,378 | 100.0 |

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?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| 1% to 25% | | | | |
| Small Firms | | | | |
| 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 | | | | |
| Grand Total | | | | |

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?"

| 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 |
|--------------------|------------------------------------|--|--|--|
| 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 |
| Grand Total | 68 | 100.0 | 638 | 100.0 |

*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?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|-------------------------------|------------------------------------|--|--|--|
| 1% to 25% | | | | |
| Small Firms | | | | |
| 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 | | | | |
| Grand Total | | | | |

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?"

| 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 | 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 |
| Grand Total | 235 | 100.0 | 1,579 | 100.0 |

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?"

| 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 | 202 | 85.6 | 5,712 | 86.3 |
| YES, FOR HEALTH EXPENSES | | | | |
| All Size Firms | 34 | 14.4 | 907 | 13.7 |
| Grand Total | 236 | 100.0 | 6,619 | 100.0 |

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?"

| 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 | 89.9 | 1,428 | 98.8 |
| YES, FOR HEALTH EXPENSES | | | | |
| All Size Firms | 17 | 10.1 | 17 | 1.2 |
| Grand Total | 168 | 100.0 | 1,445 | 100.0 |

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?"

| 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 | 235 | 100.0 | 1,579 | 100.0 |
| Grand Total | 235 | 100.0 | 1,579 | 100.0 |

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?"

| 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 | 235 | 100.0 | 6,619 | 100.0 |
| Grand Total | 235 | 100.0 | 6,619 | 100.0 |

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 |
| Grand Total | 151 | 100.0 | 1,378 | 100.0 |

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?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|------------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| 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 |
| Grand Total | 235 | 100.0 | 1,579 | 100.0 |

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?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|------------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| 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 |
| Grand Total | 235 | 100.0 | 6,619 | 100.0 |

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?"

| Response | Number of Firms in Category | Percent of All Firms in Firm Size | Number of Employees in Category | Percent of All Employees in Firm Size |
|------------------------------------|------------------------------------|--|--|--|
| NONE | | | | |
| 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 |
| Grand Total | 151 | 100.0 | 1,378 | 100.0 |

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."

| 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 |
|---------------------------|------------------------------------|--|--|--|
| BONUSES | | | | |
| All Size Firms | 134 | 100.0 | 991 | 100.0 |
| SHIFT DIFFERENTIAL | | | | |
| All Size Firms | 17 | 12.7 | 67 | 6.8 |
| Grand Total | 134 | 100.0 | 991 | 100.0 |

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."

| 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 |
|--------------------|------------------------------------|--|--|--|
| BONUSES | | | | |
| All Size Firms | 118 | 88.1 | 1,075 | 24.2 |
| SHIFT DIFFERENTIAL | | | | |
| All Size Firms | 34 | 25.4 | 3,763 | 84.8 |
| Grand Total | 134 | 100.0 | 4,435 | 100.0 |

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."

| 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 |
|--------------------|------------------------------------|--|--|--|
| BONUSES | | | | |
| All Size Firms | 67 | 100.0 | 487 | 100.0 |
| Grand Total | 67 | 100.0 | 487 | 100.0 |

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)?"

| 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 |
|--------------------|------------------------------------|--|--|--|
| 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 |
| Grand Total | 235 | 100.0 | 8,736 | 100.0 |

*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes 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.

| Geographical Area | Sample | Returned | Response Rate (Percent) |
|--------------------------|---------------|-----------------|--------------------------------|
| Oklahoma City | 1120 | 657 | 58.7 |
| Tulsa | 1,132 | 685 | 60.5 |
| Greater Oklahoma | 1,132 | 743 | 65.6 |
| Total | 3,384 | 2,085 | 61.6 |

Note: Greater Oklahoma is everything outside Oklahoma City and Tulsa metropolitan areas.

TABLE 47B: Survey Response Rates by Firm Size

| Firm Size | Sample | Returned | Response Rate (Percent) |
|---------------------|---------------|-----------------|--------------------------------|
| Small Firms | 1559 | 1090 | 69.9 |
| Medium Firms | 1,295 | 740 | 57.1 |
| Large Firms | 530 | 255 | 48.1 |
| Totals | 3,384 | 2,085 | 61.6 |

*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.

| Geographical Area | Sample | Returned | Response Rate (Percent) |
|------------------------------|---------------|-----------------|--------------------------------|
| Mining | 65 | 38 | 58.5 |
| Construction | 244 | 147 | 60.2 |
| Manufacturing | 430 | 283 | 65.8 |
| Utilities | 173 | 99 | 57.2 |
| Wholesale Trade | 215 | 135 | 62.8 |
| Retail Trade | 665 | 342 | 51.4 |
| F.I.R.E. | 182 | 111 | 61.0 |
| Services | 1365 | 877 | 64.2 |
| Public Administration | 39 | 33 | 84.6 |
| All Other Industries | 6 | 20 | — |
| Total | 3,384 | 2,085 | 61.6 |

* 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.

| Industry by Firm Size | Total Number of Firms in Industry | Number of Responding Firms | Percent of Firms Responding | Total Number Employed in Industry | Number Employed by Responding Firms | Percent Employed by Responding Firms |
|---|--|-----------------------------------|------------------------------------|--|--|---|
| MINING | | | | | | |
| 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 |
| CONSTRUCTION | | | | | | |
| 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 |
| MANUFACTURING | | | | | | |
| 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 |
| UTILITIES | | | | | | |
| 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 |
| WHOLESALE TRADE | | | | | | |
| 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 |
| RETAIL TRADE | | | | | | |
| 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 |
| F.I.R.E. | | | | | | |
| 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 |
| SERVICES | | | | | | |
| 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 |
| PUBLIC ADMINISTRATION | | | | | | |
| 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 |
| ALL OTHER INDUSTRIES | | | | | | |
| All Size Firms | 268 | 20 | 7.5 | 2,342 | 596 | 25.4 |
| ALL INDUSTRIES & ALL FIRM SIZES* | 31,154 | 2,085 | 6.7 | 1,018,235 | 311,984 | 30.6 |

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.

| Method of Response | Returned | Response Rate (Percent) |
|---------------------------|-----------------|--------------------------------|
| Mail | 1834 | 88.0 |
| Online | 219 | 10.5 |
| FAX | 20 | 1.0 |
| Phone | 12 | 0.6 |
| Totals | 2,085 | 100.0 |

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 |
| Subtotal Written Response | 25 | 1.4 | 100.0 |
| Non-Written Response | 1,756 | 98.6 | — |
| Total Responding Firms | 1,781 | 100.0 | — |

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 |
| Subtotal Written Response | 162 | 10.3 | 100.0 |
| Non-Written Response | 1,404 | 89.7 | — |
| Total Responding Firms | 1,566 | 100.0 | — |

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 |
| Subtotal Written Response | 58 | 5.3 | 100.0 |
| Non-Written Response | 1,035 | 94.7 | — |
| Total Responding Firms | 1,093 | 100.0 | — |

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 |
| Subtotal Written Response | 53 | 4.4 | 100.0 |
| Non-Written Response | 1,163 | 95.6 | — |
| Total Responding Firms | 1,216 | 100.0 | — |

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 |
| Subtotal Written Response | 117 | 6.1 | 100.0 |
| Non-Written Response | 1,804 | 93.9 | — |
| Total Responding Firms | 1,921 | 100.0 | — |

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 |
| Subtotal Written Response | 112 | 5.7 | 100.0 |
| Non-Written Response | 1,844 | 94.3 | — |
| Total Responding Firms | 1,956 | 100.0 | — |

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 |
| Subtotal Written Response | 37 | 2.8 | 100.0 |
| Non-Written Response | 1,280 | 97.2 | — |
| Total Responding Firms | 1,317 | 100.0 | — |

Note: Percentages may not sum to 100.0%, due to rounding.

Oklahoma Employee Benefit Compensation

OESC 2005 Benefits Survey

Appendix C: Questionnaire



Vacation & Holiday

Health & Medical



Retirement, Bonuses
& Profit sharing



Economic Research and Analysis Division
Oklahoma Employment Security Commission

2003 OESC EMPLOYER BENEFITS SURVEY
A Survey of Benefits Offered to Oklahoma Employees

1. Please tell us your contact person: _____

Telephone: (____) _____ EMAIL _____

| | Full- Time Hourly | Part- Time Hourly | All Employees |
|--|-------------------------|-------------------------|------------------|
|--|-------------------------|-------------------------|------------------|

HOLIDAYS

2. Please check all paid holidays offered by your company:

| | | | | |
|---|--------------------------|--------------------------|--------------------------|--------------------------|
| a. New Year's Day..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Martin Luther King Day (January) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Presidents' Day (February) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Good Friday..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Memorial Day..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Independence Day | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. Labor Day | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| h. Columbus Day (October) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| i. Election Day (November) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| j. Veterans' Day (November) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| k. Thanksgiving Day | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| l. Day after Thanksgiving | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| m. Christmas Eve Day | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| n. Christmas Day | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| o. New Year's Eve Day | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| p. Birthday..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| q. One floating holiday or personal leave day | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| r. Other (please name) _____ | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

3. What do you pay hourly employees who work on a holiday?

| | | | |
|----------------------------------|--------------------------|--------------------------|--------------------------|
| a. Straight time | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Time and one-half | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Double time | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Other (please describe) _____ | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

PERSONAL LEAVE

4. Do you combine paid leave time (vacation, sick leave & misc. time) together to be used at the employee's discretion?

| | | | | |
|--|--------------------------|--------------------------|--------------------------|--------------------------|
| a. No (If no for all categories, skip to question #13) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Yes..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

5. Are holidays included with vacation, and sick leave in this combined paid leave time?

| | | | | |
|-------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. No..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Yes..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |



OESC EMPLOYER BENEFITS SURVEY

| | | | |
|--|----------------------------------|----------------------------------|--------------------------|
| | Full- Time Hourly | Part- Time Hourly | All Employees |
|--|----------------------------------|----------------------------------|--------------------------|

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

| | Full- Time Hourly | Part- Time Hourly | All Employees |
|--|-------------------------|-------------------------|------------------|
|--|-------------------------|-------------------------|------------------|

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).....
- b. less than 1 month.....
- c. 1 to 2 months.....
- d. 3 to 6 months.....
- e. 7 to 11 months.....
- f. 12 months or more.....

| | | | |
|--------------------------|--------------------------|--------------------------|--------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <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.....
- b. 11 months or less.....
- c. 1 year to 1 year & 11 months.....
- d. 2 years to 2 years & 11 months.....
- e. 3 years to 3 years & 11 months.....
- f. 4 or more years.....

| | | | |
|--------------------------|--------------------------|--------------------------|--------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <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.....
- b. 3 years or less.....
- c. 4 years to 7 years & 11 months.....
- d. 8 years to 11 years & 11 months.....
- e. 12 or more years.....

| | | | |
|--------------------------|--------------------------|--------------------------|--------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <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.....
- b. 9 years or less.....
- c. 10 years to 15 years & 11 months.....
- d. 16 or more years.....

| | | | |
|--------------------------|--------------------------|--------------------------|--------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <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.....
- b. Yes.....

| | | | |
|--------------------------|--------------------------|--------------------------|--------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <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).....
- b. Yes.....

| | | | |
|--------------------------|--------------------------|--------------------------|--------------------------|
| <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

| | | | |
|--|----------------------------------|----------------------------------|--------------------------|
| | Full- Time Hourly | Part- Time Hourly | All Employees |
|--|----------------------------------|----------------------------------|--------------------------|

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 |
|--|-------------------------|-------------------------|------------------|
|--|-------------------------|-------------------------|------------------|

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

| | | | |
|--|----------------------------------|----------------------------------|--------------------------|
| | Full- Time Hourly | Part- Time Hourly | All Employees |
|--|----------------------------------|----------------------------------|--------------------------|

MEDICAL/HEALTH/Dental (continued)

| | | | | |
|--|--------------------------|--------------------------|--------------------------|--------------------------|
| 31. Do you offer dental care plan(s) to your employees? | | | | |
| a. No (If no in all categories, skip to question #35)..... | <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"/> |
| 32. Can employees choose between dental care plans? | | | | |
| 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"/> |
| 33. What percentage of the cost of the dental 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"/> |
| 34. What percentage of the cost of the dental plan(s) do you pay for an 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"/> |
| 35. Please check boxes indicating any additional medical/health benefits for which your company provides cost assistance. | | | | |
| a. Long term disability insurance..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Employee Assistance Program..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Wellness program..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Vision care plan..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Prescription drug plan..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Mental health rider..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. Life insurance..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| h. Accidental death insurance..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| i. Dependent life insurance..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| j. Ill child daycare..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| k. Long-term nursing home/assisted living care plan..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| l. Elder daycare (for employee's relative)..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| m. Other (please name)_____ | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

OESC EMPLOYER BENEFITS SURVEY

| | | | |
|--|----------------------------------|----------------------------------|--------------------------|
| | Full- Time Hourly | Part- Time Hourly | All Employees |
|--|----------------------------------|----------------------------------|--------------------------|

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

| | | | |
|--|-----------------------|-----------------------|------------------|
| | Full- Time | Part- Time | All |
| | Salary | Hourly | Hourly |
| | | | Employees |

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: | _____ |
| (Please respond for all three categories & the Total) | 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.

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