

*Oklahoma Employee Benefit Compensation*

# **OESC 2005 Benefits Survey**

## **Manufacturing**



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.

Published January 2005

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# Acknowledgements

OESC research team would like to thank all those who responded to this survey. Only through the cooperation of employers are we able to collect the figures necessary for understanding and disseminating accurate, thorough and timely information on labor market conditions to the people of Oklahoma.

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.

# MANUFACTURING

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# MANUFACTURING

Salaried

**TABLE 1K: Number of Paid Holidays Offered for Oklahoma Salaried Manufacturing Employees by Firm Size.\***

<b>Number of Holidays</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>FIVE OR LESS HOLIDAYS</b>				
Small Firms	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
<b>SIX HOLIDAYS</b>				
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
<b>SEVEN HOLIDAYS</b>				
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
<b>EIGHT HOLIDAYS</b>				
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
<b>NINE HOLIDAYS</b>				
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
<b>TEN HOLIDAYS</b>				
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
<b>ELEVEN HOLIDAYS</b>				
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
<b>TWELVE or MORE HOLIDAYS</b>				
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
<b>Grand Total</b>	<b>2,259</b>	<b>100.0</b>	<b>26,475</b>	<b>100.0</b>

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

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



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

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

## Example Table

Description of Benefit and its Reporting Categories

Industry

Survey Question  
(If any)

**ALL INDUSTRIES**  
Full-time Hourly

Employee Category

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

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

Response Categories

Example 1.  
(see below)

Example 2.  
(see below)

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

Description of Applicable Firms

Number and Percentage of Responding Firms

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

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

# MANUFACTURING

## Full-time Hourly

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

<b>Number of Holidays</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>FIVE OR LESS HOLIDAYS</b>				
Small Firms	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
<b>SIX HOLIDAYS</b>				
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
<b>SEVEN HOLIDAYS</b>				
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
<b>EIGHT HOLIDAYS</b>				
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
<b>NINE HOLIDAYS</b>				
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
<b>TEN HOLIDAYS</b>				
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
<b>ELEVEN HOLIDAYS</b>				
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
<b>TWELVE or MORE HOLIDAYS</b>				
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
<b>Grand Total</b>	<b>2,333</b>	<b>100.0</b>	<b>86,955</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes 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
<b>FIVE OR LESS HOLIDAYS</b>				
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
<b>SIX HOLIDAYS</b>				
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
<b>SEVEN HOLIDAYS</b>				
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
<b>EIGHT HOLIDAYS</b>				
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
<b>NINE HOLIDAYS</b>				
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
<b>TEN HOLIDAYS</b>				
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
<b>ELEVEN HOLIDAYS</b>				
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
<b>TWELVE or MORE HOLIDAYS</b>				
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
<b>Grand Total</b>	<b>552</b>	<b>100.0</b>	<b>2,278</b>	<b>100.0</b>

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

<b>Holiday Offered</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NEW YEAR'S DAY</b>				
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
<b>MARTIN LUTHER KING DAY</b>				
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
<b>PRESIDENT'S DAY</b>				
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
<b>GOOD FRIDAY</b>				
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
<b>MEMORIAL DAY</b>				
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
<b>INDEPENDENCE DAY</b>				
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
<b>LABOR DAY</b>				
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
<b>COLUMBUS DAY</b>				
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
<b>VETERAN'S DAY</b>				
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.)**

<b>Holiday Offered</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>THANKSGIVING DAY</b>				
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
<b>DAY AFTER THANKSGIVING</b>				
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
<b>CHRISTMAS EVE DAY</b>				
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
<b>CHRISTMAS DAY</b>				
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
<b>NEW YEAR'S EVE DAY</b>				
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
<b>BIRTHDAY</b>				
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
<b>ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY</b>				
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
<b>OTHER (please name)</b>				
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
<b>Offering Holiday(s) Totals</b>				
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
<b>Grand Total</b>	<b>2,259</b>	<b>100.0</b>	<b>26,475</b>	<b>100.0</b>

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

<b>Holiday Offered</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NEW YEAR'S DAY</b>				
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
<b>MARTIN LUTHER KING DAY</b>				
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
<b>PRESIDENT'S DAY</b>				
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
<b>GOOD FRIDAY</b>				
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
<b>MEMORIAL DAY</b>				
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
<b>INDEPENDENCE DAY</b>				
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
<b>LABOR DAY</b>				
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
<b>COLUMBUS DAY</b>				
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
<b>ELECTION DAY</b>				
Large Firms	1	1.1	671	1.7
All Size Firms	1	0.0	671	0.8
<b>VETERAN'S DAY</b>				
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).**

<b>Holiday Offered</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>THANKSGIVING DAY</b>				
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
<b>DAY AFTER THANKSGIVING</b>				
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
<b>CHRISTMAS EVE DAY</b>				
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
<b>CHRISTMAS DAY</b>				
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
<b>NEW YEAR'S EVE DAY</b>				
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
<b>BIRTHDAY</b>				
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
<b>ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY</b>				
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
<b>OTHER (please name)</b>				
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
<b>Offering Holiday(s) Totals</b>				
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
<b>Grand Total</b>	<b>2,333</b>	<b>100.0</b>	<b>86,955</b>	<b>100.0</b>

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

<b>Holiday Offered</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NEW YEAR'S DAY</b>				
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
<b>PRESIDENT'S DAY</b>				
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
<b>GOOD FRIDAY</b>				
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
<b>MEMORIAL DAY</b>				
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
<b>INDEPENDENCE DAY</b>				
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
<b>LABOR DAY</b>				
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).**

<b>Holiday Offered</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>THANKSGIVING DAY</b>				
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
<b>DAY AFTER THANKSGIVING</b>				
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
<b>CHRISTMAS EVE DAY</b>				
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
<b>CHRISTMAS DAY</b>				
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
<b>NEW YEAR'S EVE DAY</b>				
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
<b>BIRTHDAY</b>				
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
<b>ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY</b>				
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
<b>OTHER (please name)</b>				
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
<b>Offering Holiday(s) Totals</b>				
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
<b>Grand Total</b>	<b>552</b>	<b>100.0</b>	<b>2,278</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are those with 250 or more employees. This table includes 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
<b>STRAIGHT TIME</b>				
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
<b>TIME AND ONE-HALF</b>				
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
<b>DOUBLE TIME</b>				
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
<b>OTHER (please describe)</b>				
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
<b>Grand Total</b>	<b>2,055</b>	<b>100.0</b>	<b>83,626</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes 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
<b>STRAIGHT TIME</b>				
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
<b>TIME AND ONE-HALF</b>				
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
<b>DOUBLE TIME</b>				
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
<b>OTHER (please describe)</b>				
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
<b>Grand Total</b>	<b>768</b>	<b>100.0</b>	<b>2,359</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes 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
<b>SALARIED</b>	<b>No</b>				
	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
	<b>Yes</b>				
	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
<b>Salaried Grand Total</b>	<b>2,350</b>	<b>100.0</b>	<b>26,778</b>	<b>100.0</b>	
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	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
	<b>Yes</b>				
	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
<b>Full-time Hourly Grand Total</b>	<b>2,464</b>	<b>100.0</b>	<b>89,432</b>	<b>100.0</b>	
<b>PART-TIME HOURLY</b>	<b>No</b>				
	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
	<b>Yes</b>				
	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
<b>Part-time Hourly Grand Total</b>	<b>1,027</b>	<b>100.0</b>	<b>3,360</b>	<b>100.0</b>	

\*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
<b>SALARIED</b>	<b>No</b>				
	Salaried All Size Firms	457	75.4	3,763	75.6
	<b>Yes</b>				
	Salaried All Size Firms	149	24.6	1,213	24.4
	<b>Salaried Grand Total</b>	<b>606</b>	100.0	<b>4,976</b>	100.0
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	Full-time Hourly All Size Firms	451	71.2	16,894	70.8
	<b>Yes</b>				
	Full-time Hourly All Size Firms	182	28.8	6,968	29.2
	<b>Full-time Hourly Grand Total</b>	<b>633</b>	100.0	<b>23,862</b>	100.0
<b>PART-TIME HOURLY</b>	<b>No</b>				
	Part-time Hourly All Size Firms	116	48.9	557	64.4
	<b>Yes</b>				
	Part-time Hourly All Size Firms	121	51.1	308	35.6
	<b>Part-time Hourly Grand Total</b>	<b>237</b>	100.0	<b>865</b>	100.0

\*Note: Small Firms are those with < 50 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
<b>SALARIED</b>	<b>No</b>				
	Salaried All Size Firms	440	76.1	3,718	77.1
	<b>Yes</b>				
	Salaried All Size Firms	138	23.9	1,103	22.9
	<b>Salaried Grand Total</b>	<b>578</b>	<b>100.0</b>	<b>4,821</b>	<b>100.0</b>
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	Full-time Hourly All Size Firms	431	71.2	18,896	80.5
	<b>Yes</b>				
	Full-time Hourly All Size Firms	174	28.8	4,580	19.5
	<b>Full-time Hourly Grand Total</b>	<b>605</b>	<b>100.0</b>	<b>23,476</b>	<b>100.0</b>
<b>PART-TIME HOURLY</b>	<b>No</b>				
	Part-time Hourly All Size Firms	129	54.4	253	29.2
	<b>Yes</b>				
	Part-time Hourly All Size Firms	108	45.6	612	70.8
	<b>Part-time Hourly Grand Total</b>	<b>237</b>	<b>100.0</b>	<b>865</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes 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
<b>SALARIED</b>	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	
	<b>Salaried Grand Total</b>	<b>606</b>	<b>100.0</b>	<b>4,976</b>	<b>100.0</b>
<b>FULL-TIME HOURLY</b>	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	
	<b>Full-time Hourly Grand Total</b>	<b>633</b>	<b>100.0</b>	<b>23,862</b>	<b>100.0</b>
<b>PART-TIME HOURLY</b>	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	
	<b>Part-time Hourly Grand Total</b>	<b>237</b>	<b>100.0</b>	<b>865</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes 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
<b>SALARIED</b>	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
	<b>Salaried Grand Total</b>	<b>594</b>	100.0	<b>4,882</b>	100.0
<b>FULL-TIME HOURLY</b>	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
	<b>Full-time Hourly Grand Total</b>	<b>622</b>	100.0	<b>23,696</b>	100.0
<b>PART-TIME HOURLY</b>	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
	<b>Part-time Hourly Grand Total</b>	<b>224</b>	100.0	<b>829</b>	100.0

\*Note: Small Firms are those with < 50 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
<b>SALARIED</b>	<b>No</b>				
	Salaried All Size Firms	321	53.1	1,190	24.0
	<b>Yes</b>				
	Salaried All Size Firms	283	46.9	3,764	76.0
	<b>Salaried Grand Total</b>	<b>604</b>	<b>100.0</b>	<b>4,954</b>	<b>100.0</b>
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	Full-time Hourly All Size Firms	318	52.8	2,778	11.9
	<b>Yes</b>				
	Full-time Hourly All Size Firms	284	47.2	20,531	88.1
	<b>Full-time Hourly Grand Total</b>	<b>602</b>	<b>100.0</b>	<b>23,309</b>	<b>100.0</b>
<b>PART-TIME HOURLY</b>	<b>No</b>				
	Part-time Hourly All Size Firms	159	77.6	227	28.9
	<b>Yes</b>				
	Part-time Hourly All Size Firms	46	22.4	559	71.1
	<b>Part-time Hourly Grand Total</b>	<b>205</b>	<b>100.0</b>	<b>786</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes 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
<b>SALARIED</b>	<b>No</b>				
	Salaried All Size Firms	383	63.2	2,866	57.6
	<b>Yes</b>				
	Salaried All Size Firms	223	36.8	2,110	42.4
	<b>Salaried Grand Total</b>	<b>606</b>	<b>100.0</b>	<b>4,976</b>	<b>100.0</b>
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	Full-time Hourly All Size Firms	451	71.2	16,894	70.8
	<b>Yes</b>				
	Full-time Hourly All Size Firms	182	28.8	6,968	29.2
	<b>Full-time Hourly Grand Total</b>	<b>633</b>	<b>100.0</b>	<b>23,862</b>	<b>100.0</b>
<b>PART-TIME HOURLY</b>	<b>No</b>				
	Part-time Hourly All Size Firms	155	76.0	363	43.9
	<b>Yes</b>				
	Part-time Hourly All Size Firms	49	24.0	463	56.1
	<b>Part-time Hourly Grand Total</b>	<b>204</b>	<b>100.0</b>	<b>826</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes 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
<b>SALARIED</b>	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
	NO MAXIMUM OR LIMIT				
Salaried All Size Firms	45	20.4	90	4.4	
	<b>Salaried Grand Total</b>	<b>221</b>	<b>100.0</b>	<b>2,036</b>	<b>100.0</b>
<b>FULL-TIME HOURLY</b>	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
	NO MAXIMUM OR LIMIT				
Full-time Hourly All Size Firms	59	30.1	765	6.9	
	<b>Full-time Hourly Grand Total</b>	<b>196</b>	<b>100.0</b>	<b>11,026</b>	<b>100.0</b>
<b>PART-TIME HOURLY</b>	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
	NO MAXIMUM OR LIMIT				
Part-time Hourly All Size Firms	14	28.6	413	89.2	
	<b>Part-time Hourly Grand Total</b>	<b>49</b>	<b>100.0</b>	<b>463</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes 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
<b>SALARIED</b>	<b>No</b>				
	Salaried All Size Firms	276	46.2	2,708	56.6
	<b>Yes</b>				
	Salaried All Size Firms	321	53.8	2,079	43.4
	<b>Salaried Grand Total</b>	<b>597</b>	<b>100.0</b>	<b>4,787</b>	<b>100.0</b>
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	Full-time Hourly All Size Firms	284	47.3	13,881	60.3
	<b>Yes</b>				
	Full-time Hourly All Size Firms	316	52.7	9,144	39.7
	<b>Full-time Hourly Grand Total</b>	<b>600</b>	<b>100.0</b>	<b>23,025</b>	<b>100.0</b>
<b>PART-TIME HOURLY</b>	<b>No</b>				
	Part-time Hourly All Size Firms	53	26.0	566	72.6
	<b>Yes</b>				
	Part-time Hourly All Size Firms	151	74.0	214	27.4
	<b>Part-time Hourly Grand Total</b>	<b>204</b>	<b>100.0</b>	<b>780</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes 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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>LESS THAN 1 MONTH</b>				
Large Firms	2	33.3	218	4.9
All Size Firms	2	0.5	218	2.5
<b>3 to 6 MONTHS</b>				
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
<b>7 to 11 MONTHS</b>				
Medium Size Firms	4	12.9	259	26.8
All Size Firms	4	0.9	259	3.0
<b>12 MONTHS or MORE</b>				
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
<b>Grand Total</b>	<b>440</b>	<b>100.0</b>	<b>8,726</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes 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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>LESS THAN 1 MONTH</b>				
Large Firms	2	33.3	327	19.2
All Size Firms	2	0.6	327	4.4
<b>3 to 6 MONTHS</b>				
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
<b>7 to 11 MONTHS</b>				
Medium Size Firms	7	20.6	636	25.7
All Size Firms	7	2.0	636	8.5
<b>12 MONTHS or MORE</b>				
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
<b>Grand Total</b>	<b>348</b>	<b>100.0</b>	<b>7,487</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes 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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NO PAID VACATION OFFERED</b>				
Small Firms	67	38.1	49	16.4
All Size Firms	67	32.7	49	11.4
<b>3 to 6 MONTHS</b>				
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
<b>7 to 11 MONTHS</b>				
Medium Size Firms	4	16.0	11	9.2
All Size Firms	4	2.0	11	2.6
<b>12 MONTHS or MORE</b>				
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
<b>Grand Total</b>	<b>205</b>	<b>100.0</b>	<b>430</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes 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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>DO NOT OFFER TWO WEEKS of PAID VACATION</b>				
Small Firms	194	17.2	808	13.3
Medium Size Firms	5	1.7	50	0.7
All Size Firms	199	13.5	858	4.3
<b>11 MONTHS or LESS</b>				
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
<b>1 YEAR to 1 YEAR &amp; 11 MONTHS</b>				
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
<b>2 YEARS to 2 YEARS &amp; 11 MONTHS</b>				
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
<b>3 YEARS to 3 YEARS &amp; 11 MONTHS</b>				
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
<b>4 or MORE YEARS</b>				
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
<b>Grand Total</b>	<b>1,472</b>	<b>100.0</b>	<b>19,880</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes 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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>DO NOT OFFER TWO WEEKS of PAID VACATION</b>				
Small Firms	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
<b>11 MONTHS or LESS</b>				
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
<b>1 YEAR to 1 YEAR &amp; 11 MONTHS</b>				
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
<b>2 YEARS to 2 YEARS &amp; 11 MONTHS</b>				
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
<b>3 YEARS to 3 YEARS &amp; 11 MONTHS</b>				
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
<b>4 or MORE YEARS</b>				
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
<b>Grand Total</b>	<b>1,642</b>	<b>100.0</b>	<b>61,558</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes 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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>DO NOT OFFER TWO WEEKS of PAID VACATION</b>				
Small Firms	79	26.1	162	33.5
Large Firms	4	21.1	13	2.2
All Size Firms	83	20.0	175	12.6
<b>11 MONTHS or LESS</b>				
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
<b>1 YEAR to 1 YEAR &amp; 11 MONTHS</b>				
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
<b>2 YEARS to 2 YEARS &amp; 11 MONTHS</b>				
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
<b>3 YEARS to 3 YEARS &amp; 11 MONTHS</b>				
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
<b>4 or MORE YEARS</b>				
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
<b>Grand Total</b>	<b>416</b>	<b>100.0</b>	<b>1,392</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes 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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>DO NOT OFFER THREE WEEKS of PAID VACATION</b>				
Small Firms	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
<b>3 YEARS or LESS</b>				
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
<b>4 YEARS TO 7 YEARS &amp; 11 MONTHS</b>				
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
<b>8 YEARS TO 11 YEARS 11 MONTHS</b>				
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
<b>12 or MORE YEARS</b>				
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
<b>Grand Total</b>	<b>1,430</b>	<b>100.0</b>	<b>19,569</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes 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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>DO NOT OFFER THREE WEEKS of PAID VACATION</b>				
Small Firms	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
<b>3 YEARS or LESS</b>				
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
<b>4 YEARS TO 7 YEARS &amp; 11 MONTHS</b>				
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
<b>8 YEARS TO 11 YEARS 11 MONTHS</b>				
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
<b>12 or MORE YEARS</b>				
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
<b>Grand Total</b>	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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>DO NOT OFFER THREE WEEKS of PAID VACATION</b>				
Small Firms	279	82.3	455	89.0
Medium Size Firms	20	19.2	69	23.0
Large Firms	4	21.1	13	2.2
<b>All Size Firms</b>	<b>303</b>	<b>65.6</b>	<b>537</b>	<b>38.2</b>
<b>3 YEARS or LESS</b>				
Medium Size Firms	4	3.8	8	2.7
<b>All Size Firms</b>	<b>4</b>	<b>0.9</b>	<b>8</b>	<b>0.6</b>
<b>4 YEARS TO 7 YEARS &amp; 11 MONTHS</b>				
Medium Size Firms	46	44.2	159	53.0
Large Firms	10	52.6	557	93.6
<b>All Size Firms</b>	<b>56</b>	<b>12.1</b>	<b>716</b>	<b>50.9</b>
<b>8 YEARS TO 11 YEARS 11 MONTHS</b>				
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
<b>All Size Firms</b>	<b>95</b>	<b>20.6</b>	<b>139</b>	<b>9.9</b>
<b>12 or MORE YEARS</b>				
Medium Size Firms	4	3.8	6	2.0
<b>All Size Firms</b>	<b>4</b>	<b>0.9</b>	<b>6</b>	<b>0.4</b>
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
<b>Grand Total</b>	<b>462</b>	<b>100.0</b>	<b>1,406</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes 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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>DO NOT OFFER FOUR WEEKS of PAID VACATION</b>				
Small Firms	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
<b>9 YEARS or LESS</b>				
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
<b>10 YEARS TO 15 YEARS &amp; 11 MONTHS</b>				
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
<b>16 or MORE YEARS</b>				
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
<b>Grand Total</b>	<b>1,458</b>	<b>100.0</b>	<b>19,635</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes 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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>DO NOT OFFER FOUR WEEKS of PAID VACATION</b>				
Small Firms	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
<b>9 YEARS or LESS</b>				
Medium Size Firms	6	1.9	500	4.1
All Size Firms	6	0.4	500	0.8
<b>10 YEARS TO 15 YEARS &amp; 11 MONTHS</b>				
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
<b>16 or MORE YEARS</b>				
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
<b>Grand Total</b>	<b>1,626</b>	<b>100.0</b>	<b>62,084</b>	<b>100.0</b>

\*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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>DO NOT OFFER FOUR WEEKS of PAID VACATION</b>				
Small Firms	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
<b>9 YEARS or LESS</b>				
Medium Size Firms	6	5.2	8	2.3
All Size Firms	6	1.2	8	0.5
<b>10 YEARS TO 15 YEARS &amp; 11 MONTHS</b>				
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
<b>16 or MORE YEARS</b>				
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
<b>Grand Total</b>	<b>502</b>	<b>100.0</b>	<b>1,477</b>	<b>100.0</b>

\*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
<b>SALARIED</b>	<b>No</b>				
	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
	<b>Salaried All Size Firms</b>	<b>955</b>	<b>64.4</b>	<b>14,821</b>	<b>78.5</b>
	<b>Yes</b>				
	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
	<b>Salaried All Size Firms</b>	<b>529</b>	<b>35.6</b>	<b>4,059</b>	<b>21.5</b>
	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
<b>Salaried Grand Total</b>	<b>1,484</b>	<b>100.0</b>	<b>18,880</b>	<b>100.0</b>	
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	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
	<b>Full-time Hourly All Size Firms</b>	<b>993</b>	<b>59.7</b>	<b>41,161</b>	<b>65.4</b>
	<b>Yes</b>				
	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
	<b>Full-time Hourly All Size Firms</b>	<b>670</b>	<b>40.3</b>	<b>21,818</b>	<b>34.6</b>
	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
<b>Full-time Hourly Grand Total</b>	<b>1,663</b>	<b>100.0</b>	<b>62,979</b>	<b>100.0</b>	
<b>PART-TIME HOURLY</b>	<b>No</b>				
	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
	<b>Part-time Hourly All Size Firms</b>	<b>437</b>	<b>71.3</b>	<b>1,462</b>	<b>70.8</b>
	<b>Yes</b>				
	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
	<b>Part-time Hourly All Size Firms</b>	<b>176</b>	<b>28.7</b>	<b>604</b>	<b>29.2</b>
	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
<b>Part-time Hourly Grand Total</b>	<b>613</b>	<b>100.0</b>	<b>2,066</b>	<b>100.0</b>	

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes 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 <sup>35</sup> 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
<b>SALARIED</b>	<b>No</b>				
	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
	<b>Yes</b>				
	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
<b>Salaried Grand Total</b>	<b>1,577</b>	<b>100.0</b>	<b>20,072</b>	<b>100.0</b>	
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	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
	<b>Yes</b>				
	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
<b>Full-time Hourly Grand Total</b>	<b>1,672</b>	<b>100.0</b>	<b>63,329</b>	<b>100.0</b>	
<b>PART-TIME HOURLY</b>	<b>No</b>				
	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
	<b>Yes</b>				
	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
<b>Part-time Hourly Grand Total</b>	<b>575</b>	<b>100.0</b>	<b>1,745</b>	<b>100.0</b>	

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes 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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>10 DAYS OR LESS</b>				
Small Firms	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
<b>11 TO 30 DAYS</b>				
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
<b>31 DAYS OR OVER</b>				
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
<b>NO MAXIMUM or LIMIT</b>				
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
<b>Grand Total</b>	<b>495</b>	<b>100.0</b>	<b>6,209</b>	<b>100.0</b>

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. 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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>10 DAYS OR LESS</b>				
Small Firms	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
<b>11 TO 30 DAYS</b>				
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
<b>31 DAYS OR OVER</b>				
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
<b>NO MAXIMUM or LIMIT</b>				
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
<b>Grand Total</b>	<b>507</b>	<b>100.0</b>	<b>19,026</b>	<b>100.0</b>

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. 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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
10 DAYS OR LESS				
All Size Firms	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
<b>Grand Total</b>	<b>53</b>	<b>100.0</b>	<b>220</b>	<b>100.0</b>

\*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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NONE</b>				
Small Firms	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
<b>5 DAYS or LESS</b>				
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
<b>6 to 9 DAYS</b>				
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
<b>10 to 14 DAYS</b>				
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
<b>15 or MORE DAYS</b>				
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
<b>Grand Total</b>	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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NONE</b>				
Small Firms	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
<b>5 DAYS or LESS</b>				
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
<b>6 to 9 DAYS</b>				
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
<b>10 to 14 DAYS</b>				
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
<b>15 or MORE DAYS</b>				
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
<b>Grand Total</b>	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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NONE</b>				
Small Firms	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
<b>5 DAYS or LESS</b>				
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
<b>6 to 9 DAYS</b>				
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
<b>10 to 14 DAYS</b>				
Medium Size Firms	8	7.3	33	8.8
All Size Firms	8	1.4	33	1.9
<b>15 or MORE DAYS</b>				
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
<b>Grand Total</b>	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
<b>SALARIED</b>	<b>No</b>				
	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
	<b>Yes</b>				
	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	
	<b>Salaried Grand Total</b>	<b>848</b>	<b>100.0</b>	<b>13,607</b>	<b>100.0</b>
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	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
	<b>Yes</b>				
	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	
	<b>Full-time Hourly Grand Total</b>	<b>938</b>	<b>100.0</b>	<b>35,297</b>	<b>100.0</b>
<b>PART-TIME HOURLY</b>	<b>No</b>				
	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
	<b>Yes</b>				
	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	
	<b>Part-time Hourly Grand Total</b>	<b>177</b>	<b>100.0</b>	<b>748</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes 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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
5 DAYS or LESS	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
<b>Grand Total</b>	<b>301</b>	<b>100.0</b>	<b>3,841</b>	<b>100.0</b>

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. 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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
5 DAYS or LESS				
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
<b>Grand Total</b>	<b>271</b>	<b>100.0</b>	<b>8,346</b>	<b>100.0</b>

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. 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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
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
<b>Grand Total</b>	<b>11</b>	<b>100.0</b>	<b>34</b>	<b>100.0</b>

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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NO</b>				
Small Firms	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
<b>YES, 1 to 3 DAYS</b>				
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
<b>YES, 4 to 7 DAYS</b>				
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
<b>Grand Total</b>	<b>1,885</b>	<b>100.0</b>	<b>23,561</b>	<b>100.0</b>

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. 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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NO</b>				
Small Firms	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
<b>All Size Firms</b>	<b>1,066</b>	<b>54.6</b>	<b>25,730</b>	<b>32.8</b>
<b>YES, 1 to 3 DAYS</b>				
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
<b>All Size Firms</b>	<b>814</b>	<b>41.7</b>	<b>49,410</b>	<b>62.9</b>
<b>YES, 4 to 7 DAYS</b>				
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
<b>All Size Firms</b>	<b>71</b>	<b>3.6</b>	<b>3,374</b>	<b>4.3</b>
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
<b>Grand Total</b>	<b>1,951</b>	<b>100.0</b>	<b>78,541</b>	<b>100.0</b>

**Note:** Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. 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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NO</b>				
Small Firms	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
<b>YES, 1 to 3 DAYS</b>				
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
<b>YES, 4 to 7 DAYS</b>				
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
<b>Grand Total</b>	<b>1,232</b>	<b>100.0</b>	<b>4,000</b>	<b>100.0</b>

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. 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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NO</b>				
Small Firms	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
<b>YES, 6 WEEKS or LESS</b>				
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
<b>YES, 7 to 13 WEEKS</b>				
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
<b>YES, 14 to 26 WEEKS</b>				
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
<b>MORE than 26 WEEKS</b>				
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
<b>Grand Total</b>	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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NO</b>				
Small Firms	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
<b>YES, 6 WEEKS or LESS</b>				
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
<b>YES, 7 to 13 WEEKS</b>				
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
<b>YES, 14 to 26 WEEKS</b>				
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
<b>MORE than 26 WEEKS</b>				
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
<b>Grand Total</b>	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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NO</b>				
Small Firms	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
<b>YES, 6 WEEKS or LESS</b>				
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
<b>YES, 7 to 13 WEEKS</b>				
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
<b>YES, 14 to 26 WEEKS</b>				
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
<b>Grand Total</b>	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
<b>MILITARY</b>				
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
<b>JURY DUTY</b>				
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
<b>FAMILY MEDICAL</b>				
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
<b>MATERNITY LEAVE</b>				
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
<b>PATERNITY LEAVE</b>				
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
<b>DOCTOR/DENTAL APPOINTMENT</b>				
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
<b>OTHER (please name)</b>				
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
<b>Grand Total</b>	<b>1,128</b>	<b>100.0</b>	<b>19,807</b>	<b>100.0</b>

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. 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
<b>MILITARY</b>				
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
<b>JURY DUTY</b>				
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
<b>FAMILY MEDICAL</b>				
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
<b>MATERNITY LEAVE</b>				
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
<b>PATERNITY LEAVE</b>				
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
<b>DOCTOR/DENTAL APPOINTMENT</b>				
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
<b>OTHER (please name)</b>				
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
<b>Grand Total</b>	<b>1,048</b>	<b>100.0</b>	<b>60,067</b>	<b>100.0</b>

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. 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
<b>MILITARY</b>				
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
<b>JURY DUTY</b>				
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
<b>FAMILY MEDICAL</b>				
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
<b>MATERNITY LEAVE</b>				
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
<b>PATERNITY LEAVE</b>				
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
<b>DOCTOR/DENTAL APPOINTMENT</b>				
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
<b>OTHER (please name)</b>				
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
<b>Grand Total</b>	<b>505</b>	<b>100.0</b>	<b>2,843</b>	<b>100.0</b>

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. 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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NO</b>				
Small Firms	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
<b>YES, EMPLOYEE ONLY</b>				
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
<b>YES, EMPLOYEE and DEPENDENTS</b>				
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
<b>Grand Total</b>	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
<b>Grand Total</b>	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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NO</b>				
Small Firms	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
<b>YES, EMPLOYEE ONLY</b>				
Small Firms	39	7.2	35	5.0
All Size Firms	39	5.9	35	2.0
<b>YES, EMPLOYEE and DEPENDENTS</b>				
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
<b>Grand Total</b>	<b>661</b>	<b>100.0</b>	<b>1,716</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes 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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
TRADITIONAL FEE-FOR-SERVICE				
Small Firms	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
<b>Grand Total</b>	<b>1,979</b>	<b>100.0</b>	<b>25,337</b>	<b>100.0</b>

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

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>TRADITIONAL FEE-FOR-SERVICE</b>				
Small Firms	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
<b>HEALTH MAINTENANCE ORGANIZATION (HMO)</b>				
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
<b>PREFERRED PROVIDER ORGANIZATION (PPO)</b>				
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
<b>Grand Total</b>	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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
TRADITIONAL FEE-FOR-SERVICE		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
<b>Grand Total</b>	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
<b>SALARIED</b>	<b>No</b>				
	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
	<b>Salaried All Size Firms</b>	<b>1,255</b>	<b>64.4</b>	<b>11,362</b>	<b>45.0</b>
	<b>Yes</b>				
	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
	<b>Salaried All Size Firms</b>	<b>693</b>	<b>35.6</b>	<b>13,892</b>	<b>55.0</b>
	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
<b>Salaried Grand Total</b>	<b>1,948</b>	<b>100.0</b>	<b>25,254</b>	<b>100.0</b>	
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	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
	<b>Full-time Hourly All Size Firms</b>	<b>1,296</b>	<b>64.0</b>	<b>37,120</b>	<b>44.8</b>
	<b>Yes</b>				
	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
	<b>Full-time Hourly All Size Firms</b>	<b>728</b>	<b>36.0</b>	<b>45,779</b>	<b>55.2</b>
	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
<b>Full-time Hourly Grand Total</b>	<b>2,024</b>	<b>100.0</b>	<b>82,899</b>	<b>100.0</b>	
<b>PART-TIME HOURLY</b>	<b>No</b>				
	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
	<b>Part-time Hourly All Size Firms</b>	<b>265</b>	<b>57.9</b>	<b>437</b>	<b>33.8</b>
	<b>Yes</b>				
	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
	<b>Part-time Hourly All Size Firms</b>	<b>193</b>	<b>42.1</b>	<b>857</b>	<b>66.2</b>
	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
<b>Part-time Hourly Grand Total</b>	<b>458</b>	<b>100.0</b>	<b>1,294</b>	<b>100.0</b>	

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. 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	2.8	103	1.3
Large Firms	4	5.1	136	1.6
All Size Firms	47	2.3	239	0.9
1% to 25%				
Small Firms	40	2.6	318	3.9
Medium Size Firms	39	10.8	991	11.4
Large Firms	11	14.1	1,112	13.0
All Size Firms	90	4.5	2,421	9.5
26% to 50%				
Small Firms	242	15.5	945	11.7
Medium Size Firms	26	7.2	865	9.9
Large Firms	1	1.3	86	1.0
All Size Firms	269	13.4	1,896	7.5
51% to 75%				
Small Firms	314	20.1	1,566	19.4
Medium Size Firms	105	29.1	2,171	24.9
Large Firms	13	16.7	1,574	18.4
All Size Firms	432	21.6	5,311	20.9
76% to 99%				
Small Firms	390	25.0	1,810	22.4
Medium Size Firms	128	35.5	3,741	43.0
Large Firms	36	46.2	4,430	51.7
All Size Firms	554	27.7	9,981	39.3
100%				
Small Firms	534	34.2	3,349	41.4
Medium Size Firms	63	17.5	941	10.8
Large Firms	13	16.7	1,233	14.4
All Size Firms	610	30.5	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
<b>Grand Total</b>	<b>2,002</b>	<b>100.0</b>	<b>25,371</b>	<b>100.0</b>

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

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
NONE	Small Firms	43	266	1.6
	Large Firms	4	1,943	5.1
	All Size Firms	47	2,209	2.6
1% to 25%	Small Firms	40	186	1.1
	Medium Size Firms	42	3,925	12.8
	Large Firms	11	5,227	13.8
	All Size Firms	93	9,338	11.0
26% to 50%	Small Firms	248	2,805	17.3
	Medium Size Firms	27	2,036	6.6
	Large Firms	1	533	1.4
	All Size Firms	276	5,374	6.3
51% to 75%	Small Firms	335	3,776	23.2
	Medium Size Firms	110	8,627	28.1
	Large Firms	18	8,217	21.7
	All Size Firms	463	20,620	24.3
76% to 99%	Small Firms	400	4,255	26.2
	Medium Size Firms	125	11,198	36.4
	Large Firms	36	17,231	45.5
	All Size Firms	561	32,684	38.5
100%	Small Firms	580	4,953	30.5
	Medium Size Firms	66	4,945	16.1
	Large Firms	15	4,745	12.5
	All Size Firms	661	14,643	17.3
Subtotal of Small Firms	1,646	16,241	100.0	
Subtotal of Medium Size Firms	370	30,731	100.0	
Subtotal of Large Firms	85	37,896	100.0	
<b>Grand Total</b>	<b>2,101</b>	<b>100.0</b>	<b>84,868</b>	<b>100.0</b>

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

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
NONE				
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
<b>Grand Total</b>	<b>438</b>	<b>100.0</b>	<b>1,246</b>	<b>100.0</b>

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

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
NONE				
Small Firms	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
<b>Grand Total</b>	<b>1,996</b>	<b>100.0</b>	<b>25,265</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. 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
<b>Grand Total</b>	<b>2,030</b>	<b>100.0</b>	<b>84,448</b>	<b>100.0</b>

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

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
NONE				
Small Firms	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
<b>Grand Total</b>	<b>429</b>	<b>100.0</b>	<b>1,234</b>	<b>100.0</b>

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

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NO</b>				
Small Firms	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
<b>All Size Firms</b>	<b>968</b>	<b>42.7</b>	<b>4,720</b>	<b>17.9</b>
<b>YES, EMPLOYEE ONLY</b>				
Small Firms	147	8.1	723	8.2
Medium Size Firms	7	1.9	28	0.3
<b>All Size Firms</b>	<b>154</b>	<b>6.8</b>	<b>751</b>	<b>2.9</b>
<b>YES, EMPLOYEE and DEPENDENTS</b>				
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
<b>All Size Firms</b>	<b>1,147</b>	<b>50.6</b>	<b>20,846</b>	<b>79.2</b>
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
<b>Grand Total</b>	<b>2,269</b>	<b>100.0</b>	<b>26,317</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes 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
<b>Grand Total</b>	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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NO</b>				
Small Firms	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
<b>YES, EMPLOYEE ONLY</b>				
Small Firms	45	7.7	37	5.3
All Size Firms	45	6.3	37	2.1
<b>YES, EMPLOYEE and DEPENDENTS</b>				
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
<b>Grand Total</b>	<b>719</b>	<b>100.0</b>	<b>1,779</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes 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
<b>SALARIED</b>	<b>No</b>				
	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
	<b>Yes</b>				
	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
<b>Salaried Grand Total</b>	<b>1,270</b>	<b>100.0</b>	<b>21,269</b>	<b>100.0</b>	
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	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
	<b>Yes</b>				
	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
<b>Full-time Hourly Grand Total</b>	<b>1,374</b>	<b>100.0</b>	<b>73,580</b>	<b>100.0</b>	
<b>PART-TIME HOURLY</b>	<b>No</b>				
	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
	<b>Yes</b>				
	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
	<b>Part-time Hourly Grand Total</b>	<b>173</b>	<b>100.0</b>	<b>960</b>	<b>100.0</b>

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

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
NONE				
Small Firms	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
<b>Grand Total</b>	<b>1,274</b>	<b>100.0</b>	<b>21,373</b>	<b>100.0</b>

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

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
NONE				
Small Firms	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
<b>Grand Total</b>	<b>1,380</b>	<b>100.0</b>	<b>73,741</b>	<b>100.0</b>

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

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
NONE				
Small Firms	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
<b>Grand Total</b>	<b>174</b>	<b>100.0</b>	<b>961</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. 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
<b>Grand Total</b>	<b>1,265</b>	<b>100.0</b>	<b>21,167</b>	<b>100.0</b>

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

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NONE</b>				
Small Firms	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
<b>1% to 25%</b>				
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
<b>26% to 50%</b>				
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
<b>51% to 75%</b>				
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
<b>76% to 99%</b>				
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
<b>100%</b>				
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
<b>Grand Total</b>	<b>1,373</b>	<b>100.0</b>	<b>73,202</b>	<b>100.0</b>

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

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
NONE				
Small Firms	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
<b>Grand Total</b>	<b>172</b>	<b>100.0</b>	<b>957</b>	<b>100.0</b>

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

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>LONG TERM DISABILITY INSURANCE</b>				
Small Firms	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
<b>EMPLOYEE ASSISTANCE PROGRAM</b>				
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
<b>WELLNESS PROGRAM</b>				
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
<b>VISION CARE PROGRAM</b>				
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
<b>PRESCRIPTION DRUG PLAN</b>				
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
<b>MENTAL HEALTH RIDER</b>				
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
<b>LIFE INSURANCE</b>				
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
<b>ACCIDENTAL DEATH INSURANCE</b>				
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.)**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>DEPENDENT LIFE INSURANCE</b>				
Small Firms	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
<b>ILL CHILD DAYCARE</b>				
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
<b>LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN</b>				
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
<b>ELDER DAYCARE (for an employee's relative)</b>				
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
<b>OTHER (please name)</b>				
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
<b>Grand Total</b>	<b>1,565</b>	<b>100.0</b>	<b>23,769</b>	<b>100.0</b>

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

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>LONG TERM DISABILITY INSURANCE</b>				
Small Firms	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
<b>EMPLOYEE ASSISTANCE PROGRAM</b>				
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
<b>WELLNESS PROGRAM</b>				
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
<b>VISION CARE PROGRAM</b>				
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
<b>PRESCRIPTION DRUG PLAN</b>				
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
<b>MENTAL HEALTH RIDER</b>				
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
<b>LIFE INSURANCE</b>				
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
<b>ACCIDENTAL DEATH INSURANCE</b>				
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.)**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>DEPENDENT LIFE INSURANCE</b>				
Small Firms	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
<b>ILL CHILD DAYCARE</b>				
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
<b>LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN</b>				
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
<b>ELDER DAYCARE (for an employee's relative)</b>				
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
<b>OTHER (please name)</b>				
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
<b>Grand Total</b>	<b>1,700</b>	<b>100.0</b>	<b>80,571</b>	<b>100.0</b>

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

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>LONG TERM DISABILITY INSURANCE</b>				
Small Firms	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
<b>EMPLOYEE ASSISTANCE PROGRAM</b>				
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
<b>WELLNESS PROGRAM</b>				
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
<b>VISION CARE PROGRAM</b>				
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
<b>PRESCRIPTION DRUG PLAN</b>				
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
<b>MENTAL HEALTH RIDER</b>				
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
<b>LIFE INSURANCE</b>				
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
<b>ACCIDENTAL DEATH INSURANCE</b>				
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.)**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>DEPENDENT LIFE INSURANCE</b>				
Small Firms	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
<b>ILL CHILD DAYCARE</b>				
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
<b>LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN</b>				
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
<b>ELDER DAYCARE (for an employee's relative)</b>				
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
<b>OTHER (please name)</b>				
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
<b>Grand Total</b>	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
<b>Grand Total</b>	<b>2,245</b>	<b>100.0</b>	<b>26,222</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes 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
<b>DO NOT OFFER ANY MEDICAL/ HEALTH/DENTAL BENEFITS</b>				
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
<b>NO WAITING PERIOD REQUIRED</b>				
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
<b>YES, 30 DAYS OR LESS</b>				
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
<b>31 to 60 DAYS</b>				
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
<b>61 to 90 DAYS</b>				
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
<b>MORE THAN 90 DAYS</b>				
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
<b>VARIES, ACCORDING TO PLANS AND/OR UNION CONTRACT</b>				
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
<b>Grand Total</b>	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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>DO NOT OFFER ANY MEDICAL/HEALTH/DENTAL BENEFITS</b>				
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
<b>NO WAITING PERIOD REQUIRED</b>				
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
<b>YES, 30 DAYS OR LESS</b>				
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
<b>31 to 60 DAYS</b>				
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
<b>61 to 90 DAYS</b>				
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
<b>MORE THAN 90 DAYS</b>				
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
<b>VARIES, ACCORDING TO PLANS AND/OR UNION CONTRACT</b>				
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
<b>Grand Total</b>	<b>709</b>	<b>100.0</b>	<b>2,141</b>	<b>100.0</b>

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

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NO RETIREMENT PLAN OFFERED</b>				
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
<b>DEFINED BENEFIT PLAN</b>				
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
<b>DEFINED CONTRIBUTION PLAN</b>				
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
<b>PROFIT SHARING</b>				
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
<b>OTHER (please name)</b>				
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
<b>Grand Total</b>	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."**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NO RETIREMENT PLAN OFFERED</b>				
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
<b>DEFINED BENEFIT PLAN</b>				
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
<b>DEFINED CONTRIBUTION PLAN</b>				
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
<b>PROFIT SHARING</b>				
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
<b>OTHER (please name)</b>				
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
<b>Grand Total</b>	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
<b>NO RETIREMENT PLAN OFFERED</b>				
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
<b>DEFINED BENEFIT PLAN</b>				
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
<b>DEFINED CONTRIBUTION PLAN</b>				
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
<b>PROFIT SHARING</b>				
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
<b>OTHER (please name)</b>				
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
<b>Grand Total</b>	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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>EMPLOYEE ONLY</b>				
Small Firms	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
<b>EMPLOYER ONLY</b>				
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
<b>EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF</b>				
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
<b>EMPLOYER CONTRIBUTES THE LARGER SHARE</b>				
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
<b>EMPLOYEE CONTRIBUTES THE LARGER SHARE</b>				
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
<b>Grand Total</b>	<b>1,126</b>	<b>100.0</b>	<b>19,321</b>	<b>100.0</b>

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

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>EMPLOYEE ONLY</b>				
Small Firms	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
<b>EMPLOYER ONLY</b>				
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
<b>EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF</b>				
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
<b>EMPLOYER CONTRIBUTES THE LARGER SHARE</b>				
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
<b>EMPLOYEE CONTRIBUTES THE LARGER SHARE</b>				
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
<b>Grand Total</b>	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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
EMPLOYEE ONLY				
Small Firms	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
<b>Grand Total</b>	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
<b>NO ASSISTANCE OFFERED</b>				
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
<b>YES, BASED ON SENIORITY/ YEARS OF SERVICE</b>				
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
<b>YES, BASED ON COURSE GRADE</b>				
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
<b>YES, MUST BE JOB RELATED</b>				
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
<b>YES, AS LONG AS THE INSTITUTION IS ACCREDITED</b>				
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
<b>YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE</b>				
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
<b>Grand Total</b>	<b>2,321</b>	<b>100.0</b>	<b>26,490</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes 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
<b>NO ASSISTANCE OFFERED</b>				
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
<b>YES, BASED ON SENIORITY/ YEARS OF SERVICE</b>				
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
<b>YES, BASED ON COURSE GRADE</b>				
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
<b>YES, MUST BE JOB RELATED</b>				
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
<b>YES, AS LONG AS THE INSTITUTION IS ACCREDITED</b>				
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
<b>YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE</b>				
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
<b>Grand Total</b>	<b>2,372</b>	<b>100.0</b>	<b>86,463</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes 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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NO ASSISTANCE OFFERED</b>				
Small Firms	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
<b>YES, BASED ON SENIORITY/ YEARS OF SERVICE</b>				
Large Firms	2	7.4	14	1.9
All Size Firms	2	0.2	14	0.5
<b>YES, BASED ON COURSE GRADE</b>				
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
<b>YES, MUST BE JOB RELATED</b>				
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
<b>YES, AS LONG AS THE INSTITUTION IS ACCREDITED</b>				
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
<b>YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE</b>				
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
<b>Grand Total</b>	<b>910</b>	<b>100.0</b>	<b>2,854</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes 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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
1% to 25%				
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
<b>Grand Total</b>	<b>785</b>	<b>100.0</b>	<b>16,543</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. 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
<b>Grand Total</b>	<b>793</b>	<b>100.0</b>	<b>47,247</b>	<b>100.0</b>

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

<b>Response</b>		<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
26% to 50%	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
	<b>Grand Total</b>	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
<b>NO</b>				
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
<b>All Size Firms</b>	<b>1,405</b>	<b>60.0</b>	<b>8,661</b>	<b>32.5</b>
<b>YES, FOR HEALTH EXPENSES</b>				
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
<b>All Size Firms</b>	<b>832</b>	<b>35.5</b>	<b>17,093</b>	<b>64.1</b>
<b>YES, FOR CHILDCARE EXPENSES</b>				
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
<b>All Size Firms</b>	<b>389</b>	<b>16.6</b>	<b>12,065</b>	<b>45.3</b>
<b>YES, OTHER EXPENSES (please name)</b>				
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
<b>All Size Firms</b>	<b>70</b>	<b>3.0</b>	<b>1,142</b>	<b>4.3</b>
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
<b>Grand Total</b>	<b>2,343</b>	<b>100.0</b>	<b>26,651</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes 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
<b>Grand Total</b>	<b>2,427</b>	<b>100.0</b>	<b>88,183</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes 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
<b>Grand Total</b>	<b>914</b>	<b>100.0</b>	<b>3,027</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes 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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NO</b>				
Small Firms	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
<b>All Size Firms</b>	<b>2,218</b>	<b>97.1</b>	<b>24,412</b>	<b>94.5</b>
<b>YES, ON-SITE FACILITY</b>				
Small Firms	28	1.5	83	0.9
Large Firms	1	1.3	32	0.4
<b>All Size Firms</b>	<b>29</b>	<b>1.3</b>	<b>115</b>	<b>0.4</b>
<b>YES, VOUCHERS or OFF-SITE</b>				
<b>SUBSIDIZED</b>				
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
<b>All Size Firms</b>	<b>33</b>	<b>1.4</b>	<b>541</b>	<b>2.1</b>
<b>YES, REFERRAL INFORMATION</b>				
Medium Size Firms	2	0.5	33	0.4
Large Firms	4	5.0	761	9.2
<b>All Size Firms</b>	<b>6</b>	<b>0.3</b>	<b>794</b>	<b>3.1</b>
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
<b>Grand Total</b>	<b>2,285</b>	<b>100.0</b>	<b>25,830</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes 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
<b>Grand Total</b>	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
<b>Grand Total</b>	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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NONE</b>				
Small Firms	1,445	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
<b>All Size Firms</b>	<b>1,826</b>	<b>81.0</b>	<b>19,915</b>	<b>77.0</b>
<b>FLEX-TIME</b>				
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
<b>All Size Firms</b>	<b>369</b>	<b>16.4</b>	<b>5,341</b>	<b>20.7</b>
<b>FOUR DAY (ten hour/day) WORK WEEKS</b>				
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
<b>All Size Firms</b>	<b>98</b>	<b>4.3</b>	<b>1,619</b>	<b>6.3</b>
<b>TELECOMMUTING (work at home)</b>				
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
<b>All Size Firms</b>	<b>20</b>	<b>0.9</b>	<b>1,348</b>	<b>5.2</b>
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
<b>Grand Total</b>	<b>2,255</b>	<b>100.0</b>	<b>25,849</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes 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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
NONE				
Small Firms	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
<b>Grand Total</b>	<b>2,366</b>	<b>100.0</b>	<b>88,265</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes 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?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NONE</b>				
Small Firms	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
<b>FLEX-TIME</b>				
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
<b>FOUR DAY (ten hour/day) WORK WEEKS</b>				
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
<b>TELECOMMUTING (work at home)</b>				
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
<b>Grand Total</b>	<b>969</b>	<b>100.0</b>	<b>2,756</b>	<b>100.0</b>

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

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>BONUSES</b>				
Small Firms	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
<b>SHIFT DIFFERENTIAL</b>				
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
<b>LONGEVITY PAY</b>				
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
<b>STOCK OPTIONS</b>				
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
<b>OTHER (please name)</b>				
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
<b>Grand Total</b>	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."**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>BONUSES</b>				
Small Firms	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
<b>SHIFT DIFFERENTIAL</b>				
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
<b>LONGEVITY PAY</b>				
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
<b>STOCK OPTIONS</b>				
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
<b>OTHER (please name)</b>				
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
<b>Grand Total</b>	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
<b>BONUSES</b>				
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
<b>SHIFT DIFFERENTIAL</b>				
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
<b>LONGEVITY PAY</b>				
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
<b>STOCK OPTIONS</b>				
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
<b>OTHER (please name)</b>				
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
<b>Grand Total</b>	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)?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>15% or LESS</b>				
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
<b>16% to 20%</b>				
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
<b>21% to 25%</b>				
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
<b>26% to 30%</b>				
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
<b>MORE THAN 30%</b>				
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
<b>Grand Total</b>	<b>2,486</b>	<b>100.0</b>	<b>114,562</b>	<b>100.0</b>

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

## **Appendix A: Methodology**



Vacation & Holiday

Health & Medical



Retirement, Bonuses  
& Profit sharing



# SURVEY METHODOLOGY

## **Sample Design**

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

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

## **Definitions**

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

### **Mining**

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

### **Construction**

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

### **Manufacturing**

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

### **Wholesale Trade**

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

**Retail Trade**

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

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

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

**Services**

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

**Public Administration**

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

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

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

**Survey Response Rates**

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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

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

**Survey Questionnaire**

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

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

### **Survey Reporting Notes**

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

*Oklahoma Employee Benefit Compensation*

# **OESC 2005 Benefits Survey**

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



Vacation & Holiday

Health & Medical



Retirement, Bonuses  
& Profit sharing



## WRITTEN RESPONSES

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

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

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

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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

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

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

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

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

*Oklahoma Employee Benefit Compensation*

# **OESC 2005 Benefits Survey**

## **Appendix C: Questionnaire**



Vacation & Holiday

Health & Medical



Retirement, Bonuses  
& Profit sharing



Economic Research and Analysis Division  
Oklahoma Employment Security Commission

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

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

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

	Full- Time Hourly	Part- Time Hourly	All Employees
<b>HOLIDAYS</b>			
2. Please check all paid holidays offered by your company:			
a. New Year's Day.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Martin Luther King Day (January) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Presidents' Day (February) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Good Friday.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Memorial Day.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Independence Day .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Labor Day .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Columbus Day (October) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Election Day (November) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Veterans' Day (November) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Thanksgiving Day .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Day after Thanksgiving .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Christmas Eve Day .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Christmas Day .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. New Year's Eve Day .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. Birthday.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
q. One floating holiday or personal leave day .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
r. Other (please name) _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. What do you pay hourly employees who work on a holiday?			
a. Straight time .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Time and one-half .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Double time .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Other (please describe) _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>PERSONAL LEAVE</b>			
4. Do you combine paid leave time (vacation, sick leave & misc. time) together to be used at the employee's discretion?			
a. No (If no for all categories, skip to question #13) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Yes.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Are holidays included with vacation, and sick leave in this combined paid leave time?			
a. No.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Yes.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**OESC EMPLOYER BENEFITS SURVEY**

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

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



**OESC EMPLOYER BENEFITS SURVEY**

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

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

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

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

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

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

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

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

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

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

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

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

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





**OESC EMPLOYER BENEFITS SURVEY**

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

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

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

**SICK LEAVE**

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

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

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

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

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

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

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

23. Do you offer paid bereavement leave?

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

24. Do you offer short term paid disability leave?

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

**PLEASE TURN TO PAGE FIVE**



**OESC EMPLOYER BENEFITS SURVEY**

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

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

**MEDICAL/HEALTH/DENTAL**

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

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

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

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

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



**OESC EMPLOYER BENEFITS SURVEY**

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

**MEDICAL/HEALTH/Dental (continued)**

<p>31. Do you offer dental care plan(s) to your employees?                  a. No (If no in all categories, skip to question #35).....                  b. Yes, Employee only.....                  c. Yes, Employee and dependents.....</p>	<table border="0"> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> </table>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																																				
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<p>32. Can employees choose between dental care plans?                  a. No.....                  b. Yes.....</p>	<table border="0"> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> </table>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																																								
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<p>33. What percentage of the cost of the dental plan(s) do you pay for the employee (employee only)?                  a. None.....                  b. 1% to 25%.....                  c. 26% to 50%.....                  d. 51% to 75%.....                  e. 76% to 99%.....                  f. 100%.....</p>	<table border="0"> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> </table>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																								
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<p>34. What percentage of the cost of the dental plan(s) do you pay for an employee's dependents?                  a. None.....                  b. 1% to 25%.....                  c. 26% to 50%.....                  d. 51% to 75%.....                  e. 76% to 99%.....                  f. 100%.....</p>	<table border="0"> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> </table>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																								
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<p>35. Please check <b>boxes</b> indicating any additional medical/health benefits for which your company provides cost assistance.                  a. Long term disability insurance.....                  b. Employee Assistance Program.....                  c. Wellness program.....                  d. Vision care plan.....                  e. Prescription drug plan.....                  f. Mental health rider.....                  g. Life insurance.....                  h. Accidental death insurance.....                  i. Dependent life insurance.....                  j. Ill child daycare.....                  k. Long-term nursing home/assisted living care plan.....                  l. Elder daycare (for employee's relative).....                  m. Other (please name)_____</p>	<table border="0"> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> <tr><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td><td><input type="checkbox"/></td></tr> </table>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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**OESC EMPLOYER BENEFITS SURVEY**

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

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

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

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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<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"/>
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<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"/>
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**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"/>
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40. What is the maximum percentage of education and tuition cost you will compensate for any employee in each category?

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

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



**OESC EMPLOYER BENEFITS SURVEY**

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

**MISCELLANEOUS BENEFITS**

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

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

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

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

*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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