

*Oklahoma Employee Benefit Compensation*

# **OESC 2005 Benefits Survey**

## **Retail Trade**



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

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

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

Oklahoma Employment Security Commission  
Jon Brock, Executive Director

Economic Research and Analysis Division  
Auther Jordan, Director

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

# 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.

# RETAIL TRADE

## Chapter Contents

<b>Topic</b>	<b>Page</b>
Introduction.....	1
Example Table.....	2
Holidays.....	3
Personal Leave.....	14
Vacation.....	23
Sick Leave.....	40
Other Paid Leave.....	47
Medical/Health/Dental.....	56
Retirement.....	88
Education Benefits.....	94
Miscellaneous Benefits.....	100
Benefit Cost.....	112
Appendix A - Survey Methodology.....	113
Appendix B - Written Responses.....	121
Appendix C - Survey Questionnaire.....	129
Appendix D – Special Recognition.....	138

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%.

# RETAIL TRADE

## Salaried

**TABLE 1T: Number of Paid Holidays Offered for Oklahoma Salaried Retail Trade 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	914	28.9	2,707	20.8
Medium Size Firms	177	53.5	1,932	31.9
Large Firms	16	23.2	586	10.9
All Size Firms	1,107	31.1	5,225	21.4
<b>SIX HOLIDAYS</b>				
Small Firms	1,044	33.1	5,648	43.4
Medium Size Firms	69	20.8	2,194	36.3
Large Firms	24	34.8	3,280	61.3
All Size Firms	1,137	32.0	11,122	45.6
<b>SEVEN HOLIDAYS</b>				
Small Firms	609	19.3	2,321	17.8
Medium Size Firms	33	10.0	854	14.1
Large Firms	6	8.7	328	6.1
All Size Firms	648	18.2	3,503	14.4
<b>EIGHT HOLIDAYS</b>				
Small Firms	147	4.7	683	5.3
Medium Size Firms	23	6.9	710	11.7
Large Firms	10	14.5	662	12.4
All Size Firms	180	5.1	2,055	8.4
<b>NINE HOLIDAYS</b>				
Small Firms	43	1.4	181	1.4
Medium Size Firms	22	6.6	311	5.1
Large Firms	8	11.6	445	8.3
All Size Firms	73	2.1	937	3.8
<b>TEN HOLIDAYS</b>				
Small Firms	110	3.5	823	6.3
Medium Sized Firms	7	2.1	47	0.8
Large Firms	2	2.9	19	0.4
All Size Firms	119	3.3	889	3.6
<b>ELEVEN HOLIDAYS</b>				
Small Firms	13	0.4	162	1.2
All Size Firms	13	0.4	162	0.7
<b>TWELVE or MORE HOLIDAYS</b>				
Small Firms	278	8.8	479	3.7
Large Firms	3	4.3	32	0.6
All Size Firms	281	7.9	511	2.1
Subtotal of Small Firms	3,158	100.0	13,004	100.0
Subtotal of Medium Size Firms	331	100.0	6,048	100.0
Subtotal of Large Firms	69	100.0	5,352	100.0
<b>Grand Total</b>	<b>3,558</b>	<b>100.0</b>	<b>24,404</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 retail trade firms that have one or more salaried employees and offer one or more paid holidays. 202 retail trade firms, or 76.8% of the retail trade firms with salaried employees indicated that they offer at least one paid holiday. Size categories with no firms are omitted from this table.

# RETAIL TRADE

## Full-time Hourly

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

<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	755	26.5	3,859	21.2
Medium Size Firms	104	40.8	4,086	35.6
Large Firms	17	32.1	4,560	19.1
All Size Firms	876	27.7	12,505	23.3
<b>SIX HOLIDAYS</b>				
Small Firms	965	33.8	7,538	41.4
Medium Size Firms	77	30.2	4,016	35.0
Large Firms	18	34.0	13,817	57.8
All Size Firms	1,060	33.5	25,371	47.4
<b>SEVEN HOLIDAYS</b>				
Small Firms	673	23.6	4,593	25.2
Medium Size Firms	41	16.1	2,090	18.2
Large Firms	2	3.8	468	2.0
All Size Firms	716	22.7	7,151	13.3
<b>EIGHT HOLIDAYS</b>				
Small Firms	145	5.1	1,127	6.2
Medium Size Firms	11	4.3	707	6.2
Large Firms	12	22.6	3,667	15.3
All Size Firms	168	5.3	5,501	10.3
<b>NINE HOLIDAYS</b>				
Small Firms	121	4.2	317	1.7
Medium Size Firms	22	8.6	568	5.0
Large Firms	2	3.8	633	2.6
All Size Firms	145	4.6	1,518	2.8
<b>TEN HOLIDAYS</b>				
Small Firms	110	3.9	499	2.7
Large Firms	2	3.8	760	3.2
All Size Firms	112	3.5	1,259	2.3
<b>TWELVE or MORE HOLIDAYS</b>				
Small Firms	84	2.9	274	1.5
All Size Firms	84	2.7	274	0.5
Subtotal of Small Firms	2,853	100.0	18,207	100.0
Subtotal of Medium Size Firms	255	100.0	11,467	100.0
Subtotal of Large Firms	53	100.0	23,905	100.0
<b>Grand Total</b>	<b>3,161</b>	<b>100.0</b>	<b>53,579</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 retail trade firms that have one or more full-time hourly employees and offer one or more paid holidays. 181 retail trade firms, or 66.1% of the retail trade firms with full time hourly employees indicated that they offer at least one paid holiday. Size categories with no firms are omitted from this table.



## RETAIL TRADE

### Part-time Hourly

**TABLE 1V: Number of Paid Holidays Offered for Oklahoma Part-time Hourly Retail Trade Employees by Firm Size.\***

<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	469	36.0	2,391	44.7
Medium Size Firms	74	58.7	3,610	75.1
Large Firms	14	38.9	4,047	20.9
All Size Firms	557	38.1	10,048	34.1
<b>SIX HOLIDAYS</b>				
Small Firms	365	28.1	819	15.3
Medium Size Firms	32	25.4	593	12.3
Large Firms	10	27.8	13,874	71.7
All Size Firms	407	27.8	15,286	51.8
<b>SEVEN HOLIDAYS</b>				
Small Firms	287	22.1	739	13.8
Medium Size Firms	1	0.8	131	2.7
All Size Firms	288	19.7	870	2.9
<b>EIGHT HOLIDAYS</b>				
Small Firms	129	9.9	1,137	21.3
Medium Size Firms	4	3.2	15	0.3
Large Firms	10	27.8	1,283	
All Size Firms	143	9.8	2,435	8.3
<b>NINE HOLIDAYS</b>				
Medium Size Firms	15	11.9	459	9.5
Large Firms	2	5.6	151	0.8
All Size Firms	17	1.2	610	2.1
<b>TEN HOLIDAYS</b>				
Small Firms	51	3.9	260	4.9
All Size Firms	51	3.5	260	0.9
Subtotal of Small Firms	1,301	100.0	5,346	100.0
Subtotal of Medium Size Firms	126	100.0	4,808	100.0
Subtotal of Large Firms	36	100.0	19,355	100.0
<b>Grand Total</b>	<b>1,463</b>	<b>100.0</b>	<b>29,509</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 retail trade firms that have one or more part-time hourly employees and offer one or more paid holidays. 83 retail trade firms, or 29.4% of the retail trade firms indicated that they offer at least one paid holiday. Response categories and size categories with no firms are omitted from this table.

## RETAIL TRADE

Salaried

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

<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	2,767	87.6	11,767	90.5
Medium Size Firms	234	70.7	5,343	88.3
Large Firms	52	75.4	4,610	86.1
All Size Firms	3,053	85.8	21,720	89.0
<b>MARTIN LUTHER KING DAY</b>				
Small Firms	239	7.6	441	3.4
Large Firms	5	7.2	51	1.0
All Size Firms	244	6.9	492	2.0
<b>PRESIDENT'S DAY</b>				
Small Firms	291	9.2	488	3.8
Large Firms	7	10.1	387	7.2
All Size Firms	298	8.4	875	3.6
<b>GOOD FRIDAY</b>				
Small Firms	355	11.2	727	5.6
Medium Size Firms	7	2.1	134	2.2
Large Firms	20	29.0	1,829	34.2
All Size Firms	382	10.7	2,690	11.0
<b>MEMORIAL DAY</b>				
Small Firms	2,432	77.0	10,873	83.6
Medium Size Firms	176	53.2	4,494	74.3
Large Firms	43	62.3	4,283	80.0
All Size Firms	2,651	74.5	19,650	80.5
<b>INDEPENDENCE DAY</b>				
Small Firms	2,338	74.0	10,980	84.4
Medium Sized Firms	180	54.4	4,447	73.5
Large Firms	52	75.4	4,648	86.8
All Size Firms	2,570	72.2	20,075	82.3
<b>LABOR DAY</b>				
Small Firms	2,506	79.4	11,161	85.8
Medium Size Firms	190	57.4	4,670	77.2
Large Firms	49	71.0	3,253	60.8
All Size Firms	2,745	77.2	19,084	78.2
<b>COLUMBUS DAY</b>				
Small Firms	278	8.8	479	3.7
Large Firms	5	7.2	51	1.0
All Size Firms	283	8.0	530	2.2
<b>ELECTION DAY</b>				
Small Firms	226	7.2	432	3.3
Large Firms	3	4.3	32	0.6
All Size Firms	229	6.4	464	1.9

**TABLE 2S: Holidays, Retail Trade, Salary (continued).**

<b>Holiday Offered</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>VETERAN'S DAY</b>				
Small Firms	337	10.7	862	6.6
Large Firms	7	10.1	387	7.2
All Size Firms	344	9.7	1,249	5.1
<b>THANKSGIVING DAY</b>				
Small Firms	2,804	88.8	12,361	95.1
Medium Size Firms	292	88.2	5,791	95.8
Large Firms	68	98.6	5,186	96.9
All Size Firms	3,164	88.9	23,338	95.6
<b>DAY AFTER THANKSGIVING</b>				
Small Firms	605	19.2	2,346	18.0
Medium Size Firms	15	4.5	454	7.5
Large Firms	13	18.8	527	9.8
All Size Firms	633	17.8	3,327	13.6
<b>CHRISTMAS EVE DAY</b>				
Small Firms	597	18.9	2,698	20.7
Medium Size Firms	35	10.6	620	10.3
Large Firms	12	17.4	273	5.1
All Size Firms	644	18.1	3,591	14.7
<b>CHRISTMAS DAY</b>				
Small Firms	3,064	97.0	12,911	99.3
Medium Size Firms	310	93.7	5,926	98.0
Large Firms	64	92.8	5,187	96.9
All Size Firms	3,438	96.6	24,024	98.4
<b>NEW YEAR'S EVE DAY</b>				
Small Firms	969	30.7	3,641	28.0
Medium Size Firms	48	14.5	562	9.3
Large Firms	5	7.2	110	2.1
All Size Firms	1,022	28.7	4,313	17.7
<b>BIRTHDAY</b>				
Small Firms	313	9.9	1,265	9.7
Medium Size Firms	12	3.6	364	6.0
Large Firms	13	18.8	440	8.2
All Size Firms	338	9.5	2,069	8.5
<b>ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY</b>				
Small Firms	193	6.1	381	2.9
Medium Size Firms	67	20.2	1,467	24.3
Large Firms	11	15.9	978	18.3
All Size Firms	271	7.6	2,826	11.6
<b>OTHER (please name)</b>				
Small Firms	160	5.1	230	1.8
Medium Size Firms	10	3.0	248	4.1
Large Firms	8	11.6	441	8.2
All Size Firms	178	5.0	919	3.8
<b>Offering Holiday(s) Totals</b>				
Subtotal of Small Firms	3,158	100.0	13,004	100.0
Subtotal of Medium Size Firms	331	100.0	6,048	100.0
Subtotal of Large Firms	69	100.0	5,352	100.0
<b>Grand Total</b>	<b>3,558</b>	<b>100.0</b>	<b>24,404</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 retail trade firms that have one or more salaried employees that responded to this question. 202 retail trade firms, or 76.8% of the retail trade firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Size categories with no firms are omitted from this table.

## RETAIL TRADE

Full-time Hourly

**TABLE 2T: Holidays Offered for Oklahoma Full-time Hourly Retail Trade Employees by Firm Size.\* Question 2: "Please check all paid holidays offered by your company."**

<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	2,414	84.6	16,238	8.9
Medium Size Firms	199	78.0	10,026	8.7
Large Firms	36	67.9	19,204	80.3
All Size Firms	2,649	83.8	45,468	84.9
<b>MARTIN LUTHER KING DAY</b>				
Small Firms	123	4.3	361	2.0
Large Firms	2	3.8	760	3.2
All Size Firms	125	4.0	1,121	2.1
<b>PRESIDENT'S DAY</b>				
Small Firms	96	3.4	283	1.6
Large Firms	4	7.5	1,392	5.8
All Size Firms	100	3.2	1,675	3.1
<b>GOOD FRIDAY</b>				
Small Firms	147	5.2	478	0.3
Medium Size Firms	7	2.7	38	0.0
Large Firms	12	22.6	6,277	26.3
All Size Firms	166	5.3	6,793	12.7
<b>MEMORIAL DAY</b>				
Small Firms	2,183	76.5	15,003	8.2
Medium Size Firms	164	64.3	8,359	7.3
Large Firms	26	49.1	14,125	59.1
All Size Firms	2,373	75.1	37,487	70.0
<b>INDEPENDENCE DAY</b>				
Small Firms	2,287	80.2	15,329	8.4
Medium Sized Firms	166	65.1	8,171	7.1
Large Firms	36	67.9	19,204	80.3
All Size Firms	2,489	78.7	42,704	79.7
<b>LABOR DAY</b>				
Small Firms	2,160	75.7	14,610	8.0
Medium Size Firms	182	71.4	9,056	7.9
Large Firms	32	60.4	16,223	67.9
All Size Firms	2,374	75.1	39,889	74.4
<b>COLUMBUS DAY</b>				
Small Firms	83	2.9	274	0.2
Large Firms	2	3.8	760	3.2
All Size Firms	85	2.7	1,034	1.9
<b>ELECTION DAY</b>				
Small Firms	83	2.9	274	0.2
All Size Firms	83	2.6	274	0.5

**TABLE 2T: Holidays, Retail Trade, Full-time Hourly (continued).**

<b>Holiday Offered</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>VETERAN'S DAY</b>				
Small Firms	110	3.9	352	0.2
Large Firms	4	7.5	1,392	5.8
All Size Firms	114	3.6	1,744	3.3
<b>THANKSGIVING DAY</b>				
Small Firms	2,696	94.5	17,492	9.6
Medium Size Firms	216	84.7	10,637	9.3
Large Firms	52	98.1	22,708	95.0
All Size Firms	2,964	93.8	50,837	94.9
<b>DAY AFTER THANKSGIVING</b>				
Small Firms	398	14.0	1,518	0.8
Medium Size Firms	18	7.1	847	0.7
Large Firms	3	5.7	712	3.0
All Size Firms	419	13.3	3,077	5.7
<b>CHRISTMAS EVE DAY</b>				
Small Firms	627	22.0	2,959	1.6
Medium Size Firms	24	9.4	1,019	0.9
Large Firms	3	5.7	939	3.9
All Size Firms	654	20.7	4,917	9.2
<b>CHRISTMAS DAY</b>				
Small Firms	2,759	96.7	18,056	9.9
Medium Size Firms	238	93.3	10,839	9.5
Large Firms	50	94.3	23,232	97.2
All Size Firms	3,047	96.4	52,127	97.3
<b>NEW YEAR'S EVE DAY</b>				
Small Firms	814	28.5	4,296	2.4
Medium Size Firms	42	16.5	1,794	1.6
All Size Firms	856	27.1	6,090	11.4
<b>BIRTHDAY</b>				
Small Firms	182	6.4	1,516	0.8
Medium Size Firms	12	4.7	189	0.2
Large Firms	10	18.9	5,981	25.0
All Size Firms	204	6.5	7,686	14.3
<b>ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY</b>				
Small Firms	190	6.7	1,372	0.8
Medium Size Firms	67	26.3	2,647	2.3
Large Firms	10	18.9	2,458	10.3
All Size Firms	267	8.4	6,477	12.1
<b>OTHER (please name)</b>				
Small Firms	160	5.6	124	0.1
Medium Size Firms	10	3.9	311	0.3
Large Firms	8	15.1	1,992	8.3
All Size Firms	178	5.6	2,427	4.5
<b>Offering Holiday(s) Totals</b>				
Subtotal of Small Firms	2,853	100.0	18,207	10.0
Subtotal of Medium Size Firms	255	100.0	11,467	10.0
Subtotal of Large Firms	53	100.0	23,905	100.0
<b>Grand Total</b>	<b>3,161</b>	<b>100.0</b>	<b>53,579</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 retail trade firms that have one or more full-time hourly employees that responded to this question. 181 retail trade firms, or 66.1% of the retail trade firms with full time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Size categories with no firms are omitted from this table.

## RETAIL TRADE

### Part-time Hourly

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

<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	1,119	86.0	3,849	72.0
Medium Size Firms	85	67.5	1,783	37.1
Large Firms	22	61.1	15,308	79.1
All Size Firms	1,226	83.8	20,940	71.0
<b>PRESIDENT'S DAY</b>				
Large Firms	2	5.6	151	0.8
All Size Firms	2	0.1	151	0.5
<b>GOOD FRIDAY</b>				
Small Firms	24	1.8	241	4.5
Large Firms	12	33.3	7,038	36.4
All Size Firms	36	2.5	7,279	24.7
<b>MEMORIAL DAY</b>				
Small Firms	877	67.4	2,992	56.0
Medium Size Firms	60	47.6	1,233	25.6
Large Firms	14	38.9	6,852	35.4
All Size Firms	951	65.0	11,077	37.5
<b>INDEPENDENCE DAY</b>				
Small Firms	898	69.0	2,531	47.3
Medium Sized Firms	52	41.3	985	20.5
Large Firms	22	61.1	15,308	79.1
All Size Firms	972	66.4	18,824	63.8
<b>LABOR DAY</b>				
Small Firms	881	67.7	2,993	56.0
Medium Size Firms	65	51.6	1,045	21.7
Large Firms	20	55.6	9,888	51.1
All Size Firms	966	66.0	13,926	47.2
<b>VETERAN'S DAY</b>				
Large Firms	2	5.6	151	0.8
All Size Firms	2	0.1	151	0.5
<b>THANKSGIVING DAY</b>				
Small Firms	1,162	89.3	4,772	89.3
Medium Size Firms	92	73.0	1,971	41.0
Large Firms	35	97.2	18,144	93.7
All Size Firms	1,289	88.1	24,887	84.3

**TABLE 2U: Holidays, Retail Trade, Part-time Hourly (continued).**

<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>DAY AFTER THANKSGIVING</b>				
Small Firms	166	12.8	1,383	25.9
Medium Size Firms	11	8.7	282	5.9
Large Firms	2	5.6	3	0.0
All Size Firms	179	12.2	1,668	5.7
<b>CHRISTMAS EVE DAY</b>				
Small Firms	265	20.4	1,692	31.6
Medium Size Firms	17	13.5	589	12.3
All Size Firms	282	19.3	2,281	7.7
<b>CHRISTMAS DAY</b>				
Small Firms	1,266	97.3	5,316	99.4
Medium Size Firms	122	96.8	4,597	95.6
Large Firms	34	94.4	19,162	99.0
All Size Firms	1,422	97.2	29,075	98.5
<b>NEW YEAR'S EVE DAY</b>				
Small Firms	369	28.4	1,615	30.2
Medium Size Firms	25	19.8	630	13.1
All Size Firms	394	26.9	2,245	7.6
<b>BIRTHDAY</b>				
Small Firms	40	3.1	157	2.9
Medium Size Firms	4	3.2	80	1.7
Large Firms	10	27.8	8,787	45.4
All Size Firms	54	3.7	9,024	30.6
<b>ONE FLOATING HOLIDAY or PERSONAL LEAVE DAY</b>				
Small Firms	51	3.9	53	1.0
Medium Size Firms	38	30.2	2,010	41.8
Large Firms	10	27.8	1,102	5.7
All Size Firms	99	6.8	3,165	10.7
<b>OTHER (please name)</b>				
Medium Size Firms	4	3.2	80	1.7
Large Firms	2	5.6	1,210	6.3
All Size Firms	6	0.4	1,290	4.4
<b>Offering Holiday(s) Totals</b>				
Subtotal of Small Firms	1,301	100.0	5,346	100.0
Subtotal of Medium Size Firms	126	100.0	4,808	100.0
Subtotal of Large Firms	36	100.0	19,355	100.0
<b>Grand Total</b>	<b>1,463</b>	<b>100.0</b>	<b>29,509</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 retail trade firms that have one or more part-time hourly employees that responded to this question. 83 retail trade firms, or 29.4% of the retail trade firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no responses and size categories with no firms are omitted from this table.

## RETAIL TRADE

### Full-time Hourly

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

Type of Pay	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>STRAIGHT TIME</b>				
Small Firms	2,924	72.7	18,300	68.7
Medium Size Firms	236	59.3	9,542	57.3
Large Firms	21	36.2	4,437	18.6
All Size Firms	3,181	71.1	32,279	48.1
<b>TIME AND ONE-HALF</b>				
Small Firms	718	17.9	5,069	19.0
Medium Size Firms	57	14.3	2,008	12.1
Large Firms	19	32.8	10,359	43.5
All Size Firms	794	17.7	17,436	26.0
<b>DOUBLE TIME</b>				
Small Firms	119	3.0	1,141	4.3
Medium Size Firms	59	14.8	2,966	17.8
Large Firms	12	20.7	3,067	12.9
All Size Firms	190	4.2	7,174	10.7
<b>OTHER (please describe)</b>				
Small Firms	259	6.4	2,135	8.0
Medium Size Firms	46	11.6	2,141	12.9
Large Firms	6	10.3	5,946	25.0
All Size Firms	311	6.9	10,222	15.2
Subtotal of Small Firms	4,020	100.0	26,645	100.0
Subtotal of Medium Size Firms	398	100.0	16,657	100.0
Subtotal of Large Firms	58	100.0	23,809	100.0
<b>Grand Total</b>	<b>4,476</b>	<b>100.0</b>	<b>67,111</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more full-time hourly employees that responded to this question. 231 firms, or 84.3% of the retail trade firms with full-time hourly employees reported holiday pay.



## RETAIL TRADE

### Part-time Hourly

**TABLE 3M: Holiday Pay Offered for Oklahoma Part-time Hourly Retail Trade Employees by Firm Size.\* Question 3: "What do you pay hourly employees who work on a holiday?"**

Type of Pay	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>STRAIGHT TIME</b>				
Small Firms	2,231	69.1	18,577	75.5
Medium Size Firms	236	72.6	10,988	78.0
Large Firms	18	40.9	5,645	25.8
All Size Firms	2,485	69.1	35,210	58.2
<b>TIME AND ONE-HALF</b>				
Small Firms	729	22.6	5,191	21.1
Medium Size Firms	36	11.1	869	6.2
Large Firms	22	50.0	16,187	74.1
All Size Firms	787	21.9	22,247	36.7
<b>DOUBLE TIME</b>				
Small Firms	28	0.9	71	0.3
Medium Size Firms	29	8.9	1,742	12.4
Large Firms	2	4.5	3	0.0
All Size Firms	59	1.6	1,816	3.0
<b>OTHER (please describe)</b>				
Small Firms	239	7.4	763	3.1
Medium Size Firms	24	7.4	484	3.4
Large Firms	2	0.1	24	0.1
All Size Firms	265	7.4	1,271	2.1
Subtotal of Small Firms	3,227	100.0	24,602	100.0
Subtotal of Medium Size Firms	325	100.0	14,083	100.0
Subtotal of Large Firms	44	95.5	21,859	100.0
<b>Grand Total</b>	<b>3,596</b>	<b>100.0</b>	<b>60,544</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 retail trade firms that have one or more part-time hourly employees that responded to this question. 176 firms, or 62.4% of the retail trade firms with part-time hourly employees reported holiday pay.

## RETAIL TRADE

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>SALARIED</b>	<b>No</b>				
	Salaried Small Firms	3,033	70.6	9,641	64.2
	Salaried Medium Size Firms	381	82.5	5,154	70.7
	Salaried Large Firms	48	72.7	3,834	72.7
	<b>Salaried All Size Firms</b>	<b>3,462</b>	<b>71.8</b>	<b>18,629</b>	<b>67.5</b>
	<b>Yes</b>				
	Salaried Small Firms	1,260	29.4	5,384	35.8
	Salaried Medium Size Firms	81	17.5	2,137	29.3
	Salaried Large Firms	18	27.3	1,437	27.3
	<b>Salaried All Size Firms</b>	<b>1,359</b>	<b>28.2</b>	<b>8,958</b>	<b>32.5</b>
	Subtotal of Salaried Small Firms	4,293	100.0	15,025	100.0
	Subtotal of Salaried Medium Size Firms	462	100.0	7,291	100.0
	Subtotal of Salaried Large Firms	66	100.0	5,271	100.0
<b>Salaried Grand Total</b>	<b>4,821</b>	<b>100.0</b>	<b>27,587</b>	<b>100.0</b>	
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	Full-time Hourly Small Firms	3,411	78.3	20,218	72.7
	Full-time Hourly Medium Size Firms	363	82.3	14,126	78.2
	Full-time Hourly Large Firms	45	71.4	16,841	67.3
	<b>Full-time Hourly All Size Firms</b>	<b>3,819</b>	<b>78.6</b>	<b>51,185</b>	<b>72.2</b>
	<b>Yes</b>				
	Full-time Hourly Small Firms	943	21.7	7,609	27.3
	Full-time Hourly Medium Size Firms	78	17.7	3,941	21.8
	Full-time Hourly Large Firms	18	28.6	8,176	32.7
	<b>Full-time Hourly All Size Firms</b>	<b>1,039</b>	<b>21.4</b>	<b>19,726</b>	<b>27.8</b>
	Subtotal of Full-time Hourly Small Firms	4,354	100.0	27,827	100.0
	Subtotal of Full-time Hourly Medium Size Firms	441	100.0	18,067	100.0
	Subtotal of Full-time Hourly Large Firms	63	100.0	25,017	100.0
<b>Full-time Hourly Grand Total</b>	<b>4,858</b>	<b>100.0</b>	<b>70,911</b>	<b>100.0</b>	
<b>PART-TIME HOURLY</b>	<b>No</b>				
	Part-time Hourly Small Firms	3,633	90.1	22,812	91.1
	Part-time Hourly Medium Size Firms	356	87.3	14,766	88.8
	Part-time Hourly Large Firms	44	80.0	16,586	62.8
	<b>Part-time Hourly All Size Firms</b>	<b>4,033</b>	<b>89.7</b>	<b>54,164</b>	<b>79.5</b>
	<b>Yes</b>				
	Part-time Hourly Small Firms	401	9.9	2,238	8.9
	Part-time Hourly Medium Size Firms	52	12.7	1,870	11.2
	Part-time Hourly Large Firms	11	20.0	9,816	37.2
	<b>Part-time Hourly All Size Firms</b>	<b>464</b>	<b>10.3</b>	<b>13,924</b>	<b>20.5</b>
	Subtotal of Part-time Hourly Small Firms	4,034	100.0	25,050	100.0
	Subtotal of Part-time Hourly Medium Size Firms	408	100.0	16,636	100.0
	Subtotal of Part-time Hourly Large Firms	55	100.0	26,402	100.0
<b>Part-time Hourly Grand Total</b>	<b>4,497</b>	<b>100.0</b>	<b>68,088</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 and more employees. This table includes retail trade firms that have one or more employees that responded to this question. 316 retail trade firms, or 97.8% of the retail trade firms with employees responded to this question.

## RETAIL TRADE

**TABLE 5G: Type of Combined Leave Plans Offered for Oklahoma Retail Trade Employees Employee Category. Question 5: "Are holidays included with vacation, sick leave in this combined leave time?"**

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>SALARIED</b>	<b>No</b>				
	Salaried All Size Firms	1,013	76.6	6,396	72.5
	<b>Yes</b>				
	Salaried All Size Firms	310	23.4	2,424	27.5
	<b>Salaried Grand Total</b>	<b>1,323</b>	<b>100.0</b>	<b>8,820</b>	<b>100.0</b>
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	Full-time Hourly All Size Firms	760	75.7	7,658	40.5
	<b>Yes</b>				
	Full-time Hourly All Size Firms	244	24.3	11,249	59.5
	<b>Full-time Hourly Grand Total</b>	<b>1,004</b>	<b>100.0</b>	<b>18,907</b>	<b>100.0</b>
<b>PART-TIME HOURLY</b>	<b>No</b>				
	Part-time Hourly All Size Firms	358	81.0	3,394	24.4
	<b>Yes</b>				
	Part-time Hourly All Size Firms	84	19.0	10,514	75.6
	<b>Part-time Hourly Grand Total</b>	<b>442</b>	<b>100.0</b>	<b>13,908</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 retail trade firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 67 retail trade firms, or 97.1% of the applicable retail trade firms responded to this question. Size categories are omitted from this table.

## RETAIL TRADE

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>SALARIED</b>	<b>No</b>				
	Salaried All Size Firms	827	64.8	6,818	77.1
	<b>Yes</b>				
	Salaried All Size Firms	450	35.2	2,021	22.9
	<b>Salaried Grand Total</b>	<b>1,277</b>	<b>100.0</b>	<b>8,839</b>	<b>100.0</b>
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	Full-time Hourly All Size Firms	623	65.2	9,177	48.6
	<b>Yes</b>				
	Full-time Hourly All Size Firms	333	34.8	9,712	51.4
	<b>Full-time Hourly Grand Total</b>	<b>956</b>	<b>100.0</b>	<b>18,889</b>	<b>100.0</b>
<b>PART-TIME HOURLY</b>	<b>No</b>				
	Part-time Hourly All Size Firms	233	52.8	4,181	30.1
	<b>Yes</b>				
	Part-time Hourly All Size Firms	208	47.2	9,706	69.9
	<b>Part-time Hourly Grand Total</b>	<b>441</b>	<b>100.0</b>	<b>13,887</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 retail trade firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 64 retail trade firms, or 92.8% of the applicable retail trade firms responded to this question. Size categories are omitted from this table.

## RETAIL TRADE

**TABLE 7I: Minimum Combined Leave Time for Oklahoma Retail Trade Employees by Employee Category.\* Question 7: "What is the minimum number of paid leave days offered to any employee in each category?"**

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>SALARIED</b>	5 DAYS or LESS				
	Salaried All Size Firms	708	58.0	5,854	66.7
	6 to 10 DAYS				
	Salaried All Size Firms	345	28.3	1,353	15.4
	11 to 15 DAYS				
	Salaried All Size Firms	83	6.8	668	7.6
	16 to 29 DAYS				
Salaried All Size Firms	85	7.0	903	10.3	
	<b>Salaried Grand Total</b>	<b>1,221</b>	<b>100.0</b>	<b>8,778</b>	<b>100.0</b>
<b>FULL-TIME HOURLY</b>	5 DAYS or LESS				
	Full-time Hourly All Size Firms	522	59.4	8,671	47.9
	6 to 10 DAYS				
	Full-time Hourly All Size Firms	248	28.2	6,603	36.5
	11 to 15 DAYS				
	Full-time Hourly All Size Firms	83	9.4	923	5.1
	16 to 29 DAYS				
Full-time Hourly All Size Firms	26	3.0	1,898	10.5	
	<b>Full-time Hourly Grand Total</b>	<b>879</b>	<b>100.0</b>	<b>18,095</b>	<b>100.0</b>
<b>PART-TIME HOURLY</b>	5 DAYS or LESS				
	Part-time Hourly All Size Firms	247	63.8	2,758	20.1
	6 to 10 DAYS				
	Part-time Hourly All Size Firms	100	25.8	10,266	74.9
	11 to 15 DAYS				
Part-time Hourly All Size Firms	40	10.3	680	5.0	
	<b>Part-time Hourly Grand Total</b>	<b>387</b>	<b>100.0</b>	<b>13,704</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 retail trade firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 64 retail trade firms, or 92.8% of the applicable retail trade firms responded to this question. Size categories are omitted from this table.

## RETAIL TRADE

**TABLE 8I: Maximum Combined Leave Time for Oklahoma Retail Trade Employees by Employee Category.\* Question 8: "What is the maximum number of paid leave days offered to any employee in each category?"**

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>SALARIED</b>	14 DAYS or LESS				
	Salaried All Size Firms	633	57.1	2,896	35.0
	15 to 24 DAYS				
	Salaried All Size Firms	382	34.5	4,342	52.4
	25 to 34 DAYS				
	Salaried All Size Firms	85	7.7	741	8.9
	35 or MORE DAYS				
Salaried All Size Firms	8	0.7	306	3.7	
	<b>Salaried Grand Total</b>	<b>1,108</b>	<b>100.0</b>	<b>8,285</b>	<b>100.0</b>
<b>FULL-TIME HOURLY</b>	14 DAYS or LESS				
	Full-time Hourly All Size Firms	552	63.7	5,604	31.0
	15 to 24 DAYS				
	Full-time Hourly All Size Firms	281	32.4	6,964	38.6
	25 to 34 DAYS				
	Full-time Hourly All Size Firms	26	3.0	732	4.1
	35 or MORE DAYS				
Full-time Hourly All Size Firms	8	0.9	4,751	26.3	
	<b>Full-time Hourly Grand Total</b>	<b>867</b>	<b>100.0</b>	<b>18,051</b>	<b>100.0</b>
<b>PART-TIME HOURLY</b>	14 DAYS or LESS				
	Part-time Hourly All Size Firms	243	69.0	3,919	29.2
	15 to 24 DAYS				
	Part-time Hourly All Size Firms	101	28.7	1,047	7.8
	35 or MORE DAYS				
Part-time Hourly All Size Firms	8	2.3	8,455	63.0	
	<b>Part-time Hourly Grand Total</b>	<b>352</b>	<b>100.0</b>	<b>13,421</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 retail trade firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 62 retail trade firms, or 89.9% of the applicable retail trade firms responded to this question. Size categories are omitted from this table.

## RETAIL TRADE

**TABLE 9G: Seniority and Leave Time Increases in Combined Leave Plans for Oklahoma Retail Trade Employees by Employee Category. Question 9: "Does paid leave time increase with years of service or with seniority?"**

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>SALARIED</b>	<b>No</b>				
	Salaried All Size Firms	540	42.3	1,722	19.5
	<b>Yes</b>				
	Salaried All Size Firms	736	57.7	7,117	80.5
	<b>Salaried Grand Total</b>	<b>1,276</b>	<b>100.0</b>	<b>8,839</b>	<b>100.0</b>
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	Full-time Hourly All Size Firms	460	48.6	3,534	18.6
	<b>Yes</b>				
	Full-time Hourly All Size Firms	486	51.4	15,454	81.4
	<b>Full-time Hourly Grand Total</b>	<b>946</b>	<b>100.0</b>	<b>18,988</b>	<b>100.0</b>
<b>PART-TIME HOURLY</b>	<b>No</b>				
	Part-time Hourly All Size Firms	157	37.8	2,374	17.2
	<b>Yes</b>				
	Part-time Hourly All Size Firms	258	62.2	11,460	82.8
	<b>Part-time Hourly Grand Total</b>	<b>415</b>	<b>100.0</b>	<b>13,834</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 retail trade firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 66 retail trade firms, or 95.7% of the applicable retail trade firms responded to this question. Size categories are omitted from this table.

## RETAIL TRADE

**TABLE 10G: Leave Accumulation in Combined Leave Plans for Oklahoma Retail Trade Employees by Employee Category. Question10: "Do you allow paid leave days to accumulate or carry over into the following year?"**

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>SALARIED</b>	<b>No</b>				
	Salaried All Size Firms	859	68.6	6,186	70.3
	<b>Yes</b>				
	Salaried All Size Firms	394	31.4	2,616	29.7
	<b>Salaried Grand Total</b>	<b>1,253</b>	<b>100.0</b>	<b>8,802</b>	<b>100.0</b>
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	Full-time Hourly All Size Firms	760	75.7	7,658	40.5
	<b>Yes</b>				
	Full-time Hourly All Size Firms	244	24.3	11,249	59.5
	<b>Full-time Hourly Grand Total</b>	<b>1,004</b>	<b>100.0</b>	<b>18,907</b>	<b>100.0</b>
<b>PART-TIME HOURLY</b>	<b>No</b>				
	Part-time Hourly All Size Firms	248	63.6	2,642	19.4
	<b>Yes</b>				
	Part-time Hourly All Size Firms	142	36.4	10,951	80.6
	<b>Part-time Hourly Grand Total</b>	<b>390</b>	<b>100.0</b>	<b>13,593</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 retail trade firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 65 retail trade firms, or 94.2% of the applicable retail trade firms responded to this question. Size categories are omitted from this table.



## RETAIL TRADE

**TABLE 11I: Maximum Leave Accumulation in Combined Leave Plans for Oklahoma Retail Trade Employees by Employee Category. Question 11: "If yes on question #10, what is the maximum number of paid leave days any employee in each category can accumulate or carry over into the following year?"**

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>SALARIED</b>	10 DAYS or LESS				
	Salaried All Size Firms	181	53.1	973	37.7
	11 to 20 DAYS				
	Salaried All Size Firms	93	27.3	766	29.7
	21 OR MORE DAYS				
	Salaried All Size Firms	8	2.3	737	28.6
	NO MAXIMUM OR LIMIT				
Salaried All Size Firms	59	17.3	102	4.0	
	<b>Salaried Grand Total</b>	<b>341</b>	<b>100.0</b>	<b>2,578</b>	<b>100.0</b>
<b>FULL-TIME HOURLY</b>	10 DAYS or LESS				
	Full-time Hourly All Size Firms	61	34.7	5,644	60.5
	11 to 20 DAYS				
	Full-time Hourly All Size Firms	48	27.3	1,635	17.5
	21 OR MORE DAYS				
	Full-time Hourly All Size Firms	8	4.5	1,899	20.4
	NO MAXIMUM OR LIMIT				
Full-time Hourly All Size Firms	59	33.5	150	1.6	
	<b>Full-time Hourly Grand Total</b>	<b>176</b>	<b>100.0</b>	<b>9,328</b>	<b>100.0</b>
<b>PART-TIME HOURLY</b>	10 DAYS or LESS				
	Part-time Hourly All Size Firms	48	41.7	9,135	84.4
	11 to 20 DAYS				
	Part-time Hourly All Size Firms	6	5.2	1,235	11.4
	21 OR MORE DAYS				
	Part-time Hourly All Size Firms	2	1.7	151	1.4
	NO MAXIMUM OR LIMIT				
Part-time Hourly All Size Firms	59	51.3	301	2.8	
	<b>Part-time Hourly Grand Total</b>	<b>115</b>	<b>100.0</b>	<b>10,822</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 retail trade firms that have one or more employees and indicated that they combine leave time by answering yes to question four and indicated they allowed leave time accumulation by answering yes to question 10. 21 retail trade firms, or 91.3% of the applicable retail trade firms responded to this question. Size categories are omitted from table.

## RETAIL TRADE

**TABLE 12G: Pay Option in Combined Leave Plans for Oklahoma Retail Trade Employees by Employee Category. Question12: "Do you offer a pay option in lieu of paid leave time?"**

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>SALARIED</b>	<b>No</b>				
	Salaried All Size Firms	854	67.1	4,472	52.0
	<b>Yes</b>				
	Salaried All Size Firms	418	32.9	4,132	48.0
	<b>Salaried Grand Total</b>	<b>1,272</b>	<b>100.0</b>	<b>8,604</b>	<b>100.0</b>
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	Full-time Hourly All Size Firms	544	57.7	11,716	61.9
	<b>Yes</b>				
	Full-time Hourly All Size Firms	398	42.3	7,203	38.1
	<b>Full-time Hourly Grand Total</b>	<b>942</b>	<b>100.0</b>	<b>18,919</b>	<b>100.0</b>
<b>PART-TIME HOURLY</b>	<b>No</b>				
	Part-time Hourly All Size Firms	269	65.0	11,661	84.3
	<b>Yes</b>				
	Part-time Hourly All Size Firms	145	35.0	2,174	15.7
	<b>Part-time Hourly Grand Total</b>	<b>414</b>	<b>100.0</b>	<b>13,835</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 retail trade firms that have one or more employees and indicated that they combine leave time by answering yes to question four. 65 retail trade firms, or 94.2% of the applicable retail trade firms responded to this question. Size categories are omitted from this table.

## RETAIL TRADE

### Salary

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

<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	576	19.5	800	8.6
All Size Firms	576	17.2	800	4.4
<b>LESS THAN 1 MONTH</b>				
Small Firms	77	2.6	133	1.4
Medium Size Firms	36	10.1	572	11.5
All Size Firms	113	3.4	705	3.9
<b>3 to 6 MONTHS</b>				
Small Firms	192	6.5	731	7.9
Medium Size Firms	28	7.9	566	11.4
Large Firms	6	13.0	1,723	45.3
All Size Firms	226	6.7	3,020	16.8
<b>7 to 11 MONTHS</b>				
Small Firms	62	2.1	101	1.1
Medium Size Firms	29	8.2	274	5.5
All Size Firms	91	2.7	375	2.1
<b>12 MONTHS or MORE</b>				
Small Firms	2,046	69.3	7,492	80.9
Medium Size Firms	262	73.8	3,553	71.6
Large Firms	40	87.0	2,083	54.7
All Size Firms	2,348	70.0	13,128	72.8
Subtotal of Small Firms	2,953	100.0	9,257	100.0
Subtotal of Medium Size Firms	355	100.0	4,965	100.0
Subtotal of Large Firms	46	100.0	3,806	100.0
<b>Grand Total</b>	<b>3,354</b>	<b>100.0</b>	<b>18,028</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four. 176 retail trade firms, or 96.2% of the applicable retail trade firms responded to this question. Size categories with no firms are omitted from this table.

**RETAIL TRADE**  
Full-time Hourly

**TABLE 13T: Qualifying for One Week's Vacation for Oklahoma Retail Trade Full-time Hourly Employees by Firm Size.\* Question 13: "How long must an employee work to qualify for one week of paid vacation?"**

<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	707	23.0	3,577	19.0
Medium Size Firms	24	7.4	707	5.8
All Size Firms	731	21.3	4,284	9.1
<b>LESS THAN 1 MONTH</b>				
Medium Size Firms	13	4.0	1,121	9.2
All Size Firms	13	0.4	1,121	2.4
<b>3 to 6 MONTHS</b>				
Small Firms	256	8.3	1,094	5.8
Medium Size Firms	20	6.2	142	1.2
Large Firms	6	14.3	3,365	20.6
All Size Firms	282	8.2	4,601	9.7
<b>7 to 11 MONTHS</b>				
Small Firms	27	0.9	20	0.1
Medium Size Firms	25	7.7	651	5.3
All Size Firms	52	1.5	671	1.4
<b>12 MONTHS or MORE</b>				
Small Firms	2,082	67.8	14,100	75.0
Medium Size Firms	243	74.8	9,555	78.5
Large Firms	36	85.7	12,994	79.4
All Size Firms	2,361	68.7	36,649	77.4
Subtotal of Small Firms	3,072	100.0	18,791	100.0
Subtotal of Medium Size Firms	325	100.0	12,176	100.0
Subtotal of Large Firms	42	100.0	16,359	100.0
<b>Grand Total</b>	<b>3,439</b>	<b>100.0</b>	<b>47,326</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 retail trade firms that have one or more full-time hourly employees and indicated that they do not combine leave time by answering no to question four. 173 retail trade firms, or 89.6% of the applicable retail trade firms responded to this question. Size categories with no firms are omitted from this table.

**RETAIL TRADE**  
Part-time Hourly

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

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NO PAID VACATION OFFERED</b>				
Small Firms	1,424	54.2	8,749	56.2
Medium Size Firms	71	31.7	3,434	37.8
Large Firms	6	22.2	1,006	10.5
All Size Firms	1,501	52.1	13,189	38.5
<b>3 to 6 MONTHS</b>				
Small Firms	168	6.4	768	4.9
Medium Size Firms	7	3.1	273	3.0
Large Firms	4	14.8	5,422	56.5
All Size Firms	179	6.2	6,463	18.9
<b>7 to 11 MONTHS</b>				
Small Firms	27	1.0	78	0.5
Medium Size Firms	7	3.1	193	2.1
All Size Firms	34	1.2	271	0.8
<b>12 MONTHS or MORE</b>				
Small Firms	1,010	38.4	5,984	38.4
Medium Size Firms	139	62.1	5,182	57.1
Large Firms	17	63.0	3,176	33.1
All Size Firms	1,166	40.5	14,342	41.9
Subtotal of Small Firms	2,629	100.0	15,579	100.0
Subtotal of Medium Size Firms	224	100.0	9,082	100.0
Subtotal of Large Firms	27	100.0	9,604	100.0
<b>Grand Total</b>	<b>2,880</b>	<b>100.0</b>	<b>34,265</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 retail trade firms that have one or more part-time hourly employees and indicated that they do not combine leave time by answering no to question four. 126 retail trade firms, or 66.7% of the applicable retail trade firms responded to this question. Size categories with no firms are omitted from this table.

**RETAIL TRADE**  
**Salary**

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

<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	689	27.2	1,486	16.7
Medium Size Firms	29	7.6	696	13.5
Large Firms	4	8.2	127	3.3
All Size Firms	722	24.4	2,309	12.9
<b>11 MONTHS or LESS</b>				
Small Firms	76	3.0	272	3.1
Medium Size Firms	37	9.7	840	16.3
Large Firms	2	4.1	29	0.8
All Size Firms	115	3.9	1,141	6.4
<b>1 YEAR to 1 YEAR &amp; 11 MONTHS</b>				
Small Firms	526	20.8	1,215	13.6
Medium Size Firms	58	15.2	949	18.4
Large Firms	18	36.7	2,404	62.7
All Size Firms	602	20.3	4,568	25.5
<b>2 YEARS to 2 YEARS &amp; 11 MONTHS</b>				
Small Firms	783	30.9	4,072	45.7
Medium Size Firms	154	40.4	2,114	41.0
Large Firms	16	32.7	1,048	27.3
All Size Firms	953	32.2	7,234	40.4
<b>3 YEARS to 3 YEARS &amp; 11 MONTHS</b>				
Small Firms	166	6.6	838	9.4
Medium Size Firms	39	10.2	182	3.5
Large Firms	9	18.4	227	5.9
All Size Firms	214	7.2	1,247	7.0
<b>4 or MORE YEARS</b>				
Small Firms	292	11.5	1,027	11.5
Medium Size Firms	64	16.8	373	7.2
All Size Firms	356	12.0	1,400	7.8
Subtotal of Small Firms	2,532	100.0	8,910	100.0
Subtotal of Medium Size Firms	381	100.0	5,154	100.0
Subtotal of Large Firms	49	100.0	3,835	100.0
<b>Grand Total</b>	<b>2,962</b>	<b>100.0</b>	<b>17,899</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 retail trade firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 159 retail trade firms, or 100.0% of the applicable retail trade firms responded to this question. Size categories with no firms are omitted from this table.

**RETAIL TRADE**  
Full-time Hourly

**TABLE 14T: Qualifying for Two Week's Vacation for Oklahoma Retail Trade Full-time Hourly Employees by Firm Size.\* Question 14: "How long must an employee work to qualify for two weeks of paid vacation?"**

<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	845	32.1	4,434	27.7
Medium Size Firms	56	16.7	2,083	15.4
Large Firms	4	9.8	696	4.3
All Size Firms	905	30.1	7,213	15.8
<b>11 MONTHS or LESS</b>				
Small Firms	75	2.9	272	1.7
Medium Size Firms	12	3.6	877	6.5
All Size Firms	87	2.9	1,149	2.5
<b>1 YEAR to 1 YEAR &amp; 11 MONTHS</b>				
Small Firms	422	16.0	2,067	12.9
Medium Size Firms	48	14.3	2,065	15.2
Large Firms	19	46.3	6,353	39.2
All Size Firms	489	16.3	10,485	22.9
<b>2 YEARS to 2 YEARS &amp; 11 MONTHS</b>				
Small Firms	809	30.7	6,560	40.9
Medium Size Firms	120	35.7	4,462	32.9
Large Firms	9	22.0	6,851	42.3
All Size Firms	938	31.2	17,873	39.0
<b>3 YEARS to 3 YEARS &amp; 11 MONTHS</b>				
Small Firms	255	9.7	1,472	9.2
Medium Size Firms	39	11.6	2,149	15.9
Large Firms	9	22.0	2,309	14.2
All Size Firms	303	10.1	5,930	13.0
<b>4 or MORE YEARS</b>				
Small Firms	225	8.6	1,220	7.6
Medium Size Firms	61	18.2	1,908	14.1
All Size Firms	286	9.5	3,128	6.8
Subtotal of Small Firms	2,631	100.0	16,025	100.0
Subtotal of Medium Size Firms	336	100.0	13,544	100.0
Subtotal of Large Firms	41	100.0	16,209	100.0
<b>Grand Total</b>	<b>3,008</b>	<b>100.0</b>	<b>45,778</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 retail trade firms that have one or more full-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 143 retail trade firms, or 96.6% of the applicable retail trade firms responded to this question. Size categories with no firms are omitted from this table.

**RETAIL TRADE**  
Part-time Hourly

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

<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	856	48.2	6,001	51.6
Medium Size Firms	93	50.8	4,926	59.4
Large Firms	13	44.8	2,380	21.6
All Size Firms	962	48.4	13,307	43.0
<b>11 MONTHS or LESS</b>				
Small Firms	48	2.7	65	0.6
All Size Firms	48	2.4	65	0.2
<b>1 YEAR to 1 YEAR &amp; 11 MONTHS</b>				
Small Firms	174	9.8	783	6.7
Medium Size Firms	17	9.3	686	8.3
Large Firms	10	34.5	6,370	57.8
All Size Firms	201	10.1	7,839	25.3
<b>2 YEARS to 2 YEARS &amp; 11 MONTHS</b>				
Small Firms	473	26.6	2,826	24.3
Medium Size Firms	28	15.3	551	6.6
Large Firms	1	3.4	340	3.1
All Size Firms	502	25.3	3,717	12.0
<b>3 YEARS to 3 YEARS &amp; 11 MONTHS</b>				
Small Firms	163	9.2	1,905	16.4
Medium Size Firms	26	14.2	1,143	13.8
Large Firms	2	6.9	331	3.0
All Size Firms	191	9.6	3,379	10.9
<b>4 or MORE YEARS</b>				
Small Firms	62	3.5	61	0.5
Medium Size Firms	19	10.4	985	11.9
Large Firms	3	10.3	1,598	14.5
All Size Firms	84	4.2	2,644	8.5
Subtotal of Small Firms	1,776	100.0	11,641	100.0
Subtotal of Medium Size Firms	183	100.0	8,291	100.0
Subtotal of Large Firms	29	100.0	11,019	100.0
<b>Grand Total</b>	<b>1,988</b>	<b>100.0</b>	<b>30,951</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 retail trade firms that have one or more part-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 61 retail trade firms, or 87.1% of the applicable retail trade firms responded to this question. Size categories with no firms are omitted from this table.



## RETAIL TRADE

### Salary

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

<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	1,798	73.0	5,810	65.9
Medium Size Firms	214	56.0	2,643	51.3
Large Firms	10	20.8	220	5.7
All Size Firms	2,022	69.9	8,673	48.7
<b>3 YEARS or LESS</b>				
Small Firms	27	1.1	118	1.3
All Size Firms	27	0.9	118	0.7
<b>4 YEARS TO 7 YEARS &amp; 11 MONTHS</b>				
Small Firms	328	13.3	1,858	21.1
Medium Size Firms	84	22.0	1,824	35.4
Large Firms	34	70.8	3,380	88.1
All Size Firms	446	15.4	7,062	39.6
<b>8 YEARS TO 11 YEARS 11 MONTHS</b>				
Small Firms	156	6.3	419	4.8
Medium Size Firms	64	16.8	555	10.8
Large Firms	4	8.3	235	6.1
All Size Firms	224	7.7	1,209	6.8
<b>12 or MORE YEARS</b>				
Small Firms	154	6.3	616	7.0
Medium Size Firms	20	5.2	133	2.6
All Size Firms	174	6.0	749	4.2
Subtotal of Small Firms	2,463	100.0	8,821	100.0
Subtotal of Medium Size Firms	382	100.0	5,155	100.0
Subtotal of Large Firms	48	100.0	3,835	100.0
<b>Grand Total</b>	2,893	100.0	17,811	100.0

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 156 retail trade firms, or 98.1% of the applicable retail trade firms responded to this question. Size categories with no firms are omitted from this table.

## RETAIL TRADE

### Full-time Hourly

**TABLE 15T: Qualifying for Three Week's Vacation for Oklahoma Retail Trade Full-time Hourly Employees by Firm Size.\* Question 15: "How long must an employee work to qualify for three weeks of paid vacation?"**

<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	2,126	39.8	13,595	79.0
Medium Size Firms	195	54.8	6,578	47.0
Large Firms	11	29.7	2,215	14.8
All Size Firms	2,332	40.7	22,388	48.5
<b>3 YEARS or LESS</b>				
Small Firms	63	1.2	109	0.6
All Size Firms	63	1.1	109	0.2
<b>4 YEARS TO 7 YEARS &amp; 11 MONTHS</b>				
Small Firms	2,912	54.5	2,052	11.9
Medium Size Firms	64	18.0	3,059	21.9
Large Firms	22	59.5	11,968	79.9
All Size Firms	2,998	52.3	17,079	37.0
<b>8 YEARS TO 11 YEARS 11 MONTHS</b>				
Small Firms	165	3.1	868	5.0
Medium Size Firms	77	21.6	3,986	28.5
Large Firms	4	10.8	796	5.3
All Size Firms	246	4.3	5,650	12.2
<b>12 or MORE YEARS</b>				
Small Firms	75	1.4	576	3.3
Medium Size Firms	20	5.6	363	2.6
All Size Firms	95	1.7	939	2.0
Subtotal of Small Firms	5,341	100.0	17,200	100.0
Subtotal of Medium Size Firms	356	100.0	13,986	100.0
Subtotal of Large Firms	37	100.0	14,979	100.0
<b>Grand Total</b>	5,734	100.0	46,165	100.0

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more full-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 143 retail trade firms, or 96.6% of the applicable retail trade firms responded to this question. Size categories with no firms are omitted from this table.

## RETAIL TRADE

### Part-time Hourly

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

<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	1,877	89.9	13,239	90.9
Medium Size Firms	211	85.8	9,023	86.9
Large Firms	18	75.0	3,120	35.2
All Size Firms	2,106	89.4	25,382	75.0
<b>3 YEARS or LESS</b>				
Small Firms	36	1.7	30	0.2
All Size Firms	36	1.5	30	0.1
<b>4 YEARS TO 7 YEARS &amp; 11 MONTHS</b>				
Small Firms	86	4.1	1,190	8.2
Medium Size Firms	13	5.3	390	3.8
Large Firms	6	25.0	5,753	64.8
All Size Firms	105	4.5	7,333	21.7
<b>8 YEARS TO 11 YEARS 11 MONTHS</b>				
Small Firms	49	2.3	84	0.6
Medium Size Firms	15	6.1	780	7.5
All Size Firms	64	2.7	864	2.6
<b>12 or MORE YEARS</b>				
Small Firms	39	1.9	27	0.2
Medium Size Firms	7	2.8	193	1.9
All Size Firms	46	2.0	220	0.7
Subtotal of Small Firms	2,087	100.0	14,570	100.0
Subtotal of Medium Size Firms	246	100.0	10,386	100.0
Subtotal of Large Firms	24	100.0	8,873	100.0
<b>Grand Total</b>	2,357	100.0	33,829	100.0

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more part-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 63 retail trade firms, or 90.0% of the applicable retail trade firms responded to this question. Size categories with no firms are omitted from this table.

**RETAIL TRADE**  
Salary

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

<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	1,934	82.4	7,215	83.8
Medium Size Firms	261	72.5	3,160	62.9
Large Firms	22	31.4	1,321	35.9
All Size Firms	2,217	79.9	11,696	67.6
<b>9 YEARS or LESS</b>				
Small Firms	89	3.8	375	4.4
Medium Size Firms	1	0.3	6	0.1
Large Firms	3	4.3	40	1.1
All Size Firms	93	3.4	421	2.4
<b>10 YEARS TO 15 YEARS &amp; 11 MONTHS</b>				
Small Firms	200	8.5	598	6.9
Medium Size Firms	68	18.9	1,548	30.8
Large Firms	18	25.7	2,290	62.3
All Size Firms	286	0.0	4,436	0.0
<b>16 or MORE YEARS</b>				
Small Firms	123	5.2	424	4.9
Medium Size Firms	30	8.3	308	6.1
Large Firms	2	2.9	94	2.6
All Size Firms	155	5.6	826	4.8
Subtotal of Small Firms	2,346	100.0	8,612	100.0
Subtotal of Medium Size Firms	360	100.0	5,022	100.0
Subtotal of Large Firms	70	100.0	3,678	100.0
<b>Grand Total</b>	<b>2,776</b>	<b>100.0</b>	<b>17,312</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 retail trade firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 17 retail trade firms, or 94.4% of the applicable retail trade firms responded to this question. Size categories with no firms are omitted from this table.

**RETAIL TRADE**  
Full-time Hourly

**TABLE 16T: Qualifying for Four Week's Vacation for Oklahoma Retail Trade Full-time Hourly Employees by Firm Size.\* Question 16: "How long must an employee work to qualify for four weeks of paid vacation?"**

<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	2,271	85.5	15,385	90.6
Medium Size Firms	264	80.0	10,322	77.3
Large Firms	20	32.8	8,531	63.4
All Size Firms	2,555	83.8	34,238	78.2
<b>9 YEARS or LESS</b>				
Small Firms	115	4.3	330	1.9
Medium Size Firms	1	0.3	24	0.2
Large Firms	3	4.9	147	1.1
All Size Firms	119	3.9	501	1.1
<b>10 YEARS TO 15 YEARS &amp; 11 MONTHS</b>				
Small Firms	148	5.6	461	2.7
Medium Size Firms	47	14.2	2,576	19.3
Large Firms	11	18.0	4,743	35.3
All Size Firms	206	6.8	7,780	17.8
<b>16 or MORE YEARS</b>				
Small Firms	123	4.6	802	4.7
Medium Size Firms	18	5.5	429	3.2
Large Firms	4	6.6	1,558	11.6
All Size Firms	145	4.8	2,789	6.4
Subtotal of Small Firms	2,657	100.0	16,978	100.0
Subtotal of Medium Size Firms	330	100.0	13,351	100.0
Subtotal of Large Firms	61	100.0	13,448	100.0
<b>Grand Total</b>	<b>3,048</b>	<b>100.0</b>	<b>43,777</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 retail trade firms that have one or more full-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 140 retail trade firms, or 94.6% of the applicable retail trade firms responded to this question. Size categories with no firms are omitted from this table.

**RETAIL TRADE**  
Part-time Hourly

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

<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	1,929	91.9	13,481	94.8
Medium Size Firms	246	92.8	10,275	94.6
Large Firms	21	40.4	4,728	46.5
<b>All Size Firms</b>	<b>2,196</b>	<b>90.9</b>	<b>28,484</b>	<b>80.8</b>
<b>9 YEARS or LESS</b>				
Small Firms	36	1.7	30	0.2
Medium Size Firms	1	0.4	131	1.2
<b>All Size Firms</b>	<b>37</b>	<b>1.5</b>	<b>161</b>	<b>0.5</b>
<b>10 YEARS TO 15 YEARS &amp; 11 MONTHS</b>				
Small Firms	94	4.5	675	4.7
Medium Size Firms	11	4.2	259	2.4
Large Firms	4	7.7	5,422	53.3
<b>All Size Firms</b>	<b>109</b>	<b>4.5</b>	<b>6,356</b>	<b>18.0</b>
<b>16 or MORE YEARS</b>				
Small Firms	39	1.9	27	0.2
Medium Size Firms	7	2.6	193	1.8
Large Firms	2	3.8	331	3.3
<b>All Size Firms</b>	<b>48</b>	<b>2.0</b>	<b>551</b>	<b>1.6</b>
Subtotal of Small Firms	2,098	100.0	14,213	100.0
Subtotal of Medium Size Firms	265	100.0	10,858	100.0
Subtotal of Large Firms	52	100.0	10,177	100.0
<b>Grand Total</b>	<b>2,415</b>	<b>100.0</b>	<b>35,248</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more part-time hourly employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation by response on question thirteen. 62 retail trade firms, or 88.6% of the applicable retail trade firms responded to this question. Size categories with no firms are omitted from this table.

## RETAIL TRADE

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>SALARIED</b>	<b>No</b>				
	Salaried Small Firms	1,707	69.4	4,692	54.1
	Salaried Medium Size Firms	231	65.1	3,592	72.4
	Salaried Large Firms	30	76.9	3,124	87.9
	<b>Salaried All Size Firms</b>	<b>1,968</b>	<b>69.0</b>	<b>11,408</b>	<b>66.4</b>
	<b>Yes</b>				
	Salaried Small Firms	751	30.6	3,979	45.9
	Salaried Medium Size Firms	124	34.9	1,367	27.6
	Salaried Large Firms	9	23.1	432	12.1
	<b>Salaried All Size Firms</b>	<b>884</b>	<b>31.0</b>	<b>5,778</b>	<b>33.6</b>
	Subtotal of Salaried Small Firms	2,458	100.0	8,671	100.0
	Subtotal of Salaried Medium Size Firms	355	100.0	4,959	100.0
	Subtotal of Salaried Large Firms	39	100.0	3,556	100.0
<b>Salaried Grand Total</b>	<b>2,852</b>	<b>100.0</b>	<b>17,186</b>	<b>100.0</b>	
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	Full-time Hourly Small Firms	1,719	61.0	9,212	52.0
	Full-time Hourly Medium Size Firms	205	58.6	7,947	59.4
	Full-time Hourly Large Firms	29	65.9	13,376	80.1
	<b>Full-time Hourly All Size Firms</b>	<b>1,953</b>	<b>60.8</b>	<b>30,535</b>	<b>63.9</b>
	<b>Yes</b>				
	Full-time Hourly Small Firms	1,098	39.0	8,513	48.0
	Full-time Hourly Medium Size Firms	145	41.4	5,422	40.6
	Full-time Hourly Large Firms	15	34.1	3,327	19.9
	<b>Full-time Hourly All Size Firms</b>	<b>1,258</b>	<b>39.2</b>	<b>17,262</b>	<b>36.1</b>
	Subtotal of Full-time Hourly Small Firms	2,817	100.0	17,725	100.0
	Subtotal of Full-time Hourly Medium Size Firms	350	100.0	13,369	100.0
	Subtotal of Full-time Hourly Large Firms	44	100.0	16,703	100.0
<b>Full-time Hourly Grand Total</b>	<b>3,211</b>	<b>100.0</b>	<b>47,797</b>	<b>100.0</b>	
<b>PART-TIME HOURLY</b>	<b>No</b>				
	Part-time Hourly Small Firms	1,663	77.5	11,107	80.7
	Part-time Hourly Medium Size Firms	190	70.6	8,161	74.9
	Part-time Hourly Large Firms	25	78.1	13,495	89.7
	<b>Part-time Hourly All Size Firms</b>	<b>1,878</b>	<b>76.7</b>	<b>32,763</b>	<b>82.5</b>
	<b>Yes</b>				
	Part-time Hourly Small Firms	483	22.5	2,655	19.3
	Part-time Hourly Medium Size Firms	79	29.4	2,742	25.1
	Part-time Hourly Large Firms	7	21.9	1,556	10.3
	<b>Part-time Hourly All Size Firms</b>	<b>569</b>	<b>23.3</b>	<b>6,953</b>	<b>17.5</b>
	Subtotal of Part-time Hourly Small Firms	2,146	100.0	13,762	100.0
	Subtotal of Part-time Hourly Medium Size Firms	269	100.0	10,903	100.0
	Subtotal of Part-time Hourly Large Firms	32	100.0	15,051	100.0
<b>Part-time Hourly Grand Total</b>	<b>2,447</b>	<b>100.0</b>	<b>39,716</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 retail trade firms that have one or more employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation <sup>35</sup> response on question thirteen. 198 retail trade firms, or 98.5% of the applicable retail trade firms responded to this question.

## RETAIL TRADE

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>SALARIED</b>	<b>No</b>				
	Salaried Small Firms	2,277	91.0	8,281	92.9
	Salaried Medium Size Firms	288	77.0	4,110	80.1
	Salaried Large Firms	46	95.8	3,618	94.4
	Salaried All Size Firms	2,611	89.3	16,009	89.5
	<b>Yes</b>				
	Salaried Small Firms	224	9.0	636	7.1
	Salaried Medium Size Firms	86	23.0	1,024	19.9
	Salaried Large Firms	2	4.2	216	5.6
	Salaried All Size Firms	312	10.7	1,876	10.5
	Subtotal of Salaried Small Firms	2,501	100.0	8,917	100.0
	Subtotal of Salaried Medium Size Firms	374	100.0	5,134	100.0
	Subtotal of Salaried Large Firms	48	100.0	3,834	100.0
<b>Salaried Grand Total</b>	<b>2,923</b>	<b>100.0</b>	<b>17,885</b>	<b>100.0</b>	
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	Full-time Hourly Small Firms	2,552	91.5	16,298	92.8
	Full-time Hourly Medium Size Firms	304	89.1	11,395	87.3
	Full-time Hourly Large Firms	39	90.7	15,473	93.6
	Full-time Hourly All Size Firms	2,895	91.2	43,166	91.5
	<b>Yes</b>				
	Full-time Hourly Small Firms	237	8.5	1,270	7.2
	Full-time Hourly Medium Size Firms	37	10.9	1,658	12.7
	Full-time Hourly Large Firms	4	9.3	1,058	6.4
	Full-time Hourly All Size Firms	278	8.8	3,986	8.5
	Subtotal of Full-time Hourly Small Firms	2,789	100.0	17,568	100.0
	Subtotal of Full-time Hourly Medium Size Firms	341	100.0	13,053	100.0
	Subtotal of Full-time Hourly Large Firms	43	100.0	16,531	100.0
<b>Full-time Hourly Grand Total</b>	<b>3,173</b>	<b>100.0</b>	<b>47,152</b>	<b>100.0</b>	
<b>PART-TIME HOURLY</b>	<b>No</b>				
	Part-time Hourly Small Firms	2,240	95.9	14,771	95.7
	Part-time Hourly Medium Size Firms	244	82.7	9,434	77.0
	Part-time Hourly Large Firms	41	100.0	16,037	100.0
	Part-time Hourly All Size Firms	2,525	94.5	40,242	92.0
	<b>Yes</b>				
	Part-time Hourly Small Firms	96	4.1	658	4.3
	Part-time Hourly Medium Size Firms	51	17.3	2,824	23.0
	Part-time Hourly All Size Firms	147	5.5	3,482	8.0
	Subtotal of Part-time Hourly Small Firms	2,336	100.0	15,429	100.0
	Subtotal of Part-time Hourly Medium Size Firms	295	100.0	12,258	100.0
	Subtotal of Part-time Hourly Large Firms	41	100.0	16,037	100.0
	<b>Part-time Hourly Grand Total</b>	<b>2,672</b>	<b>100.0</b>	<b>43,724</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 retail trade firms that have one or more employees and indicated that they do not combine leave time by answering no to question four and indicated that they offer paid vacation <sup>86</sup> response on question thirteen. 197 retail trade firms, or 100.0% of the applicable retail trade firms responded to this question.



**RETAIL TRADE**  
Salary

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

<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	91	42.9	281	46.3
Medium Size Firms	50	58.1	642	62.7
Large Firms	2	100.0	216	88.9
All Size Firms	143	47.7	1,139	60.8
<b>11 TO 30 DAYS</b>				
Small Firms	54	25.5	59	9.7
All Size Firms	54	18.0	59	3.1
<b>31 DAYS OR OVER</b>				
Small Firms	23	10.8	17	2.8
All Size Firms	23	7.7	17	0.9
<b>NO MAXIMUM or LIMIT</b>				
Small Firms	44	20.8	250	41.2
Medium Size Firms	36	41.9	382	37.3
All Size Firms	80	26.7	632	33.7
Subtotal of Small Firms	212	100.0	607	100.0
Subtotal of Medium Size Firms	86	100.0	1,024	100.0
Subtotal of Large Firms	2	100.0	243	100.0
<b>Grand Total</b>	<b>300</b>	<b>100.0</b>	<b>1,874</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. Retail trade firms that are included in this table met the following criteria: they had one or more salaried employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid vacation by responding yes on question 13 and they specified that they allowed vacation to accumulate by answering yes to question 18. 18 retail trade firms, or 94.7% of the applicable retail trade firms responded to this question. Firm sizes with no responses are omitted from this table.

**RETAIL TRADE**  
Full-time Hourly

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

<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	81	34.2	2,982	75.1
Medium Size Firms	9	23.7	386	23.3
Large Firms	4	100.0	1,058	97.5
All Size Firms	94	33.7	4,426	65.9
<b>11 TO 30 DAYS</b>				
Small Firms	54	22.8	235	5.9
All Size Firms	54	19.4	235	3.5
<b>31 DAYS OR OVER</b>				
Small Firms	23	9.7	17	0.4
All Size Firms	23	8.2	17	0.3
<b>NO MAXIMUM or LIMIT</b>				
Small Firms	79	33.3	736	18.5
Medium Size Firms	29	76.3	1,272	76.7
All Size Firms	108	38.7	2,008	29.9
Subtotal of Small Firms	237	100.0	3,970	100.0
Subtotal of Medium Size Firms	38	100.0	1,658	100.0
Subtotal of Large Firms	4	100.0	1,085	100.0
<b>Grand Total</b>	<b>279</b>	<b>100.0</b>	<b>6,713</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. Retail trade firms that are included in this table met the following criteria: they had one or more full-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid vacation by responding yes on question 13 and they specified that they allowed vacation to accumulate by answering yes to question 18. 17 retail trade firms, or 100.0% of the applicable retail trade firms responded to this question. Firm sizes with no responses are omitted from this table.

**RETAIL TRADE**  
Part-time Hourly

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

<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	76	54.3	2,301	75.3
11 TO 30 DAYS				
All Size Firms	27	19.3	20	0.7
NO MAXIMUM or LIMIT				
All Size Firms	37	26.4	735	24.1
<b>Grand Total</b>	<b>140</b>	<b>100.0</b>	<b>3,056</b>	<b>100.0</b>

\*Note: Retail trade firms that are included in this table met the following criteria: they had one or more part-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid vacation by responding yes on question 13 and they specified that they allowed vacation to accumulate by answering yes to question 18. 8 Retail trade firms, or 88.9% of the applicable Retail trade firms responded to this question. Response Categories with no response and firm size have been omitted from this table.

## RETAIL TRADE

### Salary

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

<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	1,827	63.9	4,539	48.6
Medium Size Firms	229	62.9	1,968	39.8
Large Firms	20	44.4	1,047	27.4
All Size Firms	2,076	63.5	7,554	41.7
<b>5 DAYS or LESS</b>				
Small Firms	585	20.5	2,551	27.3
Medium Size Firms	46	12.6	1,221	24.7
Large Firms	13	28.9	572	15.0
All Size Firms	644	19.7	4,344	24.0
<b>6 to 9 DAYS</b>				
Small Firms	150	5.2	1,302	13.9
Medium Size Firms	68	18.7	1,106	22.4
Large Firms	9	20.0	1,672	43.8
All Size Firms	227	6.9	4,080	22.5
<b>10 to 14 DAYS</b>				
Small Firms	244	8.5	908	9.7
Medium Size Firms	16	4.4	630	12.7
Large Firms	3	6.7	525	13.8
All Size Firms	263	8.1	2,063	11.4
<b>15 or MORE DAYS</b>				
Small Firms	52	1.8	47	0.5
Medium Size Firms	5	1.4	23	0.5
All Size Firms	57	1.7	70	0.4
Subtotal of Small Firms	2,858	100.0	9,347	100.0
Subtotal of Medium Size Firms	364	100.0	4,948	100.0
Subtotal of Large Firms	45	100.0	3,816	100.0
<b>Grand Total</b>	3,267	100.0	18,111	100.0

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more salaried employees and indicated that they do not combine leave time by answering no to question four. 172 retail trade firms, or 94.0% of the applicable retail trade firms responded to this question. Firm sizes with no firms were omitted from this table.

**RETAIL TRADE**  
Full-time Hourly

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

<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	1,982	65.7	12,168	67.4
Medium Size Firms	222	68.1	8,214	64.3
Large Firms	20	45.5	8,595	51.5
All Size Firms	2,224	65.6	28,977	60.9
5 DAYS or LESS				
Small Firms	663	22.0	3,433	19.0
Medium Size Firms	42	12.9	1,866	14.6
Large Firms	14	31.8	3,537	21.2
All Size Firms	719	21.2	8,836	18.6
6 to 9 DAYS				
Small Firms	157	5.2	1,857	10.3
Medium Size Firms	41	12.6	2,067	16.2
Large Firms	4	9.1	3,100	18.6
All Size Firms	202	6.0	7,024	14.8
10 to 14 DAYS				
Small Firms	216	7.2	605	3.3
Medium Size Firms	16	4.9	442	3.5
Large Firms	4	9.1	860	5.1
All Size Firms	236	7.0	1,907	4.0
15 or MORE DAYS				
Medium Size Firms	5	1.5	191	1.5
Large Firms	2	4.5	612	3.7
All Size Firms	7	0.2	803	1.7
Subtotal of Small Firms	3,018	100.0	18,063	100.0
Subtotal of Medium Size Firms	326	100.0	12,780	100.0
Subtotal of Large Firms	44	100.0	16,704	100.0
<b>Grand Total</b>	<b>3,388</b>	<b>100.0</b>	<b>47,547</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 retail trade firms that have one or more full-time hourly employees and indicated that they do not combine leave time by answering no to question four. 174 retail trade firms, or 90.2% of the applicable retail trade firms responded to this question. Firm sizes with no firms were omitted from this table.

**RETAIL TRADE**  
Part-time Hourly

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

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>NONE</b>				
Small Firms	2,326	84.2	16,381	95.2
Medium Size Firms	238	89.1	10,437	96.7
Large Firms	27	75.0	7,381	74.3
<b>All Size Firms</b>	<b>2,591</b>	<b>84.6</b>	<b>34,199</b>	<b>90.2</b>
<b>5 DAYS or LESS</b>				
Small Firms	204	7.4	299	1.7
Medium Size Firms	23	8.6	342	3.2
Large Firms	9	25.0	2,547	25.6
<b>All Size Firms</b>	<b>236</b>	<b>7.7</b>	<b>3,188</b>	<b>8.4</b>
<b>6 to 9 DAYS</b>				
Small Firms	70	2.5	81	0.5
Medium Size Firms	4	1.5	15	0.1
<b>All Size Firms</b>	<b>74</b>	<b>2.4</b>	<b>96</b>	<b>0.3</b>
<b>10 to 14 DAYS</b>				
Small Firms	161	5.8	443	2.6
Medium Size Firms	2	0.7		0.0
<b>All Size Firms</b>	<b>163</b>	<b>5.3</b>	<b>446</b>	<b>1.2</b>
Subtotal of Small Firms	2,761	100.0	17,204	100.0
Subtotal of Medium Size Firms	267	100.0	10,794	100.0
Subtotal of Large Firms	36	100.0	9,931	100.0
<b>Grand Total</b>	<b>3,064</b>	<b>100.0</b>	<b>37,929</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 retail trade firms that have one or more part-time hourly employees and indicated that they do not combine leave time by answering no to question four. 142 retail trade firms, or 75.1% of the applicable retail trade firms responded to this question. Firm sizes with no firms were omitted from this table.

## RETAIL TRADE

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>SALARIED</b>	<b>No</b>				
	Salaried Small Firms	1,127	86.2	4,284	79.5
	Salaried Medium Size Firms	138	78.0	2,520	72.8
	Salaried Large Firms	15	55.6	2,093	74.8
	<b>Salaried All Size Firms</b>	<b>1,280</b>	<b>84.7</b>	<b>8,897</b>	<b>76.4</b>
	<b>Yes</b>				
	Salaried Small Firms	180	13.8	1,103	20.5
	Salaried Medium Size Firms	39	22.0	940	27.2
	Salaried Large Firms	12	44.4	704	25.2
	<b>Salaried All Size Firms</b>	<b>231</b>	<b>15.3</b>	<b>2,747</b>	<b>23.6</b>
	Subtotal of Salaried Small Firms	1,307	100.0	5,387	100.0
	Subtotal of Salaried Medium Size Firms	177	100.0	3,460	100.0
	Subtotal of Salaried Large Firms	27	100.0	2,797	100.0
<b>Salaried Grand Total</b>	<b>1,511</b>	<b>100.0</b>	<b>11,644</b>	<b>100.0</b>	
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	Full-time Hourly Small Firms	1,301	90.2	7,069	84.1
	Full-time Hourly Medium Size Firms	117	73.6	4,526	61.0
	Full-time Hourly Large Firms	9	39.1	4,552	60.7
	<b>Full-time Hourly All Size Firms</b>	<b>1,427</b>	<b>87.9</b>	<b>16,147</b>	<b>69.2</b>
	<b>Yes</b>				
	Full-time Hourly Small Firms	141	9.8	1,339	15.9
	Full-time Hourly Medium Size Firms	42	26.4	2,893	39.0
	Full-time Hourly Large Firms	14	60.9	2,948	39.3
	<b>Full-time Hourly All Size Firms</b>	<b>197</b>	<b>12.1</b>	<b>7,180</b>	<b>30.8</b>
	Subtotal of Full-time Hourly Small Firms	1,442	100.0	8,408	100.0
	Subtotal of Full-time Hourly Medium Size Firms	159	100.0	7,419	100.0
	Subtotal of Full-time Hourly Large Firms	23	100.0	7,500	100.0
<b>Full-time Hourly Grand Total</b>	<b>1,624</b>	<b>100.0</b>	<b>23,327</b>	<b>100.0</b>	
<b>PART-TIME HOURLY</b>	<b>No</b>				
	Part-time Hourly Small Firms	1,050	93.0	6,368	97.5
	Part-time Hourly Medium Size Firms	117	94.4	4,048	99.3
	Part-time Hourly Large Firms	19	63.3	12,089	82.6
	<b>Part-time Hourly All Size Firms</b>	<b>1,186</b>	<b>92.4</b>	<b>22,505</b>	<b>89.2</b>
	<b>Yes</b>				
	Part-time Hourly Small Firms	79	7.0	162	2.5
	Part-time Hourly Medium Size Firms	7	5.6	27	0.7
	Part-time Hourly Large Firms	11	36.7	2,549	17.4
	<b>Part-time Hourly All Size Firms</b>	<b>97</b>	<b>7.6</b>	<b>2,738</b>	<b>10.8</b>
	Subtotal of Part-time Hourly Small Firms	1,129	100.0	6,530	100.0
	Subtotal of Part-time Hourly Medium Size Firms	124	100.0	4,075	100.0
	Subtotal of Part-time Hourly Large Firms	30	100.0	14,638	100.0
<b>Part-time Hourly Grand Total</b>	<b>1,283</b>	<b>100.0</b>	<b>25,243</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 retail trade firms that have one or more employees and specified that they do not combined leave time by answering no to question four and indicated that they offer paid sick leave by response on question 20. 83 retail trade firms, or 96.5% of the applicable retail trade firms responded to this question.

## RETAIL TRADE

### Salary

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

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>5 DAYS or LESS</b>				
Small Firms	22	12.2	17	1.5
Medium Size Firms	4	10.0	73	7.8
All Size Firms	26	11.2	90	3.3
<b>6 to 14 DAYS</b>				
Medium Size Firms	4	10.0	50	5.3
All Size Firms	4	1.7	50	1.8
<b>15 to 29 DAYS</b>				
Large Firms	2	16.7	78	11.1
All Size Firms	2	0.9	78	2.8
<b>30 or MORE DAYS</b>				
Small Firms	106	58.9	1,038	94.2
Medium Size Firms	24	60.0	628	66.8
Large Firms	10	83.3	626	88.9
All Size Firms	140	60.3	2,292	83.5
<b>NO MAXIMUM or LIMIT</b>				
Small Firms	52	28.9	47	4.3
Medium Size Firms	8	20.0	189	20.1
All Size Firms	60	25.9	236	8.6
Subtotal of Small Firms	180	100.0	1,102	100.0
Subtotal of Medium Size Firms	40	100.0	940	100.0
Subtotal of Large Firms	12	100.0	704	100.0
<b>Grand Total</b>	232	100.0	2,746	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Retail trade firms that are included in this table met the following criteria: they had one or more salaried employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 17 retail trade firms, or 100.0% of the applicable retail trade firms responded to this question. Firm sizes with no firms are omitted from this table.



**RETAIL TRADE**  
Full-time Hourly

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

<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				
Medium Size Firms	4	9.1	122	4.2
All Size Firms	4	2.0	122	1.7
6 to 14 DAYS				
Medium Size Firms	4	9.1	241	8.3
All Size Firms	4	2.0	241	3.4
15 to 29 DAYS				
Medium Size Firms	4	9.1	424	14.7
Large Firms	3	21.4	348	11.8
All Size Firms	7	3.5	772	10.8
30 or MORE DAYS				
Small Firms	106	74.6	1,219	91.0
Medium Size Firms	24	54.5	1,653	57.1
Large Firms	11	78.6	2,600	88.2
All Size Firms	141	70.5	5,472	76.2
NO MAXIMUM or LIMIT				
Small Firms	36	25.4	120	9.0
Medium Size Firms	8	18.2	453	15.7
All Size Firms	44	22.0	573	8.0
Subtotal of Small Firms	142	100.0	1,339	100.0
Subtotal of Medium Size Firms	44	100.0	2,893	100.0
Subtotal of Large Firms	14	100.0	2,948	100.0
<b>Grand Total</b>	<b>200</b>	<b>100.0</b>	<b>7,180</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. Retail trade firms that are included in this table met the following criteria: they had one or more full-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 18 retail trade firms, or 100.0% of the applicable retail trade firms responded to this question. Firm sizes with no firms are omitted from this table.

**RETAIL TRADE**  
Part-time Hourly

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

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
<b>5 DAYS or LESS</b>				
Medium Size Firms	4	50.0	11	42.3
Large Firms		0.0		0.0
All Size Firms	4	8.7	11	0.4
<b>6 to 14 DAYS</b>				
Medium Size Firms	4	50.0	15	57.7
All Size Firms	4	8.7	15	0.6
<b>15 to 29 DAYS</b>				
Large Firms	3	27.3	1,598	62.7
All Size Firms	3	6.5	1,598	61.6
<b>30 or MORE DAYS</b>				
Small Firms	27	100.0	20	100.0
Large Firms	8	72.7	951	37.3
All Size Firms	35	76.1	971	37.4
Subtotal of Small Firms	27	100.0	20	100.0
Subtotal of Medium Size Firms	8	100.0	26	100.0
Subtotal of Large Firms	11	100.0	2,549	100.0
<b>Grand Total</b>	46	100.0	2,595	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Retail trade firms that are included in this table met the following criteria: they had one or more part-time hourly employees, they designated that they do not combine leave time by answering no to question four, they indicated that they offered paid sick leave by response on question 20 and they specified that they allow sick leave to accumulate by answering yes on question 21. 8 retail trade firms, or 88.9% of the applicable retail trade firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

**RETAIL TRADE**  
**Salary**

**TABLE 23S: Bereavement Leave for Oklahoma Retail Trade Salary Employees by Firm Size.\* Question 23: "Do you offer paid bereavement leave?"**

<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	2,338	69.5	7,792	61.4
Medium Size Firms	240	64.0	3,327	56.9
Large Firms	21	40.4	1,456	30.1
All Size Firms	2,599	68.6	12,575	53.8
<b>YES, 1 to 3 DAYS</b>				
Small Firms	972	28.9	4,469	35.2
Medium Size Firms	107	28.5	2,244	38.4
Large Firms	29	55.8	3,193	65.9
All Size Firms	1,108	29.2	9,906	42.4
<b>YES, 4 to 7 DAYS</b>				
Small Firms	54	1.6	424	3.3
Medium Size Firms	28	7.5	276	4.7
Large Firms	2	3.8	166	3.4
All Size Firms	84	2.2	866	3.7
Subtotal of Small Firms	3,364	100.0	12,685	100.0
Subtotal of Medium Size Firms	375	100.0	5,847	100.0
Subtotal of Large Firms	52	100.0	4,842	100.0
<b>Grand Total</b>	<b>3,791</b>	<b>100.0</b>	<b>23,374</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. Retail trade firms that are included in this table met the following criteria: they had one or more salaried employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 196 retail trade firms, or 88.3% of the applicable retail trade firms responded to this question. Response categories with no response are omitted from this table.

**RETAIL TRADE**  
Full-time Hourly

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

<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	2,591	74.6	15,569	73.4
Medium Size Firms	232	65.2	8,378	57.7
Large Firms	22	44.9	8,465	44.5
All Size Firms	2,845	73.4	32,412	59.2
<b>YES, 1 to 3 DAYS</b>				
Small Firms	792	22.8	5,241	24.7
Medium Size Firms	112	31.5	5,922	40.8
Large Firms	23	46.9	8,578	45.1
All Size Firms	927	23.9	19,741	36.0
<b>YES, 4 to 7 DAYS</b>				
Small Firms	54	1.6	294	1.4
Medium Size Firms	12	3.4	229	1.6
Large Firms	4	8.2	1,956	10.3
All Size Firms	70	1.8	2,479	4.5
<b>YES, 8 DAYS and OVER</b>				
Small Firms	36	1.0	120	0.6
All Size Firms	36	0.9	120	0.2
Subtotal of Small Firms	3,473	100.0	21,224	100.0
Subtotal of Medium Size Firms	356	100.0	14,529	100.0
Subtotal of Large Firms	49	100.0	19,026	100.0
<b>Grand Total</b>	<b>3,878</b>	<b>100.0</b>	<b>54,779</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. Retail trade firms that are included in this table met the following criteria: they had one or more full-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 197 retail trade firms, or 86.4% of the applicable retail firms responded to this question. Firm sizes with no firms are omitted from this table.

**RETAIL TRADE**  
Part-time Hourly

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

<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	4,879	86.0	32,341	89.5
Medium Size Firms	398	80.2	16,450	78.9
Large Firms	37	59.7	6,130	51.4
<b>All Size Firms</b>	<b>5,314</b>	<b>85.3</b>	<b>54,921</b>	<b>79.7</b>
<b>YES, 1 to 3 DAYS</b>				
Small Firms	796	14.0	3,779	10.5
Medium Size Firms	98	19.8	4,401	21.1
Large Firms	25	40.3	5,761	48.3
<b>All Size Firms</b>	<b>919</b>	<b>14.7</b>	<b>13,941</b>	<b>20.2</b>
Subtotal of Small Firms	5,675	100.0	36,120	100.0
Subtotal of Medium Size Firms	496	100.0	20,851	100.0
Subtotal of Large Firms	62	100.0	11,918	100.0
<b>Grand Total</b>	<b>6,233</b>	<b>100.0</b>	<b>68,889</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. Retail trade firms that are included in this table met the following criteria: they had one or more part-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 282 retail trade firms, or 74.6% of the applicable retail firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.

**RETAIL TRADE**  
**Salary**

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

<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	2,594	87.3	10,027	86.5
Medium Size Firms	286	75.9	3,436	59.6
Large Firms	21	41.2	777	17.9
All Size Firms	2,901	85.3	14,240	65.6
<b>YES, 6 WEEKS or LESS</b>				
Small Firms	259	8.7	1,090	9.4
Medium Size Firms	48	12.7	1,237	21.5
Large Firms	14	27.5	781	18.0
All Size Firms	321	9.4	3,108	14.3
<b>YES, 7 to 13 WEEKS</b>				
Small Firms	83	2.8	414	3.6
Medium Size Firms	20	5.3	553	9.6
Large Firms	4	7.8	620	14.3
All Size Firms	107	3.1	1,587	7.3
<b>YES, 14 to 26 WEEKS</b>				
Small Firms	36	1.2	60	0.5
Medium Size Firms	23	6.1	540	9.4
Large Firms	12	23.5	2,159	49.8
All Size Firms	71	2.1	2,759	12.7
Subtotal of Small Firms	2,972	100.0	11,591	100.0
Subtotal of Medium Size Firms	377	100.0	5,766	100.0
Subtotal of Large Firms	51	100.0	4,337	100.0
<b>Grand Total</b>	<b>3,400</b>	<b>100.0</b>	<b>21,694</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. Retail trade firms that are included in this table met the following criteria: they had one or more salaried employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 181 retail trade firms, or 81.5% of the applicable retail trade firms responded to this question. Response categories with no response are omitted from this table.

**RETAIL TRADE**  
Full-time Hourly

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

<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	2,612	88.5	16,520	91.7
Medium Size Firms	264	76.1	10,066	70.3
Large Firms	21	44.7	4,254	23.0
All Size Firms	2,897	86.6	30,840	60.6
<b>YES, 6 WEEKS or LESS</b>				
Small Firms	257	8.7	993	5.5
Medium Size Firms	36	10.4	2,338	16.3
Large Firms	8	17.0	2,172	11.7
All Size Firms	301	9.0	5,503	10.8
<b>YES, 7 to 13 WEEKS</b>				
Small Firms	83	2.8	500	2.8
Medium Size Firms	20	5.8	642	4.5
Large Firms	6	12.8	5,599	30.2
All Size Firms	109	3.3	6,741	13.3
<b>YES, 14 to 26 WEEKS</b>				
Medium Size Firms	23	6.6	1,157	8.1
Large Firms	12	25.5	6,508	35.1
All Size Firms	35	1.0	7,665	15.1
<b>MORE than 26 WEEKS</b>				
Medium Size Firms	4	1.2	107	0.7
All Size Firms	4	0.1	107	0.2
Subtotal of Small Firms	2,952	100.0	18,013	100.0
Subtotal of Medium Size Firms	347	100.0	14,310	100.0
Subtotal of Large Firms	47	100.0	18,533	100.0
<b>Grand Total</b>	3,346	100.0	50,856	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Retail trade firms that are included in this table met the following criteria: they had one or more full-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 178 retail trade firms, or 78.1% of the applicable retail firms responded to this question. Firm sizes with no firms are omitted from this table.

**RETAIL TRADE**  
Part-time Hourly

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

<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	4,634	94.6	28,192	91.6
Medium Size Firms	514	95.9	22,885	97.8
Large Firms	42	62.7	8,056	57.9
All Size Firms	5,190	94.4	59,133	86.9
<b>YES, 6 WEEKS or LESS</b>				
Small Firms	263	5.4	2,578	8.4
Medium Size Firms	7	1.3	32	0.1
Large Firms	13	19.4	1,987	14.3
All Size Firms	283	5.1	4,597	6.8
<b>YES, 7 to 13 WEEKS</b>				
Medium Size Firms	15	2.8	487	2.1
All Size Firms	15	0.3	487	0.7
<b>YES, 14 to 26 WEEKS</b>				
Large Firms	12	17.9	3,864	27.8
All Size Firms	12	0.2	3,864	5.7
Subtotal of Small Firms	4,897	100.0	30,770	100.0
Subtotal of Medium Size Firms	536	100.0	23,404	100.0
Subtotal of Large Firms	67	100.0	13,907	100.0
<b>Grand Total</b>	5,500	100.0	68,081	100.0

Note: Small firms are those with < 50 employees; medium firms are those with 50 to 249 employees; and large firms are those with 250 or more employees. Retail trade firms that are included in this table met the following criteria: they had one or more part-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 270 retail trade firms, or 71.4% of the applicable retail firms responded to this question. Response categories with no response and firm sizes with no firms are omitted from this table.



**RETAIL TRADE**  
**Salary**

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

<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>MILITARY</b>				
Small Firms	185	12.7	742	9.9
Medium Size Firms	42	21.2	548	15.3
Large Firms	12	32.4	811	21.7
All Size Firms	239	14.1	2,101	14.2
<b>JURY DUTY</b>				
Small Firms	955	65.6	4,234	56.5
Medium Size Firms	176	88.9	3,330	92.9
Large Firms	35	0.0	3,647	97.5
All Size Firms	1,166	69.0	11,211	75.7
<b>FAMILY MEDICAL</b>				
Small Firms	287	19.7	1,225	16.4
Medium Size Firms	37	18.7	535	14.9
Large Firms	3	8.1	339	9.1
All Size Firms	327	19.3	2,099	14.2
<b>MATERNITY LEAVE</b>				
Small Firms	254	17.4	1,133	15.1
Medium Size Firms	44	22.2	500	13.9
Large Firms	7	18.9	1,769	47.3
All Size Firms	305	18.0	3,402	23.0
<b>PATERNITY LEAVE</b>				
Small Firms	64	4.4	177	2.4
Medium Size Firms	29	14.6	336	9.4
Large Firms	2	5.4	309	8.3
All Size Firms	95	5.6	822	5.5
<b>DOCTOR/DENTAL APPOINTMENT</b>				
Small Firms	755	51.9	3,937	52.6
Medium Size Firms	41	20.7	1,251	34.9
Large Firms	3	8.1	247	6.6
All Size Firms	799	47.3	5,435	36.7
<b>OTHER (please name)</b>				
Small Firms	185	12.7	1,516	20.2
Medium Size Firms	11	5.6	108	3.0
Large Firms	2	5.4	216	5.8
All Size Firms	198	11.7	1,840	12.4
Subtotal of Small Firms	1,456	100.0	7,491	100.0
Subtotal of Medium Size Firms	198	100.0	3,585	100.0
Subtotal of Large Firms	37	100.0	3,741	100.0
<b>Grand Total</b>	<b>1,691</b>	<b>100.0</b>	<b>14,817</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. Retail trade firms that are included in this table met the following criteria: they had one or more salaried employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 99 retail trade firms, or 44.6% of the applicable retail trade firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

## RETAIL TRADE

### Full-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>MILITARY</b>				
Small Firms	170	14.8	813	11.8
Medium Size Firms	21	13.0	983	12.2
Large Firms	12	41.4	3,370	21.9
All Size Firms	203	15.1	5,166	17.0
<b>JURY DUTY</b>				
Small Firms	926	80.4	5,691	82.7
Medium Size Firms	140	87.0	7,468	93.0
Large Firms	27	0.0	14,193	92.0
All Size Firms	1,093	81.4	27,352	90.2
<b>FAMILY MEDICAL</b>				
Small Firms	220	19.1	1,739	25.3
Medium Size Firms	23	14.3	616	7.7
Large Firms	2	6.9	100	0.6
All Size Firms	245	18.3	2,455	8.1
<b>MATERNITY LEAVE</b>				
Small Firms	208	18.1	1,287	18.7
Medium Size Firms	30	18.6	887	11.0
Large Firms	6	20.7	3,984	25.8
All Size Firms	244	18.2	6,158	20.3
<b>PATERNITY LEAVE</b>				
Small Firms	87	7.6	488	7.1
Medium Size Firms	15	9.3	653	8.1
Large Firms	2	6.9	100	0.6
All Size Firms	104	7.7	1,241	4.1
<b>DOCTOR/DENTAL APPOINTMENT</b>				
Small Firms	382	33.2	1,853	26.9
Medium Size Firms	13	8.1	725	9.0
All Size Firms	395	29.4	2,578	8.5
<b>OTHER (please name)</b>				
Small Firms	150	13.0	1,270	18.5
Medium Size Firms	11	6.8	388	4.8
Large Firms	2	6.9	447	2.9
All Size Firms	163	12.1	2,105	6.9
Subtotal of Small Firms	1,152	100.0	6,880	100.0
Subtotal of Medium Size Firms	161	100.0	8,030	100.0
Subtotal of Large Firms	29	100.0	15,423	100.0
<b>Grand Total</b>	<b>1,342</b>	<b>100.0</b>	<b>30,333</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. Retail trade firms that are included in this table met the following criteria: they had one or more full-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 81 retail trade firms, or 35.5% of the applicable retail firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

**RETAIL TRADE**  
Part-time Hourly

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

<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>MILITARY</b>				
Small Firms	267	18.2	2,001	25.2
Medium Size Firms	32	47.8	1,135	48.4
Large Firms	21	70.0	5,099	70.0
All Size Firms	320	20.4	8,235	46.9
<b>JURY DUTY</b>				
Small Firms	1,049	71.4	6,045	76.2
Medium Size Firms	50	74.6	1,499	63.9
Large Firms	25	0.0	6,624	90.9
All Size Firms	1,124	71.8	14,168	80.7
<b>FAMILY MEDICAL</b>				
Small Firms	197	13.4	236	3.0
Medium Size Firms	29	43.3	873	37.2
Large Firms	3	10.0	5	0.1
All Size Firms	229	14.6	1,114	6.3
<b>MATERNITY LEAVE</b>				
Small Firms	150	10.2	257	3.2
Medium Size Firms	29	43.3	1,073	45.7
Large Firms	7	23.3	668	9.2
All Size Firms	186	11.9	1,998	11.4
<b>PATERNITY LEAVE</b>				
Small Firms	175	11.9	608	7.7
Medium Size Firms	29	43.3	1,073	45.7
Large Firms	3	10.0	5	0.1
All Size Firms	207	13.2	1,686	9.6
<b>DOCTOR/DENTAL APPOINTMENT</b>				
Small Firms	625	42.5	1,599	20.2
All Size Firms	625	39.9	1,599	9.1
<b>OTHER (please name)</b>				
Small Firms	158	10.8	520	6.6
Medium Size Firms	14	20.9	387	16.5
All Size Firms	172	11.0	907	5.2
Subtotal of Small Firms	1,469	100.0	7,931	100.0
Subtotal of Medium Size Firms	67	100.0	2,347	100.0
Subtotal of Large Firms	30	100.0	7,286	100.0
<b>Grand Total</b>	<b>1,566</b>	<b>100.0</b>	<b>17,564</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. Retail trade firms that are included in this table met the following criteria: they had one or more part-time hourly employees, and they designated that they do not combine leave time by answering no to question four, or they specified that they do not include other types of paid leave in with combined leave time by answering no to question 6. 74 retail trade firms, or 19.6% of the applicable retail firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

**RETAIL TRADE**  
Salary

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

<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	1,926	45.1	3,170	21.2
Medium Size Firms	123	25.9	1,087	14.6
Large Firms	2	2.9	28	0.5
All Size Firms	2,051	42.6	4,285	15.4
<b>YES, EMPLOYEE ONLY</b>				
Small Firms	791	18.5	2,603	17.4
Medium Size Firms	27	5.7	248	3.3
Large Firms	2	2.9	309	5.8
All Size Firms	820	17.0	3,160	11.4
<b>YES, EMPLOYEE and DEPENDENTS</b>				
Small Firms	1,552	36.4	9,169	61.4
Medium Size Firms	324	68.4	6,112	82.1
Large Firms	65	94.2	5,024	93.7
All Size Firms	1,941	40.3	20,305	73.2
Subtotal of Small Firms	4,269	100.0	14,942	100.0
Subtotal of Medium Size Firms	474	100.0	7,447	100.0
Subtotal of Large Firms	69	100.0	5,361	100.0
<b>Grand Total</b>	4,812	100.0	27,750	100.0

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more salaried employees that responded to this question. 253 firms, or 96.2% of the retail trade firms with salaried employees responded to this question.

**RETAIL TRADE**  
Full-time Hourly

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

<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	2,409	56.5	10,985	41.7
Medium Size Firms	101	23.4	2,797	15.9
Large Firms	2	3.8	438	1.9
All Size Firms	2,512	52.9	14,220	21.1
<b>YES, EMPLOYEE ONLY</b>				
Small Firms	626	14.7	3,060	11.6
Medium Size Firms	29	6.7	446	2.5
Large Firms	2	3.8	1,230	5.3
All Size Firms	657	13.8	4,736	7.0
<b>YES, EMPLOYEE and DEPENDENTS</b>				
Small Firms	1,226	28.8	12,306	46.7
Medium Size Firms	301	69.8	14,320	81.5
Large Firms	49	92.5	21,687	92.9
All Size Firms	1,576	33.2	48,313	71.8
Subtotal of Small Firms	4,261	100.0	26,351	100.0
Subtotal of Medium Size Firms	431	100.0	17,563	100.0
Subtotal of Large Firms	53	100.0	23,355	100.0
<b>Grand Total</b>	4,745	100.0	67,269	100.0

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more full-time hourly employees that responded to this question. 274 firms, or 88.7% of the retail trade firms with full-time hourly employees responded to this question.

**RETAIL TRADE**  
**Part-time Hourly**

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

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
NO				
Small Firms	2,694	77.9	18,307	79.5
Medium Size Firms	166	53.9	8,481	60.5
Large Firms	12	33.3	2,187	15.6
All Size Firms	2,872	75.5	28,975	56.7
YES, EMPLOYEE ONLY				
Small Firms	201	5.8	1,593	6.9
Medium Size Firms	14	4.5	633	4.5
All Size Firms	215	5.7	2,226	4.4
YES, EMPLOYEE and DEPENDENTS				
Small Firms	564	16.3	3,116	13.5
Medium Size Firms	128	41.6	4,911	35.0
Large Firms	24	66.7	11,867	84.4
All Size Firms	716	18.8	19,894	38.9
Subtotal of Small Firms	3,459	100.0	23,016	100.0
Subtotal of Medium Size Firms	308	100.0	14,025	100.0
Subtotal of Large Firms	36	100.0	14,054	100.0
<b>Grand Total</b>	3,803	100.0	51,095	100.0

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more part-time hourly employees that responded to this question. 166 firms, or 58.9% of the retail trade firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

**RETAIL TRADE**  
**Salary**

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

<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	142	6.2	339	2.9
Medium Size Firms	18	5.1	677	10.6
Large Firms	17	25.4	801	15.0
All Size Firms	177	6.5	1,817	7.8
HEALTH MAINTENANCE ORGANIZATION (HMO)				
Small Firms	484	21.1	3,155	27.1
Medium Size Firms	128	36.5	2,331	36.7
Large Firms	35	52.2	1,708	32.0
All Size Firms	647	23.9	7,194	30.8
PREFERRED PROVIDER ORGANIZATION (PPO)				
Small Firms	2,031	88.7	10,298	88.5
Medium Size Firms	314	89.5	5,918	93.1
Large Firms	55	82.1	4,895	91.8
All Size Firms	2,400	88.6	21,111	90.5
Subtotal of Small Firms	2,290	100.0	11,630	100.0
Subtotal of Medium Size Firms	351	100.0	6,360	100.0
Subtotal of Large Firms	67	100.0	5,333	100.0
<b>Grand Total</b>	2,708	100.0	23,323	100.0

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Retail trade firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 175 retail trade firms, or 99.4% of the applicable retail trade firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

**RETAIL TRADE**  
Full-time Hourly

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

<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	83	4.5	389	2.6
Medium Size Firms	31	9.4	1,466	9.9
Large Firms	11	21.6	2,087	9.1
All Size Firms	125	5.7	3,942	7.5
HEALTH MAINTENANCE ORGANIZATION (HMO)				
Small Firms	460	25.2	5,124	34.3
Medium Size Firms	124	37.6	6,651	45.0
Large Firms	19	37.3	8,173	35.7
All Size Firms	603	27.3	19,948	37.9
PREFERRED PROVIDER ORGANIZATION (PPO)				
Small Firms	1,581	86.5	13,086	87.5
Medium Size Firms	282	85.5	12,668	85.8
Large Firms	34	66.7	16,546	72.2
All Size Firms	1,897	85.9	42,300	80.4
Subtotal of Small Firms	1,828	100.0	14,959	100.0
Subtotal of Medium Size Firms	330	100.0	14,767	100.0
Subtotal of Large Firms	51	100.0	22,917	100.0
<b>Grand Total</b>	2,209	100.0	52,643	100.0

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Retail trade firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 153 retail trade firms, or 99.4% of the applicable retail trade firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.



**RETAIL TRADE**  
Part-time Hourly

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

<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	137	20.2	1,080	24.8
Medium Size Firms	19	13.4	625	11.3
Large Firms	2	8.3	192	1.6
All Size Firms	158	18.7	1,897	8.7
HEALTH MAINTENANCE ORGANIZATION (HMO)				
Small Firms	92	13.6	732	16.8
Medium Size Firms	64	45.1	2,473	44.6
Large Firms	9	37.5	1,280	10.8
All Size Firms	165	19.5	4,485	20.6
PREFERRED PROVIDER ORGANIZATION (PPO)				
Small Firms	548	80.8	3,065	70.2
Medium Size Firms	120	84.5	3,937	71.0
Large Firms	22	91.7	11,675	98.4
All Size Firms	690	81.8	18,677	85.8
Subtotal of Small Firms	678	100.0	4,363	100.0
Subtotal of Medium Size Firms	142	100.0	5,545	100.0
Subtotal of Large Firms	24	100.0	11,867	100.0
<b>Grand Total</b>	844	100.0	21,775	100.0

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Retail trade firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 57 retail trade firms, or 96.6% of the applicable retail trade firms responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

## RETAIL TRADE

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>SALARIED</b>	<b>No</b>				
	Salaried Small Firms	1,795	76.6	8,670	73.6
	Salaried Medium Size Firms	234	66.7	3,303	51.9
	Salaried Large Firms	18	26.9	1,851	34.7
	<b>Salaried All Size Firms</b>	<b>2,047</b>	<b>74.2</b>	<b>13,824</b>	<b>58.9</b>
	<b>Yes</b>				
	Salaried Small Firms	547	23.4	3,102	26.4
	Salaried Medium Size Firms	117	33.3	3,057	48.1
	Salaried Large Firms	49	73.1	3,483	65.3
	<b>Salaried All Size Firms</b>	<b>713</b>	<b>25.8</b>	<b>9,642</b>	<b>41.1</b>
	Subtotal of Salaried Small Firms	2,342	100.0	11,772	100.0
	Subtotal of Salaried Medium Size Firms	351	100.0	6,360	100.0
	Subtotal of Salaried Large Firms	67	100.0	5,334	100.0
<b>Salaried Grand Total</b>	<b>2,760</b>	<b>100.0</b>	<b>23,466</b>	<b>100.0</b>	
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	Full-time Hourly Small Firms	1,302	71.2	10,695	71.5
	Full-time Hourly Medium Size Firms	205	62.1	8,831	59.8
	Full-time Hourly Large Firms	22	43.1	9,418	41.1
	<b>Full-time Hourly All Size Firms</b>	<b>1,529</b>	<b>69.2</b>	<b>28,944</b>	<b>55.0</b>
	<b>Yes</b>				
	Full-time Hourly Small Firms	526	28.8	4,264	28.5
	Full-time Hourly Medium Size Firms	125	37.9	5,935	40.2
	Full-time Hourly Large Firms	29	56.9	13,500	58.9
	<b>Full-time Hourly All Size Firms</b>	<b>680</b>	<b>30.8</b>	<b>23,699</b>	<b>45.0</b>
	Subtotal of Full-time Hourly Small Firms	1,828	100.0	14,959	100.0
	Subtotal of Full-time Hourly Medium Size Firms	330	100.0	14,766	100.0
	Subtotal of Full-time Hourly Large Firms	51	100.0	22,918	100.0
<b>Full-time Hourly Grand Total</b>	<b>2,209</b>	<b>100.0</b>	<b>52,643</b>	<b>100.0</b>	
<b>PART-TIME HOURLY</b>	<b>No</b>				
	Part-time Hourly Small Firms	556	76.2	2,857	64.8
	Part-time Hourly Medium Size Firms	54	41.2	2,361	45.4
	Part-time Hourly Large Firms	13	54.2	8,990	75.7
	<b>Part-time Hourly All Size Firms</b>	<b>623</b>	<b>70.4</b>	<b>14,208</b>	<b>66.1</b>
	<b>Yes</b>				
	Part-time Hourly Small Firms	174	23.8	1,553	35.2
	Part-time Hourly Medium Size Firms	77	58.8	2,841	54.6
	Part-time Hourly Large Firms	11	45.8	2,878	24.3
	<b>Part-time Hourly All Size Firms</b>	<b>262</b>	<b>29.6</b>	<b>7,272</b>	<b>33.9</b>
	Subtotal of Part-time Hourly Small Firms	730	100.0	4,410	100.0
	Subtotal of Part-time Hourly Medium Size Firms	131	100.0	5,202	100.0
	Subtotal of Part-time Hourly Large Firms	24	100.0	11,868	100.0
<b>Part-time Hourly Grand Total</b>	<b>885</b>	<b>100.0</b>	<b>21,480</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. Retail trade firms that are included in this table met the following criteria: they have one or more employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 192 retail trade firms, or 99.5% of the applicable retail trade firms responded to this question.

**RETAIL TRADE**  
Salary

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

<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	111	480	4.2
	All Size Firms	111	480	2.1
1% to 25%	Small Firms	146	833	7.2
	Medium Size Firms	28	548	9.8
	Large Firms	6	108	2.1
	All Size Firms	180	1,489	6.7
26% to 50%	Small Firms	485	2,662	23.1
	Medium Size Firms	84	1,485	26.5
	Large Firms	24	931	17.9
	All Size Firms	593	5,078	22.7
51% to 75%	Small Firms	448	2,679	23.2
	Medium Size Firms	79	1,807	32.2
	Large Firms	19	3,085	59.3
	All Size Firms	546	7,571	33.9
76% to 99%	Small Firms	198	853	7.4
	Medium Size Firms	61	933	16.6
	Large Firms	9	887	17.1
	All Size Firms	268	2,673	12.0
100%	Small Firms	807	4,039	35.0
	Medium Size Firms	77	834	14.9
	Large Firms	5	187	3.6
	All Size Firms	889	5,060	22.6
Subtotal of Small Firms	2,195	100.0	11,546	100.0
Subtotal of Medium Size Firms	329	100.0	5,607	100.0
Subtotal of Large Firms	63	100.0	5,198	100.0
<b>Grand Total</b>	<b>2,587</b>	<b>100.0</b>	<b>22,351</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. Retail trade firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a medical/health care plan by answering yes on question 26  
167 retail trade firms, or 94.9% of the applicable retail trade firms responded to this question.

**RETAIL TRADE**  
Full-time Hourly

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

<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	106	6.0	679	4.6
Medium Size Firms	14	4.5	606	4.4
All Size Firms	120	5.6	1,285	2.6
1% to 25%				
Small Firms	146	8.2	1,446	9.8
Medium Size Firms	28	9.1	1,093	8.0
All Size Firms	174	8.1	2,539	5.1
26% to 50%				
Small Firms	502	28.2	4,137	28.0
Medium Size Firms	92	29.9	3,726	27.1
Large Firms	15	32.6	6,476	30.2
All Size Firms	609	28.5	14,339	28.7
51% to 75%				
Small Firms	328	18.4	3,900	26.4
Medium Size Firms	92	29.9	5,781	42.1
Large Firms	16	34.8	9,582	44.7
All Size Firms	436	20.4	19,263	38.6
76% to 99%				
Small Firms	150	8.4	1,008	6.8
Medium Size Firms	46	14.9	1,924	14.0
Large Firms	11	23.9	3,828	17.9
All Size Firms	207	9.7	6,760	13.5
100%				
Small Firms	549	30.8	3,583	24.3
Medium Size Firms	36	11.7	600	4.4
Large Firms	4	8.7	1,558	7.3
All Size Firms	589	27.6	5,741	11.5
Subtotal of Small Firms	1,781	100.0	14,753	100.0
Subtotal of Medium Size Firms	308	100.0	13,730	100.0
Subtotal of Large Firms	46	100.0	21,444	100.0
<b>Grand Total</b>	<b>2,135</b>	<b>100.0</b>	<b>49,927</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. Retail trade firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 146 retail trade firms, or 94.8% of the applicable retail trade firms responded to this question.

**RETAIL TRADE**  
Part-time Hourly

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

<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	165	26.1	1,596	40.4
Medium Size Firms	27	23.9	1,990	40.4
All Size Firms	192	25.3	3,586	29.6
1% to 25%				
Small Firms	51	8.1	234	5.9
Medium Size Firms	19	16.8	501	10.2
All Size Firms	70	9.2	735	6.1
26% to 50%				
Small Firms	187	29.6	1,103	27.9
Medium Size Firms	39	34.5	1,036	21.0
Large Firms	7	46.7	949	29.5
All Size Firms	233	30.7	3,088	25.5
51% to 75%				
Small Firms	142	22.5	327	8.3
Medium Size Firms	24	21.2	1,319	26.8
Large Firms	3	20.0	1,598	49.6
All Size Firms	169	22.3	3,244	26.8
76% to 99%				
Large Firms	3	20.0	342	10.6
All Size Firms	3	0.4	342	2.8
100%				
Small Firms	86	13.6	691	17.5
Medium Size Firms	4	3.5	80	1.6
Large Firms	2	13.3	331	10.3
All Size Firms	92	12.1	1,102	9.1
Subtotal of Small Firms	631	100.0	3,951	100.0
Subtotal of Medium Size Firms	113	100.0	4,926	100.0
Subtotal of Large Firms	15	100.0	3,220	100.0
<b>Grand Total</b>	<b>759</b>	<b>100.0</b>	<b>12,097</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Retail trade firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 49 retail trade firms, or 83.1\*% of the applicable retail trade firms responded to this question.

## RETAIL TRADE

### Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	1,614	71.8	7,432	63.6
Medium Size Firms	159	48.5	2,549	45.5
Large Firms	26	41.3	1,024	19.7
All Size Firms	1,799	68.2	11,005	48.9
1% to 25%				
Small Firms	159	7.1	818	7.0
Medium Size Firms	44	13.4	665	11.9
Large Firms	6	9.5	108	2.1
All Size Firms	209	7.9	1,591	7.1
26% to 50%				
Small Firms	129	5.7	663	5.7
Medium Size Firms	60	18.3	1,148	20.5
Large Firms	8	12.7	288	5.5
All Size Firms	197	7.5	2,099	9.3
51% to 75%				
Small Firms	161	7.2	1,935	16.6
Medium Size Firms	35	10.7	825	14.7
Large Firms	18	28.6	3,212	61.8
All Size Firms	214	8.1	5,972	26.5
76% to 99%				
Small Firms	89	4.0	433	3.7
Medium Size Firms	4	1.2	50	0.9
Large Firms	5	7.9	569	10.9
All Size Firms	98	3.7	1,052	4.7
100%				
Small Firms	95	4.2	409	3.5
Medium Size Firms	26	7.9	369	6.6
All Size Firms	121	4.6	778	3.5
Subtotal of Small Firms	2,247	100.0	11,690	100.0
Subtotal of Medium Size Firms	328	100.0	5,606	100.0
Subtotal of Large Firms	63	100.0	5,201	100.0
<b>Grand Total</b>	<b>2,638</b>	<b>100.0</b>	<b>22,497</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. Retail trade firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 168 retail trade firms, or 95.5% of the applicable retail trade firms responded to this question. Firm sizes with no firms are omitted from this table.

**RETAIL TRADE**  
Full-time Hourly

**TABLE 30T: Medical/health Care Plan Employee Dependents Cost Compensation for Oklahoma Retail Trade Full-time Hourly Employees by Firm Size.\* Question 30: "What percentage of the cost of the medical/health care plan(s) do you pay for the employee's dependents?"**

<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	1,252	70.3	9,294	63.0
Medium Size Firms	162	54.5	6,210	48.5
Large Firms	17	37.0	6,534	30.5
All Size Firms	1,431	67.4	22,038	45.0
1% to 25%				
Small Firms	159	8.9	1,372	9.3
Medium Size Firms	37	12.5	1,769	13.8
All Size Firms	196	9.2	3,141	6.4
26% to 50%				
Small Firms	141	7.9	1,914	13.0
Medium Size Firms	52	17.5	1,591	12.4
Large Firms	7	15.2	1,725	8.0
All Size Firms	200	9.4	5,230	10.7
51% to 75%				
Small Firms	138	7.7	1,589	10.8
Medium Size Firms	35	11.8	2,945	23.0
Large Firms	13	28.3	9,414	43.9
All Size Firms	186	8.8	13,948	28.5
76% to 99%				
Small Firms	49	2.8	472	3.2
Medium Size Firms	4	1.3	241	1.9
Large Firms	7	15.2	2,541	11.8
All Size Firms	60	2.8	3,254	6.6
100%				
Small Firms	42	2.4	112	0.8
Medium Size Firms	7	2.4	38	0.3
Large Firms	2	4.3	1,230	5.7
All Size Firms	51	2.4	1,380	2.8
Subtotal of Small Firms	1,781	100.0	14,753	100.0
Subtotal of Medium Size Firms	297	100.0	12,794	100.0
Subtotal of Large Firms	46	100.0	21,444	100.0
<b>Grand Total</b>	<b>2,124</b>	<b>100.0</b>	<b>48,991</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. Retail trade firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 144 retail trade firms, or 93.5% of the applicable retail trade firms responded to this question. Firm sizes with no firms are omitted from this table.

**RETAIL TRADE**  
Part-time Hourly

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

<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	510	74.8	2,904	72.6
Medium Size Firms	79	70.5	4,425	89.8
Large Firms	9	39.1	8,795	75.3
All Size Firms	598	73.2	16,124	78.3
1% to 25%				
Small Firms	95	13.9	890	22.3
Medium Size Firms	20	17.9	111	2.3
All Size Firms	115	14.1	1,001	4.9
26% to 50%				
Small Firms	54	7.9	170	4.3
Medium Size Firms	9	8.0	374	7.6
Large Firms	7	30.4	949	8.1
All Size Firms	70	8.6	1,493	7.2
51% to 75%				
Small Firms	23	3.4	34	0.9
Medium Size Firms	4	3.6	15	0.3
Large Firms	3	13.0	1,598	13.7
All Size Firms	30	3.7	1,647	8.0
76% to 99%				
Large Firms	2	8.7	3	0.0
All Size Firms	2	0.2	3	0.0
100%				
Large Firms	2	8.7	331	2.8
All Size Firms	2	0.2	331	1.6
Subtotal of Small Firms	682	100.0	3,998	100.0
Subtotal of Medium Size Firms	112	100.0	4,925	100.0
Subtotal of Large Firms	23	100.0	11,676	100.0
<b>Grand Total</b>	<b>817</b>	<b>100.0</b>	<b>20,599</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. Retail trade firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a medical/health care plan by answering yes on question 26. 52 retail trade firms, or 88.1% of the applicable retail trade firms responded to this question. Firm sizes with no firms are omitted from this table.



**RETAIL TRADE**  
Salary

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

<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	2,664	66.0	7,328	50.4
Medium Size Firms	162	34.2	1,344	18.0
Large Firms	2	2.9	28	0.5
All Size Firms	2,828	61.8	8,700	31.8
<b>YES, EMPLOYEE ONLY</b>				
Small Firms	293	7.3	588	4.0
Medium Size Firms	27	5.7	188	2.5
All Size Firms	320	7.0	776	2.8
<b>YES, EMPLOYEE and DEPENDENTS</b>				
Small Firms	1,078	26.7	6,624	45.6
Medium Size Firms	285	60.1	5,915	79.4
Large Firms	67	97.1	5,333	99.5
All Size Firms	1,430	31.2	17,872	65.4
Subtotal of Small Firms	4,035	100.0	14,540	100.0
Subtotal of Medium Size Firms	474	100.0	7,447	100.0
Subtotal of Large Firms	69	100.0	5,361	100.0
<b>Grand Total</b>	4,578	100.0	27,348	100.0

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more salaried employees that responded to this question. 247 firms, or 93.9% of the retail trade firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

**RETAIL TRADE**  
Full-time Hourly

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

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
NO				
Small Firms	3,027	72.5	14,536	56.3
Medium Size Firms	153	34.9	5,376	29.7
Large Firms	2	3.8	438	1.9
All Size Firms	3,182	68.2	20,350	30.2
YES, EMPLOYEE ONLY				
Small Firms	208	5.0	1,264	4.9
Medium Size Firms	22	5.0	726	4.0
All Size Firms	230	4.9	1,990	3.0
YES, EMPLOYEE and DEPENDENTS				
Small Firms	939	22.5	10,029	38.8
Medium Size Firms	263	60.0	12,028	66.3
Large Firms	51	96.2	22,917	98.1
All Size Firms	1,253	26.9	44,974	66.8
Subtotal of Small Firms	4,174	100.0	25,829	100.0
Subtotal of Medium Size Firms	438	100.0	18,130	100.0
Subtotal of Large Firms	53	100.0	23,355	100.0
<b>Grand Total</b>	4,665	100.0	67,314	100.0

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more full-time hourly employees that responded to this question. 241 firms, or 88.0% of the retail trade firms with full-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

**RETAIL TRADE**  
Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NO				
Small Firms	3,092	87.0	21,395	89.4
Medium Size Firms	192	59.3	9,920	66.1
Large Firms	12	33.3	2,187	15.6
All Size Firms	3,296	84.3	33,502	63.2
YES, EMPLOYEE ONLY				
Small Firms	70	2.0	99	0.4
Medium Size Firms	14	4.3	566	3.8
All Size Firms	84	2.1	665	1.3
YES, EMPLOYEE and DEPENDENTS				
Small Firms	390	11.0	2,433	10.2
Medium Size Firms	118	36.4	4,520	30.1
Large Firms	24	66.7	11,867	84.4
All Size Firms	532	13.6	18,820	35.5
Subtotal of Small Firms	3,552	100.0	23,927	100.0
Subtotal of Medium Size Firms	324	100.0	15,006	100.0
Subtotal of Large Firms	36	100.0	14,054	100.0
<b>Grand Total</b>	3,912	100.0	52,987	100.0

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more part-time hourly employees that responded to this question. 175 firms, or 62.1% of the retail trade firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

## RETAIL TRADE

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

Employee Category	Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>SALARIED</b>	<b>No</b>				
	Salaried Small Firms	1,154	85.9	6,380	89.1
	Salaried Medium Size Firms	211	67.6	3,355	55.0
	Salaried Large Firms	44	65.7	4,250	79.7
	Salaried All Size Firms	1,409	81.8	13,985	75.2
	<b>Yes</b>				
	Salaried Small Firms	189	14.1	777	10.9
	Salaried Medium Size Firms	101	32.4	2,749	45.0
	Salaried Large Firms	23	34.3	1,083	20.3
	Salaried All Size Firms	313	18.2	4,609	24.8
	Subtotal of Salaried Small Firms	1,343	100.0	7,157	100.0
	Subtotal of Salaried Medium Size Firms	312	100.0	6,104	100.0
Subtotal of Salaried Large Firms	67	100.0	5,333	100.0	
<b>Salaried Grand Total</b>	<b>1,722</b>	<b>100.0</b>	<b>18,594</b>	<b>100.0</b>	
<b>FULL-TIME HOURLY</b>	<b>No</b>				
	Full-time Hourly Small Firms	923	84.0	8,926	80.4
	Full-time Hourly Medium Size Firms	194	68.1	8,630	67.7
	Full-time Hourly Large Firms	37	72.5	16,571	72.3
	Full-time Hourly All Size Firms	1,154	80.4	34,127	73.0
	<b>Yes</b>				
	Full-time Hourly Small Firms	176	16.0	2,174	19.6
	Full-time Hourly Medium Size Firms	91	31.9	4,124	32.3
	Full-time Hourly Large Firms	14	27.5	6,347	27.7
	Full-time Hourly All Size Firms	281	19.6	12,645	27.0
	Subtotal of Full-time Hourly Small Firms	1,099	100.0	11,100	100.0
	Subtotal of Full-time Hourly Medium Size Firms	285	100.0	12,754	100.0
Subtotal of Full-time Hourly Large Firms	51	100.0	22,918	100.0	
<b>Full-time Hourly Grand Total</b>	<b>1,435</b>	<b>100.0</b>	<b>46,772</b>	<b>100.0</b>	
<b>PART-TIME HOURLY</b>	<b>No</b>				
	Part-time Hourly Small Firms	341	82.6	2,036	82.5
	Part-time Hourly Medium Size Firms	78	59.5	4,191	82.4
	Part-time Hourly Large Firms	16	66.7	3,412	28.8
	Part-time Hourly All Size Firms	435	76.6	9,639	49.6
	<b>Yes</b>				
	Part-time Hourly Small Firms	72	17.4	431	17.5
	Part-time Hourly Medium Size Firms	53	40.5	895	17.6
	Part-time Hourly Large Firms	8	33.3	8,455	71.2
	Part-time Hourly All Size Firms	133	23.4	9,781	50.4
	Subtotal of Part-time Hourly Small Firms	413	100.0	2,467	100.0
	Subtotal of Part-time Hourly Medium Size Firms	131	100.0	5,086	100.0
Subtotal of Part-time Hourly Large Firms	24	100.0	11,867	100.0	
<b>Part-time Hourly Grand Total</b>	<b>568</b>	<b>100.0</b>	<b>19,420</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. Retail trade firms that are included in this table met the following criteria: they have one or more employees, and they indicated that they offer a dental care plan by answering yes on question 31. 141 retail trade firms, or 98.6% of the applicable retail trade firms responded to this question.

## RETAIL TRADE

### Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
NONE				
Small Firms	551	42.5	2,760	38.7
Medium Size Firms	141	49.0	3,410	61.3
Large Firms	26	41.3	1,858	35.7
All Size Firms	718	43.6	8,028	44.8
1% to 25%				
Small Firms	107	8.3	358	5.0
Medium Size Firms	20	6.9	566	10.2
Large Firms	6	9.5	108	2.1
All Size Firms	133	8.1	1,032	5.8
26% to 50%				
Small Firms	175	13.5	722	10.1
Medium Size Firms	53	18.4	813	14.6
Large Firms	12	19.0	350	6.7
All Size Firms	240	14.6	1,885	10.5
51% to 75%				
Small Firms	126	9.7	838	11.7
Medium Size Firms	12	4.2	175	3.1
Large Firms	6	9.5	563	10.8
All Size Firms	144	8.7	1,576	8.8
76% to 99%				
Small Firms	101	7.8	1,100	15.4
Medium Size Firms	22	7.6	256	4.6
Large Firms	7	11.1	1,793	34.5
All Size Firms	130	7.9	3,149	17.6
100%				
Small Firms	236	18.2	1,363	19.1
Medium Size Firms	40	13.9	342	6.1
Large Firms	6	9.5	529	10.2
All Size Firms	282	17.1	2,234	12.5
Subtotal of Small Firms	1,296	100.0	7,141	100.0
Subtotal of Medium Size Firms	288	100.0	5,562	100.0
Subtotal of Large Firms	63	100.0	5,201	100.0
<b>Grand Total</b>	<b>1,647</b>	<b>100.0</b>	<b>17,904</b>	<b>100.0</b>

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Retail trade firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a dental care plan by answering yes on question 31. 125 retail trade firms, or 94.0% of the applicable retail trade firms responded to this question.

**RETAIL TRADE**  
Full-time Hourly

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

<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	304	28.9	4,221	38.8
Medium Size Firms	154	58.6	5,607	48.3
Large Firms	21	43.8	11,536	52.9
All Size Firms	479	35.1	21,364	48.3
<b>1% to 25%</b>				
Small Firms	107	10.2	567	5.2
Medium Size Firms	20	7.6	1,169	10.1
All Size Firms	127	9.3	1,736	3.9
<b>26% to 50%</b>				
Small Firms	211	20.1	2,260	20.7
Medium Size Firms	53	20.2	2,488	21.5
Large Firms	7	14.6	1,725	7.9
All Size Firms	271	19.9	6,473	14.6
<b>51% to 75%</b>				
Small Firms	113	10.7	1,318	12.1
Medium Size Firms	25	9.5	2,054	17.7
Large Firms	6	12.5	916	4.2
All Size Firms	144	10.6	4,288	9.7
<b>76% to 99%</b>				
Small Firms	74	7.0	1,541	14.1
Medium Size Firms	4	1.5	241	2.1
Large Firms	8	16.7	5,576	25.6
All Size Firms	86	6.3	7,358	16.6
<b>100%</b>				
Small Firms	243	23.1	985	9.0
Medium Size Firms	7	2.7	38	0.3
Large Firms	6	12.5	2,035	9.3
All Size Firms	256	18.8	3,058	6.9
Subtotal of Small Firms	1,052	100.0	10,892	100.0
Subtotal of Medium Size Firms	263	100.0	11,597	100.0
Subtotal of Large Firms	48	100.0	21,788	100.0
<b>Grand Total</b>	<b>1,363</b>	<b>100.0</b>	<b>44,277</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. Retail trade firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a dental care plan by answering yes on question 31. 110 retail trade firms, or 93.2% of the applicable retail trade firms responded to this question. Firm sizes with no firms are omitted from this table.

**RETAIL TRADE**  
Part-time Hourly

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

<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	106	29.0	687	33.4
Medium Size Firms	56	49.1	3,118	64.8
Large Firms	10	41.7	8,647	72.9
All Size Firms	172	34.2	12,452	66.5
1% to 25%				
Small Firms	72	19.7	806	39.2
Medium Size Firms	20	17.5	474	9.9
All Size Firms	92	18.3	1,280	6.8
26% to 50%				
Small Firms	79	21.6	391	19.0
Medium Size Firms	38	33.3	1,219	25.3
Large Firms	7	29.2	949	8.0
All Size Firms	124	24.7	2,559	13.7
51% to 75%				
Small Firms	73	20.0	110	5.4
Large Firms	4	16.7	1,601	13.5
All Size Firms	77	15.3	1,711	9.1
76% to 99%				
Large Firms	1	4.2	340	2.9
All Size Firms	1	0.2	340	1.8
100%				
Small Firms	35	9.6	61	3.0
Large Firms	2	8.3	331	2.8
All Size Firms	37	7.4	392	2.1
Subtotal of Small Firms	365	100.0	2,055	100.0
Subtotal of Medium Size Firms	114	100.0	4,811	100.0
Subtotal of Large Firms	24	100.0	11,868	100.0
<b>Grand Total</b>	<b>503</b>	<b>100.0</b>	<b>18,734</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. Retail trade firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a dental care plan by answering yes on question 31. 42 retail trade firms, or 91.3% of the applicable retail trade firms responded to this question. Firm sizes with no firms are omitted from this table.

**RETAIL TRADE**  
Salary

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

<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	863	67.2	3,892	54.6
Medium Size Firms	204	70.6	4,049	72.8
Large Firms	31	49.2	2,066	39.7
All Size Firms	1,098	67.1	10,007	55.9
1% to 25%				
Small Firms	107	8.3	358	5.0
Medium Size Firms	39	13.5	886	15.9
Large Firms	6	9.5	108	2.1
All Size Firms	152	9.3	1,352	7.6
26% to 50%				
Small Firms	89	6.9	437	6.1
Medium Size Firms	23	8.0	269	4.8
Large Firms	8	12.7	288	5.5
All Size Firms	120	7.3	994	5.6
51% to 75%				
Small Firms	151	11.8	2,013	28.2
Medium Size Firms	12	4.2	175	3.1
Large Firms	6	9.5	393	7.6
All Size Firms	169	10.3	2,581	14.4
76% to 99%				
Small Firms	49	3.8	153	2.1
Medium Size Firms	4	1.4	50	0.9
Large Firms	7	11.1	1,905	36.6
All Size Firms	60	3.7	2,108	11.8
100%				
Small Firms	25	1.9	281	3.9
Medium Size Firms	7	2.4	134	2.4
Large Firms	5	7.9	441	8.5
All Size Firms	37	2.3	856	4.8
Subtotal of Small Firms	1,284	100.0	7,134	100.0
Subtotal of Medium Size Firms	289	100.0	5,563	100.0
Subtotal of Large Firms	63	100.0	5,201	100.0
<b>Grand Total</b>	<b>1,636</b>	<b>100.0</b>	<b>17,898</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. Retail trade firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a dental care plan by answering yes on question 31. 124 retail trade firms, or 93.2% of the applicable retail trade firms responded to this question.



**RETAIL TRADE**  
Full-time Hourly

**TABLE 34T: Dental Care Plan Employee Dependent Cost Compensation for Oklahoma Retail Trade Full-time Hourly Employees by Firm Size.\* Question 34: "What percentage of the cost of the dental care plan(s) do you pay for an employee's dependents?"**

<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	635	60.4	6,328	58.1
	Medium Size Firms	185	70.3	7,281	62.8
	Large Firms	24	50.0	12,672	58.2
	<b>All Size Firms</b>	<b>844</b>	<b>61.9</b>	<b>26,281</b>	<b>59.4</b>
1% to 25%	Small Firms	107	10.2	567	5.2
	Medium Size Firms	32	12.2	1,694	14.6
	<b>All Size Firms</b>	<b>139</b>	<b>10.2</b>	<b>2,261</b>	<b>5.1</b>
26% to 50%	Small Firms	125	11.9	1,856	17.0
	Medium Size Firms	23	8.7	1,356	11.7
	Large Firms	7	14.6	1,725	7.9
	<b>All Size Firms</b>	<b>155</b>	<b>11.4</b>	<b>4,937</b>	<b>11.2</b>
51% to 75%	Small Firms	138	13.1	1,589	14.6
	Medium Size Firms	12	4.6	987	8.5
	Large Firms	4	8.3	795	3.6
	<b>All Size Firms</b>	<b>154</b>	<b>11.3</b>	<b>3,371</b>	<b>7.6</b>
76% to 99%	Small Firms	22	2.1	453	4.2
	Medium Size Firms	4	1.5	241	2.1
	Large Firms	7	14.6	4,561	20.9
	<b>All Size Firms</b>	<b>33</b>	<b>2.4</b>	<b>5,255</b>	<b>11.9</b>
100%	Small Firms	25	2.4	100	0.9
	Medium Size Firms	7	2.7	38	0.3
	Large Firms	6	12.5	2,035	9.3
	<b>All Size Firms</b>	<b>38</b>	<b>2.8</b>	<b>2,173</b>	<b>4.9</b>
Subtotal of Small Firms	1,052	100.0	10,893	100.0	
Subtotal of Medium Size Firms	263	100.0	11,597	100.0	
Subtotal of Large Firms	48	100.0	21,788	100.0	
<b>Grand Total</b>	<b>1,363</b>	<b>100.0</b>	<b>44,278</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 firms with 250 and more employees. Retail trade firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a dental care plan by answering yes on question 31. 110 retail trade firms, or 93.2% of the applicable retail trade firms responded to this question. Firm sizes with no firms are omitted from this table.

**RETAIL TRADE**  
Part-time Hourly

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

<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	239	65.5	1,080	52.5
Medium Size Firms	74	69.2	3,719	84.8
Large Firms	12	46.2	8,987	75.7
All Size Firms	325	65.3	13,786	75.3
1% to 25%				
Small Firms	72	19.7	806	39.2
Medium Size Firms	32	29.9	534	12.2
All Size Firms	104	20.9	1,340	7.3
26% to 50%				
Small Firms	54	14.8	170	8.3
Medium Size Firms	1	0.9	131	3.0
Large Firms	7	26.9	949	8.0
All Size Firms	62	12.4	1,250	6.8
51% to 75%				
Large Firms	3	11.5	1,598	13.5
All Size Firms	3	0.6	1,598	8.7
76% to 99%				
Large Firms	2	7.7	3	0.0
All Size Firms	2	0.4	3	0.0
100%				
Large Firms	2	7.7	331	2.8
All Size Firms	2	0.4	331	1.8
Subtotal of Small Firms	365	100.0	2,056	100.0
Subtotal of Medium Size Firms	107	100.0	4,384	100.0
Subtotal of Large Firms	26	100.0	11,868	100.0
<b>Grand Total</b>	<b>498</b>	<b>100.0</b>	<b>18,308</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. Retail trade firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a dental care plan by answering yes on question 31. 41 retail trade firms, or 89.1% of the applicable retail trade firms responded to this question. Firm sizes with no firms are omitted from this table.

# RETAIL TRADE

Salaried

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
LONG TERM DISABILITY INSURANCE				
Small Firms	577	34.1	2,819	33.7
Medium Size Firms	140	48.3	2,627	53.2
Large Firms	36	55.4	3,601	67.9
All Size Firms	753	36.8	9,047	48.6
EMPLOYEE ASSISTANCE PROGRAM				
Small Firms	142	8.4	255	3.0
Medium Size Firms	62	21.4	1,576	31.9
Large Firms	22	33.8	1,472	27.8
All Size Firms	226	11.0	3,303	17.8
WELLNESS PROGRAM				
Small Firms	123	7.3	320	3.8
Medium Size Firms	70	24.1	1,495	30.3
Large Firms	7	10.8	1,028	19.4
All Size Firms	200	9.8	2,843	15.3
VISION CARE PROGRAM				
Small Firms	561	33.2	2,123	25.4
Medium Size Firms	106	36.6	2,002	40.5
Large Firms	30	46.2	2,004	37.8
All Size Firms	697	34.0	6,129	32.9
PRESCRIPTION DRUG PLAN				
Small Firms	1,138	67.3	5,146	61.5
Medium Size Firms	195	67.2	3,052	61.8
Large Firms	44	67.7	4,425	83.5
All Size Firms	1,377	67.3	12,623	67.8
MENTAL HEALTH RIDER				
Small Firms	400	23.6	1,252	15.0
Medium Sized Firms	36	12.4	772	15.6
Large Firms	22	33.8	1,353	25.5
All Size Firms	458	22.4	3,377	18.1
LIFE INSURANCE				
Small Firms	1,367	80.8	7,246	86.6
Medium Size Firms	264	91.0	4,788	96.9
Large Firms	56	86.2	4,823	91.0
All Size Firms	1,687	82.4	16,857	90.6
ACCIDENTAL DEATH INSURANCE				
Small Firms	695	41.1	3,062	36.6
Medium Size Firms	149	51.4	2,591	52.4
Large Firms	49	75.4	4,302	81.1
All Size Firms	893	43.6	9,955	53.5

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

<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	357	21.1	2,393	28.6
Medium Size Firms	96	33.1	1,931	39.1
Large Firms	26	40.0	2,648	49.9
All Size Firms	479	23.4	6,972	37.5
<b>ILL CHILD DAYCARE</b>				
Small Firms	24	1.4	37	0.4
Large Firms	4	6.2	133	2.5
All Size Firms	28	1.4	170	0.9
<b>LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN</b>				
Small Firms	24	1.4	37	0.4
Medium Size Firms	23	7.9	540	10.9
All Size Firms	47	2.3	577	3.1
<b>ELDER DAYCARE (for an employee's relative)</b>				
Small Firms	24	1.4	37	0.4
Medium Size Firms	18	6.2	517	10.5
All Size Firms	42	2.1	554	3.0
<b>OTHER (please name)</b>				
Small Firms	76	4.5	545	6.5
Large Firms	2	3.1	166	3.1
All Size Firms	78	3.8	711	3.8
Subtotal of Small Firms	1,692	100.0	8,365	100.0
Subtotal of Medium Size Firms	290	100.0	4,941	100.0
Subtotal of Large Firms	65	100.0	5,302	100.0
<b>Grand Total</b>	<b>2,047</b>	<b>100.0</b>	<b>18,608</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 retail trade firms that have one or more salaried employees that responded to this question. 136 firms, or 51.7% of the retail trade firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

# RETAIL TRADE

## Full-time Hourly

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

<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	418	29.3	3,750	29.6
Medium Size Firms	97	39.9	4,810	41.9
Large Firms	18	36.7	5,297	23.5
All Size Firms	533	31.0	13,857	29.7
<b>EMPLOYEE ASSISTANCE PROGRAM</b>				
Small Firms	59	4.1	599	4.7
Medium Size Firms	62	25.5	2,967	25.8
Large Firms	15	30.6	5,281	23.4
All Size Firms	136	7.9	8,847	18.9
<b>WELLNESS PROGRAM</b>				
Small Firms	75	5.3	430	3.4
Medium Size Firms	59	24.3	2,191	19.1
Large Firms	5	10.2	2,276	10.1
All Size Firms	139	8.1	4,897	10.5
<b>VISION CARE PROGRAM</b>				
Small Firms	442	31.0	3,755	29.6
Medium Size Firms	114	46.9	5,637	49.1
Large Firms	24	49.0	7,593	33.6
All Size Firms	580	33.8	16,985	36.3
<b>PRESCRIPTION DRUG PLAN</b>				
Small Firms	879	61.6	8,483	66.9
Medium Size Firms	162	66.7	8,443	73.5
Large Firms	34	69.4	16,193	71.7
All Size Firms	1,075	62.6	33,119	70.9
<b>MENTAL HEALTH RIDER</b>				
Small Firms	244	17.1	1,584	12.5
Medium Sized Firms	47	19.3	2,075	18.1
Large Firms	14	28.6	4,135	18.3
All Size Firms	305	17.8	7,794	16.7
<b>LIFE INSURANCE</b>				
Small Firms	1,195	83.8	10,787	85.1
Medium Size Firms	226	93.0	11,241	97.9
Large Firms	45	91.8	22,254	98.6
All Size Firms	1,466	85.3	44,282	94.8
<b>ACCIDENTAL DEATH INSURANCE</b>				
Small Firms	595	41.7	5,214	41.1
Medium Size Firms	103	42.4	4,929	42.9
Large Firms	32	65.3	15,650	69.3
All Size Firms	730	42.5	25,793	55.2

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

<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	321	22.5	3,362	26.5
Medium Size Firms	51	21.0	3,111	27.1
Large Firms	18	36.7	7,783	34.5
All Size Firms	390	22.7	14,256	30.5
<b>ILL CHILD DAYCARE</b>				
Small Firms	24	1.7	74	0.6
Large Firms	4	8.2	1,129	5.0
All Size Firms	28	1.6	19,911	42.6
<b>LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN</b>				
Small Firms	24	1.7	74	0.6
Medium Size Firms	5	2.1	191	1.7
All Size Firms	29	1.7	265	0.6
<b>ELDER DAYCARE (for an employee's relative)</b>				
Small Firms	24	1.7	74	0.6
All Size Firms	24	1.4	74	0.2
<b>OTHER (please name)</b>				
Small Firms	64	4.5	475	3.7
Large Firms	2	4.1	1,197	5.3
All Size Firms	66	3.8	1,672	3.6
Subtotal of Small Firms	1,426	100.0	12,680	100.0
Subtotal of Medium Size Firms	243	100.0	11,480	100.0
Subtotal of Large Firms	49	100.0	22,573	100.0
<b>Grand Total</b>	1,718	100.0	46,733	100.0

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more full-time hourly employees that responded to this question. 118 firms, or 43.1% of the retail trade firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

# RETAIL TRADE

## Part-time Hourly

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

<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	143	24.2	1,005	31.2
Medium Size Firms	35	29.7	641	15.5
Large Firms	7	29.2	949	8.0
All Size Firms	185	25.2	2,595	13.5
<b>EMPLOYEE ASSISTANCE PROGRAM</b>				
Small Firms	37	6.3	308	9.6
Medium Size Firms	29	24.6	1,466	35.3
Large Firms	9	37.5	1,439	12.2
All Size Firms	75	10.2	3,213	16.7
<b>WELLNESS PROGRAM</b>				
Small Firms	24	4.1	37	1.1
Medium Size Firms	40	33.9	1,270	30.6
Large Firms		0.0		0.0
All Size Firms	64	8.7	1,307	6.8
<b>VISION CARE PROGRAM</b>				
Small Firms	223	37.7	1,611	50.0
Medium Size Firms	82	69.5	3,571	86.1
Large Firms	8	33.3	1,288	10.9
All Size Firms	313	42.6	6,470	33.7
<b>PRESCRIPTION DRUG PLAN</b>				
Small Firms	352	59.5	1,830	56.8
Medium Size Firms	73	61.9	1,510	36.4
Large Firms	14	58.3	3,220	27.2
All Size Firms	439	59.8	6,560	34.2
<b>MENTAL HEALTH RIDER</b>				
Small Firms	109	18.4	532	16.5
Medium Sized Firms	4	3.4	15	0.4
Large Firms	10	41.7	1,283	10.8
All Size Firms	123	16.8	1,830	9.5
<b>LIFE INSURANCE</b>				
Small Firms	446	75.3	1,607	49.9
Medium Size Firms	71	60.2	1,585	38.2
Large Firms	22	91.7	11,675	98.7
All Size Firms	539	73.4	14,867	77.5
<b>ACCIDENTAL DEATH INSURANCE</b>				
Small Firms	251	42.4	1,632	50.7
Medium Size Firms	40	33.9	1,171	28.2
Large Firms	10	41.7	2,886	24.4
All Size Firms	301	41.0	5,689	29.6

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

<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	153	25.8	741	23.0
Medium Size Firms	11	9.3	313	7.5
Large Firms	7	29.2	949	8.0
All Size Firms	171	23.3	2,003	10.4
<b>ILL CHILD DAYCARE</b>				
Small Firms	24	4.1	37	1.1
All Size Firms	24	3.3	37	0.2
<b>LONG-TERM NURSING HOME/ ASSISTED LIVING CARE PLAN</b>				
Small Firms	24	4.1	37	1.1
All Size Firms	24	3.3	37	0.2
<b>ELDER DAYCARE (for an employee's relative)</b>				
Small Firms	24	4.1	37	1.1
All Size Firms	24	3.3	37	0.2
Subtotal of Small Firms	592	100.0	3,221	100.0
Subtotal of Medium Size Firms	118	100.0	4,148	100.0
Subtotal of Large Firms	24	100.0	11,826	100.0
<b>Grand Total</b>	734	100.0	19,195	100.0

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more part-time hourly employees that responded to this question. 49 firms, or 17.4% of the retail trade firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.



## RETAIL TRADE

### Salary

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
<b>DO NOT OFFER ANY MEDICAL/HEALTH/DENTAL BENEFITS</b>				
Small Firms	1,478	39.6	2,404	17.1
Medium Size Firms	49	11.9	760	10.8
Large Firms	2	3.0	28	0.5
All Size Firms	1,529	36.3	3,192	12.1
<b>NO WAITING PERIOD REQUIRED</b>				
Small Firms	168	4.5	616	4.4
Medium Size Firms	36	8.7	1,041	14.8
Large Firms	4	6.0	1,365	25.9
All Size Firms	208	4.9	3,022	11.5
<b>YES, 30 DAYS OR LESS</b>				
Small Firms	276	7.4	1,225	8.7
Medium Size Firms	41	10.0	431	6.1
Large Firms	5	7.5	704	13.4
All Size Firms	322	7.6	2,360	9.0
<b>31 to 60 DAYS</b>				
Small Firms	304	8.1	1,034	7.4
Medium Size Firms	66	16.0	704	10.0
Large Firms	24	35.8	1,378	26.1
All Size Firms	394	9.3	3,116	11.8
<b>61 to 90 DAYS</b>				
Small Firms	860	23.0	5,700	40.6
Medium Size Firms	131	31.8	2,618	37.3
Large Firms	27	40.3	1,499	28.4
All Size Firms	1,018	24.1	9,817	37.3
<b>MORE THAN 90 DAYS</b>				
Small Firms	547	14.6	2,730	19.4
Medium Size Firms	89	21.6	1,468	20.9
Large Firms	5	7.5	299	5.7
All Size Firms	641	15.2	4,497	17.1
<b>VARIABLES, ACCORDING TO PLANS AND/OR UNION CONTRACT</b>				
Small Firms	104	2.8	331	2.4
All Size Firms	104	2.5	331	1.3
Subtotal of Small Firms	3,737	100.0	14,040	100.0
Subtotal of Medium Size Firms	412	100.0	7,022	100.0
Subtotal of Large Firms	67	100.0	5,273	100.0
<b>Grand Total</b>	4,216	100.0	26,335	100.0

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more salaried employees that responded to this question. 226 firms, or 85.9% of the retail trade firms with salaried employees responded to this question. Firm sizes with no firms are omitted from this table.

**RETAIL TRADE**  
Full-time Hourly

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

<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	1,644	48.1	7,969	34.5
Medium Size Firms	68	17.1	2,183	12.8
Large Firms	2	3.9	438	1.9
All Size Firms	1,714	44.3	10,590	16.8
<b>NO WAITING PERIOD REQUIRED</b>				
Small Firms	54	1.6	388	1.7
Medium Size Firms	20	5.0	506	3.0
Large Firms	6	11.8	3,609	15.9
All Size Firms	80	2.1	4,503	7.2
<b>YES, 30 DAYS OR LESS</b>				
Small Firms	233	6.8	1,387	6.0
Medium Size Firms	19	4.8	308	1.8
Large Firms	5	9.8	1,061	4.7
All Size Firms	257	6.6	2,756	4.4
<b>31 to 60 DAYS</b>				
Small Firms	194	5.7	1,000	4.3
Medium Size Firms	43	10.8	2,757	16.2
Large Firms	2	3.9	172	0.8
All Size Firms	239	6.2	3,929	6.2
<b>61 to 90 DAYS</b>				
Small Firms	725	21.2	7,051	30.5
Medium Size Firms	155	38.9	6,972	41.0
Large Firms	29	56.9	14,695	64.5
All Size Firms	909	23.5	28,718	45.7
<b>MORE THAN 90 DAYS</b>				
Small Firms	477	13.9	5,052	21.9
Medium Size Firms	93	23.4	4,283	25.2
Large Firms	5	9.8	2,326	10.2
All Size Firms	575	14.9	11,661	18.5
<b>VARIES, ACCORDING TO PLANS AND/OR UNION CONTRACT</b>				
Small Firms	94	2.7	252	1.1
Large Firms	2	3.9	468	2.1
All Size Firms	96	2.5	720	1.1
Subtotal of Small Firms	3,421	100.0	23,099	100.0
Subtotal of Medium Size Firms	398	100.0	17,009	100.0
Subtotal of Large Firms	51	100.0	22,769	100.0
<b>Grand Total</b>	<b>3,870</b>	<b>100.0</b>	<b>62,877</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 retail trade firms that have one or more full-time hourly employees that responded to this question. 210 firms, or 76.6% of the retail trade firms with full-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

**RETAIL TRADE**  
Part-time Hourly

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

<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	1,925	73.3	12,972	78.5
Medium Size Firms	101	38.1	5,666	48.6
Large Firms	6	21.4	823	6.7
All Size Firms	2,032	69.6	19,461	48.0
<b>NO WAITING PERIOD REQUIRED</b>				
Small Firms	50	1.9	249	0.2
Large Firms	2	7.1	192	1.6
All Size Firms	52	1.8	441	1.1
<b>YES, 30 DAYS OR LESS</b>				
Small Firms	51	1.9	53	0.3
Medium Size Firms	7	2.6	333	2.9
Large Firms	2	7.1	3	0.0
All Size Firms	60	2.1	389	1.0
<b>31 to 60 DAYS</b>				
Small Firms	169	6.4	1,573	9.5
Medium Size Firms	19	7.2	796	6.8
All Size Firms	188	6.4	2,369	5.8
<b>61 to 90 DAYS</b>				
Small Firms	199	7.6	1,116	6.8
Medium Size Firms	91	34.3	2,805	24.1
Large Firms	18	64.3	11,349	91.8
All Size Firms	308	10.6	15,270	37.7
<b>MORE THAN 90 DAYS</b>				
Small Firms	179	6.8	506	3.1
Medium Size Firms	47	17.7	2,062	17.7
All Size Firms	226	7.7	2,568	6.3
<b>VARIABLES, ACCORDING TO PLANS AND/OR UNION CONTRACT</b>				
Small Firms	52	2.0	47	0.3
All Size Firms	52	1.8	47	0.1
Subtotal of Small Firms	2,625	100.0	16,516	100.0
Subtotal of Medium Size Firms	265	100.0	11,662	100.0
Subtotal of Large Firms	28	100.0	12,367	100.0
<b>Grand Total</b>	2,918	100.0	40,545	100.0

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more part-time hourly employees that responded to this question. 136 firms, or 48.2% of the retail trade firms with part-time hourly employees responded to this question. Firm sizes with no firms are omitted from this table.

**RETAIL TRADE**  
**Salary**

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

<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	3,008	71.1	7,878	53.0
Medium Size Firms	216	48.5	2,544	34.7
Large Firms	29	42.0	1,393	26.0
All Size Firms	3,253	68.6	11,815	42.9
<b>DEFINED BENEFIT PLAN</b>				
Small Firms	87	2.1	101	0.7
Medium Size Firms	16	3.6	213	2.9
Large Firms	2	2.9	1,336	24.9
All Size Firms	105	2.2	1,650	6.0
<b>DEFINED CONTRIBUTION PLAN</b>				
Small Firms	977	23.1	5,970	40.1
Medium Size Firms	204	45.8	4,464	60.9
Large Firms	47	68.1	4,076	76.0
All Size Firms	1,228	25.9	14,510	52.6
<b>PROFIT SHARING</b>				
Small Firms	187	4.4	1,061	7.1
Medium Size Firms	56	12.6	764	10.4
Large Firms	3	4.3	525	9.8
All Size Firms	246	5.2	2,350	8.5
<b>OTHER (please name)</b>				
Small Firms	125	3.0	663	4.5
Medium Size Firms	4	0.9	225	3.1
Large Firms	6	8.7	108	2.0
All Size Firms	135	2.8	996	3.6
Subtotal of Small Firms	4,229	100.0	14,874	100.0
Subtotal of Medium Size Firms	445	100.0	7,333	100.0
Subtotal of Large Firms	69	100.0	5,361	100.0
<b>Grand Total</b>	4,743	100.0	27,568	100.0

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more salaried employees that responded to this question. 248 firms, or 94.3% of the retail trade firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

**RETAIL TRADE**  
Full-time Hourly

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

<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	3,131	73.5	17,302	63.6
Medium Size Firms	209	47.0	6,413	34.7
Large Firms	17	27.9	7,336	29.5
All Size Firms	3,357	70.5	31,051	44.0
<b>DEFINED BENEFIT PLAN</b>				
Small Firms	87	2.0	600	2.2
Medium Size Firms	16	3.6	393	2.1
Large Firms	6	9.8	4,495	18.1
All Size Firms	109	2.3	5,488	7.8
<b>DEFINED CONTRIBUTION PLAN</b>				
Small Firms	921	21.6	8,203	30.2
Medium Size Firms	212	47.6	10,484	56.7
Large Firms	40	65.6	15,553	62.5
All Size Firms	1,173	24.6	34,240	48.5
<b>PROFIT SHARING</b>				
Small Firms	125	2.9	806	3.0
Medium Size Firms	56	12.6	3,095	16.7
Large Firms	3	4.9	547	2.2
All Size Firms	184	3.9	4,448	6.3
<b>OTHER (please name)</b>				
Small Firms	101	2.4	904	3.3
Medium Size Firms	4	0.9	120	0.6
Large Firms	2	3.3	760	3.1
All Size Firms	107	2.2	1,784	2.5
Subtotal of Small Firms	4,257	100.0	27,187	100.0
Subtotal of Medium Size Firms	445	100.0	18,497	100.0
Subtotal of Large Firms	61	100.0	24,879	100.0
<b>Grand Total</b>	4,763	100.0	70,563	100.0

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more full-time hourly employees that responded to this question. 249 firms, or 90.9% of the retail trade firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

**RETAIL TRADE**  
**Part-time Hourly**

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

<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	3,186	85.3	22,297	88.1
Medium Size Firms	211	64.3	11,347	75.0
Large Firms	26	46.4	12,227	39.3
All Size Firms	3,423	83.1	45,871	64.1
<b>DEFINED BENEFIT PLAN</b>				
Small Firms	48	1.3	413	1.6
Medium Size Firms	16	4.9	596	3.9
Large Firms	2	3.6	5,419	17.4
All Size Firms	66	1.6	6,428	9.0
<b>DEFINED CONTRIBUTION PLAN</b>				
Small Firms	454	12.2	1,804	7.1
Medium Size Firms	102	31.1	3,239	21.4
Large Firms	29	51.8	18,910	60.7
All Size Firms	585	14.2	23,953	33.5
<b>PROFIT SHARING</b>				
Small Firms	42	1.1	1,073	4.2
Medium Size Firms	35	10.7	762	5.0
Large Firms	3	5.4	26	0.1
All Size Firms	80	1.9	1,861	2.6
<b>OTHER (please name)</b>				
Small Firms	51	1.4	149	0.6
Medium Size Firms	4	1.2	80	0.5
All Size Firms	55	1.3	229	0.3
Subtotal of Small Firms	3,733	100.0	25,323	100.0
Subtotal of Medium Size Firms	328	100.0	15,127	100.0
Subtotal of Large Firms	56	100.0	31,137	100.0
<b>Grand Total</b>	4,117	100.0	71,587	100.0

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more part-time hourly employees that responded to this question. 196 firms, or 69.5% of the retail trade firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.

**RETAIL TRADE**  
**Salary**

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

<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	96	8.4	101	1.6
Medium Size Firms	20	9.3	1,262	27.3
Large Firms	3	7.5	78	2.1
All Size Firms	119	8.5	1,441	9.8
<b>EMPLOYER ONLY</b>				
Small Firms	123	10.7	424	6.6
Medium Size Firms	13	6.0	32	0.7
All Size Firms	136	9.7	456	3.1
<b>EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF</b>				
Small Firms	351	30.6	1,571	24.4
Medium Size Firms	49	22.8	623	13.5
Large Firms	8	20.0	1,955	53.8
All Size Firms	408	29.1	4,149	28.3
<b>EMPLOYER CONTRIBUTES THE LARGER SHARE</b>				
Small Firms	23	2.0	169	2.6
Medium Size Firms	16	7.4	361	7.8
Large Firms	4	10.0	133	3.7
All Size Firms	43	3.1	663	4.5
<b>EMPLOYEE CONTRIBUTES THE LARGER SHARE</b>				
Small Firms	555	48.3	4,162	64.8
Medium Size Firms	117	54.4	2,342	50.7
Large Firms	25	62.5	1,466	40.4
All Size Firms	697	49.7	7,970	54.3
Subtotal of Small Firms	1,148	100.0	6,427	100.0
Subtotal of Medium Size Firms	215	100.0	4,620	100.0
Subtotal of Large Firms	40	100.0	3,632	100.0
<b>Grand Total</b>	<b>1,403</b>	<b>100.0</b>	<b>14,679</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. Retail trade firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer a retirement plan by response on question 37. 96 retail trade firms, or 79.3% of the applicable retail trade firms responded to this question. Firm sizes with no firms are omitted from this table.

**RETAIL TRADE**  
Full-time Hourly

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

<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	54	5.4	804	9.2
Medium Size Firms	23	10.3	1,167	10.4
Large Firms	3	7.3	348	2.2
All Size Firms	80	6.3	2,319	6.4
<b>EMPLOYER ONLY</b>				
Small Firms	44	4.4	187	2.1
Medium Size Firms	13	5.8	1,121	10.0
Large Firms	2	4.9	612	3.8
All Size Firms	59	4.7	1,920	5.3
<b>EMPLOYER AND EMPLOYEE EACH CONTRIBUTE HALF</b>				
Small Firms	327	32.6	2,138	24.4
Medium Size Firms	52	23.3	1,651	14.7
Large Firms	6	14.6	3,200	19.8
All Size Firms	385	30.4	6,989	19.4
<b>EMPLOYER CONTRIBUTES THE LARGER SHARE</b>				
Medium Size Firms	20	9.0	978	8.7
Large Firms	6	14.6	2,359	14.6
All Size Firms	26	2.1	3,337	9.2
<b>EMPLOYEE CONTRIBUTES THE LARGER SHARE</b>				
Small Firms	578	57.6	5,624	64.3
Medium Size Firms	115	51.6	6,281	56.1
Large Firms	24	58.5	9,631	59.6
All Size Firms	717	56.6	21,536	59.7
Subtotal of Small Firms	1,003	100.0	8,753	100.0
Subtotal of Medium Size Firms	223	100.0	11,198	100.0
Subtotal of Large Firms	41	100.0	16,150	100.0
<b>Grand Total</b>	<b>1,267</b>	<b>100.0</b>	<b>36,101</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. Retail trade firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer a retirement plan by response on question 37. 94 retail trade firms, or 71.2% of the applicable retail trade firms responded to this question. Firm sizes with no firms are omitted from this table.



**RETAIL TRADE**  
Part-time Hourly

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

<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	96	18.9	339	11.4
Medium Size Firms	8	7.9	67	2.1
Large Firms	3	10.7	1,598	8.5
All Size Firms	107	16.8	2,004	8.1
<b>EMPLOYER ONLY</b>				
Small Firms	42	8.3	1,073	36.0
All Size Firms	42	6.6	1,073	4.3
<b>EMPLOYER AND EMPLOYEE EACH CONTRIBUTUTE HALF</b>				
Small Firms	164	32.3	1,161	39.0
Medium Size Firms	33	32.7	2,026	65.0
Large Firms	6	21.4	5,445	29.0
All Size Firms	203	31.9	8,632	34.7
<b>EMPLOYER CONTRIBUTES THE LARGER SHARE</b>				
Medium Size Firms	12	11.9	60	1.9
All Size Firms	12	1.9	60	0.2
<b>EMPLOYEE CONTRIBUTES THE LARGER SHARE</b>				
Small Firms	206	40.6	404	13.6
Medium Size Firms	48	47.5	965	30.9
Large Firms	19	67.9	11,716	62.5
All Size Firms	273	42.9	13,085	52.6
Subtotal of Small Firms	508	100.0	2,977	100.0
Subtotal of Medium Size Firms	101	100.0	3,118	100.0
Subtotal of Large Firms	28	100.0	18,759	100.0
<b>Grand Total</b>	637	100.0	24,854	100.0

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Retail trade firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer a retirement plan by response on question 37. 47 retail trade firms, or 33.3% of the applicable retail trade firms responded to this question. Firm sizes with no firms are omitted from this table.

**RETAIL TRADE**  
**Salary**

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

<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	3,634	85.0	12,070	80.5
Medium Size Firms	325	73.2	5,490	74.9
Large Firms	38	52.8	1,975	36.7
All Size Firms	3,997	83.4	19,535	70.5
<b>YES, BASED ON SENIORITY/ YEARS OF SERVICE</b>				
Small Firms	54	1.3	90	0.6
Medium Size Firms	18	4.1	349	4.8
Large Firms	13	18.1	280	5.2
All Size Firms	85	1.8	719	2.6
<b>YES, BASED ON COURSE GRADE</b>				
Small Firms	180	4.2	850	5.7
Medium Size Firms	31	7.0	559	7.6
Large Firms	20	27.8	2,356	43.8
All Size Firms	231	4.8	3,765	13.6
<b>YES, MUST BE JOB RELATED</b>				
Small Firms	562	13.1	2,986	19.9
Medium Size Firms	104	23.4	1,501	20.5
Large Firms	18	25.0	2,944	54.7
All Size Firms	684	14.3	7,431	26.8
<b>YES, AS LONG AS THE INSTITUTION IS ACCREDITED</b>				
Small Firms	136	3.2	485	3.2
Medium Size Firms	26	5.9	265	3.6
Large Firms	21	29.2	2,388	44.4
All Size Firms	183	3.8	3,138	11.3
<b>YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE</b>				
Small Firms	227	5.3	1,518	10.1
Medium Size Firms	9	2.0	72	1.0
Large Firms	5	6.9	1,376	25.6
All Size Firms	241	5.0	2,966	10.7
Subtotal of Small Firms	4,277	100.0	14,993	100.0
Subtotal of Medium Size Firms	444	100.0	7,329	100.0
Subtotal of Large Firms	72	100.0	5,380	100.0
<b>Grand Total</b>	<b>4,793</b>	<b>100.0</b>	<b>27,702</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 retail trade firms that have one or more salaried employees that responded to this question. 250 firms, or 95.1% of the retail trade firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

**RETAIL TRADE**  
Full-time Hourly

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

<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	3,868	88.5	23,306	84.6
Medium Size Firms	322	72.5	12,457	67.5
Large Firms	32	52.5	15,389	61.9
All Size Firms	4,222	86.6	51,152	72.2
<b>YES, BASED ON SENIORITY/ YEARS OF SERVICE</b>				
Small Firms	54	1.2	817	3.0
Medium Size Firms	18	4.1	1,381	7.5
Large Firms	6	9.8	1,276	5.1
All Size Firms	78	1.6	3,474	4.9
<b>YES, BASED ON COURSE GRADE</b>				
Small Firms	108	2.5	1,355	4.9
Medium Size Firms	31	7.0	1,827	9.9
Large Firms	14	23.0	5,892	23.7
All Size Firms	153	3.1	9,074	12.8
<b>YES, MUST BE JOB RELATED</b>				
Small Firms	479	11.0	4,200	15.3
Medium Size Firms	108	24.3	5,250	28.4
Large Firms	20	32.8	6,535	26.3
All Size Firms	607	12.4	15,985	22.6
<b>YES, AS LONG AS THE INSTITUTION IS ACCREDITED</b>				
Small Firms	81	1.9	895	3.3
Medium Size Firms	33	7.4	2,311	12.5
Large Firms	15	24.6	5,258	21.1
All Size Firms	129	2.6	8,464	11.9
<b>YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE</b>				
Small Firms	101	2.3	1,868	6.8
Medium Size Firms	9	2.0	432	2.3
Large Firms	5	8.2	2,800	11.3
All Size Firms	115	2.4	5,100	7.2
Subtotal of Small Firms	4,372	100.0	27,533	100.0
Subtotal of Medium Size Firms	444	100.0	18,466	100.0
Subtotal of Large Firms	61	100.0	24,879	100.0
<b>Grand Total</b>	<b>4,877</b>	<b>100.0</b>	<b>70,878</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 retail trade firms that have one or more full-time hourly employees that responded to this question. 251 firms, or 91.6% of the retail trade firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

**RETAIL TRADE**  
**Part-time Hourly**

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

<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	3,792	94.4	24,629	97.6
Medium Size Firms	296	87.3	13,828	93.9
Large Firms	35	71.4	19,033	86.3
All Size Firms	4,123	93.6	57,490	92.7
<b>YES, BASED ON SENIORITY/ YEARS OF SERVICE</b>				
Small Firms	54	1.3	346	1.4
Medium Size Firms	7	2.1	333	2.3
All Size Firms	61	1.4	679	1.1
<b>YES, BASED ON COURSE GRADE</b>				
Small Firms	67	1.7	177	0.7
Medium Size Firms	16	4.7	102	0.7
Large Firms	6	12.2	484	2.2
All Size Firms	89	2.0	763	1.2
<b>YES, MUST BE JOB RELATED</b>				
Small Firms	180	4.5	615	2.4
Medium Size Firms	39	11.5	857	5.8
Large Firms	6	12.2	1,751	7.9
All Size Firms	225	5.1	3,223	5.2
<b>YES, AS LONG AS THE INSTITUTION IS ACCREDITED</b>				
Small Firms	54	1.3	346	1.4
Large Firms	10	20.4	1,102	5.0
All Size Firms	64	1.5	1,448	2.3
<b>YES, DEPENDING ON EMPLOYEE'S WORK PERFORMANCE</b>				
Small Firms	84	2.1	278	1.1
Medium Size Firms	7	2.1	333	2.3
All Size Firms	91	2.1	6,264	10.1
Subtotal of Small Firms	4,019	100.0	25,234	100.0
Subtotal of Medium Size Firms	339	100.0	14,727	100.0
Subtotal of Large Firms	49	100.0	22,064	100.0
<b>Grand Total</b>	<b>4,407</b>	<b>100.0</b>	<b>62,025</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 retail trade firms that have one or more part-time hourly employees that responded to this question. 207 firms, or 73.4% of the retail trade firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

**RETAIL TRADE**  
Salary

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

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
1% to 25%				
Small Firms	36	6.4	81	3.0
Medium Size Firms	11	11.8	123	10.9
Large Firms	8	25.8	445	15.3
All Size Firms	55	8.0	649	9.6
26% to 50%				
Small Firms	36	6.4	90	3.3
Medium Size Firms	27	29.0	476	42.0
Large Firms	5	16.1	118	4.1
All Size Firms	68	9.9	684	10.1
51% to 75%				
Small Firms	54	9.6	90	3.3
Medium Size Firms	5	5.4	23	2.0
All Size Firms	59	8.6	113	1.7
76% to 99%				
Small Firms	116	20.5	1,076	39.5
Medium Size Firms	16	17.2	105	9.3
Large Firms	4	12.9	403	13.8
All Size Firms	136	19.7	1,584	23.4
100%				
Small Firms	323	57.2	1,388	50.9
Medium Size Firms	34	36.6	406	35.8
Large Firms	14	45.2	1,944	66.8
All Size Firms	371	53.8	3,738	55.2
Subtotal of Small Firms	565	100.0	2,725	100.0
Subtotal of Medium Size Firms	93	100.0	1,133	100.0
Subtotal of Large Firms	31	100.0	2,910	100.0
<b>Grand Total</b>	<b>689</b>	<b>100.0</b>	<b>6,768</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. Retail trade firms that are included in this table met the following criteria: they have one or more salary employees, and they indicated that they offer educational benefits by response on question 39. 51 retail trade firms, or 72.9% of the applicable retail trade firms responded to this question. Firm sizes with no firms are omitted from this table.

**RETAIL TRADE**  
Full-time Hourly

**TABLE 40T: Education Cost Compensation for Oklahoma Retail Trade Full-time Hourly Employees by Firm Size.\* Question 40: "What is the maximum percentage of education and tuition cost you will compensate for any employee's in each category?"**

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
1% to 25%				
Small Firms	25	5.5	188	4.5
Medium Size Firms	14	14.4	430	9.4
Large Firms	2	7.4	633	7.0
All Size Firms	41	7.1	1,251	7.0
26% to 50%				
Small Firms	36	7.9	299	7.2
Medium Size Firms	27	27.8	1,054	23.0
Large Firms	5	18.5	495	5.5
All Size Firms	68	11.8	1,848	10.4
51% to 75%				
Small Firms	54	11.9	817	19.8
Large Firms	2	7.4	612	6.8
All Size Firms	56	9.7	1,429	8.1
76% to 99%				
Small Firms	52	11.5	1,089	26.3
Medium Size Firms	13	13.4	1,121	24.4
Large Firms	4	14.8	1,331	14.7
All Size Firms	69	12.0	3,541	20.0
100%				
Small Firms	286	63.1	1,740	42.1
Medium Size Firms	43	44.3	1,985	43.2
Large Firms	14	51.9	5,954	66.0
All Size Firms	343	59.4	9,679	54.5
Subtotal of Small Firms	453	100.0	4,133	100.0
Subtotal of Medium Size Firms	97	100.0	4,590	100.0
Subtotal of Large Firms	27	100.0	9,025	100.0
<b>Grand Total</b>	<b>577</b>	<b>100.0</b>	<b>17,748</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 and more employees. Retail trade firms that are included in this table met the following criteria: they have one or more full-time hourly employees, and they indicated that they offer educational benefits by response on question 39. 46 retail trade firms, or 62.2% of the applicable retail trade firms responded to this question. Firm sizes with no firms are omitted from this table.

## RETAIL TRADE

### Part-time Hourly

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

Response	Number of Firms in Category	Percent of All Firms in Firm Size	Number of Employees in Category	Percent of All Employees in Firm Size
1% to 25%				
Medium Size Firms	4	11.4	42	7.4
Large Firms	2	12.5	151	5.0
All Size Firms	6	3.4	193	4.8
26% to 50%				
Small Firms		0.0		0.0
Medium Size Firms	27	77.1	519	91.7
Large Firms	3	18.8	1,598	52.7
All Size Firms	30	16.9	2,117	52.5
51% to 75%				
Small Firms	54	42.5	346	79.4
All Size Firms	54	30.3	346	8.6
76% to 99%				
Large Firms	4	25.0	334	11.0
All Size Firms	4	2.2	334	8.3
100%				
Small Firms	73	57.5	90	20.6
Medium Size Firms	4	11.4	5	0.9
Large Firms	7	43.8	949	31.3
All Size Firms	84	47.2	1,044	25.9
Subtotal of Small Firms	127	100.0	436	100.0
Subtotal of Medium Size Firms	35	100.0	566	100.0
Subtotal of Large Firms	16	100.0	3,032	100.0
<b>Grand Total</b>	178	100.0	4,034	100.0

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 and more employees. Retail trade firms that are included in this table met the following criteria: they have one or more part-time hourly employees, and they indicated that they offer educational benefits by response on question 39. 17 retail trade firms, or 17.7% of the applicable retail trade firms responded to this question. Firm sizes with no firms are omitted from this table.

**RETAIL TRADE**  
Salary

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

<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	3,523	81.4	9,941	65.7
Medium Size Firms	245	55.8	3,137	47.2
Large Firms	36	50.0	2,405	44.7
All Size Firms	3,804	78.6	15,483	57.0
<b>YES, FOR HEALTH EXPENSES</b>				
Small Firms	828	19.1	5,421	35.8
Medium Size Firms	189	43.1	3,457	52.0
Large Firms	36	50.0	2,974	55.3
All Size Firms	1,053	21.8	11,852	43.7
<b>YES, FOR CHILDCARE EXPENSES</b>				
Small Firms	270	6.2	926	6.1
Medium Size Firms	91	20.7	1,636	24.6
Large Firms	21	29.2	2,009	37.3
All Size Firms	382	7.9	4,571	16.8
<b>YES, OTHER EXPENSES (please name)</b>				
Small Firms	42	1.0	95	0.6
Medium Size Firms	31	7.1	346	5.2
Large Firms	8	11.1	306	5.7
All Size Firms	81	1.7	747	2.8
Subtotal of Small Firms	4,327	100.0	15,122	100.0
Subtotal of Medium Size Firms	439	100.0	6,650	100.0
Subtotal of Large Firms	72	100.0	5,380	100.0
<b>Grand Total</b>	<b>4,838</b>	<b>100.0</b>	<b>27,152</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 retail trade firms that have one or more salaried employees that responded to this question. 252 firms, or 95.8% of the retail trade firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.



**RETAIL TRADE**  
Full-time Hourly

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

<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	3,786	85.2	21,632	77.1
Medium Size Firms	255	58.5	7,760	42.8
Large Firms	22	36.1	6,275	25.2
All Size Firms	4,063	82.3	35,667	50.2
<b>YES, FOR HEALTH EXPENSES</b>				
Small Firms	680	15.3	6,765	24.1
Medium Size Firms	176	40.4	10,192	56.3
Large Firms	39	63.9	18,604	74.8
All Size Firms	895	18.1	35,561	50.1
<b>YES, FOR CHILDCARE EXPENSES</b>				
Small Firms	169	3.8	611	2.2
Medium Size Firms	91	20.9	5,321	29.4
Large Firms	24	39.3	8,207	33.0
All Size Firms	284	5.8	14,139	19.9
<b>YES, OTHER EXPENSES (please name)</b>				
Medium Size Firms	31	7.1	1,800	9.9
Large Firms	8	13.1	4,751	19.1
All Size Firms	39	0.8	6,551	9.2
Subtotal of Small Firms	4,442	100.0	28,045	100.0
Subtotal of Medium Size Firms	436	100.0	18,116	100.0
Subtotal of Large Firms	61	100.0	24,879	100.0
<b>Grand Total</b>	<b>4,939</b>	<b>100.0</b>	<b>71,040</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 retail trade firms that have one or more full-time hourly employees that responded to this question. 253 firms, or 92.3% of the retail trade firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

**RETAIL TRADE**  
Part-time Hourly

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

<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	3,662	90.8	24,021	91.4
Medium Size Firms	260	84.7	13,698	93.2
Large Firms	29	58.0	14,666	58.9
All Size Firms	3,951	90.0	52,385	79.5
<b>YES, FOR HEALTH EXPENSES</b>				
Small Firms	373	9.2	2,267	8.6
Medium Size Firms	43	14.0	972	6.6
Large Firms	21	42.0	10,228	41.1
All Size Firms	437	10.0	13,467	20.4
<b>YES, FOR CHILDCARE EXPENSES</b>				
Small Firms	169	4.2	1,331	5.1
Medium Size Firms	21	6.8	235	1.6
Large Firms	13	26.0	1,773	7.1
All Size Firms	203	4.6	3,339	5.1
<b>YES, OTHER EXPENSES (please name)</b>				
Medium Size Firms	9	2.9	43	0.3
Large Firms	8	16.0	8,455	34.0
All Size Firms	17	0.4	8,498	12.9
Subtotal of Small Firms	4,034	100.0	26,289	100.0
Subtotal of Medium Size Firms	307	100.0	14,704	100.0
Subtotal of Large Firms	50	100.0	24,894	100.0
<b>Grand Total</b>	<b>4,391</b>	<b>100.0</b>	<b>65,887</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 retail trade firms that have one or more part-time hourly employees that responded to this question. 200 firms, or 70.9% of the retail trade firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

**RETAIL TRADE**  
**Salary**

**TABLE 42S: Childcare Assistance for Oklahoma Retail Trade Salary Employees by Firm Size.\* Question 42: "Do you offer childcare assistance?"**

<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	4,220	98.6	14,379	97.4
Medium Size Firms	440	98.4	7,247	98.5
Large Firms	64	92.8	4,907	91.8
All Size Firms	4,724	98.5	26,533	96.6
<b>YES, ON-SITE FACILITY</b>				
Small Firms	59	1.4	383	2.6
Medium Size Firms	7	1.6	110	1.5
All Size Firms	66	1.4	493	1.8
<b>YES, VOUCHERS or OFF-SITE</b>				
<b>SUBSIDIZED</b>				
Large Firms	4	5.8	133	2.5
All Size Firms	4	0.1	133	0.5
<b>YES, REFERRAL INFORMATION</b>				
Large Firms	2	2.9	309	5.8
All Size Firms	2	0.0	309	1.1
Subtotal of Small Firms	4,279	100.0	14,762	100.0
Subtotal of Medium Size Firms	447	100.0	7,357	100.0
Subtotal of Large Firms	69	100.0	5,348	100.0
<b>Grand Total</b>	<b>4,795</b>	<b>100.0</b>	<b>27,467</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 retail trade firms that have one or more salaried employees that responded to this question. 249 firms, or 94.7% of the retail trade firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

**RETAIL TRADE**  
Full-time Hourly

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

<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	4,434	100.0	27,826	100.0
Medium Size Firms	433	98.4	17,353	96.2
Large Firms	54	91.5	23,305	95.0
All Size Firms	4,921	99.8	68,484	97.3
<b>YES, ON-SITE FACILITY</b>				
Medium Size Firms	7	1.6	687	3.8
All Size Firms	7	0.1	687	1.0
<b>YES, VOUCHERS or OFF-SITE</b>				
<b>SUBSIDIZED</b>				
Large Firms	4	6.8	1,129	4.6
All Size Firms	4	0.1	1,129	1.6
<b>YES, REFERRAL INFORMATION</b>				
Large Firms	2	3.4	100	0.4
All Size Firms	2	0.0	100	0.1
Subtotal of Small Firms	4,434	100.0	27,826	100.0
Subtotal of Medium Size Firms	440	100.0	18,040	100.0
Subtotal of Large Firms	59	100.0	24,535	100.0
<b>Grand Total</b>	<b>4,933</b>	<b>100.0</b>	<b>70,401</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 retail trade firms that have one or more full-time hourly employees that responded to this question. 252 firms, or 92.0% of the retail trade firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

**RETAIL TRADE**  
Part-time Hourly

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

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
NO				
Small Firms	4,205	100.0	27,420	100.0
Medium Size Firms	387	98.2	16,492	99.1
Large Firms	50	100.0	25,933	100.0
All Size Firms	4,642	99.8	69,845	99.8
YES, ON-SITE FACILITY				
Medium Size Firms	7	1.8	144	0.9
All Size Firms	7	0.2	144	0.2
Subtotal of Small Firms	4,205	100.0	27,420	100.0
Subtotal of Medium Size Firms	394	100.0	16,636	100.0
Subtotal of Large Firms	50	100.0	25,933	100.0
<b>Grand Total</b>	<b>4,649</b>	<b>100.0</b>	<b>69,989</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 retail trade firms that have one or more part-time hourly employees that responded to this question. 222 firms, or 78.7% of the retail trade firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Response categories with no response and firm sizes with no firms are omitted from this table.

**RETAIL TRADE**  
**Salary**

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

<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	3,209	74.8	11,743	78.1
Medium Size Firms	346	78.3	6,562	90.1
Large Firms	58	80.6	3,244	60.3
All Size Firms	3,613	75.2	21,549	77.8
<b>FLEX-TIME</b>				
Small Firms	1,063	24.8	3,367	22.4
Medium Size Firms	95	21.5	716	9.8
Large Firms	12	16.7	1,827	34.0
All Size Firms	1,170	24.4	5,910	21.3
<b>FOUR DAY (ten hour/day) WORK WEEKS</b>				
Small Firms	161	3.8	313	2.1
Medium Size Firms	7	1.6	47	0.6
Large Firms	2	2.8	309	5.7
All Size Firms	170	3.5	669	2.4
<b>TELECOMMUTING (work at home)</b>				
Small Firms	82	1.9	901	6.0
Medium Size Firms	7	1.6	110	1.5
Large Firms	8	11.1	417	7.8
All Size Firms	97	2.0	1,428	5.2
Subtotal of Small Firms	4,290	100.0	15,030	100.0
Subtotal of Medium Size Firms	442	100.0	7,279	100.0
Subtotal of Large Firms	72	100.0	5,380	100.0
<b>Grand Total</b>	<b>4,804</b>	<b>100.0</b>	<b>27,689</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 retail trade firms that have one or more salaried employees that responded to this question. 249 firms, or 94.7% of the retail trade firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question.

**RETAIL TRADE**  
Full-time Hourly

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

<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	3,474	77.1	21,606	75.7
Medium Size Firms	333	77.8	14,010	79.2
Large Firms	54	88.5	20,482	82.3
All Size Firms	3,861	77.3	56,098	78.9
<b>FLEX-TIME</b>				
Small Firms	967	21.5	6,268	22.0
Medium Size Firms	95	22.2	3,670	20.8
Large Firms	6	9.8	4,297	17.3
All Size Firms	1,068	21.4	14,235	20.0
<b>FOUR DAY (ten hour/day) WORK WEEKS</b>				
Small Firms	147	3.3	1,786	6.3
Large Firms	2	3.3	100	0.4
All Size Firms	149	3.0	1,886	2.7
<b>TELECOMMUTING (work at home)</b>				
Small Firms	82	1.8	708	2.5
Large Firms	2	3.3	100	0.4
All Size Firms	84	1.7	808	1.1
Subtotal of Small Firms	4,505	100.0	28,550	100.0
Subtotal of Medium Size Firms	428	100.0	17,680	100.0
Subtotal of Large Firms	61	100.0	24,879	100.0
<b>Grand Total</b>	<b>4,994</b>	<b>100.0</b>	<b>71,109</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 retail trade firms that have one or more full-time hourly employees that responded to this question. 252 firms, or 92.0% of the retail trade firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

**RETAIL TRADE**  
**Part-time Hourly**

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

<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	3,092	73.4	18,853	69.5
Medium Size Firms	319	79.2	11,879	72.3
Large Firms	39	86.7	15,149	73.6
All Size Firms	3,450	74.0	45,881	71.5
<b>FLEX-TIME</b>				
Small Firms	1,070	25.4	8,148	30.0
Medium Size Firms	84	20.8	4,558	27.7
Large Firms	4	8.9	5,443	26.4
All Size Firms	1,158	24.8	18,149	28.3
<b>FOUR DAY (ten hour/day) WORK WEEKS</b>				
Small Firms	92	2.2	1,022	3.8
Large Firms	2	4.4	3	0.0
All Size Firms	94	2.0	1,025	1.6
<b>TELECOMMUTING (work at home)</b>				
Small Firms	23	0.5	84	0.3
Large Firms	2	4.4	3	0.0
All Size Firms	25	0.5	87	0.1
Subtotal of Small Firms	4,212	100.0	27,123	100.0
Subtotal of Medium Size Firms	403	100.0	16,437	100.0
Subtotal of Large Firms	45	100.0	20,594	100.0
<b>Grand Total</b>	<b>4,660</b>	<b>100.0</b>	<b>64,154</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 retail trade firms that have one or more part-time hourly employees that responded to this question. 221 firms, or 78.4% of the retail trade firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.



**RETAIL TRADE**  
**Salary**

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

<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	2,553	88.2	10,480	96.7
Medium Size Firms	270	93.8	4,124	95.4
Large Firms	44	88.0	3,622	93.2
All Size Firms	2,867	88.7	18,226	95.7
<b>SHIFT DIFFERENTIAL</b>				
Small Firms	200	6.9	342	3.2
Medium Size Firms	33	11.5	867	20.0
Large Firms	10	20.0	1,006	25.9
All Size Firms	243	7.5	2,215	11.6
<b>LONGEVITY PAY</b>				
Small Firms	152	5.3	1,130	10.4
Medium Size Firms	26	9.0	453	10.5
All Size Firms	178	5.5	1,583	8.3
<b>STOCK OPTIONS</b>				
Small Firms	98	3.4	138	1.3
Medium Size Firms	31	10.8	562	13.0
Large Firms	12	24.0	1,998	51.4
All Size Firms	141	4.4	2,698	14.2
<b>OTHER (please name)</b>				
Small Firms	186	6.4	344	3.2
Medium Size Firms	24	8.3	240	5.5
Large Firms	2	4.0	176	4.5
All Size Firms	212	6.6	760	4.0
Subtotal of Small Firms	2,893	100.0	10,834	100.0
Subtotal of Medium Size Firms	288	100.0	4,325	100.0
Subtotal of Large Firms	50	100.0	3,887	100.0
<b>Grand Total</b>	3,231	100.0	19,046	100.0

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more salaried employees that responded to this question. 171 firms, or 65.0% of the retail trade firms with salaried employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

**RETAIL TRADE**  
Full-time Hourly

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

<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	2,181	83.3	13,612	79.9
Medium Size Firms	161	78.5	7,285	82.9
Large Firms	15	46.9	7,321	50.4
All Size Firms	2,357	82.6	28,218	69.9
<b>SHIFT DIFFERENTIAL</b>				
Small Firms	331	12.6	3,397	19.9
Medium Size Firms	52	25.4	1,857	21.1
Large Firms	14	43.8	10,340	71.2
All Size Firms	397	13.9	15,594	38.7
<b>LONGEVITY PAY</b>				
Small Firms	187	7.1	1,764	10.4
Medium Size Firms	12	5.9	525	6.0
All Size Firms	199	7.0	2,289	5.7
<b>STOCK OPTIONS</b>				
Small Firms	125	4.8	398	2.3
Medium Size Firms	24	11.7	949	10.8
Large Firms	10	31.3	3,055	21.0
All Size Firms	159	5.6	4,402	10.9
<b>OTHER (please name)</b>				
Small Firms	158	6.0	656	3.9
Medium Size Firms	17	8.3	1,021	11.6
Large Firms	2	6.3	468	3.2
All Size Firms	177	6.2	2,145	5.3
Subtotal of Small Firms	2,618	100.0	17,036	100.0
Subtotal of Medium Size Firms	205	100.0	8,783	100.0
Subtotal of Large Firms	32	100.0	14,526	100.0
<b>Grand Total</b>	2,855	100.0	40,345	100.0

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more full-time hourly employees that responded to this question. 145 firms, or 52.9% of the retail trade firms with full-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

**RETAIL TRADE**  
Part-time Hourly

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

<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	1,405	79.9	5,813	74.1
Medium Size Firms	103	76.9	4,117	77.4
Large Firms	6	35.3	218	3.2
All Size Firms	1,514	79.3	10,148	50.5
<b>SHIFT DIFFERENTIAL</b>				
Small Firms	186	10.6	1,062	13.5
Medium Size Firms	35	26.1	1,611	30.3
Large Firms	4	23.5	5,443	78.7
All Size Firms	225	11.8	8,116	40.4
<b>LONGEVITY PAY</b>				
Small Firms	151	8.6	656	8.4
Medium Size Firms	19	14.2	486	9.1
All Size Firms	170	8.9	1,142	5.7
<b>STOCK OPTIONS</b>				
Small Firms	102	5.8	758	9.7
Medium Size Firms	13	9.7	670	12.6
Large Firms	10	58.8	1,283	18.5
All Size Firms	125	6.5	2,711	13.5
<b>OTHER (please name)</b>				
Small Firms	147	8.4	527	6.7
Medium Size Firms	21	15.7	637	12.0
All Size Firms	168	8.8	1,164	5.8
Subtotal of Small Firms	1,759	100.0	7,850	100.0
Subtotal of Medium Size Firms	134	100.0	5,318	100.0
Subtotal of Large Firms	17	100.0	6,917	100.0
<b>Grand Total</b>	1,910	100.0	20,085	100.0

\*Note: Small Firms are those with < 50 employees; Medium Sized Firms are those with 50 to 249 employees; and Large Firms are firms with 250 or more employees. This table includes retail trade firms that have one or more part-time hourly employees that responded to this question. 93 firms, or 33.0% of the retail trade firms with part-time hourly employees responded to this question. Size totals are not equal to the sum of the response sizes due to the more than one response option on this question. Firm sizes with no firms are omitted from this table.

**RETAIL TRADE**  
All Employee Categories

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

<b>Response</b>	<b>Number of Firms in Category</b>	<b>Percent of All Firms in Firm Size</b>	<b>Number of Employees in Category</b>	<b>Percent of All Employees in Firm Size</b>
15% or LESS				
Small Firms	4,805	80.7	59,452	75.5
Medium Size Firms	290	57.2	25,258	56.3
Large Firms	26	35.6	10,109	16.9
All Size Firms	5,121	78.4	94,819	51.7
16% to 20%				
Small Firms	708	11.9	8,885	11.3
Medium Size Firms	85	16.8	6,912	15.4
Large Firms	23	31.5	28,524	47.6
All Size Firms	816	12.5	44,321	24.2
21% to 25%				
Small Firms	327	5.5	7,442	9.5
Medium Size Firms	79	15.6	7,462	16.6
Large Firms	8	11.0	5,102	8.5
All Size Firms	414	6.3	20,006	10.9
26% to 30%				
Small Firms	52	0.9	2,272	2.9
Medium Size Firms	18	3.6	1,245	2.8
Large Firms	12	16.4	13,363	22.3
All Size Firms	82	1.3	16,880	9.2
MORE THAN 30%				
Small Firms	59	1.0	688	0.9
Medium Size Firms	35	6.9	4,013	8.9
Large Firms	4	5.5	2,775	4.6
All Size Firms	98	1.5	7,476	4.1
Subtotal of Small Firms	5,951	100.0	78,739	100.0
Subtotal of Medium Size Firms	507	100.0	44,890	100.0
Subtotal of Large Firms	73	100.0	59,873	100.0
<b>Grand Total</b>	<b>6,531</b>	<b>100.0</b>	<b>183,502</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 retail trade firms that have one or more employees that responded to this question. 309 firms, or 95.7% of the applicable retail trade firms responded to this question.

*Oklahoma Employee Benefit Compensation*

# **OESC 2005 Benefits Survey**

## **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 check**boxes** indicating any additional medical/health benefits your company provides cost assistance."**

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

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

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

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

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

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

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

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

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

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

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

*Oklahoma Employee Benefit Compensation*

# **OESC 2005 Benefits Survey**

## **Appendix C: Questionnaire**



Vacation & Holiday

Health & Medical



Retirement, Bonuses  
& Profit sharing



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

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

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

	Full- Time Hourly	Part- Time Hourly	All Employees
--	-------------------------	-------------------------	------------------

**HOLIDAYS**

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

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

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

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

**PERSONAL LEAVE**

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

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

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

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

**PLEASE TURN TO PAGE TWO**



**OESC EMPLOYER BENEFITS SURVEY**

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

**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.....
- b. Yes.....

--	--	--	--

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 .....
- b. 6 to 10 days.....
- c. 11 to 15 days.....
- d. 16 to 29 days .....
- e. 30 or more days.....

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<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.....
- b. 15 to 24 days.....
- c. 25 to 34 days .....
- d. 35 or more days.....

--	--	--	--

9. Does paid leave time increase with years of service or with seniority?

- a. No.....
- b. Yes.....

--	--	--	--

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).....
- b. Yes.....

--	--	--	--

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.....
- b. 11 to 20 days.....
- c. 21 or more days.....
- d. No maximum or limit.....

--	--	--	--

Do you offer a pay option in lieu of paid leave time?

- 12. a. No.....
- b. Yes.....

--	--	--	--



**OESC EMPLOYER BENEFITS SURVEY**

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

**VACATION** (If you combine sick leave, and vacation together to be used at the employees discretion, skip to question #23).

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

- a. No paid vacation offered (If no, skip to question #20).....
- b. less than 1 month.....
- c. 1 to 2 months.....
- d. 3 to 6 months.....
- e. 7 to 11 months.....
- f. 12 months or more.....

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

- a. Do not offer two weeks of paid vacation.....
- b. 11 months or less.....
- c. 1 year to 1 year & 11 months.....
- d. 2 years to 2 years & 11 months.....
- e. 3 years to 3 years & 11 months.....
- f. 4 or more years.....

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

- a. Do not offer three weeks of paid vacation.....
- b. 3 years or less.....
- c. 4 years to 7 years & 11 months.....
- d. 8 years to 11 years & 11 months.....
- e. 12 or more years.....

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

- a. Do not offer four weeks of paid vacation.....
- b. 9 years or less.....
- c. 10 years to 15 years & 11 months.....
- d. 16 or more years.....

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

- a. No.....
- b. Yes.....

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

- a. No (If no for all categories, skip to question #20).....
- b. Yes.....





**OESC EMPLOYER BENEFITS SURVEY**

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

**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.....
  - b. 11 to 30 days.....
  - c. 31 days or over.....
  - d. No maximum or limit.....

--	--	--

**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)....
  - b. 5 days or less.....
  - c. 6 to 9 days.....
  - d. 10 to 14 days.....
  - e. 15 or more days.....

	<input type="checkbox"/>	
	<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).....
  - b. Yes.....

	<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.....
  - b. 6 to 14 days.....
  - c. 15 to 29 days.....
  - d. 30 or more days.....
  - e. No maximum or limit.....

	<input type="checkbox"/>	
	<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.....
  - b. Yes, 1 to 3 days.....
  - c. Yes, 4 to 7 days.....
  - d. Yes, 8 days and over.....

--	--	--

24. Do you offer short term paid disability leave?
- a. No.....
  - b. Yes, 6 weeks or less.....
  - c. Yes, 7 to 13 weeks.....
  - d. Yes, 14 to 26 weeks.....
  - e. More than 26 weeks.....

--	--	--



**OESC EMPLOYER BENEFITS SURVEY**

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

**PAID LEAVE (continued)**

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

**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)..... |  |  |  |
| b. Yes, Employee only.....                                 |  |  |  |
| c. Yes, Employee and dependents.....                       |  |  |  |
27. What types of medical/health care plans do you offer?  
(Check all that apply)
- |   |  |  |  |
|---|--|--|--|
| a. Traditional fee-for-service.....           |  |  |  |
| b. Health Maintenance Organization (HMO)..... |  |  |  |
| c. Preferred Provider Organization (PPO)..... |  |  |  |
28. Can employees choose between medical/health care plans?
- |             |  |  |  |
|-------------|--|--|--|
| a. Yes..... |  |  |  |
| b. No.....  |  |  |  |
29. What percentage of the cost of the medical/health care 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%.....       |  |  |  |
30. What percentage of the cost of the medical/health care plans do you pay for the employee's dependents?
- |                    |  |  |  |
|--------------------|--|--|--|
| a. None.....       |  |  |  |
| b. 1% to 25%.....  |  |  |  |
| c. 26% to 50%..... |  |  |  |
| d. 51% to 75%..... |  |  |  |
| e. 76% to 99%..... |  |  |  |
| f. 100%.....       |  |  |  |

**OESC EMPLOYER BENEFITS SURVEY**

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

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

31. Do you offer dental care plan(s) to your employees?  
 a. No (If no in all categories, skip to question #35).....  
 b. Yes, Employee only.....  
 c. Yes, Employee and dependents.....

--	--	--

32. Can employees choose between dental care plans?  
 a. No.....  
 b. Yes.....

--	--	--

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%.....

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

34. What percentage of the cost of the dental plan(s) do you pay for an employee's dependents?  
 a. None.....  
 b. 1% to 25%.....  
 c. 26% to 50%.....  
 d. 51% to 75%.....  
 e. 76% to 99%.....  
 f. 100%.....

--	--	--

35. Please check **boxes** 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)\_\_\_\_\_

--	--	--



**OESC EMPLOYER BENEFITS SURVEY**

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

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

36. Does your company require a waiting period for new hire Medical/Health/Dental benefit eligibility?
- a. Do not offer any Medical/Health/Dental benefits.....
  - b. No waiting period required.....
  - c. Yes, 30 days or less.....
  - d. 31 to 60 days.....
  - e. 61 to 90 days.....
  - f. More than 90 days.....
  - g. Varies, according to plans and/or union contract.....

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

**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"/>		
--------------------------	--	--

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

**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"/>
--------------------------	--------------------------	--------------------------

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



**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.....
  - b. Yes, for health expenses.....
  - c. Yes, for childcare expenses.....
  - d. Yes, other expenses (please name)\_\_\_\_\_


42. Do you offer childcare assistance? (Please check all that apply)
- a. No.....
  - b. Yes, on-site facility.....
  - c. Yes, vouchers or off-site subsidized.....
  - d. Yes, referral information.....


43. Do you offer flexible work arrangements? (Check all that apply)
- a. None.....
  - b. Flex-time.....
  - c. Four day (ten hour/day) work weeks.....
  - d. Telecommuting (work at home).....


44. Please check **boxes** indicating any additional miscellaneous benefits your company offers.
- a. Bonuses.....
  - b. Shift differential.....
  - c. Longevity pay.....
  - d. Stock options.....
  - e. Other (please name)\_\_\_\_\_

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

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

45. What percentage of your total personnel compensation cost consists of fringe benefits (excluding worker's compensation and unemployment insurance)?
- a. 15% or less.....
  - b. 16% to 20%.....
  - c. 21% to 25%.....
  - d. 26% to 30%.....
  - e. More than 30%.....

**All Employees**


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

**THANK YOU FOR YOUR COOPERATION**

**END OF SURVEY**

*Oklahoma Employee Benefit Compensation*

# **OESC 2005 Benefits Survey**

## **Appendix D: Special Recognition**



Vacation & Holiday

Health & Medical



Retirement, Bonuses  
& Profit sharing



SPECIAL RECOGNITION  
AND  
ACKNOWLEDGEMENTS

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

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

Shirley Newman  
SHAKLEE CORPORATION  
3300 Marshall Avenue  
Norman, OK 73072

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

Carrie Linares  
REPUBLIC BANK  
Norman, OK 73070

Larry Wright  
WRIGHT'S IGA  
Norman, OK 73071

Larry Heikkila  
CITY OF NORMAN  
Norman, Oklahoma 73070

Euden Bruce  
NORMAN REGIONAL HOSPITAL  
Norman, OK 73070

William Young, PhD  
UNIVERSITY OF OKLAHOMA  
Tulsa, Oklahoma

Gala Hager  
CITY OF NORMAN  
Norman, OK 73070

Pat Shepherd  
OKLAHOMA UNIVERSITY  
Norman, Oklahoma